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### FOURTH ITEM ON THE AGENDA

## Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

#### Purpose of the document

The Governing Body is invited to take note of the information submitted under the Annual Review for the year 2013 and to provide guidance on key issues and priorities for helping member States to respect, promote and realize fundamental principles and rights at work (see the draft decision in paragraph 147).

**Relevant strategic objective:** Promote and realize standards and fundamental principles and rights at work.

**Policy implications:** Based on the lessons learned, the follow-up to the Annual Review can further develop in three priority areas: (1) the ILO's effective response to outstanding requests for technical assistance; (2) dialogue and sharing of experiences in realizing fundamental principles and rights at work; and (3) the launch of further country-specific activities on fundamental principles and rights at work.

**Legal implications:** None.

**Financial implications:** Yes.

**Follow-up action required:** The paper is submitted to the Governing Body for debate and guidance.

**Author unit:** International Labour Standards Department (NORMES).

**Related documents:** ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998, Follow-up revised 2010); ILO Declaration on Social Justice for a Fair Globalization (2008); resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (2010); Report VI (*Fundamental principles and rights at work: From commitment to action*) submitted to the International Labour Conference (ILC), 101st Session (2012) and resolution concerning the recurrent discussion on fundamental principles and rights at work, ILC, 101st Session (2012); General Survey on the fundamental Conventions concerning rights at work in light of the ILO Declaration on Social Justice for a Fair Globalization, 2008: *Giving globalization a human face* (2012); GB.320/INS/3/1: Follow-up to the resolution concerning the recurrent discussion on fundamental principles and rights at work: Implementation of the plan of action.

**NB:** The information in this report is a summary of the statements contained in government reports, country baselines and comments submitted to the Office by national and international employers' and workers' organizations for the Annual Review 2014. The Office has not verified the accuracy of the information received and reproduced.



## Executive summary

This document provides an overview of developments and trends concerning fundamental principles and rights in the countries that have not yet ratified the relevant fundamental Conventions.

This year again, all the 47 reporting governments<sup>1</sup> have fulfilled their reporting obligations, resulting in a 100 per cent reporting rate for the third consecutive year, including first general reports by Palau. The participation of employers' and workers' organizations has again increased considerably. Although a higher number of States have stated or confirmed their intention to ratify the fundamental Conventions, only ten new ratifications of fundamental Conventions were registered in 2013. With the new inclusion of Palau as a reporting State, a further 129 ratifications are still required to meet the objective of universal ratification of all the fundamental Conventions by 2015 under the United Nations Millennium Development Goals.

As regards the content of reports, the momentum to achieve progress towards the fuller realization of fundamental principles and rights at work seems less strong, with some repetitions or "no change" reports. This calls for closer dialogue and follow-up with the tripartite constituents of the reporting States with a view to ensuring the sustained promotion and realization of the principles and rights.

In this regard, following its approval by the Governing Body at its November 2012 session, the ILO plan of action on fundamental principles and rights at work (2012–16) began to be implemented, in particular through activities aimed at responding to reporting States' requests for assistance in terms of reporting, ratification, promotional activities and better implementation of fundamental principles and rights at work. The development of this plan of action is expected to give a new impetus to the realization of fundamental principles and rights in the coming years.

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<sup>1</sup> The number of reporting States has slightly decreased to 47, following the ratification of all fundamental Conventions by the Republic of Maldives in January 2013 and the ratification of Convention No. 138 by Solomon Islands in April 2013, combined with the inclusion of Palau as a new reporting State. Palau joined the ILO on 29 May 2012.



## I. Introduction: Context of the Annual Review 2014

1. The Annual Review process provides an opportunity for tripartite dialogue in the reporting States<sup>1</sup> and can guide ILO technical cooperation in those member States with a view to achieving fuller realization of fundamental principles and rights at work (FPRW). It is therefore encouraging that this dialogue is further strengthened, with a 100 per cent government reporting rate for the third consecutive year,<sup>2</sup> together with an increased number of observations received from employers' and workers' organizations.<sup>3</sup> A general observation by the International Organisation of Employers (IOE) covering all FPRW was also received by the Office.
2. This momentum in the reporting process was facilitated by the Office through various informal tripartite consultations to update baseline information for various countries during the 102nd Session of the ILC, and in the framework of technical assistance missions in the field or during the May–June course on international labour standards held at the International Training Centre of the ILO in Turin (the Turin Centre).
3. During 2013, only ten new ratifications of fundamental Conventions were registered as compared to 15 in 2012. The **Republic of Maldives** confirmed its previous commitments under the Annual Review by ratifying all eight ILO fundamental Conventions in January 2013: (i) the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); (ii) the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); (iii) the Forced Labour Convention, 1930 (No. 29); (iv) the Abolition of Forced Labour Convention, 1957 (No. 105); (v) the Minimum Age Convention, 1973 (No. 138); (vi) the Worst Forms of Child Labour Convention, 1999 (No. 182); (vii) the Equal Remuneration Convention, 1951 (No. 100); and (viii) the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). **Solomon Islands** ratified Convention No. 138 in April 2013, while **Myanmar** ratified Convention No. 182 in December 2013.
4. With these new ratifications, Convention No. 182 became the most ratified fundamental Convention, closely followed by Convention No. 29, while Conventions Nos 87 and 98 remain the fundamental Conventions with the fewest ratifications.<sup>4</sup>
5. Despite the excellent reporting rate, the promotion and realization of fundamental principles and rights at work seems to lose momentum under the current Review as there is a downward trend in the ratification of fundamental Conventions, combined with the new use of “no change” reports by a few governments, while the Declaration calls for sustained

