



FOR DEBATE AND GUIDANCE

FIFTH ITEM ON THE AGENDA

General status report on ILO action concerning discrimination in employment and occupation

Introduction

1. The fundamental human right to freedom from discrimination is at the core of the ILO's mission to promote social justice through securing decent work for all men and women. The ILO Constitution, the ILO Declaration on Fundamental Principles and Rights at Work (1998 Declaration) and the ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration), place an obligation on the ILO to take action towards the elimination of discrimination in employment and occupation.
2. Such action is particularly needed in times of economic crisis, which can accentuate existing patterns of discrimination and exclusion. The Global Jobs Pact calls for vigilance to achieve the elimination of discrimination and highlights the need to address the situation of vulnerable groups most hit by the crisis, including through the enforcement of rights to equality and non-discrimination.¹
3. It is useful to recall that the present agenda item was introduced following the restructuring of the Governing Body in 1993, which led to the Committee on Discrimination being discontinued. At the time, it was agreed that the issue of ILO action concerning discrimination in employment and occupation would be taken up by the Committee on Legal Issues and International Labour Standards, in line with its mandate to consider "action relating to the protection of human rights, with particular reference to the elimination of discrimination".²

¹ ILO: *Recovering from the crisis: A Global Jobs Pact*, International Labour Conference, 98th Session, Geneva, 2009, paras 12(2) and 14(1).

² See ILO: *Compendium of rules applicable to the Governing Body of the International Labour Office*, Geneva, 2006, para. 21.

4. This report aims to facilitate the Committee's review of ILO action, paying attention to certain thematic areas on which the ILO has been particularly focusing. Rather than being exhaustive, the information presented is illustrative of recent action and trends.³

ILO action concerning discrimination: A rights-based approach

5. The Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100), have already been ratified by 169 and 167 Members, respectively.⁴ However, as affirmed by the 1998 Declaration, all ILO Members have an obligation to respect, to promote and to realize the fundamental principles and rights concerning discrimination in employment and occupation. As regards gender equality, the Workers with Family Responsibilities Convention, 1981 (No. 156), and the Maternity Protection Convention, 2000 (No. 183), are also considered as key Conventions. The ILO Conventions regarding migrant workers and indigenous and tribal peoples, as well as those addressing employment and vocational rehabilitation of people with disabilities, are crucial to addressing the discrimination faced by these groups.
6. In addition to the relevant international labour Conventions, a large number of ILO Members have also ratified relevant United Nations (UN) human rights treaties. ILO action concerning discrimination builds on the complementarity of relevant ILO and UN standards, which offers an opportunity for cooperation and joint activities with UN partner agencies to support national efforts to tackle discrimination and inequalities. The Committee of Experts on the Application of Conventions and Recommendations (Committee of Experts) and the UN Committee on Economic, Social and Cultural Rights held an informal exchange of views on non-discrimination and equality in November 2008.

Application of Convention No. 111: Highlights and trends

7. On the occasion of the 50th anniversary of Convention No. 111, the Committee of Experts, in its 2009 General Report, highlighted progress made in the Convention's implementation and described remaining obstacles to equality. The Committee of Experts particularly stressed the key role of equality legislation and its effective enforcement, proactive measures to tackle de facto inequality, and the role of employers' and workers' organizations.⁵ Given the evolving nature of discrimination, the Committee of Experts drew attention to the possibility under the Convention of addressing, in addition to the seven grounds of discrimination explicitly listed in the instrument, additional grounds as envisaged under its Article 1(1)(b). It noted that countries are increasingly taking measures against discrimination based on age, health, disability, HIV/AIDS status, nationality, family status or responsibilities, and sexual orientation. In addressing multiple forms of discrimination, it drew attention to the situation of migrant workers, including female domestic workers, indigenous women and persons suffering from HIV/AIDS.

³ For further information on ILO action regarding gender equality, see *Follow-up to the adoption of the resolution concerning gender equality at the heart of decent work* (GB.306/3/2).

⁴ With regard to the progress made towards universal ratification, see GB.306/LILS/6.

