

**EXECUTIVE SUMMARY - ASIA 2023-2024**

# Status of Communities Discriminated on Work and Descent in Asia

**Global Forum of Communities Discriminated on  
Work and Descent (GFoD)**

## The Inclusivity Project

The Inclusivity Project (TIP) is a non-profit organization founded to advocate for the rights of communities discriminated on work and descent (CDWD) and raise awareness of their issues. TIP works towards capacity building, collaboration, and research to support CDWD by enhancing their social, economic, and political integration and increasing their visibility at the national, regional and global platforms. TIP works on the sustainable development goals (SDGs), especially on the monitoring and follow-up/review, and providing data and evidence for the nation-state for effective and inclusive programme implementation.

<https://www.theinclusivityproject.org/>

## Global Forum of Communities Discriminated on Work and Descent

Global Forum of Communities Discriminated on Work and Descent (GFoD), founded in 2019, is a platform to voice the rights and entitlements of the communities in Africa, Asia, Europe, Latin America and North America discriminated based on work and descent. GFoD aims for full realization of the Universal Declaration of Human Rights of the Communities Discriminated on Work and Descent and to ensure access to sustainable development goals (SDGs).

<https://www.globalforumcdwd.org>

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**2023 - 2024**

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**ASIA REPORT  
2023-2024**



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← Opposite page: Dalit miners, India.

*Photo by Sudharak Olwe*

# Glossary

**Communities Discriminated on Work and Descent (CDWD)** are the people directly affected by Discrimination based on Work and Descent. Through the menial kind of occupation (manual scavenging, disposal of dead animals, sewage cleaning, leather-related works, domestic chores, etc.) and forced enslavement, they have been subjected to discrimination in the hierarchical society and due to the generational transmission of such labour and enslavement through descent, these communities have been historically stigmatized to be excluded, discriminated against and of 'low caste'. They continue to face extreme forms of isolation and discrimination, even harassment and violence, which act as insurmountable obstacles to their attainment of civil, political, economic, and social rights. This form of stigma has led to their social and physical segregation, enforced endogamy, and discrimination in their socioeconomic, political, religious, and cultural rights and entitlements.

**Caste:** Caste is a system of social stratification. Caste is a social hierarchy system traditionally based on work and descent that is prevalent in many cultures, particularly in India. It divides individuals into distinct social groups based on their birth and assigned roles, with limited mobility. Caste groups are unequal, ranked on a scale of hierarchy based on their ritual status, from pure to impure. Their 'status' or position in the system determines with whom they can interact and with whom they cannot. The idea and practice of untouchability is an integral part of the caste system.

**Dalits:** The largest group within the CDWD that are categorized by caste-based discrimination and found mainly in South Asia. The word Dalit means 'Broken People' and epitomizes their social status; however, they are also people who have a high rate of resilience to discrimination and violence. Approximately 225 million people in these communities have faced intergenerational discrimination and violence. In India, Dalits are recognized as a community that needs affirmative action and has legally implemented various policies for their development.

**Schedule Caste :** Abbreviated as SC, Scheduled Castes are groups of historically disadvantaged and marginalized communities in India who are listed in the official schedules of the Indian Constitution to receive special protections and benefits.

**Buraku:** Buraku is a Japanese word referring to a village or hamlet. Burakumin are the victims of severe discrimination and ostracism in Japanese society, and they live as outcasts in separate villages or ghettos. Based on their birth and their former or current residence in Buraku, they are the most targeted communities because of their status as impure and untouchable within the communities.

**Rights Experts:** Rights experts include academics, human rights defenders, activists, and CSO functionaries who work to promote and protect human rights of CDWD in their respective countries. They support GFoD initiatives including evidence and data gathering, and engagement processes including interventions at the national, regional and global levels.

# Abbreviations

<b>DWD</b>	Discrimination based on Work and Descent
<b>CDWD</b>	Communities Discriminated on Work and Descent
<b>CEDAW</b>	Committee on the Elimination of Discrimination Against Women
<b>CERD</b>	Committee on the Elimination of Racial Discrimination
<b>GFOD</b>	Global Forum of Communities Discriminated on Work and Descent
<b>HRC</b>	Human Rights Council
<b>ILO</b>	International Labour Organisation
<b>IOM</b>	International Organisation for Migration
<b>NGO</b>	Non-Governmental Organization
<b>SC</b>	Scheduled Castes

# Acknowledgement

We express our sincere gratitude to all those who have contributed to the completion of this report on the status of Communities Discriminated on Work and Descent (also known as CDWD) in Asia. The research and compilation of this document would not have been possible without the collective efforts, insights, and support of numerous individuals and organizations.

