

# Breaking the bias, Counting everybody in

**On this International Women's Day, we send this message of solidarity, feeling optimistic about a better reality and tomorrow for women and for ALL people everywhere, regardless of age, gender, race, disability, and class.**

This is our shared vision – a peaceful, prosperous, and gender-equal world. It comes with a commitment to fight until it becomes a reality.

Empowering women and working people and protecting their rights, in all their diversities and experiences is a rising tide that "lifts all boats." A world of empowered women and workers enjoying their rights to the fullest – this is the kind of future we want to co-create, see, and realise.

Together, we have achieved many things in all these years towards realising this 'equality for all' vision of the world. Our collective efforts are significantly paying off, but we know we could do better, much better.

But how do we accelerate building inclusive workplaces, communities, and societies? The trade union movement is always a great place to start and find inspiration. Your stories, strengths, and triumphs amidst setbacks and challenges are many and inspiring, motivating us to keep going. But we need to do more.

**For those who bear the heaviest burdens of patriarchy and inequalities. For those we haven't been "counted in" yet in the trade union movement. For millions who remain invisible, excluded, and marginalised. For those whose voices are often ignored or silenced.**

For every single trade union member who not only forms part of our movement but helped to shape it and build its power. Inclusion is among our generations' great unfinished missions, and now is the time to make it real for everyone.

Yes, these are exciting times to advance inclusion, sustainability, and resilience. To break the bias in workplaces, communities, and within our movement. To bring many more women and young people into the trade unions, leadership, and employment. To eliminate the crushing culture that continues to compromise workers' health, safety, and well-being. To challenge discriminatory laws, long-standing and new inequalities, and anything that holds back progress for everyone.

We have much work to do, but you are not alone. The ITUC-Asia Pacific is with you every step of the way. To count everybody in the trade union movement and elsewhere. To amplify the voices of those less heard. To support equality in all its forms and shapes. To work in partnership with others to make this world a better place for women and all people, today and in the next generations.

We will claim it. We will work for it. We will demand and make sure we get it. No matter how long it takes. Because it is only right and it is our right.

Thank you, and wishing your light to shine even brighter and illuminate the world not just today but every day of the year.

Happy Women's Day!

In solidarity,

**Shoya Yoshida**  
General Secretary  
ITUC-Asia Pacific