

The Role of **Trade Unions** in Promoting **Gender Equality** and **Women's Empowerment** in the Workplace

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Remember these painfully familiar scenarios...

"Are you planning to have children any time soon?"

"I'm the one who takes care of things, sets up meetings and gets stuck organizing the office b-day shindig"

"Oh, you'll never want to come back!"

"A real man doesn't need to leave a job for family reasons"

"You know how good you look [to everyone], right?"



1. Bargaining for empowerment



23+ million members, 59 affiliates, 34 countries

- Women constitute 38% of the total membership
- Constitute 30%-90% of membership in more than half of affiliates



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Collective bargaining wins big...

Enterprise-level committees against SH (**Philippines**)

Targeted assistance packages for working and single parents (**Israel**)

Equal remuneration, family care/eldercare leaves (**Singapore**)

Violence-free record of union leaders/leaders (**Turkey**)



2. Tripartite engagement and more...



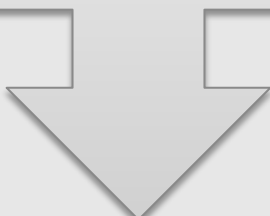
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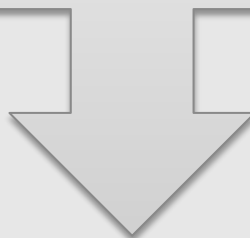
3. Public investment in #CareJobs

Research commissioned by the ITUC demonstrates the impact on **gender equality** and **jobs growth** of investing in the care economy.

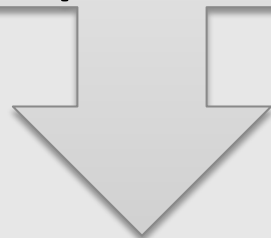
**It would boost
employment,
earnings,
economic growth**



**It would foster
gender equality**



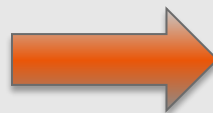
**It would be more
effective in
reducing public
deficits and debt
than austerity
policies**



...it would boost employment for both



**2% GDP investment
in social
infrastructure**
*(provision of
childcare and elder
care services)*



**Employment rate of
women would increase**

3.3 – 8.2 % points

**Employment rate of men
would increase**

1.4 – 4.0 % points



**Overall gender gap
in employment
would be reduced**

1.6 – 4.2 % points



A few good examples...

14% of all CBAs in Australia included **maternity leave provisions** (2010)

Designated “**birth and parenting period**” have been extended to fathers; **nursing hours** are now granted to both genders (Israel)

Union women are leading the struggle for a **minimum living wage** in Cambodia

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_1531

