Participation in the Int. Conference on Making NTL work for the marginalised

16-18th January, 2019
IHC, Delhi, India

Organised by ASPBAE and Azad Foundation
Presentation by Ferdousi Akhter
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Background

Participants: 20 countries of 5 Continents (Asia, Africa, Australia, North America & Europe)

Organised by- Azad Foundation, New Delhi and ASPBAE, Philippines
Co-organiser-Sakha Consulting wings Private Ltd, Delhi

DAY -1

Two Plenaries:
- Women's Workforce participation and its challenges
- Non-traditional livelihoods breaking gendered division of labour at home and outside

Parallel sessions titled:
- ‘Hearing Voices from the ground experiences of NTL as enablers of viable livelihood creation from around the world’
  - In Conversation with Women Construction workers
  - When Women Professional Drivers Speak
  - Women in other NTL-A bouquet of choices

DAY -2

Four Plenaries:
- Building an Ecosystem of support for sustaining women at work place
- from Vulnerable to valuable jobs: Creating Gender Sensitive Markets
- Parallel sessions titled ‘Ecosystem Enablers for Sustainable livelihoods for Women’
  - Engaging with Men-Creating Mutually Enabling Alliances
  - Policy and Financing options for the livelihoods of the marginalised
  - Understanding Adolescent Perspectives in skills for Non-Traditional livelihoods
  - Research Conclave-Gender, Livelihood and Work-A view from Classroom

Day-3

- Exploring Interconnections between SDGs for Decent Work for marginalised women
- Reaching the Last-First-Articulating key elements of a Road Map for Decent work for Marginalised women

Some thoughts really appreciated/ and provoking

- Think ‘Skills’ beyond money
- ‘Brave Space’ instead of ‘Safe space’
- Shifting from ‘Protection’ to ‘Empower’
- Not only equal pay, equal opportunity to work
- Skilling is ‘is killing’ when we didn’t get a job
- Happiness in work
- When we want structural change, change in ecosystem is essential
- Recognition that women and men experience cities differently
- ‘Detoxing masculinity’
- Menstruation blood creates fear/discomfort but blood flows for violence against women have no fear
Issues/Concerns

Future thinking for Bangladesh
on making NTL work for the marginalised

- Skills need to be aligning to the market needs to create access to formal labour to the marginalised.
- Use customised technologies for assistance of human resources to contribute in national income.
- Creation of employment in public sector in non-gendered division of labour.
- Equal opportunity to the marginalised in public sector to give basic services to the public with full satisfaction and enjoyment.
- To retain women's participation in paid work, need safety in workplace, transport and road.
- Need flexibility in combining domestic work for women for work life balance.
- Not only issue of 'equal pay', equal opportunity should include in the labour law.

Issues/Concerns

Future thinking for Bangladesh
on making NTL work for the marginalised

- Understanding the context
- Though women entered from agricultural work to industry or jobs, their quality of lives decrease
- Build connection of women and the investor
- Gender biased in investor's attitude, connect to women in network building confidence
- Redistribution in unpaid care work by both male and female (95% guides are male in tourism, here by giving opportunity to flexible in combining domestic work for women)
- Addressing the violence of invisibility
- Scholarship to women to admit in non-traditional trades
- Female mentorship program
- Provide startup kits to female trainees to male dominated trades
- How do global gender issues impacts in social issues
- How the global construction industry patterns reinforcing women's poverty?
- Skilling women is non-traditional but technical skill is not enough, women are not sustaining in job or business for non-availability of market or job employment.

National and International Policies/Conventions for Skills and Financing Options for work for the marginalised

- By localising SDG targets 1, 4, 4.4, 4.5, 5, 8.3, 8.5, 8.7, 8.8, 8.10, 8.10.2, in line with CEDAW, other International labour standards and national labour standard related to gender equality promotion
- Equal Remuneration Convention, 1951 (No. 100)
- The Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Family Responsibilities Convention, 1981 (No.156)
- Maternity Protection Convention, 2000 (No. 183)
- Domestic Workers Convention, 2011 (No.189)
- Home Work Convention, 1996 (No. 177)
- Constitution of Bangladesh
- National Skills Development Policy, 2011
- Bangladesh National Labour Policy, 2012 and
- SME & Special Programmes Department of Bangladesh Bank etc.
- Other laws and policies relevant for skills development and financing