

**Women Enabled International – Statement** **on the General discussion on the right of persons with disabilities to work and employment**

Women Enabled International appreciates the opportunity to make a statement before the Committee on the Rights of Persons with Disabilities on the importance of guaranteeing the right to work and employment to women and gender non-conforming persons with disabilities.

Women Enabled is an international organization that advances the rights of women, girls, gender non-conforming persons with disabilities worldwide. Women and gender non-conforming persons with disabilities experience myriad barriers to fulfilling their right to work and employment, due to multiple and intersecting forms of discrimination based on both disability and gender. Consequently, it is crucial to highlight the lived experiences of women with disabilities among those of persons with disabilities broadly, as gender play a significant role in the access to employment and other rights linked to and impacted by it, such as education, a life free of violence and health, including sexual and reproductive health.

For instance, women with disabilities on average are overrepresented in precarious jobs, experience higher rates of unemployment, receive lower pay than both men with disabilities and women broadly, face sexual and psychological harassment in the workplace, and a disproportionate burden of care and unpaid work, among other issues.

Therefore, a General Comment on the right to work and employment will be a powerful tool to the enforcement of Article 27 and we hope it will include a gender perspective throughout the document. Hence, we wish that the CRPD Committee will consider including recommendations that focus on the intersection of disability and gender, such as: recognizing the importance of economic independence in escaping violence, including gender-based violence, and the important of access to decent work, with equal wages and without discrimination, towards ensuring that economic independence; including monitoring employer policies on the prevention and response to harassment, and related to pregnancy and parental leave as part of the obligations of the States parties; and recommending that States parties develop laws and policies to include unpaid work, such as caregiving and performing household chores, in the definition of work, and adapt social protection systems accordingly, to ensure an adequate standard of living for caregivers, among other recommendations focused on those living at the intersection of gender and disability.

Thank you.