



# GENERAL ASSESSMENT

During the last 6 months, the Project “Promoting Women’s Labor and Human Rights in Brazilian Garment Sector Unions” involved more than 100 labor leaders and hundreds of rank-and-file workers in dialogues on the promotion of equal opportunities between men and women and against sexual harassment and gender-based violence in the workplace. This report presents a balance of the activities which took place during the first semester of the project.



PROMOVER OS DIREITOS HUMANOS E FORTALECER A AÇÃO SINDICAL E A IGUALDADE DE GÊNERO NO SETOR VESTUÁRIO DO BRASIL



# AWARENESS

**JANA SILVERMAN**, Country Programs Director for Brazil of the Solidarity Center, highlights that the program successfully raised the awareness of trade union leadership regarding the inequality between men and women and the diverse forms of violence of gender at work. "After participating actively in the Regional Seminars, I can affirm that the consciousness of all participants of the project was raised, especially regarding the need for a gender focus to collective bargaining".

**FRANCISCA TRAJANO**, President of the National Confederation of Workers in the Garment Sector (CNTRV/CUT), also affirms that the Project is changing the awareness of the leaders of CNTRV-affiliated unions. "We have cases that, even when not participating officially in the project but understanding the importance of the theme, the union held conversation circles on gender-based violence with women workers that they represent. This shows awareness growing, above and beyond the unions that are directly involved", said.

**MARIANA XAVIER**, from the Instituto C&A, follows the Project and emphasizes the broad participation of women workers as one of the high points. "We are seeing a good turnout from both union leaders and rank-and-file workers, and this creates even more positive expectations about the project results."

## COLLECTIVE BARGAINING FROM A GENDER EQUALITY

perspective was one of the most debated issues in the regional meetings.



Participants of the Southern Regional Meeting from 14-17 March, in Sapiranga/RS



Participants of the National Meeting April 4th, in São Paulo / SP



Participants of the Southeastern Regional Meeting From 22-26 April – Praia Grande/SP



## HISTORICAL VICTORY

During its 11th Congress, held in April 2019, the CNTRV voted to institute gender parity in its National Executive Committee. "We are very happy with this result, which we know was influenced by this and other projects", mentioned Jana Silverman.



Participants of the Northeastern Regional Meeting from 6-9 May – Recife/PE





# MOBILIZATION OF THE BASE

The first stage of the conversation circles has mobilized hundreds of workers in the States of São Paulo, Minas Gerais, Espírito Santo, Rio Grande do Sul, Bahia, and Ceará. “We must highlight the success of the unions in the mobilization process of the workers women of the base for the conversation circles that address important and sometimes difficult topics, related to the diverse forms of violence against women in their life and work”, affirms Jana Silverman.



Conversation circle  
in Venâncio Aires - May 4th



Conversation circle  
in Pouso Alegre (MG) – May 18th



Conversation circle  
in Jaú (SP) – May 25th



Conversation circle  
in Ipirá (BA) – May 25th



Conversation Circle  
in Colatina (ES) – June 1st



Conversation circle  
in Sorocaba (SP) – June 8th



Conversation Circle  
in Fortaleza (CE) – June 15th



Conversation circle  
in São Paulo (SP) – June 29th