

## Outcome 17 - Discrimination at Work: Discrimination in employment and occupation is eliminated

### RESULTS BY INDICATOR

**Indicator - 17.1. Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination.**

#### Measurement

To be counted as reportable, results must meet at least two of the following criteria:

1. Convention No. 100 or 111 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions.
2. New or modified laws, policies, action plans and/or programmes are adopted to bring them into line with international standards on non-discrimination.
3. An awareness-raising strategy on non-discrimination is launched by one or more constituents.
4. A national body with a mandate to address equality issues is established or strengthened.
5. A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies is implemented.
6. Systems are strengthened to provide up to date sex-disaggregated data on non-discrimination.

Country/Country Programme Outcome (CPO)	Measurement Criteria	Result Achieved	ILO Contribution
<b>Africa</b>			
<b>Senegal/SEN827</b> Les mandants œuvrent à l'élimination de la discrimination dans l'emploi et la profession à travers une meilleure application des NIT pertinentes en matière d'égalité entre les hommes et les femmes.	2	1. Le Haut Conseil du Dialogue Social (HCDS) au Sénégal a adopté un Programme d'action pour la non-discrimination et l'égalité entre les hommes et les femmes dans le monde du travail en Juillet 2015.	1. 1 Les compétences des membres du HCDS ont été renforcées dans le domaine de l'égalité entre les hommes et les femmes dans le monde du travail à travers un atelier (26-28 mai 2015). 1.2. Le BIT a fourni un appui technique au Comité Genre et Relation professionnelle du HCDS pour la formulation d'une proposition de plan d'actions. 1.3. Le projet de plan d'action a été validé et adopté par le Comité Genre et Relation professionnelle lors d'un atelier tenu les 10-11

		<p>2. Le Ministère du Commerce, du Secteur Informel, de la Consommation, de la Promotion des Produits Locaux et des PME (MCSICPPLPME) a adopté un plan d'action « Genre et Commerce dans l'Economie informelle au Sénégal », en juillet 2015.</p>	<p>juin 2015. Le BIT a appuyé l'action à travers des échanges d'informations et de bonnes pratiques en matière d'égalité de genre dans le dialogue social.</p> <p>2.1 Une étude sur les discriminations et les inégalités de genre dans l'économie informelle a été réalisée par le BIT et diffusée (février 2015). Cette étude a été partagée auprès des mandants et partenaires lors d'un atelier cofinancé entre le MCSICPPLPME et le BIT (14-16 avril 2015).</p> <p>2.2 Les compétences du MCSICPPLPME, des mandants et des partenaires ont été renforcées en matière de discrimination entre les sexes dans l'économie informelle et l'entrepreneuriat dans le cadre d'un atelier bénéficiant de l'appui technique du BIT et financé par le Commissariat aux Droits Humains.</p> <p>2.3 La cellule Genre du MCSICPPLPME a formulé un projet de plan d'action « Genre et Commerce dans l'Economie Informelle » avec l'appui technique du BIT. Ce plan a été validé par les mandants et partenaires et adopté par le MCSICPPLPME lors d'un atelier appuyé par le BIT (28-30 juillet 2015).</p>
	3	<p>1. Les femmes leaders des centrales syndicales ont adopté une stratégie de lutte contre les discriminations et les inégalités de genre dans le monde du travail en avril 2015.</p>	<p>1.1 Les capacités des femmes leaders syndicales sur la discrimination et l'égalité de genre sur le marché du travail ont été renforcées avec l'appui technique du BIT et le soutien financier de la Norvège à travers un atelier (31 mars - 2 avril 2015).</p> <p>1.2. Dans le cadre de la mise en œuvre de cette</p>

			stratégie, le BIT a fourni un appui technique et financier aux centrales syndicales pour l'organisation d'une conférence débat et un plaidoyer public pour la ratification des conventions n°183 (protection de la maternité), n°156 (équilibre vie familiale et vie professionnelle); et pour l'application des Conventions n°100 (égalité salariale) et n°111 (non- discrimination) le 1er mai 2015.
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**South Africa/ZAF826**

Improved application of principles and rights on non-discrimination in employment and occupation

2	<p>The Government adopted and published Pay Equity Regulations, inclusive of criteria and guidelines for assessing work of equal value in August 2014. The regulations give effect to the implementation of the equal pay for work of equal value principle contained in the Employment Equity Amendment Act that was also promulgated in August 2014. In June 2015, the Minister of Labour issued a new Code of Good Practice on Equal Pay for Work of Equal Value.</p>	<p>The ILO provided technical and coordination support to the Commission for Employment Equity (CEE) through direct support to the Employment Equity Directorate of the National Department of Labour for the drafting of criteria and guidelines to assess work of equal value for inclusion in the draft equity regulations. Technical inputs and advisory support was provided by the ILO in the drafting of the regulations. The ILO also provided research support on international good practices for the implementation of the equal pay for work of equal value principle. The findings of the research were shared with the CEE and informed the drafting of the criteria and guidelines articulated in the pay equity regulations. ILO technical inputs and comments were provided on the draft Code of Good Practice on Equal Pay for Work of Equal Value when the draft Code was published for public comment.</p>
4	<p>The capacity of the Employment Equity Directorate in the Department of Labour has been strengthened to provide technical and advisory support to the Commission for Employment Equity (CEE) on pay equity issues. This support enabled the Commissioners in the CEE to effectively engage in social dialogue towards the adoption of pay equity amendment regulations that include a section on the criteria and methodology for assessing work of equal value.</p>	<p>ILO provided technical support on Employment Equity for research and compilation of various international good practices (UK, Canada, &amp; Japan) and methodologies applied in implementing equal pay for work of equal value. The research findings were presented and discussed with the Employment Equity Directorate staff. The ILO also provided support to assist the Employment Equity Directorate to draft criteria and methodology for assessing equal pay for work of equal value which was subsequently presented to the CEE for discussion. The drafting of criteria and</p>

methodology for assessing equal pay for work of equal value factored in some of the international good practices gleaned by the research. Capacity support was further provided to the Employment Equity Directorate staff of the Department of Labour to deepen the understanding of the principle of equal pay for work of equal value.

**Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)**

**a) Gender equality and non-discrimination**

The comments and direct requests by the Committee of Experts on the Application of Conventions and Recommendations (CEAR) contributed significantly to the amendments made to the employment equity legislation and its accompanying regulations. ILO capacity support was provided towards sensitizing the NEDLAC Labour Caucus on the principle of equal pay for work of equal value. This sensitization session was geared towards strengthening the capacity of Organized Labour in NEDLAC to engage more effectively in negotiations on the revised draft regulations for the implementation of the principle on equal pay for work of equal value.

Further ILO support on employment equity will focus on other related direct requests and comments made by the CEAR to Government for which reports are still outstanding. These include strengthening capacity for enforcement and compliance with the amended legislation and regulations. Other pertinent information Government is expected to provide to the CEAR is on measures taken with the Social Partners to promote the principle of equal pay for work of equal value in collective agreements, and on ensuring that the setting of minimum wage rates is free from gender bias. Government is also still to provide information to the CEAR on measures taken to address the persistent problem of occupational segregation based on gender and race, and measures towards promoting women's access (particularly black women) to a greater variety of jobs and higher level positions. The latest annual report of the Commission for Employment Equity shows that women still predominate in lower paying jobs and sectors such as in community, social & personal services industry.

**b) Partnerships (external)**

The ILO is in the process of establishing a partnership with the Commission on Conciliation, Mediation and Arbitration (CCMA) towards assisting the CCMA to arbitrate effectively in complaints and grievances brought before the commission on violations of the pay equity regulations.

**Zimbabwe/ZWE901**

Gender equality and empowerment that will alleviate poverty and influence social development

1	1. The Committee of Experts in its 2014 Observation under Discrimination (Employment and Occupation) Convention, 1958 (No. 111) noted with interest the adoption of the National Constitution in March 2013, which introduced a range of provisions relevant to the Convention. With provisions regarding equality of opportunity; equal representation; measures to address past gender discrimination and imbalances; affirmative action programmes for youth, and vocational guidance, education and training of persons with disabilities and the prohibition of discrimination. There is now the positive duty on the State to promote equality and protect or advance those who have been disadvantaged by unfair discrimination.	1.1. The ILO as part of the UN Gender Thematic Group including UNWomen, UNDP, UNFPA and UNICEF provided technical inputs into the constitution making process. The ILO actively encouraged and facilitated the participation of social partners through information sharing.
2	1. Labour Law Reform Bill adopted by cabinet and Parliament in August 2015	1.1. The ILO has developed a position paper on Women Workers' Rights (WWRs). 1.2. The ILO provided technical inputs to labour law revisions which have integrated working conditions clauses. These have been incorporated in the Labour Law Reform Bill.
3	1. Awareness campaigns on non-discrimination, women workers' rights and improving women's working conditions launched by Workers and Employers for domestic workers, workers with family responsibilities, and on maternity protection.	1.1. ILO contributed financially through the UN Joint Programme on Gender Equality and technically towards the development of two awareness-raising strategies on non-discrimination, women workers' rights and improving working conditions.
4	1. Improved capacity of Parliamentary Portfolio Committee members, government and independent commission officials to	1.1. ILO conducted capacity building on gender mainstreaming and women workers' rights of 40 members of Parliamentary portfolio

		engage and apply ILO gender equality conventions (C.100, C.111, C.156, C.183 and C.189) towards law reform and conducting oversight activities.	committees, 15 Gender and Human Rights Commissions members and 24 government gender focal points.
	5	1. Over 150 people from Trade Unions, Employer Organisations, National Employment Councils (NECs), Gender Focal Points and local government and community structures trained to promote equality (non-discrimination) and working conditions for women and for gender mainstreaming in sectoral policies, strategies and programmes, legislation and regulations.	1.1. The ILO contributed financially through the UN Joint Programme on Gender Equality and technically on ILO Gender Equality Conventions to build capacity of constituents to promote non-discriminatory laws.
<b>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</b>			
<b>a) Gender equality and non-discrimination</b>		<b>b) Partnerships (external)</b>	
-		A United Nation Joint Programme on Gender Equality is being implemented by a number of UN agencies, civil society organization with funding from SIDA. The ILO is leading components on women workers' rights and women economic empowerment.	

**Arab States**

**Jordan/JOR152**

Improved working conditions of women in the labour market

2	result not reportable	
3	<p>1. A grassroots campaign for fair wages entitled “Stand-up with the Teachers”, employing a recognized community organizing methodology, was launched in April 2015 by a group of women teachers working in private schools in the Northern Governorate of Irbid. Supported by the National Committee for Pay Equity (NCPE), the campaign aims to promote equal wages between women and men teachers in private schools and improve working conditions for female school teachers in particular. By July 2015, the campaign had already achieved several milestones, including gaining 3,000 followers on its Facebook page and a 200 percent increase in the number of teachers who call a specialized Ministry of Labour helpline. More and more lawyers were also coming forward to represent teachers cases on a pro bono basis.</p> <p>2. NCPE launched an awareness strategy in which several TV and radio interviews were broadcast to promote pay equity; a press conference was organized, and a range of awareness material on the gender pay gap in Jordan was developed and distributed.</p>	<p>1.1. The campaign builds on an ILO Gender pay gap study from 2013, revealing that women earn 41.6 percent less than men in private schools in Jordan.</p> <p>1.2. The ILO has provided extensive technical support and engaged a local NGO that specializes in community organizing and campaign training to support the teachers’ campaign. The ILO has also encouraged extensive media reporting on this topic.</p> <p>1.3. As part of the campaign, a video has been produced to promote awareness on the pay gap, and a collection of discrimination features have been assembled and disseminated online and in the form of an illustrated booklet.</p> <p>2.1 With funding from the Government of Norway, the ILO provided technical support for the media advocacy strategy.</p>

