

# PSI WORLD WOMEN'S COMMITTEE

23 June 2014, Nyon



Public Services International  
Internationale des Services Publics  
Internacional de Servicios Públicos  
Internationale der Öffentlichen Dienste  
Internationell Facklig Organisation för Offentliga Tjänster  
國際公務勞連

## 09:00-09:30 | OPENING

- Welcome and introductions, Juneia Batista, WOC Chair
- Opening statement by Rosa Pavanelli, PSI General Secretary
- Adoption of agenda and minutes of WOC 2013

# GENERAL ANNOUNCEMENTS

- Please feel free to take the floor at any time! This is meant to be an active dynamic positive experience. We welcome your participation!
- All presentations, reports and notes of the meeting will be distributed electronically
- Clarisse will be taking notes for the report of the meeting - Nobuko will handle questions regarding logistics
- The Finance Department starts paying per diems during the coffee break (and if not finished, continues during the lunch break)
- Lunch will be provided!
- Coffee-breaks will be announced!



# APOLOGIES

**Anan QADRI**, Health Services Union – Westbank (Palestine)

**Florence BENAÛO**, Fédération des Syndicats du Secteur Public (Burkina Faso)

**Elizabeth BEKIM**, Fédération Syndicale des Employés de la Santé, des Pharmacies et Assimilés (Cameroon)

**Mele Teusivi AMANAKI**, Tonga Public Service Association (Tonga)

**Taupisi FAAMAU**, Samoa Public Services Association (Samoa)

**Evile del Socorro UMAÑA OLIVAS**, Central de Trabajadores de la Salud (Nicaragua)

**Roxana DERAS ACOSTA**, Sindicato de Trabajadores del Sector Eléctrico (El Salvador)

**Robyn BENSON**, Public Services Alliance of Canada (Canada)

## 09:30 – 13:00 | Precarious Work

- Introduction – Sandra Vermuyten, PSI Equality and Rights Officer
- Unpaid care work - Daphne Jayasinghe, Women's Rights Policy Adviser, ActionAid UK
- Precarious work in the Public Sector - Case Study Nigeria, Moradeke Abiodun-Badru

### Discussion

- Building Coalitions for quality public services
- PSI Campaign Activities 2014/2015

## From flexibilisation to "flexploitation"

Precarity is more and more becoming a living situation that is not only characterised by material deficits, insecurity, adverse working conditions and lack of recognition, but above all by dwindling possibilities for people to make long-term plans.

Precarisation is not a phenomenon occurring only on the fringes of society. Alongside the permanent exclusion from gainful employment and the increase in insecure working conditions there is a third focal point – the fear of falling down the social ladder and losing status among those groups of people who still have "normal" regular jobs.

The younger and better qualified the employees are, the greater the hope of them managing to find permanent employment. This dream only comes true for about 12% to 18% of these workers.

Precarisation also affects those groups of workers who have to a large extent always been excluded from a normal, regular job.

Women working in what traditionally used to be female-dominated service sectors are now having to face competition from men. The precarisation of the working world of men often leads to a destabilisation of the situation of women as additional income earners.

# Precarious jobs: Why and what?

- Government worldwide are shirking their legal obligations to workers by replacing permanent jobs with contract and temporary work.
- Precarious work is a means for employers to shift risks and responsibilities on to workers.
- Workers who are hired by an agency or subcontractor are in a precarious situation when it is unclear who should be held responsible and accountable for the rights and benefits of a worker.

# General Characteristics of precarious work

- Temporary/part time
- No social security/protection
- No union
- No living wages
- No consultation
- Greater risk of injury and ill health
- Not decent

# Measures of Precariousness and Vulnerability

- level of earnings
- level of employer-provided benefits
- degree of regulatory protection
- degree of control or influence within the labour process
- the sector in which workers are employed
- the size of the enterprise in which they work
- the non-standard nature of their employment contract
- their demographic circumstances

# The impact in the public sector

- Constraints on public budgets
- Reductions in public sector employment
- Cuts in pay and pensions
- Cuts in social protection
- increases in direct and indirect taxation
- increases in pension age
- Ongoing cuts are affecting employees working for the general interest, in health, social security, education, culture and arts, environment, energy etc.
- Threats to the autonomy of collective bargaining and democratic accountability.

# NEGATIVE EFFECTS ON WOMEN

- Burden of Unpaid care work
- Strain on family and community relationships
- Reduces chances of further education
- Physical and Mental health
- Risk of injury and Illness
- Stress
- Barriers to access medical treatment.

