



Including You! Masakhane!

Resolutions

Adopted by the 4th UNI World Women's Conference in Cape Town, South Africa on December 4-5 2014.

Foreword

This publication contains the key policy decisions taken by the 4th UNI Global Union World Women's Conference, held in Cape Town, South Africa from December 4-5, 2014.

Four motions and a number of proposed amendments were submitted by affiliates to the Conference.

The five resolutions adopted by the Conference affirm our position on the following matters:

Resolution 1: Strategic Priorities for UNI Equal Opportunities Interprofessional Group

Resolution 2: For an Equal Society

Resolution 3: Equal Pay for Work of Equal Value

Resolution 4: Violence against Women

Resolution 5: Women and Health

The Resolutions Committee was composed as follows:

Chair:

Annie Hill	CWA	USA
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Members:

Sofia Kanta	OTOE	Greece
Ute Brutzki	Ver.di	Germany
Patricia Nyman	SACCAWU	South Africa
Mariama Penda Diallo	FESABAG	Senegal
Denise Peters	BIGWU	Trinidad and Tobago
Susana Stochero	FATSA	Argentina
Maxine Gay	First Union	New Zealand
Lankika Ariyasinghe	FBOSL	Sri Lanka

We count on the support of all of our affiliates in implementing our strategy and aim to be able to report many concrete achievements to the 5th UNI World Women's Conference, when it meets in Liverpool in 2018.



Philip J. Jennings
UNI General Secretary



Verónica Fernández Méndez
Head of UNI Equal Opportunities

Resolution No. 1

Strategic Priorities for UNI Equal Opportunities Interprofessional Group

UNI Global Union's Strategy for action from Cape Town to Liverpool sets three strategic objectives aimed at growing and strengthening affiliated unions and UNI Global Union to improve the lives of service workers.

Based on these three UNI Strategic Objectives, the following priorities and goals have been identified by UNI Equal Opportunities Inter-Professional Group and will form the basis of a strategic action plan for UNI Equal Opportunities over the next four years.

In view of the inter-professional dimension of the UNI Equal Opportunities' agenda, alignment with UNI Sector Global Unions, Regions, other inter-professional groups and UNI Strategic Campaigns and Organising is a key factor for success.

1 Including you in taking back our economies

We live in an unequal and exclusive world, and it is getting worse. In 2010, the top 0.5% of the global population had a 36% share of global wealth, whilst the bottom 70% of the global population had a 4.2% share of global wealth. For women the situation is worse. They represent 70 percent of the world's poor. They are often paid less than men for their work, with the average wage gap in 2013 being of 23 percent. It is estimated that it would take women another 45 years to reach parity with men.¹

Furthermore, women face persistent discrimination when they apply for credit for business or self-employment and are often concentrated in insecure, unsafe and low-wage work. Eight out of ten women workers are considered to be in vulnerable employment in sub-Saharan Africa with global economic changes taking a huge toll on their livelihoods.²

The current financial crisis has also affected women severely. From 72 million unemployed women in 2007, by 2012 there were 13 million more women unemployed and no projection of significant reduction expected by 2017³. This unemployment rate also jeopardizes the gains made in the last few decades in women's equality. Young women are particularly adversely affected by the economic crisis.

With too few seats at the tables where economic decisions are made, women themselves have limited opportunity to influence policy.

For this reason, UNI Equal Opportunities will work closely with UNI Sector Global Unions and Regions to ensure that trade unions are one of the key political institutions needed to create a more balanced and stable economy for people, especially women, around the world; and that women's rights and needs are at the heart of this new economy.

UNI Global Union and its affiliates will fight to ensure women have the same rights, working conditions, opportunities and respect enjoyed by men in society and the workplace.

¹ ILO. Equal Pay : an introductory guide, 2013. Pg. 12.

² http://www.unifem.org/gender_issues/women_poverty_economics/

³ ILO, Global Employment Trends for Women, 2012. Pg. vi.

Goals:

Global justice for a global workforce

- UNI will work to promote justice and equality for women in trade unions especially in the emerging economies.
- UNI and its affiliates will participate in governmental and regional discussions and processes to improve the legal standing of women and young women in society and the workplace.

Dignity, fairness, family, justice, opportunity and security for all.

UNI Equal Opportunities will work with its affiliated unions to:

- Provide women workers with a safe and healthy working environment, free from any form of discrimination, sexual harassment, violence or threat to health and personal integrity.
- Lobby governments and parliaments to ratify, transpose and implement international and national legislations that provide for a safer, healthier working environment for all.

Job creation and Formal work

- UNI Equal Opportunities will promote the value of work through wage increases, campaigning for equal remuneration for women and men.
- UNI will work to reverse the deregulation of the labour market and the informalisation of labour, which affects a great portion of the female workforce.

Social protection

UNI and its affiliates will:

- Promote social protection for workers to ensure a decent standard of living and guarantee their rights
- Campaign for social protection as a public service, which will increase consumption and favour the recovery of the global economy, growing employment around the world;
- Support the ILO Global Jobs Pact's commitment to the extension of social security;
- Demand social protection for all workers in the form of unemployment payments;
- Pressure governments and companies to provide training, re-training, public education and lifelong learning for workers, especially young workers and women seeking access and re-access to decent work;
- Commit to the development of the 'care economy', both formal and informal including the expansion of public pension and health systems to raise the share of consumption in GDP.
- Pressure governments to stop the economic measures of austerity and cuts directed to the public sector, which is a sector of mostly women, and to look for a more gender conscious approach to end the current economic crisis.

2 Including you to win union growth

Bearing in mind that the number of women joining unions has continued to increase in the past decades, with women making up almost half of the unionized workforce in some

countries and that women are projected to outnumber men in unions in ten years⁴, UNI will continue to facilitate union growth amongst women, migrants, disabled workers, and workers with different sexual orientation and to expand collective bargaining to improve the lives of female workers, support the equitable distribution of wealth, provide decent jobs and sustainable economic growth.

Goals:

Gain union recognition rights and grow the strength of unions

Work across UNI to:

- Continue to implement the plan aimed at better representation of women, with the target of at least 40% representation of any one gender in all UNI's decision-making structures, and promote equality in all UNI strategies.
- Build future generations of women leaders from UNI Youth through UNI's Mentoring Programme
- Encourage the organisation of women workers, migrants, disabled workers, and workers with different sexual orientation and increase collective bargaining coverage in the companies operating in UNI sectors in order to achieve decent working conditions and equal treatment for all workers.
- Increase the number of women workers, migrants, disabled workers, and workers with different sexual orientation organised by affiliates, including the growing number of temporary agency staff and agency workers in particular.
- Organise to grow unions and extend collective bargaining coverage in industries and occupations where there is little coverage at present, particularly focusing on jobs that are female dominated
- Organise young women workers
- Build groups of leading women to implement unionization strategies, spreading the gender perspective within their organizations and among their colleagues and fellow workers.
- Implement the programmes, actions, campaigns aimed at promoting the participation of women in unions at all levels.
- Establish and maintain regional, sub-regional and national women's networks through e-mails and websites of National Liaison Councils to share news and activities on gender and equal opportunities.
- Encourage affiliates to recognize the need to organize women workers and promote gender mainstreaming by discussing and publicizing gender issues.
- Include a gender perspective among the global agreements negotiated with corporations and ensure that the rights of women workers, migrants, disabled workers, and workers with a different sexual orientation are being taken into account.

