



**United Nation Permanent Forum on Indigenous Issues
Fourteenth session
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Up-date on ILO activities concerning indigenous peoples

1. The International Labour Organization (ILO) is the United Nation's specialized agency with the mandate to promote social justice and decent work for all. This information note provides an update on recent and on-going ILO work regarding indigenous peoples. It seeks to highlight representative examples of ILO work rather than providing an exhaustive compilation.
2. The ILO's work on indigenous peoples aims to promote ratification and implementation of ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) and other relevant ILO instruments¹ as means to achieving the full realization of the rights of indigenous peoples. The ILO's activities and means of action include awareness raising and advocacy, capacity building, research and knowledge sharing, promoting social dialogue, support for legal and policy reforms, and the supervision of ILO instruments. The ILO's activities target indigenous peoples as well as concerned government institutions, and workers' and employers' organizations.
3. The 2014-15 Programme and Budget of the Organization reflects the ILO's longstanding concern for indigenous peoples. Besides the specific attention to indigenous peoples in connection with the various policy outcomes, equality and non-discrimination, including the promotion of indigenous peoples' rights, represents a cross-cutting strategy of the ILO. In June 2015, the International Labour Conference is expected to discuss and approve a transitional strategic framework for 2015-16 that will further deepen the Organization's attention to indigenous and tribal peoples, for instance in the context of the promotion of decent work in rural areas, the formalization of the informal economy, social protection and the protection of workers from unacceptable forms of work, including child labour and forced labour.
4. In 2014-15, more than 12 country programme outcomes under the Programme and Budget were specifically addressing indigenous peoples' issues, including in Bangladesh, Cambodia, Nepal, Peru, Bolivia, Nicaragua, Guatemala, Honduras, Namibia, Cameroon, the Republic of Congo and Central African Republic. The achievement of these country programme outcomes is supported by targeted technical cooperation projects with financial support from the European Union (EU) and the Governments of Denmark, Spain and Germany. Several other country programme outcomes included indigenous peoples among the stakeholders and beneficiaries. The ILO

¹ These include the Conventions and Recommendations concerning discrimination, child labour, forced labour, freedom of association and the right to collective bargaining, social protection, migrant workers, domestic workers, HIV and AIDS, plantation workers, employment policy, rural workers organizations and others.

interventions in Nepal, Central African Republic, Cameroun, Bolivia and the Republic of Congo were part of the respective joint country programmes in the framework of the UN Indigenous Peoples Partnership (UNIPP). The ILO continued to host the UNIPP Technical Secretariat and served as Co-Chair of its Policy Board.²

ILO participation in the World Conference on Indigenous Peoples

5. As a contribution to the preparation of the World Conference on Indigenous Peoples (WCIP) and the draft outcome document, the ILO prepared a thematic [background document](#) on indigenous peoples' access to decent work and social protection in the framework of the Inter-Agency Support Group on Indigenous Peoples. During the World Conference, a [statement by the ILO Director-General](#) highlighted that making progress in implementing indigenous peoples' rights at the national level will to a large extent depend on whether effective mechanisms for consultation and participation of indigenous peoples are in place. The ILO also stressed the need to address labour rights violations affecting indigenous peoples and called for measures and policies to support economic activities of indigenous and tribal peoples.

Celebrating the 25th anniversary of ILO Convention No. 169

6. In order to mark the 25th anniversary of ILO Convention No. 169, the ILO collaborated with the Governments of Denmark and Mexico, the International Working Group on Indigenous Affairs (IWGIA) and the University of Lucerne, to organize a two-day seminar on 27-28 November 2014 at the Palais des Nations in Geneva. The seminar aimed at taking stock of experiences with 25 years of implementation of the Convention, to share lessons learned and identify key challenges and possible future action for the effective implementation of indigenous peoples' rights. Participants included government representatives, representatives of indigenous peoples and workers' and employers' organizations, along with independent experts and researchers, as well as UN Agencies and regional organizations. Building on the call by the outcome document of the World Conference for ratification of the Convention and systematic action for its implementation, the seminar led to a concrete set of recommendations to make progress in this regards. A [summary of the discussions](#) prepared by the co-organizers including the recommendations is annexed to this note available in three language on the ILO website.³

Awareness raising and training

7. At the global level, in the context of the ILO Tripartite Academy on the Formalization of the Informal Economy, which took place at the ILO International Training Center (ITC) in Turin (Italy) on 16-21 November 2014, a specific session was devoted to equality and non-discrimination in the design and implementation of formalization strategies with a specific focus on the realities faced by indigenous peoples across the world.⁴ An inter-regional training programme on the rights of indigenous peoples took place from 13-17 April 2015 at the ITC with the financial support of the European Union.
8. The ILO Helpdesk for Business includes among its practical tools and resources for business, materials on non-discrimination and equality in general, as well as on indigenous peoples more

² UNIPP comprises the following UN Agencies: OHCHR, UNDP, ILO, UNICEF and UNFPA.

