



**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,  
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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,  
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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,  
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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,  
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- 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;  
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- 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;  
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- 47 3. FURTHER REQUESTS the ILO to provide technical assistance for Member  
48 States willing to implement such commissions;  
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- 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;  
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- 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;  
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- 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;  
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- 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;  
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- 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;  
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- 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.