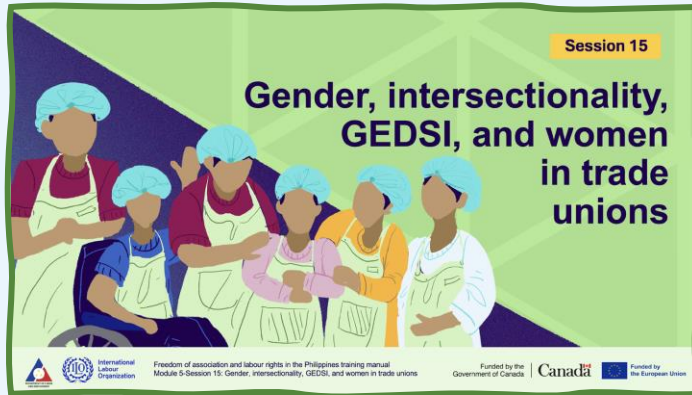


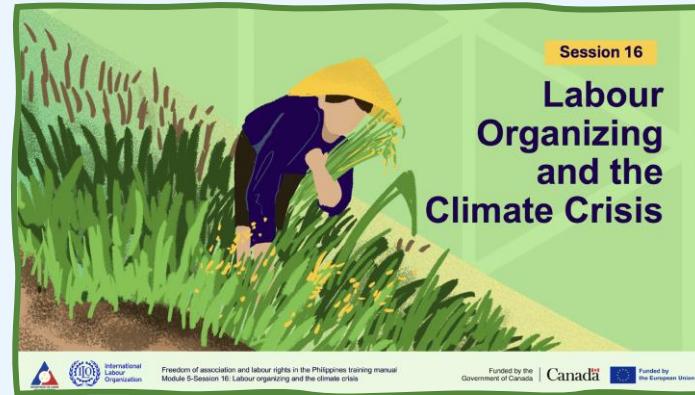
Module 5

Gender, climate, and migration perspectives in the exercise of freedom of association





Session 15: Gender, Intersectionality, GEDSI, and Women in Trade Unions



Session 16: Labour Organizing and the Climate Crisis



Session 17: FOA and Labour Rights in the Context of International Labour Migration

Gender, intersectionality, GEDSI, and women in trade unions

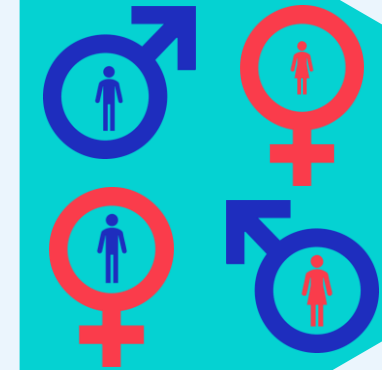




Session snapshot

► Session 15

- It explores the **concepts around gender, intersectionality, and gender equality, disability and social inclusion (GEDSI)**, and their relationships with and implications on the exercise of FOA and collective bargaining.
- Discusses practical considerations and strategies to improve both the status of women in unionism in the Philippines and the integration of gender issues affecting women and other persons of diverse SOGIESC (e.g., LGBTIQ workers).
- **Goal:** Link up FOA and its underpinning advocacy for labour justice with gender equality and gender justice.



► Session 15

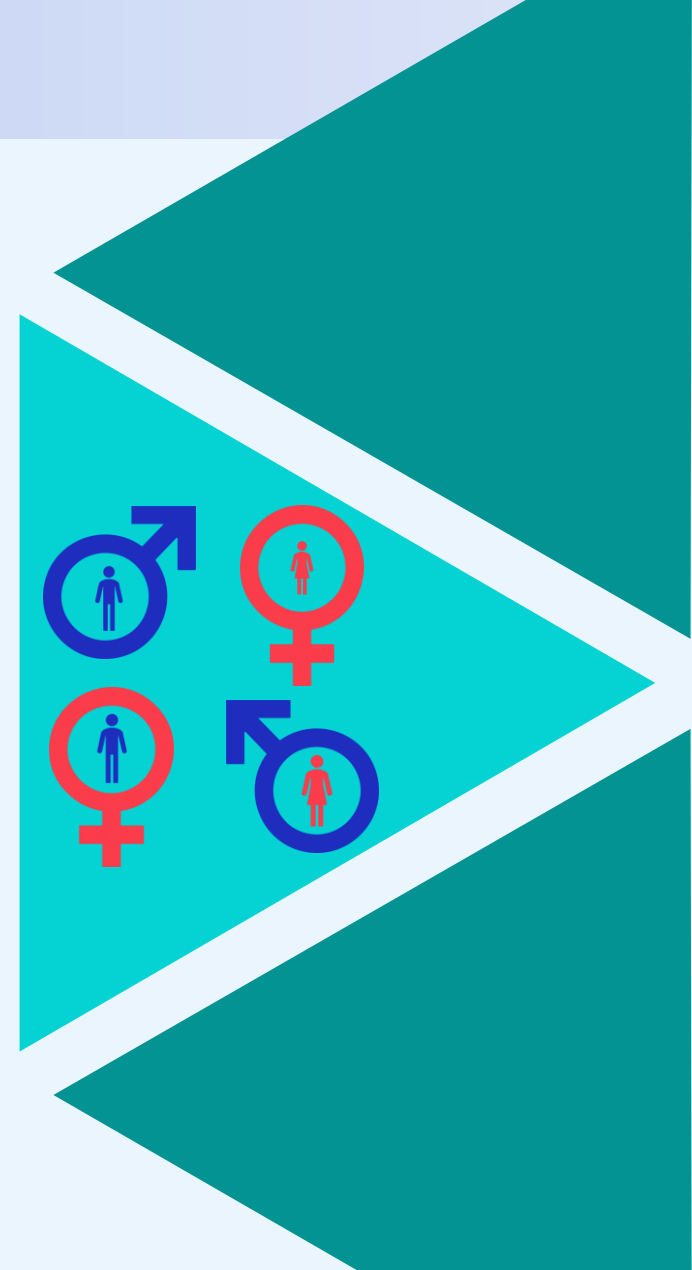


Estimated duration:
120 minutes



Required materials:

- Usual presentation equipment and accessories
- Markers/pens
- Cartolina/manila papers
- Others as indicated in the session activities/exercises





Facilitator's guide points

Facilitator's guide points



1. Introduce Session 12 by providing few remarks on the overall theme of Module 4, which is “Gender, Climate and Migration Perspectives in the Exercise of FOA.” Underscore that part of the key challenges and opportunities in the right to organize and the right to bargain collectively relate to the persistent and emerging issues around gender justice, climate justice, and migration and development.



2. Proceed to the expected content of Session 12 using the Overview as a guide. Share the learning objectives of the session.



3. Prior to the delivery of the lecture using the Discussion Notes, conduct M4-1 (Gender Boxes Word Association). Follow the mechanics accordingly.





4. Further facilitate the session by using Discussion Notes as a general guide. Depending on the specific audience group or as the facilitator deems essential, introduce, add or modify certain contents that may not have included or just partly covered in the session. At the minimum, however, tackle the following topics:

- a) Gender Terms and Concepts
- b) Intersectionality
- c) Gender Equality, Disability and Social Inclusion (GEDSI)
- d) Women in Trade Unions



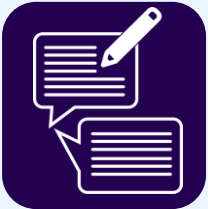
Facilitator's guide points



5. Be mindful of the Key Learning Points as internal guide on messaging.



6. Deliver the optional exercise/s contained across the discussion points in the session.



7. Occasionally engage participants through parts of the session heavier on delivery of lecture. Checking whether they have any questions or comments is one handy method of engagement.

