

## Recommendations:

01

### REGISTER OFFICIAL RECOGNITION:

Make serious and strenuous efforts to identify the CDWD in countries where they have not been done so and give official recognition to them in order to enable them enjoy the rights and entitlements that are due to them for centuries.

02

### ABOLISH DISCRIMINATION:

Evolve and enact a common human-rights framework which is built upon a foundation that recognises the rights of CDWD to equality and dignity. Thereby effectively addressing and eliminating any form of discrimination based on work and descent using effective strategies and mechanisms.

03

### PROMOTE YOUTH DEVELOPMENT:

Give official recognition and top importance to the rights of the growing population of children and youth from CDWD, plan specially designed development projects that are relevant to their needs today, allocate adequate budgets, and ensure their effective participation in the implementation and review processes.

04

### MANDATE AFFIRMATION POLICY:

Enact statutory affirmation or reservation policy for CDWD in employment, procurement and services in both private and public sectors, with penalties attached for non-compliance and non-implementation by the officers concerned in the government and private administration.

05

### ACT AGAINST GENDER-BASED DISCRIMINATION AND VIOLENCE:

Enact legislations and set up appropriate legal mechanisms with follow-up measures in all countries in order to monitor and initiate legal proceedings against caste and gender-based discrimination and atrocities committed on women and girls of CDWD.

06

### PROMOTE HUMAN AND RESOURCE DEVELOPMENT:

Promulgate a common legal policy framework with effective strategies and adequate financial allocations that will promote the educational and economic empowerment of women from CDWD through accessing land resources, education at all levels, employable and entrepreneurial skill development resources for gainful occupation, as well as building up their economic assets as a measure of promoting their security and self-reliance, dignity and status in society.

07

### GUARANTEE POLITICAL PARTICIPATION:

Ensure equal rights to political governance of CDWD, including the right to freely participate in public elections and to equal opportunity to campaign, be elected to and run public offices.

08

### ADDRESS CLIMATE JUSTICE CONCERNS OF CDWDs:

Recognize and understand sensitively the specific vulnerabilities of CDWD in situations of climate change and disasters, address therefore their descent based discrimination by ensuring that they are not left behind in climate action and policy development, and thereby work towards their equal access to resources, adaptation strategies and decision-making processes.

## Status of Communities Discriminated On Work And Descent





# Who are **Communities Discriminated on Work and Descent (CDWD)**?

Discrimination based on Work and Descent (DWD) is a terminology used for communities who are traditionally and intergenerationally discriminated against due to their identity based on social-hierarchical positions, the occupation associated with the position, and their lineage and descent. Due to complex systems of exclusion, these communities are globally known as Communities Discriminated on Work and Descent (CDWD). CDWD face social, cultural, economic, and political exclusion, segregation, and alienation. This discrimination is perpetuated through the use of systemic violence against these communities.

CDWD are communities at the bottom of the social hierarchies associated with their inherited work. They are forced into work that is discriminatory and degrading. This forced labour becomes their identity, structured around their descent and intergenerationally passed on as lineage.

This system creates a social stigma that is embedded in socio-cultural customs. It further discourages socio-economic mobility and the intermixing of communities for dining or marriage. These systems violate the dignity of CDWD and enforce subjugation through discrimination and violence.



## Manifestation of Discrimination towards CDWD



*CDWD phenomenon is different from racism or minority communities. The distinction is evident as the CDWD concepts have emerged from the principles of purity-pollution and discrimination within their same ethnicity and religion. At the same time, other exclusionary characters have specific distinctive discriminatory propositions based on their colour or their beliefs, respectively.*

## INVISIBILIZATION OF CDWD IN THE “LEAVE NO ONE BEHIND” PROCESS

The development of CDWD is a byproduct of the socio-cultural stigmas and discrimination these communities face. The status of CDWD with regard to poverty, health, education, employment, housing, gender, climate justice and holistic sustainable development indicators is poor. The inherent discrimination and segregation while accessing resources has played a crucial role in this underdeveloped status. It is completely contrary to the SDG principle of “leaving no one behind”. While CDWDs are a stakeholder in the SDGs, global and national indicators should reflect the inclusion of CDWD, with a view to achieving and elevating their developmental needs.