

“Going back to basics. Taking things on like a pro.”



**2019
PSI Caribbean
Sub-regional
Advisory Women's
Committee (SUBWOC)
Meeting
May 15**

**Meeting
Documents**

*Sunset Shores Beach Hotel
Villa
Saint Vincent & the Grenadines*

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Caribbean Sub-regional Women's Advisory Committee (SUBWOC) meeting “Going back to basics. Taking things on like a pro.”

Wednesday May 15, 2019
Sunset Shores Beach Hotel | Villa
SAINT VINCENT & THE GRENADINES

“The PSI’s Women’s Committee has identified gender mainstreaming as the major challenge for the next Congress period, and that the fight for gender equality requires the active participation of both men and women. Gender will be a focus in all areas of PSI action.”

The PSI’s global and (sub) regional women’s committees will oversee the *implementation of gender mainstreaming* to undertake both specific action and ensure gender perspectives are incorporated in all PSI policies, programmes and activities. This is a platform for the PSI’s gender transformative approach¹.

The majority of members in public services are women. In addition, the biggest users of public services are women. In order to implement a gender

transformative approach to our work, we will continue to take specific actions to address gender and other forms of discrimination. We will also mainstream these issues throughout our work. More and more we will work within and across sectors, and this work will integrate relevant crosscutting issues and themes.

About the SUBWOC

The **Sub-regional Women’s Advisory Committee (SUBWOC)** meets prior to the Sub-regional Advisory Committee (SUBRAC) meeting and comprises women

¹ A gender transformative approach aspires to change this reality. It tackles the root causes of gender inequality and reshapes unequal power relations.

activists and representatives. The SUBWOC meets annually. In accordance with PSI's constitution, the number of representatives attending the SUBWOC meeting must be **at least 50%** of the number of representatives attending the SUBRAC meeting.

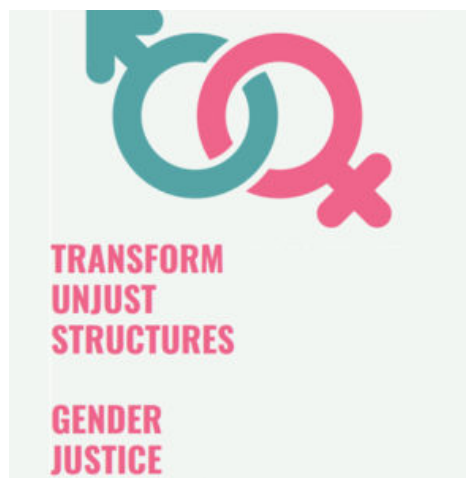
During the meeting, the committee deliberates on a wide range of issues and in general advises on:

1. ways to promote the full development of the potential of women in trade unions and in their workplaces;
2. activities and campaigns that would compensate for the results of discrimination against women at all organisational levels within unions;
3. ways that affiliates might work to achieve fair and equitable recognition of women's contributions within unions and in paid employment;
4. ways to support the work of the wider trade union movement in achieving gender equality and equity.

Women activists in public services unions affiliated to PSI use this opportunity to deliberate and make recommendations on ways to promote and achieve gender justice: in their unions, workplaces and the wider society. Equally important, members examine and articulate their perspectives on a wide range of issues. The discussions pay particular attention to what needs to be done and the methods used to achieve the results we want.

Our discussions are strategic, using the realities that affiliates face, to identify ways to promote quality public services and to influence national and regional decision-making.

The meeting seeks to **Inform, Educate and Motivate/Inspire SUBWOC** members. They in turn use the information to build their own skills and knowledge and then educate members of their women's networks and committees, and engage with allies in society.



The chair is *Sis Jillian Bartlett (NUGFW TT)*, the Caribbean Women's Titular.

The discussions during the SUBWOC relate to Section 3.2 (pp 11-13) of the [Programme of Action](#) (PoA).

Promoting gender justice

PSI and its affiliates are in a unique position to make a strong stand for affirmative public policies, and at the same time can connect with the implementation of the Sustainable Development Goals (SDGs) and its inclusive development goal of leaving no one behind.

Gender justice and women's rights are central in transforming the lives of women, families, and communities. Strengthening the capacity and ability of women to function effectively in society is "an essential precursor" to achieving gender equality. Gender Justice is therefore necessary in achieving "growth of economies, sustainable food security and in some cases political stability".

