SECOND ITEM ON THE AGENDA

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Review of the forms for annual reports under the follow-up

Executive summary

At its 277th Session (March 2000), the Governing Body approved a recommendation of the ILO Declaration Expert-Advisers that the Governing Body review the report forms used under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. The ILO Expert-Advisers have suggested the need for a fresh approach and have proposed a number of adjustments that would require replacing the report forms. Taking those proposals into account, the Office has prepared four draft revised report forms and a common introductory text. They are all annexed to this document for review by the Governing Body, with a view to their approval for use as from the annual review that will begin in April 2001. Point for decision: Paragraph 10.

1. Framework. The follow-up to the ILO Declaration on Fundamental Principles and Rights at Work provides for a review each year of the efforts made in accordance with the Declaration by member States which have not yet ratified all the fundamental Conventions. The purpose of the promotional follow-up is to encourage efforts made by these States to promote the fundamental principles and rights in the Declaration and to

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1 Annex, follow-up to the Declaration, para. II.A.1. The annual review is based on reports requested from Members under article 19, paragraph 5(e), of the ILO Constitution, which establishes an obligation to report on “the position of [the Member’s] law and practice …, showing the extent to which effect has been given, or is proposed to be given, to any of the provisions … by legislation, administrative action, collective agreement or otherwise and stating the difficulties which prevent or delay the ratification of [the] Convention”.
allow the identification of areas in which the assistance of the Organization may prove useful to help implement these principles and rights.  

2. **Purpose of seeking information.** Under the terms of the follow-up to the Declaration, the report forms are to obtain information on any changes that may have taken place in the law and practice of governments, taking account of article 23 of the Constitution and established practice. As noted by the ILO Declaration Expert-Advisers, the initial reports under the Declaration were intended to establish the baseline for each country against which progress may be measured. This baseline remains to be established in a number of situations. In the words of the Expert-Advisers, “the Declaration follow-up presents an opportunity for a country to examine its own situation and to request assistance”. In line with the promotional nature of the follow-up, the information is being sought not for comparative purposes between countries, but rather for each country to chart its own progress within its particular socio-economic context.

3. **Mandate to propose changes to the forms.** For the first two annual reviews, the report forms used were those the Governing Body had approved at its 274th Session (March 1999). When the Governing Body appointed the ILO Declaration Expert-Advisers, it included in their mandate the possibility of proposing adjustments to the report forms that the Expert-Advisers might think desirable. One of the recommendations made by the Expert-Advisers and approved by the Governing Body at its 277th Session (March 2000) was to review the report forms under the follow-up.

4. **Recommendations for change.** In their initial introduction to the compilation of reports, the Expert-Advisers noted that “a revision of the report forms in the future would be desirable, to make them more effective in producing the kind of information sought”. As noted in their second introduction, “the purposes of the revision would be to make the questions clearer and more precise, add a gender dimension and include questions relevant to the worst forms of child labour”. Earlier, they had drawn particular attention to the need to include questions eliciting further information on:

(a) social and economic conditions that influence respect for principles in the Declaration;

(b) freedom of association as it relates to both employers’ and workers’ organizations;

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2 Annex, follow-up to the Declaration, para. I.1 and 2 and para. II.A.1.

3 ibid., para. II.B.1.

4 GB.277/3/1, para. 43.

5 ibid., para. 9.

6 The report forms used up to now appeared in GB.277/3/1.

7 GB.276/3, para. 2; and GB.274/2.

8 GB.277/3/1, para. 24.

9 ibid., para. 47.

10 GB.280/3/1, para. 17.
(c) policy and legislative measures aimed at respecting the fundamental principles and rights in the informal sector.\(^{11}\)

5. They also suggested: \(^{12}\)

(a) rewording the report forms to avoid overlaps in questions and to pose them with greater clarity;

(b) redesigning the forms to stimulate participation by employers’ and workers’ organizations in the process;

(c) adding a gender dimension, including requests for data broken down on the basis of sex, and taking into account the different life experiences of men and women and boys and girls;

(d) taking more explicit account of equal remuneration and other aspects of discrimination when the report forms are reviewed;

(e) reformulating the report form regarding the elimination of discrimination in employment or occupation to encourage more meaningful responses, such as data disaggregated by social group and the types of action taken to eliminate discrimination;

(f) making the report forms regarding the elimination of all forms of forced or compulsory labour more specific and having them identify indicators;

(g) adding a gender dimension to the child labour report form.

6. **Entry into force of Convention No. 182.** In addition, with the coming into force of the eighth fundamental Convention, the Worst Forms of Child Labour Convention, 1999 (No. 182), on 19 November 2000, it has become necessary to adapt the report form regarding effective abolition of child labour to take into account principles embodied in Convention No. 182.

7. **Identification of obstacles and technical cooperation needs.** One reason cited for the proposed changes to the report forms has been the need to more clearly identify obstacles to respecting fundamental principles and rights at work and technical cooperation needs that might address them.\(^{13}\) The proposed new forms attempt to make these aspects more explicit, in line with the promotional nature of the Declaration follow-up.

8. **Increased efficiency sought.** An additional factor influencing the redesign of the report forms has been the desire to promote efficiency for both governments and the Office. Thus the proposed new report forms appearing in Appendices I to IV include questions framed in ways that would permit some yes/no and multiple choice replies, while inviting fuller textual explanations. An attempt has been made to avoid questions eliciting information

\(^{11}\) ibid.

\(^{12}\) GB.277/3/1, paras. 47, 48, 49, 93 and 113.

\(^{13}\) GB.280/3/1, para. 17. Each November, the Governing Body is to set priorities and plans of action for technical cooperation in relation to the subject addressed by the Global Report at the preceding International Labour Conference. It did so for freedom of association and the effective recognition of the right to collective bargaining in November 2000 (GB.279/TC/3).
that is easily available elsewhere (such as published economic statistics, or information on ILO projects operating within the country). It is hoped that the new approach will permit the production of a shorter compilation of reports as from next year.

