

International Conference on 'Making Non-Traditional Livelihoods Work for the Marginalized'

15th-18th January, 2019

India Habitat Centre



INTERNATIONAL CONFERENCE ON

making **NTL** | non-traditional
work. for the
marginalized livelihoods



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INDIA HABITAT CENTRE, NEW DELHI

Inauguration - 15th January 2019

Inaugural Address by Kamla Bhasin, feminist activist, poet, author and social scientist

The International Conference began with an inaugural dinner on 15th January 2019. Kamala Bhasin, renowned poet activist and feminist gave the inaugural speech where she introduced about Azad and Sakha and set the context of the International Conference as an initiative for creating synergies, building networks to work towards promotion of non-traditional livelihoods. On the cold January evening of the inaugural dinner, Kamla Bhasin's vivacious greetings spread cheer and warmth as she addressed the gathering saying "This is what a global international gathering of people who love Equality, Justice, Sustainable Livelihoods, Peace and Love, should look like. This is what Feminist Solidarity looks like. This is what hope for a better world looks like."

Talking about Azad and Sakha she congratulated them on the completion of 10 years of their journey and shared that "Friends I wish to congratulate Azad and Sakha. For a 10-year-old organization, their growth has been phenomenal. Their growth is impressive because their team is impressive. Their team is impressive because their vision and strategies are impressive. Friends, I know Azad quite well. Azad and Sakha have been walking on two strong legs of Action and Theory; action and reflection. They strive through their day to day mundane activities; and they do exciting campaigns as well. They work alone and they work with networks." She mentioned how working on Non-Traditional Livelihoods was the need of the hour as gaps in skills are leading to gaps in employment, ultimately resulting in gaps in wages. Hence, she raised a collective slogan asking everyone gathered to join and commit how they will work towards changing mindsets, changing practices that promote gaps in gender parity saying, No more gaps now! Do you agree? Then please say 'no more' loudly and with conviction and the gathering cheered in response.

Gender gaps – no more no more

Gaps in skills, gaps in wages – no more no more

Women in least skilled jobs – no more no more

Women in least paid jobs – no more no more

Women last to be hired – no more no more

Women first to be fired – no more no more

So again, Unfair gender division of roles – no more no more!"

Kamla Bhasin also spoke about the potential of NTL for paving the way to empowerment and freedom to accessibility and choice of employment regardless of gender, stating that "Non-traditional livelihoods are needed not just to provide women with a living but, it is to transform, to leave gendered division of labor behind. NTL for the marginalized rightly challenges class, caste, race, heterosexualism and ableism. Women's entry into men's jobs like driving, construction work, adventure tourism, solar engineering will humanize these work spaces, it will positively change the culture and ethics of these places for better. Men's entry into unpaid care-work such as, nursing, kindergarten teaching, working in crèches will also change norms, turn the page on existing

cultures, push mindsets to change for better, humanizing men, women and all communities of people.” She indicated that NTL not only has the capacity to transform the gender norms, enabling women and men to have the rights, opportunities and resources to enter any profession of their choice but “NTL and changing ecosystems, creating alliances with men and boys, with adolescents, will further challenge patriarchy, which will change the way gendering is done in many societies for centuries”.

Hence a conference that brings together intersections across livelihood, gender and aims to create synergies to build an advocacy for changing the gendered narratives gives hope of a future, a future that is not shackled, but free. She ended her address on this note of ‘azadi’, freedom asking the audience to join her in her demand for freedom -let’s do our world-famous slogan! I learnt it in Pakistan – ‘Azaadi – Freedom’:

We women want - Azaadi
Our children want - Azaadi
The workers want – Azaadi
The farmers want - Azaadi
The Asians want - Azaadi
The Africans want - Azaadi
The Americans want - Azaadi
From Patriarchy - Azaadi
From all hierarchy - Azaadi
From Racism - Azaadi
From Imperialism - Azaadi
From Exploitation – Azaadi
From Sexploitation - Azaadi
From Endless violence - Azaadi
From Helpless Silence Azaadi
From Monocultures – Azaadi
From Media Vultures - Azaadi
For singing loudly - Azaadi
For dancing madly - Azaadi
For self-expression - Azaadi
For celebration - Azaadi
Come say it loudly - Azaadi
We love it madly - Azaadi”

Day 1- 16.01.19

The key themes discussed on day 1 were - Women and Work participation and its challenges and how Non-traditional Livelihoods disrupt the gender norms of work

Keynote address by Prof. Jayati Ghosh, Development Economist and Professor of Economics at the Centre for Economic Studies and Planning, School of Social Sciences, at the Jawaharlal Nehru University

The inaugural keynote was delivered by Prof Jayati Ghosh, Professor of Economics at the Centre for Economic Studies and Planning, School of Social Sciences. She began her address by sharing how women in non-traditional livelihoods (NTL) can serve as role models for others, by saying, “I was one of the people lucky enough to come in Sakha taxi, and that already created a flurry in my household, that has provided the inspiration to several people who said that we can send our daughters from this as well.” She shared that talking about challenges with respect to working women and gender gaps are the easy part. The difficult parts are talking about solutions or strategies. In her Speech, she focused not only on the challenges but some solutions as well. She shared that “ an unfortunate feature is that wherever jobs are scarce or seem to be scarce, women tend to get rationed out of them and this is not just an old sociological fact but something which has actually intensified over the last 3 decades”. A research by the UN Trade and development report of 2017 indicated that in both developed and developing countries, jobs in sectors like manufacturing and organized services are declining and there are lower proportion of women actually employed in such jobs, the reasons for the same could be patriarchy, culture and a tendency that employers prefer to hire male over women employee.

Prof Ghosh highlighted the problem with data collection, in terms of women doing recognized work and unrecognized work. The data collected by the government only takes into account the recognized work, a vast number of women (88%) are doing unrecognized work such as collecting water, collecting wood, cleaning, cooking, child rearing etc. These economic activities, not classified under recognized work, has seen a sharp increase in women workers in India. The third issue highlighted by her was an increase in unemployment among educated women. One in three educated women in India, is unemployed. Another issue of global job crisis as stressed by the professor was an increase in technological automation, developing robots to perform various tasks and fear of technological displacement.

Prof. Ghosh explained that people are unemployed not because there is no potential for work in a particular economy, it’s happening because governments are choosing not to undertake policies that could help in giving more employment. It is a political choice, and not an economic one. She further gave an example of public employees in care work, including teachers, nurses, doctors etc. In the US, it is 5 people per 100 individuals, in Europe it is 6 per 100, in Scandinavian countries it

is 8-12 per 100, in India, it is less than 2! Which means we are under-providing basic services to our population, and that really means that we are not just denying them jobs, but we're also lowering the quality of life of our population.

Moving towards solutions, Prof. Ghosh first addressed the need to increase jobs in the public sector. She pointed out that creative services and care services are immune to technological displacement and should, therefore, be considered investing upon, by hiring more individuals. She further added that the government has classified its employees as permanent employees, who get maximum benefits but is a very small portion of the population; contract workers and lastly, the vast majority are volunteers, who, the government doesn't even want to classify as contract workers, as they want to pay them one-tenth of the minimum wage. If the government can improve the standards of this third category of workers, then that will generate income in secondary employment through the multiplier effect, and more women can opt for this. So mobilising and changing the political choice would make it inevitable for the government to make project employment.

The next solution that Prof. Ghosh suggested was introducing a quota or reservation for women in jobs, especially in NTL. Having women in the position of power is necessary to raise voice, concerning issues on the nature of the workplace, forms of sexual harassment and the nature of work security. These can be addressed only if women are voicing their issues. The Government of India, is introducing many different quotas in employment, it is the right time, we fight to introduce a quota for women.

The third solution laid out by prof. Ghosh was changing the attitude. Just attending gender workshops not effective, the need of the hour is to be more proactive in terms of changing the attitude about working women through examples, rather than simply talking about it. Another interesting fact that Prof. Ghosh pointed out was that 2/3 of the working women in India is self-employed. However, many of them do not have access to facilities like credit, marketing support, technical knowledge, and many other basic things that many entrepreneurs take for granted. It is imperative that special packages are designed, incorporated and made accessible, to help these women get such basic needs.

Prof. Ghosh ended her speech by saying that “We need to get rid of our emotions behind what is being followed and that what is happening is inevitable, that this is just the nature of capitalism, globalization and technological advancement that is beyond the government. We need to understand that this is just a policy choice of our country, that we, as a society, has allowed since so many years and we need to get rid of such policy choice. If you look around the world there is a huge variety of what is going on around working conditions and women's conditions, these are all outcomes of political choice. What we really need to do is mobilize. Mobilization that will force the government to create political choices, to form systems and to make choices in a progressive direction.”

Plenary 1: Women's workforce participation and its challenges

Moderator: *Syna Dehnugara (CNBC TV18)*

Panelists: *Theo Sowa (African Women's Development Bank), Marissa Wesely (Win-Win Strategies, Global Fund for Women), Wenny Kusuma (UN Women), Zulminarni Hidjazi Arsyad (ASPBAE), Francine Pickup (UNDP)*

Overall Summary of the Session

The first plenary session “Women's Work Place Participation, Informalization of Labour and NTL” set the tone of the conference. A political and historical context of women and work was established. Starting with a historical perspective, the plenary session drew references from the Beijing declaration and CEDAW, to the current context of the neoliberal economy, mentioning the challenges that women in workforce face. The discussion elucidated reasons behind decreasing participation of women in the workforce. The panelists discussed concepts such as invisibilization, segregation into low-skilled low-paying informal sector, and the gender pay gap to explain the lesser economic participation of women. Women's economic opportunities are often limited to unpaid care work and domestic work, which results in their decreased participation in remunerative skilled work. By setting out the infrastructural problems such as education that prevent marginalized women from economic independence, the panelists established a framework that would guide many of the participant's conversations and subsequent panels.

Presenter wise summary

The session was moderated by **Syna Dehnugara**, the Features Editor CNBC TV 18. Syna mentioned the discussion would center around shared experiences of women workers, the problems they face, and possible solutions and scalability.

