

**COUNTRY BASELINE UNDER THE ILO
DECLARATION ANNUAL REVIEW**

Cook Islands - 2021

***THE ELIMINATION OF DISCRIMINATION IN RESPECT OF
EMPLOYMENT AND OCCUPATION***

REPORTING

Fulfillment of Government's reporting obligations

100-111 Fulfillment of Government's reporting obligations

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

a) The most representative employers organizations?, b) The most representative workers organizations?, c) The competent authorities?

92. To which employers organizations was the report sent? [12] Please provide the list

Cook Islands Chamber of Commerce

93. To which workers organizations was the report sent? [13] Please provide the list

Cook Islands Workers Association

94. Please describe the consultation process(es). [10.2]

The draft questionnaire was sent to the respective organisations with a cover email explaining the nature and objective of the questionnaire. We invited them to provide their comments and if necessary, we made ourselves available for a meeting.

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

95. Did employers organizations comment on the report? [11a]

No

Workers' organizations

96. Did workers organizations comment on the report? [11b]

No

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

100-111 Ratification status

100 not ratified
111 not ratified

Ratification intention

35. What are the prospects for ratification of Convention No. 100?

Unlikely

36. What are the prospects for ratification of Convention No. 111?

Unlikely

37. What, if any, are the impediments to the ratification of Convention No. 100 and/or Convention No. 111?

Lack of resources and capacity Labour Force Survey 2019 provides information on discrimination and equal pay.

Recognition of the principle and right (prospect(s), means of action, basic legal provisions) Recognition of the principle and right (prospect(s), means of action, basic legal provisions)

Constitution

38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	No
Policy, legislation and/or regulations	
38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	No
Grounds of discrimination	
38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	No
Judicial decisions	
38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?	No
Exercise of the principle and right	
Special attention to particular situations	
43. Has particular attention has been paid to specific groups of population, workers or sectors of activity in the efforts to promote the elimination of discrimination in respect of employment and occupation?	No
Prevention-Monitoring, enforcement and sanctions mechanisms	
38. Have there been changes in law and practice in your country as regards the	No

<p>elimination of discrimination in respect of employment and occupation?</p>	
<p>Promotional activities</p>	
<p>40. Have efforts been made to promote the elimination of discrimination in respect of employment and occupation in your country?</p>	<p>No</p>
<p>Special initiatives-Progress</p>	
<p>42. Have any initiatives resulted in successful examples or good practice in promoting the elimination of discrimination in respect of employment and occupation?</p>	<p>No</p>