9. At their second session (29 January-2 February 2001), the Expert-Advisers reviewed the draft revised report forms that had been prepared by the Office and recommended a number of adjustments to them. The questions have subsequently been modified for clarity, in consultation with the Statistics Bureau of the Office. The standard introductory text for the forms largely follows the one approved for the existing questionnaires, with the addition of brief instructions for completing the forms. The following sentence has also been added: “The questions posed in the report forms in no way imply any obligations beyond those contained in the Constitution, the Declaration and its follow-up.”

10. The Committee is invited to recommend to the Governing Body that it approve the four revised report forms set out in the Addendum and Appendices I to IV to this document for use by the Office as from April 2001 in the annual review under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.


*Point for decision:* Paragraph 10.
Addendum

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Report forms for the annual review: Introductory text for report forms

1. Each report form would contain the following introductory text:

   Introduction

   The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session on 18 June 1998, recalls that all Members, even if they have not ratified the Conventions regarded as fundamental, have an obligation arising from the very fact of their membership in the Organization to respect, to promote and to realize in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions.

   In order to give the Organization and its Members the opportunity of regularly observing their efforts to promote those principles, the Declaration has a promotional follow-up, one component of which sets out to obtain, through annual reports requested under article 19, paragraph 5(e), of the Constitution, information from Members that have not ratified one or more of the fundamental Conventions on any changes to their legislation and practice with regard to each of the categories of principles and rights set out in the Declaration. The questions posed in the report form in no way imply any obligations beyond those contained in the Constitution, the Declaration and its follow-up.

   This report form, which has been approved by the Governing Body of the International Labour Office, is for use by States that have not ratified the relevant Convention(s). For questions calling for a yes or no answer, or for checking appropriate boxes from a series of options, please mark the answers clearly. Answers to questions that call for longer replies on a separate sheet should indicate the number of the question being addressed. For the questions that ask for a ranking, such as types of technical cooperation needs, kindly indicate the most important to you as 1, the next most important as 2 and so forth. Legislation, statistics and other information need be provided only if they have not already been sent to the ILO.

   Assistance in completing these forms is available from the International Labour Office.

   Replies are requested by 1 September of each year and should be sent to this address:

   InFocus Programme on Promoting the Declaration
   4 route des Morillons
   1211 Geneva 22
   Switzerland
   Fax: +41-22-799-6329
   e-mail: declaration@ilo.org
Appendix I

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Report form (revised) – DRAFT

Freedom of association and the effective recognition of the right to collective bargaining

Note: If your Government has already supplied a full report on this topic, you have the option of skipping to Questions 18 et seq.

I. Recognition of the principle of freedom of association and the effective recognition of the right to collective bargaining

1. Is the principle of freedom of association, i.e. the right of employers and of workers to form organizations of their own choosing and to affiliate to these organizations, recognized in your country? ____ Yes ____ No

   If yes, in what manner is the principle of freedom of association recognized?
   (a) in the Constitution ____ Yes ____ No
   (b) in legislation ____ Yes ____ No
   (c) in judicial decisions ____ Yes ____ No
   (d) in another way. Please specify ___________________________________________

Please attach copies of relevant legal instruments unless these have already been sent to the ILO, indicating Q.1.

2. Please indicate whether the following categories of persons are covered or not covered by the guarantee of exercise of freedom of association in your country:

   (a) Agricultural workers ____ Covered ____ Not covered
   (b) Migrant workers ____ Covered ____ Not covered
   (c) Workers in the informal economy ____ Covered ____ Not covered
   (d) Workers below a stated age. If so, what age: _____ ____ Covered ____ Not covered
   (e) All workers in the public service ____ Covered ____ Not covered
   (f) Certain categories of workers in the public service ____ Covered ____ Not covered
       Please specify which ______________________________________________________
   (g) Teachers ____ Covered ____ Not covered
   (h) Medical professionals ____ Covered ____ Not covered
   (i) Domestic workers ____ Covered ____ Not covered
   (j) Other specific categories of workers ____ Covered ____ Not covered
       Please specify which ______________________________________________________
   (k) Any category of employers ____ Covered ____ Not covered
       Please specify which ______________________________________________________

For the categories that are not covered please indicate the reasons why.

Please continue on a separate sheet, indicating Q.2.

3. Is prior authorization of the Government necessary to establish:
   (a) a workers’ organization? ____ Yes ____ No
   (b) an employers’ organization? ____ Yes ____ No
4. In your country, can workers exercise freedom of association at the following levels?
   (a) Enterprise   ___ Yes ___ No
   (b) Sector or industry   ___ Yes ___ No
   (c) National   ___ Yes ___ No
   (d) International   ___ Yes ___ No

5. In your country, can employers exercise freedom of association at the following levels?
   (a) Enterprise   ___ Yes ___ No
   (b) Sector or industry   ___ Yes ___ No
   (c) National   ___ Yes ___ No
   (d) International   ___ Yes ___ No

6. Can the Government intervene in the functioning of a workers’ organization?   ___ Yes ___ No
   **If yes,** under what circumstances?

7. Can the Government intervene in the functioning of an employers’ organization?   ___ Yes ___ No
   **If yes,** under what circumstances?

8. Is the principle of the effective recognition of the right to collective bargaining, i.e. the possibility for organizations of workers and of employers to engage in the voluntary negotiation of collective agreements to regulate conditions of employment, recognized in your country?   ___ Yes ___ No
   **If yes,** in what manner is the principle recognized?
   (a) in the Constitution   ___ Yes ___ No
   (b) in legislation   ___ Yes ___ No
   (c) in judicial decisions   ___ Yes ___ No
   (d) in another way. Please specify ________________________________

   Please attach copies of relevant legal instruments unless these have already been sent to the ILO, indicating Q.8.

