



**Economic and Social
Council**

Distr.
GENERAL

E/CN.4/2006/23
27 February 2006

ENGLISH
Original: SPANISH

COMMISSION ON HUMAN RIGHTS
Sixty-second session
Item 6 of the provisional agenda

**RACISM, RACIAL DISCRIMINATION, XENOPHOBIA AND ALL FORMS
OF DISCRIMINATION: COMPREHENSIVE IMPLEMENTATION OF AND
FOLLOW-UP TO THE DURBAN DECLARATION AND PROGRAMME
OF ACTION**

**Report of the Regional Workshop for the Americas entitled “Strategies
for the inclusion of people of African descent in programmes to reduce
poverty, especially to achieve Millennium Development Goal 1”***

Note by the United Nations High Commissioner for Human Rights

The United Nations High Commissioner for Human Rights has the honour to transmit to the Commission on Human Rights the report of the Regional Workshop for the Americas entitled “Strategies for the inclusion of people of African descent in programmes to reduce poverty, especially to achieve Millennium Development Goal 1”, held in Chinchá, Peru, from 2 to 4 November 2005.

* In accordance with General Assembly resolution 53/208 B, paragraph 8, this document is submitted late so as to include the most up-to-date information possible.

Summary

This document contains the report of the Regional Workshop for the Americas entitled “Strategies for the inclusion of people of African descent in programmes to reduce poverty, especially to achieve Millennium Development Goal 1”, organized by the Office of the United Nations High Commissioner for Human Rights in collaboration with the United Nations Development Programme. The workshop was held in Chincha, Peru, from 2 to 4 November 2005, and was hosted by the Government of Peru. The workshop studied ways of using strategies to reach the poverty-reduction objectives for these people, taking an approach based largely on human rights, particularly the principles of equality, non-discrimination, responsibility and participation encompassed in the international human rights instruments.

The workshop’s main objective was to develop strategies to involve people of African descent in the development, implementation, monitoring and assessment of poverty-reduction programmes, in particular with a view to reaching Millennium Development Goal 1, and also in the preparation of poverty-reduction strategy papers. The workshop also provided an opportunity for the United Nations, international and national development organizations and people of African descent to discuss poverty-reduction strategies based on the norms and values established under international human rights law.

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I. OPENING OF THE SESSION

A. Organization of the workshop

1. The main topic of the Regional Workshop for the Americas was “strategies for the inclusion of people of African descent in programmes to reduce poverty, especially to achieve Millennium Development Goal 1”. The workshop was a follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance and a response to the recommendations made by the Working Group on Minorities at its ninth and tenth sessions, in 2003 and 2004 respectively, and to resolution 2003/23 of the Sub-Commission on the Promotion and Protection of Human Rights, which invited the Office of the United Nations High Commissioner for Human Rights to organize more regional and subregional seminars, including on issues relating to people of African descent.

2. After the presentation of the background documents prepared by experts and after the discussion on the workshop topics, to which everyone contributed, the participants adopted the declaration and recommendations presented below.

B. Participants

3. Annex II of this report contains a list of the United Nations experts who took part in the workshop, as well as the States, United Nations bodies, development-financing institutions and non-governmental organizations (NGOs) represented at the workshop.

C. Opening of the workshop and election of the Chairperson and Rapporteur

4. The workshop started with opening speeches by Mr. Vicente Rojas, Director of Social Diplomacy of the Peruvian Ministry of Foreign Affairs; Mr. Jorge Chediek, United Nations Resident Coordinator and Resident Representative of the United Nations Development Programme (UNDP) in Peru; Mr. José Bengoa, Chairperson of the Working Group on Minorities and coordinator of the ad hoc working group established by the Sub-Commission on the Promotion and Protection of Human Rights to prepare a study to contribute to the drafting of an international declaration on extreme poverty and human rights; and Mr. Roberto Garretón, Regional Representative for Latin America and the Caribbean of the Office of the United Nations High Commissioner for Human Rights.

5. Ms. Julia Barrera was elected as Chairperson and Ms. Gisela Arandia Coverrubias as Rapporteur of the workshop.

D. Adoption of the agenda

6. The workshop adopted without a vote the agenda contained in annex I.

E. Closure of the workshop

7. The participants adopted all the recommendations presented in plenary. Mr. Roberto Garretón, Regional Representative of the Office of the United Nations

High Commissioner for Human Rights, addressed the workshop in a closing speech, as did Mr. Luis Huarcaya, President of the Peruvian Institute for the Development of Indigenous, Amazonian and Afro-Peruvian Peoples.

