

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

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The Act envisages:

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skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

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Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

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The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

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- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

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Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

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Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

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- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

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Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

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skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

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- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

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Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

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Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

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Item 6: Panel on Development and People of African Descent

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

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Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

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The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

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United Nations Working Group of Experts on People of African Descent  
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Item 6: Panel on Development and People of African Descent

Lisa Wong  
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- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

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Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
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- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

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agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

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Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

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Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

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In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

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The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

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Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

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- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
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Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

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In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

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skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

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One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

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- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
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In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

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Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

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women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

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- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

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Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

The combined effects of economic crisis, renewed debates about multiculturalism in society, plus the resurgence of intolerance and xenophobic sentiment in too many instances are creating a climate that is not conducive to progress in terms of racial and ethnic discrimination.

I have been asked this morning to discuss the situation of people of African descent as it concerns the world of work. I will focus my interventions on four specific areas: Firstly, on the challenges that people of African descent continue to face in the world of work. I will also include a few specific examples relating to indigenous people. Allow me to reiterate that although these are two separate groups, quite often because of their ethnicity, colour and indigenous origin, indigenous people are often subject to discrimination based on race, colour and national extraction in the same way as people of African descent. Secondly, I will highlight some significant advances both on the legislative and policy fronts, which will hopefully lead to brighter horizons. I will then showcase some of the work that the ILO has undertaken to combat discrimination against people of African descent and indigenous and tribal peoples and finally I will propose some recommendations for consideration, based on lessons learned from our various initiatives.

The challenges faced by people of African descent in the workplace remain significant. The ILO has observed continuing or even increasing high unemployment rates, as well as low representation in top management positions and over representation in low skilled and informal jobs.

Let's start by looking at a few real life examples of wage discrimination, and access to Employment/Training faced by people of African descent. In Brazil, white workers receive a wage that is 46 per cent higher than that of black workers and 41 per cent higher than that of mixed-race workers. Furthermore, whites hold 88 per cent of all managerial positions, despite blacks forming 53 per cent of the total employed population.

In Colombia, according to a report on the policy to promote equality of opportunity for the black, Afro-Colombian, or indigenous Raizal and Palenquero communities, Afro-Colombians have less access to formal employment, and are generally concentrated in low-ranking jobs, earning 71 per cent of the pay of a mestizo or mixed race person.

In spite of specific goals in the country's national development plan, a white Ecuadorian can earn an average monthly income of US\$317, while an Afro-Ecuadorian can earn up to US\$211. Similarly, the urban unemployment rate is 11 per cent for Afro-Ecuadorian persons, compared with a national average of 7.9 per cent, and 17.5 per cent for Afro-Ecuadorian women. Furthermore, 93 percent of Afro-Ecuadorian persons do not have access to university level education, hindering their chances of securing high paying jobs. Research shows that limited access to education and training often results in occupational segregation with access only to low skilled or low paying jobs.

In Mexico there have been repeated reports alluding to the existence of the practice of publishing advertisements for vacancies that discriminate in relation to race and colour.

In Uruguay a study "Inequalities of the population of African descent from the gender perspective" showed that, although the participation rate of women of African descent was greater than that of women who are not of African descent (57 per cent and 53 per cent, respectively), unemployment was also greater in that category of the population (12 per cent, compared with 8 per cent).

Reports on the Dominican Republic, point to the poorest inhabitants of the country being of African extraction including some 800,000 immigrants of Haitian origin, most of whom receive significantly lower wages than national workers particularly in the construction and

agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

Statistics from the USA point to an unemployment rate of 7 per cent in the white population, as compared to an unemployment rate of 13 per cent among the black population (about twice as high as the white population), with the African American population had the highest unemployment rate of any racial/ethnic group

Finally, in the United Kingdom, the unemployment rate among white youths (18-24) was 19 per cent, compared to 45 per cent among black youths.

Let's now look at a few specific cases of indigenous peoples. Where evidence is available, it indicates that indigenous peoples are being discriminated against and have limited opportunities to pursue the occupation of their choice or to find employment. Similar to people of African descent:

- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
- Measures to include Afro-Colombians peoples in formal employment

In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

While in Uruguay, an Act was established to promote the participation of persons of African descent in education and employment. . And in Costa Rica initiatives have been promoted to increase employment possibilities and strengthen capacities for production and entrepreneurship for indigenous women and women of African descent. For example, temporary day-care centres have also been established during the coffee harvest for indigenous women

In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.

