

Bargaining with a gender equity lens

Intended outcome:

Strengthening our understanding and confidence in bargaining with a gender equity lens.

INTRODUCTORY WORKSHOP EXERCISES

Exercise 1

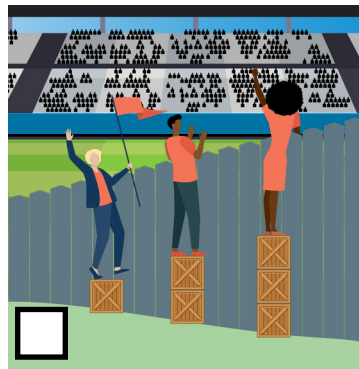
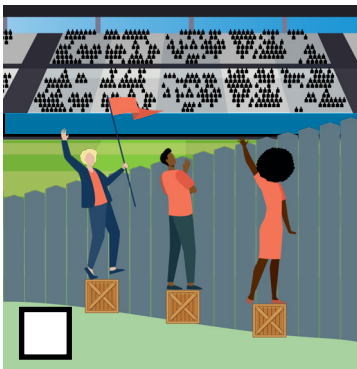
Discussing Equality, Equity and Transformation

Read the notes below and answer the questions that follow:

- **Equality:** Each and every individual is granted the same rights and responsibilities, irrespective of their individual differences. Gender Equality refers to the enjoyment of equal rights, opportunities and treatment by women and men and by boys and girls, in all aspects of the lifecycle. Gender equality in the world of work consists of two complementary elements: equality of opportunity and equality of treatment.
- **Equity:** Each person is provided with various levels of support and assistance depending on their specific needs or abilities. Gender Equity means fairness of treatment of women and men according to their respective needs and interests. Equity measures are a strategy to help achieve gender equality and transformation.
- **Transformation:** Change in gender and social norms to address inequalities in power and privilege between persons of different genders, in order to free all people from harmful and destructive norms.

In groups provide the appropriate label for each of the images below and then motivate your choice in the group discussion.

- A Representing Transformation
- B Representing Equality
- C Representing Equity



Exercise 2

Developing Bargaining Demands for Gender Equity

Identify 3 specific needs or interests of the women worker in this photograph that you think might be different from the needs or interests of a male worker and share your ideas with the group.



You have identified a number of needs and interests related to the women worker in the picture. **In groups discuss the questions below:**

Below are 7 gender equity categories.



Locate the needs and interests of the women worker within these gender equity categories and explain why you think they fit there.



If there are issues that cannot be located within these categories – create relevant new categories and explain their relevance.



From the group choose 1 person to speak on each of the categories in the plenary. (Try to make sure that everyone has at least one category to report on.)

01

Reconciliation of work, family and personal life

Workers struggle to gain control over their time and for women workers TIME poverty is a key challenge. Juggling long hours at work with increasing responsibilities at home is an enormous burden on the health and well-being of women workers.

02

Equal pay for work of equal value

This speaks directly to the issue of gender equity and the value and remuneration for the work done by women and the work done by men. The work traditionally done by men is valued more and paid more because of gender bias.

A demand for a gender audit can be one way of comparing female-dominated jobs as well as other jobs that may have been historically undervalued due to race, disability or any other discriminatory grounds.

03**Leave and hours of work**

Employers need to take into account the care responsibilities that workers have and leave and hours of work are key issues for the gender equity bargaining table.

LEAVE

- Annual leave
- Compassionate leave
- Parental leave
- Medical / Sick leave

Hours of work

- Basic hours and overtime
- Part-time work
- Flexible working time
- Night work
- Expectant and nursing mothers

05**Affordable care**

Employers need to play a role in supporting the provision of affordable care as unpaid care work is a major challenge for working women. Creating policies that are family-friendly is good for the company as well as for employee well-being. There are a number of options that can be brought to the bargaining table:

- Company or on-site child care centres
- Facilities in the community linked to the workplace
- Financial support such as childcare or other personal service vouchers, funds or subsidies
- Advice or referral services
- Public-private partnerships to expand childcare provision

07**Gender-based violence**

A union leader seeking to address gender-based violence including physical, psychological and sexual violence in the workplace, needs to be able to create a sensitive and safe environment as GBV is generally underreported.

04**Safe and reliable transport**

This is a bargaining issue benefitting workers and employers. It is also a gender equity issue as long hours spent in unsafe commutes to and from work further eats into a working women's time and sense of security.

