

International Research Dissemination Workshop

Young Urban Women: inter-linkages between economic justice, bodily integrity and unpaid care work

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Acronyms

AAI – Action Aid International
CCW – Community Care Worker
CGE – Commission on Gender Equality
CJS – Criminal Justice System
COIDA – Compensation for Occupational Injuries and Diseases Act
CSO – Civil Society Organisation
DENOSA – Democratic Nurses Organisation of South Africa
DSD – Department of Social Development
DVA – Domestic Violence Act
EPWP – Expanded Public Works Programme
HCP – Health Care Professional
HCW – Health Care Worker
HRBA – Human Rights-Based Approach
ICDS – Integrated Child Development Scheme
ILO – International Labour Organization
LRI – Labour Research Institute
NEDLAC – National Economic Development and Labour Council
NYDA – National Youth Development Agency
PSI – Public Service International
SADC – Southern Africa Development Community
SRHR – Sexual and Reproductive Health and Rights
TOT – Training of Trainers
UCW – Unpaid Care Work
UN – United Nations
VAW – Violence against Women
UNFPA – United Nations Population Fund
WF – Wellness Foundation
WIEGO – Women in Informal Employment: Globalising and Organising
YUW – Young Urban Women

Executive Summary

Over the past two decades the world has experienced rapid urbanisation. Currently 50% of the world's human population is concentrated in urban areas, and this number is steadily growing, with the majority of urban dwellers being young people under the age of 35 years. The three countries: India, Ghana and South Africa participating in the Young Urban Women: Life Choices and Livelihoods project have large concentrations of young women within urban centres, most of who live in poverty, and have very limited life choices and opportunities for economic and social improvement.

One of ActionAid's strategic objectives for the period 2012-2017 is to: *"Ensure that women and girls can break the cycle of poverty and violence, build economic alternatives and claim control over their bodies."* The Young Urban Women Project contributes to meeting this organisational objective. The YUW Project focuses on the inter-linkages amongst decent work (job security, employment benefits and social security) and SRHR (bodily integrity and sexual autonomy) and Unpaid Care Work.

The overall purpose of the Research Dissemination Workshop was to share the findings of the research conducted in three countries – Ghana, India and South Africa – into the inter-linkages between economic justice, bodily integrity and unpaid care work, and to map an advocacy agenda based on the research findings. The three days of the workshop was spent in sharing knowledge and building a common understanding of the realities faced by young women living in marginalised and under-resourced urban areas, as well as working on an advocacy agenda for the future.

Key research findings were

- Young urban women struggle to secure bodily integrity and economic independence and this manifests in terms of unequal care burdens in their life
- There is uneven, uncertain and inadequate access to sexual and reproductive health information and services
- Inadequate and limited opportunities for employment, and in particular decent work (paid employment has not necessarily led to economic security for young women)
- Young women carry a heavy burden of unpaid care work, particularly in areas where public services are limited
- Young women have agency – they do not simply succumb to gender discrimination and abuse

At the end of the workshop the beginnings of a common understanding around key concepts and the inter-linkages amongst them, as well as an initial advocacy agenda was attained. A joint outcome statement was drawn up which will form the basis of a common advocacy agenda.

Introduction:

Over the past two decades the world has experienced rapid urbanisation. Currently 50% of the world's human population is concentrated in urban areas, and this number is steadily growing, with the majority of urban dwellers being young people under the age of 35 years. The Young Urban Women Project is focused on promoting economic rights and empowerment of young women in urban areas in three countries, viz. Ghana, India and South Africa. The three countries participating in this project have large concentrations of young women within urban centres, most of who live in poverty, and have very limited life choices and opportunities for economic and social improvement.

The International Research Dissemination Workshop was held in Johannesburg, South Africa from 16th to 18th November 2015 for the purpose of interrogating the research conducted in three countries – Ghana, India and South Africa – into the inter-linkages between economic justice, bodily integrity and unpaid care work. Participants included representatives of ActionAid International, as well as AAI country representatives, representatives of the specific country partners, young women who participated in the project, and various experts who work in the fields of economic justice and decent work, and bodily integrity and SRHR.

Workshop Objectives:

1. To share the research findings with YUW project participants and partner organisations
2. To map an advocacy agenda based on the research findings
3. To forge partnerships / collaboration for the future

This report outlines the research findings, discussions on the inter-linkages, and agreements (joint outcome statement) with respect to setting the advocacy agenda based on the research findings. Stories shared by young women from the three participating countries are interspersed throughout the report.

1: Unpacking the findings

Day 1 of the workshop focused on unpacking the findings of the research conducted amongst participants in the Young Urban Women Project in Ghana, India and South Africa. The objectives were:

- To enable participants to understand AA's advocacy background from an HRBA perspective
- To share details about the YUW project
- To familiarise participants with the research findings and to address questions arising out of the research
- To unpack the issues of unemployment, informal work and decent work and what it means for young women from a global south perspective

Fatima Shabodien, South Africa AAI country director, welcomed participants and stressed the importance of the programme for the empowerment of young women in urban settings, particularly those who are living on the margins of society. She said that the research findings showed that similarities in the experiences of young women across the three countries underlined the need for movement building. Young women's needs and concerns will only be adequately addressed when there is a strong, collective voice. There is a need to investigate new forms of organising as the old forms do not necessarily speak to women's current working realities. This might lead to conflict with traditional workers' organisations so one has to be cognisant of the threats that may come from formal union workers to informal worker associations and movements.

Everjoice Win, AAI's International Director, Programme Quality, Learning and Development, stated that given the rapid urbanisation in Africa and Asia, as well as the fact that 41% of Africa's population is under the age of 15, and young people aged 15 to 24 account for 19%, while in Asia the figures are 24% and 16% respectively¹, the focus on young people is essential for determining agendas for the future, particularly with respect to the provision of education, health care, and economic security.

However, often the focus on youth is gender blind. Further, given that in many countries with a particular colonial experience, e.g. South Africa, where black women were deliberately kept out of the cities through legal means such as the infamous Pass Laws, the presence of women in urban settings presents particular challenges as although laws have changed, the mind-set remains that women should by-and-large remain in the rural areas. This ambivalence about women in urban

Working with Young people

POWERFUL DRIVERS OF CHANGE.
THAT'S WHAT YOUNG PEOPLE CAN BE.
WE WILL WORK WITH THEM TO
SHAPE A MORE DEMOCRATIC,
EQUITABLE AND SUSTAINABLE WORLD,
INVESTING IN THEIR CAMPAIGNS,
SUPPORTING NEW AND EXISTING
YOUTH ORGANISATIONS, LOCALLY AND
NATIONALLY, PROMOTING THEIR
LEADERSHIP AND LINKING THEM
TOGETHER INTO DYNAMIC MOVEMENTS
FOR CHANGE.

¹Average ages in the three countries in 2015: Ghana = 21 (21.4 F; 20.9 M); India = 27.3 (28 F; 27.3 M); South Africa = 26.5 (26.7 F; 26.2 M), <http://www.htxt.co.za/2015/03/09/map-monday-africa-has-the-youngest-average-population-in-the-world/>. Accessed 8 December 2015

settings impacts negatively on young women's ability to claim urban spaces in an equitable manner. Livelihood options are limited and their bodily integrity is constantly undermined.

AAI adopts an HRBA approach which focuses on empowering excluded and marginalised groups, building solidarity by connecting and organising people committed to a common cause, and campaigning to shift national and international policies and practices. People themselves should be agents of their own empowerment, with organisations such as AAI facilitating that empowerment. Collaboration and partnerships are vital to effect change. It is also necessary that governments not only effect policy change, but ensure that there are changes in practice as well.

AA HRBA- AN APPROACH TO DEVELOPMENT THAT CENTRES ON SUPPORTING RIGHTS HOLDERS TO ORGANISE AND CLAIM THEIR RIGHTS AND TO HOLD THE DUTY BEARERS TO ACCOUNT. OUR HRBA FLOWS FROM OUR POLITICS AND OUR STRATEGY. WE ANALYSE AND CONFRONT POWER IMBALANCES.