³ http://www.ilo.org/gender/Events/WCMS_339096/lang--en/index.htm

⁴ The Academy was relevant to the on-going preparation on a new ILO standard concerning transitions from the informal to the formal economy which will be discussed by the International Labour Conference in June 2015.

specifically. In 2015, the ILO will furthermore develop a resource kit on Business and Decent Work and a short policy brief on the linkages between human rights and labour rights in the context of pillar two of UN Guiding Principles regarding the responsibility of business to respect human rights, including indigenous peoples' rights.

9. In **Latin America**, from 24 February to 10 May 2014, the ILO provided, for the second time, a distance-training programme on indigenous peoples' rights under Convention No. 169 to 156 Latin American trade union leaders (83 men and 63 women) from Argentina, Bolivia, Chile, Colombia, Ecuador, Guatemala, Honduras, México, Paraguay, Peru and Venezuela. The course benefited from the financial support of the Spanish Agency for International Cooperation for Development (AECID). As a result of such distance-training programmes organized in 2013 and 2014, a permanent virtual space for information sharing and communication on the theme of indigenous peoples was created under the name *Red Sindical PRO169*.
10. With the financial support of the European Union, on 4 and 5 September 2014 a workshop on Convention No.169 for members of trade-unions was organized in Peru in collaboration with the Trade Union Confederation of the Americas (TUCA) with a view to strengthening alliances between indigenous peoples' organizations and trade unions and identifying relevant courses of action, including with respect to indigenous youth employment, the informal economy, domestic work, and vocational training for indigenous peoples. The workshop built on the distance-learning courses on Convention No. 169 for trade unionists. It convened 40 participants from 11 different countries and led to the adoption of a regional Roadmap to strengthen alliances between indigenous peoples and trade unions.
11. Furthermore, on 13 September 2014, a regional meeting of employers' organizations in Lima, Peru reflected on the impact of Convention No. 169 on private and public investments, assessing the status of the Convention's implementation in the region and formulating recommendations to address current gaps, in particular with respect to the provisions concerning consultation with indigenous peoples.
12. With the support of the Danish International Development Agency (DANIDA) in Nicaragua, Guatemala and Honduras, a series of national workshops on Convention No. 169 and its implementation were carried out throughout 2014 and will be extended in 2015 also to Costa Rica and Panama. Courses on "Negotiation skills and dialogue concerning indigenous peoples' rights" are also planned for 2015 to take place in Nicaragua, Guatemala and Honduras.
13. In Peru, the ILO with the support of AECID contributed in 2014 to the organization of the seminar on "Interculturality and Public Policy: From Theory to Inclusive Practice" with the participation of 55 public officials (32 men and 23 women) from 14 different Ministries concerned. Likewise, the ILO continued to support capacity-building activities on Convention No. 169, including the obligation to consult indigenous peoples, in collaboration with the Vice-Ministry for Intercultural Affairs. These activities were directed at indigenous peoples' representatives, facilitators and interpreters with a view to strengthening their capacity to participate in consultation processes.
14. As regards Bolivia, in 2014, together with UNIPP partner agencies, the ILO supported a series of capacity-building activities at local level on Convention No. 169 and the right to consultation, including activities targeting indigenous women, in connection with the preparation of the Draft

Framework Act on Prior Consultation. The activities reached more than 500 participants among indigenous peoples and public officials. Additionally, in collaboration with OHCHR and the University of Bolivia, a 5-month training course on the rights of indigenous peoples was established and 26 Guaraní women and men received certificates. These activities also benefited from the financial contribution of the European Union.

