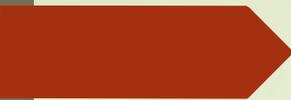


# **COLLECTIVE BARGAINING AND EQUALITY OF OPPORTUNITY FOR WOMEN**

**BY**

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SINTRAINAGRO - COLOMBIA**





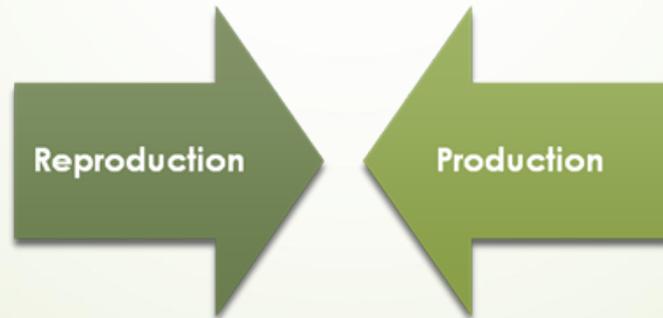
# CONTEXT AND BACKGROUND OF THE NEGOTIATION

## Domestic world linked to:

- Non-productive work = unpaid
- Work that is essential, but lacks any economic value or social status
- Bringing up children

## World of work linked to:

- The wealth of nations
- Paid work, carried out within a company, an impersonal environment
- Individual as a labour force, without involving the other dimensions of their identity



**The make-up of the market: separation of productive from “non-productive” work**

## Consequences for women:

- Greater difficulties in gaining employment
- Double the working hours
- Horizontal and vertical segregation
- Inequalities in pay
- Greater employment insecurity
- Generally less secure employment, etc.



# Challenges:

- ▶ Training of trade union organisations, generally, relating to equality and a gender-sensitive approach
- ▶ Greater efforts directed towards training women trade unionists in politics and a gender-sensitive approach
- ▶ Encouragement of women leaders in trade union organisations
- ▶ Ensuring the participation of women in all forums for political discussion (quota system)
- ▶ Empowerment of women.



*Trade unions, and especially their women members, are called upon to use every means available to them to seek to overcome inequality in the workplace*





# KEY TASKS

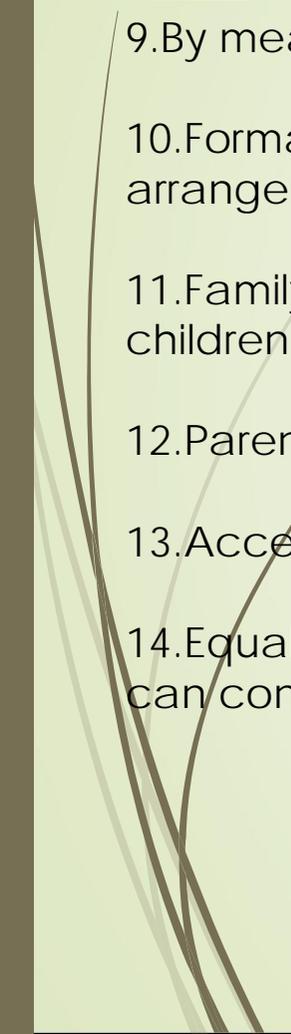
- Gender-sensitive laws
- The right to equality and equity are principles and values enshrined in the principles of the Centre And of some trade unions.
- The concept of gender, and above all the application of mechanisms to balance work and family life, which will effectively enable the achievement of gender equality and the elimination of discrimination
- Inclusive language
- Consideration of working hours
- Participation in decision making and equal representation on the CSA
- Participation in training and capacity building
- Participation in the parity and gender committees

# LIST OF DEMANDS

1. Employment, sexual and reproductive rights for women
2. Extension of guarantees and other benefits for women during pregnancy and breastfeeding
3. Shared family responsibility and employment contracts The need to achieve a balance between work and family life as an essential step in banishing discrimination
4. Access to contracts of employment, and to be recognised as workers
5. Reduction of sexual harassment in the workplace
6. Collective bargaining as a weapon in the fight against discrimination
7. Collective redress with a gender-sensitive focus
8. An end to lower remuneration for women who carry out tasks different from those of men, but of equal value

# LIST OF DEMANDS



9. By means of collective agreements, to reduce the pay gap that exists between men and women
  10. Formalisation of employment for women, with official contracts, rather than collective arrangements or outsourced contracts, to include flexible working hours
  11. Family-work life balance, flexible working hours for nursing mothers and those who have disabled children
  12. Parental leave appropriate to family circumstances
  13. Access to employment in the banana industry for women who are the main family breadwinners
  14. Equality of opportunity in employment for women, promoting education for women so that they can contribute in the world of work
- 



