WOMEN’S RIGHTS ARE WORKERS’ RIGHTS

“The Prague Statement”
#Breakingwiththepast

At the 2018 EPSU Conference “Towards a New Gender Contract: Implementing Gender Equality in Times of Crisis” in Prague, delegates adopted the following “Prague Statement”.

This Prague Statement adopted at the 2018 EPSU Conference and by the Women and Gender Equality Committee sets out our vision of a New Gender Contract. It notes that past and current policies have not delivered the desired results. It declares that we need to break with the discriminatory practices and half-hearted equal opportunities polices and asserts the respect for women’s fundamental and human rights. It calls for concrete actions and measures to bring about genuine equality.

Since 2010, the European Federation of Public Service Unions has been foremost in challenging the fall-out of the economic and financial crises and their damaging impact on women and gender equality. Not only are many women employed in public services, but they also constitute the majority of users of public services. EPSU-commissioned research shows that EU-wide austerity policies were impacting adversely and disproportionately on women and young people. The cuts in public services in the wake of these crises did not only lead to wage freezes, but also meant huge job losses. In addition, women continue to experience many inequalities and injustices in the world of work and beyond. We must act to protect women’s rights at work.

Therefore, we reaffirm our commitment to the six basic principles of a new gender contract:
1. Economic independence for women and men.
2. Equal pay for equal work and work of equal value.
3. Equality in decision-making.
4. Dignity, integrity and ending gender violence.
5. Solidarity and support with and for women beyond the EU.
6. Integrating a gender perspective into all policy fields.

We regard these principles as fundamental for designing and implementing policies and therefore call on:

Government Action
• To commit to support the adoption of an ILO Convention on gender based violence.
• To seriously and adequately invest in public services and the care economy. We underline the importance of high quality public services as part and parcel of such a gender contract. Well functioning public services deliver on gender equality and are indispensable for low income-households and support many other groups in society.

The European Commission
• To come forward with legislation to ensure pay transparency and fully implement the EU Action Plan: Tackling the Gender Pay Gap.

The EU and its Member States
• To support and adopt swiftly the Commission’s proposal on work-life balance.
• To ensure systematic and proactive gender mainstreaming, including in the next Multi-annual Financial Framework.

We commit ourselves:
• To ensure equal representation in decision-making bodies.
• To help guarantee equal pay for work of equal value through collective bargaining.
• To help eradicate violence against women at the work-place.
• To support adequate work-life balance policies.
• To value women’s equal, independent and reliable contribution to the social and economic development of our societies.

Prague, 8 February 2018