

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

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**ITUC-Asia Pacific**

International Trade Union Confederation – Asia Pacific

# 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...



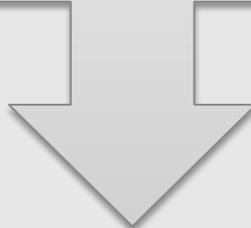
### 3. Public investment in #CareJobs

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

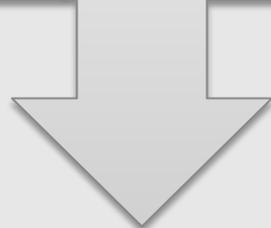
It would boost  
employment,  
earnings,  
economic growth



It would foster  
gender equality



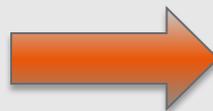
It would be more  
effective in  
reducing public  
deficits and debt  
than austerity  
policies



**...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](https://www.yunbaogao.cn/report/index/report?reportId=5_1531)

