



RedDLUM
Red de Defensoras Laborales
Unidas en la Maquila

Declaration

in commemoration of

International Women's Day

and to conclude the public forum

“Updating Women's Rights at Work”

Mexico, March 5, 2022

#UnitedOurVoices

#UnitedWeCan'tGetLost

#UnitedTheyListenToUs

#UnitedWe'reStronger

#UnitedWeBreakTheSilence

To mark International Women's Day, the Network of United Women Labour Rights Defenders in the Maquila (Red de Defensoras Laborales Unidas en la Maquila, Red DLUM), held the public forum **“Updating Women's Rights at Work”**, on March 5, 2022. This was our way of honouring the memory of women who have gone before us, defending the labour rights of workers in Mexico and around the world.

The event also served as a reminder that we continue to struggle with workers, unionists, labour activists, academics, and feminists to transform the world of work, and in particular, work in the maquila sector in Mexico. Only united will we achieve **equal**

opportunities and conditions of work, full health, guarantees for our safety and security, democratic representation, and justice for women in our workplaces.

The **Red DLUM** is made up of the Border Workers' Committee (Comité Fronterizo de Obrer@s, **CFO**), Coalition of Former Workers and Workers of the National Electronics Industry (Coalición de Ex Trabajadoras(es) y Trabajadoras(es) de la Industria Electrónica Nacional, **CETIEN**), Grassroots Collective of Aguascalientes (Colectivo Raíz de Aguascalientes, **CRA**), and the Worker Support Centre (Centro de Apoyo al Trabajador/a, **CAT**). We are the proud result of a process of three years of conversations and planning in which labour rights defenders with long and distinguished careers, from several organisations, decided to create a network. With strong objectives and firm ideals, open to more organisations joining us in our network, the Red DLUM promotes social justice and the full respect of human rights in the workplace.

We also advocate for the **lives of women labour rights defenders**, active the length and breadth of Mexico, inside and beyond the walls of maquilas, to be valued and respected. This demand takes on special significance when we document and denounce violations of our rights to the authorities, take on leadership positions in civil society, negotiate with employers, and push for improved public policy. Only when **our voices are united will they be stronger, will our actions be more effective, and will our steps be safer, and our lives protected.**

Each of our organisations, united in the Red DLUM, recognises that the **articles of the Federal Labour Law that were reformed in 2019** offer new opportunities to achieve substantive equality, representative democracy, and non violence in our workplaces. We know that there has never been a better time to learn about the new ways in which women's rights are recognised by law, to investigate actual working conditions, to organise ourselves into networks, committees, coalitions and unions, and to participate in the development of pro-worker policies and protocols at the local, state and national levels.

We also recognise, however, that the conditions of inequity and violence that women experience in maquilas, are the result of a heteropatriarcal system that continues to benefit from **gendered inequality**. This has led to women today being treated as second class workers, with negative consequences on our working hours, bodies, pocketbooks, and even our self image.

As we know all too well, **sexual harassment, constant undermining, and firings for being pregnant**, are daily occurrences for millions of women workers. Complicity or inaction by employers, in spite of their constitutional and legal obligations, perpetuate impunity for those who commit such acts, and normalise violent behaviour. Bearing this in consideration, it is urgent that we **empower women maquila workers** to recuperate their self confidence and turn their legal rights into reality.

To generate the conditions for a life free of violence, and to dignify our work, we reiterate our commitment to continuing to work together to ensure that **women's human-labour rights** are respected, by advancing **gender parity in union structures and the labour authorities, and eradicating workplace violence (including gender and sex based discrimination) in Mexico's maquilas**. We urge employers, the authorities, and unions, to do the same.