# PRECARIOUS WORK IN THE PUBLIC SECTOR

CASE OF THE NIGERIA MIDWIVES SERVICE  
SCHEME

Moradeke Abiodun-Badru

# OUTLINE

- INTRODUCTION
- DEFINITION
- THE MIDWIVES SERVICE SCHEME IN NIGERIA
- HOW IT WORKS
- WHAT MAKES THIS PRECARIOUS
- THE ASSOCIATION'S ACTION SO FAR
- CONCLUSION



# INTRODUCTION

- WHAT IS PRECARIOUS WORK?
- ***the opposite of*** the ILO's definition of the ***“standard employment relationship”*** described **as full-time work**, under a contract of employment for **unlimited duration**, with a ***single employer***, and ***protected*** against unjustified ***dismissal***.
- **Precarious work** is:
  - no guaranteed/ specified/ regular hours, fixed, limited duration of contract,
  - multiple or disguised employers,
  - no protection against dismissal (the form of a simple non-renewal of contract).



# THE MIDWIVES SERVICE SCHEME

- Established in 1999 in response to Nigeria poor maternal and newborn health indices.
- 53,000 women and 250,000 newborn die annually mostly from preventable causes (WHO 1999).
- **Designed to mobilize midwives for deployment to selected facilities in rural communities.**
- Recruits Newly qualified, unemployed and retired midwives with one year contract which “could be renewable.....”



# HOW IT WORKS

- MSS coordinated by the National Primary health Care development agency
- Collaborative effort between 3 tiers of Government i.e. Federal, State and Local government with defined shared roles and responsibilities.
- Support by strategic partners.
- **NO MENTION OF THE UNION IN THIS EQUATION!!!!!!!!!!**



# WHAT MAKES THIS PRECARIOUS

- UNCERTAINTY:
  - not sure who is the actual employer
  - not sure of which part of the country they will be deployed
- INSECURITY:
  - not sure if their contract will be renewed.
  - struggle to get accommodation in their duty posts
  - delays in payment of remuneration and allowances by their “three” employers.
  - unsafe work environment in the North Eastern part of Nigeria

# WHAT MAKES THIS PRECARIOUS

- Harder exploitation of the workers' qualification; Targets four Midwives per health care facility.
- Decreasing the work safety; (cultural and religious barriers)
- obstacles in union establishment, collective bargaining and other forms of collective actions.

# THE ASSOCIATION'S ACTIONS SO FAR

- Fight for recognition of the Association as a Major stakeholder in the MSS.
- The Association collaborates with the Nursing and Midwifery council to advocate for better treatment and working conditions of the midwives.
- Still in the process of organizing these workers into the union...but with lots of challenges and limitations.

# THE ASSOCIATION'S ACTIONS SO FAR

- The Advocacy against casualization of Midwives given the one year contract offered by the scheme.
- Campaign against substituting other cadre of health workers for Midwives as skilled birth attendant in the primary health care sector.
- Campaign for a National Health Bill that will take care of the care providers too

