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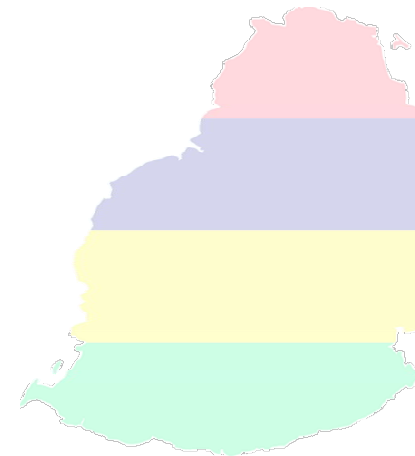
“SOCIAL PROTECTION, GENDER AND PLURALITY: CHALLENGES TO HARMONISATION IN SADC”

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Introduction

- Situational overview – gender and social protection
- Causes of exclusion of women from social protection systems
- SADC and the harmonisation agenda in social protection
 - SADC Social Charter on Fundamental Rights
 - Code of Social Security in the SADC
- Conclusion



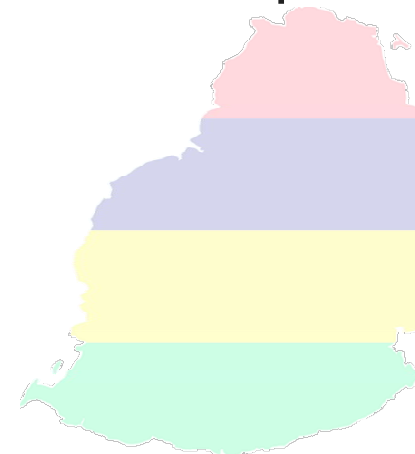
Situational Overview

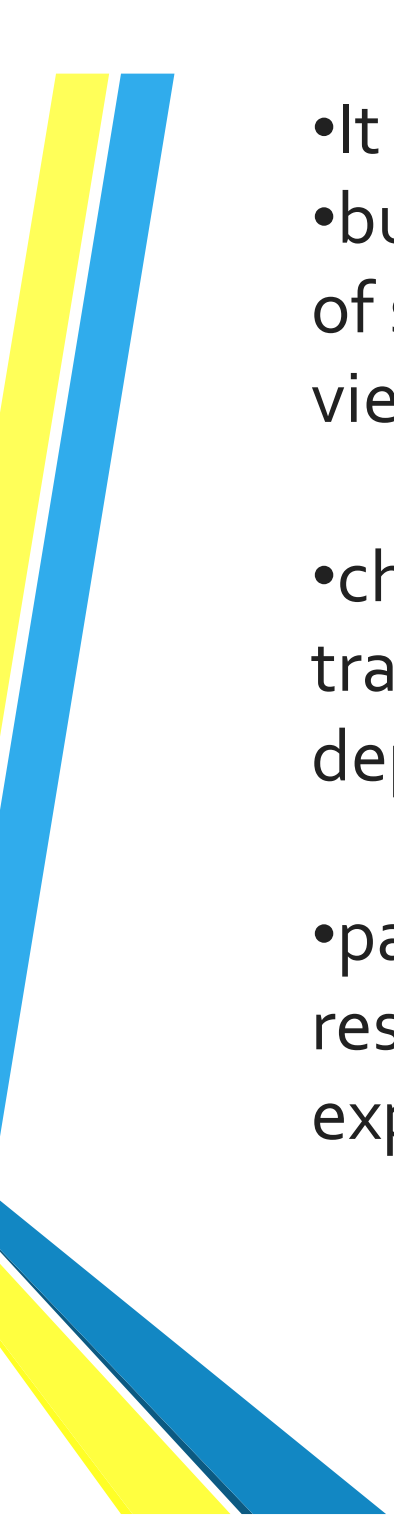
- Increasing levels of poverty - increasing vulnerability to shocks and risks of life within the region with the majority of people struggling to survive: more women than men.
- Causes of increased vulnerability are gendered, historical and multi faceted: political, economic, social and legal factors.
- Initial conceptions of social security (ILO) : coverage predominantly focused on employment and the formal sector and therefore excluded women more than men

