

**5th PERC Executive Committee
Brussels, 7 March 2011**

Agenda Item 4: PERC activity and financial report:

4.1. Women's Committee



PERC Women's Committee Work Programme 2011–2012

Adopted by
the Women's Committee February 9/ 2011

1. Background

The ITUC Congress in Vancouver in June 2010 passed a resolution on gender equality which includes the action programme for the period until the next congress in 2014.

Through this resolution, Congress instructs the ITUC and regional organisations and structures, working together with Global Unions partners and affiliates to implement the 23 action points mentioned.

According to the terms of reference from 2008, the aims of the PERC Women's structure are as follows:

- *To ensure the implementation of the PERC gender equality programme, policies, plans of action and the decisions of the PERC Assembly and governing bodies;*
- *To adopt positions on issues relating to equality between women and men and monitor the implementation of gender mainstreaming in the policies of the PERC;*
- *To follow the ITUC Action programme on achieving gender equality in trade unions, and in particular adhere to the progressive target of 30 % minimum participation of women in all trade union bodies and activities;*
- *To work for the full integration of women into trade union organisations and to promote actively gender equality and parity in activities and decision-making bodies at all levels;*
- *To ensure the integration of gender perspectives into trade union programmes and projects;*
- *Within its capacity to support the CEE & NIS "Women's Network" and different gender projects.*

2. Methods of work

The PERC Women's structure will primarily base its work on the following methods:

- Influencing policy development in the ITUC and the PERC structure and affiliates
- Promoting gender equality and the representation of women on all levels within PERC and its affiliates
- Promoting the participation of women in collective bargaining processes
- Providing training for women trade union leaders and activists and promote gender awareness training for both women and men in the trade union movement
- Disseminating information and training materials
- Building visibility in the new social media networks (e.g. Facebook)
- Promoting interaction and joint initiatives/projects of national women's committees on particular policy areas or issues of common interests¹
- Cooperating with civil society organisations (NGOs) on the national level when appropriate

A work plan for the Women's Committee for each year will be developed based on the conclusions of the Women's Conference.

A division of work responsibilities within the Women's Committee will also be developed.

3. Areas of priority

Due to our limited resources, priority should be given to only a number of the 23 action points mentioned in the ITUC Action Programme:

16 a) Intensify the **Decent Work for Decent Life for Women Campaign** aimed at achieving social justice and gender equality at the workplace and in trade unions and to continue the drive to organise women workers, particularly in EPZs and the informal economy, as well as domestic, migrant, rural, young, and other vulnerable workers;

16 d) Increase union activity for **pay equity** at national, regional and international level, including collective bargaining, research and information dissemination on the **gender pay gap**, support for equal pay for work of equal value, revision of the widely-held notion of certain jobs or professions being the preserve of a single gender, capacity building, and campaigning on the **work-life balance** and for the right to a **decent living wage** sufficient to cover basic needs, and for women working involuntarily on **part-time contracts** to have the possibility of moving to full-time contracts or at least to increased hours;

16 f) Monitor and assist unions to bring about **coherence in trade union gender policies** at the international, regional and national levels and encourage unions to carry out **gender audits** to strengthen their policies and structures on gender equality including through use of the ILO Gender Audit tool;

¹ Using the logic of "twinning", i.e. a more structured exchange and joint activities between national structures from different backgrounds - western, NMS, SEE, NIS that are interested in discussing challenges they deal with and acting on them, e.g. by exchanging expertise or starting a project for EU or other assistance programmes. In these cases it not necessary to be limited to two parties only.

16 g) Take affirmative action and other corrective measures as necessary to further **strengthen women’s involvement in trade union decision-making**, policies and activities and promote actively the ITUC’s commitment to achieve gender parity in its programmes and in access to positions of responsibility in the leadership and structures of the ITUC, its affiliates and trade unions generally, with particular attention to the active participation of **young women** in decision making bodies, including by collecting disaggregated data on gender parity in affiliates and taking measures in the case of non-compliance;

16 i) Fully engage in efforts to enable the adoption of an ILO Convention supplemented by a Recommendation for **domestic workers**, and its subsequent ratification and full implementation;

16 j) Intensify campaigning at national, regional and international levels for the **ratification and implementation of ILO Conventions** 100 (Equal Remuneration), 111 (Discrimination), 156 (Workers with Family Responsibilities), 169 (Indigenous and Tribal Peoples), 175 (Part-Time Work), 177 (Home Work) and 183 (Maternity Protection), and implementation of the recommendations of the 2009 ILO Conference on “Gender Equality at the Heart of Decent Work”;

16 s) Condemn **violations of women’s trade union rights and violence against women** trade unionists, participate actively in the International Day for Elimination of Violence against Women, 25 November and strive for the elimination of all the various forms of violence against women;

The content of this programme is also in accordance with the recommendations made by the PERC CEE&NIS Women's School and Network in November 2010.