Our experiences and the research show that women who work in public services experience better opportunities for advancement, a narrower pay gap and a greater chance of advancement in society. Through quality public services, women stand a greater chance of achieving gender justice. But, there is still a lot of work to be done. We have not yet achieved gender equality.

Women's economic empowerment can reduce poverty for everyone, but to achieve it we need economies that work for women and men alike.

The [Beijing Platform for Action](#), the [Convention on the Elimination of All Forms of Discrimination against Women](#) and a series of ILO [conventions on gender equality](#) support women's economic empowerment.

Transforming gender and power relations, and the structures, norms and values that are at their root, are all critical if we want to challenge inequality and end poverty.²

The focus in 2018/2019

Women activists in the sub-region focused especially on the experiences and situations of workers in three sectors:

1. Health and social services
2. Local & regional government
3. National Administration

At the same, the crosscutting issues/themes of (a) emergencies, disasters and climate change and (b) gender-based violence (GBV) provided many opportunities for these women activists to contribute to the transformation process. Throughout this work, activists recognised the linkages to anti-privatisation work and defending and promoting the human and trade union rights of providers and users of these services. In the sub-region, most of these workers are women.

The activities during the period since the 2018 sub-regional meetings sharply highlighted the **inadequacies in the collection, compilation and analysis of sex-disaggregated data; and the conduct of gender-sensitive research and analysis.**

In late 2018, affiliates in Barbados started a bipartite pilot project supported by the ILO's Bureau for Workers' Activities (ACTRAV) on implementing [ILO convention 100](#) on equal pay for work of

² <https://plan-international.org/eu/blog-alex-munive-gender-transformative-approach#>

equal value. The [pilot project](#) focuses on the [health and social care services sector](#). While there is the ability to collect sex-disaggregated data through their Central Statistical Offices, many government ministries, departments and agencies do not request or use the data, even when it is available. The result is little or piecemeal gender analysis in mainstream policies, plans, strategies, and monitoring/evaluation reports. This obviously impedes the development and implementation of gender-responsive public services and programmes.

A Trade union approach

It is worthwhile that we repeat some of the comments and points from the [2018 SUBWOC booklet](#).

Public services unions must focus on:

1. Transforming societies
2. Transforming trade unions/trade union renewal

Women's networks in the unions can assist by:

1. taking a holistic view of women's lives and examining the multi-dimensional changes that need to take place to achieve gender justice (including the key role of intersectional analysis)
 - ⇒ increasing women's participation and leadership in societies and in trade unions
 - ⇒ working to achieve women's economic empowerment by promoting and defending women workers' rights and emphasising decent work
 - ⇒ mainstreaming gender in society and in trade unions.

2. recognising that to realise/achieve transformative change in women's lives means that the work must be at individual and collective levels: building cadres of women in leadership as well as building the ability and capacity of women's networks.
3. looking for the men who are feminists and involving them in the fight for gender equality. Achieving gender equality is not a job for women alone.
4. understanding and responding to the many different experiences of discrimination women face in relation to their race, ethnicity, class, age, marital status, sexuality, (dis)ability.
5. working closely with women's rights organisations as partners and allies.
6. recognising that building awareness and improving members' understanding of gender sensitivity are not enough. We must also work towards being gender-responsive. It is through quality public services that are gender-responsive that we can make the positive differences in the lives of women and girls, men and boys and ultimately entire societies.
7. playing a key role in collecting information from members in order to improve the analysis, implementation, monitoring and evaluation at various levels.

It is critical that women's committees and networks at the national and sub-regional levels monitor the implementation of the SDGs focusing on the central theme of gender equality ([Goal 5](#)).

It is through the indicators that we identify facts and trends that tell us what exactly is happening; whether there is progress towards the goal.

“PSI fights for peace, freedom and self-determination for all people in the struggle for social progress throughout the world. This includes the elimination of social and economic inequalities between industrialised and developing countries and of exploitation perpetrated by various nations, global financial institutions and transnational corporations.”

There is a broad recognition that in many areas trade unions need to “go back to basics”: to remind members of the fundamental role of unions, to re-ignite passions and to re-build and reinforce the collective spirit of the movement.

