

# Promoting Visibility of Indigenous Peoples & Ethnic Minorities in Labour Statistics

## *International Principles and ILO Experiences*

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## The ILO in brief

- ▶ The United Nation's specialized agency addressing labour and employment – with a tripartite structure
- ▶ The ILO's Decent Work Agenda has four strategic objectives:
  - Set and promote international standards and fundamental principles and rights at work
  - Create greater opportunities for women and men to decent employment and income
  - Enhance the coverage and effectiveness of social protection for all
  - Strengthen tripartism and social dialogue
- ▶ 187 Member States
- ▶ Philippines since 1948; ILO country Office since 1970.

Advancing social justice, promoting decent work



## ► The ILO's normative system

- Sets and supervises international labour standards (ILS) - Conventions (Protocols) and Recommendations
- Research, capacity building, technical assistance to support ILS implementation
- Philippines most recently, in 2024, ratified Conventions related to violence and harassment (C190), labour inspection (C.81); and, in 2019, occupational safety and health (C187)



## NORMLEX

Information System on International Labour Standards

NORMLEX Home > Ratifications by country > Ratifications for Philippines

## Ratifications for Philippines

### 41 Conventions

- Fundamental Conventions: **9 of 10**
- Governance Conventions (Priority): **3 of 4**
- Technical Conventions: **29 of 177**
- Out of **41** Conventions ratified by Philippines, of which **31** are in force, **3** Conventions have been de facto abrogated; **2** have been ratified in the past 12 months.

Display the list by: ☒ Type ☐ Number ☐ Subject ☐ Status

### Fundamental

Convention	Date	Status
<b>C029</b> - Forced Labour Convention, 1930 (No. 29)	15 Jul 2005	In Force
<b>C087</b> - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	29 Dec 1953	In Force
<b>C098</b> - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	29 Dec 1953	In Force
<b>C100</b> - Equal Remuneration Convention, 1951 (No. 100)	29 Dec 1953	In Force
<b>C105</b> - Abolition of Forced Labour Convention, 1957 (No. 105)	17 Nov 1960	In Force
<b>C111</b> - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	17 Nov 1960	In Force
<b>C138</b> - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	04 Jun 1998	In Force
<b>C182</b> - Worst Forms of Child Labour Convention, 1999 (No. 182)	28 Nov 2000	In Force
<b>C187</b> - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	17 Jun 2019	In Force

### Governance (Priority)

- Instruments
- Key documents
- Ratification of ILO Conventions
  - Ratification by country
  - Ratification by Convention
  - Latest ratifications
  - Advanced Search
- Supervising the application of International Labour Standards
- Regular reporting
- Country profiles
- Comparatives
- Maritime Labour Convention (2006)

► MLC, 2006

► NATLEX \*new look\*  
National Legislation on Labour and Social Rights

► LEGOSH  
Global database on occupational safety and health legislation



## ILO instruments related to indigenous peoples, ethnic/religious groups

- ▶ **ILO Constitution:** *“All human beings, irrespective of race, creed, or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security, and equal opportunity.”*
- ▶ The Discrimination (Employment and Occupation) **Convention**, 1958 (**No. 111**), ratified by the Philippines.
- ▶ The Indigenous and Tribal Peoples **Convention**, 1989 (**No. 169**); not yet ratified by the Philippines.



The ILO Governing Body and supervisory bodies have stressed the importance of appropriate statistics for achieving the instrument's aims



## Convention No. 169: in a nutshell



- ▶ “Recognising the aspirations [...] to exercise control over their *own institutions, ways of life and economic development* and to maintain and *develop their identities, languages and religions* ...
- ▶ “Calling attention to the *distinctive contributions* of indigenous and tribal peoples to the *cultural diversity and social and ecological harmony* of humankind ...
- ▶ Protection of their integrity, institutions, property and environment
- ▶ Rights to land and natural resources
- ▶ Right to participation and consultation
- ▶ Freedom from discrimination, including protection from sexual harassment
- ▶ Education, employment, social protection, health, access to justice