First and foremost, we extend our heartfelt appreciation to the members of the affected CDWD who shared their personal experiences, stories, and perspectives. Their courage and resilience in the face of discrimination have been an inspiration and a driving force behind this endeavor.

We are indebted to the scholars, activists, and experts who generously shared their knowledge and expertise in the field especially Dr. Deepak S Nikarthil for authoring the report. Their valuable contributions have enriched the depth and breadth of our understanding of the complex issues surrounding discrimination based on work and descent.

Our sincere thanks go to Mr. Paul Divakar Namala, Convenor, Global Forum of Communities Discriminated on Work and Descent (GFoD) who has guided this extensive research. Also acknowledging the efforts of Mr. Aloysius Irudayam S J, Research Advisor and Mr. Naveen Gautam, Senior Legal Researcher at GFoD for conceptualizing the study and continuously contributing to the research process. We would like to thank Ms. Beena Pallical, General Secretary, National Campaign on Dalit Human Rights, who has extensively supported us in this research process.

Apart from this, we would like to thank the Rights Experts namely Bhagwani Devi, Prachi Salve, Sophiya Lamichhane, Risa Kumamoto, Pirbhu Satyani and Sallaudin Shiab. Along with this, we would also like to thank Mr. Arigila Nand Kumar for supporting the research process. Their commitment to promoting social justice and equality has empowered us to delve into this critical area and shed light on the challenges faced by marginalized communities.

We also acknowledge the support and guidance received from Asian Dalit Rights Forum, National Campaign on Dalit Human Rights, Nagorik Uddyog and Feminist Dalit Organisation. The collaboration with these entities has strengthened the research process and fostered a multidimensional approach to addressing the issues at hand.

Lastly, we express our appreciation for the unwavering support of our colleagues and team members including Mr. Johannes Butscher, Mr. Vinayaraj V.K and Ms. Sweta Ghimirey who contributed their time and effort to the various stages of this project. Their dedication and commitment have played a pivotal role in bringing this report to fruition.

While the list may not be exhaustive, each contribution has played a crucial role in shaping the narrative of this report. We collectively hope that this document serves as a catalyst for positive change and contributes to the ongoing efforts to eliminate discrimination based on work and descent in Asia.

Thank you.  
**GFoD Team**



# Preface



**Paul Divakar Namala**  
*Convener, Global  
Forum of Communities  
Discriminated on Work  
and Descent*

Asia is distinguished by its diversity, which includes a wide range of cultures, languages, and traditions. However, discrimination on the basis of work and descent, especially the caste-based prejudice, which transcends national boundaries, runs through all of this diversity. In order to present a thorough picture of the situation of Asian populations dealing with discrimination based on work and descent, this report makes an effort to consolidate all the detailed information, analysis, and viewpoints currently available on the rights and entitlements of Communities Discriminated on Work and Descent (CDWD).

The complex panorama of socio-economic, civil, political and cultural rights pertaining to CDWD in Asia, particularly the southern part of the continents, is explored in this status report. Be it Dalits, also known as "Scheduled Castes," "Untouchables," or "Harijans," in South Asia or Burakumin in Japan, CDWD are a historically oppressed and disenfranchised group that has long endured systemic prejudice, social marginalisation, and economic exploitation. This report highlights the ongoing issues, achievements, and gaps in defending the rights and dignity of CDWD throughout the area.

In recent years, significant efforts have been made at the national, and international levels to address CDWD rights violations. Affirmative action laws, awareness initiatives, and legal frameworks have all been crucial in promoting change. However, implementation flaws, societal biases, and enduring structural disparities still prevent true progress from being made.

Throughout this report, we acknowledge the resilience and agency demonstrated by these marginalised communities as they challenge systemic discrimination and strive for their rights. Grassroots movements, civil society organisations, and international solidarity play a pivotal role in amplifying their voices and advocating for justice.

The report recognizes the fortitude and initiative displayed by communities discriminated against on work, and descent as they work to overcome challenges and uphold their rights. The voices of CDWD are amplified and their cause is advanced by grassroots movements, civil society groups, and advocacy programs. Furthermore, the discussion around Dalit rights continues to be greatly influenced by the world community's focus on social justice, equality, and human rights.