9. Please indicate whether the following categories of persons can or cannot engage in collective bargaining in your country:
   (a) Agricultural workers   ___ Can ___ Cannot
   (b) Migrant workers   ___ Can ___ Cannot
   (c) Workers in the informal economy   ___ Can ___ Cannot
   (d) Workers below a stated age. If so, what age: _________   ___ Can ___ Cannot
   (e) All workers in the public service   ___ Can ___ Cannot
   (f) Certain categories of workers in the public service   ___ Can ___ Cannot
      Please specify which ________________________________
   (g) Teachers   ___ Can ___ Cannot
   (h) Medical professionals   ___ Can ___ Cannot
   (i) Domestic workers   ___ Can ___ Cannot
   (j) Other specific categories of workers   ___ Can ___ Cannot
      Please specify which ________________________________
   (k) Any category of employers   ___ Can ___ Cannot
      Please specify which ________________________________
For any categories that cannot engage in collective bargaining, please indicate the reasons why.

10. Is government authorization or approval of collective agreements required in your country?
   ____ Yes ____ No
   If yes, please specify under which circumstances.

11. In your country, is the principle of the effective recognition of the right to collective bargaining recognized at the following levels?
   (a) Enterprise ____ Yes ____ No
   (b) Sector ____ Yes ____ No
   (c) National ____ Yes ____ No
   (d) International ____ Yes ____ No
   (e) Other. Please specify __________________________________________

II. Efforts made or envisaged to realize the principle of freedom of association and the effective recognition of the right to collective bargaining

12. Please describe the efforts made or envisaged to respect, promote and realize freedom of association in your country.

13. Please describe the efforts made or envisaged to respect, promote and realize the effective recognition of the right to collective bargaining in your country.

14. Does the Government produce or receive from others the following statistics?
   (a) Trade union membership ____ Yes ____ No
      If yes, are these statistics broken down by sex? ____ Yes ____ No
   (b) Membership in employers’ organizations ____ Yes ____ No
      If yes, are these statistics broken down by sex? ____ Yes ____ No
   (c) Number of workers covered by collective agreements ____ Yes ____ No
      If yes, are these statistics broken down by sex? ____ Yes ____ No

Please provide full references of any published statistics, and provide recent examples of these as attachments to your reply, if these have not already been provided to the ILO.
15. Does the Government record the following information with respect to freedom of association?
   (a) the number of cases brought before the competent authority or court alleging non-respect for
       freedom of association ____ Yes ____ No
   (b) the outcome of these cases ____ Yes ____ No
   (c) other aspects of freedom of association ____ Yes ____ No
      If yes, please specify which aspects.

Please provide examples of recent information, if this has not already been provided to the ILO.

16. Does the Government record the following information with respect to collective bargaining?
   (a) the number of cases brought alleging non-respect for the principle of effective recognition of the
       right to collective bargaining ____ Yes ____ No
   (b) the outcome of those cases ____ Yes ____ No
   (c) the sectors/industries in which collective agreements have been concluded ____ Yes ____ No
   (d) other aspects of effective recognition of the right to collective bargaining ____ Yes ____ No
      If yes, please specify which aspects.

Please provide examples of recent information, if this has not already been provided to the ILO.

17. Does the Government work with any multilateral agencies other than the ILO, bilateral donors and/or
    other organizations to promote the principle of freedom of association and the effective recognition of
    the right to collective bargaining? ____ Yes ____ No
    If yes, please briefly describe this cooperation (please attach details if available, indicating Q.17).

III. Progress and achievements with respect to freedom of association and the effective recognition of
the right to collective bargaining

18. If your Government has already submitted a full report on the principle of freedom of association and
    the effective recognition of the right to collective bargaining, under the Declaration follow-up, please
    describe any major changes since your last report.

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<tr>
<th>Major change</th>
<th>Date of change</th>
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</table>
IV. Obstacles with respect to freedom of association and the effective recognition of the right to collective bargaining

19. What have been the main obstacles encountered in your country with respect to realizing the principle of freedom of association and effective recognition of the right to collective bargaining?


V. Priority needs for technical cooperation

20. Does your Government see a need for new or continued technical cooperation with the ILO to assist in realization of the principle of freedom of association and effective recognition of the right to collective bargaining?  
   ____ Yes  ____ No

   If yes, please indicate the types of technical cooperation desired, ranking in order of priority (1 = most important; 2 = 2nd most important, etc.; 0 = not important).

<table>
<thead>
<tr>
<th>Type of technical cooperation desired</th>
<th>Ranking</th>
</tr>
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<tbody>
<tr>
<td>Labour law reform</td>
<td></td>
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<tr>
<td>Other legal reform</td>
<td></td>
</tr>
<tr>
<td>Training of government officials</td>
<td></td>
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<tr>
<td>Training of employers’ and workers’ organizations</td>
<td></td>
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<tr>
<td>Strengthening statistical capacity</td>
<td></td>
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<tr>
<td>Sharing of experience across countries/regions</td>
<td></td>
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<tr>
<td>Other. Please specify</td>
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Please attach further details for the first 3 priority technical cooperation needs identified, indicating Q.20.

VI. Report preparation

21. Regarding the preparation of this report:
   (a) Were employers’ organizations consulted in its preparation?  ____ Yes  ____ No
   (b) Were workers’ organizations consulted in its preparation?  ____ Yes  ____ No
   (c) Was there consultation with any other government agencies?  ____ Yes  ____ No

   If yes to any of the above, please describe the consultation process.

22. Regarding comments received on this report:
   (a) Did employers’ organizations make any comments on the report?  ____ Yes  ____ No
   (b) Did workers’ organizations make any comments on the report?  ____ Yes  ____ No

23. Which employers’ organizations have been sent copies of the report? Please attach list.

24. Which workers’ organizations have been sent copies of the report? Please attach list.
Please provide as attachments to your report any other information relevant to the efforts made in your country to promote the principle of freedom of association and effective recognition of the right to collective bargaining. Please list these attachments here.