15. In Chile, the ILO is collaborating with the National Network of Original Peoples in Response to HIV/AIDS to introduce a nationwide initiative to prevent HIV and eliminate discrimination in the transport sector, as a considerable number of indigenous peoples work in this sector. The ILO HIV and AIDS Recommendation, 2010 (No. 200) has also been translated into Mapudungun, an indigenous language spoken by the Mapuche people in Chile. Moreover, a sub-regional working group has been created comprising indigenous peoples' representatives from Chile, Peru, Guatemala, Ecuador and Bolivia, with the objective of compiling an overview of the situation of indigenous communities vis-à-vis HIV and highlighting gaps and opportunities for future HIV programmes and the promotion of decent work opportunities. Tailored educational materials on HIV are also being elaborated.
16. In the framework of its Employment-Intensive Investment Programme, the ILO supported the implementation of water and sanitation programmes in indigenous communities in collaboration with UNICEF, UNDP and WHO and the Ministries of Health and Education, in Panama. The project was designed to contribute to employment generation alongside provision and management of water and sanitation services.
17. Concerning **Asia**, in 2014 and 2015 the ILO has continued to support the recognition of indigenous peoples' rights in connection with the implementation of the 2001 Land Law in Cambodia in partnership with the German Federal Agency for International Cooperation (GIZ). As of February 2015, the ILO had supported 166 indigenous communities. Of these communities, 114 received a certification of indigenous identity from the Ministry of Rural Development, 97 were registered as legal entities, and 16 obtained communal land titles.
18. In Bangladesh, the ILO continued its collaboration with the Ministry of Chittagong Hill Tracts Affairs to provide capacity-building on the rights of indigenous peoples to government officials, indigenous peoples and civil society at large, and to facilitate dialogue between all concerned actors in the framework of a technical cooperation project on "Building Capacities on Indigenous and Tribal Peoples Issues in Bangladesh" funded by the Royal Danish Embassy in Dhaka. More than 700 government officials have been trained on indigenous peoples in the context of this project, including army and police personnel. A targeted training programme for police staff on ILO Conventions No. 107 and 169 and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and relevant national laws and policies was implemented in partnership with the National Human Rights Commission. The ILO supported the establishment of the Parliamentary Caucus and efforts to advance the adoption of legislation on indigenous peoples and the ratification of Convention No. 169. In addition, a fellowship programme for indigenous youth was established, as a result of which 5 indigenous young men and women undertook an internship at the ILO to deepen their knowledge of international labour standards, including ILO Conventions No. 107 and 169, ILO procedures and tripartite social dialogue.
19. In Nepal, the ILO developed a "Frequently asked questions" booklet on Convention No. 169 in collaboration with the Ministry of Federal Affairs and Local Development (MOFALD) and

translated into Nepalese the ILO Handbook on Understanding the Indigenous and Tribal Peoples Convention, 1989 (No. 169). Wide dissemination of these tools in cooperation with the National Federation of Indigenous Nationalities (NEFIN) is being carried out in 2015. Two young Nepali indigenous women and one indigenous man were given an internship opportunity and could work with the Ministry of Federal Affairs and Local Development (MOFALD), NEFIN and the Lawyers' Association for Human Rights of Nepalese Indigenous Peoples (LAHURNIP). Further, the ILO has been carrying out capacity-building activities on indigenous peoples' rights for the media, youth, women, political leaders, Constituent Assembly members, government, workers' and employers' organizations, civil society and UN agencies and other development partners, among others. ILO work in Nepal has been supported by the European Union and UNIPP.