This report serves as a foundation for informed dialogue, evidence-based decision-making, and collaborative efforts aimed at fostering positive transformation. May it spark conversations, inspire action, and contribute to the journey of realising the full spectrum of rights for Dalits in South Asia and Burakumin in Japan.

# Foreword



**Mr. Anselmo Lee**  
*Regional Coordinator,  
Asia Civil Society  
Partnership for  
Sustainable Development*

Within the complex fabric of diverse societies in Asia, the subtle interweaving of work and descent intricately connects the rich cultural heritage with the harsh realities faced by Communities Discriminated on Work and Descent (CDWD). The report on the Status of Communities Discriminated on Work and Descent in Asia aims to illuminate the intricate dynamics surrounding the status of communities facing discrimination based on work and descent across the extensive and diverse landscapes of Asia.

Asia, with its myriad ethnicities, languages, and traditions, is a region where diversity should ideally be considered a source of strength. However, beneath this diversity lies the persistent and pervasive issue of discrimination based on work and descent, affecting the lives of countless individuals and communities, including Dalits in South Asia and Burakumin in Japan. The consequences of such discrimination extend far beyond the immediate concerns of employment or social status, impacting the very fabric of these communities' existence.

This comprehensive report endeavours to explore the multifaceted dimensions of discrimination faced by communities based on their work and descent. By delving into the historical contexts, cultural intricacies, and socio-economic landscapes of diverse regions within Asia, we aim to provide a nuanced understanding of the challenges these communities confront on a day-to-day basis.

The narratives shared in this report not only reveal the struggles but also the resilience and strength displayed by individuals belonging to these communities. The documentation of discriminatory practices serves as a call to action. It is imperative that governments, institutions, and societies collectively strive to dismantle the barriers that perpetuate discrimination. By acknowledging and addressing these issues, we can pave the way for a more just, egalitarian, and inclusive future for all communities in Asia.

As we navigate the intricate contours of this report, let us not only recognize the challenges but also seize the opportunity to foster positive change. It is our collective responsibility to create a society where every individual, regardless of their work or descent, is treated with respect, dignity, and the opportunities that they rightfully deserve.

May this report serve as a catalyst for dialogue, advocacy, and action, inspiring a transformative journey towards a more inclusive and equitable Asia.

# Foreword



**Nimalkha Fernando**  
*Chairperson,  
International Movement  
against all forms of  
Discrimination and  
Racism (IMDAR)*

In the intricate tapestry of Asia's socio-economic landscape, the status of communities discriminated against based on work and descent (CDWD) continues to be a poignant and pressing concern. This status report delves into the discrimination faced by specific groups, notably the Dalit communities in South Asia and the Burakumin in Japan, shedding light on their experiences in the realms of work and decent.

CDWD including Dalits and Burakumin have historically grappled with deep-rooted prejudices, exclusion, and systemic inequalities. Despite concerted efforts for social progress, these discriminations persist, impeding the realisation of a truly inclusive and equitable society.

This report serves as a crucial tool for understanding the multifaceted challenges faced by these communities in the context of employment opportunities and the pursuit of a decent living across South Asia and Japan. By examining the intricacies of discrimination in workplaces, access to education, and overall societal integration, we gain insights that are pivotal for crafting targeted interventions and policy changes.