Thank you for providing this information, which is to be used in the promotional spirit of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
Appendix II

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Report form (revised) – DRAFT

The elimination of all forms of forced or compulsory labour

Note: If your Government has already supplied a full report on this topic, you have the option of skipping to Questions 16 et seq.

I. Recognition of the principle of the elimination of all forms of forced or compulsory labour

1. Is the principle of the elimination of all forms of forced or compulsory labour recognized in any of the following ways in your country?
   (a) in the Constitution  ____ Yes ____ No
   (b) in legislation  ____ Yes ____ No
   (c) in judicial decisions  ____ Yes ____ No
   (d) in another way. Please specify ___________________________________

Please attach copies of relevant legal instruments or documents unless these have already been sent to the ILO.

2. Has the Government adopted a national policy and/or plan on the elimination of all forms of forced or compulsory labour?  ____ Yes ____ No
   If yes, please describe its objectives and targets.

Please attach relevant policy documents to your reply, indicating Q.2.

   If no, does the Government intend to adopt such a policy and/or plan?
   ____ Yes, by _________ (date) ____ No

3. Does legislation in your country define forced or compulsory labour?  ____ Yes ____ No
   If yes, what is this definition?

Please continue on a separate sheet, if necessary, indicating Q.3.

4. Does the legislation that is intended to ensure the elimination of forced or compulsory labour cover the following types of work?
   (a) Work performed in a family-owned or -operated enterprise  ____ Yes ____ No
   (b) Work in enterprises below a certain size. Please specify size: ________  ____ Yes ____ No
   (c) Home work  ____ Yes ____ No
   (d) Commercial agriculture  ____ Yes ____ No
   (e) Family and small-scale agriculture  ____ Yes ____ No
   (f) Aspects of prison labour involving forced labour  ____ Yes ____ No
   (g) Other. Please specify ____________________________________________________  ____ Yes ____ No
5. Are there any other persons or groups not covered by the application of this principle in your country? 
   ____ Yes  ____ No
   If yes, please indicate which persons or groups.
   Please continue on a separate sheet, if necessary, indicating Q.4.

6. Does legislation in your country provide for penalties applicable to persons found to have used or promoted the use of forced or compulsory labour? 
   ____ Yes  ____ No
   If yes, please indicate what these penalties consist of for the use of different types of forced or compulsory labour (e.g. chattel slavery, bonded labour, trafficking involving forced labour).
   Please describe any recent instances where such penalties have been imposed for the use of forced labour.

7. What is the situation in your country regarding the use of prison labour and its relation to the principle of the elimination of forced or compulsory labour?

8. Please describe the current situation in your country with respect to forced or compulsory labour.
   Please continue on a separate sheet, indicating Q.8.
II. Efforts made or envisaged to realize the elimination of all forms of forced or compulsory labour

9. Have specific measures or programmes been implemented or are they envisaged in your country to bring about the elimination of all forms of forced or compulsory labour? ____ Yes ____ No

If no, please skip to Question 12.
If yes, please specify these measures by ticking the relevant boxes below.

<table>
<thead>
<tr>
<th>Type of measure</th>
<th>Implemented</th>
<th>Envisaged</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal reform</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inspection/monitoring mechanisms</td>
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<tr>
<td>Penal sanctions</td>
<td></td>
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<tr>
<td>Civil or administrative sanctions</td>
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<tr>
<td>Special institutional machinery</td>
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<tr>
<td>Employment creation/income generation</td>
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<tr>
<td>Education programmes</td>
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<tr>
<td>Rehabilitation following removal from forced labour</td>
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<tr>
<td>Awareness raising/advocacy</td>
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<td></td>
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<tr>
<td>International cooperation programmes or projects</td>
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<td></td>
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<tr>
<td>Other measures. Please specify</td>
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</tbody>
</table>

Please provide further details of the measures or programmes implemented or envisaged, specifying when these special measures were or will be undertaken and which organizations are involved, indicating Q.9.

10. In these measures or programmes, is special attention given to the situation of particular groups of people (e.g. women, children, girls)? ____ Yes ____ No

If yes, please indicate which groups and describe the special measures taken to address their situation.

11. Please describe the involvement, if any, of employers’ and workers’ organizations in the development and implementation of these measures or programmes.

12. In your Government, is there an authority(ies) with responsibility for the identification, emancipation and/or rehabilitation of persons subject to forced labour? ____ Yes ____ No

If yes, please indicate the name(s) of this/these authority(ies) and describe its/their responsibilities.
13. Are there other organizations, domestic or international, working with government institutions or independently, addressing questions of forced labour in your country? ____ Yes ____ No
   If yes, please name these organizations and briefly describe these activities.

14. Does the Government collect statistics and other information relevant to the elimination of all forms of forced or compulsory labour? ____ Yes ____ No
   If yes, please provide further details of:
   (a) which institutions are responsible for collecting and analysing the information
   (b) the ways the information is collected (e.g. ad hoc surveys, periodic surveys, labour inspection activities)
   (c) the types of statistics and other information which are collected (e.g. numbers of men, women and children in forced labour situations (including debt bondage), types of work conducted, sanctions imposed, complaints recorded, estimates of number of persons trafficked to, from or within your country, numbers of persons released from forced labour).

   Please provide copies or full references of relevant data sets or published surveys, unless these have already been provided to the ILO.

III. Progress and achievements with respect to the elimination of all forms of forced and compulsory labour

15. Have any special measures been undertaken in your country that can be regarded as successful examples in the elimination of forced or compulsory labour? ____ Yes ____ No
   If yes, please describe these measures (highlighting the involvement of the social partners and other actors).

