



**ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK
ANNUAL FOLLOW-UP CONCERNING NON-RATIFIED FUNDAMENTAL CONVENTIONS**

REPORT FORM

Elimination of discrimination in respect of employment and occupation

Introduction

The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, which was adopted by the International Labour Conference at its 86th Session on 18 June 1998, recalls that all Members, even if they have not ratified the Conventions regarded as fundamental, have an obligation arising from the very fact of their membership in the Organization to respect, to promote and to realize in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions.

In order to give the Organization and its Members the opportunity of regularly observing their efforts to promote those principles, the Declaration has a promotional follow-up, one component of which sets out to obtain, through annual reports requested under article 19, paragraph 5(e), of the Constitution, information from Members that have not ratified one or more of the fundamental Conventions, on any changes to their law and practice with regard to each of the categories of principles and rights set out in the Declaration.

This report form, which has been approved by the Governing Body of the International Labour Office for use by States that have not ratified the Equal Remuneration Convention, 1951 (No. 100), or the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), forms part of this component of the follow-up to the Declaration.

To be completed with regard to the principles concerning the fundamental rights which are the subject of the Convention or Conventions ¹ to which your State is not a party.

Please continue answers on a separate sheet, if necessary, indicating the number of the question.

1. Is the principle of the elimination of discrimination in respect of employment and occupation recognized in your country? Yes No
- 2.1. Do legislation and/or judicial decisions define discrimination? Yes No
- 2.2. **If yes**, how is it defined?

3. On which grounds is discrimination in respect of employment and occupation prohibited in your country?
 - (a) Race/colour Yes No
 - (b) Sex Yes No
 - (c) Religion Yes No
 - (d) Political opinion Yes No
 - (e) National extraction Yes No
 - (f) Social origin Yes No
 - (g) Other grounds. Please specify

- 4.1. Is the aspect of the principle concerning equality of opportunity and treatment recognized in your country? Yes No
- 4.2. (a) Is the aspect of the principle concerning equal treatment in the field of remuneration recognized in your country? Yes No
- (b) **If yes**, please describe how “equal treatment in the field of remuneration” is defined.

- 5.1. Have specific measures been implemented or are they envisaged to respect, promote and realize the elimination of discrimination in employment and occupation? Yes No

- 5.2. **If yes**, do the measures implemented concerning the elimination of discrimination in employment and occupation cover the following categories of workers?

¹ The texts of these Conventions may be consulted on the ILO Internet site (<http://www.ilo.org>), in the official compilation of international labour Conventions and Recommendations, or obtained by request from the ILO Distribution Service, 4, route des Morillons, CH-1211 Geneva 22.

Category of workers	Elimination of discrimination		Equal treatment in the field of remuneration	
(a) Workers in the public service Please specify categories	___ Yes	___ No	___ Yes	___ No
(b) Workers in establishments of a certain size Please specify the size	___ Yes	___ No	___ Yes	___ No
(c) Workers in particular types of employment (for example, part-time, temporary) Please specify	___ Yes	___ No	___ Yes	___ No
(d) Agricultural workers	___ Yes	___ No	___ Yes	___ No
(e) Workers engaged in domestic work	___ Yes	___ No	___ Yes	___ No
(f) Workers in EPZs	___ Yes	___ No	___ Yes	___ No
(g) Migrant workers	___ Yes	___ No	___ Yes	___ No
(h) Workers in the informal economy	___ Yes	___ No	___ Yes	___ No
(i) Other. Please specify				

5.3. Are such measures envisaged? Yes No

6.1. Is there a national policy concerning the elimination of discrimination in employment and occupation? Yes No

6.2. **If yes**, please describe its objectives, scope, targets and implementing mechanisms. *Please attach relevant policy documents to your reply, indicating Q. 6*

6.3. **If no**, (a) does the Government intend to adopt any policy on this subject?
 Yes, by _____ (date) No

(b) would the Government like to receive ILO assistance in developing it? Yes No

7.1. Has the Government established any special national body or institutional machinery in relation to:

(a) The elimination of discrimination in employment and occupation Yes No

(b) Equal treatment in the field of remuneration? Yes No

7.2. **If yes**, please indicate, with regard to 7.1(a) and (b):

(a) The name, structure and composition of this machinery

(b) The grounds of discrimination that this machinery addresses

(c) The functions of this machinery (e.g. consultative, monitoring, policy-making)

Please attach relevant documents to your reply, indicating Q. 7.