II. DECLARATION

8. We, the participants in the workshop, representing Governments, civil society, academic institutions and United Nations bodies, and including Ms. Matilda Ribeiro, Minister and Head of the Special Secretariat for the Promotion of Racial Equality Policies in Brazil; Ms. Edna Santos Roland, independent eminent expert on the implementation of the Durban Declaration and Programme of Action; Mr. Doudou Diène, Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance; Ms. Gay McDougall, independent expert on minority issues; Mr. José Bengoa, Chairperson of the Working Group on Minorities and coordinator of the ad hoc working group established by the Sub-Commission on the Promotion and Protection of Human Rights to prepare a study to contribute to the drafting of an international declaration on extreme poverty and human rights; Mr. Juan Martabit, Chairperson-Rapporteur of the intergovernmental working group established to make recommendations with a view to the effective implementation of the Durban Declaration and Programme of Action; Mr. Joe Frans, member of the Working Group of Experts on People of African Descent; Mr. Luis Huarcaya, President of the Peruvian Institute for the Development of Indigenous, Amazonian and Afro-Peruvian Peoples; Mr. Roberto Garretón, Regional Representative of the Office of the United Nations High Commissioner for Human Rights; and representatives of specialized agencies,

9. *Meeting* in Chincha from 2 to 4 November 2005 in the Regional Workshop for the Americas on strategies for the inclusion of people of African descent in programmes to reduce poverty, especially to achieve Millennium Development Goal 1, organized by the Office of the United Nations High Commissioner for Human Rights in collaboration with UNDP;

10. *Thank* the Government of Peru for hosting this regional workshop;

11. *Reaffirm* the statement in the 2005 World Summit Outcome acknowledging that peace and security, development and human rights are the pillars of the United Nations system and the foundations for collective security and well-being, and recognizing that development, peace and security and human rights are interlinked and mutually reinforcing;

12. *Reaffirm* the principles contained in the documents adopted at the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance held in Durban in 2001 and the Regional Conference of the Americas held in Santiago, Chile, in 2000; and *call upon* States to diligently implement all the commitments entered into by them at these conferences;

13. *Recall* that in September 2000, 189 States Members of the United Nations, of which 147 were represented by heads of State or Government, made a new global commitment to development, of which the United Nations Millennium Declaration is the political expression. The Declaration laid the foundations for a new development agenda based on values that deeply enrich international relations for the twenty-first century: freedom, equality, solidarity, tolerance, respect for nature and shared but differentiated responsibility;

14. *Also recall* that the Millennium Declaration considers gender and ethnicity as cross-cutting issues; and *consider* that progress in the search for equity in those two areas is a prerequisite for achieving the millennium development goals;
15. *Undertake* to make poverty among people of African descent and indigenous peoples a thing of the past, and *urge* all those responsible for making sure that the millennium development goals are met to base their work on the solid foundations of international human rights law;
16. *Reaffirm* the twin principles of non-discrimination and equality, which are fundamental elements of international human rights law, as enumerated and explained in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the Convention on the Rights of the Child, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;
17. *Reaffirm* paragraph 13 of the Durban Declaration, which acknowledges that slavery and the slave trade, including the transatlantic slave trade, were appalling tragedies in the history of humanity not only because of their abhorrent barbarism but also in terms of their magnitude, organized nature and especially their negation of the essence of the victims, and further acknowledge that slavery and the slave trade are a crime against humanity and should always have been so, especially the transatlantic slave trade, and are among the major sources and manifestations of racism, racial discrimination, xenophobia and related intolerance, and that Africans and people of African descent, Asians and people of Asian descent and indigenous peoples were victims of these acts and continue to be victims of their consequences;
18. *Emphasize* the importance of the statement by the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance in which he maintains that the memory of slavery and the slave trade in the African continent and the Americas is different. It is the people of African descent in the Americas and the Caribbean who experienced suffering and resistance to slavery. Slavery was built on a value system based on a materialistic conception of humanity. The fight and resistance against slavery confronted this materialistic dimension, where poverty was defined only from a material viewpoint. The fight against poverty today needs to challenge this one-dimensional materialistic approach. To combat poverty effectively, we need to develop a value system whose ultimate goal is the good of the group and the community, not the individual;
19. *Declare* that the rediscovery in Chincha - a historic location in the story of slavery in the Americas - of a fundamental aspect of the identity of people of African descent has enabled us not only to formulate demands but also to understand the cultural, political and spiritual richness of peoples of African descent. In this sense, the workshop has made it possible to take great strides towards the creation of a new paradigm for the promotion and protection of human rights based on the Afro-descendant identity;