Organising capacity building

Work across UNI to:

- Implement a gender and equality dimension in organising and capacity building programmes.
- To develop programmes and projects to support the organising campaigns for women workers, migrants, disabled workers, and workers with different sexual orientation
- Ensure that training and the principle of lifelong learning for women is included in the Global Agreements signed with corporations and included in collective bargaining.

Promotion of organising

⁴ CENTER FOR ECONOMIC AND POLICY RESEARCH, Women Workers and Unions. December 2013.

- Work across UNI to encourage affiliates to make organizing and representation of women workers a part of their policy reflected in the union's strategy and organizing activities.
- Provide UNI Women Committees with regular reports on implementation of the organising action plan to review and evaluate progress.
- Provide UNI World Executive Board and UNI Regional Executive Committees with reports on progress.

Capacity to develop organising skills and campaigns

Work across UNI and with affiliates to:

- Empower women with the skills, knowledge and capacity to be engaged in negotiations and to take up leadership and decision making positions in their unions.
- Train women to become recruiters, organisers and trainers with the skills and experience to help in the implementation of campaigns and to help develop others.

UNI Organisers' Forum

- Work with UNI SCORE to ensure UNI Equal Opportunities' expertise and active participation.

Communication tools

- Develop efficient communication tools, including on-line and web instruments.
- Continue to create and publish online news articles
- Develop brochures on gender equality and equal opportunities' issues.
- Develop an online library to gather data and news from around the world.
- Run information campaigns to ensure rank and file workers are aware and able to link the situation at national level to the international strategies.
- Use the existing social media tools to reach out to the affiliates and to the public in general, with information on campaigns, events, research, etc.

3 Including you in a new world of work

We have no option but to prepare workers and unions for the challenges and opportunities of a new world of work. Globalisation, technology-led innovation and demographics are rapidly transforming jobs and labour markets. We must be ready to be innovative and fight for workers' fair share in this new global context. As a services union, UNI Global Union and its affiliates are uniquely positioned to do this.

Women, especially young women, will also be a key element in the re-shaping of the new world of work. Not only are they half of the world's human capital, but they are still one of the most underutilized resources.

And even though the presence of women in tertiary institutions in the last decades has grown almost twice as fast as that of men since 1970⁵, female over-representation in higher education is not reflected in the labour market. Studies have shown that women are not on an equal footing with men in terms of salaries and decision-making positions, despite having the same

⁵ <http://www.uis.unesco.org/Education/Pages/women-higher-education.aspx>

or better qualifications in terms of education. For example, 46% of the largest worldwide enterprises have no women on their boards⁶.

For this reason, UNI will work with affiliates to raise employment standards for women workers, migrants, disabled workers, and workers with different sexual orientation in UNI sectors; and to increase the vigilance in which discrimination is tackled in society and in workplaces. We will work towards the creation of a new economic world that encompasses equality and real wealth creation for all.

Goals:

Campaigns to raise employment standards

- Implement target-oriented campaigns against Discrimination, Violence and Exclusion at the work place:
- UNI's "Break the circle of Violence" campaign.
- 8 March, International Women's Day
- 16 days of activism: Violence - from 25 November to 10 December to continue to raise awareness on the issue of domestic violence and how it can spill over to the workplace
- Equal pay for equal work campaign: to promote the eradication of the existing gender wage gap and work towards providing women workers with the same benefits as male workers.
- Focus on women's representation in management and company boards

Extend the reach of collective bargaining to all workers

- Ensure that equal treatment of women workers, migrants, disabled workers, and workers with different sexual orientation is guaranteed and supported by national law and/or collective agreements.
- Promote best practices on coverage of women workers' rights, migrants, disabled workers, and workers with different sexual orientation in collective agreements.

A commitment to human and trade union rights

- Intervene with any government authority or employer that jeopardizes the principle of equality at the work place.
- Challenge the feminization of labour and work to end the segregation of women into poorly paid and precarious jobs.
- Support solidarity campaigns and programmes to protect trade union and equality rights, especially in high-risk countries.
- Work to change the existing social and cultural parameters in regard to house work and in the workplace, so both women and men can combine and balance both family and work life. Work with UNI Sector Global Unions and UNI affiliates to create safe and healthy working environments for women, free of any form of discrimination, violence or threat to health or personal integrity.

Strategic alliances with other social justice organisations

- Strengthen cooperation and take a lead with Global Unions, ITUC and other international organisations on trade union involvement in policy formulation on equal opportunities' issues at global and regional levels.

⁶ OECD. Gender and Sustainable Development, 2008. Pg. 29

Resolution No. 2

For an Equal Society

In order to build an equal and democratic society with a fair distribution of wealth, some key pillars must be developed:

- Free, good quality education, respecting freedom of conscience, available to all.
- Good quality public services, free at the point of delivery – so everyone can play a full role in society and in the workplace
- Decent work – so that working lives take place in a just and healthy environment, free from intimidation and fear, with workers getting a fair and adequate remuneration for their efforts.
- Eradicating forced labour and child labour, which should be guaranteed by union organizations freely formed.
- Social safety net which allows all people to live with dignity
- Access to security, healthcare and justice for everybody on equal terms

1 Education

Preamble

Education is a basic human right and a key pillar in the establishment of an equal society. Just as importantly, education plays a decisive role in the fight against the lack of equal opportunities, and is a buffer against the passing on of poverty to the next generation. Investing in the education of girls has a direct impact on health, poverty, national income and fertility.

Education must not be seen as the preserve of a chosen few, but rather is a human right to which everyone is entitled. Governments throughout the world, in poor and rich countries alike, have a duty to guarantee this right since education is absolutely essential for a better standard of living for citizens and for a truly democratic society.

Africa is a continent of contrasts in all aspects related to education. Whilst Sub-Saharan Africa has more than half of the world's out-of-school children; Northern Africa has shown the greatest increases in youth literacy rates in the last decade, from 68 to 89 per cent⁷.

In 2000, 164 countries attending the Global Education Forum in Dakar subscribed to this vision by approving the "Education for All" initiative. It is now an integral part of the master programme for the education sector in international cooperation projects:

Objective 1 Early childhood care and education needs to be expanded and improved, especially for disadvantaged children.

Objective 2 By 2015 all children – in particular girls, children in difficult circumstances, and children who belong to ethnic minorities – should have access to, and complete, primary education that is free, compulsory and of good quality.

Objective 3 The learning needs of young people and adults should be secured by providing access to learning opportunities and the training of life skills.

⁷ UNITED NATIONS, The Millenium Development Goals Report 2013. Pg. 15-16.

Objective 4 The adult illiteracy rate, particularly among women, is to be reduced by 50% by 2015. Adults must be guaranteed access to basic and higher education.

