

**FOR DEBATE AND GUIDANCE**

FIFTH ITEM ON THE AGENDA

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

1. The report submitted to the Committee under this agenda item in March 2006 identified strategies and approaches implemented by the Office with ILO constituents to address discrimination and to promote equality in employment and occupation.¹ The report concluded that where multi-pronged and integrated strategies have been put in place, and workers' and employers' organizations played an important role, the impact of the action taken tended to be more significant. It was stressed that these activities should be based on the relevant ILO instruments and should take the pending comments of the supervisory bodies into account. These activities should also benefit from cooperation and coordination between the various units of the Office that deal with discrimination and equality issues.
2. The current report builds on these conclusions by providing an update concerning the guidance emerging from the supervisory process and by highlighting examples of ILO action concerning discrimination undertaken in the course of 2006 to implement the identified strategies and approaches. The report presents a selection of activities illustrating the breadth and depth of the work carried out, and is not intended to be exhaustive. As in previous years, the paper also provides information on the situation of workers of the occupied Arab territories, drawing on the Director-General's 2006 Report to the International Labour Conference on this matter.

**Situation of workers of the
occupied Arab territories**

3. The Office again sent missions to the occupied Arab territories and to the Syrian Arab Republic in order to make as full an assessment as possible of the situation of workers of the occupied Arab territories, including with respect to discrimination in employment and occupation. The Director-General's Report to the 95th Session of the International Labour Conference (May–June 2006) found that there is abundant evidence of discrimination

¹ GB.295/LILS/6.

against both men and women in respect of access to employment and occupation contrary both to the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the ILO Declaration on Fundamental Principles and Rights at Work.² Such discrimination appears to be based on religion, ethnicity, political opinion, national extraction and social origin.

4. The Report stated that access to jobs, universities and services in East Jerusalem for West Bankers is gradually being closed off. While some progress has been made with regard to improving the access of Arab apple producers to Syrian markets, the overall situation in the Syrian Golan has not improved since the mission carried out in 2005, and discrimination against Arab Syrian inhabitants persisted. Workers who identify themselves as Syrian still receive no social security or other social protection and they are subject to discrimination in terms of access to employment and wages. The Report also states that these workers are constantly at risk of arbitrary layoff.

Guidance from the supervisory process

5. At its session in November–December 2006, the Committee of Experts on the Application of Conventions and Recommendations was able to note progress in the adoption of new legal provisions on equality and non-discrimination in numerous countries, many of them adopting gender equality laws or comprehensive anti-discrimination legislation covering a number of prohibited grounds. In addition, several countries have introduced new anti-discrimination and equality provisions into the existing labour laws. With respect to some countries the Committee pointed out that the mere absence of discriminatory provisions, while clearly being required under Convention No. 111, may not be sufficient to protect workers from discrimination that exists in practice, particularly in the context of discrimination and lack of equal opportunities faced by women. Domestic, casual or agricultural workers, as well as migrant workers remain excluded from the protection offered by labour legislation in a number of countries. Other issues frequently raised related to the following:
 - the need to ensure that the legislation prohibits discrimination as defined by Convention No. 111, particularly that it covers all prohibited grounds and all stages of the employment process, including in the context of recruitment;
 - the need to strengthen legal protection from sexual harassment at work by providing clear definitions of sexual harassment and appropriate remedies;
 - the need to make further progress in reviewing protective legislation that restricts women's employment contrary to the principle of equality;
 - ensuring that measures facilitating work and family responsibilities are expanded and available to women and men on an equal footing; and
 - the need to collect and publish information on the nature and outcome of discrimination cases addressed by the competent bodies.
6. Overall, application in practice continues to be a major challenge and the Committee of Experts systematically points out that practical measures are needed, including at the workplace, to ensure that legislative provisions and policies on equality are widely known and understood, as well as effectively implemented and enforced. Social dialogue,

² *The situation of workers of the occupied Arab territories*, Appendix to the Report of the Director-General, International Labour Conference, 95th Session, 2006.

awareness raising and capacity building were emphasized in this regard. Other key recommendations relate to the need to collect and analyse data on the employment situation of women and men, including those belonging to disadvantaged ethnic or social groups. This is necessary in order to take further measures, including positive measures, to enhance their equal access to training and decent work opportunities, irrespective of their sex, ethnic or social origin. In a number of cases the Committee has remarked critically that the implementation and impact of policies and action plans are not being properly monitored and evaluated.

