

Discussion on Employment
Fourth draft of conclusions and recommendations
as of 13 October 2010

1. The Working Group urges States to consider ratifying and fully implementing ILO Convention 111 on discrimination in respect of employment and occupation and ILO Convention 100 on equal remuneration, as a matter of priority.
2. The Working Group calls upon Member States to consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, as well as other relevant United Nations conventions, as a matter of priority.
3. The Working Group urges States to adopt legislation, where they have not already done so, that in particular prohibits racism, racial discrimination, xenophobia and related intolerance in accessing employment and protects workers from such discrimination in the workplace.
4. The Working Group calls upon States, in collaboration with various stakeholders, in particular employers and trade unions, to implement effective awareness-raising campaigns and training programmes to combat racism, racial discrimination, xenophobia and related intolerance and negative stereotyping in the workplace.
5. The Working Group encourages States to establish observatories at the national level to monitor racism, racial discrimination, xenophobia and related intolerance in relation to employment, including mechanisms for the reception of complaints and measures for addressing racism, racial discrimination, xenophobia and related intolerance, where it is found to exist.
6. The Working Group requests that examples of relevant legislation, good practices and other pertinent information related to non-discrimination in the area of employment be placed on the website of OHCHR.
7. The Working Group urges States to ensure the prevention and detection of racism, racial discrimination, xenophobia and related intolerance in the workplace through effective training for officials operating in the framework of existing relevant national mechanisms and bodies, including, as appropriate, labor inspectors, to detect and prevent such discrimination in the workplace.

8. The Working Group calls upon States to adopt measures promoting equal employment opportunities in the public service aimed at eliminating discrimination against members of communities subject to racism, racial discrimination, xenophobia and related intolerance.

9. The Working Group encourages employers to provide scholarships, mentoring, internships and other similar measures to members of communities that are subject to racism, racial discrimination, xenophobia and related intolerance in accessing employment.

10. The Working Group encourages employers to consider implementing, when and where appropriate, the practice of using anonymous applications for job vacancies, as one of the effective tools to prevent and eliminate discrimination based on the name or ethnic origin of the applicant.