	4	1. The technical capacities of NCPE established in 2011 are strengthened to engage in high level policy dialogue on issues related to gender equality and the promotion and enforcement of pay equity, particularly in the private education sector. Focal points from the NCPE have been involved in the implementation and have provided technical inputs to the the grassroots campaign “Stand-up with the Teachers” and to the draft Regulations for Private and Foreign Educational Institutions integrating the principle of pay equity, among others.	1.1. The ILO continues to support the NCPE through the provision of technical expertise on legal issues, policy dialogue and capacity building to its members.
	5	1. The NCPE implemented a capacity-building programme to lobby for relevant officials on the promotion of non-discrimination laws and policies. The NCPE with members of Parliament, senators,	1.1. With funding from the Government of Norway, the ILO provided technical support for the workshops.

government officials, school teachers,  
university professors and university students  
delivered three regional workshops in Aqaba,  
Amman and Irbid.

## Asia and the Pacific

### China/CHN903

Enhanced commitments for non-discrimination through equal employment opportunities policies and practices

3

1. A strategy and advocacy plan entitled “Three Year Plan for Promoting Support Employment for China Disabled Persons’ Federation (2014-2016)” was adopted by constituents at national and local levels for men and women with intellectual disabilities and autism.

2. During 2014 and 2015, Universities in Beijing and Wuhan developed and implemented a multidisciplinary research strategy on employment policies from a disability perspective with the aim of raising awareness among decision makers and the general public.

3. The China Disability Advocacy Month (November 2014 and 2015) was launched by more than 85 disabled persons’ organizations. During the month, a series of media advocacy events, including ILO Disability Equality Training (DET) for media were organized. Other activities included the launch of the China Disability Annual Report by NGOs, art performance by disabled artists, and the Chinese version of TED Disability and Sexuality.

1.1. With funding from the Government of Norway, the Plan was developed by the ILO in collaboration with the China Association of Persons with Intellectual Disability and their Relatives (CAPIDR), based on findings from the ILO- Beijing Union University research and results from piloted Supported Employment (SE) practices in 11 NGOs between 2012-13 in China.

1.2. As part of the Plan’s implementation, the ILO, in collaboration with China Disabled Persons’ Federation and other civil society organizations, developed a communication strategy and implemented a campaign to, among others, promote SE, advocate for skills development and employability of persons with disabilities; eliminate stigma related to disabilities; and influence legislation and government policies in 2014-2015.

2.1. The ILO provided technical inputs to the research on disability employment related legislation, court cases, innovative remedies, non-discrimination laws and experiences from the USA and EU countries.

3.1. The ILO facilitated five DET sessions resulting in 100 people trained on DET. The majority of the trainees were members of disabled persons’ organizations. Research conducted by the ILO on the Media

		<p>4. The 2015 Youth with Disabilities Leadership and Advocacy Capacity Building Camp organized by disabled persons' organizations was held from 29 July to 2 August 2015. The Camp focused on the ILO Disability Equality Training Method (DET).</p>	<p>Portrayal of Persons with Disabilities and the ILO publication on Media Guidelines for the Portrayal of Disability were used for training journalists and for assisting disabled persons' organizations in publicising their events in 2014 and 2015.</p> <p>4.1. ILO research on the media portrayal of persons with disabilities and the ILO publication on Media Guidelines for the Portrayal of Disability were used to train participants on how to conduct media advocacy.</p>
	5	<p>1. Two capacity-building plans for trade unionists on enforcement and promotion of non-discrimination labour laws and policies were implemented by the All China Federation of Trade Unions (ACTFU) during 2014 and 2015.</p> <p>2. The Ministry of Human Resources and Social Security (MOHRSS)' capacity building plan on gender equality was implemented during 2014 and 2015.</p>	<p>1.1. The ILO provided technical support to the ACFTU to carry out training on gender equality, in particular gender-related international labour conventions and its implementation in China.</p> <p>1.2. On the basis of an ILO study on equal pay conducted from March to October 2015, a tripartite seminar on equal pay was organised with ILO support to discuss how national legislation and the wage fixing system should be improved to implement the principle of equal pay and develop actions to address the gender pay gap.</p> <p>2.1. The ILO supported the MOHRSS to organise a capacity building training on gender equality to enhance the knowledge and understanding of international labour standards on gender and discuss progress and challenges of implementing such standards in China. The training also focused on the development of further actions for advancing</p>

		<p>3. A national plan on strengthening capacity of business start-up including provisions to support women entrepreneurship development was implemented during 2014-2015 by the MOHRSS and All China Women's Federation</p> <p>4. In 2014, the China Federation of Disabled Persons endorsed a plan to conduct ILO disability equality training (DET) involving participants from throughout China.</p>	<p>gender equality.</p> <p>2.2. The ILO conducted a study on discriminatory job advertisement to provide updated information on practices in recruitment, and discuss mechanisms for preventing and addressing violations of non-discrimination related labour laws. The results of the study provided empirical evidence for MOHRSS to develop its capacity building plan on gender equality.</p> <p>3.1. The ILO assisted the MOHRSS in adapting the ILO GET Ahead for Women in Enterprise Training Package to the Chinese context in 2014. Relevant validation training was organised in 2015. The achieved results contributed to enhancing constituents' capacity in implementation of a National Plan on business start-up from gender perspectives.</p> <p>4.1. The ILO provided technical inputs to disability equality training (DET) workshops in Beijing and Shanghai. The ILO trained facilitators of DET from throughout China.</p>
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<p><b>a) Gender equality and non-discrimination</b></p> <p>-</p>	<p><b>b) Partnerships (external)</b></p> <p>The UN Partnership on the Rights of Persons with Disabilities (UNPRPD) funded a UN Joint Programme in China supporting the promotion of the rights and entitlement of persons with disabilities. The joint programme is implemented by ILO, UNDP, UNESCO (leading Agency), and UNICEF, and with coordination support from the UN Resident Coordinator Office. Several sessions of Disability Equality Training (DET): Effective Way to Generate Attitudinal Change Towards Disability was held with participation from</p>

Chinese Enterprise Confederation (CEC), public law firms, UN agencies, civil society.

