*On structural discrimination patterns in South and West Asia and policy recommendations*

1. ILO background paper: [**Understanding patterns of structural discrimination of migrant and other workers in some countries of South and West Asia**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fglobal%2Fpublications%2Fbooks%2FWCMS_844072%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=2p2JaJfC7mRYd3AvUQSctE%2Fff3p4r%2FZM6%2FvOhr2106I%3D&reserved=0), by Igor Bosc, Jens Lerche, Alpa Shah, Miranda Fajerman and Neha Wadhawan, 1 May 2022.

Themes of relevance to the call for inputs: definitions framing labour discrimination; how discrimination in countries/states of origin compounds labour discrimination in countries/states of destination; labour discrimination gaps in Bahrain, Bangladesh, India, Jordan, Kuwait, Lebanon and Nepal; labour law exclusions and other policies and practices that underpin discrimination based on social origin and extraction;  law and policy recommendations,

Note: The other co-authors of the study have requested me specifically to forward this to the HR Council Advisory Committee.

1. ILO survey and ethnographic research. [**In the shadow of the state: Recruitment and migration of South India women as domestic workers to Gulf Countries**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fbeirut%2Fpublications%2FWCMS_751402%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=MYzOB8bHBn2TCSuvVKzoCjyM8D1%2Be29iX85Jyg9DsV0%3D&reserved=0), by Praveena Kodoth, 2020

ILO ethnographic study: [**The invisible workers: Bangladeshi women in Oman**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fnewdelhi%2Fwhatwedo%2Fpublications%2FWCMS_832501%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=enWeXWK%2BVfv0nwo1uNCqCrkpqTo1%2BjmyA6IiSDyDdFo%3D&reserved=0), by Therese Blanchet, December 2021

Themes of relevance to the call for inputs: the role of caste and gender in driving migration and shaping discriminatory labour markets, how racial discrimination is inherent in labour recruitment and employment

1. ILO employer surveys. [**Intertwined: Employers and migrant domestic workers in Lebanon**](https://eur02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ilo.org%2Fwcmsp5%2Fgroups%2Fpublic%2F%40arabstates%2F%40ro-beirut%2Fdocuments%2Fpublication%2Fwcms_524149.pdf&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=aBvkcVUYB3o6ywQNeDK16g%2FctuwHuV4FrP9lWsyqVGg%3D&reserved=0), 2017 by Sawsan Abdulrahim and Zeinab Cherri. The following videos debunk stereotypes of employers on alleged [*ignorance* of domestic workers](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DAv-qHmhdUVA&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=KtXINN2Wy3lepmSGboFmYqsIv1bvH2XL4%2B2Du0dvZMw%3D&reserved=0), perceived [*psychology* of domestic workers](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3D0a3yU_DIuVY&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=1W63U22%2F%2FeRM9s9WSCzOBIrduvTgdqAvbQQJ9OEz99Q%3D&reserved=0), [*racial discrimination* of migration domestic workers](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3Dw6K72TZWEiE%26t%3D5s&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926783049%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=MuujoQptexeenIupznsvNyPCTkxzHuhGBQR%2BZXTbP9U%3D&reserved=0), alleged [*uncleanliness* of domestic workers](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DQNYimjJGoLc&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=X9ahan%2B8u12h4EeGjqgNq5%2F3ydhSGoRYReX8puHg10Q%3D&reserved=0), and on alleged [*untrustworthiness* of domestic workers](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DbDchRqgy4-4&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=gn6p9hFPA8iKp3PuFpc%2FapN6qLSV7Tf8Xjx5tpqWqFo%3D&reserved=0)*,* on[*withholding of passports*](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DwCWhNMGSvUE&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=M5hBWEAE23z4jGzZjkjazzDSfgB%2FMAy4zFsGaWrEYzQ%3D&reserved=0), on [*not paying wages at the end of the month*](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3Dhua79rDz33k&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=mv0q%2F%2Bw59sEN92dNE7kHNJXZj51tmWxV1tZ81uf%2BRJ8%3D&reserved=0), on [*locking-up a domestic worker*](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DMUq8qT5SAG0&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=G1Xv9zile8%2FWdqsc9ftqxU96ZhzD8p1ykaJa6X7nx5I%3D&reserved=0)

Themes of relevance to the call for inputs: discrimination of migrant domestic workers in law and practice – according to employers; Lebanon

1. ILO Policy Brief: [**Policy Brief on Policies Related to Migrants and Unemployment in Times of Crisis**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fnewdelhi%2Fwhatwedo%2Fpublications%2FWCMS_747342%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=zac%2F7W52Zv43DKpXyJItdfL49S5an1%2F7lVHNuWSxDDc%3D&reserved=0), 2020, by Igor Bosc, CTA, WIF, ILO

Themes of relevance to the call for inputs: Brief debunking why migrant workers cannot be blamed for the unemployment of nationals

