



IWD - 2024 International Women's Day

We continue forward and defend our conquests 🇺🇸

We resist in order to transform the system that oppresses the lives of working women.

On this March 8, International Day of Working Women, the TUCA and the Working Women's Committee of the Americas (CMTA - by its acronym in Spanish) wish to pay tribute to our esteemed colleague Nalú Farías, feminist activist of the World March of Women and member of the Sempreviva Organização Feminista (SOF), a symbol of resistance and struggle, who in 2023 has stopped physically accompanying us. Her work and legacy endure vigorously for the achievement of the rights of working women and continue to promote and strengthen the feminist agenda of unionism in our region.

Our beloved Nalú has been a constant presence throughout our processes towards unionism with a gender perspective; she was present in our training processes and in the construction of key documents for unionism in the Americas, such as the TUCA Women's Conferences and the Development Platform of the Americas (PLADA - by its acronym in Spanish), where she contributed her insightful view of the strategies for building popular feminism, complementing the struggle of women unionists in the region.

In these times, where our achievements, human rights, and autonomy over our bodies and territories are at risk, it is important to bring the history of women's tireless struggles over time, both from the feminist and union movements. Working women have conquered spaces within the unions, spaces that were purely masculinized, where women knew how to strengthen themselves and organize themselves to assert their rights, promoting the transformation of the structures, strategy, and culture of the organizations. From its beginnings, this fight encountered much resistance from both employers and colleagues who saw - and in many cases still see - women as a threat to male employment and their positions in the world of work and unions.

We also remember the fight of women for the abolition of slavery and the conquest of our rights in physical autonomy (sexual and reproductive rights) that, even today, is in constant dispute and with significant setbacks in many countries in the region, which undermines access to comprehensive sexual education.

In the current context of economic recession, many authorities have used repressive tactics to silence the voices of workers, activists, environmentalists, migrants, and indigenous, Afro-descendant, lesbian, bisexual, and trans women, criminalizing public protests, both by unions and civil society groups, that try to defend their social, labor, union, and environmental rights. The active participation of women in democratic life is essential to build more just and egalitarian societies. However, despite the progress made, barriers that limit the full exercise of the rights of working women persist.



We demonstrate against transnational companies, governments, and institutions complicit in the commodification of nature, wars, inequality, and migration policies that discriminate and limit women and girls' access to land, health care, education, and the labor market. A strong destructuring of the current world of work can be seen, which generates job insecurity and an increase in informality conditions that fall fundamentally on women and diverse workers.

Democracy is a fundamental pillar to guarantee the rights of working women, as it provides a legal and political framework in which they can defend and promote their rights effectively.

We are pained by the alarming figures of femicides (4,473¹), transfemicides, and gender-based violence. For this reason, women and diverse workers march and fight against the capitalist and patriarchal system. We defend spaces free of violence and harassment in the social, labor, and union spheres and against all oppression. We reclaim the streets and public spaces as spaces for political action and the collective organization of all women and working diversities.

Structural, economic, and institutional changes are required to end the feminization of poverty and build new development strategies based on human rights and focused on decent jobs and the care of people and the environment. For this, strong and democratic institutions are needed with policies of equity and gender equality, where women reach leadership positions and are present in the formulation of strategies and decision-making.

TUCA joins the call of the International Trade Union Confederation (ITUC) and the Global Unions to governments to involve the Unions in social dialogues to guarantee fair wages for the entire working class regardless of gender, that they are equal between men and women for work of equal value, improvement in working conditions with special attention to those feminized sectors, addressing intersectional discrimination based on class, race, ethnicity, sexual orientation, gender identity, migrant status, indigenous peoples and people with disabilities. To put an end to the occupational segregation of women, diversities, and other most vulnerable groups and guarantee the fundamental right of all people to work in decent conditions.

Remembering History

March 8 is a date that commemorates key milestones that marked history to visualize inequality between men and women. We remember the New York textile workers' strike on March 8, 1857, where the majority of workers at that time in the textile industry were women and were able to organize and march by identifying the demanding workdays of more than 12 hours a day per day an insufficient salary and in unequal conditions compared to the salary received by their peers; added to poor working conditions and the Strike of 1908, where some

¹ "In 2021, at least 4,473 women were victims of femicide or feminicide in 29 countries and territories in the region." Information obtained from ECLAC Bulletin No. 1 "Femicidal violence in figures. Latin America and the Caribbean", November 2022



40,000 seamstresses from large industrial factories in the United States went on strike to demand equal rights, reduced working hours, the right to join unions, and an end to child exploitation. This act had a painful ending that ended the lives of workers due to the fire in the factory where the strike was declared (Cotton Textile Factory in New York), leaving them locked in the establishment where they were carrying out the strike.

Two years after this brutal murder, German activist Clara Zetkin petitioned the Second International Conference of Socialist Women in Copenhagen to approve the celebration of Working Women's Day on March 8. This event took place for the first time on March 8, 1911.

One hundred thirteen years after that first IWD, we march for all the working women who have fought for their rights, for a decent and equal wage for work of equal value, who have fought to unionize and assert the right to strike, to occupy spaces in the steering committees and collective negotiations and make unpaid and paid domestic and care work visible. We advance and defend our conquests in memory of the women who are no longer here and for those who come.

#IWD2024

#CMTA-TUCA

Links of interest:

[The Trade Unionism of the Americas pays tribute to the legacy of comrade NALÚ FARIA](#)

[Statement on Femicide in the Americas](#)

[November 25: Until sexist violence is eradicated in the world of work](#)