

## UGT in the international fight of women

### UGT marches in pro of women and continues in the fight for their rights

Not even the intense rain that dominated the morning of this Saturday was able to halt the party of this March 08, International Women's Day. UGT, along with other trade union centrals and social movements, attended this march that gathered nearly 2 thousand people who walked from the Masp (Art Museum of Sao Paulo) Museum free span, at Paulista Avenue, down to Roosevelt square, showing that there is still a lot to be done to achieve women's rights.

A march for more advance in public policies aimed towards women, for more justice, for the right to day cares, taking care of children, for the end of all sorts of violence, respect, recognition.

**The tribute of UGT to the women's fight continued on Sunday, March 9, with the party of the Commerce Workers Union of Sao Paulo in the Carmo Park. This union is also presided by Ricardo Patah, who is president of UGT.**



"Today, March 08, we want every equality to be respected. We want women to have their rights respected, since the class of domestic workers still does not have the same rights as other classes. And it is important that, each year, we increase the number of men and women in this protest, so that we can reach a fair and equalitarian society. And through these movements that we will, in the future, achieve an equal society", defends Cleonice de Souza, secretary of UGT's Department of Health and Security at Work.



UGT has attended this movement for three years. "Unfortunately, we are still out in the streets claiming rights that we should be already celebrating, but it is not a day of celebration, it is rather a day of reflection! In 2014, there are still two women murdered everyday due to machismo, lesbophobia and that is why we are in the streets today: with or without rain, men and women are out in the streets searching for more equality, for the approval of the Law Project 6653, which has followed legal channels since 2009 under the House of Representatives and under the Senate", warns Joyce Ribeiro, advisor of UGT's Women Department.

To Isabel Kausz, director of the Women's Department of the Commerce Workers Union of Sao Paulo, there is still a lot to be done. "We need public policies aimed towards women. But we need transversal policies, ones in which all departments must be united and build a specific plan, because currently, when we mention violence against woman, it is extremely large, it is not only aggression, harassment in the workplace: it is the fact that there are no decent daycares to leave your kids, or look for a health center and not having their demands answered".

Happy daily life to all women. For more happy and active women! (Mariana Veltri – UGT newsroom)

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## Commerce workers pay tribute to women with a mega-event

On March 09, the Commerce Workers Union of Sao Paulo, through its Women's Department, organized a mega-event to celebrate the International Women's Day.

"Our union struggles daily to achieve women's rights to live in a fair society with equal pay, without violence, without harassment or discrimination of any kind. The Comvida Woman is another one of our tributes to those warriors who manage to achieve, with mastery, an excessive journey as women, mothers, wives and workers. They represent 55 % of the commerce worker class and this is a reason of pride for us," said Ricardo Patah, president of the Commerce Workers Union of São Paulo and of UGT.

More than 20 tents were set up in the Carmo Park, in Itaquera, east region of the state capital. Each one offered complimentary services on civic rights (working papers and other documents, unemployment insurance, legal advice, Women Police Stations), on health services (blood glucose, pressure measurements, lectures on nutrition and on the harms of drugs), and also beauty services: hair stylist, makeup, etc. .



[Click HERE to see more pictures of the event](#)

"The goal of UGT's Women's Department while promoting this event is not only to value the woman, but also to make her take the day off to take care of her. Women remember to take care of everyone, their sons, their husbands, their home and they end up forgetting about themselves. They deserves this care, this satisfaction. Of course their children are always together. That is why we brought several options for recreation today, other than health, civic rights and beauty services," said Isabel Kausz, director of the Women's Department of the Commerce Workers Union.

And she continued: "It is worth it to recall that the International Women's Day should be more than a celebration - it should be a moment of reflection and awareness. There is not only the physical and domestic violence. There are other kinds of violence against women that should be exterminated. It is a sort of violence of not having a daycare to leave your children, of being harassed in the public transportation, of working in the same position as a man and earning a lower wage. We need transversal public policies, that is, we need all secretariats of the city of Sao Paulo to rely on planning for women", Isabel Kausz concluded.

## Dilma: women already respond for half of the formal jobs

President Dilma Rousseff paid a tribute to women on the International Women's Day in her weekly program Breakfast with the President, in which she said that half of the job positions in the last three years were taken by women.

"There were 2,4 million women who had their jobs formalized. And this is fantastic, it shows the strength of Brazilian women, who did not let their opportunity to work and to improve their lives pass by", said the president.

Dilma also recalls that women were also benefitted in the access to land, with 72% of proprieties of the agrarian reform established under the name of women. "If we consider women as head of their families, their participation in property ownership increased from 13% in 2003 to 23% in 2013. There are more women helping to produce food, to make decisions and to achieve more autonomy."

The president also emphasized that all these actions, which give more opportunity to women, are essential to break the cycle of violence that many of them are living through. "But, in order to fight against violence, these actions are not enough. We have a program, called 'Women, living without violence', which is part of several services of support to the victims. An important action of this program is building the House of the Brazilian Woman, which will work as a place of complaints, of hosting and protection of victims of violence", explained the president. According to her, a House of the Brazilian Woman will be built in every State capital.



