

A Document: The Täljoviken Report

A Programme of Action

I.C.F.T.u. - International Confederation of Free Trade Unions
rue Montagne aux Herbes Potagères, 37-41
1000 - Brussels -- Belgium

INTRODUCTION

The Charter of Rights of Working Women, revised by the ICFTU 11th World Congress (Mexico, October 1975) included an important chapter on the integration of women into trade unions, laying down the main lines and objectives to be achieved regarding membership, training and access of women to the decision-making levels of trade union organisations.

In the first part of this report, an attempt is made to identify the obstacles which prevent women from taking part in trade union life on an equal footing with men and to highlight the means which are used by trade unions to overcome these obstacles.

In the second part, a Programme of Action is proposed in order to ensure that the objectives laid down in the Charter are achieved more rapidly.

This follows up the work of a study group composed of trade union leaders (both men and women) who met under the auspices of the International Confederation of Free Trade Unions in Täljoviken (Sweden) from 3-5 October 1977, as well as the work of the 36th and 37th meetings of the ICFTU/ITS Consultative Committee on Women Workers' Questions. Both the Report and the Programme of Action were examined and adopted by the 70th Executive Board of the ICFTU, meeting in Hambourg in May 1978.

THE ORGANISATION OF WOMEN WORKERS

The ICFTU Charter of the Rights of Working Women states:

"The importance for women of being organised within the trade unions should be recognised by women themselves as well as by the community as a whole. The organisation of women workers should be one of the permanent objectives of the trade union movement in both industrialised and developing countries."

What women workers, like male workers, basically expect from trade union membership is the improvement of their working and living conditions and the protection and defence of their interest as workers. The history of the trade union movement shows that women have always been found and are still found beside men in bargaining action. The preconceived idea that it is more difficult to organise women than men is disproved by the facts.

During the last few years, women's employment has particularly developed in the service sector which, for all kinds of reasons which more-over vary from country to country, was reputed to be the most difficult to organise. However, a positive evolution has taken place due to the rapid growth of employment in that sector. Trade union action has made great progress in that sector, as is shown not only by the growth of the organisation of bank employees, office workers, insurance employees, teaching staff and administrative staff but also by the fact that these organisations are increasingly joining industrial unions in national confederations. It therefore seems that the large proportion of female labour in the tertiary sector has not acted as a brake in terms of organising that sector or, more-over, all sectors, as is shown by the evolution of membership among ICFTU affiliates.

At the level of the undertaking or trade, women therefore fully recognise the importance of trade union membership for improving their working conditions in general. The obstacles against a greater progression in membership and the difficulties encountered are most often not inherent in the fact that women are being recruited, but in the context in which the recruitment and organisational activities take place. For example, the dispersion of workers in small undertakings makes the organisation of commercial employees, office workers and restaurant workers more difficult; the fear of losing their jobs if they join a union weighs heavily on workers in conditions of under-development, suffering from an economic crisis or under repressive regime.

In a few circumstances, however, one can consider that certain obstacles are inherent in the situation of women. Women are less easy to reach than men when recruitment activities cannot take place within the

undertaking or in working hours, because of family responsibilities that women shoulder alone most of the time. In certain countries, organisational work among women workers cannot be undertaken by men because of restrictions imposed by custom and tradition. Women are also more prone to worry about losing their jobs because they have more difficulty than men in finding another job if the unemployment level is high.

Certain trade union organisations have overcome these difficulties by creating women's sections or departments and by training women leaders for trade union work among women. These experiences have been positive especially when they were conceived as instruments to facilitate and increase the participation of women in positions of responsibility and the participation of women in activities on an equal footing.

However, for a few years, in industrialised countries and even in certain developing countries, there has been a certain tendency for women workers to join women's organisations outside the trade union movement, for the very purpose of finding solutions to labour-related problems, such as the implementation of equal pay for work of equal value, which they consider more and more as part of the overall discrimination society displays towards women.

One can therefore say that there is a double process of awareness among women:

- (i) They realise that their problems as working women cannot be separated from those of labour as a whole - hence their affiliation to a trade union organisation.
- (ii) They recognise that some problems are linked to the status of women in general but, if they are not dealt with by the trade union movement, in certain cases women turn towards other forms of organisation.