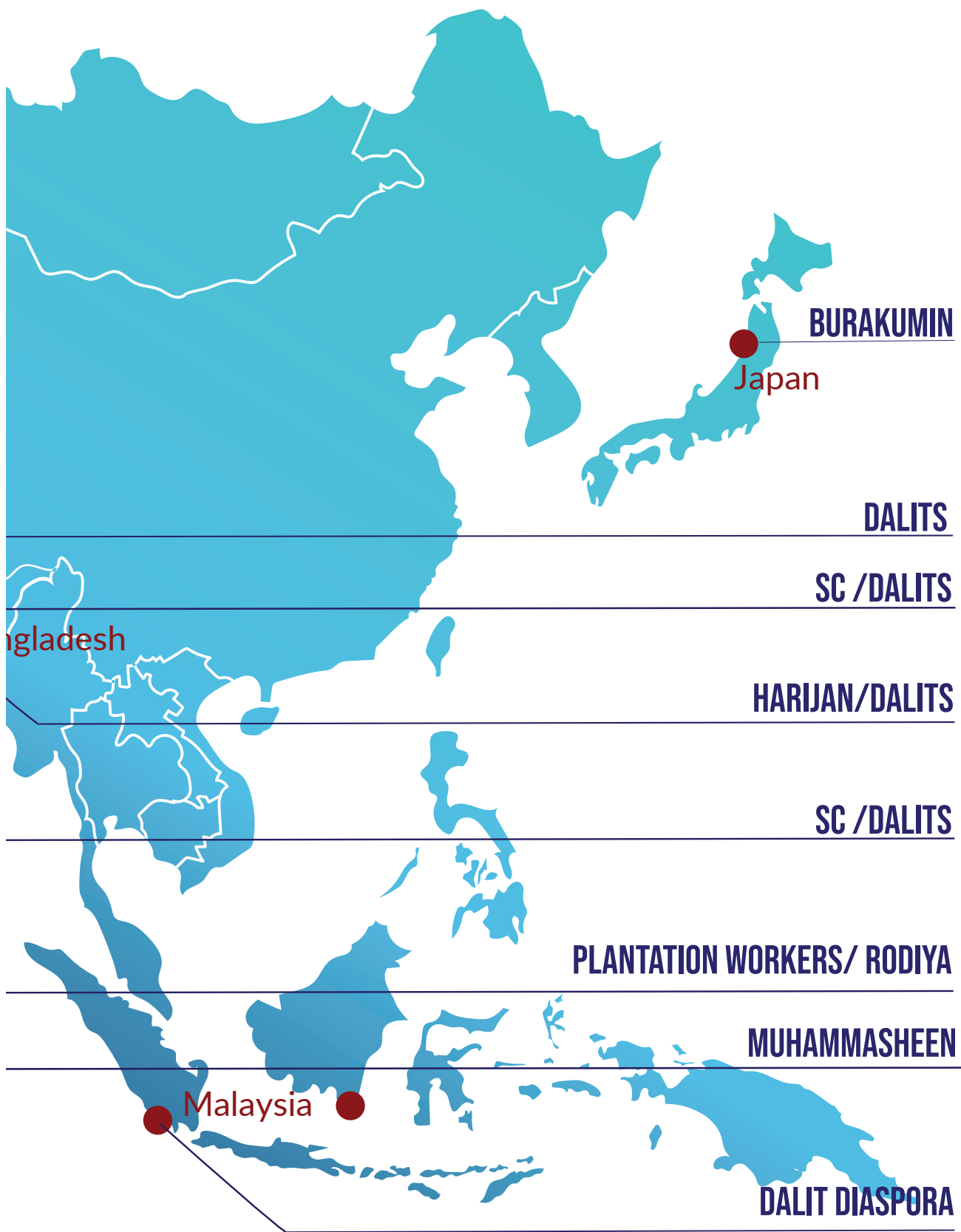
As we navigate the complex terrain of discrimination, it is imperative to recognize that fostering a just and inclusive society requires not only acknowledging historical injustices but also actively dismantling the structural barriers that perpetuate inequality. This report aims to contribute to this dialogue by presenting a comprehensive analysis of the current state of affairs and offering a foundation for informed discussions and evidence-based engagements.

In our pursuit of a fair and just society, it is incumbent upon us to amplify the voices of the marginalized, to challenge prevailing norms, and to work collaboratively towards dismantling discriminatory practices. This report, therefore, stands tall as a call to action—a call to forge alliances, enact policy reforms, and foster a collective commitment to building societies where every individual, regardless of their background, can thrive without fear of discrimination.

May this report serve as a catalyst for positive change, inspiring renewed efforts to create workplaces and communities where diversity is celebrated and the fundamental principles of equality and justice prevail.

# Executive Summary





Asia is the largest continent, with the majority of the Communities Discriminated on Work and Descent (CDWD) population in the world. The concept of equality does define its concepts of non-discrimination and safeguards through legal procedures and standards. Marginalized communities could achieve equality by abolishing discrimination in all forms.

However, when discrimination becomes core to the identity of the system itself, there needs to be a combined effort by all sections to eliminate such systems in society. Caste is one such concept in South Asia, which has a cultural anchor that established the status quo, even after states have implemented legal provisions and targeted policies for half a decade. Similar concepts exist, such as caste around the world called communities discriminated on work and descent (CDWD).

The term 'Communities Discriminated on Work and Descent (CDWD)' evolved from the decades-long struggles against caste discrimination in South Asia and Buraku bias in Japan. In this sense, the communities in the Asian continent played an initiation of the Internationalization of CDWD as we know it today.

