

GENDER EQUALITY AND HUMAN RIGHTS

Equality and non-discrimination are fundamental human rights. A rights-based approach to social security therefore points towards universal social security.

Despite the link between human rights, non-discrimination and universal social security, women across the globe are systematically disadvantaged in their use and access to social security systems. This is often due to intersecting life course and labour market inequalities. Such unequal access to social security creates barriers for all genders to realise their full social and economic rights.

Social protection design choices can help to address these inequalities, but they can also exacerbate them. For example, poverty-targeted tax-financed benefits are typically granted to households, rather than individuals, often with the male head of household receiving the transfer. This design assumes that men and women have equal bargaining power within the household, and can lead to women becoming dependent on male family figures or being denied

full access to social security benefits because of inequalities within the household.

Instead, ensuring that citizens have a right to social security as individuals can counter such inequalities and increase women's relative bargaining power.

Correcting imbalances within the household can also have its challenges. For example, simply paying benefits to women without considering existing gendered power dynamics does not automatically lead to greater gender parity.

"Maternity benefits provide income replacement and maintain the attachment to the labour market for women in paid employment"

Gender And Human Rights

Raffaela Di Napoli



Gender And Human Rights:

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