UNI Europa Equal Opportunities
Strategic Plan for UNI Europa Women 2016-2020
« Women at the Heart of change »

1. Growing Unions

Bearing in mind that the number of women joining unions has continued to increase in the past decades, with women making up almost half of the unionized workforce (43% according to ETUC 8th of March survey for 2015)\(^1\), UNI will continue to facilitate union growth amongst women and to expand collective bargaining to improve the lives of female workers, support the equitable distribution of wealth, provide decent jobs and sustainable economic growth.

Actions

- Work with UNI Score to organize more women into unions and to extend collective bargaining coverage in industries and occupations where there is little coverage at present, particularly focusing on jobs that are female dominated

- Build groups of leading women to implement unionization strategies, spreading the gender perspective within their organizations and among their colleagues and fellow workers.

- Establish and maintain regional, sub-regional and national women's networks to strengthen organizing efforts and share news and activities on gender and equal opportunities.

- Work across UNI Europa to encourage affiliates to make organizing and representation of women workers a part of their policy, reflected in the union’s strategy and organizing activities.

- Prepare organizers with a gender perspective, through the implementation of tools like the “Gender Take Away Package” in order to make unions more accessible to women

Activities

- **Campaigns**

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\(^1\) CENTER FOR ECONOMIC AND POLICY RESEARCH, Women Workers and Unions. December 2013.
- **40for40:**
  - Continue to implement the plan aimed at better representation of women, with the target of at least 40% representation of any one gender in all UNI’s decision-making structures, and promote equality in all UNI strategies.
  - Participate in sectoral meetings/conferences in order to continue to promote the strategy, especially in those areas where women’s representation is low, and where election for committees will take place in the upcoming months.

- **Mentoring Program:**
  - Continue with the implementation of the UNI Europa Mentoring Program and carry out organizing workshops in which the tandems will be able to share their experiences, achievements and difficulties and to prepare women to become organizers, thus enhancing the multiplying effect of the program.
  - On the basis of the experiences shared, UNI Europa EOD will create Guides/Manuals to be used in the future implementation of the program in affiliated unions throughout the region.
  - Follow up on the impact of the Mentoring Program on young women workers within their unions.
  - Follow up on the use of the Mentoring Program as a tool for organizing more young women workers in unions.

- **Communication tools**
  - Develop efficient communication tools, including on-line and web instruments.
  - Continue to create and publish online news articles.
  - Use the existing social media tools to reach out to the affiliates and to the public in general, with information on campaigns, events, research, etc.
2. Growing Bargaining Power

Globalization, technology-led innovation and demographics are rapidly transforming jobs and labor markets. We must be ready to be innovative and fight for workers' fair share in this new global context and women, especially young women, will be a key element in the re-shaping of the new world of work. Not only are women half of the world’s human capital, but they are still one of the most underutilized resources.

In order for unions to become stronger with true bargaining power, they need to reflect the needs of their members. For this reason the inclusion of gender issues on the bargaining table with more women at the bargaining table and more women in leadership positions is essential.

Activities

- **Campaigns**
  - That’s Why/Mentoring Program:
    - Inspire more women and young women to join unions and build strength in numbers
    - Empower women with the skills, knowledge and capacity to be engaged in negotiations and to take up leadership and decision making positions in their unions.
    - Train women to become recruiters, organizers and trainers with the skills and experience to help in the implementation of campaigns and to help develop others.
  - 40 for 40
    - Participate in sectoral meetings/conferences in order to continue to promote the strategy, especially in those areas where women representation is low, and where election for committees will take place in the upcoming months.

- **Gender Take Away Package**
  - Provide sectors with a gender perspective by providing them with tools and information on campaigns and activities
  - Support the inclusion of women and women’s issues at the negotiating table
- Include a gender perspective among the Global and Regional Agreements negotiated with corporations to ensure that the rights of women workers are being taken into account.

**Activities**

- Promote best practices on coverage of women workers’ rights in collective/Global and Regional Agreements.

- Ensure that training, the principle of lifelong learning for women and worklife balance is included in the Global and Regional Agreements signed with corporations and included in collective bargaining.

- **Communication tools**

  - Develop efficient communication tools, including on-line and web instruments.

