



# NOVEMBER 25 INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

TO ERADICATE GENDER-BASED  
VIOLENCE IN THE WORLD OF WORK



This November 25, on the occasion of the International Day for the Elimination of Violence against Women, the Trade Union Confederation of the Americas (TUCA) reaffirms the fight against violence against women, which negatively affects their health, physical and mental well-being at all stages of their lives, and in the workplace, it affects their professional, economic and militant development.

It is increasingly evident that we live in a multidimensional context of a structural crisis and the consequence of a development model based on the exploitation of people and nature; moreover, this model reproduces the concentration of wealth, inequality, and exclusion. With the advance of this neoliberal model, conflicts and climate change in our region have further intensified oppression and violence against women, youth, girls, migrants, Afro-descendants, and indigenous women.

In the regional context where governments, mainly from the right and extreme right, promote human rights violations and promote policies that restrict and nullify the rights historically won by women, is where women trade unionists strive for peace in all our territories and for an anti-capitalist, anti-racist, anti-patriarchal and anti-colonial system that takes the lives of thousands of women in the Americas every day.

**The Working Women's Committee of the Americas (CMTA, by its acronym in Spanish)** has discussed the importance of confronting and carrying out a trade union agenda with gender justice within trade unionism. To this end, they also organize and struggle to transform the world of work and life in society so that there are spaces free of violence and harassment, thus modifying the domination and power relations that are exercised towards their bodies and territories.

Although there has been progress in the approval of legislation and protocols at the national and regional levels to combat violence and discrimination against women, there is still little interest on the part of governments and the business sector to allocate economic resources and generate actions for training, dialogue, awareness and effective policies with investment, allowing a proper implementation and ensuring the protection of victims of violence and harassment in the work and social contexts. In order to achieve this, the TUCA and its affiliates in the Americas continue to work for more knowledge, ratification, and implementation of ILO Convention 190 and its Recommendation 206 and for socio-political action to eradicate the sexist and



From the TUCA, we join the proposal of the 67th Commission on the Status of Women (CSW) of UN Women to work and give greater visibility to the theme "Innovation and technological change, education in the digital era to achieve gender equality and the empowerment of all women and girls", and the international campaign for the 16 Days of Activism to end violence against women, whose theme for this 2023 is "Invest to prevent violence against women and girls". This campaign begins on November 25 and ends on December 10, Human Rights Day, which this year marks the 75th anniversary of the Universal Declaration of Human Rights.

A decade after the Montevideo Consensus, women trade unionists continue working to eliminate all forms of discrimination and violence against women in the world of work, including domestic violence and femicide/feminicide, through training and socio-political advocacy actions. Likewise, there is evidence of actions at the national and regional level on awareness-raising processes on issues of gender violence, enhancing and strengthening the participation of women in union environments, in collective bargaining spaces, and in contexts of socio-political incidence.

We celebrate the recent adoptions by the governments of Argentina (Olimpia Law, on digital violence), Mexico (decriminalization of abortion at the Federal level), Colombia (annulment of the sentence that disregards abortion as a fundamental right), and Honduras (Xiomara Castro's government manages to annul the prohibition of the day-after pill), who are on the way to effective policymaking, preventive measures and anti-patriarchal and anti-misogynist cultural transformation. We recognize the actions of the women of the Americas who continue the struggle in their countries so that it is understood that women are not objects or property of anyone, where women's rights to life and to freedom of expression are respected, without fear of being vulnerable to attacks anywhere they may be.



ITUC CSA IGB

From the TUCA, we invite our organizations to join the fight against violence in all its forms and especially against women; to include in their agendas as a fundamental element the issues of gender violence to eradicate all types of discriminatory acts linked to ethnic-racial, migratory status, sexual orientation, gender identity, appearance or physical condition, age, and political affiliation that women and young leaders, trade unionists, workers, environmentalists, activists suffer daily, considering the intersectionalities that cross them.

**We continue the fight to conquer equal rights for all women!**

### Articles of interest:

- [Statement on Femicide in the Americas](#)
- [The TUCA celebrates the 4th anniversary of ILO Convention 190](#)
- [8M2023: The TUCA and its CMTA participated in various activities during the month of March in our region](#)

