

III TUCA Women's Conference



Women workers in action strengthening
and transforming the trade union system
with a gender justice approach



Production

Trade Union Confederation of the Americas – TUCA

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Presentation

Since its founding in 2008, the TUCA has continued its strong commitment to strengthening policies and mechanisms for gender justice through the recognition of women as active agents in all social, economic, cultural and political processes to achieve trade union transformation.

In the current context, the situation of women in the region is on alert. The COVID-19 pandemic and far-right governments have caused a setback in the rights that we had been gaining; inequality, discrimination, violence against women, limited participation in different spheres, resistance to changes in the sexual division of labor, barriers to entering the world of work, climate and care crises continuing to affect women disproportionately, preventing them from achieving full economic and physical autonomy, which is essential to ensure the respect, exercise and enjoyment of their rights and to achieve true equality.

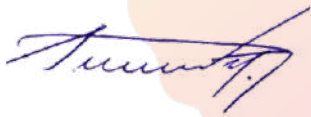
The TUCA Women's Conferences are a space for meeting and reflection, where participants develop proposals and political guidelines to contribute to gender equality and parity; develop proposals and actions that ensure a crosscutting gender policy at the union, socio-labor and socio-political levels and that they are adopted by the Congress as the highest decision-making body.

At the 1st Conference held in 2015 “Democracy, Women’s Autonomy and Gender Equality” the need was raised to contribute and deepen the debate to transform the vision associated with gender and differentiate productive work from reproductive work, as well as from the naturalization and idealization of women’s responsibility in reproduction. Similarly, the issue of care and its necessary recognition as work was emphasized and put to consideration in the process of overcoming gender inequalities.

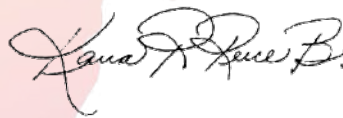
The 2nd Conference held in 2019 “Future of Work with Equality and Equity, Women, Democracy and Trade Unions” consolidated the commitment of the TUCA and its Working Women’s Committee of the Americas (CMTA) to attain all the rights for women who represent and sustain more than half of the world; for women’s voice to be a voice in the analysis of their reality and in political positioning with their visions for dispute and the transformation.

At this 3rd TUCA Women's Conference: “Working women strengthening and transforming trade unions based on a gender-justice approach” sought to advance the strengthening and transformation of trade union structures from a class-based feminist perspective, through the definition of organizational strategies for gender justice in the trade union agenda, which contributes to increasing actual women’s participation in decision-making in trade union organizations, to transforming the sexual division of labor towards more physical and economic autonomy, as necessary steps towards sustainable development with social justice and towards stronger, more democratic and egalitarian trade union organizations.

The TUCA is committed to promoting gender equality, youth inclusion and ethnic and racial diversity, recognizing these as cross-cutting principles of freedom of association. Strengthening the leadership of women workers and union leaders as part of their union organizing strategy. In this way, the capacity of our affiliated organizations will improve to strengthen the power of the working class and defend the rights of all, moving forward towards the integration of the gender perspective in all trade union policies and structures. Parity between men and women is a process resulting in a change in the conception of trade union policy and strengthens the trade union movement.



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Introduction and Analysis of the Current Situation

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Introduction and Analysis of the Current Situation

1. It is important to recognize that every mobilization and every advance made by women, even if they sometimes seem insufficient or reversed, are part of a broad-based and continuous process of social transformation. Collective struggles have proven to be resilient and capable of adapting to new realities, finding innovative forms of resistance and of moving forward, even in the most adverse scenarios.
2. However, the current context of working women is marked by a significant setback in the agendas of confronting class and gender oppression, driven largely by the consolidation of discourses and practices of the right and conservative and neo-fascist currents in various parts of the world, and the Americas has also been affected by this phenomenon, which not only impacts the struggle for gender equality, but also compounds the precariousness of employment and the loss of women's human and social rights, in an adverse situation due to the economic, social, environmental crisis and neoliberal policies.
3. The regression that feminist agendas are facing has several components. There is a normalization of misogynistic and anti-feminist discourses that have promoted a rhetoric that minimizes or denies gender violence, strengthening sexist and racist narratives that delegitimize the struggles for women's equality and rights. This translates into a social, cultural, political and economic climate that is more hostile towards women's struggles, thereby weakening the regulatory frameworks protecting their rights. It is no coincidence that the extreme right has positioned women as their main enemy, as women are the main force of resistance they confront.
4. In addition, several countries have implemented or proposed reforms to reduce rights gained in relation women's physical, economic and political autonomy, as well as in decision-making, issues such as sexual and reproductive rights, protection against harassment and gender violence, and equal pay, among others. These regressive measures not only hinder the advancement of gender justice agendas, but also risk reversing decades of progress on equality, equity and social justice.
5. In addition to this scenario, job insecurity has increased and then worsened in post-COVID-19 pandemic times. The health emergency deepened neoliberal policies and the economic crisis, thus exacerbating the deterioration of working conditions, disproportionately affecting women. The feminization of poverty changed from phenomenon to become an increasingly visible structural reality, where the combination of informal work, low wages, job instability and lack of social protection generate a scenario of extreme vulnerability for women.

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6. The connection between working women, work, nature, inequality and hunger are profoundly rooted in the interrelated crises of neoliberalism and capitalism. By prioritizing profit over life, this system has exacerbated gender inequalities in the world of work, as well as the exploitation of common goods, with transcendental social and environmental consequences.
 7. We must keep in mind that our patriarchal and sexist societies have assigned women the responsibility of caring for and feeding the family. This complex and multifaceted issue has deep historical, cultural and social roots. In many contexts, especially in low-income households, women have to manage with limited resources to ensure that their families are well fed. This often means that they sacrifice their own nutrition to ensure that children and other family members have enough to eat. This means that poverty has a direct impact on food insecurity.
 8. Even with the existence of various international agreements, such as those adopted in the 2030 Agenda, there is a clear progressive dismantling of the public policies declared in Sustainable Development Goal - SDG 5, which seeks to achieve gender equality and strengthen the autonomy of all women and girls. In many countries in our region, this sort of action weakens the institutional mechanisms designed to address gender oppression through the reduction of economic resources, causing a setback in the implementation of measures aimed at mitigating the structural inequalities faced by women.
 9. This entire scenario leads to the rise in gender violence with normalization of femicides, harassment and abuse, hate speech, misogyny, all of which are compounded by the lack of public policies and an adequate response by the States and their institutions.
 10. Working women in the Americas also face several health problems that are closely linked to their working conditions, gender roles and social inequalities. Stress, anxiety and depression are common ailments exacerbated by gender inequalities, workplace violence and/or harassment, and the struggle to balance paid work with family responsibilities (unpaid work). In addition to these impacts on mental health, there are also multiple physical and ergonomic disorders, injuries and illnesses often caused by work in more feminized sectors such as the textile industry, which involves repetitive movements; the domestic sector, which often involves the use of force or of chemical products; the health sector, which entails greater exposure to biological risks, among others.

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11. Women are overrepresented in the sectors of most precarious work, such as agriculture, services, domestic and household work, commerce and in various links of the Global Production Chains (GPCs) where conditions are usually unsafe and poorly paid. Regarding domestic work, the majority of workers are women, many of them young, Afro-descendants, migrants and/or indigenous. This sector is notorious for its job insecurity, low wages, lack of access to social security, absence of healthy and safe working conditions, and in some cases, working conditions which could be considered as modern slavery.
 12. As a result of the unbridled exploitation of common goods, we must remember that the environmental crisis has a direct impact on women workers, especially those who depend on the land and water for the sustainability of life. By deregulating markets, reducing labor rights and privatizing essential services, neoliberalism has increased food insecurity. The concentration of land and the transformation of agriculture into export monocultures leave millions of families, especially those with women heads of household, without access to diversified and nutritious foods. This worsens hunger, especially in times of economic and environmental crises.
 13. While neoliberalism is a specific phase of capitalism, its current crisis reveals a broader failure of the capitalist system to offer solutions to structural problems. The precarity of work, the depletion of common goods and the escalation of social inequalities indicate that the model is unsustainable. However, the crisis of capitalism does not automatically entail a paradigm shift. Quite the opposite, there is an ongoing offensive to maintain and reinforce the logic of exploitation, including wars and conflicts that displace millions of people, creating new hotbeds of poverty and inequality.
 14. The impacts of war on women's lives are profound, they exacerbate existing gender inequalities and create new forms of oppression. Sexual violence is used as a weapon of war to humiliate, terrorize and destabilize communities and territories. Women and children are particularly vulnerable to rape, sexual abuse, and sexual slavery during armed conflicts.
 15. The decline of global governance is visible in the inability of multilateral institutions to respond to crises in an equitable and inclusive manner. There is a lack of leadership in the fight against global inequalities, as well as an absence of strong proposals that are consistent with international agreements for a fair transition based on environmental justice and the guarantee of labor rights.
 16. New forms of work, especially in the Americas, have brought about significant changes in the labor market, particularly affecting working women. These modalities include teleworking, platform work, part-time employment and other forms of flexible work that have expanded significantly, especially in the wake of the COVID-19 pandemic.

17. These forms of work have the potential to improve women's economic participation, but also involve significant challenges in terms of gender equity and social protection. It is crucial to adapt the public policies and labor regulations of countries in the region to ensure that women can fully benefit from these new forms of work, without perpetuating or deepening existing inequalities.
18. Women workers and all women, especially those at the forefront of these struggles, play a crucial role in formulating alternatives that articulate the demand for decent work and a dignified life. The voices of working women are central to the formulation of a new development model that defeats the predatory logic of capitalism and neoliberalism. Building alternatives that combine decent work, more social, cultural, political and economic rights and environmental justice is essential for a more just future.



Pillars of Action

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Pillar 1

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**Democracy, Feminist
Unionism and Social
Partnerships.**

Pillar 1: Democracy, Feminist Unionism and Social Partnerships

19. The intersection of democracy, socio-political feminist unionism and social partnerships constitutes a powerful gender justice strategy to advance equality and equity and to further labor rights and democracy.
20. We can underscore that, without the participation and struggles of women, there would be no democracy given that women and the feminist movement are, undoubtedly, the most active political subject of recent years. Their daily demands and appeals for labor, social, sexual, reproductive, environmental and political rights against all forms of violence, against patriarchal, colonial, sexist and misogynistic culture, as well as the defense of democracy, have not only multiplied and replicated in all social and generational strata, but have also expanded regionally and globally. We are well aware that the challenge is huge, but the context that the world and the trade union movement is experiencing requires that we show strong leadership at the time of facing such a critical issue in the fight for democracy and freedom of the peoples.
21. To understand the importance of class-based feminist unionism, it is necessary to understand the daily lives of women in the world of work and the living conditions of working women. The transition to a feminist unionism requires compelling measures that address the very root of gender inequality and that not only benefits women in the trade unions, but also the working women of the informal economy or in the care chain sustain the economy of their countries with no protection whatsoever. Democracy, the feminist trade unionism and coordinated social partnerships establish a comprehensive strategy to advance gender justice and labor, social and economic rights, in addition to transforming the structures that perpetuate inequality, including trade union and social organizations.
22. Historically, the response has been active resistance, which has involved mobilizations and actions seeking to ensure the continuity of these policies. Human rights and gender policies are the result of a strong collective organization, with States that have assumed their role as guarantors of these rights. Active resistance must include an appeal for the creativity and protagonism of women in social leadership positions.
23. It is necessary to recognize and rebuild the relationship between the State and society, given that the recent vulnerability is the result of a poor relationship. The struggle must be simultaneous on all fronts, both inside and outside the State. We question the idea that transformation must come exclusively from within the State, and affirm that society plays a fundamental role in the reorientation of history. In particular, women play a key role in rebuilding communities and creating a more just and equitable State.

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24. In this regard, the role of women unionists is crucial because their leadership also promotes a cultural change in all the spaces in which they participate, making them more just and representative for the entire working class. Trade unionism must consider itself not only as a space of workers' representation, but also as a tool for social change that advocates for the rights of women in an increasingly hostile and unequal labor market.
 25. The Working Women's Committee of the Americas (CMTA) of the Trade Union Confederation of the Americas (TUCA), is a space to contribute to reinforce the leadership of women unionists. Equality, equity and women's participation in the organizations of the working class movement are core objectives of the TUCA's organizational policy which, among other priorities, enables the reversal of the historical inequalities between women and men, as specially evidenced in the world of work.
 26. The CMTA promotes a vision of democracy that goes beyond electoral participation, advocating for inclusive and participatory democracy in all areas of life, including the workplace. This means ensuring that the voices of women, especially working women, are heard and taken into account in political and economic decision-making. It promotes the design, implementation and respect of the internal democracy of trade unions that ensures the equitable women's participation in the democratic processes of trade unions and equality at the time of voting for leadership positions and decision-making. Furthermore, it is an important tool to promote class-based feminist unionism in the region by recognizing the specific struggles faced by working women. The CMTA states that in order to advance the agenda of working women's rights, it is essential to build broad-based partnerships with other social movements, feminist organizations and collectives that fight for social and environmental justice to promote structural changes that benefit all women workers of the Americas. Equal participation in trade union spaces and in organizations at regional and global levels is vital, especially in the face of the rise of conservative policies that restrict rights.

The defense of democracy at the regional and international level Social Partnerships

27. As the TUCA points out, there is an ongoing dispute in the region between conservative political projects and projects seeking to overthrow that logic. In this sense, the defense of democracy at a regional and international level is fundamental through partnerships with social movements in spaces such as the **Continental Day for Democracy & Against Neoliberalism**, which is an opportunity to orchestrate struggles in defense and expansion of democracy, to demand the rights to freedom of association, collective bargaining and to strike as guarantees for the full effectiveness of democracy, to defend environmental justice and confront political projects that promote its disregard.

28. Women unionists are aware that the defense of democracy and of all the rights that have been gained is a collective construction based on joint efforts. To achieve this, partnerships between trade unions, popular, urban and rural movements, student movements, youth, women, Afro-descendants, indigenous peoples, LGBTIQ+ and human rights movements, among others, need to be strengthened to reinforce the demands of the diverse working class.

Human Rights (sexual diversity and orientations)

29. Since its inception, the TUCA has reiterated the need to promote the guarantee of Human Rights for all regardless of race, gender identity and expression, religion, language or origin, where the full dignity of people must prevail in any area and the State must respect, protect and comply with the provisions of the Universal Declaration of Human Rights (UDHR) as well as of other International Instruments on the subject. However, every day we observe the deterioration of the values and institutions that buoyed these principles for coexistence, peace and dignity among peoples of the world; the conditions of injustice and inequality, extreme poverty, exclusion, xenophobia, violence and attacks on democracy in our countries show how far we are from ensuring rights for all.
30. The TUCA reaffirms that Peace, Democracy and Human Rights are core values of the working class and, therefore, essential to advancing decent work for all. Based on this logic, the triad Human Rights, Democracy and Peace has been a historical priority for the trade union movement of the region, in the face of attacks and threats to the life and fundamental rights of workers that still continue in many of our countries.
31. At the time of considering the changes that continue to occur in the world of work, there is evidence in the workplace of worsening oppression and exploitation seeking to undermine the identity of the working class, and which have worsened even more after the COVID-19 pandemic. The uberization of work, platform work, teleworking, the application of new technologies with Artificial Intelligence (AI), work in GCPs, are some of the ways in which capital has increased its earnings and minimized the rights of workers; under the banner of "entrepreneurship", among others, they have placed all responsibility on people, while only establishing minimum agreements for companies to guarantee the right to decent work.
32. Similarly, given the diversity and heterogeneity of the working class, the perspective of intersectionalities and diversities is required, not only in terms of the types of work carried out or their modalities, but also in terms of understanding that the working class is neither homogeneous nor static, and that it is necessary to recognize its heterogeneity in order to work for the inclusion of its entire diversity.

33. This agreed political conception leads us to deepen and expand the programmatic actions in our organizations to make effective actions based on the knowledge, understanding and involvement of the gamut of workers' collectives to advance in the assurance of rights based on their needs and realities; this implies, among others, developing together as working class from an intersectional approach and, based on that logic, in the CMTA we have worked to strengthen discussions in training spaces based on the rationale of sociopolitical unionism.

Popular and Class-based Feminist Political Subject

34. The reaffirmation of the concept that women workers are popular and class-based feminist political subjects arises from the intersection of historical struggles between feminist movements and the movement of working-class women in unions. This approach recognizes that women workers are not only subjected to economic exploitation in the capitalist system, but also face gender, and often, racial oppression and other forms of intersectional discrimination, creating the grounds for the demand to champion women's rights based on a feminist and class approach.
35. Organized women workers are key players in the fight against multiple forms of oppression, including capitalism, colonialism, sexism, patriarchy, racism and other power structures that perpetuate inequalities. As popular and class-based feminist political subject, we seek to improve the immediate conditions of life and work, and seek a radical transformation of the system that produces and reproduces such inequalities. This includes the fight for an economic and social system that prioritizes life, collective wellbeing, social justice, gender justice and environmental sustainability.
36. The struggle and collective mobilization of women workers is essential to change and transform the social, economic, environmental and political conditions affecting the lives of women and communities, whether they organize in trade unions, social movements, neighbors' associations, community associations, cooperatives, health committees, soup kitchens, churches, political parties or other spaces to demand better working conditions, labor and social rights, and public policies that reflect their needs and aspirations.
37. Class-based feminism understands that the liberation of working women is intrinsically linked to the fight against economic exploitation and class-based oppression.
38. For the TUCA, the popular and class-based feminist political subject is a collective construction that articulates the struggles of working women with class consciousness and a popular, intersectional, anti-capitalist, anti-colonialist and anti-racist approach, aiming at the transformation of oppressive structures and at building a society in which all women, especially working women, can live with dignity and justice.
39. The partnership between feminism and the trade union movement is crucial to build the capacity of the working class to fight for better working conditions and for the recognition and redistribution of care work, the fight against gender violence, against racism and discrimination and in defense of human rights as a whole.

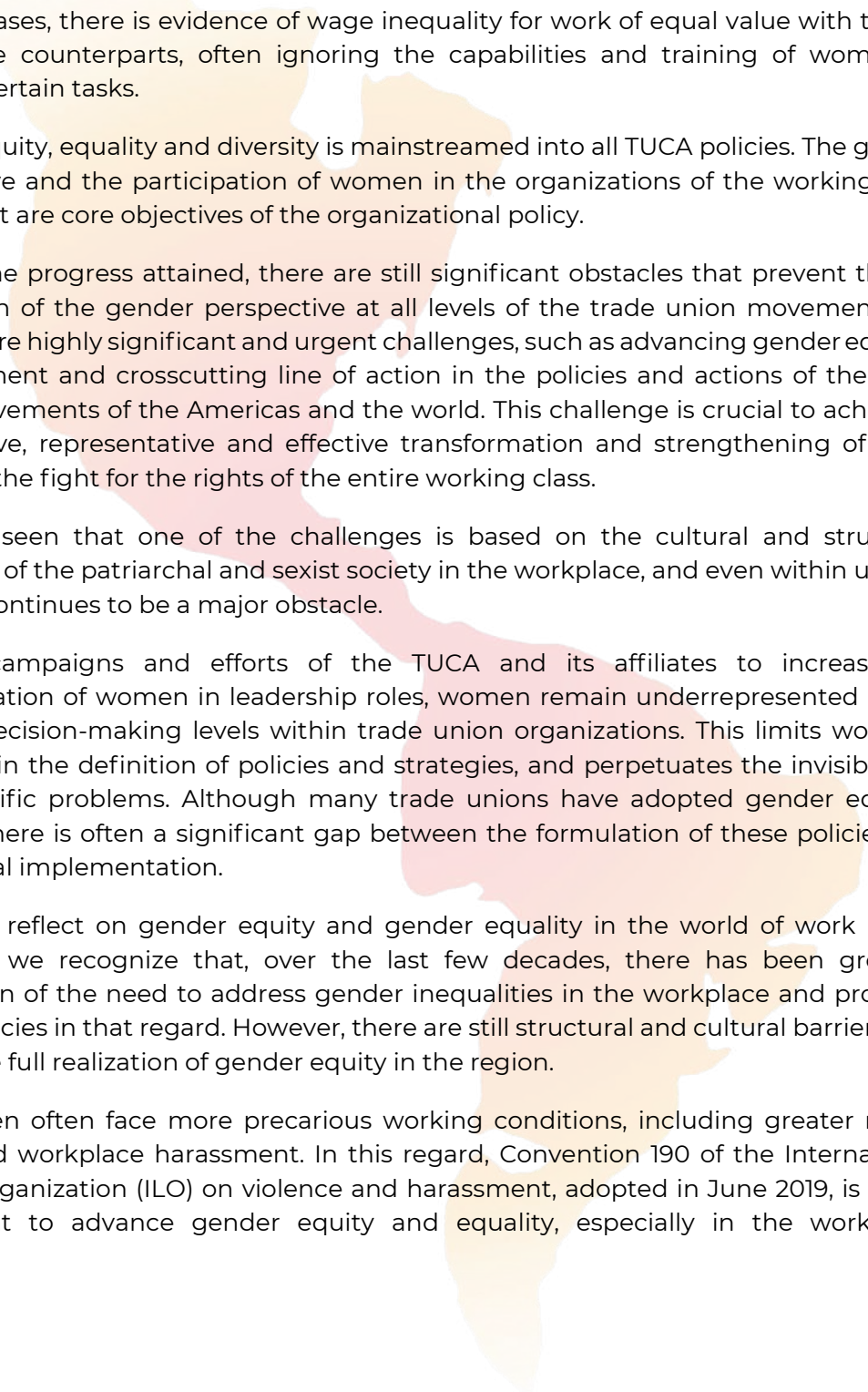
40. It is essential to integrate the fight against racism as an essential component of the feminist and class-based struggle. Racism is a tool used by capitalism to maintain and exacerbate labor exploitation, therefore, we must strengthen the fight against unjust working conditions, and against the racist and colonialist structures that perpetuate these conditions.

