



THIRD ITEM ON THE AGENDA

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up**Review of the forms for annual reports under the follow-up**

1. At its March 2001 session, the Committee on Legal Issues and International Labour Standards deferred a decision regarding three revised report forms proposed for use under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.¹ Newly proposed forms, reflecting further informal consultations and additional reflection by the Office, are attached as Appendices I (Freedom of association and the effective recognition of the right to collective bargaining), II (Elimination of all forms of forced or compulsory labour) and III (Elimination of discrimination in respect of employment and occupation). They attempt to prompt countries to provide information in a manner consistent with the follow-up, i.e. both promotional and effective.
2. The proposed forms follow the format of the form regarding the effective abolition of child labour, which was approved by the Governing Body at its March 2001 session.² Experience with reports recently received in response to that report form have inspired some adjustments in the newly proposed forms for the other three categories, which aim at eliciting information on efforts made by member States that have not yet ratified all the fundamental ILO Conventions, as well as assisting them in identifying where technical cooperation could support further efforts to promote, respect and realize fundamental principles and rights at work.
3. As recommended by the ILO Declaration Expert-Advisers,³ the proposed report forms ask more specific, structured questions but they still afford an opportunity for respondents to provide fuller explanations. Respondents often find this necessary in order to provide a true picture. The Expert-Advisers had also recommended that the forms be redesigned to

¹ GB.280/12/1, para. 23(b).

² GB.280/12/1, para. 23(a).

³ GB.280/3/1.

incorporate a stronger gender dimension and to stimulate participation of employers' and workers' organizations in the follow-up process. The document submitted to the LILS Committee in March 2001 detailed these and other recommendations, which the Office has taken into account in preparing the current proposals.

4. Experience with the three original report forms that are still in use⁴ has shown that countries having ratified one of the two fundamental Conventions relevant to the category of principle/right concerned have sometimes encountered difficulties in responding. Several countries that have not yet ratified the Equal Remuneration Convention, 1951 (No. 100), for example, have sought guidance from the Office on how to report on the equal remuneration aspect of the principle of the elimination of discrimination in employment and occupation when the current form does not pose specific questions about that aspect. For this reason, the proposed report form sets out these two main aspects separately. Similarly, the proposed report form for freedom of association and the effective recognition of the right to collective bargaining addresses those two aspects of the principle in separate questions, and attempts to take into account both the employer and worker perspectives on these issues.
5. The basic idea of reporting under the follow-up to the Declaration is to permit each country that has not ratified the eight fundamental ILO Conventions to set its own baseline in relation to law and practice. Once that has been done, the member State need report only on changes having occurred since its most recent report. The revised forms propose a new question inviting countries to highlight these changes; for countries having already provided adequate baseline information, this should considerably lighten the burden of reporting in the future.
6. With a view to identifying technical cooperation needs, the proposed revisions probe the types of difficulties countries may have encountered, and ask them to prioritize the kind of technical cooperation they believe would be most useful to facilitate the realization of the principle involved. Finally, taking into account earlier replies received, the revised report forms relating to the elimination of forced labour and discrimination ask about possible involvement of multilateral agencies other than the ILO, bilateral donors and/or non-governmental organizations. The purpose of this question is to avoid duplication of effort and/or to assist government in joining forces to tackle a problem. However, in terms of the reporting process and obligations under article 23 of the Constitution, only employers' and workers' organizations are mentioned.
7. *The Committee is therefore invited to approve the amended report forms appearing in Appendices I, II and III, for use in the Annual Review as from 2002.*

Geneva, 24 October 2001.

Point for decision: Paragraph 7.

⁴ GB.274/2(Add. 1).