Marissa Wesely from Win-Win Strategies, shared her experience working in North America and USA. She gave anecdotal evidence of women graduating from Harvard and how they cannot escape discrimination and how it is an invisible concept that is deeply embedded in the workspace. When speaking about possible solutions she mentioned the importance of understanding the local context of women by asking them and connecting them to corporates and organization. Further, she stressed the need to engage with companies and build their understanding of women's participation. This created an avenue to shift work culture and negative mindsets towards employing women. It is necessary to ruminate about issues such as growth, access and control on the resources and quota systems for women in public employment.

Theo Sowa the CEO of African Women's Development Bank began with the importance of implementing legislation to protect women. Informal jobs are labelled because of their lack of social protection. Hence, the importance is to make informal work formal. Theo elaborated on the myth that women turn violent and subjugate other women to violent working conditions after becoming entrepreneurs. Her response to this myth was to prove it wrong and have more and more women entering the entrepreneurship space. On solutions, Theo mention that it is difficult to generalize. While, she recognizes that she has more access to opportunities, choices, education, and travel than her grandmother, but she ended by saying equality should reflect in the hearts and the minds. Mentioning about UNICEF's approach she said every woman was seen from the prospective of mother of a child. There needs to be movement beyond the rhetoric. She spoke of standardizing promotions, pay structure, and normalizing the change.

Zulminarni Hidjazi Arsyad, the president of ASPBAE started the discussion mentioning how women make up 70% of the farming industry in Indonesia. Growing up, she has seen her grandmother, a farmer, being the sole bread earner of her family. The biggest challenge these women farmers face is despite working hard and being the primary earners, their work is not considered work and thus pay and benefits are abysmal. Despite being entrepreneurs, many are in the informal sectors so they are not represented in statistics. They don't have any opportunity to scale up in spite of the fact that they give opportunities to other women to contribute to economy. In terms of solutions, she mentioned though it is important to work with companies to create a conducive environment for the women, but it is of utmost importance to work with the grass root organizations and with women-led initiatives. This combination can help increase women's participation in the workforce, sustenance and benefit from this.

Francine Pickup, the Country Director at the UNDP began with her personal journey. Growing up in UK she faced inequalities in the form of power relations, lack of opportunities, and access to resources. To fight these problems, she now plans interventions to focus on gender-based violence at workspace, On existing norms, she said men and families generally decide on woman's participation in the workforce. To deter women, they bring up questions like women's safety inside and outside the house. Talking about Indonesia, she said young business people are accessing microfinance, but people from the middle class are missing out. Francine mentioned scaling up as a possible solution. In order to influence development in India she also called for working with the private sector. Countries legislative systems should be addressed and maternity leave to be standardized. "We have to make companies understand the returns that they get when women are employed. We need to create a line of argument to show the positive impact and the profit for getting women on board." She spoke about IKEA's initiative to recruit women in assembly lines, making furniture in steel industries and other initiatives which helps to create change from the bottom up.

Wenny Kusuma the country representative for Nepal in UN women started by thanking Prof. Jayati Ghosh, the key note speaker, for shedding light on the importance of participation of women in work force from an economic context. Wenny mentioned that the hierarchy in work force poses

as a challenge. It's important to support women's mobilization which makes decision-makers accountable for their action. She stressed the importance of thinking about how the landscape will change in the future and anticipate those changes. Before creating any policy change its important to know what people we are trying to help want and what role we can play in aiding them to reach these goals. She said, we tend to hold the vocational and cognitive skills as the most important but both physical and cognitive skills need attention. In terms of core economic value, women's work is undervalued. Quoting Jayati Gosh she said, public sector work should be rewarded so that it becomes more desirable. Wenny talked about scaling in creating change and mentioned it's our duty to protect women but that doesn't mean that we stop from experiencing their life. Women should not bear the brunt of the policies created.

Main Outcomes of Discussion

The discussion round opened with a question regarding how best to motivate and introduce women to nontraditional livelihoods. Francine Pickup began by answering this question and said that if we want to influence behavior change and work on sustainable productive action, we need to have role models but we also need to include the state to promote the importance of NTL. Some other ideas Francine brought up were creating value chains and connecting women to the market, bringing training into the women's home through new mediums like video etc., utilizing technology to build networks across geographies. The next question from Roshan brought up a problem in Afghanistan where women are able to create initiatives but then have difficulty procuring the loans. So, they depend on men for financial support. In these scenarios, how should women access financial loans. Ms. Zulminarni opened up the discussion by saying in the Indonesian context women can take loan from microfinance up to 100,000 USD. However, banks ask for property papers when applying for loan. Since women in Indonesia have to pay higher tax than men, they are advocating to abolish these unequal practices at the policy level. Francine followed up and mentioned women networks should be created and they should have connections with investors to help them get loans. Gender-biased attitude of investors should be considered when initiating discussions. She mentioned that women who have already gone through the process of procuring loans should share their experiences with the ones seeking loans. Sharing ideas will develop businesses and build each other's capacities. Ms. Kusuma closed the panel by saying how the plenary began with personal experience sharing from each panelist and how these experiences shape each women's understanding of access to opportunities. Talking about the existing biased system she said it is important for us to do gender audits and understand which are the systems that are serving us and which of them are not.

Plenary 2: NTL Breaking Gendered Division of Labour at Home and Outside

Moderator: *Nilanjana Sen Gupta (ICRW)*

Panelists: *Dr. Susan Moir (Policy Group on Tradeswomen's Issues), Mawusi Nudekor (TVET), Nisha Dhawan (EM-power), Aparna Uppaluri (Ford Foundation), Hope Chigudu (Zimbabwe Women's Resource Centre and Network)*

Overall Summary of the Session

The session started by discussing the concept of “nontraditional livelihoods” and the inception of this network. Women’s work was restricted to the caregiving sector, thus other fields were nearly impossible for them to enter. The NTL provides a support network for women in nontraditional fields from construction work to fishing and to automobile training. Some of cultural and social constructs that act as barriers were discussed. These restrictions limit mobility of women while also augmenting to the image of women’s work that was deeply embedded in society. This discrimination doesn’t just apply to the NTL fields but is also seen in the Science and Technology field where there are very few women employed at the highest level.

Presenter wise summary

Dr. Susan Moir started her presentation by discussing her research on NTL, Women and construction site conducted in India and US. She gave the insight on how the 1995 UN conference on Women in Beijing where the women across met for the first time namely India, Pakistan, Afghanistan, Thailand, Papua New Guinea, Japan, the United States, Denmark and England. In Beijing in 1995, women construction workers learned together that in North America and Europe, women were 2% of construction workers. Throughout the global south, women commonly worked as construction workers. In India, women were 50% of construction workers. Twenty-two years later: Tradeswomen Building Bridges Delegation to India is being organized by the women in non-traditional livelihoods. The questions they raised range from “Are global construction industry patterns reinforcing women’s poverty?” to “How do global gender patterns in the construction industry impact wider social issues?” and “What are the effective strategies and policies for improving the lives of women working in construction in all countries?” Women construction workers are paid low wages, and are often working in dangerous and insecure conditions, having low skill and no advancement in their career. Susan talked about her own experience with the uplift of women in NTL in America and mentioned women are now building communities, buying homes, and sending their children for higher education. With better working conditions, higher skills, and opportunities for career advancement women are able to succeed and achieve their goals. Dr. Moir’s suggestions for scaling up the skilling of India’s women in construction are to expand current programs to higher skilled training, demand enforcement of the quota system, and to use a supply *and* demand strategy with training plus jobs and build multi-stakeholder collaborations. Currently, 11,964 Industrial Training Institutes (ITIs) in India are training young

women in advanced construction skills. And lastly, multi-stakeholder collaborations are needed in making the NTL more powerful.

Ms. Mawusi presented an overview of National Vocational Training Institute (NVTI). She delved into the efforts of NVTI to make its skills training gender sensitive. This was done by encouraging females to go into skills training especially the male-dominated trades through sensitization programmes in communities of the 34 NVTI Institutes. Also, she discussed the success of the NVTI in collaborating with a number of donor agencies to deliver skills training to Females, among them are: GIZ- Female in Mortor-Cycle and Solar Technician and Global Community- Female in Heavy Duty Construction Machines (Forklift, Crane, Excavators, Bulldozers etc). Females represent about 30% of the entire vocational trade in areas run by the 34 NVTIs, Cookery and Dressmaking were the only trades dominated by female and the rest (i.e. Electrical, Masonry, Refrigeration and Air Conditioning, Electronics, etc.) of the vocational trade areas are male dominated. Ms. Mawusi also expounded on initiatives to provide short term strategies on improving female participation in nontraditional trades. Scholarship schemes have been instituted to attract females into male dominated trades, solicited support for start-up kits for female graduates of male dominated trade areas to go into self-employment (NVTI secured support from Tool for Self-Reliance, UK) for this purpose, linking mostly female graduates to Prospective Employers through collaboration with IT Solution Provider as well as Recruitment Agencies and Intensified soft skills training for the Female Trainees to enrich their employability skills to make them more competitive. The way forward is to collaborate with more recruitment agencies to link up the female graduates to prospective employers, develop more capacity building programmes in soft skills training to increase the relevance and competitiveness of the female trainees and strengthen gender activities. Lastly, in conclusion, selected stakeholders need to be ascertained to develop strategies that will attract female participation in male dominated trades in order to bridge the existing gender gap to enable full female participation in male dominated trades for the needed gender balance. This will in return boost the nation's human capital development index.

Ms. Aparna Uppaluri represented the donor community and spoke about how the funding organization has been changing in the last 12 years. The shift that the funder community has now been focusing on is the gender grant making and integration of NTL in grant-making. Particularly in India, with growing tools of CSR there is a decrease in Private Sector Development programme. They collaborate with the CSOs on how to articulate social justice and gender equality. When it comes to gender issues, particularly gender-based violence, the Ford Foundation has shifted the norms and challenged patriarchy. The core challenge in NTL is we are skilling women to do jobs which men are already doing, so they have difficulty breaking into the workforce. The question of how to expand the Non-Traditional Opportunity and flexibility of work regarding the time bound for the women are constantly coming up. Along with livelihood generation, there are 95% of women in informal work space and we ought to discuss and think about how to create gender-based opportunities.

