

- Do conditions of employment infringe upon an individual's political freedoms?
- Are there any initiatives or programmes to eliminate **discrimination** in employment on the basis of sex, race, ethnic origin, religion, social origin, political affiliation or nationality?
- **Safe and healthy working conditions:** Are there any legal provisions that prescribe minimum conditions of occupational health and safety? Are they enforced?
- Are there any special conditions regulating the employment of children? Are they enforced?
- **Equal pay for equal work:** Is there any inequality in remuneration for work of equal value? Are steps taken to eliminate such discrimination?
- **The right to form and join independent trade unions and to bargain collectively:** identify any restrictions on the right to form or join trade unions. What conditions or limitations are placed upon the right of trade unions to function freely? To affiliate and associate with international unions? Can workers exercise their right to strike? Does the government impede upon the right to bargain collectively?

c. **The right to education (UDHR Art. 26)**

Officers should provide statistics on the percentage of GNP and national budget allocated to education, literacy and graduating rates disaggregated by sex. The following issues could also be explored briefly: Is primary education compulsory and available free to all? Is secondary education, including technical and vocational secondary education, generally available and accessible to all? To what extent is secondary education free of charge? To what extent is access to higher education realized? Are there any measures taken to promote literacy? Are there any disadvantaged or vulnerable groups (young girls, rural children, members of ethnic, religious, linguistic or other minorities, physically or mentally handicapped) being denied their right to education?

d. **The right to participate in the cultural life of the community (UDHR Art. 27)**

Officers could examine whether funds are allocated for the promotion of cultural development and popular participation in cultural life, whether there is promotion of the awareness of the cultural heritage of national ethnic groups and minorities (including indigenous peoples), whether there is promotion of cultural identity as a factor of mutual appreciation among individuals and groups. Does the media have a role in promoting participation in cultural life and awareness of the cultural heritage of minorities and ethnic groups?

3. **Equality and discrimination**

The World Conference on Human Rights underscored the responsibility of the international community to pay specific attention to the rights of women, indigenous people and a range of vulnerable groups including children, refugees and disabled persons. Canada has played an active role in drafting instruments which support principles set out in the