20. *Reaffirm* that people of African descent have a good deal to offer, drawing on their history and ancestral wisdom, in terms of building a better world, overcoming adversity and manifesting their humanistic essence in efforts to create a world of peace and equity;
21. *Observe* with concern that Latin America and the Caribbean continue, unfortunately, to form the most inequitable region in the world - a pattern determined by the different characteristics of colonization in the region - and *consider* that this situation slows the pace of poverty reduction, inhibits faster growth and undermines the development process itself;
22. *Affirm* that the real inclusion of people of African descent in the process set in motion by the Millennium Declaration will have a positive impact not only on that group, but also on socio-economic development within countries and the region as a whole;
23. *Reaffirm* the observation made in Santiago in 2000 that poverty is often closely associated with racism, racial discrimination, xenophobia and related intolerance, and that these practices aggravate the conditions of poverty, marginalization and social exclusion of individuals, groups and communities. This relationship between populations of African descent and racism, discrimination and poverty has been analysed using a large body of data and confirmed during this workshop in Chinchá;
24. *Consider* that the factors that lead to poverty among people of African descent and indigenous peoples are mainly structural. Discrimination is apparent in the unequal access these groups have to basic services. People of African descent and indigenous peoples are often disadvantaged in access to markets, loans and technology. We *affirm* that these groups have traditionally been excluded from the political process and have been limited in their ability to lobby for resources and we *observe* that racial and ethnic prejudices tend to aggravate this situation;
25. *Recognize* that the racism and racial discrimination from which people of African descent have historically suffered in the Americas is at the root of the situation of marginalization, poverty and exclusion that affects the majority of them in many countries of the continent and that, despite the many efforts made, this situation persists, in varying degrees;
26. *Express deep concern* that the economic and social indicators for people of African descent and indigenous peoples, in particular those relating to income, resources, literacy, school attendance, education, employment, health, nutrition, housing, drinking water and sanitation, infant mortality, life expectancy and opportunities to participate in political, social and cultural life are below the average for the population as a whole in the countries of the Americas, as abundantly demonstrated at this workshop in Chinchá;
27. *Express concern* about the situation in which populations of African descent live in the Americas, and call upon the international community to cooperate in resolving the problems that affect them;
28. *Observe* that a very significant part of the income inequality that affects people of African descent and indigenous peoples is due to the great differences in level and quality of human capital and its returns, as well as to the wage gap associated with racial discrimination;

29. *Affirm* that the full exercise of human rights by people of African descent depends mainly on their full enjoyment of the right to education, which is essential if they are to escape from exclusion and poverty. We *consider* education to be a fundamental factor in human development, and *maintain* that a combination of greater access to education, completion of each phase of education and higher-quality teaching is not only necessary to guarantee basic social rights, but also has a positive effect on economic growth and equity, by building up human capital, improving the population's health conditions and strengthening society in general;

30. *Confirm* that the low educational level of large sections of the population of African descent and the indigenous population is an important mechanism in the transmission of poverty from one generation to the next;

31. *Observe* with concern that not all children of African descent, and especially girls of African descent, can attend and graduate from primary school and that they do not have full access to school services. The educational services provided for children of African descent are in general below the minimum recommended levels;

32. *Invite* States to identify obstacles and explain and disseminate successful experiences of progress towards the attainment of the millennium development goals at the national and regional levels;

33. *Stress* the importance and added value of a rights-based approach to poverty-reduction and development strategies; *consider* that human rights principles help ensure that vulnerable individuals and groups are treated on an equal and non-discriminatory basis and are not neglected; and *reaffirm* that human rights practice has produced useful ideas for improving the effectiveness of anti-discrimination legislation, policies and practices and for promoting equality;

34. *Condemn* all forms of racism, racial discrimination, xenophobia and related intolerance concerning economic, social and cultural rights and other related matters, including access to employment, government benefits, capital, credit, technology, education and vocational training, housing, health care, the environment, cultural activities, heritage protection, equal access to public services and other types of services;

35. *Observe* that women of African descent and indigenous women, particularly those who are heads of household, suffer more from poverty as a result of the multiple discrimination of which they are victims and the scarce opportunities for them to earn an income. This imbalance continues to grow, with severe consequences for women, their children and the family, the basic unit of society;

36. *Consider* sustainable economic growth, macroeconomic stability and good governance to be essential ingredients of poverty reduction, though not sufficient in themselves. Specific action is also necessary to promote greater equity and increase the impact of growth on poverty. Such action is urgently needed in our region;

37. *Recall* the report published in 2005 by the Economic Commission for Latin America and the Caribbean (ECLAC) entitled, "The Millennium Development Goals: A Latin American and Caribbean Perspective", which, among other things, points out that:

(a) “Not enough progress has been made towards the target of halving extreme poverty. An analysis focusing on national poverty lines calculated by ECLAC indicates that only one country has already reached the target and that, at this point, when 14 of the 25 years spanning the period established for the targets’ achievement (1990–2015) have elapsed, another five are on track to do so. All the other countries have made too little progress or, in some cases, have slipped backward”;

(b) With regard to the major policy challenges: “In order to halve extreme poverty and hunger by 2015, the region will [not only] have to achieve a rapid and sustained pace of economic growth” to reach the region’s development goals, but will also need to adopt an “appropriate approach to achieving growth with equity [which] will entail institutional changes that will allow social policy to be placed at the centre of development strategy”;

(c) “At the same time that efforts are being devoted to reducing poverty and hunger in the short run as a matter of the utmost urgency, investments also need to be made in human capital. Channels for these investments include social programmes that provide tied monetary transfers in order to ensure that children are attending primary and secondary school and that people seek proper health care. School meal programmes [and] nutrition programmes ... are other useful means to this end”;

(d) “Extreme poverty and the existence of unmet needs in vast sectors of the population stem not only from most countries’ low income levels, but also from the persistence of a highly unequal distribution of that income. ... A number of different studies have demonstrated that these targets could be met considerably sooner if the fruits of economic growth were distributed more evenly.”