It is important, Win said, that analysis and interventions build on the body of feminist knowledge and work that has been done on women's sexual rights and agency, as well as women's economic position and social reproductive roles. The current AAI strategy ends in 2017 and the workshop should be seen as an opportunity to input into next strategy as there was a need to do more about tackling urban exclusion and poverty and different approaches would only enhance the process.

1.1 Background to the project and research: Baishali Chatterjee, International Project Manager, Young Urban Women: Life Choices and Livelihoods Project

The research report, in the last year of the first phase of our Young Urban Women programme, allows all parties involved to reflect on the ongoing and deep vulnerabilities facing young urban women in a particular political, economic and social context.

The aim of the Young Urban Women programme, which began in 2013, was to empower 5,800 young urban women living in poverty in Ghana, India and South Africa to be powerful and critical agents for change in their lives and the world through access to decent work opportunities and control over their bodies and by ensuring that their voices are heard and recognised in local, national and international forums. To date the project has reached 5936 young women who reside in low income neighbourhoods and informal settlements and who have formed 277 groups in the three countries.

Neo-liberal policies have led to increased privatisation of services which in turn has led to a lack of gender-responsive services. This has impacted negatively on people's ability to access services, particularly for those who live on the margins of society in informal settlements. In Oct 2015 World Bank updated international poverty line to US \$1.90 a day (up from US \$1.25). The past decade and a half has seen a decline in the numbers of people living in poverty. Sub-Saharan Africa has, for example, seen a decrease in poverty levels of 14.1% from 56.8% to 42.7%, while South Asia has seen a drop of 31.8% from 50.6% to 18.8%². However, the challenges still remain great, particularly as

²Source: World Bank, <http://data.worldbank.org/>. Accessed 8 December 2015

inequality levels have increased globally, with women, in all contexts, being at the bottom of the pyramid.

The programme framework was based in AAI's Key Change Promises 6, 9, and 10 and rooted in an intersectional approach to addressing the challenges faced by YUW. This approach was innovative as usually interventions concentrate on one or other aspect. Strategies employed included the formation of groups in areas where young women lived, capacity building and leadership training, building solidarity amongst the young women and collective action.

Promise 9: By 2017, we will have organised over 5 million women and girls in rural and urban areas to challenge and reject gender-related violence that would have denied them control over their bodies and sexuality and made them vulnerable to HIV and AIDS.

Promise 10: By 2017, we will have supported women to build and advocate economic solutions at all levels, from cooperative enterprises to national and global policies that recognise unpaid care, guarantee comprehensive social protection and enable the most marginalised women to break the cycle of poverty.

Promise 6: By 2017, we will have mobilised over 5 million young people to take sustained action towards building a poverty-free planet.

Some of the key achievements of the YUW programme are:

- 5936 young women mobilised through 227 groups.
- Organising young women into independent groups has been very successful as the key mobilisation strategy.
- Young women are now able to identify economic and sexual exploitation in both private and public sphere.
- Young women have now understood unpaid care work at a conceptual level and have begun taking it up at the family and community level, demanding redistribution. However, ensuring availability of gender-responsive public services at the community level still remains an area of further work.
- Young women are now greater awareness of SRHR and oppressive gender norms and have begun expressing their autonomy in intimate partner relationships, including walking out of abusive relationships.
- Efforts at building leadership of young women and engaging them in public advocacy have been initiated in all three countries, with some excellent results.
- Efforts are on to give broader directions to the mobilisation work by giving it a national perspective, for e.g. Creation of a young women's movement in Ghana.
- The use of an integrated approach has enabled young women to be able to recognise rights violations in its multiple forms
- in addressing both factors simultaneously, young women are gaining greater awareness of the life choices they can make

Abiba, a young urban woman from Ghana who participated at the workshop had this to say about the project in her own voice:

ABIBA – ACCRA, GHANA:

Before I joined the YUW project I was in high school and had a month to write my exams. The first day I was introduced to the objectives and I was given a group. We have 40 groups, named after minerals in the world.

At the beginning I didn't know what decent work is - work is work. I worked in a garage. It's not decent work. The working conditions are unsafe, but I had to work because I needed to support myself.

We formed a YUW Association that is made up of petty traders, beauticians and seamstresses. We advocate on economic rights; speak to the heads of different bodies and advocate for changes. We are trying to link them to the labour inspectorates in Ghana so that their concerns are addressed. Most of the young women in the YUW Association have dropped out of school. Some are unemployed. They have searched for work, but the conditions are not good, so many do not accept it. Sexual favours are often asked just to submit a job application.

Most young women have to save first to start small informal businesses. They leave work around 2 - 3 in the afternoon so that they can go home and do house work. Unpaid Care Work or house chores are seen as work only for women. After I joined the project I was educated on what UCW is and the importance of sharing the housework. I spoke to my brother about this. My elder brother said that what I brought home was irrelevant as we were not trained that way. But I did not give up. Now he helps at home.

With regard to SRHR - I would not go to the hospital on my own as I was shy and worried about the lack of confidentiality. Health care facilities are far and not friendly. When we joined the project, the project brought the health centre workers to speak to us and since then we have been accessing the health services.

We also started a YUW Movement to advocate on the issues that the project addresses. We are yet to be registered, but we are determined.

The YUW project has been good for me. *I have been educated a lot.*

Key Discussion Points:

Other countries' partner organisations noted some similarities in the work that they are engaged in. For example, in India the Shaheen Workers Collective was established in Hyderabad. This is a collective of home-based workers, such as bangle makers, small piece workers and mehendi workers. In Chennai women have been linked with unions in order to get union cards which entitle them to benefits. This is a state initiative. Further, ActionAid India are trying to get the home recognised as a place of work. Other initiatives include the drawing up of an informal workers' charter. In South African trade unions are starting to work with associations and informal worker groupings with respect to the ILO conventions. There, however, still needs to be much more work in

this area, especially considering South Africa's high unemployment rate and the numbers of people, particularly women, who are engaged in the informal sector.

Other points that were raised by the participants for further consideration were:

- How do the voices of young women in project get to be 'mainstreamed' into, e.g. the Muslim Women's Movement in Mumbai?
- How can we break the silos of 'formal' and 'informal' work?
- What are the best forms of organisation for young women given that most of them are engaged in temporary/ casual work?

Simthandile from Cape Town added her perspectives to Abiba's:

SIMTHANDILE, CAPE TOWN, SOUTH AFRICA

I come from a community where there are a lot of problems. Poverty is a key issue. Women are not respected and young women face a lot of challenges around their SRHR. Because of poverty, young women often go with older guys who can give them money and buy them things like clothes, even food.

In the YUW Project I learnt a lot about my rights. It also helped me to be proud of myself. I know that I don't have to please others. I don't have to dress to please others. As a woman I can wear what I like, no matter what others may say about me. I am still a woman.

Unemployment is a big problem. Even when you have an education it is difficult to find decent work. The working conditions are not safe. I once went for a job where I would have to get up early in the morning and go out when it is dark. This is very unsafe. The working conditions were also not safe. When I asked about benefits such as COIDA (Compensation for Occupational Illness and Diseases Act), I was just given an overall and told to start. I left. I will not sell myself short.

I also learnt a lot about leadership. I know that I can be a good leader and help other young women stand up for themselves.

YUW gave me the ingredients to bake my own bread.

1.2 Research Findings – Susana Fried

The research study, *YOUNG URBAN WOMEN- Exploring Inter-linkages: Bodily Integrity, Economic Security and Equitable Distribution of Unpaid Care Work*, had the objectives of

- Understanding the linkages between bodily integrity, economic security and rights (including the right to decent work) and the burden of unpaid care work responsibilities in the lives of young urban women.

