

Outcome 17: Discrimination in employment and occupation is eliminated.

Indicators	2014-15 targets	2014-15 results					
		Total No.	Africa	Americas	Arab States	Asia-Pacific	Europe Central Asia
Indicator 17.1: Number of Member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination.	16 member States	12 member States	Senegal South Africa Zimbabwe	Brazil Chile Costa Rica El Salvador	Jordan	China Indonesia Mongolia Pakistan	

How the strategy delivered on the two or three areas of focus identified in the programme and budget 2014-15

Outcome 17 sought to strengthen constituents' capacity to develop and comply with legislative frameworks on equality and non-discrimination and national capacity to measure discrimination in the world of work. This was successfully achieved through dissemination of the findings and recommendations of innovative research initiatives, the provision of timely and relevant technical advice to constituents, the delivery of targeted training activities and the implementation of far-reaching awareness-raising programmes at the global, regional and national levels.

On the legislative front, labour laws were amended in response to gaps in law and practice identified by the Committee of Experts on the Application of the Conventions and Recommendations (CEACR) in respect of the Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). On gender-related issues, more countries adopted equal pay legislation referring expressly to "work of equal value" and specifically prohibiting sexual harassment in the workplace. South Africa issued pay equity regulations and a Code of Good Practice in order to give effect to the principle of equal pay for work of equal value, established in the recently-promulgated Employment Equity Amendment Act. Similarly, Viet Nam launched a national tripartite Code of Conduct on Sexual Harassment in implementation of the amended Labour Code, which prohibits sexual harassment in the workplace.

Increased private sector interest in employing persons with disabilities was reflected in the establishment of new national business and diversity networks, particularly in Latin America, in order to facilitate exchanges of practices among both large corporations and small and medium-sized enterprises (SMEs).

There was keen interest in developing survey instruments on gender related issues, and particularly in measuring the gender wage gap in sectors where women predominate, such as education and health. The Palestinian Central Bureau of Statistics successfully launched a survey on the gender wage gap in the education sector in the Occupied Palestinian Territory, the results of which will provide the necessary data and statistics to inform policy decisions for the sector.

How the strategy delivered support to constituents

To promote compliance with national legislation on disability issues, the ILO launched the Global Business and Disability Network Charter, which has been signed by the chief executive officers (CEOs) of 11 multinational private sector companies. The signatories undertake to develop policies and practices that protect persons with disabilities from all forms of discrimination and to promote equal treatment and equal opportunities for persons with disabilities by providing reasonable accommodation in all aspects of conditions of employment. This tool will be promoted more widely in countries where the foundations for disability inclusion have already been laid through national legislation.

A study on the situation of indigenous peoples in the world of work in Asia found that in many countries of the region, explicit recognition of these peoples through dedicated legal, policy and institutional frameworks was absent, posing challenges to the effort to ensure respect for universally accepted human rights and to address the structural issues that perpetuate socioeconomic exclusion and marginalization. These findings were presented during the commemoration of the International Day of the World's Indigenous Peoples in 2016 and have been disseminated widely throughout the region with the goal of raising awareness among policy makers and encouraging the adoption of legislation aimed at recognition of the rights of indigenous peoples and of policies for the elimination of discrimination and exclusion on the grounds of ethnic origin.

Research into the workplace discrimination faced by lesbian, gay, bisexual and transgender (LGBT) people in Argentina, Costa Rica, France, Hungary, India, Indonesia, Montenegro, South Africa and Thailand confirmed that legislation protecting the rights of LGBT workers was absent in the vast majority of ILO member States and that fear of discriminatory treatment and violence often led many LGBT workers to keep their sexual orientation secret, resulting in anxiety and decreased productivity. Recommendations focused on combating stereotypes and encouraging more governments to adopt laws, more employers to adopt workplace policies and more trade unions and employers' organizations to adopt strategies prohibiting discrimination based on sexual orientation and gender identity. Two country reports for Argentina and Thailand, respectively, were published in 2015.

Drawing on the latest available household and labour survey data and legal information from 12 developing countries in Africa, Asia and Latin America, an ILO study on domestic work, wages and gender equality called for compliance and enforcement strategies and called for comprehensive and innovative approaches in order to ensure respect for minimum wage legislation in the domestic work sector. These findings will be promoted globally in the coming bienniums with the aim of improving labour legislation on domestic work.

As a first step towards the development of a methodology for measuring discrimination in the workplace and preparing global estimates on discrimination at work, the Office conducted a stock-taking exercise in which it reviewed legal and policy frameworks, examined the most prevalent forms of discrimination and evaluated the existing qualitative and quantitative information and data on discrimination, including the methodologies used in generating national or other statistics, in

Albania, Algeria, Australia, Brazil, Burundi, China, the Democratic Republic of Congo, France, India, Kuwait, South Africa, the United Kingdom and the United States of America. Based on these studies, global indicators of discrimination at work were proposed.

