Coming Together to Advance Women’s Rights in the World of Work

Our Goals:

1. Analyze/Assess the Global Context
2. Deepen Systemic Analysis
3. Reflect on Achievements and Challenges
4. Do Visioning

Common Charter:
- Impoverishment and Dispossession Amid Abundance
- Corporations Have Captured Democracy
- Deepening Inequality
- Environment is Being Destroyed
- Persecuted as We Fight for Our Rights

The Theory of Change:
- Solidarity
- Collective Action
- Mutual Learning
- Shared Analysis
- Member-Led Model of Work: Our Core Principles

Strength is the Collective Action of Diverse Members

Planning Committee:
- AWAJ Foundation
- WLC
- IAWA
- ATFD
- Socra
- G1-ESCR
- Women's ESCR Working Group

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What are the Systemic Challenges Women are Facing in the World of Work?

**Covid as Context**
- **COVID as SmokeScreen to Repress Marginalized Groups**
- **Failure to Take Real Action to Recognize & Value the Work Landed as Essential Throughout Covid**
- **Challenges to Organizing/Mobilizing Due to Lockdowns**
- **Women Have to Choose Between Employment and Covid Exposure**
- **Gender-Based Violence Amid Lockdowns**

**Failure of Data to Reflect Women's Realities**

**Challenges with Adoption & Implementation of: International Human Rights & Labor Framework**
- **Minimal Accountability of Implementation ILO Undermined by Central Role of Corporations**
- **Where is the Equality**
- **An Economic System that Prioritizes Corporate Profits over Human Rights & Environment**

**EXCLUSION of Domestic Workers**

**Women Continue to Confront Intensified Care Burdens**
- **Women's Rights to Health Also Deeply Impacted by Failing Healthcare Systems**
- **Loss of Income and Forced Unpaid Leave**

**Corporate Capture of Govt Decisions & Spending**
- **Corporate Leadership of Women in Unions**
- **Participation & Leadership of Women in Unions Don't Reach Decision-Making Positions**

**Anti-Terror Laws**
- **Dehumanization of WHRDs**
- **Labour Rights Activists are Silenced**
- **Red Tagging Activists & Women Human Rights Defenders**
- **Repression of Free Speech**

**Philippines**

**Increasing Trend of Labour Flexibilisation & Sub-Contracting**

**Informal Economy Globally – Gig & Tech Economy in Wealthiest Countries**

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Looking Back to Move Forward

**Achievements**

- **Women's Global Strike**
- **Adoption of ILO 190 on Violence & Harassment**
- **Positive UN CESCR Decision in MC TC vs. Ecuador**
- **Case on Rights to Social Security, Non-Discrimination, and Gender Equality**

**Lessons Learned**

- **Deepen efforts to systematize our analysis on challenges faced in different regions**
- **Guided and engaged network-wide action on**
  - Land
  - Climate
  - Corporate Accountability
- **Connecting and centering grassroots women leaders**

**Value of an Intersectional Analysis**

- **There is a digital divide faced by women**
- **Increased burdens of care amid pandemic**
- **Suspension of UN processes during COVID disproportionately impacting women's rights**
- **Rooted in grassroots struggles**
- **Economic hardship at community and individual level**

**Transformative Change in the World We Want to Celebrate in 5 Years if Our Work Is Successful?**

- **Movement to demand corporate accountability in supply chains**
- **Feminist alternatives to extractive models**
- **End gender-based violence at all workplaces!**
- **Climate justice: centering care and women workers rights**

**Take advantage of the increased visibility of care work!**

- **Guards develop & enforce more comprehensive care systems**
- **Care workers' contributions to the economy are recognized & valued**
- **Social security for care workers**
- **End gender bias in focus in the COVID context**

**What is the Transformative Change in the World We Want to Celebrate in 5 Years if Our Work Is Successful?**

- **Due to COVID, etc.**
Where Our Collective Path is Heading

1. Build Collective Power To Secure Social Pact on Care
   - Recognition
   - Redistribution
   - Rights
   - Representation
   - Reframing Economy
   - Counter Gender-Based Violence & Marginalization

2. Strengthen Human Rights Standards, IHL Frameworks (and implementation)

3. Confront Corporate Power
   - Strengthen Accountability
   - Dignified Working Conditions
   - Leadership in Unions

4. Advance Rights-Based Narrative Based on Lived Experiences

Here's all that we've accomplished & learned

WE ARE HERE

Women's Global Strike

Amplify the experiences and analysis of domestic, sex, migrant, illegal workers & many more communities

Reassert the Right to Public Healthcare (Treatment, Vaccines)

The future of work is feminist

Advance systemic alternatives that center care, equity, & climate justice