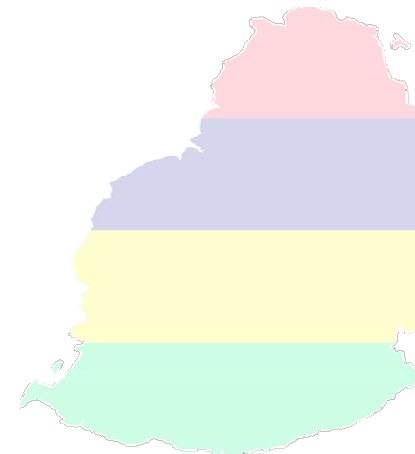


Causes of exclusion of women in SP

- the restriction of coverage to employees;
- conceptualisation of social security from a male bread winner model and economic dependence for women;
- intra-household gendered inequalities in access to resources
- the distinct labour market experiences of women and life cycle events;
- non- recognition of work done by the majority of women (unpaid work) and the burden of care work on women
- gender neutral laws and regulations



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- It is important for the region to:
 - build consensus on broadening the concept of social security from a gender perspective in view of existing gender inequalities
 - challenge restrictive and exclusionary traditional male breadwinner, female dependent conceptions of social security
 - pay attention to how the social security responses meet needs based on people's own experiences especially unpaid work of women





- SADC comprises 15 countries in southern Africa that initially came together in 1980 with the aim of co-ordinating development projects.

- Mission of SADC: to promote sustainable and equitable economic growth and socio-economic development through efficient productive systems, deeper cooperation and integration, good governance, and durable peace and security

- Group has been working on harmonising standards and regulations, in particular in the area of social security and gender.

- Charter of Fundamental Social Rights in the SADC (social Charter)

- Code on Social Security in SADC

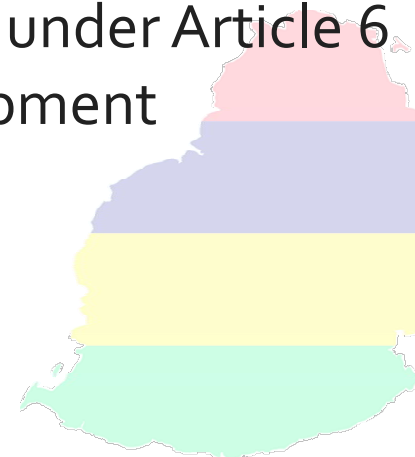
Harmonisation: SADC Social Charter

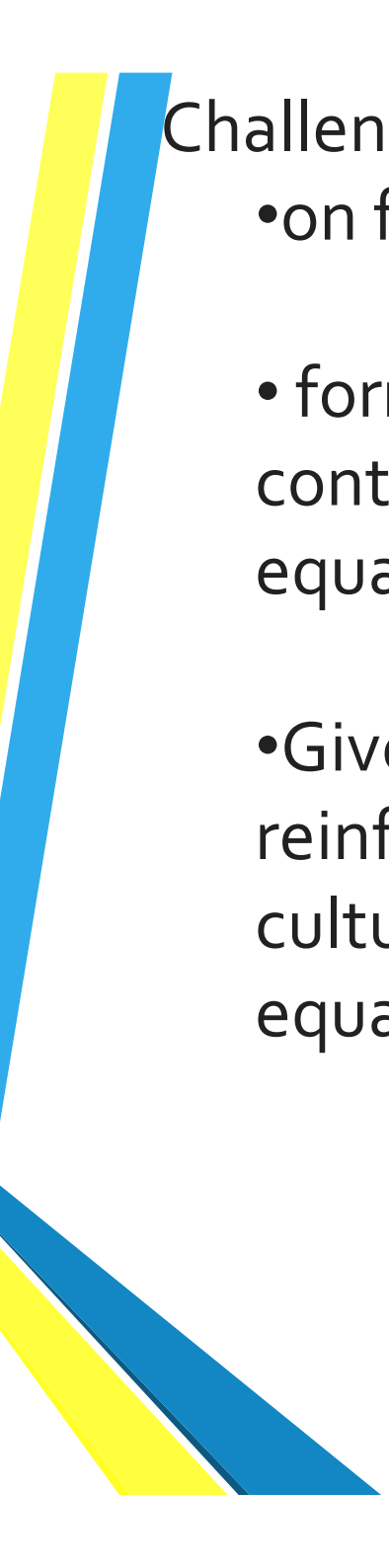
- Charter of Fundamental Social Rights in SADC (The Social Charter) of 2003
- recognises social security as a human right for every worker
- is premised on tripartism and harmonious labour relations among social partners.
- The Social Charter further provides that those unable to enter the labour market shall be entitled to receive social assistance



