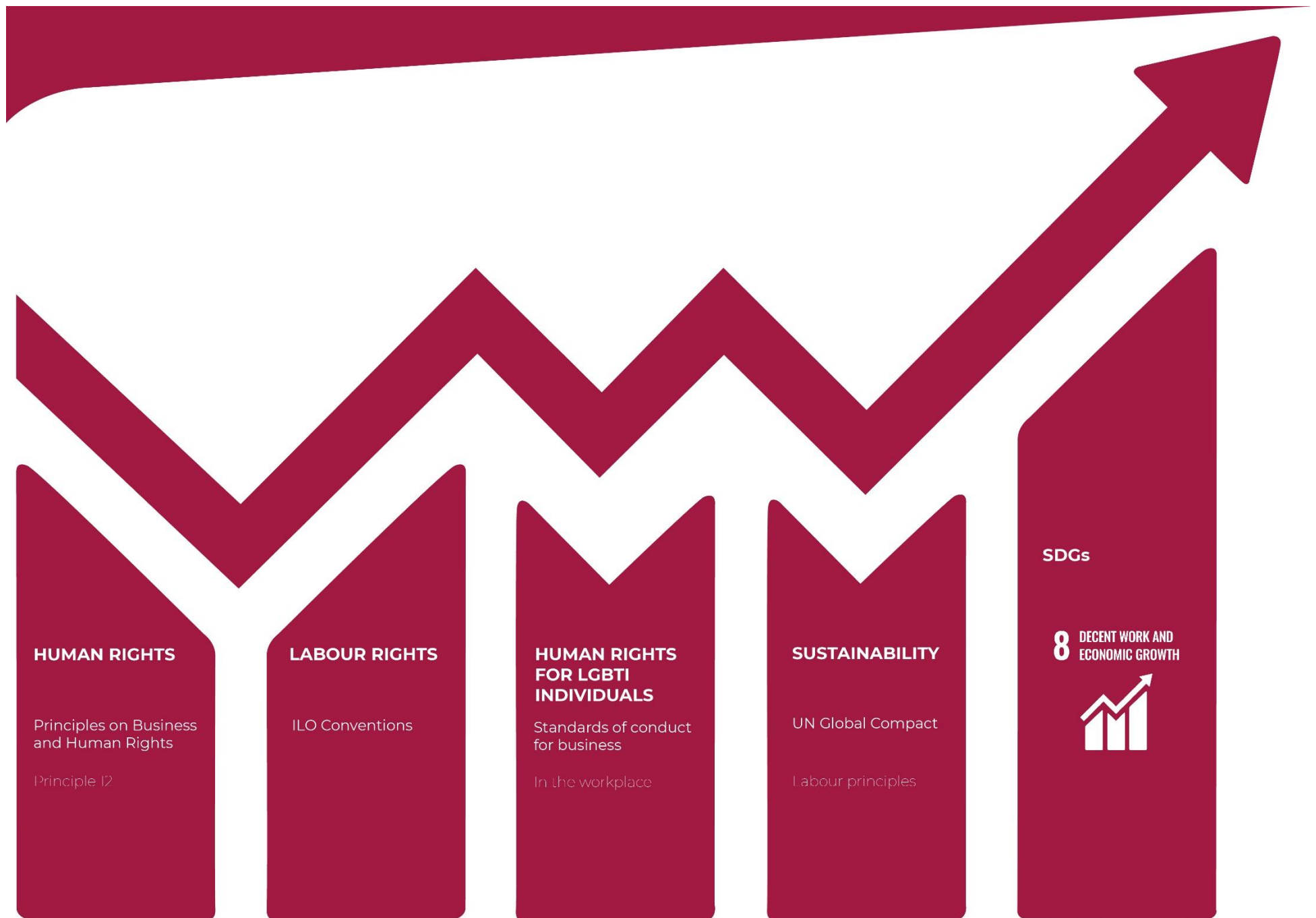


# SDG 8, een combinatie van bestaande kaders

SDG 8 creëert geen nieuwe set normen, maar is een combinatie van verschillende, bestaande kaders. Die kaders werden ontwikkeld in uiteenlopende wettelijke en beleidscontexten, zoals:

- De [IAO verdragen](#) (Arbeidsrecht)
- De [10 principes](#) van de UN Global Compact (Duurzaamheid)
- De [Guiding Principles on Business and Human Rights](#) van 2011 (Mensenrechten)
- De [UN Standards of Conduct for Business](#) van 2017 (Mensenrechten van LGBTI personen)

Initiatieven voor waardig werk en LGBT-inclusie; ongeacht of die ondernomen werden binnen bestaande kaders, dragen dus allemaal bij tot het realiseren van SDG 8.



**8** 3. Bevorder op ontwikkeling toegespitste  
beleidslijnen die  
[...] de creatie van waardige jobs [...]  
aanmoedigen



## IAO verdragen

### ILO Convention No. 111 on Discrimination (Employment and Occupation) (1958)

#### Article 1

For the purpose of this Convention the term discrimination includes-

(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity [...];

#### Article 2

Each Member[...] undertakes to declare and pursue a national policy designed to promote [...] equality of opportunity [...]

## Principles on Business and Human Rights

### Principle 12

The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in [...] the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

## Standards of Conduct for Business

### Standard 2: Eliminate discrimination

#### a. Employment

Companies should recruit staff and extend each individual the same [...] opportunities for [...] promotion regardless of a candidate’s sexual orientation, gender identity, gender expression or sex characteristics, and include reference to non-discrimination on these grounds in vacancy announcements where legally feasible. [...] The role of top and middle management in ensuring effective compliance with fair recruiting practices is critical in this regard.