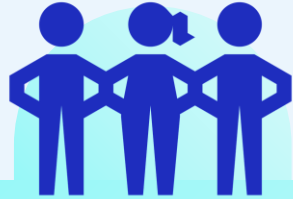


8. Conduct the recap exercise at the end of the session.



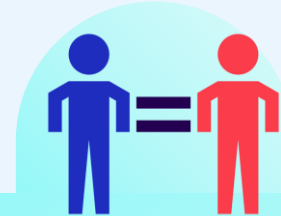


Learning objectives



Gender concepts

Discuss **basic terms and concepts around gender, including SOGIESC**, and the different gender issues in the world of work that impact on the exercise of FOA and collective bargaining among women and other persons of diverse SOGIESC



Intersectionality

Introduce intersectionality as **lens and tool for promoting gender justice and equality**, its importance in the exercise of FOA



GEDSI

Orient the participants on the **concept of GEDSI (gender equality, disability and social inclusion)** and its connections to the exercise FOA, particularly the right to organize

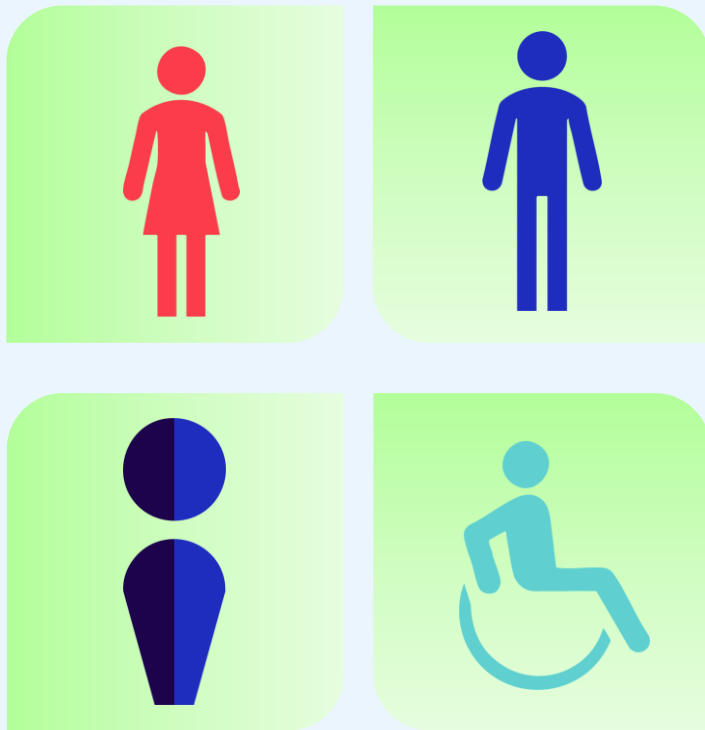


Women in trade union

Examine and **discuss the state of women's representation and participation in trade unions and the extent of integration of women's and gender issues in union work**, specifically collective bargaining, and identify strategies to improve these including at different levels of intervention

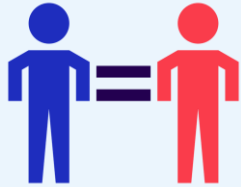


Definition of key terms



GEDSI

Refers to the umbrella conceptual framework of gender equality, disability and social inclusion, with the following individual definitions:



Gender Equality

about ensuring that men, women and other persons of diverse SOGIE have the same rights, opportunities, and treatment in all areas of life



Disability Inclusion

focuses on integrating people with disabilities into all aspects of society by ensuring they have equal access to opportunities, services, and facilities



Social Inclusion

aims to create a society that embraces and values all individuals and communities, regardless of their background or circumstances. It recognizes that marginalized groups, such as racial minorities, LGBTQ+ individuals, and low-income communities, often face exclusion and discrimination

Gender Justice

Recognition

of equal rights and access to justice for women, girls and people with diverse SOGIE

Redistribution

of power to ensure equal access to, and control over, resources, services and opportunities for women, girls and people with diverse SOGIE

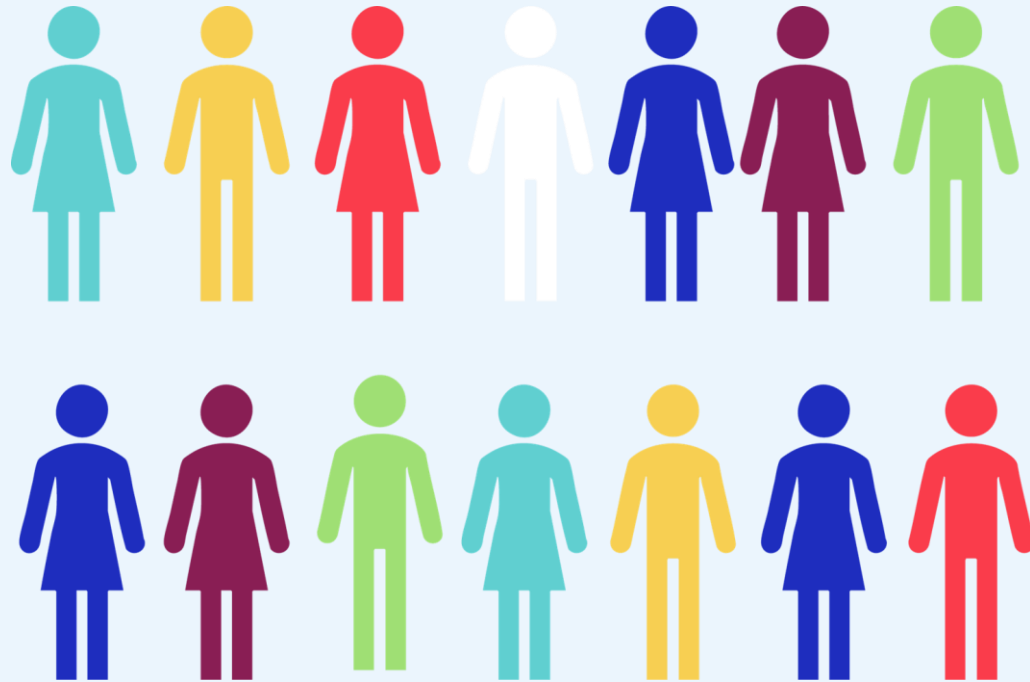
Representation

and participation of women and people with diverse SOGIE in social, political, and economic decision-making processes at all levels



Intersectionality

Refers to a concept and theoretical framework that facilitate[s] recognition of the complex ways in which social identities overlap and, in negative scenarios, can create compounding experiences of discrimination and concurrent forms of oppression



SOGIESC

refers to the acronym for sexual orientation, gender identity and expression, and sex characteristics

Definitions under SOGIESC

Gender Identity

Each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender

Sexual Orientation

Each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical and other means) and other expressions of gender, including dress, speech and mannerisms

Definitions under SOGIESC

Gender Expression

Each person's presentation of the person's gender through physical appearance – including dress, hairstyles, accessories, cosmetics – and mannerisms, speech, behavioural patterns, names and personal references; may or may not conform to a person's gender identity

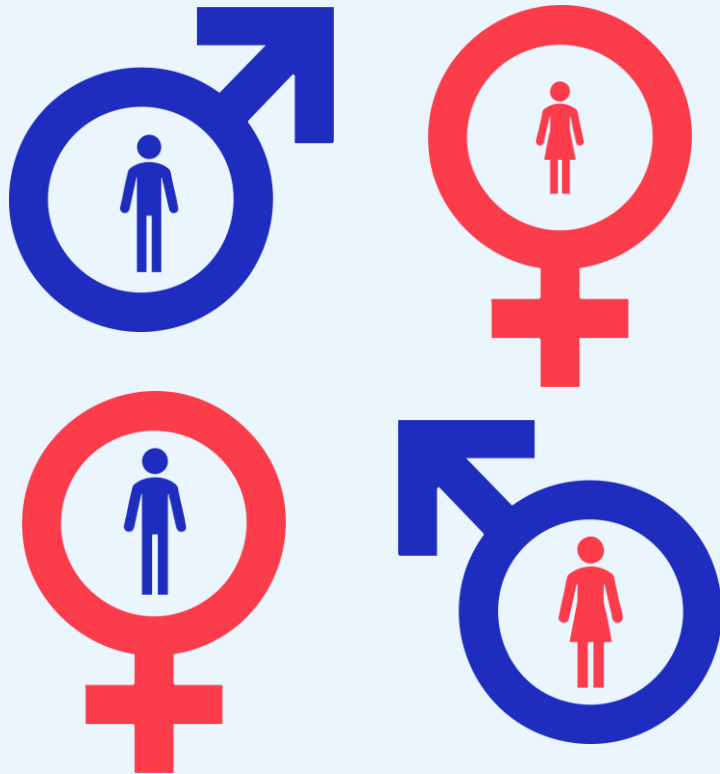
Sex Characteristics

Definition of Key Terms

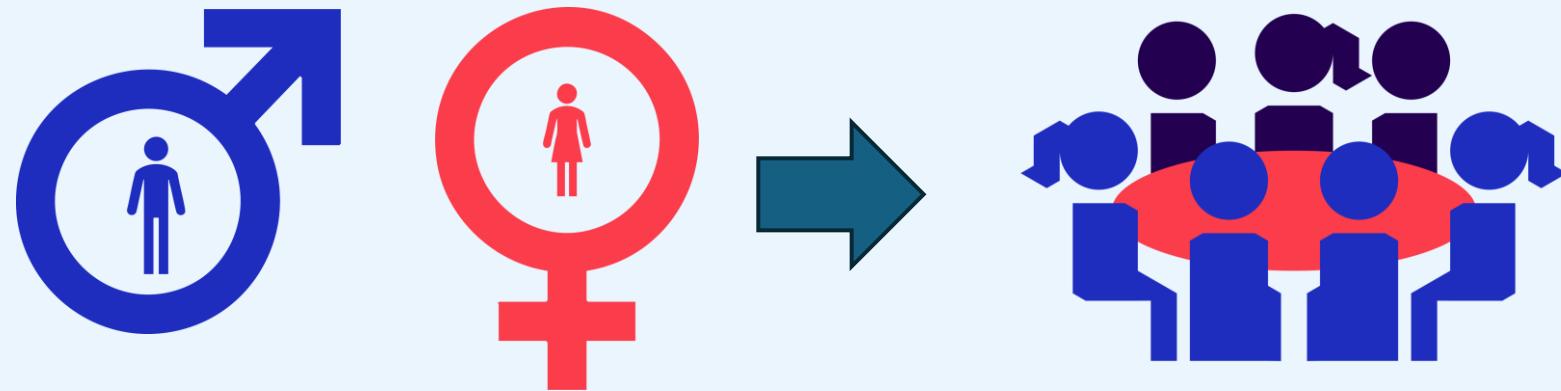
Each person's physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones and secondary physical features emerging from puberty