Gender Justice

41. The majority of people living in poverty worldwide are women and children. Compared to men, women are more severely affected by poverty, unemployment and the lack of public investment in gender-sensitive social programs that encompass health, housing and education.
42. Gender justice is crucial to overcome the multiple conditions of vulnerability and, from the perspective of working women, it refers to equity and equality in all aspects of work, including access to decent employment, fair wages, safe working conditions and the elimination of all forms of gender-based discrimination and violence.
43. One of the premises of the international trade union movement, as well as of women's movements, is social justice, which cannot be achieved without progress in gender justice, whereby its prioritization is an indispensable prerequisite. To understand gender justice, it is important to distinguish gender inequalities as manifestations of injustice towards women based on structural discrimination and unequal power relations, also recognizing the crosscutting intersectionalities of these injustices and oppressions, perpetrated throughout history and for which we continue to fight; associated with the capitalist, colonialist, racist and patriarchal mode of production.
44. Progress in gender justice means structural transformations in the organization of society and in social relations that involve much more than advances and achievements in legal and/or institutional matters, among others; it involves inclusive and diverse affirmative action for the recognition of rights and changes in the social and cultural paradigms of human and power relations.

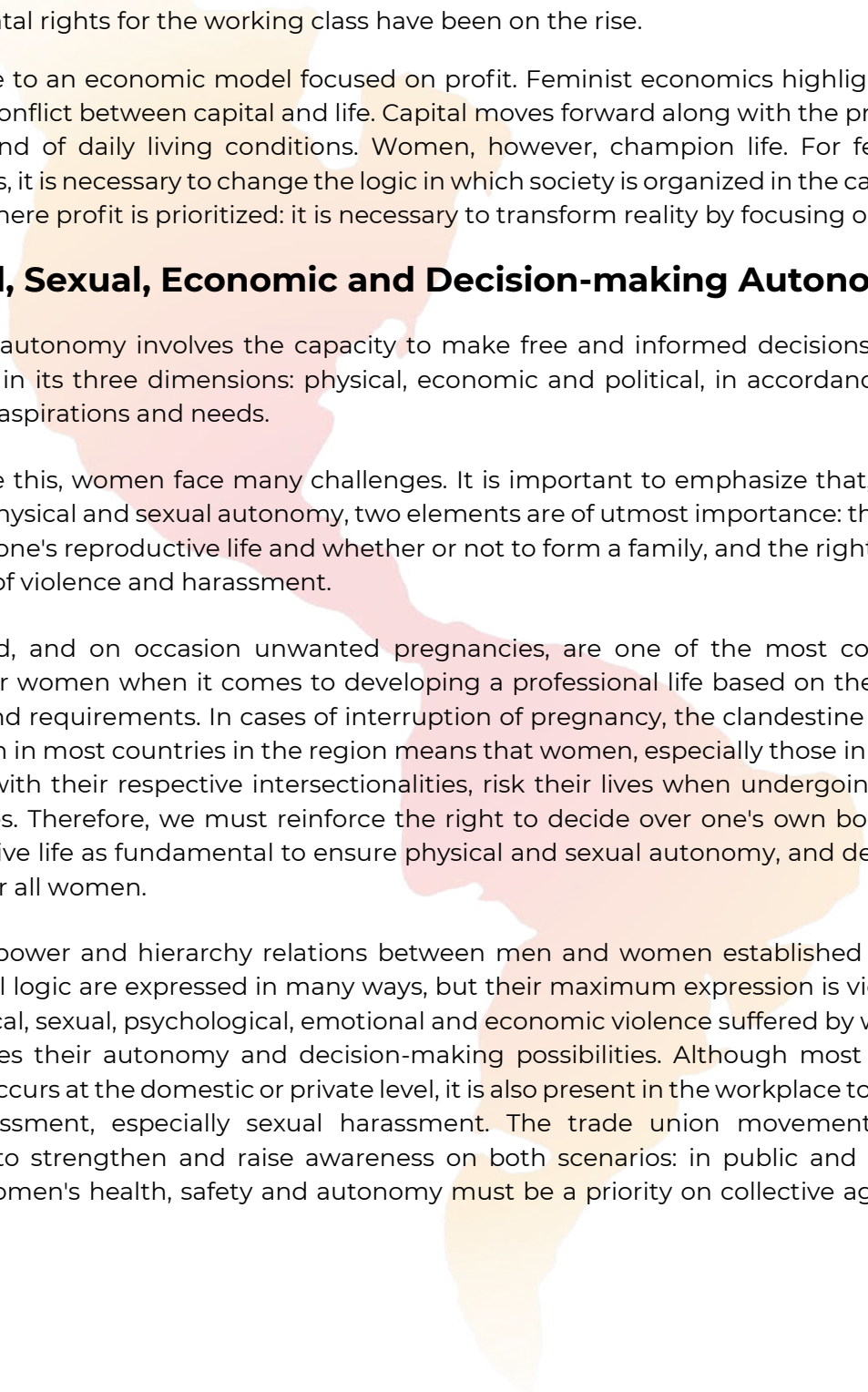
Gender Equity & Equality

45. We working women continue to confront inequalities, fighting for the promotion of gender inclusion, equity and equality in all areas of life, given that the condition of women can only be effectively transformed to the extent that changes are promoted in the forms of production and social reproduction, in the structures of power and authority, seeking for recognition as active agents in all union, social, cultural, political and economic processes. The consolidation of the feminist struggle for the affirmation of women's right to autonomy and equality is part of the construction of all the transformation processes that we are experiencing.

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46. In this context, the sexual division of labor continues to assign women to the reproductive sphere and men to the productive sphere. Understanding the concept of gender is essential in order to understand how the sexual division of labor in this patriarchal society places women in jobs considered “feminine” and, therefore, paid less. In some cases, there is evidence of wage inequality for work of equal value with that of their male counterparts, often ignoring the capabilities and training of women to perform certain tasks.
 47. Gender equity, equality and diversity is mainstreamed into all TUCA policies. The gender perspective and the participation of women in the organizations of the working class movement are core objectives of the organizational policy.
 48. Despite the progress attained, there are still significant obstacles that prevent the full integration of the gender perspective at all levels of the trade union movement. Still pending are highly significant and urgent challenges, such as advancing gender equality as permanent and crosscutting line of action in the policies and actions of the trade union movements of the Americas and the world. This challenge is crucial to achieving an inclusive, representative and effective transformation and strengthening of trade unions in the fight for the rights of the entire working class.
 49. We have seen that one of the challenges is based on the cultural and structural resistance of the patriarchal and sexist society in the workplace, and even within unions, where it continues to be a major obstacle.
 50. Despite campaigns and efforts of the TUCA and its affiliates to increase the representation of women in leadership roles, women remain underrepresented at the highest decision-making levels within trade union organizations. This limits women's influence in the definition of policies and strategies, and perpetuates the invisibility of their specific problems. Although many trade unions have adopted gender equality policies, there is often a significant gap between the formulation of these policies and their actual implementation.
 51. When we reflect on gender equity and gender equality in the world of work in the Americas, we recognize that, over the last few decades, there has been growing recognition of the need to address gender inequalities in the workplace and promote public policies in that regard. However, there are still structural and cultural barriers that hinder the full realization of gender equity in the region.
 52. We women often face more precarious working conditions, including greater risk of sexual and workplace harassment. In this regard, Convention 190 of the International Labour Organization (ILO) on violence and harassment, adopted in June 2019, is a vital instrument to advance gender equity and equality, especially in the workplace.

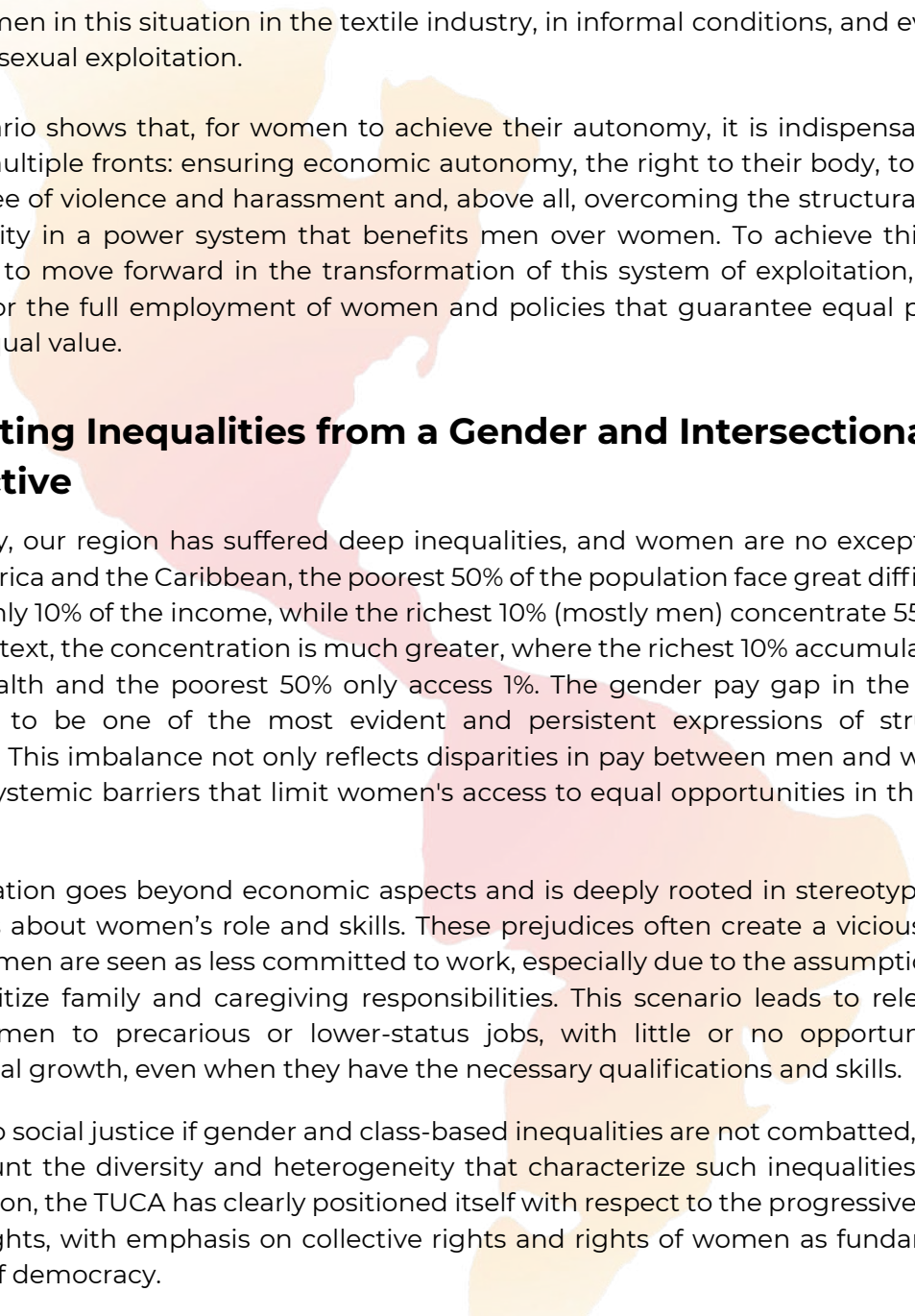
Transformative Feminist Economics

53. We are taught that the economy is money, consumption, earnings, market, i.e. material things. Feminist economics reveals that there is more to it. The economy involves different forms of work (paid and unpaid) and time (in addition to working hours), and it is everything we do to ensure the sustainability of life.
54. Our entire personal and working life is guided by the sexual division of labor, which places women as responsible for care work and the reproduction of life, while men are responsible for productive work. This patriarchal logic divides and hierarchizes the work of men and women, making our work worth less or, in many cases, nothing in terms of remuneration.
55. Women are always portrayed as dependent on men when, in practice, men, the system and society as a whole are profoundly dependent on care work. For feminist economics, we are all interdependent and eco-dependent. Thus, we point out the need to consider care work as a core element of the economy.
56. The unpaid care work carried out by women, often free of charge or for lower wages, is tantamount to savings for public authorities when physical and mental health, education, food and cleanliness in and outside the home are ensured. Hence our fight for the State to include this demand in public budgeting and in strategic planning so that it is shared with society as a whole. The responsibility of reproducing life exclusively on women permeates our lives completely, impacting our professional and academic careers, and even our political and union participation. It is essential to redefine the relationships between public and private spaces, the family and the State, in order to rethink life and the economy.
57. If housework is a determining factor in women's living conditions, it is an absolute must to end the separation between productive and reproductive work. It has to be clear that without reproductive work there is no productive work, there is no society, there is no economy. More than that, throughout the formation of the economic capitalist system, women have also performed productive jobs with lower wages. It is essential to raise awareness and value the participation of women in the work of the productive economy, sharing reproductive work with men and society as a whole.
58. This whole scenario has resulted in a permanent challenge for women: the struggle to ensure work and income. It is widely known that crises impact women more heavily since their work is considered as a tool to adjust the multiple crises. There is a diverse body of literature that hinges the crises with the loss of women's formal employment, as happened during the pandemic, shedding light on the deep connection between women's lives, the economy and the current situation. In order to consider concrete alternatives for political transformation, it is essential to place the solutions and challenges faced by women at the center of the analysis.

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59. When the doors of the formal market are closed to women, it is necessary to build other alternatives. Women have created options to survive and ensure a dignified life, as is the case of the different entities of the social and solidarity economy. However, simultaneous to these efforts, job insecurity, informality, uberization and the lack of guarantees of fundamental rights for the working class have been on the rise.
60. This is due to an economic model focused on profit. Feminist economics highlights the growing conflict between capital and life. Capital moves forward along with the precarity of work and of daily living conditions. Women, however, champion life. For feminist economics, it is necessary to change the logic in which society is organized in the capitalist system, where profit is prioritized: it is necessary to transform reality by focusing on life.

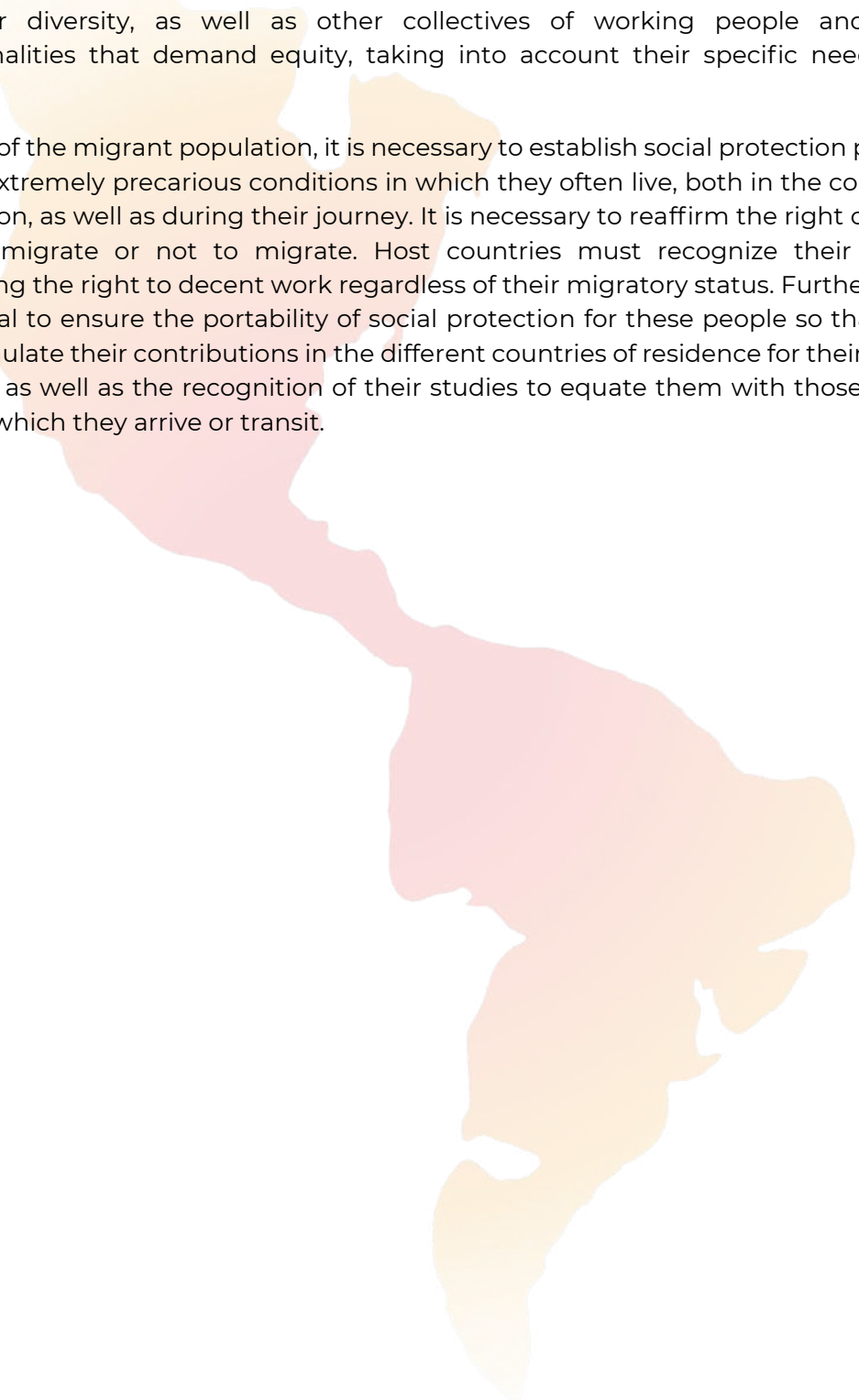
Physical, Sexual, Economic and Decision-making Autonomy

61. Women's autonomy involves the capacity to make free and informed decisions about their lives in its three dimensions: physical, economic and political, in accordance with their own aspirations and needs.
62. To achieve this, women face many challenges. It is important to emphasize that, in the sense of physical and sexual autonomy, two elements are of utmost importance: the right to decide one's reproductive life and whether or not to form a family, and the right to live a life free of violence and harassment.
63. Unplanned, and on occasion unwanted pregnancies, are one of the most common barriers for women when it comes to developing a professional life based on their own dreams and requirements. In cases of interruption of pregnancy, the clandestine nature of abortion in most countries in the region means that women, especially those in critical contexts with their respective intersectionalities, risk their lives when undergoing such procedures. Therefore, we must reinforce the right to decide over one's own body and reproductive life as fundamental to ensure physical and sexual autonomy, and decision-making for all women.
64. Similarly, power and hierarchy relations between men and women established by the patriarchal logic are expressed in many ways, but their maximum expression is violence. The physical, sexual, psychological, emotional and economic violence suffered by women undermines their autonomy and decision-making possibilities. Although most of this violence occurs at the domestic or private level, it is also present in the workplace together with harassment, especially sexual harassment. The trade union movement must continue to strengthen and raise awareness on both scenarios: in public and private spaces, women's health, safety and autonomy must be a priority on collective agendas.

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65. Recently, in conjunction with the economic crisis, we have experienced a significant rise in cases of modern slavery. This condition relates to the increased flow of migrants and the financial loss of middle-class families seeking to outsource domestic and care work. Forced labor in slavery-like conditions is not exclusive to reproductive work: there are many women in this situation in the textile industry, in informal conditions, and even as victims of sexual exploitation.
66. This scenario shows that, for women to achieve their autonomy, it is indispensable to address multiple fronts: ensuring economic autonomy, the right to their body, to work, to a life free of violence and harassment and, above all, overcoming the structural logic of inequality in a power system that benefits men over women. To achieve this, it is necessary to move forward in the transformation of this system of exploitation, while fighting for the full employment of women and policies that guarantee equal pay for work of equal value.