United Nations Working Group of Experts on People of African Descent  
Tuesday 31 March 2015  
Item 6: Panel on Development and People of African Descent

Lisa Wong  
Senior Officer – Non-discrimination

Chair, fellow panelists, ladies and gentlemen....Good morning.

The elimination of discrimination in employment occupation and the promotion of equality of opportunities have been at the core of the ILO's work since its inception in 1919. In 1958, the ILO's International Labour Conference, comprising representatives of Governments, Employers and Workers organizations adopted the Discrimination in Employment and Occupation Convention (No. 111). This Convention upholds the fact that all people, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity. While the Convention does not explicitly refer to discrimination against indigenous or tribal peoples, the prohibited grounds of race, colour and national extraction cover discrimination on the ground of a person's ethnicity, language, and indigenous origin or identity. Furthermore, the ILO's Indigenous and Tribal Peoples Convention, (No. 169) establishes minimum standards with respect to the civil, political, social and economic rights of indigenous and tribal peoples and states that indigenous peoples have the right to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.

To date, Convention 111 on non-discrimination has been ratified by 172 out of the ILO's 185 member States, evidencing a broad consensus as to the importance of respecting the right to non-discrimination. In spite of this broad consensus, however, discrimination based on race continues to affects millions of workers worldwide. Ethnic minorities, indigenous peoples, people of African descent, nationals of foreign origin, and migrant workers being among the most affected. People of African descent and indigenous peoples, in particular

women are subject to discrimination based on multiple prohibited grounds. For example, they often suffer double discrimination on the grounds of their sex, religion or social origin. Black women, in particular, often face occupational segregation to a greater variety of jobs and higher level positions, in part due to lack of access to education and skills, in part due to lack of affordable childcare facilities, and in part due to their issues being low on the collective bargaining agendas resulting in low trade union participation rates in particular in high level positions.

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agriculture sectors, for doing the same jobs. Migrant Haitian women workers in particular are often not provided with necessary papers, which mean that their children, who were often born in the Dominican Republic, are not issued with birth certificates, and are denied access to school resulting in lack of the necessary skills and training to acquire jobs in the future.

In South Africa, the Director-General's review of the Employment Equity Act, revealed that the "white group" accounted for 63 per cent of all positions at top and senior management levels, as compared to 20 per cent from the "black or coloured" group. According to the statistics, there is an over-representation of whites, which is nearly 5 times their Economically Active Population.

The review also indicated that Africans and coloured, both male and female, seemed to be most negatively affected by unfair discrimination and racial stereotypes in workplaces, and that there were also more black women in unskilled occupations than white women. Of the total amount of people employed in unskilled occupations, 28.6 per cent were black women and 4.4 per cent was white women).

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- Many indigenous people are un- or under- employed, or dependent on social welfare.

- They often have limited access to basic social services (including education and vocational training).
- Many indigenous workers are not able to compete on an equal footing, as they have limited access to formal education and vocational training.
- Indigenous workers are often included in the labour market in a precarious way that denies their fundamental labour rights; and finally
- Indigenous workers generally earn less, and the income they receive compared to the years of schooling completed is less than their non-indigenous peers. This gap increases with higher levels of education.

Comments of the ILO's Committee of Experts on the Application of Conventions and Recommendations show that people of African descent often face exactly the same challenges as that of indigenous peoples.

In spite of these gloomy statistics and poor employment practices in terms of wages, training and education, there have been significant achievements in terms of the adoption of legislation and national policies with the sole purpose of combating discrimination against people of African descent and indigenous peoples, which we hope will bear some fruit in the near future. Allow me to caution though that without effective enforcement, even the best drafted policies and laws can and do result in discriminatory practices.

In Brazil, for example, in response to the wage gap, the Government has recognized the need to provide greater training to people of African origin enabling them to gain access to better quality jobs and has therefore implemented a plan for people of African origin specifically with this objective. Similarly, their Charter for Racial Equality is intended to guarantee for the black population equality of opportunity, the defense of their rights, and action to combat discrimination.

The Act envisages:

- The adoption of vocational training, employment and school attendance policies and programmes,
- The granting of incentives for the adoption of equality measures in the private sector,

- Access to credit for small-scale production and
- Awareness-raising campaigns against the marginalization of black women.

Similarly, in Colombia a programme has been set up by the Office of the President to design strategies and action for the development of the Afro-Colombian people, and a number of practical measures have already been adopted including:

- Access to basic and higher education; and
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In countries such as Nicaragua, an Act on dignified and fair treatment for indigenous and Afro-descendant peoples was adopted, to regulate and guarantee just and equal treatment for these peoples as regards job opportunities and access to employment in both the public and the private sectors.

