

# Gender Equity & Social Dialogue

**Intended outcome:**

Strengthen our understanding of social dialogue in creating gender equity.

**INTRODUCTORY WORKSHOP EXERCISES**

## Exercise 1

### The 5 elements and social dialogue

*An experiential exercise freeing us to think visually and creatively about being part of social dialogues.*



*Social Dialogue is about engagement on different opinions and views.*

💡 Think back to any experience you have had of social dialogue where you attempted to reach an agreement on taking action. **Which of the 5 elements of nature** i.e. fire, water, sky, earth and air would you choose to describe your experience of social dialogue?

**Share your experience with the group.**

## Exercise 2

### Skills and Gender Equity – The Puzzle



*There are a number of words in these puzzle pieces.*

💡 In groups, create a paragraph about your experience of skills development in the context of your workplace, sector and union


**PLEASE MAKE SURE THAT YOU USE ALL THE WORDS IN THE PUZZLE PIECES.**

## Exercise 3

### An Occupational Segregation Story


*In this exercise we explore the nature of occupational segregation.*

#### Part A

 Think of a woman worker in your sector that is carrying out a job which is traditionally seen as women's work. Give her a name and describe the work she does.

Explain why this work is seen as a job for a woman. Explain how her remuneration and working conditions compare with other jobs in the sector

#### Part B

 Now think of a woman in your sector that is in a job that was traditionally regarded as a job for men. Give her a name and describe the work she does.

Now discuss if there has been any shifts in the remuneration, working conditions and value placed on the job – now that it is being carried out by a woman.


## Exercise 4

### Responding to Gender Discrimination in the Workplace through social dialogue

*In this exercise we explore arguments and processes that can be used to address occupational segregation and gender pay inequality.*

*Social dialogue can take place at a bi- or tripartite level. It can happen transnationally, nationally, in sectors and at company and plant levels.*

*According to the International Labour Organization (ILO), Social Dialogue comprises 'all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations only between labour and management (or trade unions and employers' associations), with or without indirect government involvement. Social dialogue processes can be informal or institutionalised, and often it is a combination of the two. It can take place at the national, regional or at enterprise level. <http://www.ilo.org/ifpdial/areas-of-work/social-dialogue/lang-en/index.htm>*

 Imagine that you are using the same 2 women you discussed in the previous exercise as examples for negotiating company or sector wide shifts in the remuneration and working conditions for women in your sector.

**You are entering into negotiations at a company/sector level.**

**Keep in mind** that whatever you conclude at this level can have an impact on discussion at a national level where the Government, Business and Labour are meeting to discuss measures to address discrimination against women in the workplace. Key on their agenda is the issue of addressing the Gender Pay Gap.

**Identify all the key issues that will make up the argument you will take into the negotiations.**

## Exercise 4 (cont)

## Responding to Gender Discrimination in the Workplace through social dialogue

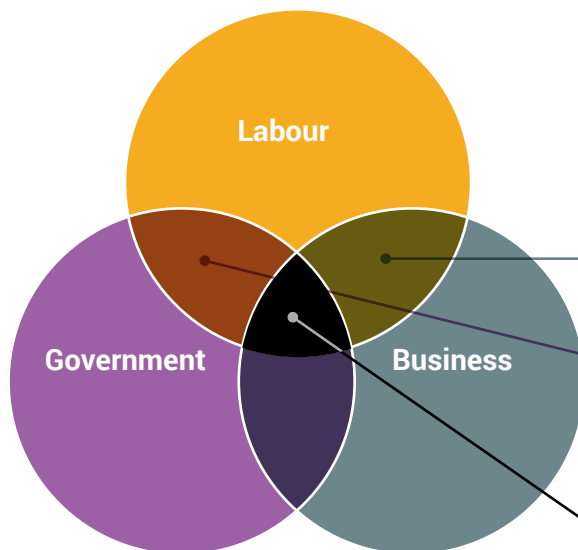
### Relevant ILO Conventions

- 📄 C100 - Equal Remuneration Convention, 1951 (No. 100)
- 📄 C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- 📄 C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)
- 📄 C175 - Part-Time Work Convention, 1994 (No. 175)
- 📄 C177 - Home Work Convention, 1996 (No. 177)
- 📄 C183 - Maternity Protection Convention, 2000 (No. 183)
- 📄 C189 - Domestic Workers Convention, 2011 (No. 189)
- 📄 C190 - Violence and Harassment Convention, 2019 (No. 190)

## Exercise 5

## Shared interests in the Social Dialogue Process

*In this exercise we explore the starting point of the social dialogue process i.e. the shared interests we might have in addressing the issue.*



*You are back at the negotiating table – discussing the remuneration and working conditions of the women workers (from activity 3).*

💡 Draw 3 interconnected circles (see diagram) and identify the following:

- **Shared interests** you think you might have with the **employers**.
- **Shared interests** you might have with the **Government** in addressing the issue of women's discrimination in the workplace.
- Locate the **shared interests** on your **interconnected circles**