



Name of the Organisation: The Inclusivity Project

Name of the Network : Global Forum of Communities Discriminated on Work and Descent

Website: <https://www.theinclusivityproject.org/> , <https://globalforumcdwd.org/>

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## Chapeau

*Guided* by the purposes and principles contained in the Charter of the United Nations including the Preamble and Articles 1, 2, 7, 10, 13, 21, 26, 55 and 56,

*Reaffirming* that every individual is entitled to all the rights and freedoms laid down in the Universal Declaration of Human Rights without distinction of any kind, including race, colour, sex/gender, age, language, religion, social origin, property, birth, sexual identity or other status,

*Reaffirming further* Article 1.1 of the International Convention on the Elimination of Racial Discrimination, General Recommendation 29 of the Committee on the Elimination of Racial Discrimination, Articles 4,6,8 20, 23,24 and 26 of the International Covenant on Civil and Political Rights, Articles 2,6 7, 10 and 13 of the International Covenant on Economic, Social and Cultural Rights, Articles 1.1 and 3 of International Labour Organisation Convention 111 and Recommendation no. 111, the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women and other relevant human rights standards,

*Recalling* the definition of discrimination based on work and descent provided within the Draft Principles and Guidelines<sup>1</sup> - “*Discrimination based on work and descent is any distinction, exclusion, restriction, or preference based on inherited status such as caste, including present or ancestral occupation, family, community or social origin, name, birthplace, place of*

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<sup>1</sup> Draft Principles and Guidelines for the Effective Elimination of Discrimination based on Work and Descent, Human Rights Council 11th Session, 18 May 2009, Final report of Mr. Yozo Yokota and Ms. Chin-Sung Chung, Special Rapporteurs on the topic of discrimination based on work and descent.

*residence, dialect and accent that has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural, or any other field of public life. This type of discrimination is typically associated with the notion of purity and pollution and practices of untouchability, and is deeply rooted in societies and cultures where this discrimination is practised.”;*

*Acknowledging* that discrimination based on work and descent affects more than 270 million people spread across Asia, Africa, Europe, Latin America and North America and that multiple, aggravated and intersecting forms of discrimination impact women, children and youth, persons with disabilities and those of diverse sexual orientation and gender identity, which makes them more vulnerable to violence and to denial of their human rights on an equal basis with others

*Strongly concerned* about discrimination based on work and descent, including discrimination based on caste, and analogous systems of traditional and modern forms of slavery, inherited status and untouchability, as a violation of human rights and international law,

*Recalling* that the Sustainable Development Goals specifically, Goals 5,10,16 seeks to realise the human rights of all and leave no one behind, in particular, communities and individuals that are most marginalised such as those that have historically, and continue to, suffer discrimination based on work and descent,

*Noting* the lack of human rights standard setting that addresses discrimination based on work and descent,

*Calls upon* Member States to acknowledge the existence of discrimination based on work and descent as a distinct form of discrimination that deserves the attention of the international community and that affects communities around the world including but not limited to Quilombola in Latin America<sup>2</sup>, Roma in Europe<sup>3</sup>, Dalits in South Asia<sup>4</sup>, Burakumin in Japan<sup>5</sup> and Osu, the Tuareg and the Haratin in Africa<sup>6</sup> and similarly placed peoples across all regions,

*Further Calls upon* Member States to commit to the full realisation of the human rights of Communities Discriminated on Work and Descent and the 2030 Agenda for Sustainable Development and its pledge to leave no one behind, including the commitment to end poverty and hunger everywhere, combat inequalities within and among countries, build peaceful, just and inclusive societies and the realisation of the human rights of all, take into account in the Pact for the Future and its relevant chapters the following recommendations:

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<sup>2</sup> [Towards a Unifying Global Identity: A Framework on Discrimination Based on Work and Descent, Including Caste](#)

<sup>3</sup> [Situation of Roma in Europe and Beyond-Regional Report, GFoD](#)

<sup>4</sup> [Communities Discriminated on Work and Descent in South Asia – Status of Modern Slavery, GFoD](#)

<sup>5</sup> [Final report of Mr. Yozo Yokota and Ms. Chin-Sung Chung, Special Rapporteurs on the topic of discrimination based on work and descent, pg 19.](#)

<sup>6</sup> [Communities Discriminated on Work and Descent in Africa and Status of Modern Slavery – Regional Report 2023, GFoD](#)

## **Chapter I. Sustainable development and financing for development**

1. Formally recognize and acknowledge the existence of Discrimination based on Work and Descent at the national, regional and global level and ensure the commitments made through the 2030 Agenda for Sustainable Development to end poverty and hunger, in all their forms and dimensions is inclusive of the rights and concerns of Communities Discriminated on Work and Descent.
2. Ensure Communities Discriminated on Work and Descent are involved in the design and decision making of budgeting and finance schemes so that the allocation of resources is targeted, accessible and are designed to address the unique forms of discrimination experienced by these communities including social exclusion, segregation, violence, marginalisation and modern slavery.
3. Develop specific indicators and metrics in the targets of all 17 Sustainable Development Goals (SDGs) to fill the significant gaps that leave Communities Discriminated on Work and Descent out of the United Nations' vision for a sustainable and equitable future.
4. Encourage state parties to implement targeted budgeting through an allocation of a dedicated portion of the national budget to specifically support the development needs of Communities Discriminated on Work and Descent.
5. Implement gender responsive budgeting to address the specific development needs of women and girls from Communities Discriminated on Work and Descent who face unique and intersecting forms of discrimination and violence due to multiple forms of marginalisation and exclusion associated with caste, class, gender and others, based on their region and country.
6. Ensure reforms to the international financial architecture and international and domestic policy efforts to expand financing for the SDGs and climate action, are adapted to include the rights and concerns of Communities Discriminated on Work and Descent.