Objective 5 Closing the gender gap in primary and secondary education by 2005. By 2015, gender equality should be achieved in all areas of education, but priority must be given to improving the learning opportunities given to girls.

Objective 6 The quality of education must be improved.”

The fundamental importance of education was recognised when it was included in the UN’s millennium development goals. However, it now seems that these goals will not be met by 2015. **Hence the importance of stepping up international efforts in order to continue working on the implementation of these goals and ensuring that they are actually achieved.**

Point of departure

Thanks to international support, significant progress has been made over the last few years. Many poor countries have made concerted efforts to make “education for all” a reality. More children, particularly girls, now have access to education. The school enrolment rates for girls have risen, and new learning opportunities have been created for (young) adults. This shows that provided there is the political will, resolute action and the necessary resources, much can be achieved. Nevertheless, we cannot be satisfied with the successes achieved so far. There are still 69 million children around the world who do not have access to education, and if the current trend were to continue, there would still be 56 million children in 2015 who won’t go to school.⁸

Poverty is still the most important single factor which prevents children from attending school. This was made clear by the data obtained from household surveys carried out in 63 developing countries between 2005 and 2011. Children and adolescents from the poorest households are three times less likely to go to school than children of the same age from richer backgrounds. Place of residence also plays a role. Children from rural areas are twice as likely not to attend school as children from urban areas. Lack of education and poverty are interconnected in so many ways, both at the individual and societal level. Conversely, denied or missed educational opportunities are one of the most powerful mechanisms for reinforcing poverty across generations.

The demand for equality of access to education for girls and boys

For both financial and cultural reason fewer girls go to school than boys, but when they are sent to school, they are more likely to reach the last grade of primary school, except in some of the countries in Western⁹ and Eastern Asia.¹⁰

Significant progress has been achieved in the area of primary education. Nevertheless, girls in North Africa, sub-Saharan Africa and Western Asia face the biggest obstacles to attending primary school. At the secondary school level, the gender disparity becomes even more

⁸ The Millennium Development Goals Report, 2013, pages 5 and 15

⁹ The countries of Western Asia, according to the United Nations Statistics Division are: Armenia, Azerbaijan, Bahrain, Cyprus, Georgia, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates and Yemen. The countries of East Asia include: China, Japan, Mongolia, North Korea and South Korea.

¹⁰ Idem, pg. 16

pronounced. In sub-Saharan Africa, Western Asia and South Asia, girls are disadvantaged compared with boys. Disparities are significantly greater at the higher education level.¹¹

Since 1990, the literacy rate among adult women has risen by 10% and by 7% for men. And yet, two thirds of illiterate adults around the world are still women.¹²

Further education, vocational training, university education

The importance of basic education for all children should not obscure the situation of girls and young women in newly industrialising and developed countries. Although basic education is usually provided, girls and young women often find it difficult to gain access to colleges, vocational training schools or universities. In some societies higher education for girls and young women is still seen as unnecessary. These limitations must be overcome and young women given the same access to education and vocational training as their male counterparts.

Demands

UNI and its affiliates undertake to respect the following principles in its daily work and to promote them in campaigns, lobby activities, etc.:

- There must be no financial or social barriers that prevent individuals from pursuing their education, and all children – in particularly girls – must have access to the education required by law, which must be free, compulsory and of good quality.
- Girls' education should be given equal priority with boys' education.
- Education is an investment and is most worthwhile when there is an enabling environment. Such an environment requires a government oriented towards sustainable development, legal certainty, investment in a functioning health system, and the existence of a consistent policy of job and infrastructure investment. In order to obtain these objectives, governments must adapt their national budget for education, so they can cover all the needs in this area.
- Education strategies should be tailored so that no social group is given an advantage over others, and ethnic and religious tensions are not aggravated. It should also be adapted to the needs of each country and above all promote the empowerment of girls and women equally with boys and men.
- Girls must have the same opportunities as boys to access scholarships, awards, exchanges, etc.

The above demands assist in providing the education pillar that enables women to enter the world of work on a level playing field with men.

Continuing education

Life-long learning is important in the world of work and UNI affiliates will ensure that the issue forms part of the bargaining agenda with employers, especially ensuring that women have equal and adequate opportunities to develop their skills and careers. UNI will strive to include the essential principle of life-long learning in Global Agreements.

Provision of Education and Training

All education and training initiatives undertaken by UNI and its affiliates shall reflect and be implemented in accordance with the principles described above. Women trade unionists, including women in the informal economy, must participate in training and in the development

¹¹ Idem, pg. 17

¹² Idem, pg. 17

of education and training initiatives. The particular circumstances of women should be taken into consideration from the planning stage (e.g. the provision of child care during educational activities etc).

2 Public Services

This section is based on information from the PSI (Public Services International).

Government investment in quality public services, backed by fair taxation policies are the best means of building equitable, sustainable, peaceful and democratic societies.

In many countries, the majority of public sector workers are women and so the impact of public sector job creation and job cuts is felt most strongly by women.

Women are also the biggest users of public services and provide the majority of informal, unpaid care. Caring responsibilities fall unequally on women – caring for children, for elders and for those with disabilities, as well as household duties and contributing economically to support the household. Any lack of provision of public services or cuts in the level of public services impact disproportionately on women and lead to women taking on further caring responsibilities and having to abandon their position in the labour force or move into the informal sector, with consequent loss in income and employment security. This also leads to poverty in the future, since women are not able to have a decent pension.

Lack of public services or cuts in public services affect all aspects of life, including access to health, education, social care, justice, security, transport, housing, libraries, sexual/reproductive health services and support to victims of all forms of violence.

The impact of reduced access to health care, education and employment for women and girls has long term effects on women's health and the position of women in society. It also affects directly the sustainable development of society causing in many cases inefficiency in the use of resources and greater costs to the state.

Reductions in funding for legal aid and women's organisations reduce the opportunities to strengthen the work done to promote women's rights.

As well as lack of public services and cuts in public services we also see privatisation and liberalisation in some countries. In other countries, access to public services has changed from being free to being fee-paying with public services being managed by private companies which focus more on the economic benefit instead of the service itself.

Benefits are a public service and a benefit to the whole community as they help to support people and families, making for a more equal society. When benefits are reduced or access to them is restricted, this has a dramatic effect on women, especially women with disabilities and single mothers or female heads of households because they are the most dependent on them. People in receipt of benefits already live on low incomes, and reductions or more limited eligibility push women further into poverty. The health, education and wellbeing of children are adversely affected.

UNI and its affiliates will:

- Campaign for true equality.
- Campaign for good quality public services and equal access to them

- Promote actions to end pressure on governments for the liberalization or privatization of public services
- Defend all Public Services and Public Employment Services
- Oppose unjustified cuts in public services and austerity measures which degrade the services or their quality and undermine citizens' rights.
- Promote measures to improve the situation regarding shared responsibilities through collective bargaining agreements and enabling the participation of men in childcare.
- Promote actions for a strong safety net, which allows people to live with dignity.

