

# GENDER, DISCRIMINATION, YOUTH, WOMEN'S RIGHTS, ELDER CARE

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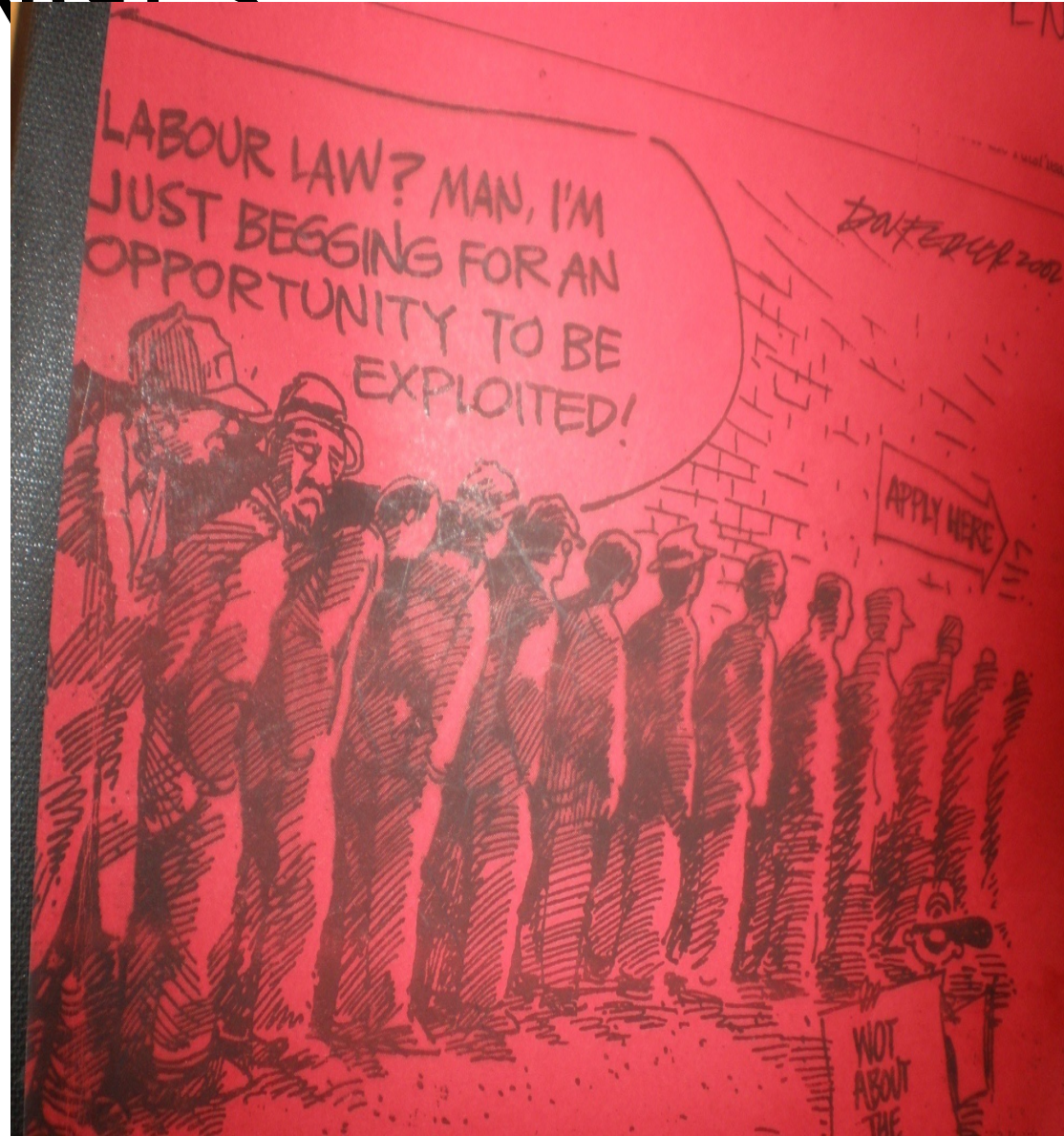
# INTRODUCTION

- “All workers should enjoy equal rights.”
- “female and young workers remain subject to discrimination resulting in many being denied their fundamental rights.”
- Meanwhile, exploitation differs per worker vulnerability at the lower tiers of supply chains.
- Intersectionality and its implication on each category of persons – Elder, PLWDs, women, youth etc
- Several of these identities push groups to the bottom of the wage hierarchy and to more precarious jobs.

# CATEGORIES OF WORKERS & CHALLENGES

- Women: reproductive and biological roles, traditions and culture, religion. More exposed to vulnerabilities.
- Diverse forms of discrimination – gender, race, ethnicity, age, migration status and others
- Youth – women, PLWDs, men etc
- Elder care – same with more
- Gender – men and women

The constant factor in all of it is the status of employment of the worker



# THE INTERSECTION BTN DWA & SOCIAL

Decent Work implies **access to employment in conditions of freedom, recognition of basic rights at work** which guarantees the **absence of discrimination or harassment, an income enabling one to satisfy basic economic, social and family needs and responsibilities (Living Wage)**

## 4 pillars:

- Social Protection (pensions, care, leave,
- Social Dialogue (ILO Tripartism and Bipartism)
- Adherence to ILO labour standards (Convention 103, 156, 183, 184, 110, 155.....)
- Employment creation and job security

# THE DRIVERS

- Structural discrimination is deeply embedded in the business model of supply chains.
- It provides multinationals with access to a pool of low paid, dispensable workers marked by diversity.
- Fissuring is the new norm- David Weil
- Public Private partnerships
- Political will and commitment – taxation, retirements

# MAJOR FALLOUTS

- Access to jobs and Decent Jobs
- Equal opportunities – career progression and growth
- Lack of comprehensive social protection – Social Security, Quality and affordable health care etc
- Maternity protection – Child care, leave, medical etc
- Migration
- Labour exploitation
- Marginalization

# IMPACTS

- Gender Inequality gap widened (economic, access to opportunities)
- Threat to Decent work agenda
- Increase in Ghost work
- **Increased gender inequalities and vulnerabilities**
- **Higher risk of abuse against women and girls**
- Poverty
- Increased cases of GBVH

# WAY FORWARD

Ratification of:

- ILO C181 on Private employment agencies (FoA & CB)
- Convention 190 on Elimination of Violence and Sexual Harassment in the world of work – just few countries in Africa (Nigeria, Namibia, South Africa, Uganda etc)
- Convention 183 on Strengthened Maternity protection – widened gap in some countries like Uganda
- Convention 156 on Workers with Family responsibilities
- Introduction of flexible work hours
- We need to put in place **sustainable measures that tackle the root causes of GBVH at the workplace, Gambia?**
- Child care provision – non- existence family support again



# CONCLUSION

- *Fairer and stronger participation & Inclusion of all*
- Fight for better working conditions
- Governments need to put in place more pragmatic measures to ensure their commitment towards the realizations of the AU agenda 2063 to “build our human capital which is our most precious resource”

# REFERENCES

- <https://global-labour-university.org/studying/online-academy/subordination-and-discrimination-in-gscs-recognizing-diversity-and-building-unity/>