20. As regards **Africa**, in 2014 the ILO continued to collaborate with the Centre for Human Rights of the University of Pretoria in the realization of the annual advanced human rights course on the rights of indigenous peoples. In addition, with the financial support of the EU, the ILO contributed to the realization of the organization of a Parliamentary debate on indigenous peoples' rights in the Republic of Congo on 29 July 2014 in collaboration with the UN Country Team and the National Network of Indigenous Peoples in the Republic of Congo (RENAPC). Approximately 100 participants were convened, including 63 representatives of indigenous peoples and civil society organizations and 30 members of Parliament and representatives of relevant Ministries. The parliamentary debate was designed to discuss the status of implementation of the 2011 Law on indigenous peoples and promote dialogue on the measures needed to strengthen the national legal framework on indigenous peoples' rights, including the ratification of Convention No. 169. This activity was realized in the broader context of the implementation of the national UNIPP joint programme in Congo.
21. In Cameroon, in the framework of the EU-funded project on "Supporting the implementation of indigenous peoples' rights in Nepal, Peru and Cameroon, through enhanced participation of neighboring and regional actors", a workshop on the rights of indigenous peoples for mass media professionals was organized on 8 August 2014 on the occasion of the International Day of the World's Indigenous Peoples. The workshop had a two-fold objective: i) to strengthen media professionals' capacity to report on indigenous peoples' rights and, ii) to establish a communication channel between mass media and indigenous peoples in order to promote access to the media with a view to combating stereotypes and promoting the respect for indigenous peoples' identity and rights. 40 participants among media professionals from press, radio and TV, both public and private, including community radio stations, and representatives of indigenous peoples' organizations and NGOs working with them met in Yaoundé. A series of additional training activities on the rights of indigenous peoples will also take place during 2015. Moreover, a fellowship programme for young indigenous women and men has been established in collaboration with the Centre for the Environment and Development.
22. In Namibia, in 2014 the ILO, through a national project funded by the AECID, continued to support the work of the San Council, particularly by organizing tailored workshops which were designed to strengthen the Council's capacity to consult indigenous communities with regard to issues affecting them, to improve communication channels between the communities and the Council members, and eventually enhance the capacity of the San Council to engage with the national Government on matters concerning indigenous peoples. Moreover, the ILO assisted the Office of the Ombudsperson in preparing the draft White Paper on the Rights of Indigenous Peoples in Namibia.

Research and knowledge development

23. In an effort to address the ‘invisibility’ of indigenous peoples in the design of public policies which results from the lack of disaggregated statistical information, and contribute to the preparation of the Post-2015 Development Framework, the ILO is collaborating with Asia Indigenous Peoples Pact (AIPP), Forest Peoples Programme (FPP), Tebtebba and IWGIA in developing a flexible and community based framework for the monitoring of indigenous peoples’ access to justice and development. The initiative, which is carried out with the support of the EU, responds to the specific recommendation that in 2011 the UNPFII addressed to the IASG and, in particular, to the ILO, to continue the work in this area.
24. At the beginning of 2015, the ILO launched a research initiative to investigate the labour situation of indigenous women in the rural areas in the context of communities’ livelihood strategies and national and local development plans, with the objective of documenting the specific challenges faced by indigenous women and formulating appropriate policy responses. Such country studies are currently being undertaken in Costa Rica, Guatemala and Peru. In addition, studies on indigenous women and domestic work are being realized in Chile, Bolivia and Paraguay, and further studies on this subject are planned for several countries in Asia. As a follow-up to a 2013 workshop on employment, bringing together ILO constituents and indigenous peoples in Bangladesh, the ILO is currently carrying out studies on the working conditions of indigenous peoples in the urban informal economy and the tea plantation sector.
25. ILO commissioned an initial discussion paper entitled “Indigenous People with Disabilities – Access to Training and Employment”, exploring the situation of indigenous persons with disabilities, with a particular focus on the world of work. The paper provides an overview of available literature and data and addresses both opportunities and key challenges through the analysis of seven country-based case studies. It finds that indigenous persons with disabilities worldwide are more likely than non-indigenous persons with disabilities and indigenous peoples without disabilities to face barriers to employment, training, adequate accommodation, education and health services; often resulting in poverty traps and cycles of marginalization. It also suggests that indigenous peoples with disabilities are less likely to participate and to benefit from employment and preparation to work programmes than non-indigenous persons with disabilities. The preliminary conclusions of the paper point to a need to explore the basic notions underlying the promotion and protection of the rights of persons with disabilities and indigenous peoples with a view to reaching common understandings and approaches, and the need for greater participation of indigenous peoples with disabilities. They also identify knowledge gaps, areas that require action and potential pathways for the progressive realization of the right to work and adequate livelihoods.
26. In collaboration with TUCTA, a study entitled “Alianzas Entre Sindicatos y Pueblos Indígenas: Experiencias en América Latina” is being finalized under the coordination of the ILO’s Bureau for Workers’ Activities (ACTRAV). The study illustrates the different experiences of engagement and forms of alliances between indigenous peoples’ organizations and trade unions in Latin America, including examples concerning the access to ILO’s supervisory bodies.
27. As regards the experiences of private sector, four case studies were realized in Guatemala, Costa Rica, Colombia and Chile under the coordination of the ILO’s Bureau for Employers’ Activities (ACT/EMP) to document the effects of the implementation of Convention No. 169 on public and