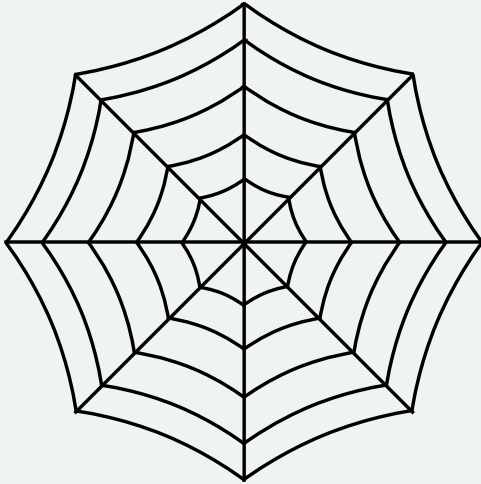
A bargaining strategy that makes employers take responsibility for workers having access to safe and reliable transport will go a long way in supporting women workers to feel safe and secure in the workplace.

06**Health & safety**

A gender sensitive approach recognises that because of the different jobs women and men do, their distinct societal roles, expectations and responsibilities, women and men may be exposed to different physical and psychological risks at the workplace.

Globally, unions campaign for facilities, protective equipment and uniforms that are suitable for women's bodies. Women workers in male-dominated sector often do not have access to suitable protective gear as well as toilet and changing facilities. Access to safe facilities is also a key concern for street traders and other informal workers in public and private spaces.

All of us have a role to play in bargaining for gender equity measures that will support us in the transforming gender relations in the union and workplace. As union leaders we are all have different positions, different levels of power and authority and different levels of influence.



- 3. Take a photo of your drawing** and upload it and email / WhatsApp to share with the group.

As everyone uploads their photos / or create a gallery wall with everyone's drawings;

- a) Do you notice any similarities about where the demands and the people are located?
- b) Do you notice any differences about where the demands and the people are located?

In plenary discuss the similarities and differences.


- 1. Create a drawing** (similar to the one to the left) to depict the union's bargaining process where the circle in the middle is where the action happens – this is the bargaining space.
- 2. Use the drawing** to help us understand YOUR experience of bargaining for gender equity:
 - a. On the drawing show us where Gender equity demands are located
 - b. Now in your drawing show us where you are located in the bargaining process.
 - c. After completing the drawing identify the role that you play in the bargaining process e.g.
 - Calling meetings and collecting demands
 - Meeting with employers
 - Part of the negotiating teams
 - Other

Exercise 4

Taking action to address Gender Based Violence in the Workplace

To protect women and other marginalized groups in the world of work, the International Labour Organization (ILO) on June 21, 2019 introduced Violence and Harassment Convention No. 190 on the elimination of all forms of violence and harassment in the world of work, including gender-based violence, supplemented with Recommendation No. 206 on violence and harassment.

Below are some ideas on the role that unions can play in addressing GBV in the workplace.

 *Once you have read through these ideas, in groups identify and motivate for the ideas you think could be applied in your union.*

Unions play a key role in putting gender-based violence on the agenda, raising awareness about sexual harassment among their members, negotiating policies and agreements that establish procedures for making and processing complaints, as well as preventing sexual harassment.

Ending violence and harassment in the world of work is a union issue. Unions must ensure that work is safe for everyone as well as protect the rights of all workers, including young women seeking employment. If one worker is vulnerable, all workers are affected. Unions create connections and a sense of belonging amongst their members. This means unions play an important role in breaking the barriers of silence and isolation that, too often, come with gender based violence.

Many collective agreements contain clear language about workplace violence. Today,

unions are working to add new language that addresses gender-based violence as a workplace issue. For example workplace safety planning, paid leave for victims, protection from discrimination or adverse action, and access to a women's advocate or other designated support persons within the workplace. Unions must take the lead to end violence and harassment against women. They can provide education around what gender-based violence looks and sounds like, and what resources are out there for workers who are experiencing violence, whether they are victims or perpetrators. The other thing that unions can do is to ensure that negotiators get training on putting language and clauses in collective agreements that deal with gender-based violence at work. They can also ensure that collective agreements provide paid leave for victims of gender-based violence and harassment. One of the things that keeps women in violent situations is fear of loss of financial stability.

Adapted from an article by Nosipho Twala: "The new proposed standard on ending violence and harassment in the world of work" LRS Bargaining Indicators. <https://www.lrs.org.za/wp-content/uploads/2021/01/Gender-Equality-Bargaining-Indicators-2019.pdf>