Work Plan PERC Women's Committee 2011

The PERC Women's Committee had its meeting on 9 February 2011. The committee discussed all the proposals for further activities and agreed on the following work plan for 2011.

Framework

The framework for this work plan consists of the following:

- The work plan agreed upon by the Women's Conference in Turin in October 2008 and approved by the PERC Executive Committee in March 2009
- The terms of reference discussed by the Women's Conference and also approved by the PERC Executive Committee in March 2009
- The conclusions and recommendations of the 1st World Women's Conference of the ITUC (October 2009)
- The ITUC Congress Resolution for gender equality (June 2010)
- ITUC General Council resolution on the Plan of action on gender (February 2011)
- Proposals made by the PERC sub regions, CEE-NIS Women's Network and by the participants of the PERC Women's School

Activities

A. General activities

1) Participation in the PERC Executive Committee on 7 March

Objective: representing the PERC WC interests in discussions concerning the general PERC work plan for 2011 and any other issues of gender relevance

Task: to present the work plan of the PERC WC

Responsible: PERC Women's Committee Presidium

2) Participation in the ITUC Women's Committee meeting 17-18 March 2011

Objective: representing the PERC WC interests in the ITUC Women's Committee program and action plan

Task: to present the work program and action plan of PERC WC

Responsible: PERC Women's Committee Presidium

3) Participation in the PERC General Assembly, October 2011

Objective: Making the special interests of women in the PERC region visible

Task: to contribute to the PERC program for the next four years

Responsible: PERC Women's Committee Presidium

Date and place to be communicated by PERC

- 4) **Organizing PERC Women's' Committee meetings and PERC Women's Committee Presidium meetings**
Responsible: PERC Women's Committee Presidium and Secretariat
Time and location: February and November /dates to be decided
- 5) **Participation in the ILO Conference meetings on domestic workers**
Responsible: Jette Lykke Jensen, Member of the PERC Women's Committee
Time and place: June, Geneva
- 6) **Organizing the Women's School**
Objective: training women in the NIS and CEE areas, preferably including the participation of Western European women
Responsible: PERC Women's Committee Presidium together with Danuta Wojdat, co-coordinator of the CEE-NIS Women's Network
Time and place: to be decided
- 7) **Active participation in the international events for women: 8-th of March, 7-th October, 25-th November**
Objective: making the interests of the women in the PERC region known and visible
Responsible: PERC Women's committees in the region

B. Campaigns and projects

7) **Decent Work for Decent Life Campaign**

Activities:

- to conduct research on gender pay gap on sub-regional level (with the assistance of the ITUC Equality and coordination from the Committee members responsible with the sub regions) and present the results at the PERC Women's Committee meetings and Women's School
- to generalize practice of conducting gender audits in Russia and Ukraine; methods and recommendations for the other sub regions (in coordination with the respective sub region)
- to investigate and summarize the experience of national trade union centers in motivating migrant women and domestic workers to join the unions (with assistance of the ITUC Equality and ETUC)
- to analyze the situation with the ratification of the ILO Conventions on gender equality on sub regional levels (coordination from members of the Committee responsible with the respective sub regions)

8) **Decisions for Life Campaign**

- disseminate the experience of project countries in organizing young women (with the assistance of ITUC project coordinator);
- organizing a round table for the future development of the project in the NIS countries

9) **Promotion of women in decision making positions**

- to map up the work done on achieving proportional representation of men and women in trade union structures and on this basis to work on possible recommendations;
- to organize an activity to have a debate on the recommendations for the CEE &NIS countries (proposal: /Sofia/date to be fixed)