⁵ ILO: *Report of the Committee of Experts on the Application of Conventions and Recommendations*, Report III (Part 1A), International Labour Conference, 98th Session, Geneva, 2009, pp. 31–33.

8. The Committee of Experts noted that, given persisting patterns of discrimination, comprehensive non-discrimination and equality legislation was needed in most cases, and it outlined features of effective legislation in this area. As stressed by the Committee of Experts, in addition to prohibiting discrimination, national laws and policies should include proactive measures to address de facto inequalities. The Committee also provided a number of recommendations on strengthening implementation of the legislation through the courts, labour inspection and human rights or equality commissions.

Frameworks for delivery

9. ILO action concerning discrimination now features prominently in the ILO's principal frameworks for delivery. The Strategic Policy Framework 2010–15 and the Programme and Budget for 2010–11 define a specific outcome on discrimination at work (outcome 17), which sets out the broad lines of the action to be pursued by the Office.⁶ ILO action will focus on supporting constituents to implement specific laws, policies, programmes or action to tackle discrimination and promote equality, leading to the improved application of the Conventions concerned and, where these are not yet ratified, progress in the realization of the related fundamental principles and rights, and towards universal ratification.⁷
10. The Strategic Policy Framework 2010–15 and the Programme and Budget for 2010–11 highlight three points which are critical for the delivery of ILO action concerning discrimination at work:
- (a) the action must be based on the relevant standards and follow-up to the comments of the supervisory bodies or the 1998 Declaration follow-up;
 - (b) the inclusion of non-discrimination and equality in employment and occupation in Decent Work Country Programmes is to be promoted; and
 - (c) special attention needs to be paid to groups that are particularly vulnerable to discrimination, including people with disabilities, migrant workers, indigenous and tribal peoples, and people living with HIV/AIDS.

Towards effective national laws, policies and institutions

11. Making progress in the implementation of effective anti-discrimination and equality legislation, policies and institutions requires sound planning, long-term commitment and tripartite backing. The Office continued to support processes and efforts towards promotion and better protection of the right to non-discrimination and equality in employment and occupation through legislative assistance, research, the preparation of guides and other practical tools, the facilitation of training workshops for constituents, the promotion of social dialogue on equality issues, and advocacy.⁸
12. Since the last report on this issue, the Office provided comments on draft labour legislation, including legislative provisions on non-discrimination and equality, to China,

⁶ GB.304/PFA/2(Rev.).

⁷ ILO: *Programme and Budget for the biennium 2010–11*, Geneva, 2009, paras 336–347.

⁸ A list of selected publications, working papers and tools is appended.

Bosnia and Herzegovina, Kazakhstan, Kyrgyzstan, Liberia, Mongolia, Nepal, Niger, Pakistan, Timor-Leste, Ukraine and Viet Nam, amongst others. In the Caribbean, the ILO actively contributed to the review of the Caribbean Community's model legislation on gender equality. The International Training Centre's (Turin Centre) course on participatory labour law-making covers good practices as regards equality and non-discrimination, including gender-neutral drafting. Upon request, the Office issued a number of informal opinions on the meaning of provisions of the relevant standards.