<sup>1</sup> The list of the 47 States under the Annual Review 2013 (and the Conventions not yet ratified by each) can be found in Appendix I. Updated baseline tables summarizing the reports received under the Annual Review process can be consulted at: <http://www.ilo.org/declaration/lang--en/index.htm>. For the number of reporting States since the start of the Annual Review process, see Appendix II. For the development of the reporting rates under the Annual Reviews (2000–14), see Appendix III.

<sup>2</sup> Four general first reports were submitted by Palau. It requested Office assistance for the preparation of more detailed reports and baselines.

<sup>3</sup> 115 per cent and 130 per cent, respectively, as compared to the number of government reports that have been received by the Office.

<sup>4</sup> As at 31 December 2013, Convention No. 182 had reached 177 ratifications, while 176 ratifications were registered for Convention No. 29. Conventions Nos 87 and 98 had reached 152 and 163 ratifications, respectively (see Appendix IV).

efforts and actions in promoting and realizing human rights at work. This issue should be addressed under the ILO plan of action on fundamental principles and rights at work (2012–16) approved by the Governing Body at its November 2012 session, in particular by responding to the overwhelming number of pending tripartite requests for technical assistance made under the Annual Review<sup>5</sup> and aiming at speeding up ratifications and better realizing the FPRW.

6. As part of the implementation of the ILO plan of action on fundamental principles and rights at work (2012–16), the Office has set out to provide more effective assistance to member States to comply with reporting requirements. Tripartite expert meetings on forced labour and the informal economy were held in 2013, and standard-setting items on both subjects are envisaged for the 103rd Session of the ILC. Regional courses are to be held within the framework of the plan of action. In Africa, courses have been provided for judges and media professionals. Furthermore, targeted training activities on the four categories of fundamental principles and rights at work have been provided to all labour inspectors in **Morocco**.

## **II. Developments and trends concerning the four categories of fundamental principles and rights at work under the Annual Review 2014**

### **A. Freedom of association and the effective recognition of the right to collective bargaining**

#### ***Ratifications***

7. Following the registration of the two ratifications under this principle and right by the **Republic of Maldives** in January 2013, 33 countries are still to ratify Convention No. 87, and 22 to ratify Convention No. 98.
8. Against this backdrop, these two instruments continue to remain the least ratified fundamental Conventions, Convention No. 87 being the fundamental Convention gathering by far the lowest number of ratifications.<sup>6</sup> Even though governments may consider that their law and practice are sufficient, this means that more than half of the world's working population lives in countries that have not ratified either one or both of these fundamental instruments.
9. Twenty-three governments, namely those of **Afghanistan, Brunei Darussalam, Guinea-Bissau, Iraq, Islamic Republic of Iran, Jordan, Kenya, Lao People's Democratic Republic, Lebanon, Marshall Islands, Morocco, Myanmar, Nepal, Oman, Qatar, Somalia, South Sudan, Sudan, Thailand, Tuvalu, United Arab Emirates, Uzbekistan** and **Viet Nam**, either reiterated their intention to seek ratification of Convention No. 87 and/or No. 98 or stated that they are considering their ratification.

<sup>5</sup> See Appendix V.

<sup>6</sup> For the number of ratifications of ILO fundamental Conventions, see Appendix IV.