Responsible: PERC Women's Committee members

C. *Education and training*

10) Training program on strengthening national trade union women's committees

- capacity to produce equality plans on national level to influence trade union policies
- developing expertise and analytical skills to develop strategies
- strengthen women's presence in collective bargaining and social dialogue
- gender audits

The package can consist of:

- a) Developing project making skills /workshop for CEE and NIS (date and place to be determined)
- b) Sub-regional seminar for the Balkan region (agenda, date and place to be determined)
- c) Sub regional seminar for the NIS (agenda, date and place to be determined)
- d) Results to be discussed and summarized during the Women's School (agenda, date and place to be determined)

Assistance from ILO/ACTRAV

Responsible: PERC Women's Committee Presidium

11) Training on gender equality issues of representatives of the sub regions through the Academy of Labor and Social Relations (Moscow/Russia)

- organize seminars/activities for the NIS countries in the Academy of Labor and Social Relations on the priority actions of trade unions; within the thematic agenda figures the gender dimension and a lot of trade union issues will be looked upon from the gender point of view
- Planning of a seminar on gender equality issues for the representatives of the sub-regions

Responsible: FNPR

D. *Communication and exchange of information*

12) Collecting information on gender activities and events: PERC secretariat

13) Organizing migrant women and domestic workers: PERC secretariat, committee members

14) Disseminating information through PERC Newsletter and PERC Web site

Responsible: PERC Secretariat

- 15) Participation of gender equality specialists in activities related to gender on national and international levels**



Pan European Regional Council Women's Committee

Report on activities February 2010-February 2010

The Women's structure of the PERC was formally established in October 2008 in Turin. The Conference elected the twelve members of the Women committee and adopted the plan of action for 2009/2010. During the year 2009 some changes occurred in the composition of the PERC Women's Committee presidium. Following the resignation of the PERC Committee president Pinar Alkan, the vice-presidents of the committee took over the interim presidency of the PERC Women's Committee till the supplementary elections that took place in November 2010. The Conference elected as President of the PERC WC Hege Hero/YS Norway and as new vice president Tatyana Frolova/FNPR/Russian Federation. The Presidium now consists of these two together with Yanka Takeva/CITUB Bulgaria.

Following the second meeting of the PERC Women's' Committee on 8 February 2010 the activity plan was approved for the year 2010.

The main objectives as defined by the committee were: guaranteeing women's presence in decision-making bodies in numbers at least proportional to the number of women members; to guarantee gender mainstreaming in all international trade union organisations' policies; combating pay inequality between men and women that exists in all countries; to pursue a balance between work and private life and elimination of gender violence.

Special attention has been given to the situation of women affected by the financial crisis and the presence of the PERC Women's Committee on the international level.

The main activities realized between February 2010 and February 2011 as follows:

- ❖ Participation in the ETUC and ITUC 8 March activities; contribution to the ETUC survey on representation of women (for some non-EU countries)
- ❖ Regional seminar Sofia on decent work for women, supported by Belgium CGSLB
- ❖ Participation in the PERC Executive Committee, 8 March, Brussels

- ❖ Representation of the PERC Women's Committee in the 7-th Council of Europe Conference of Ministers responsible for Equality between Men and Women, Baku 25-25 May
- ❖ Representation of PERC WC in the Conference: Migrant Women in Europe, 18 June, Brussels

- ❖ Participation in the ITUC Congress
- ❖ Participation in the ILO Conference June 2010 on negotiations on domestic workers directive

- ❖ Representation of PERC WC committee in the ETUI workshop on occupation diseases and women, 30 June
- ❖ Conference: Youth employment: breaking gender barriers for young women and men", October Warsaw
- ❖ PERC Women's School, November 2010
- ❖ PERC Women's Conference, November 2010

- ❖ Education and training: Sub-regional trainings on fighting discrimination at the work place East Europe, North Europe, Baltics and Caucasus & Central Asia within the ILO/FLA project

Details on some implemented activities

A common ETUC and PERC Women's Committee delegation participated in the 7th Council of Europe Conference of Minister responsible for Equality between women and men, which was held on 24-25 May 2010 in Baku, Azerbaijan. The PERC delegation was led by the co-chair of the PERC Women 'Committee, Yanka Takeva from CITUB Bulgaria. The main theme of the Conference was: Gender equality: bridging the gap between *de jure* and *de facto* equality" There were two sub-themes: positive action and gender mainstreaming to achieve de

facto gender equality and combating gender stereotypes: the role of education and the media.