13. The ILO has continued to support and deliver training and awareness-raising workshops targeting men and women trade union representatives in all regions, many of them focusing on Conventions Nos 156 and 183 and the role of trade unions in promoting them. The Turin Centre, in cooperation with the headquarters units concerned, designed a new interregional training course on international labour standards and equality in employment, with special emphasis on gender issues and racial discrimination, which took place for the first time in 2008. Non-discrimination and equality remained key subjects covered by the various courses for judges, lawyers and legal educators in Turin as well in the regions, such as the training course for judges in Portuguese-speaking African countries held in Mozambique in November 2008, which focused on freedom of association and non-discrimination.
14. In China, the ILO and the Ministry of Human Resources and Social Security continued to implement the "Support to promote and apply ILO Convention No. 111 project", which involves a series of training programmes targeting policy- and law-makers, labour inspectors, employers and people involved in the settlement of employment discrimination disputes. A new web site and a newsletter were launched in 2009.⁹ Following ratification of Conventions Nos 100 and 111 by the Lao People's Democratic Republic in 2008, a tripartite national workshop on equal pay and non-discrimination was organized by the ILO and the Ministry of Labour and Social Welfare in March 2009 in order to prepare a strategy for their implementation.
15. Studies of the existing national frameworks for eliminating discrimination in employment were launched in several African countries in 2008 and 2009. The respective results were validated by tripartite workshops, and action plans are being prepared with a view to strengthening the application of Conventions Nos 100 and 111. The first study of this kind, regarding Madagascar, was published in 2009; a further report regarding Senegal will be published shortly.
16. In Brazil, where the Decent Work Country Programme sets out specific measures to promote non-discrimination and equality, the ILO continued to provide technical support to the constituents, with a focus on gender and racial equality. In France, the ILO and the Government are cooperating in carrying out an extensive poster and billboard campaign on equality in the public transport systems of a number of major French cities. Under a 2008 cooperation agreement with the *Haute autorité de lutte contre les discriminations et pour l'égalité* (High authority to combat discrimination and promote equality), research is being undertaken to assess non-discrimination and equality practices in French enterprises.

⁹ www.equalityatworkinchina.org.

Specific focus areas

Gender equality

17. ILO action on gender equality has reached a considerable level of integration, often thanks to close cooperation between field and headquarters specialists in a range of technical areas. A good example is the ILO's support to Chile with regard to equal remuneration for work of equal value. A series of international and national seminars and workshops on the issue took place during 2008, drawing on ILO tools and international comparative experience. This contributed to the elaboration and adoption of legislation on equal remuneration for work of equal value and to capacity building among constituents. These activities were planned under the Decent Work Country Programme, in response to specific Committee of Experts comments under Convention No. 100.
18. Action to promote equal remuneration needs to build on continuing analysis of the gender pay gap and its causes. The first issue of the *Global Wage Report*, published in 2008, examined trends in the gender wage gap in over 50 countries and explored the impact of collective bargaining and minimum wages on wage differentials between women and men. A study and tripartite policy round table on occupational segregation based on gender and equal remuneration for work of equal value was carried out in Jordan in 2009. The ILO facilitated a regional workshop on gender equality and international labour standards for the Gulf States, a number of which have not yet ratified Convention No. 100.
19. When it comes to designing new measures to address such differentials, practical tools tailored to national needs are required. The ILO step-by-step guide *Promoting equity: Gender-neutral job evaluation for equal pay* was published in 2009 and is available in a number of languages, including Chinese. A new action guide, *Work, income and gender equality in East Asia*, was also published.
20. The conclusions on gender equality at the heart of decent work, adopted by the International Labour Conference (ILC) in 2009, call for improved ratification of Conventions Nos 156 and 183, as well as the Part-Time Work Convention and the Home Work Convention, among others. Indeed, the ILC emphasized that progress in achieving substantive gender equality will depend on the progress made in addressing the issues dealt with by these instruments.¹⁰
21. A major joint ILO/UNDP report entitled *Work and family: Towards new forms of reconciliation with social co-responsibility* that addresses these issues in Latin America and the Caribbean was launched in June 2009. In Trinidad and Tobago, an ILO study on work and family contributed to tripartite discussions on better maternity protection and work and family reconciliation measures. Subsequently, the Ministry of Labour of Trinidad and Tobago indicated that ratification of Conventions Nos 156 and 183 would be placed on the agenda of the Tripartite Committee on International Labour Standards. In Togo, the ILO has helped to build trade union capacity on issues of maternity protection and workers with family responsibilities. This has helped to start a tripartite dialogue on the related Conventions.
22. Sexual harassment is an issue that, in general, continues to be inadequately addressed by national laws and regulations, as well as in terms of practical measures and workplace policies. However, the ILO is supporting action in a number of countries to seek ways and means of eliminating this particularly serious form of discrimination. For instance, in Indonesia, a March 2009 national seminar on the prevention of sexual harassment in the

¹⁰ See GB.306/3/2.

workplace concluded that the development of a code of conduct may be a starting point for strengthening the national legal and policy framework. The Office also works with constituents in India and Pakistan to support efforts to tackle sexual harassment at work, including through new legislation.