16. If your government has already submitted a report on the principle of the elimination of all forms of forced or compulsory labour, under the Declaration follow-up, please describe the major changes since your last report (e.g. changes in the regulatory, policy or institutional frameworks, significant new programmes initiated, change in the number of people working under forced labour conditions).

<table>
<thead>
<tr>
<th>Major change</th>
<th>Date of change</th>
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</table>
IV. *Obstacles with respect to the elimination of all forms of forced and compulsory labour*

17. What have been the main obstacles encountered in your country with respect to the elimination of all forms of forced or compulsory labour?

V. *Needs for technical cooperation*

18. Does your Government see a need for new or continued technical cooperation with the ILO to assist in realization of the principle of the elimination of forced or compulsory labour?  ____ Yes  ____ No  
**If yes,** please indicate the types of technical cooperation needed, ranking in order of priority (1 = most important; 2 = 2nd most important, etc.; 0 = not important).

<table>
<thead>
<tr>
<th>Type of technical cooperation needed</th>
<th>Ranking</th>
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<tbody>
<tr>
<td>Legal reform (labour law and other pertinent laws and regulations)</td>
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<tr>
<td>Policy advice</td>
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<tr>
<td>Capacity-building of responsible government institutions (e.g. labour inspection and administration)</td>
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<td>Training of other officials (e.g. police, judiciary, social workers, teachers)</td>
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<tr>
<td>Strengthening data collection and analysis capacity</td>
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<tr>
<td>Strengthening capacity of employers’ and workers’ organizations</td>
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<tr>
<td>Employment creation, skills training and income generation for vulnerable workers</td>
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<tr>
<td>Social protection systems</td>
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<tr>
<td>Rural development (e.g. land reform, rural infrastructure, agricultural extension, marketing, microfinance)</td>
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<tr>
<td>Awareness raising, legal literacy and advocacy</td>
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<tr>
<td>Sharing of experience across countries/regions</td>
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<tr>
<td>Cross-border cooperation mechanisms</td>
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<td>Inter-institutional coordination</td>
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<td>Other. Please specify</td>
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Please attach further details for the first 3 priority technical cooperation needs identified, indicating Q.18.

VI. *Report preparation*

19. Regarding the preparation of this report:
   (a) Were employers’ organizations consulted in its preparation?  ____ Yes  ____ No  
   (b) Were workers’ organizations consulted in its preparation?  ____ Yes  ____ No  
   (c) Was there consultation with any other governmental agencies?  ____ Yes  ____ No  
   (d) Was there consultation with any non-governmental organizations?  ____ Yes  ____ No  

   **If yes** to any of the above, please describe the consultation process.

20. Regarding comments received on this report:
   (a) Did employers’ organizations make any comments on the report?  ____ Yes  ____ No  
   (b) Did workers’ organizations make any comments on the report?  ____ Yes  ____ No  

21. Which employers’ organizations have been sent copies of the report? Please attach list.
22. Which workers’ organizations have been sent copies of the report? *Please attach list.*

Please provide as attachments to your report any other information relevant to the efforts made in your country to eliminate forced labour and list these attachments here (for example, data on economic and demographic trends).

Thank you for providing this information, which is to be used in the promotional spirit of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Report form (revised) – DRAFT

The effective abolition of child labour

Note: If your Government has already supplied a full report on this topic, you have the option of skipping to Questions 20 et seq.

1. Recognition of the principle of the effective abolition of child labour

1. Is the principle of the effective abolition of child labour recognized in any of the following ways in our country? (please tick as appropriate):
   (a) in the Constitution ____ Yes ____ No
   (b) in legislation ____ Yes ____ No
   (c) in judicial decisions ____ Yes ____ No
   (d) other. Please specify ___________________________________________

Please attach copies of relevant legal instruments unless these have already been sent to the ILO, indicating Q.1.

2. Is there a national policy or plan aimed at ensuring the effective abolition of child labour? ____ Yes ____ No
   If yes, please briefly describe the objectives and targets of this policy.

Please attach relevant policy documents to your reply, indicating Q.2.

If no, does the Government intend to adopt a national policy and/or plan? ____ Yes, by ________ (date) ____ No

3. Does legislation in your country establish a general minimum age for admission to employment? ____ Yes ____ No
   If yes, please indicate the general minimum age. ____ Girls ____ Boys

4. Does legislation in your country define light work? ____ Yes ____ No
   If yes, please indicate the definition of light work and give some examples.

Please continue on a separate sheet, if necessary, indicating Q.4.

What is the minimum age for engaging in light work? ____ Girls ____ Boys
5. Does legislation in your country define hazardous work?  
   ____ Yes  ____ No  
   If yes, please indicate the definition of hazardous work and give some examples.

Please continue on a separate sheet, if necessary, indicating Q.5.

What is the minimum age for engaging in hazardous work?  
   ____ Girls  ____ Boys

6. Does the general minimum age for admission to employment cover the following types of work?  
   (a) Work performed in a family-owned or -operated enterprise  
       ____ Yes  ____ No
   (b) Work performed in enterprises below a certain size. Please specify size ___  
       ____ Yes  ____ No
   (c) Home work  
       ____ Yes  ____ No
   (d) Domestic service  
       ____ Yes  ____ No
   (e) Self-employed work  
       ____ Yes  ____ No
   (f) Commercial agriculture  
       ____ Yes  ____ No
   (g) Family and small-scale agriculture  
       ____ Yes  ____ No
   (h) Other. Please specify ___________________________  
       ____ Yes  ____ No

7. Do laws or regulations exist in your country with the aim of eliminating any of the worst forms of child labour?  
   ____ Yes  ____ No  
   If yes, please list the types of work covered in these laws or regulations.

Please attach copies of relevant legal instruments unless these have already been sent to the ILO, indicating Q.7.