III. RECOMMENDATIONS

A. Measures at the national level

General measures

38. *Call upon* States to devise, promote and implement legislative measures to guarantee the full implementation of the principles of non-discrimination, racial equality and cultural diversity, in accordance with the relevant international instruments; and *invite* States to establish mechanisms to penalize non-compliance with these principles;

39. *Urge* States to adopt strategies and public policies to combat discrimination and intolerance and to promote equality in all areas. Such policies should pay special attention to the victims of racism and racial discrimination in order to bridge the educational gap and improve the quality of education, improve their access to health services, reduce the impact of HIV/AIDS, particularly among populations of African descent, and give excluded groups greater access to sources of employment to ensure they have more opportunities and a greater share in the prosperity and wealth of societies in the region;

40. *Urge* States to establish, strengthen or promote, as the case may be, national bodies for the promotion and protection of the rights of victims of racism, particularly people of African descent and indigenous peoples, and to allocate sufficient resources to these bodies to ensure their effectiveness;

41. *Call upon* States to incorporate the Durban Declaration and Programme of Action, its guidelines and aims in the targets for development and the elimination of poverty agreed to by the international community in the millennium development goals;

42. *Recognize* the importance of empowering the victims of racism, particularly women, so that they can build up their own capacities as an important development objective and a prime resource. To that end, we *request* that people of African descent and indigenous peoples be fully involved in the formulation, implementation and evaluation of the decisions that determine the functioning and well-being of their communities and of society at large;

43. *Invite* States to strengthen legal and institutional frameworks in order to ensure respect for property rights and the rights of creditors, while substantially broadening access to loans so that the poorest and most excluded citizens can drive development and have the opportunity to become small entrepreneurs and homeowners;

44. *Encourage* States to cooperate with NGOs in ensuring that there are opportunities for dialogue that will enable the Afro-descendant social movement and indigenous peoples to become involved in the design of programmes and projects related to their human rights and socio-economic development situation;

45. *Invite* States to strengthen organizations that support initiatives related to the promotion and protection of the human rights of people of African descent and support networking;

46. *Encourage* States to establish job-creation, income-generating and self-support programmes that offer technical and management training, including in non-traditional activities and using new technologies, for people of African descent, in particular the descendants of the Quilombo, Palenque and Cimarrón communities;

47. *Appeal* to States, NGOs and other members of civil society to implement:

(a) Awareness-raising campaigns to encourage the private sector to consider ethnic, racial and gender diversity as one of its social responsibilities;

(b) Vocational training programmes and microcredit systems to foster the creation of micro-enterprises and cooperatives;

(c) Sustainable development programmes for the descendants of the Quilombo, Palenque and Cimarrón communities;

(d) Voluntary community work programmes to build housing;

48. *Request* States to regularly review, through national authorities, the anticipated effects of their policies on the employment and income of the most vulnerable segments of the population, in particular people of African descent and indigenous peoples; the norms requiring that budget

bills and proposed tax reforms include an analysis of the distributive effects of public spending and taxation; and the obligation of public bodies to regularly conduct analyses to determine who benefits from their programmes, in order to design effective systems of coordination between the social and economic authorities aimed at ensuring that social priorities are woven into the very fabric of economic policy;

49. *Request* States to recognize the cultural diversity of the descendants of the Quilombo, Palenque and Cimarrón communities;

50. *Invite* States to support the ongoing work of the intergovernmental working group established to make recommendations with a view to the effective implementation of the Durban Declaration and Programme of Action with regard to the preparation of additional norms to combat racism;

Education, training, childhood and youth

51. *Urge* States to increase social investment in childhood and youth as a strategy to combat poverty, bearing in mind that children of African descent have historically been disadvantaged. Such an approach can help prevent the continued exclusion of a new generation of children and young people of African descent from the benefits of economic, social and human development, to which they would be entitled and would have access had they not been prevented - actively or passively - from fully exercising their human rights;

52. *Call upon* States to give the education of people of African descent the priority it deserves in public programmes and budgets. To that end, States could:

(a) Promote educational campaigns with the assistance of public institutions, especially in the fields of education, training and culture, to combat the prejudices at the root of racial discrimination;