Discrimination based on race or ethnicity

23. Racism, racial discrimination, xenophobia and related intolerance in the context of employment were some of the issues considered by the UN Durban Review Conference (Geneva, 20–24 April 2009). The Office made substantial contributions to the preparatory process and the Conference itself, including holding a well-attended side event on “Combating racism in the world of work”. It also assisted trade union representatives from a number of countries to attend and contribute to the Conference.
24. The outcome document of the Durban Review Conference welcomed some progress made as regards measures to combat discrimination at the workplace, but pointed to the continuing need to address barriers to equal access to the labour market, highlighting the situation of people of African and Asian decent, indigenous peoples, ethnic minorities and, in particular, women belonging to these groups. The Conference renewed the call of the Durban Declaration and Programme of Action for ratification of the relevant ILO Conventions. It calls on relevant UN bodies and specialized agencies to provide technical assistance to States in support of the implementation of the Durban Declaration and Programme of Action.
25. In 2008, the ILO, in cooperation with the International Trade Union Confederation, supported the development and implementation of action plans aimed at combating racial discrimination and xenophobia at the workplace by trade unions in Brazil, Nepal, Romania and South Africa.

Migrant workers

26. Migrant workers remain particularly vulnerable to discrimination at all stages of the migration process, as consistently pointed out by the ILO supervisory bodies. Action in this field is steered by a rights-based approach based on international labour standards and the ILO Multilateral Framework on Labour Migration (2006).
27. The Office responded to increasing requests from constituents (including Kazakhstan, Lebanon, Mongolia and Nepal) for legislative advice on draft migration law. The new Turin Centre training courses on international labour migration and discrimination each include a module on discrimination and the integration of migrant workers. The Office facilitated the conclusion of trade union agreements on migrant workers’ rights. For example, the 2009 Partnership Agreement for Migrant Labour between the Malaysian Trade Union Congress and the Confederation of Indonesia Prosperity Trade Union fosters action to combat discrimination and racism against migrant workers and promotes ratification of the ILO Conventions concerning migrant workers.
28. In Lebanon, guided by the comments of the Committee of Experts under Convention No. 111, concerted action involving the National Steering Committee on Migrant Workers, the Office of the High Commissioner for Human Rights and the ILO resulted in the adoption of a unified contract for migrant domestic workers and the development of guidance material on the rights and obligations of employers and workers. The Office also continued its close cooperation with other relevant UN bodies, including the UN Committee on Migrant Workers (CMW). For instance, in May 2009, the Office

participated in a round table, organized by the CMW, on the right to freedom of association for migrant workers.

29. Following publication in early 2008 of reports on national “practice testing” of discrimination in access to employment, conducted by the ILO in Sweden and France, several large French companies instituted similar internal testing using the ILO methodology as a means of identifying and reducing potential discrimination. The Office has responded to an increasing number of requests for guidance from employers on how to ensure decent treatment for migrant workers in their employ and supply chains.
30. The protection of migrant workers’ rights, including their protection against discrimination, is also increasingly included in Decent Work Country Programmes across regions. Indonesia’s Decent Work Country Programme identifies the ILO as the lead agency under the United Nations Development Assistance Framework’s (UNDAF) sub-outcome on “the vulnerability of domestic and international female migrant workers”. With a view to strengthening technical assistance delivery and policy advice, ILO specialists on labour migration have been appointed for the first time in the Regional Office for Asia and the Pacific and the Arab States. In 2010, the ILC will have before it an item on decent work for domestic workers, which will address the issue of migrant domestic workers, with a view to setting relevant labour standards.¹¹

