

CONCLUSIONS

Of the II Regional Conference of Metalworkers' Women Sections

The representatives of Metalworkers' Women Sections from SEE met in Sarajevo on May 30th 2011 at the Second Regional Conference and discussed upon the following issues:

- Regulations regarding mobbing in SEE, the influence of mobbing to the work position of women;
- Exchange of experience and development of mutual policies for attracting more women-activists in the unions;
- The implementation of Conclusions from the First Regional Conference.

In the broad and sincere discussion the participants pointed out that:

1. Mobbing is present in all working environments and affects the life and work of both women and men, and particularly of union representatives. This problem is prosecuted by law (in different ways), and unions negotiate additional stipulations in collective agreements in order to disable all shapes of discrimination and mobbing. Better results can be achieved through tripartite social dialog on state level, enforcing unions' capacities and cooperation with NGOs that are specialized for work with mobbing victims.
2. Women are not represented in unions' bodies according to their density in membership. The unions apply different policies of "positive discrimination" to enable higher participation of women in their bodies, however it did not provide sustainable positive results on longer term. On the other hand, activities of women in unions are necessary and precious and contribute to overall improvement of work and strengthening of unions. Therefore, the efforts for attracting more women for active union work have to be increased.
3. The consequences of the global economic crisis, that has influenced and still influence the union work, brought to slow down in implementation of some conclusions brought on the First Regional Conference. However, the representatives of women's sections consider those conclusions continuous task for the unions, who accepted the conclusions on the VI Regional Conference and committed themselves to their implementation.

Having previous in consideration, the Second Regional Conference of Metalworkers' Women Sections concluded that:

- The Network of Women's Sections is about to begin its work through engagements on winning projects for educational work with the members of sections of women, through which they will be enabled for more effective union work and better functioning of the unions and the sections of women.
- The unions – participants of the Regional conference must continue with implementation of the previously adopted conclusions, particularly those with regard to establishing, empowering and providing material sources for work of women's sections, and providing higher representation of women in union bodies.
- The women's sections representatives, through their union work, will continuously initiate discussions regarding the issues of gender equality, non-discrimination of any kind and insist to include those issues in collective bargaining process (mobbing, equal pay for equal work, equal burden of men and women etc). The same attitudes will be represented when unions take part in bringing laws and bylaws.

Sarajevo, 30.05.2011

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Women Sections