



2023 Caribbean sub-regional meetings
PSI Caribbean Sub-regional Women's Advisory Committee (SUBWOC) Meeting
Monday May 15
 Cortsland Hotel, Upper Gambles, Antigua
9:15 am to 5:45 pm
Revised draft annotated agenda

9:15 am	NET WORK I N G	
9:30 am	Welcome and opening remarks	<i>Sis Tifonie Powell-Williams (JCSA)</i> <i>Sis Roumelia Daniel (ABWU)</i> <i>Sis Joan Peters (ABPSA)</i>
9:40 am	Announcements, Introductions	
9:50 am	Minutes of previous meetings	<i>Circulated separately</i>
10:00 am	Matters arising from the minutes <i>(items not otherwise covered in the SUBWOC or SUBRAC agendas)</i>	<i>Circulated and oral</i>
10:30 am	B R E A K	
10:50 am	Equal pay and Equal Pay for Work of Equal Value <ul style="list-style-type: none"> • What's the difference? • Why gender-neutral job evaluations • A Caribbean pilot study <i>This session will take a detailed look at job evaluation exercises and what is involved. It will look at current exercises in the Caribbean and plans for future/planned job evaluation exercises. The session will provide guidance to trade unions on what to do before, during and after JEs.</i>	<i>SRS</i> <i>What is Pay Equity, CHRC</i> <i>Closing the Gender Pay Gap – what role for trade unions, ILO-ACTRAV Policy Brief</i> <i>Promoting Equity: gender-neutral job evaluation for equal pay. A step-by-step guide, ILO</i> <i>Closing the gender pay gap: Implementation of job evaluation systems to revalue work traditionally carried out by women, Daina Green, PSI</i>
1:00 pm	L U N C H	
2:20 pm	Eliminating Violence and Harassment in the World of Work (C190, R206) (SUBWOC) <ul style="list-style-type: none"> • Ratifications, guidelines • Bullying • Equality, equity and diversity issues <i>This session highlights the tools available for unions to eliminate violence and harassment in all its forms.</i>	<i>SRS, Affiliates from countries that have ratified C190</i> <i>Sis Linda Bogle-Mienzer (Bermuda PSU)</i> <i>Interactive Guide on C190, ILO</i> <i>Bullying and Harassment – Practical Guide for Reps, British TUC</i>

3:35 pm	Union action in the ILO supervisory mechanism <ul style="list-style-type: none"> • 2023 CEACR report – comments on Caribbean member states • ILO General survey 2022 and 2023 - Conventions 111, 156, and 183 <p><i>This session builds on the work started in 2022 SUBRAC on how trade unions can and should play an active role in the ILO's Supervisory Mechanism. The intention is designed to further help unions work towards the effective application of International Labour Standards (ILS).</i></p>	<p><i>SRS, selected affiliates</i> Briefing Paper for PSI Affiliates: Summary of ILO General Survey Report 2022 2023 Report of the CEACR, ILO “Achieving gender equality at work”</p>
4:45 pm	Report on UNCSW 67 –Conclusions and Taking action <p><i>This item provides a summary of the Agreed Conclusions from the 67th session UN's Commission on the Status of Women. The Caribbean's participants will highlight key aspects and identify follow-up actions for unions in the Caribbean.</i></p>	<p><i>Sis Tifonie Powell-Williams (JCSA)</i> <i>Sis Linda Bogle-Mienzer (Bermuda PSU)</i> Unions at UNCSW 67 UNCSW67 Agreed Conclusions Mission Accomplished! The struggle continues. PSI</p>
5:15 pm	Election of Caribbean nominees for Inter-American Regional Executive Committee (IAMREC) for new congress period <p><i>The SUBWOC is invited to propose and elect a woman titular, a first women substitute, and a second woman substitute for the IAMREC for the 2024 to 2028 congress period. PSI's Constitution details that the IAMREC is formally elected during the Inter-American Regional Conference (IAMRECON) scheduled for 2024.</i></p>	<p><i>SRS</i> <i>Guidelines circulated</i></p>
5:40 pm	END OF MEETING	

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