private investments. A regional report summarizing the findings of these studies will be released in the course of 2015 to illustrate national experiences in setting up adequate mechanisms to consult indigenous peoples in accordance with Convention No. 169 and how these processes or the lack of them has had an impact on investments in the concerned countries. The report will also present a set of policy recommendations based on the experiences examined, including as regards the role of the private sector in promoting the implementation of Convention No. 169. The ILO is also supporting the realization of a study aimed at documenting local experiences of engagement between indigenous peoples and private companies in Nepal.

28. In Bangladesh, with support from DANIDA, the ILO undertook a comprehensive study on the quota policy in public services for indigenous peoples and updated the publication “The ILO Convention on Indigenous and Tribal Populations, 1957 (No. 107) and the Laws of Bangladesh: a Comparative Review”. Furthermore, in collaboration with AIPP and with the financial support of the EU, the ILO is undertaking a broader investigation on the legal and policy framework on indigenous peoples’ rights in a number of Asian and African countries. The ILO is also preparing country profiles on indigenous peoples’ access to decent work and employment in 15 countries in Asia and the Pacific.
29. Additionally, in 2014, the ILO contributed to report on “Investing in transformation: youth as actors in development” published by Economic Commission for Latin America and the Caribbean), which includes a section on indigenous youth. The ILO also participated in the XVII Ibero-American Conference of the Ministries of Youth Affairs. The final Declaration of the meeting highlighted the need for an assessment of the situation concerning the programmes and policies designed to promote job inclusion for indigenous and afro-descendants youths. A study on child labour in agriculture, with a special focus on indigenous boys and girls was also realized in Mexico.

Supervision of ILO standards

30. The ILO Constitution requires member States to submit periodic reports to the ILO on the measures taken to give effect to the provisions of ratified Conventions. The Committee of Experts on the Application of Conventions and Recommendations (CEACR), a body of 20 independent experts, regularly examines the application of ILO Conventions, including Convention No. 169 and the Indigenous and Tribal Populations Convention, 1957 (No. 107). Its comments take the form of observations or direct requests. At the Committee’s eighty-fifth Session (November-December 2014), reports by ratifying States were examined and the resulting comments by the CEACR are available at the NORMLEX database.⁵ The CEACR issued observations in respect of *Colombia, Ecuador, El Salvador, Fiji, Guatemala, Norway, Paraguay and the Bolivarian Republic of Venezuela*. The [report](#) of the CEACR is submitted to the tripartite Conference Committee on the Application of Standards, which chooses a limited number of such observations for discussion and addresses conclusions to the States concerned. The work of the supervisory bodies aims to assist ILO member States in progressing in the application of ratified Conventions and guide the ILO in providing related assistance.

⁵ <http://www.ilo.org/normlex>

SUMMARY OF DISCUSSIONS

Seminar on

Enabling rights-based development for indigenous and tribal peoples:

Learning from 25 years' experience of ILO Convention No. 169

Geneva, 27-28 November 2014

Background and context

The **Convention concerning Indigenous and Tribal Peoples in Independent Countries** (ILO Convention No. 169), adopted 25 years ago in 1989, is an unprecedented and visionary instrument seeking to ensure that indigenous peoples enjoy human rights without discrimination, exercise control over their own development and participate in decision-making processes that affect their lives. Today, the Convention, along with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), represents a cornerstone of the international legal framework protecting indigenous peoples' rights.

Despite substantial progress since its adoption 25 years ago, the UN General Assembly, the UN Human Rights Council and other international bodies have repeatedly underlined the need for advancing the implementation of indigenous peoples' rights, as enshrined in ILO Convention No.169.

Most recently, on 22 September 2014, the UN General Assembly adopted the outcome document of the high-level plenary meeting known as the **World Conference on Indigenous Peoples** (WCIP). In this landmark document, UN Member States reiterate their commitment to respect, promote and advance the rights of indigenous peoples, to uphold the principles of UNDRIP, and encourage those States that have not yet ratified the ILO Convention No. 169 to consider doing so. They furthermore recall the obligation of ratifying States under ILO Convention No. 169 to develop coordinated and systematic action to protect the rights of indigenous peoples.