The organisation of women workers does not, therefore, involve many more problems than that of male workers. However, recruitment work is made easier when the meeting places are chosen carefully, so that they are acceptable to women, the times and duration of meetings are fixed, taking into account the times when women are least occupied by their family responsibilities, or adequate child-minding facilities are provided, and when recruitment work is entrusted to women organisers who have received the necessary training.

To be effective, any organisation or recruitment programme, whether it is carried out under the aegis of a women's section or department, of a special committee or directly by the union, must be supported by a trade union policy which takes women workers' demands into account, particularly concerning equal opportunities and treatment, and by better communication between women members and trade union bodies.

In many developing countries, the trade union movement is faced with the problem of organising the rural and urban poor, whose condition of under-employment force them to lead a marginal existence. and who are even more under-privileged than workers who are gainfully employed. In this

context, the constraints imposed by customs and discrimination in employment affect women most. Some trade union organisations are trying to find a solution to this problem, together with these "informal" groups, by identifying their most basic needs and trying to meet them by putting their own experience in organising, bargaining, the creation of various services such as credit and housing institutions, producer or consumer co-operatives, crèches, clinics and other services, at the disposal of women.

ACCESS OF WOMEN TO DECISION-MAKING LEVELS

Three paragraphs of the Charter of Rights of Working Women are devoted to the access of women in decision-making levels. The text is as follows:

"There ought to be adequate representation of women at the executive level of the trade union organisations. Access to higher offices in the trade unions ought to be open to women on the same terms and conditions as to men. Where necessary, special women officers should be appointed.

"The knowledge and experience of women trade unionists should be fully utilised. They should be encouraged to assume responsibilities and to act as spokesmen of the trade union movement at all levels and not be confined simply to dealing with women workers' issues. The influence and role of women's committees should, however, be recognised and the setting-up of committees where it is useful should be encouraged.

" Delegations to trade union congresses, national or international, as well as to conferences of the United Nations, its specialised agencies and other organisations, should also include women."

Participation of women in trade union activities

The participation of women in trade union activities is not in proportion with their numbers in trade unions. To a certain extent, this participation conditions access to decision-making levels.

If, as their increasing rate of membership shows, women have understood that trade unionism is an effective instrument for protecting and improving their working conditions, one may wonder why greater numbers of women do not seek to mould this instrument and improve its effectiveness by greater participation in the life of their trade union organisations, why trade union policy-making is most often in men's hands and why the number of women in trade union structures decreases the further away they are from the grass-roots level.

Study of the participation of women by branch of activity reveals that they fully participate in mass actions (strikes, demonstrations) and in meetings at works-level, but this participation decreases when it

implies leaving time place of work or the home, or that these activities take up too much time outside working hours (information meetings, training programmes, general assemblies, congresses). This absence of women from such fundamental activities is due to the fact that nearly half of all working women are married and combine their work with child care and housework, and thus have less time to devote to other activities. Therefore, the number of women who could assume trade union responsibilities is relatively smaller than that of men but, nevertheless, sufficient.

In principle, trade unions do not bar women from access to decision-making bodies. However, in a male-dominated labour world and in a society where women are still too often considered as inferior human beings, trade unions are no exception.

Cases of statutory or administrative discrimination are relatively few, although there still exist organisations where women are confined to women's sections where they can take up responsible positions, but only within their section, as they are excluded from the running of general trade union affairs. This kind of discrimination tends to disappear under the combined pressure of the evolution of customs and of the labour market, the awareness of women themselves and national and international trade union action seeking to eliminate it.

The barriers which prevent women from having access to executive levels in unions, are of a more complex and subtle character. One of the arguments put forward is that women workers themselves do not elect women. In addition to the fact that there are relatively less women candidates, for reasons already given (family responsibilities), workers, both men and women alike, prefer to vote for candidates already in office - thus, most often, for men. Moreover, women are also conditioned by the society in which they live.

Another assertion, which is far from being accurate, is that women workers do not nominate women or do not stand as candidates. Not only are there many examples of active women trade unionists in the history of trade unionism but, at the level of the basic trade union structure, i.e. at the level of the undertaking or at local section level, there is an increasing number of women trade union leaders. However, as the trade union structure diversifies and becomes more complicated, the law of number plays against women, and the male majority already in place operates - often unknowingly - the discriminatory mechanisms; for example, in selecting participants for training programmes, dividing responsibilities among medium-level posts, preference being given to men for certain posts leading to higher responsibility in trade union and public life.

