

# IndustriALL

# TGSL

## GENDER POLICY

[#GarmentWorkersNeedUnions](#)



## 1 Policy statement and commitments

IndustriALL advances women's rights and gender equality and promotes the full integration of women in trade unions, including through equal inclusion in leadership bodies and activities at all levels. It opposes all forms of discrimination.

IndustriALL comprised of its affiliates recognizes that in the TGSL sector, biased stereotypes and gender roles prevent women equal access to rights, resources and opportunities. This disparity stems from deeply ingrained social norms and power structures that perpetuate discrimination and the unequal distribution of power and privileges. The sector is characterized by geographically dispersed production and dynamic market-driven transformations. It contributes significantly to economic and social development and provides employment opportunities to millions of workers worldwide, especially young women. According to the ILO, 90 million workers are employed in the sector and 55.6 million are women.

Therefore, in line with IndustriALL's aims and mission to fight for a new economic and social model that puts people first, based on democracy and social justice, the sector is committed to promote:

- Diversity
- Equality of opportunity, treatment and outcomes for men, women and gender diverse people
- Just distribution of power and resources between all individuals

IndustriALL TGSL sector's vision is of a prosperous sector in which women, men and gender-diverse individuals, throughout their working lives, enjoy equal rights; have the agency to secure decent and better lives for themselves, their families and their communities; benefit from a working environment free from all forms of violence and harassment including gender-based violence and harassment (GBVH); have equal access to decent incomes and equal pay for job of equal value and healthy and safe work places; accumulate and control their own resources, and; exercise their own voices.

## 2 Definitions\*

**Gender** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes across different cultures. They are context and time specific and changeable.

**Gender identity** refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms. The term gender-diverse is used to refer to persons whose gender identity, including their gender expression, is at odds with what is perceived as being the gender norm in a particular context at a particular point in time, including those who do not place themselves in the male/female binary; the more specific term trans is used to describe persons who identify with a different sex than the one assigned to them at birth.

**Gender mainstreaming:** The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all programmatic, structural and operational levels so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality. As such, gender equality is the overarching and long-term development goal, while gender mainstreaming is a set of specific, strategic approaches as well as technical and institutional processes adopted to achieve that goal.

**Gender analysis:** A gender analysis highlights the differences between and among women, men and gender diverse people concerning the distribution of resources and power, opportunities, and constraints in a given context. The analysis needs to seek information about:

- Division of labour in productive work
- Gendered roles and responsibilities
- Access to and control of resources (material, financial, human, social, political, etc).

\* Definitions from the PGA Glossary, and United Nations Human Rights Office of High Commissioner (UNHROHC)

**Gender equity** means fairness of treatment for women, men, and gender-diverse people, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities, and takes into account the different needs, cultural barriers and (past) discrimination of the specific group.

**Gender equality** refers to the equal rights, responsibilities and opportunities of women, men, and gender-diverse people. Equality does not mean that women and men will become the same, but that their rights, responsibilities and opportunities will not depend on their gender. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Gender equality means equal outcomes for women and men. Gender equity is the process to achieve gender equality; it recognizes that women are often not in the same starting position as men and that differential treatment may be required to catch up.

### 3 Guiding principles for implementation

The following principles guide IndustriALL's efforts to promote gender equality and conduct a gender transformative agenda:

- Proactively address identified gender-based inequalities, and their roots causes.
- Conduct work in the sector in an inclusive, intersectional and gender responsive manner, to identify and address the different interests and needs of women and men in all their diversity.
- Operate in an inclusive manner so that the participation and voice of women and men in all their diversity, is reflected in decision-making.
- Undertake an active, dynamic, systematic and preventive approach against gender discrimination and GBVH, including discrimination targeting sexual orientation, gender identity, gender expression and sex characteristics.

### 4 Objectives and priorities of the policy

Through this policy, the TGSL sector aims to contribute in priority to:

#### 1. Workplace safety and ending gender-based violence and harassment

- Secure safe, healthy and gender-responsive workplaces
- End GBVH, misogyny and sexism
- Promote gender-responsive occupational health and safety (OHS) frameworks

#### 2. Representation, inclusion and leadership

- Increase women's representation in IndustriALL leadership and affiliate structures
- Enhance young women's inclusion and support women trade unionists through mentorship and leadership development
- Ensure inclusive and gender-balanced participation in all TGSL structures

#### 3. Decent work social protection and equality

- Close the gender pay gap and ensure equal pay for work of equal value
- Secure decent work and social protection for all, including for informal and migrant women workers
- Support work-life balance and co-responsibility policies that address the unequal burden of care
- Implement the Just transition manifesto and integrate gender equality into Just Transition and future of work agendas

#### 4. Solidarity, movement building, and global action

- Build solidarity with TGSL women workers globally and advance collective action
- Develop and mobilize thematic experts across regions and sub-sectors to lead gender-transformative actions

An operational framework that translates these objectives into clear, practical steps aligned with resources will be developed and integrated into the broader IndustriALL operational framework on gender. Each objective should be linked to a short-, medium-, or long-term timeframe, with progress indicators, tracked annually through the gender expert committee.