# CONCLUSION

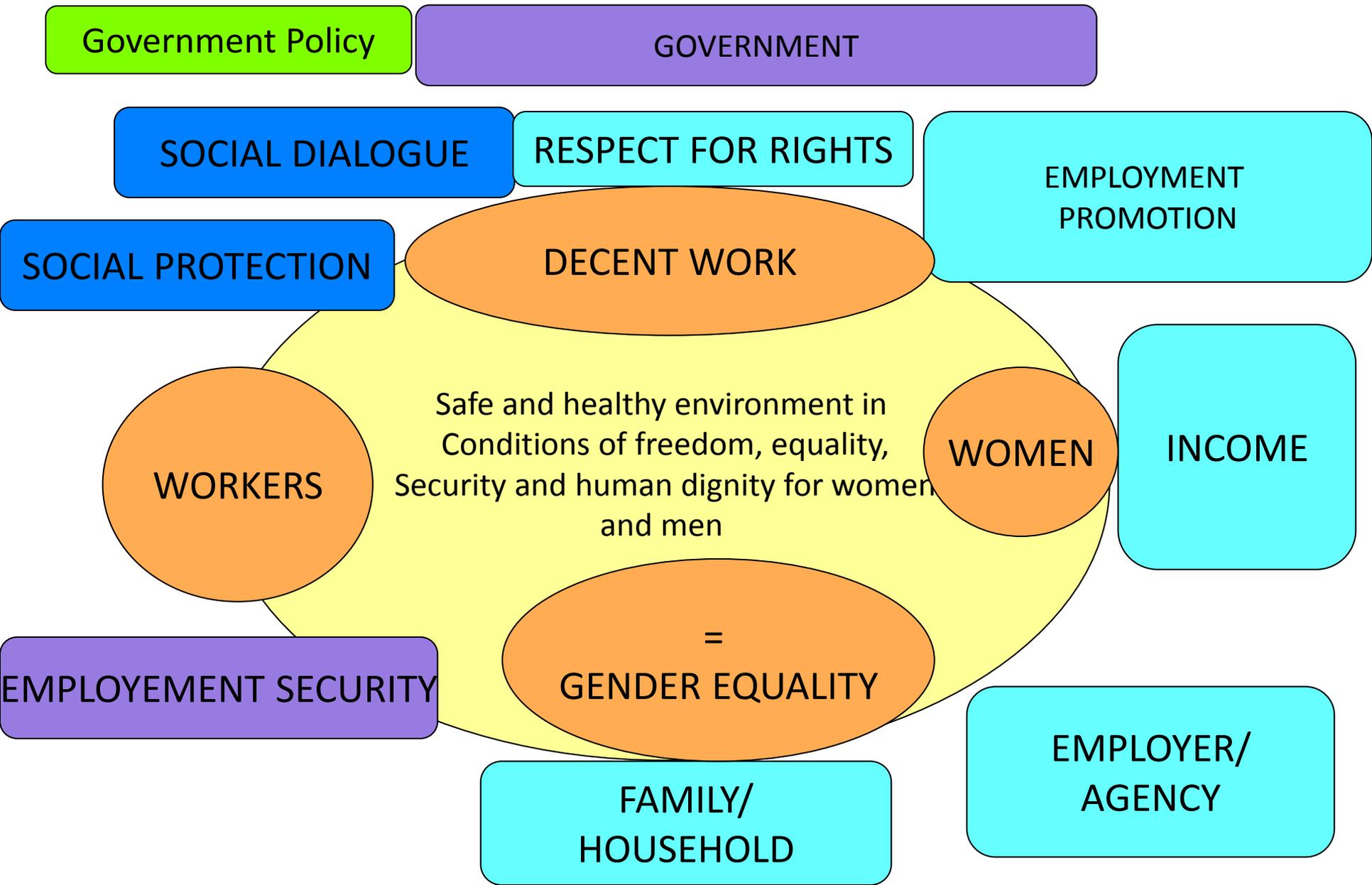
Unions worldwide are taking the fight to governments and employers demanding:

- Legislation that protects workers and their rights from being undermined
- Collective agreements that ban the use of precarious work or put defined limits on it
- Respect for and enforcement of labour rights – for all workers.



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# Concept map: what Decent work should be



# Goals

- More and better jobs:
- Stronger welfare systems
- Stronger workers' rights
- Priority to social rights and collective action
- Better pay: stronger collective bargaining.

# Messages

- Give us a break!
- Stop precarious work
- Stop unpaid care work by women
- Full-time jobs and decent wages
- Women 's rights now!

# WHAT WE CAN DO

- Organizing precarious workers
- Including precarious workers in the leadership of trade unions
- Training and capacity-building
- Global solidarity and advocacy
- PSI sub-rec/regional women's meetings – inter-regional cross-over activities – sectoral networks
- Joint actions – International Day of Action
- Build coalitions with other TU, International organizations, NGOs
- Pilot projects – building cooperation
- legislative/policy advocacy issues for Union women:
  - ✓ Ratification and domestication of core conventions by respective governments
  - ✓ renewed union effort to amend prevailing anti-union laws



- Public care policy – child care/elderly care
- Minimum wage – decent wages
- Collective bargaining agreements that include family – work balance
- Making unpaid work visible
- Precarious work – safe quality public services
- Balance men – women – challenging cultural context
- Coverage collective bargaining – extension to precarious workers
- Maternity leave
- Paid leaves
- Scale of exploitation
- Access to social protection

# 14:30-17:00 | Gender equality and global policies

- Regional reports (40')
- United Nations Commission on the Status of Women: results and way forward and the Post 2015 Development Agenda (40')
- Ending Violence against women (40')



# UNCSW

The Commission on the Status of Women is a functional commission of the United Nations Economic and Social Council (ECOSOC).

It is the principal global policy-making body dedicated exclusively to gender equality and advancement of women.

Every year, representatives of Member States gather at United Nations Headquarters in New York to evaluate progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and women's empowerment worldwide.