ILO organised joint activities with Embassy of Sweden and Embassy of Germany to promote rights and interests of people with disabilities.

**Mongolia/MNG127**

Increased capacity to address non-discrimination and fundamental principles and rights for women and men at work.

2	1. The Revised Labour Law approved by Parliament at the Autumn 2015 Session contains new/revised provisions concerning equal pay for work of equal value and equality of opportunity and treatment, especially with regards to workers with disabilities and women workers, that are in line with C100 and C111.	1.1. The ILO provided technical assistance to the Ministry of Labour (MOL) and social partners in the labour law revision process. The ILO submitted to the MOL a comprehensive technical memorandum on its reviews of the draft Revised Labour Law.
4	1. With the mandate to carry out gender audits of public organizations in Mongolia, the National Commission on Gender Equality (NCGE) adopted the ILO Participatory Gender Audit (PGA) methodology to use in its implementation of the Mid-Term Plan of Action on the Implementation of the Law of Mongolia on Gender Equality Promotion. The NCGE also planned to build up its accountability framework based on the ILO PGA tool to enable the provinces and districts to continue further gender audits on a regular basis.	1.1. The ILO provided technical assistance on the PGA to the NCGE, Ministry of Justice, Ministry of Finance, and the Confederation of Mongolian Trade Unions (CMTU). Two technical missions were carried out: the first mission in June 2015 to provide a comprehensive overview of the PGA methodology to the management of the four organizations and particularly to the Gender Advisory Group of NCGE so that the organizations could make informed decisions on whether or not to adopt the PGA methodology and undertake a PGA; and the second mission in September 2015 to carry out a PGA training to NCGE affiliates who would be performing participatory audits at the selected organizations. 1.2. The ILO technical assistance is coordinated with that of the UNFPA.
5	1. The NCGE's gender auditors carried out PGAs of the NCGE, Ministry of Finance and Ministry of Justice, and the Confederation of Mongolian Trade Unions (CMTU). The audits were carried out during September-December 2015.	1.1. The ILO provided training on PGA methodology to 7 gender experts of the NCGE and 7 representatives of line ministries, CMTU and UN agencies in Mongolia, together with the gender audit facilitators of the audited organizations in September 2015.

	<p>The audit reports provided recommendations specifically on the need for the NCGE to formulate its accountability framework and for the Ministry of Justice and Ministry of Finance to establish a specific gender strategy and also formulate their accountability framework for monitoring and evaluating gender progress. The strategy and frameworks are annexed to the audit reports which were accepted by NCGE, Ministry of Justice, Ministry of Finance and CMTU management.</p>	<p>1.2. Distance support was provided to the gender auditors during the audit and the development of the audit reports. The recommendations of the audits were well discussed and agreed upon with the respective organizations and action plans for implementation were established.</p>
<p><b>Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)</b></p>		
<p><b>a) Gender equality and non-discrimination</b></p>	<p><b>b) Partnerships (external)</b></p>	
<p>-</p>	<p>The Promoting Gender Equality and Women's Empowerment in the World of Work project funded by the Government of Norway.</p> <p>UNFPA</p>	

**Indonesia/IDN105**

Barriers to employment and decent work are addressed, particularly gender gaps and for persons with disabilities

2	<p>1. Draft of Disability Law that is in-line with UN Convention on the Rights of Persons with Disabilities (UNCRPD) has been endorsed and is included in the 2015 (1st year) National Legislation Programme List by the new Parliament (People's Representative Council -DPR)</p>	<p>1.1. With funding support from the Governments of Australia and Norway as well as support from the Better Work Programme, the ILO has provided technical advice in 2 main consultation events with all stakeholders, including organizations that have focus on disability and all line Ministries, including the Ministry of Manpower, the Ministry of Social Affairs, and the Ministry of Law and Human Rights (Kemenhumkam) between 2014 and 2015.</p>
3	<p>1. Promotion of decent work for homeworkers in Indonesia through awareness raising and capacity building of the relevant stakeholders; community-based action programmes established to provide direct support to homeworkers (to improve working conditions and access to social protection) and; making evidence-based data available for policy advocacy and programme development.</p> <p>2. The Ministry of Manpower (MoM) in 2015 launched and funded the Disability Equity Training (DET) for government officials of the Provincial &amp; District Local Government (namely for the Manpower Office) and for selected employers/companies, based on the ILO DET training.</p>	<p>1.1. With funding support from the Governments of Australia and Norway as well as support from the Better Work Programme, the ILO worked with constituents and selected Civil Society Organizations (CSOs) in raising awareness and developing a policy advocacy campaign on decent work for homeworkers in the areas of working conditions and access to social protection.</p> <p>2.1. The ILO provided technical support and capacity building training through two DET sessions in October 2014 for government officials (MoM, Ministry of Social Affairs, Ministry of Law and Human Rights), employers' association representatives, and trade unions' representatives, which led to the MoM's initiative to do similar DET capacity building</p>

