

**INTER-AGENCY
SUPPORT GROUP
ON INDIGENOUS
PEOPLES' ISSUES**

**THEMATIC PAPER towards
the preparation of the
2014 World Conference on
Indigenous Peoples**

**INDIGENOUS PEOPLES'
ACCESS TO DECENT WORK
AND SOCIAL PROTECTION**

Thematic Paper on Indigenous Peoples' Access to Decent Work and Social Protection

The United Nations Inter-Agency Support Group (IASG) on Indigenous Issues aims to strengthen cooperation and coordination among UN agencies, funds, entities and programmes on indigenous peoples' issues and to support the UN Permanent Forum on Indigenous Issues. It also seeks to promote the effective participation of indigenous peoples in relevant international processes.

At its annual meeting held in October 2013, the IASG decided to develop a set of collaborative thematic papers to serve as background information and analysis on key issues to contribute to the process and preparations for the World Conference on Indigenous Peoples.

The preparation of each paper was led by one or more agencies with inputs from other IASG members. The papers do not present or represent formal, official UN policy positions. Rather, they reflect the collective efforts of the Inter-Agency Support Group to highlight selected key issues and to provide substantive materials to inform the Conference, with a view to contributing to the realization of the rights of indigenous peoples.

**The chair of the IASG rotates annually amongst the participating agencies. The Support Group has been chaired by the United Nations Children's Fund (UNICEF) until the end of the 13th session of the Permanent Forum on Indigenous Issues in May 2014. The Office of the High Commissioner for Human Rights (OHCHR) is currently holding the chair of the Group. The Secretariat of the Permanent Forum on Indigenous Issues acts as co-chair of the Support Group.*

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Key messages

Decent work for inclusive development

Indigenous peoples' access to decent work and social protection, including income security and access to health care and other social services, is indispensable for eradicating poverty, ensuring social cohesion and inclusive development.

Building capacity for economic empowerment

Economic empowerment of indigenous women and men and their communities through the realisation of the right to decent work should be an integral part of national policies for the promotion and protection of human rights. Increased attention to vocational and skills training in accordance with indigenous peoples' needs and aspirations is crucial in this regard.

Capitalizing on traditional occupations and knowledge

Indigenous peoples' right to engage in their traditional occupations and livelihood strategies should be recognized and facilitated. Traditional occupations, skills and knowledge are assets which can provide a basis for self-employment, and creation of enterprises and cooperatives.

Protecting rights at work

The situation of large numbers of indigenous women and men in labour markets is highly precarious. Indigenous workers are overrepresented in the informal economy where vulnerability to exploitation and violations of human rights, including labour rights, is high. This calls for targeted action to protect indigenous workers from such unacceptable forms of work.

Overcoming discrimination and exclusion

National policies on education, training, employment and social protection should promote and protect the indigenous peoples' rights and be responsive to their concerns and circumstances. Targeted action in these areas benefiting indigenous peoples is needed as a means of overcoming persisting exclusion and discrimination.

Summary

This thematic paper reviews a range of issues and trends as regards indigenous peoples' access to decent work, including employment and social protection. It argues that indigenous peoples' economic empowerment through access to decent work and social protection is a key strategy for inclusive and rights-based development. Existing policies in the field of education, training and employment often fail to reach out effectively to indigenous peoples. The paper calls for an increased focus on the elimination of discrimination against indigenous women and men in employment and occupation, in both rural and urban settings. It offers orientations for concrete action to tackle unacceptable forms of work and the creation of social protection floors designed to reach indigenous communities. Overcoming exclusion of indigenous peoples from decent work and social protection is a key challenge for inclusive development as envisaged for the post-2015 development agenda.

Background and Analysis

Indigenous men and women are engaged in a multitude of sectors and occupations with variations from country to country. Nevertheless, indigenous workers across the world face similar challenges as their livelihoods are undergoing rapid changes with far-reaching consequences for their rights and well-being. Indigenous peoples' traditional livelihood strategies are increasingly under pressure. At the same time, indigenous women and men face serious and persistent obstacles in gaining access to decent work, including productive and freely chosen employment and social protection. Indigenous peoples continue to be over-represented among the poor, the illiterate and the unemployed.¹ Indigenous women fare worse than their male and non-indigenous counterparts in most socio-economic aspects.