## **Chapter II. International peace and security**

1. Accelerate implementation of SDGs and address the drivers of violence and conflict to protect Communities Discriminated on Work and Descent living in areas of armed conflict and exposed to the violence of armed groups.
2. Encourage State parties to institute laws to monitor, investigate and prosecute incidents of violence and discrimination experienced by women and girls from Communities Discriminated on Work and Descent, specifically gender based violence, domestic and intimate partner violence including women and girls who are bound by sexual slavery regimes.
3. Recognize the historical and systemic roots of discrimination based on work and descent as potential sources of tension and conflict, undertake investigations to understand how discrimination contributes to instability and insecurity within and across nations, and take early steps to prevent major conflict that hampers peace and security within state and national boundaries.

4. Ensure States' obligations to comply with frameworks and legislations of national, multilateral and bilateral bodies including international financial institutions, and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), to prevent and combat violence against women specifically the intersecting forms of discrimination and violence against women from Communities Discriminated on Work and Descent.
5. Encourage international cooperation and collaboration to address discrimination based on work and descent on a global scale, recognizing that peace and security are interconnected across borders.
6. Raise awareness at the international level about the challenges faced by Communities Discriminated on Work and Descent and the importance of addressing these issues in order to achieve the 2030 Agenda for Sustainable Development and its pledge to leave no one behind.

### **Chapter III. Science, technology and innovation and digital cooperation**

1. Bridge the digital divide through digital literacy, internet access and digital tools such as smartphones so that Communities Discriminated on Work and Descent, who form a major proportion of the world's digitally excluded population are not exposed particularly in times of emergencies in accessing basic information, essential services and health-care information.
2. Develop skills training, education and capacity building of Communities Discriminated on Work and Descent so they are not left behind in the adoption of new and emerging technologies including access to digital finance such as mobile payment technologies.
3. Implement policies to improve access to digital technologies for women from Communities Discriminated on Work and Descent to fully reap the benefits of new and emerging technologies through job opportunities and entrepreneurship.
4. Ensure adequate protections from job losses and displacement as more routine and manual types of labour, specific to Communities Discriminated on Work and Descent, are becoming automated.
5. Ensure laws and policies at the state level to protect communities discriminated against on work and descent from online discrimination, hate speech and enable their access to justice for redress.

### **Chapter IV. Youth and future generations**

1. Provide education, employment, training and skill development for youth from Communities Discriminated on Work and Descent who are disadvantaged when they reach working age as most are denied a chance of going to school and their prospects for decent work in youth and adulthood are severely constrained.
2. Ensure children and youth from Communities Discriminated on Work and Descent are protected from economic exploitation and from performing any work that is likely

to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

3. Develop targeted supports to enhance the digital literacy of youth from Communities Discriminated on Work and Descent and provide access to technology so they can leverage online platforms for education, skill-building, and networking.
4. Encourage discussions on fostering entrepreneurship among youth from Communities Discriminated on Work and Descent. Explore opportunities for training, access to capital, and mentorship programs that empower them to break barriers and contribute to economic development.
5. Dedicate a specific session such as through the ECOSOC Youth Forum to amplify the voices of youth from Communities Discriminated on Work and Descent to engage in a dialogue with Member States and other actors to voice their views, concerns and galvanise actions on how to transform the world into a fairer and inclusive place.
6. Address the unique mental health challenges faced by youth in communities subjected to discrimination on work and descent. Discuss strategies for providing mental health support, promoting resilience, and creating safe spaces for expression and dialogue.
7. Develop specific policies and measures to recognise, protect and promote the cultural rights of Communities Discriminated on Work and Descent and ensure that their culture is portrayed in a positive way so that youth from these communities can learn, celebrate and take pride in their culture and be strong in their identity.
8. Safeguard the rights of future generations of Communities Discriminated on Work and Descent who are specifically vulnerable and exposed to the impacts of climate change.

## **Chapter V. Transforming global governance**

1. Establish a mechanism at the global, regional and national level to acknowledge the work and contributions made by Communities Discriminated on Work and Descent towards national and global wealth.
2. Facilitate global and local networks and partnerships for the exchange of information and expertise amongst Communities Discriminated on Work and Descent in different regions to coordinate, network and advocate for the development of standards and frameworks concerning their rights and entitlements.
3. Establish a unique space at the global level through a United Nations Working Group, Expert Working Group or a Permanent Forum for Communities Discriminated on Work and Descent so they can strengthen their interface with the UN system and participation in decision-making regarding their human rights.
4. Promote gender equality by strengthening participation of women from Communities Discriminated on Work and Descent in global and national political governance structures and an effective quota system that facilitates their access and participation.

5. Ensure participation of Communities Discriminated on Work and Descent in the development of reforms to the international financial architecture to ensure it delivers more effectively and fairly particularly the Global South, including through objectives that are aligned with the SDGs, debt sustainability, Socially Responsive Investment Funds and a global financial safety net.