Combatting Inequalities from a Gender and Intersectional Perspective

67. Historically, our region has suffered deep inequalities, and women are no exception. In Latin America and the Caribbean, the poorest 50% of the population face great difficulties, earning only 10% of the income, while the richest 10% (mostly men) concentrate 55% of it. In this context, the concentration is much greater, where the richest 10% accumulate 77% of the wealth and the poorest 50% only access 1%. The gender pay gap in the region continues to be one of the most evident and persistent expressions of structural inequality. This imbalance not only reflects disparities in pay between men and women, but also systemic barriers that limit women's access to equal opportunities in the labor market.
68. Discrimination goes beyond economic aspects and is deeply rooted in stereotypes and prejudices about women's role and skills. These prejudices often create a vicious cycle, where women are seen as less committed to work, especially due to the assumption that they prioritize family and caregiving responsibilities. This scenario leads to relegating many women to precarious or lower-status jobs, with little or no opportunity for professional growth, even when they have the necessary qualifications and skills.
69. There is no social justice if gender and class-based inequalities are not combatted, taking into account the diversity and heterogeneity that characterize such inequalities. Given this situation, the TUCA has clearly positioned itself with respect to the progressiveness of human rights, with emphasis on collective rights and rights of women as fundamental subjects of democracy.
70. It is also evident that young women, Afro-descendants, migrants, indigenous women, campesino women, those working in the informal economy – including domestic and home-based women workers, as well as those with disabilities, who were already in vulnerable conditions even before the current crisis, have been particularly affected by the COVID-19 pandemic due to inadequate levels of labor and social protection.

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71. Today, the injustices experienced by LGBTIQ+ workers are becoming more visible through international mechanisms such as: ILO, Inter-American Commission on Human Rights, among others. However, it is necessary to double efforts and actions to guarantee their rights, advancing towards equity with gender justice, considering the realities of women in all their diversity, as well as other collectives of working people and their intersectionalities that demand equity, taking into account their specific needs and realities.
 72. In the case of the migrant population, it is necessary to establish social protection policies given the extremely precarious conditions in which they often live, both in the countries of destination, as well as during their journey. It is necessary to reaffirm the right of every person to migrate or not to migrate. Host countries must recognize their rights, guaranteeing the right to decent work regardless of their migratory status. Furthermore, it is essential to ensure the portability of social protection for these people so that they may accumulate their contributions in the different countries of residence for their future retirement, as well as the recognition of their studies to equate them with those of the country to which they arrive or transit.

Lines of Action Pillar 1 - To further strengthen the trade union movement and working women:

- 1- Promote gender parity in union structures.
 - a. Foster equitable participation of women in decision-making positions within trade union organizations.
- 2- Generate socio-political union training and education that enhances feminist leadership.
 - a. Offer specific educational programs for women to develop leadership skills and active participation in trade union democracy.
- 3- Strengthen union action by building and consolidating the role of the class-based feminist political subject through training, meetings and generational exchanges at the trade union level and with feminist and partner organizations. In order to enhance the socio-political action of working women.
- 4- Fight for the promotion of wealth redistribution that favors working women, including tax reforms and the strengthening of social security.
- 5- Implement gender-sensitive mechanisms to ensure transparency in trade union management and participation in decision-making processes.
- 6- Incorporate the gender perspective in all trade union actions.
- 7- Ensure that union demands and negotiations integrate a gender and intersectionality perspective, specifically addressing the inequalities faced by women workers.
- 8- Establish campaigns and procedures to eradicate gender violence in the trade union and workplace, to transform patterns of violence from within organizational structures.
- 9- Create spaces for meeting and exchange between working women within trade unions in order to strengthen and coordinate the gender justice agenda within their organizations.
- 10- Encourage trade unions' internal and external communications to be inclusive and to promote gender equality, highlighting the struggles and achievements of working women.

Pillar 2

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**Decent Work and
Women's Rights.**

Pillar 2: Decent Work and Women's Rights

73. The concept of decent work, promoted by the ILO, refers to the creation of opportunities for all to access productive and paid employment in conditions of freedom, equity, security and dignity. The discussion on decent work and women's rights requires reflection on the social, political, economic, cultural and cosmovision¹ context of the Americas, with its particular challenges for gender equity in the workplace.
74. The TUCA and its CMTA uphold that development must be underpinned by the pillars of decent work. These pillars are ensured by social dialogue, collective bargaining, minimum and living² wage and the full exercise of freedom of association. Participatory democracy also ensures the distribution of wealth, the redistribution of care, the protection and social inclusion of all people, food and energy sovereignty, the defense of peace, human rights and the commons, and moving towards a fair socio-environmental transition, with crosscutting gender equality and equity, partnered with other social movements and struggles.
75. In many countries in the region, women face significant barriers to access decent jobs. Women are often concentrated in sectors of the informal economy, where working conditions are precarious and there are no adequate legal protections. This issue requires that structural inequalities be addressed by means of policies promoting labor inclusion, offering training and capacity building to develop skills and ensure equal access to formal jobs under fair working conditions. In this way, by generating opportunities for professional growth, we are also contributing to strengthen women and their economic autonomy, a vital issue for the sustainable development strategy in the region as established in the Development Platform of the Americas - PLADA.
76. Furthermore, decent work is essential for the development of working women, as it ensures decent working conditions, access to rights and opportunities for professional growth, also contributing to strengthen women and their economic autonomy. As stated by the TUCA in the PLADA, the right to decent work, without distinction or discrimination between people, is fundamental to overcome the neoliberal model and it is vital for the sustainable development strategy of the region.

¹ Cosmovision: is a philosophical concept that refers to the historical, cultural and social environment, i.e. to the reality of a group of people in a specific or local social group, which changes according to regional customs and practices. It relates directly to what is reported in Convention No. 169 in relation to its two basic postulates: the right of indigenous peoples to maintain and strengthen their own cultures, ways of life and institutions, and their right to participate effectively in decisions that affect them.

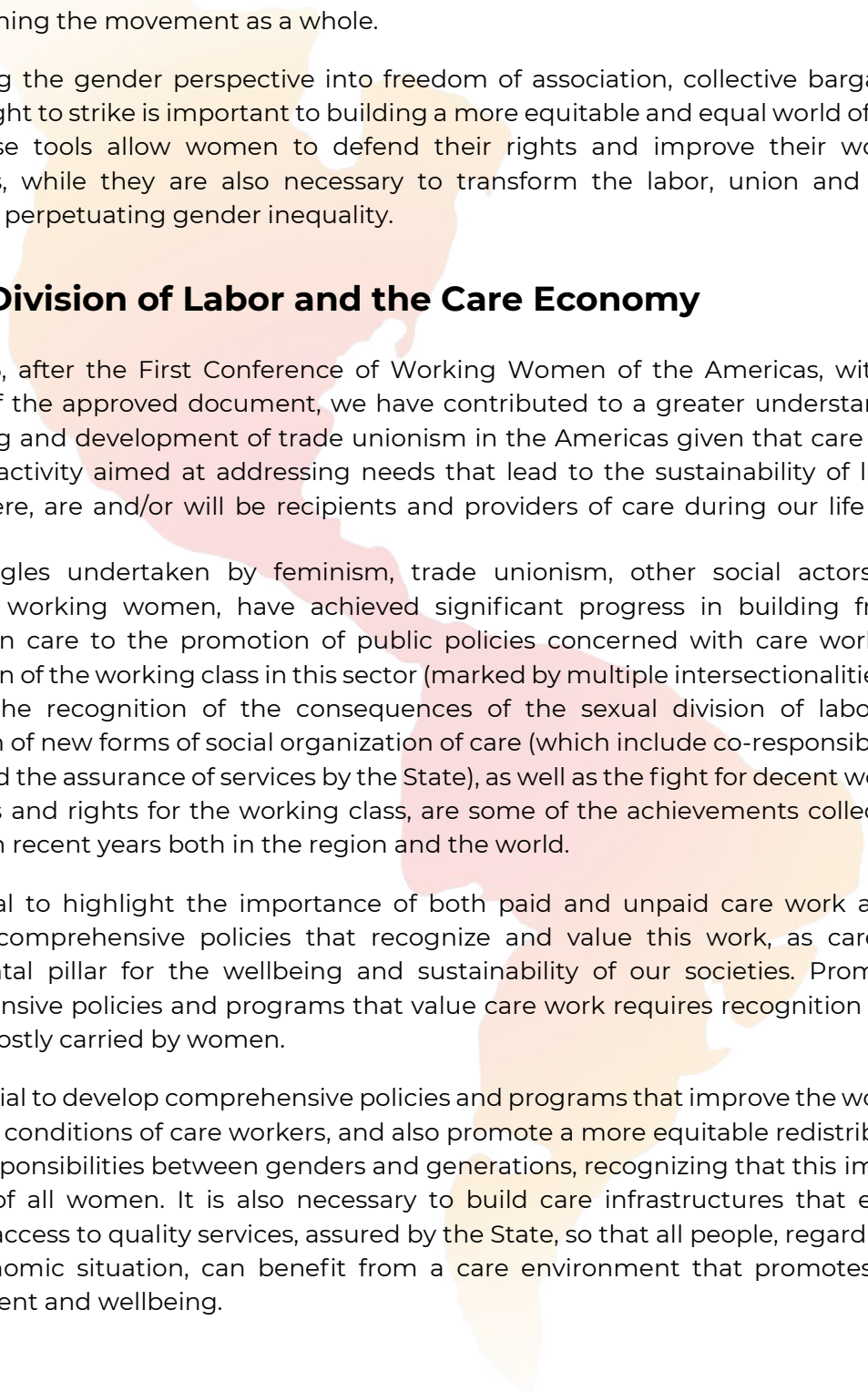
² Living Wage according to the ILO: *the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account the country circumstances and calculated for the work performed during the normal hours of work.* Item 5 Annex to the Report of the Meeting of Experts on Wage Policies, including Living Wages. Visited on 06/12/2024: <https://www.ilo.org/es/resource/conference-paper/gb/350/informe-de-la-reuni%C3%B3n-de-expertos-sobre-pol%C3%ADticas-salariales-incluidos-los>

77. Working women of TUCA-affiliated organizations, in conjunction with the work of CMTA, promote and drive actions and campaigns to ensure that all sustainable development proposals have a perspective associated with the fundamental premises of the working class, such as social justice, environmental justice, gender justice, decent work, tax justice, respect for human rights and freedom of association and the right to strike in their countries.

Freedom of Association and Collective Bargaining with a Gender Perspective. Right to Strike

78. Free and strong trade unions are indispensable tools to strengthen the working class. The right to unionize is fundamental to building a working class with rights and free from exploitation. In this regard, the TUCA's strategy is socio-political unionism, which "must be independent of governments and companies, but not indifferent in the face of conservative and anti-popular political projects."³ Freedom of association, collective bargaining and the right to strike are fundamental pillars for the defense of labor rights. These tools, integrated with a gender perspective, enhance the possibilities of transforming labor relations to make them fairer and more inclusive, and to promote gender equity in the world of work.
79. It is crucial to highlight the importance of women's participation in trade unions. It is indispensable for women to be represented at the leadership level of trade unions so that we are able to influence the trade union agenda and ensure that gender issues, such as the wage gap, sexual harassment and work-family balance, are prioritized. The active participation of women in trade union organizations is a way of strengthening women for them to defend their labor rights, as well as challenge the patriarchal and sexist structures within said union structures.
80. Furthermore, the participation of women in collective bargaining spaces allows for the incorporation and/or reaffirmation of the gender perspective. This is critical to address the inequalities faced by women at work and to provide a more comprehensive approach to the realities and problems faced by the working class.
81. Among others, it allows the discussion of equal pay, focusing on closing the gender gap with a living wage, ensuring that women receive equal pay to men for work of equal value, and also allows addressing working conditions that disproportionately affect women, such as work flexibility to balance care responsibilities, and protection against harassment and violence in the workplace, as well as benefits and leaves that facilitate women's participation in the world of work.

³ PLADA. Page 83. TUCA. 2020

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82. The right to strike, when exercised with a gender perspective, can be a powerful form of resistance against discrimination and gender inequality in the world of work. Strikes can be used to raise awareness and demand the resolution of gender-specific problems in the workplace, fostering solidarity among the working class of different sectors and strengthening the movement as a whole.
83. Integrating the gender perspective into freedom of association, collective bargaining and the right to strike is important to building a more equitable and equal world of work, since these tools allow women to defend their rights and improve their working conditions, while they are also necessary to transform the labor, union and social structures perpetuating gender inequality.

Sexual Division of Labor and the Care Economy

84. As of 2015, after the First Conference of Working Women of the Americas, with the content of the approved document, we have contributed to a greater understanding, positioning and development of trade unionism in the Americas given that care is any action or activity aimed at addressing needs that lead to the sustainability of life. All people were, are and/or will be recipients and providers of care during our life cycle.
85. The struggles undertaken by feminism, trade unionism, other social actors, and especially working women, have achieved significant progress in building from a position on care to the promotion of public policies concerned with care work. The recognition of the working class in this sector (marked by multiple intersectionalities and gender), the recognition of the consequences of the sexual division of labor, the promotion of new forms of social organization of care (which include co-responsibility in homes and the assurance of services by the State), as well as the fight for decent working conditions and rights for the working class, are some of the achievements collectively attained in recent years both in the region and the world.
86. It is crucial to highlight the importance of both paid and unpaid care work and to promote comprehensive policies that recognize and value this work, as care is a fundamental pillar for the wellbeing and sustainability of our societies. Promoting comprehensive policies and programs that value care work requires recognition of the burden mostly carried by women.
87. It is essential to develop comprehensive policies and programs that improve the working and salary conditions of care workers, and also promote a more equitable redistribution of care responsibilities between genders and generations, recognizing that this impacts the lives of all women. It is also necessary to build care infrastructures that ensure universal access to quality services, assured by the State, so that all people, regardless of their economic situation, can benefit from a care environment that promotes their development and wellbeing.

Social Organization of Care for the Sustainability of Life

88. The need to reproduce life requires services, jobs and multiple relationships between people. These activities and jobs are paid and unpaid, hence the care economy seeks to show that all these dimensions are connected and that they are structured based on a sexual, racial and class division of labor,
89. i.e. work is divided unequally, where women are primarily responsible for care work. This inequality is so deep-rooted that even within the paid care market, men receive higher financial compensation.
90. Achieving a fair social organization of care is a demand of working-class women, as they seek real commitment and co-responsibility between the State, the community, the market and families, understanding that this is necessary to achieve social, gender and economic justice.
91. The connection of the dimensions of production and reproduction, placing the sustainability of life at the center, with better management and distribution of care, must be a collective objective to improve the living conditions of women and the working class, in the quest to overcome the deep-rooted gender and intersectional inequalities underlying the current social division of care.
92. The data reinforce the need for Comprehensive National Care Systems in the countries of the region, ensuring the primary role of the State and raising awareness on the fact that these tasks need to be shared so as not to overburden women. This overload is a very important barrier to the exercise of women's rights in multiple areas, such as entering the labor market.

Co-responsibility of care, the family and community role of women

93. Care work (both paid and unpaid) is essential for society as a whole and, therefore, must be made visible and considered of utmost importance by the entire population, whether within the household, sharing the responsibility with men, or also by holding the State and the world of work responsible for benefiting from same through the value generated for their national economies.
94. Throughout life, all people will require care, hence the importance of valuing care as a universal right that must be ensured by public authorities and society. Time dedicated to work means less opportunity to invest in their careers, education, and political and union participation. It is necessary to create decent conditions and professionalize the working class in the care sectors. All people are entitled to care, to be cared for and to self-care.

95. It is also important to make visible the alternatives developed by women in their communities and territories. Women build their solidarity networks to share the care of children and the elderly while immersed in the world of work. In traditional indigenous and quilombola communities, these networks are the actual society, demonstrating that it is possible to build other models of division of care, and with political and cultural proposals based on decent living.

Global Care Chains

96. Year after year, thousands of women of the global South migrate to countries of the North in search of better pay to ensure the livelihood of their families, generating an international transfer and division of care work. This migratory and labor flow is called global care chain, which particularly affects women of Latin America and the Caribbean by articulating the sexual and racial division of labor.
97. This leads to a double complexity of their fate: these women take on the role of caregivers (especially of children, older adults, people with disabilities), in situations of informality and precarity, while their families begin to require care mostly of other women in their countries of origin.
98. Because their migration status is usually irregular, women in both transit and destination countries risk spending years without contact with their families, or of being unable to return to their country of origin. In this way, when we denounce the structure of Global Care Chains, we also aim at organizing an integrated society, with free movement of people, i.e. we fight for the right of women to a decent life and decent work from their territories.
99. This insight is also fundamental to understanding that the solution does not involve transferring unpaid care work, historically carried out by women in homes, to its commodification as occurs with this process of labor internalization, but rather requires a reinforcement of the role of the State to ensure this right as a universal public service in the territories of origin, transit and destination.

Equality in working conditions, salary, duration and organization of working time

100. Care work is not a reality only for women who do it for a fee. It is extremely common for women to do this work for free in the household. Often this work is considered socially as “a natural calling” or even love, but in practice, care work uses up a large part of women's time, preventing their presence in other spaces of influence and activism.
101. In our region, women allocate twice as much time as men in this work, such as caring for children and the elderly, cleaning and organizing the house, preparing food, washing and ironing clothes, among others, i.e. women are subjected to double exploitation during their multiple work shifts. Thus, as men do not need to spend time thinking about and doing care work, men gain free time to develop professionally and intellectually, while women bear the burden of physical and mental fatigue.

102. In our region, women spend twice as much time as men in unpaid care work. This disparity shows the double exploitation of women who are subjected to multiple work shifts. This inequality is not only demonstrated in the physical and mental overload that women face, but also in the lack of free time, which contributes to the so-called "time poverty". This time poverty entails a significant restriction on the capacity of women to participate in spaces for recreation, political and social advocacy and activism, as well as in opportunities for professional training.
103. In the framework of the feminist theory and labor studies, the concept is used to highlight the need for gender-sensitive public policies that recognize and value care work, seeking a more equitable redistribution of these responsibilities and a better balance between paid and unpaid work.
104. This imbalance perpetuates gender inequality, and also limits women's opportunities to advance their careers and participate actively in public life. Addressing time poverty is therefore crucial to moving towards a more equal and equitable society, where women can enjoy a balance that allows them to fully develop in all aspects of their lives.
105. The labor market legitimizes this condition when it pays women lower wages, often even for the same work. By adopting this stance, employers assume that women's salaries are merely complementary and that their responsibility for care is immutable, which does not correspond to reality. In practice, it is women who financially support their households, whereby it is urgent and necessary to assume the commitment for actual co-responsibility of care with fairness and equality.