Indigenous and tribal peoples

31. A group that the Strategic Policy Framework 2010–15 and the Programme and Budget for 2010–11 have identified as particularly vulnerable to discrimination is indigenous and tribal peoples. ILO action in this field is firmly grounded in the relevant standards, especially the Indigenous and Tribal Peoples Convention, 1989 (No. 169), and the related comments of the supervisory bodies. On the occasion of the 20th anniversary of the adoption of this Convention, the Committee of Experts, in a general observation in its 2009 report regarding the Convention’s provisions on consultation and participation, highlighted the importance of establishing appropriate mechanisms and procedures for consultation and participation for the realization of indigenous peoples’ rights through dialogue.
32. The documentation and dissemination of experiences and good practices as a means of promoting ratification and better implementation of the Convention was a priority of the Programme to promote ILO Convention No. 169 (PRO 169) during 2008 and 2009. Key products included a new, comprehensive and practical *Guide to ILO Convention No. 169* (a case book collecting judicial decisions from the Americas which have relied on the Convention) and a major joint report with the African Commission on Human and Peoples’ Rights on experiences and challenges regarding indigenous peoples’ rights in 24 African countries.
33. Delivery of technical assistance was reinforced through new field presences in Nepal, Bangladesh, Cambodia, Cameroon, Namibia, Guatemala and Peru. For instance, in Bangladesh, where the national Poverty Reduction Strategy (2009–11) and the Decent Work Country Programme commit the Government to addressing the rights and needs of indigenous communities and to considering ratifying Convention No. 169, PRO 169 stepped up support to the Government and indigenous peoples’ organizations through a combination of technical advice, capacity building, awareness raising and action-orientated research.

¹¹ See ILO: *Decent work for domestic workers*, Report IV(1), International Labour Conference, 99th Session, Geneva, 2010.

34. The adoption of the United Nations Declaration on the Rights of Indigenous Peoples in September 2007 resulted in increased attention to Convention No. 169 at the international, national and regional levels. Following ratification by Chile in 2008, the Convention has now obtained 20 ratifications, with some countries, including Indonesia and the Philippines, accelerating their ratification efforts. The ILO is responding to an increasing number of cooperation requests, including from within the UN system. For instance, in the Philippines, where the Decent Work Country Programme pays special attention to indigenous peoples, the ILO is spearheading the new UN Country Team theme group on indigenous peoples, which will feed into the new UNDAF.
35. The Office continued to engage with the relevant UN bodies and mechanisms, including the Permanent Forum on Indigenous Issues and the UN Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people, and the Inter-Agency Support Group on Indigenous Issues. Internally, the ILO advisory group on indigenous and tribal peoples continued to act as a forum for information sharing and networking among officials and relevant units.

Workers with disabilities

36. Ensuring access to decent work for women and men with disabilities – approximately 10 per cent of the world's population, including 470 million people of working age – remains a major challenge. However, ILO action in this area can build on a growing consensus among its constituents that this must be addressed as a matter of social justice and human rights. The framework for ILO work to promote equal employment opportunities for people with disabilities is provided by the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), now ratified by 80 countries. Action to promote opportunities for people with disabilities is currently a priority in some 22 Decent Work Country Programmes.
37. ILO representatives attended the first session of the Committee on the Rights of Persons with Disabilities, established under the Convention on the Rights of Persons with Disabilities (CRPD), in February 2009 to consult on possibilities for cooperation.¹² The Convention's provisions are complementary to and fully in line with relevant ILO instruments, particularly Conventions Nos 111 and 159. Hence, ILO action, including joint activities with UN partner agencies, can build on the synergies between these instruments. The ILO is a member of the UN Inter-Agency Support Group for the CRPD and also participates in the Inter-Agency Working Group on Disarmament, Demobilization and Reintegration, supporting the inclusion of the disability perspective in its work and training tools.
38. The project on promoting the employability and employment of people with disabilities through effective legislation is now in its third three-year phase (2008–11) and is focusing on selected countries in Asia and Africa. The project has produced a series of tools and products in various languages, which aim to increase the capacity of constituents in law-making and policy design, as well as to strengthen implementation. The project is working to foster an international postgraduate-level academic network on disability law and policy, which currently involves universities in South Africa, China and Ireland, with further links being explored in Asia and Africa.
39. Another key initiative is the project on promoting decent work for people with disabilities through a disability inclusion support service (2008–11), which aims to support the

¹² The Convention entered into force on 3 May 2008. It has been signed by 143 countries, of which 71 have ratified it (8 Oct. 2009).

establishment and operation of disability inclusion services at the country level as a means of supporting constituents to move from separate to inclusive approaches to policies, programmes and services for people with disabilities. In East and southern Africa, the project is being implemented in Ethiopia, the United Republic of Tanzania, and Zambia, with outreach to Kenya and Uganda. In Asia and the Pacific, it is being implemented in Viet Nam, with outreach to Cambodia and the Lao People's Democratic Republic.