## 5 Policy into practice

### i. Structures and responsibilities

#### TGSL steering committee

The TGSL steering committee will be responsible for:

- Defining a yearly action plan and priorities under the TGSL gender policy to promote a transformative agenda through the sector.
- Monitoring the implementation of the policy and the priorities defined under the gender policy.

#### TGSL gender expert committee

The TGSL gender expert committee was formed in 2021 and had representatives from each of IndustriALL's regions. This committee will now have an advisory role to the TGSL steering committee. It will meet once a year. Its role will be to propose to the steering committee on a yearly basis a draft action plan and priorities under the TGSL gender policy to promote a transformative agenda through the sector.

It will also, on a yearly basis review, the actions developed, and results achieved through the implementation of IndustriALL's TGSL gender policy.

#### Co-chairs

Working on the annual reporting for transparency.

Its role will be assessed and reviewed after two years of the adoption of the policy.

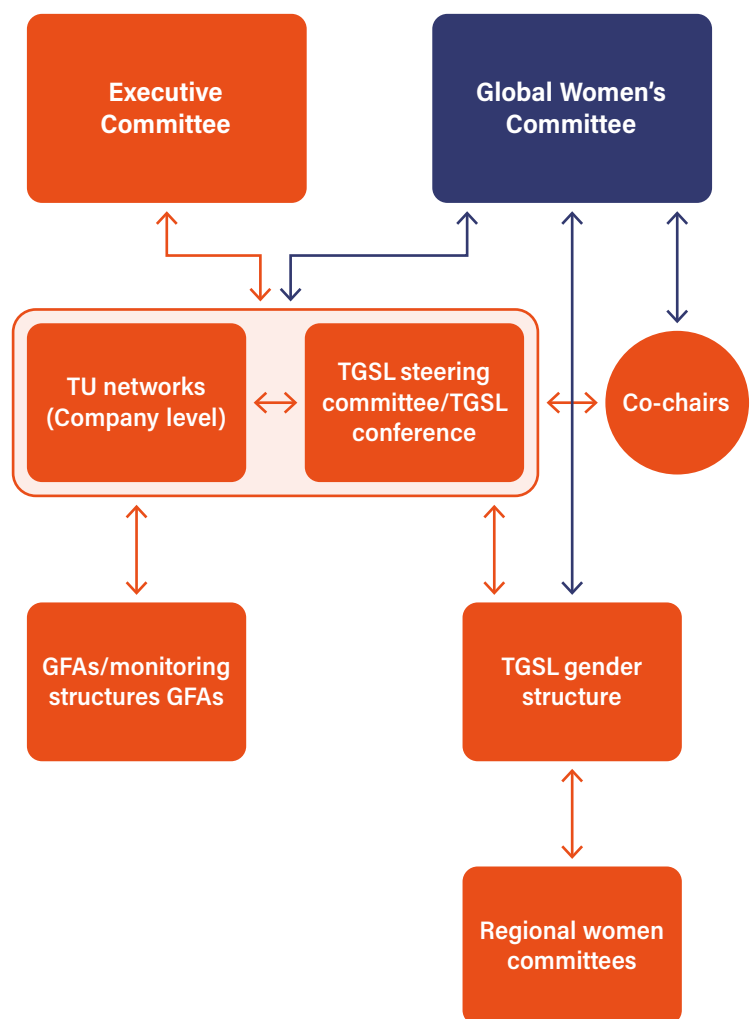
#### Secretariat

The secretariat will be responsible for implementing the yearly action plans and priorities adopted by the steering committee under the TGSL gender policy.

### ii. Relation and interaction between sectoral, network, women and gender structures

The TGSL women's expert committee will ensure that the priorities set by the Women's Committee for each Congress period will be incorporated into its operational framework and will report regularly to the Women's Committee on progress and good practices developed in terms of gender equality.

The TGSL women's expert committee will continue to report to the TGSL Steering Committee on its activities and advances of its workplan.



### iii. Mainstreaming gender into all actions of the sector

The sector will adopt a twin-track (or dual-track) approach to gender mainstreaming:

#### Targeted approaches

- Developing targeted interventions or actions that focus on specific gaps and challenges to gender equality.
- Targeted interventions and challenges to gender equality is the principle or primary objective.

#### Integrated approaches

- Integrating attention to relevant gender equality issues as a regular, routine part of policies and programmes in all areas - making policies and programmes gender-responsive.
- Integrated action describes *interventions where the principle goal is related to another sector or policy area, such as health, agriculture, or energy, but where gender equality is a significant objective.*

In parallel to mainstreaming gender in all actions conducted in the sector by identifying and responding to the different needs of women, men and gender diverse people, the sector will conduct specific action that has as a main goal to address inequalities. These would include:

- Organize sectoral campaigns on 8 March, 25 November and 7 December
- Training for men in TGSL on gender equality and masculinities
- Seminars on gender related issues in the sector

### iv. Resources

When developing an operational framework, it is important to consider the resources needed to implement the objectives. Sectoral and external funding should be allocated to specific programmes, and affiliates should set aside funds from their budgets to ensure effective gender mainstreaming in their activities.