When it comes to gender justice, there is no doubt that there are many successes to celebrate. Women's networks and trade union activists have achieved quite a lot through many years of hard work and dedication. But, at the same time, there is tremendous push back.

UN Secretary General António Guterres called for a “pushback against the pushback” on gender equality. Many activists/feminists are dealing with this push back. Sexism, harassment and violence against women are prevalent in all sectors of life.

More widely, the backlash against women's rights could be situated in the context of the backlash against both human rights and multilateralism.

The increased global attention on gender equality in recent years through legal

reform, global marches, the #MeToo, #Lifeinleggings and other movements and spotlights on the gender pay gap are critical. There are 11 years more years to achieve the globally agreed [Sustainable Development Goals](#), including the [Gender Equality Goal 5](#). If the current slow pace of change continues, it will take a “[staggering 108 years to close the gender gap](#)”.

Being a professional is not about one's physical appearance or job title/description, but more about the mindset.

Being pro is a way of life. You have chosen this leadership role and have therefore chosen to be a pro. A pro is driven by purpose. Pros believe in something greater than themselves.

The pro is in it for the long haul. They have committed themselves to the path of self-mastery in their environment.

Being pro is a habit and a process, not a result. It is not easy. A pro is always learning. She learns by teaching and sharing.



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Caribbean Sub-regional Women's Advisory Committee (SUBWOC) meeting “Going back to basics. Taking things on like a pro.”

Wednesday May 15, 2019

Revised Draft 2019 SUBWOC agenda

9:00 am		NETWORKING
9:15 am	<ul style="list-style-type: none"> • Call to order ~ <i>Sis Jillian Bartlett, Caribbean Women's Titular</i> • Introduction of top table(s) • Welcome ~ <i>PSU of SVG</i> 	
9:30 am	<ul style="list-style-type: none"> • Excuses for absence, other announcements • Introductions • Minutes of the 2018 SUBWOC meeting and Matters arising (items not otherwise covered in the agenda) 	
10:00 am	Actions and Initiatives since the last SUBWOC	
	<i>SUBWOC will note the work undertaken, the successes and lessons learnt.</i>	
10:30 am		NETWORKING BREAK
11:00 am	<ul style="list-style-type: none"> • Going back to basics ... 	
	Moderator: <i>Sandra Massiah</i>	
	<p><i>In this session, SUBWOC members will critically assess the role of trade union women's networks and women's committees at the national, and (sub) regional levels, noting the linkages to work at global level. The assessment will consider this role within the context of PSI's 5 core sectors, at the same time highlighting the intersection of key themes and issues.</i></p> <p>Related themes: Gender mainstreaming; Intersectionality; gender responsive public services; gender responsive budgeting; SDGs; Outcomes from CSW63; The road to Beijing +25; gender transformative policies; trade union education and training</p>	

- 12:00 noon** • [ILO-PSI Pay Equity pilot in the Health and Social Services sector in Barbados: Case study](#)

Moderator: Sandra Massiah

Presenter: Carol-Ann Jordan (Genus HR Services), Project assistant/local consultant

This session presents the key steps involved in the pilot project, highlighting the work undertaken to date and the expected outcomes.

Related themes: [Human resources for health](#) (HRH); [Future of Work](#); [SDGs](#); [EPIC](#); [gender-neutral job evaluation](#);

1:00 pm

LUNCH

- 2:20 pm** • **Aligning the SDGs to national plans; what role for public service trade union women's networks and committees?**

Moderator: Sandra Massiah

Related themes: [Implementing the SDGs in the Caribbean](#); [Future of work in healthcare](#); [Women at work initiative](#)

- 3:30 pm** • **Takings things on like a pro - Pushing back against the push back and visioning the future**

Moderators: Jillian Bartlett (NUGFW TT) and Sandra Massiah

This is a forward-looking session. The status quo must change. Women activists in public services unions have a very important role to play in this. We invite SUBWOC members to identify the actions that they will take.

- 4:20 pm** • **IAMRECON 2019 – [constitutional provisions and guidelines](#) (See amended annexes 5 and 8)**
- **SUBWOC nominations to the Inter-American (IA) Women's Regional Executive Committee (IAMWOC) and other IA regional committees**

5:10 pm Closing remarks

5:15 pm

END OF 2019 SUBWOC MEETING

Call to order

Introduction of top table(s)

Welcome

Excuses for absence, other announcements

Sis Sophia Rismay, president of the Windward Islands Civil Servants Union-Private Sector Union (WICSU-PSU) sent apologies for not being able to attend the meetings.