  - Continue to create and publish online news articles.

  - Use the existing social media tools to reach out to the affiliates and to the public in general, with information on campaigns, events, research, etc.

### 3. Growing Quality Jobs

In order to build an equal and democratic society with a fair distribution of wealth, decent work should lie at its heart so that working lives take place in a just and healthy environment, free from intimidation and fear, with workers getting a fair and adequate remuneration for their efforts.

The promotion of decent work benefits all of society, especially women, who represent the majority of the world's poor and who receive lower wages (on average 30 % less although their quality is identical to that of the men). Women hold the most poorly paid jobs, those which take place in precarious conditions as well as informal employment. They are a minority when it comes to leadership positions and better salaries.

Following the presentations and discussions on pensions at the UNI Europa Women's Conference in Luxembourg 2012, the UNI Europa Women’s Committee held a seminar on pensions in September 2014 where we were shocked to learn that the ETUC estimated the
gender pension’s gap to be 39%. Obviously this has become a campaign issue for UNI Europa Women.

UNI Europa Equal Opportunities is engaged in helping to raise employment standards for women workers and to increase the vigilance in which discrimination is tackled in society and in workplaces.

UNI Europa Equal Opportunities is engaged in assisting with the research and production of documentation, as well as campaigns and activities, that will help close the gender pay gap.

**Activities**

**Actions**

- Lobby governments and the EU inter-governmental organisations, and organise coordinated actions with sister unions, to ensure our aims for quality jobs and equal pay and pensions.

- Vigorously pursue our demands for decent work through lobbying, campaigning, negotiations and signing of Regional and Global Agreements with companies.

- Encourage measures that will improve shared responsibilities between women and men through collective bargaining agreements with companies, to facilitate the participation of men as care givers.

- Support solidarity campaigns and programs to protect trade union and equality rights.

- Observance of days like the 8th of March, International Women’s Day

- **Campaigns**

  - **Breaking the Circle of Violence:**
    - Continue to implement our campaign to eradicate gender violence in order to build safe and healthy working environments, free from discrimination, violence, exclusion and fear.
- 16 days of activism: Violence - from 25 November to 10 December to continue to raise awareness on the issue of domestic violence and how it can spill over to the workplace

- Participate on projects against domestic violence to achieve an ILO convention.

- **Equal Pay for work of Equal Value**
  - Produce campaign material to highlight the gender pay gap and the gender pensions gap.
  - Partner and contribute to the efforts undertaken by the other Global Unions and democratic civil society organisations that campaign for pay and pension equality.
  - Provide guidance to affiliates to assist them in defining pay (total remuneration, including secondary pay (i.e. “perks”), equal pay for work of equal value and to explain the need for transparency in pay and grading systems and in undertaking equal pay audits.
  - Highlight good practices and progress made in terms of pay and pension equality.
  - Integrate the GPG issues in its platform of demands when UNI negotiates and concludes global agreements.
  - Address the gender pay and pensions gap in the work of the UNI sectors and the UNI regions.
  - Based on reports by affiliates, produce regular progress reports, at sectoral, regional, and world level to monitor and evaluate the GPG campaigns.

- **Maternity Leave Directive**
  - Produce campaign material to call for action to save the Maternity Leave Directive which has been on standby since 2008 at the European Parliament
  - Encourage affiliated unions to pressure their national MEP’s to save the Maternity Leave Directive
  - Carry out a media campaign (facebook, twitter, website), to call affiliated unions and the public in general to lobby their governments in saving the directive
Women’s Health Campaign

- Produce a campaign with material on the importance of women’s health and the impact this has on the workplace

- Follow up on good practices carried out by affiliates in the promotion of women’s health

- Carry out a media campaign (facebook, twitter, website), to call on affiliated unions and the public in general to work in favour of women’s health

Strategic alliances with other social justice organisations

- Strengthen cooperation and take a lead with Global Unions, ETUC and European trade union organisations on trade union involvement in policy formulation on equal opportunities’ issues at regional level.

Communication tools

- Develop efficient communication tools, including on-line and web instruments.

- Continue to create and publish online news articles.

- Use the existing social media tools to reach out to the affiliates and to the public in general, with information on campaigns, events, research, etc.