



Topic: Equality in the Workplace

MMUN 49

Submitted by: International Labour Organization ECOSOC PLENARY

1 REAFFIRMING the definition of discrimination as previously established in Article 1 of
2 International Labour Organization (ILO) convention No. 111, for the purpose of this
3 resolution, wherein discrimination is defined as “any distinction, exclusion or preference
4 made on the basis of race, color, sex, religion, political opinion, national extraction or
5 social origin, which has the effect of nullifying or impairing equality of opportunity or
6 treatment, unemployment or occupation,” “such other distinction, exclusion or preference
7 which has the effect of nullifying or impairing equality of opportunity or treatment in
8 employment or occupation as may be determined by the member concerned after
9 consultation with representative employers’ and workers’ organizations, where such
10 exist, and appropriate bodies,”
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12 BEARING IN MIND the four principles identified in ILO Declaration on Fundamental
13 Principles and Rights at Work, (a) freedom of association and the effective recognition of
14 the right to collective bargaining, (b) the elimination of all forms of forced or compulsory
15 labor, (c) the effective abolition of child labor, (d) the elimination of discrimination in
16 respect of employment and occupation,
17

18 RECOGNIZING that including persons who currently face discrimination would increase
19 the number of available workers and the productivity of states’ workforces and would
20 have long-term economic sustainability,
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22 ACKNOWLEDGING that for the purpose of this resolution, it is assumed that all those
23 working are of legal minimum age to do so, as determined by individual Member States,
24

25 NOTING the fact that many Member States have laws, which promote equality in the
26 workplace but that many states are not able to adequately enforce those laws,
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28 RECALLING the goals of the 2003 Gender Equality Partnership, in particular its aims to
29 attract awareness and increase the workability and capacity of existing organizations,
30

31 RECOGNIZING that Decent Work Country Programmes (DWCPs) are currently
32 enabling many Member States to make progress toward equality in the workplace and
33 that this progress should be continued,
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35 DEEPLY CONCERNED about the possibility of social unrest that may result from
36 discriminatory policies,
37

- 38 1. ENCOURAGES all Member States to increase public awareness initiatives aimed
 39 not only at the workforce but also the employers, such initiatives should include
 40 information and statistics from the ILO on specific discrimination practices
 41 pertaining to the region;
 42
- 43 2. EMPHASIZES the need to establish Equal Opportunity Employment
 44 Commissions or appeals processes at the national level, in order to address
 45 discrimination within governments and private organizations;
 46
- 47 3. FURTHER REQUESTS the ILO to provide technical assistance for Member
 48 States willing to implement such commissions;
 49
- 50 4. ENCOURAGES companies to prepare employment equity plans, to analyze
 51 states' workforce and to identify and correct equality banners as stated in the
 52 Legislated Employment Equity Program;
 53
- 54 5. ENCOURAGES the enactment of legislation to promote cooperation of
 55 employees and worker organizations and other appropriate bodies to implement
 56 policies that discourage ageism;
 57
- 58 6. RECOMMENDS that job qualifications should be determined by skill level,
 59 providing that if an individual is unable to fulfill the obligations of the job, hiring
 60 is at the discretion of the employer whose policies and procedures are subject to
 61 review by individual government organizations or branches;
 62
- 63 7. URGES Member States to offer incentives for companies who make an effort to
 64 hire and retain individuals with disabilities and permanent health concerns to
 65 make reasonable accommodations for those individuals recommends,
 66 a. incentives that might include, but are not limited to, the offering of
 67 monetary incentives such as tax breaks for complying corporations, grants
 68 or subsidies, or positive international recognition,
 69 b. the use of reasonable accommodations that include appropriate facilities
 70 for employees who are currently in need of additional assistance;
 71
- 72 8. ENCOURAGES organizations to donate resources that help to combat the
 73 problems that individuals with disabilities face, which might include wheelchairs,
 74 and other mobility devices to be donated by organizations such as Doctors
 75 Without Borders, the World Health Organization, or other related non-
 76 governmental organizations or government bodies;
 77
- 78 9. IMPLORES companies to retain employees who become disabled due to hazards
 79 of their occupation or other instances outside of work, provided workers can still
 80 complete their job responsibilities;
 81
- 82 10. REQUESTS that Member States work with Non-Governmental Organizations
 83 (NGOs) to effectively train and educate their labour enforcement officials and the

- 84 general public so that workplace equality laws currently in place can be efficiently
85 carried out;
86
- 87 11. ENCOURAGES NGOs such as the Inter-American Development Bank (IDB) in
88 Latin America to establish programs in each Member State that would combat
89 social stigma, promote cultural awareness, and provide employer cultural and
90 gender sensitivity training;
91
- 92 12. RECOMMENDS that governments continue to work toward the re-evaluation,
93 improvement, development, and evaluation of their current policies of gender
94 mainstreaming that are currently being developed at all levels;
95
- 96 13. CALLS UPON Member States to establish DWCPs if not already in place and
97 hold national conferences to include labor ministries, government labor
98 institutions, employers' organizations, and trade unions, for the purpose of
99 collaborating to ensure women's rights and empowerment while mainstreaming
100 gender equality in the workforce;
101
- 102 14. ENCOURAGES all Member States to adopt Fair Labor Acts establishing
103 minimum wage, Equal Pay for Equal Work Acts, and Fair Pay Acts outlawing
104 discrimination based on ILO Convention 111.