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| UN Independent Expert on foreign debt  & human rights,  Thematic Engagement, Special Procedures and Right to Development Division,  UNOG-OHCHR  CH-1211 Geneva 10, Switzerland  Email: ieforeigndebt@ohchr.org  cc: registry@ohchr.org | Date:7th September 2016 |

**Subject: Submission on Labour rights in the context of structural adjustment and fiscal consolidation policies**

The Equality and Human Rights Commission (EHRC) would like to draw the Independent Expert’s attention to its two recent submissions to the UN Committee on Economic, Social and Cultural Rights (UN CESCR) on the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR) in the UK:

1. Socio-economic rights in the UK, August 2015[[1]](#footnote-1)
2. Socio-economic rights in the UK: Updated submission, April 2016[[2]](#footnote-2)

The submissions touch upon the following areas which will be of particular interest in the context of the Independent Expert’s forthcoming thematic report:

**Non-discrimination in access to work (Art 6 ICESCR)**

August 2015 Submission

* Migrant workers, overseas domestic workers – pp. 54-57
* Equal pay gaps – gender, disability and race – pp. 62-69

April 2016 Submission

* Access to work - high unemployment rates of young people, Muslims, people with disabilities - pp. 34-39
* Discrimination at work – including diversity at board level, pay gaps, childcare, pregnancy and maternity discrimination, pp. 47-50

**Flexibilisation of labour / just and favourable conditions of work (Arts 6 and 7 ICESCR)**

August 2015 Submission

* Low pay – pp. 57/58
* Agency work pp. 59/60

April 2016 Submission

* Working conditions – including casualization of employment, low pay, Junior Doctors contracts, pp. 39-47

**Changes to the system of collective bargaining (Art 8 ICESCR)**

April 2016 Submission

* Trade Union Bill- pp. 50-53

**Changes to the national minimum wage (Art 7 ICESCR)**

April 2016 Submission

* Increases to national minimum wage – pp. 43, 44

**Social security reform (Arts 9 and 11 ICESCR)**

August 2015 Submission

* impact of social security reforms on people with disabilities, women and children, pp. 14-23

April 2016 Submission

* Welfare Reform and Work Act – pp. 16-20
* Impact of social security reforms on people with disabilities – pp. 21-27

**Impact assessment of financial decisions (Arts 9 and 11 ICESCR)**

August 2015 Submission

* Financial decision making and equality impact assessments – pp. 10-14

April 2016 Submission

* Impact assessment of the Welfare Reform and Work Act – pp. 16/17

Yours sincerely

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**About us**

The Equality and Human Rights Commission (the Commission) is Great Britain’s national equality body and has been awarded an ‘A’ status as a National Human Rights Institution (NHRI) by the United Nations.

As a statutory non-departmental public body established by the Equality Act 2006, the Commission operates independently. We aim to be an expert and authoritative organisation that is a centre of excellence for evidence, analysis and equality and human rights law. We also aspire to be an essential point of contact for policy makers, public bodies and business. We use our unique powers to challenge discrimination, promote equality of opportunity and protect human rights.

Our role as an ‘A’ status NHRI, the independent authority on Britain’s human rights performance, is an important part of the infrastructure for protecting and promoting human rights in the international context.

1. <https://www.equalityhumanrights.com/en/file/18741/download?token=E1vIJk4F> [↑](#footnote-ref-1)
2. <https://www.equalityhumanrights.com/en/file/4426/download?token=xf6AoKRE> [↑](#footnote-ref-2)