Key learning points



Distinguishing between the terms sex and gender and understanding expanded concepts such as SOGIESC are **important for analyzing the different experiences and issues faced by women, men and other persons of diverse SOGIESC including in their exercise of labour rights such as the right to organize and bargain collectively.**



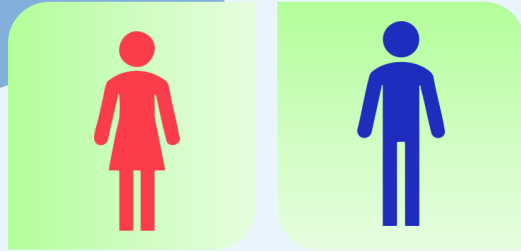
Addressing gender issues relative to FOA and other fundamental labour rights will only be effective through a thorough gender and power analysis

that should be the basis for gender mainstreaming efforts and other initiatives to promote and integrate gender equality in various development outcomes including decent work.

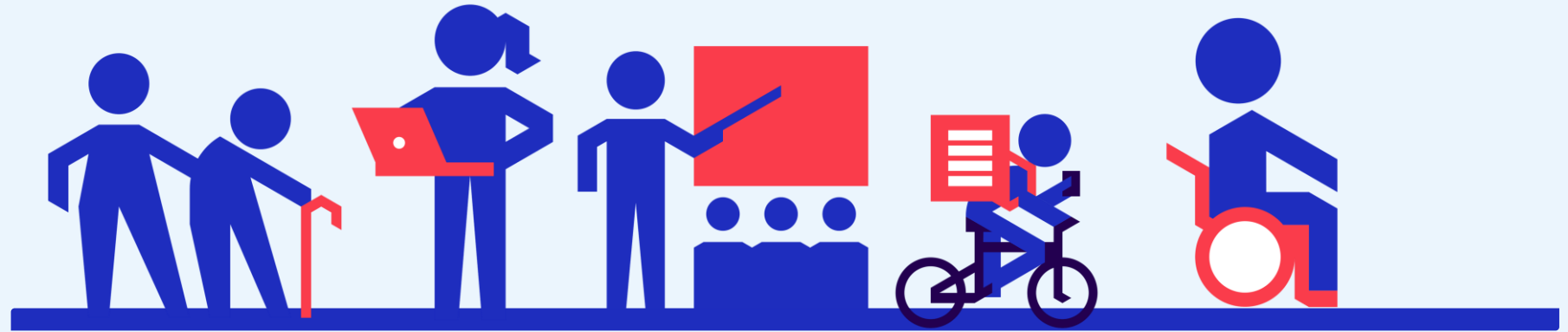


Women and other persons of diverse SOGIESC remain underrepresented in union membership and leadership at various levels.

There is also so much invisibility for other workers from historically marginalized and vulnerable sectors, such as workers with disability, insofar as the exercise of FOA and the right to collective bargaining is concerned. Meanwhile, gendered issues also still hardly advance in the collective bargaining process, let alone reach the final negotiated agreement with the management.



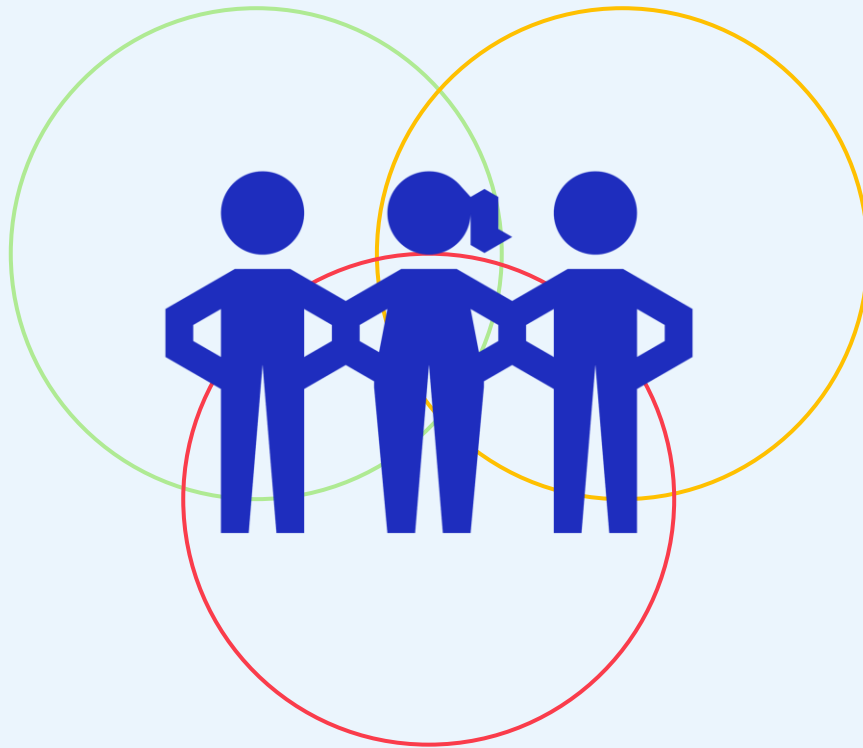
Understanding and practicing intersectionality and GEDSI relative to the exercise of freedom of association and related labour rights in the Philippines is **critical to improving inclusive and democratic practices in trade unions.**



Intersectionality and GEDSI **provide practical tools for shedding light on the experiences and other factors hindering the effective participation of historically marginalized and vulnerable groups of workers**, such as women and other persons of diverse SOGIESC, and workers with disability.



Intersectionality and GEDSI in the context of FOA will therefore contribute to promoting inclusive democracy where the rights of all workers and individuals are **protected, respected and fulfilled.**



Taking an intersectional approach to exercising FOA, particularly through union organizing, will also help enable the revitalization of unionism in the country by **transforming union leadership and membership as well as the strategic agenda** that usually advance in the collective bargaining process.



Activity

Activity M5-1. Gender Boxes (Word Association)



Methodology

The top-of-mind word association is a light exercise that allows participants to associate a word or an idea (in a single word) with a particular topic, theme or concept, such as sex and gender. They are simply asked to answer the question: What comes first to your mind when you describe a man or a woman? Through this activity, the facilitator is also able to map out which words or ideas the participants commonly associate with being a man or a woman as basis to emphasize the distinction of sex from gender, and the often complex discussion of sexual orientation, gender identity, and gender expression or SOGIE (refer to Discussion Notes later).

Activity M5-1. Gender Boxes (Word Association)



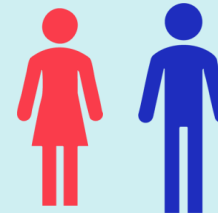
Timing

It is best to conduct this activity upon opening Session 12, following a brief introduction to the session objectives (refer to the Overview content).



Mechanics

1. Post on the wall the prepared separate sketch illustrations of a man and a woman, similar to this:



Activity M5-1. Gender Boxes (Word Association)



Mechanics

3. Remaining seated in their chairs, ask the participants to learn and follow your hand-and-foot movement: two stomps, 1 clap to the tune of “We will rock you.”
4. In unison, the participants continue doing the movement.
5. As they do the movement, ask them to recite a word that they easily associate to being a man or a woman (a possible example can be “*matapang*” for a man). Start either way (i.e., man or woman).

Activity M5-1. Gender Boxes (Word Association)



Mechanics

6. In an orderly manner and based on their seating arrangement, each participant gives a word without repeating any word previously mentioned by another participant. Remind the participants to not think too much about the word and just say what is on top of their mind. Tell them there is no right or correct answer.

7. Write all the words generated around the outline of the man and the woman, whichever is being tackled at the time (the facilitator may need some assistance on this).

8. Depending on the size of the participants, this can be done in more than one round, up until all essential words or ideas seem to have been exhausted already. Decide as facilitator when to cut the rounds.

