



**GENERATION
EQUALITY**
REALIZING
WOMEN'S
RIGHTS FOR AN
EQUAL FUTURE



ACTION COALITION ON ECONOMIC JUSTICE AND RIGHTS

The Economic Justice and Rights Action Coalition which was launched at the Generation Equality Forum in Paris in July 2021, is committed to the attainment of women's economic justice. The actions of the Coalition will target the transformation of systemic barriers and break down discriminatory practices that continue to undermine women's economic empowerment. The coalition will also advocate for the enactment and implementation of transformative laws and policies and ensure that adequate funds are provided for appropriate service delivery and accountability at all levels. The actions will be implemented by civil society organizations, feminist movements, governments, the private sector, philanthropy, international organizations, and individuals.

What is Economic Justice and Rights?

Economic justice and rights refer to how economic and political systems are designed; how their benefits or costs are distributed; and how institutions are held accountable for the economic outcomes they generate. It involves paid and unpaid labour and women's access to and control over productive resources and economic opportunities, and addresses macro and microeconomic factors that reinforce gender inequalities, and how women and girls often lack the rights and access to economic opportunities.

Gender Equality Vision 2026

1. Economic justice and rights are guaranteed for women and girls, in all their diversity.

2. Systems and structures are

- a.** gender-responsive and ensure equitable, secure access to resources, services, and decision-making;
- b.** participation in gender transformative enterprise and trade;
- c.** promotion of non-discriminatory labour markets free of violence and harassment;
- d.** a care economy that equitably shares and values care and domestic work; and
- e.** resilience to economic shocks such as the COVID-19 pandemic.

3. Accountability is strengthened through gender-responsive economic laws and policies, sex-disaggregated data, and gender statistics. Diverse women's and girls' voices are truly heard, and their leadership is a reality.



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Economic justice and rights affect all women and girls globally and yet progress towards its attainment has been stalling. There are still glaring gender gaps in financial inclusion and within the paid labour force, with women over-represented in informal, precarious, and vulnerable employment. Girls are disadvantaged in their transition from education to employment and the current economic system, policies and practice are endemic with persistent structural barriers that increase inequalities and unfairly redistribute resources and wealth. The COVID-19 pandemic has further exacerbated these challenges and in order to attain gender equality, there is a need for strategic dismantling of systemic barriers that marginalise women in the economy.



COVID-19 and Economic Justice and Rights

The COVID-19 pandemic exposed numerous vulnerabilities in the global social, political, and economic systems and the dependence on the invisible and unpaid labour of women and girls. The burden of taking care of children out of school and meeting the care needs of older persons and ill family members under overwhelmed health services was heavier on women and girls. This deterred their ability to engage in economic activities or return to school for girls in primary or secondary school. Since women are largely employed in the hardest-hit economic sectors, the majority lost their jobs compared to men. Targeted action needs to be taken in order to maintain or further amplify the modest gains that had been made in recent decades to advance economic justice and rights for women and girls.

A GLOBAL ACCELERATION PLAN FOR ECONOMIC JUSTICE AND RIGHTS

Action 1

By 2026, increase the number of countries with a comprehensive set of measures in gender-responsive public and private quality care services, and law and policy reforms, including through **investments of recommended 3-10% of national income and creation of up to 80 million decent care jobs** to recognize, reduce and redistribute unpaid care work and reward paid work and represent care workers, while guaranteeing care worker's decent pay and labour rights, including in the private sector.

What Can you Do?	
<p>Law and Policies</p>	<p>Recognise, Reward, and Represent – Reform national laws to formally recognize the rights of caregivers and care receivers and implement national laws and policies and workplace policies to guarantee decent work, increase pay and increase representation and participation in policy-making for care workers, including using social dialogue.</p>
<p>Data and Accountability</p>	<p>Recognise – Quantify the contribution of care work to the economy and integrate unpaid care and domestic work in national planning frameworks and in private sector policies and infrastructure.</p>



Financing



Recognise, Reduce and Redistribute - Increase national budgets towards a recommended 3-10% of national income, for equitable quality public care services; increase public investments in essential social services and social protection; and increase private sector reforms and investments in care services, while ensuring adequate regulation.

