



WORLD FEDERATION OF TRADE UNIONS

Class oriented - uniting - democratic - modern – independent – internationalist!

Resolution to be adopted at the World Working Women Conference Cyprus 1,2 November 2015

Women trade unionists from ... countries have met in the World Working Women Congress, discusses in depth and taken important resolutions. The World Federation of Trade Unions and the PEO of Cyprus take immense gratification in organizing this World Working Women Conference. For the moment is too critical that calls for an urgent imperative to expand the working women activities in the trade unions across the globe. To fight the onslaught of the growing imperialist world order, WFTU firmly believes that women workers should be mobilized as a class, organized as unions, strengthened ideologically and conscripted into a militant force. It is with an objective to transform this determination into workable action plan have we assembled here under the mighty banner of the World Federation of Trade Unions.

The year 2015 is significant for WFTU. On 3rd October we celebrated the 70st anniversary of WFTU after year long events held all over the world in commemoration with the 70 years of its militant existence. We congratulate all our dear comrades, sisters and brothers on this occasion. We take pride in sending our heartiest greetings to the unions in Cyprus who have taken upon themselves the responsibility of hosting this historic conference of the World Working Women.

Historic it is in very many aspects. Because, the conference meets at a very crucial juncture when the world is going through a complex conundrum. There is a dramatic shift in the political thought and the balance of power. The neo global political order is driven forward by the seismic shift in the economic powers. There is growing and gripping insecurity and danger. Predatory laissez faire economies continue to immiserate billions of workers. Capitalist economies are marching relentlessly to the demands of neoliberal economic paradigm. WB and IMF play puppets in the hands of the imperialist powers. The working class of the world is pushed into the most inexorable crisis. Women workers in the whole scenario are the worse affected than the worst.

World capital has bailed itself out of the financial crises of 2008. In all the continents the capitalist monopolies, taking advantage of the crisis intensify the anti worker measures to accelerate their profits. Unequivocal dominance of the finance capital over the governments influences policy making all in favour of the capitalists to extort absolute profits. As a result mass unemployment, wage freeze, wage cut, increase in casual and contract labour, informalisation of the formal sector, denial of social security etc., take place to the extreme detriment of the workers as a whole and women workers in particular.

It is the patriarchal sexual division of labour which was imposed at the advent of capitalism that continues to discriminate women in the economic and social

40, ZAN MOREAS STREET, ATHENS 11745 GREECE

TEL. (+30) 2109214417, (+30) 2109236700, FAX (+30) 210 9214517

www.wftucentral.org E-MAILS : info@wftucentral.org, international@wftucentral.org



WORLD FEDERATION OF TRADE UNIONS

Class oriented - uniting - democratic - modern – independent – internationalist!

order. Because of this discrimination, women workers are relegated to the most disadvantageous position despite making an equal contribution as that of their male counterparts to the economic growth. Acute illiteracy and dismal poverty among women have marginalized them at the extreme outlines of the industries. Placed at such precarious peripheries women workers are the worst exposed to the vagaries of the market shifts and liable to be the worst casualties. This is the capitalist cruelty played on women workers in particular. Poverty and miseries, unemployment and underemployment, job loss and wage cut, menial jobs for women, denial of maternity benefit and social security, job insecurity and unprotected migrant labour – all at once are the attributes of the capitalist cruelty. In most of the countries in the informal sectors where women workers constitute more than the majority, minimum wages or working conditions are not defined and enacted.

Changing relations of productive forces and the dynamics of the neo liberal market economy render millions of women workers jobless. Intense agrarian crisis have thrown women agriculture workers out of wage work. Devastating setback to the indigenous labour intensive and export oriented manufacturing sector has proved disastrous to women workers depriving their livelihood. Cost cutting in the manufacturing sector and retrenchment has affected women migrant workers largely rendering them jobless.

Cut in social spending such as providing public services, water, health care and energy further exacerbate the sufferings of women workers eating into their 'work hours' spent for unpaid work. The greed of capitalism is best expressed in the 'austerity measures' it implements at the cost of human capital. Social security, as a right of the worker is denied to the vast majority of women workers as they are predominantly engaged in deregulated industries as casual or contract labourers.

Pregnancy and maternity are an especially vulnerable time for working women. Though there are laws in many countries that ensure maternity benefit to women workers, they are not available to women workers as they are concentrated in the informal sector. New work patterns of casual, contract, sub contract home based work etc demonise and deprive the legal rights of women workers. Shockingly this legal right of maternity benefit is not available to more than 2/3 of women workers across the globe.

Millions of women migrant workers suffer untold miseries in the complete absence of protective laws on the one side and blatant non implementation of it. These women from the domestic, plantation, clinical sectors do contribute to the foreign exchange of their home countries.

