







# Report on Side Event

Panel Discussion at the World Social Forum (WSF) on Redefining Gender, Equality, and Inclusivity - South Asian Perspectives on Gender and Rights

Addressing Historical Legacies, Confronting Current Challenges, and Integrating the LGBTQI+ into the Conversation

at

World Social Forum 2024 (WSF2024Nepal), Kathmandu "Another World is Possible" 17 February 2024 11 AM to 12:30 PM Kathmandu, Nepal



#### **EXECUTIVE SUMMARY**

SARTUC organised two Side Events in World Social Forum 2024 (WSF2024Nepal), Kathmandu "Another World is Possible" on 17<sup>th</sup> February 2024, in collaboration with the International Trade Union Confederation – Asia Pacific (ITUC-AP), FNV Mondiaal, South Asia Gender Platform (SAGP), and Solidarity Center (SC); one of which was a Side Event on Panel Discussion at World Social Forum (WSF) on "Redefining Gender, Equality, and Inclusivity - South Asian Perspectives on Gender and Rights: Addressing Historical Legacies, Confronting Current Challenges, and Integrating the LGBTQI+ into the Conversation", organised with the collaboration with SAGP and FNV Mondiaal. The objectives of the side event were to provide a comprehensive overview







of the current state of gender, equality, and inclusivity in South Asia, address issues such as a comprehensive overview of the existing gender disparities in South Asian countries, consider education, health, and economic opportunities for women and the LGBTQI+ community; campaign for diversifying leadership roles in trade unions to create a positive impact on women's leadership and eliminate violence and harassment in the workplace; explore the strategies to promote gender, equality, and inclusivity in trade union movements as well as in the world of work; and establish a roadmap and formulate recommendations and actionable steps to redefine gender, equality, and inclusivity in the region.

The Side Event highlighted and discussed the challenges faced by women workers, particularly gender equality and women workers rights in the region through the inclusive dialogue from South Asian trade union leaders and LGBTQI+ activities'. The side event at WSF 2024 was open to all the delegates and participants who attended WSF across the world, thus, the hall was fully occupied with more than 150 participants.

The key discussion revolved around gender, equality, and inclusivity in South Asia, and the situation of different genders in the leadership, especially in the context of trade unions in South Asian nations. Additionally, the panellists highlighted best practices, potential solutions, and strategies to deal with the challenges representing their respective countries.

# **BACKGROUND**

Panel Discussion at WSF on "Redefining Gender, Equality, and Inclusivity - South Asian Perspectives on Gender and Rights: Addressing Historical Legacies, Confronting Current Challenges, and Integrating the LGBTQI+ into the Conversation" held in Kathmandu provided a platform for trade unions and LGBTQI+ activities' to explore and discuss gender, equality, and inclusivity from South Asian perspectives. This panel discussion aimed to highlight gender and rights in the context of South Asian countries.

South Asian nations share a close cultural similarity, despite variations in languages, clothing, and culinary traditions. The deeply rooted patriarchal structure in society has existed for numerous years, laying the foundation for predominantly male-centric cultures. The prevalence of patriarchy, coupled with a culturally influenced preference for male offspring – preference for sons, driven by their perceived role as primary caregivers for aging parents, is associated with unfavourable outcomes for daughters. In most South Asian countries, women lack access to education and basic healthcare and are more likely to experience poverty than their male counterparts. Living under strict gender constraints and limitations, women do not have the resources, skill sets, and agency to voice their needs and fight for their rights.

Though we generally talk only about women and men as the main components of the world of work, there is also the significant "other" category of workers comprising the LGBTQI+ who have







been conveniently ignored and stigmatized by society. While some countries have recognized them, getting equal rights and dignified recognition has still not happened. Unfortunately, countries in South Asia have stigmatised this community and it is very rare to hear of significant developments related to them.

Currently, women are considerably low in numbers in the world of work as well as in trade unions which is further exacerbated in the post-COVID-19 scenario. It is now time to bring all the workers together by involving them at all levels including at the decision-making levels by making them part of the negotiating and collective bargaining teams. Women and LGBTQI+ have immense leadership capacities and these need to be recognised by breaking the male bastions of leadership that have been carrying on for decades. Furthermore, to create a truly inclusive society, South Asia must redefine not only traditional gender roles but also embrace the diversity of gender identities and sexual orientations.