10. The new member State, **Palau**, sent an initial report on this principle and right. The Government requested ILO technical assistance to help it consider ratification of all fundamental Conventions, including Conventions Nos 87 and 98.
11. Unlike last year, no government indicated a change in its position towards or against ratification of either one or both of these Conventions under the current Review. The Governments of **Brazil, Canada, India, Republic of Korea, Malaysia, Mexico, New Zealand, Saudi Arabia, Singapore** and **United States** maintained their positions, stating that they do not intend to ratify either one or both of these Conventions, or that they are unable to ratify owing to legal incompatibility or for contextual reasons. China remains the only country that has not yet indicated its position with regard to the ratification of Conventions Nos 87 and 98.
12. Under last year's Review, **Iraq, Guinea-Bissau** and **Nepal** indicated that they were in the final steps of the ratification process. This year, only **Guinea-Bissau** stated that the ratification process of Convention No. 87 is close to finalization. The ratification of Convention No. 87 has been approved by Parliament, and the Government had expected the instrument to be ratified before the end of 2013.
13. Several workers' organizations pointed out that no progress had been made in the respective ratification processes. This includes workers' organizations from **Bahrain, Republic of Korea, Somalia** and **Sudan**.
14. In 2012, the new member State, **South Sudan**, ratified under the principle of state succession seven out of the eight ILO core Conventions. It was reported that Convention No. 87 subsequently would be ratified through normal procedures. The Government and the social partners have confirmed that ratification of the instrument was initiated in 2013.
15. The reporting of the practice of social dialogue in the consideration or preparation of ratification continues to be encouraging (**Afghanistan, Brunei Darussalam, India, Islamic Republic of Iran, Iraq, Kenya, Republic of Korea, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, Oman, Saudi Arabia, Singapore, South Sudan, Sudan, United Arab Emirates** and **Uzbekistan**). The General Federation of Iraqi Workers (GFIW) indicated that social dialogue had improved in **Iraq** over the last year, and the Federation of Somali Trade Unions (FESTU) reported that while tripartite dialogue had not yet been established in **Somalia**, dialogue between the social partners had improved.
16. Several countries reported measures to institutionalize social dialogue through the establishment of tripartite bodies with the task of advancing the ratification process. The Government of **Afghanistan** reported that it aimed to establish the first tripartite body in the country, the High Labour Council, before the end of 2013. The Lao Federation of Trade Unions (LFTU) indicated that a tripartite committee had been established to assess the implications of Conventions Nos 87 and 98 and facilitate the ratification process in the **Lao People's Democratic Republic**. The Government of **Lebanon** reported the establishment of a permanent tripartite commission responsible for creating a climate of understanding and cooperation between the social partners and aiming to institutionalize social dialogue in Lebanon.
17. The Government of **Bahrain** reported that social dialogue is ongoing and that a special committee had been established to conduct an assessment exploring the way forward in the ratification process of Conventions Nos 87 and 98. However, the General Federation of Bahrain Trade Unions (GFBTU) continued to stress that ratification of Conventions Nos 87 and 98 has become a non-issue for the Government and that tripartite discussions have not been resumed since they ended after the events in 2011. The newly established

Bahrain Free Labour Unions Federation (BFLUF) echoed the Government's statement and indicated that direct discussions between the BFLUF and the Ministry of Labour concerning the ratification of Conventions Nos 87 and 98 had taken place.

18. In the **Republic of Korea**, the Korean Confederation of Trade Unions (KCTU) has reported continued limitations on social dialogue practices in the country following a Government strategy aimed at dividing the trade union movement by only recognizing the Federation of Korean Trade Unions (FKTU) as a tripartite participant and excluding the KCTU from most social dialogue practices. The Government continued to point out that while it welcomes the KCTU as a tripartite participant, the KCTU itself has turned down the opportunity to participate.
19. Most workers' and employers' organizations support the ratification of Convention No. 87 and/or No. 98 in their respective countries. However, some employers' organizations take more reserved or opposing positions. The Bahrain Chamber of Commerce and Industry (BCCI), the Federation of Kenya Employers (FKE) and the United Arab Emirates Federation of Chambers of Commerce and Industry (UAEFCCI) did not express their support and instead simply indicated that they had no objections to ratification. The Mexican Confederation of Chambers of Industry (CONCAMIN) indicated that the ratification of Convention No. 98 is unnecessary as freedom of association and the right to collective bargaining is already enshrined in national legislation. According to the Canadian Employers' Council (CEC), the interpretation of Convention No. 98 is at odds with important features of Canada's labour relations system that balance the interests of employers, unions and workers. The Malaysian Employers' Federation (MEF) reiterated for the third consecutive year that, under current circumstances, it is still against the ratification of Convention No. 87, as it poses risks to industrial harmony and encourages fragmentation of the trade union movement. Business New Zealand (BusinessNZ) also maintained its position stating that, while it supports the concept of freedom of association, it does not support ratification of Convention No. 87 due to the belief that strike action should not be permissible over matters that the affected employer can do nothing to influence.