Traditional occupations

Indigenous peoples' livelihood strategies are based on their traditional occupations. Yet, national development policies often consider traditional livelihood activities as no longer relevant and sometimes seek to discourage them, even in the absence of viable alternatives. Across different regions, traditional occupations consist of a series of activities, such as farming, hunting, fishing, gathering and craft production, which meets the needs of the community. Those activities are deeply embedded in the community's cultural and social life, and sustain healing practices and traditional health practices. What is deemed 'traditional' is the range of occupations and their interrelation and not only the specific activity in itself.

In many instances, indigenous peoples are combining traditional occupations such as cultivation and handicrafts with wage labour, often as a necessity. Their shrinking land base often no longer allows for traditional activities to serve as the sole source for securing livelihood. For example, in the Chittagong Hill Tracts in Bangladesh indigenous *jum* cultivators have lost their land in the context of a long-lasting conflict but also in connection with development projects. A recent study of the San peoples in Namibia describes their precarious situation resulting from, on the one hand having lost the land base for exercising their traditional occupations, compounded by the lack of education and skills required to participate in a rapidly modernizing labour market.²

Migration for work

In rural areas, indigenous peoples seek wage employment in economic sectors such as agriculture, food processing or the mining industry. A study on indigenous women workers in Nepal, Bangladesh and Latin America shows that an increasing number of women are taking up income-generating work by migrating to urban areas.³ Bangladesh and Nepal have recently seen rapid changes for indigenous peoples' employment with increasing numbers of both men and women that migrate to the urban centres, or internationally, in search of employment. In Bangladesh many indigenous women work as domestic workers, in beauty parlours or in the country's sprawling garment industry. In Nepal, women tend to also work in

¹ ILO, Giving globalization a human face (General Survey on the fundamental Conventions), 2012, para. 767, Patrinos and Hall, Indigenous Peoples, Poverty and Development, 2010.

² ILO, The San in Namibi: a socio-economic study, 2011.

³ Indigenous women workers, with case studies from Bangladesh, Nepal and the Americas, Working Paper, ILO 2012

the textile industry. In India, many *adivasis* have no choice other than migrating to other states for work on large construction projects, usually as casual or daily labourers.⁴ In Latin America, the rural-urban migration process has taken place over a longer period of time compared to South Asia. More than half of the indigenous populations of Bolivia, Brazil, Chile, Venezuela and Argentina now live in urban areas. Indigenous peoples also migrate across borders in search of employment. Reasons for migrating include better access to services, greater personal autonomy and chances of finding better-paid work. Indigenous women in Latin America tend to work as domestic workers, in hotels or street vendors. They are also concentrated in the textile industry.

Challenges in the formal and informal economy

When striving to find wage work, indigenous peoples are often confined to jobs in the informal economy. In particular indigenous women are often engaged in low productivity activities that do not generate sufficient income to lift them out of poverty and food insecurity. Informality in the labour market manifests itself in different ways, including work in informal enterprises, undeclared work, absence of written contracts, and casual or seasonal employment. Informality usually means that the workers remain outside the reach of national labour law, *de jure* or *de facto*, including as regards social security.

Discrimination based on gender, ethnicity and indigenous identity have been identified as root causes for marginalization and exclusion of indigenous peoples by United Nations Development Group in the context of the discussion on the post 2015 agenda.⁵ Workplace discrimination is indeed among the factors keeping indigenous women and men from being able to access formal employment opportunities. However, unequal access to education and training on relevant skills and competencies, the non-recognition of their traditional skills and knowledge, and the lack of access to credit and market facilities, particularly among indigenous women, also need to be addressed.⁶

Lack of awareness of existing labour legislation is also an issue, rendering indigenous peoples vulnerable to exploitation. In addition, indigenous peoples often have limited or no access to support for formalizing their income generating activities, including through creating small enterprises and for enhancing their productivity. While in many countries appropriate statistical information on the situation of indigenous peoples in the labour market is still lacking, available data shows lower labour force participation, higher unemployment and lower income levels compared to other population groups.⁷

Countries such as Canada, USA, Australia and New Zealand have created skills building programmes that target the indigenous population, though challenges remain in removing inequality faced by indigenous peoples in the formal labour market.⁸ In New Zealand, the employment rate of Māori decreased 5.8 percentage points from 62.0% in 2008 to 56.2% in 2013, while the rate the total population stood at 63.4% in March 2013.⁹ In Canada the unemployment rate for indigenous women and men stood at 11.1 per cent and 12.0 per cent, respectively, in June 2013, while the overall unemployment rate for women as 6.8 per

⁴ Asia Indigenous Peoples Pact (AIPP), India and the rights of indigenous peoples: Constitutional, legislative and administrative provisions concerning indigenous and tribal peoples in India and their relation to international law on indigenous peoples, 2010.

