

Recommendations from the consultation 10th August 2016

Presentation to the UN HLP
Regional Experts Consultation
Wits University
11th August 2016

Who participated

- 70 people – almost all women
- Organisations representing young women, waste pickers, street vendors, farmers, care workers, domestic workers,
- 1 organisation each from Lesotho, Namibia, Swaziland
- 5 organisations from Zimbabwe
- 6 organisations from South Africa
- 3 organisations each from Malawi & Mozambique
- 2 organisations from Zambia
- Oxfam, WIEGO
- African Development Bank

A selection of barriers to decent work identified

- Formal work
 - Privatisation, casualisation, labour brokering
 - Sex in exchange for a job
 - Lack of work experience or knowledge around employment processes
- Informal work
 - Unfavourable policies including harassment by authorities & no consultation in law making
 - No social protection or health & safety support
 - No recognition
 - Land grabbing by corporations

More barriers to decent work

- General barriers - bias against women in the economy
 - Lack of recognition of the work done by women in unpaid and informal sectors e.g. unpaid care and need for better definitions around women's economic empowerment and decent work
 - Stereotyping, patriarchy, misogyny - particularly around career progression to senior roles
 - Lack of access to information including language barriers
 - Lack of recognised skills and lack of training programmes
 - No control over our bodies
 - Lack of self esteem and self confidence
 - No knowledge of legal rights
 - Lack of women's inclusion in policy making or investment in women's transformative leadership

Recommendations : Care Work

- State provision of care services
- Invest in data collection & evidence generation on the cost of unpaid work
- Invest in skills development for carers
- Invest in labour saving equipment
- Promote equal responsibilities on care work by men (incentives and social norm change)
- Enact laws and policies on care policy reforms

Recommendations : Norms and social behaviours

- Education and religious institutions to be challenged on their role in perpetuating stereotypes relating to women's economic empowerment and gender equality
- Embark on rights education within communities including for girls
- Be careful of language e.g. the term "gender sensitivity" itself can perpetuate negative norms
- Hidden norms embedded in economic policy and practice to be challenged e.g. women's care work uncounted
- Training and design in machinery and uniforms to be analysed from the perspectives of norms and gender
- Blue prints and reports must not be disability blind

Recommendations: Assets including land

- Need UN guidelines to ensure the legal right of women to security of tenure and rights over land
- Land and investment must not compromise the environment or the local economy
- State subsidies to assist women's access to markets and support across the value chain
- Infrastructure provision for women to enter and participate in markets e.g. street vendors
- Stronger laws to protect women producers including price regulation
- Protection of indigenous seeds, species & knowledge
- Politicians to be accountable

Recommendations: Law & policies

- Inclusive laws, including women's inclusion in drafting – and accessible information on laws on policies for women
Governments to ratify and implement ILO Conventions
- Collect data on informal employment & progress against policies
- Compulsory reporting on women's economic empowerment
- Tax breaks, improved laws & procurement policies to support women's cooperatives
- Review and change local laws and regulations
- Security for women cross border traders
- Include informal workers in labour laws (amend definitions of a worker)

Engagement with High Level Panel and Economic Empowerment going forward

- We must be self organised & act politically in our own interests
- Develop a Women's Economic Empowerment Charter and regional campaign
- Collaborative forums and spaces to discuss strategies moving forward
- A “herstory” book of our own stories
- Solidarity e.g. buy from women producers, farmers, vendors
- Exchange visits to share struggles and successes
- Strategic dialogue at all levels, including local level
- Identify Women's Economic Empowerment champions across sectors
- Build capacity of key stakeholders – from parliamentarians to small scale farmers
- Information dissemination in local languages
- Greater financial and technical support for women's organisations working on women's economic empowerment to increase women's access to credit and policy processes

Concluding remarks on the High Level Panel

- Actions after the September Report must be consulted
- The March 2017 Report must take our inputs into account
- Governments must be held to account on implementation