In saying so, Asia has the largest number of DWD communities globally. Three significant areas within Asia that could be termed hubs of DWD communities are South Asia and Malaysia (Dalits); Japan (Buraku); and Yemen (Muhamasheen).

This report focuses on five major countries-Bangladesh, India, Japan, Nepal, and Pakistan. The limitation of the report is that it needed more credible data from Malaysia, Sri Lanka, and Yemen.

<b>Bangladesh</b>	Harijan/Dalits	5.5 million
<b>India</b>	SC/Dalits	201 million
<b>Japan</b>	Burakumin	2.5 million
<b>Pakistan</b>	SC/Dalits	0.85 million
<b>Malaysia</b>	Dalit Diaspora	1.2 million
<b>Nepal</b>	Dalits	3.5 million
<b>Sri Lanka</b>	Plantation workers/ Rodiya	1.5 million
<b>Yemen</b>	Muhammasheen	1-3 million



Dalit children are engaged in the teaching-learning activity at an NGO-run non-formal school in the Kurigram district, Bangladesh

*Photo by Bokul Hossain*

Sweepers and cleaners of private and public toilets, drainage, and other dirty places.

Sweepers, cleaners, manual scavengers, and all other menial or indecent jobs

Butchers, Leatherwork

Sweepers, cleaners, barbers, washing communities, etc

Plantation workers, manual laborers

Sweepers, cleaners, manual scavengers, and all other menial or indecent jobs

Plantation Workers, removing dead animals, and other menial jobs

Cleaning jobs, begging, collecting waste and plastic



Hundreds of people have to depend on a single water source in the Dalit neighborhoods of Dhaka city, Bangladesh

*Photo by Bindia Rani Das*

## Objectives of the Report


- 1.** To understand the status of Communities Discriminated on Work and Descent in Asia, including their socio-economic status within their countries and the discrimination faced from the lens of purity and pollution.
- 2.** Exploring the national mechanisms available for the protection, promotion, and safeguarding the rights of communities from exclusion and discrimination within each country
- 3.** To make the issues of CDWD more apparent to everyone and showcase the various interventions needed to address such a simple but complex issue.

Opposite page: Kastrooro living in Kachi Abbadi, at Hyderabad, Sindh, Pakistan

*Photo by GFOD Team*







**“ Slavery does not merely mean a legalized form of subjection. It means a state of society in which some men are forced to accept from others the purposes which control their conduct. ”**

**- Dr. B. R. Ambedkar**

## Key Recommendations

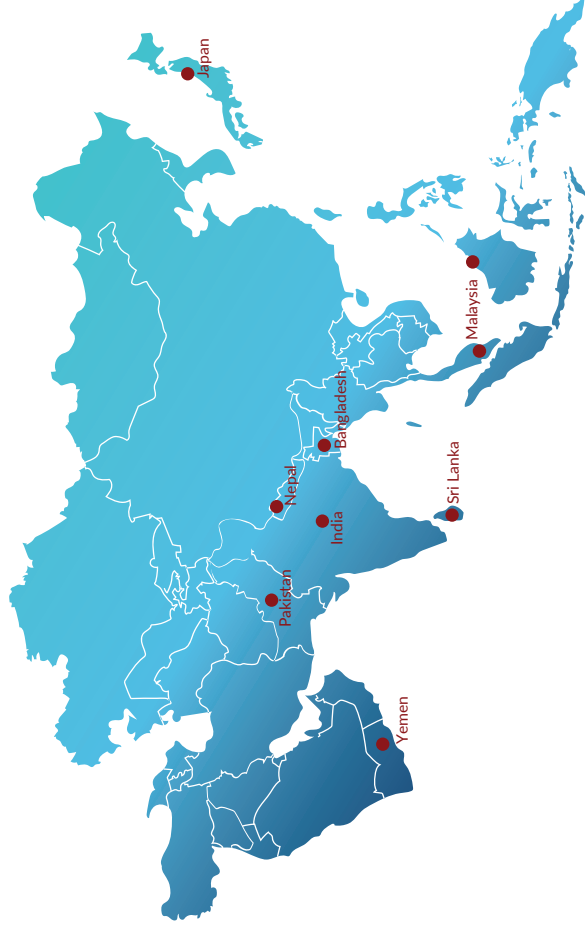
1. Adopt the “Draft Principles and Guidelines for the Effective Elimination of Discrimination Based on Work and Descent.”
2. Formally recognize and acknowledge the existence of discrimination based on work and descent (DWD) at the national, Asian, and global levels, considering the continuing relevance of ancestry and occupation to practices of modern slavery and caste. This should lead to meaningful policymaking that reaches affected communities.
3. Include DWD as a critical exclusion factor and take constructive steps for their human rights safeguards, development, peace, and justice across Asia and other regions globally.
4. States shall take all necessary constitutional, legislative, administrative, judicial, educational, and social measures to eliminate discrimination based on work and descent. This includes respecting, protecting, promoting, restituting, implementing, and monitoring the human rights of those facing these forms of discrimination, with robust disaggregated data collection in line with data protection and privacy principles.
5. Collaborate with National Human Rights Institutions, civil society organisations, and human rights defenders from DWD communities to combat prejudicial beliefs and practices. This includes addressing notions of untouchability, pollution, caste superiority, or inferiority, and preventing human rights violations based on these beliefs.
6. Form a working group on DWD at the regional level, including members of DWD communities, to conduct an extensive regional study on issues and challenges faced by CDWD. This study aims to develop strategies for further addressing these challenges.
7. Ensure adequate budgetary allocations across all levels of the federal government and at the state level for the implementation of protection and welfare measures for CDWD. Allocate specific funds for awareness-raising campaigns aimed at combating discrimination and prejudice.

