

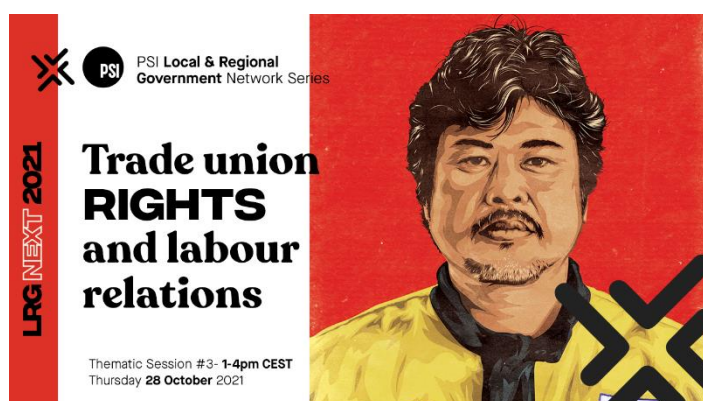
THEMATIC SESSION #3

TRADE UNION RIGHTS | INTERSECTIONALITY

Thursday 28 October 2021 1-4pm CEST
Interpretation: ENGLISH, FRENCH, SPANISH¹

CONCEPT NOTE

Session I - Trade union rights, employment conditions and labour relations in the LRG Sector



LRG workers deliver vital public services that are the glue of local communities and societies and cornerstones of inclusive socio-economic development. They also are the first level of government citizens turn to when emergencies hit and represent the bulk of public sector employees worldwide. Yet their conditions are often precarious, with poverty wages, lack of training and safety equipment, while attacks on trade union rights of LRG workers are a daily reality in many countries. To deliver quality local public services to all and serve

communities at their best, LRG workers must have decent working conditions and respect for trade union rights.

Session II - Gender & intersectionality in LRG services and workplaces

Women represent the largest share of workers in many LRG professions (e. g. community health services, child and elderly care, etc.). Together with other vulnerable categories (e.g. disabled, LGBTI, migrant and refugee workers, etc.) they face multiple layers of discrimination and bear the brunt of the precariousness and poor working conditions of many LRG jobs. This section will look at LRG union policies and good practices to ensure human and labour rights, decent working conditions and inclusion for all LRG workers.



¹ PSI may consider interpretation into additional languages subject to registrations and budget constraints.

DRAFT AGENDA

13h00 -14h15 - Trade union rights, employment conditions and labour relations in the LRG Sector (1h15')

Welcome and opening contributions:

- **Carlos Carrion-Crespo**, International Labour Organization (ILO)
- **Kudakwashe Munengiwa**, Zimbabwe Urban Councils Workers Union (ZUCWU)

Plenary discussion & affiliate consultation

14h15 -14h30 – Break (15')

14h30-15h45 - Gender & intersectionality in LRG services and workplaces (1h15')

Welcome and opening contributions:

- **Veronica Montúfar**, PSI
- **Maria José Lacoste**, CTM, Argentina
- **Mitchell Coe**, UNISON, UK

Plenary discussion & affiliate consultation

15h45-16h00 - Conclusions and next steps (15')

Guidance questions:

Trade Union Rights in the LRG sector:

- What are the major **obstacles to the access of trade union rights** for LRG workers? What are the specific challenges associated to specific LRG jobs?
- How can LRG unions **ensure the respect of trade union rights by governments and LRG employers**?
- What good examples of **progressive labour relations in LRG workplaces** can be showcased and disseminated?
- How can the **PSI LRG Network collectively mobilise global solidarity and actions** in case of gross violations of the trade union rights of LRG workers?

Gender & Intersectionality in the LRG sector:

- What are the main **gender & discrimination issues in LRG jobs**?
- What can LRG workers and unions do to **make LRG workplaces and local public services gender-transformative and non-discriminatory**?
- What are the main **LGBTI & intersectionality-related challenges in LRG jobs** and what can unions do?
- How to make **local public services LGBTI-friendly and inclusive**?

Target audience:

- PSI affiliates' representatives
- Allied organisations

Session format:

This session encompasses two segments of 1h15' each structured as follows:

- A first segment (1h15') with opening contributions by affiliate representatives and experts from allied organisations followed by a plenary debate with affiliates.
- A break (15')
- A second segment (1h15') with opening contributions by affiliate representatives and experts from allied organisations followed by a plenary debate with affiliates.
- Conclusions and action points will be drawn up at the end (15').
- The session will be facilitated by the PSI LRG Officer.

PSI HO staff provides technical support to the session.

Background documents for this session:

- Brief #7 - Trade union rights, employment conditions and labour relations in the LRG Sector (forthcoming)
- Brief #8 - Gender & intersectionality in LRG services and workplaces (forthcoming)

Resources:

Trade Union Rights in the LRG sector:

- PSI-UCLG, [“Strong local public services for a safe world” UCLG – PSI Joint Statement in the context of the Covid-19 pandemic](#), 2020
- ILO, [The Scope of Collective Bargaining in Public Administration](#), 2019
- PSI-UCLG, [PSI-UCLG Statement at the 20th International Conference of Labour Statisticians](#), 2018
- PSI, [“Stop precarious work in local public services!”](#), 2018
- ILO, [Guidelines on decent work in public emergency services](#), 2018
- ILO, [Collective Bargaining in the Public Service in the European Union](#), Working Paper No. 309, 2015
- ILO, [Promoting constructive approaches to labour relations in the public service](#), 2015
- ILO, [Collective bargaining in the public service: A way forward](#), ILC 102nd SESSION, 2013
- ILO, [Promoting Collective Bargaining and Dispute Resolution in the Public Service. An ILO training workbook](#), 2012
- ILO, [Manual on collective bargaining and dispute resolution in the public service](#), 2011

Gender & Intersectionality in the LRG sector:

- CIDH, [Opinion consultiva sobre derechos a la Libertad sindical, negociacion colectiva y huelga y perspectiva de genero](#) OC-27/21, 2021
- ANEF, CONTRAM, CLTPJ, [Observaciones de la ISP a la Opinión Consultiva de la Corte Interamericana de Derechos Humanos \(CIDH\) sobre las garantías a la libertad sindical, su relación con otros derechos y aplicación desde una perspectiva de género](#), 2021
- Global Unions, Train the Trainers Toolkit ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206) - [Facilitator Guide](#) and [Activity Workbook](#), 2020
- PSI [Gender Equality & Diversity Webpage](#)
- ILO-UN Women, [Addressing violence and harassment against women in the world of work](#), Handbook
- Global Unions, [Fighting for Equality. Trade Unions and LGBTI rights](#), July 2021
- Global Unions [LGBTI Workers Website](#)
- PSI [LGBT+ Webpage](#)

For more information:

- Consult the [full programme](#) for LRGNext2021
- See the LRGNext2021 website: <https://psishort.link/LRGNext>
- Please write to PSI LRG and Municipal Services at: lrg-municipal@world-psi.org