Appendix I

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Amended report form

Freedom of association and the effective recognition of the right to collective bargaining

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 Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), forms part of this component of the follow-up to the Declaration and concerns the following:

Freedom of association and the effective recognition of the right to collective bargaining

To be completed with regard to aspects of the principle covered by the Convention or Conventions¹ to which your State is not a party. If your Government has already submitted a report using this form, please indicate only **changes** since the last report (see Q. 9). *Please continue answers on a separate sheet, if necessary, indicating the number of the question.*

1. Is the principle of freedom of association and the effective recognition of the right to collective bargaining recognized in your country? ___ Yes ___ No
If you wish, attach additional information on a separate sheet, indicating Q. 1.
- 2.1. Please indicate whether the following categories of persons can or cannot exercise freedom of association in your country:
 - (a) All workers in the public service ___ Can ___ Cannot
 - (b) Certain categories of workers in the public service ___ Can ___ Cannot
Please specify which _____
 - (c) Medical professionals ___ Can ___ Cannot

¹¹ 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.

- (d) Teachers Can Cannot
- (e) Agricultural workers Can Cannot
- (f) Workers engaged in domestic work Can Cannot
- (g) Workers in export processing zones (EPZs) or enterprises/industries with EPZ status Can Cannot
- (h) Foreign workers Can Cannot
- (i) Workers below a stated age Can Cannot
If so, what age: _____
- (j) Workers in the informal economy Can Cannot
- (k) Other specific categories of workers Can Cannot
Please specify which _____
- (l) Any category of employers Can Cannot
Please specify which _____
- 2.2. For any categories ticked "cannot" above, please state the reasons. Please continue on a separate sheet, indicating Q. 2.
- 3.1. Please indicate whether in your country the right to collective bargaining can or cannot be exercised with regard to the following categories of persons:
- (a) All workers in the public service Can Cannot
- (b) Certain categories of workers in the public service Can Cannot
Please specify which _____
- (c) Medical professionals Can Cannot
- (d) Teachers Can Cannot
- (e) Agricultural workers Can Cannot
- (f) Workers engaged in domestic work Can Cannot
- (g) Workers in export processing zones (EPZs) or enterprises/industries with EPZ status Can Cannot
- (h) Foreign workers Can Cannot
- (i) Workers below a stated age. Can Cannot
If so, what age: _____
- (j) Workers in the informal economy Can Cannot
- (k) Other specific categories of workers Can Cannot
Please specify which _____
- (l) Any category of employers Can Cannot
Please specify which _____
- 3.2. For any categories ticked "cannot" above, please state the reasons. Please continue on a separate sheet, indicating Q. 3.
- 4.1. In your country, can workers exercise freedom of association at the following levels?
- (a) Enterprise Yes No
- (b) Sector or industry Yes No
- (c) National Yes No
- (d) International Yes No
- 4.2. In your country, can employers exercise freedom of association at the following levels?

- (a) Enterprise ___ Yes ___ No
- (b) Sector or industry ___ Yes ___ No
- (c) National ___ Yes ___ No
- (d) International ___ Yes ___ No
- 4.3. In your country, is the principle of the effective recognition of the right to collective bargaining recognized at the following levels?
- (a) Enterprise ___ Yes ___ No
- (b) Sector or industry ___ Yes ___ No
- (c) National ___ Yes ___ No
- (d) International ___ Yes ___ No
- (e) Other. Please specify _____
- 5.1. Is government authorization or approval required in your country to:
- (a) Establish an employers' organization ___ Yes ___ No
- (b) Establish a workers' organization ___ Yes ___ No
- (c) Conclude collective agreements ___ Yes ___ No
- 5.2. **If yes to any**, please specify under which circumstances. Please continue on a separate sheet, indicating Q. 5.
- 6.1. Have specific measures been implemented or are they envisaged to respect, promote and realize freedom of association and effective recognition of the right to collective bargaining in your country? ___ Yes ___ No
- 6.2. **If yes**, please specify these measures by ticking the relevant boxes below.

