



**Joint Declaration  
International Women's Day  
March 8, 2013**

The national telecommunications workers unions from Mexico, United States and Canada- the Sindicato de Telefonistas de la República Mexicana (STRM), the Communications Workers of America (CWA) and the Communications Energy and Paperworkers Union (CEP)- working in a tri-national alliance join together today, International Women's Day, to express our common commitment to the fundamental rights of women- as workers and as social actors in the construction of a society based on respect and equality.

As telecommunications unions in North America we recognize the central role of women workers in our sector, contributing to the enormous wealth that our counterpart employers derive from their labor. We also recognize their role in organizing, representing members, collective bargaining, mobilizing, leading our unions, and contributing to our progressive social agendas. Our unions are committed to ensuring participation of women workers in all areas of our organizations, from the rank-and-file to the highest leadership positions, as the only fair and equitable manner to truly represent ourselves as workers and as organizations.

On International Women's Day, we reiterate our commitment to work within our unions and jointly within the tri-national alliance to advance:

- The rights to organize and bargain collectively to ensure maximum participation of women workers in unions and in representation of their interests.
- Equal pay for equal work;
- Workplace and public policies to protect against sexual harassment and all forms of violence against women;
- Fair policies on maternity protections and work-family balance;
- Social movement-building that advances fair labor laws, the rights of immigrant workers, full participation for all workers in democratic processes in our countries, and fair economic opportunities and job security for the broad base of workers that generate the wealth in our countries.
- Efforts within UNI Global Union to contribute to and strengthen the global trade union movement.

The tri-national alliance of telecommunications unions, through this declaration, express our solidarity on International Women's Day and our commitment to work together, as working women and men in our three countries, to build a better, more sustainable world.