8. Are steps currently being taken to modify existing or to introduce new legislation to address the elimination of any of the worst forms of child labour?  
   ____ Yes  ____ No  
   If yes, please describe these steps.

9. Is there compulsory schooling for children in your country?  
   ____ Yes  ____ No  
   If yes, please specify:  
   (a) the age of the end of compulsory schooling  
       ____ Girls  ____ Boys
   (b) the number of years or grades of instruction required to complete compulsory education  
       ____ Girls  ____ Boys

10. Please describe the current situation in your country with respect to child labour.

Continue on a separate sheet.
11. Are any of the worst forms of child labour listed below generally believed or suspected to exist in your country? Please tick the boxes that apply.

<table>
<thead>
<tr>
<th>Category</th>
<th>Does not exist</th>
<th>Do not know if it exists</th>
<th>Believed or suspected to exist amongst</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Girls</td>
</tr>
<tr>
<td>Sale and/or trafficking</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debt bondage, serfdom, forced or compulsory labour</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Forced recruitment for armed conflict</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Prostitution</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Pornography</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Illicit activities, in particular production and trafficking of drugs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other worst forms of child labour (please specify types)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

II. Efforts made or envisaged to realize the effective abolition of child labour

12. Have specific measures or programmes of action been implemented or are they envisaged in your country to bring about the effective abolition of child labour?  
   ____ Yes  ____ No
   If no, please skip to Question 15.
   If yes, please specify these measures by ticking the relevant boxes below.

<table>
<thead>
<tr>
<th>Type of measure</th>
<th>Measures to enforce minimum age(s) for employment</th>
<th>Measures to eliminate the worst forms of child labour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal reform</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Inspection/monitoring mechanisms</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Penal sanctions</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Civil or administrative sanctions</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Special institutional machinery</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Free compulsory education</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Employment creation/income generation</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Social assistance (e.g. stipends, subsidies, vouchers)</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Child rehabilitation following removal from work</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Vocational and skills training for young workers</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Awareness raising/advocacy</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>International cooperation programmes or projects</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
<tr>
<td>Other measures. Please specify</td>
<td>Implemented</td>
<td>Envisaged</td>
</tr>
</tbody>
</table>

Please provide further details of the measures taken or envisaged, specifying when these special measures were undertaken and which organizations are involved, on a separate sheet indicating Q.12.
13. In these measures or programmes, is special attention given to the needs of particular groups of children?  
   ____ Yes  ____ No  
   **If yes**, please indicate which groups and describe any special measures undertaken.

14. Please describe the involvement, if any, of employers’ and workers’ organizations in the development and implementation of these measures or programmes of action.

15. Does the Government work with any multilateral agencies other than the ILO, bilateral donors and/or NGOs to combat child labour?  
   ____ Yes  ____ No  
   **If yes**, please name these organizations and briefly describe this cooperation (*please attach details if available, indicating Q.15*).

16. Does the Government record the following information in relation to the abolition of child labour:  
   (a) number of children withdrawn from child labour  
       ____ Yes  ____ No  
   (b) number of ex-child labourers attending formal or non-formal education  
       ____ Yes  ____ No  
   (c) sanctions applied to users of child labour  
       ____ Yes  ____ No  
   **If yes, please attach further details, indicating Q.16.**

17. Does the Government undertake, or has it undertaken, surveys that provide statistical information on the extent and/or nature of child work?  
   ____ Yes  ____ No  
   **If yes**, are surveys undertaken:  
   (a) on a regular basis; surveys are undertaken every _____ year(s); or  
   (b) occasionally; the last survey was undertaken in the year ______

   *Please give the complete reference of the publication(s) of survey results.*

- Are the results presented separately:  
  (a) by sex  
      ____ Yes  ____ No  
  (b) by age. Please specify age groups: ___________________________  
      ____ Yes  ____ No  
  (c) by occupation  
      ____ Yes  ____ No  
  (d) by type of activity (industry)  
      ____ Yes  ____ No  
  (e) by number of hours worked  
      ____ Yes  ____ No
18. What was the lower age limit for asking questions about economic activities in your last population census? ______ years

In what year was the last population census? ______

III. Progress and achievements with respect to the effective abolition of child labour

19. Have any special measures been undertaken in your country that can be regarded as successful examples in the abolition of child labour? ____ Yes ____ No

If yes, please describe these measures (highlighting the involvement of the social partners and other actors).

20. If your Government has already submitted a full report on the principle of the effective abolition of child labour, under the Declaration follow-up, please describe the major changes since your last report (e.g. changes in the regulatory, policy or institutional frameworks, significant new programmes initiated, change in the number of working children).

<table>
<thead>
<tr>
<th>Major change</th>
<th>Date of change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IV. Obstacles with respect to the effective abolition of child labour

21. What have been the main obstacles encountered in your country with respect to realizing the principle of the effective abolition of child labour?

V. Priority needs for technical cooperation

22. Does your Government see a need for new or continued technical cooperation with the ILO to assist in realization of the principle of the effective abolition of child labour? ____ Yes ____ No

If yes, please indicate the types of technical cooperation needed, ranking in order of priority (1 = most important; 2 = 2nd most important, etc.; 0 = not important).