Type of measure	Freedom of association		Collective bargaining	
	Envisaged	Implemented	Envisaged	Implemented
1. Legal reform (labour law and other relevant legislation)				
2. Inspection/monitoring mechanisms				
3. Penal sanctions				
4. Civil or administrative sanctions				
5. Special institutional machinery				
6. Capacity building of responsible government officials				
7. Training of other government officials				
8. Capacity building for employers' organizations				
9. Capacity building for workers' organizations				
10. Tripartite discussion of issues				
11. Awareness-raising/advocacy				
12. Other measures. Please specify				

- 7.1. In the measures described in question 6, is special attention given to the situation of women? ___ Yes ___ No

- 7.2. In the measures described in question 6, is special attention given to the situation of specific categories of persons? _____ Yes _____ No

If yes, please specify and describe.

- 7.3. In the measures described in question 6, is special attention given to the situation of specific industries or sectors? _____ Yes _____ No

If yes, please specify and describe.

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

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

1. Major change (freedom of association)	Date of change
2. Major change (collective bargaining)	Date of change

10. What have been the main difficulties encountered with respect to realizing the principle of freedom of association and effective recognition of the right to collective bargaining? (*Tick all that apply.*)

Nature of the difficulty	Freedom of association	Collective bargaining
1. Lack of public awareness and/or support		
2. Lack of information and data		
3. Social values, cultural traditions		
4. Social and economic circumstances		
5. Political situation		

Nature of the difficulty	Freedom of association	Collective bargaining
6. Legal provisions		
7. Prevailing employment practices		
8. Lack of capacity of responsible government institutions		
9. Lack of capacity of employers' organizations		
10. Lack of capacity of workers' organizations		
11. Lack of social dialogue on this principle		
12. Other. Please specify		

11.1. Does your Government see a need for new and/or continued technical cooperation with the ILO to facilitate the realization of the principle of freedom of association and effective recognition of the right to collective bargaining? _____ Yes ___ No

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

1 = most important; 2 = second most important, etc.; 0 = not important.

*Please attach further details for the **first three priority technical cooperation needs** that you identify in relation to freedom of association and effective recognition of the right to collective bargaining, indicating Q. 11.*

Type of technical cooperation desired	Ranking
1. Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle	
2. Awareness-raising, legal literacy and advocacy	
3. Strengthening data collection and capacity for statistical analysis	
4. Sharing of experiences across countries/regions	
5. Legal reform (labour law and other relevant legislation)	
6. Capacity building of responsible government institutions	
7. Training of other officials (police, judiciary, social workers, teachers)	
8. Strengthening capacity of employers' organizations	
9. Strengthening capacity of workers' organizations	
10. Strengthening tripartite social dialogue	
11. Other. Please specify	

12.1. Regarding the preparation of this report:

(a) Was the most representative employers' organization consulted in its preparation? _____ Yes _____ No

(b) Was the most representative workers' organization consulted in its preparation? _____ Yes _____ No

(c) Was there consultation with any government authorities outside the Ministry? _____ Yes _____ No

- 12.2. **If yes** to any of the above, please describe the consultation process(es). Please continue on a separate sheet, indicating Q. 12.
13. 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
14. Which employers' organizations have been sent copies of the report? Please attach list.
15. Which workers' organizations have been sent copies of the report? Please attach list.
16. Please attach to your report any other new information relevant to the efforts made by your country to respect, promote and realize the principle of freedom of association and the effective recognition of the right to collective bargaining.

Replies are due on 1 September – 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.

Appendix II

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Amended report form

Elimination of all forms of forced or compulsory labour

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 Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), forms part of this component of the follow-up to the Declaration and concerns the following:

The elimination of all forms of forced or compulsory labour

To be completed with regard to aspects of the principle covered by the Convention or Conventions¹ to which your State is not a party. If your Government has already submitted a report using this form, please indicate only **changes** since the last report (see Q. 12). *Please continue answers on a separate sheet, if necessary, indicating the number of the question.*

1. Is the principle of the elimination of all forms of forced or compulsory labour recognized in your country? ___ Yes ___ No
- 2.1. Do legislation and/or judicial decisions in your country define forced or compulsory labour in its various forms? ___ Yes ___ No
- 2.2. **If yes**, what is this definition?
- 3.1. Are all forms of forced or compulsory labour prohibited? ___ Yes ___ No
- 3.2. For any type that is **not** prohibited (for example, chattel slavery, bonded labour, trafficking of persons which involves forced labour), please specify and state the reasons for this.
- 4.1. Are there any categories of persons or activities not covered by the application of this principle in your country? ___ Yes ___ No
- 4.2. **If yes**, please indicate which ones.

