

PSI Sub-regional office for the Caribbean
Sub-regional Women's Advisory Committee (SUBWOC) meeting

March 8, 2013
GPWU headquarters, Tanteen, St George's
9:30 am

Introduction

The Sub-regional Women's Advisory Committee (SUBWOC) meets on the day preceding the SUBRAC meeting and comprises the women representatives attending the SUBRAC meeting. The chair is the Caribbean Women's Titular. 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.

The meeting provides a focussed opportunity for women members to deliberate and make recommendations on the achievement of gender equality and equity. Equally important, members examine and articulate their perspectives on the wide range of issues to be discussed at the SUBRAC meeting.

One of the key aims of the meeting is to **Inform, Educate and Motivate** committee members.

Working methods

The meeting includes presentations, small group activities, and plenary discussions.

The Women's Titular, Sis Jillian Bartlett, chairs the meeting.

Draft Agenda

1. **Call to order, Opening remarks, Introductions**
(GPWU Women's Chair, PSI Caribbean women's titular, RS, SRS)
2. **Announcements, Excuses for absence**
3. **Minutes of the 2012 SUBWOC**
4. **Matters arising**
5. **Equality, Equity and Diversity**
 - PSI's policy on gender and gender mainstreaming
 - The role of trade union women's committees at the national, regional and global levels
 - Gender Equality: Are we there yet? Analysis of the state of play in the Caribbean
 - Trade union rights and Collective bargaining

We invite committee members to critically examine the successes, challenges, and the lessons learnt. We also invite SUBWOC to identify/specify what more needs to be done especially on breaking gender-related barriers in either male or female dominated occupations and groupings.
6. **Congress outcomes**
 - Key areas of focus and strategic priorities
 - Gender is a cross-cutting issue!
 - Equality, Equity and Diversity are still on the agenda!

We invite the committee to review the Congress outcomes, paying particular attention to the cross-cutting issues of gender equality, equity and diversity. (sub)sectors are equally important and we therefore invite committee members to pay particular attention to identifying the priority (sub)sectors in their respective countries/territories. We also invite the committee to identify how it can best assist affiliates to integrate these cross-cutting issues in their campaigns and activities.
7. **Developing an Action Plan**
 - Key recommendations to SUBRAC

This item draws on analyses and conclusions from Items 5 and 6
8. **End of meeting**

4:00 pm – 5:30 pm - IWD activity, in collaboration with PWU women's committee

SUBWOC joins with the GPWU's women's committee to celebrate IWD with a twin focus on:

1. **the national theme; and**
2. **the international UN theme**

See next page for schedule

Draft schedule

9:15 am Registration and networking

**9:30 am Call to order, Opening remarks, Introductions
Announcements, Excuses for absence
Minutes of the 2012 SUBWOC
Matters arising**

10:30 am NETWORKING BREAK

10:50 am Gender Equality – Are we there yet?

- PSI’s policy on gender and gender mainstreaming
- The role of women’s committees at the national, regional and global levels
- Analysis of the state of play in the Caribbean
- Equality, Equity and Diversity in collective bargaining

We invite committee members to critically examine the successes, challenges, and the lessons learnt. We also invite SUBWOC to identify/specify what more needs to be done. Small group activities

Congress outcomes

- Key areas of focus and strategic priorities
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1:00 pm LUNCH

2:20 pm Congress outcomes (cont’d)

Small group activities (cont’d) and report backs

3:20 pm Developing an Action Plan

- Key recommendations to SUBRAC

This item draws on analyses and conclusions from Items 5 and 6

3:40 pm END OF MEETING

4:00 pm – 5:30 pm - IWD activity, in collaboration with GPWU women’s committee

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- 1. the national theme; and**
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