<table>
<thead>
<tr>
<th>Type of technical cooperation needed</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal reform</td>
<td></td>
</tr>
<tr>
<td>Policy advice</td>
<td></td>
</tr>
<tr>
<td>Capacity-building of responsible government institutions (e.g. labour inspection and administration)</td>
<td></td>
</tr>
<tr>
<td>Training of other officials (e.g. police, judiciary, social workers, teachers)</td>
<td></td>
</tr>
<tr>
<td>Data collection and analysis</td>
<td></td>
</tr>
<tr>
<td>Type of technical cooperation needed</td>
<td>Ranking</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>Strengthening capacity of employers’ and workers’ organizations</td>
<td></td>
</tr>
<tr>
<td>Employment creation, skills training and income generation</td>
<td></td>
</tr>
<tr>
<td>Social protection systems</td>
<td></td>
</tr>
<tr>
<td>Awareness raising, legal literacy and advocacy</td>
<td></td>
</tr>
<tr>
<td>Sharing of experience across countries/regions</td>
<td></td>
</tr>
<tr>
<td>Cross-border cooperation mechanisms</td>
<td></td>
</tr>
<tr>
<td>Inter-institutional coordination</td>
<td></td>
</tr>
<tr>
<td>Special programme for the elimination of the worst forms of child labour</td>
<td></td>
</tr>
<tr>
<td>Other. Please specify</td>
<td></td>
</tr>
</tbody>
</table>

*Please attach further details for the first 3 priority technical cooperation needs identified, indicating Q.22.*

**VI. Report preparation**

23. Regarding the preparation of this report:
   (a) Were employers’ organizations consulted in its preparation? ____ Yes ____ No
   (b) Were workers’ organizations consulted in its preparation? ____ Yes ____ No
   (c) Was there consultation with any other governmental agencies? ____ Yes ____ No
   (d) Was there consultation with any non-governmental organizations? ____ Yes ____ No

   **If yes** to any of the above, please describe the consultation process.

24. Regarding comments received on this report:
   (a) Did employers’ organizations make any comments on the report? ____ Yes ____ No
   (b) Did workers’ organizations make any comments on the report? ____ Yes ____ No

25. Which employers’ organizations have been sent copies of the report? *Please attach list.*

26. Which workers’ organizations have been sent copies of the report? *Please attach list.*

Please provide as attachments to your report any other information relevant to the efforts made in your country to abolish child labour and list these attachments here (for example, data on economic and demographic trends).

Thank you for providing this information, which is to be used in the promotional spirit of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
Appendix IV

ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up

Report form (revised) – DRAFT

Elimination of discrimination in respect of employment and occupation

Note: If your Government has already supplied a full report on this topic, you have the option of skipping to Questions 15 et seq.

I. Recognition of the principle of the elimination of discrimination in respect of employment and occupation

1. Is the principle of the elimination of discrimination recognized and/or affirmed through legal provisions on equal opportunity and equal treatment in respect of employment and occupation in your country? ____ Yes ____ No

   If yes, in what manner is the principle recognized?
   (a) in the Constitution ____ Yes ____ No
   (b) in legislation ____ Yes ____ No
   (c) in judicial decisions ____ Yes ____ No
   (d) in collective agreements ____ Yes ____ No
   (e) in another way. Please specify ___________________________________

Please attach copies of relevant legal instruments or other documents unless these have already been sent to the ILO, indicating Q.1.

2. Which of the following grounds of discrimination is recognized in these instruments?

   (a) race/colour ____ Yes ____ No
   (b) sex ____ Yes ____ No
   (c) religion ____ Yes ____ No
   (d) political opinion ____ Yes ____ No
   (e) national extraction ____ Yes ____ No
   (f) social origin ____ Yes ____ No
   (g) other grounds. Please specify ________________________________

   How is discrimination defined in these instruments?

Please continue on a separate sheet, indicating Q.2.

3. Is the aspect of the principle concerning equal remuneration for men and women for work of equal value recognized in any of the ways listed at Q.1? ____ Yes ____ No

   If yes, please describe the ways in which it is recognized, and how “equal remuneration” and “work of equal value” are defined in these instruments.

Please continue on a separate sheet, indicating Q.3.
4. Does the legislation concerning non-discrimination and/or equal remuneration cover the following categories of workers?

<table>
<thead>
<tr>
<th>Category of workers</th>
<th>Non-discrimination</th>
<th>Equal Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Workers in the informal economy</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(b) Workers in a particular occupation or type of employment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Please specify _____________________________</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(c) Workers in establishments below a certain size.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Please specify the size ________________________________</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(d) Migrant workers</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(e) Agricultural workers</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(f) Domestic workers</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(g) Workers in the public service.</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>Please specify which categories __________________________</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
<tr>
<td>(h) Other. Please specify ______________________________</td>
<td>___ Yes ___ No</td>
<td>___ Yes ___ No</td>
</tr>
</tbody>
</table>

5. Is there a national policy and/or plan on the elimination of discrimination in employment and occupation? ___ Yes ___ No

**If yes,** please describe its objectives and targets

---

*Please attach relevant policy documents to your reply, indicating Q.5.*

**If no,** does the Government intend to adopt a national policy and/or plan? ___ Yes, by ________ (date) ___ No

6. Is there a national policy and/or plan on equal remuneration for men and women for work of equal value? ___ Yes ___ No

**If yes,** please describe its objectives and targets.

---

*Please attach relevant policy documents to your reply, indicating Q.6.*

**If no,** does the Government intend to adopt a national policy and/or plan? ___ Yes, by ________ (date) ___ No

7. Please describe the current situation in your country with respect to discrimination in employment and occupation.

---
II. Efforts made or envisaged with regard to the elimination of discrimination in respect of employment and occupation

8. Has the Government established any special national body or institutional machinery in relation to the elimination of discrimination in employment and occupation and/or equal remuneration for work of equal value? ____ Yes ____ No
   If yes, please describe:
   (a) the structure and composition of this machinery
   (b) the grounds of discrimination that this machinery addresses
   (c) the functions of this machinery (e.g. consultative, coordination and monitoring, policy-making)

If no, does the Government intend to establish such machinery? ____ Yes, by ________ (date) ____ No

9. Have any of the following policies, programmes or measures, aimed at achieving equal opportunity and treatment in employment and occupation, been adopted in your country?
   (a) equal opportunities to education and vocational training ____ Yes ____ No
   (b) upgrading the skills of vulnerable and disadvantaged social groups ____ Yes ____ No
   (c) maternity protection ____ Yes ____ No
   (d) parental leave ____ Yes ____ No
   (e) childcare provision ____ Yes ____ No
   (f) combating sexual harassment in the workplace ____ Yes ____ No
   (g) other. Please specify ___________________________________________
   If yes to any of the above, please describe these policies, programmes or measures.