7. The abolition of discrimination between male and female workers, reform of the system of not promoting women into posts that were traditionally created solely for men, when there are women who are appropriately skilled

8. Implementation of maternity leave, along with the creation of nurseries for children and of breastfeeding facilities

9. Maternity leave before and after childbirth for the essential care of the baby and the working mother

10. Wage discrimination must be a trade union issue

11. A Compulsory Health Plan for Women

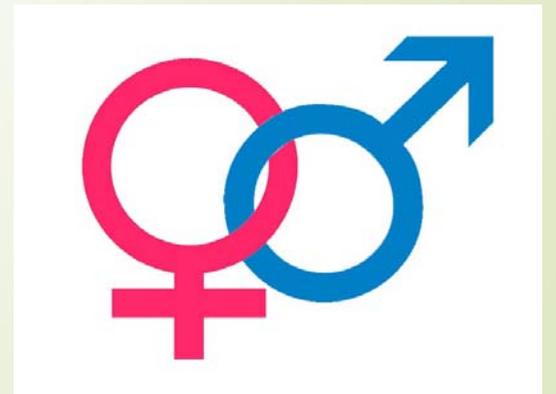
12. An appropriate focus on workplace and sexual harassment of women, and taking steps to provide legal and psychological support

14. Ongoing assessment of the risks facing women at work

# Collective Bargaining as a tool to redress the inequalities between men and women in the workplace

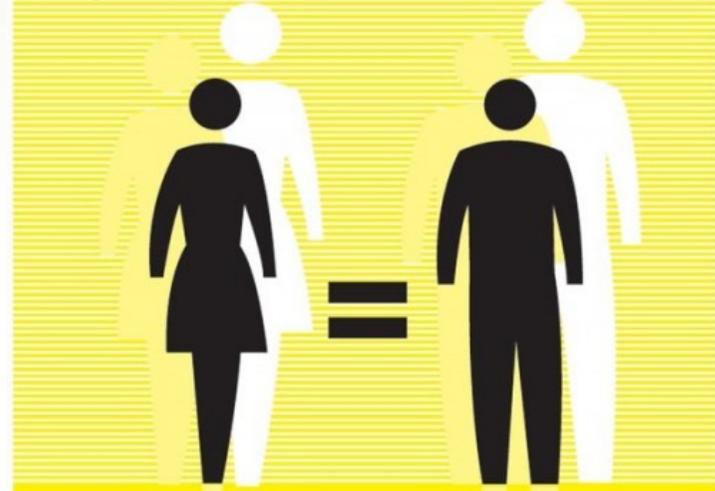
*Gender sensitivity should inform the entire process:*

Gender sensitivity



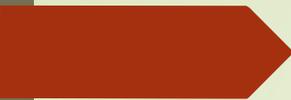
# What does it mean to incorporate gender sensitivity?

The concept of gender has changed over time, and at present it has many aspects. However, basically, gender refers to the characteristics that society attributes to the sexual difference between men and women.



To incorporate a gender-sensitive approach means examining the bases of inequality that arise between men and women, and developing means of correcting them.





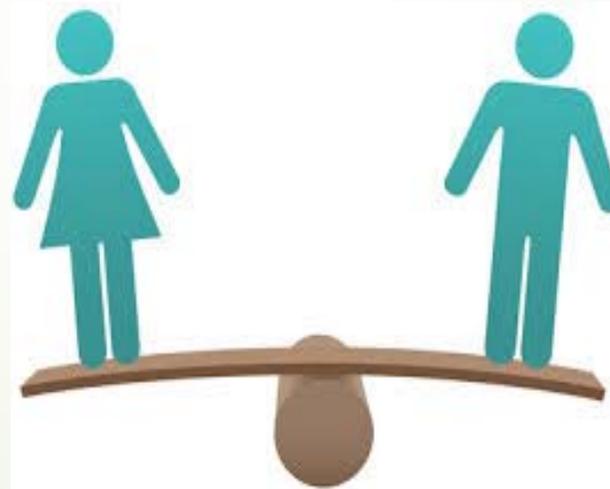
*Gender sensitivity is a strategy designed to ensure that the concerns and **experiences of women and men** should be an integral element of the design, implementation, supervision and evaluation of policies and programmes in all spheres of public life, both social and economic, so that men and women benefit equally, and so that inequality is brought to an end.*

# Why is Collective Bargaining considered a tool to redress the inequalities between men and women?

- ▶ As Collective Bargaining is a tool by which male and female workers, either directly or through their union representatives, establish with management a process of dialogue or negotiation to improve working conditions, the incorporation of a gender-sensitive approach would contribute significantly to the overcoming of inequalities between men and women in employment