Repercussions on women's employment and working conditions

The absence of women at executive level and in national and international decision-making bodies, has negative repercussions on the working conditions and on the employment of women. Such issues as equal pay, for

work of equal value, the diversification of employment or professional branches open to women, vocational training for women and girls, elimination of discrimination in promotion and job security in the case of pregnancy, are very seldom the object of trade union priorities or treated with equal consideration by the trade unions.

The economic crisis has revealed the danger of such under-representation. The trade union policies advocated in many countries to combat both the economic crisis and unemployment, ignore the problem of unemployment of women, although women were the first to be affected by unemployment and remain the hardest hit. Judging the proposed measures to fight unemployment by the criterion of equality, these are almost always less favourable to women than to men (for example: public works policies, valorisation of manual work, ways of reducing the duration of work).

Insofar as the trade union movement has the power to influence the society in which it develops and can make it progress in the interest of all, the very low representation of women also has negative repercussions on the situation of women and, particularly, on educational opportunities and the participation of women in economic activity and development.

Representation of women workers' interests

At national and international levels, the trade union movement has succeeded, to a certain extent, in compensating for this lack of "direct" representation of women through the setting up of other representative bodies which serve as a means of expression and pressure for women workers. These vary greatly from country to country or even within the same country. In certain countries there exist very tightly-structured trade union organisations for women which sometimes run parallel to the trade union structure proper, although organically linked to it and functioning as an extension of it among women. In other cases, conferences, assemblies and other meetings are organised to examine women workers' questions regularly or on an ad hoc basis, either with the participation of women only, or with a mixed attendance.

More frequently, committees or other bodies have been set up at the various levels of the trade union structure through which the concerns and demands of women workers can be expressed. These committees and groups, whose titles and composition vary greatly, have played and continue to play a very positive role. It is undeniable that most of the progress achieved in improving women's working and living conditions is due to the pressure they have brought to bear on the trade union movement at both national, and international level.

Opinions differ about the creation or maintenance of special structures for women workers within the trade union movement. These structures are sometimes called into question by women militants themselves, especially in trade union organisations in which the majority of members are women. Male members regard this as a woman's privilege; some women, as a result of the evolution of mentalities on the concept of equality between the sexes, fear that they mask an attempt to keep women out of the mainstream of trade union activities. Others consider that these structures only correspond

very imperfectly to the ethics of trade unionism and constitute a palliative which, in the long run, will contribute to maintaining the existing barrier between the sexes.

In general, however, these structures are thought necessary, whatever their forms and titles - Women's Committee - Working Group - Committee for Equal Rights, Committees for Social and Family Policy. It is thanks to these that women workers' aspirations are formulated, submitted and defended in the trade unions. Their influence is positive not only with regard to the motivation of women workers but also communication with other groups within trade union organisations (men, young people, clerical workers, civil servants, etc.). The full and complete integration of women into trade union organisations or the existence of independent groups of women trade unionists depends on the extent to which the trade unions, still dominated by men, are receptive to the aspirations of their women members. Consequently, there must be a continual exchange of views between the executive bodies of trade unions and organs representing women at all levels of the trade union structure.

Until the present time, the trade unions have not given all the necessary attention and support to women's problems and, in particular, to the implementation of equal rights, opportunities and treatment in all fields. This negative attitude explains why women, even including trade union militants, join feminist pressure groups outside the trade union movement.

Although this trend should be taken seriously into consideration, it should not be considered as an immediate threat. Some feminist demands run parallel to trade union demands. Basing themselves on the principle of solidarity between all workers, both men and women, the trade union should pursue a vigorous policy to achieve equal rights and opportunities, so that women are no longer tempted to seek solutions outside the trade union movement.

The elaboration by trade unions of programmes for equal rights for men and women or the updating of existing programmes, for example the adoption of programmes of action on questions specifically relating to the situation of women, concretely contribute to solving the problems raised. The whole of the trade union movement, i.e. the men and women in the trade unions, should together commit themselves to and work for the implementation of these programmes.

Access of women to executive bodies and positions of responsibility

Since it has been established that women are under-represented in executive bodies and in positions of responsibility everywhere, the conduct of the trade unions in this context will serve as a criterion for women, whether organised or not, to judge whether unions adequately deal with the question of equal rights, opportunities and treatment of women workers.