Opposite page: A Dalit women in a tea garden of Moulvibazar district, Bangladesh

*Photo by Sultan Md. Salauddin Siddique*

# ASIA

## COMMUNITIES DISCRIMINATED ON WORK AND DESCENT



### NEPAL

Almost half of Nepali Dalits live below the poverty line, are mostly landless and have a low life expectancy and literacy levels compared to the dominant caste population. They are routinely subjected to untouchability and discrimination in many forms, with Dalit women facing a high degree of social and economic exclusion.

### PAKISTAN

Dalits in Pakistan mostly belong to the Hindu minority. They face double


### BANGLADESH

In Bangladesh, caste discrimination affects both the Hindu and the Muslim population, perpetuating poverty among these communities. While Hindu Dalits are often categorised as Harijans, Muslim Dalits are classified as Arzals. Dalits exist far below the poverty line, with minimal access to health services, education and employment.

### INDIA

Dalits represent the victims of the gravest forms of discrimination. Often assigned the most degrading jobs and subjected to forced and bonded labour, they have limited or unequal access to resources (including economic resources, land and water) and services, and are disproportionately affected by poverty. Untouchability as a





They face double discrimination due to their religious status and their caste belonging. Officially known as Scheduled Castes, they suffer numerous forms of abuse, from bonded labour to rape, with crimes against them often committed with impunity.

## MALAYSIA

Caste-based discrimination is visible among minority Indian communities in Malaysia. Caste also plays a significant role in politics, with very little representation from the community.

affected by poverty. Untouchability as a practice has imposed severe disabilities on people just by their position in the caste ladder, and it continues to be a reality for certain sections of society.

## SRI LANKA

Sri Lanka has three parallel caste systems for each of the country's main population groups: the Sinhalese majority; the Sri Lankan Tamils to the north and the east; and the Indian Tamils, who are mainly found in tea plantations and at the bottom of the urban social hierarchy.

## JAPAN

Feudal society stratification in Japan placed two groups at the bottom of the system, referring to them as the *senmin* (humble people): the *eta* (extreme filth) and *binin* (non-human). The *Burakumin*, as their descendants are now known, continues to be considered as an outcast group, subjected to prejudice and discrimination, including in employment, education and marriage, and physically segregated in *Buraku* districts.

## YEMEN

In Yemen, the *Al-Muhamasheen*, formerly derogatorily called '*Al-Akhdam*', which translates into 'the servants', is a minority community and is regarded as an untouchable outcast group.

# Recommendations

Work and descent-based discrimination is a form of inequality that needs to be addressed through an array of developmental policies and social inclusionary practice at all levels. While the nature of discrimination is handled in different forms in different countries, where some have recognized and addressed it as a critical form of discrimination, others have ignored this population as they are considered a significant minority in society.

Some of these recommendations are country-specific and may not apply to all countries. For example, when talking about modern slavery, it might not apply to Japan, where Buraku are not involved in Modern Slavery. Similarly, when discussing targeted budgeting, we have to exclude countries like India and Nepal (to an extent) where such provisions exist.