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.

- 5.1. Is there a national policy for realizing the principle of the elimination of all forms of forced or compulsory labour? Yes No
- 5.2. If yes, please describe its objectives, scope, targets and implementing mechanisms. *Please attach relevant policy documents to your reply, indicating Q. 5.*
- 5.3. **If no**, (a) does the Government intend to adopt policy on this subject?
 Yes, by _____ (date) No
 (b) would the Government like to receive ILO assistance in developing it? Yes No
6. In instances where the Government finds that the principle has not been respected, what does it do? Please describe action taken in recent instances (for example, penalties imposed for the use of forced labour).
7. Please describe the current factual situation in your country with respect to forced or compulsory labour, including an indication of which groups of the population are most vulnerable to this practice.
- 8.1. Have specific measures been implemented or envisaged in your country in relation to realizing the principle of the elimination of all forms of forced or compulsory labour?
 Yes No
- 8.2. Please specify these measures *by ticking the relevant boxes below.*

Type of measure	Implemented	Envisaged
1. Awareness raising/advocacy		
2. Legal reform		
3. Inspection/monitoring mechanisms		
4. Penal sanctions		
5. Civil or administrative sanctions		
6. Special institutional machinery		
7. Capacity building		
8. Employment creation/income generation		
9. Educational programmes		
10. Rehabilitation following removal from forced labour		
11. International cooperation programmes or projects		
12. Tripartite examination of issues		
13. Other measures. Please specify		

- 8.3. If any special measures undertaken in your country can be regarded as successful examples of the elimination of forced or compulsory labour, please describe them.
- 8.4. (a) In these measures, is special attention given to the situation of particular groups of people (for example, men, women, boys, girls)? Yes No
 (b) Please specify the groups _____
- 8.5. Please describe the involvement, if any, of employers' and workers' organizations in the development and implementation of government measures.
- 9.1. Is there any government authority responsible for the identification, emancipation and/or rehabilitation of persons subject to forced labour? Yes No
- 9.2. **If yes**, please provide the name(s) and a description of the responsibilities of the entity/entities concerned.

- 10.1. Does the Government work with multilateral agencies, bilateral donors, and/or non-governmental organizations in relation to the elimination of forced or compulsory labour? ___ Yes ___ No
- 10.2. **If yes**, please name these organizations and briefly describe this cooperation.
- 11.1. Does the Government collect statistics and other information relevant to the elimination of all forms of forced or compulsory labour? ___ Yes ___ No
- 11.2. **If yes**, please describe the statistics and information, and name the institution(s) from which the ILO can obtain this information.
- 11.3. **If no**, does the Government plan to do so?
12. 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, change in the number of people working under forced labour conditions).

1. Major change (freedom of association)	Date of change

13. What have been the main difficulties encountered in your country with respect to realizing the principle of the elimination of all forms of forced or compulsory labour? *Please tick all that apply.*

Nature of the difficulty	Forced labour due to debt bondage	Forced labour due to trafficking	Other type. Please specify
1. Lack of public awareness and/or support			
2. Lack of information and data			
3. Social values, cultural traditions			
4. Social and economic circumstances			
5. Political situation			
6. Legal provisions			
7. Prevailing employment practices			
8. Lack of capacity of responsible government institutions			
9. Lack of capacity of employers' organizations			
10. Lack of capacity of workers' organizations			
11. Lack of social dialogue on this principle			
12. Other. Please specify			

- 14.1. Does your Government see a need for new and/or continued technical cooperation with the ILO to facilitate the realization of the principle of the elimination of forced or compulsory labour? ___ Yes ___ No
- 14.2. **If yes**, please indicate your technical cooperation needs, **ranking them** as follows:
1 = most important; 2 = second most important, etc.; 0 = not important.

