



Gender Equality, Combating Racism and Xenophobia, and LGBTI Workers

Purpose of brief:

- To inform EB-148 of activities in gender equality and LGBTI issues since EB-147, 2015; and
- To inform EB-148 of proposed actions for 2016.

Relates to:

- ✓ PoA Section 9 and PSI Executive Board EB-147;
- ✓ Minutes of WOC meeting, 25-26 May 2015.

Background: WOC conclusions 2015 are related to four major areas:

- Global governance and gender policies
- PSI policies on gender equality and gender mainstreaming
- TUR and equality for women workers
- PSI's coalition work with international trade union and women movements

Discussion:

A-GENDER:

Global governance and gender policies: UNCSW60, main focus is Economic Empowerment of Women. PSI and ITUC, EI, ITF – as every year, have a joint approach. In 2016, we want to see greater recognition of the trade unions' role as defenders of women's rights, both at the workplace and in society, and will focus on two key messages:

- One of the main reasons why women join trade unions is to take charge of their own social and economic empowerment by **getting organised and bargaining collectively for decent work**. 70 million women worldwide are represented in trade unions.
- Consequently, unions are key stakeholders and actors in ensuring all of the Sustainable Development Goals are met by 2030, and essential public services, including water, sanitation, health and education must be excluded from public-private partnerships, blended finance and trade agreements, as such initiatives impact most negatively on women's social rights. **Tax justice and progressive taxation** models can provide a solid alternative base for the public policies needed to achieve gender equality.

Around 180 representatives from a wide range of unions throughout the world will participate this year. PSI will have a 20-persons delegation, including representatives of affiliates from Africa, Asia, Europe and Interamerica. Juneia Batista, WOC Chair, was in the delegation representing the Brazilian government, which gave the trade union movement an opportunity to participate in official meetings and gain a higher profile and greater influence. PSI and WILF/MADRE/AEDIDH/ITUC organised an event "Arab Women and the Human Right to Peace", which provided an opportunity for trade union and social movement leaders from Arab countries to give their views on peace as a human right. The promotion of peace and justice which is part of Sustainable Development Goal 16, will only be possible if we also achieve other objectives in the field of representation and equal rights for women, notably independent trade unions and access to quality public services.

PSI policies on gender equality and gender mainstreaming: PSI's growing sector-based work and gender mainstreaming objectives represent an enormous challenge to promote gender equality and integrate a sectoral approach into women's structures. Starting from the IA region, we will construct a gender profile of sectors (workforce, unionisation and leadership). We started to mainstream water and gender in the 8-22 March Campaign and PSI contributed to the Gender Equity and Water Report on the Right to Drinking Water for the Special Rapporteur of the Office of the United Nations High Commissioner for Human Rights,

basing its opinion on the situation of India, Kenya, Argentina and Ecuador. Within PSI's global campaigns, there will be a need to further develop the concept of Gender Responsive Public Services (GRPS) and tax justice as a human right for women as an input for PSI World Congress 2017, and a gender approach to the priority themes and action plan.

TUR and equality for women workers: following the WOC decision to promote the use of ILO supervisory mechanisms to defend women workers' rights and their achievements on equal pay and non-gender discrimination at the work place, Public Service Alliance of Canada (PSAC) submitted to the ILO Committee of Experts on the Application of Conventions and Recommendations their observations on the implementation of ILO Conventions 100 and 111 in Canada. In 2016, we will select key countries for submitting observations on the basis of ILO's regular calendar (deadline 1 September). In 2015, the ILO Governing Body finally agreed to discuss a new convention on violence at the workplace, which also covers gender-based violence, at the 2018 ILC. PSI consulted its members and formulated proposals on the content of the new convention in a sectoral approach. An important event in the period between now and 2019 is the celebration of the 100th anniversary of the foundation of the ILO, which will be organising a series of tripartite dialogues on the "Future of Work". These dialogues will also have a gender dimension and focus on the future of women's work. PSI will need to apply pressure to be part of these discussions and raise proposals for highlighting public sector women workers. The 8 of March main campaign theme was pay equity, reinforcing the ratification/implementation of ILO C100, linked to SDGs and the human right to water.

PSI work with international trade union and women's movements:

- International Observatory of Human Right to Peace-IOHRP and Spanish Society for International Human Rights Law-SSIHLPE in the aim to reinforce UN resolution regarding the Human Right to Peace;
- DV@Network working in a broad approach on the effects of domestic violence at the workplace;
- ActionAid, developing the GRPS concept further and integrating it into PSI's agenda of universal quality public services.

B-ANTI-RACISM AND XENOPHOBIA: as reported by the Interamerican Regional Office.

C-LGBTI: On the occasion of Euro Pride 2016, that will take place in Amsterdam, the Pink Network of FNV will organise a Euro Pride Trade Union Conference on the 4th and 5th August 2016, a step forward on LGBTI trade union rights. PSI will be part of this event, as reported by the Interamerican Regional Office.

Budget implications: Nil

Next steps:

- Gender mainstreaming approach in tax;
- Tax and Gender Global Seminar in London in July 2016;
- Submission of unions' observations on ILO Conventions 100, 111, 156 by 1 September 2016.

It is recommended that EB-148:

1. ENDORSE UNCSW60 union approach and its future follow-up with governments and social movements;	YES / NO
2. ENDORSE gender mainstreaming approach for sectoral work and campaigns;	YES / NO
3. REQUEST of ILO PSI's full integration in the Centenary process regarding Women and Work; as well as training on ILO supervisory mechanisms;	YES / NO
4. ENDORSE PSI's coalition work;	YES / NO
5. ENDORSE PSI's participation at Euro Pride 2016.	YES / NO

Related document:

- http://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/committee-of-experts-on-the-application-of-conventions-and-recommendations/WCMS_447692/lang--en/index.htm