⁵ United Nations Development Group, A million voices: the world we want, 2013.

⁶ CEPAL, *Mujeres indígenas en América Latina*, 2013. Lack of access to credits is linked to lack of enjoyment of the rights to land and property.

⁷ See e.g., CEPAL, *Mujeres indígenas en América Latina*, 2013; Patrinos and Hall, Indigenous peoples, poverty and development, 2010; Rani, Belser and Oelz, Minimum wage compliance in developing countries, *International Labour Review*, Vol. 152, 2013, No. 2-4, pp. 389-412

⁸ For a critical review of the Canadian programme, see Canadian Centre for Policy Alternatives, *The income gap between aboriginal peoples and the rest of Canada*, 2010.

⁹ Maori Labour Market factsheet March 2013, Ministry of Business, Innovation and Employment, New Zealand

cent and that of men 7.7 per cent.¹⁰ In Australia, the employment to population ratio for indigenous men increased two points to 52 per cent in 2011, while for indigenous women it fell to 41 per cent.¹¹ Overall unemployment for indigenous Australians stood at 16 per cent for the same year, compared to 5.2 per cent for the Australian population as a whole in December 2011.

Rights at work

Work performed by indigenous workers, particularly women, tends to be low-paid, precarious, with no social protection and sometimes with high risks for health and safety. Indigenous women face multiple forms of discrimination based on indigenous identity and gender, including gender-based undervaluation of the work performed by them. This is evident from the pay gap that exists between indigenous women and men and between indigenous and non-indigenous women.¹² However, earning gaps can also be observed between indigenous and non-indigenous men. Indigenous workers, particular indigenous women, are disproportionately affected by non-compliance with minimum wages.¹³ A recent international literature review undertaken by the ILO mentions that workers from disadvantaged ethnic groups – a category that included indigenous peoples - are more likely to work in SMEs than large enterprises and that these workers are also more likely to be in situations of low pay.¹⁴ Several economic sectors in which large numbers of indigenous peoples are working such as mining, agriculture, the apparel industry, and domestic work, involve specific occupational safety and health risks and hazards. Indigenous women are particularly exposed to violence and sexual harassment at work, for instance in the domestic work sector.

Some indigenous peoples experience the most serious violations of their rights in connection with forced labour practices, including debt bondage. The Kamaiya bondage system in Nepal, which was officially abolished in 2000, has created an economic vulnerability that has pushed the former Kamaiyas (98 per cent of which are indigenous) into other perilous forms of employment.¹⁵ A study from Africa indicates that forced labour is often rooted in the discrimination against and marginalization of indigenous communities. The Batwa pygmy people that live across a number of countries in the central part of Africa have been found to be at risk of being exploited in ways that in some cases are similar to bonded labour.¹⁶ In the Chaco region of South America, many indigenous Guarani' and Quechua peoples, often due to lack of access to land and natural resources to sustain their traditional livelihoods, look for employment during sugar cane and nut harvests, as well as in plantations and stock-breeding ranches, where cases of debt bondage and forced labour have been reported.¹⁷ Exposed to widespread poverty, lack of access to birth registration and citizenship, as well

¹⁰ Employment and Social Development Canada, *Aboriginal Labour Market*, Vol. 3, Issue 1, Fall 2013, p. 8.

¹¹ Estimates from the 2011 Australian Labour Force Survey (latest), see <http://www.abs.gov.au/ausstats/abs@.nsf/Products/6287.0~2011~Chapter~Employment>

¹² Atal, Ñopo and Winder, *New century, old disparities : gender and ethnic wage gaps in Latin America*, Inter-American Development Working Paper No. 109, 2009; ILO, *Indigenous women workers, with case studies from Bangladesh, Nepal and the Americas*, Working Paper, 2012.

¹³ Rani, Belser and Oelz, *Minimum wage compliance in developing countries*, *International Labour Review*, Vol. 152, 2013, No. 2-4, pp. 389-412. The study used data from labour force surveys disaggregated by sex, ethnic or and social origin from countries such as Brazil, India, Peru, South Africa and Viet Nam.

¹⁴ ILO, *Can better working conditions improve the performance of SMEs?: an international literature review*, Geneva, 2013.

¹⁵ ILO, *Indigenous and tribal peoples' rights in practice: A guide to ILO Convention 169*, 2009.