## UN Global Compact

### Principle 6: Uphold the elimination of discrimination in respect of employment and occupation

Discrimination can arise in a variety of work-related activities. These include access to employment, to particular occupations, promotions and to training and vocational guidance. [...] Moreover, it can occur with respect to the terms and conditions of the employment, such as:

- Recruitment
- [...]
- Security of tenure
- Training and opportunities
- Job prospects
- [...]

Non-discrimination in employment means simply that employees are selected on the basis of their ability to do the job and that there is no distinction, exclusion or preference made on other grounds. [...]

**8** 5. Kom tot een **volledige en productieve tewerkstelling** en **waardig werk** [...], alsook een **gelijk loon** voor werk van gelijke waarde.



## IAO verdragen

### ILO Convention No. 111 on Discrimination (Employment and Occupation) (1958)

#### Article 1

For the purpose of this Convention the term discrimination includes-

(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of [...] treatment in employment or occupation

#### Article 2

Each Member [...] undertakes to declare and pursue a national policy designed to promote, [...] equality of [...] treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.

## Principles on Business and Human Rights

### Principle 12

The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in [...] the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

## Standards of Conduct for Business

### Standard 2: Eliminate discrimination

#### a. Employment

Companies should [...] extend each individual the same benefits, salaries, opportunities for training or promotion regardless of a candidate’s sexual orientation, gender identity, gender expression or sex characteristics, and include reference to non-discrimination on these grounds in vacancy announcements where legally feasible. Companies should take steps to ensure that LGBTI staff feel fully included in the workforce and avoid them from being forced to either reveal or conceal their identity/status within the workforce. The role of top and middle management in ensuring effective compliance with fair recruiting practices is critical in this regard.

## UN Global Compact

### Principle 6: Uphold the elimination of discrimination in respect of employment and occupation

Discrimination can arise in a variety of work-related activities. [...]

Moreover, it can occur with respect to the terms and conditions of the employment, such as:

- Remuneration
- Hours of work and rest/paid holidays
- Maternity protection
- Security of tenure
- Job assignments
- Performance assessment and advancement
- Training and opportunities
- Job prospects
- Social security

**8** 8. Bescherm de arbeidsrechten en bevorder veilige en gezonde werkomgevingen [...]



## IAO verdragen

### [ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise \(1948\)](#)

#### Article 2

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

### [ILO Convention No. 98 on the Right to Organise and Collective Bargaining \(1949\)](#)

Article 1: Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

### [Convention No. 190 on Violence and Harassment \(2019\)](#)

#### Article 1

1. For the purpose of this Convention:

(a) the term “violence and harassment” in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment;

(b) the term “gender-based violence and harassment” means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.

#### Article 4

1. Each Member which ratifies this Convention shall respect, promote and realize the right of everyone to a world of work free from violence and harassment.

## Principles on Business and Human Rights

### Principle 12

The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in [...] the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

## Standards of Conduct for Business

### Standard 2: Eliminate discrimination

#### b. Harassment and discrimination

Companies should take active steps to prevent, protect against, and eliminate discrimination, harassment (external or internal) and violence directed against LGBTI individuals. Companies should offer reporting processes to prevent and address harassment and discrimination in the workplace while protecting those who report such abuses from retaliation. Companies should take steps to protect LGBTI staff from external harassment by identifying and addressing security issues in consultation with employees, including the safety of staff traveling to and from work and on company-related business.

#### c. Diversity awareness

Companies should train staff and in particular, managers, to raise awareness of human rights concerns faced by LGBTI people and ensure that they are aware of their responsibility under company policy to respect and uphold the rights of LGBTI people, including

<p>colleagues. In particular, organizations should ensure that relocation policies and practices for all staff (regardless of their sexual orientation, gender identity or sex characteristics) deliver awareness of any risks or other reduced rights considerations for LGBTI people.</p> <p>d. Extend benefits</p> <p>Companies should extend the same benefits to partners, spouses, children or other dependents of staff members, regardless of sexual orientation, gender identity and expression, or sex characteristics.</p> <p>e. Respect privacy</p> <p>Companies should respect and support the right to privacy of all persons, including by keeping any information relating to the sexual orientation, gender identity, gender expression, or sex characteristics of individuals confidential and secure, and not revealing such information to third parties, including authorities, without the express authorization of the individual concerned. Data encryption is critical in this regard.</p>
<p><b>Standard 3: Provide Support</b></p>
<p>In addition to policies to eliminate discrimination and other human rights violations, companies should take proactive positive measures to create a positive, affirmative environment within their organization so that LGBTI employees can work with dignity. Companies should support efforts by LGBTI employees to create their own informal staff groups and extend the same opportunities to them for extracurricular activities as they would to any other group. Pro-LGBTI policies are critical but for them to be effective, in order to attract or retain LGBTI staff, companies should have a proactive approach with high visibility.</p>
<p><b>UN Global Compact</b></p>
<p><b>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</b></p>
<p>Freedom of association implies respect for the right of all employers and all workers to freely and voluntarily establish and join groups for the promotion and defence of their occupational interests. [...]</p> <p>To be able to make a free decision, workers need a climate free of violence, pressure, fear and threats.</p>
<p><b>Principle 6: Uphold the elimination of discrimination in respect of employment and occupation</b></p>
<p>Discrimination can arise in a variety of work-related activities. [...] Moreover, it can occur with respect to the terms and conditions of the employment, such as:</p> <ul style="list-style-type: none"> <li>• Occupational safety and health</li> </ul>