



EQUALITY CHARTER

Equality between men and women is a right proclaimed by international instruments and a universal principle enshrined in numerous legal texts worldwide. We, the participants of the **1st IndustriALL World Women's Conference**, regard equal rights for women and men as being fundamental and essential for justice, fairness and tolerance in society.

Equal treatment and opportunities for men and women have to be implemented and enforced in all political, economic, social and cultural areas. Women's incorporation into the labour market has meant a transformation in relations at home, at work and in society. Nevertheless their equal participation has met with massive obstacles due to culture, traditions, mentality and stereotypes.

Based on the universal principles of equal rights between men and women we expressly state our will to promote real equality and to fight discrimination. Our goal is a society where both women and men can meet their potential and achieve real participation. To meet these aims we propose taking specific measures to achieve the following:

- Enable women to have access to male-dominated jobs
- Fight for equal pay and pensions
- Achieve contracts that include flexible working times and also career development
- Guarantee maternity protection
- Jobs that guarantee a living wage
- Promote training for women
- Guarantee a gender-sensitive approach to health and safety on the job
- Ensure zero tolerance for violence against women
- Advocate positions for women in management
- Negotiating for equal opportunities
- Develop women's leadership
- Protect women against discrimination
- Combat patriarchal domination

We pledge to campaign for equality together with our comrades and like-minded partners.

Vienna, 16 September 2015