

Discussion on Employment
First draft of conclusions and recommendations

1. The Working Group encourages employers to provide scholarships, mentoring, internships and other similar measures to members of communities that are traditionally subject to discrimination in accessing employment.
2. The Working Group urges States to ratify and fully implement ILO Conventions 100, on discrimination in employment, and 111 on equal remuneration, as well as other relevant UN Conventions such as the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
3. The Working Group urges States to adopt specific legislation, where they have not already done so, that prohibits discrimination in accessing employment and protects workers from 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 discrimination and negative stereotyping in the workplace.
5. The Working Group encourages States to establish observatories at the national level to monitor discrimination in relation to employment, including mechanisms for the reception of complaints and measures for addressing discrimination where it is found to exist.
6. The Working Group requests that examples of relevant legislation, good practices and other pertinent information related to discrimination in the area of employment be placed on the website of OHCHR.
7. The Working Group urges States to ensure that effective training is provided to labour inspectors with regard to the detection of discrimination in the workplace.
8. The Working Group calls upon States to adopt measures that promote employment in the public service by members of communities traditionally subject to discrimination.
9. The Working Group encourages employers to consider implementing the practice of using anonymous applications for job vacancies, which would eliminate discrimination based on the name or ethnic origin of the applicant.