



## 5<sup>th</sup> National Women Workers Conference

March 8-9, 2013

### **DECLARATION**

We 700 participants of 5<sup>th</sup> National Women workers conference from GEFONT enterprise/workplace representatives to district, zones, affiliate federations and GEFONT-NEC leaders and activists, after intensive discussion, have come up with far reaching conclusion:

- Highly evaluating the actions of change and achievements of our confederation in past for gender equality, equal rights, decent work and dignified life
- With a firm belief on the principle of Class+3 Balance( Class associated with economic exploitation and Gender, caste/ethnic & regional discrimination with social oppression) in the present transitional context and unstable national scenario as more relevant for social transformation
- With commitment to the strategic slogan of dignified, prosperous and creative life for working class based on strong belief on socialism in a frame of collectivism

Violence against Women must be put to an end in order to ensure gender equality and for the formation of equitable society

#### **We Recall**

- VaW is not just the visible events of murder, rape or alike, but also the physical, vocal-symbolic or any form of evil actions
- VaW may be direct, indirect, targeted and mental

#### **Hence we declare**

- We will translate into our lives the slogan of the Conference It's Crime ! Do not Commit or tolerate – Attack Violence Women !
- We will implement the Code of Conduct adopted by this conference with full determination
- We will be active to convert workplaces into women friendly places for women leadership development by increased membership and more participation of women in every sector of employment





We are in the movement for a non discriminatory non violence family-workplace-society and for a pro-worker state with gender equality. Therefore, We are in consensus for following process to push down the violence against women to a zero level in family, society, workplace and organization:

- We are in commitment for immediate reporting and to bring the culprit under the periphery of justice when we witness or face any event of violence
- We will mobilize GEFONT community clubs against discrimination and violence in the society and local committees of affiliate federations as well as Local representatives of GEFONT as campaigners
- We will develop women committees of GEFONT and Affiliate federations in organizational life also as active mechanisms against violence and for justice in addition to continuation of activities for gender balance
- Collectively we express commitment to launch legal action against all those who exercise violence irrespective of their committee or position
- We will move for formulation of adequate legislation as legal treatment is insufficient in case of violence at workplaces

It is essential to end the current chaos and difficult transition. Hence we continue our demand for local and general election and adoption of new constitution based on national consensus. We demand that the Constitution should be pro-worker and inclusive of the rights of women workers with full guarantee to end violence against women.

We express heartfelt wishes on the occasion of IWD 2013 to all workers, women and men, working within Nepal and abroad and to all trade unions and workers of the world with the ideals of workers unity.



March 9, 2013