Ms. Hope Chigudu spoke about the fishing industry in Zimbabwe. During menstruation, women can't go fishing. Thus, male fishermen retain a monopoly on the fishing industry. Men wanted to monopolize the industry by stigmatizing women and securing their income source and power. Political awareness is present about the misguided information, taboo, and stigma. This combined with the increased women's awareness allowed for change. In this case, there is also an aspect of ageism, which was misguided and that Ms. Chigudu works towards breaking the intersections of discrimination.

Nisha Dhawan started her presentation by posing a question, Why 'non-traditional' over 'traditional' work? Her answer: entering the workforce increases the value of girls/women within families. However, certain occupations are off limits for women; many livelihoods initiatives focus on occupations that are traditionally "women's work". Their access to higher incomes are also limited because of the normalization of women's biological nature towards care-taking professions. There is an urgent need to fund initiatives that to shatter stereotypes, enable girls and women to redefine the meaning of working women. She highlighted the critical role that institutions play in advancing NTL. Gender hierarchies are so deeply entrenched that influencers should play an active role in ensuring that women have opportunities to excel in non-traditional fields. She also underscored the importance of building ecosystem where success is more likely if enablers exist through parental engagement, empowering men to create 'non-traditional' home environments, and building networks amongst the women themselves. She drew attention to the barriers to entry for women such as social structures, household expectations, the male breadwinner ideology, and ideas about what is decent work for women. Some of the practices we must adopt are to create 'brave spaces' instead of safe spaces, begin early and leverage the barriers through exposure, education and opportunity. She ended the session by detailing the way forward: "Non-traditional jobs can change a woman's view of what she can do, as well as the perceptions of those around her (family, partner, children), including employers and clients. In this way, increasing the number of young women in non-traditional jobs also shapes norms about what is possible for females, leading to more role models and pathways for younger girls."

Main Outcomes of Discussion

The overwhelming consensus of this panel was that the social and cultural barriers to NTLs need to be mitigated if we want to ensure equal economic opportunities for women. The session also highlighted the process of empowering creates a snowball effect that should be utilized. These empowered women are key decision makers and stakeholders in creating a more inclusive space for more women to enter NTLs. There were also questions raised about the word *traditional* and *non-traditional* itself being restricting and quite problematic for individuals who are not able to access NTLs. One thought that came out of this panel was re-thinking the terms in which we make the delineation for NTLs.

Parallel Session 1.1- In Conversation with Women Construction Workers

Moderator: *Dr. Susan Moir (Policy Group on Tradeswomen's Issues)*

Panelists: *Radhika Prasad, Aramol P.A, Thresiamma Matthew (Archana Women's Center), Maya Verma, Praniti Yadav (Centre for Advocacy & Research), Savita, Deepika Vadgama (Mahila Housing Trust), Fatima Wilhelm, Lucia Vianna Xavier (Mulher em Construção)*

Overall Summary of the Session

The panel consisted of different practitioners who work as construction workers and masons. In the discussion that followed, the panelists shared their lived experiences of the sector. Experiences of different practitioners exposed the backlash that each of them received from the men in their families and also from their communities at large. Going out for work with other men would often raise issues in the community. Questions on safety of women workers were raised, answers to which was to approach the sexual harassment committee.

Recognition of women in Masonry is still not prevalent and acceptable given the gendered division of work and hence it is important to build a network of construction workers to share knowledge and build alliances and influence the government to push for policy reforms.

Presenter wise summary

Maya lives in Jaipur and is the first women mason in her community to construct a toilet. She joined Centre for Advocacy and Research in 2012 and during a visit to Bikaner, she saw two pothole toilet and learned how to make it. After coming back, she shared with her husband and mother-in-law that she wanted to build a toilet in her house. After a lot of struggle, she was able to construct a toilet in her own house all by herself. It was the first toilet in her village and after her other girls of the village were also motivated to do the same in their houses. Following an approval from Municipal corporation, she built 35 more toilets in her village and slowly 932 in her basti. Maya has trained over 100 other women as masons on Fecal Sludge Management. Today, Maya is the member of State High Powered Committee under the Swachh Bharat Mission. She was awarded the Swachhta Grahi in 2016.

Radhika is a woman mason working with Archana Women's Centre for 10 years. She has constantly faced objections from men in her society for her livelihood choice. On one such instance, a structure built by her was destroyed by men but that did not stop her from practicing masonry. She mentioned that the social training from AWC has empowered them physically and mentally. She stood strong and constructed 75 houses including her own in her village.

Fatima has been working as a mason for 27 years. She currently trains women in wall painting and construction work. While learning construction work, she faced backlash from her husband. However, she continued as she wanted to become economically independent. After years of practice, she has finally achieved a milestone and is now the vice-president of the cooperative

Mulher em Construção in Brazil. Training women in construction work and wall painting is a challenge because women come to the cooperative in vulnerable situation therefore, it is more important to reconstruct them from the inside and then move ahead with training, she believes.

Savita is from Ranchi. She learnt construction work from Mahila Housing Trust and is now known as “Rani Mistry” in her community. She was abandoned by her in-laws because of giving birth to a girl child and was living separately when she got to know about MHT. She would work as a sweeper at that time and never got her payment on time. MHT used to give trainings in day and as she was the sole earner of the family, she negotiated with MHT and started taking the training at night. While training she faced a backlash from the society. But she decided to stick to her decision for herself and her daughter and also learnt to build toilets in the community. She expresses- “We showed them that we can do construction work in suits and sarees also.”

Main Outcomes of Discussion

Changes are needed at an advocacy level. For instance, in Kerala, laws have changed and women are given preference in NTL jobs and SHGs have been formed for construction workers which help them in saving and investing. NTL networks can be made stronger to demand rights of construction workers from the government as a collective. There is a need to invest in skilling and employment creation. Construction work for women has always been perceived as low paid job. However, if they are skilled accordingly, they can earn better. The sector has the potential to change women’s life economically, physically and socially.

Parallel Session 1.2- When Women Professional Drivers Speak

Moderator: *Anita Borkar (ASPBAE)*

Panelists: *Anita (Samman) Rekha (Jan Vikas) Pallabi, Zeenat (Azad Foundation), Mary Agboli (Network of women in Growth), Shakuntala (Even Cargo), Elizabeth Njoki (Flone Initiative)*

Overall Summary of the Session

This particular session was interestingly divided into groups where people interacted with the drivers present. The groups were designed to maximize interactions and understand the journeys of the drivers. To make it a mutual learning space through an intimate, dialogical the audience distributed themselves into seven groups as per their choice with one practitioner-speaker in each group. This gave the audience a chance to engage with the practitioners by asking question that come to their mind, identifying with the issues they face and seeking solutions together.

The tone of the session was set by explaining the design of the session and what was expected out of it. The session was about sharing experiences by the women panelists, who practice NTL, drawing attention to the challenges they face both in their professional and personal life, exploring the interconnections between public and private life, and how they deal with the challenges. The session also discussed the role of state, civil society, and various other stakeholders in enabling women to make inroads into NTL easier and their work life safer.

Presenter wise summary

Pallabi from Kolkata established that she identifies herself as a Trans-woman. She said she did not conform to the gender role society expected her to play. Similarly, she did not choose the traditional occupational choices available for women. Rather, she chose a non-traditional livelihood which women are not usually seen practicing, thus breaking gender barriers.

Anita from Indore expressed that she never even in her dream thought that she would become a professional driver. She said, “I built my identity. I did not have an identity before and Azad Foundation gave me this identity.”

Rekha from Ahmedabad shared her personal journey of becoming a professional driver. It was not easy for her. She was married to a driver and unfortunately lost him at an early age. She wanted to become financially independent and support her family and secure her children’s life. Her in-laws were not supportive initially. Nevertheless, she persisted to become a professional driver. She appeared on television which made her in-laws feel proud of her. She has now been able to navigate her life well with a recent salary hike. She used to drive a BRT bus and is now an Uber driver.

Zeenat from Delhi mentioned that she did not have money to enroll for Azad’s training program. However, her mother supported her. She could not pay the full fees initially. It was not a simple

and easy journey for her. She said, with the support of Azad and Sakha she has been able to become a professional driver.

Shakuntala is a retail delivery person in Delhi. Her work has changed her life. She said, because of her work she got an opportunity to travel and meet different people.

Mary said that she is now confident in driving. It was not difficult for her to learn driving. She advised all women to never give up. She said, ‘Never give up what you started. You should move forward.’

Elizabeth Njoki explained that in her country women dropped out of driving if men harassed them. Talking about Flone Initiative, she said, ‘Flone Initiative came to empower women. They would mobilize women and educate them.’ It took her hard work and perseverance to reach where she is today. She said, women should be encouraged to become entrepreneurs. Post the group discussion she mentioned that she would go back to her country and speak to women about the importance of training.

Following the sharing session, the organization representatives shared their views on promoting NTL for marginalized women and ways of advocating for this.

Main Outcomes of Discussion

It was agreed that work ambience should be gender sensitive. These success stories should be made a part of text books to inspire more women to learn from these women’s success. Beyond technical skill, employment should also be a right for women to exercise within the workforce as workers to make their experience safe. This learning experience should not only be limited to income generation but also build their decision-making capacity. Moreover, women should be supported in their journey without compromising on the quality of training. It is known that roads are patriarchal in nature and have been an impediment to the progress of women. However, no legislation stops women, it is the mind set and gendered practices that do. Police station should have lady drivers as they are sensitive and better drivers. Parking space should be gender sensitive. Before installation of CCTV cameras, they must remember that women will occupy these spaces as well. Working together with other groups or initiatives to influence government to bring change in policies should be the way ahead. The application process for driving license should be made simpler without rigid documentation processes. License fees should be subsidized for marginalized women. Women are still struggling with their new role as professionals as they have to play multiple roles such as mothers, wives. However, they are gradually accepting their new identities as professional. They have to be seen in non-traditional livelihood professions to be talked about. Re-distribution of work is crucial for women to join workforce, that too non-traditional and hence men should come forward to do their fair share of household chores and caregiving jobs.