Should one resort to "force". i.e. the "quota" system, or "Persuasion", i.e. education so that women are finally elected to decision-making levels? The quota system, i.e. in which it is decided in advance, possibly by a statutory clause, that a certain number of posts, more or less proportionate to the number of women members, must be held by women, has enabled competent women to assume responsibilities, whereas otherwise they would have had practically no chance to do so, due to discrimination. The nomination of women to certain posts has also enabled men to get used to this situation and to working together with women.

However, education remains necessary, not only for women but also for the members who form the electorate and the male trade union leaders who hold power.

The Women's Committees and other trade union bodies for the advancement of women workers, carry out an essential task in the trade union movement by their analysis of women workers' problems, by the solutions they propose, by the support they give to the trade union membership of women workers, by the strengthening of the links between women workers and the trade union movement to which they contribute and by the educational activities which they have encouraged.

The work of the ICFTU/ITS Consultative Committee for Women Workers' Questions has proved indispensable, particularly because it gives rise to international solidarity between women trade unionists in the industrialised and developing countries and thus contributes to strengthening trade unionism throughout the world.

Regarding posts attributed to trade unionists to represent the workers' interests in bodies outside the trade union movement, much remains to be done to get women designated and admitted, even if they have the required ability.

The discussion on sharing trade union responsibilities between men and women and on joint decision-making, is not closed. In a movement which has accepted the principle of equality between its members, the trade union organisations can make the necessary changes depending on the extent to which the political will to implement them exists within these organisations.

EDUCATION, INFORMATION AND TRAINING

The subjects of education and training are dealt with in two separate chapters in the Charter of Rights of Working Women:

1) The chapter on the right to education:

"Girls and boys should have the same education opportunities. Co-education will be encouraged. Lifelong education will be based on the same principles of equality. A particular effort is necessary in the developing countries, where the educational gap between the sexes is widest."

2) The sub-chapter on trade union training:

"In order to enable women trade unionists to assume offices at all levels of the trade union⁷ organisations, it is necessary to ensure equal access to trade union training. Care should be taken to plan the courses so that women can attend. Where necessary, special courses should be organised for women.

Problems of women workers should be included in general trade union educational programmes at all levels."

The role of education in the formation of minds and attitudes and in the orientation of society towards progress is essential. Education begins very early on in life. Even within the family unit, the child models his attitudes on those of his parents. Conditioning with regard to the acceptance of the traditional differences between the "woman's role" and "man's role" continues at the kindergarten and it can be said that the attitudes of a child are formed in his first years of primary schooling. Even when a degree of awareness is reached with age, this early education remains imprinted on the sub-consciousness. The social role of the teacher is therefore very important and he/she should receive adequate training.

The trade union movement has therefore a dual responsibility as far as education is concerned. It must support equality of opportunity and treatment of boys and girls with regard to education, and exert the necessary pressure on the appropriate authorities to eliminate not only inequalities of access and curricula but also the content of curricula, Leaching material and the use made of it, which contributes to the continuation of-an outdated division of labour between men and women. Trade union action should aim to eliminate discriminatory attitudes right from childhood.

The trade union movement must also implement the principle of equality between the sexes in its own training and education programmes. Members are educated and kept informed at rank-and-file level mainly through bulletins and the trade union press, but above all through leaders at works level. The training of these leaders rarely includes the study of discrimination based on sex. There is therefore not the necessary awareness to enable these trade unionists to bring influence to bear upon rank-and-file members to fight effectively against this discrimination.

Along with this handicap are the obstacles to women's training, resulting from the fact that the majority of women shoulder family responsibilities and do the housework. To the difficulties resulting from family responsibilities should be added that leaders at all levels, both consciously and sub-consciously, tend to select men when proposing candidates for training activities.

To stimulate the participation of women in educational activities, certain organisations, colleges and trade union institutes always specify that courses are open to both men and women, and even that candidates must include a certain number of women. Other trade unions organise courses

exclusively for women trade unionists. Women participate more readily in these courses, either because they are organised taking their free time into account or because there is less social objection to their participation in these courses than in mixed courses, or else because their programmes devote more time to women workers' problems and social legislation concerning women. The question was raised of whether this division does not lead to male leaders maintaining the idea that women workers' problems do not concern them or that they do not have the same "significance" as other economic, social or trade union questions. This problem exists, but it must be stressed that these courses are often the only opportunity that women have to receive training, express themselves and gain self-confidence. As such, the usefulness of these courses has been proved. Moreover, any general trade union training programme should include a study of women workers' problems.