Therefore, SARTUC realised the importance of redefining gender, equality, and inclusivity in South Asia necessitates a holistic approach that acknowledges and uplifts all individuals, regardless of their gender identity or sexual orientation. By addressing historical legacies, confronting current challenges, and integrating the LGBTQ+ community into the conversation, South Asian societies can work towards creating a more equitable and harmonious future for all. Hence, SARTUC in collaboration with South Asia Gender Platform (SAGP) and FNV Mondiaal organised a Panel Discussion on "Redefining Gender, Equality, and Inclusivity - South Asian Perspectives on Gender and Rights: Addressing Historical Legacies, Confronting Current Challenges, and Integrating the LGBTQI+ into the Conversation" at WSF in Kathmandu, Nepal.

# **OBJECTIVE OF PANEL DISCUSSION**

- To provide a comprehensive overview of the existing gender disparities in South Asian countries, considering education, health, and economic opportunities for women and the LGBTQI+ community.
- To campaign for diversifying leadership roles in trade unions to create a positive impact on women's leadership and eliminate violence and harassment in the workplace.
- To explore the strategies to promote gender, equality, and inclusivity in trade union movements as well as in the world of work.
- To establish a roadmap and formulate recommendations and actionable steps to redefine gender, equality, and inclusivity in the region.







# MODULE FOR THE PANEL DISCUSSION

The time for panel discussion was around 1.5 hours long and consisted of panellists from gender and LGBTQI+ experts and trade union women leaders from South Asian countries. The panel discussion focused on gender disparities, especially in the world of work; trade union leaderships and the status of women leaders; women workers' rights; LGBTQI+ community in the world of work; and gender and rights in South Asia. Finally, the panel discussion had a question-answer (Q&A) session, receiving questions and feedback from the participants.

# SHORT BIO OF PANELLISTS (SPEAKERS)

#### Ms. Bhoomi Harendran

Ms. Bhoomi Harendran is a transgender activist in Sri Lanka who openly fights for LGBTIQ+ rights. She is widely known for her public discussions, raising awareness about Transgender community to the society. While she is building up her career as a human rights activist supporting the LGBTIQ+ community, she is also an extraordinary talented dancer, performer and award winning actress. She displayed her acting skills in the Sinhala movie "Frangipani", which was highly discussed topic among people as it was based LGBTIQ+ community. However she received a SAARC film award and a Sarasavi Film award for her brilliant performance on her very first performance as an actress. She has been working as a human rights activist for the past few years to secure equal and equitable rights for all LGBTIQ+ persons in Sri Lanka. She is the founder and the Executive Director of National Transgender Network in Sri Lanka, Subcommittee member of Human rights commission LGBTIQ and steering committee member of children's parliament and the former coordinator of YOH Sri Lanka. As a result of her hard work, NTN is one of the leading Non-Governmental Organizations for LGBTIQ+ rights. And her final objective will be, every Trans Sri Lankan is awarded a life of dignity and under eyes of the law and society.

# Mr. Izzat Kamal Pasha

Mr. Izzat Kamal Pasha is the General Secretary of the CDA Employees Union in Islamabad, Pakistan affiliated with the PWF. With a dedicated involvement in union activities for the past six years, Pasha has been instrumental in advocating for the rights and welfare of CDA employees. As a key figure within the Pasha Group, he brings valuable experience and leadership to the union's efforts in representing and safeguarding the interests of its members.

## Ms. Paba Deshapriya

Ms. Paba Deshapriya is a lawyer and activist, who, through her work with The Grassrooted Trust and National Union of Seafarers of Sri Lanka has been working to set up and provide safe spaces for marginalised communities, both online and offline. Deshapriya is also an activist who advocates for education reform around gender sexuality and relationship education in Sri Lanka.







# Ms. Rekha Singh

Ms. Rekha Singh is an activist and one of the founding members of the Gharelu Kamkaji Mahila Union (Domestic Women Workers' Union), a grassroots trade union dedicated to advocating for the rights of domestic workers in the slums of New Delhi. Rekha played a pivotal role in establishing the union in 2019, with a mission to empower and uplift women engaged in informal household labour. As the General Secretary of the Union, she has been instrumental in expanding the reach of the union, initially from two locations to twelve areas across Delhi and with a growing membership of 2000. Despite facing challenges such as mistreatment and discrimination against migrant workers, particularly those from West Bengal, Rekha has remained steadfast in her commitment to fighting for the rights of union members. Under Rekha's guidance, the union team has undertaken various initiatives aimed at addressing the socioeconomic challenges faced by domestic workers, including capacity building, leadership development, and health awareness programs. Through collective action and organizing campaigns, Rekha and her team of activists have empowered domestic workers to demand fair wages, access to basic amenities, and protection from exploitation and abuse in the workplace.

# Ms. Sonia Geroge

Ms. Sonia George is a Vice President of SEWA, ITUC-AP Women Committee Member, Chairperson of the SARTUC Technical Committee for Programme. Have been working with SEWA for the last 23 years. She is also a researcher on Gender and Labour.