- Proposing recommendations to better address the intersectionalities of these issues in an integrated matter.
- To clearly establish the linkages between access to Decent Work, SRHR, and unpaid care work and the need to have a comprehensive approach towards young women's empowerment processes.
- To use the research findings to advocate for greater cross-movement linkages and consensus building between organisations working on SRHR and women's economic rights, with a particular focus on young women.
- To eventually facilitate the development of a small informal alliance of agencies working on youth rights, SRHR, women's rights, labour and economic rights in order to conduct targeted advocacy aimed at relevant global political actors.

1.2.1. Conceptual Framework and Methodology:

In order to move the language to a feminist human rights approach the concepts of "bodily integrity", "economic security", and "equitable burden of care" are used in order to proximally reflect the aspirations of the respondents and to better understand how SRHR, decent work and UCW intersect in young women's lives.

Bodily integrity is a broader concept than sexual and reproductive health and rights and/or freedom from violence. It encompasses freedom from violence, access to affordable, youth-friendly and quality sexual and reproductive health programs and services, control over decisions relating to one's body (including fully informed consent to medical procedures), health care and services, contraceptive and family planning choice, knowledge about sexuality, and the ability to make decisions over when, where and with whom to engage in sexual activities. Securing bodily integrity requires being treated with dignity and with the capacity for autonomous decision-making.

Economic security encompasses sufficient and reliable income, control over use of resources/assets and income, freedom from violence, decent working conditions (including the ability to take breaks and access to sanitary facilities/toilets), freedom to participate in collective action (including unions), ability to lodge complaints, rights at work, social protection (such as basic income and child support grants, pension, health care), etc. It is dependent on other factors such as quality primary and secondary education (tertiary), job/skills training, transportation, social protection, especially those that recognize women's unpaid care responsibilities-such as social security assistance for teenage mothers (such as in Ghana and South Africa).

Equitable burden of care is achieved when care responsibilities are shared equitably by both women and men, through re-visiting of gender norms and roles, with the state providing adequate quality gender responsive public infrastructure and services including social protection to support such care. Examples of services that promote an equitable burden of care include community crèches for child care, drinking water and sanitation at household level, free or subsidized disability care and old age care.

A peer-to-peer process was designed with the specific intention of creating a narrative space for young women's voices to be heard. The baseline informed the types of questions that were asked. The peer-to-peer interviews were not intended as an evaluation of the project, but mainly part of the leadership development process of participants within the YUW project. Each city adjusted the original methodology to suit their realities and make it part of the programmatic work intended to contribute to building women's skills.

1.2.2. Key Findings:

Across all three cities included in this research, young urban women struggle to secure bodily integrity and economic independence and this manifest in terms of unequal care burdens in their life. There is uneven, uncertain and inadequate access to sexual and reproductive health information and services; inadequate opportunities for decent work; and a high burden of unpaid care work carried by young urban women - all of which are interlinked and result in a vicious circle of gender inequity, poverty and social marginalisation.

The findings were very much in line with the project design and concepts that were developed at the inception of the project. The findings give us insight into what it means to be a young woman in today's world and the impact of being an urban dweller. We also see the incontrovertible significance of the many different and intersecting identities of these women – race, class, marital status and sexual identity, amongst others. Identities are more complex and situated within community context (religion, caste, etc.).

The issue of 'overload' came through very powerfully – from completing school to finding work to securing physical and psychological health and safety. These challenges take a toll on their lives resulting in health issues. Many young women, for example, complained of persistent headaches.

A strategy of “managing” also came through across all three countries. Young women “manage” work (both productive and reproductive). They also “manage” safety through employing a number of strategies.

Negotiating Work, Income, the unequal distribution of UCW and SRHR:

Young women did not necessarily consider work in relation to the formal – informal divide. To most of them, work is work, even though they would like better working conditions. Further, the inter-linkages of the three areas of focus (economic security, bodily integrity and the burden of UCW) are not necessarily concrete in their understanding of their realities because of other inter-linkages (race, class, etc.) in their lives.

Paid employment does not necessarily lead to economic security as most are engaged in informal work. Although income levels were not interrogated, it can be deduced that income is low taking into consideration the type of work they are engaged in. However most of the young women who participated in this research value paid work as they perceive that it has brought them material access, and increased decision-making roles in their families. The young women perceive economic security with having control over their own incomes even though they are not the financial decision-makers in their households.

The burden of UCW means young women find work that is more flexible so that they are able to do this work. Access to appliances eases some of the workload, but even where these are available, they still do the bulk of UCW.

Both in India and Ghana, the vast majority of the young women included in the research work in the informal economy, giving them little access to job security, healthy and safe workplaces, social protection, child care, maternity benefits, not to mention easy access to water and sanitation in their homes and workplaces. In South Africa, the large majority are unemployed and/or in school.

Those who work tend to have somewhat informal jobs, but often in formal businesses. This is a challenge in South Africa, with relatively progressive labour protection that is often bypassed by businesses.

In trying to understand the inter-linkages between economic security, bodily integrity and equitable distribution of unpaid care work the research finds that these young women have to negotiate for their rights at various levels.

“Aaj meri baat ko sunte hain” (They listen to me now). - a young woman in the Old city of Hyderabad)

Only 8% of the respondents in Ghana are either the primary or significant decision-maker. Parents, in-laws, husbands or boyfriends accounted for 92% of the financial decisions. A significant number of young women in Johannesburg (92%) reported that they have control over their income and a final say over how their income is spent. This was however not the case with married women. Control over

income seems to depend more on marital status than educational levels.

Some of the women believe that paid work has brought them more respect and better food to eat. Others are able to spend money on buying appliances to make their household work more manageable, and even save some money.

We both take decisions but when it comes to money issues my husband decides. He always consults me but because he's the man I allow him to make the final decision on our finances in the home like building and the schools the children attend. I generate some income. I also decide on how to spend my own income. I decide on how to use my money personally but as a woman at times I give money for food if there is none for him to provide. At times I lend him money of which he pays me back when he gets money. (A young woman in Accra)

The research findings also support the global trends that the lack of gender-responsive public services creates significant barriers to women's participation in decent work opportunities. This is particularly true in case of child care services in the community. As our research findings showed us there

are hardly any quality child care services available which are publicly provided, is of good quality and subsidised. In communities (such as the countries of our research) where women start child bearing at a relatively young age, the disproportionate responsibility on the young women for child care often means that they take their children with them to work. This, in addition to the other household responsibilities, have a detrimental effect on young women being able to exercise their economic rights, and even having the time and resources to obtain quality sexual and reproductive health services. In Johannesburg, 25% of the young women reported buying contraception of their choice from the pharmacy rather than going to a community health care facility which can often mean many long hours of waiting.

In some instances, the young women perceive a connection between earning an income and bodily integrity, including the ability to say 'no' to sex with partners when they are not in the mood for it.

Negotiating choices, health and violence concerns

Bodily integrity gives us a way to get a clearer picture of women's health beyond what we have come to think about as SRHR. Across the 3 cities safety, security & freedom of movement varied considerably.

Since I started working I have the money to buy the contraceptive because I am self-employed. I can now refuse my husband when he demands sex if I am not in the mood. My husband has never advised me to use contraceptives but I haven't told him that I have been using it already. I haven't told my parents either. (A young woman in Accra)

I am not able to refuse my partner sex. He is always persuasive and sometime angry, so I try to satisfy him. There are days I tell him I'm not interested to have sex and he understands. (A young woman in Accra)

Safety and security are seen as conditional (not walking the streets when it is dark; not going to certain spaces), while interpersonal violence is understood in the narrowest sense by the young women who participated in the study - name calling, deprivation of food, and severe restrictions on mobility were, for the most part, considered

"normal".

Many young women also face harassment at work, but reporting rates remain low as responses from authorities do not engender confidence.

Men who come to give us orders or pay money try to hold our hands. They try to touch us when we get up, bend over when we are working and ask for sexual favours in return for additional money. (A young woman in the Old city of Hyderabad)

I experienced mistreatment and favouritism and threats at work. No, I didn't report. I feel like the executives have a bond and my complaints would just be brushed off. (A young woman in Johannesburg)

Despite struggles to secure sufficient economic resources, young women do not simply succumb to poor treatment and sexual harassment at work. Yet, rather than lodging complaints they leave jobs and generate income from other sources like selling food, soap, etc. In this context, their ability to achieve greater economic security would be greatly enhanced if the state provides better infrastructure and quality services especially in the sphere of child and health care - in other words, gender-responsive public services.

