Uphold the elimination of discrimination in respect of employment and occupation

(UNGC Principle 6)
What?

Where?

Why?
International standards

- Equal Remuneration Convention, No. 100 (1951)

- Discrimination (Employment and Occupation) Convention, No. 111 (1958)
The elimination of discrimination in respect of employment and occupation

- Grounds for discrimination
- Direct or indirect discrimination
- Equal pay for equal work
Old and new forms of discrimination

- race
- colour
- sex
- religion
- national origin
- political opinion
- social origin
What is work of equal value?

Different kinds of work with the same objectively determined value
Which are the impacts and challenges?
Impacts and challenges

- Lower access to talents
- Low productivity, high absenteeism, high turnover
- Legal problems
- Bad reputation
- Social fragmentation/compromised economic growth
Equal employment opportunities at the workplace: where can it be promoted?
Equal employment opportunities at the workplace: where can it be promoted?

- recruitment
- remuneration
- hours of work and rest, paid holidays
- maternity protection
- security of tenure
- job assignments
- performance assessment and advancement
- training opportunities
- job prospects
- social security, occupational safety and health
What can be done at the workplace?
What can be done at the workplace?

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

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

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

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

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