Parallel Session 1.3- Women in other NTL-A bouquet of choices

Moderator: *Gunjan Sharma*

Jury Board- *Kanta Singh (UNDP), Priti Shreshta (UN Women) and Dr. Santosh Giri (Kolkata Rista)*

Panelists: *Rigzen, Urgain Tsogail (Ladakhi Women Adventurers), Lucky Chhetri, Mana Kunwar (3 Sisters Adventure Trekking NEPAL), Radhika Shinde, Rupali Shinde, Vanita Shinde (Mandeshi Bank), Hina (Kolkata Rista), Tahamina (Jabala), Seema Sharma, Bharti Panchal, Priyanka (UNDP- Disha Program), Jamana Sagore (Samaan Society)*

Overall Summary of the Session

As the title suggests, this particular conference brought together women and trans-women from different parts of India and Nepal working in diverse fields. Hence the title, ‘bouquet of choices.’ Each woman spoke about her struggle, thereby inspiring each person sitting in the audience.

Presenter wise summary

Mana Kunwar from Nepal is a trekking guide, and she has been in this trade for the last 17 years. After her 10th grade she had to work to support her family. It was difficult for her to convince her family to take up the profession of trekking guide, as this profession was not prevalent in women. She joined 3 Sisters Adventure Trekking – a tourism company owned by women. Initially she was shy as she could not speak in English. She then did a month of basic training, and worked as an assistant guide for 2 years. She has trekked all over Nepal, and did an Everest base camp trekking for a Canadian lady. She ended her speech by emphasizing on the values of 3 Sisters Adventure Trekking which are- protection, security of women, ensuring dignity of women and equal working conditions for women.

Radhika Shinde from Maharashtra is a local vet commonly known as Goat Doctor. She studied up to class VII and took training on primary treatment and insemination of goats from Mann Deshi Foundation and started practicing. Initially people of her village did not trust her due to her so-called low education, but her work spoke for itself. She examined a sample of goats, inseminated them and when those goats gave birth people gradually started believing her. People from her village now go to her house to call her to treat their goats. She has inseminated 4000 goats, vaccinated 1 lakh 60 thousand goats and 24 thousand chickens. Now people from her village and other villages call her ‘Goat Doctor Madam’.

Rupali Shinde from Maharashtra was married at the age of 14 years and was a house wife. Her husband had a leather factory, but she wanted to do something of her own. She went to temples and saw musical instruments are being made with leather. She then thought of doing a business of musical instrument. She took a loan from Mann Deshi Foundation. She then started to learn on her own and also took training from Mann Deshi Foundation. She now owns her own business, and

has employed 5 other women. She is also sponsoring the education of the children of those 5 women. She has lectured in Wipro, and people took her autograph there. She expressed that she felt like a celebrity cricketer. Apart from her business, she is also doing a part time job on Digital Literacy in Mann Deshi Foundation. She trains women on using ATM, Paytm, Online Banking. She has trained 3000 women till date.

Jaman Sagore is Madhya Pradesh's first female Motor Mechanic. She was married at the age of 19 years and faced severe domestic violence. Her family did not support her daughter's education so she borrowed money from her mother and enrolled her daughter to school. Initially she worked in a garment factory, and she fell ill. She then learnt about Samaan Society and enrolled herself in the motor mechanic training. She participated in a servicing camp and serviced 7 cars. She wants to work as motor mechanic now and then own a garage of her own.

Both **Seema** and **Bharti** from Haryana wanted to be teachers but changed their mind to become bike trainers. Seema took training and joined her job as bike instructor. She has trained 163 girls till now. She expressed that boys too want to take training from her nowadays. **Priyanka** was a housewife. Her mother in law encouraged her to join the factory which makes kitchen equipment. She joined as a worker, now she is working as a supervisor in the same factory.

Urgain loves to call herself a mountain girl. She wanted to join the tourism industry which was not seen as a place for women. During her graduation years she applied for a job in a travel company, but she was not entertained there as she was a female. After her masters she joined LWTC, and received a month's training on Spoken English, First Aid and Wildlife. She now confidently works as a travel guide for many solo women travelers from across the world. **Rigzen** works as the Manager in the LWTC.

Hena joined Kolkata Rishta in 2009 and is working as a counselor in a Govt. Project. In her college she faced harassment and discrimination, which made her drop out of college. She then joined an Open University to complete her education. Though she has faced various problems she is working successfully as a counselor now.

Tahamina from West Bengal was trafficked in her early age and rescued by an organization named Jabala. She was then kept in a rescue home and she prepared herself to get a job as civic police. She now works as a Civic Police in Kolkata, and also spread awareness among girls about trafficking. She faced discrimination in her job, but she fought against the odds and worked bravely.

Main Outcomes of Discussion

Though the women who shared their journeys of empowerment work in different sectors, their stories have intersecting commonalities. What is evident is the fact that women have been facing discrimination across locations in non-traditional livelihood options. However, if women want to persist, they can with the help of proper training and guidance.

Day 2- 17.01.19

The key theme on the second day was- Creating an Enabling Environment and Gender sensitive Markets for sustaining women at the workplace – particularly women from diverse and marginalised contexts

Keynote address by Ms. Binda Pandey, Politician- Communist Party of Nepal

The keynote speaker for Day 2 of the event was Ms. Binda Pandey, Social activist and Politician with the Communist party of Nepal. She began her speech by addressing how we can bring empowerment in women. She stated that participation of women in different sectors of society and talking about equality leads us to follow a process of empowerment, for empowerment is a multi-disciplinary process. She focused her speech, on 3 areas of change viz; economics, politics and socio-cultural change. Further explaining each area, Ms. Pandey added that in politics, more emphasis should be given on the participation, policy intervention, agenda setting and enforcement. On the economic side, the participation of work in public sector, equal sharing of parental property rights and the recognition of the care-work should be undertaken. Moving on to Socio-cultural change, there is a need to change the way our thinking, we have to change our norms and values towards progressive gender role, most importantly, dignify gender role.

Ms. Pandey explained what empowerment is, by defining it as, “Empowerment is the process to enable marginalized group to know, ask, act, achieve and perform- we call this KAAAP.” Further explaining the empowerment cycle, Ms. Pandey said that they follow a five-step process. First, would be to layout a very clear policy, then a strategy which then translates to an action plan. Then comes the enforcement and then the monitoring and evaluation after that, based on the results, they check if they have to renew the policy. For empowerment, Ms. Pandey said that many countries are talking about affirmative action. In the affirmative action plan, there are 4 components, first thing is, quota for the quantity- means certain number of the women should be presented in the different sector. This is the basis to move towards the equality. The second thing is being a part of the organization, the structure that it must change. We need some additional program to make them more competent, to intervene in the process. The third is mentoring for changing the attitude, changing women’s attitude only doesn’t work unless we change men’s way of doing and thinking. Fourth and last is, modelling the change in behavior for men and women both. They have to present themselves as model in the process of the change.

Ms. Pandey further discussed her experience in terms of implementing the aforementioned action plan as a trade unionist. She said, “we decided that, if we really want to develop the women’s leadership within trade union, we should have women a structure, so either we form workers’ department within the trade union, and through this central women’s department, we started

working on affirmative action for women to lead a leadership within the union movement. When we work within our organization for years, we realized It doesn't make much change in the society. That's why in 2000 we came together with different union centre, and we formed trade union committee for gender equality and promotion, a wider network of trade union to work on the worker women's issues." Ms. Pandey further stated that they started off with trade union and expanded their network to all the sectors including the government and national policies. The result, she says is that in 2008, it got 1/3rd women' participation in constituent assembly and it made a remarkable change in Nepal. Women's participation has increased considerably in the elected body and ancestral property.

With regards to education and employment security, new things have been included in their constituency taking into consideration dignify labour practices, social security for all workers in informal sector and domestic sector etc. The result of identifying women's right in all these labour policies is that now, they have skilled women working in all the sectors including women electricians, masons, painters. This really helped in 2012 earthquake in Nepal, when skilled man workforce was scares, women helped built the country. Woman have also started driving public transports like taxis and cars of various embassies.

Woman in Nepal have taken up many different roles and government is welcoming this change; there are however many challenges yet to be overcome as highlighted by Ms. Pandey. First is proper enforcement of the constitutions and the laws especially in the domestic care-work enrolling informal sector of workers under the social security. The enforcement of the property rights and the special provision of the employment and citizenship matter is still a big challenge.

Concluding her speech, Ms. Pandey adds that, "If we really want to achieve something in reality, and in tangible way, motivating the new generation to act as a change agent is essential, because, otherwise we will just be talking, and we cannot move ahead. If there is something lacking in our generation, we have to target new generation and move, we have to mentor them and we have to make them social change agent."

Plenary 3- Building an Ecosystem of Support for Sustaining Women at the Workplace

Moderators: *Archana Dwivedi (Nirantar)*

Panelist: *Mary Mwangi (Flone Initiative), Gary Barker (Men Engage), Nandita Shah (Akshara Women's Center), Hope Chigudu (Zimbabwe Women's Resource Centre and Network), Swati Jain (Avon India)*

Overall Summary of the Session

The session began by underlining the importance of an ecosystem approach. The utmost focus must be placed on bringing about structural changes whether in the context of domestic violence or education for girl children. Taking a holistic approach is the only way to bring about inclusive change, which is sustainable and permanent. This ecosystem approach is right at the core of non-traditional livelihoods and could further transform the landscape if instituted properly.

Presenter-Wise Summary

Archana Dwivedi opened the panel by explaining the topic in a broader context. She spoke about the many challenges that women face in becoming part of the workforce. She stressed the importance for women to not only acquire all the skills needed to gain employment, but also to have an ecosystem that actively sustains their work. This requires support systems that actively address the specific issues faced by women at workplaces and homes.

Mary Mwangi the Programs Manager at Flone Initiative, Kenya spoke about how Flone works towards ending violence against women and girls in public spaces. They train public transport workers on prevention of sexual harassment, gender sensitization and professional development. Moreover, their program Women in Transport attracts, retains, and promotes women in the transport industry. Flone has produced a gender-sensitive toolkit on how to create safer public transportation services for women commuters and workers. They also conducted a Gender Equity Assessment to understand the state of women's employment in public transport. The study revealed that only 7% of the operators in Nairobi's public transport system were women, and only 1% of the top management consisted of women. One of the biggest challenges faced by women in this industry is sexual harassment at the workplace. Seventy-six percent of the women claimed to have experienced or witnessed harassment of various kinds like verbal harassment, unwelcome advances, groping etc. These challenges in the work environment are the reason for building toolkits and training members as well as stakeholders in the public transport industry. With the

ongoing changes, Mary believes public transport will become women's preferred means of transport as well as a safer workplace.