40. The ILO has launched a renewed effort to include people with disabilities in all the work of the Office through the provision of technical support, including a disability hotline, a knowledge-sharing platform and the development of targeted technical inclusion materials and case studies. As a result, disabled people are gradually being included not only in the manuals and policies on crisis response and reconstruction, but also in other ILO products, technical cooperation projects and training courses, as well as in the Turin Centre's programmes on labour law drafting and skills development, amongst others.

Discrimination based on real or perceived HIV/AIDS status

41. Discrimination based on real or perceived HIV/AIDS status in employment and occupation is a human rights issue with serious consequences for men and women living with HIV/AIDS and their families, as well as the societies and economies in which they live. The ILO Committee of Experts continued to examine measures taken by a number of countries to address such discrimination under Convention No. 111. In June 2009, the proposed conclusions of the ILC Committee on HIV/AIDS confirmed the importance of providing for non-discrimination in the future Recommendation on HIV/AIDS and the world of work.
42. The ILO code of practice on HIV/AIDS and the world of work is now available in 58 languages. The Office, spearheaded by its programme on HIV/AIDS and an interdepartmental taskforce comprising 26 departments or programmes, continued to deliver technical assistance to ILO constituents in the form of legislative or policy advice and training and capacity building for a range of target groups. For example, a new training course on HIV/AIDS and the world of work took place at the Turin Centre in September 2009 and a series of workshops for judges on non-discrimination and HIV/AIDS were carried out in West Africa.
43. Some 41 countries have included HIV/AIDS in their Decent Work Country Programmes. New policies and laws addressing HIV/AIDS and the world of work have recently been adopted or are under preparation in countries including Burkina Faso, Georgia, Ukraine and the Russian Federation.

Workers of the occupied Arab territories

44. Since the Committee last discussed this item, the Director-General has fielded two missions to the occupied Arab territories and he submitted reports on the situation of the workers of these territories to the Conference in 2008 and 2009. The ILO further pursued and expanded its technical cooperation activities in support of its Palestinian constituents.¹³

¹³ See GB.306/5.

45. The continuing blockade of Gaza is preventing early recovery and reconstruction activities that are indispensable for restarting the economy.¹⁴ Continued expansion of Israeli settlements in the West Bank, including in East Jerusalem, deprives Palestinians of access to land and other resources, notably water. The level of restrictions on the freedom of movement of Palestinians remains largely unchanged,¹⁵ with a continuing negative effect on social and economic development, resulting in violations of the fundamental human rights of Palestinian workers and their families, including the rights to work and education.¹⁶
46. The 2009 mission of the Director-General obtained credible and substantiated information indicating that many of the Palestinian men and women working in Israeli settlements and industrial zones in the West Bank are exposed to hazardous work environments, without adequate safety and health measures in place. Child labour in Israeli settlements remains a matter of great concern.
47. The mission once again found that Syrian citizens of the occupied Syrian Golan, who have traditionally relied on agriculture as a source of livelihood, continue to suffer from discriminatory measures by the Israeli authorities restricting their access to land and water.