7. In a general observation under the Equal Remuneration Convention, 1951 (No. 100), the Committee addressed the continuing widespread difficulties that it had been noting over many years in promoting and ensuring, in law and in practice, the principle of equal remuneration for men and women for work of equal value. The Committee sought to clarify misunderstandings concerning the principle, particularly the notion of work of equal value, and to suggest ways forward to strengthen the Convention's application.
8. In June 2006, the Committee on the Application of Standards of the International Labour Conference discussed the following cases concerning standards relating to discrimination: United Kingdom – Convention No. 100; *Islamic Republic of Iran, Mexico and Slovakia* – Convention No. 111; *Ireland* – Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); *Paraguay* – Indigenous and Tribal Peoples Convention, 1989 (No. 169).³ The Office, as appropriate, sent follow-up letters to the governments concerned regarding the conclusions adopted by the Conference Committee. Following up on a discussion by the Conference in 2004 on the application of Convention No. 111 in *Saudi Arabia*, a high-level mission to that country was carried out in September 2006 which provided terms of reference regarding the establishment of a process to enable the Government to adopt and pursue, with assistance from the ILO, the social partners and other relevant stakeholders, a national policy for the promotion of equality in employment and occupation.

ILO action: Selected examples

Promoting ratification of relevant ILO Conventions

9. Four new ratifications of key gender equality Conventions have been registered since March 2006: *Bulgaria* – Workers with Family Responsibilities Convention, 1981 (No. 156); *Moldova* – Maternity Protection Convention, 2000 (No. 183); and *Vanuatu* – Conventions Nos. 100 and 111. The Office continued to provide training and technical advisory services to promote the ratification of these four Conventions, including in *Croatia, Mexico, Montenegro, Paraguay* and *Slovenia*, and requests for advice continue to reach the Office. A publication featuring ILO standards promoting gender equality was published.⁴ A trade union capacity-building project covering 28 countries, launched in 2006, has the promotion of ratification of Conventions Nos. 156 and 183 as one of its objectives.⁵

³ Report of the Committee on the Application of Standards, International Labour Conference, 95th Session, 2006, *Provisional Record* No. 24 (Part Two).

⁴ ILO: *Gender equality and decent work: Selected ILO Conventions and Recommendations promoting gender equality*, 2006.

⁵ Further information on this project is reflected below.

10. During 2006, *Albania* and the *Philippines* ratified the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143). In *Mexico*, the Office participated in various high-level forums in order to promote ratification of the Migration for Employment Convention (Revised), 1949 (No. 97) and Convention No. 143. In *Guatemala*, a seminar on these instruments was held. Tripartite regional and national consultations in Africa promoted the ratification of these two Conventions as a basis for national policies on labour migration. An international labour standards guide on the protection of migrant workers is being prepared for South-East Asia. Further, the Office supported efforts towards the ratification of Convention No. 169 in *Chile*, *Nepal*, the *Philippines* and *Suriname*. Recent consultations in *Viet Nam* and *Thailand* resulted in interest being expressed in a possible ratification of Convention No. 159.

Strengthening the national legal and policy framework

11. In *Mauritius*, the Office continued its participation in the UNDP-led project on promoting gender equality which, inter alia, aims at the harmonization of the country's legislation with Convention No. 111. In *Uganda*, the new employment and industrial relations laws, which were prepared with ILO assistance, reflect modern approaches to equality at work. In *Viet Nam*, a gender equality Law, which had been prepared with ILO assistance, was adopted. A technical advisory mission to *Bosnia and Herzegovina* assisted the authorities and constituents with their efforts to strengthen the gender equality legislation. The anti-trafficking projects in *Albania* and *Ukraine* contributed to the strengthening of national laws and policies on gender equality as a strategy to prevent exclusion of women from the labour market.
12. In the Caribbean, the project on the harmonization of labour legislation started, which will facilitate comparative analysis to identify the extent to which national labour legislation in the ILO's 13 member States in CARICOM is in accordance with the four CARICOM model labour laws, including the model law on equality of opportunity and non-discrimination in employment, and relevant international labour standards. In *Barbados* and *Jamaica*, the Office actively supported constituents' efforts to strengthen national law and policy to combat sexual harassment.
13. In *Moldova* and *Serbia*, Country Reviews on Employment Policy (CREP) mainstreaming non-discrimination and equality concerns have been prepared. Gender and employment seminars bringing together the social partners, officials of the National Employment agencies and representatives of national equality institutions to discuss the findings and recommendations of the two CREPs were held. In the *Islamic Republic of Iran*, three workshops on women's entrepreneurship development and empowerment were held which addressed gender equality and raised awareness of the relevant standards.
14. Laws and regulations addressing discrimination based on HIV/AIDS were adopted with ILO support in a number of countries including *Benin*, *Ecuador*, *Lesotho*, *Madagascar* and *Uganda*, while in other countries legislative measures are under preparation.⁶ The ILO code of practice on HIV/AIDS and the world of work is now available in 40 languages.⁷
15. The Office published the ILO Multilateral Framework on Labour Migration in hard copy and on the Internet, and is actively promoting its principles and guidelines in cooperation