Please attach further details for the **first three priority technical cooperation needs** that you identify in relation to the elimination of forced or compulsory labour, indicating Q. 14.

Type of technical cooperation desired	Ranking
1. Assessment in collaboration with the ILO of the difficulties identified and their implication for realizing the principle	
2. Awareness-raising, legal literacy and advocacy	
3. Strengthening data collection and capacity for statistical collection and analysis	
4. Sharing of experiences across countries/regions	
5. Policy advice	
6. Legal reform (labour law and other relevant legislation)	
7. Capacity building of responsible government institutions	
8. Training of other officials (e.g. police, judiciary, social workers, teachers)	
9. Strengthening capacity of employers' and workers' organizations	
10. Employment creation, skills training and income generation for vulnerable workers	
11. Development of social protection systems	
12. Rural development policies (for example, land reform, rural infrastructure, agricultural extension, marketing, microfinance)	
13. Cross-border cooperation mechanisms	
14. Coordination between institutions (e.g. various ministries and relevant commissions)	
15. Other. Please specify	

15.1. Regarding the preparation of this report:

- (a) Was the most representative employers' organization consulted in its preparation? _____ Yes _____ No
- (b) Was the most representative workers' organization 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).

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 a list, indicating Q. 17.*

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

19. Please attach to your report any other new information relevant to the efforts made by your country to respect, promote and realize the principle of the elimination of forced or compulsory labour.

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Appendix III

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Amended 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), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), forms part of this component of the follow-up to the Declaration and concerns the following:

The elimination of discrimination in respect of employment and occupation

To be completed with regard to aspects of the principle covered by the Convention or Conventions ¹ to which your State is not a party. If your Government has already submitted a report using this form, please indicate only **changes** since the last report (see Q. 12). *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

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.

- (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 remuneration for men and women recognized in your country? Yes No
- (b) **If yes**, please describe how “equal 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?

Category of workers	Elimination of discrimination		Equal remuneration	
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
(a) Workers in the public service Please specify categories _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Workers in establishments of a certain size Please specify the size _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) Workers in particular types of employment (for example, part-time, temporary) Please specify _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) Agricultural workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Workers engaged in domestic work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Workers in EPZs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) Foreign workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) Workers in the informal economy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(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 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 describe 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. Please describe the involvement of employers' and workers' organizations in the development and implementation of governmental measures regarding elimination of discrimination in employment and occupation.
- 10.2. Does the Government work with any multilateral agencies, bilateral donors and/or non-governmental organizations, 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 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. 11.*
12. 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 remuneration)	Date of change

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 remuneration
1. Lack of public awareness and/or support		
2. Lack of information and data		
3. Social values, cultural traditions		
4. Social and economic circumstances		
5. Political situation		
6. Legal provisions		
7. Prevailing employment practices		

Nature of the difficulty	Elimination of discrimination	Equal remuneration
8. Lack of capacity of responsible government institutions		
9. Lack of capacity of employers' organizations		
10. Lack of capacity of workers' organizations		
11. Lack of social dialogue on this principle		
12. 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, etc.; 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
1. Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle	
2. Awareness-raising, legal literacy and advocacy	
3. Strengthening data collection and capacity for statistical collection and analysis	
4. Sharing of experiences across countries/regions	
5. Legal reform (labour law and other relevant legislation)	
6. Capacity building of responsible government institutions	
7. Training of other officials (e.g. police, judiciary, social workers, teachers)	
8. Strengthening capacity of employers' organizations	
9. Strengthening capacity of workers' organizations	
10. Developing labour market policies that promote equality of opportunity	
11. Developing policies regarding equal remuneration	
12. Establishing or strengthening specialized institutional machinery	
13. Coordination between institutions (e.g. various ministries and relevant commissions)	
14. Other. Please specify	

15.1. Regarding the preparation of this report:

(a) Was the most representative employers' organization consulted in its preparation?
_____ Yes _____ No

(b) Was the most representative workers' organization 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 on 1 September – 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.