**Learn more: C169 TOOLBOX,  
[www.ilo.org/indigenous](http://www.ilo.org/indigenous)**

## ► Identification of indigenous and tribal peoples

The **criteria** for identification set out in **Convention No. 169, Article 1**, informs approaches to data and statistics:

“1. This Convention applies to:

- (a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;
- (b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

2. Self-identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which the provisions of this Convention apply.”



- ▶ Regional and global estimates: population, poverty, employment
- ▶ Population data for 58 countries (out of approx. 90 having IPs)
- ▶ Labour market indicators for 30 countries - 95 % of the global IP population (including Philippines Census 2010)
- ▶ Poverty indicators for 23 countries representing 83 per cent of the global IP population (including Philippine DHS 2017)

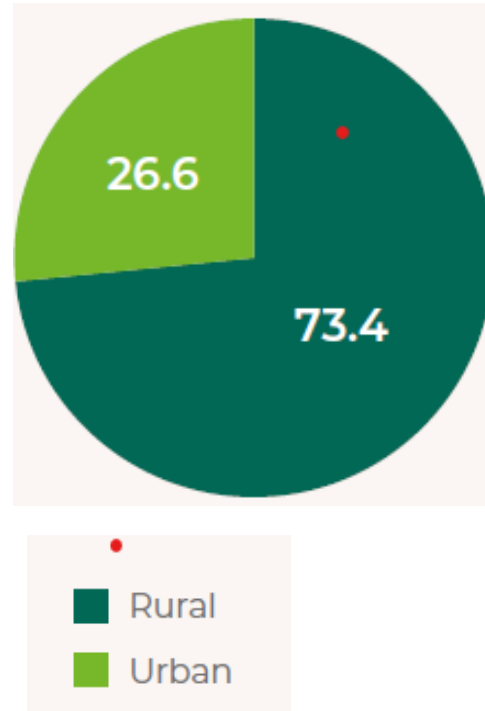


▶ **Implementing the ILO  
Indigenous and Tribal Peoples  
Convention No. 169**  
Towards an inclusive,  
sustainable and just future

## ILO estimates (2019)

- ▶ Almost 47% of indigenous adults in employment have no **education** (17% for non-indigenous)
- ▶ 20% more likely to work in the **informal economy** - 86% of indigenous women in this situation.
- ▶ A global **wage gap** 19% (median hourly wages), consistent across regions and countries' income group

Place of residence



More data: ILO, *Implementing the ILO Indigenous and Tribal Peoples Convention No. 169: Towards an inclusive, sustainable and just future*, [www.ilo.org/indigenous](http://www.ilo.org/indigenous)

▶ 476M

Indigenous women and men across all regions

▶ 6%

Of the global population

▶ 80%

Live in middle income countries





## Exploring options for monitoring trends regarding practice of traditional occupations

- ▶ Availability of a national data sources
- ▶ Identification of indigenous peoples in the data
- ▶ Statistical definition of “traditional occupation”
- ▶ Selection of a set of occupations based on International Standard Classification of Occupations
- ▶ Construction of meaningful indicators that allow for monitoring of practice over time.

## ► In conditions of freedom and dignity: pathways to racial equality (2025)

- Policy report using data from ILO Harmonized Microdata Collection (typically labour force surveys)
- Among the 187 ILO Member states, data disaggregated by ethnicity available for 47 countries (Philippines LFS has no ethnicity question)
- 15 countries provided data for only a single year, 32 countries provide racial or ethnic group data for multiple years, allowing for trend analysis.

### ► Some challenges

- Ethnicity question is included in a survey, but the specific variable not publicly available.
- Ethnicity question included only in certain years or evolve.
- Data on ethnic identifiers available but unusable due to insufficient/unrepresentative sampling.

## Some take aways

- ▶ Collection, production, publication and analysis of statistics disaggregated by ethnic is “state of the art” and called for.
- ▶ Disaggregated data is essential for addressing inequalities through appropriate polies and their monitoring.
- ▶ A human right based approach is needed - Consultation and participation of concerned groups in developing methodologies, classifications.
- ▶ Ethnicity variable is missing in Philippines Labour Survey.
- ▶ Step by step harmonization across data sources.
- ▶ Consideration of ratification of Convention No. 169.