⁶ <http://www.ilo.org/public/english/protection/trav/aids/laws/collection.htm>.

⁷ <http://www.ilo.org/public/english/protection/trav/aids/publ/codelanguage.htm>.

with ILO constituents.⁸ In *Ukraine* a review of the legislation concerning compliance with Conventions Nos. 97 and 143 was undertaken.

16. The project on promoting the employability and employment of people with disabilities through effective legislation continued to provide technical support to selected African and Asian countries in reviewing relevant legislation, policies and implementation measures, promoting the principle of non-discrimination and equal opportunities for persons with disabilities. A new disability Law was adopted by *Zanzibar*. In *Jamaica*, the relevant ILO standards have been taken into account in the preparation of a national disabilities Act. In *China*, ILO constituents and the China Disabled Persons' Federation developed a National Action Plan on Promoting Employment for People with Disabilities.
17. As regards discrimination against indigenous and tribal peoples, a comparative analysis of the legislation and the provisions of the Indigenous and Tribal Populations Convention, 1957 (No. 107) was undertaken in *Bangladesh*. In *Cambodia*, assistance was provided to the Government concerning the drafting of by-laws concerning land rights. In *Congo*, assistance was provided in cooperation with the Office of the United Nations High Commissioner for Human Rights to finalize draft legislation on the promotion and protection of human rights of indigenous peoples. In *Mexico*, the application of Convention No. 169 has been included in the CCA/UNDAF process.

Strengthening national institutions and mechanisms

18. Modules on international labour standards relating to equality were included in a wide range of training courses organized by the International Training Centre of the ILO in Turin for constituents and other target groups. In addition, a number of training courses dealt exclusively with gender equality issues. A training manual on international labour standards for judges and lawyers, which covers equality standards, is being finalized. The new training materials for a global alliance against forced labour for governments, employers' and workers' organizations provide guidance on how to address the inter-linkages between discrimination, forced labour and poverty. Inter-regional and regional workshops on indigenous and tribal peoples' issues were held in Chiang Mai, *Thailand*, and at the Turin Centre.
19. A two-year project covering 28 countries in Central and Eastern Europe, South Europe and the Commonwealth of Independent States (CIS) was launched in January 2006 to strengthen the capacity of trade unions in these countries in order to combat discrimination against women in the workplace and the labour market. Based on the ILO key gender equality Conventions, the project includes the collection of data and national surveys on gender discrimination at work, the strengthening of trade union structures and the development of concrete proposals to promote equality at the workplace, and through national tripartite consultation, collective bargaining and legislative reform. Trade unions will also develop proposals to be integrated in national gender equality action plans. The project has already been instrumental in promoting further ratifications of key gender Conventions.
20. In *Afghanistan*, the ILO assisted the Government and social partners to implement a national skills development programme to reduce discrimination against young women, one of the most vulnerable groups, as they have been excluded from access to training and educational opportunities. In the context of putting in place employment services, special

⁸ <http://www.ilo.org/public/english/protection/migrant/new/index.htm>.

attention is paid to increasing the number of women benefiting from job placement services. In *China*, the ILO supported a wide range of efforts by constituents to promote equality, including the development and promotion of institutional strategies on gender mainstreaming and training concerning sex-disaggregated statistics. In *Viet Nam*, the ILO, as an active member of the UN country gender theme group has contributed through the establishment of an equal pay advocacy group. Other activities in that country helped increasing women's access to entrepreneurship training and loans. Promoting awareness of ILO gender equality standards among constituents is a key aspect of the ILO's work in *Yemen*.