3 Decent Work

Background

Decent work is the converging point of the four strategic objectives set out by the ILO,

- (i) Freedom of association and the effective recognition of the right to collective bargaining,
- (ii) The elimination of all forms of forced or compulsory labor,
- (iii) The effective abolition of child labor,
- (iv) The elimination of all forms of discrimination in employment and occupation.

Thus promoting quality in work as well as productiveness which will contribute to the extension of social protection and the strengthening of the social dialogue.

The concept of decent work is based on the recognition that work is a source of personal dignity, family stability, peace in the community, social justice and sustainable development. The defense of the right to work gives paid work the attention it deserves as a promoter of wealth, economic development, social and human development, democratic governance and good mental health; in addition to promoting citizenship, fighting poverty and job insecurity, and reducing existing inequalities.

Decent work means restoring ethics in labour relations and ensuring respect towards each other. Equal treatment and equal opportunities are directly linked to decent work, ethics in labour relations and democratizing the institutions of the state.

The promotion of decent work benefits all of society, especially women, who represent the majority of the world's poor and who receive lower wages (on average 30 % less although their quality is identical to that of the men). Women hold the most poorly paid jobs, those which take place in precarious conditions as well as informal employment. They are a minority when it comes to leadership positions and better salaries.

Decent work was added to the millennium development goal because it was recognized as being key to poverty eradication¹³

In Africa, both in Northern and sub-Saharan Africa, women are more likely than men to work as contributing family workers with little or no financial security or social benefits¹⁴. This type of gender inequality, like any other gender or racial inequality is the structural axis of social inequality patterns, so it is essential to include this dimension in those policies developed to combat poverty and social exclusion.

¹³ UNITED NATIONS, The Millenium Development Goals Report 2013. Pg.14

¹⁴ UNITED NATIONS, The Millenium Development Goals Report 2013. Pg. 21

It is necessary to promote decent work amongst youth and to focus on professional qualifications in order to promote a balance between work, education and family life.

Women are found in large numbers in the service sector, where the pace and pattern of work organization, performance management and management style often lead to violence, intimidation and ill health.

We must organise to extend collective bargaining coverage in industries and occupations where there is little coverage at present so we ensure that jobs which are heavily female benefit from being decent jobs.

Ensuring adequate and dignified working conditions that preserve the health and safety of the worker, and that do not expose the worker to organizational violence, intimidation, sexual abuse and abusive commercial goals, must be present when we refer to decent work.

The ILO report " Global Employment Trends 2012: Preventing a deeper crisis in employment," notes that *"after three years of continuous crisis conditions in global labor markets and the prospect of a further deterioration of economic activity, unemployment currently affects 200 million people worldwide"*. The number of workers in vulnerable employment worldwide in 2011 was estimated at 1,520 million, an increase of 136 million since 2000 and almost 23 million more than in 2009. Amongst women, 50.5 percent are in vulnerable employment, a rate that exceeds that corresponding men (48.2 percent).

Faced with this reality, it is the role of the labor movement to organize workers and to develop strategies for organization, campaigning and collective bargaining that put the issue of decent work at the heart of the debate. Corporations and governments must also contribute to social responsibility and promote decent work and respect for ILO conventions to democratize labour relations and be able to advance the following goals:

- An increase in the generation of decent work and equal opportunities, rather than the adoption of social and public austerity measures is essential to overcome the financial crisis and end poverty;
- Salaries have to be adequate to ensure all people can live decently and with dignity, in accordance with existing Collective Agreements and observing the regular working hours for each activity;
- Promotion of actions and programs that ensure the inclusion of women in all employment processes, including the setting of recruitment targets, training and promoting the access of women, minorities and people with disabilities to the labor market. Promote the fight against all forms of discrimination (Conventions 100 and 111);
- Ensure the participation of workers in the process of defining public policies that prevent dismissal without just cause (Convention 158);
- Fight against labour laws that increase "flexibility" for employers by reducing decent working conditions for employees, under the guise of creating more jobs;
- The fight against all forms of precarious work, in particular labour broking and informal work and the creation of mechanisms to end such practices in all sectors of the economy;
- Fight for free, accessible and quality transport to be paid by the company when workers in particular women work extended, early and late working hours due to imposing "flexibility" on workers,
- Promote equality opportunities and equal treatment for workers with family responsibilities (Convention 156)
- Support for the Convention 189 - defense of paid domestic work - in all countries, to ensure the same rights as urban and rural workers;

- Promote the protection of vulnerable groups, such as migrant workers and their families in the informal economy, through specific programs and activities;
- Develop mechanisms to ensure health and safety in the workplace;
- Develop policies that promote innovation processes and replace unhealthy production processes that might be detrimental to employment;
- Encourage research on the health impact on workers of the use of nanotechnology, especially in the pharmaceutical and cosmetic industries, where it is widely used and there is a significant female workforce;
- Ensure mechanisms and policies to eliminate child labour in all its forms (Conventions 138 and 182);
- Develop actions and public policies to combat the commercial sexual exploitation of children, adolescents, and women;
- Demand legislation and develop actions to eliminate sexual harassment in the workplace and society in general;
- Work towards the strengthening of the existing spaces for social dialogue and tripartite bodies, and ensure that women and gender issues are represented on these bodies

4 Conclusions

UNI will:

- Continue to work closely with all global unions in particular EI (Education International) and PSI (Public Services International) to give support and solidarity to their work for an Equal Society.
- Pursue demands for decent work through actions, campaigns, negotiations and the conclusion of Global Framework Agreements (GFA).
- Support affiliates in their efforts to organise and extend collective bargaining coverage into all the industries and occupations where women are concentrated.

Affiliates will:

- Lobby governments and inter-governmental organisations, and organise coordinated actions with sister unions, to ensure our aims for free, quality and equal access to public services especially focusing on education, healthcare security justice and a social security net are met in each country.
- Vigorously pursue our demands for decent work through lobbying, campaigning, negotiations and signing GFAs with companies.
- Encourage measures that will improve shared responsibilities between women and men through collective bargaining agreements with companies, to facilitate the participation of men as care givers

Resolution No. 3

Equal Pay for work of Equal Value and the Gender Pay Gap (GPG)

Based on the ITUC Report of March 2012 “Frozen in Time”

It is notoriously difficult to obtain precise and comparable data for all the countries covered by the survey. Nevertheless, the data that has been collected points to the existence of significant disparities between different regions. Our assumption is that the countries for which no data could be obtained are precisely those where the situation among women is known to be most precarious. Had the figures been available, we would have seen an ever greater pay gap between men and women.

The last 10 years have seen no meaningful progress in terms of closing the gender pay gap at the world level. This contrasts sharply with the period between 1960 and 1990.

Education, work opportunities and the gender pay gap are inherently linked. A lack of formal education and gender discrimination limits opportunities for women in the workplace, restricting them to lower paid jobs. Therefore, and although the in the 2012 World Economic Forum Global Gender Gap Report a change in the existing gender gap in some parts of Africa was reported; it is still the region with the largest gender gap in relation to education, literacy and tertiary education. This means that even if women are able to earn as much as their male counterparts, their access to higher paying positions is limited by the lack of adequate education and skills.

