



## **45<sup>th</sup> congress of ASÍ**

### **ASÍ priorities 2022 – 2024**

#### **Equality**

##### **ASÍ priorities**

- The labour movement celebrates diversity in all its forms. Equal access and opportunities in the labour market shall be fostered for all people and diversity education strengthened.
- The gender wage gap shall be eliminated, first and foremost by prioritizing a correction of systematic undervaluation of women's jobs. Further, by developing methods of wage transparency and better implementation of the ban on pay secrecy.
- A greatly improved and unified response to #MeToo cases shall be developed by the labour movement.
- A platform shall be founded for women in the labour movement to channel women's solidarity.
- The status and welfare of low-paid women shall be taken into consideration, not least women of foreign origin, in collaboration with the women's movement and grassroots organizations.
- Empowering young people in the labour market.
- Ensure that gender studies becomes obligatory in teachers' education and other pedagogical education on university level.

##### **ASÍ tasks**

- Participate with other social partners and the government in focused actions to correct the systemic undervaluation of jobs predominantly done by women. A pilot project shall be established to create tools which capture the approach of comparable worth (see report below). Develop a contract pathway for equal pay demands, gather knowledge and expand awareness. Strengthening diversity education.
- Set up: 1. A survivor-oriented recourse for workers who have been sexually harassed or assaulted in a work-related environment and 2. A shared expert panel for the labour movement which deals with accusations against elected representatives.
- Establish a women's platform in the labour movement where women work on affairs pertaining to them. The platform shall support the network of women in the movement in a sustained way and empower women to participate in the movement.

- Seek to map the state of low-wage marginalized groups, focusing on people from abroad. Investigate to what extent people from abroad do jobs that align with their education, to highlight the underutilization of their skills.
- Empowering young people to participate in the labour market and labour movement, for example by emphasising parental leave, the childcare gap, housing, and other issues that pertain to young people.

## Report

Equal rights and equal opportunities for all genders to work, advancement and wages are among the basic human rights which the labour movement is based on and will guard. A strong labour movement seeks to advance equality in every respect. ASÍ must actively join in policy formation and actions in favour of gender equality in all social realms. The struggle against the gender pay gap is now especially aimed at the systemic underappreciation of women's jobs, and at finding means to correct it. The theory has shifted from an equal pay approach (equal pay for equal work) to one of comparable worth (equal pay for work of equal worth). There's also an emphasis on increased wage transparency, which is an important tool to compress the gender pay gap.

After at least two #MeToo waves, a lot of work by the labour movement on the issue, and an acceptable legal framework, it's obvious that there's still a lack of recourse vis-à-vis survivors and offenders. There's no harmonized procedure within labour on how to deal with these cases. Generally, experts agree that survivors of sexual harassment/assault in the workplace shoulder most of the burden. Survivors get reassigned or are driven out of the job. They tend to have no recourse if their case isn't dealt with firmly within the workplace. Employers have a legal duty to deal with these cases, but experience shows that they have a hard time doing it. To mend this, the umbrella organizations of labour should set up survivor-oriented assistance for working people. The survivor should be greeted by an expert who gives correct and reliable information on the available courses of action, psych support and empathy. The expert shall offer the survivor assistance in dealing with the workplace and following up on that case, if needed. An expert panel should also be set up by the the labour federations to deal with cases where an elected official is the alleged perpetrator.

A women's platform shall be established within ASÍ where women in the labour movement can work on their fields of interest in an organized fashion. It is time for the movement to set up such a platform, as many other mass movements have already done.

As the resolution of the ASÍ women's conference 2022 to the ASÍ central committee states, the labour movement shall exert itself to improve the wages and conditions of low-paid women.

Their basic sustenance shall be ensured so they can live an independent life, whether they're working or retired.