21. In *Brazil*, after completion of two major ILO projects supporting the strengthening of national mechanisms and policies on gender and racial equality, several follow-up activities are under way, including programmes addressing the situation of domestic workers, a majority of whom are women from disadvantaged social and racial groups. In *Argentina* and *Brazil*, equality and gender issues have a central place in the respective Decent Work Country Programmes. In *Chile*, following the inclusion of provisions prohibiting sexual harassment in the Labour Code, the ILO assisted in the dissemination of the new legislation among constituents and published a manual on this issue to support the enforcement of the legislation through labour inspection.
22. Capacity building, research, training, awareness raising and technical advice on ILO policy and standards on indigenous and tribal peoples was provided in *Bangladesh, Burkina Faso, Burundi, Cambodia, Cameroon, India, Kenya, Morocco, Nepal, Pakistan, the Philippines*, and the *Russian Federation*. National workshops in *Bolivia, Colombia, Guatemala* and *Honduras* assisted governments and indigenous and tribal peoples to put in place appropriate mechanisms to ensure the application of Convention No. 169, particularly regarding consultation and participation. The technical advisory mission to *Argentina* provided advice on follow-up to comments of the Committee of Experts under Convention No. 169. In *Peru*, support to the Inter-Ministerial Commission developing a national action plan for the elimination of forced labour among indigenous peoples continued, leading to the adoption of the national plan which will become operational in 2007.

Promoting action in the workplace

23. Gender equality training resources are being developed for employers and their organizations, including modules on work and family balance, sexual harassment, and maternity protection. A training module on the implementation of the principle of equal remuneration was commissioned as well as a practical guide on objective job evaluation. A new web site offers knowledge, tools and practical guidance to prevent ethnic discrimination and facilitate integration in the context of migration, focusing on action at the workplace. It is intended to be a resource particularly for employers' and workers' organizations.⁹
24. The principle of non-discrimination is included in all programmes and projects concerning workplace measures to address HIV/AIDS. Through the SHARE project,¹⁰ which is operational in 23 countries, discrimination based on HIV/AIDS is addressed through stimulating behavioural change, including through the training of peer educators. A large number of activities strengthened the capacity of trade unions and employers' organizations to implement workplace policies and programmes to address HIV/AIDS, with a particular focus on social dialogue.

⁹ <http://www.ilo.org/migrant/equality>.

¹⁰ SHARE stands for Strategic HIV/AIDS Responses by Enterprises.

25. In *Brazil*, the ILO supported the Government in launching a programme aimed at the promotion of gender equality in public sector enterprises which will be extended to the private sector. The ILO assisted in the elaboration of a code of good practice on gender equality in the civil service in *Chile*. Subsequently, the Confederación de la Producción y del Comercio (CPC), developed a guide for the promotion of gender equality at the company level. In *Mexico*, the Ministry of Labour is developing a similar guide. In *Hungary*, the ILO is carrying out a project developing and delivering non-discrimination training for managers. In Portugal, the ILO assisted constituents in developing a job evaluation method free from gender bias for the beverage and restaurant sector.
26. In October 2006 the ILO, in cooperation with the City of London, convened the UN Global Compact policy dialogue “Combating Discrimination and Promoting Equality for Decent Work” during which a wide range of equality and discrimination issues, and ways to address them at the workplace, were discussed.¹¹

Expanding the knowledge base

27. A study has been launched to develop an information base owned by ILO constituents and gender networks in East-Asian countries with a view to facilitating policy development and practical measures to promote equality between men and women, with a focus on equal pay for work of equal value and maternity protection. A number of new publications were issued on working time, wage fixing, and work and family balance addressing a wide range of discrimination issues.¹² A comparative analysis of models and approaches to promote equal pay has been published.¹³ Baseline data on women’s participation in 48 national social dialogue institutions has been established.¹⁴ The data shows that the average participation rate for all regions stood at 14.68 per cent, indicating an urgent need for the Office to promote greater gender balance in these institutions.
28. Country studies concerning the experience of indigenous and tribal peoples in *Bolivia*, *Cambodia*, *Cameroon* and *Guatemala* relating to the implementation of the Millennium Development Goals (MDGs) were finalized and published. A series of case studies was initiated to document and share good practices and experience concerning the application of Convention No. 169. Household surveys and focus group discussions were conducted in three regions of *Peru* to obtain further insights regarding the manifestations and scale of discrimination in employment and remuneration facing indigenous women and men. Comparative research into legislation in Africa protecting indigenous and tribal peoples has been initiated, in cooperation with the African Commission on Human and Peoples’ Rights.
29. A project to support the development of national policies and institutions in the area of labour migration in African countries was completed which, inter alia, produced nine national and three subregional legislative studies analysing compliance with international standards. In *France* and *Sweden*, the Office continued its research into discriminatory hiring practices applying and further developing the testing methodology previously used

¹¹ For further information see <http://www.policydialogue2006.org>.

