

Equal opportunities and treatment in recruitment, retention and career development

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► Equality of opportunity and treatment

Non-discrimination and equal opportunities in the world of work enables **all workers and job seekers** to be treated equally, **regardless of any attributes other than their ability to do the job** (race, colour, sex, religion, political opinion, social or ethnic origin, as well as age, HIV/AIDS status, disability, family responsibilities, sexual orientation and trade union membership or activities).

Non-discrimination is a human right – included in the 1998 Declaration on Fundamental Principles and Rights at Work + in UN Guiding Principles on Business and Human Rights (pillar 2 – corporate responsibility to respect human rights)

Two ILO core conventions:

Convention 100 - **Equal Pay for Work of Equal Value – ratified by 173 countries (including Italy)**

Convention 111 - **Discrimination (Employment and Occupation) Convention – ratified by 175 countries (including Italy)**

► Equality of opportunity and treatment – not only a legal obligation but adding value for business

Respecting, upholding and promoting equality of opportunity and treatment in the world of work is **also good for business:**

- Improved recruitment (broader pool of qualified candidates)
- Better utilization of staff resources
- Increased resilience and competitiveness
- Enhanced employee morale and commitment
- Improved company's brand image and reputation

► UN Global Compact Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

► The UN Global Compact (Principle 6)

Discrimination may arise in a variety of work-related activities:

- recruitment
- remuneration
- hours of work and rest, paid holidays
- maternity protection
- security of tenure
- job assignments
- training opportunities
- performance assessment and advancement
- job promotion prospects
- occupational safety and health
- termination of employment

What can companies do?

- Recruitment based on qualifications, skills and experience
- Company-wide employment policies that uphold equal opportunities → diversity and inclusion
- Staff training on non-discrimination policies and practices
- Avoid unnecessary distinctive requirements of a job
- Keep records on recruitment, training and promotion
- Develop accessible grievance and complaint procedures
- Ensure access to skills development training and access to particular occupations
- Build a corporate climate of tolerance and equal access to opportunities
- Accommodate cultural traditions and work with representatives of workers and governmental authorities

The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)

- Elaborated and adopted jointly by governments, employers' and workers
- Addresses multinational and national enterprises, governments of home and host countries, and employers' and workers' organizations
- Guidance on employment, training, conditions of work and life, industrial relations as well as general policies, where equality of opportunity is central
- Stresses that the enterprises should:

...be guided by the principle of non-discrimination throughout their operations...make qualifications, skill and experience the basis for the recruitment, placement, training and advancement of their staff at all levels"

Advancing social justice, promoting decent work

How can enterprises receive assistance?

- The ILO Helpdesk for business : the ILO's one-stop shop for companies that wish to better align corporate policies and practices with international labour standards – also promoted by the UN Global Compact in relation to the Labour Principles
- Company-union dialogue
- Practical tools and resources developed by the ILO

**ILO HELPDESK
FOR BUSINESS**
WWW.ILO.ORG/BUSINESS
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► ILO resources and tools for business

1. The ILO MNE Declaration (Italian)
2. The labour principles of the UN Global Compact. A Guide for business
3. Joint UN Global Compact and ILO guide for employers on disability rights
4. Empowering Women at Work capacity building platform
5. COVID-19 Enterprises Resources
6. A list of tools and resources for business on gender equality, age, HIV/AIDS, disability, indigenous and tribal peoples, is available here
7. A list of training opportunities, including online, and webinars on empowering women at work, business and decent work (based on the ILO MNE Declaration), disability in the workplace is available here
8. A list of business networks is available here

► The ILO Office for Italy and San Marino – support in promotion of equality of opportunities and treatment in the world of work

- Development and dissemination of inventory of existing CSR practices of Italian companies, which includes initiatives on equality and non discrimination
- Learning materials for the Italian private sector and employer's organizations on responsible business conduct, including workplace diversity and inclusion approaches
- Organization of seminars and learning workshops, including on workplace diversity and prevention of violence and harassment at work
- Launch of a series of private sector-led initiatives on equal opportunities, sustainable supply chains, business and disability, fair recruitment practices and access of refugees to the labour market with support to Italian companies to join the existing international collaboration platforms
- Adaptation and dissemination of ILO material in Italian



International
Labour
Organization

► **Thank you for your attention**