(b) Design programmes to eradicate gender and racial stigmatization and stereotypes from the teaching materials used in the educational system;

(c) Include in the regular training of teachers the topic of cultural diversity and its contribution to society, relating it to the actual conditions in each country, while promoting awareness and the values of acceptance, tolerance and respect for the cultures of indigenous peoples and people of African descent;

(d) Use and disseminate the outcome of the research programme on the slave route of the United Nations Educational, Scientific and Cultural Organization (UNESCO) in school curricula;

(e) Review textbooks and teaching materials used in the formal education system to identify any elements of explicit or subtle racism or discrimination against any racial or ethnic group, and ensure that the information provided on each population group is balanced;

(f) Invest in the education of children of African descent aged 4-6 when there might be cultural gaps in their family environment;

53. *Call upon* States, NGOs and other members of civil society to:

(a) Promote access by people of African descent, particularly women, to human rights education, information, technology and specialized knowledge as an indispensable means to improve communication and increase their participation in civic, political, economic, social and cultural life;

(b) Train people of African descent in the workings of international human rights and development bodies, to enable them to participate in the work of such bodies;

(c) Organize programmes to provide managerial and administrative training, implement a system of microcredit and foster the creation of micro-enterprises and cooperatives;

(d) Organize political education programmes to develop the capacity to claim rights and promote new styles of leadership and new organizations for people of African descent;

(e) Organize training programmes on reproductive rights;

(f) Organize training programmes for health workers;

(g) Provide incentives for female researchers of African descent to train in the fields of gender and race;

54. *Urge* States to determine to what extent their national education systems provide people of African descent with the same coverage and quality of education as the rest of the population. This means assessing whether these populations really have equal access to State schools, how long they stay in the system and whether they graduate from it;

55. *Recognizing* that poverty, lack of access to education, unemployment and social breakdown too often bring about isolation, marginalization and violence, we *ask* States to pay special attention to those young people of African descent who live on the outskirts of the large cities in the region and who are particularly affected by urban violence, by tackling juvenile delinquency, violence and small-scale trading in illicit drugs and weapons from a social and human rights perspective centred on strengthening social capital and building the capacities of young people of African descent;

56. *Encourage* organizations of the Afro-descendant movement to include in their agendas the rights of children, young people and women of African descent, since these are the people most vulnerable to violence as a result of poverty;

Employment

57. *Request* that States and international and regional organizations conduct national surveys of the employment situation of populations of African descent;

58. *Call upon* States, international bodies and governmental organizations to compile information on how discrimination affects employment in populations of African descent, in order to define strategies to address the issue;

59. *Consider* that a more efficient labour market should be a central objective of any sustainable and inclusive socio-economic policy. To that end, we *invite* States to:

(a) Improve as a matter of urgency training, mediation systems and practices in the field of work, with a view to integrating more members of excluded groups in the workforce and combating discrimination;

(b) Guarantee welfare benefits and social services to informal workers, who have no access to them;

60. *Urge* States to adopt concrete measures to eradicate racism, racial discrimination, xenophobia and related intolerance in the workplace, and to ensure the full equality of all before the law and eliminate any other barriers;

61. *Recommend* that States should take the following measures:

(a) Create training programmes focused on specific job-finding skills for populations of African descent;

(b) Adopt legislative measures and public policies relating to the employment of people of African descent;

(c) Identify and implement affirmative action policies to increase employment among populations of African descent;

(d) Develop job-creation measures focused on communities as a strategy to promote employment and public security;

(e) Conduct seminars with trade unions and planning and economics ministries at the country level in order to define integration strategies; and

(f) Create efficient regulation mechanisms for female domestic workers, particularly those of African descent or indigenous women;

62. *Call upon* private and State-owned companies to promote equal employment policies internally and to create internal mechanisms to resolve labour conflicts;

63. *Call upon* States to create strategic alliances and pilot programmes with the private sector to:

(a) Improve working conditions, for example through codes of conduct;

(b) Strengthen the investment and management capacity of small producers and microenterprises (through loans and technical assistance);

(c) Create training programmes to improve access to employment and broaden the range of skills on the labour market;

64. *Call upon* States not to enter into any international commitments that would undermine the employment rights of the most vulnerable populations;

65. *Call upon* States to make sure they respect the rights of the most vulnerable groups and in no case suspend or undercut these rights to create incentives for foreign investment;

Affirmative action policies

66. *Invite* States to give effect to paragraph 92 of the Durban Programme of Action, which urges States to, inter alia: “ ... collect, compile, analyse, disseminate and publish reliable statistical data at the national and local levels and undertake all other related measures which are necessary to assess regularly the situation of individuals and groups of individuals who are victims of racism, racial discrimination, xenophobia and related intolerance:

(a) Such statistical data should be disaggregated in accordance with national legislation. Any such information shall, as appropriate, be collected with the explicit consent of the victims, based on their self-identification and in accordance with provisions on human rights and fundamental freedoms, such as data protection regulations and privacy guarantees. This information must not be misused;

(b) The statistical data and information should be collected with the objective of monitoring the situation of marginalized groups, and the development and evaluation of legislation, policies, practices and other measures aimed at preventing and combating racism, racial discrimination, xenophobia and related intolerance, as well as for the purpose of determining whether any measures have an unintentional disparate impact on victims. To that end, it recommends the development of voluntary, consensual and participatory strategies in the process of collecting, designing and using information;

(c) The information should take into account economic and social indicators, including, where appropriate, health and health status, infant and maternal mortality, life expectancy, literacy, education, employment, housing, land ownership, mental and physical health care, water, sanitation, energy and communications services, poverty and average disposable income, in order to elaborate social and economic development policies with a view to closing the existing gaps in social and economic conditions”;

67. *Invite* States to establish, as part of their affirmative action programmes, quotas for people of African descent in their executive, legislative and judicial bodies; and *invite* private and publicly-owned companies, including communications companies, to adopt such quotas in the recruitment and promotion of staff;

68. *Invite* States to develop economic development strategies, policies, programmes and projects to combat the historical disadvantages faced by people of African descent and indigenous people. These programmes could be in the form of affirmative action programmes not only in the public sector but also in the private sector, when they should be promoted and followed up. We also *request* that the promotion of gender equality be taken into account when adopting and implementing these policies;

69. *Recall* article 1, paragraph 4, of the International Convention on the Elimination of All Forms of Racial Discrimination, which states that special measures taken for the sole purpose of securing adequate advancement of certain racial or ethnic groups or individuals requiring such protection as may be necessary in order to ensure such groups or individuals equal enjoyment or exercise of human rights and fundamental freedoms shall not be deemed racial discrimination, provided, however, that such measures do not, as a consequence, lead to the maintenance of separate rights for different racial groups and that they shall not be continued after the objectives for which they were taken have been achieved;

Gender

70. *Call upon* States and civil society to promote campaigns to enhance the image of women of African descent and indigenous women as a way of overturning the stereotypes of them in people's minds, and to discourage the application of such stereotypes, especially in the labour market;

71. *Call upon* States to promote literacy programmes for adult women. Studies have shown that teaching women to read and write has a great impact on poverty reduction and a decisive influence on the education of their own children and other children around them;

72. *Request* that States give women of African descent and indigenous women effective access to education, by organizing vocational training programmes to help them get out of "labour ghettos" such as domestic service;

Improving the collection of disaggregated data

73. *Request* that States and international and regional organizations:

(a) Include questions of race and ethnicity in national censuses and other instruments for the collection of information on the population;

(b) Disaggregate the Human Development Index by ethnic group and gender for all the States in the region;

74. *Recommend* that States and civil society should use the media as a valuable means to promote respect for others, human dignity, and tolerance of "others", as part of an approach genuinely based on pluralism and multiculturalism;

B. Measures at the international level

International, financial and development agencies

75. *Urge* the United Nations, and particularly UNDP, to monitor progress towards the millennium development goals, concentrating on the disparities along ethnic lines in countries in the region, to ensure the goals are met in the most vulnerable communities;

76. *Encourage* financial and development institutions and the operational programmes, relevant bodies and specialized agencies of the United Nations, under their ordinary budgets and in accordance with the procedures of their governing bodies, to:

(a) Devote specific funds to development projects for communities of African descent in the region;

(b) Provide technical and financial assistance to Governments in the region so that they can incorporate the ethnic dimension in national development plans, using a participatory methodology and working with the help of Afro-descendant organizations to prepare and implement them;

(c) Provide funds for basic community infrastructure - schools, health centres, water supplies, roads and bridges;

(d) Increase the number of subsidies for access of people of African descent to basic services;

77. *Invite* the international organizations responsible for promoting development and combating poverty, such as the World Bank, the Inter-American Development Bank and UNDP, to give the education of people of African descent the priority it deserves;

78. *Request* that private cooperation agencies financially support civil society programmes to follow up on the Durban Conference;

79. *Request* financial and development institutions to enhance the “visibility” of the social impact of their economic policies and to define criteria to measure the social impact of their policies on communities of African descent and indigenous peoples;

80. *Recognize* the importance of the Poverty Reduction and Social Equity Promotion Strategy of the Inter-American Development Bank and request that it be reinforced where it exists and established where it does not; and *request* that other development agencies follow the example set in the following strategies of the Inter-American Development Bank:

(a) Support action to increase the economic opportunities and productivity of groups suffering from poverty; reforms to improve employment options; infrastructure for productive activities, new technologies and cooperation instruments to enhance competitiveness; investments in production in rural areas (technology and technical assistance, irrigation, reorganization and diversification of crops, access to land and activities based on the quality of the natural resources);

