

Trade unions have a particular responsibility in promoting equality between women and men. They must defend equal pay and non-discrimination at work, promote decent working conditions and social protection for all women workers, support women's participation and leadership in trade union structures, fight against harassment and violence in workplaces, promote policies favorable to work-life balance, and extend social protection to domestic and migrant workers to guarantee their dignity and fundamental rights. Trade unionism remains an essential tool for defending women workers' rights and building a fairer society.

The Organization of African Trade Union Unity (OATUU) reaffirms its constant commitment to promoting women's rights. Through its programs, training, and advocacy initiatives, OATUU works to strengthen the capacities of women trade unionists, promote their representation in decision-making bodies, support public policies favorable to gender equality, encourage the integration of gender perspectives in all trade union actions, and defend the rights of domestic and migrant workers by advocating for their inclusion in social protection systems and trade union structures. OATUU considers gender equality an indispensable condition for Africa's social progress and sustainable development.

On this International Women's Day, OATUU issues a solemn call to all African women workers, in both the formal sector and the informal economy, including domestic and migrant workers, to join and strengthen trade unions. The union is a space of solidarity, defense of rights, and promotion of social justice. Women's active participation in the trade union movement is essential to make their voices heard and defend their interests.

On March 8, 2026, OATUU calls on governments, social partners, civil society organizations, and all African citizens to redouble efforts to build a society based on equality, dignity, and justice. Promoting women's rights, ensuring their economic empowerment, protecting domestic and migrant workers, and strengthening their leadership are essential conditions for building a prosperous, inclusive, and sustainable Africa. In this perspective, OATUU commits to act in line with the African Union's Agenda 2063, which places gender equality at the heart of the continent's development, and to contribute to the implementation of UN Sustainable Development Goal No. 5, dedicated to gender equality and the empowerment of all women and girls.

OATUU expresses its unwavering solidarity with women in African regions severely affected by armed conflicts, particularly in Sudan. These women, facing violence, forced displacement, and the loss of livelihoods, continue nonetheless to embody courage, dignity, and resilience. Their situation highlights the urgent need to strengthen the protection of fundamental rights, ensure access to security, health, and justice, and guarantee their full participation in peace and reconstruction processes.

OATUU reaffirms its determination to continue acting alongside African women so that equality becomes a reality and every woman can fully contribute to the development of her country and the continent.

**The Secretariat**