Gary Barker the CEO and founder of Promundo spoke about their organization and how it engages with men and boys to promote gender equality. Gary spoke about the role of this kind of engagement to build ecosystems of support. He gave a brief insight into the Men Care campaign that is meant to engage men in care giving roles at home. There is a huge disparity across the globe between women and men when it comes performing care-work. Since most unpaid work at home is done by women, it adds a lot of burden on them deterring them from joining NTLs. In order to equally share the sphere of NTL for men and women, it is crucial that work at home is also shared equally. In an environment where men take up care-giving roles equally, women would have many more opportunities to take up non-traditional livelihoods in a more sustainable manner. There is a need to change care dynamics at home because men can do more. They need to be initiated and nudged into this kind of work.

Nandita Shah represented Akshara and started her session by saying Commission on the Status of Women has rightly pointed out the need to discuss social infrastructure for women's rights and for inclusion. Women's access to the city is affected by the fear of violence they experience, restrictions from the family and community. So, we necessarily need to work towards changing these social norms. We will have to bring all these dimensions simultaneously. So, building preventive framework, imagining different infrastructure, strengthening response systems, delivering justice, and engaging the governance and political structure will have to be thought out simultaneously in a comprehensive way. Since men and women experience the city differently, city planning needs to account for inclusiveness. She presented a document with the 20-year vision of Mumbai to authorities. The key points included increased women's workforce participation, recognition that women and men experience the city differently, amenities for women, rental housing, public toilets etc. Highlights from the approved plan consist of 129 care centres for children, 27 multipurpose rental housing facilities, 115 skill building and marketing centres, 10% reservation for women hawkers, public toilets for women and homeless shelters for women and senior citizens. The challenge of working on master plan was that the question of land use was missed out while discussing number of schools which is major concern for the authorities. On the question of safety of women, data and evidence are crucial for advocacy purposes. Various methods of data collection like crowdsourcing, college audits etc. can be used to mark places not safe for women. This would become very useful in creating substantiated advocacy points. 95% of the 5000 women surveyed have complained of street sexual harassment. This kind of online and offline evidence gathering is an ongoing process. Other kind of engagements include tying up with the Police and Transport department. Improvement of the 103 helpline, training of key personnel like Bus conductors are steps taken to enhance response systems. Akshara's role has been to conceptualize the 103 helpline which receives a large number of calls daily.

Hope Chigudu is the co-founder of the Zimbabwe Women's Resource Center and Network. She spoke about creating workplaces that enable women's participation. Giving an example of working

with women carpenters in Zimbabwe, she described how women started sharing stories from their lives, struggles, challenges, happy moments and so on. This kind of sharing slowly became a means of detoxing patriarchy and masculinity from their lives. They had so many shared experiences and were able to find commonalities that were instrumental in building solidarities. This process is key for building a workplace environment that supports women physically, emotionally and intellectually as well. Women build ecosystems for themselves collectively and find happiness in that space.

Swati Jain who works at a profit-making company called Avon started with some experiences from her life and those of working with women at Avon. She defined NTL as any work that women want to do. She works with women at Avon who are earning livelihoods and respect at the same time. For example, a woman married for 15 years with no source of income was trained by Avon with which she got confidence to sell products and earn a living. Women only need to be given an ecosystem in which they can work, and they do the rest themselves. Avon will soon have 40% women in their workforce which is high as well as low. It is a high proportion by market standards, but low because it is not equal to male workforce. Gender equality is well understood at Avon and the women are not looked down upon at the workplace. And that is because women are at the core of the structure, which is the key to a respectful workplace. And if similar approach is applied in socio-cultural norms in general, there would be no need for NTL. People need to be trained from birth to not discriminate between women and men.

Main Outcomes of the Discussion Session

This plenary session focused on the challenges faced by women to access and sustain in Non-Traditional Livelihoods (NTL). The speakers from various backgrounds came together to share experiences of building these ecosystems. Mary Mwangi has been working in Kenya to enable women to join public transport services, Nandita Shah works for building urban spaces conducive to women's needs, Hope Chigudu brought the processes of building feminist work spaces of happiness to the table, Gary Barker emphasized the need for engaging men in care giving roles to promote NTL for women and Swati Jain represented a corporate initiative to bring women into more entrepreneurial roles. A wide range of themes were covered in this session ranging from household roles to spaces of work to urban public spaces. All of these aspects combine to constitute an *ecosystem*. The panel not only brought challenges from their respective contexts, but also creative solutions to the same. Advocacy at policy level needs much more data and evidence, while strengthening women's collectives and partnerships is also the need of the hour. Moreover, the role of men cannot be neglected when ecosystems are concerned, as it is crucial to shift the dynamics of their roles as women are taking up new kinds of work.

Plenary Session 4- From Vulnerable to Valuable jobs: Creating gender sensitive markets

Moderator: *Sumedha Sharma (IPartner)*

Panelists: *Marissa Wesely (Win-Win Strategies), Chann Sitha Mark (Woman Labour Union Representative), Sandeep (SODEXO), Clement Chauvet (UNDP), Elianna Sabbag (Step Up Advisory Group), Priyanka Jain (Aajeevika Bureau)*

Overall Summary of the Session

Sumedha Sharma started by introducing the panelists. Unlike the previous sessions, there would be no presentations but the panel would weigh in on different questions she proposed regarding the creation of gender sensitive markets. Sumedha started with the question, “There are so many companies investing in skilling for women, in both traditional domain or nontraditional domains, how relevant and aligned are the skills according to the need of market?”

Sandeep Kumar weighed in with his experiences working in a company creating demand. The sector he represents is called tourism and hospitality skill council. When the syllabus was being decided for this skill training representatives from Sodexo were included. However, the main issue that arose were in the implementation of the syllabus. In a country like India, where there has been vocational training for a long time but the syllabus was outdated and needs to differ based on geography.

Priyanka Jain then shared her experience in Rajasthan where skilling women in urban areas are in the sectors of computer training, company secretary and the numbers show high employment. Looking in the rural areas, women are being trained in places where there is not a large enough market to sustain these trained girls. The important question here is ‘skilling is women friendly or not?’ Now-a-days it has become number game where these placement agencies get their salary only after they show a certain number of women has stayed for three months, which has led to perverse incentives. Priyanka also questioned what is skill and what is lack of skill. She questioned whether we are falling into the trap of capitalism and valuing what is mainstream.

Elianna Sabbag spoke about what is happening in Europe in terms of industry response. There is a cost of losing women when they are on maternity leave. Hence there has been an initiation on providing internships to the women or even tuition for them or mentoring them to keep them in touch with the technological advancements.

Clement Chauvet started by stating some of the changing demographics in companies like Jindal Stainless Steel in Rohtak. A few years back, they had 1 women employee and now after a lot of mobilization 70 out of 500 employees are women. The shift not only increased the number of

women, but also created spaces for women, sensitized male employees to create acceptance and have a sharing attitude (sharing work, sharing space, treating them as equals). A big challenge was to deal with the Indian norms like women not working out of house, pressure from the family, and pressure from society. These concerns arose from not only unsafe environment at workspaces, but also unsafe environment in transit to the workspaces.

Chann Sitha Mark expounded on a key issue: even after being increasing the number of women in the workforce they still lack social security, security at workplace and awareness about sexual and physical harassment. The market that is being discussed is not determined by us. We are brought into and are constantly trying to stay mainstream. Work which is done by women has no value, but then who values our work and how it has to be valued in terms of money or respect etc, is a key question here. It is a challenging problem we are trying to address here.” Chann posed questions which were very basic but could move the foundations. When we talk about equality, it gives out the message that defining everything in the society also needs equal participation from the population.

On the topic of childcare, Elianna said general rules are defined at the very first moments when a baby is born. The fathers need to be present and aware of the difficulties she is facing. Often many fathers remain unaware of the difficulties in very early stages of child care. Women prefer self-employment or entrepreneurship over any other employment due to the flexibility this kind of work allows. The ones who prefer corporate employment, has day care on site as their option which is not only for mothers but for parents.

Sandeep mentioned that in India there is this new policy in companies which says for every 50 employees there should be a day-care facility available. Earlier it was for only 50 female employees, but now it has been made gender neutral because fathers are also equally responsible towards their child rearing.

Sumedha spoke of the informal sector, which is unrecognized and poorly paid, especially those with 90% women who work out of homes and are contributing to the economy but remain invisible. We need to think about how this workspace can be improved for women in terms of remuneration, respect, and recognition. She also raised the question that women entrepreneurs are seen as a part of the informal sector, which is resulting in shrinking formal space for women.

Priyanka responded by talking about labour movement and how with time its population is decreasing. The trade unions never addressed women’s issues whereas had it been women-only trade union it could have given a good platform to talk about issues in informal sector, but if the group is a mixed group of men and women then the focus of issues remains the same as it has been.

Marissa spoke about where government should play greater role like in social security, minimum wages, child care etc. They are not as involved as they could be, whereas companies are coming up with new policies to sensitize the workspace.

Clement pitched in saying that there are different definitions for women entrepreneurs: some of them enter by choice and others have no other option but to become an entrepreneur (especially in rural areas). The real difficulty in running a business is sustaining it through challenges and weathering difficult times. He also added that one possibility of bringing about change is through harnessing the ‘power of collectivity and bargaining through that will be more effective.’

Elianna responded by saying that there is an understanding in the market especially in the formal sectors that ‘motherhood is high risk for financial stability’. When a woman is on her maternity leave, there is a constant sense of fear and the financial stability tends to deteriorate.

Main Outcomes of the Discussion Session

We need to focus on the fact that gender experts are the ones from the grassroots organizations and they should be brought in the mainstream. Women take a lot of power in being the care giver, which is a sensitive issue. There is an idea that being a supermom means doing all the chores, but let’s men off of the hook and there needs to be shared responsibilities in order for women to succeed. Idealizing what pays more but there is no interest of the individual in the work is a very big issue which needs identification. Women are understood and asked to break into the restricted spaces, but the process is very painful and the burn out that comes along is very crucial to classify. Workspaces should be places that allow women to earn money but also support their well-being.