¹⁶ ILO/ACHPR, *Overview report of the research project by the ILO and the African Commission on Human and Peoples' Rights on the constitutional and legislative protection of the rights of indigenous peoples in 24 African countries*, 2009.

¹⁷ ILO, *CEACR, Observation - adopted 2013*, published 103rd ILC session (2014)

Forced Labour Convention, 1930 (No. 29) – Paraguay; *Direct Request - adopted 2011*, published 101st ILC session (2012), *Forced Labour Convention, 1930 (No. 29) - Bolivia, Plurinational State of*. UNPFII, *Mission of the UNPFII to Paraguay, E/C.19/2010/5, Mission of the UNPFII to Bolivia E/C.19/2010/6*, 21 January 2010.

as access to education and vocational training and work opportunities, indigenous people are vulnerable to human trafficking and forced labour when seeking to migrate.¹⁸

Forced labour and child labour are often linked. The recent inter-agency report on violence against indigenous girls, adolescents and young women mentions how indigenous children are much more likely to become child labourers compared to other children due to high levels of poverty, and inadequate awareness and knowledge of the impact of child labour among indigenous peoples.¹⁹ The report shows that indigenous children are exposed to bonded and forced labour as well as human trafficking on a global level. Strong efforts to reduce child labour in Latin America have not affected indigenous communities where almost half of the indigenous population are children and adolescents. A mission of the UN Permanent Forum on Indigenous Issues found evidence of sexual exploitation of Guarani girls working as domestic workers in private homes.²⁰ In Southern Africa many San girls work as domestic workers while the boys work in the agricultural sector where they face many hazards.²¹ Poverty and a lack of economic opportunities for the parents of these children are a key underlying factor for these practices.

The way forward

Ensuring indigenous peoples' access to decent work, including productive and freely chosen employment and social protection contributes to reducing poverty, and it is essential for promoting social cohesion and inclusive development. Over-coming exclusion of indigenous peoples and ethnic minorities from decent work and employment opportunities has been identified as a key challenge that should be taken into consideration by the post-2015 development agenda.

Available data and studies indicate that large numbers of indigenous peoples remain excluded from training, education and decent work and employment opportunities. Where they are able to find work both in urban and rural settings, too often they are trapped in the informal economy, in precarious and low-paid jobs. Non-compliance with labour law is higher in sectors where indigenous peoples are concentrated, such as agriculture. Indigenous peoples are particularly affected by discrimination with respect to employment and occupation and as regards access to social protection, and are more exposed to forced labour and child labour.

This situation calls for urgent attention to reviewing and strengthening national policies on equality, employment, land and social protection with a view to mainstreaming effectively concerns and rights of indigenous peoples. Targeted action and programmes benefiting indigenous peoples should be put in place in order to overcome persisting patterns of exclusion and discrimination. Such measures should be developed with the participation of indigenous peoples, both indigenous women and men.²² The UN Declaration on the Rights of Indigenous Peoples, the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) and other relevant UN and ILO instruments, along with relevant regional instruments, and

¹⁸ IFAD, Country Technical Note on Indigenous Peoples' Issues: Laos Peoples' Democratic Republic, 2012.

¹⁹ UNICEF, UN Women, UNFPA, ILO and OSRSG/VAC, Breaking the Silence on Violence against Indigenous Girls, Adolescents and Young Women, Inter-Agency report, 2012.

²⁰ Mission of the UNPFII to Bolivia E/C.19/2010/6, 21 January 2010.

²¹ ILO, Child labour and San Peoples in Namibia, an overview assessment.

²² See Article 2, 3 and 33 of Convention No. 189.

the guidance of the respective mechanisms supervising their implementation, provide a framework for reinforced action to promote access of indigenous peoples to decent work.²³

Better data

As a basis for future strategic interventions to promote decent work for indigenous peoples there is a need for improving the availability and analysis of statistical data on indigenous peoples in employment and occupation (disaggregated by sex, age and disability). Key instruments in this regard are household and labour force surveys. Such data is urgently needed for assessing existing decent work deficits of indigenous peoples, raising awareness of exclusion and inequality, for designing new policies and measures or reinforce existing ones, and for assessing their impact on a continuing basis in order to adjust them as necessary. Sharing information and knowledge on decent work policies benefitting indigenous peoples across countries and regions, has a potential yet to be fully realized.

