



INTERNATIONAL ORGANISATION OF EMPLOYERS  
ORGANISATION INTERNATIONALE DES EMPLOYEURS  
ORGANIZACION INTERNACIONAL DE EMPLEADORES

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## ***PRESS RELEASE***

# **EMPLOYING THE RIGHT PERSON FOR THE RIGHT JOB IS NOT DISCRIMINATION**

***Geneva, 8 June 2007 – In the context of the ILO Conference currently sitting at the United Nations in Geneva and the discussion of the Global Report, employers reiterated – among other issues raised – the differences between discrimination and employing the right person for the right job.***

Not all differences in treatment are unlawful. For instance, those that are based on the actual requirements of a job are not. Distinctions based on skills or effort are just and legitimate; disparities in remuneration that reflect differences in years of education or the number of hours worked are also in order...

Daniel Funes de Rioja, IOE Executive Vice-President, speaking at the Plenary Sitting on behalf of the Employers Group also stressed that while employers fully endorse the principles of the Declaration, inequalities at work can often stem from discriminations that are rooted in cultural differences around the world and from country to country. Change must be determined at the national level according to each country's possibilities bearing in mind cultural and social sensitivities.

"Employers, in upholding the principles of the Declaration, are willing to contribute to reducing unlawful discrimination in the workplace, however, this needs to be part of a wider information campaign carried out in society at the national level bearing in mind these cultural differences," he said. "This is a cultural problem that cannot be ignored, when workers arrive at the workplace it is already too late: the family, school and community have a key role to play."

### ***Note to Editors***

*The Global Report is part of the follow-up of the ILO Declaration on Fundamental Principles and Rights at Work. The ILO Declaration on Fundamental Principles and Rights at Work declares that all Members have to respect, to promote and to realize the principles concerning the fundamental rights (freedom of association and the effective recognition of the right to collective bargaining; the elimination of forced or compulsory labour; the abolition of child labour; and the elimination of discrimination).*

*Each year the ILO Conference focuses on one of the fundamental rights cited.*

**Contact :** Marc Richter, Communications Adviser