The objective is to achieve a trade union educational system which trains leaders of both sexes without any discrimination, and in a ratio which is more or less proportionate to their respective numbers with the trade union membership. This objective can only be achieved as long as the trade union movement takes the necessary measures, not only to make up for the fact that women lag behind in this field but also to use the women thus trained.

All leaders are not, and were not only trained in courses. Historically, many were trained "on the job" as their organisations have grown, or in exercising the responsibilities with which they were entrusted, learning from both their successes and their mistakes. Too often in both the trade union movement and in public life, women are denied the "right to make a mistake".

List of remarks and practical suggestions concerning the integration of women into trade unions made by the participants in the Taliöviken Seminar

In addition to the general reflections made in the report and the recommendations contained in the action programme, we thought it useful to give a list of remarks, examples and suggestions made by the participants, based on their experience:

Recruitment and meetings

- The utilisation of women who have been well trained for recruitment and organisation work by organisations who are able to do so, has had remarkable results in numerous countries, e.g. Germany, Barbados, India.

Trade union meetings held outside the workplace must be held in places which do not cause embarrassment to women. For example, women bank employees prefer to attend meetings held in a hotel lounge rather than in the back room of a "pub" (Great Britain); women plantation workers prefer to meet in the open air or in a shed on the plantation rather than going to a town or a neighbouring village (India).

Meeting hours must not clash with the time when children return home from school or must be collected from the crèche or nursery, or with school holidays (unless children can accompany their mother), or with the times when meals must be prepared.

- Meetings must start and end on time because women have very little free time. Moreover, in certain countries, it is not safe or socially acceptable for women to go out after sunset.

Access to decision-making levels

- Two people (a man and a woman) should be nominated for each seat allocated to trade unions on government and other committees and bodies. In Norway, where the nomination of both sexes is systematic, the percentage of women on these committees rose from 10 to 30%.
- Women members of trade union staff should receive training enabling them to stand as candidates for elected posts. This experiment is being made in Japan, but it has proved successful in numerous other countries (Germany, Great Britain, Belgium).
- The trade union electorate must be educated, even indirectly, and made aware of discrimination problems by discussion. For example, in Germany, trade union delegates are elected at the level of the undertaking and then the representatives to the national Executive Council are elected from these delegates. The subject of the election of women was discussed and there was a proposal to double the number of representatives to be elected in order to ensure that men did not lose their seats. This proposal was not accepted but many more women were elected because members were influenced by the discussion.

- The "quota" system for candidates for trade union elections has had positive results. For example, in Israel, active women members of the bank union demanded that one candidate out of five should be a woman. All the women candidates were not elected but, nevertheless, women now account for 20% of the members of many governing bodies of this union.

Education

When trade unions are not in a position to directly modify curricula, they can do so through teachers' unions and organise study groups and meetings with the latter on how, starting at school, children can be prepared for a society in which men and women would have equal responsibilities at work, in society and in the family.

Trade unions should address their members in their capacity as parents and encourage them to play a more active role in educating their children and sharing family responsibilities, as is the case in the Scandinavian countries.

Trade unions can exert an influence on education through the intermediary of trade unionists who are also active on the political level - for example, Members of Parliament or members of education committees.

Trade unions can participate in National Commissions on the Status of Women which have been set up in numerous countries and thus influence national educational policy (as well as other policies).

Trade unions can elaborate programmes for schools, aiming at encouraging boys and girls to choose their future job or profession without taking the traditional distribution between the sexes into account. Programmes of this kind are being tried out in Norway and in the Netherlands.

In certain countries, trade union leaders are invited by schools to give talks on working life and trade unionism; they should take advantage of such opportunities to talk about equality of opportunities and treatment for girls and women.

Women, like men, basically join trade unions not only to improve their working conditions but also their living conditions, i.e. to protect and defend their interests as women workers in the widest sense.

The ICFTU Executive Board, aware of the fact that the membership and participation of women workers strengthens the trade union movement as a whole, adopts the following programme of action.

The recruitment, of women by trade unions

1. Trade union organisations should select their recruitment methods in accordance with the specific problems of women and local conditions for recruitment. For example, meeting places should be selected so that they are acceptable to women, the time and duration of meetings should take the time women have available into account; one should keep to the timetable and, if necessary, arrangements should be made for looking after young children.

