



Follow-up activities by the Office under the Declaration on Fundamental Principles and Rights at Work: Freedom of association and collective bargaining, forced or compulsory labour, discrimination

1. This note has the purpose of informing delegates at the 93rd Session of the International Labour Conference (Geneva, June 2005) of activities in pursuit of the action plans approved by the Governing Body in March 2005 on freedom of association and the effective recognition of the right to collective bargaining,¹ in November 2001 on forced or compulsory labour,² and in November 2003 on discrimination.³ The action plan approved by the Governing Body in March 2003 on the abolition of child labour⁴ is essentially congruent with the most recent orientations concerning the Infocus Programme on Child Labour (IPEC).
2. The note updates the detailed information in *Provisional Record* No. 7 of last year's session of the Conference. Not listed here are the many activities, such as meetings, publications and advisory services projects, handled by the Bureau for Workers' Activities (ACTRAV), the Bureau for Employers' Activities (ACT/EMP) and other headquarters or field units that are concerned with or touch upon freedom of association and collective bargaining, forced or compulsory labour, or discrimination which complement the action plans. They tend to be reflected in the Office's programme implementation reports regularly submitted to the Programme, Financial and Administrative Committee of the Governing Body.⁵

A. Freedom of association and collective bargaining

3. Following the discussion of the Global Report *Organizing for social justice*, at last year's session of the International Labour Conference (June 2004), the March 2005 session of the

¹ GB.292/TC/5.

² GB.282/TC/5.

³ GB.288/TC/4.

⁴ GB.286/TC/3.

⁵ For the last report, see GB.292/PFA/7.

Governing Body adopted an action plan, whose activities will be reported at future sessions of the Technical Cooperation Committee of the Governing Body.

B. Forced and compulsory labour

4. The Global Report *A global alliance against forced labour*, to be discussed at this year's session of the International Labour Conference, gives a complete picture of the activities implemented since the adoption of the action programme at the November 2001 Governing Body session and thereby updates the information provided during last year's session of the Conference.⁶

C. Discrimination: Employment and occupation

Addressing racial/ethnic discrimination

5. In Brazil, the ILO, through the Racial Equality Project (financed jointly by the Government of the Netherlands and the ILO) organized, jointly with the Inter-American Development Bank, UNDP, and DFID, the International Dialogue on Advancing Equity and Racial Inclusion (Brasilia, 11-14 April 2005). The meeting brought together 150 people comprising government representatives, mainly from the ministries of planning, racial equality practitioners, academics and representatives from Black or Afro-descendant groups from all over the Americas. Brazilian trade unionists and members of employers' associations attended as well. The meeting dealt with racial discrimination in access to justice, education and health, housing, access to economic assets and in the world of work. The Secretariat for Racial Equality (SEPPIR) of Brazil established in April 2005 a working group – which comprises the ILO, among others – to develop a draft affirmative action policy for racial equality in employment.
6. At the request of the Office of the High Commissioner for Human Rights, a paper was presented on key issues relating to the measurement of racial inequalities in the labour market to the fourth session of the Working Group of Experts on People of African Descent (Geneva, 25 October-5 November 2004).
7. An ethnic “audit” of PRSPs in 14 countries was presented at the 2005 session of the Indigenous Peoples' Permanent Forum in April 2005. The theme of the session was to examine progress on the attainment of the Millennium Development Goals (MDGs) 1 and 2 for indigenous peoples. The goal of the audit was to ascertain whether indigenous peoples' specific poverty patterns and underpinning structural causes had been addressed by the PRSPs.

Strengthening the capacity of trade unions to address discrimination

8. Support was provided to a number of trade unions to improve their capacity to tackle different forms of discrimination. Activities included:

⁶ ILO: *Provisional Record No. 7, Record of Proceedings*, Vol. I, ILC, 92nd Session, Geneva, 2004.

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- (a) “Evaluation and Follow-up Workshop for Women Leaders of the Ibero-American Labour Movement” (Lima, Peru, 8-12 November 2004), organized by Turin. This workshop aimed at strengthening the Hispano-American trade union network connecting women trade union leaders from Latin America with their peers in Portugal and Spain. One of the main concerns of this network is mainstreaming the Decent Work Agenda, including equal opportunities for women and men, into the present processes of regional and subregional economic integration. Priority themes of the workshop included: the protection of migrant women workers; fairer treatment of domestic workers; and pay equity.
 - (b) “Equal pay works! Achieving equal pay in Europe’s public sector” was a conference organized jointly by EPSU/PSI/EI (Geneva, 7-8 October 2004). Over 100 participants and speakers from 36 countries attended. They discussed, inter alia, the contribution of “free-from-sexism” job evaluation methods in valuing women’s work; living minimum wages as a strategy for achieving gender pay equity; strategies to mainstream pay equity into collective bargaining; and the role that unions could play in these areas.
 - (c) The fourth ILO/PSI/Global Unions Discussion Forum on Pay Equity in February 2005 examined progress made in respect of promoting equal remuneration for men and women workers under the follow-up to the ILO Global Report *Time for equality at work* (2003) and the resolution on the promotion of gender equality, pay equity and maternity protection adopted by the International Labour Conference in 2004.

Promoting gender equality in employment policies

- 9. DECLARATION continued to provide technical assistance to the Commission for Equality of Opportunities of the Ministry of Labour of Peru to develop a strategy and an action plan to mainstream gender concerns in the Ministry’s employment programmes. A workshop for the members of the Commission and other staff of the Ministry was held in April 2005, addressing the experiences of selected gender-inclusive employment programmes developed in Bolivia, Colombia and Ecuador and the review of the findings of the gender audit of the Ministry’s employment programmes by the ILO.
- 10. In January 2005 the Government of Belgium provided additional funding to DECLARATION to ensure that the Country Reviews of Employment Policies of Stability Pact Countries (CREPs) took into account the gender dimensions of active and passive labour market policies with a view to ensuring equal opportunities for women and men in employment and pay.

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