There is a lack of access to health care (in the narrowest definition), but also a lack of access to basic services (housing, water, sanitation, etc.) which impact on their health in general. Further, there is a strong distrust of formal health care providers even when they are available. Where health services exist, non-friendly and discriminatory treatment discourages young women from using them. This results in a dependence on alternative means, including traditional remedies. Young women tend to access health care services for child birth more regularly than other health care services. Across all three cities the young women consider pharmacies or chemists to be far more accessible than clinics or doctors for a range of health care needs, including contraception. They find them less judgemental and allowing for more privacy than nurses and doctors in hospitals and clinics.

Key Discussion Points:

- Role plays as a research tool was useful for ‘consciousness-raising’
- Mental health and wellbeing of young women are severely affected. There are serious issue of stress as young women try to ‘manage’ their various roles/ responsibilities.
- Only South Africa really dealt with the issues of gender and HIV/AIDS with respect to SRHR
- Other aspects of sexuality, including positive aspects of sexuality, e.g. pleasure and sexual activities, as well as sexual orientation, were not dealt with in the research. This focus is really important and should have been there.
- *Issues for further investigation and discussion during the workshop, and beyond:*
 - Measuring the success of the peer-researcher methodology-how useful was it in terms of empowering young women as researchers?
 - How do we address the need for greater collective organising given young women’s lack of time and the conflict that would arise in their homes?
 - How do we address “Contractual’ employment: in terms of the informal nature of the work and the resultant vulnerabilities?
 - What would the concept of ‘decent work’ mean in the context of home-based work (whether for another person or self)?
 - There was an initial investigation of budgets (municipal; provincial; national) in respect of programmes that are enabling for young women. However, this could not be completed. There is a need to relook at this in future.
 - How do we connect alternative health care (herbal remedies) to women’s indigenous knowledge, if at all? This was not investigated as it came up during the research. This could be further investigated in the future.

1.3 The agenda for economic rights for young urban women:

This was the first panel discussion of the day. The objective of this session was to give greater depth to the research findings, share any observations on the research gaps, and arrive at a common position on collaborative work for moving forward through unpacking the issues of unemployment, informal work and decent work and what it means for young women from a global south perspective. This session was facilitated by Nina Benjamin of the LRS while the panellists were Simphiwe Mabhele, HIV and AIDS Technical Specialist, ILO Decent Work Team for East and Southern Africa and Veronica of Public Services International. *Nina Benjamin also stated that young women faced the challenges of unemployment and seeking work, and where they were engaged in paid employment they faced the issues of informal work versus decent work. She posed an important point to ponder on: How do the current economic conditions affect women's choices with regard to demanding 'decent work'?*

Irfana, a young woman from India who is part of the YUW project shared part of her story as one of the panellists:

IRFANA, HYDERABAD, INDIA:

I used to get up in the morning and up to 1pm do housework. From 1-9 PM I made mosquito nets and then handed them over to my brother (20 nets per day). My brother never gave me any money. When I requested for money from him, he asked me why I wanted money since I was home and hence didn't need it.

I refused to continue doing the work and contacted Shaheen where I learnt tailoring and mehendi. I eventually became a mehendi teacher.

I started being part of the Young Urban Women meetings. I learnt about the concepts of decent work, SRHR and UCW. These trainings gave me an opportunity to get out of home. I felt that it was important for other girls as well so I went door to door inviting young women and many joined.

The main opposition to girls joining was from family. I spent time convincing them. Many girls have joined since then. Some have continued their schooling.

Child marriages are widespread in the community. Girls get married from 14 onwards. I went to parents to ask them not to marry daughters young because of the importance of girls having a standing in life before getting married. I myself was engaged at the age of 16. I got to know about ill-effects of early marriage and cancelled my engagement.

All work is in a sense decent work. Even if it might be a small task, but there is no shame in doing that work. Cultural notions of work influence young women and working outside the home.

My brother controls my life. When I was asked to come here, he didn't want me to come. I had to convince my brother. I am the first person in my family to get onto a flight. ***I want to thank Shaheen for opening up the world for me.***

Simphiwe Mabhele stated that the world of work includes the public and private sector, as well as civil society. The ILO's Decent Work Agenda covered all three sectors.

The world is facing a worsening youth employment crisis: young people are three times more likely to be unemployed than adults and almost 73 million youth worldwide are looking for work. Young women are particularly affected by this. The gap in global labour market participation rates between men and women has decreased only marginally since 1995. In 1995 52 per cent of women and 80 per cent of men were working. Currently about 50 per cent of all women are working, compared to 77 per cent of men.

Social protection was a key area of concern as outside of the public sector this was very difficult to monitor. It was the state's responsibility to ensure that relevant laws and policies were adhered to, but in many instances states lacked the ability to ensure compliance due to a number of issues, including sufficient and appropriately trained personnel.

Another key concern was gender and health, particularly HIV/AIDS, and the impact this has on the economy. Very often interventions leave adolescent girls behind. The main reasons for them being left behind are Gender-based Violence, lack of access to health services, lack of access to education, and policies that do not translate into action. More needs to be done in terms of health services and education. However, this was very difficult to do in the informal sector.

Social dialogue is essential to promoting the rights of young women workers. Organisations such as AAI should engage with the relevant people within the specific countries – in Ghana, the Labour Advisory Board, in India, the Central Advisory Committee established in 2012 was looking at increasing employment of women; in South Africa, it was important to engage with NEDLAC where voices of young people are very silent.

The centenary of the ILO was coming up in 2019. They have decided on 3 flagship activities and Gender and Work is one of them. It is important to engage with this programme.

Veronica Montufar of PSI shared that PSI are a global union federation that represents 20 million working women and men who deliver vital public services in 150 countries. Their members work in health care, municipal and community services, central government, and public utilities such as water and electricity. They are advocates for social justice and promote universal access to quality public services.

She stated that work has to be delinked from creation of wealth (income – paid work). She said that she was concerned that economic security could displace the concept of work. Economic security and work are two very different concepts. Economic security did not always equate to being involved in some form of work. Trade unions / labour support should not be just about money – women want to be seen as human.

Policy construction requires being a strong social force while democracy requires new forms of representation /collectivism. Without this the vulnerable will continue to be marginalised. Further, the concept of Gender Responsive Public Services (GRPS) – quality universal public services for all – should be further developed.

Solidarity between public service users and public service workers is essential. The fact that amongst the three countries participating in the YUW project Convention 149 – convention on nursing workers – had only been ratified by Ghana was a serious problem. Also, the concept of ‘Sisterhood’ (solidarity between the young urban women and women public service providers) could be a possible way to construct a way to deliver SRHR services.

Key Discussion Points:

- Unemployment rates are very high in Africa, so because of lack of work opportunities young women might forego ‘decent work’ and their sexual rights and bodily integrity.
- Sexual predators are using the lack of opportunities to lure young women who are desperate for work for sexual exploitation
- In many instances even graduates cannot access work because of lack of work experience
- More youth friendly policies are required. In South Africa the ‘Youth Subsidy’ Act (where government subsidises internships for young people) was one way of ensuring work experience for young people. However, reports indicate that young men are favoured over young women. This is a key issue for a future advocacy agenda in South Africa.
- Are there limitations to young women’s negotiations with access to employment? Given the poverty situations, how realistic it is for us to expect that young women will keep pushing for their demands?
- In addressing the issue of young women being reluctant to use public health services due to unfriendly services *Mamakgadi of DENOSA* said that many nurses are ‘moonlighting’ in the private sector so you can find different faces: ‘angry faces’ at public hospitals because of lack of resources and bad working conditions and ‘friendly faces’ at private hospitals because working conditions and remuneration were better. There is a lack of understanding of the conditions under which nurses work in public sector. They are currently embarking on a campaign to create greater understanding between nurses in the public sector and users of public health services (*Positive Practice Environment Campaign*).

