



International
Labour
Office

MULTI

Better Business through socially
responsible labour practices

Uphold the elimination of discrimination in respect of employment and occupation

(UNGC Principle 6)



What?

Where?

Why?



International standards

- Equal Remuneration Convention, No. 100 (1951)**
- Discrimination (Employment and Occupation) Convention, No. 111 (1958)**



The elimination of discrimination in respect of employment and occupation



- **Grounds for discrimination**
- **Direct or indirect discrimination**
- **Equal pay for equal work**

Old and new forms of discrimination

- race
- colour
- sex
- religion
- national origin
- political opinion
- social origin



What is work of equal value?

**Different kinds of work with the same
objectively determined value**

Which are the impacts and challenges ?

Impacts and challenges

- Lower access to talents
- Low productivity, high absenteeism, high turnover
- Legal problems
- Bad reputation
- Social fragmentation/compromised economic growth



Equal employment opportunities at the workplace: where can it be promoted?



Equal employment opportunities at the workplace: where can it be promoted?



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

What can be done at the workplace?



What can be done at the workplace?



- **Implement policies and procedures**
- **Assign responsibility for equal employment issues at a high level**
- **Provide staff training on non discrimination policies and practices including disability awareness. Reasonably adjust the physical environment for workers or visitors with disabilities.**
- **Work on a case by case basis to evaluate discrimination potential cases**



What can be done at the workplace?

- Keep up to date records on recruitment and training
- Where discrimination is identified , develop grievance procedures to address complaints, handle appeals and provide resources for employees.
- Be aware of formal structures and informal cultural issues
- Establish programmes to promote access to skills development



What can be done in the community of operation?

- Encourage and support efforts to build a climate of equal access to opportunities for occupational development such as adult education programs and health and child care services
- Be aware of cultural traditions

Business case for promoting diversity

- **Recruit and retain the best talent**
- **Increase staff productivity**
- **Reduce legal risk**
- **Enhance company reputation**
- **Build markets**



Step-by-Step strategy

- Make a strong commitment to the top
- Conduct a first self assessment
- Set up a company policy on discrimination
- Communicate this policy both internally and externally
- Provide diversity training at all levels of the organization
- Set up bipartite structure/task forces or committee
- Set measurable goals and timeframes
- Establish management/staff committees to hear grievances
- Establish a zero tolerance approach to discrimination
- Take action
- Monitor achievements

Exercise :

- Sharing good practices

