

## ITF Women Transport Workers' Conference

New Delhi 27-28 January 2014

### ITF Region and Section Women Transport Workers' Resolutions

#### **1. Asia/Pacific: Hong-Kong, 11-12 May 2013**

32 Participants of the Asia Pacific Women's conference call upon the ITF Asia Pacific Regional Conference to recognise that there are many issues facing the women members of their unions.

To assist in our efforts to campaign for change and to strengthen our unions through better organisation and participation of women, we require the ability to communicate and request the Conference's endorsement for the establishment of an Asia Pacific women's network. The active participation of unions in the region is important for this network to be effective. We therefore call upon those unions that have not been able to participate in this Conference to nominate and support a representative to help us progress this work.

We recognise that violence against women workers is increasing and call upon the brothers and sisters of the Asia/Pacific region to actively support the ITF and United Nations Anti Violence campaigns.

It is also requested that organising and training programs for the region continue to be broadened and enhanced to allow more women to participate.

ITF and affiliate communication should always ensure that women are visible in any documents, newsletters, flyers or promotional material to ensure that women working in our industry are seen as the norm rather than the exception.

In addition we request that all efforts are made by the ITF secretariat and the affiliates to reach, if not exceed, the previously agreed 30% participation target for women in all ITF meetings.

The ITF Regional women's Conference notes the lack of women transport workers in the decision making bodies of ITF Asia/Pacific affiliates. We therefore urge ITF A/P Affiliates to take measures including implementing gender quotas to increase women's participation in the decision making bodies of their respective unions.

In conclusion we appreciate the support of unions in the region for targeted women's events such as the Asia Pacific Women's Conference, and offer an invitation to our male colleagues to join us at future women's meetings. Through their participation at such meetings we will be able to share the issues directly with them and work together in a collaborative manner to enable real change for ITF Asia Pacific unions.

## **2. Arab World: Jordan, 8-9 September 2013**

- Provide support to Palestinian transport workers including women
- Raise the women participation level to 40%
- Organize women "Mapping to organize women working in temporary jobs"
- Launch campaigns against "violence and war against women"
- Provide support and building regional effective women networks
- Provide support to women activists and focusing on countries witnessing political changes
- Women's Participation in Sofia conference.

## **3. Latin America and Caribbean: Rio de Janeiro, 3-4 November 2013**

This group of women transport workers from 13 different countries meeting in solidarity, celebrate the successes and address gender challenges in this region, **Noting that:**

- Women's active participation in transport unions is key to keeping them strong, and equally women's leadership is vital in politics and communities;
- The ITF has many strong women's leaders in the region - but these gains are result of necessary struggle; to support potential leaders specific training is needed;
- Programmes to support strong organising efforts have proven effective, and are most effective when linked to workplace issues; campaigning around combatting violence is a key organising issue that needs to be highlighted;
- Women transport workers need space to take part in union and political activity; solidarity is needed from male colleagues to fight for collective bargaining conditions,
- Efforts to build young women's union membership are more important than ever - unions need to bring younger women into transport unions and build for the future

**Resolve** that the following points are key for ITF Americas unions; and call on ITF affiliates to design and participate in active programmes to prioritise:

- Getting women into non-traditional transport jobs,
- Increasing women's participation in transport trade unions and involvement in collective bargaining,
- Promoting women's leadership and bringing women into decision-making positions,
- Sensitising male union colleagues about gender and equal opportunities,
- Giving young women opportunities via training and information strategies

- Strengthening the Latin American and Caribbean women's network, including exchange of experiences and mentoring,
- Promoting the ITF programme of work to combat violence against women.

#### **4. Dockers: Asia Pacific Dockers Conference, Manila, 17 January 2013**

Participants of the Asia Pacific Women Docker's Seminar call upon the ITF Asia Pacific Dockers Section Conference to recognise there are many issues facing the women members of their union.

TO assist in our efforts to campaign for change and to strengthen our unions through better organisation and participation of women Dockers, we require the ability to communicate and request the Conference's endorsement for the establishment of an Asia Pacific Women Dockers' network. The active participation of unions in the region is important for this network to participate in the seminar to nominate a representative to help us progress this work.

One of the top 3 challenges facing women in our industry is the low numbers employed in both traditional stevedoring roles and associated port work due to direct and indirect barriers, including decimation and community attitudes. To address the community, employer and union perspectives of women in the industry, we propose that we run an awareness campaign that highlights the fact that women can not only be Dockers but that a significant number are Dockers. Community attitudes of what sort of people are Dockers is in itself a barrier to women believing they are capable or welcome to work in the industry. The campaign should begin with a flyer/poster that shows women working alongside men as Dockers, and highlight the different roles that women play in ports, including clerical, medical, logistics and support roles.

In addition we request that all efforts are made by the ITF secretariat and the affiliates to reach, if not exceed, the previously agreed 30% participation target for women in all ITF Dockers' meetings.

In conclusion we appreciate the support of unions in the region for targeted women's events such as the Asia Pacific Women Dockers' Seminar, and offer an invitation to our male colleagues to join us at further women's meetings. Through their participation at such meetings we will be able to share the issues directly with them and work together in a collaborative manner to enable real change for ITF Dockers' unions.