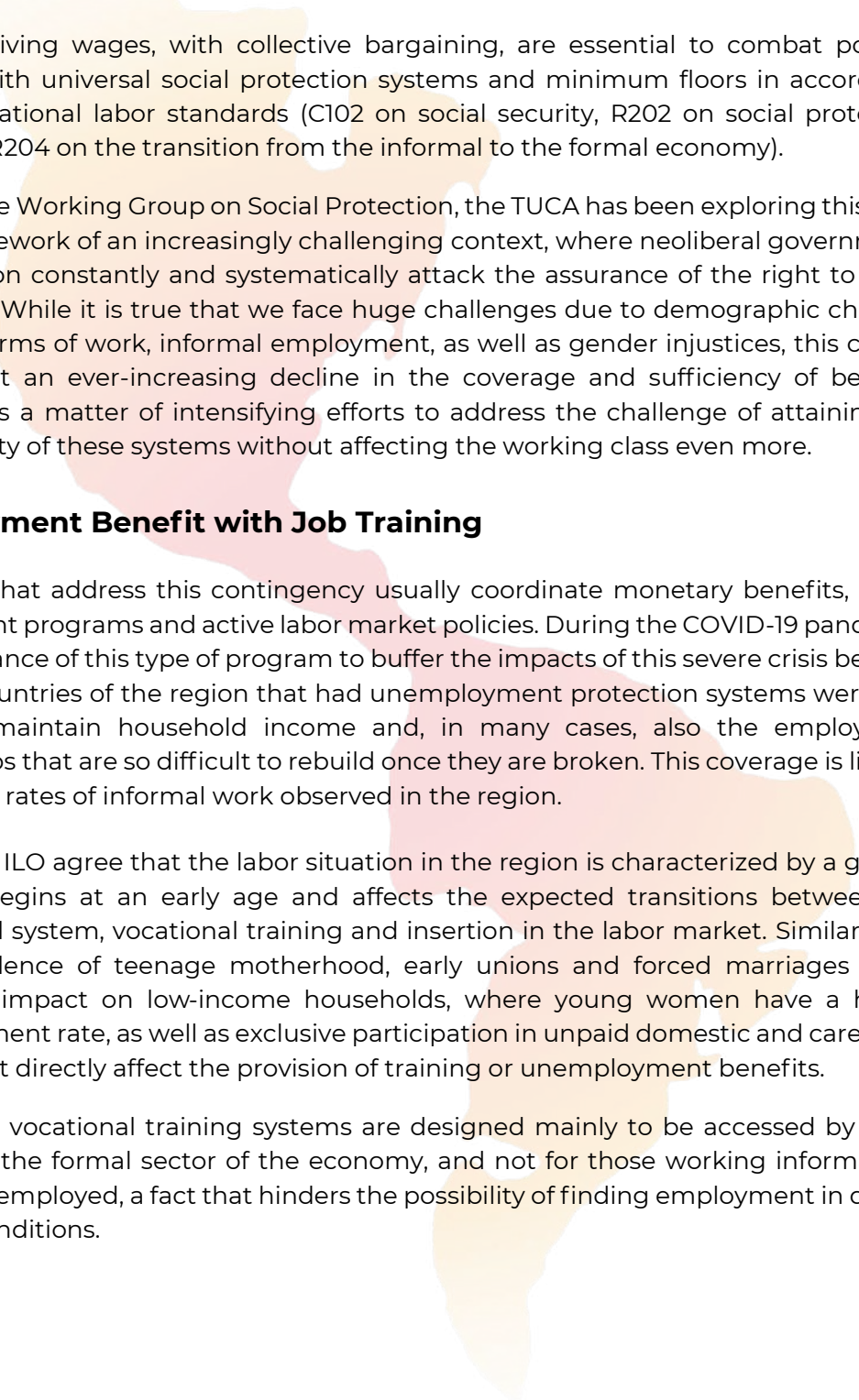
Trade Union Organization of Women Workers

106. In order to move towards a more just and equal society for women, care work must be at the center of the trade union agenda, a position that has historically been adopted by the TUCA. Partnered with movements and institutions, we fight for an organization of society and the economy with a class-based feminist perspective, placing life at the center above profit and highlighting the indivisibility between production and reproduction.
107. In these times of constant transformation of the world of work, it is becoming increasingly necessary to fight for the formalization and unionization of all workers, with special focus on the women who work outside of business structures (domestic workers, community workers, platform workers, self-employed workers, among others), and who perform these jobs for payment, both in the formal and informal economy.
108. It is essential to move forward in the transformation of the economy and women's lives in order to continue strengthening their presence in political and social life by ensuring trade union organizational structures that take into account the complexities that characterize women's lives, and by rejecting the sexual and patriarchal division of labor that keeps women engaged at the grassroots level, while men are engaged in leadership positions.

Social Protection with a Gender Perspective

109. Social protection is a fundamental human right, the purpose of which is to ensure adequate protection for all who require it throughout their lives. The TUCA embraces a broad-based outlook on the right to social protection as fundamental pillar to advance decent work and reduce inequalities, while focusing on the individual. This has involved a collective construction with the federations to understand social protection in its entirety, covering the characteristic social security benefits for employees and their families (such as benefits for illness, unemployment, old age, work accidents and occupational diseases, maternity, disability, etc.), as well as other sectors and policies that must be universal, public and have a gender perspective (as is the case of care, education, housing, the right to food and protection in the process of a fair transition).
110. In the process of moving forward towards comprehensive social protection and to meeting the current demands, the trade union movement of the Americas incorporates other dimensions such as care and support for people in vulnerable situations in the framework of the impacts of the climate crisis, which affects, among others, food security and access to decent housing, aspects addressed in Articles 9 to 12 of the United Nations Inter-American Covenant on Economic, Social and Cultural Rights (ICESCR).
111. This perspective includes taking into account the different intersectionalities experienced by different population groups, underscoring the reality of most women, whose career paths are affected by unshared care responsibilities, unemployment, underemployment and wage gaps, which significantly impact the density of their contributions. The distribution systems based on solidarity and redistributive, contributory and non-contributory mechanisms constitute an instrument to reduce these inequalities.
112. It is necessary to focus social protection on the multiple deprivations and inequalities suffered by young people, in the framework of adult-centered societies, as well as in the case of the working population of indigenous peoples or in the campesino sector, where the focus is placed on those working in cities. It is also indispensable to consider the high flow of migration in our region, which leads us to reflect on regional policies to ensure social protection through mechanisms such as those established in MERCOSUR or in the Ibero-American Agreement on Social Protection. This requires political willingness on the part of governments of the region to advance along these lines, as well as the necessary advocacy coordinated between social organizations and the trade union movement, as expressed in the document of the **Latin American and Caribbean Day of Integration of the Peoples**, held in Foz de Iguazú⁴ in February 2024.

⁴ TUCA: Letter to the peoples for the integration of Latin America and the Caribbean: <https://csa-csi.org/2024/02/24/jornada-en-foz-do-iguazu-lanza-carta-a-los-pueblos-por-la-integracion-de-america-latina-y-el-caribe/> visited on 02/08/2024

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113. In addition, new forms of work are characterized by more flexible working conditions that involve modalities such as platform work, global production chains, teleworking, among others mentioned above, which generate more precarious working conditions, with diffuse labor relations and a lack of social protection, significantly affecting women.
114. Minimum living wages, with collective bargaining, are essential to combat poverty, together with universal social protection systems and minimum floors in accordance with international labor standards (C102 on social security, R202 on social protection floors and R204 on the transition from the informal to the formal economy).
115. Through the Working Group on Social Protection, the TUCA has been exploring this issue in the framework of an increasingly challenging context, where neoliberal governments of the region constantly and systematically attack the assurance of the right to social protection. While it is true that we face huge challenges due to demographic changes and new forms of work, informal employment, as well as gender injustices, this cannot bring about an ever-increasing decline in the coverage and sufficiency of benefits. Instead, it is a matter of intensifying efforts to address the challenge of attaining the sustainability of these systems without affecting the working class even more.

Unemployment Benefit with Job Training

116. Programs that address this contingency usually coordinate monetary benefits, public employment programs and active labor market policies. During the COVID-19 pandemic, the importance of this type of program to buffer the impacts of this severe crisis became evident. Countries of the region that had unemployment protection systems were able to better maintain household income and, in many cases, also the employment relationships that are so difficult to rebuild once they are broken. This coverage is limited by the high rates of informal work observed in the region.
117. ECLAC and ILO agree that the labor situation in the region is characterized by a gender gap that begins at an early age and affects the expected transitions between the educational system, vocational training and insertion in the labor market. Similarly, the high prevalence of teenage motherhood, early unions and forced marriages has a significant impact on low-income households, where young women have a higher unemployment rate, as well as exclusive participation in unpaid domestic and care work, aspects that directly affect the provision of training or unemployment benefits.
118. In addition, vocational training systems are designed mainly to be accessed by those working in the formal sector of the economy, and not for those working informally or who are unemployed, a fact that hinders the possibility of finding employment in decent working conditions.

Income Protection and Health Coverage

119. As mentioned above, social protection is an important tool to combat gender inequalities and contributes to eliminating the existing gaps between men and women. Income protection for all, and especially for families living in poverty with dependents such as children, adolescents, people with disabilities and/or older adults, requires greater attention to ensure improvements in the living conditions and the future sustainability of society.
120. Although cash transfer programs for vulnerable populations have been implemented in the region since the 1990s, they do not represent a significant proportion of GDP. In the case of single-parent households headed by women, these types of benefits end up ensuring the family's income and the children's food and clothing, as well as ensuring their right to education and the eradication of child labor. Consequently, for many working women it is essential to consolidate these transfer policies in order to eliminate the feminization and infantilization of poverty.
121. Regarding health coverage, the situation is also of much concern, especially when we see how the privatization of health systems is increasingly promoted, for example, through the progressive implementation of payment for specific services such as laboratory, imaging tests, among others. This underscores the low investment in the maintenance of public health systems, which are the ones serving the majority of the population which is excluded from social security systems due to their unemployment or informal employment.
122. Access to quality health services is essential for the wellbeing of the entire population, and it is critical at the time of providing access based on a gender perspective. Health services should cover all stages of women's lives, addressing their specific needs at each stage, ensuring a comprehensive and gender-sensitive approach.
123. In health, the gender approach involves more than ensuring medical care during pregnancy and childbirth (as usually occurs with the prioritization of maternal and child care in primary healthcare approaches); it is also about ensuring the provision of coverage of a broader range of women's health needs. This includes sexual and reproductive health care, prevention and treatment of gender-specific diseases, mental health care and support during menopause, among others. A free health system that recognizes and responds to these particularities not only improves women's quality of life, but also contributes to greater equity in healthcare.
124. When health services adopt a gender approach, they are able to adapt better to the individual needs of women, offering personalized and more effective care. This includes training staff on gender issues, implementing protocols that consider biological and social differences, and promoting research to address health inequalities. A comprehensive approach ensures that women receive care that not only focuses on disease prevention and treatment, but also on promoting comprehensive health and life care throughout all the phases of their lives.

125. It is important to recognize that the health sector is historically feminized, with a large majority of women workers facing challenging working conditions. Strengthening health services with a gender approach also implies improving working conditions for these working women. This can include better wages, safe working conditions, and career development opportunities. Ensuring that the health sector provides a fair and equitable working environment strengthens the quality of services offered, as well as the wellbeing of healthcare providers.

Maternity, Paternity and Parental Leave

126. Maternity and paternity protection programs and parental leave are another great social investment that contribute to the exercise of women's reproductive rights. However, only 30.5% of mothers with newborn children have received an economic benefit, a percentage well below international averages. Among the 24 countries in the region, 8⁵ continue to grant maternity leaves shorter than those established by the ILO (at least 14 weeks), 11⁶ countries offer paternity leave, mostly lasting five days or less, and only 3 countries (Chile, Cuba, Uruguay) provide for paid parental leave.
127. It should be noted that there has been progress in relation to parental leave, which allows the transfer of days between father and mother, but which is sometimes concentrated only on women because it is considered that women are the ones who should do this work. Making progress to ensure paternity leave is vital to recognizing the importance of shared responsibility for care at the family level and to eradicating a discriminatory culture in business structures that can sometimes lead to the loss of the job when such leave is requested.

Benefits in the case of Occupational Diseases

128. The trade union movement of the region has put forth the need to modify the term of benefits in the case of occupational diseases to “work-related diseases” in order to be more inclusive, considering that a large number of workers are in informal situations and do not necessarily reach the professional academic level.
129. During the COVID-19 pandemic, the need for benefits and services related to health and safety at work based on a comprehensive perspective and as part of the right to social protection became evident. Many frontline workers (many of whom were women) working in precarious and informal conditions, underscoring the importance of occupational health and of not only considering physical health, but also mental and psychological health.

⁵ Ecuador, Honduras, Mexico, Nicaragua, Paraguay, Peru, Puerto Rico and Uruguay.

⁶ The 11 countries of the region offering some sort of paternity leave are: Argentina; Bolivia; Brazil; Chile; Colombia; Costa Rica; Ecuador; Mexico; Peru; Uruguay and Venezuela.

130. This scenario served to reinforce the request of the International Trade Union Confederation (ITUC) and the TUCA to the ILO and at the national level, to include COVID-19 in the list of occupational diseases, in addition to psychological disorders and illnesses generated by the circumstances in which people worked in that scenario; despite the efforts, many countries have still not included COVID-19 in their lists, nor have they done so in the case of dengue fever epidemics or other contagious diseases that have clearly affected the health of the working class of the sector. However, as a great achievement resulting from the struggle and actions of trade union organizations, in June 2022 and in the framework of the 110th ILO General Conference, health and safety at work was included as one of the fundamental labor rights and principles, expressed in Conventions No. 155 (on the safety and health of workers) and No. 187 (on the promotional framework for safety and health at work).
131. This adoption commits ILO member States to respect and promote this right (whether or not they have ratified the aforementioned Conventions), as well as to formulate public policies in accordance with the ILO mandate, an aspect that constitutes a challenge for the TUCA, its affiliates and the CMTA to advocate at the national and regional level for the implementation of a gender justice agenda.

Career Paths and Impact on Retirement and Pensions

132. Labor inclusion and the permanence of older adults in the world of work present particular challenges with respect to other population groups, such as youth, Afro-descendant and indigenous women and people with disabilities, among others. Most of these women work in Latin America and the Caribbean and do so under pressure due to the need for income, due to the lack or insufficiency of pensions and the lack of other sources of income (ECLAC, 2022e and 2022f). This is because women's careers are often marked by challenges that directly affect their retirement and pensions.
133. Women tend to be concentrated in sectors and occupations that are lower paid and offer fewer opportunities for growth, such as work in care, education and services. Similarly, in many sectors, women face prejudices and gender stereotypes that limit their access to leadership positions or areas traditionally dominated by men and that operate as "invisible" barriers that prevent their advancement even when they have the same or better qualifications than men.
134. In many contexts, women face higher **unemployment** rates or are more exposed to **underemployment**, temporary or part-time jobs, as well as informal work. These forms of work usually offer fewer social benefits and few opportunities to contribute continuously and sufficiently to the pension system, directly impacting the amount due upon retirement or their access to a benefit. Gender pay gaps, which result in women earning less than men, even when they hold the same positions or perform equivalent work, also affect their chances of advancement and job stability and, consequently, their benefits in old age.

135. The combination of unemployment, underemployment, informal work and unpaid care work severely limits women's capacity to achieve adequate retirement. Therefore, public policies must address these structural inequalities by formalizing employment, creating equal pay policies that guarantee universal social protection with gender equity, and redistributing care work to ensure that all women have access to a dignified old age.
136. The international instruments reiterated by ECLAC show the double challenge of ensuring social security with a decent and sufficient pension for workers in their old age, while ensuring the right to remain in the labor market of all older adults wishing to do so.
137. The TUCA reveals that this right is far from ensured for the population of older adults. Mainly women at this stage of life are forced to perform unpaid care work to help the younger generations of their families with this responsibility (the phenomenon of “grandmother caregivers”), which makes their right to rest and leisure time impossible. Similarly, many of them have to look for precarious jobs in order to supplement their income in the absence or insufficiency of their pensions, even when their health situation is delicate. On the other hand, the world of work has not been sufficiently inclusive for those women who are interested in continuing to work after retirement; as people age, the probability of transitioning to unemployment or informal employment increases, adding phenomena such as stigmatization and age discrimination.
138. In this regard, it is essential for the trade union movement to advocate for the development of public policies to improve this situation. Policies, such as improving social security coverage to ensure that women who have been working informally or in part-time jobs may receive a pension. The equal pay policy, a flagship of the feminist union movement, is essential to combat the gender pay gap by promoting equal pay for work of equal value. It is equally important to reform the pension systems so that career breaks and unpaid contributions, such as care work, are recognized.

Health and Safety at Work with a Gender Perspective

139. It is critical to define, implement and monitor a comprehensive system of occupational risks and occupational diseases that considers both physical and mental health based on a comprehensive perspective. The top priority of this system must be universal prevention. A national strategy to protect occupational health and safety must take into account the impact of climate change, with special focus on extractive, mining and energy-related activities, chemical industries and their derivatives, as well as agricultural and livestock activities. In these sectors, both workers and the communities living in the territories are overexposed to health-deteriorating conditions. This also requires a vision based on intersectionality and, specifically, based on a gender-based approach to our realities and specificities as women in the workplace.
140. Health and safety at work without a gender perspective makes us invisible, undermining inclusion, equality, gender equity and social justice. This omission and/or invisibility is conducive to the massive use of informal or unregistered work, and also fosters the expansion of new forms of forced labor, and even modern slavery.

Violence and Harassment in the Workplace and Trade Unions

141. Gender-based violence is a structural issue in this capitalist and patriarchal society, and it is contrary to the achievement of democracy, more so when it occurs within our own organizations. The policy challenge of the TUCA and its affiliated organizations to prevent, protect and eradicate discrimination, violence and harassment in the workplace, and within trade unions themselves, is equally important and requires mechanisms and tools to raise awareness on the issue and provide guarantees to victims based on clear proceedings on how to address the issue.
142. In June 2019, during the ILO International Conference, C190 and R206 on violence and harassment in the workplace were approved; their main objective is to establish the right of every person to a world of work free of violence and harassment, including gender-based violence and harassment. The Convention applies to all people in the world of work, to the milieu, and also to all workers, regardless of their contractual status; to interns; to those who perform voluntary work or seek employment, among others; and also to those who have the authority, functions and responsibilities of the employer. The Convention is applicable to all sectors of the economy: public and private sectors and the informal economy, both in urban and rural areas. The ratification of this Convention was the result of the hard and constant work of the working class organized at the level of the ILO and it is a milestone to address violence and harassment in the workplace based on a gender perspective and the recognition of the right to human dignity.
143. The Regional Campaign for the Ratification & Implementation of C190 has monitored the process in the countries of the Americas, providing support to both the countries that have not yet ratified the Convention and those where it has been in force for some time and require more attention for its proper implementation by identifying legal voids at the national level where the provisions of the Convention should be included, as well as more training and awareness raising at the union and labor level to achieve uncompromising changes in how we relate both in the workplace and in trade unions to achieve safer environments.
144. The challenge is even greater within our organizations, where people exercise a leadership that is committed to a class-based vision and the construction of fair societies, with equity and gender equality. It is essential to advance in the consistency between policies and their daily practice. To achieve this, we need to identify and address discriminatory, violent and harassing practices that affect the entire working class. This ranges from the use of xenophobic, sexist and misogynistic language to specific actions that hamper the participation of women and LGBTIQ+ people in policy decision-making spaces. Therefore, our practices need to reflect a commitment to inclusion and respect for all gender identities, promoting a milieu in which each person is able to participate fully and on equal standing.
145. This is a huge challenge, not only for feminist women, but also for trade union organizations that believe in the transformation of the trade union movement to include and represent the diversity of the class, in proposing concrete actions to shift the paradigm, starting with each one of us women.

146. Another situation is the rise in femicides, transfemicides and lesbicides. UN Women and the Special Rapporteur on Violence against Women have appealed to States to respond to, prevent, protect and guarantee the lives of women. Efforts and joint action strategies must be intensified to ensure that budgets are allocated to the protection of victims of gender-based violence and to prevent the occurrence of further deaths of women.

Psychosocial Risks

147. Reflections on the impacts during and after the pandemic underscored the increase of psychosocial risks in the workplace due to unhealthy and unsafe working conditions. Psychosocial risks are part of the occupational risks to be prevented, and refer to the conditions and organization of work that can affect people's psychological and social functioning.
148. It is important to identify action strategies for awareness raising, reporting, prevention and advocacy for us to know what we are talking about when we refer to psychosocial risks at work. Only to the extent that we make the invisible visible, will it possible to resolve the risk situations affecting workers.
149. The ILO identifies five major groups of psychosocial risks: 1) excessive psychological demands of the job; 2) lack of control, influence and development at work; 3) lack of social support and quality leadership; 4) low work compensation; and 5) double shifts or double presence. ILO also identifies how risk factors at work are associated with the milieu and the workplace; organizational aspects; work relationships; job security and professional development. Violence and harassment in the workplace, stress caused by extreme conditions, and constant use of cell phones are risk factors that can cause illnesses such as burnout, panic attacks, depression, among others, as indicated in ILO C190. Situations of discrimination that characterize the insertion of women in the world of work reproduce the situation of inequality and power relations existing in society, and act as health risk factors directly and indirectly.
150. Division of labor is mediated by gender and leads to a segregation of the working world that affects women's health differently in comparison to men's health. Adequate prevention must include the gender perspective, given that psychosocial occupational risks disproportionately affect the diverse gender identities and are associated with highly feminized jobs, such as jobs in the education, health, care (including home care), platform and teleworking sectors, among others.
151. In this regard, advocacy to create and/or modify public policies with a gender perspective is essential to allow the incorporation of training, prevention and inspection, as well as the identification of psychosocial risks in the workplace. Trade unions have an important responsibility to promote and focus on working conditions arising from organization and relations in the workplace at the time of understanding the particular situation of women at work and its impact on their health.