		<p>3. A free-of-charge training on employment of people with disabilities in the garment sector has been integrated in the Bureau of Industry and Trade of the Central Java Province training center' s curricula to be conducted on a yearly basis.</p>	<p>with its own state budget in its Ministry program. The ILO contributed to the 2015 DET program initiated by the the government by providing resource persons and developing training modules.</p> <p>3.1. The ILO, in partnership with trainers from two training centers in Semarang, Central Java conducted disability equality training to support people with disabilities in securing employment in the garment sector. The trainings were held in September and October 2014.</p>
	4	<p>1. Three Equal Employment Opportunity (EEO) Task Forces at provincial level (Central Java, Bangka Belitung &amp; East Kalimantan) were established in the first quarter of 2015 with a mandate to promote non-discrimination and equality at the workplace</p>	<p>1.1. With funding support from the Governments of Australia and Norway as well as support from the Better Work Programme, the ILO supported the MoM in the establishment of the local EEO task forces and provided capacity building to the relevant officers to better understand the implementation of non-discrimination and equality principles.</p>
	6	<p>1. The National Statistics Bureau (BPS) has agreed and made revisions (with inclusion of sex-disaggregated labour market data) to the new labour force survey questionnaire, which will be used from 2016. Training by the BPS for the surveyor for this new questionnaire has started.</p>	<p>1.1. With funding support from the Governments of Australia and Norway as well as support from the Better Work Programme, the ILO provided technical inputs for the revision of the questionnaire to better capture the sex-disaggregated labour market information including in the informal economy.</p>

**Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)**

**a) Gender equality and non-discrimination**

An audit of the physical accessibility of 6 vocational training centers in East Java done by a research team from the Department of Architecture, Sepuluh November Technology Institute, Surabaya has been completed and reviewed. As a follow up, there will be a workshop early Aug 2015 to disseminate the information as well as a session to set an action plan and commitments to take upon the findings and recommendations of the audit.

-A media baseline study in looking into the portrayal of disability topic and persons with disabilities in the media has been completed and reviewed. Currently, it is under discussion in using the information from the study to engage further with the media stakeholders to ensure the awareness of media people in this topic and the right perspective in portraying the stories

**b) Partnerships (external)**

National:

Apart from Atma Jaya Catholic University, Jakarta, that has been collaborating to encourage students to conduct research on legal and policy concerning rights of persons with disabilities through grant provision since PROPEL Phase I, Widya Mandira Catholic University, Kupang has expressed their interest to do similarly. Currently, there are 5 students from Atma Jaya University and 3 students from Widya Mandira University who is completing their final thesis of research on disability.

-In collaboration with disability-focused media, DIFFA, ToT for journalists was conducted in Jakarta with Erick May as the main facilitator. Subsequently, trainers from ToT facilitated the local media trainings for journalists in East Java (Aug) and Kupang (Dec) 2014

**Pakistan/PAK108**

Constituents actively supporting initiatives to discourage gender-based and other forms of discrimination at workplace

2	1. In 2014, the Government of Khyber Pukhtunkhwa (KP) Province has reviewed all new Labour Laws (enacted in 2013) from a gender perspective and ensured its compliance with the concept of gender equality in letter and spirit	1.1. The ILO supported the establishment of Gender Units within Departments of Labour in all the provinces. These Gender Units are responsible for the coordination of gender related legislative analysis, policy work and institutional coordination with tripartite partners.
3	1. The Federal Ombudsperson's Secretariat against Harassment in the Workplace (FOS) launched an awareness campaign in 76 workplaces to inform workers about their rights in case of harassment at workplaces. The Employers' Federation of Pakistan (EFP) and Pakistan Workers' Federation (PWF) also partnered in this intervention.	1.1. The ILO supported 'Federal Ombudsperson's Secretariat' to organize 19 workshops on workplace harassment - covering 1,244 participants (out of which 810 were women).
4	1. In pursuance of the "Protection against Harassment of women at the workplace Act, 2010" the Federal Government has established the FOS. In 2014, the Ombudsman's Secretariat has employed modern IT-based technologies to facilitate women in registering complaints against harassment through simplified procedure (online report, SMS-based tracking).	1.1. The ILO provided technical assistance to develop the online complaints mechanism (website) and complaint tracking system in Federal Ombudsman's Secretariat.

**Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)**

**a) Gender equality and non-discrimination**

- All interventions meunder this CPO are specifically meant for promoting gender equality and non-discrimination at workplaces

**b) Partnerships (external)**

ILO partnered with the Federal Ombudsperson's Secretariat against Harassment in the Workplace (FOS) to ensure compliance with the 'Protection of Women against Harassment at Workplace Act 2010'.

**Latin America and the Caribbean**

**Costa Rica/CRI135**

Los constituyentes identifican y adoptan políticas para eliminar la discriminación contra las personas con discapacidad

2

1. El Presidente de la República presentó el 10 de noviembre de 2014 el Protocolo de Coordinación Interinstitucional para la Formación e Inserción Laboral de la Población con Discapacidad en Costa Rica, el cual fue suscrito por el Ministerio de Trabajo y Seguridad Social (MTSS), el Instituto Nacional de Aprendizaje (INA) y el Ministerio de Educación Pública (MEP).

2. El MTSS, en el I semestre del 2015, creó el Programa Empléate Inclusivo, dentro del Programa de empleo Empléate, para atender las necesidades específicas de la población con discapacidad que busca empleo.

3. El Colegio Ricardo Moreno Cañas, la Fundación Servio Flores y el Hospital Nacional Psiquiátrico implementaron un piloto para la generación de emprendimientos de personas con discapacidad intelectual y mental, esto entre el I semestre del 2014 y el I semestre del 2015.

La OIT, con fondos de la Asociación de Naciones Unidas para los Derechos de las Personas con Discapacidad:

1.1. Brindó asesoramiento técnico a las instituciones firmantes en el proceso de elaboración del protocolo, organizó reuniones de validación del protocolo y contribuyó a la publicación de la experiencia.

2.1. Brindó asesoramiento técnico a la dirección general de Empleo del MTSS para la elaboración de un módulo básico de intermediación laboral de personas con discapacidad para gestores de empleo, que incluye conceptos básicos sobre discapacidad, empleo y legislación; una guía de entrevista para empresas; y una guía y lineamientos generales para la entrevista de las Personas con Discapacidad en el proceso de gestión laboral.

