Visibility and Voice for Union Women:

Country case studies from Global Labour University researchers
### Table of Contents

List of Tables and Figures vi
List of Abbreviations viii
Notes on Contributors xiii
Preface xvii

1. Introduction: setting the scene
   *Akua O. Britwum and Sue Ledwith* 1

I: Sector Specific Situations 15

2. Trade union leadership and gender: Brazilian banking workers' inequalities
   *Juçara Portilho Lins* 17

3. Margins within margins: a case study of street cleaners in Mumbai
   *Rhea Aamina Chatterjee* 33

II: Union Bargaining Agenda for Gender (BAG) 53

4. Gender, unions and collective bargaining in the Philippines: issues and critical factors
   *Melisa R. Serrano and Ramon A. Certeza* 55

5. Bargaining Agenda for Gender (BAG): Turkey, a case study
   *Gaye Yılmaz* 95

III: Women’s Roles and Union Leadership 115

6. The female factor in Ghana’s trade union movement
   *Akua O. Britwum* 117

7. New Zealand women, work and unions
   *Carol Jess* 138

8. Women in the South African trade union movement
   *Janet Munakamwe* 158

9. Trade Union leadership and gender: cases from Zimbabwe
   *Crispen Chinguno* 180

10. Union researchers as active agents: ‘our stories’
    *Sue Ledwith* 197