## Mr. Sunil Babu Pant

Mr. Sunil Babu Pant (Anaagarik Kassyapa) is a film maker now. He was an Ordained Buddhist Monk for two years in 2020-21. Sunil Babu Pant became the first openly gay Member of Parliament in Asia from 2008-12 in Nepal. He has also founded Blue Diamond Society (BDS) in 2001 – a NGO works on human rights, sexual health and HIV/AIDS for sexual/gender minorities in Nepal. He teaches Tantra (energy) Healing meditation and a voluntary Tantra Heritage Tour. Guide of Kathmandu. Sunil Babu Pant studies Goddesses and the prehistoric Matriarchy of Nepal through, temples, stupas, festivals, rituals, symbols, and scriptures.

# PANEL DISCUSSION

### **Opening and Welcome Address**

The event commenced with an opening and welcome address by **Ms. Nishi Kapahi**, Coordinator, SAGP/SARTUC. She highlighted the importance of promoting gender equality and women's empowerment in the trade union movement and emphasized the need for collective efforts to end gender-based violence at workplaces in South Asia. Moreover, she highlighted the importance of gender equality in building a more inclusive and progressive trade union movement.

Address by Ms. Wilma Roos, Policy Officer, FNV Mondiaal







Sister Wilma Roos addressed the side event prioritising the importance of gender, equality, and inclusivity in South Asia.

#### **Moderator:**

Mr Mahendra Sharma, Advisor, SARTUC

#### **Panellists:**

Mr. Sunil Babu Pant – Executive Director/CEO, Maya Ko Pahichan, Nepal

**Ms. Sonia George** – Vice President, SEWA, India; Chair, Technical Committee for Programme, SARTUC

Ms. Bhoomi Harendran – Transgender Activist, Sri Lanka

Ms. Rekha Singh – General Secretary, Gharelu Kamkaji Mahila Union, India

Ms. Paba Deshapriya – Lawyer and Activist, Sri Lanka

Mr. Izzat Kamal Pasha – General Secretary, CDA Employees Union, Pakistan

## **CONCLUSION**

Redefining gender, equality, and inclusivity in South Asia requires a holistic approach that acknowledges the needs and contributions of all individuals, irrespective of gender identity or sexual orientation. By addressing historical inequities, tackling current challenges, and integrating LGBTQI+ voices, the panel discussion was able to pave the way for a more equitable and harmonious future, especially in the world of work. 1.5 hours long panel discussion consisted of gender and LGBTQI+ experts and trade union women leaders from South Asian countries. Moreover, the discussion focused on gender disparities, especially in the world of work; trade union leaderships and the status of women leaders; women workers' rights; LGBTQI+ community in the world of work; and gender and rights in South Asia. Finally, the panel discussion had a question-answer (Q&A) session, receiving questions and feedback from the participants.









# ANNEX-I AGENDA

<b>17 February 2024</b>	(Saturday)		
11:00 -11:00	Opening (11:00 -11:15) a) Welcome address by SAGP Coordinator – Ms. Nishi Kapahi b) Address by Ms. Wilma Roos, Policy Officer, FNV Mondiaal		
11:00 – 12:00	Panel discussion	Mr.	Mahendra
	Redefining Gender, Equality, and Inclusivity - South Asian Perspectives	Sharma,	Advisor,
	on Gender and Rights"	SARTUC	
	1. Ms. Bhoomi Harendran, Transgender Activist, Sri Lanka		
	2. <b>Mr. Izzat Kamal Pasha</b> , General Secretary, CDA Employees		
	Union in Islamabad, PWF, Pakistan		
	3. Ms. Paba Deshapriya, Lawyer & Activists, Sri Lanka		
	4. Ms. Rekha Singh, General Secretary, Gharelu Kamkaji		
	Mahila Union, India		
	5. <b>Ms. Sonia Geroge</b> , Vice President, SEWA, India		
	6. Mr. Sunil Babu Pant, Director/CEO, Maya ko Pahichan,		
	Nepal		
12:00 – 12:25	Q&A session		
12:25 – 12:30	Closing		
	Address by SAGP Coordinator – Ms. Nishi Kapahi		







# ANNEX-II PHOTOS































# ANNEX – III ATTENDANCE LIST

## Side Event

# Condition of Workers and Labour Rights in South Asia, Including Migrant Workers

World Social Forum 2024 (WSF2024Nepal), Kathmandu "Another World is Possible" 17 February 2024, 3 pm – 4:30 pm Kathmandu, Nepal

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