Social dialogue

Workers' and employers' organizations have a key role to play in promoting and securing decent work for all, including indigenous peoples. For instance, they can address concerns of indigenous peoples through their participation in the design and implementation of gender-responsive national labour, employment and social protection policies and programmes. They can partner with indigenous peoples and their communities, and promote inclusiveness and diversity within their respective organizations. Workers' and employers' organizations can also play an important role in promoting the application of Convention No. 169 and other relevant ILO instruments. The ILO recently published a handbook for its tripartite constituents on Convention No. 169.²⁴

Tackling unacceptable forms of work

Large numbers of indigenous women and men are exposed to unacceptable forms of work that involve denial of fundamental principles and rights at work and put at risk their lives, health, freedom, human dignity and security. Action to address this situation needs to involve both prevention and protection measures. Information dissemination and awareness raising on labour rights among indigenous peoples, is as important as strengthening labour inspection in sectors where indigenous peoples are concentrated, both in rural and urban areas. Indigenous workers should also enjoy effective access to courts and other dispute settlement procedures. National policies and institutions dealing with equality and non-discrimination in employment and occupation should specifically address discrimination faced by indigenous peoples, including in respect of wages and access to protection against occupational safety and health hazards. Promoting access of parents to decent work opportunities and access to education are key strategies for combating child labour. National action plans to combat forced labour can identify indigenous peoples as a specific at-risk group. Strengthening access to decent work, including through skills training, ensuring minimum wage compliance, establishing inclusive social protection floors, and enhancing

²³ At its November-December 2013 sessions the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) issued comments address to 18 countries concerning the application of Convention No.169. The CEACR comments are available on-line in English, French and Spanish, at www.ilo.org/normlex.

²⁴ See ILO, Understanding the Indigenous and Tribal People Convention, 1989 (No. 169) - Handbook for ILO Tripartite Constituents, 2013.

laws and practices as regards recruitment and labour contracts, are all essential for tackling unacceptable forms of work.

A focus on rural areas

Many indigenous peoples living in rural areas continue to secure livelihoods through community-based activities – whether in traditional or newer manifestations (e.g. ecotourism). On the other hand, major economic sectors operating in rural areas – many of them feeding into global supply chains - rely on workers from indigenous communities. Specific measures to promote decent work for indigenous peoples in the rural economy can have a significant positive effect on the well-being of indigenous peoples. Support for income-generating activities of indigenous women and men could include promoting access to training, including on climate change resilience, to financial resources and market facilities. Ensuring access to land and natural resources is crucial, including through measures for the effective recognition and protection of land rights.²⁵ Traditional occupations should be recognized and promoted as important factors enabling indigenous peoples to maintain their cultures and ensuring their economic self-reliance and development.²⁶ Employment intensive investment programmes using participatory community-based approaches have also proven to be effective and empowering intervention tools for creating jobs in indigenous communities, particularly for indigenous women.

The informal economy

Indigenous peoples are highly represented in the informal economy in both rural and urban areas in a range of sectors (e.g. domestic work, street vending, agriculture, and construction). Informality coincides with increased vulnerability to exploitation and abuse of labour rights and the absence of social protection. With a view to reducing informality interventions should focus on extending the reach of the law governing labour and social protection, both in terms of the sectors covered and its effective implementation and enforcement, as well as on the formalization of recruitment practices and labour contracts. Moreover, interventions may assist indigenous women and men to set up their own enterprises or cooperatives. As owners or managers of small and medium-size enterprises or members of cooperatives, indigenous women and men should be able to access support for productivity enhancement. Traditional community-based activities are inherently informal. Yet, as livelihood strategies change over time, indigenous peoples may wish to benefit from support for formalizing their livelihood and income generating activities.

Cooperative enterprises have shown to be a viable form of indigenous peoples' economic development. Organizing as cooperative and linking to the alternative trade movement, indigenous communities have been able to bring their products into global value chains. Such trade networks can contribute to the economic and social development of indigenous peoples, while preserving the cultural heritage and identity. When cooperatives established by indigenous communities gather into larger federations their collective voices are further strengthened across the value chains. Such federations also become members of national and by extension international alliances of cooperative movements, thereby securing access to fora for addressing their concerns to wider society.²⁷

²⁵ See Articles 14-19 of Convention No. 169.