The Conference adopted a resolution and action plan and recommended to governments and all groups concerned to implement the strategies for achieving gender equality in particular the following fields: legislation, balanced participation of women and men in political and public life, reconciliation of family and private life and working life, combating multiple discrimination against vulnerable groups of women and girls and combating stereotyped gender roles mainly in media and education.

After the Conference the PERC and ETUC delegation visited the local women structure in AHİK and its leadership having the possibility to get acquainted with the gender activities in the union.



The PERC, in cooperation with the Friedrich Ebert Foundation, has organised a two-day conference **“Youth employment: breaking gender barriers for young women and men”** in Warsaw, Poland, 14 and 15 October. The conference brought together some 30 participants from different countries of Central and Eastern Europe. The discussion was devoted to the mismatches between skills and competencies that young people are acquiring in their education (general and vocational) with those demanded by the labour markets. The discussion also included the gender dimension, in particular, the gender stereotypes in certain professional occupations in the process of education and socialization that result in bringing young women to lower-paid jobs; unemployment and the underemployment, and quality of jobs available for young people. It was strongly stressed that while even before the crisis the jobs that young people could achieve were of precarious nature, with the effects of the crisis and austerity measures the governments are taken to reduce budget deficits, the jeopardy that the young people of Europe - yesterday's, today's and tomorrow's newcomers to the labour markets - will be “a lost generation”.



The **Trade Union Women's School of the CEE&NIS Women's Network** took place on 24 and 25 November in Brussels with the financial support from the ILO and the Belgium unions and was followed by the PERC Women's Committee Conference on 26 November. The main theme of the School this year concentrated on the issue of Equality against Poverty and how to stop the feminization of poverty and the evaluation of the work done during the ILO/FLA project and in identifying the main priorities for the Women's Network in the next period. Around 50 women participated in the meeting from the women's structures in the CEE and NIS. ILO/ACTRAV was invited together with the ETUC, the Belgium unions and the ILO/FLA discrimination project coordinators. The main topics of the School included analyses of the impact of the crisis on the public services and situation of women on the labour market, combating poverty through employment, decent work country programs and country studies on concrete facts on the grassroots. The School has discussed also strategies and policies to combat discrimination in the labour market, strategies and mechanisms for empowering women in trade unions. The School was followed by the Annual Conference of the Women's Network which worked on the recommendations to

the PERC Women's Conference and adopted a resolution on the future of the Women's School and the CEE and NIS Women's Network



The **Conference of the PERC Women's Committee** took place on 26 November in Brussels with the participation of around 60 women from organisations in the PERC region. The main purpose of the Conference was to discuss the work program of the PERC Women's Committee for the period 2011-2012: establish the priorities, stimulate PERC member unions to initiate equality activities and policy mainstreaming on the national level, role and responsibilities of the PERC Women's Committee and its members. The Conference was opened by Sharan Burrow the ITUC General Secretary who presented the challenges women are facing during the extreme difficult economic and social conditions generated by the present crisis.

The Conference took into consideration in its debates the recommendations of the CEE and NIS Women's Network on : intensifying the Decent Work for Decent Life Women Campaign; discussing a system of gender awareness training programs; positive action to further strengthen women's involvement in trade union decision-making and strengthen the position of women's structures in their unions; mainstreaming gender equality; intensify campaigning on national level for the ratification of the ILO Conventions and support for the Domestic workers ILO recommendations; work on the elimination of workplace violence. All recommendations fit in the proposed working program which include the following priorities: Decent Work for Decent Life for Women campaign; increase union activity on pay equity and work life balance; coherence in trade union gender policies and gender audits; strengthen women's involvement in trade union decision-making; domestic workers and campaigning for the ratification of the ILO Conventions. After debates on the work program the Conference elected some new members for the vacant positions in the committee. Hege Hero/YS Norway was elected President; Tatyana Frolova/FNPR Russian Federation Vice-President and Natalya Levitska/KVPU committee member. The Conference was followed by a Committee meeting to discuss how to better organize itself and how

to distribute the tasks within the committee. More information about the School and Conference on <http://perc.ituc-csi.org>