Activity M5-1. Gender Boxes (Word Association)



Mechanics

8. After the round/s of word recitation, quickly process the words that have been generated. Some words can be clustered, for instance. There can be words that may sound controversial or out of context

9. Ask the participants what may happen to the man and the woman if they move out of those boxes filled with the words people and society normally associate with them (for instance, if it is a woman that becomes “*matapang*” in a given situation where they are expected more to be “*mahinhin*”).

10. Proceed to the discussion notes to introduce gender concepts including gender stereotypes to further synthesize the activity.

Activity M5-1. Gender Boxes (Word Association)



Materials

- Markers/pens
- Metacards
- Cartolina/Manila paper
- Adhesive tape

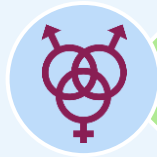
Notes on transition to online session

This activity can also be done online using online teleconferencing platforms allowing breakout rooms, such as Zoom. Inputs can be collated virtually, too, through online tools such as [Lucidspark](#). Otherwise, the baristas can use typical tool for notetaking like Microsoft Word and show to the participants via screensharing.



Session proper

Session 15



Gender Concepts and Definition



Intersectionality



Gender equality, disability and social inclusion (GEDSI)

Gender Terms and Concepts

Differences between sex and gender

World Health Organization (WHO)

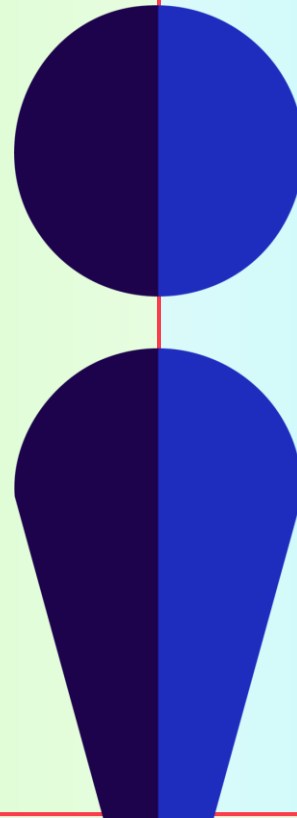
Sex

The **different biological and physiological characteristics** of males and females, such as reproductive organs, chromosomes, hormones, etc.

https://www.who.int/health-topics/gender#tab=tab_1

Gender

The **characteristics of women, men, girls and boys that are socially constructed**. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.



Gender terms and concepts

Differences between sex and gender

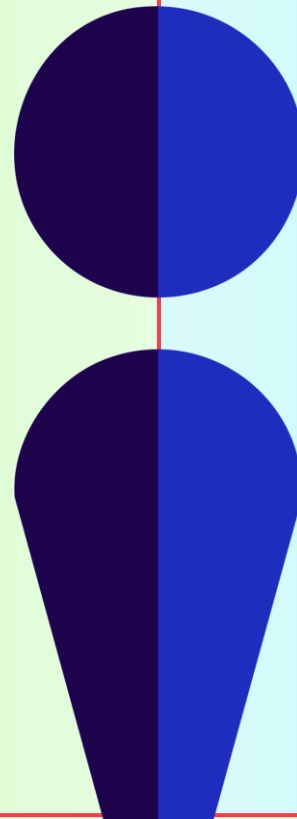
UNICEF

Sex

The **biological and physiological reality** of being males or females.

Gender

A **social and cultural construct**, which distinguishes **differences in the attributes of men and women**, girls and boys, and accordingly refers to the **roles and responsibilities** of men and women.



<https://www.unicef.org/rosa/media/1761/file/Genderglossarytermsandconcepts.pdf>

Differences between sex and gender

EUROPEAN INSTITUTE FOR GENDER EQUALITY

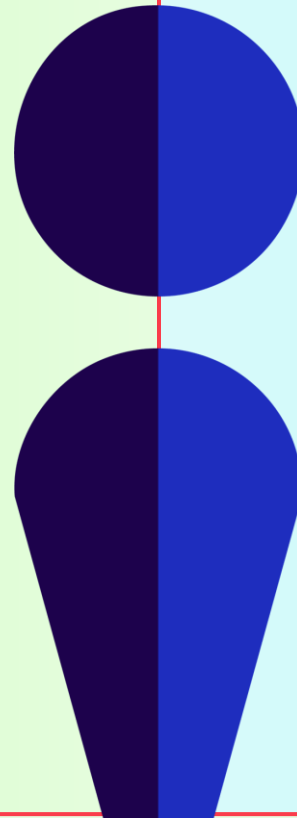
Sex

The **biological and physiological characteristics that define humans as female or male**. These sets of biological characteristics are not mutually exclusive, as there are individuals who possess both, but these characteristics tend to differentiate humans as females or males

<https://eige.europa.eu/publications-resources/thesaurus>

Gender

The **social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men**. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context- and time-specific, and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.



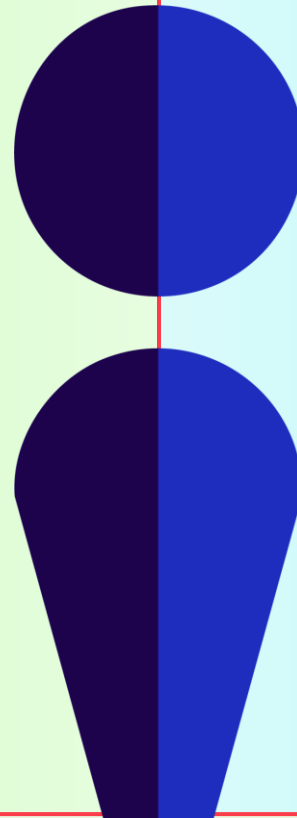
Gender Terms and Concepts

Differences between sex and gender

INTERNATIONAL LABOUR ORGANIZATION (ILO)

Sex

The **classification of a person as having female, male and/or intersex characteristics**. Infants are usually assigned the sex of male or female at birth based on the appearance of their external anatomy. A person's sex is a combination of bodily characteristics, including chromosomes (typically XY chromosome = male, XX chromosome = female), reproductive organs and secondary sex characteristics



Gender

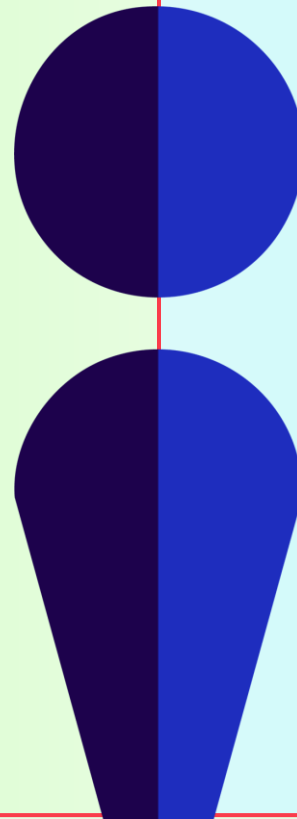
Whereas “**sex**” refers to **biological and physiological characteristics**, “**gender**” refers to the **socially constructed roles, behaviours, activities and attributes** that a given society considers appropriate for individuals based on the sex they were assigned at birth

<https://www.ilo.org/publications/information-paper-protection-against-sexual-orientation-gender-identity-and>

Differences between sex and gender

Sex - are biological traits:

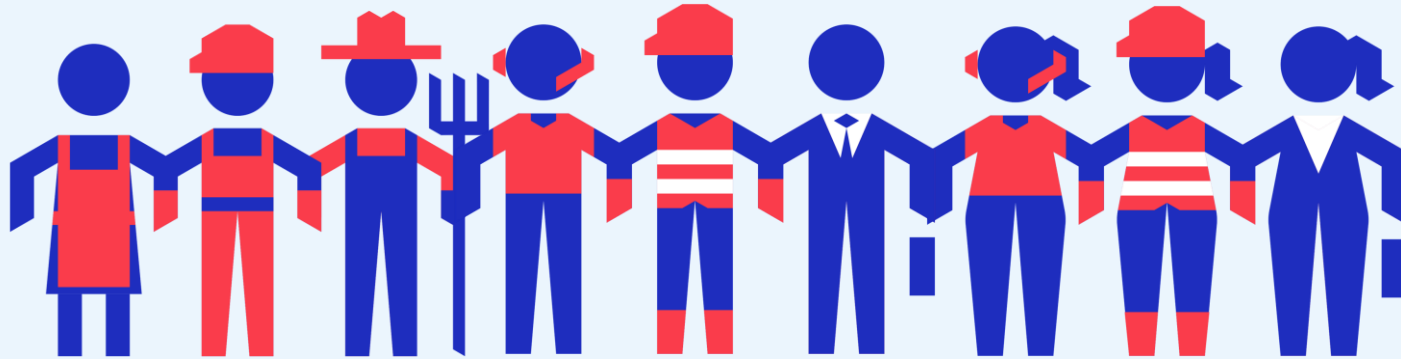
- Women menstruate; men do not.
- Men have testicles; women do not.
- Women typically have developed, milk-producing breasts; men do not.
- Men generally have larger bones than women.



