

**3rd ITUC Asia Pacific Conference
Resolution No.16**

**AGENDA FOR PROTECTING THE GAINS AND ACCELERATING PROGRESS
TOWARD GENDER EQUALITY AND WOMEN EMPOWERMENT IN ASIA-PACIFIC**

Trade unions have led the struggle to achieve gender equality in the workplace, in their policies, in their own structures and in society. The Constitutions of ITUC and ITUC-AP form the basis of the region's gender equality work, and outline the aims and objectives, including for affiliates.

ITUC-AP and its affiliates set out their vision for gender equality through the Platform of Action for Gender Equality (PAGE 2011-2015). ITUC-AP, working with affiliates and partners, has carried out a number of strategies and approaches in support of gender equality and women's empowerment.

The Conference notes that while progress have been made in the region in the last four years, often as a result of trade union-led campaigns, advocacy and representation, in areas such as increasing membership of women in unions, passage of new or improvement of existing laws, legal precedents or policies on gender equality and non-discrimination, more collective bargaining agreements incorporating the principles of gender equality, better delivery and provision of services to women members and their families, dedicated efforts to promote women's leadership roles in unions -- the pace of change has been slow and highly uneven both within and among countries in the region.

The Conference notes with serious concern that gender gaps in education, employment, wages, and participation in leadership positions in unions and society, exacerbated by rising precariousness, and violence at work disproportionately affecting women and young people, threaten to push back hard-won successes and gains for women and girls.

Given the magnitude of these persistent challenges, the Conference affirms to keep the level of engagement high, expand and scale up ITUC-AP and affiliates' implementation, promotion and coordination of gender equality programs and activities in the region.

The Conference endorses the ITUC-AP Platform of Action for Gender Equality (PAGE) 2015-2019 and commits the ITUC-AP, working with affiliates and the GUFs to actions around four thematic areas:

1. Increasing women's labour force participation and access to decent work
2. Building a union leadership with a minimum of 30% women representation
3. Organizing informal, precarious and domestic workers
4. Recruiting and organizing young women workers

Detailed trade union actions are contained in the PAGE 2015-2019.

The Conference recognizes violence against women continues to be a serious issue in the Asia Pacific region.

An important step in eliminating gender based violence is for men to commit they will never commit violence or excuse and remain silent about violence against women.

The Conference requests all male delegates stand together now and make an oath to never commit violence against women:

'I swear never to commit, excuse or remain silent about violence against women'.