Rationale and objectives of the seminar

Building on the outcome document of the World Conference, the Governments of Denmark and Mexico, the International Labour Office (ILO), the International Working Group on Indigenous Affairs (IWGIA) and the University of Lucerne (Switzerland) organized a two-day seminar on 27-28 November 2014 **to take stock of Convention No. 169** as an enabling tool for indigenous peoples' rights-based development and to **develop recommendations** to promote implementation and ratification of the Convention.

The seminar brought together, for the first time ever, representatives of ratifying and non-ratifying States, indigenous peoples' representatives, employers' and workers' organizations, independent experts and researchers, UN agencies, regional organizations and other stakeholders, and thereby served as an **interactive multi-stakeholder platform** for **sharing lessons learned** and country-level experiences on the practical implementation of the Convention.

More than a hundred participants from the Americas, Europe, Asia-Pacific and Africa attended the seminar, which aimed to:

- **Take stock of Convention No. 169** as an enabling tool for indigenous peoples' rights-based and self-determined development;
- **Provide a platform for sharing lessons** learned and identifying key challenges and possible future actions for the effective implementation of indigenous peoples' rights as enshrined in ILO Convention No. 169;
- **Develop concrete recommendations** for enhanced implementation and ratification of the Convention, as a contribution to the follow-up to the outcome document of the World Conference on Indigenous Peoples.

Taking stock: Key lessons drawn from 25 years' experience of Convention No.169

Participants highlighted the relevance of the Convention and how it has informed constitutional reforms in Latin America, as well as decisions by domestic and international courts. The Convention has moreover provided a framework for peaceful resolution of conflicts and influenced the design and adoption of numerous national policies and programmes in both ratifying and non-ratifying countries in different regions. Examples were given of steps taken at country-level to put in place national laws and institutions to safeguard the rights of indigenous peoples, often as a result of the ratification of Convention No. 169.

25 years since its adoption, the Convention is, however, not widely ratified and in many ratifying States, it is yet to yield the rights-based and inclusive development for which it was devised.

To date, only **22 countries have ratified the Convention**. With almost two-thirds of ratifying States found in Latin America, the Convention currently covers less than 15 per cent of the world's indigenous peoples (or about 50 million of the estimated total of 370 million). Against this background, participants highlighted the need for renewed efforts to increase the number of ratifications across all regions of the world. In this context, it was recalled that the ILO has invited countries for which ILO Convention No. 107 remains in force to consider ratifying Convention No. 169. Participants also stressed that ratification is not an end in itself but an important step towards the full realization of indigenous peoples' rights, promoting respect for diversity and achieving truly inclusive and sustainable development.

In addition to ratification, the seminar highlighted how **full and effective implementation** of the Convention remains a challenge. Participants noted remaining implementation gaps in many countries with serious negative consequences for indigenous peoples. Participants pointed out that indigenous peoples continue to suffer disproportionately from poverty, rights infringements and inadequate access to basic services. Racial discrimination and social exclusion remain a reality in many countries, with indigenous peoples being disproportionately affected by forced labour, child labour and lack of social protection when compared to other parts of the population.

Moreover, challenges were highlighted in relation to indigenous peoples' collective rights, in particular their rights to land, territories and natural resources in the context of development activities. Whereas protective measures are in place in some countries, participants stressed the urgent need for the full identification and demarcation of indigenous lands in order to ensure effective consultation with - and participation of - indigenous peoples in decision-making processes as well as benefit-sharing arrangements. In this connection, lack of trust between indigenous peoples and state authorities was identified as a key obstacle for effective participation and consultation.

Participants stressed that implementation efforts should not only focus on some key provisions but on the Convention in its entirety, including its provisions concerning education, health, employment and social protection which are essential for indigenous peoples' rights-based development.

One key message was that while implementation is a long-term process requiring continuing attention and support, there is also a need for immediate steps. In particular, several participants highlighted that the Convention, its provisions and potential often remain relatively unknown to government officials, indigenous peoples and other stakeholders, even in ratifying countries.

Throughout the seminar, participants underscored the need to further strengthen the visibility of Convention No. 169 as well as supporting its implementation. In this regard, participants underlined the key role of the ILO, including its supervisory mechanisms, technical advisory services and cooperation, and called for an intensification of ILO action in support of the Convention. Several indigenous peoples' representatives and experts called for greater access of indigenous peoples to the ILO, and in particular to the supervisory mechanisms.

