

Agenda item 5b – Political Motions and Resolutions

Received from ACV-CSC Voeding en diensten

On 8 March, strike for women's rights!

Considering that :

Wherever right-wing political forces advance, women's rights are being rolled back. Many conservative governments in Europe are attacking reproductive rights, equal pay and protection against violence. These setbacks threaten the hard-won gains of decades of feminist struggle.

Pay inequalities between women and men remain glaringly persistent. Women continue to receive lower pay for equal work, exacerbating the wealth gap and limiting their financial independence. The annual pay gap between women and men continues to be very high because women still have childcare and family responsibilities, which prevent them from working full-time.

In order to achieve a work-life balance, it is mainly women who interrupt or shorten their careers, which has an even greater impact on their pensions. It is unacceptable that, in 2024, equal pay is still not a reality in all sectors.

Women are over-represented in sectors where wages have historically been lower, particularly in domestic work. These sectors, where women make up the majority of the workforce, are often devalued, both socially and economically, despite their crucial role in society.

Women are still victims of violence, both in the private sphere and in the workplace. Physical, moral and sexual assaults persist, endangering their safety and well-being. This systemic violence is an obstacle to their personal and professional development and to their social equality.

We reaffirm our demands for :

- A society that guarantees equality between women and men in all areas: economic, political and social.¹
- An end to pay inequalities and inequities and the introduction of binding mechanisms to ensure pay equity.

¹ **Economic:** Women and men must have equal access to jobs, fair wages, property and economic resources. For example, this would mean equal pay for work of equal value, equal access to promotion, and no discrimination in hiring.

Politics: Both sexes must have equal access to participation in decision-making processes, whether through the right to vote, eligibility for positions of power or balanced representation in political institutions (parliaments, municipal councils, etc.).

Social: This means ensuring that women and men have the same rights in everyday life, in areas such as education, health, family and culture. This includes access to healthcare, quality education and protection against gender-based violence and discrimination.

- Free, high-quality public services, so that the burden of caring for the family no longer falls solely on women, but is borne by the community.
- Wage increases, particularly in sectors where women are in the majority, such as care work, domestic work and other essential services. These jobs, which are essential to our collective well-being and the functioning of society, must be recognised and paid their fair value.
- Firm measures to eradicate all forms of violence against women, both at work and at home, and the strengthening of prevention policies at both societal and corporate levels.
- Promoting equal working conditions and supporting feminist demands to build a fairer society, where every woman, whatever her background, can live and work in safety, with the same rights and opportunities as men.
- An end to gender-based discrimination, taking into account the multiple and intersecting forms of discrimination that particularly affect women on the basis of their social class, ethnic origin, sexual orientation or any other factor.

In conclusion, women and the trade union movement have won their rights through struggle. We call on all our member unions to continue to invest in making 8 March, the International Day of Action for Women's Rights, a real day of action and strike action. Together, by filing strike notices, organising mass demonstrations, industrial action and work stoppages, we are strengthening our union strength and representation, and we will be stronger at the negotiating table to push the issue of equal rights onto the political agenda.

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