The Global Gender Wage Gap Disparity series of the World Economic Forum since the year 2006 report that women earn on an average between 20 to 30 percent less than men for the same work done. This proves the savagery reality that women are discriminated even within the class. Women make up half the world's population; work more than men but their contribution to measured economic activity, growth, and well-being is recorded far below its potential, leading to serious macroeconomic

40, ZAN MOREAS STREET, ATHENS 11745 GREECE

TEL. (+30) 2109214417, (+30) 2109236700, FAX (+30) 210 9214517

www.wftucentral.org E-MAILS : info@wftucentral.org, international@wftucentral.org



WORLD FEDERATION OF TRADE UNIONS

Class oriented - uniting - democratic - modern – independent – internationalist!

consequences. There is ample evidence that when women are able to develop their full labour market potential, there can be significant macroeconomic gains. But there is no institutionalised mechanism to assess the contribution of women workers to the growth of the country.

Besides the economic oppression, capitalism, with vehemence unleashes all kinds of violence against women. This violence cuts across culture, class, education, income, ethnicity and age.. It may take the form of female infanticide, genital mutilation, sexual assault, kidnapping, murder, forced suicide of widows, honor killing, or rape within marriage. But in every case, violence against women is a vestige of women's historic status as property. It is a symptom of their continued subordinate status in class society. Global capitalism, far from solving the historic inequality of women, has incorporated violence against women into its business practices and its imperialist military strategies. Women workers are most vulnerable victims of this social evil. This is the reason of increasing sexual harassment of women in the work places. In spite of the commitment to CEDAW many countries have not enacted laws to protect women against sexual abuse in the work places. Even where there are laws, the implementation is too biased and tardy.

Another shocking revelation of the destructive imperialist order was witnessed in the largest ever human tragedy in the recent refugee crisis. What is more tragic is the world not admitting to the cause of the tragedy as the genocide of imperialism and its never ending war to capture the global wealth and power. The catastrophic situation is one horrific expression of the bankrupt social and economic order. May it be migration, refugee crisis, forcible displacement or internal displacement the worst sufferers are women. Estimates reveal shocking facts that 60% of the refugees are women and children.

In sum, the growing economic genocide creates humiliating impoverishment of women workers. Liberalisation of labour market, privatisation of natural resources, commodification of life, pillage imposed by neo liberal economic globalisation and the brazen philosophy of capitalism which is the driving force of these evils is the enemy of the humankind. Capitalism is the implacable enemy of women workers. Therefore women's struggle for equality is the struggle against the capitalist world order. It is the class struggle where men and women of the working class together, shoulder to shoulder fight for an equitable and justful world order.

The WFTU struggles for and demands:

- **Equality in the Labour and Social Rights of Men and Women workers**
- **Collective Bargaining Agreements**
- **Stable work, 8 hours a day. Elimination of forms of flexible employment. Elimination of contractualization.**



WORLD FEDERATION OF TRADE UNIONS

Class oriented - uniting - democratic - modern – independent – internationalist!

- **Better wages that offer quality standard of living and satisfaction of the basic contemporary needs.**
- **Measures of protection for the unemployed. Measures of protection for the unemployed mothers. Freezing of bank depts.**
- **Public Social Security and Medical Care covering all population.**
- **Low limits of age of retirement. No to their increase.**
- **Withdrawal of all pension cuts. Better pensions.**
- **Low taxes.**
- **Maternity protection measures. Sufficient maternity leave and allowance to cover the contemporary needs of the young mothers and their families.**
- **Public and Free Pre-School Institutions, Kindergardens**
- **Public and Free Social Services for the Elderly**
- **Right to affordable and safe housing for all. Measures against floods and earthquakes.**
- **Public and free Education for all. School Infrastructure, Books and Personnel to cover the needs of all children**
- **Compulsory education up to 18 years for all children, boys and girls**
- **Democratic and Trade Union Freedom for all. Elimination of the discriminations against women.**
- **The end to the imperialist wars and the imperialist interventions. Abolishment of NATO. Stop the war against the Syrian people. The people to decide freely for their present and future.**
- **Immediate measures of protection and hospitality of the refugees. Fast and safe transfer to their countries of destination. Asylum and employment with respect to labour rights for the refugees.**



WORLD FEDERATION OF TRADE UNIONS

Class oriented - uniting - democratic - modern – independent – internationalist!

New era of intense labour militancy is the need of the hour. Our objective now is to prepare ourselves and build an international class-oriented trade union movement of women workers to struggle for a world without exploitation of human by human, a world of equality amongst men and women, a world of social progress, a Socialist world order where alone equality to women is ensured and women live with dignity.

To achieve this objective is not a simple task. Women workers should be unionised. Activated into the unions. Raised to leadership levels. Should be taught to think politically. Should be ideologically orientated. The levels of political consciousness of women workers should be raised with conscientious efforts. Women workers should involve in the debates of the political economy of the issues.

This conference of World Working Women resolves in very firm terms that women workers under the banner of WFTU and the fraternal unions will leave no stone unturned in their onward march to defeat the barbaric onslaught of capitalism. We resolve to unleash relentless campaigns at international, regional and national level to expand and build a strong alliance of women.