Looking ahead:

Recommendations for action to promote ratification and implementation

The World Conference on Indigenous Peoples created an historic momentum for the promotion and protection of indigenous peoples' rights. The seminar highlighted the urgent need to seize this unique opportunity for renewed efforts to – through concrete action – promote enhanced ratification and implementation of the Convention.

1. Concerted efforts to promote and support ratification

Many participants called for renewed efforts to promote actively ratification of Convention No. 169, including through a ratification campaign. Such a campaign could identify and address key ratification obstacles as well as provide information on national implications of ratification for the countries concerned. While concerted efforts by all stakeholders are needed, the ILO was highlighted as being well placed to lead such a campaign in cooperation with the broader United Nations system. Along with the relevant UN bodies and indigenous peoples' representatives, several participants suggested that ratifying States could play a leadership role in promoting enhanced ratification, including through international cooperation, high-level dialogues and exchanges of experiences.

2. Closing the implementation gaps

All stakeholders highlighted the importance of ratifying States taking the necessary measures to ensure the full and effective implementation of Convention No. 169. In this regard, the need for States to put in place a clear and effective regulatory framework and related practical guidance was emphasized. The role of research and assessments of existing law and practices as well as actual impact at the country level was also highlighted by some as an important tool to identify and address implementation gaps.

3. Stepping-up awareness raising and capacity building

All stakeholders emphasized the need for increased awareness-raising on Convention No. 169. In this regard, many participants highlighted the ILO as potentially playing a more active role in the dissemination of information as regards the Convention at national, regional and international levels. Participants similarly highlighted the need to strengthen capacity building for - and technical

cooperation with - all relevant stakeholders, including government officials, indigenous peoples, private actors as well as employers' and workers' organizations and their members. Capacity-building could, among other things, focus on the effective application of key provisions, including those related to the right to consultation and participation, and their importance for implementing the Convention as a whole. The importance of human rights education more generally was also mentioned.

4. Building trust through institutionalized dialogue and consultation

Numerous participants called for the strengthening of mechanisms and institutions at national level to ensure a continuous and inclusive dialogue between indigenous peoples and other stakeholders. An ongoing dialogue was considered as essential for building long-term trust and cooperation between, in particular, indigenous peoples and State actors, and for ensuring the right of indigenous peoples to decide their own priorities for the process of development. Some participants highlighted the need for increased assistance to indigenous peoples' representative institutions with regard to their engagement in consultation processes as well as the importance of ensuring the full involvement of indigenous women in this regard.

5. Forging new alliances and partnerships

Several participants highlighted the potential role of ratifying countries in championing the Convention through dissemination of good practices and experiences to other ratifying as well as non-ratifying states. Partnerships could be created among states through twinning initiatives or knowledge sharing fora involving concerned stakeholders. Participants also emphasized how alliances and partnerships between the social partners and indigenous peoples could provide an important avenue for promoting the Convention and its effective implementation. Moreover, the UN-system wide action plan envisaged by the outcome document of the World Conference for Indigenous Peoples was highlighted as an opportunity to strengthen partnerships among UN agencies, states and indigenous peoples to support ratification and implementation of the Convention.

6. Facilitating access of indigenous peoples to the ILO supervisory mechanisms

Several participants called for greater access of indigenous peoples to the ILO supervisory mechanisms. In this regard, good practices for facilitating such access were highlighted, including examples of cooperation between governments and indigenous peoples. Among others, the cooperation between the Government of Norway and the Sami Parliament as well as partnerships between indigenous peoples and workers' organizations were highlighted as having enabled indigenous peoples to make submissions to the ILO's supervisory mechanisms. Some participants suggested that these practices could be replicated in other countries, as appropriate, and could serve as a source of inspiration for achieving greater access of indigenous peoples to the ILO supervisory bodies.

There was a broad consensus among participants that the seminar - bringing together representatives of governments, indigenous peoples, workers' and employers' organizations, UN agencies and independent experts - had been an important platform for dialogue and a call for renewed action by all stakeholders for the enhanced ratification and implementation of the Convention. Co-organizers will distribute the summary of discussions to their respective constituents.

The seminar was organized with the financial support of:
Ministry of Foreign Affairs of Denmark, Swiss National Science Foundation