1.4 Perspectives on UCW: views from the global south:

This session looked at unpaid care work and its implications on the lives of young women in order to arrive at a common understanding for advocacy positions. The panellists were Francie Lund of WIEGO and UKZN, Ntombuzuko Kraai of the Wellness Foundation and Ayanda Mvimbi of UN Women.

Francie Lund of WIEGO who facilitated the session shared some of the work around UCW that they are engaged in. WIEGO is a Member-based organisation of informal workers with the following objectives

- to put issues of employment/work in general, and of informal workers in particular, at the centre of development discourse, policies and processes relating to growth and poverty

- to investigate and increase understanding of the size, composition and contribution of the informal economy and of the status, needs and constraints of specific groups of informal workers
- to investigate and increase understanding of how different groups of the working poor, especially women, in the informal economy are linked to the formal economy and inserted into the global economy
- to promote appropriate and equitable policies, laws, regulations and institutions that can improve and secure the livelihoods of the working poor in the informal economy

Professor Lund stated that organized provision is the tip of what health care is actually provided in society as much of it is provided within the family, mainly by women. It is important to further investigate how unpaid and paid care work underpins the formal health services, as well as how gendered patterns of care work affect women's participation in the labour market.

Professor Lund also shared with participants a calculation mechanism for counting (valuing) UCW³ through calculating the time spent on house work. Waste workers have given the best ways to calculate cost of UCW. She also explained the concept of care penalty at work, i.e. the difference in earnings due to women's care responsibilities (women take more time off for UCW responsibilities).

There has been a task-shifting between women in care occupations so, for example, large parts of what used to be nurses' work has been shifted to Community Care Workers (CCWs). In countries severely affected by HIV/ AIDS, and with restricted resources, task shifting is being advocated to solve a resource problem although the policy states that it also seeks to provide a more appropriate form of quality care. There is a need to set up dialogues between care workers (nurses, etc.) and 'the community'.

According to Lund the key policy issues/ questions include

- What are the gendered ways in which formal and informal paid work, unpaid care work, and social protection programmes, are combined and distributed?
- What mix of policies might reduce, support and redistribute paid and unpaid care work to improve overall well-being and enhance gender equality?
- What are the frameworks and ways of counting and valuing UCW?
- What are the mass mobilisation strategies required to effect change?

Ntombuzuko Kraai of the Wellness Foundation (WF) gave insight into the work of the organisation. The WF works with CCWs, seeking to create an inclusive, caring society. They offer psychosocial support to CCWs. CCWs were initially mobilised to assist with the home-based care of those affected by HIV/AIDS and / or TB patients in order to ensure they take their medication correctly, keep track of their general health and refer them to health facilities when required. Initially CCWs were volunteers, mainly made up of older black women who worked through NGOs. They set up a movement to advocate for their rights, especially to have their work recognised as valuable work.

³Cf. Budlender, D *Time Use Studies and Unpaid Care Work*, <http://www.unrisd.org/80256B3C005BCCF9/search/414BA4D59E6D9AB1C125775B00480FD7?OpenDocument>

Eventually government started subsidising their work. Under the Expanded Public Works Programme (EPWP) the Department of Social Development (DSD) and Department of Health (DOH) subsidise the NGOs who 'employ' them. However, most CCWs mainly receive 'volunteer stipends'.

With the introduction of monetary compensation through government subsidies, more young women and men are now becoming CCWs. There is also a move towards formalisation of CCWs with educational qualifications (require matric) becoming a key driver in accessing jobs. However, they are still largely excluded from the health care system. They receive no benefits, do not have permanent contracts (no work-no pay principle applies). They even have to queue at clinics if they are sick as they do not preferential treatment as Home based Care Workers.

Through the project *Simple Touch* the WF is providing training that assists CCWs to be able to create their own employment.

Ayanda Mvimbi of UN Women stated that UN women pushes to accelerate gender equality and women's empowerment by using the framework of the MDGs (by 2015) and SDGs (by 2030). She stated that care is not a shared responsibility. Further, the social distribution of care is not just about men taking more responsibility for house work. In fact there needs to be a recognition of care as a social and collective responsibility. There also needs to be more analysis of the relationship between poverty and unpaid care. Payment for care work can be an entry point for increasing women's economic empowerment and for recognising care as essential in our human experience.

Violence against women was another very serious problem. A recent KPMG⁴ study showed that VAW in SA cost the country R 42 billion in the year 2012/2013, representing approximately 1% of GDP. These costs include health, justice, and other service costs, and lost earnings.

Mvimbi further noted that it is important to:

- Create political consensus for macro-economic policies for creating work for women
- Promote decent work for women through appropriate laws (amendments)
- Recognise and redistribute unpaid care work
- Promote access to social protection
- Link gendered nature of care, GBV and macro-economic policies
- Recognise that conventions signed are constantly being violated and that these need to be addressed, including conducting research how to make these things practical
- Strengthen national institutions to collect statistics that are relevant - What kind of information is being captured? What is the analysis? What are the implications?

Key Discussion Points:

- The social constructions of gender underpin the unequal proportion of UCW that young women bear in their families
- Culture/ tradition and religion play huge roles in reinforcing the gendered nature of UCW
- There is an increasing body of knowledge being produced on the relationship between women's UCW and paid employment for care work.
- In most cases paid care work is informal work – no social protection

⁴KPMG is a global network of professional financial services firms providing Audit, Tax and Advisory services.

- *Mamakgadi of DENOSA* added that CCWs are being sent out without proper protective clothing and COIDA does not apply to them.
- Issues of safety (violence) - whether in the home, at work or on the streets within communities - are general concerns of young women who are often targeted because they are seen as most vulnerable

Reflections of Participants on Day 1:

- The sharing of the stories from different regions and cultures showed that young women experience similar challenges.
- Talking about sex and sexuality is still considered taboo. Young women mainly get their information from their peers, and increasingly from social media. Where sex education is provided in schools, the quality is largely dependent on the teacher. Many teachers are themselves discriminatory and even misogynistic. Parents are reluctant to speak to their children about sexuality. There are cultural institutions that guide young girls through puberty, but these can be very problematic, dependant on the ideologies that drive them.
- It is important to take the information and implant it into our communities (especially in education and health institutions) as this can help young girls. Despite abortion being legal in South Africa there is still a huge amount of girls who arrive at health care facilities with the complications with backstreet abortions. This not only impacts on their sexual and reproductive health, but is illegal and they could be jailed for this.
- It is necessary that we also speak about the positivity of bodily integrity: “when we control our bodies, we can enjoy our sexual experiences with whomever we choose to have sex with”.
- Research needs to bring in more than the problems; it also needs to show the journeys that young women undertake.

Wrap-up of Day 1:

Wangari Kinoti, AA International Policy Manager, Women’s Rights, in wrapping up for the day reminded us of

- The need for the mass mobilisation of young women, as well as the challenges of creating and sustaining a movement led by young women. She stated that participants needed to keep in mind that there needs to be a road map at the end of the workshop of what we want to achieve.
- The importance of building on feminist history of knowledge production, strategies and solutions
- The importance of the YUW project as it had contributed to building young women’s knowledge and agency (Abiba from Ghana had initially not thought about what constitutes decent work and what does not, and Simthandile of South Africa had said that it is “better to have the ingredients to make bread than be given a slice of bread”).
- The formal-informal divide could result in threats that may come from formal union workers to informal worker associations and movements.
- The importance that trade unions / labour support should not be just about money – women want to be seen as humans.

Day 1 ended here.

2. Young women and bodily integrity: perspectives and challenges: Investigating Inter-linkages & Finding Solutions

Day 2 of the workshop saw the finalisation of the Unpacking of the Research Findings, and investigating the inter-linkages between decent work, SRHR and UCW. The second day began with a session on bodily integrity and young women. *Maja Hansen of UNFPA* unpacked the research findings with regard to bodily integrity. She stated UNFPA's goal is to achieve universal access to sexual and reproductive health, realise reproductive rights and reduce maternal mortality to accelerate progress on the ICPD agenda.