2. Recruitment work should be entrusted to women more often and more women should be trained for this work.

3. Trade union organisations in developing countries should not limit their activities to wage-earning women workers but should strive to extend them to women who are underemployed or who are forced to live a marginal existence in the rural and urban areas, by helping them to identify their needs and to meet them by methods requiring solidarity, such as those tried out by trade unions.

Women as equal members

4. To be effective, any programme for the trade union membership or recruitment of women must be supported by an active trade union policy which endeavours to promote and implement equal rights, opportunities and treatment for women in all fields and, in particular, in the economic, social and trade union fields, according to the principles laid down in the ICFTU Charter of Rights of Working Women.

5. The aspirations and demands of women workers, whether in the field of employment and working conditions or in the larger sphere of equal rights, must be an integral part of those of the trade union movement, on a par with those of men and other groups of workers. The trade union movement as a whole (men and women) should strive to meet these aspirations and fight to satisfy these demands.

6. Appropriate bodies (commissions, committees, working groups) should be set up at all levels of the trade union structure in order to analyse the problems facing women workers, to make proposals to solve them, to eliminate discrimination against women workers, to stimulate their interest, to encourage their participation in trade union activities and to create conditions for equal opportunities and treatment within trade union organisations.

7. These bodies should preferably be mixed and have the power to take initiatives. The continuous interchange of ideas will be intensified between them and the trade union decision-making bodies, as well as with the representatives of other existing groups of members.

8. The more active trade unions are in the field of equal rights, the less women trade union members will be tempted to disperse their action on other fronts. Joint action and action on specific issues in cooperation with feminist groups will not, however, be rejected out of hand, but examined from the viewpoint of the contribution such action can make to achieving common objectives.

9. At the international level, the action of the ICFTU/ITS Consultative Committee on Women Workers' Questions should be supported, and it should be given the necessary means to continue its action.

The participation of women in trade union power and trade union responsibilities

10. Women will judge whether trade union organisations adequately consider question of equal rights, opportunities and treatment by the way equality is practised in their own ranks, i.e. the extent to which the participation of women in trade union decision-making and responsibilities corresponds to the number of women members.

11. Women's committees, working groups and other pressure groups cannot compensate for the under-representation of women in the executive bodies of trade union organisations or in positions where trade union influence is brought to bear. One must thus:

- take the necessary steps to ensure that, when there are elections or nominations at any level whatsoever, the list of candidates and, if applicable, the posts to be filled, reflect the membership structure of the organisations;
- nominate women and get them accepted as representatives of the trade union movement in political and other consultative and decision-making bodies, on which trade unions are represented or have seats;
- Find ways of persuading women to accept positions of responsibility, for example by making up for any delay in their training and by pursuing a policy aiming at facilitating the accomplishment and sharing of family responsibilities;
- more systematically use the skills of trained women militants for tasks other than women's problems or social action.

Education

12. Education plays a fundamental role in the development of minds and attitudes, and in directing -society towards progress. It starts at an early age within the family unit and continues during schooling.

13. Children should have equal opportunities for development, irrespective of their social situation. Schools should prepare children for a society in which men and, women have equal responsibilities with regard to work, social life and family life.

14. Trade unions should bring pressure to bear on the relevant authorities to ensure the elimination not only of inequalities of access and curricula but also anything in the content of curricula, teaching material and the use made of it which contributes to continuing an outdated division of labour between men and women and discrimination against women.

15. Trade unions should encourage their members, as parents, to play a more active role in the education of their children with regard to equal rights.

Information

16. Men and women in trade unions should accept, practise and disseminate the concept of equal rights and opportunities between men and women. They must therefore receive training in these fields based on practical examples such as wage discrimination.

Training

17. Trade union training in general and also training in economic and social policy, should include the compulsory study of women workers' questions and equal rights.

18. Training programmes catering especially for women are necessary and even urgent in numerous countries and regions, in order to motivate women members, and teach them to express themselves and to submit their specific demands.

19. Educational activities should be adapted to the time women have available and the situation of the majority of women. One must continue to fight for educational leave where it has not yet become an acquired right, and encourage women to benefit from it. Many of women's reserves about training courses would disappear if they were able to take their children and entrust them to the care of play leaders or other reliable persons, and if family chores were more fairly shared.

20. The abilities acquired by women leaders during their training roust be systematically used by the trade union organisations, which must eliminate discrimination in this field.

21. The content of trade union training and that of general education should be examined from the viewpoint of equal rights and adapted, if necessary.