The pay gap in sectors with a high unionisation level penalises female workers less than in sectors which are not organised¹⁵. In these sectors, women benefit from regulations or agreements that provide for better wages and equal working conditions for the beneficiaries of the agreements.

The ITUC study reveals that domestic workers tend to have the lowest pay, and the average gender wage gap in this sector is most pronounced.

A large part of the pay gap is unexplained, i.e. it is not based on factors such as level of skills or responsibilities, the size of the company or years of service. On the contrary, it proves the existence of a wide range of discriminatory practices both in terms of pay, but also more generally. The inexplicable portion of the gap does not respond to rationale, but to the male dominated system of power that forms an ideological framework that underestimates and submits women to the worst wages and various forms of violence, since it is born out of a power relationship.

By way of example, and bearing in mind that most of the data are expressed in hourly rates (which do not reflect either working hours or other factors), the smallest unexplained gender pay gap is found in countries as diverse as Kazakhstan, Indonesia and the Netherlands, and the largest gaps are found in Chile, South Africa and Argentina.

The study on GPG by sector amongst 15¹⁶ countries in the four continents (excluding Europe) noted that the financial sector had one of the largest GPG's and ranked 12th, with an average gap of 8.7%;

¹⁵ National Women's Law Center, <http://www.nwlc.org/our-blog/gender-wage-gap-union-members-half-size-non-union-workers-wage-gap>.

¹⁶ Examples of the unexplained portion of the adjusted gender pay gap: . Kazakhstan 6%, Indonesia 9%, Netherlands and Belgium 10%, and Belarus 11%. Chile, South Africa and Argentina 22%, Spain and Mexico 21%, Russia and Brazil 18%, 17% in Colombia, 15% in the United Kingdom, 14% in Sweden, 13% in China, and 12% in India.

health and social work was in 14th position with a gap of 9.9%; other services were in 15th position with a gap of 10.2%; and for domestic workers the average gap was the highest at 13.4 %.

The survey also points out that closing the pay gap would boost the local and regional economy and that lower wage levels due to the gender pay gap impact women's standard of living throughout their lives – in work and in retirement.

Although there has been some improvement in Sub-Sahara Africa, the existing gender gap is still well above 24%¹⁷. In the case of South Africa, the gap remains at 34%¹⁸, which is a worrying concern that progress has declined despite having various laws in place. For example, the Employment Equity Act of 1996 is meant to redress the apartheid legacy and ensure that the workplace is more equitable in relation to race and gender. However reports indicate that poorly paid, especially black, women are at most risk from poverty and violence¹⁹. Thus much still has to be done to address the gender pay gap in terms of the legacy of apartheid.

During the Labour Law Review Process, labour movement and gender activists have ensured that the Employment Equity Act was amended to include the principle of equal pay for work of equal value and regulations for implementation are being developed.

Equal opportunities and treatment are a fundamental value in a democratic, society and the rule of law should apply so the gender pay gap is not an individual and private matter but one for society. A legislative framework provides for systematic measurements of the gender pay gap in order to generate action to address the gender pay gap wherever it exists.

We will not accept a society where women are paid less, just because they are women. UNI is committed to fighting for equal pay for work of equal value and an end to the gender pay gap.

Campaigning to eradicate the Gender Pay Gap

Together with UNI SCORE, and in cooperation with UNI sectors, UNI Equal Opportunities will implement awareness campaigns and undertake actions to work towards the eradication of the Gender Pay Gap

The campaign will be marked on 17 October, the International Day for the Eradication of Poverty.

UNI will:

- Produce campaign material to highlight the gender pay gap on 17 October
- Partner and contribute to the efforts undertaken by the other Global Unions and democratic civil society organisations that campaign for pay equality.
- Provide guidance to affiliates to assist them in defining pay (total remuneration, including secondary pay (i.e. "perks"), equal pay for work of equal value and to explain the need for transparency in pay and grading systems and in undertaking equal pay audits
- Highlight good practices and progress made in terms of pay equality.
- Integrate the GPG issue in its platform of demands when UNI negotiates and concludes global agreements.
- Address the gender pay gap in the work of the UNI sectors and the UNI regions
- Based on reports by affiliates, produce regular progress reports, at sectoral, regional, and world level to monitor and evaluate the GPG campaign.

¹⁷ The World Economic Forum (WEF) Global Gender Gap Report for 2013 shows that the existing gender gap in Ghana is 25% , Nigeria 37% and Kenya and Uganda at 38%.

¹⁸ World Economic Forum (WEF) Global Gender Gap Report, 2013

¹⁹ The National Gender Equity Report, South Africa, 2013

Affiliates will:

- Seek to collect transparent and gender-based data on total remuneration from national authorities and employers.
- Address the gender pay gap during negotiations with employers and push for a strategy for its elimination.
- Campaign for mandatory equal pay audits from companies and national authorities.
- Identify a campaign date in each country, company or sector that marks the GPG. For example: if a country has a 15% gender pay gap, this would mean that only on the 56th day of the calendar year women would start receiving a salary for their work. In other words, it would mean they have missed out on 56 days of pay due to the GPG. Alternatively this would mean that on the 309th day of the calendar year women would stop receiving their pay. These days, the 56th or the 309th day would be the days on which we should take action to demonstrate what the GPG means in real terms to a woman's income when the gender pay gap is 15%. Alternatively, affiliates will support the UNI campaign activities on 17 October.
- Promote awareness and debate amongst political representatives; call for legislation to introduce sanctions for employers who discriminate against women workers through their remuneration; and address this matter in political campaigns.
- Inform UNI Equal Opportunities Department of good practices and progress made in terms of pay equality.
- Share campaign materials with UNI to benefit all affiliates.

Finally:

- Underpinning our campaign will be the organising work of UNI and its affiliates. We must organise and extend collective bargaining coverage in industries and occupations where there is little coverage at present so we ensure that jobs that are heavily female benefit from our campaign to eradicate the gender pay gap.

Resolution No. 4

Violence against Women

Background

Violence against women is a persistent world-wide problem, and occurs in every age and economic group. It occurs in different settings, including the workplace (workplace violence), and all acts of violence against women have social, economic, health and humanitarian consequences. Domestic violence, in particular, continues to be frighteningly common, and to be accepted as “normal” within many societies²⁰. The perpetrators of domestic violence are often well known to their targets.

Of concern is the increasing barbaric and unspeakable acts of violence against women, the increase in the levels of violence against children and the aged.

Up to 70% of women will experience some sort of violence during their lives.²¹ In the African region 37% of ever-partnered women reported having experienced physical and or sexual intimate partner violence at some point in their lives²², and 21% of women in sub-Saharan Africa and the Central region have experienced violence from non-partner sexual violence, many as a result of the widespread conflicts in the region²³.

The International Violence against Women Survey (IVAWS)²⁴ 2008 results show that between 35-60% of women in the surveyed countries have experienced violence by a man during their lifetime.