How the strategy helped to address gender equality and non-discrimination

In line with its gender policy of 1999, the ILO seeks to advance gender equality through the inclusion of a gender dimension in all programmes and policies (i.e. gender mainstreaming). The strategy for progress under this Outcome necessitated ensuring that other Outcomes were pursued in a gender-responsive manner. To that end, the youth employment training modules developed and piloted during the biennium were reviewed and a specific module on gender and youth employment was developed (Outcome 2). The Office also endeavoured to show that promoting freedom of association for women workers can be a gateway to other women workers' rights and developed a training package for that purpose (Outcome 14).

Significant external partnerships that have helped in delivering the strategy

Partnerships with 12 key United Nations agencies, including the Office of the United Nations High Commissioner for Human Rights (OHCHR), the Joint United Nations Programme on HIV/AIDS (UNAIDS), the World Health Organization (WHO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), resulted in a joint statement by heads of agencies calling for an end to violence and discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) adults, adolescents and children. The statement sets out specific steps that governments, in particular, should take to curb violence and protect individuals from discrimination, including by prohibiting discrimination and reviewing and repealing all laws used to arrest, punish or discriminate against people on the basis of their sexual orientation, gender identity or gender expression.

Together with senior leaders of the international community, the ILO, the International Organization for Migration (IOM), WHO and the United Nations Office at Geneva (UNOG) formed a network in order to advance gender equality in the executive management of their institutions through concrete, measurable commitments.

The United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) has funded projects and programmes in Asia (China, Indonesia and Viet Nam) that complement the work done by the ILO in these countries. The Partnership has also strengthened cooperation with other United Nations (UN) agencies that are working to promote the rights of persons with disabilities and has increased the impact of the Organization's efforts in this area.

Significant outputs	
Knowledge generation and management	<ul style="list-style-type: none">• A paper entitled The Motherhood Pay Gap: A review of the issues, theory and international evidence was launched on International Women's Day in 2015. The study provides evidence that mothers suffer a wage penalty over and above the penalty for being a woman, which raises concerns not only about gender equality, but also about the capacity of societies to achieve a sustainable balance between the goal of women's active employment in paid work and the goal of ensuring a fair distribution of income to support the reproduction and rearing of children.• An issue brief on discrimination against LGBTs was published and disseminated widely on the International Day against Homophobia, Transphobia and Biphobia in 2015. The brief raises awareness of the discrimination faced by LGBT workers and provides guidance on the promotion of more inclusive workplaces.• An ILO InfoStory, Tackling sex discrimination through pay equity, was developed as a resource tool for students and educators and launched as an application that has been downloaded over 600 times in 47 countries.

Upstream policy advice	<ul style="list-style-type: none"> • The Guidelines for achieving equal employment opportunities for people with disabilities through legislation were finalised. They were used to support the revision of existing laws and development of new laws of relevance to women and men with disabilities, and the development of regulations and policies to give effect to these laws. Focusing on key concepts underlying international standards – equality of opportunity, non-discrimination, equal treatment of men and women - and providing examples of law and practice.
Capacity development	<ul style="list-style-type: none"> • The Step by Step guide on Promoting Ethnic Diversity at the Workplace was developed and used to provide guidance to employers, workers and their respective organizations on how to promote and value ethnic diversity in the workplace through the design, implementation and monitoring of a workplace ethnic diversity policy. The guide provides a framework that can be adapted to regional and national realities, variations in sector and enterprise size, as well as throughout supply chains where applicable. This guide is the second in a series on promoting equity in the workplace. • The Disability Equality Training Methodology (DET) was developed. It is a dynamic, participative approach to changing traditional attitudes to disability and was used as an interactive and reflective process which aimed to sensitize participants to disability issues and introduce them to the basic tools and concepts that they need in order to make changes to their programmes and projects, in order to ensure the equal participation of people with disabilities. • A Labour Inspection, Gender Equality and Non-discrimination Guide was drafted. It aims to mainstream gender equality into all the main functions of labour inspection. It can be used for specific training purposes, or as a specific gender component of the ILO modular training package on labour inspection.
Strategic normative support	<ul style="list-style-type: none"> • A report on Labour Inspection in the Arab States: Progress and Challenges provides a comparative analysis of recent trends, improvements and challenges, as well as a set of recommendations for the way forward on compliance with the ILO's equality conventions. This working paper was prepared as guidance for the region in response to comments on the application of International Labour Standards compiled by the ILO supervisory bodies.