¹² See appendix.

¹³ Chicha, M.T.: *A comparative analysis of promoting pay equity: Models and impacts*, Declaration Working Paper 49/2006.

¹⁴ The results of this research will be published in 2007 as a working paper of the Social Dialogue, Labour Law and Labour Administration Department.

by the ILO. The results of these studies are expected to contribute to the strengthening of legislative and administrative measures to combat discrimination based on race or ethnic origin, as well as increased remedial action at workplaces. The Better Factories Cambodia project commissioned a survey among garment factory workers which revealed that sexual harassment was more common than the project's monitoring process suggested. In *China*, research on the employment situation of ethnic minorities is being undertaken in two provinces.

30. During 2006, some 75 new entries concerning legislation relating to equality of opportunity and treatment were made to the NATLEX database. The database of conditions of work and employment laws was updated to include legislation concerning maternity protection, working time and minimum wages in force through 2006, covering some 100 countries.

Influencing the global agenda and building partnerships

31. National strategies to achieve gender equality at the workplace was one topic addressed by the High-level Segment of ECOSOC in July 2006. In the final Ministerial Declaration¹⁵ it was recognized that gender mainstreaming strategies were needed to create an enabling environment for women's participation in development, as well as the establishment and enforcement of legislative frameworks in line with international labour standards. The Declaration identifies the ratification and full implementation of ILO Conventions concerning the employment rights of women, youth, and persons with disabilities, migrant workers and indigenous peoples as a means to promote full and productive employment.
32. The ILO's contribution to the High-level Dialogue on International Migration held during the 61st Session of the United Nations General Assembly on 14–15 September 2006 highlighted the need for the protection of migrant workers from discrimination. ILO work in addressing violence at work, in particular sexual harassment at the workplace was included in the UN Secretary-General's in-depth review of all forms of violence against women, presented to the 61st session of the UN General Assembly in October 2006.¹⁶ The ILO made substantive contributions to the session of the United Nations Permanent Forum on Indigenous Issues, including submission of several publications and the holding of a panel event. An Office representative attended the annual meeting of the Inter-Agency Support Group on Indigenous Issues.
33. The Office continued to provide reports and briefings to the United Nations human rights treaty bodies dealing with equality and non-discrimination instruments¹⁷ with a view to promoting consistent and mutually reinforcing conclusions of United Nations (UN) and ILO supervisory bodies as a platform for action to promote equality at the national level.
34. The Office continued to participate in the negotiations on the United Nations Convention on the Rights of Persons with Disabilities, which was adopted by the General Assembly on

¹⁵ <http://www.un.org/docs/ecosoc/meetings/2006/hls2006/outcome.shtml>.

¹⁶ <http://www.un.org/womenwatch/daw/vaw/index.htm>.

¹⁷ The relevant treaty bodies are the Committee on the Elimination of Discrimination against Women (CEDAW), the Committee on the Elimination of Racial Discrimination (CERD), the Committee on Migrant Workers (CMW).

13 December 2006.¹⁸ The new Convention prohibits discrimination on the basis of disability in all forms of employment, and calls on States to open up opportunities in mainstream workplaces to jobseekers with disabilities in line with relevant ILO standards and instruments. The Committee, which will be established to oversee the Convention's implementation, is mandated to draw on information and expertise provided to it by specialized agencies, including the ILO.¹⁹

- 35.** The Asian Development Bank (ADB) and the ILO jointly published the Core labour standards handbook, which provides information on how ADB staff and government officials can take international labour standards, including those concerning equality, into account in the project design and implementation.²⁰ In 2006 the International Finance Corporation (IFC) issued a guidance note elaborating on its performance standards concerning labour and working conditions and a good practice note on non-discrimination and equal opportunity, both of which reflect the relevant ILO standards.²¹ The Office also provided advice to IFC regarding the information document on Convention No. 169 and the private sector for IFC clients.