Ergonomic Risks

152. This seems to be the most well-known type of risk; however, the situations and symptoms that arise from not applying preventive conditions end up becoming normalized. Ergonomic risks (also identified as biomechanical) generally produce Musculoskeletal Disorders (MSDs), which underscore the importance of raising awareness on all the causes that are affecting men and women differently.
153. This requires a risk assessment in the workplace based on a gender perspective, identifying biological differences according to sex and gender inequalities (with emphasis on the division of roles at the time of organizing the work, based on the social construction of gender), in addition to other conditions such as age. Detailed information from the get-go is required for this purpose. Awareness of the existing or planned working conditions in the workplace and information regarding the characteristics of the people who occupy said positions.
154. In the mostly feminized jobs in the health sector, early childhood care centers, at home, as well as in the food, hospitality, maquila, laundry, sewing industries or micro-task platforms, the most common ergonomic risks are: manual handling, forced physical positions, emotional demands, shift work, solitary or isolated work, violence of clients and family members, low or high temperatures, repetitive work and continuous movements, and overwhelming or intense work. All of this causes various MSDs as well as illnesses such as stress and depression, which in many cases are normalized by women workers, without linking them to the working conditions to which they are subjected on a daily basis.
155. It is also important to highlight the high rate of informality in these labor sectors, rendering the conditions of these women workers invisible and generating high under-reporting of these occupational diseases.
156. This situation requires a transformation within trade unions to fortify the knowledge, research and evaluation of the working conditions of women workers in our region, and to design strategies to advocate for the development of occupational health policies with a gender perspective as defined in the Trade Union Strategy for Occupational Health for the Americas of the TUCA, a tool that is continuously updated on the current situation of diversity of the current working class.

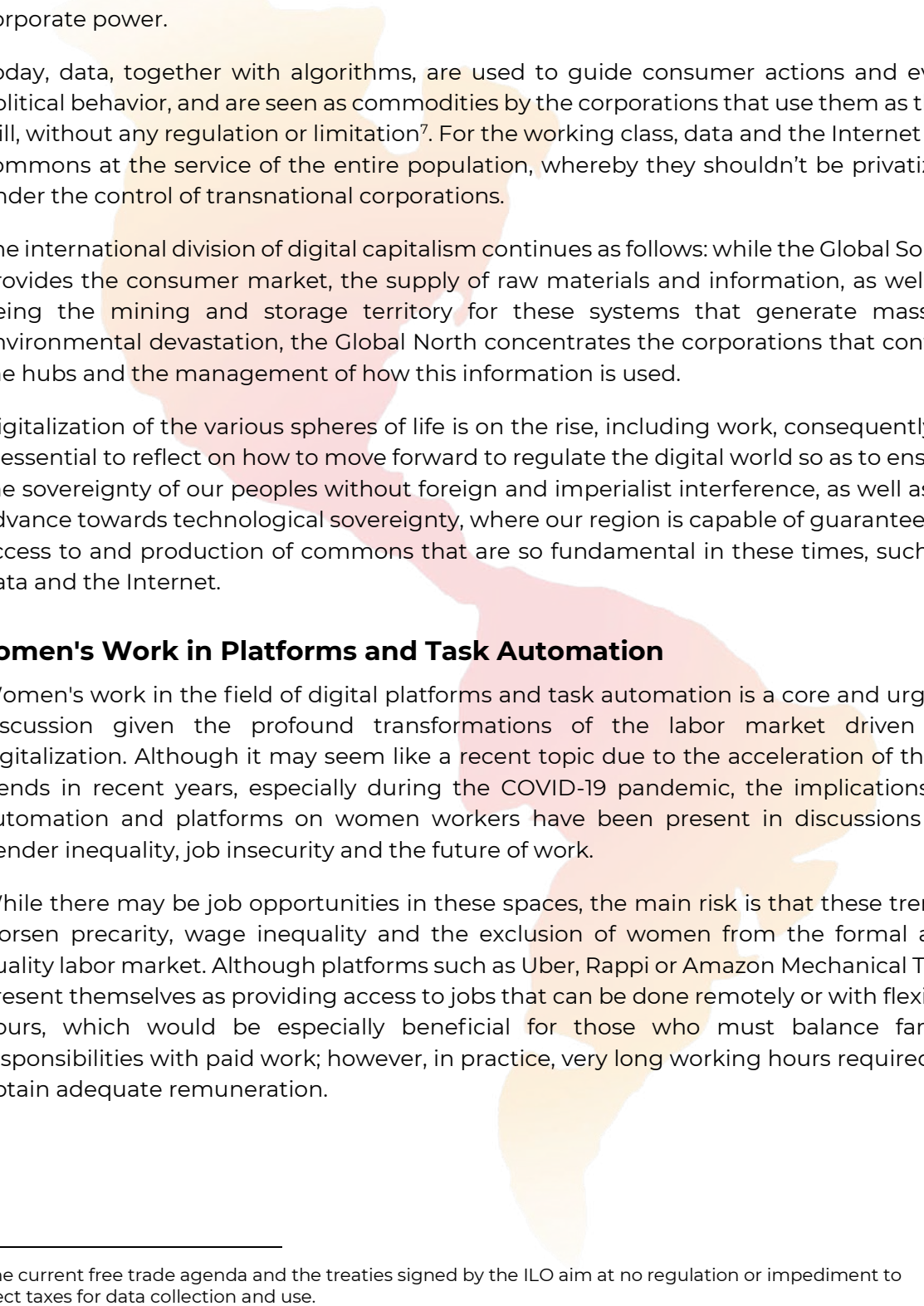
Women Workers in Precarious and Informal Conditions

157. Job insecurity and informality are structural and persistent problems in many countries in the Americas, and the sexual division of labor is a key factor to understand the perpetuation of this inequality.

158. The combination of precarity and informality disproportionately affects women, especially in sectors such as domestic work, street vending and agriculture, where women's presence is significant. The overrepresentation of women in these working conditions, which are often valued less and paid less, is the result of a combination of historical, social, economic and cultural factors that perpetuate gender inequality.
159. Often these working women also face additional barriers such as gender discrimination with the various intersectionalities, compounding their situation of vulnerability.
160. During the COVID-19 pandemic, female informality intensified, with many women losing their sources of income and facing, and still facing, greater difficulties to re-enter the labor market, further exacerbating pre-existing inequalities. This situation underscores the need for public policies with a gender perspective that promote the formalization of work, women's access to quality jobs and social protection, as well as affirmative actions to combat gender and racial discrimination in the labor market.
161. While some countries have implemented public policies to improve women's working conditions, these measures are not sufficient to address the magnitude of the problem. A comprehensive approach is required that promotes decent work, safe and healthy environments and closes gender gaps in both employment and wages.
162. The regional trade union movement plays a fundamental role in the struggle to improve the working conditions of working women in precarious and informal situations. By strengthening their organization, promoting political advocacy and creating strategic partnerships, trade unions can transform their agendas by incorporating a gender perspective and building a more just and equitable future for all women workers.
163. Addressing job insecurity and informality from a feminist perspective requires a comprehensive approach that recognizes the complexity of the oppression faced by women. The fight for women workers' rights in these contexts is not only a matter of labor justice, it is also a matter of gender justice, where the transformation of economic and social structures is the path to achieving equality, equity and dignity for all women workers.

Digitalization of Society, the Economy and Work. Rights for Working Women of Today and Tomorrow

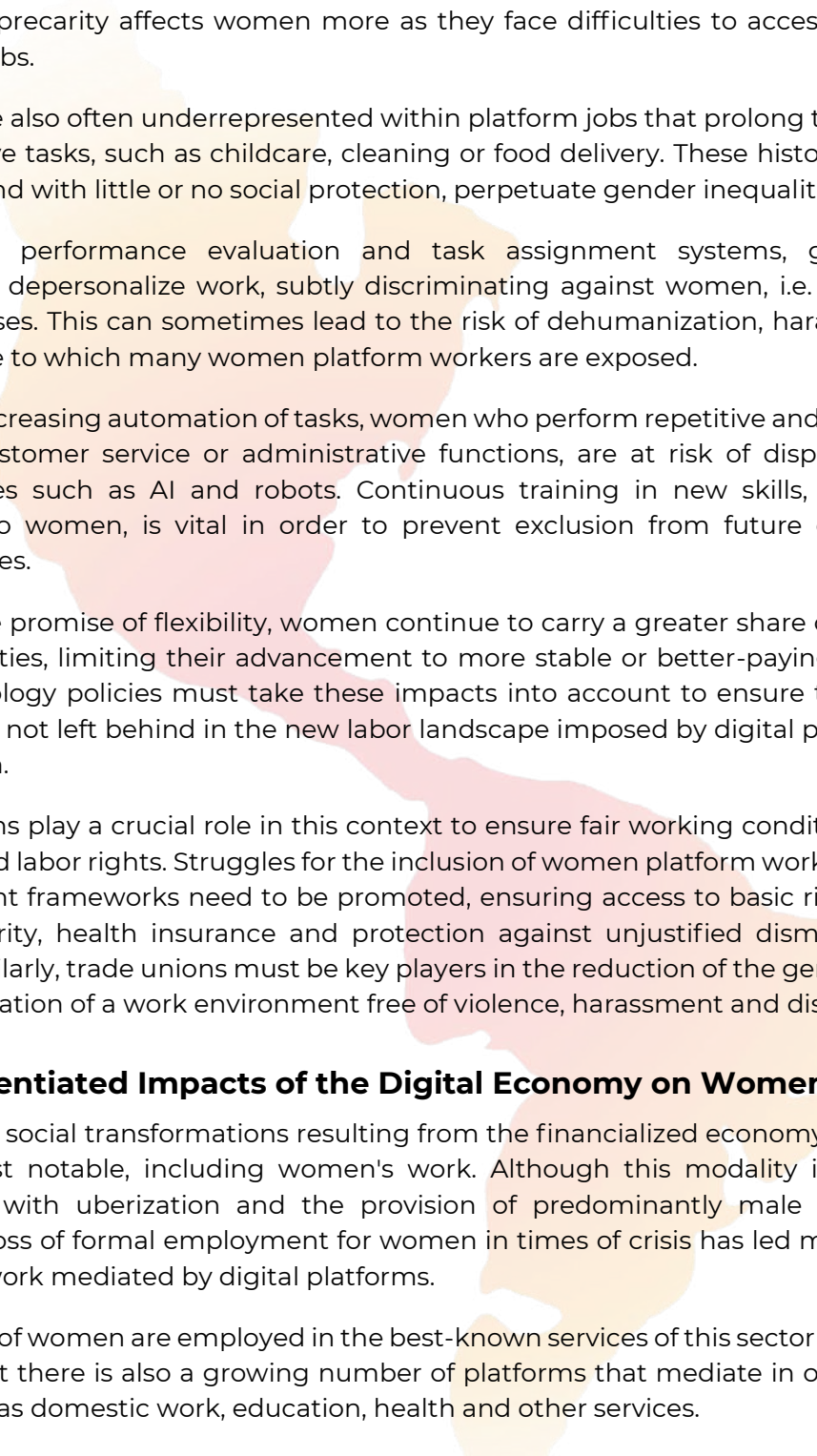
164. Digitalization is a central feature of financialized neoliberalism, reflecting the dominant regime of accumulation of our times. In the current stage of capitalism, the main way of accumulating wealth is through financialization, i.e. it is more profitable for capitalists to be inserted in the flows of capital than in the production or services sector.
165. To accumulate wealth in financialization, it is necessary to speculate, i.e. to foresee the future in some way. Thus, data have become the most lucrative asset of our times. In the digital world, where many devices and parts of our lives are connected to the Internet, we are producing information all the time and, therefore, generating profits for those who own these data.

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166. Large digital corporations such as Google, Amazon and META (Facebook, Instagram, etc.) own most of the data on the planet, which can be used to produce public policies, monitor endemic diseases or provide us with trafficking information, but as they are under the exclusive control of private corporations, said data are limited to generating profits for corporate power.
167. Today, data, together with algorithms, are used to guide consumer actions and even political behavior, and are seen as commodities by the corporations that use them as they will, without any regulation or limitation⁷. For the working class, data and the Internet are commons at the service of the entire population, whereby they shouldn't be privatized under the control of transnational corporations.
168. The international division of digital capitalism continues as follows: while the Global South provides the consumer market, the supply of raw materials and information, as well as being the mining and storage territory for these systems that generate massive environmental devastation, the Global North concentrates the corporations that control the hubs and the management of how this information is used.
169. Digitalization of the various spheres of life is on the rise, including work, consequently, it is essential to reflect on how to move forward to regulate the digital world so as to ensure the sovereignty of our peoples without foreign and imperialist interference, as well as to advance towards technological sovereignty, where our region is capable of guaranteeing access to and production of commons that are so fundamental in these times, such as data and the Internet.

Women's Work in Platforms and Task Automation

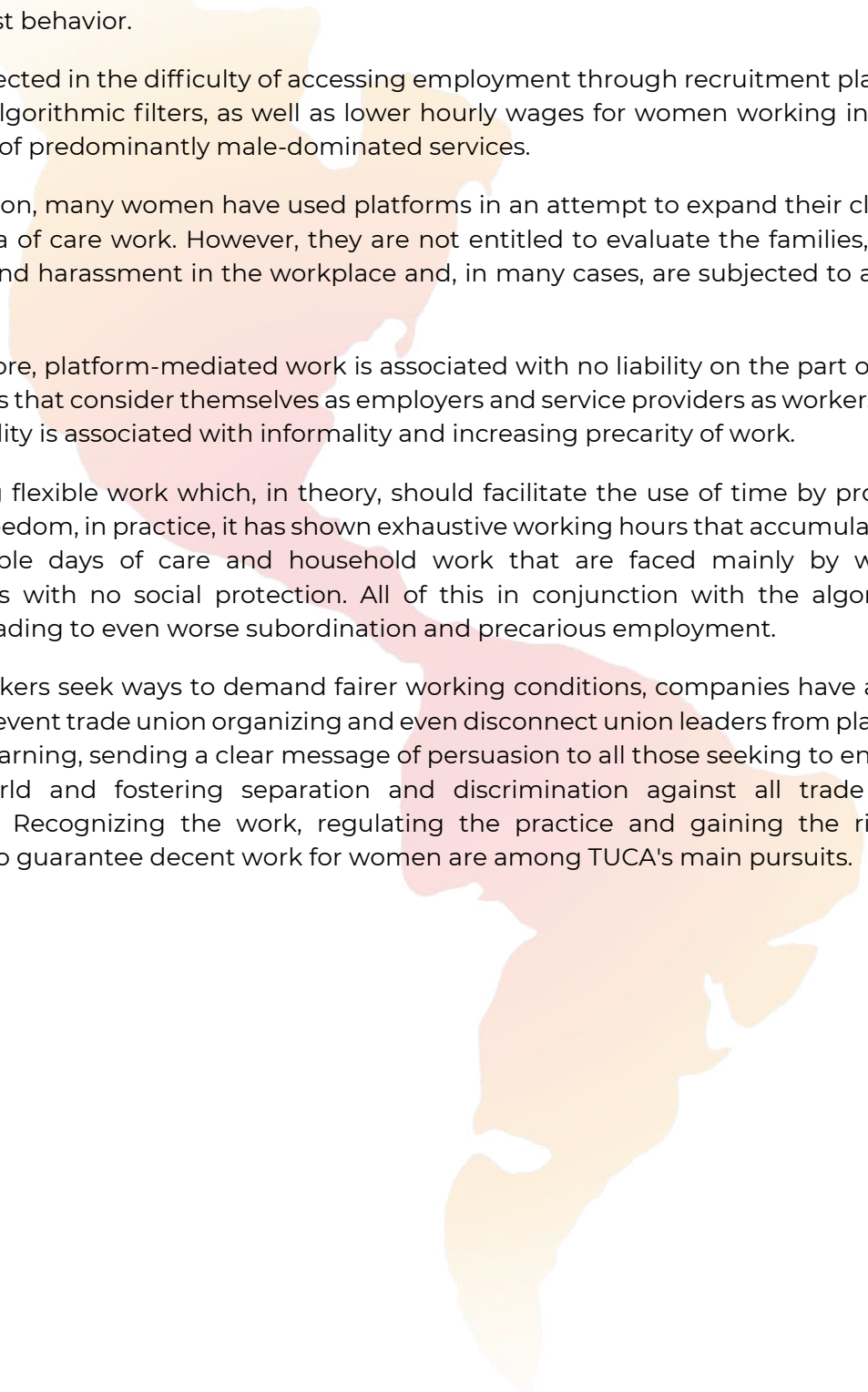
170. Women's work in the field of digital platforms and task automation is a core and urgent discussion given the profound transformations of the labor market driven by digitalization. Although it may seem like a recent topic due to the acceleration of these trends in recent years, especially during the COVID-19 pandemic, the implications of automation and platforms on women workers have been present in discussions on gender inequality, job insecurity and the future of work.
171. While there may be job opportunities in these spaces, the main risk is that these trends worsen precarity, wage inequality and the exclusion of women from the formal and quality labor market. Although platforms such as Uber, Rappi or Amazon Mechanical Turk present themselves as providing access to jobs that can be done remotely or with flexible hours, which would be especially beneficial for those who must balance family responsibilities with paid work; however, in practice, very long working hours required to obtain adequate remuneration.

⁷ The current free trade agenda and the treaties signed by the ILO aim at no regulation or impediment to collect taxes for data collection and use.

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172. Most of these jobs lack basic labor rights, such as social security, health insurance or paid leave. This precarity affects women more as they face difficulties to access formal and well-paid jobs.
173. Women are also often underrepresented within platform jobs that prolong their role into reproductive tasks, such as childcare, cleaning or food delivery. These historically poorly paid jobs and with little or no social protection, perpetuate gender inequalities.
174. Automated performance evaluation and task assignment systems, governed by algorithms, depersonalize work, subtly discriminating against women, i.e. reproducing gender biases. This can sometimes lead to the risk of dehumanization, harassment and surveillance to which many women platform workers are exposed.
175. With the increasing automation of tasks, women who perform repetitive and routine jobs, such as customer service or administrative functions, are at risk of displacement by technologies such as AI and robots. Continuous training in new skills, with special attention to women, is vital in order to prevent exclusion from future employment opportunities.
176. Despite the promise of flexibility, women continue to carry a greater share of household responsibilities, limiting their advancement to more stable or better-paying jobs. Labor and technology policies must take these impacts into account to ensure that working women are not left behind in the new labor landscape imposed by digital platforms and automation.
177. Trade unions play a crucial role in this context to ensure fair working conditions, gender equality and labor rights. Struggles for the inclusion of women platform workers in formal employment frameworks need to be promoted, ensuring access to basic rights such as social security, health insurance and protection against unjustified dismissal, among others. Similarly, trade unions must be key players in the reduction of the gender pay gap and the creation of a work environment free of violence, harassment and discrimination.

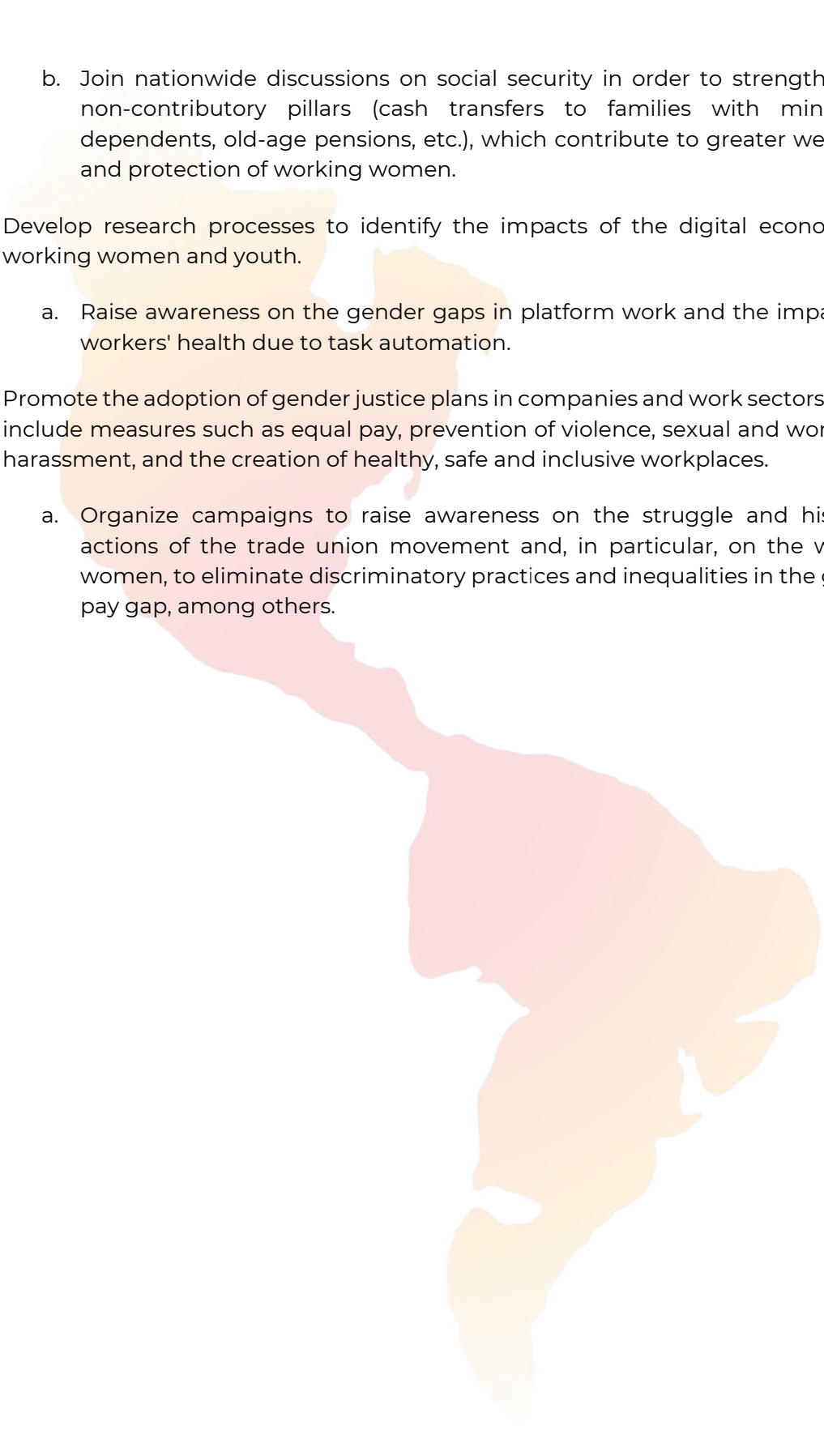
The Differentiated Impacts of the Digital Economy on Women's Work

178. Among the social transformations resulting from the financialized economy, work is one of the most notable, including women's work. Although this modality is commonly associated with uberization and the provision of predominantly male services, the structural loss of formal employment for women in times of crisis has led many of them to turn to work mediated by digital platforms.
179. Thousands of women are employed in the best-known services of this sector (delivery and driving), but there is also a growing number of platforms that mediate in other types of work, such as domestic work, education, health and other services.
180. The pandemic expanded the teleworking modality, which has led many women to reconcile their working hours with care and domestic demands, generating a heavier physical, mental and psychosocial burden, at times preferring to leave the workforce given the hefty weight on their daily lives.