### ***Changes in legislation***

20. An increased number of reporting States (**Afghanistan, Bahrain, Canada, Islamic Republic of Iran, Iraq, Jordan, Kenya, Lao People's Democratic Republic, Lebanon, Malaysia, Myanmar, Nepal, New Zealand, Oman, Singapore, Somalia, South Sudan, Sudan, Thailand, United Arab Emirates, United States and Uzbekistan**) in comparison to the previous Review (22 in comparison to 15), referred to newly enacted laws, regulations or policy instruments, or expressed their intention to introduce them in the near future in order to advance the realization of this principle and right or facilitate the ratification process of Convention No. 87 and/or No. 98. Most of these legal changes were reported to have been elaborated through tripartite consultations.
21. The Confédération des syndicats nationaux (CSN) raised concerns over legal changes related to collective bargaining in **Canada**. The concerns relate to certain provisions of Bill C-60, the Economic Action Plan 2013 Act, No. 1, which may curtail the right to collective bargaining for certain groups of public sector workers and create a basis for governmental interference in collective bargaining covering those groups of workers.
22. In **Malaysia**, the Malaysian Trades Union Congress (MTUC) indicated that a labour legislation amendment process has given rise to concerns as, according to the MTUC, draft amendments emphasize flexibility over workers' protection and favour employers' interests. The MTUC pointed out the need to ensure that the proposed legal amendments are in line with international labour standards.

23. The Government of **Mexico** indicated that amendments had been made to the Federal Labour Law to harmonize it with the requirements of the ILO core Conventions. The most important changes include provisions to improve the delivery of labour justice, to promote transparency and accountability in effective labour organizations, and to ensure enforcement mechanisms by establishing new obligations for the Federal Conciliation and Arbitration Board (JFCA).
24. The Government of **New Zealand** reported that the Employment Relations Amendment Bill 2013, currently before the House of Representatives, aims to create and maintain a flexible and fair employment relations framework for employees and employers. In response the New Zealand Council of Trade Unions (NZCTU) has expressed its disagreement with the Government's interpretation of the Bill and argued that the proposed measures are retrogressive and contain a number of proposals which are in breach of Convention No. 87.
25. The concerns raised by the GFBTU under the previous Review, related to changes in the Trade Union Act have, according to the GFBTU, now become a real threat to the legitimate trade union movement in **Bahrain**. This assertion stands in contrast to what was reported by the Government and the BFLUF, which said that the legal amendments had improved the situation related to freedom of association and the right to collective bargaining in Bahrain.
26. Similarly, the KCTU raised concerns under the previous Review regarding the amendments to the Trade Union and Labour Relations Adjustment Act (TULRAA) in the **Republic of Korea**. The fear was that the revisions, which introduced a new system for collective bargaining in a multiple-union system, in practice would allow for the creation of yellow unions. One year on, the KCTU reports that the Government and certain employers have formed yellow unions, which in many cases have become the exclusive counterparts to the employers in collective bargaining. According to the KCTU, cases have been reported where employers, through the yellow unions, pressure members of the legitimate trade unions to withdraw their memberships. Furthermore, consultant agencies have been established with the sole mission of providing employers with guidance on how to use the legislation so as to evade the realization of this principle and right.

### **Promotional activities**

27. The governments and/or social partners in a majority of the reporting States have carried out or participated in activities to promote the realization of this principle and right, including in **Afghanistan, Bahrain, Brazil, Brunei Darussalam, Canada, China, India, Iraq, Islamic Republic of Iran, Jordan, Kenya, Republic of Korea, Lao People's Democratic Republic, Lebanon, Malaysia, Morocco, Myanmar, Nepal, New Zealand, Oman, Qatar, Saudi Arabia, Singapore, Somalia, South Sudan, Sudan, United Arab Emirates, United States, Uzbekistan** and **Viet Nam**. Such promotional activities include consultation processes, training activities and workshops, awareness-raising activities, sharing experiences between countries, preparation and promotion of legal change, capacity-building activities for social partners, and dissemination of information, as well as research and data collection.
28. Promotional activities reported by governments indicate an emphasis on training activities and workshops. While promotional activities reported by workers' organizations contain a similar indication, they also outline an equal emphasis by workers' organizations on public awareness-raising activities, promotion of legal change and involvement in consultation processes. Employers' organizations report fewer promotional activities than governments and workers' organizations and do not indicate any such trends. It should, however, be

noted that this picture does not necessarily reflect the actual activities, but might be partly or fully related to reporting.