Conclusion

- 36.** The information received from the different Office units in the context of the preparations of this paper indicates that a large number of activities in this area have been designed and are being implemented in an integrated and multi-pronged manner, combining different strategies and approaches and involving employers' and workers' organizations at all stages.
- 37.** The Decent Work Country Programmes prepared in a number of countries specifically address equality issues and promote the application of the relevant standards. It is now firmly established that the principle of equality and non-discrimination should be addressed as a cross-cutting issue through the ILO's Decent Work Agenda. In addition, group-specific approaches continue to be seen as crucial in order to promote equal access to decent work for all. This has been confirmed by the ECOSOC Ministerial Declaration of 2006 which commits governments to consider ratifying and fully implementing ILO Conventions concerning women, youth, and persons with disabilities, migrant workers and indigenous peoples, which implies a responsibility on the ILO to step up its efforts to promote these standards and to provide assistance to support their application.
- 38.** The discussion of the second Global Report on the elimination of discrimination in respect of employment and occupation at the 96th Session of the International Labour Conference (May–June 2007) under the follow-up to the Declaration on Fundamental Principles and Rights at Work and the discussion of an action plan scheduled for the 300th Session of the Governing Body in November 2007 will provide opportunities to reflect on these matters and decide on future ILO action concerning discrimination in employment and occupation. Follow-up to the action plan, along with other ILO work on equality and non-discrimination, will then be included in future status reports.

¹⁸ For the text of the Convention see <http://www.un.org/disabilities/convention/conventionfull.shtml>.

¹⁹ Article 38 of the Convention.

²⁰ <http://www.adb.org/Documents/Handbooks/Core-Labor-Standards/CLS-Handbook.pdf>.

²¹ http://www.ifc.org/ifcext/enviro.nsf/Content/Publications_GoodPractice, <http://www.ifc.org/ifcext/enviro.nsf/Content/GuidanceNotes>.

39. The Committee is requested to take note of the information contained in this document and to provide guidance on any follow-up action that may be required to strengthen the mainstreaming of equality issues.

Geneva, 9 February 2007.

Submitted for debate and guidance.

Appendix

Selected publications and working papers

- BIT/CTNERHI (2006): *Aider les personnes handicapées à trouver un emploi: Manuel pour les formateurs de personnel de services de placement.*
- Chicha, M.T.: *A comparative analysis of promoting pay equity: Models and impacts*, Declaration Working Paper 49/2006.
- Chappell, D. and di Martino, V. (2006): *Violence at work*. ILO, Geneva, Third edition.
- Fultz, E. (2006): *Gender dimensions of social security reform*, Vol. 2, Case Studies of Romania and Slovenia, Budapest.
- ILO (2006): *Gender equality and decent work: Selected ILO Conventions and Recommendations promoting gender equality*, Geneva.
- ILO (2006): *Guidelines for combating child labour among indigenous and tribal peoples*, PRO 169/IPEC.
- ILO (2006): ILO Multilateral Framework on Labour Migration.
- ILO/Development Cooperation Ireland (DCI), 2006: *Employment of people with disabilities: A human rights approach*, Tripartite Technical Consultation Report (East and Southern Africa), Addis Ababa, 23–25 Sept. 2005. ILO: Soledad Bal Salazar, M.; Narváez, F.J.E. (2006): *Los pueblos indígenas y los objetivos de desarrollo del milenio: Guatemala, comunidad indígena El Porvenir II*. Geneva, PRO 169.
- Kusakabe, K. (2006): “Reconciling work and family: Issues and policies in Thailand”, *Conditions of Work and Employment Series* No. 14.
- Ndiaye, A.I. (2006): “Etude sur le temps de travail et l’organisation du travail au Sénégal: Analyse juridique et enquête auprès des entreprises”, *Conditions of Work and Employment Series* No. 13.
- Saget, C. (2006): “Wage fixing in the informal economy: Evidence from Brazil, India, Indonesia and South Africa”, *Conditions of Work and Employment Series* No.16.
- Sangheon L.; McCann D.; Messenger J.: *Working time around the world: Trends in working hours, laws and policies in a global comparative perspective* (ILO and Routledge, forthcoming 2007).
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- Tapia, R.V.; Barrenoso C.A. (2006): *Los pueblos indígenas y los objetivos de desarrollo del milenio: Bolivia, comunidad indígena Jathun Ayllu Amarete*, Geneva, PRO 169.
- Tchoumba, B.; Guechou Bouopda, S.; Messe, V. (2006): *Les peuples indigènes et tribaux et les objectifs du millénaire pour le développement: Micro étude sur les OMD et les peuples indigènes et tribaux au Cameroun*, PRO 169.
- Vinding (2006): *Indigenous and tribal peoples and the MDGs: Perspectives from indigenous communities in Bolivia, Cambodia, Cameroon and Guatemala*, Geneva, PRO 169.