Parallel Session 2.1- Engaging with Men: Creating Mutually Enabling Alliances

Moderator: *Shrinivas Rao (Azad Foundation)*

Panelists: *Desmond Lunga (Men Engage, Chairperson, from Botswana), Velusamy Weerasingham (Men Engage alliance, National Coordinator, Sri Lanka), Poonam Kathuria (Society for women's action and training initiative, SWATI), Suraj Pawar (Azad foundation, program manager), Gary Barker (CEO and Founder Promundo)*

Overall Summary of the Session

This session aimed to achieve a local-global dialogue on working with men and boys in an urban context. What motivates men to talk about gender issues, women issues? Isn't it also for the benefit of men? In an asymmetrical power system where men enjoy more power and opportunity than women what made men to become an ally to women? To address all these points, speakers of the session spoke volumes about gender stereotype roles, issues of gender inequalities and how women have to pay the price for these existing inequalities. The road to women's empowerment is not easy. To achieve this, we have to engage men to participate in an exercise which will create a gender-just society.

Presenter wise summary

Poonam Kathuria spoke about building alliance with men in the South Asian context. To talk about alliance and how to go about it, she mentioned in gender perspectives men are oppressors. She argued that empowerment is not done without power - women need power and in men's case disempowerment shall take place. She drew our attention to the complexities by saying that we are walking on a tight rope which is patriarchal in nature and on the other side it is asking for equal wages without equal opportunities. She mentioned that women earlier could not sustain in NTL. Now, the aspirations are changing, women are better off. However, no evidence is available to see any change in women's primary role.

Gary Barker provided a picture of men's resistance to care work and the benefit society will derive by bringing men to do care giving chores. He said, care giving work can bring out the best in men. Man cannot be better version of themselves if they stay detached from care giving works. He emphasized on promoting men's care giving role through policies, norm change, and parent training. He said to make care giving job look normal for men one has to involve men in gender dialogue and parent training is one helpful tool to achieve this goal.

Suraj Pawar gave an overview of Azad foundation and its program. He said Azad Foundation engages communities to create a supportive environment for women to take up professional driving. Women break gender stereotypes by joining driving profession which also enables them to make their own choice in life. He talked about how 'Parvaz' program trains young women to

become community leaders. While talking about ‘Men for Gender justice’ he said this program aims to dismantle hegemonic understanding of masculinities and focuses on building a long-term association with young men through youth clubs.

Desmond Lunga, while talking about working together with government, community, and corporates to bring meaningful changes in the society, said that programs should involve policy makers and it is essential for development. Talk about challenges, he pointed out how men and women are accustomed to perform the role prescribed to them by society. Women are supposed to be coy, nurturing. Men can have multiple partners and they can be called players. They are allowed to be notorious. He also mentioned the unfair pressure small boys have to act brave in tough time.

Velusamy Weerasingham gave a picture of male dominated fishing industry in Sri Lanka. Earlier women were not allowed to do fishing work. Now, the Sri Lankan women redefine their position in fishing industry. Women are now supporting their husbands. Widows are given job priority. Women are not only economically empowered they are socially empowered too. Women are brought into decision making role by making them member of fishing committee.

Main Outcomes of Discussion

Men should change their behavior pattern otherwise they are going to lose touch with many human emotions. Engaging with men is possible. Men are more willing to listen when you talk to them about their sisters, mother. Session established through discussion that ‘seeing is believing’ henceforth, men should be brought to care giving work in order to bring change in society. Men are capable of change. They should be engaged in deliberate questioning of gender norms, and power dynamics. Lastly, advocacy before policymakers is important to bring about policy level changes.

Parallel Session 2.2- Policy and Financing Options for ‘Skills for Work’ of Marginalised Women

Moderator: *Maria Khan (ASPBAE)*

Panelists: *Nani Zulminarni, Roshan Mashal, Elaine Butler, Cecilia Soriano (ASPBAE)*

Overall Summary of the Session

A thinking conclave to deliberate on findings that have emerged from the study on financing options for skills for work of marginalised women conducted by Azad Foundation in India, ASPBAE, and PEKKA in Indonesia. This session will aim to create evidence-based and gender responsive policy initiatives required to promote better livelihood initiatives for the marginalized.

Presenter-wise summary

Ms. Maria Khan, the moderator of the session started with the ASPBAE, regional Asia Pacific organization in the existence since 1964. They bring together activists, advocates, and practitioners to advance education and lifelong learning. Education is one of the key components of SDGs. Hence, the conversation started in terms of financing and skills imparted by the commitment of the government.

Ms. Nani Zulminarni, Executive Director, PEKKA and President, ASPBAE shared the research study conducted in Indonesia on financing options and skills for the work of marginalized women. She talked about the questions which have to be kept in mind in regards to the SDGs 2030. Who has access to skill building initiatives, who is left behind, where are the women in this initiative, what kind of skills do women acquire, what opportunities are they offered, are women encouraged to stay in traditional occupations, are policies committed to ‘no one left behind’, and how are the finances allocated? Marginalized women are economically vulnerable. They tend to be socially excluded like stigma, exclusion, discrimination and physical limitations like disability, age, and geography. The key areas of Government Economic Development included the creation of decent jobs by expanding employment opportunities in the industrial sector e.g. Labor-intensive industries, employment and business opportunities for the underprivileged, micro and small-scale businesses wider access to opportunities for skills development, aid, business capital and technological development, supporting facilities and infrastructure for economic activities; education, health facilities, infrastructure, inclusive economic activities for disabilities and senior citizens social protection coverage for the less fortunate.

Roshan Mashal, Afghanistan, Afghan Women’s Network (AWN) established in 1995, AWN is a non-partisan and non-profit network, whose members are women, women’s organizations, and bodies working for women. AWN’s mission is to empower its members through cooperation in advocacy, awareness, individual capacity building, and development of civil movements to create changes in social, cultural, political, and legal matters. Citizens of Afghanistan, including men and

women, have equal rights and obligations before the law. In the past 16 years, there has been ongoing effort to revisit, introduce and partially implement laws, policies and action plans in relation to gender equality and women empowerment in Afghanistan. AWN has initiated courses to break stigma e.g. driving courses in 2011 and 2012 for 60 women, making the volleyball team of girls and support them (2010), awareness and capacity building programs for women to encourage them to join to security associations, making female police council in provincial levels and internship program for young graduated girls. Ms. Roshan shared a couple suggestions: the government must create a transparent and responsive monitoring mechanism for implementation of the laws and policies. The Ministry of Finance (MoF), Ministry of Industries and Commerce (MoIC), Ministry of Women's Affairs (MoWA), Ministry of Justice (MoJ) should work on legal reforms. Religious scholars should encourage women to play a larger role in society. Leaders should lead outreach in mosques. Women networking events should be organized at the sub-national level, the international community should increase budgets for awareness, capacity building and financial support should be availed for women and their small businesses.

Elaine Butler, Ambassador: WAVE Australia (Women & Adult in Vocational Education, Inc.). Ms. Butler presented her research paper on, “Leave no one behind? Skills development & education for decent work for marginalized women”. She also shared her guiding research question and focus areas; who are the marginalized women, the existing policies & provision and financing options for skill building, gendered notion of skill development and adult education and lastly financing gender-just framework for skill development and decent work. This research agenda has come up because of the contemporary trends and transformational changes that impact global policy. The increasing population movements, migration and urbanization, rapid change of global/national economies (multilateralism to ‘pluri-lateralism’) and labour markets globally are inter connected. The Fourth Industrial Revolution (4IR) like internet, big data, porous boundaries, increasing automation, rapid digital –technological transformation and adoption & adaptation are also part of the mega trends that impact globally. Women in Asia are on average 70% less likely than men to be in the labor force. This gap persists despite economic growth, decreasing fertility rates, and increasing education. The Female Labour Force Participation (FLFP) is complex and multidimensional. There is difference between male and female wages, discrimination and comparative advancement. Elaine also said, “People get left behind when they lack the choices and opportunities to participate in and benefit from development progress. ...All persons living in extreme poverty can thus be considered ‘left behind’ as can those who endure disadvantages or deprivations that limit their choices and opportunities relative to others in society”.

Cecilia Soriano shared the purpose of her organization ASPBAE. She spoke about how to advocate for financing education and quality skills development for young and adult women from marginalized communities, policy recommendations linking SDG 4 on education to SDG 8 on decent work, and inclusive growth and SDG 5 to end all forms of discrimination against women and girls. The new data is important to present to the authority as administration keeps on changing. There is little data on financing skills development especially on marginalized women. To develop

capacities building as the skill development can be different in different context. The synergy between the organization working in the regional/local/ internationally level to scale up the advocacy.

Main Outcome of the Discussion

The session brought out the idea that we need to ask more questions to learn more about the system. From this inquisitive spirit, we can decide where the power lies. The session also discussed the fourth industrialization and that robots are becoming the new reality. Now there is a new struggle of respecting traditional education and incorporating new realities.

SDGs have many layers of impact and above all this panel touched on the idea that education is the foundation of gender equality. Advocacy is a tricky thing, advocacy is about implementing change and working with limited resources. Constantly asking if the incremental change is serving the needs of the people is essential to this work.

Parallel Session 2.3- Understanding Adolescent Perspectives on Skills for NTL

Moderator: *Jayanthi A. Pushkaran (EMpower) & Kajal (Girls Advisory Council)*

Panelists: *Savita (Azad Foundation), Bushra (Medha Corps), Ruby (Feminist Approach to Technology), Supriya (Lend a Hand India), Sejal (Saath Charitable Trust)*

Overall Summary of the session

The Girls' Advisory Council came together to discuss the issues raised by representatives (practitioners) from 16 NGOs. The panelists mentioned their journeys beginning from their roles in organisation before GAC and now. The session revolved around the perspectives of the girls and the difficulties faced by them when started working. Some encountered the brunt of neighbours, some had lack of family support etc. They discussed their demands from the organisations to create conducive ecosystems around and highlighted the suggestions for the organisations who are working with adolescent girls and women. The panel also engaged the audience in a power walk. The activity was conducted to bring out various connotations of the participants about the people belonging to economically weaker section who could not move ahead in the walk in the given situations. At the end, a pledge was read to the audience and a show of hands was taken for every point of the note. The pledge mentioned the discussion points that will ensure stability of girls and women in public working spaces, organisational support and measures to implement sensitisation programmes in the communities and with families.