29. The IOE continued to emphasize that while freedom for employers prevails in many countries of the world and is largely taken for granted, developments in other parts of the world continue to threaten those rights and require the attention of the ILO and the IOE. It remains a key priority of the IOE to stand up for employers' organizations in all regions that do not fully enjoy their right to freedom of association by providing assistance, guidance, support and representation.

### **Statistical information**

30. Statistics reported by governments and employers' and workers' organizations shed light on a number of situations. They cover workforce characteristics, membership rates, conflicts, and mediation and conciliation efforts. The Government of **Iraq** reported that there are currently six general unions by occupation in Baghdad and 84 affiliated unions by occupation in the governorates, 14 trade union federations in each governorate and more than 1,612 trade union committees covering the private and public sectors in Iraq. The Central Organization of Trade Unions (COTU–Kenya) in Kenya reported that it had 37 affiliated unions, together organizing 1.5 million workers. The National Union of Bank Employees (NUBE) in **Malaysia** reported that it had 30,000 members. The South Sudan Workers' Trade Union Federation (SSWTUF) reported that it had 27 affiliated trade unions covering all the ten states of **South Sudan**.
31. **China** continued to see steady growth in trade union membership, with the total number of trade union members reaching 280 million in 2012; an increase of 21.149 million (approximately 7.6 percentage points) since 2011. This can be compared to the increase of 7.9 percentage points between 2010 and 2011.
32. The Government of **Malaysia** reported an increase in registered trade unions from 690 in 2012 to 703 in 2013, along with an increase in trade union membership rates, with 9,103 additional trade union members in 2013. This increase interrupts the downward trend reported since 2009.
33. While New Zealand continued to see a decline in trade union membership rates, the decline was 0.1 percentage points between March 2011 and March 2012 as compared to 0.9 percentage points during the same period one year earlier. The trade union membership rate continues to stand at approximately 17 per cent of the total employed labour force.
34. In **Oman**, the General Federation of Oman Trade Unions (GFOTU) reported a substantial increase in the number of registered trade unions from an estimated 40 in 2009 to 200 in 2013.
35. In **Singapore**, the Singapore National Trade Union Congress (NTUC) indicated that it continued to see steady growth in the membership of professionals, managers and executives, from 130,000 in 2010, to 160,000 in 2012, to over 200,000 in 2013. This figure can be contrasted with the total of 770,000 NTUC members.
36. According to the Government of **Uzbekistan**, the number of newly established trade unions and the number of trade union members continued to increase for the second year running. During the first seven months of 2013, 2,176 new trade unions, with a total of 36,496 members, were established in enterprises of the non-state sector in Uzbekistan.
37. In terms of conflict, conciliation and mediation efforts, the Federal Mediation and Conciliation Service in **Canada** indicated that it had provided conciliation and mediation

assistance in 317 collective bargaining disputes during the period 2012–13. The **United States** National Labor Relations Board (NLRB) reported a 91 per cent settlement rate in regional offices concerning cases referred to as “meritorious unfair labour practice cases” for the 2012 fiscal year. During the same period, the NLRB recovered over US\$44 million on behalf of employees as back pay or other equitable reimbursements, with 1,241 employees offered reinstatement. In total, between 2010 and the end of the 2012 fiscal year, the NLRB’s Injunction Litigation Branch (ILB) settled 198 cases involving alleged unlawful discharges during union-organizing campaigns, with 482 discharged employees being offered reinstatement and the back pay and interest received in the settlements amounting to over \$3 million.

### ***New initiatives and progress made in advancing the principle and right***

38. Governments and workers’ organizations, along with a few employers’ organizations, continue to report new actions initiated to advance the realization of this principle and right.
39. Several of the reported initiatives in 2013 gave special attention to improving the realization of the principle and right in specific sectors of the economy or for certain groups of workers. These include initiatives by Governments and/or social partners in **Afghanistan, Bahrain, China, India, Kenya, Republic of Korea, Nepal, Singapore, South Sudan, Sudan** and **Uzbekistan**. Two groups of workers were the specific focus of such initiatives, namely migrant and rural workers, in **China, Kenya, Nepal** and **Singapore**.
40. With a view to supporting employers and unions in their collective bargaining, the Government of **Canada** allocated 1 million Canadian dollars in funding over two years to expand the Preventive Mediation Service so that more employers and unions can benefit from the services provided.
41. The Government of **China** reported progress in strengthening industrial collective bargaining systems by providing active guidance and support to the social partners. According to the Government, the establishment of collective bargaining systems has not only contributed to substantive wage increases for those covered by collective agreements, it has also provided workers with a better understanding of their rights and the role of trade unions in representing and protecting their collective interests.
42. The Government of the **Islamic Republic of Iran** reported that a Draft National Plan of Action for Decent Work has been adopted. The plan is expected to contribute greatly to strengthening tripartite collaboration and ensuring government compliance with the FPRW.
43. In **Iraq**, according to the social partners, workers’ and employers’ organizations held their first elections in ten years. The elections resulted in the strengthened legitimacy of the Iraq Federation of Industries (IFI) and the GFIW, and led to them being formally acknowledged by the Government.
44. In 2013, the Government of **Malaysia** initiated a training programme named Trade Union Training on Leadership and Raconteur (TUTELAR). By the end of its first operating year, approximately 600 participants had been trained. One of the principal topics of the programme was the role of trade unions in balancing and improving employment relations in the global economy.