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181. Algorithms are involved in several parts of the process of the digital world of work: from hiring to quality control of work and the relationship between workers and customers. It might seem like a neutral tool, but more and more research shows that algorithms reflect the values of those who design them, whereby it is not unusual to discover sexist, racist and classist behavior.
 182. This is reflected in the difficulty of accessing employment through recruitment platforms that use algorithmic filters, as well as lower hourly wages for women working in digital platforms of predominantly male-dominated services.
 183. In the region, many women have used platforms in an attempt to expand their clientele in the area of care work. However, they are not entitled to evaluate the families, report violence and harassment in the workplace and, in many cases, are subjected to abusive rates.
 184. Furthermore, platform-mediated work is associated with no liability on the part of these companies that consider themselves as employers and service providers as workers. Thus, this modality is associated with informality and increasing precarity of work.
 185. Regarding flexible work which, in theory, should facilitate the use of time by providing greater freedom, in practice, it has shown exhaustive working hours that accumulate with the multiple days of care and household work that are faced mainly by women, sometimes with no social protection. All of this in conjunction with the algorithmic control, leading to even worse subordination and precarious employment.
 186. While workers seek ways to demand fairer working conditions, companies have already tried to prevent trade union organizing and even disconnect union leaders from platforms without warning, sending a clear message of persuasion to all those seeking to enter the union world and fostering separation and discrimination against all trade union members. Recognizing the work, regulating the practice and gaining the right to unionize to guarantee decent work for women are among TUCA's main pursuits.

Lines of Action Pillar 2 - To further strengthen the trade union movement and working women:

- 1- Create and strengthen networks of women trade unionists to help foster their leadership, sharing of experiences, ongoing training and mutual support. Based on a class-based feminist approach, strengthen women in spaces of collective bargaining and social dialogue.
- 2- Incorporate specific clauses in collective bargaining agreements that promote equal pay, occupational health and safety with a gender perspective, care leave and other equitable benefits to prevent workplace accidents and reduce the impacts of time poverty and the overload of unpaid care work.
 - a. Develop training and promotion campaigns on occupational health that address issues such as mental health, psychosocial and ergonomic risks with emphasis on feminized jobs, as well as self-care practices and the prevention of occupational diseases in women.
- 3- Promote co-responsibility in household and care work through awareness-raising campaigns aimed at both employers and workers, with special emphasis on current legislation linked to maternity, paternity and parental days of leave at the national level, in order to attain the standards suggested by the ILO.
- 4- Work to further the organization of women in the informal economy and in precarious jobs, raising awareness on their demands and struggles in the quest for the formalization and protection of their labor rights.
 - a. In trade union agendas, include the specific issues of women workers in precarious and informal conditions, including gender diversity and its intersectionalities, in accordance with the realities of each country.
- 5- Incorporate the gender perspective into discussions and trade union agendas on social protection to raise awareness on existing challenges in relation to women's career paths (longer periods of unemployment, underemployment, caregiving, etc.), which can be remedied with public policies on the matter.
 - a. Fight for equal parental leave to help eliminate hidden discrimination when hiring men and women, and to promote shared responsibility for care within the family.

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- b. Join nationwide discussions on social security in order to strengthen the non-contributory pillars (cash transfers to families with minors or dependents, old-age pensions, etc.), which contribute to greater wellbeing and protection of working women.
- 6- Develop research processes to identify the impacts of the digital economy on working women and youth.
- a. Raise awareness on the gender gaps in platform work and the impacts on workers' health due to task automation.
- 7- Promote the adoption of gender justice plans in companies and work sectors, which include measures such as equal pay, prevention of violence, sexual and workplace harassment, and the creation of healthy, safe and inclusive workplaces.
- a. Organize campaigns to raise awareness on the struggle and historical actions of the trade union movement and, in particular, on the work of women, to eliminate discriminatory practices and inequalities in the gender pay gap, among others.

Pillar 3

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**Sustainable
Development and
Integration of the
Peoples.**

PILLAR 3: Sustainable Development and Integration of the Peoples

187. Sustainable development and the integration of the peoples, from the perspective of working women in the Americas, involves recognizing their fundamental role in the economy, politics, social justice and environmental protection. Working women face the worst consequences of the capitalist and patriarchal system, and are also fundamental in the fight for a fair transition. Their perspective encompasses the defense of labor rights, gender equity and equality, climate justice and peoples' sovereignty, promoting inclusive development that respects cultural diversity and human rights.

Regional Integration of the Peoples with a Class-based Feminist Perspective

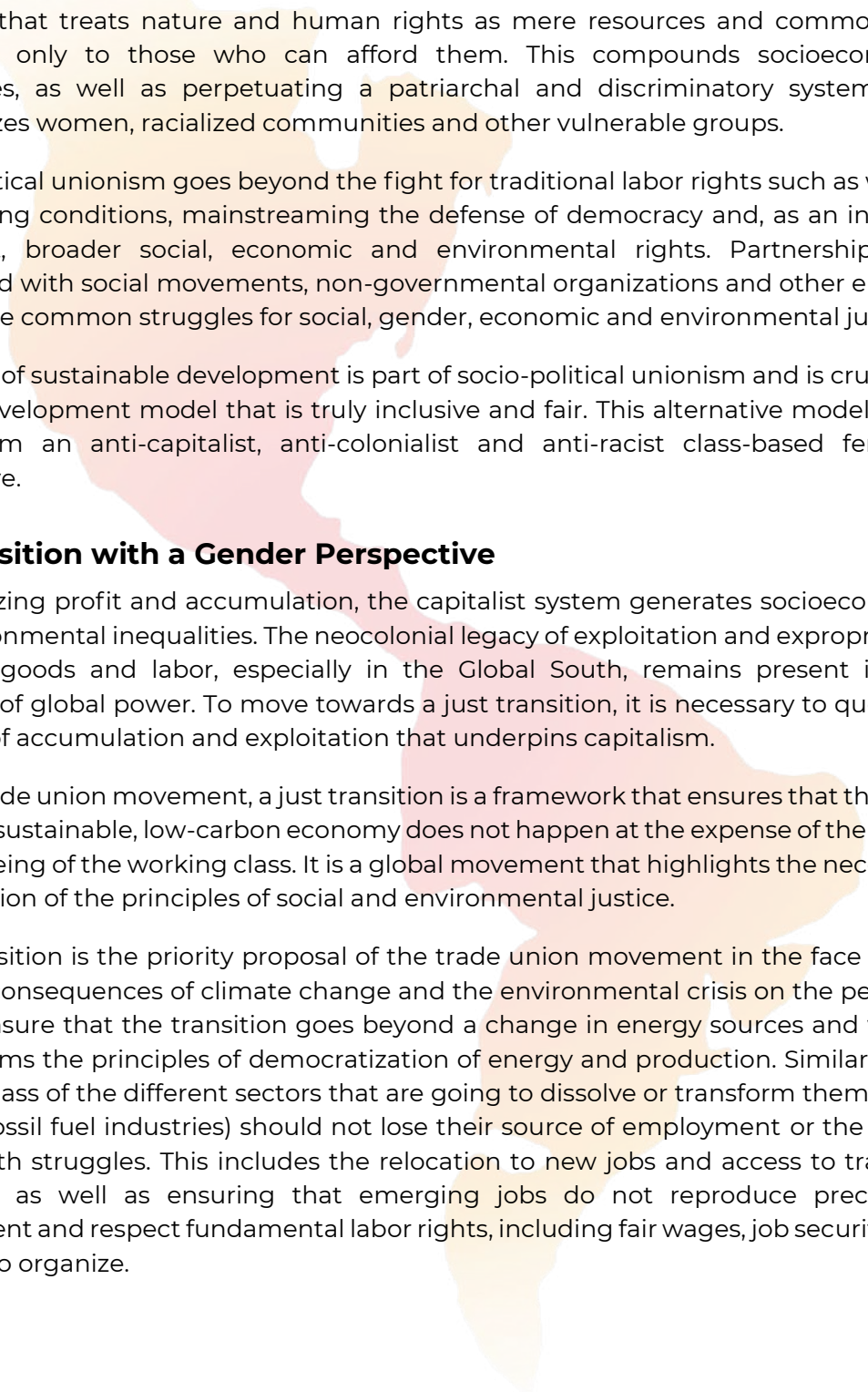
188. The TUCA fights for and promotes regional political, economic and cultural integration by and for the peoples. This leads to social wellbeing, recognition of cultural diversity, respect for sovereignty and the right to development, and promotes social and environmental justice, collective rights and self-determination in order to ensure a politically, economically, culturally and socially stable region.
189. The historical processes of exploitation, that our region has fully experienced, are still present today through colonialism, modern slavery, the extermination of indigenous peoples and their ways of living, as well as the attack against nature, our sovereignty and self-determination. Expressing ourselves in our countries, where we are considered as cheap labor, a source of resources and consumer market for products manufactured in other countries.
190. The attempt at imperialist domination over the agenda of the countries in the region is recurrent, as is the resistance of the working class. If at some point the United States government sought to build a dependent integration through the Free Trade Area of the Americas (FTAA), the power of resistance allowed us to point out that our integration project is different, that it is based on solidarity, the harmonization of movements and, above all, based on the needs and proposals of the popular classes.
191. At the beginning of the millennium, several alternatives of institutional integration were developed and strengthened, driven by a progressive agenda and by the union and popular struggle, such as MERCOSUR, ALBA, UNASUR and CELAC, as well as important meeting spaces, such as the Social Forum of the Americas and the Peoples' Summits. However, these spaces have been questioned by the right, which voids them and proposes parallel spaces, such as PROSUL or integrations via bilateral free trade agreements and investment protection with the Global North.

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192. For us women, integration is not achieved through the free market, but through a political, social, cultural and economic project based on our self-determination and sovereignty. This agenda cannot be merely institutional, it has to be of the grassroots, with the protagonism of social and union movements, and with actual participation of women and youth in these spaces.
193. To overcome dependency requires a regional policy to eradicate the conditions of informality and structural precarity of the world of work in our countries, especially for women; to present another relationship with nature, in which nature is not a source of resources, but is respected as a common. More than the free movement of goods, we fight for the right to the free movement of people, ensuring that they can decide whether to migrate or not to migrate, to return to their countries or not, and with health, security and social protection coverage in the countries of destination.
194. Unlike the hegemonic project in which economic growth and profits are the center of the regional agenda, women put life at the center of integration, given their work in sustaining the economy and in care work. Therefore, we fight for a regional care policy, as well as decent working conditions for women and respect for their rights.
195. We champion a life worth living for our peoples, without coups or interventions in our democracies, and in harmony with nature. Women are the guardians of seeds and biodiversity, and we are also those who resist corporate attacks in the rural and urban territories. From our perspective as a trade union movement, we fight for a strong, integrated and organized region with a common agenda to achieve regional cooperation and integration, to enable the incorporation of fundamental pillars such as: “democracy, free movement and the rights of migrants, work and labor rights, just transition and energy sovereignty, food sovereignty, and response to the climate crisis with environmental justice”⁸. We build this integration agenda partnered with other social movements and organizations, with which we share principles in defense of the working class and articulated in the **Continental Day for Democracy and Against Neoliberalism**.

Sustainable Development

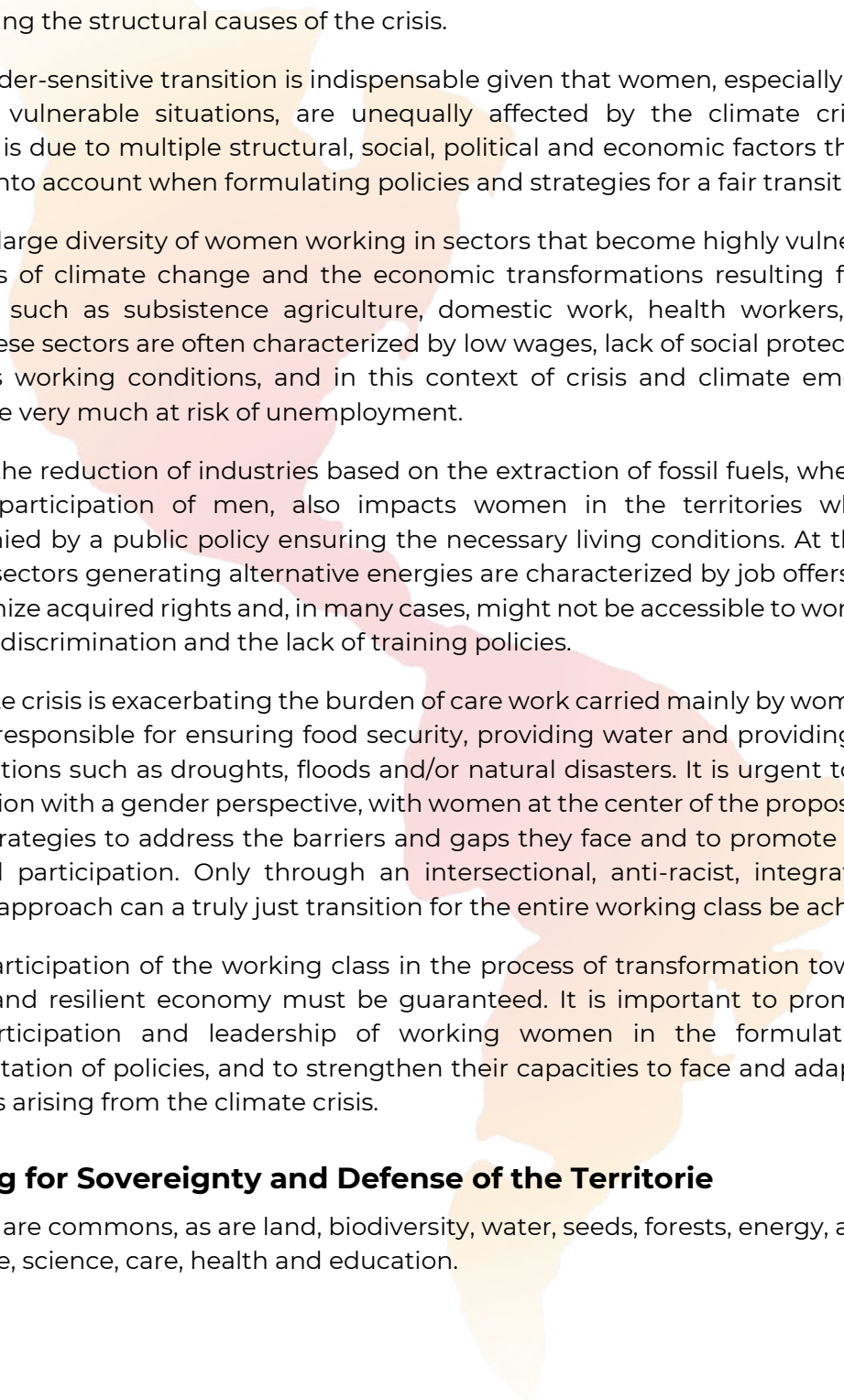
196. The concept of sustainable development used in this document is the one formulated in PLADA, conceived as an alternative built by and for the popular majorities, which puts work and life at the center; it is a way of understanding and organizing the essentials of social life with a new logic, in contrast to neoliberal thinking. It also focuses on meeting the needs of the present without compromising the capabilities of future generations. We refer to productive and reproductive work, recognizing that the latter has historically been overlooked and assigned to women.

⁸ TUCA. February 2024: visited on 07/08/24 <https://csa-csi.org/2024/02/27/propuestas-para-avanzar-en-la-integracion-regional/>

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197. Proposing sustainable development is an environmental issue, which also requires an in-depth questioning of the current economic order, which prioritizes profit over common wellbeing and perpetuates structural inequalities. The privatization, commodification and financialization of the commons -such as water, land and air- are manifestations of a system that treats nature and human rights as mere resources and commodities, accessible only to those who can afford them. This compounds socioeconomic inequalities, as well as perpetuating a patriarchal and discriminatory system that marginalizes women, racialized communities and other vulnerable groups.
198. Socio-political unionism goes beyond the fight for traditional labor rights such as wages and working conditions, mainstreaming the defense of democracy and, as an integral part of it, broader social, economic and environmental rights. Partnerships are established with social movements, non-governmental organizations and other entities to reinforce common struggles for social, gender, economic and environmental justice.
199. The vision of sustainable development is part of socio-political unionism and is crucial to build a development model that is truly inclusive and fair. This alternative model must mainstream an anti-capitalist, anti-colonialist and anti-racist class-based feminist perspective.