Presenter-wise summary

The moderator started out with the question of how did EMpower implement the decisions listed out by GAC.

Ruby- EMpower involved us in their program as they understood that the practitioners' can explain the pros and cons of their program best. It was the decision of the GAC members to choose, which of the final four grantee partners would implement these solutions to benefit the girls. GAC members were also consulted in the staff recruitment at Empower. Girls and boys should be trained to work together. There should be no pre-decided choices for them and they should be encouraged to decide their career options themselves, in a mutual space.

Savita- The thought process of community and family must be challenged. It is essential to start in the neighborhoods, the girls and women come from. Training for only girls is not enough, they might be facing some problems in their homes because of which they lose their confidence and end up not speaking about it. Girls and boys must be trained together because when girls enter the non-traditional workspace, she might feel insecure and has to face some or the other forms of harassment and subsequently leave their jobs.

The moderator questioned about how organisations can work more efficiently in increasing the participation of girls in NTL to which GAC suggested that technical training to be provided to

girls. They should work with parents. Once a girl gets a job, the organization should continue to meet with the family for 2-3 meetings. Girls also need to be properly prepared prior to going for an interview on how to speak to client so that she doesn't get anxious at the final stage of interview. Also, organisations must prepare a database of jobs for which girls are interested. There needs to be closer tie ins with the job market, so organisations can update the practitioners on the skills that are required for a particular job and can, thus prepare them accordingly.

Since time immemorial our society has been male-dominated and this patriarchal structure has impacted women as well. It has conditioned women to believe that there are limited options for them such as stitching, beautician etc. We are never taught that we can take up nontraditional livelihoods such as mechanic, engineer, driver, mobile repairing etc. Jobs have been limited according to boys' needs. There is lack of awareness, lack of educational opportunities for girls because of which their job sector is so narrow. The adverse impact of these limited options is that women cannot be seen in the NTL sector, their visibility is scarce. Moreover, even if they are employed in an NTL their wages are less than that of a male counterpart. Thus, they lose their confidence to work in the same space as men and end up dropping out, further reducing the percentage of women in NTL. Consequentially, women lose their economic stability and eventually her power to make decisions for herself as she becomes dependent on other earning members of the family.

Main Outcome of the Discussion

The questions after the panel brought out the tangible changes the practitioners have experienced and highlighted the work done by GAC at both the government and family level. One of the practitioners Ruby, mentioned that she has told her mother not to think of marriage for next 7 years as she has to first look after her studies and then job. Moreover, she plans to open up her own hotel and until then she would not engage in marriage related concerns of the family. She was able to find this confidence through GAC and her support network. Women also discussed how earning money/stipends allowed them to continue schooling and negotiate with their families about how they wanted to live their lives. Women discussed all the ways that they were feeling empowered and the potential of creating spaces that allows practioners to bring about change.

Parallel Session 2.4- Research Conclave: Gender, Livelihood and Work – A View from the Classroom

Moderator: *Srishti Srivastava (Ambedkar University)*

Panelists: *Students of Ambedkar University, Dr. Anne Sophie Fisher (Copenhagen Business School)*

Overall Summary of the Session

The main aim of this session is to bridge the gap between academia and the women who are pursuing NTLs in order to create lasting change. The first panel of presenters, students from AUD, tackled problems in different organizations concerning women's work. Through their research, they wanted to unearth the challenges and problems faced by women in the NTL professions. The presenters found that there are significant barriers that women face in NTLs that should be addressed at different levels: Administrative, Infrastructure, and Personal. Presenters problematized the characterization of women's work as "volunteer" work. By labeling women's work in this manner, the legitimacy of their work is reduced and it allows employers to legitimize less pay. The Second Panel consisted of women who read pieces that reflected their work as either a woman in an NTL profession or researching women in NTL professions. These women reflected on the changing field in which these women's livelihoods play out (YouTube) different problems (women as nurses) and also detailed the routes of empowerment of these women (anecdotes for women as drivers).

Presenter-Wise Summary

Tanya Rajvedi & Suprita Das - *In a Man's World: Sexism and Women in NTL jobs*

The neo-liberal economy we live in has paved the way for increased choices, especially choices in jobs. However, there are other factors that limit choices such as gender. The theorist Heidi Hartmann discusses the gender segregation in the workplace. Theoretical capitalism brings the idea that jobs are accessible to everyone however women tend to be confined to roles deemed feminine. The presenters also critiqued the practice of tokenism: a policy of practice to symbolically desegregate. The "token" minority is the person who serves as the proof that an organization or entity is not sexist/racist/casteist. They also touched on the inherent sexism in NTL jobs. For example, a female biker: expecting masculine behaviors from women in order to be considered fit for jobs. In order to fit in, women need to get rid of their femininity. Infrastructural problems were also highlighted, Indian Railways banning women from entering NTLs because the working conditions are not favorable for women. While academia has made progress, we don't see women at the highest positions. They called for more thought to be put into infrastructure to support women (washrooms for women, childcare, etc.). Cultivating change must begin at both the administrative level (hire women), infrastructure level (support women with programs and

assigned public spaces), as well as on the personal level (changing attitudes about women in the workplace).

Vernika Tanwani & Nikita Taying & Mayurakshi Dutta - *Women Drivers in Delhi: Tracing Resistance through Mobility*

Traditionally, women have been limited to the private sphere and men allowed in the public sphere. However, with changing times these boundaries are being blurred. They spoke about women who drive to work or drive as a living. Women are often labelled as bad drivers and women drivers face abuse and altercations from male drivers. Even in the realm of driving, men have to exert their masculinity by speeding and overtaking a car driven by a woman. Women, thus, have to continually assert themselves and their abilities through awards. Meru cabs also only allow to work until 9pm which further extends the ideals of patriarchy; women's movement is restricted by others. Women drivers in a city like Delhi rebel and resist the ideas that they should stay inside the home and work. They carve out a space for themselves and are able to change mindsets

Sonam Kumari & Saloni Gaba & Garima - *Women, Work & City- Sanitation Workers of Sulabh Sauchalaya*

The main questions being addressed in this session “what kind of labor is considered “work”? What is dignified work?” They also addressed the questions of equity and opportunity. As a case study, they spoke with female sanitation workers at Sulabh. The company wanted to uplift sanitary workers, but the extent to which its working is questionable. They don't employ people but ask people to volunteer this work. The term volunteer is problematic in this context because people do it out of helplessness in this context. People who come into the city looking for better job opportunities and pay. However, the jobs they get often put their bodies in harm's way. The problem extends to also getting to their jobs because metro and bus connectivity is not great for these women. In the case of sanitation, their family members still have to combat with the social stigma of taking up sanitation work. At this point, the resistance is not well organized. Change at the policy-level is required to have change on the ground.

Sweta Dash & Shweta Azad - *Locating the journey of Delhi Anganwadi workers and helpers in the labor market and Saleswomen in Janpath: an analysis of women's condition in the public sphere and contribution in the City*

Their work focused on locating anganwadi workers in the Delhi workforce. They do child care, some level of health care, and basic education. Overworked and underpaid seemed to be a constant theme that women felt in this field. Anganwadi workers are honorary positions and not actual workers once they operate in “volunteer” status. This prevents them from getting any of the benefits of formal work. Further, the informal sector child care workers tend to be women from marginalized low SES communities. Women do this work because there is a lack of dignified work, they have access to. They often cite dire circumstances that leads them to this work. Infrastructure has also been a major concern. Women are not passive victims their stories of

resistance exist even if they are unheard. The presenters ended by saying care work is not natural for woman and this is a message that needs to be widely spread in order that these professions can truly help the uplift of women.

Ruchika Sharma - *Beyond # like, share and subscribe- life inside youtube*

Ruchika uses YouTube as a medium to challenge the set ideas of what entertainment a way to express alternate realities. She spoke about the importance of representation and the wage gap in the YouTube film industry and the fact that women are not hired for technical work. Unequal opportunities that hinge on the idea that women are replaceable. YouTube is new so there are no labor laws surrounding it and this makes it a feeding ground for these sexist structures.

Kiran - *Life of Domestic Workers in Delhi*

Kiran's worked focused on the stories of domestic workers. Women tend to start this work due to financial constraint. They have no other option, so the uptake these jobs. These jobs often reinforced the pollution/purity barriers between them and their employers, leading to further subjugation.

Sneha Makkad - *Challenges Faced by Women Nurses in Punjab*

The nursing industry is one of the industries in India that has primarily employed women. Observing intersectionality is important for not just women, but also women from lower castes. She called for change in the mindset that nurses are not just caretakers but these are skilled workers.

Bidisha Mukherjee - *Politics of 'Safety' for Women in Delhi*

The idea of safety is subjective and is dependent upon your identity. The everyday experience of women is hidden when we consider safety of women in public spaces. Women are not allowed to loiter. It becomes a way of active participation in public spaces. Is there a refuge space for women? Both home and public space are sites of violence for women. Bidisha then talked about walking as a mode of resistance. It allows women to reclaim space for casual activities. It's only when the city belongs to everyone that it can belong to women.

Anne Sophie Fisher - *Negotiating Spaces of Everyday Politics: An Ethnographic Study of Organizing for Social Transformation for Women in Urban Poverty, Delhi, India*

Sophie wanted to address the question of "how can we challenge the current paradigm of extreme inequality?" Dynamics of transformation need to be understood in order bring about change- how is it practiced every day? In her work with Azad, she found that when Azad goes into communities there is a disruption the normalcy. Radical but lucrative profession allowed the proposal to succeed. The main movements she described as the *unsettlings* and the negotiation with the self and with the space. She ended with touching anecdotes about women traveling on their own and stories highlighting development of agency in these women.

Main Outcomes of the Discussion Rounds

All of the speakers highlighted the problems in the way women's work is labelled. They brought up issues of women's natural biological propensity to do care work and how this reinforced the subjugation in the workplace and lower paying positions. Each presenter talked about how women navigated difficult sometimes stifling spaces so that they could even access these low paying positions. Overall, they encouraged people in academia to be aware of their positionality and then use whatever power they possess in order to bring about positive change. Only when all women are empowered and have access to good livelihoods can our work be done.