²⁶ See Article 23 of Convention No. 169

²⁷ International Cooperative Information Center, Contribution of Co-operative Enterprises and the International Co-operative Movement to Implementation of UN AGENDA 21: Programme of Action for Sustainable Development, (see <http://www.uwcc.wisc.edu/icic/orgs/copac/member/un/reports/ag-21/chap7.html>)

Creating and extending social protection floors

Indigenous peoples are among the most vulnerable to poverty and social exclusion. Because indigenous women and men often engage in informal work they tend to lack coverage under existing social security schemes. Even where covered, they may not meet the conditions for the realisation of their entitlements or are unable to access effectively programmes and benefits (e.g. due to geographical and linguistic barriers, lack of adequate infrastructure, etc.). The ILO Social Protection Floors Recommendation, 2012 (No. 202) provides guidance for countries to ensure that indigenous peoples benefit from at least basic social security guarantees, forming part of a national social protection floor, aimed at preventing or alleviating poverty, vulnerability and social exclusion. These guarantees should ensure that, over the life cycle, all members of society have access to essential health care and to basic income security which together secure effective access to necessary goods and services.

National social protection floors, according to Recommendation No. 202, should be established as a priority and as a fundamental element of countries' national social security systems; they should be implemented within strategies for the extension of social security that progressively ensure higher levels of protection to as many people as possible, guided by international labour standards on social security.²⁸ Key principles for designing and implementing policies or programmes include universality of protection, social inclusion and solidarity, prescription of entitlements to benefits by national law, non-discrimination, gender equality, and responsiveness to special needs, and the principle of respect for the rights and dignity of people covered by social security guarantees.

Convention No. 169 provides that social security schemes shall be extended progressively to cover the indigenous peoples concerned, and applied without discrimination against them, while also addressing issues relating to health services, including the participation of indigenous peoples in their design and delivery.²⁹

²⁸ In particular the Social Security (Minimum Standards) Convention, 1952 (No. 102).

²⁹ See article 24 and 25 of Convention No. 169.

Selected good practices

Social dialogue. In **Bangladesh** a first ever national tripartite workshop on the employment situation of indigenous peoples took place in April 2013 bringing together the Government of Bangladesh, the Bangladesh Federation of Trade Unions as well as the Bangladesh Employers' Federation. The participants agreed upon a roadmap and targeted activities to be undertaken with a view to enhancing social dialogue on the issue of indigenous peoples' employment in Bangladesh.

Labour rights. Indigenous workers in the rural economy are particularly vulnerable to labour rights violations, lack of training on rights and entitlements being one reason. In **Mexico**, 2012 amendments to the Federal Labour Act have introduced a provision requiring employers to use interpretation services when rural workers do not speak Spanish. Mexico has also launched a specific programme to disseminate information on labour rights of daily agricultural workers through community leaders and local authorities.

Creating productive enterprises. In the **Philippines** the ILO supported indigenous peoples in establishing the first ever traditional knowledge-based corporation, which produces and markets organic flour from sago palm trees. Indigenous peoples of Veruela increased production and implemented a highly functional business model to produce wheat flour, which is now used by local and national ice cream, cookie and bread manufacturing companies.

Land rights. The 2001 Land Law of **Cambodia** provides a basis for protecting indigenous peoples' land rights. To date, the ILO has supported 148 indigenous communities through the different stages of the process leading to land titling. This included the identification and registration of communities as legal entities and the issuing of collective land titles, and development of internal rules on collective land use and management.

Participation in reporting on Convention No. 169. In **Norway**, the Government and the Sami Parliament reached an agreement, under which the Government will send reports on Convention No. 169 to the Sami Parliament for comments, and transmit the Parliament's comments to the ILO as part of its official report. In **Peru** an Alternative Report was prepared in 2013 by a coalition of seven indigenous peoples' organizations and the National Coordinating Committee for Human Rights, which was submitted by the General Confederation of Workers of Peru (CGTP) to the ILO, which was brought to the attention of the Committee of Experts on the application of Conventions and Recommendations.

"Indigenous individuals and peoples have the right to enjoy fully all rights established under applicable international and domestic labour law."

"Indigenous individuals have the right not to be subjected to any discriminatory conditions of labour and, inter alia, employment or salary"

UN Declaration on the Rights of Indigenous Peoples, Article 17

"Governments shall have the responsibility for developing, with the participation of the peoples concerned, co-ordinated and systematic action to protect the rights of these peoples and to guarantee respect for their integrity."

"Such action shall include measures for:

(a) ensuring that members of these peoples benefit on an equal footing from the rights and opportunities which national laws and regulations grant to other members of the population;

(b) promoting the full realisation of the social, economic and cultural rights of these peoples with respect for their social and cultural identity, their customs and traditions and their institutions;
(c) assisting the members of the peoples concerned to eliminate socio-economic gaps that may exist between indigenous and other members of the national community, in a manner compatible with their aspirations and ways of life.”

ILO Convention No. 169, Article 2,