Concluding remarks

48. ILO action concerning discrimination in employment and occupation is firmly inscribed on the ILO's operational agenda, in line with its constitutional mandate and its confirmation by the Social Justice Declaration. While considerable work continues to be undertaken on gender equality, there is increasing focus on discrimination based on a wider range of grounds, including race or ethnicity, disability and HIV/AIDS status. Specific programmes and projects supporting action in favour of people with disabilities, people living with HIV/AIDS, migrant workers and indigenous and tribal peoples have increased the prominence of these issues in the Decent Work Agenda, and the ILO has earned a lead role within the UN system in these areas.
49. Under the Strategic Policy Framework 2010–15 and Programme and Budget for 2010–11, the ILO needs more than ever to have a coherent and integrated approach to addressing non-discrimination and equality on the grounds set out in Convention No. 111, as well as emerging grounds. There are now a number of Decent Work Country Programmes that prioritize action on non-discrimination and equality issues, providing a common platform for the ILO to support national action in this area. The foundations on which consolidated, coherent and effective ILO action must be built are the relevant ILO standards and the comments of the supervisory bodies, supplemented by action-orientated research and tools adapted to national circumstances.

Geneva, 16 October 2009.

Submitted for debate and guidance.

¹⁴ Briefing by the UN Special Coordinator for the Middle East Peace Process to the Security Council, 17 Sep. 2009 (S/PV.6190).

¹⁵ *ibid.*

¹⁶ Statement by the UN High Commissioner of Human Rights to the Human Rights Council, 29 Sep. 2009.

Appendix

Selected publications and working papers

- Bohong, L., Yongying Z. and Yani L.: *Reconciling work and family: Issues and policies in China* (Geneva, ILO, Conditions of Work and Employment Series No. 22, 2009).
- Chicha M.-T.: *Promoting equity: Gender-neutral job evaluation for equal pay. A step-by-step guide* (Geneva, ILO, 2008).
- Feiring B.: *Implementing indigenous and tribal peoples' rights in practice: A guide to ILO Convention No. 169* (Geneva, ILO, 2009).
- Gallotti M.: *The Gender dimension of domestic work in Western Europe* (Geneva, ILO, International Migration Papers No. 96, 2009).
- Ghosheh N.: *Age discrimination and older workers: Theory and legislation in comparative context* (Geneva, ILO, Conditions of Work and Employment Series No. 20, 2008).
- Haspels N. and Majurin E.: *Work, income and gender equality in East Asia: Action guide* (Bangkok, ILO Subregional Office for East Asia, 2008).
- ILO Subregional Office for East Asia and International Organization for Migration: *Mandatory HIV testing for employment of migrant workers in eight countries of South-East Asia: From discrimination to social dialogue* (Bangkok, ILO, 2009).
- ILO/UNDP: *Work and family: Towards new forms of reconciliation with social co-responsibility* (Santiago, 2009).
- ILO: *Ageing: Managing diversity and equality in the workplace, Training package* (Geneva, 2009).
- : *Application of Convention No. 169 by domestic courts and international courts in Latin America: A casebook* (Geneva, ILO, forthcoming).
- : *Etude nationale sur la discrimination en matière d'emploi et de profession à Madagascar et propositions pour l'élaboration d'un programme national pour son élimination* (Geneva, ILO, DECLARATION Working Paper No. 62, 2009).
- : *Global Employment Trends for Women* (Geneva, 2009).
- : *Global Wage Report 2008/2009, Minimum wages and collective bargaining: Towards policy coherence* (Geneva, 2008).
- : *In search of decent work – Migrant workers' rights: A manual for trade unionists* (Geneva, 2008).
- : *Rights of migrant workers in Kazakhstan: National legislation, international standards and practices* (Almaty, ILO Subregional Office for Eastern Europe and Central Asia, 2008).
- : *Work and family, Training package* (Geneva, 2008).
- ITC/ILO: *International labour law and domestic law: Training manual for judges, lawyers and legal educators* (Turin, 2009).

King Dejardin A.: *Gender (in)equality, globalization and governance* (Geneva, ILO, INTEGRATION Working Paper No. 92, 2009).

O'Rourke M.: *Legal prohibitions against employment discrimination available to migrant workers employed in Europe: A review of international instruments and national law in four selected countries* (Geneva, ILO, International Migration Papers No. 91, 2008).

Reddock R. and Bobb-Smith Y.: *Reconciling work and family: Issues and policies in Trinidad and Tobago* (Geneva, ILO, Conditions of Work and Employment Series No. 18, 2008).