

Roundtable 1 [“Strengthening the three pillars of social development: poverty eradication, full and productive employment and decent work for all, and social inclusion”](#) – **4 November 2025, 3 p.m. – 6 p.m.**

(Delivered by Torotcoi Simona on behalf of The Inclusivity Project (TIP))

We, The Inclusivity Project, along with the Global Forum of Communities Discriminated on Work and Descent (GFoD), advocate for the over 270 million people globally who belong to Communities Discriminated on Work and Descent (CDWD), including Dalits, Roma, and Haratin. DWD remains a structural impediment to achieving the goals of the Copenhagen Declaration and the 2030 Agenda for Sustainable Development. This form of discrimination is inherited through birth and occupation, sustained by notions of purity and pollution, and results in systemic exclusion and pervasive poverty. For example, 70% of Roma across Europe remain at risk of poverty, and this deprivation is intensified for women and girls, for whom descent acts as a multiplier of exclusion. Systemic barriers block access to basic rights: 46% of Roma children attend segregated schools, and CDWD are severely overrepresented among the 3.8 billion people globally who lack social protection coverage.

Discrimination based on work and descent (DWD), impacting over 270 million people worldwide, serves as a structural impediment to achieving the crucial goals of poverty eradication, full and productive employment, and social inclusion. This exclusion, inherited through birth and sustained by notions of purity and pollution, drives pervasive poverty: across Europe, 70% of Roma remain at risk of poverty, while 75% of Quilombolas face extreme poverty in Latin America, demonstrating how descent acts as a multiplier of exclusion. This economic marginalization is intrinsically linked to the denial of decent work, confining DWD communities, such as Dalits, to segregated and stigmatized sectors like manual scavenging, and resulting in a significant employment gap for groups like the Roma, whose paid work rate is 21 percentage points below the general EU average. Furthermore, systemic exclusion is multiplied for women, who are overrepresented in exploitative, unprotected informal labour and face severe risk of violence and sexual exploitation. The consequence is a profound lack of social protection, as CDWD are overrepresented among the 3.8 billion globally without coverage, confirming that without addressing DWD explicitly as a key barrier to social inclusion

We propose the following concrete recommendations:

- We urge UN Member States to recognize discrimination based on work and descent in national legislation and anti-discrimination frameworks, ensuring protection consistent with international human rights standards.
- States must undertake a methodologically rigorous assessment of DWD, prioritizing the collection and analysis of disaggregated and gender-sensitive data to expose hidden inequalities and inform effective policy.
- Strongly encourage countries to pursue universal social protection. Programs must be reformed to simplify documentation and registration procedures, addressing the “non-take-up” phenomenon which excludes undocumented or informal workers from essential services.
- Every action must ensure the meaningful participation of CDWD, especially women and youth, in the planning, implementation, and evaluation of all policies and programmes, embedding their voices in decision-making spaces at all levels.

Prioritising the communities furthest behind is essential for eradicating poverty and achieving equality. We call upon all partners to integrate these actions into their national strategies and cooperation frameworks.