3.1. Organizó una formación específica sobre la metodología CODE (Conozca De Empresa) dirigida a las instituciones que conforman el Comité de Emprendedurismo de la estructura de gobernanza del Plan Nacional de inserción laboral de personas con discapacidad (HNP, FSFA, CRMC, INFOCOOP, MTSS).

3.2. Brindó asesoramiento a PRONAMYPE (Programa Nacional de la Micro y Pequeña Empresa) para la capacitación de 80 personas

			con discapacidad intelectual y mental en condición de pobreza sobre ideas de negocios que pudieran crear. De estas 80 personas, 46 se encuentran generando su propio ingreso a través de emprendimientos individuales y/o grupales
	4	<p>1. El Gobierno conformó una estructura de gobernanza para monitorear el cumplimiento del Plan de Inserción Laboral de las personas con discapacidad. La estructura de gobernanza está conformada por 5 Comisiones: Formación, Empresas Inclusivas, Intermediación para la inclusión laboral, emprendedurismo y Gobernanza.</p> <p>2. A nivel municipal, se conformaron y consolidaron 5 redes locales de intermediación de empleo, en los cantones de Alajuela, Belén, Heredia, Pococí y Santa Ana, lo que está permitiendo el seguimiento del Plan de Inserción Laboral de las personas con discapacidad y promoviendo medidas para su efectivo cumplimiento.</p>	<p>1.1. La OIT, con fondos de la Asociación de Naciones Unidas para los Derechos de las Personas con Discapacidad, brindó asesoramiento técnico a las Comisiones para dinamizar su funcionamiento colaborando en la convocatoria y facilitación de al menos 15 reuniones de la Comisión de Formación, otras 15 de la Comisión de Empresas Inclusivas, 14 de la Comisión de Intermediación para la Inclusión Laboral, 19 reuniones de la Comisión de Emprendedurismo y 13 reuniones de la de Gobernanza.</p> <p>2.1. La OIT dio asesoramiento, con fondos de la Asociación de Naciones Unidas para los Derechos de las Personas con Discapacidad, a la dirección de empleo del MTSS y a la Universidad Nacional (UNA) para la elaboración de una Caja de Herramientas para intermediadores de empleo de estas redes locales para que pudieran dar una atención más especializada a las personas con discapacidad.</p> <p>2.2. La OIT, en coordinación con la UNA desarrolló un proceso de capacitación y asistencia técnica a estos 5 cantones con el fin de que conformaran estas redes interinstitucionales.</p>

**El Salvador/SLV104**

[ACI8] Los constituyentes tripartitos fortalecen sus capacidades para combatir la discriminación en el empleo y promover la autonomía económica de las mujeres a través del desarrollo de la empresarialidad

2

1. El país, en mayo del 2014, aprobó la Ley de Fomento, Protección y Desarrollo de la Micro y Pequeña Empresa (Ley MYPE) que incorpora en su articulado recomendaciones específicas emanadas del Estudio “Evaluación del Entorno Favorable para el Desarrollo de las Empresas de Mujeres (EFADEMU)”, elaborado por la OIT, Comisión Nacional de la Micro y Pequeña Empresa (CONAMYPE), Ministerio de Economía (MINEC) e Instituto Salvadoreño de las Mujeres (ISDEMU) en 2013, integrándolo a lo largo de todo el articulado, a partir de su artículo 1 “La ley tiene por objeto promover un mayor acceso de las mujeres al desarrollo empresarial en condiciones de equidad, y constituye el marco general para la integración de las mismas a la economía formal del país, mediante la creación de un entorno favorable, equitativo, incluyente, sostenible y competitivo para el buen funcionamiento y crecimiento de este sector empresarial”

2. El Ministerio de Trabajo y Previsión Social (MTPS), en el II semestre del 2015 publicó e implementa la Política institucional de igualdad de género.

3. Durante el bienio 2014 – 2015, la Asociación Nacional de la Empresa Privada

Con fondos de Suecia la OIT brindó asesoramiento:

1.1. En la elaboración y aplicación del EFADEMU en 2013 y 2014.  
1.2. Al Consejo Consultivo (formado por la Secretaría Técnica de la Presidencia, Instituto de Investigación, Capacitación y Desarrollo de la Mujer (IMU), Universidad Centroamericana José Simeón Cañas (UCA) y el Programa de las Naciones Unidas para el Desarrollo (PNUD) creado para dar seguimiento al proceso de evaluación del entorno, en su análisis de los documentos producidos por el proceso evaluativo, en 2013 y 2014.

1.3. Al Consejo Consultivo para la elaboración de la Ley MYPE en la redacción del articulado para visibilizar claramente la incorporación de las mujeres empresarias en las dinámicas económicas así como el compromiso de las instituciones del Estado en crear condiciones favorables para las mismas en 2014 y 2015.

La OIT, con fondos del gobierno de Noruega, brindó asesoramiento:

2.1. En la organización de talleres de revisión del Plan de Acción de la Auditoría Participativa de Género, base del diagnóstico institucional para la elaboración de la Política institucional de Género del MTPS de octubre a diciembre, 2014.