She said that some of the key issues raised in the report are:

- Forced/early marriages
- Violence
- Discrimination
- Inadequate privacy including access to toilets washrooms for (menstrual) hygiene
- Restricted movement and lack of control
- Sexual harassment
- Knowledge, education and information on SRHR
- Access to appropriate services
 - Access (Cost, time)
 - Availability (distance, opening hours)
 - Acceptability (Attitude of service providers, confidentiality)
 - Quality

The depth of understanding of the young women on bodily integrity varies, but there is a common basic understanding. Social taboos in relation to sexuality (e.g. common myths about menstruation) are still prevalent. Cultural attitudes (gender and culture and gender and religion) are key drivers of the challenges faced in relation to discrimination. The issue of religion as a key driver of discrimination is not visible enough in the research.

The research done by ActionAid has showed some aspects of how work and UCW impacts on SRHR and how SRHR impacts on work. It was clear that access to employment and paid work gives better access to private health services. The research once again highlighted the question of how do we tackle the issue of restricting reproductive rights in respect of contracts and pregnancy (and also discuss the sometimes seamless situation of formal-informal work), and probationary periods and paid maternity leave (social protection).

The UNFPA's approach is that 'every pregnancy is wanted' and this requires informed decision-making about sex. In most countries in Africa young people constitute 50% of the population, but there is no/ little investment in adolescent / youth SRHR. Further, there is a lack of education / training that specifically speaks to the SRHR of adolescents and youth in the curricula and trainings for health care professionals (HCPs). SRHR of young people should be included in the curricula of HCPs. It is important to change mental attitudes through increasing a sense of self-worth and confidence of young people through providing information and education that give skills and tools. This should be done at school level.

She suggested that a strategy for an evidence-based advocacy for development, investment and implementation should include

- Mapping and analysis of young women's vulnerabilities, especially in the areas of SRHR, education and employment
- Analysis of national laws, policy and strategy analysis
 - Compliance with international standards and commitments
 - Barriers and challenges for implementation
- Operations research and evidence generation
- Youth and gender audits and budget analysis
- The establishment and implementation of systems for enhanced access to justice and work place protection in relation to young women's SRHR and gender equality
- Strengthened monitoring and evaluation system for laws and policy implementation
- Support laws and policies for educational retention and re-integration programmes for young mothers
- School health programmes and linkages/referral to services
- Improved access to age-appropriate, culturally and gender sensitive, quality CSE for in and out-of-school young women, with a focus on safe sex, healthy relationship, contraception, STIs and HIV, gender equality, and empowerment
- Enhanced access to information, including through mobile technologies
- Community sensitization and outreach
- Integrating SRHR education and information into social entrepreneurship, employment and skills-building programmes
- Improved quality of services through support for the development of institutionalization of adolescent health and youth friendly services training for health services :
 - Pre- and in-service curriculum review;
 - Development of technical guidelines, training curricula and teaching aids;
 - Supervision and mentoring; and
 - Health care workers conditions and protection of rights

Key Discussion Points:

- There is a need to strengthen young women's skills to negotiate. This can be done through leadership programmes.
- It is also important for young women to input on strategies and policies that affect their lives.
- Compulsory employment- conditional tests: these are a violation of bodily integrity
- The lack of reporting of abuse is very often linked to economic dependence.
- Social media is a tool for disseminating certain attitudes, behaviour and information. It can, however, also be a useful tool for tackling harmful attitudes and behaviour and disseminating useful information.

2.1 How do bodily integrity, economic rights and care work overlap each other?

Ramona Vijayarasa, ActionAid Senior Programme Manager for Women's Rights, posed the question: "Are we really working on this programme in an integrated way or are we just working on all three issues simultaneously, and how has this project contributed to making changes in the lives of young women"?

The participants were divided into three groups where they deliberated on the questions. The following is a summary of the responses shared back in the plenary:

Key issues that emerged around integration are:

- Forced pregnancy tests at work-place
- Discrimination at and dismissal from work because of sexual orientation and gender non-conformity
- Training around the issues of bodily integrity, decent work and economic security and UCW are generally dealt with separately. There is a need for TOT training on how to integrate all the concepts in one training.
- Young women shared about facing terrible period pains at work but not being allowed to take any rest as it was not considered a major issue- an important example of the inter-linkages between SRHR and decent work.
- When men see that women can contribute financially they then are more open to assisting with the UCW

With respect to the question of how the project has made a difference in their lives, YUW project participants stated that they have

- Increased confidence
- Developed economic independence in one way or another
- Learnt how to be truthful, i.e. are able to say how they feel and what they want
- Built solidarity (Stigmatisation was reduced; non-judgemental of each other; assisting one another)
- Found solutions through sharing their stories
- Learnt to know my rights and expect respect, even from an older persons

Suggested steps in the future with regards to a more comprehensive and integrated approach of programming in the Young Urban Women project:

- More education and information sharing ("people need to be taught")
 - Girls' Corner at school – "where we can learn about life"
 - Work with young urban men is also becoming an increasing necessity.
 - "We want our younger sisters to be more educated"

We are planning to build a nation-wide movement that can speak directly to government on the issues faced by young women, particularly with respect to work. We do not want go-betweens. – Habiba from Ghana

- Prevention of other young women from experiencing the negative things we have
- The integration all aspects of sexuality and gender presentation into training, including issues of sexual orientation and gender presentation
- The issues of religion and culture (belief systems embedded in patriarchy) need to be addressed
- A key question is how do we move from survivalist economic activities for young women to decent work?
- Building movements for young women, e.g. in Ghana the young women have formed worker associations (groups), where they contribute to a savings scheme (for trainings, individual assistance, etc.).
- Build strong networks and partnerships (e.g. WIEGO, ILO, UNFPA), as well as be involved in co-campaigns, e.g. Positive Practice Environment Campaign with DENOSA.

2.2 Are the current policy/ programme frameworks addressing the inter-linkages?

This session, facilitated by Baishali Chatterjee and Christy Abraham in the form of group work intended to reflect on the following:

- Gaps, obstacles and challenges in programme and policy frameworks
- Form and content of an integrated model and requirements for the development an integrated model

	India	Ghana	South Africa
<i>Key issues to be addressed vis-à-vis control over bodies and women's work</i>	<p>More paid work opportunities</p> <p>Establishment of more childcare centres closer to home</p> <p>Working with the ICD care workers</p> <p>Safety in public spaces</p> <p>Increase the levels of organisation for Home-Based Workers</p> <p>Maternity care as a government responsibility</p> <p>Inter-generational dialogue on body and health</p>	<p>Focus on the DVA: ensure that the issues of young women are captured in it</p> <p>Investigate further what makes a space friendly/unfriendly</p> <p>Patient Charter and Code of Ethics for Service Providers: review; lobbying; campaigning</p> <p>Improve career counselling for young women – have to work on young women moving out of traditional gendered roles</p>	<p>Encourage young women to say “NO” – this is a key issue to ensuring that young women to take control over their bodies</p> <p>Safety is the key issue: how does one address the issue of safety without addressing SRHR issues?</p> <p>CJS has to be investigated – holding the various components of the CJS accountable (legal & policy education for young women)</p> <p>Issue of transactional sex ('sugar daddies')</p>