Day 3- 18.01.2019

The key theme of the third day was-Advocacy to reach the last first-Women and Work through the Lens of Sustainable Development Goals (SDG's) – examining the interconnections and linkages.

Presentation from Barefoot College

Panelists: *Valentine (organization representative), Nancy Kanu & Lila (Solar Power Engineers)*

Since they were not able to share their thoughts the previous day, Barefoot College kicked off the session on the third day. Valentine shared the story of Nancy Kanu from Sierra Leone. She is from a rural area and got selected to train at Tilonia. Currently, she works towards electricity solutions made by women and owned by women. After she had trained for 6 months, she went back to her home and opened her own training center. She has since trained 150 women in solar electrification. Of her own initiative, she also generated other activities like soap making, where she has trained 20 women; bakery, trained 4 women; given computer training to 2 women; enhanced understanding of agricultural work to 12 women; opened a bicycle repair shop and she now has a staff of 43 people working with her and giving jobs to the marginalized in rural areas.

Lila has also been trained through Barefoot College in Solar Electrification. She has trained 1390 women from 92 countries. Initially when she joined college, she was not confident that she could become a solar engineer as she was uneducated. But she learned how to make a circuit, etc. and now she teaches this art to other women in India and abroad. She has been to Zanzibar, Fiji, and France. She went to France all by herself. She said, “I was scared initially thinking how am I going to go alone! My son assured me that I would not get lost and he gave me the address. He said he would always find him with that one address. So, I went to France and gave 40 lawyers the training in making solar lights and they were very excited. This opportunity should be given to rural women so that they can move ahead in life. I was not educated, but my sons are doing well, they are educated, and working. Women in barefoot college do electrical work and carpentry. So, its not just that men can do it. Women also make sanitary napkins and repair computers. They are all uneducated and have been working in NTL.”

Plenary 5- Exploring Interconnections between SDGs for “Decent Work” for Marginalized Women

Moderator: *Sunita Dhar (Jagori)*

Panelists: *Subhalakshmi Nandi (ICRW), Mio Yokota (UN Women), Thea Cecilia Soriano (ASPBAE), Sujata Mullick (PWC)*

Overall Summary of the Session

One of the challenges of SDGs is localizing them, not surrendering to the state to do it- we have to hold them accountable. When we talk about decent work, decent is a controversial word, but is a universal agenda in various documents. Four critical pillars- employment creation, social protection, rights at work, social dialogue – integral elements of transforming society. Peaceful but also crisis recovery – in the context of conflict, etc.

Presenter-Wise Summary

Subhalakshmi spoke about SDG 5 and how it underpins the other SDGs. She wanted to expound on the spirit of SDG 5 and also how it is being used as a tool. This understanding will allow us to understand how it is being used today and how it can be utilized in the future. Consultation was done to develop an indicator framework. Voluntary National Reporting at HLPF is one way to use this as a tool. The other mechanism is India being up for the CEDAW report. We can look at the intersection of the SDGs and CEDAW- accountability lies with the normative and treaty body mechanisms. There have been many examples of decent work in the past. The elements of rights at work and social protection become inherent in this. ILO has taken steps to understand violence at the workplace. In terms of engagement, there are many organizations that are working together to measure what the government is doing. Subhalakshmi also highlighted the importance of unpacking which sectors are women in NTL and not NTL- taking NTL roles. SDGs give us a benchmark to understand where women are, but we also need to push conversations to highlight where women are not.

Sujata from PWC spoke about SDG8. She talked about the mechanisms they have undertaken to further the SDGs in industry. How did they work with the govt and the private sector to bring women into NTL? She spoke at length about the positives of the ‘He for She’ campaign. Her firm has taken the pledge to include more women in leadership positions. Every year, they come out with a publication on gender and she encouraged other organizations to uptake these practices as well. She also extolled praise on the PWC inclusion network. She spoke of PWC’s inclusion network which enrolls people with disabilities. Finally, she wrapped up by pressing equal responsibility onto corporates in order to drive the SDG goals. Business survives for profit, but it’s

important to advocate globally to reach out to businesses and explain how we can achieve goals by working together.

Thea Cecilia Soriano from ASPBAE spoke about crucial links of SDG 4. She started by talking about the necessary ecosystem of support for NTLs. We have often heard the most crucial aspect in helping them access NTLs is quality education, so this will be a key driver and important to focus on to bring about change. Thea explained the education for all program that began 1990 in Phnom Penh. This program has several targets: outcome targets and implementation targets. She then spoke a little about SDG 4.4 and the number of youth and adults by 2030 who have employable skills. Education should provide a broad framework of skills for life and work. Life skills, skills dev and TVET can be achieved by linking with SDG 8.

In the Asia Pacific meeting in 2018 for 2030 goals, there were recommendations for action for SDG 4-4.- agreed on by govts in Asia- Pacific. Specifically, they are pushing for a language of equality and inclusion. They also want to ensure access to marginalized communities who are outside of formal learning systems. Then they spoke about the allocation of resources and the need to ensure funding for programmes for the most marginalized communities. She also mentioned the demand for learning environments that are gender inclusive. She ended by saying that while the government may agree to the policy recommendations, there is still the problem on increasing privatization of education, which threatens the right to education for girls and women.

Mio Yokota touched on the larger question of ‘how can NTL enable the achievement of SDGs. What makes women’s work non-traditional?’ NTL for women is one which makes women’s work visible. Brings women outside the home, allows exposure and allows women to interact- which requires not only skills and capacities, but also decision making and empowerment. She also stressed the importance of considering context when discussing what encapsulates NTL. In the context of Nepal and UN Women programmes, in a conservative community, women opening a tailoring shop could be non –traditional as they earlier did not have the chance to go out. Women should also be able to leverage their skills and income to access services. She underscored the major lack of access to secondary education for girls and listed some of the address-able barriers such as toilets, and menstruation. Ecosystem empowerment can serve as an entry point to push boundaries. It acts as an enabler so women can renegotiate the roles at home, and get out of violent situations. NTL is an enabler to SDGs and it improves access to education, health, and decent work.

Main Outcomes

This panel discussed the global contexts that impact and challenge women and other marginalized sections entry and retention in livelihoods. It addressed these challenges through the lens of SDG’s. A situational analysis of the interconnections between goals SDG 4, Quality education, SDG 5 gender equality, SDG 9 Industry Innovation and Infrastructure, SDG 16 Peace and Justice strong

institutions and how they help in bringing about SDG 10 reduced inequality, will help incorporate the core principle of “leaving no one behind.”

Plenary 6- Reaching ‘The Last First’- Articulating Key Elements of a Road Map for Decent Work for Marginalized Women

Moderator: *Jashodhara Dasgupta (NFI)*

Panelists: *Theo Sowa (Africa Women’s Development Bank), Marissa Wesely (Win Win Strategies), Gavin McGillivray (DFID), Rajeev Khandelwal (Aajeevika Bureau), Wenny Kusuma (UN Women)*

Overall Summary of the Session

This session discussed the need for more opportunities for women and other marginalized communities to build a non-traditional livelihood, which can only happen once we empower more initiatives and strategies that boosts gender sensitivity, social security, work conditions, child and maternity care. The session began with a draft charter by Amrita Gupta, Program Director-Research, Advocacy and Communication, that summarized the key advocacy pointers emerged from the discussions in the plenary and parallel sessions and link them in the context of achieving SDG’s and achieving interconnections between SDG’s as well. It also included various intersections when women, both biologically and non-biologically identifying, are at the margins due to other hegemonic powers such as caste, class, race, religion, ability, sexual orientation etc.

Presenter-Wise Summary

Jashodhara Dasgupta began by asking the fellow panelists a quick response and suggestions on the draft charter and surmising it to the way forward. Rajeev Khandelwal began by highlighting that the charter needs to locate the NTL movement within broader labor movements. He called for more practice, stating the need of more activists, practitioners who are at field and doing work. The charter can talk about more unionizing these women organization who are practitioners and work at the grassroots.

Theo Sowa, CEO Africa Women’s Development Bank, talked about the importance of viewing everything from an intersectional perspective especially when it comes to looking at women in workforce, traditional or non-traditional. Bringing in factor of employment justice, Theo talked about the need to create of jobs for women that are fulfilling, pay equally, and actually bring happiness. She urges the charter to push for more collective responses than individual ones so that the whole system of discrimination can break rather than just empowering one or two people. She ended by stating that the need of the hour is to be ambitious and not compromise and constantly engage with both State and non-State actors.

Marissa Wesely talked about the idea of bringing in more businesses into the conversation and the need of skill training which can collude with business training. **Gavin McGillivray** echoed Marissa's points and took it forward speaking about the types of skill training and need for management and business skills. He stressed the importance of putting resources into skill training because one needs to have access to capital to train people. The public sector jobs and the ecosystem needs to be pushed more since the public sector has the ability to set standards around work system and environment and also stressed the need for safeguarding women in workplace against any form of violence.

Wenny Kusuma, from UN Women, Nepal, talked about the people's movements that are usually born out of exclusion which is mostly on basis of convenience and so we need to retain the spirit of inconvenient disruption which means addressing who we are calling out to and inclusion of all the bodies sitting in the panels, because nobody should be exempt from it. The conversation and engagement with bodies such as PWC and other corporations need to move forward and continue thus the draft charter needs to have a stronger section on private sector so that these organizations can engage in a dialogue. Over the conversations that happened in the past 2 days in the panels, two key things have come forward. One is alliance building and its need and second is the need to build on intersectionalities. The charter should be philosophical and clearly actionable, which is a bit lacking in the present draft.

Main Outcomes

Following the discussion, it was agreed upon that it is important to mention who we are and who we are addressing since the advocacy papers need to move beyond only addressing state parties in inter-governmental forums but recognize the future of the State. There is a need to compel non-state actors into the discussion since the public sector is shrinking and the state's role is slowly changing in multiple ways. Businesses, corporations, donors, and philanthropists need to be an important stakeholder in the conversation in order to open up spaces for women's participation in the decision-making forum.

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