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61st Session of CSocD – Side Event 2023

Concept Note

Promoting and Ensuring Decent Work for All: Need for Better Globalization

Date & Time: Tuesday 7 February 2023 (Virtual)

9:45 am – 11 am (EST, New York Time)

[Women's Health and Education Center \(WHEC\)](#) aims to help building back better by taking action to deliver transformative policies for girls, women, minorities, migrants and refugees. This segment of population faces discrimination on multiple fronts, such as barriers erected by hostile communities and governments, including not being allowed access to healthcare, education and secure decent work with equal pay. The equality of opportunity and treatment for all human beings is essential. We advocate using the [SDG framework](#) as a vehicle to help promote better future to the marginalized population. Building [Sustainable Partnerships](#), through our e-Learning, e-Health, and e-Government Initiative: [Improving Global Partnerships for Education and Health | High-Level Political Forum 2022 \(un.org\)](#) will offer a way forward. While obligations to promote the rights of women and children are protected by international conventions, difficulties in converting moral obligations into practice still abound.

COVID-19 has shone a light on the critical importance of health and care workers, who were applauded and celebrated. It also laid bare the extent of inequalities that workers in this highly feminized sector have been facing for decades. Notable among these inequalities is a Gender Pay Gaps. It is for this reason, that, the Women's Health and Education Center (WHEC) is proposing a Side Event during the 61st session of Commission for Social Development (CSocD), to call for better globalization and eliminate gender-pay-gaps, worldwide.

The objective of this Side Event is, to drive commitment to integrated policy action on improving gender equality, decent work, economic growth, good health and wellbeing, for all. Health and care sector remain a major source of employment for women and minorities, worldwide (they represent 67% of workers in the sector), women nevertheless suffer a double jeopardy: average earnings in the sector are lower than other sectors, and a 24% gender-pay-gap, which is, on average, higher than in non-health sectors.

Bridging Gender-Pay-Gaps: Much of the gender-pay-gap in health and care sector remains unexplained by those labor market attributes, that in practice should be, the sole wage determination factors. Among women in the health and care sector there is evidence of a motherhood-work-gap. It is important to emphasize that COVID-19 disproportionately affected workers at the low end of the pay scale, many of whom were women and minorities, mainly in the health and care sectors.

Clearly, interconnected and intersectoral policies and strategies are needed to close the gender gaps that prevails today in the health and care sectors, as a universal outcome, across countries. The notion that businesses should treat their constituents responsibly and show some consideration for the ecological environment on which they rely; is probably as old as, the capitalist system itself. Over the past 30 years there has been an unprecedented up-surge of interest in corporate social responsibilities and sustainable development, across managerial and political spheres at local, national and trans-national levels. Both concepts affect organizations' relationships with their key stakeholders' expectations and the triple bottom-line of economic, social, and environmental performance.

Corporate social responsibilities and sustainable development globalization, also relates to finance, as a growing number of institutional investors export these standards from developed (mainly Western) countries, to other parts of the globe, through the pressure they exercise on their investee companies. The Corporate social responsibilities and sustainable development boundary processes, need to be reconfigured and extended across multiple levels, so that the voices of alternative and marginalized – yet essential – actors can be heard.

Women's unique strength in scientific research and social development should be fully recognized. Decent work is declining in many parts of the world despite considerable rates of economic growth. WHEC's Recommendations in three key areas are:

1. Policy changes at the country level;
2. Global Partnerships
3. Delivering As ONE.

Building back better means taking action to deliver these transformative policies for women, girls and minorities in all sectors, worldwide.

Join our initiatives – we welcome everyone!

Sponsors:

Women's Health and Education Center (WHEC)
World Health Organization (WHO)