	Working more with men and boys	Labour Act 2003: more sensitisation on this matter	<p>needs to be addressed</p> <p>Address the implementation of the 'Youth Subsidy' so that more young women are employed under this scheme</p> <p>Campaign to make the NYDA more women-friendly, particularly for those young women from marginalised areas</p> <p>Look at social security for those who have never been employed</p>
Limitations and challenges for integration (policy & programme)	<p>Public services are being privatised</p> <p>How do we engage more with boys and men?</p>	<p>Unemployment is high and this leads to so much exploitation: sexual and economic exploitation</p> <p>National Insurance Scheme: covers certain aspects of maternal health, but does not cover contraception or abortion – advocacy work that these be included there</p> <p>National Youth Employment Scheme: advocacy to include young women</p> <p>No free/ state-provided child care facilitators</p>	<p>Unemployment is high</p> <p>Lack of formal education opportunities</p> <p>No free state-provided child care facilitators (although the state subsidises certain privately run CCCs through the DSD)</p> <p>Culture and religious traditions – resistance from traditional leaders</p> <p>Domestic workers excluded from COIDA</p>
Opportunities for collaboration	Working with WIEGO and PSI	Working with trade unions about contracts; labour standards	<p>Community Safety Forums</p> <p>Around access to health</p>

	<p>PSI working with ITUC working with ILO – recognition of unpaid care work; informal workers’ rights</p> <p><u>Internally:</u></p> <ul style="list-style-type: none"> • Collaborate with Leadership School (young people) • Urban hub • Habitat 3 • Workers’ Charter <p>Each country has a national centre for trade unions</p> <p>Alliance between yourselves and organised labour is there</p>	<p>strengthening</p> <p>Work with organisation such as the ILO</p>	<p>care: working with DENOSA /DOH on the Positive Practice Environment Campaign, e.g. women’s work and women’s access to quality health care</p> <p>DREAMS: collaboration in 10 countries; targets young girls; 66 million US\$ (South African National AIDS Council)</p> <p>HIV & TB Legal Clinic – Legal Aid SA: call a toll-free number on any issue that you have and they will assist</p> <p>South Africa has a very good legal framework and ILO has published a brochure of sexual harassment which will guide policies on sexual harassment</p> <p>Women’s Parliament</p> <p>Youth Parliament</p> <p>Working with the Commission on Gender Equality (CGE)</p>
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Issues for further discussion:

- How do we pitch these issues, and where?
- How do we link young women, NGOs and other institutions (local, national and international) to tackle the issues together in line with young women as policy-makers and not merely policy-influencers?
- How can we build a young women’s movement? Collaborations can definitely be about building movements.

- How do we integrate the SDGs into our work?
- Safety in public places – most of the time we find that young women are attacked in public spaces are attacked because people do not assist (vulnerability)
- Young women need legal education – do not know our rights (labour law, Criminal Justice System etc.)
- Accessibility of health care services (distance; location). Need to lobby for more health care facilities
- Inter-generational dialogue – can we try to possibly establish a mentorship programme?
- High unemployment rates amongst young women make them more vulnerable to sexual violation. How do we address the problem of unemployment with policy-makers in times of recession?

Two young women from South Africa did the wrap-up of the day: Nessa from Alexandra & Pauli from Diepsloot.

2.3 Developing key messages/slogans:

The last session of the second day saw young women getting busy in developing inspiring slogans and messages. Below are some of the messages that were developed:

Bodily Integrity: *“My body is my own”, “No means No”, “My body, my rights”* – assertion of young women’s right to be free of violence, determine matters about their sexuality and reproductive health and rights

Economic Security: *“Young women are not sex slaves”, “haar haath ko kaam do kaam ka pura daam do” (Give work for everyone, pay the right wages)* – addressing the issue of economic and other employment-related exploitation, including sexual harassment at work

UCW: *“We all have hands so do your part”* – addressing the issue of inequality in unpaid work

Inter-linkages: *“My body, my pleasure, my leisure”-*

This was the end of a very productive day two.

3. Strategising our advocacy agenda

The 3rd day began with a reflection on the previous day which are highlighted below:

Reflections on Day 2:

- Creating the space for young people is very critical so that they can provide leadership in the work that we want to do.
- Must remember the human rights approach – slogans must reflect this
- Safety is a key concern for the young women– from home to public spaces
- Even a small change/ challenge/ demand makes a huge difference – we must respect the changes that we bring

- “In the three days that we have been here we have seen young women taking their rightful place and I can see that change is going to come”.

3.1 Planning our advocacy agenda:

This session intended to map out of spaces, events and alliances with specific attention to South-South collaboration as well as to identify the key advocacy targets, messages and spaces for 2016. Wangari Kinoti who facilitated the session stated that:

- Integration of three key issues must be reflected in our slogans / messaging
- We have to ensure that our messages are tailor-made for different audiences while having the same theme running through them to ensure that they listen to us.
- Different actors/ constituents can play different roles

Participants were divided into groups to address the following questions

1. What would be the key messages?
2. What are the strategies for moving forward?
3. Who would be our targets?
4. What role participants can play in this regard?

	REGIONAL & GLOBAL	LOCAL
1. Key advocacy messages	Messages have to speak to the economic and social costs of violence against women, the exclusion of women from the formal economy, and carrying an unequal share of UCW for society as a whole.	Bodily Integrity: “ <i>My body is my own</i> ” – assertion of young women’s right to be free of violence, determine matters about their sexuality and reproductive health and rights Economic Security: “ <i>Young women are not sex slaves</i> ” – addressing the issue of economic and other employment-related exploitation, including sexual harassment at work UCW: “ <i>We all have hands so do your part</i> ” – addressing the issue of inequality in unpaid house and care work
2. What are the strategies for moving	Look for global policy opportunities to push an	Look for local and national policy opportunities to push an

<p>forward?</p>	<p>integrated framework</p> <p>Build networks and partnerships across countries – collaboration and solidarity</p>	<p>integrated framework</p> <p>Build the YUW movement</p> <p>Issues around service delivery (energy, water, sanitation, housing, transport, street lighting, etc.) have to be looked at to address the linkages between safety and accessing economic opportunities, and UCW, work and health</p>
<p>3. Who would be our targets?</p>	<p>international bodies such as SARC, AU, Africa Parliament, UN</p> <p>international agencies and CSOs who work on similar issues</p>	<p>Men in our communities</p> <p>Religious & cultural institutions</p> <p>statutory bodies in various countries, e.g. Human Rights Commissions</p> <p>Relevant government departments and ministries;</p> <p>CSOs who work on similar issues; worker unions</p>
<p>4. What role participants can play in this regard?</p>	<p>ILO, PSI, UNFPA, UN Women, trade unions, etc. can promote research findings in their institutions</p> <p>AA can popularise research findings and incorporate these into their work going forward</p>	<p>Young women’s groups can share the findings and learnings with other young women in their groups and in their communities</p> <p>Young women can form lobby groups and work with other local organisations to lobby for changes on a local and national level</p>

Further points raised:

- Women’s economic empowerment needs to be more pronounced in the work.
- Labour rights should include both formal and informal employment rights.
- Inter-sectionality, e.g. race, class, sexual orientation, etc. needs to be foreground when addressing the issues.
- Public services should remain public services and explicitly about gender-friendly services

- Young women should be explicitly named as being part of the work force in policies and legislation.
- There should be a specific focus on young women living in poverty.

3.2 Reading of the final joint statement and its adoption in the group and way forward:

A draft statement capturing the demands from the young urban women as emerging out of the workshop was prepared which was shared and feedback was taken from the participants. The workshop ended on high spirits with the young women and the CSO participants reaffirming their solidarity to the cause of young women's rights to decent work, SRHR and reduction and redistribution of unpaid care work.

With regards to the next steps, the following has been decided upon:

- Young women to continue raising their demands for decent work opportunities, gender-responsive public services, and youth-friendly SRH services at local, national and international forums.
- Establishing a close working relationship between the trade unions, ActionAid offices and partners to ensure that the demands of the young women workers are adequately highlighted in relevant spaces.
- Presentations of the research findings will now be presented in various national and international advocacy forums (key places such as the CSW, AWID and the Habitat 3) as a policy brief along with the workshop outcome statement and the research report. These will be joint advocacy events to be organised with workshop participants.
- Specific knowledge products to be developed in partnership with the research partners based on the findings of the research report.
- Opportunities for on-ground pilot based partnerships to be explored with research and workshop partners (such as with PSI for partnerships between public sector workers and young urban women).