45. The Government of **Myanmar** reported progress with a new draft law on the settlement of labour disputes, which is expected to facilitate the ratification of Convention No. 98.
46. In relation to the rapid and substantial increase in the number of trade unions in **Oman** in recent years, initiatives by the GFOTU focused on collective bargaining between the newly established trade unions and the employers concerned.
47. The FESTU shared encouraging progress made in strengthening the trade union movement on the ground in **Somalia**. This has allowed for improved relations and strengthened dialogue with employers, which have in turn contributed to progress in collective bargaining.
48. In 2013, the **United States** NLRB signed a non-binding letter of agreement with **Mexico**'s Ministry of Foreign Affairs to strengthen collaboration between the NLRB and the Mexican embassy in Washington, DC, and between NLRB regional offices and Mexican consulates nationwide, in an effort to provide Mexican workers, their employers and Mexican business owners in the United States with information, guidance and access to education regarding their rights and responsibilities under the National Labor Relations Act (NLRA).

## **Challenges**

49. Challenges and obstacles continue to exist in the ratification processes and in realizing the principle and right. According to the reporting States, challenges mainly relate to national legal incompatibilities with Convention No. 87 and/or No. 98 (**Iraq, Islamic Republic of Iran, Jordan, Republic of Korea, Mexico, Morocco and United States**). The Governments of **China, Iraq, Jordan and Nepal** reported that factors related to political, social or economic circumstances had interrupted or hampered ratification processes or the realization of the principle and right. Additional difficulties included: lack of public awareness and/or support (**Lao People's Democratic Republic, Myanmar and South Sudan**), prevailing employment practices (**China and Qatar**) and lack of capacity and resources of responsible government institutions (**Brunei Darussalam, Lao People's Democratic Republic and Oman**).
50. The number of States reporting challenges continued to slightly decrease for the second year running. Under the 2012 Review cycle, two-thirds of the States reported challenges in the ratification processes and in realizing the principle and right, while under the 2013 Review cycle only just over half of the States (19 of 36) reported challenges. In the 2014 Review, 17 out of 36 have reported challenges. However, this does not necessarily mean that challenges in the respective countries have eased or vanished.
51. Remarkably, only two governments (**China and Jordan**) reported challenges related to previously emphasized circumstances, lack of capacity of employers' or workers' organizations and/or lack of social dialogue on this principle and right.
52. Nevertheless, lack of tripartite dialogue or consensus on the ratification of Conventions Nos 87 and/or 98 (**Kenya and Sudan**) and lack of understanding of their content and implications (**Kenya, Lao People's Democratic Republic and South Sudan**) were reported to hamper the ratification process in several countries.
53. Workers' and employers' organizations contributed to elaborating the picture of challenges faced in the reporting States. Legal provisions continue to constitute significant obstacles identified by workers' and employers' organizations. Workers' organizations in **Bahrain, Islamic Republic of Iran, Jordan, Kenya, Republic of Korea, Malaysia, Nepal, New Zealand, Singapore, Somalia, Thailand and United Arab Emirates**, and employers'

organizations in the **Islamic Republic of Iran** and **Lebanon** pointed out legal incompatibilities or insufficient provisions in the national legislation to ensure the principle and right.