The most common form of violence is physical violence inflicted by an intimate partner, including battering, forced sexual intercourse, and other forms of abuse. Between 22-40% have experienced intimate partner violence during their lifetime.²⁵

Among women aged between 15 and 44 years, acts of violence cause more death and disability than cancer, malaria, traffic accidents and war combined.²⁶

1 What is violence against women?

The United Nations Declaration on the Elimination of Violence against Women defines violence against women as:

²⁰ World Health Organisation Multi-country Study on Women’s Health and Domestic Violence against Women 2005

²¹ Unifem “The Violence Against Women Prevalence Data: Surveys by Country

²² World Health Organization. Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence. Pg.16

²³ Idem, pg. 48

²⁴ The IVAWS is an international, comparative survey specifically designed to target men's violence against women, especially domestic violence and sexual assault. The IVAWS project has covered 30 countries from all continents. The IVAWS project is co-ordinated by HEUNI with inputs from the United Nations Office on Drug and Crime (UNODC), UNICRI and Statistics Canada.

²⁵ World Health Organisation http://www.who.int/violence_injury_prevention/en/

²⁶ Unifem “The Violence Against Women Prevalence Data: Surveys by Country

“Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life.”²⁷

There are many types of violence against women: Physical, sexual and psychological violence occurring in the family or household (called family and domestic violence), in the community, in the workplace, or in educational institutions and elsewhere. It can also be perpetrated and condoned by the State. It can encompass:

- Battering
- Sexual abuse and sexual assault
- Sexual harassment
- Intimidation and bullying at work
- Violence related to exploitation
- Child abuse, child sexual abuse
- Rape (inside and outside marriage)
- Genital mutilation and other traditional practices harmful to women
- Dowry related violence
- Trafficking of women and children
- Enforced prostitution
- Enforced sterilisation, enforced abortion, killing of unwanted female babies
- Physical and/or psychological submission
- Ill-treatment
- Scorn
- Coercion or extortion through the children
- Murder

The United Nations Declaration on the Elimination of Violence against Women:

- aims to strengthen and complement the Convention on the Elimination of All Forms of Discrimination against Women,
- affirms that violence against women constitutes a violation of the rights and fundamental freedoms of women
- recognises that violence against women is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women
- recognises that violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men
- identifies some groups of women as being especially vulnerable to violence, such as:
 - women belonging to minority groups
 - homosexual women
 - indigenous women
 - refugee women
 - migrant women
 - women living in rural or remote communities

²⁷ General Assembly Resolution 48/104 (20 Dec 1993: 2)

- destitute women
- female children
- women in institutions or detention
- women with disabilities
- elderly women
- women in situations of armed conflict

Violence in all its forms – physical, sexual and psychological – is unacceptable. A strong, progressive and humanitarian global response to ending violence against women is required.

2 UNI's work at the United Nations

The 57th session of the United Nations Commission on the Status of Women (UNCSW57) took place in New York from the 4 to the 15 March 2013. The priority theme was the “Elimination and prevention of all forms of violence against women and girls”.

UNI Women, assisted by more than 150 volunteers from USA affiliates, worked hard through a very difficult process, to achieve the agreed conclusions, which included historic commitments to drive global action to eliminate and prevent all forms of violence against women and girls.

Although there had been persistent attempts by some States to derail the democratic process of consensus-building and to use words that stepped back from previous conventions, the effort of hundreds of trade union women made it possible for the UNCSW57 to adopt a paragraph that gives unions legitimate stakeholder rights in addressing discrimination, exploitation and violence in the workplace:

Take measures to ensure that all workplaces are free from discrimination and exploitation, violence, and sexual harassment and bullying, and that they address discrimination and violence against women, and girls as appropriate, through measures such as regulatory and oversight frameworks and reforms, collective agreements, codes of conduct, including appropriate disciplinary measures, protocols and procedures, referral of cases of violence to health services for treatment and police for investigation; as well as through awareness-raising and capacity-building, in collaboration with employers, unions and workers, including workplace services and flexibility for victims and survivors.

One of the most significant break throughs was the recognition that custom, tradition or religious consideration should play no part in denying women equal rights or in justifying violence against them.

3 Dealing with the “spill over” of domestic violence into the workplace

We need a “whole of community” response to be effective. Unions as key stakeholders in world communities, have an important role to play in efforts to eradicate violence against women.

In particular, unions can do much more in recognising domestic violence as a workplace issue with workplace solutions.

The workplace can be the safest place for those experiencing domestic violence to find information, and to get help and support to enable them to address their situation.

In the case of women who experience domestic violence and are in paid employment, domestic violence can affect their ability to attend work (for example, due to the abuser inflicting physical injury or restraint, hiding keys and failing to care for children) their work performance, and their safety. Domestic violence can also continue at the workplace, commonly in the form of abusive phone calls and emails, and the partner physically coming to the workplace.

Domestic violence therefore costs businesses and organisations in terms of employees not performing to capacity, and their efficiency and quality of work being impaired, increased absenteeism, increased risk of accidents, loss of valued and talented employees, and costs of recruitment and training. It is in everyone's interests to ensure that women are safe at home and at work.

Some workplace solutions include:

- access to dedicated and additional paid leave (to attend such things as court appearances, doctors, counselling, and school meetings)
- access to accrued paid personal leave
- access to unpaid leave
- access to flexible working arrangements (such as varying start and finish times, patterns of work, and locations of work)
- the right to have the matter dealt with confidentially
- no adverse treatment for those who disclose they are experiencing domestic violence
- the development of Safety Plans related to the workplace
- referral to expert domestic violence services
- training for shopstewards/workplace representatives and company contact people in the workplace responsible for providing the support or responding to employee requests
- publicising the availability of these entitlements to all employees, including those working less than full time hours.
- All the above to be included into the Companies Wellness Programmes or Personnel Assistance Programmes.

4 Violence in the workplace

Sexual Harassment, Harassment or bullying in the workplace affects fundamental rights such as the rights to non-discrimination, privacy, safety, physical and mental health and wellbeing and dignity.

The protection of these rights must be fully guaranteed, and sexual harassment – understood as an unwanted and humiliating imposition, through sexual advances or psychological pressures, in the context of an unequal power relationship – must be severely punished.

It is noted that harassment and sexual harassment affects mostly women, who have an unequal position in society when compared to men; harassment and sexual harassment is based on power, and gender discrimination makes women more vulnerable to this sort of behaviour.

The paragraph adopted by the UN enables unions to insist that employers work with unions to prevent violence, sexual harassment and bullying in the workplace.

UNI has ideal policies and procedures on these issues (http://www.breakingthecircle.org/descargas/en/man/violencepolicies_en.pdf) and affiliates are encouraged to use them to conclude agreements with employers to make the workplace a safe and healthy environment for all employees, in particular women.

The end of violence in the workplace and the maintenance of healthy working environment will only be possible through a deep change of the coexistence rules to put an end to relationships of domination and create new rules based on real equal opportunities and treatment for men and women.

