



ANNUAL REVIEW UNDER THE DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

COUNTRY BASELINE UPDATE - THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

If your Government has not ratified either one or both of the fundamental Conventions related to the elimination of discrimination in respect of employment and occupation, namely the Equal Remuneration Convention, 1951 (No.100) and the Discrimination (Employment and Occupation) Convention, 1958 (No.111), you are requested to respond to the questions on this page by providing information on new developments over the last twelve months. Your responses will update the existing Country Baseline Information.

1. What are the prospects for ratification of Convention No. 100 and/or Convention No. 111? What, if any, are the impediments to ratification?
2. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation? If yes, please specify: a. policy initiatives; b. legislative developments; c. labour inspection/monitoring; d. judicial decisions; e. other related practices.
3. Have efforts been made to promote the elimination of discrimination in respect of employment and occupation in your country? If yes, please specify: a. research; b. information/data compilation; c. training; d. awareness-raising; e. establishment of special institutions to promote equality; f. other related activities. Please specify and indicate the involvement of social partners.
4. Have any initiatives resulted in successful examples or good practice in promoting the elimination of discrimination in respect of employment and occupation?
5. 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? Please specify.
6. What are the current challenges or difficulties faced in the elimination of discrimination in respect of employment and occupation?
 - a. Lack of public awareness and/or support
 - b. Lack of information and data
 - c. Social values, cultural traditions
 - d. Social and economic circumstances
 - e. Political situation
 - f. Legal provisions
 - g. Prevailing employment practices
 - h. Lack of capacity of responsible government Institutions
 - i. Lack of capacity of employers' organizations
 - j. Lack of capacity of workers' organizations
 - k. Lack of social dialogue on this principle
 - l. Other (please specify)
 - m. None
7. What are the technical cooperation needs in your country to promote the elimination of discrimination in respect of employment and occupation?
 - a. Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle
 - b. Awareness-raising, legal literacy and advocacy
 - c. Strengthening data collection and capacity for statistical collection and analysis
 - d. Sharing of experiences across countries/regions
 - e. Legal reform (labour law and other relevant legislation)
 - f. Capacity building of responsible government institutions
 - g. Training of other officials (e.g. police, judiciary, social workers, teachers)
 - h. Strengthening capacity of employers' organizations
 - i. Strengthening capacity of workers' organizations
 - j. Developing labour market policies that promote equality of opportunity
 - k. Developing policies regarding equal remuneration
 - l. Establishing or strengthening specialized institutional machinery

- m. Coordination between institutions (e.g. various ministries and relevant commissions)
 - n. Other (please specify)
 - o. None
- 8.** Please provide links to any other information or upload documentation you may deem necessary.
- 9.** Please indicate the name of employers' organizations and workers' organizations to which a copy of this updated information has been sent? (please attach the responses and comments of the employers' and workers' organizations to the above questions, if you have received them)
- 10.** You may wish to add your comments on the observations made by the employers' and workers' organizations.