54. Last year's great emphasis on challenges posed by contextual factors, such as political, economic and/or social circumstances, remains the second most reported challenge by social partners. Challenges posed by contextual factors were reported by workers' organizations in **Bahrain, Islamic Republic of Iran, Iraq, Republic of Korea, Malaysia, Nepal, Somalia, Sudan** and **Thailand**. While the reported challenges related to contextual factors in last year's Review were dispersed between political, economic and social factors, the reports under this review indicated a tendency towards a greater emphasis on political factors, in particular lack of political will. This included observations from workers' organizations in **Bahrain, Republic of Korea, Malaysia, Nepal, Somalia** and **Thailand**, as well as from employers' organizations in **Afghanistan**.
55. Workers' organizations in the **Islamic Republic of Iran** indicated that the close connection between the Government and employers impedes the prospects of ratification of Conventions Nos 87 and 98. The Iranian Confederation of Labour Syndicates (ICLS) estimated that more than 50 per cent of employers are represented, in or have close relationships with, the Government.
56. The KCTU continued to express concern over violations of this principle and right on account of widespread precarious employment in the **Republic of Korea**. The KCTU indicated that many workers are employed by employment agencies and are therefore considered as self-employed. Regulations forbid self-employed workers to form unions and to bargain collectively, and trade unions attempting to organize self-employed workers risk having their trade union registration withdrawn. Related to this is the non-existence of collective bargaining for workers in precarious employment in the public sector, and the situation of public service unions regularly being refused registration. The KCTU indicated that government schemes for temporary and part-time employment in the public sector were being expanded, which is further adding to the challenges as it is expected to create more part-time and temporary positions in a sector where up to 70 per cent of the employees are already on part-time contracts. In response to the KCTU's observations, the Government of the Republic of Korea emphasized that it respects the judicial decisions in respect of whether or not workers are to be regarded as employees. In cases where workers are recognized as self-employed, the Government underlined that they can form organizations that represent their interests and negotiate with their employers to protect their rights. The Government acknowledged that specific provisions of national labour legislation, governing the right of public officials to organize, constitute barriers to the ratification of Conventions Nos 87 and 98.
57. Workers' organizations in **Malaysia** reported that government interference in trade union activities and the use of intimidation on trade union members and leaders pose serious threats to the realization of this principle and right. Workers are regularly subjected to various forms of pressure and intimidation, such as "fake promotions", involving forcing the workers concerned to give up their trade union membership as workers holding executive positions do not have the right to be unionized.
58. While the Government of **New Zealand** considered there to be no challenges or difficulties with regard to the promotion and realization of freedom of association, the NZCTU expressed its strong disagreement with the Government. Aside from the legislative amendments reported under the previous Review, which led the NZCTU to report that the ratification of Convention No. 87 appeared less likely than before 2009, the NZCTU added that it believed that the Government was going backwards in its promotion of freedom of association: while the Government previously provided active assistance to unions and

employers, most of its promotional efforts were now purely for the purpose of conveying information.

59. The FESTU observed that despite the general elections and newly established Government in **Somalia**, challenges related to the attempts made by the previous Government to deny independence to trade unions have not been fully resolved, as officials within the Ministry of Labour, who were working for the old regime and actively opposing progress in the ratification process and recognition of this principle and right, remain the same as before the election.
60. Several workers' organizations also continue to identify prevailing employment practices as challenging in realizing the principle and right, including workers' organizations in **Bahrain, Kenya, Republic of Korea, Morocco** and **Sudan**.
61. As indicated by the initiatives targeting specific sectors or groups of workers, realizing the principle and right is more challenging in some sectors than in others. Workers' organizations in **India, Morocco** and **Sudan** indicated that foreign investors or multinational companies had shown greater reluctance to ensure the realization of this principle and right, and in some cases had even obstructed the ratification process. In **Sudan**, for example, the Sudan Workers' Trade Union Federation (SWTUF) observed that challenges in realizing freedom of association are more evident in the private sector, and in particular among foreign investors. Adding to the challenge is the increasing privatization, as private investors in general are more reluctant to permit freedom of association.
62. Workers' organizations in **Afghanistan, Lao Peoples' Democratic Republic, Oman, Saudi Arabia, Somalia** and **South Sudan** indicated that the social partners' lack of capacity seriously restricts the realization of this principle and right, as did the employers' organizations in **Bahrain, Kenya** and **Somalia**. Workers' organizations in the **Lao Peoples' Democratic Republic, Oman** and **Somalia**, along with employers' organizations in **Kenya, the Lao People's Democratic Republic** and **Morocco** particularly pointed to the social partners' lack of familiarity with the content of the Conventions.
63. In **Kenya**, the tripartite partners indicated that the lack of agreement between them was related to the concern that Convention No. 87 would potentially contribute to an increase in splinter unions. While the FKE pointed to difficulties related to one single employer having to negotiate with a large number of trade unions, the COTU–Kenya stressed that the emergence of splinter unions would challenge the position of trade unions in relation to employers. The Government and the FKE agreed that this concern was likely to stem from a lack of knowledge about the implications of Convention No. 87.
64. The previous increase in the identification by workers' organizations of lack of capacity of responsible government institutions as challenging has not been seen under the current Review. Still, workers' organizations in three countries (**Bahrain, India** and **Somalia**) and employers' organizations in four countries (**Afghanistan, India, Lebanon** and **Somalia**) identified lack of capacity of responsible government institutions as challenging. Again, lack of law enforcement was particularly pinpointed.