Gender - are socially constructed roles, expectations, or patterns:

- Women usually earn less than men.
- Tobacco companies market cigarettes in “feminized” packaging to appeal to women.
- Women typically do more housework than men.
- Some laws differentiate people based on gender.

Understanding sex and gender: Why distinguishing them matters



Understanding sex and gender: Why distinguishing them matters



Deviation can lead to stigma and discrimination, especially affecting:

- Women and girls
- People with diverse sexual orientation, gender identity, and expression (SOGIE)

Understanding sex and gender: Why distinguishing them matters



Difference in Gender Affects:

- Paid vs. unpaid labor
- Community participation
- Leadership roles (home, community, public offices)
- Use of leisure time
- Based on predominant social norms and beliefs

Understanding sex and gender: Why distinguishing them matters



Guides creation of laws, policies, and institutional practices in areas like:

- Education
- Health
- Economic development
- Justice
- Labor (e.g., repeal of nighttime work prohibition for women in the Philippines, 2011)

Understanding sex and gender: Why distinguishing them matters



Influences opportunities related to:

- Public goods and services
- Productive assets (land, education, technology)
- Decent jobs and income
- Shaped by perceptions of capability and “deservingness”

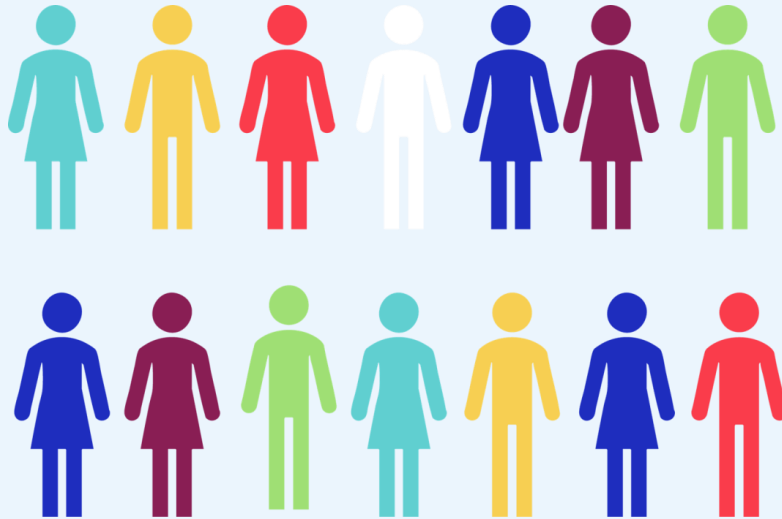
Understanding sex and gender: Why distinguishing them matters



Rigid gender norms reinforce harmful expectations:

- Violence against women and girls, especially due to confinement to reproductive roles
- Men may face violence for not displaying “masculine” traits
- Ultimately affects everyone’s safety and dignity

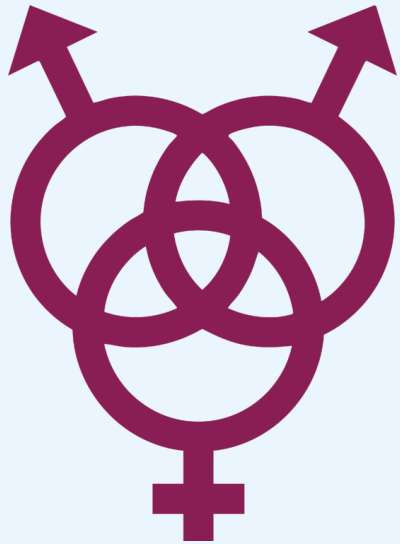
SOGIE: Sexual Orientation, Gender Identity and Gender Expression



Sexual **O**rientation
Gender **I**ntity
Gender **E**xpression

- An expanded term sometimes used: **SOGIESC**, adding:
- **Sex / Sexual Characteristics**
- Both acronyms describe the diversity of how people identify and express themselves.
- Visual tools like the **GenderBread Person v4** can help explain these concepts clearly.

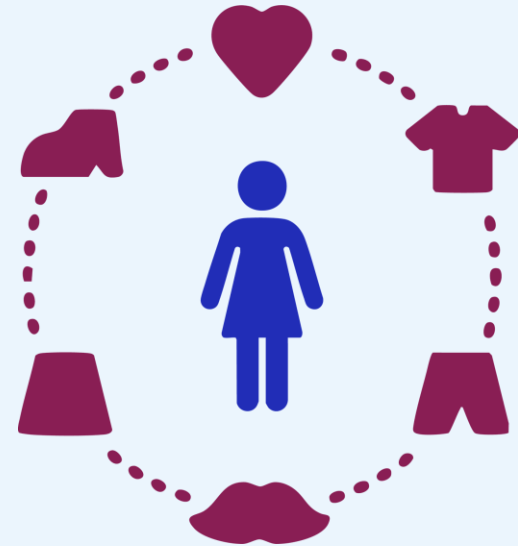
Distinctions of SOGIE



Sexual Orientation

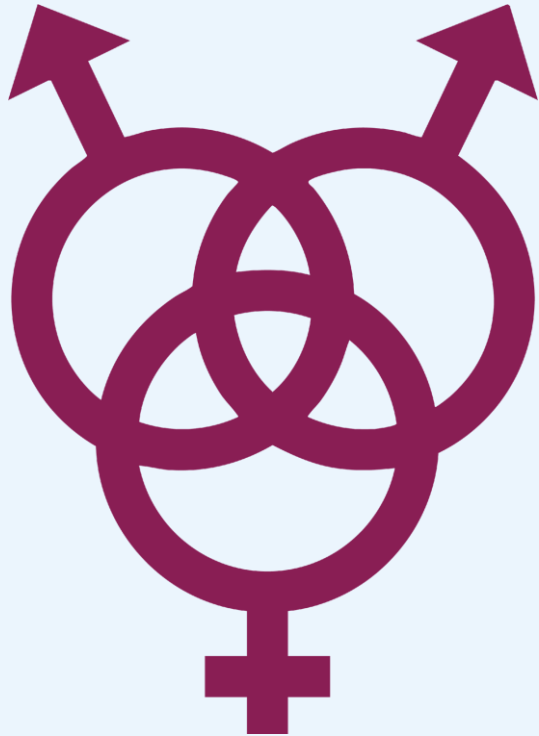


Gender Identity



Gender Expression

Distinctions of SOGIE: Sexual Orientation



Describes a person's capacity for deep emotional, romantic, or sexual attraction to:

- A different gender
- The same gender
- More than one gender

Answers the question:

“To whom are you attracted (romantically or sexually)?”

Distinctions of SOGIE: Gender Identity



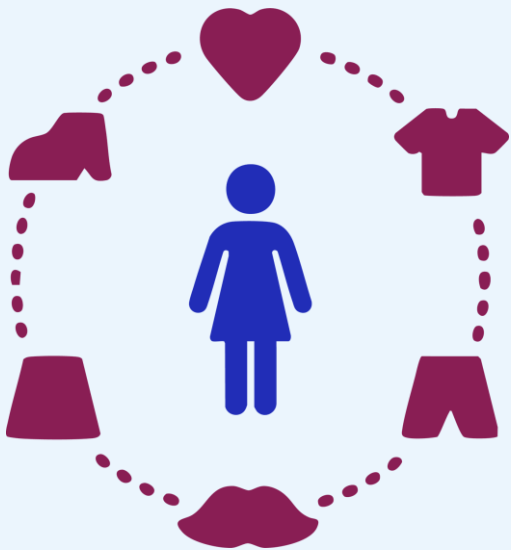
A person's deeply felt, internal sense of being a man, woman, both, neither, or somewhere along the gender spectrum.

- May or may not match the sex assigned at birth.
- Can include choices about body modification (medical, surgical, etc.) and ways of expressing gender (dress, speech, mannerisms).

Answers the question:

“How do you identify: as a man, woman, or otherwise?”

Distinctions of SOGIE: Gender Expression



How a **person presents their gender outwardly** through:

- Appearance (clothing, hairstyles, accessories)
- Mannerisms, speech, behavior
- Names and pronouns

May or may not align with their gender identity.