UNI Equal Opportunities Office has launched the *Break the Circle!* Campaign (<http://en.breakingthecircle.org/>). The campaign objective is to reflect on gender violence and its causes as well as to provide action tools to the true activists for this change: men and women who, day in and day out, struggle for a fairer and more equitable world for all. UNI urges affiliates to join the campaign and organise meetings, workshops, events and discuss gender violence and the ways to eradicate it within our world community.

The UNI World Women's Committee has drafted an ideal policy and procedure dealing with domestic violence and its impact on the workplace. The UNI Equal Opportunities Office has produced a tool kit for the use of affiliates to assist the roll out of the campaign into workplaces, and a web resource centre has been set up where affiliates can post their material for use by others.

UNI affiliates are urged to take up the challenge and work to eradicate violence against women from all our workplaces and our world.

5 Conclusion

UNI and its affiliates commit to:

- Lobby governments and parliaments to endorse and implement the recommendations of the UN Declaration on the Elimination of Violence against Women and the recommendations of the Inter-Parliamentary Union (IPU) Document No 23, entitled "How Parliaments can and must promote effective ways of combatting violence against women in all fields".²⁸
- In partnership with government and civil society organisations work towards the achievement of National Plans to reduce violence against women and children, which include the role of the workplace in protecting financial independence and safety, in addition to a variety of specialist support services in the community.
- In partnership with government, develop and conduct National surveys of workers' experiences of the impact of domestic violence at work and violence in the workplace, in order to provide an evidence base to guide policy and monitor implementation.
- Include protections and entitlements regarding all forms of violence against women, including domestic violence, in collective bargaining agreements.
- Provide information and training to union officials and shop stewards and workplace union representatives on responding appropriately to members experiencing domestic violence and violence at the workplace.

²⁸ Adopted by the 114th General Assembly in 2006. National Parliaments of 162 countries are members of the IPU and 10 regional parliament assemblies are associate members. The IPU has permanent observer status at the UN.

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- Working with employers to provide information and training to managers and employees on responding appropriately to employees experiencing domestic violence or violence at work
- Working to ensure legislative frameworks (particularly those to do with workplace, discrimination and health and safety laws) enable workers experiencing any form of violence to stay safely in their homes and safely in their jobs.
- UNI and affiliates will support the campaign for an ILO Convention on Gender Based Violence in the Workplace.

Resolution No. 5

Women and Health

Introduction

Although women and men differ in terms of biological make-up, power, status, norms and roles in society; the greatest obstacles which stand in the way of obtaining better health for women are social, cultural and political. The distinct roles and behaviours of men and women in a given culture, dictated by that culture's gender norms and values, give rise to gender differences, which may also give rise to gender inequalities. Unequal access to information, care and basic health practices arise from these inequalities, further increasing the health risks for women. Diseases and accidents at work are circumstances which also cause deterioration in the health of working women.

Globally, women are more vulnerable to malnutrition, sexually transmitted diseases, pregnancy complications, cervical and breast cancer, domestic violence, violence at the workplace and sexual abuse. In many cultures, women are the first to take care of the vulnerable, sick, and dying and the last to receive preventative or lifesaving treatment.

Women in Africa represent slightly over 50% of the continent's human resources and so women's health has huge implications for the Region's development and prevents African women from realizing their full potential. The state of maternal health in Africa is dismal, with the Region accounting for more than half of all maternal deaths worldwide and more than half of maternal deaths occur within 24 to 48 hours after delivery due to complications ranging from postpartum hemorrhage to sepsis and hypertensive disorders. And while HIV/AIDS and maternal mortality continue to predominate in the morbidity and mortality statistics of the Region, other problems like cancer and diabetes are also growing in importance in respect to women's health.²⁹

1 On Sexually Transmitted Diseases (STI) and HIV/AIDS

One of the biggest health issues women face globally today is in regards to sexually transmitted diseases like HIV. According to the WHO, of all adults living with HIV in sub-Saharan Africa, 61% are women. Many of the reasons for this increase of cases in the female population stem from biological, sexual behaviour and socially constructed "gender" differences between women and men in roles and responsibilities, access to resources and decision-making power.

In almost all cultures, masculinity is associated with virility. This encourages young men to view sex as a form of conquest and added to the fact that social norms dictate marriage at an early age for women in many places; many young women are exposed to many of the STI's and HIV infections that their older partner has already been exposed to. Furthermore, research has shown that ignorance is sometimes construed as a sign of weakness so men are often reluctant to seek out correct information on HIV/STI prevention.

Women are more affected by stigma and discrimination because of social norms concerning acceptable sexual behaviour by women. For example, in some cases women feel obliged to

²⁹ World Health Organization, Regional Office for Africa. Report of the Commission on Women's Health in the African Region. Pg. xv and xvi

discuss testing with their partners before accessing the service; while in others, young women are reluctant to carry, or suggest using condoms, for fear of being seen as promiscuous.

Violence is another important factor in the transmission of HIV and STI. Violence in the form of coerced sex or rape, the threat of physical violence when attempting to negotiate safer sex through the use of condoms, and conflict situations where rape and sexual assault are used as weapons of war, increase significantly the spread of the diseases.

HIV/AIDS becomes an additional burden for women who have to provide care for household members afflicted by the disease, as well as supporting their households financially when other earners are disabled.

Women are considered responsible for infecting their children with the disease during pregnancy, and often they are abandoned by their partners when faced with this situation.

2 Female genital mutilation

Female Genital Mutilation (FGM) involves the removing and damaging of healthy and normal female genital tissue with the use of instruments like razors, knives, scissors, blades or pieces of broken glasses without anaesthetic. It is a highly valued cultural practice in countries like Ghana, where it is used to define who belongs to a community and when a girl has reached adulthood. This practice, which causes immediate bleeding and pain, interferes with the natural functions of girls and women's bodies and it is a common cause for the development of cervical cancer in women and girls in Africa.

A WHO fact sheet indicated that about 100 million to 150 million women and girls are thought to be living with the consequences of FGM³⁰.

In many countries around the world we must unite to stop this practice

3 On Cervical Cancer

Approximately 70% of cervical cancer is caused by some types of the sexually transmitted HPV (Human Papillomavirus (HPV)), which is the most common viral infection of the reproductive tract. Approximately 80% of sexually active women will be infected with HPV at some point in their lives and some may be repeatedly infected. The peak time for infection is shortly after becoming sexual active.

Cervical cancer is the second most common cancer in women worldwide despite being preventable. Yet, because of poor access to the available information on risk factors, vaccination, screening and treatment services, the vast majority of deaths occur in women living in low- and middle-income countries. Effective methods for early detection exist and have been shown to be successful in high income countries. However, competing health care priorities, insufficient financial resources, weak health systems, and limited numbers of trained providers have made high coverage for cervical cancer screening in most low- and middle-income countries difficult to achieve.