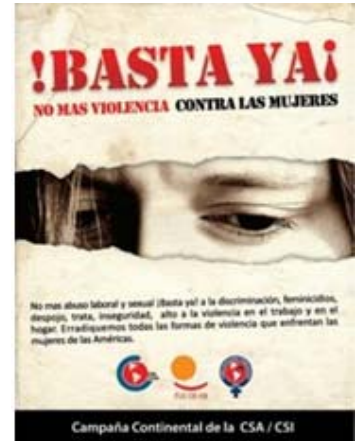
[Listen the Program](#)



## End of violence against woman in the workplace!

The Trade Union Confederation of the Americas (TUCA) salutes all women who continue to fight for the defense and respect of their human and labour rights.

**Women face particular situations in the workplace, including physical violence, moral and sexual harassment. These actions are violations of human and labour rights, which often go unreported due to their fear of losing their jobs.**



[Click HERE to see more pictures of the event](#)

According to a global study by WHO (World Health Organization) conducted in 2013, 35 percent of women worldwide have suffered some kind of violence. However, some national studies show that up to 70 percent of women have been victims of violence. In addition, reports show that women suffer higher rates of violence in the workplace, especially in certain sectors, such as domestic workers and immigrants.

Due to this fact, TUCA and TUCA Women's Committee (CMTA) consider that the ILO Convention to end violence against women would be important to improve their working conditions.

This international rule could eventually include a broad definition of violence in the workplace, including several forms of violence experienced by male and female workers in their workplace; measures to prevent gender violence at work; measures to protect and support workers that are affected by gender violence, among others.

TUCA and CMTA condemn violations of trade union rights of women and the violence against female workers and demands the end of various forms of violence against women in the workplace.

### Women at work: where we stand and where we want to be

In order to celebrate the International Women's Day, ILO makes a reflection and considers what still must be done to achieve gender equality in the workplace.

When the International Labour Organization (ILO) was founded in 1919, most women worldwide did not have the right to vote and most of those who worked had little or no collective voice to defend their rights in the workplace.

Almost a century later, the participation of women in the job market increased significantly as well as their rights at work. However, millions of women still face obstacles in order to have access to equality of opportunity and of treatment in their jobs.

"There are still resistant disparities in terms of equality in the workplace. It is necessary to evaluate the effectiveness of existing policies, in order to renew our strategies and take concrete measures to improve the professional lives of women", said Guy Ryder, ILO Director General.

Since its foundation, ILO develop essential international rules on equality of gender and of wage, discrimination, workers with family responsibility and maternity protection.

Looking at its 100th anniversary, ILO will release an Initiative of the Centennial of Women at Work, under which it will perform a general evaluation on the progress of the deficit of gender equality on the workplace. (ILO News).

[View: in pictures, 90 years of fights in favor of equality in the workplace](#)



## Inspir Seminar on black youth

UGT, through its departments of Human Diversity and Youth, attended, on February 25 and 26, the seminar "Black youth, job market and the trade union central".

Organized by the **Trade Union Inter-american Institute for Racial Equality (Inspir)**, in Salvador, this seminar had the goal, according to its organizers, to develop competences to manage conflicts caused by discrimination, as well as to collaborate, to accompany and to supervise the implementation of programs to promote equality, besides investing on the training of young officers.



Young unionists from the main Brazilian trade union centrals attended this meeting. To Ana Cristina Santos, secretary of UGT's National Human Diversity Department and secretary of the same department in UGT's State Branch of Rio de Janeiro, this meeting led to the essential factor of creating the Black Working Youth Core under Inspir". (Luíza Felix - UGT-RJ)



## Report on the laws of working conditions

The report "**Working Conditions Laws 2014**" was published by ILO. This report intends to provide legal comparative information on labour systems regarding working conditions in over 150 countries. This report is based on three essential indexes: working hours, minimum wage and maternity protection.

## Incompatibility for candidates, check the deadlines

According to the Ineligibility Law (Law number 64/1990), on the occasion of a person being candidate to any political position, this person must be formally away from their professional activity prior to a period before the election so that, this way, they are suitable to the intended position.

Deadline for quitting civil jobs might vary from 3 to 4 or 6 months. Trade union officers who are going to be candidates in the next elections should resign 4 months prior to the elections for positions of president/vice-president, senator/federal deputy/state deputy and governor/vice-governor.

## Meeting of unionists and members of CONALIS

UGT will organize a meeting between unionists and the National Coordination of Trade Union Freedom (CONALIS). This event, which will take place on March 14, in Sao Paulo, will be attended by Luiz Antônio Camargo, Labour Attorney General and Francisco Gerson Marques, CONALIS national coordinator.



With the goal of building up proposals that minimize conflicts between unionism and the Labour Public Prosecutor's Office, this meeting will also go through issues such as trade union costing, accounting transparency, trade union democracy, elections, statutes and representability

This way, UGT tries to mitigate divergences between trade union institutions and the Labour Public Prosecutor's Office and stimulates a closer relationship between these institutions, what strengthens and increases the fight for the increase of the rights of the Brazilian working class..

"The União Geral dos Trabalhadores reaffirms its historic commitments to the working class, while seeking to expand its methods of action, with ethics, courage and the certainty that Brazil can be better and more just." Ricard Patah – UGT's President  
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