Annexure 1:

#OUR SONG(SONG COMPOSED BY YOUNG WOMEN PARTICIPANTS WITH REGARD TO THEIR SLOGAN ON UCW):

*We all have hands (x3)
So do your part;
We all have hands
So do your part;
I won't cook for you (every day)
And do your dishes all day
'Coz it's true
We all have hands
So do your part.*

Izandla Ziyagezana/ Reciprocity or 'One hand washes the other' (a poem shared by Anelisa 'Nessa' Matanzima, South Africa as part of her group's presentation)

***Black or white it's hard indeed
As I carry the scars of struggle, tears and sweat
As my creamy silk skin bears the mark of cruelty
As I travel the journey of thorns and fires
As they mark the tender skin of a warrior***

***Because I'm a young woman
Does that mean I must be vulnerable?
For men to use and discard me?***

***Because I'm a young woman
Does that mean I must not be recognised for my hard work?***

***Because I am a young woman
Does that mean I don't have the right to proper care
And proper service?***

***As boys, uncles and brothers
Turn their eyes to young women wearing shorts and skirts***

***And I ask myself
Which place is safe for me if I can't be safe in my own world?***

Annexure 2:

Statement by young urban women on 18th November 2015:

We Young Urban Women from Ghana, India and South Africa got together to discuss bodily integrity, economic rights and unpaid care work, and the linkages between the three aspects. We also reflected on the way this plays out in our lives based on our personal experiences and stories. Key issues that we discussed included

- The research results on the linkages of the three aspects above
- Inequality and unpaid care work
- Safety and Security
- Economic exploitation

We also decided on a number of activities for the way forward including

- Sharing our knowledge with other YUW members
- Education on our rights and entitlements
- Exposure to budget tracking and analysis
- Collaborating with other NGOs and international agencies
- Creating an international movement of Young Urban Women

SISTERHOOD, SOLIDARITY, WORLD-WIDE COMMUNITY!

Annexure 3:

Joint Statement at the Cross-Country Research Workshop on Inter-Linkages between decent work, SRHR and unpaid care work in the lives of young urban women:

Sunnyside Hotel, 16th to 18th November

Johannesburg

South Africa

We, the young women from Accra, Hyderabad, Cape Town and Johannesburg, representatives from civil society organisations⁵, trade unions⁶, and UN agencies⁷ are gathered here in Johannesburg to understand and deliberate on the issue of the rights of young women living in urban communities to economic justice and control over their bodies and the inter-linkages between these issues.

We recognise that young women constitute a significant proportion of the population of urban poor across the globe. We recognise the precarious situations of young urban women living in poverty, in informal settlements, without access to **quality public services**, including health care services and information for young women's health and well-being, water and sanitation, suitable housing and services for survivors of violence. We also recognise the lack of **economic opportunities**, along with the challenges young women face negotiating in their households for a more equitable share of **unpaid care work** and the impact lack of access to water, child care, electricity and transportation has on that burden of care. In urban areas young women's fears and experiences of violence and violations are pervasive and their needs around **safety, security and access to justice** are ignored. Young women **voices** are not addressed, respected and listened to when it comes to decisions around the design and delivery of services in urban areas and infrastructure in our cities. Their issues and demands are largely unaddressed.

We recognise the inter-linkages between young women's economic rights, rights to control their own bodies and sexuality and to enjoy a more equitable distribution of unpaid care work as highlighted in the research we have gathered this week to discuss. We acknowledge the need for a more integrated approach that takes into consideration the impact that these issues have on each other. Being able to assert rights in one area can largely amplify young women's abilities to exercise their rights in the other areas.

Keeping the above in mind, we have the following recommendations:

⁵ Public Services International, WIEGO, Labour Research Service, Wellness Foundation, Afrika Tikkun, ActionAid India, ActionAid Ghana, ActionAid South Africa, ActionAid International Secretariat.

⁶ Congress of South African Trade Unions (COSATU), Confederation of South African Workers Unions (CONSAWU), National Council of Trade Unions (NACTU), Democratic Nursing Organization of South Africa (DENOSA), Public Utility Workers' Union Ghana,

⁷ UN Women South Africa Multi-Country Office, UNFPA East and Southern Africa Regional Office, ILO Eastern and Southern Africa Office

1. Recognise young urban women as capable agents of change whose knowledge, experience and ideas are an essential contribution to urban design and planning;
2. Support and facilitate young women to organise autonomously in diverse ways;
3. Provide guidance on relevant laws and policies to enable young urban women to enjoy their rights; in particular, information on youth economic empowerment programmes must be made accessible to young women so that they can benefit equally from them
4. Ensure the protection of young women's labour rights – including in relation to health and safety, wages, leave (especially maternity and sick leave) and that actions are in place to address workplace harassment. All workplace information must be made widely available to young women in languages accessible to them.
5. Recognise, respect and provide youth-friendly, gender-sensitive, quality, affordable and accessible sexual and reproductive health services to all young urban women.
6. Ensure public services are gender-responsive and are designed with the aim of recognising, reducing and redistributing, young women's care work, enhancing their safety, security, health and well-being and increasing their economic opportunities; further ensure that young women are involved in the design of these services and in monitoring their delivery; for this to be achieved, it is necessary to link young women's groups directly with public service workers
7. Of necessity to achieve all the above is to make sure young women are involved, respected and addressed in all decision-making processes at all levels.

Participants' List:

No	Name of Participant	Country	Organization
1	Naomi Dedei Otoo	Ghana	Public Services International
2	Ms Verónica Montúfar	Ecuador	Public Services International
3	Prof Frances Lund	South Africa	University of KZN/WIEGO
4	SimphiweMabhele	South Africa	ILO
5	MamakgadiKgonodi	South Africa	Public Services International/Democratic Nursing Organisation of South Africa (DENOSA)
6	Nina Benjamin	South Africa	LRS
7	Maja Hansen	South Africa	UNFPA
8	Gertrude Mtsweni	South Africa	COSATU
9	Hilda Marima	South Africa	CONSAWU
10	Susana Fried	USA	Researcher
11	NtombuzukoKraai	South Africa	Wellness Foundation
12	MatshiloMotsei	South Africa	WR/Activist
13	AyandaMvimbi	South Africa	UN Women
14	Julia Mukosi	South Africa	AfrikaTikkun
15	Vanessa Ludwig	South Africa	Consultant
16	Lena Jacoline Gouws	South Africa	NACTU
17	Aniela	South Africa	Shukumisa
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21	Thabang Molepo	South Africa	Afrika Tikkun
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23	Zama Nobentsiki	South Africa	Afrika Tikkun
24	Amanda Mosela	South Africa	Afrika Tikkun
25	Lerato Moyo	South Africa	Afrika Tikkun
26	Brenda Manda	South Africa	Afrika Tikkun
27	Keitumetse Maotu	South Africa	Afrika Tikkun
28	Refilwe Tsotetsi	South Africa	Afrika Tikkun
29	Sibongile Ngubane	South Africa	Afrika Tikkun
30	Aniela Batschari	South Africa	Shukumisa
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34	Saani Yakubu	Ghana	Action Aid
35	Abiba Abdallah	Ghana	Action Aid
36	Sehjo Singh	India	Action Aid
37	Nirupama Sarathy	India	ActionAid
38	Indira Rani	India	Action Aid
39	Shaik Irfana Begum	India	Action Aid
40	Fatima Shahbodien	South Africa	Action Aid
41	Emily Craven	South Africa	Action Aid
42	Michelle Festus	South Africa	Action Aid
43	Lindelwe Nxumalo	South Africa	Action Aid
44	Everjoice Win	International Secretariat	ActionAid
45	Ramona Vijeyarasa	International Secretariat	ActionAid
46	Christy Abraham	International Secretariat	ActionAid

47	Wangari Kinoti	International Secretariat	ActionAid
48	Chemutai Tololowo	International Secretariat	ActionAid
49	Baishali Chatterjee	International Secretariat	ActionAid