Therefore, the recommendations are divided into Asia level, country level, and for other stakeholders.

Training of Dalit women as part of an NGO intervention, India

Photo by GFOD Teams



# ASIA LEVEL RECOMMENDATIONS

## 1. Adoption of the CDWD framework

- To adopt the “Draft Principles and Guidelines for the Effective Elimination of Discrimination Based on Work and Descent”
- To formally recognize the DWD communities where they have not received legal recognition.
- Include DWD as a critical exclusion factor and take constructive steps for their human rights safeguards, development, peace, and justice.

## 2. Elimination of Untouchability

- In every country in Asia where CDWD exists, purity and pollution are key features. Purity and pollution are manifested through the practice of untouchability. All states in Asia should ensure the formulation and implementation of laws to eliminate untouchability to ensure no one faces issues of untouchability and related atrocities.

## 3. Safeguards against Modern Slavery

- CDWD are the primary victims of modern slavery in Asia. Thus, countries should recognize that CDWD and caste are critical vulnerabilities of modern slavery.
- Ensure that policies are in place to protect these communities from modern slavery—states are to provide disaggregated data on the modern slavery manifestations.
- Ensure that there are monitoring mechanisms in place. Where in the area, ensure effective enforcement of monitoring mechanisms, adequate training of the labor inspectorate, and monitoring of the effectiveness of their inspections, actions taken, and remedies incorporated.

# ASIA LEVEL RECOMMENDATIONS

## 4. Policies to Safeguard CDWD

- To establish and implement various legal and policy frameworks, administrative and judicial instruments to accelerate equality and justice for all.
- To ensure no direct or indirect discrimination against women in all its forms.
- To promote the rights and entitlements of children and youth in DWD communities to develop their potential to grow as full-fledged citizens.
- To ensure equitable and proportional representation in governance among members of DWD communities, especially women.
- To enact and strengthen national laws and policies that promote gender equality and prevent gender-based discrimination and violence.
- To ensure accountability for all crimes against women and end the impunity culture.
- To evolve and implement plans, policies, and programs in the public and private sectors aimed at the sustainable economic empowerment of DWD communities.
- To end all forms of state-sponsored violence and repression against DWD communities to ensure they live a secure life of equality and dignity.

*States should focus on providing targeted budget allocation for the essential development, welfare, protection, and well-being of the CDWD to enjoy their human rights and sustainable development.*



## 5. Targetted Budgeting

- States should focus on providing targeted budget allocation for the essential development, welfare, protection, and well-being of the CDWD to enjoy their human rights and sustainable development.

## 6. Regional mechanisms to address CDWD

- All states support regional mechanisms such as ESCAP, Civil Society Forums on human rights, and developments to monitor and evaluate the status of the CDWD and their progress in tandem with the policies implemented by the respective states.

Dalit Children playing, Pakistan

*Photo by GFOD Teams*



# COUNTRY LEVEL RECOMMENDATIONS

## 1. Bangladesh

- The State should produce disaggregated data on Dalits to design and implement comprehensive development initiatives backed by necessary funding.
- Allocate a reasonable budget for Dalits by mentioning the word 'Dalits' so they can come directly under the benefits.
- Formulate a policy for the comprehensive development of Dalits in Bangladesh backed by a sufficient amount of budgetary allocation.

## 2. India

- The Government should enact and implement laws that prohibit discrimination against SC and ST communities and establish a mechanism to investigate and prosecute discrimination cases. The laws should also provide penalties for those found guilty of discrimination, including fines, imprisonment, and revocation of licenses or permits.
- Women and children from the DWD communities face multiple forms of discrimination and abuse, including gender-based violence and lack of access to education. The Government should strengthen and enforce laws to protect the rights of women and children in these communities. These measures could involve providing support and resources to organizations that prevent gender-based violence and promote education for girls in these communities.
- The Government should increase its budget allocation for education for DWD communities, with a special focus on DWD girls. These measures should include provisions for building schools and colleges in rural areas, scholarships, and other incentives for girls from these communities to encourage them to pursue higher education.

## 3. Japan

- Conduct surveys to understand the situation, identify issues and create policies that meet the problem. These two areas ensure Burakumin's sovereignty and provide opportunities for Burakumin to express their opinions and reflect their views in surveys of actual situations and policy decisions.
- The state should allocate funds for the welfare of the Buraku community, especially for their development and protection against atrocities and violence.