(b) Support institutions that promote the political inclusion of marginalized groups, while ensuring equitable access to justice; create synergies between the State and the market to promote equity, while addressing the needs of excluded groups and increasing the capacity to provide relief through legislation and through the design and implementation of effective strategies and programmes; promote action to eliminate structural inequalities in the workforce, especially in the fields of health and education; offer equal opportunities throughout the life cycle; abolish social barriers that perpetuate the exclusion of people of African descent and women; promote the local and regional development of marginalized areas; and rehabilitate or preserve ecosystems in poor communities;

Strengthening United Nations mechanisms

81. *Invite* the General Assembly to consider:

(a) Proclaiming an international decade for people of African descent, with the aim of strengthening international cooperation so as to resolve the problems they face in areas such as human rights, the environment, social and economic development, education and health;

(b) Creating a voluntary fund for people of African descent, which would provide technical assistance in the implementation of development projects and promote affirmative action;

(c) The same fund could also contribute towards the cost of allowing people of African descent to attend the sessions of the Working Group of Experts on People of African Descent of the Commission on Human Rights;

82. *Request* the United Nations system to establish an inter-agency group for Latin America and the Caribbean to address the key issues relating to the human rights and the right to development of people of African descent while supporting the work of their communities;

83. *Request* the United Nations, within the Development Assistance Framework, to establish focal points in country teams on the rights of people of African descent, in the relevant countries. These focal points could, among other things, ensure that national development plans include projects for people of African descent;

84. *Urge* the United Nations system and multilateral development organizations to implement policies designed to achieve diversity and racial and gender equality in the recruitment of technical, specialized and managerial staff, so that the offices of the United Nations in the countries of the region are representative of the diversity and composition of the populations in their area;

85. *Recommend* that national statistics offices, regional organizations and the United Nations system should develop information systems that take into account the population's racial and ethnic dimension when collecting official statistics for development purposes;

86. *Recommend* that the Office of the United Nations High Commissioner for Human Rights should organize annual seminars or workshops on human rights and people of African descent in the region. In particular, it should organize a seminar to analyse the role played by the mass media in perpetuating and promoting racism, as well as in overcoming stereotypes and promoting racial equality;

87. *Recommend* that the Office of the United Nations High Commissioner for Human Rights should support the independent eminent experts' proposal to develop a racial equality index;

88. *Urge* the United Nations to initiate, with oversight from the United Nations Research Institute for Social Development (UNRISD), a specific research programme coordinated with centres for Afro-American studies in the region's universities focusing on the population of

African descent in the Americas. Research and promotional activities should directly involve people of African descent and should cover historical, sociological, cultural and economic aspects;

89. *Request* development cooperation agencies to sensitize and train their officials and specialists to integrate racial, ethnic and gender particularities into all their projects and programmes;

90. *Request* the United Nations agencies and multilateral development organizations to include in their annual reports information on the progress made towards the millennium development goals and in the follow-up to the Durban Conference, with respect to people of African descent.

Annex I

AGENDA

1. Opening of the meeting.
2. Election of the Chairperson/Rapporteur and adoption of the agenda.
3. Follow-up to the Durban Conference: Mr. Romero Rodríguez, general coordinator of the Alianza Estratégica de Afrodescendientes de América Latina y el Caribe.
4. NGO presentations on poverty among people of African descent in terms of life expectancy, nutritional and health status, employment, education and living conditions:
 - Trinidad and Tobago: Ms. Marion O'Callaghan, *Newsday* columnist;
 - Peru: Ms. Cecilia Ramírez Rivaz, Centro de Desarrollo de la Mujer Negra Peruana;
 - Venezuela: Mr. Jesús García, Red Afrovenezolana;
 - Colombia: Mr. Gustavo Makanaky, Afro-Colombian doctor;
 - United States of America: Ms. Harriett AbuBakr and Mr. Silis Muhammad, All For Reparations and Emancipation (AFRE);
 - Ecuador: Mr. Ibsen Hernández Valencia, President of Afroamérica XXI del Ecuador.
5. Panel discussion on proposals for involving people of African descent in the development, monitoring and evaluation of poverty-reduction programmes, especially programmes related to achieving the millennium development goals for poverty reduction at the national level: to be chaired by Mr. Jorge Chediek, United Nations Resident Coordinator and UNDP Resident Representative in Peru:
 - Human development as an integrating approach to overcoming hunger and poverty:
 - Mr. Luis Vargas, general coordinator of the UNDP Human Development Report on Peru;
 - Proposals for the World Bank, UNDP, Governments and multilateral organizations concerning the participation of people of African descent:
 - Mr. Leonardo Reales, representative of the non-governmental organization Cimarrón, Colombia;
 - Ms. Gisela Arandia Coverrubias, representative of the Unión Nacional de Escritores y Artistas Cubanos, Cuba;

- How to guarantee that policies aimed at reaching the first millennium development goal actually help people of African descent and do not harm them:

Mr. Marcelo Paixão, professor at the Institute of Economics at the Federal University of Rio de Janeiro and coordinator of the Afro-Brazilian Observatory.

