

# Statement



## Statement on the National Day of Remembrance and Action on Violence against Women

Unifor's activism against violence against women and gender-based violence in all its forms is strong and longstanding. Together workers have won efforts to prevent violence, and better support survivors. Women have led the way.

Women still experience violence predominantly at the hands of men, most often their intimate partners or family members. Men's violence against women has increased sharply during the pandemic.

By naming the source of the violence, we can focus more clearly on finding solutions.

[In 2021, men in positions of power in the union pledge to speak up and take action to prevent gender-based violence.](#)

Gender based violence happens in all communities. However, some people face increased rates of violence including Indigenous women and women of colour, non-binary people, trans, lesbian and bisexual women, women with disabilities and women living in rural and remote regions.

November 25 starts a global campaign of 16 Days of Activism for the Elimination of Violence against Women. December 6 will mark Canada's National Day of Remembrance and Action on Violence against Women.

[Unifor invites all men to take a pledge and speak out to ensure all women, girls and gender diverse people are valued, respected and are able to live free from violence.](#)

In addition to challenging men's attitudes and actions, as trade unionists, men can take action at the bargaining table and in the workplace to help prevent gender-based violence. Actions that address economic security for women and gender diverse people can include negotiating and enforcing pay equity, employment equity, anti-harassment language, family leaves, paid domestic violence leave, good wages and other workplace rights.

These measures have the additional benefit of underscoring the equality and equity that women and gender diverse people deserve. This is all part of preventing gender-based violence.

During this campaign, and all year round, spread the word by speaking to men and boys in your life. Suggested topics are on [our campaign page](#).

Take action by going to the bargaining table with equity in mind.

Share this message within your local union and by posting your commitment online.