## 4. Nepal

- The Constitution of Nepal, 2015, has included rights against exploitation in Article 29 under the fundamental rights. The states should effectively implement the constitutional provisions, enact necessary laws, and formulate policies and programs.
- Government should enforce anti-discrimination laws. Anti-discrimination laws can provide a legal framework to hold individuals and organizations accountable for discriminatory behavior. Enforcing these laws can help to promote a culture of respect and equality.
- In the case of Nepal, there is a practice of budget allocation in a lump sum. So, the budget should be allocated to a specific budget head with specific activity so that it will be beneficial to the CDWD. For instance, Gender-Responsive Budgeting involves allocating a specific budget for a program targeting Dalit women and gender minorities and effectively directing the resources to address their needs and aspirations.

## 5. Pakistan

- The Government should distribute government-owned land to the landless Dalit population. This initiative will provide them with resources to support their livelihoods. Additionally, the Government should allocate a specific development budget for Community-Based Organizations working with Dalits. This budget should prioritize providing essential services to Dalit locations, such as health, water, and sanitation facilities.
- The Government of Pakistan should reinstate a six percent job quota for scheduled castes (Dalits) in various sectors, including civil services, law, and the judiciary. This affirmative action will ensure representation and opportunities for Dalits in these sectors and help combat discrimination.
- Governments, Non-Governmental Organizations (NGOs), and International Donor Agencies should collaborate to design and implement targeted poverty reduction programs for Dalit communities. These programs should include provisions for land distribution, low-caste housing, financial grants, and interest-free loans. Such measures will address the socioeconomic vulnerabilities Dalit communities face, often occupying the caste system's bottom rungs.

# UN Systems and State Mechanisms

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- 1.** To declare a Decade of DWD communities that will focus on combating discrimination and violence based on work and descent, casteism, antigypsyism, traditional and contemporary forms of slavery, and other analogous forms of discrimination;
- 2.** Formally recognize and acknowledge the existence of discrimination based on work and descent (DWD) at the national, Asian and global levels, taking into account the continuing relevance of ancestry and occupation to practices of modern slavery and caste, with a view to ensuring meaningful policymaking that reaches affected communities.
- 3.** States shall take all necessary constitutional, legislative, administrative, judicial, educational, and social measures to eliminate discrimination based on work and descent and respect, protect, promote, restitute, implement and monitor the human rights of those facing these forms of discrimination including through robust disaggregated data collection in line with data protection and data privacy principles.
- 4.** States, in collaboration with National Human Rights Institutions, civil society organisations and human rights defenders belonging to communities discriminated on work and descent, shall aim to to combat prejudicial beliefs and practices in all their forms, including notions of untouchability, pollution and caste superiority or inferiority, as well as prevent human rights violations taken on the basis of such beliefs.
- 5.** A working group on DWD, including member of DWD communities, shall also be formed at the regional level to undertake an extensive regional study on issues and challenges faced by Communities Discriminated on Work and Descent (CDWD) in order to come up with strategies to address it further.
- 6.** Ensure adequate budgetary allocations across all levels of the federal government and at the state level for the implementation of protection and welfare measures for CDWD, and allocate specific funds to awareness-raising campaigns aimed at combating discrimination and prejudice.
- 7.** The Human Rights Council and the United Nations High Commissioner for Human Rights should contribute to the full realisation of the rights of CDWD through mobilisation, inter alia, of financial cooperation and technical assistance at the global as well as regional levels.

# Civil Society

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- 1.** To support and strengthen the CDWD movement in the countries, and to support amplifying the voices of CDWD members in their quest for developmental justice.
- 2.** To organize a country-level expert group and a civil society caucus to advocate for the rights of DWD communities;
- 3.** To engage with stakeholders, including academia and think tanks, to collect disaggregated data to produce evidence-based research;
- 4.** To develop a comprehensive strategy for engaging with the UN and international bodies to call for the adoption of a Declaration recognizing DWD as a global issue;
- 5.** To establish a consortium of agencies to finance the DWD advocacy work locally, regionally, and globally.

Discrimination based on Work and Descent (DWD) is the UN terminology used for communities who are traditionally and intergenerationally discriminated based on their identity, social-hierarchical positions, the work associated with their positions, and their lineage and descendants.

This report on status of CDWD delves into the multifaceted struggle and the evolving status of Dalits and Burakumin in Asia, shedding light on the profound challenges they have faced and the courageous strides they have made toward social justice.

Global Forum of Communities Discriminated on  
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