Action 2

Create an inclusive and enabling legal and policy environment and engage women to expand decent work in the formal and informal economy to **reduce the number of working women living in poverty by 2026 by a recommended 17 million** and decrease the gap in labour force participation between prime-age women and men with small children by half, resulting in an additional 84 million women joining the labour force.

What Can You Do?

Law and Policy



Eliminate gender-discriminatory legislation and policies, address GBV and harassment in the workplace and scale gender-just affirmative action, to measurably increase women's access to decent work, economic livelihoods and entrepreneurship opportunities, inclusive of those at risk of exclusion.

Service Delivery



Build capacities for women's groups and organisations to forge and champion the decent work agenda, enhance their economic and social security and validate women workers' rights to set work and employment standards and organise collectively to achieve them.

Norms Change



Promote gender-transformative norms, attitudes, and practices by scaling up corporate and public practices to increase decent work for women and ensure women's voice, representation and leadership.

Financing



Increase financing for decent job creation and decent work infrastructure and services for women workers in the formal and informal economy, including women at risk of exclusion.

Education



Scale-up investment and promote education for all girls and young women and vocational training to enhance essential skills for critical future work, bearing in mind the specific needs of those in vulnerable contexts.



Action 3

Expand women's access to and control over productive resources through increasing women's access to and control over land, gender-responsive financial products and services, and the number of firms owned by women by 2026. In doing so,

- **Secure access to ownership and control over land and housing is increased for 7 million women;**
- **The gender gap in women's financial inclusion is reduced to 6% by increasing both formal and informal financial inclusion, including for women at risk of being excluded from formal financial services;**
- **The number of women's economic empowerment national programs integrating digital financial services and participation through gender-responsive platforms is increased;**
- **The number of firms owned by women is increased by 25% in all contexts, including in fragile and conflict situations.**

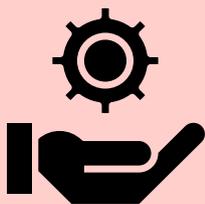
What Can you Do?

Law and Policy



Eliminate gender-discriminatory laws and policies, and adopt and implement laws, policies, strategies, and investments that realize women's and girls' access to and control over productive resources and assets.

Service Delivery



Support platforms representing women's groups and scale infrastructure that measurably expands women's equitable access to and use of productive resources, including affordable capital, financial services (including digital financial products and services), water, energy, and government services and benefits.

Norms Change



Identify and challenge harmful social norms, stereotypes, and practices impeding women and girls from equitably controlling and benefiting from productive resources, and foster positive attitudes validating women's empowerment and economic contributions.

Action 4

Design and implement gender-responsive macro-economic plans, budget reforms, and stimulus packages so that the **number of women and girls living in poverty is reduced by 85 million** including through quality public social protection floors and systems by 2026.

What Can you Do?	
Law and Policy 	Promote the reconstruction of the global economic and financial system conducive to achieving gender-responsive economic reforms and solutions.
Financing and Service Delivery 	Increase local and international spending on gender-responsive economic development, social protection and stimulus packages addressing the impact of the COVID-19 pandemic.
Data and Accountability 	Promote and integrate gender-responsive budgeting at the center of public policy, increase the focus of national budgets on gender equality and ensure gender analysis through policy formulation.

HOW CAN YOU CONTRIBUTE TO THE ACHIEVEMENT OF THESE COMMITMENTS?

Civil Society Organisations, Women Rights Organisations and Feminist Movements can join a collective commitment by visiting <https://commitments.generationequality.org/>

What can you do to make a Change?

1. **Make a financial commitment** that will support the realisation of an action to advance gender equality results.
2. **Initiate or join Advocacy campaigns** to amplify and mobilise support for transformative change to achieve the goals of the Action Coalition.
3. **Make Policy commitments** that can be translated into concrete policy change.
4. **Ensure that programmatic commitments** are able to deliver programs, services, research or other actions, with a focus on scale.



The Leaders of the Economic Justice and Rights Action Coalition include:



**URGENT
ACTION
FUND +
AFRICA**

FOR WOMEN'S HUMAN RIGHTS

CONTACT DETAILS



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Publication Release: March 2022



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