

Outcome 17: Discrimination in employment and occupation is eliminated

Table 1: Summary of results by indicator and by typology

Indicator	Target	Results					
		Total No.	Policies and strategies	Programmes	Regulatory/Legal framework	Capacity development	
						Institutional capacity	Data collection and analysis
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.	8 member states	7 member States, of which 1 in Africa, 4 in the Americas, 1 in Asia, 1 in Europe	Cameroon, Brazil, Costa Rica, El Salvador	Costa Rica Indonesia Azerbaijan	El Salvador, Uruguay	Cameroon, Brazil, El Salvador, Uruguay Indonesia Azerbaijan	

Table 2: ILO results chain: Country examples

Country	ILO contribution (outputs delivered by the Office)	Results (action taken by the country)	Gender-specific
<i>Indonesia</i>	<p>Training materials on ILO Conventions 100 and 111 were translated into Bahasa.</p> <p>- Capacity building workshops on the effective implementation of ILO Conventions 100 and 111 for the Equal Employment Opportunity task force and other tripartite constituents were attended by 60 people.</p> <p>- A draft action plan was prepared by the ILO and was discussed and validated in a tripartite workshop.</p>	<p>The tripartite Equal Employment Opportunity (EEO) Task Force was revitalized and its members' capacities have been strengthened. The EEO has developed an action plan for implementation.</p>	YES
<i>Costa Rica</i>	<p>- A diagnostic study on gender equality in vocational training was completed in March 2013 in collaboration with the National Learning Institute (INA) and the National Women's Institute (INAMU).</p> <p>- Technical assistance was provided to draft an Institutional Policy and an Action Plan for the promotion of gender equality in vocational training in collaboration with INA and INAMU.</p> <p>- A National Seminar on vocational training and gender was organized with the objective of training representatives from the INA at the</p>	<p>The INA drafted, published, and implemented an Institutional Policy and an Action Plan in February 2013 for the promotion of gender equality in vocational training in line with ILO standards.</p>	YES

	national level on the content of the Action Plan and its implementation.		
<i>Brazil</i>	<ul style="list-style-type: none"> - Technical assistance was provided to the Federal service of data processing (SERPRO) on the design of a virtual learning platform on gender and race equality, poverty eradication, and employment promotion. - Content of the modules on gender, race, poverty, and employment developed by the ILO was adapted into the platform. - Follow-up and evaluation of training provided was undertaken - The platform was promoted among ILO constituents 	The Federal service of data processing (SERPRO) developed a virtual learning platform for institutional strengthening of gender and race equality, poverty eradication, and employment promotion (GRPE). The platform users are government representatives, employers, trade unions representatives, and other institutions.	YES

Lessons learned

Even small activities on non-discrimination can have a high impact if they are designed to include the right stakeholders. In Jordan, for example, high-level government officials and social partners are members of the National Steering Committee for Pay Equity, which is consulted on all aspects of project implementation, resulting in a strong commitment from the highest level to advance Equal Pay.

Discrimination is a societal issue rooted in values, traditions and culture which make it difficult to detect, as such many constituents deny its existence. The ILO should tackle the issue of discrimination with stronger technical arguments oriented to changing these mind sets.

When implementing awareness raising campaigns on non-discrimination, different approaches should be taken depending the target groups and country. Experience has shown, for example, that combating gender stereotypes within the private sector is different than in the public sector. Similarly, in societies where cultural views of the male "breadwinner" prevail, awareness-raising campaigns must be designed to specifically target the youth. Finally, there are specific subjects such as sexual harassment and sexual orientation that could be more sensitive in certain countries and therefore a different strategy might be needed.

Table 3: Summary of most significant outputs by typology

Knowledge generation and dissemination	<ul style="list-style-type: none"> • Equal pay: an Introductory guide published in 2013 in Arabic, Azeri, Bahasa, Chinese, English, French and Spanish. This Guide clarifies the concepts underlying the principle of equal remuneration for work of equal value, which is at the heart of the Equal Remuneration Convention, 1951 (No. 100) and provides guidance on its practical application. It draws on the ILO's policy work in this domain, the technical assistance provided by the Office to ILO's constituency, and the related comments of the ILO supervisory bodies • Step by step guide to promote ethnic diversity in the workplace published in 2013 in English, French and Spanish. This guide provides information and assistance to employers, workers and their respective organizations on how to promote and value ethnic diversity in the workplace through the design, implementation, and monitoring of a workplace ethnic diversity policy • Diagnostic study on the socio-professional insertion of indigenous peoples and the conformity of national legislation with international conventions –including ILO C.111- undertaken in 2012 in Cameroon. This document was used as a working paper for the development of seven local policies on indigenous peoples adopted in 2013; it was also used during a governmental workshop to identify strategies for the prevention and elimination of discriminatory practices against indigenous peoples.
Policy advice and technical services	<ul style="list-style-type: none"> • Advisory services on non-discrimination and equality at work provided to 17 member States, with direct beneficiaries totalling at least 60 institutions among employers' organizations, workers' organizations, government entities and civil society organizations.
Policy dialogue and advocacy	<ul style="list-style-type: none"> • Legal review of Jordanian National Legislation "Towards Pay Equity" and a policy brief in English and Arabic documenting obstacles to effective implementation of ILO Conventions Nos. 100 and 111 and proposing amendments to current legislation launched in 2013. The legal review opened the debate among social partners, parliamentarians and the civil society organizations on the need to amend the Labour Law in line with ILO Conventions Nos. 100 and 111. The legal review has been discussed in parliament sessions and during three tripartite plus workshops organized for this purpose. Around 400 people have participated to these events.