³⁰ World Health Organisation, Female Genital Mutilation, Fact sheet N° 241, updated February 2014

4 On Pregnancy and Maternal Health

Despite the fact that there has been a decline in the past decade in maternal deaths, every day 1,600 women and more than 10,000 new-borns die from preventable complications during pregnancy and childbirth, mostly in developing countries; and every day 10-15 million women and girls suffer life-changing disabilities as a result of complications during pregnancy and childbirth.³¹, especially in the cases of pregnancy at a young age²

The reasons why women and girls die or suffer injury during pregnancy and childbirth are due to three fundamental delaying factors: a) delay in seeking appropriate medical care; b) delays in reaching appropriate health facilities; c) delays in receiving appropriate care once at a facility. In addition, injuries can be work related, such as lifting heavy weights, exposure to hazardous chemicals and standing for long periods.

Discriminatory practices feed the root causes which prevent women from accessing the healthcare services they require. This form of discrimination can be seen as the lack of resources and education for women and girls to enable them to access healthcare. Lack of family planning and the inability to negotiate the number and spacing of their children is another type of discrimination which causes one in three maternal deaths related to pregnancy and childbirth. According to WHO, 47,000 women die each year of complications due to clandestine abortions³². If women who wanted effective contraception had access to it many of these situations could be avoided. Furthermore, discrimination comes in the lack of money to pay for transport to and for skilled birth attendance or emergency obstetric care. Evidence shows that in societies where men traditionally control household finances, women's health expenses, and in many cases also the children's, are often not a priority.

Violence against women is another key element of this situation, since women who suffer from domestic or workplace violence are less likely to seek health services during their pregnancy or to treat injuries suffered as a result of violence. In some cases, pregnancy may also be a trigger to increased incidence of domestic violence.

5 On Domestic Violence

Domestic Violence must be seen as a health issue as well. Women who have experienced violence are 80% more likely to have a stroke, 70% more likely to have heart disease, 60% more likely to have asthma and 70% more likely to drink heavily than women who have not experienced it. Furthermore, women who have experienced domestic violence are at special risk of being affected by mental health problems like depression, anxiety, stress-related syndromes, dependence on psychotropic medications, substance abuse and suicide.

Another aggravating aspect of domestic violence is that it is also linked to the spread of sexually transmitted diseases, HIV and the HPV virus which causes cervical cancer.

UNI's work on violence, including domestic violence and the "spill over" into work, is detailed in the motion on Violence.

³¹ World Health Organisation, *10 facts on women's health* information sheet and United Nations Office of the High Commissioner for Human Rights, *Maternal mortality and morbidity and human rights* information sheet, August 2013

³² World Health Organisation, « Unsafe abortion : global and regional estimates of the incidence of unsafe abortion and associated mortality in 2008 »

6 On Workplace Health

Citizens' **health care**, both **physical and emotional** is a prominent, constant duty in society that must be fulfilled at work so that work environments meet adequate health and safety requirements, respect normal effort levels and enable workers to take the necessary breaks.

Work-related illnesses or accidents contribute to the deterioration of female workers' health. Depending on the activity, women's health can be more affected since they carry the dual workload of home and work, may more easily accept additional hours or extra tasks, and suffer physical or psychological problems for longer before seeking professional treatment.

Mental health issues, such as those listed in paragraph 19 above, are increasingly prevalent, impacting life at work and at home. This is an issue of increasing significance due to increasing pressures at work.

Harassment and sexual harassment seriously undermine human dignity and negatively affects the whole workplace since the working environment deteriorates, adversely impacting all workers. Harassment and sexual harassment in the workplace, bullying and job insecurity lead to different illnesses that affect women workers' health, organisation at work and the costs of public health. These are some examples:

- Feelings of failure, impotence and low self-esteem.
- Lack of concentration, memory and attention deficit problems.
- Somatization, sleeping and eating disorders.
- Susceptibility, irritability, hypersensitivity, isolation.
- Loss of motivation, decrease in quality and quantity of work.
- Increase in the possibilities of work-related accidents
- Greater absenteeism, quitting the organisation.
- Conflictive family relations.
- Serious depression, sometimes leading to suicide.

7 Conclusions

There is a need to examine how gender differences influence women's risks and vulnerability and their access to health services. Health programs must incorporate an understanding of gender issues in a given context, and be developed in consultation with women. Their voices and concerns should be reflected at every level of the process, including drafting, budgetary planning, development and implementation.

Women must be allowed access to services and goods that only women require, such as certain sexual and reproductive health services. They should be available, accessible, affordable, acceptable and good quality. They should include family planning services, detection and treatment of sexually transmitted infections and cervical cancer detection of domestic and workplace violence, skilled birth attendance, emergency obstetric care, and appropriate post-partum care.

Governments should provide access to HPV vaccine, free of charge, at an early stage in a woman's life, for example during adolescence and at school, supported by campaigns to encourage take up.

Encourage HIV-positive women and girls to become advocates for prevention and education policies, obtain leadership roles and fully participate in the drafting process of those policies that affect them.

Gender equality is the foundation by which girls and women acquire negotiating power, confidence, and information to insist on safe health practices. Working with men and boys to fight violence against women and discriminatory practices is an essential contribution for this effort.

Empowerment. Women's greater economic independence can reverse the spread of epidemics and improve living conditions by increasing women's self-esteem and negotiating power. It contributes to the eradication of women's vulnerability to sexual exploitation.

Providing women with education, training, skills, equal opportunities, as well as facilitating their roles as care givers, will build and strengthen their chances at achieving a wide and strong economic independence, and will increase dignity and knowledge at the social level.

UNI Global agrees to:

- Encourage and assist affiliates in the drafting of comprehensive health programmes for the workplace integrating HIV services into primary care services.
- Promote and encourage the inclusion of women in the drafting of such health programmes, so their voices and concerns are reflected and their needs ensured.
- Promote the participation of women in collective bargaining so that they may intervene in the promotion of agreements which protect women and workers' health and foster mechanisms for the early detection of health problems and violence leading to the deterioration of health
- Help the empowerment of women by promoting the provision of health education, including women's health, to them, on an equal basis with men.
- Exploit all opportunities to lobby international bodies to include and prioritise women's health issues

UNI Affiliates agree to:

- Work to have appropriate health programmes provided in workplaces, which would address the specific needs of the female workforce.
- Campaign within their union against gender discrimination and any harmful practice that might arise from it.
- Lobby with the national, regional and sub-regional governments the adoption of international laws and conventions, like the Convention 183 from the ILO regarding the Revision of the Maternity Protection Convention, to promote and further protect women's health.
- Lobby with the national, regional and sub-regional governments for them to address and work towards changing the social and cultural attitudes of both men and women, with a view to eradicating customary practices based on the idea of inferiority and superiority of either sex or on stereotyped roles of gender.
- Include in collective bargaining the clauses which demand occupational health as an essential instrument to eradicate violence in the workplace.
- Preventive measures must address specific risks in order to eliminate or reduce the risk i.e. in the origin, organisational, collective or individual protection, or provision of training and information to workers.
- Create mixed occupational health committees of women and men, unions and employers, to monitor regularly working conditions, organisational methods and workers' health.

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- Address pressures at work that might contribute to poor mental health and consider ways to support good mental health and well-being at work.
- Train and encourage women to take time to ensure they have a healthy lifestyle and address any health concerns promptly.