



Lomé, 7th March 2022

ITUC-Africa Statement on the Commemoration of International Women Day 2022

Gender equality today for a sustainable future

Today marks yet another day that we celebrate the strides women have made in all spheres of life over the years; their struggles have not been in vain. The African Regional Organisation of the International Trade Union Confederation (www.ituc-africa.org) and its affiliates are committed to achieving Gender Equality in all spheres of our society and communities.

Despite the milestones of achievements made, women still face a lot of discrimination socially, politically and economically. In economic spheres, it is a fact that women are contributing enormously to the economy of this continent, the majority of whom are in the informal sector, subsistence agriculture, low level and low paying jobs and usually earn less than their male counterparts.

The COVID-19 pandemic effects have been more drastic, harder and harrowing for women disproportionately to men. Globally, women's incomes have fallen, they save less and job security for women reduced compared to men.

Gender equality is not just a women's issue. It affects both men and women. Gender equality prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier.

On the commemoration of this year IWD, it is important to pay tribute to the men around the world who have worked together with the women to ensure such enormous successes as a matter of human dignity, equity, equality and above all social justice.

Achieving Gender Equality is a determinant way to pave the way for a sustainable future. The causes and underlying drivers of unsustainability and gender inequality are closely related. Both arise from late-capitalist political-economic relations that support some type of neoliberal, market-driven growth.

Today, it is undeniable that we need to move our economies and societies on a more sustainable path to overcome current crises and prevent future crises. A number of examples of alternative paths to sustainability and gender equality are piling up around the world. Some are ingrained in the day-to-day practices of women and men in acquiring, controlling, using and managing resources for their livelihoods and well-being.

The promotion of the effective implementation of trade union agenda aimed at achieving gender equality in the labour market, ensuring equal access for all to the benefits of social security systems

as well as to social and economic development programmes has always been central to ITUC-Africa's actions.

Projects and programmes, in addition to the other objectives of trade union organisations, must contribute effectively to the empowerment and full participation of women and men in trade unions, employment and society equally.

Referring to the ILO Centenary declaration, we all on all governments, employers and workers to works together to

- ensures equal opportunities, equal participation and equal treatment, including equal remuneration for women and men for work of equal value;
- enables a more balanced sharing of family responsibilities; provides scope for achieving better work–life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits;
- promotes investment in the care economy; ensuring equal opportunities and treatment in the world of work for persons with disabilities, as well as for other persons in vulnerable situations.

Let's join our efforts together to achieve gender equality for a sustainable future.



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