Answers the question:

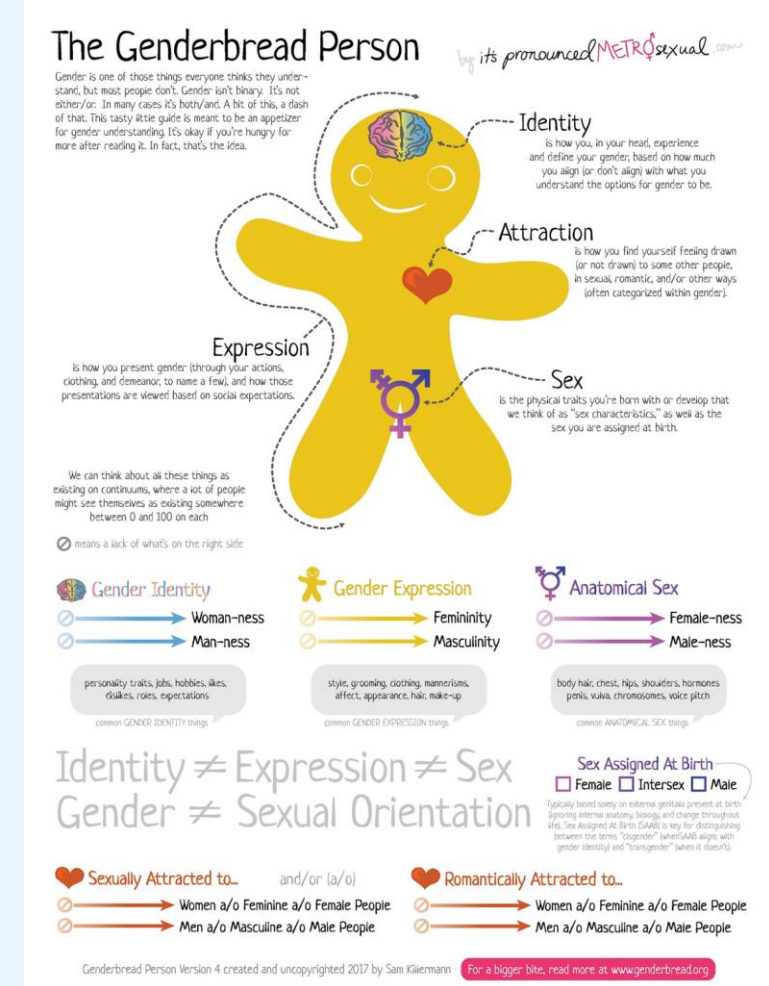
“How do you express yourself: more masculine, more feminine, or another way?”

Genderbread Person

Source: It's Pronounced Metrosexual.

<https://www.itspronouncedmetrosexual.com/2018/10/the-genderbread-person-v4/>

Note: A blank copy of the GenderBread Person can also be accessed from the given link, which can be used to engage the participants to explore their SOGIESC as an optional exercise.



Sexual Orientation, Gender Identity and Gender Expression: **Milestones**

2011

The UN Human Rights Council adopted a resolution on human rights, sexual orientation, and gender identity (SOGI).



Follow-up milestones:

2014

Council took note of the UN report on discriminatory laws and violence.

2016

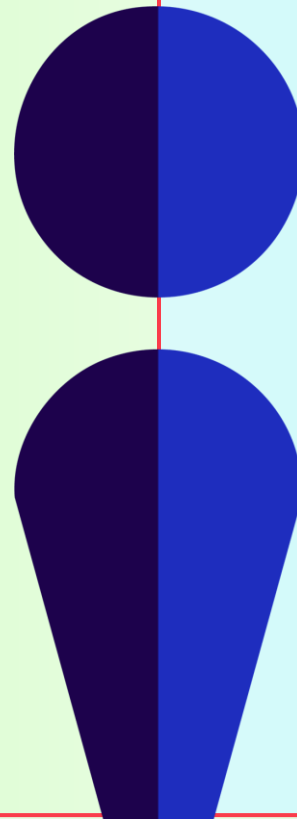
Adopted a landmark resolution mandating an **Independent Expert** to address violence and discrimination based on SOGI.



Differences LGBTQIA+ and SOGIE

LGBTQIA+

- pertains to a specific group of individuals beyond the binary categories of man and woman describing **specific communities and identities: Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and + (other evolving identities).**
- names particular groups often facing discrimination.



SOGIE

- encapsulates the foundational concept that gives rise to this varied classification of identities and expressions.
- **coves beyond specific identities: “everyone has SOGIESC,” including cismen and ciswomen**
- SOGIESC is used more nowadays in references to efforts and measures to strengthen non-discrimination and inclusion of all individuals instead of simply covering LGBTQIA+ persons. **SOGIESC “shifts the focus away from specific populations and toward deeper shared traits.”**

LGBTQIA+ Definitions

Gender stereotyping

- or “the practice of ascribing to an individual woman or man specific attributes, characteristics or roles by reason only of her or his membership in the social group of women and men.”
- In itself, gender stereotyping is not necessarily negative (e.g., stereotype of women as nurturing).
But it is negative — and in fact constitutes a human rights violation, according to OHCHR — when it drives the commission of other human rights violations.

Some examples demonstrating this ripple effect are as follows:

- The failure to criminalize marital rape based on the stereotype of women as the sexual property of men;
- The failure of the justice system to hold perpetrator of sexual violence accountable based on stereotypical views about women's appropriate sexual behavior.
- The division of labour within households resulting in time poverty and lower levels of education for women arising from the stereotype of women's role within the family (biological determinism);
- The perpetuation of practices that involve coercion and violence against women and girls as a result of traditional attitudes that regard women as subordinate to men (male supremacy);

Some examples demonstrating this ripple effect are as follows:

- The passage of discriminatory laws and policies due to stereotypes about women's role (e.g., acquiring ownership of land as the “head of the household” who is authorized to sign official documents is often seen to be men);
- The restrictions to women for sexual and reproductive rights due to society beliefs about the need to regulate women's freedom specifically concerning sexual identity and life; and
- The restrictions to women relative to rising in the ranks of trade unions as a result of stereotypes about them not strong enough to lead, or in connection to forming or joining trade unions due to inability to invest extra time that they normally spend for domestic and care work in their families.

LGBTQIA+ Definitions

Gender bias

Definition: attributing roles/traits solely based on being male/female
Neutral by itself but becomes negative when it drives violations

Examples:

- Failure to criminalize marital rape
- Barriers to women's property ownership
- Restriction on sexual & reproductive rights

Key manifestations of gender bias



Economic marginalization
(*Pagsasantab*)



Stereotyping & shaming
(*Pagkakahon*)



Gender-based violence
(*Karahasan Base sa Kasarian*)



Political subordination
(*Pagmamaliit*)



Lack of body autonomy/self-determination



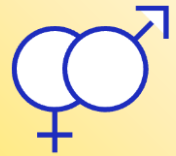
Multiple burden
(*Maraming Pasanin*)

LGBTQIA+ Definitions

Gender Mainstreaming

which remains as the core strategy to combat gender inequalities and advance gender equality and gender justice. All the major gender-related international instruments such as the Beijing Platform for Action and the 2030 Agenda for Sustainable Development acknowledge this instrumental role played by gender mainstreaming.

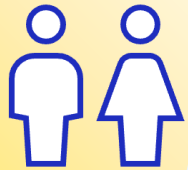
Central Principles of Gender Mainstreaming



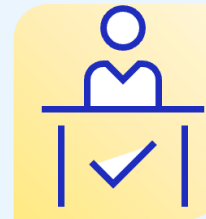
It is a strategy focused on achieving the goal of gender equality (it is not a goal in itself).



The strategy is relevant for, and should be utilized in, all sectors and policy areas.



The strategy requires explicit attention to both women and men, and diverse gender identities, ensuring that they can participate in, influence, and benefit from development policy and practice.



Successful implementation requires integrating the knowledge, concerns, priorities, experiences, and contributions of all genders into every stage of policy and planning to shape decisions and outcomes.

Intersectionality

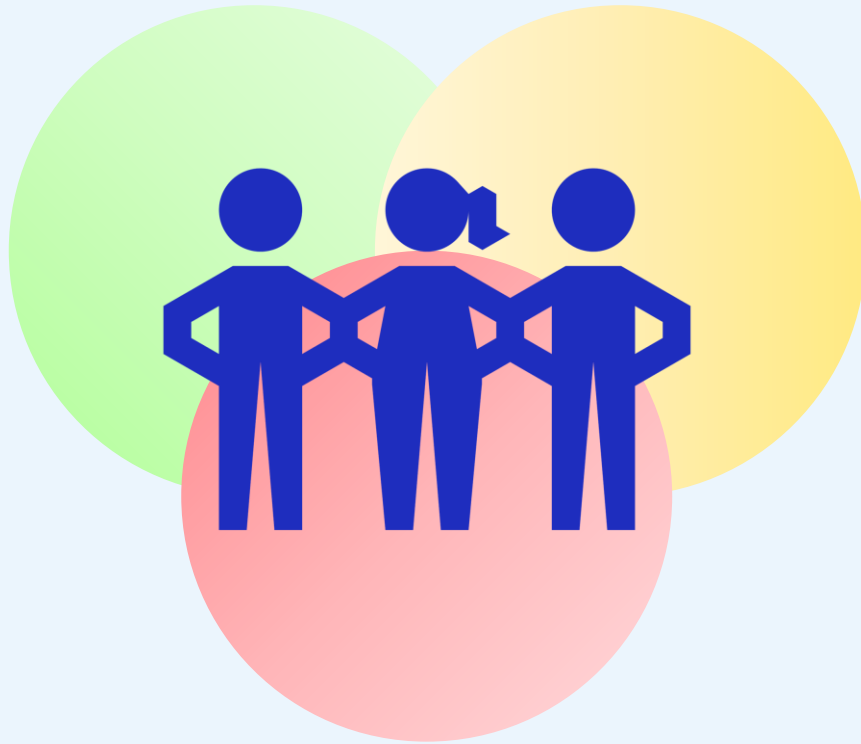
What is Intersectionality?