*On migrant wage gaps*

1. ILO wage study (49 countries): [**Migrant Pay Gap, Understanding wage differences between migrants and nationals**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.google.com%2Furl%3Fsa%3Dt%26rct%3Dj%26q%3D%26esrc%3Ds%26source%3Dweb%26cd%3D%26cad%3Drja%26uact%3D8%26ved%3D2ahUKEwiywcTehtP6AhVoi_0HHVIdAvQQFnoECCQQAQ%26url%3Dhttps%253A%252F%252Fwww.ilo.org%252Fwcmsp5%252Fgroups%252Fpublic%252F---ed_protect%252F---protrav%252F---migrant%252Fdocuments%252Fpublication%252Fwcms_763803.pdf%26usg%3DAOvVaw0LOBEepMg_y7U8-tSUsJ1P&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=vckFq%2Fmxrlirth%2BXt%2F6w6lTKdR3czjUZOtfQfGYHnJA%3D&reserved=0), by Silas Amo-Agyei, 2020

Themes of relevance to the call for inputs: wage setting and discrimination between migrant and host populations

*On workers’ centres as a good practice*

1. ILO background paper: [**Reclaiming space for workers in the 21st century: A literature review on worker centers**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fwcmsp5%2Fgroups%2Fpublic%2F---asia%2F---ro-bangkok%2F---sro-new_delhi%2Fdocuments%2Fpublication%2Fwcms_800626.pdf&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=dQtjY%2B13g979n2sXp%2FFoIS%2B7tMiTN2qLJsWNnj3hHnY%3D&reserved=0), by Miguel A. Martínez, Margherita Grazioli, Patricia Yocie Hierofani and Alberto Violante, 8 June 2021;

ILO Policy Brief. [**Worker Centers from a Fundamental Principles and Rights at Work Lens**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fnewdelhi%2Fwhatwedo%2Fpublications%2FWCMS_745866%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Gk5Ozu%2Fm1IJPGqLlDabGEs2uum%2BF1uMas9h4KXQqcZc%3D&reserved=0), 2020, by Igor Bosc, CTA, WIF, ILO

Themes of relevance to the call for inputs: good practices to address discrimination in the world of work

*On lessons learned from development cooperation*

1. ILO Lessons learned from development cooperation: Part 1: [**Outreach to migrant women in areas of origin**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fbeirut%2Fpublications%2FWCMS_829467%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=PhLKhpWU2n8%2Frh8vid6DNA%2BJHJyujrx7Nh%2FyIKxVhRM%3D&reserved=0), [Part 2: **Recruitment of migrant workers**](https://eur02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ilo.ch%2Fbeirut%2Fpublications%2FWCMS_829468%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967926939306%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Ad7A%2FvcILI8W%2BjsUANUDogY3tRfpKClCVmq26lOiDiU%3D&reserved=0), [Part 3: **Policy and programme responses to unfree labour in destination countries for migrant women workers**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fnewdelhi%2Fwhatwedo%2Fpublications%2FWCMS_849825%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967927095526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Z8NJ%2FerbbwlyneujHDKS2Hfas3CpKvrHHF%2FDZnCVHmU%3D&reserved=0), by Igor Bosc, September 2022

Themes of relevance to the call for inputs: multiple ways discrimination affects migrant workers (see especially Lesson No. 11 of Part 1 (page 41); Lesson No. 7 of Part 4 (page 33) and Lesson No. 56 (page 143)).

*On migration bans*

1. ILO Book: [**A comprehensive analysis of policies and frameworks governing foreign employment for Nepali women migrant workers and migrant domestic workers.  Exploring the migration policymaking process with a specific focus on bans and restrictions on foreign employment**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ilo.org%2Fkathmandu%2Fwhatwedo%2Fpublications%2FWCMS_792239%2Flang--en%2Findex.htm&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967927095526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=NbsyC8o6eHQ9CRa%2FG0c9xXaOQvcKOyuLPNUXgYwu5Rs%3D&reserved=0), by Mark McCarthy, published on-line on 18 May 2021.

1. Migration Policy Centre discussion papers on ‘[The ethics of migration policy dilemmas: restricting emigration](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmigrationpolicycentre.eu%2Fprojects%2Fdilemmas-project%2F%23dilemmasTabModule-1&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967927095526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=gHbGMWNCkrSAPMASwLhH5yTN70smR6VQsFifIqc3h%2B8%3D&reserved=0)”: [**The moral exigency of free mobility**](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmigrationpolicycentre.eu%2Fdocs%2Fdilemmas%2Fdilemmas_project_2nd_response_bosc_wadhawan.pdf&data=05%7C01%7COHCHR-hrcadvisorycommittee%40un.org%7C96979d0824054154e9c108daab985002%7C0f9e35db544f4f60bdcc5ea416e6dc70%7C0%7C0%7C638010967927095526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=JYfBsnW3s4lWAPkV8a9jkN3Yw33riRes%2FX1O%2B5szUxg%3D&reserved=0), by Igor Bosc and Neha Wadhawan, 13 April 2022.

Themes of relevance to the call for inputs:

How migration policy bans generate vulnerabilities that enable racial discrimination