Introductions

Introduction of members of the 2019 SUBWOC.

Minutes of the 2018 SUBWOC meeting

Minutes have been circulated separately.

Matters arising (items not otherwise covered in the agenda)

Note that where information is available the details are given in the Remarks/Comments section of the minutes.

Actions and Initiatives since the last SUBWOC

We invite members to note the on-going activities and actions by affiliates in the sub-region. Some of these started in 2015 and have deepened and developed over time. Others started in 2018 and they continue to build momentum and reach.

In all instances, affiliates and activists have developed skills, knowledge and attitudes resulting in increased capacity with their unions.

(See presentation on various activities and actions.)

Going back to basics

In this session, SUBWOC members will critically assess the role of trade union women's networks and women's committees at the national, and (sub) regional levels, noting the linkages to work at global level. The assessment will consider this role within the context of PSI's 5 core sectors³, at the same time highlighting the intersection of key themes and issues.

Related themes:

[Gender mainstreaming](#); [Intersectionality](#); [gender responsive public services](#); [gender responsive budgeting](#); [SDGs](#); [Outcomes from CSW63](#); The road to [Beijing +25](#); [gender transformative policies](#); trade union education and training

Other references

See previous **SUBWOC booklets**

[2015 booklet](#)

[2016 booklet](#)

[2017 booklet](#)

[2018 booklet](#)

Pages on **PSI's website**

[Gender Equality](#) page on PSI's website

[Ending violence against women](#) page on PSI's website

³ The core sectors are Health and social services, Utilities, Local and regional government, National administration, and Education support and culture workers.

Case study on implementing ILO Convention 100 – A work in progress

ILO-PSI Pay Equity pilot in the Health and Social Services sector in Barbados:

Moderator: *Sandra Massiah*

Presenter: *Carol-Ann Jordan (Genus HR Services)*, Project assistant/local consultant

This session presents the key steps involved in the pilot project, highlighting the work undertaken to date and the expected outcomes.

In November 2018, PSI became [a member of the Equal Pay International Coalition \(EPIC\)](#), joining 14 other organisations.

As part of the work that links SDG goals 5 and 8, PSI's affiliates in Barbados are involved in a pilot study. The work started with a regional ILO ITC workshop in Panamá in October 2018. The Barbados Nurses' Association (BNA-CTUSAB) represented PSI at that workshop. In November 2018, there was a workshop in Barbados on Gender Neutral Job Evaluation methods targeted to government and trade union representatives. At this workshop, the Ministry of Health and Wellness and CTUSAB committed to a pilot study. In April 2019, the BNA-CTUSAB, through ILO-ACTRAV participated in an EPIC technical meeting in Iceland on measuring the gender pay gap.

Through the sub-regional secretary, PSI also participated and contributed to the study by WHO's Gender Equity Hub on gender equality in the health and social workforce, "[Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce](#)".⁴

The SRS is also participating, on behalf of PSI, in the Women in Global Health's Technical Working Group 5 to conduct thematic research and analysis related to equity in the health workforce. This is linked to Inter-sectoral reporting on SDG 3c.

Related themes:

[Human resources for health \(HRH\)](#); [Future of Work](#); [SDGs](#); [EPIC](#); [gender-neutral job evaluation](#); [Ending violence and harassment in the world of work](#)

More information and references

The [Supervisory Mechanisms in the ILO](#)

Regular Reporting of ratified Conventions – See

<http://www.ilo.org/dyn/normlex/en/f?p=1000:11002:::NO:::> and choose the country to see of reports to be submitted.