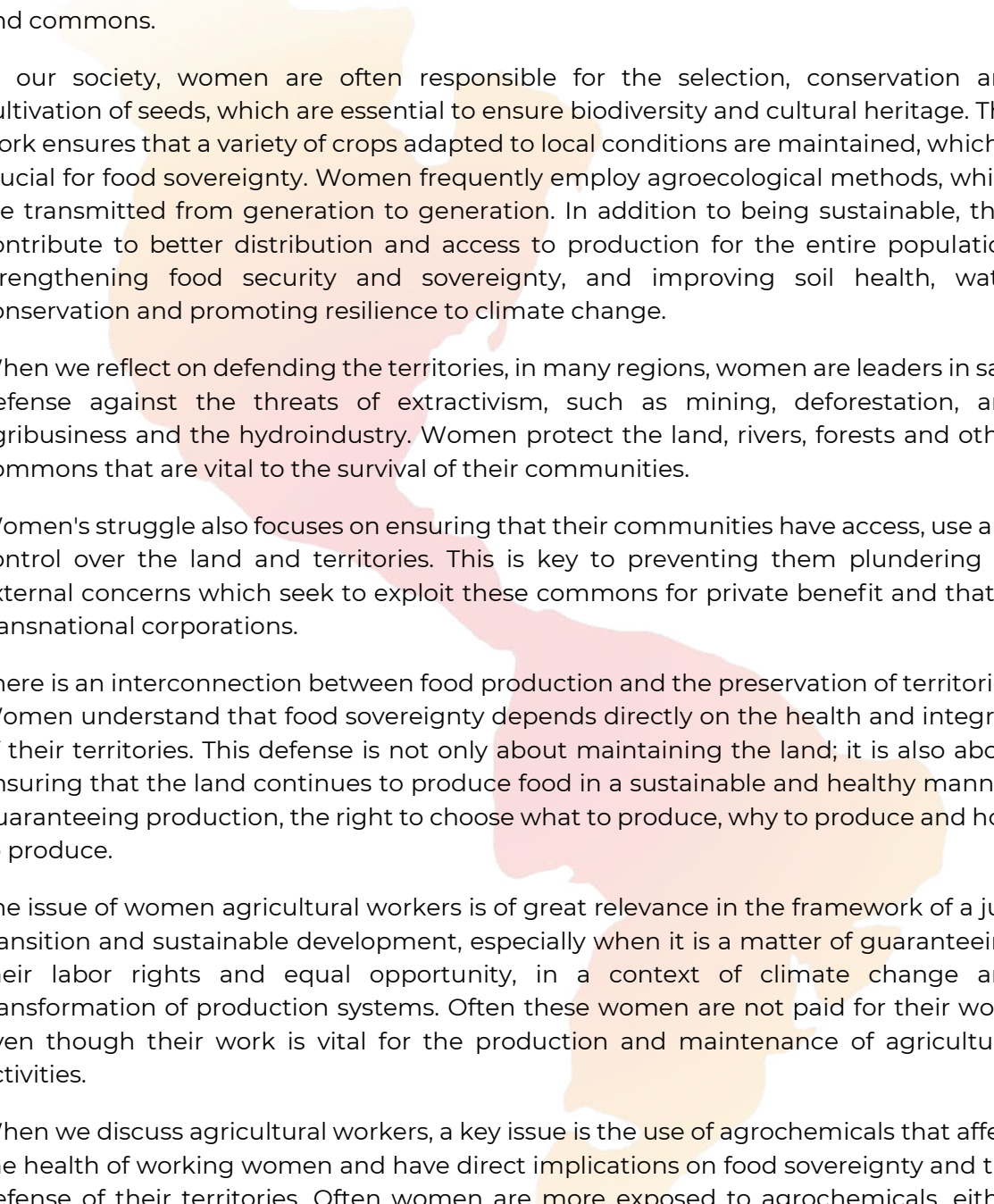
Just Transition with a Gender Perspective


200. By prioritizing profit and accumulation, the capitalist system generates socioeconomic and environmental inequalities. The neocolonial legacy of exploitation and expropriating common goods and labor, especially in the Global South, remains present in the dynamics of global power. To move towards a just transition, it is necessary to question the logic of accumulation and exploitation that underpins capitalism.
201. For the trade union movement, a just transition is a framework that ensures that the shift to a more sustainable, low-carbon economy does not happen at the expense of the rights and wellbeing of the working class. It is a global movement that highlights the necessary orchestration of the principles of social and environmental justice.
202. A fair transition is the priority proposal of the trade union movement in the face of the negative consequences of climate change and the environmental crisis on the peoples. It must ensure that the transition goes beyond a change in energy sources and which mainstreams the principles of democratization of energy and production. Similarly, the working class of the different sectors that are going to dissolve or transform themselves (such as fossil fuel industries) should not lose their source of employment or the rights gained with struggles. This includes the relocation to new jobs and access to training programs, as well as ensuring that emerging jobs do not reproduce precarious employment and respect fundamental labor rights, including fair wages, job security and the right to organize.

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203. The participation of trade unions and the working class in decision-making is essential. We must demand that they play an active role in the planning and execution of the transition, ensuring that their interests and needs are considered and that their proposals are incorporated into the definitions of new forms of production capable of transforming the structural causes of the crisis.
204. A just gender-sensitive transition is indispensable given that women, especially those in the most vulnerable situations, are unequally affected by the climate crisis. This inequality is due to multiple structural, social, political and economic factors that must be taken into account when formulating policies and strategies for a fair transition.
205. There is a large diversity of women working in sectors that become highly vulnerable to the effects of climate change and the economic transformations resulting from the transition, such as subsistence agriculture, domestic work, health workers, among others. These sectors are often characterized by low wages, lack of social protection and precarious working conditions, and in this context of crisis and climate emergency, women are very much at risk of unemployment.
206. Likewise, the reduction of industries based on the extraction of fossil fuels, where there is major participation of men, also impacts women in the territories when not accompanied by a public policy ensuring the necessary living conditions. At the same time, the sectors generating alternative energies are characterized by job offers that do not recognize acquired rights and, in many cases, might not be accessible to women due to gender discrimination and the lack of training policies.
207. The climate crisis is exacerbating the burden of care work carried mainly by women, who are often responsible for ensuring food security, providing water and providing care in crisis situations such as droughts, floods and/or natural disasters. It is urgent to build a fair transition with a gender perspective, with women at the center of the proposals, with specific strategies to address the barriers and gaps they face and to promote their full and equal participation. Only through an intersectional, anti-racist, integrative and equitable approach can a truly just transition for the entire working class be achieved.
208. The full participation of the working class in the process of transformation towards an inclusive and resilient economy must be guaranteed. It is important to promote the active participation and leadership of working women in the formulation and implementation of policies, and to strengthen their capacities to face and adapt to the challenges arising from the climate crisis.

Producing for Sovereignty and Defense of the Territorie

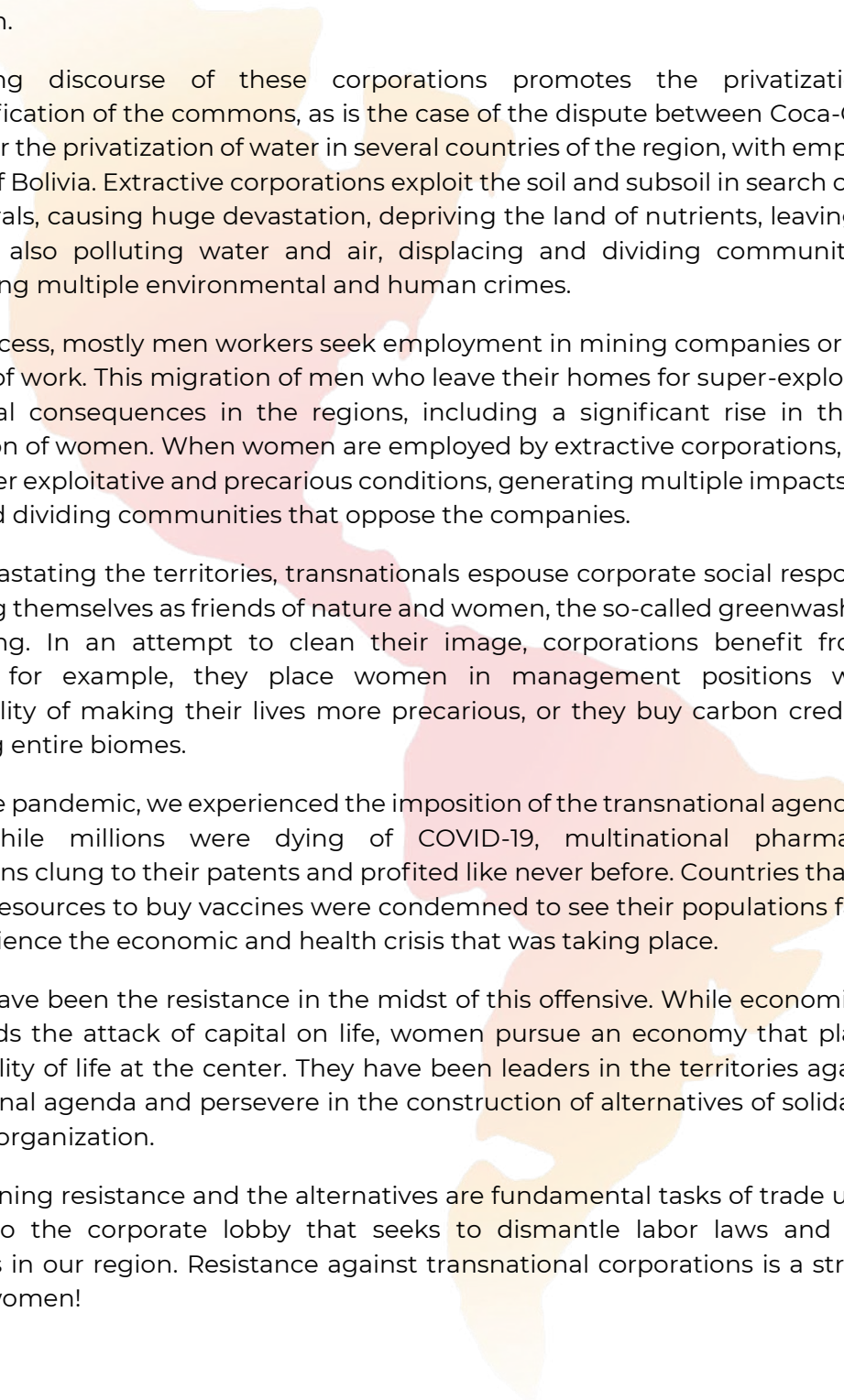
209. Territories are commons, as are land, biodiversity, water, seeds, forests, energy, ancestral knowledge, science, care, health and education.

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210. Women's contribution is essential to guarantee the sustainability of communities, territories and the preservation of nature and its commons in the face of the threats of extractivism and environmental crises. Women play a fundamental role in production for food security, sovereignty and self-sufficiency, as well as in the defense of the territories and commons.
211. In our society, women are often responsible for the selection, conservation and cultivation of seeds, which are essential to ensure biodiversity and cultural heritage. This work ensures that a variety of crops adapted to local conditions are maintained, which is crucial for food sovereignty. Women frequently employ agroecological methods, which are transmitted from generation to generation. In addition to being sustainable, they contribute to better distribution and access to production for the entire population, strengthening food security and sovereignty, and improving soil health, water conservation and promoting resilience to climate change.
212. When we reflect on defending the territories, in many regions, women are leaders in said defense against the threats of extractivism, such as mining, deforestation, and agribusiness and the hydroindustry. Women protect the land, rivers, forests and other commons that are vital to the survival of their communities.
213. Women's struggle also focuses on ensuring that their communities have access, use and control over the land and territories. This is key to preventing them plundering by external concerns which seek to exploit these commons for private benefit and that of transnational corporations.
214. There is an interconnection between food production and the preservation of territories. Women understand that food sovereignty depends directly on the health and integrity of their territories. This defense is not only about maintaining the land; it is also about ensuring that the land continues to produce food in a sustainable and healthy manner, guaranteeing production, the right to choose what to produce, why to produce and how to produce.
215. The issue of women agricultural workers is of great relevance in the framework of a just transition and sustainable development, especially when it is a matter of guaranteeing their labor rights and equal opportunity, in a context of climate change and transformation of production systems. Often these women are not paid for their work, even though their work is vital for the production and maintenance of agricultural activities.
216. When we discuss agricultural workers, a key issue is the use of agrochemicals that affect the health of working women and have direct implications on food sovereignty and the defense of their territories. Often women are more exposed to agrochemicals, either during their application or during the subsequent agricultural tasks such as harvesting and crop handling. In many cases, these women workers are not considered in formal agricultural work statistics, which can lead to a lack of labor protection and access to protective equipment against these products, to prevent diseases or impacts on their fertility, which are not considered as occupational diseases.

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217. In this regard, the protection of the rights of women workers in agriculture, whether family or not, is essential to ensure fair and decent working conditions. It is also vital to address gender equity in the rural sector, given that women in these positions sometimes lack formal recognition of their work. Adequate protection improves quality of life and fortifies sustainable agriculture, both of which are key to food security and rural development.
218. Women play a crucial role in production for food sovereignty and defense of the territories. Public policies must recognize and strengthen this role and ensure that working women have significant representation in decision-making processes related to management of the territory and of the commons, both at the community and territorial level, and in government bodies.
219. In this regard, trade unions play a key role in the fight for the recognition and protection of women's work in production for the sovereignty and defense of the territories, as well as the right to a life free of gender and political violence in the dispute over the land.
220. Public policies should provide subsidies and specific financial support to women involved in family and agroecological farming, prioritizing sustainable practices that contribute to food sovereignty. Public policies must also ensure women's equitable access to land, seeds and water. This includes land property titles in women's names, gender-sensitive land reform programs, and protection against land grabbing.

Global Production Chains and Transnational Corporations with a Gender Perspective

221. Often when we discuss capitalism, it is presented as an abstract entity present everywhere, but, in practice, its action is based on its players. In this model of neoliberal and financialized globalization, transnational corporations are presented as core players in the organization of capital and its impact on territories.
222. Based on a historical and colonial international division of labor, these corporations are structured into production chains, in which the center of thought and accumulation is located, for the most part, in the countries of the Global North, and they fragment their production chain and distribute the links of the exploitation of nature and precarious work towards the countries of the South.
223. Some of these corporations generate revenues that are higher than the GDP of many countries. Such power is not limited to the economic sphere: articulated with other players, including Nation States, these corporations build a political agenda, dispute the possession of territories and commons, are legally ordered at the international level and foster free trade agreements and investment protection.

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224. Within the GPCs, the countries of the North assume the political agendas of their corporations, while the countries of the South compete with each other to attract them with developmentalist speeches, making labor rights more flexible, allowing the plundering of nature, and providing multiple tax exemptions to the detriment of the population.
225. The strong discourse of these corporations promotes the privatization and commodification of the commons, as is the case of the dispute between Coca-Cola and Nestlé over the privatization of water in several countries of the region, with emphasis on the case of Bolivia. Extractive corporations exploit the soil and subsoil in search of energy and minerals, causing huge devastation, depriving the land of nutrients, leaving it unfit for crops, also polluting water and air, displacing and dividing communities, and perpetrating multiple environmental and human crimes.
226. In this process, mostly men workers seek employment in mining companies or migrate in search of work. This migration of men who leave their homes for super-exploited jobs has several consequences in the regions, including a significant rise in the sexual exploitation of women. When women are employed by extractive corporations, they are often under exploitative and precarious conditions, generating multiple impacts on their health and dividing communities that oppose the companies.
227. While devastating the territories, transnationals espouse corporate social responsibility, presenting themselves as friends of nature and women, the so-called greenwashing and lilacwashing. In an attempt to clean their image, corporations benefit from false solutions: for example, they place women in management positions with the responsibility of making their lives more precarious, or they buy carbon credits while destroying entire biomes.
228. During the pandemic, we experienced the imposition of the transnational agenda on the world. While millions were dying of COVID-19, multinational pharmaceutical corporations clung to their patents and profited like never before. Countries that did not have the resources to buy vaccines were condemned to see their populations fall ill, die and experience the economic and health crisis that was taking place.
229. Women have been the resistance in the midst of this offensive. While economic power compounds the attack of capital on life, women pursue an economy that places the sustainability of life at the center. They have been leaders in the territories against the transnational agenda and persevere in the construction of alternatives of solidarity and collective organization.
230. Strengthening resistance and the alternatives are fundamental tasks of trade unions to respond to the corporate lobby that seeks to dismantle labor laws and working conditions in our region. Resistance against transnational corporations is a struggle of working women!

Lines of Action Pillar 3 - Further strengthen the trade union movement and working women:

- 1- Develop popular education campaigns that promote identity, culture and solidarity among peoples, with a focus on working women.
- 2- Strengthen cooperation and solidarity with trade union organizations and women workers' movements in various countries in Latin America and the Caribbean, to face the challenges of neoliberal globalization.
- 3- Advocate for the defense of human and labor rights, including the rights of young, Afro-descendant, LGBTIQ+, migrant and indigenous working women.
- 4- Build and strengthen partnerships with social, feminist, environmental and human rights organizations, and women leaders of progressive political parties to reinforce the impact on public policies.
- 5- Foster and support initiatives of women-led social and solidarity economy entities that contribute to local and sustainable development.
- 6- Promote the participation of working women in the formulation of public policies related to sustainable development and the integration of peoples.
- 7- Promote a fair transition towards sustainable economies that include working women in decision-making and based on a sustainable model.
- 8- Promote the integration of environmental clauses in collective bargaining and defend labor rights in the context of environmental policies.

Pillar 4

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The role of women in strengthening and transforming trade unions.

PILLAR 4: The role of women in strengthening and transforming trade unions

231. The inclusion of the gender justice perspective in organizations is essential in order to strengthen union democracy and ensure an adequate positioning in the current context. Trade unions must recognize and address persistent challenges that limit the equitable participation of all members, especially of women and other historically excluded groups.
232. Transforming organizations based on a gender perspective involves reviewing and reforming internal structures, decision-making practices and representation policies to ensure that they are inclusive and reflect the needs and realities of all those whom they represent.
233. Similarly, integrating gender justice into the trade union agenda must be seen as a necessary condition to address contemporary challenges, including the just transition, environmental justice and decent work, the defense of which is the responsibility of the entire working class. Organizations that fail to mainstream this perspective could become outdated and fail to respond adequately to the demands of today's society, limiting their influence and relevance.

Trade unions as actors of democracy from a feminist class perspective

234. citizen participation, in the workplace and confront the architecture of the international system. True democracy requires the free exercise of union activities, respect for the physical and moral integrity of union members, and collective bargaining that incorporates and protects the entire working class.
235. The TUCA proposes that to move towards true democracy, it is necessary to put an end to patriarchal culture, to sexual division of labor, wage gaps, and the multiple forms of harassment and gender violence that prevent the attainment of social and gender justice in society and in trade union organizations.

Organizing and growing by including the diversity of the working class

236. Capitalism today uses various forms of organizing production that encourage individualism, promoting platform work, teleworking, with the notion of “entrepreneurship” directly affecting the possibility of organizing workers because in most cases they do not know who is working the same conditions or even for the same company. Anti-union discourse has also intensified in a veiled manner through prejudice against union organizations and their leaders, aspects that contribute to creating rejection of the trade union movement among the working population; combined with patriarchal, exclusionary and adult-centered practices by organizations that further alienate non-unionized workers.
237. This adverse scenario constitutes a major challenge for the trade union movement whereby, in multiple documents, the TUCA and the CMTA have expressed the need to transform and strengthen the organizations to make them more inclusive and truly representative of the diversity of the current working class.
238. Recent studies detail three types of obstacles faced by women in their participation and organization, such as those arising from the sexual division of labor and women’s living and working conditions; those related to the structure, functioning and power relations within trade unionism; and those specific to union members who are on the executive committees of the organizations.
239. Transparency and recognition of these scenarios and realities that hamper the organization and participation of women and dissidents in the trade union movement is a major challenge for the organizations at the time of considering their union membership strategies.

Strengthening existing union organizations with gender justice

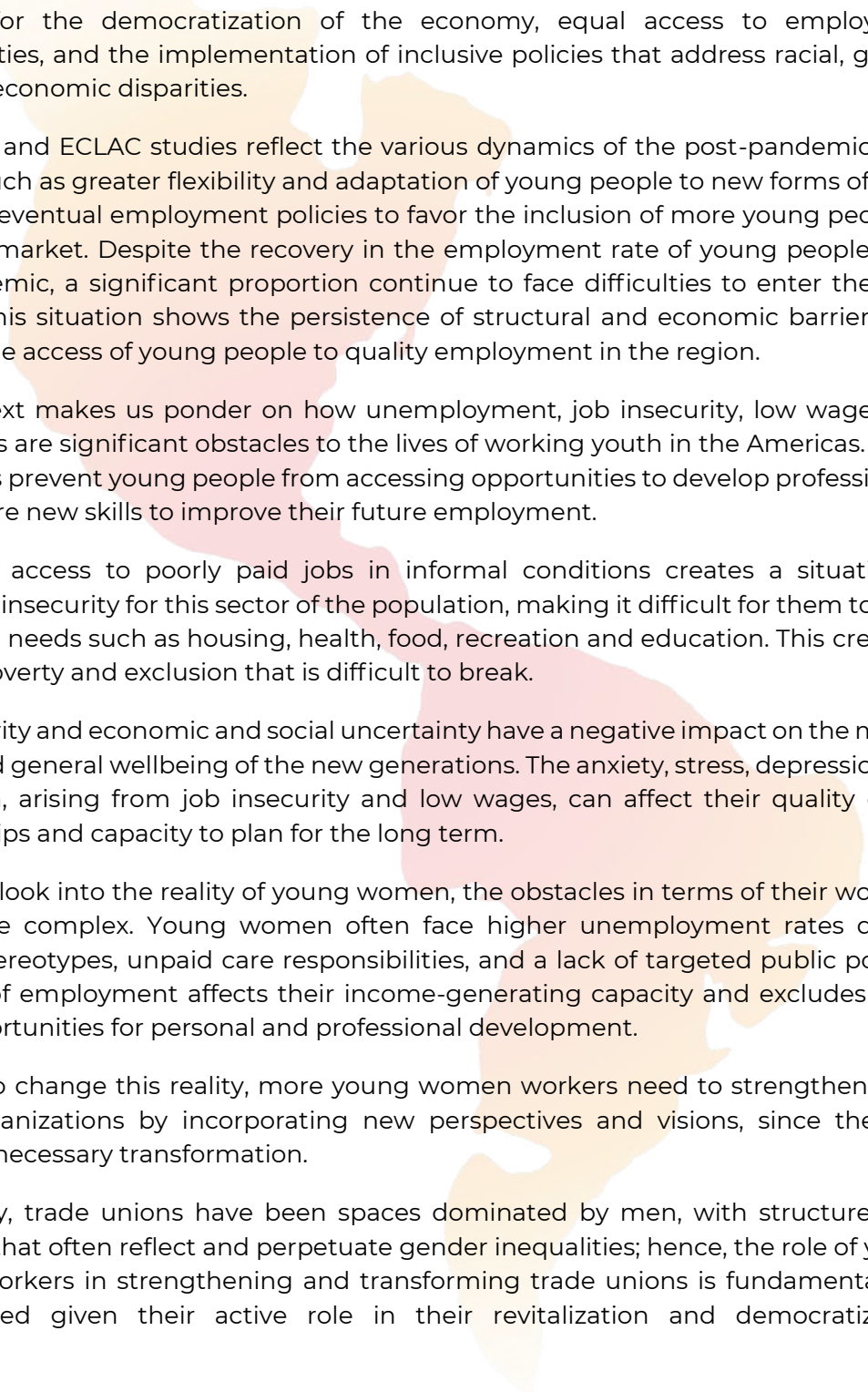
240. La CSA reconoce a la desigualdad de género como un desafío de primera línea para el sindicalismo de la región, y que la manera de revertir estas desigualdades se logra entre otras, con el avance de la paridad en la representación y conducción dentro de las organizaciones sindicales.
241. Si bien se evidencia un aumento en la representación de dirigentas en las estructuras de dirección de las organizaciones sindicales de la región, aún falta mucho camino por recorrer y más si observamos la participación de las juventudes en estos espacios de decisión. Igualmente se hace necesario aumentar la participación de las mujeres en los espacios de negociación colectiva y el tripartismo; esto facilita la posibilidad de avanzar en la justicia de género incorporando cláusulas en los Contratos Colectivos que sean incluyentes a las necesidades de la población trabajadora en su diversidad, desde las realidades concretas.