10. Do collective agreements in your country promote, respect and realize the principle of the elimination of discrimination in employment and occupation? ____ Yes ____ No
    If yes, please describe how.

11. Are methods in place in your country to implement the principle of equal remuneration for men and women for work of equal value? ____ Yes ____ No
    If yes, please describe these methods, including the criteria that are used for assessment of “equal remuneration” and “work of equal value”.

12. Does the Government produce regular statistics relevant to the elimination of discrimination in employment and occupation? ____ Yes ____ No
   If no, does the Government plan to do so? ____ Yes, by ________ (date) ____ No

   If yes, please indicate whether the following statistics are or can be produced for different social groups (e.g. men and women, different racial groups):
   (a) Overall activity rates ____ Yes ____ No
   (b) Activity rates in non-regular forms of employment
      (e.g. home work, casual work, contract work) ____ Yes ____ No
   (c) Occupation ____ Yes ____ No
   (d) Unemployment rate ____ Yes ____ No
   (e) Remuneration ____ Yes ____ No

   If yes to any of the above, please list the social groups for which the statistics are or can be produced.

   Please provide full references of any published data sets, and provide recent examples of these as attachments to your reply, if these have not already been provided to the ILO.

13. Does the Government work with any multilateral agencies other than the ILO, bilateral donors and/or non-governmental organizations to combat discrimination? ____ Yes ____ No
   If yes, please name these organizations and briefly describe this cooperation (please attach details if available, indicating Q.13).

III. Progress and achievements with regard to the elimination of discrimination in respect of employment and occupation

14. Have any initiatives been undertaken in your country that can be regarded as successful examples in the elimination of discrimination in employment and occupation? ____ Yes ____ No
   If yes, please describe these initiatives (highlighting the involvement of the social partners and other actors).
15. If the Government has already submitted a full report on the principle of the elimination of
discrimination in employment and occupation, under the Declaration follow-up, please describe the
major changes since your last report (e.g. changes in the regulatory, policy or institutional frameworks,
significant new programmes initiated, new data collected).

<table>
<thead>
<tr>
<th>Major change</th>
<th>Date of change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tbody>
</table>

**IV. Obstacles with regard to the elimination of discrimination**

16. What have been the main obstacles encountered with respect to realizing equal opportunities in
employment and occupation and/or equal remuneration for men and women for work of equal value?
(please tick the relevant boxes).

<table>
<thead>
<tr>
<th>Nature of obstacle</th>
<th>Elimination of discrimination in employment and occupation</th>
<th>Equal remuneration for work of equal value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal obstacles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social and economic circumstances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Political situation (political instability, social unrest, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capacity of responsible institutions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of public awareness and support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social values and cultural traditions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prevailing employment practices, including hiring and firing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Size of informal sector</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of information and data</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other. Please specify</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please provide further details for the obstacles indicated above on a separate sheet, indicating Q.16.

**V. Priority needs for technical cooperation**

17. Does the Government see a need for new or continued technical cooperation with the ILO to assist in
realization of the principle of non-discrimination? ____ Yes ____ No

If yes, please indicate the types of technical cooperation needed, ranking in order of priority (1 = most
important; 2 = 2nd most important, etc.; 0 = not important).
<table>
<thead>
<tr>
<th>Type of technical cooperation needed</th>
<th>Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour law reform</td>
<td></td>
</tr>
<tr>
<td>Strengthening statistical capacity</td>
<td></td>
</tr>
<tr>
<td>Training of government officials</td>
<td></td>
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<tr>
<td>Training of employers’ and workers’ organizations</td>
<td></td>
</tr>
<tr>
<td>Policy development of labour market policies that promote equality of opportunity</td>
<td></td>
</tr>
<tr>
<td>Technical assistance regarding equal remuneration</td>
<td></td>
</tr>
<tr>
<td>Technical assistance in employment programmes that promote equality of opportunity</td>
<td></td>
</tr>
<tr>
<td>Establishing or strengthening specialized institutional machinery</td>
<td></td>
</tr>
<tr>
<td>Technical assistance on affirmative action measures</td>
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<tr>
<td>Awareness raising, legal literacy and advocacy</td>
<td></td>
</tr>
<tr>
<td>Sharing of experience across countries/regions</td>
<td></td>
</tr>
<tr>
<td>Inter-institutional coordination</td>
<td></td>
</tr>
<tr>
<td>Other. Please specify</td>
<td></td>
</tr>
</tbody>
</table>

Please attach further details for the first 3 priority technical cooperation needs identified, indicating Q.17.

VI. Report preparation

18. Regarding the preparation of this report:
   (a) Were employers’ organizations consulted in its preparation?  _____ Yes _____ No
   (b) Were workers’ organizations consulted in its preparation?  _____ Yes _____ No
   (c) Was there consultation with any other governmental agencies?  _____ Yes _____ No
   (d) Was there consultation with any non-governmental organizations?  _____ Yes _____ No

   If yes to any of the above, please describe the consultation process.

19. Regarding comments received on this report:
   (a) Did employers’ organizations make any comments on the report?  _____ Yes _____ No
   (b) Did workers’ organizations make any comments on the report?  _____ Yes _____ No

20. Which employers’ organizations have been sent copies of the report? Please attach list.

21. Which workers’ organizations have been sent copies of the report? Please attach list.

Please provide as attachments to your report any other information relevant to the efforts made in your country to respect, promote and realize the principle of the elimination of discrimination, and list these attachments here.

Thank you for providing this information, which is to be used in the promotional spirit of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.