⁴ [Why health's gender pay gap is a problem for everyone: How governments can fight inequality in the health workforce](#)

International Labour Standards on Equality of opportunity and treatment – see
<https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/equality-of-opportunity-and-treatment/lang--en/index.htm>

UN research Guides on women and gender equality

<https://libraryresources.unog.ch/c.php?g=462669&p=3162746>

About EPIC

<https://www.equalpayinternationalcoalition.org/the-coalition/>

EPIC short video

https://www.equalpayinternationalcoalition.org/whats_new/video-equal-pay-and-epic/

ILO Infostory on tackling sex discrimination through pay equity

<https://www.ilo.org/infostories/en-GB/Stories/Discrimination/tackling-sex-discrimination-through-pay-equity>

ILO's global wage report 2018/2019

<https://www.ilo.org/global/research/global-reports/global-wage-report/2018/lang--en/index.htm>

The SDGs

Knowledge Platform - <https://sustainabledevelopment.un.org/#>

SDGs and the Caribbean

United Nations MultiCountry Sustainable Development Framework in the Caribbean
<https://www.unicef.org/about/execboard/files/UNDAF-MSDF-Caribbean.pdf>

Gender equality and the future of work (FoW)

[A Quantum Leap for Gender Equality: For a Better Future of Work for All](#)

⇒ [Executive summary of the report](#),

⇒ [Full report](#)

Aligning the SDGs to national plans: what role for public service trade union women's networks and committees?

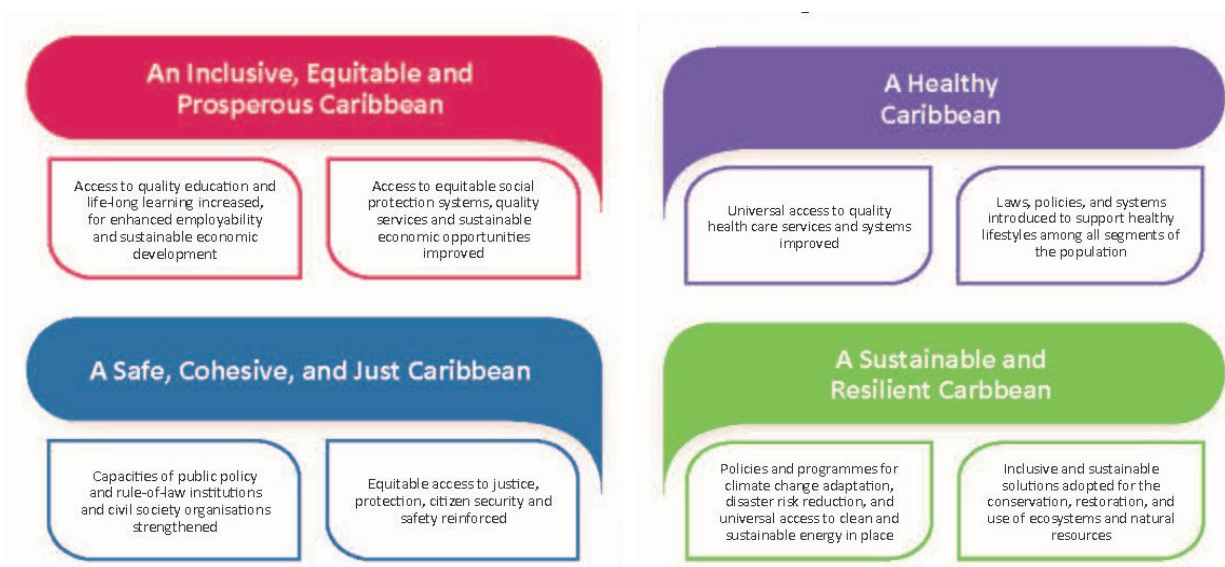
Moderator: Sandra Massiah

Related themes:

[Implementing the SDGs in the Caribbean](#); [Future of work in healthcare](#); [Women at work initiative](#)

The United Nations Multi-Country Sustainable Development Framework (UN MSDF) defines how the UN will jointly achieve development results in partnership with 18 English- and Dutch-speaking Caribbean countries and Overseas Territories⁵ for the period 2017-2021.

The four agreed priorities for the Caribbean are:



The consultations that led to the development of these four priorities included an examination and alignment of the SDGs, Caribbean priorities, key areas under the [SAMOA Pathway](#)⁶, and the [CARICOM Strategic Plan](#).

⁵ Antigua and Barbuda, Anguilla, Aruba, Barbados, Belize, British Virgin Islands, Commonwealth of Dominica, Curaçao, Grenada, Guyana, Jamaica, Montserrat, Saint Lucia, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Sint Maarten, Suriname, and Trinidad and Tobago.