# UN HQ in New York



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Forty-five Member States of the United Nations serve as members of the Commission at any one time. The Commission consists of one representative from each of the 45 Member States elected by the Economic and Social Council on the basis of equitable geographical distribution:

- 13 members from Africa
- 11 from Asia
- nine from Latin America and Caribbean
- eight from Western Europe and other States
- four from Eastern Europe
- Members are elected for a period of four years.

# UN WOMEN



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- 6000 participants, UNCSW two-week session, 100 official side-events, 300 parallel events
- PSI has UN Consultative Status
- A trade union delegation of 80-100 trade union women from all over the world participate in the UNCSW, from PSI, EI, ITUC and national trade union centres
- <https://www.youtube.com/watch?v=LxLvORiekT0>



## 58<sup>th</sup> Session of the UNCSW:

- **Priority theme:**

Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

- **Review theme:**

Access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work

### **Emerging issue:**

- Women's access to productive resources

# TRADE UNION DEMANDS:

- A stand-alone sustainable development goal on gender equality that includes targets and indicators aimed at the gender wage gap, women's participation and leadership, the unpaid care economy and its impact on women's ability to fully enjoy their economic, social, cultural and political rights, women's access to education, information, land and credit, to stop and prevent violence against women and girls

# TRADE UNION DEMANDS:

- A decent work goal with a target for living wages for women and men, and indicators regarding the number of women and men in formal waged employment in public and private organisations;

# TRADE UNION DEMANDS:

- The inclusion in the new framework of member states' responsibility for the provision of quality public services for a safe and sustainable future for all including services that are necessary to ensure the effective respect of all economic, social and cultural rights of women and men, such as the right to housing, food security, health care, social services, physical and sexual security and income security.

# TRADE UNION DEMANDS:

- A stand-alone education goal to ensure universal free quality education through which girls and boys, and men and women can gain knowledge and develop the critical thinking abilities and skills that are needed to question, conceptualise and solve problems that occur both locally and globally, and actively contribute to the sustainable and democratic development of society;

# PSI Delegation:

- Africa: Nigeria and Ghana
- Mena region: Jordan
- North America: Canada
- South America: Mexico, Brazil, Columbia, Guyana
- Europe: Belgium, Norway, Sweden

# Trade Union Delegation



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# Trade union briefings



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# Trade union interventions



<http://www.youtube.com/watch?v=hcpiybeOp0E>



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# Trade union interventions



<https://www.youtube.com/watch?v=EDsIfbs1z6w>

# ILO Side Event on Equal Pay



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# Trade union event



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# Meeting governments at UNCSW



# Meeting AFL-CIO unions



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# Agreed conclusions

- Many references to decent work, employment, the need to address care work
- Many references to the need to universal access to health, education, social services
- Recognition of the role of trade unions as stakeholders
- No reference to public services, indigenous people, sexual orientation, land rights, natural resources



# Follow-Up

- Delegation PSI UNCSW 2015, selection in September 2014
- Attended preparatory meetings organized by UN Women
- Influence governments in 2014 on the MDGs
- Organizing a side event in Spanish?
- Additional support for delegates who do not speak English (EN, FR)
- Meetings with missions
- Increased participation and interaction with affiliates in the United States
- Develop networks with non-governmental organizations - nationally and internationally
- Improve cooperation with UN WOMEN - more visibility and deeper union participation

**You want to know more?**

<http://www.unwomen.org/en/csw/csw58-2014>

<http://unioncsw.world-psi.org/>



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# Campaign Ending Violence against women: reports and follow-up



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In March 2013, we launched a campaign to eliminate violence against women. This campaign was highlighted in November 2013, which led to the International Day to End Violence against Women on 25 November, and continued in 2014.



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**25 NOVEMBER 2013 INTERNATIONAL DAY  
FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN**

*Violence against women is an age-old problem. It's time to end it.*



(G art by depong-pong, 2013)

**WOMEN. UNIONS. RIGHTS. POWER.**

PUBLIC SERVICES INTERNATIONAL [www.world-psi.org](http://www.world-psi.org)



# Follow-Up

- ILO Convention on Violence Against Women and Men at Work
- Develop regional images and campaign materials – AFRECON 2014
- Collect and share best practices training materials
- White Ribbon Campaign-2015/16 Days of Action Against Violence

Priorities PSI - WOC 2013:

Elimination of violence (WOC 2013-2014)

Precarious work (WOC 2014-2015)

Pay Equity (WOC 2015-2016)

Leadership and empowerment of women in the  
labour movement

**THANK YOU!!!!!!!!!!!!!!!!!!!!!!!!!!!!**



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