Harmonisation: SADC Social Charter

- Article 10: Member States shall create an enabling environment so that every worker in the Region shall have a right to adequate social protection and shall, regardless of status and the type of employment, enjoy adequate social security benefits.
- Article 16 of the Social Charter provides for the development of institutions and structures which shall promote social legislation and equitable growth.
- The gender dimensions of the harmonisation process on social security are dealt with from an equality and non discrimination perspective under Article 6 of the Social Charter consistent with SADC Gender and Development Declaration





Challenge : Focus

- on formal employment workers
- formal and not substantive equality and deal with inherent contradictions in some human rights instruments eg right to equality and right to culture or right to religion
- Given the existing cultural diversity and the extent that culture reinforces differences between men and women, the right to cultural choice potentially comes into conflict with the right to equality.

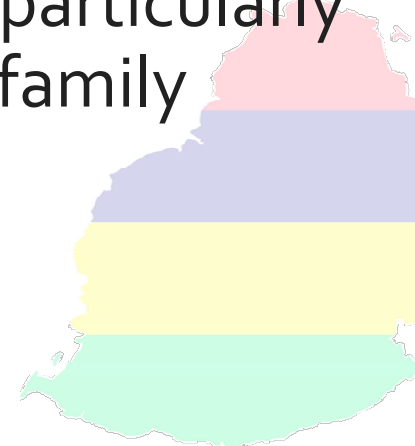
Code of Social Security in SADC

- SADC Code elaborates on the provisions of the Charter of Fundamental social rights in SADC
- It provides for social allowances, social assistance, social insurance, social protection and social security for all genders, age groups and disabilities among others. (broadened concept of social protection)
- equal coverage of and access to social security – including equality in receiving social security benefits – between men and women. (formal equality)



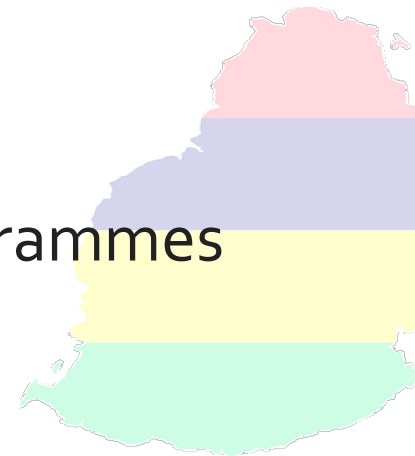
Code of Social Security in SADC

- States should support gender sensitisation in the social security system inclusive of addressing women's special needs and circumstances, and introducing appropriate affirmative action programmes (substantive equality)
- States should abolish all discriminatory laws, customs and practices in their respective social security systems. (Culture)
- adopt and promote policies that ensure that workers, particularly female workers, are able to balance occupational and family obligations. (care work)



Conclusion

- Harmonisation from a gender perspective is imperative for the region
- Progress has been made with the development of the Code
- States must address issues of exclusion of the majority of women with a focus on:
 - Inclusive conceptions of work – include women's unpaid work
 - Publicise care work as it overburdens women
 - Right to social security and right to culture / religion
 - Strengthen inclusive and universal social security programmes



THANK YOU
ZIKOMO