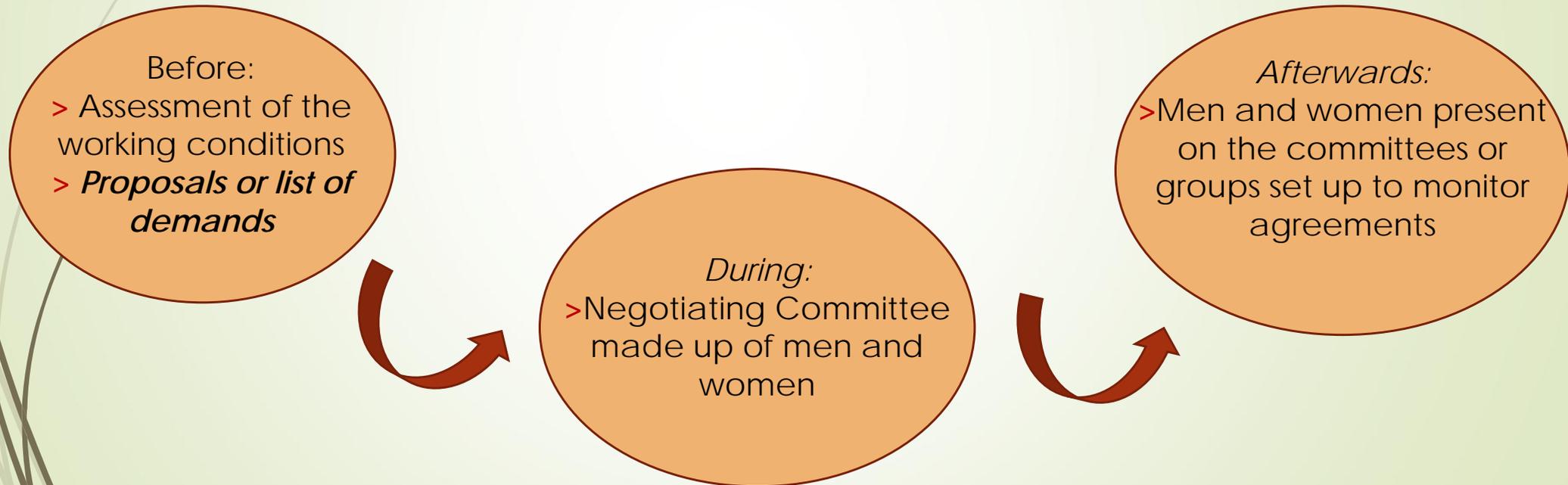


Incorporating a **gender-sensitive approach** into the **Collective Bargaining** process would mean that the **interests of both men and women** would be represented, and reflected throughout the entire process



# Aspects to take into account in Collective Bargaining

- It is essential that both men and women should be present at the various stages of the negotiation (before, during and afterwards):



# COLLECTIVE BARGAINING ACHIEVEMENTS BY SINTRAINAGRO

Since 1995, work has been carried out to secure the recognition and participation of women in the workplace within the banana industry, and since 2004, a number of victories have been achieved for women

1. An end to discrimination on the grounds of age or gender
2. When vacancies arise on the plantations, and there are women with the appropriate skills and abilities, they will be hired in preference to men; this will enable the number of women workers on the plantations to increase
3. It will not be permitted to specify an age range for candidates to be recruited, provided that there is evidence of ability and skills
4. Through the family welfare funds, the Banatura and Sena programmes and the industry's social foundations, Sintrainagro and the banana companies will promote capacity-building and training activities through their organisations for women who are the main family breadwinners, thus equipping them with the skills to enable them to run the catering on the plantations.

# COLLECTIVE BARGAINING ACHIEVEMENTS BY SINTRAINAGRO

5. During the course of the current round of negotiation, the banana industry chiefs will, where possible, hand over the running of the plantation restaurants to women who are main family breadwinners

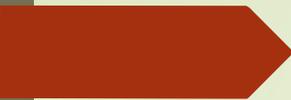
6. The companies will promote the participation of trained trade union members who are the main family breadwinners in the drawing-up of staffing schedules for the workers

7. Within the Collective Bargaining framework, agreements have also been achieved in relation to extralegal benefits (help towards the purchase of glasses, help with maternity, family bereavement, marriage, schooling, rent and Christmas bonuses, among others)

8. In the interests of creating more employment opportunities for women, since the start of this round of negotiations, the companies have agreed to take on a minimum of one woman per plantation

9. Augura and Sintrainagro will coordinate the roll-out of the capacity-building programmes in order to guarantee that the women will have the skills to carry out the work on the plantations.





**GRACIAS**