⁶ Small Island Developing States Accelerated Modalities of Action (Samoa Pathway)



In identifying the UN agencies and partners involved there is no explicit mention of trade unions. Governments (Ministries, departments and agencies are explicitly mentioned. Perhaps trade unions are covered under the heading of NGOs, CSOs?



- **Takings things on like a pro - Pushing back against the push back and visioning the future**

Moderators: *Jillian Bartlett (NUGFW TT) and Sandra Massiah*

This is a forward-looking session. The status quo must change. Women activists in public services unions have a very important role to play in this. We invite SUBWOC members to identify the actions that they will take.

There are many women activists who are now presidents, general secretaries and executive members of their unions. At the same time, there is increasing push back. The experiences show that winning the election and taking on leadership roles is only part of the transformative change that leads to gender equality and gender equity. The successes and advances provide the necessary push to “raise the bar” and create spaces for others. At the same time, it is important to recognise that transformational change is critical to achieving our goals of gender equality and gender equity.

In the session **we will call on SUBWOC members** to give examples of how they have transformed their women’s networks to meet the various challenges. SUBWOC members will have the opportunity to state their experiences as trade union activists for gender equality, the lessons they have learnt and the actions they have taken.

The session will help SUBOC members in:

- making the linkages to the quest for gender justice and the role of public services unions in the Caribbean;
- giving examples of efforts through the SRO to encourage campaigns and actions on gender justice in the sub region;
- highlight the successes and lessons learnt.

A recount of the various experiences will:

- highlight the successes in promoting campaigns and working with women in the union;
- give examples of the impact of this work in the union and in society;
- give examples of efforts to identify, encourage others to take on leadership roles;
- identify the lessons learnt;
- share ideas/thoughts on the support that will be provided to the upcoming women activists.

IAMRECON 2019 – constitutional provisions and guidelines (See amended annexes 5 and 8)

The regional conferences for the Americas, Asia Pacific and Africa and Arab countries are being held this year. The Inter-American Regional Conference will be held in Buenos Aires June 24 to 28.

Regional Executive committees (RECs) are governance bodies and comprise:

- a) “two titular representatives from each of the regional sub-regions (see Annex 12, “List of PSI regions and sub-regions”).
- b) one titular representative from any affiliate with more than 500,000 paid-up members;
- c) two titular members representing young workers of the whole region, who shall be less than 30 years old at the time of election and come from different sub- regions;
- d) the President, the General Secretary and the respective Regional Secretary shall be ex officio members.

There is an elected substitute for each titular member. The substitute is entitled to act as a titular member at regional executive committee meetings and has a voting right, only in the absence of the respective titular member. A 2nd substitute may be named.

Guidelines, rules, administrative arrangements, and any other responsibilities for each such regional executive committee are in Annex 8, “Internal rules of regional bodies” of the [Constitution](#). The November 2018 Executive Board meeting approved the amendments to Annexes 5 and 8. The latter provides the internal rules of the regional bodies and guidelines for the elections at the regional conferences (pp 23 to 28).

SUBWOC nominations to the Inter-American (IA) Women's Regional Executive Committee (IAMWOC) and other IA regional committees

Nominations and voting require that the affiliates nominated and voting must be in good financial standing (up-to-date with affiliation fees, including 2018).

SUBWOC is invited to nominate at least one representative to stand for election to the Inter-American Regional Executive Committee (IAMREC). The women's titular is also the sub-region's representative on the IA Regional Women's Committee and the World Women's Committee (WOC).

In the Inter-Americas, there are three regional committees (advisory bodies):

1. Young Workers
2. LGBTQI+
3. Anti-racism and anti-Xenophobia

There is also discussion on the possibility of an IA regional committee that covers persons with disabilities. This is yet to be confirmed.

SUBWOC may wish to consider providing nominations (Titular and/or substitute) to the LGBTQI+, and Anti-racism, anti-xenophobia IA regional committees

Since 2006/2007, the sub-region has used a set of guidelines to manage the election process. The SUBWOC may wish to use these guidelines to nominate its representatives to the IAMREC and regional committees.



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“Defending a strong democratic state and an inclusive society, committed to ensuring gender equality, respect and dignity for all, economic development for the benefit of all, redistribution of wealth and strengthened workers’ power, will be our objectives for the next five years.”