7.3. **If no**, (a) does the Government intend to establish such machinery?
 Yes, by _____ (date)

(b) would the Government like to receive ILO assistance in designing it? ____ Yes ____ No

8.1. (a) Does the Government collect statistics and information on a regular basis relevant to the elimination of discrimination in employment and occupation? ____ Yes ____ No

(b) **If yes**, please identify the statistics and information, and name the institution(s) from which the ILO can obtain them.

8.2. **If no**, (a) does the Government plan to do so? ____ Yes, by ____ (date)

(b) would the Government like to obtain ILO assistance in this regard? ____ Yes ____ No

9. In instances where the Government finds that the principle has not been respected, what does it do? Please describe action taken in recent instances.

10.1. Have employers' and/or workers' organizations been involved in the development and implementation of governmental measures regarding elimination of discrimination in employment and occupation?

If yes, please describe. *Please attach relevant documents, indicating Q. 10.1.*

10.2. Does the Government work with any multilateral agencies, with donors bilaterally and/or with non-governmental organizations at the multilateral level in relation to the elimination of discrimination in employment and occupation? ____ Yes ____ No

10.3. **If yes**, please name these organizations and briefly describe this cooperation.

11. Please describe any major changes concerning the principle since your last report (for example, changes in the regulatory, policy or institutional frameworks, initiation of significant new programmes, new data).

Major change (elimination of discrimination)	Date of change
Major change (equal treatment in the field of remuneration)	Date of change

12. Please describe any initiatives undertaken in your country that can be regarded as successful examples in relation to the elimination of discrimination in employment and occupation. *Please attach any relevant documents, indicating Q. 12.*

13. What have been the main difficulties encountered with respect to realizing the principle of the elimination of discrimination in employment and occupation? *(Please tick all that apply).*

Nature of the difficulty	Elimination of discrimination	Equal treatment in the field of remuneration
Lack of public awareness and/or support		
Lack of information and data		
Social values, cultural traditions		
Social and economic circumstances		
Political situation		
Legal provisions		
Prevailing employment practices		
Lack of capacity of responsible government institutions		
Lack of capacity of employers' organizations		
Lack of capacity of workers' organizations		
Lack of social dialogue on this principle		
Other. Please specify		

Please attach details in relation to the difficulties noted, indicating Q. 13.

14.1. Does the Government see a need for new and/or continued technical cooperation with the ILO to facilitate the realization of the principle of non-discrimination? Yes No

14.2. **If yes**, please indicate your technical cooperation needs, **ranking them** as follows:

1 = most important; 2 = second most important.; 3 = third most important; 0 = not important.

*Please attach further details for the **first three priority technical cooperation needs** that you identify in relation to the elimination of discrimination in employment and occupation, indicating Q. 14.*

Type of technical cooperation desired	Ranking
Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle	
Awareness-raising, legal literacy and advocacy	
Strengthening data collection and capacity for statistical collection and analysis	
Sharing of experiences across countries/regions	
Legal reform (labour law and other relevant legislation)	
Capacity building of responsible government institutions	
Training of other officials (e.g. police, judiciary, social workers, teachers)	
Strengthening capacity of employers' organizations	

Strengthening capacity of workers' organizations	
Developing labour market policies that promote equality of opportunity	
Developing policies regarding equal remuneration	
Establishing or strengthening specialized institutional machinery	
Coordination between institutions (e.g. various ministries and relevant commissions)	

15.1. Regarding the preparation of this report:

- (a) Was the most representative employers' organization consulted in its preparation? _____ Yes _____ No
- (b) Were the most representative workers' organizations consulted in its preparation? _____ Yes _____ No
- (c) Was there consultation with any governmental authorities outside the Ministry? _____ Yes _____ No

15.2. If **yes** to any of the above, please describe the consultation process(es). *Please attach relevant documents, indicating Q. 15.*

16. Regarding comments received on this report:

- (a) Did employers' organizations make any comments on the report? _____ Yes _____ No
- (b) Did workers' organizations make any comments on the report? _____ Yes _____ No

17. Which employers' organizations have been sent copies of the report? *Please attach list, indicating Q. 17.*

18. Which workers' organizations have been sent copies of the report? *Please attach list, indicating Q. 18.*

19. Please attach to your report any other new information relevant to the efforts made in your country to respect, promote and realize the principle of the elimination of discrimination.

Replies are due not later than 1 August – Please send to the InFocus Programme on Promoting the Declaration, ILO, 4 route des Morillons, CH-1211 Geneva 22, Switzerland; Email: declaration@ilo.org. An electronic version of this form may be found at www.ilo.org/declaration.

Thank you for providing this information, which is to be used in the promotional spirit of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.