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In South Africa, in accordance with the Employment Equity Act, employers must identify barriers that adversely affect black people, and thereafter implement affirmative action measures in their Equity Employment Plans to address those barriers. Other countries have also introduced effective affirmative action measures. In Ecuador, for example, affirmative action measures in the public and private sectors provide that 8 per cent of jobs in State authorities and Government departments, and in the skills and training programmes be held by persons of African descent.

Also in South Africa, the National Skills Development Strategy (NSDS) (2011-2016) prioritizes confronting racial inequalities, with a particular focus on giving more opportunities to previously (and currently) disadvantaged South Africans. This requires focused attention on

skills provision for blacks in general. The current NSDS will pay particular attention to access to skills by women, especially black women, so that they can effectively participate in society.

In an attempt to combat the discrimination faced by indigenous peoples and people of African descent, the ILO has implemented several technical cooperation projects, conducted many workshops and published different practical guides which it has disseminated among its constituents.

One such project specifically designed to assist indigenous communities in Asia, Africa and Latin America, organized capacity-building activities on indigenous peoples' rights, particularly on the promotion and implementation of Conventions Nos. 111 and 169. The activities have included capacity building for target groups such as government officials, human rights institutions, parliamentarians, employers' and workers' organizations, indigenous peoples' organizations, indigenous women, traditional leaders, youth and journalists.

Another regional project was implemented in several in Latin American countries with the aim of contributing to poverty reduction and decent work in the informal economy through the empowerment of race/ethnicity dimensions in the public policies of poverty eradication and employment generation. Interesting results were obtained in both Brazil and Ecuador, where, for example in Brazil, the Ministry of Labor introduced race dimensions in projects meant for the informal and unemployed workers and self-employment stimulators, and in Ecuador, it fostered the participation of tripartite organizations and those promoting racial/ethnic equality in debates on the design and implementation of policies for eradicating poverty and creating employment and decent work.

Several projects were implemented specifically for Brazil, which resulted in the following key outputs: (a) race perspectives in policies, programmes, and public services expanded and enhanced; (b) local and regional capacities for promotion of racial equality were integrated and strengthened; and (c) items on racial equality were highlighted and publicized by the media.

In addition to implementing technical cooperation projects, several useful and practical guides were produced including one on eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation which provided practical information on how to combat discrimination against these workers and promote their access to decent work opportunities;. A Handbook for ILO Constituents on Understanding the Indigenous and Tribal People's Convention, 1989 (No. 169), and Case Book on the Application of Convention 169 by Domestic and International Courts in Latin America were also published. Hot off the press is a step by step guide on promoting ethnic diversity at the workplace. This guide provides information for 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. A few copies in English, Spanish and French are available outside of this room.

Finally, in order to effectively eliminate discrimination against indigenous and tribal peoples and people of African descent, here is a list of points for consideration, which. has been compiled from the lessons learned from the various projects and research for the development of guides that have been undertaken over the years:

- Enact legislation prohibiting and preventing discrimination in employment and occupation against indigenous peoples and peoples of African descent, as well as effective enforcement of such legislation.
- Mainstream the promotion of equal opportunities in employment and occupation in relevant national policies, such as land policies, poverty reduction strategies, rural or local development programmes, training policies, employment policies (including inter alia, active labour market measures, environmental policies, and gender policies).
- Implement measures to protect indigenous and tribal peoples and people of African descent in the informal economy from work-related discrimination, forced labour and other exploitative labour practices.
- Create space for social dialogue on indigenous and tribal peoples' and people of African descent equal opportunities to access decent work.

- Provide educational and training opportunities on at least an equal footing with the rest of the national community.
- Monitor the situation of people of African descent and indigenous peoples in employment and occupation on the basis of appropriate data (disaggregated by sex).
- Specifically, concerning indigenous peoples, implement provisions to ensure that indigenous and tribal peoples can carry out their traditional occupations without undue restrictions and to this end recognizing their right to exist and to maintain their cultures, traditions and institutions in national law and policies; and
- Promote awareness and respect for indigenous cultures and traditions among non-indigenous segments of society.

In short, addressing structural racial inequalities against people of African descent requires a combination of legislative efforts, affirmative action, awareness raising campaigns and targeted measures aimed at their full participation in social and economic life.

I'll stop here Chair. Thank you.