2.2. Asesoramiento en la elaboración de la Política Institucional de Género del MTPS

		<p>(ANEP) y la Fundación Empresarias por la Responsabilidad Social (EMPREPAS) lograron, en un total de 10 empresas salvadoreñas, poner en marcha un programa con medidas específicas para promover la conciliación entre el trabajo, la vida familiar y la no discriminación.</p> <p>4. El Instituto Salvadoreño de Formación Profesional (INSAFORP) incorporó en su Plan Operativo Anual institucional 2015 acciones específicas para incorporar el tema de género en sus acciones. Entre ellas, el INSAFORP estableció un acuerdo de cooperación con el Instituto Nacional de Aprendizaje de Costa Rica (INA), a través del cual se formaron curriculistas sobre la incorporación de la equidad de género en la oferta formativa del Instituto, lo que permitió que a septiembre del 2015 se reformularan los primeros cursos con temáticas que aseguraran esta incorporación.</p>	<p>entre abril y octubre de 2015.</p> <p>3.1. A EMPREPAS y a la CBTF de la ANEP, en el proceso de selección de 10 empresas que querían mejorar el balance trabajo familia de sus trabajadores; en la realización de diagnósticos sobre la situación de balance trabajo-familia en las empresas seleccionadas; en el seguimiento a la puesta en práctica de las medidas acordadas por las empresas; y en la elaboración, publicación y divulgación de un documento de sistematización de las diez experiencias.</p> <p>4.1. En la presentación pública del “Diagnóstico sobre igualdad de género en las instituciones de formación profesional de A.C y R. Dominicana”, en conjunto con el INSAFORP.</p> <p>4.2. La OIT, con fondos del gobierno de Noruega, brindó asesoramiento:</p> <p>4.3. En el proceso de incorporación del tema de género en las acciones del Plan Operativo Anual de 2015 del INSAFORP.</p> <p>4.4. Al recién creado Comité de Género del INSAFORP para que dé seguimiento efectivo a la implementación de la política institucional de género.</p> <p>4.5. En los contactos entre el INA de Costa Rica y el INSAFORP para que personal formara a los curriculistas.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
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	3	1. El ISDEMU, el INSAFORP y el MTPS lanzaron en el II semestre del 2015 una campaña dirigida a la población en general para el combate de los estereotipos de género en la formación profesional y el trabajo.	<p>1.1. La OIT, con fondos de Noruega, brindó asesoramiento al ISDEMU, INSAFORP y MTPS en la elaboración y publicación de los materiales de la campaña. La OIT con el mismo apoyo financiero organizó dos talleres sectoriales para validar los contenidos de la campaña con los empleadores y trabajadores antes de su lanzamiento.</p> <p>RBSA funding has contributed to supporting this work and to the achievement of the reported results.</p>
	4	1. En el II semestre del 2014 la CONAMYPE creó la unidad de género e integró en su “Plan de Acción 2014-2016” la perspectiva de género en todas sus intervenciones.	<p>La OIT, con fondos de Noruega, brindó asesoramiento a la CONAMYPE:</p> <p>1.1. Para la conformación de la Unidad de Género y el diseño de su plan de acción 2014-2016;</p> <p>1.2. En la elaboración de una herramienta de formación de formadores sobre empresarialidad de las mujeres que es utilizada por el personal de formación de CONAMYPE en todas sus oficinas.</p> <p>1.3. En la facilitación de jornadas de formación de las y los formadores de la CONAMYPE sobre empresarialidad de las mujeres en mayo 2015 en la que participaron 36 personas.</p> <p>1.4. A la Unidad de género de la CONAMYPE en la elaboración de herramientas específicas para integrar el tema de género en los servicios de la CONAMYPE: política institucional de género, plan de acción de la política y, programa de formación con enfoque de género para todo su personal. Asimismo, en el diseño y facilitación de talleres sobre nociones básicas de género, legislación nacional para las mujeres, género y empresarialidad femenina, economía y género</p>

			para 150 funcionarias y funcionarios.  RBSA funding has contributed to supporting this work and to the achievement of the reported results.
	5	1. El MTPS en el I trimestre del 2015 adoptó un plan de formación sobre género de todo su personal que está en ejecución desde esa fecha. En este plan, entre otros temas se incluyeron aquellos relacionados con el cumplimiento de la normativa legal sobre no discriminación en el centro de trabajo.	La OIT, con fondos de Noruega, brindó asesoramiento al MTPS en: 1.1. El diseño de su plan de formación institucional sobre género (febrero de 2015). 1.2. La organización y facilitación de talleres en temas relacionados con masculinidad y acoso sexual con choferes, personal de apoyo, personal técnico y directores en las que participaron 160 funcionarios del MTPS; promoción de la igualdad y combate a la discriminación dirigidas a los gestores de empleo y sobre Salud y Seguridad en el trabajo e igualdad de género al personal de Inspección del Trabajo.  RBSA funding has contributed to supporting this work and to the achievement of the reported results.

**Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)**

**a) Gender equality and non-discrimination**

Todas las acciones incluidas tienen como objetivo prevenir y enfrentar distintos tipos de discriminación que sufren las mujeres en el lugar de trabajo y promover su autonomía económica

**b) Partnerships (external)**

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**Brazil/BRA103**

Fortalecimiento de la capacidad nacional de los constituyentes para implementar políticas, programas y acciones para la promoción de la igualdad de género y raza.

2

1. El Estado de Bahia, a través de la Secretaria de Promoción de la Igualdad Racial, creó los programas “Red de combate al racismo y a la intolerancia religiosa” y “Municipalizando la política de la promoción de la igualdad racial en el Estado de Bahia”, en 2014. Para fortalecer esos programas y otros relacionados al combate al racismo, el Ministerio Público de Bahia, a través del Ato n. 666/2014, creó el Grupo Gestor del Ministerio. Las normas internacionales sobre no discriminación están incluidas en las dos políticas.

2. La presidenta de Brasil promulgó el 9 de junio de 2014 la Ley 12.990 que reserva a afro descendientes 20% (veinte por ciento) de las vacantes ofrecidas en los concursos públicos para cargos efectivos y empleos públicos en el ámbito de la administración pública federal, de las entidades autónomas, de las fundaciones públicas y de las sociedades de economía mixta controladas por el país. En su primer año, 638 afro descendientes ingresaron en el servicio público a través de las vacantes reservadas. Como complemento, el 1 de junio de 2015, la Secretaria de Promoción de la Igualdad Racial promulgó una ordenanza garantizando la inclusión de política de acceso a afro descendientes al mercado de trabajo.