6. Specific experiences and lessons learned on how to get people of African descent involved in poverty-reduction programmes:

- From the viewpoint of Governments:

Ms. Matilda Ribeiro, Minister and Head of the Special Secretariat for the Promotion of Racial Equality Policies in Brazil; How is Brazil trying to combat poverty among people of African descent? Problems and achievements;

Mr. Jorge Ramirez, Peruvian Institute for the Development of Indigenous, Amazonian and Afro-Peruvian Peoples; How is Peru trying to combat poverty among people of African descent? Problems and achievements;

- From the viewpoint of the international financial institutions:

Mr. McDonald Benjamín, Sector Manager, Social Development Unit for Latin America and the Caribbean, World Bank;

Mr. Juan Pablo Severi, Social Development Specialist, Inter-American Development Bank;

- From the viewpoint of non-governmental organizations:

Brazil: Ms. Deise Benedito, Coordinator, Human Rights Unit, Fala Preta;

- From the viewpoint of the United Nations system:

Mr. Roberto Garretón, Regional Representative of the Office of the United Nations High Commissioner for Human Rights;

Mr. Juan José Ortiz, Regional Adviser for Latin America and the Caribbean, Multi-Country Programme and Initiatives with Indigenous Peoples and People of African Descent, United Nations Children's Programme (UNICEF).

7. Presentation on specific ways to adopt a rights-based approach to poverty-reduction programmes, especially those aimed at achieving the millennium development goals for poverty reduction, and on ways to integrate people of African descent: Next steps and framework of action for the future:

Ms. Gay McDougall, independent expert on minority issues;

Mr. José Bengoa, Chairperson of the Working Group on Minorities and coordinator of the ad hoc working group established by the Sub-Commission

on the Promotion and Protection of Human Rights to prepare a study to contribute to the drafting of an international declaration on extreme poverty and human rights;

Mr. Doudou Diène, Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance;

Ms. Edna Santos Roland, independent eminent expert on the implementation of the Durban Declaration and Programme of Action;

Mr. Juan Martabit, Permanent Representative of Chile to the United Nations Office at Geneva and Chairperson-Rapporteur of the intergovernmental working group established to make recommendations with a view to the effective implementation of the Durban Declaration and Programme of Action;

Mr. Joe Frans, member of the Working Group of Experts on People of African Descent.

8. Inequality, ethnicity and exclusion in Peru:

Mr. Adolfo Figueroa, economics professor at the Pontifical Catholic University of Peru;

Proposed conclusions and recommendations.

9. Consideration and adoption of conclusions and recommendations.

10. Closure of the workshop.

Annex II

LIST OF PARTICIPANTS

United Nations experts

Mr. Doudou Diène, Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance;

Ms. Edna Santos Roland, independent eminent expert on the implementation of the Durban Declaration and Programme of Action;

Ms. Gay McDougall, independent expert on minority issues;

Mr. José Bengoa, Chairperson of the Working Group on Minorities and coordinator of the ad hoc working group established by the Sub-Commission on the Promotion and Protection of Human Rights to prepare a study to contribute to the drafting of an international declaration on extreme poverty and human rights;

Mr. Juan Martabit, Chairperson-Rapporteur of the intergovernmental working group established to make recommendations with a view to the effective implementation of the Durban Declaration and Programme of Action;

Mr. Joe Frans, member of the Working Group of Experts on People of African Descent.

States

Bolivia, Brazil, Colombia, Guatemala and Peru.

United Nations bodies and specialized agencies

United Nations Children's Fund, United Nations Development Programme, Inter-American Development Bank and the World Bank.

Non-governmental organizations, academic institutions and other members of civil society

Afroamérica XXI, Afrolider, Asociación Negra de Defensa y Promoción de los Derechos Humanos (ASONEDH), Alianza Estratégica de Afrodescendientes de América Latina y el Caribe, All For Reparations and Emancipation (AFRE), Centro Mundo de Ebano, Centro de Desarrollo Etnico, Cimarrones Perú, Cimarrón Colombia, Casa de Cultura Indo-Afro-Americana, Color Cubano, Fala Preta (organization of black women of Brazil), Global Rights, Movimiento Francisco Congo, Organización Negra Centroamericana (ONECA), Centro de Desarrollo de la Mujer Negra Peruana (CEDEMUNEP), Organización de Chíncha Margaritas, Federal University of Rio de Janeiro, Afro-Brazilian Observatory, Afro Committee of the Peruvian Congress, Pontifical Catholic University of Peru and municipality of El Carmen.