- A concept and framework to understand how different social identities (gender, race, class, disability, sexual orientation, etc.) overlap.
- Recognizes that people often face *multiple, overlapping* forms of discrimination and exclusion.
- Helps create more holistic and inclusive approaches to equality and justice.

Why it matters?

- Inequities rarely stem from a single identity factor.
- Without considering intersectionality, gender equality work may unintentionally harm or exclude more disadvantaged groups (e.g., women with disabilities, LGBTQIA+ members in conservative communities).
- Focuses on *diverse experiences and non-homogeneous needs* within groups.

Why consider intersectionality?



- ✓ Ensures attention to those most at risk of being left behind.
- ✓ Increases participation, voice, and visibility of historically marginalized people.
- ✓ Supports development of policies that reflect real diversity and avoid “one-size-fits-all” solutions.

How to Practice Intersectionality

Based on the IBPA Framework & UN Women / UNPRPD Guide



Reflexivity
Reflect on your biases, beliefs & assumptions.

Ask: “How do my privileges shape my views & actions?”



Dignity, Choice & Autonomy
Respect everyone’s independence & agency.

Ask: “Who has control over life decisions, and who doesn’t?”



Accessibility & Universal Design
Remove barriers (physical, communication, attitudinal).

Ask: “What do people need to fully participate?”



Diverse Knowledges
Value knowledge from marginalized voices.

Ask: “Who have we listened to—and who’s missing?”

Source: Adapted from Hankivsky et al. (2014). “An intersectionality-based policy analysis framework.”

How to Practice Intersectionality

Based on the IBPA Framework & UN Women / UNPRPD Guide)



Intersecting Identities

Recognize overlapping identities, not as separate or additive.
Ask: *“What unique effects arise from these intersections?”*



Relational Power

Notice who holds power in different contexts.
Ask: *“Who makes decisions? Who is accountable?”*



Time & Space

See privilege & discrimination as dynamic and context-dependent.
Ask: *“How do these change across generations & places?”*



Transformative & Rights-Based

Focus on systemic change & equity.
Ask: *“Are we changing how resources & relationships are structured?”*

Gender Equality, Disability and Social Inclusion (GEDSI)

There is overwhelming evidence of the climate crisis, and the debate whether climate change is true or a hoax is already settled: it is *here* and it is here *now*.

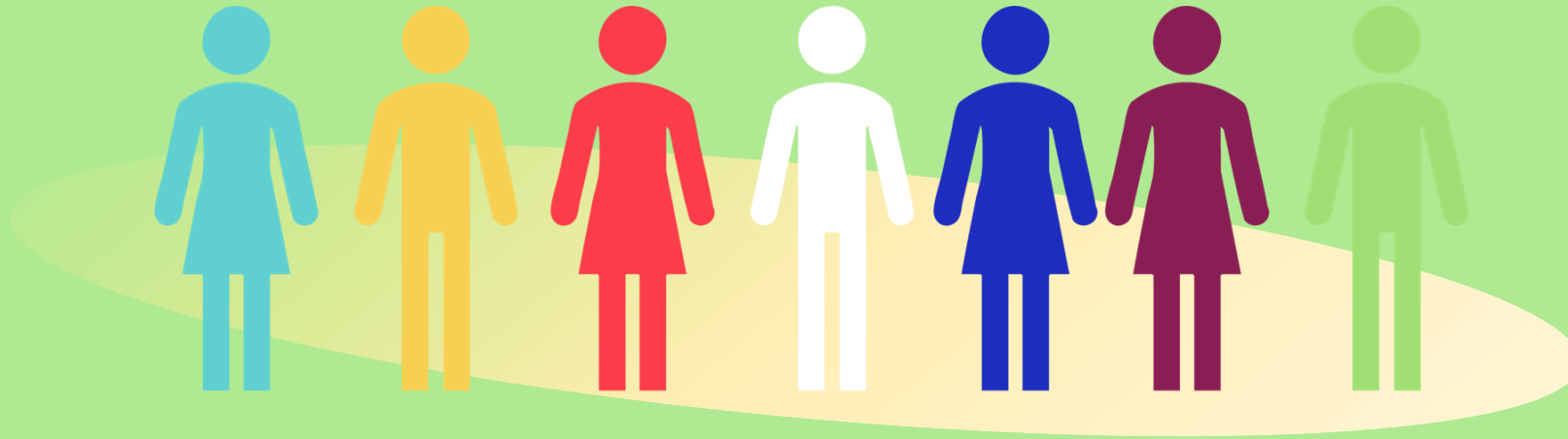
GEDSI (Gender Equality, Disability and Social Inclusion)

It aims to ensure **that all individuals have equal access to resources**, services and decision-making processes, and that their diverse perspectives and needs are considered.

It is an **approach that recognizes that certain groups of people**, such as women, people with disabilities, and marginalized communities, face various barriers and forms of discrimination that hinder their full inclusion and participation in society.

It aims to **address the intersecting challenges faced by these groups and promote inclusive policies**, programmes and practices across various sectors, including water resources management, agriculture, education, healthcare, employment and governance.

THE GOAL:
create a more **equitable and inclusive society** where everyone can fully participate in, benefit from, and contribute to sustainable development.



Importance

- GEDSI enables **the visibility, prevention and response to acts of distinction**, restriction and exclusion as forms of discrimination which hinder, reduce, impair and eliminate opportunities and equal rights of vulnerable groups such as women, LGBTIQ individuals, persons with disabilities, people living with HIV/AIDs, and others.
- the protection, promotion and fulfillment of human rights including labour rights such as FOA can be improved through more deliberate measures to include and empower sectors of society at higher risk of being left behind from the enjoyment of their economic, social and political rights.
- can be a transformative tool in boosting the economy and enhancing governance benefiting the society as a whole.

How to integrate GEDSI?

In the context of the exercise of FOA and labour rights, practicing GEDSI can be explored through several entry points, whether it will be by the government, the labour sector, the employers, or other civil society actors:

Policy

Data and
Research

Facilities

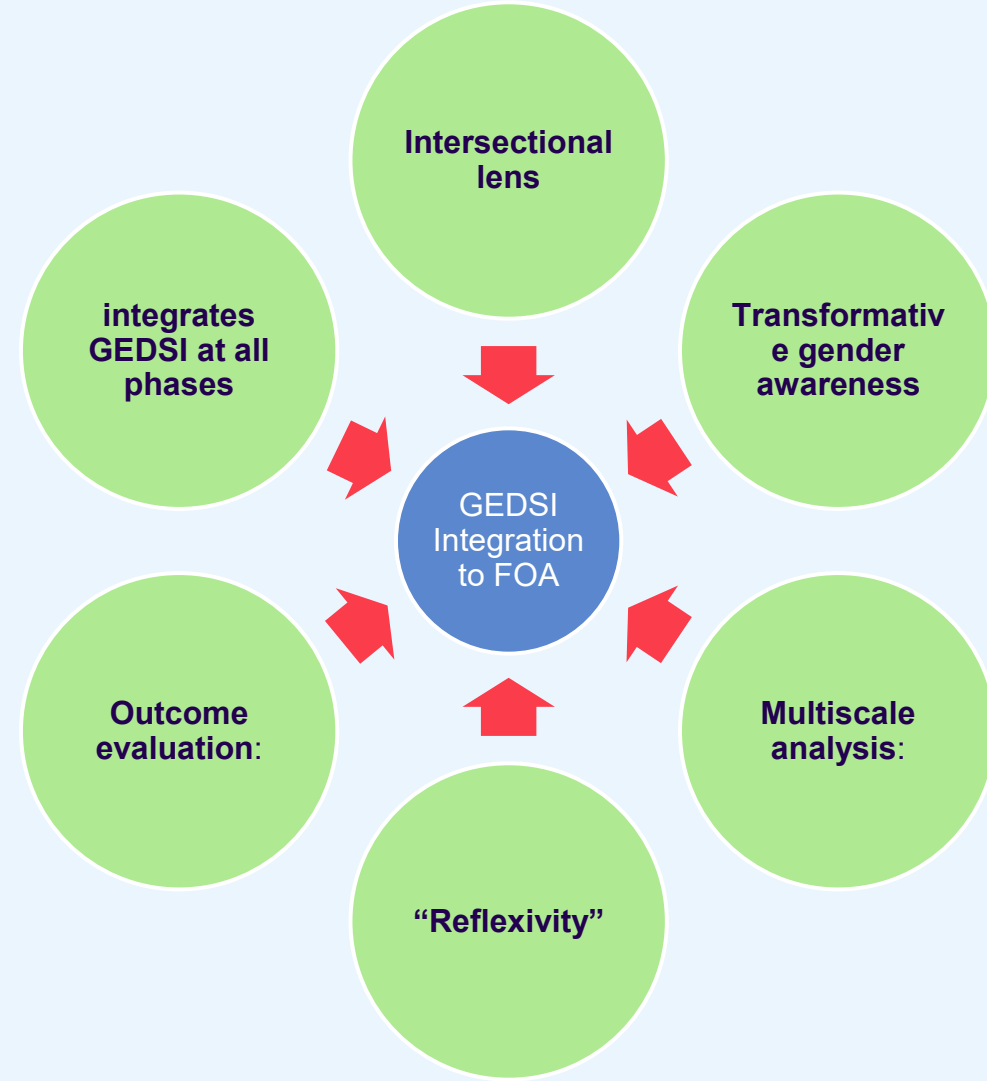
Collective
Bargain

Capacity
Building

Services

Advocacy

Basic guiding principles applying GEDSI to FOA & Labour Rights



Integration of GEDSI to FOA

Intersectional Lens

Considers multiple factors—gender, age, ethnicity, language—shaping experiences of privilege, power, or discrimination. Integrates GEDSI in all project phases, ensuring diverse teams and gender expertise to avoid tokenism.

Transformative Gender Awareness

Rejects “gender blindness” and “neutrality,” which overlook inequalities. Uses a transformative approach to address root causes and change harmful norms and barriers.

Integration of GEDSI to FOA

Multiscale Analysis

Examines GEDSI across resources, decision-making, structures, and labour division. Asks: Who has access? Why? Is it equitable?

Outcome Evaluation

Measures reach (participation), benefit (access & use), and empowerment (voice & agency). Avoids confusing benefits with empowerment.

Integration of GEDSI to FOA

Reflexivity

Examines GEDSI across resources, decision-making, structures, and labour division. Asks: Who has access? Why? Is it equitable?

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Women in trade unions



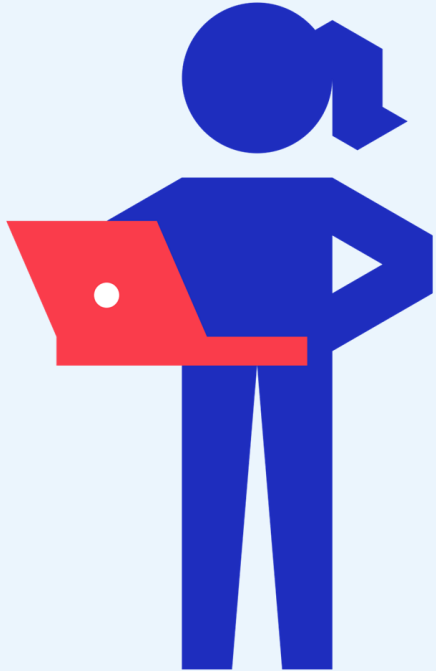
Where are the women in the trade unions and labour movement?

- Women's labour force participation in the Philippines has grown, but union representation remains low.
- As of April 2024: only **32%** of enterprise-based union members are women. Some regions show much lower shares (e.g., Region XIII: 1,082; BARMM: 58).



- Women covered by CBAs: **35%** nationwide, with only Region II reaching parity (51%).
- Leadership gap: roughly **1 woman for every 4 officers**; often assigned secretary or treasurer roles.
- Nearly **20%** of unions have no women in bargaining teams; where present, women are just over one-quarter of negotiators.

Integrating gender equality in collective =bargaining



- **Social dialogue** is essential for advancing **decent work for all**, but women must be **present at negotiation tables** to push their needs and gender equality agendas.
- **Collective bargaining** is a key platform to integrate women's and gender issues into union advocacy, especially at the establishment level.

Serrano, M. and Viajar, V.D. (2022). Transformative Strategies Towards Gender Equality in Trade Unions.; Serrano, M., and Certeza, R. (2014). Gender, Unions and Collective Bargaining in the Philippines: Issues and Concerns. In R. Verlag, *Visibility and Voice for Union Women: Country case studies from Global Labour University researchers* (pp. 55-94).

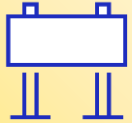
Integrating Gender Equality in Collective Bargaining



- **72%** advanced gender claims in negotiations; **28% did not** address gender issues at all.
- Common gender-related items
 - ❖ Work–family–life balance (maternity/parental leave, flexible hours, childcare)
- Safe and just workplace (anti-sexual harassment, anti-discrimination, grievance mechanisms)
- Substantive issues lag: hiring, promotion/training, gender pay gap.

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Integrating Gender Equality in Collective Bargaining



Top 3 gender claims

- Paid parental/maternity leave benefits
- Guaranteed return to same job/pay after leave
- Protection against sexual harassment



Challenges

- Low women's representation in union leadership.
- Gender justice remains **low priority** in many bargaining agendas.

Serrano, M. and Viajar, V.D. (2022). Transformative Strategies Towards Gender Equality in Trade Unions.; Serrano, M., and Certeza, R. (2014). Gender, Unions and Collective Bargaining in the Philippines: Issues and Concerns. In R. Verlag, Visibility and Voice for Union Women: Country case studies from Global Labour University researchers (pp. 55-94).

Barriers to Women's Full Exercise of FOA in Unionism



Structure & cultural factors

- Deep-rooted gender discrimination and intersectional barriers in the world of work.
- Family responsibilities & unpaid care work limit time for union participation.
- Limited, under-resourced childcare facilities discourage working mothers.



Workplace & union bias

- Patriarchal attitudes in male-dominated sectors (transport, construction, manufacturing).
- Gender bias: women's ideas dismissed, leadership capacity undervalued.
- Belief certain jobs are "not for women" extends to union leadership roles.

Based on studies and reports by Serrano and Viajar, 2024; Delerio et. al., 2018; and Serrano and Certeza, 2014.

Barriers to Women's Full Exercise of FOA in Unionism



Capacity & Opportunity Gaps

- Few affirmative measures (e.g., gender quotas, training) to promote women leaders.
- Multiple burdens prevent women from attending training even when offered.
- Low prioritization of gender issues in collective bargaining discourages participation.



Union-level resistance

- Resistance to substantive gender justice measures.
- Existing policies/quotas often poorly enforced.
- Male leaders may not take gender sensitivity training seriously.

Based on studies and reports by Serrano and Viajar, 2024; Delerio et. al., 2018; and Serrano and Certeza, 2014.

Transformative actions for gender equality/justice in trade unions



Policies & Rules

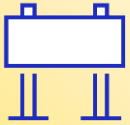
Establish strong gender equality frameworks in union constitutions or stand-alone policies. Include quotas, designated positions, and mechanisms to promote gender justice.



Structures & Resources

Create women's/gender committees, ensure representation in key bodies like bargaining teams, and harmonize strategies across union levels.

Transformative actions for gender equality/justice in trade unions



Programmes & Activities

Implement targeted, sustainable initiatives such as leadership training for women and diverse SOGIESC members, and gender sensitivity workshops for all.



Feminist Leaders & Networks

Cultivate leaders committed to feminist principles and link with external organizations advocating gender justice.



Recap exercises

1. It refers to a concept and theoretical framework that facilitate[s] recognition of the complex ways in which social identities overlap and, in negative scenarios, can create compounding experiences of discrimination and concurrent forms of oppression.

- a) Vulnerability
- b) Disempowerment
- c) Intersectionality

2. GEDSI stands for



3. Family responsibilities have little effect on the ability of women workers to organize or join unions and/or to take on leadership positions.

TRUE OR FALSE

TRUE OR FALSE

4. Women's and gender issues hardly make it to the priority items in the collective bargaining process based on literature.

5. Which is ***not*** among the items in the 15-point Labor Agenda formulated by trade unions and workers, which serves as the basis for the Women Workers' Agenda?

- a) Fully realize FOA and workers' rights to security of tenure
- b) Build more roads and bridges for public transport
- c) Strengthen and expand collective bargaining



Recap exercises

Answer keys

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