Education and union training with a gender perspective

242. As of its founding in March 2008, the TUCA has defined education as one of the fundamental strategies to defend the value of the work and the dignity of the working class, and has called for the formation of a socio-political unionism that involves understanding the reality and its internal logic of the capitalist and patriarchal model, considered critically with a class-based approach.
243. Socio-political trade union training must contribute to the working class in their dispute against the global neoliberal hegemonic model; it must also respond to the interests and needs of trade union organizations and, therefore, strengthen the actions of mobilization, advocacy and transformation implemented by the trade union movement as part of the historical project of building a sustainable development model.
244. Trade union education and training with a gender perspective, considering its intersectionalities for proper political action with gender justice. There is still a long way to go in terms of the class-based feminist logic, in order to consider the reflections from the perspective of women and the diversities as political subjects.
245. We are aware of women's time poverty to train due to their multiple daily shifts; however, it is necessary to reinforce training strategies so that they go beyond the acquisition of knowledge, to become spaces to meet, deliberate and share knowledge, where the collective construction of narratives is made possible, solidarity is strengthened, and where training is understood as a tool to reinforce self-confidence and security in spaces for discussion, negotiation and/or decision-making.
246. Training is the most widely used strategy by most trade union organizations of the region, considering issues on the trade union agenda in general, and gender in particular, including leadership issues, negotiation strategies, women's empowerment, among others. However, these gender agendas must also reach male peers through training and awareness-raising on the issue. Real transformation and strengthening of trade unions can only be achieved if union structures establish training processes that mainstream the gender perspective in all their programs, thereby achieving affirmative action to reverse discrimination.

The role of young workers in the Americas

247. The TUCA recognizes and values the importance of young workers for the future of the trade union movement and the world of work. The role of working youth in the Americas is crucial for sustainable development, social justice and the transformation of labor, union, political and social structures in the region. Working youth not only represent a significant portion of the workforce, but are also uniquely positioned to lead change.

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248. The policies formulated by the TUCA through the Young Workers Committee of the Americas (YWCA) are fundamental to reaffirm that to the extent that young people assume more active roles in union and labor organizations, their influence in the formulation of labor and social policies will be increasingly impactful. This includes fighting for the democratization of the economy, equal access to employment opportunities, and the implementation of inclusive policies that address racial, gender and socioeconomic disparities.
249. Some ILO and ECLAC studies reflect the various dynamics of the post-pandemic labor market, such as greater flexibility and adaptation of young people to new forms of work, as well as eventual employment policies to favor the inclusion of more young people in the labor market. Despite the recovery in the employment rate of young people since the pandemic, a significant proportion continue to face difficulties to enter the labor market. This situation shows the persistence of structural and economic barriers that prevent the access of young people to quality employment in the region.
250. This context makes us ponder on how unemployment, job insecurity, low wages and digital jobs are significant obstacles to the lives of working youth in the Americas. These conditions prevent young people from accessing opportunities to develop professionally and acquire new skills to improve their future employment.
251. Therefore, access to poorly paid jobs in informal conditions creates a situation of economic insecurity for this sector of the population, making it difficult for them to meet their basic needs such as housing, health, food, recreation and education. This creates a cycle of poverty and exclusion that is difficult to break.
252. Job precarity and economic and social uncertainty have a negative impact on the mental health and general wellbeing of the new generations. The anxiety, stress, depression and frustration, arising from job insecurity and low wages, can affect their quality of life, relationships and capacity to plan for the long term.
253. When we look into the reality of young women, the obstacles in terms of their work are even more complex. Young women often face higher unemployment rates due to gender stereotypes, unpaid care responsibilities, and a lack of targeted public policies. The lack of employment affects their income-generating capacity and excludes them from opportunities for personal and professional development.
254. In order to change this reality, more young women workers need to strengthen trade union organizations by incorporating new perspectives and visions, since they are leading a necessary transformation.
255. Historically, trade unions have been spaces dominated by men, with structures and practices that often reflect and perpetuate gender inequalities; hence, the role of young women workers in strengthening and transforming trade unions is fundamental and multifaceted given their active role in their revitalization and democratization.

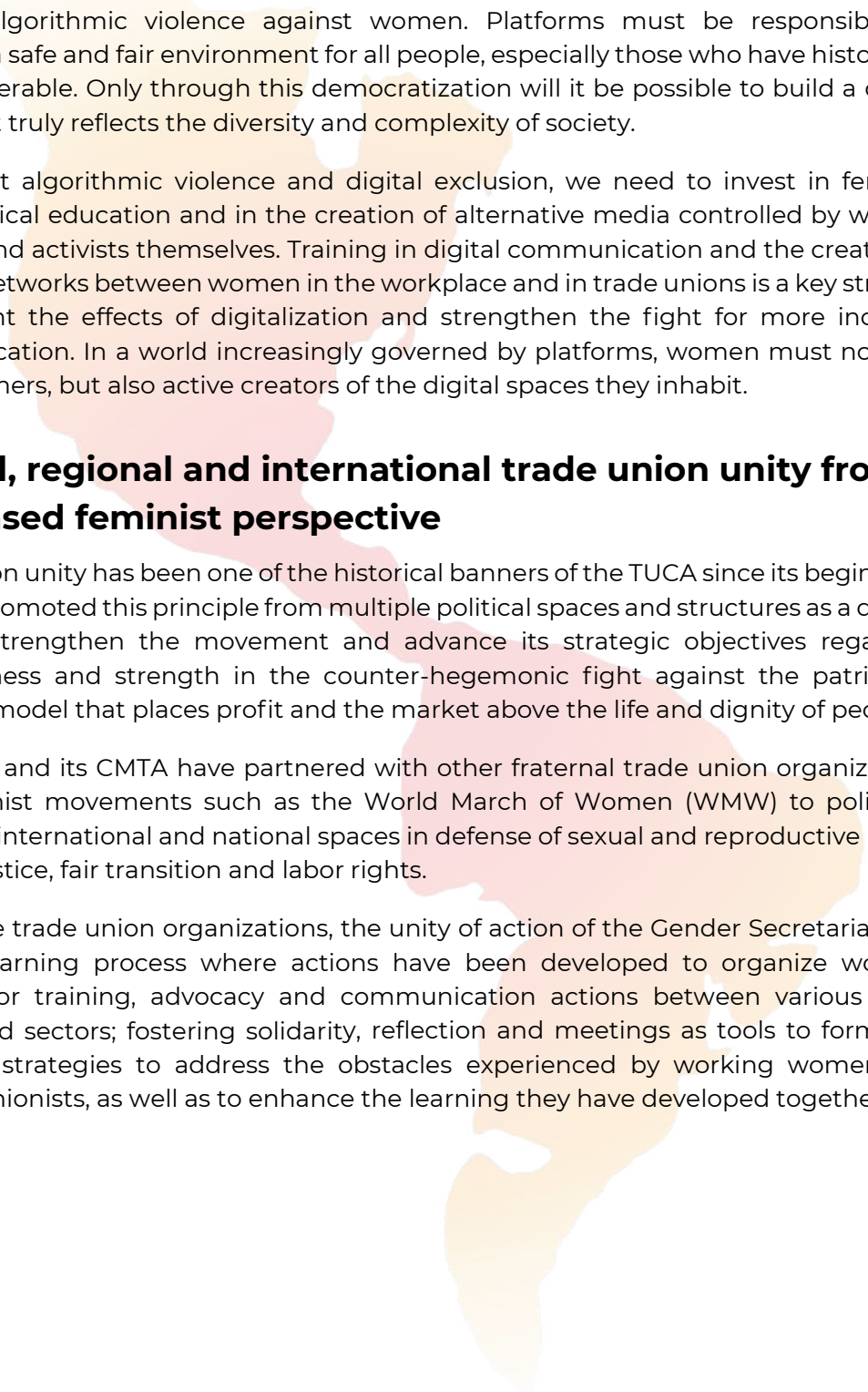
256. Young women are challenging the cultural and organizational norms within trade union structures, revealing that they have long excluded and marginalized women. Today, they are paving the way for a more inclusive and equitable union culture that reflects the diversity of today's workforce. Young women are also helping to build bridges between different generations of workers.

The place of retired women

257. The capitalist and patriarchal model of society imposes a social culture that, upon reaching retirement age, people are no longer considered productive and become a “burden” for society, leaving aside the experience and accumulated knowledge of these people that are an important benchmark for work and society as a whole. A reality that can be seen in indigenous communities where older adults become the “beacon and memory.”
258. In the case of working women, the situation is complex because, when they reach retirement age, the usual biological condition of menopause or perimenopause occurs, which generates multiple hormonal changes, producing a number of symptoms that are unknown to most women. In addition, they must face the prejudice of society for not being able to reach the "standards" required of productive women. This leads to the consideration of proposals for actions to provide an appropriate role to women of retirement age, as well as to reflect on the psychological and biological implications of menopause in order to move through it with sorority and as a collective, understanding it as an important stage of life, of systematization of knowledge and learning to put them at the service, first of all, of themselves and then of the collective of women organized in trade unions.
259. Certain experiences of organization and care for women in retirement situations have been developed by trade union organizations of the region, which are important to learn about and replicate, adapting them to the realities of each organization. One of the objectives to be considered is to amplify the trade union organization based on a gender and age perspective that responds to the needs and specific realities of the various collectives of the working class, which helps us to strengthen and enhance trade union action with a sociopolitical vision and the accumulated experience of women and men who have already traveled the union path and are now in a new phase.

Democratizing communication with a gender perspective

260. The democratization of communication is a core theme of the TUCA, which identifies the need to promote inclusive and participatory communication that raises awareness on the diversity of voices within trade unions, particularly the voices of women workers. This involves disputing public spaces in the face of hegemonic media, as well as recognizing the fundamental role of women in union communication. Training, including and raising awareness on women workers is a commitment to gender equity and a key strategy to fortify the trade union movement and the fight for fairer, more plural and democratic communication.
261. Including a gender perspective in communication is not just a matter of representation. Training and encouraging feminist spokespeople is essential in the quest to ensure that working women are protagonists in trade union media. This participation seeks to raise awareness on the activities and struggles of women, and also recognizes the transformative power of their leadership in the construction of a more participatory and popular communication. Working women of the Americas need to be communication presenters.
262. The TUCA recognizes that the media play a central role in shaping public opinion and defending democracy. In a context where hegemonic media often distort or render invisible the struggle of trade union organizations, the construction of our own media is a fundamental in order to challenge the narrative and reinforce the collective power of workers. Therefore, training in communication is a core element for both leaders and members to use tools to spread their own messages and undermine the stigmas imposed by commercial media.
263. The democratization of communication faces new challenges in the context of platformization and digitalization, phenomena that have radically transformed how information is disseminated and how people relate in the digital environment. Although digital platforms, such as social networks and search engines, were initially presented as democratizing spaces, their commercial structure has generated new forms of control and exclusion. For women, especially those fighting within the trade union and feminist movements, these spaces can become a battlefield where their participation is limited or distorted. Large platforms prioritize content based on algorithms that, in many cases, perpetuate stereotypes and reinforce dynamics of gender oppression.
264. A particularly worrying phenomenon is **algorithmic violence**, which manifests in algorithms that govern visibility and access to information. These algorithms are not neutral, but are programmed based on data that reflect social prejudices, often racist, sexist or classist. For women, this means that their voices are systematically minimized, and even silenced, in these spaces. Feminist activists and trade unionists claim that their content, which focuses on the rights of women workers, is less visible than the content that does not challenge the status quo. This reinforces the invisibility of gender struggles and perpetuates a narrative dominated by the same power structures that already control the traditional media.

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265. The democratization of communication with a gender perspective requires access to these spaces, as well as a reconfiguration of the algorithms that determine the visibility of content. It is essential for feminist and trade union movements to demand transparency and explanations of how algorithms work, and stricter regulation to prevent algorithmic violence against women. Platforms must be responsible for ensuring a safe and fair environment for all people, especially those who have historically been vulnerable. Only through this democratization will it be possible to build a digital space that truly reflects the diversity and complexity of society.
266. To combat algorithmic violence and digital exclusion, we need to invest in feminist technological education and in the creation of alternative media controlled by women workers and activists themselves. Training in digital communication and the creation of support networks between women in the workplace and in trade unions is a key strategy to confront the effects of digitalization and strengthen the fight for more inclusive communication. In a world increasingly governed by platforms, women must not only be consumers, but also active creators of the digital spaces they inhabit.

National, regional and international trade union unity from a class-based feminist perspective

267. Trade union unity has been one of the historical banners of the TUCA since its beginnings and has promoted this principle from multiple political spaces and structures as a driving force to strengthen the movement and advance its strategic objectives regarding preparedness and strength in the counter-hegemonic fight against the patriarchal capitalist model that places profit and the market above the life and dignity of people.
268. The TUCA and its CMTA have partnered with other fraternal trade union organizations and feminist movements such as the World March of Women (WMW) to politically impact in international and national spaces in defense of sexual and reproductive rights, gender justice, fair transition and labor rights.
269. Within the trade union organizations, the unity of action of the Gender Secretariats has been a learning process where actions have been developed to organize working women, for training, advocacy and communication actions between various trade unions and sectors; fostering solidarity, reflection and meetings as tools to formulate collective strategies to address the obstacles experienced by working women and women unionists, as well as to enhance the learning they have developed together.

Lines of Action Pillar 4 - Further strengthen the trade union movement and working women:

1. Raise awareness and educate from a perspective of gender justice and intergenerational justice. Implement awareness-raising campaigns and ongoing training for all members of trade union organizations on the importance of gender equality and equity, and of eradicating the patriarchal culture and masculinized organizational cultures.
2. Train and develop to enhance feminist leadership from a socio-political trade union perspective. Offer women-specific educational programs to help women develop leadership skills and active participation in trade union democracy.
3. Promote gender parity in trade union structures. Foster equal participation of women in decision-making positions within trade union organizations, particularly at the leadership level.
4. Advocate and contribute to the revision of legal loopholes and the strengthening of current national labor legislation to ensure inclusion and protection that adequately includes and protects the rights of working women.
5. Foster a culture of inclusion. Promote a trade union environment that values and respects diversity, where women and other historically excluded groups feel represented and safe.
6. Implement political advocacy actions so that national and international legislation reflects the demands of women workers, especially on issues such as gender equality and equity, social protection and labor rights and assurances.
7. Implement mechanisms to ensure transparency in trade union management and equal participation in decision-making processes.
8. Promote partnerships with feminist organizations and other social movements to strengthen the gender agenda in labor and social policies.
9. Expand International Networks of Women Trade Unionists. Actively participate in international networks of women trade unionists to share experiences, strategies and good practices; promote and share temporal cultural and life experiences in the different brother countries.

10. Monitoring and Evaluating Progress in the Trade Union World:

- a. Establish specific indicators to measure progress in gender equality within trade union organizations and in women's working conditions.
- b. Publish periodic reports assessing progress and challenges in the implementation of gender policies within trade union structures.
- c. Carry out a nationwide census to produce statistics on women affiliated to trade unions, as well as in leadership positions.



Conclusions

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Conclusions

The role of women in strengthening and transforming trade unions is crucial and vital to raising awareness on the struggle, achievements and spaces gained, especially when analyzed in the context of democracy, decent work and women's rights through their activism in class-based feminism, for the eradication of inequities and various forms of discrimination to achieve proper sustainable development and the integration of peoples and cultures.

The inclusion of women in trade union structures has been shown to strengthen internal democracy, and ensures that the demands of women workers and vulnerable populations are made visible and addressed. Feminist and anti-racist trade unionism promotes equality, gender equity and spaces free of any kind of discrimination, violence and harassment, ensuring that women feel more empowered and occupy leadership and decision-making positions within trade union organizations.

In all spaces it is becoming more and more important to mention that equal opportunity is essential for the lives of women and gender diversity. With fair representation, it is possible to influence and reinforce policies, plans and programs that promote gender equality and equity, the elimination of all forms of gender discrimination based on an intersectionality approach in the quest to inhabit spaces free of violence and sexual and workplace harassment.

Regarding decent work and women's rights, it is essential to promote decent working conditions, with a commitment to processes that move towards labor formalization, pay fair wages, access to social security, protection against unjustified dismissal, paid days of leave for care, and safe and healthy work environments. Mainstreaming the gender perspective into trade union struggles and agendas allows the specific demands of women and their diversity, such as work-family balance, protection against all forms of gender violence and discrimination in the workplace and trade unions, among others, to become priority lines of action within trade union organizations.

The role of women in urban and rural areas, indigenous and Afro-descendant communities is crucial for the sustainable development and integration of peoples in order to achieve the necessary changes in the economic, social, political, cultural and environmental model, ensuring public policies that support women and their diversity, and mainly young women based on a social, environmental and gender justice approach. It is essential to highlight the role of rural working women, women family farmers, black and Afro-descendant women, indigenous women, migrants, youth, and gender diversity for the survival of all society as it is women who ensure the sustainability of life. Fair transitions are only achieved with women.

Strengthening trade union action and transforming the economic, social, political and environmental model depend largely on the active participation and leadership of women.

Based on the TUCA's socio-political trade unionism, given their diversity, women are fundamental to establishing broad-based alliances between trade union entities, popular, urban and rural movements, student movements, youth, feminist, black, LGBTIQ+ and human rights movements, as well as other civil society organizations, academia, environmentalists and activists. These alliances strengthen the reach of trade union struggles, mainstreaming broad-based demands for gender, social, environmental and economic justice to achieve their rights, as well as those of other oppressed communities, promoting a comprehensive and collective approach to social and labor transformation.



Glossary

ALBA: ALBA Movements. Continental Articulation of Social and Popular Movements

CELAC: Community of Latin American and Caribbean States

ECLAC: Economic Commission for Latin America and the Caribbean

GPC: Global Production Chain

CJTA: Young Workers' Committee of the Americas

CMTA: Women Workers' Committee of the Americas

TUCA: Trade Union Confederation of the Americas

ITUC: International Trade Union Confederation

UDHR: Universal Declaration of Human Rights

ESSLA: Trade Union Occupational Health Strategy for the Americas

AI: Artificial Intelligence

LGBTIQ+: Collective composed of lesbians, gays, bisexuals, transgender, transsexual, intersexual, queer and the rest of the identities and collectives included in the +

MERCOSUR: Southern Common Market

WMW: World March of Women

SDG: Sustainable Development Goal

ILO: International Labour Organization

GDP: Gross Domestic Product

ICESCR: International Covenant on Economic, Social and Cultural Rights

PLADA: Development Platform of the Americas

PROSUR: Forum for the Progress of South America

TME: Musculoskeletal Disorders

UNASUR: Union of South American Nations

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COLLABORATION FOR THE III TUCA WOMEN'S CONFERENCE



Organización
Internacional
del Trabajo



IFSI-ISVI asbl-vzw
Coopération syndicale internationale
Internationale syndicale samenwerking

FGTB
Ensemble, on est plus forts

**FRIEDRICH
EBERT
STIFTUNG**

FES SINDICAL

WSM
We Social Movements

**DGB
BILDUNGS
WERK**