1.1. La OIT apoyó la discusión de los dos programas, a través de la participación en reuniones y en el Seminario de sensibilización y movilización de gestores organizacionales para la causa social de combate al racismo en el mercado de trabajo, realizado por la Secretaría de Promoción de la Igualdad Racial de Bahia (2015).

1.2. La OIT realizó seminarios sobre el tema del racismo, la promoción del trabajo decente y las normas internacionales del trabajo y formó gestores en el tema.

1.3. La OIT, además, apoyó técnicamente el Grupo Gestor del Programa de Promoción de la Igualdad Racial y Combate al Racismo a través de reuniones técnicas, cursos de formación y disseminación de materiales teóricos y buenas prácticas.

2.1. La OIT conformó el Grupo Técnico para discusión del tema de la promoción del trabajo decente para la población negra en la Secretaria de Promoción de la Igualdad Racial. La participación se dio a través de discusiones técnicas y divulgación de estudios sobre la diferencia entre la empleabilidad de la población negra y blanca.

2.2. En el proceso de discusión de la Ley, la OIT brindó asesoría técnica sobre los Convenios sobre no discriminación y a través de la discusión de la Agenda Nacional de Promoción del Trabajo Decente que prevé como uno de los objetivos la promoción de la igualdad en el mundo de trabajo.

		<p>2.3. La OIT también participó en la audiencia pública sobre el tema de la no discriminación que fortaleció la propuesta de Ley.</p> <p>2.4. La OIT elaboró un informe sobre el tema de la discriminación racial en el mercado de trabajo que incluye recomendaciones para superar esa discriminación, incluyendo políticas y leyes nacionales o locales.</p>
3	<p>1. Gobiernos estatales, organizaciones de empleadores y empresas privadas llevaron a cabo en 2014/2015 una campaña de sensibilización para combatir la homo-lesbo-transfobia y la discriminación y estigmatización relativas al VIH y Sida en el lugar de trabajo.</p>	<p>1.1. La campaña fue concebida por la OIT, UNAIDS y PNUD con la participación de los mandantes tripartitos. La campaña fue implementada en lugares de trabajo en todo el país y fue ampliamente divulgada en redes sociales y utilizada como material en formaciones dentro de los lugares de trabajo.</p>
4	<p>1. El Fórum Nacional de Empresas y Derechos LGBT formado por más de 30 grandes empresas lanzó en 2014 los "10 compromisos de las empresas con la promoción de los Derechos Humanos LGBT" con el fin de que las empresas garanticen su compromiso de respetar los derechos humanos de las personas LGBT en el mundo de trabajo. Los compromisos fueron hechos en base a los Convenios de la OIT y otros documentos sobre igualdad en el mundo del trabajo.</p>	<p>1.1. La OIT participó en las reuniones para la construcción de los "10 compromisos de las empresas con la promoción de los Derechos Humanos LGBT", ofreciendo apoyo técnico con relación a las normas internacionales y a la promoción del diálogo social, asegurando que el documento fuera discutido de manera tripartita.</p> <p>1.2. La OIT apoyó la aplicación y diseminación de estos compromisos a través de la elaboración publicación y lanzamiento del "Manual de Promoción de los Derechos Humanos de Personas LGBT en el Mundo de Trabajo" el 30 de septiembre de 2014. El manual incluye los 10 compromisos con indicadores de medición de cada uno y sugerencias para su aplicación. El manual fue elaborado de manera tripartita y está siendo aplicado por sindicatos y grandes empresas como IBM, DOW, Comité Olímpico, entre otras.</p>

**Additional CPO Information (This information should only be added when relevant and necessary and should not repeat information already entered under results or ILO contribution)**

**a) Gender equality and non-discrimination**

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**b) Partnerships (external)**

En conjunto con otras Agencias de las Naciones Unidas en Brasil, la OIT participa del grupo de organización de la Década Internacional de Afrodescendientes (2015 – 2024), proclamada por la resolución 68/237 de la Asamblea General de las Naciones Unidas. El lanzamiento ha sido realizado en el Festival Latinidades en Brasilia, con la participación del Coordinador Residente del Sistema de la UN y autoridades nacionales. Hemos desarrollado además, una serie de materiales de divulgación y formación sobre el tema de la discriminación racial y buenas prácticas para la promoción de los derechos iguales para todas las personas.  
<http://nacoesunidas.org/onu-e-governo-do-brasil-lancam-nesta-quarta-feira-22-em-brasilia-a-decada-internacional-de-afrodescendentes/>

**Chile/CHL154**

Mejora aplicación de ley de igualdad de remuneraciones y se incorpora dimensión de género en políticas de empleo y respuestas frente a la crisis

2	El Gobierno ha comprometido en su programa la modificación de la Ley 20.348, sobre "Igualdad de remuneraciones entre hombres y mujeres", a fin de garantizar su plena implementación. Para ello, ha encargado la validación de dicha modificación legal a la Comisión Tripartita Igualdad de Oportunidades, actualmente denominada "Mesa Mujer y Trabajo".	La OIT proporcionó asistencia técnica para la elaboración de dicha modificación legislativa a través de la elaboración de insumos técnicos, estudios de legislación comparada en la materia y recomendaciones.
3	-	-
4	La Comisión Tripartita de Igualdad de Oportunidades creada en 1995, se ha fortalecido mediante la modificación de su Decreto constitutivo en marzo de 2014, pasando a llamarse Mesa Mujer y Trabajo. En esta nueva etapa, la Comisión Tripartita tiene como objetivo impulsar la modificación de la Ley de Equidad Salarial, la promoción de la perspectiva de género en la negociación colectiva (inclusión cláusulas de género en proyecto de ley que moderniza el sistema de relaciones laborales, en trámite), y la capacitación de trabajadoras, y dirigentes sindicales y gremiales.	La OIT forma parte de la Secretaría Técnica de la Comisión. En dicha instancia ha prestado asistencia técnica en el desarrollo de su agenda de trabajo.