### ***Requests for technical assistance***

65. Governments and/or employers' and workers' organizations in **Afghanistan, Bahrain, Brazil, Brunei Darussalam, China, Guinea-Bissau, India, Iraq, Islamic Republic of Iran, Jordan, Kenya, Republic of Korea, Lao People's Democratic Republic, Lebanon, Malaysia, Marshall Islands, Morocco, Myanmar, Nepal, New Zealand, Oman, Palau, Saudi Arabia, Somalia, South Sudan, Sudan, Thailand, Tuvalu, United Arab Emirates, Uzbekistan** and **Viet Nam** requested ILO technical cooperation to

overcome the challenges facing them and to facilitate the ratification process. The requests for technical cooperation echoed to a large extent requests made under the previous Review, and included one or more of the following: (i) assessment of the difficulties identified and their implications; (ii) awareness raising and legal literacy; (iii) capacity building for governments; (iv) data collection, analysis and research; (v) establishment or strengthening of specialized institutional machinery; (vi) policy advice; (vii) legal reform; (viii) strengthening tripartism and social dialogue; (ix) strengthening the capacity of employers' and workers' organizations; (x) training of officials (for example, police, judiciary, legal inspectors, social workers, teachers); (xi) sharing of experience across countries and regions; and (xii) support through Decent Work Country Programmes (DWCPs). Many reporting States underlined the need for assessments to determine steps forward in the ratification process. Governments and social partners continued to stress the urgent need to strengthen the capacity of workers' and employers' organizations, and a great emphasis was placed on the need to build the capacity of governments.

66. **Palau** requested special technical assistance by the Office to: (i) better understand and report on the FPRW; (ii) review its national legislation to assess compliance with ILO fundamental Conventions; and (iii) consider possibilities to ratify the fundamental Conventions.
67. The Government of **Bahrain** emphasized the centrality of reinitiating the ILO DWCP, as it is regarded as critical for building the capacity of the tripartite partners, improving the situation in the country in respect of FPRW and enabling the Government to move ahead with the ratification of Conventions Nos 87 and 98. The GFBTU indicated that it would not be meaningful to restart the DWCP until the current situation in the country in respect of workers' rights and employment practices has improved. However, the GFBTU expressed a strong wish for ILO technical cooperation to continue to support the ratification of the two fundamental instruments, despite the Government's refusal of entry of ILO experts into the country in 2012.
68. The FESTU reiterated its request for support from the ILO to increase international exposure in order to achieve recognition from the international community of the situation of workers' rights and the difficulties for trade unions of operating in **Somalia**. Similar requests came from workers' organizations in the **Republic of Korea** and **Malaysia**, stressing that an international focus on the situation of workers' rights, along with pressure by the ILO and international trade unions on the governments, is needed to ensure that violations of workers' rights stop and that the remaining ILO core Conventions are ratified.
69. According to the US Government, to the extent that the ILO might be able to recommend relevant forms of tripartite technical cooperation, the **United States** would welcome such proposals.
70. Technical assistance provided by the Office within the framework of the ILO plan of action on fundamental principles and rights at work (2012–16) includes developing and applying pilot studies to promote freedom of association and the right to collective bargaining in vulnerable sectors, including export processing zones, rural sectors and for domestic workers.

## **B. The elimination of all forms of forced or compulsory labour**

### ***Ratifications***

71. Eight countries are yet to ratify Convention No. 29, and 13 to ratify Convention No. 105, following the registration of two ratifications under this principle and right by the **Republic of Maldives** in 2013.
72. Most member States reiterated their intention to ratify Conventions Nos 29 and 105 and some made significant progress in this direction. The Government of **Afghanistan** reported that the revision of labour laws and regulations is at its final stage, improving the prospects for ratification of Convention No. 29. **Brunei Darussalam** stated that Conventions Nos 29 and 105 were among the instruments to be regarded most favourably by the Minister of Labour. In **Timor-Leste**, the ratification of Convention No. 105 enjoys tripartite support and no legal obstacles remain in the ratification process.
73. **China** has yet to indicate its intention with respect to the ratification of Conventions Nos 29 and 105.
74. **Malaysia** does not intend to ratify Convention No. 105 in the near future. The **United States** reiterated that there are no current plans to ratify Convention No. 29 or to further analyse impediments to ratification.
75. The Government of the **Republic of Korea** continued to refer to difficulties with the ratification of Conventions Nos 29 and 105, as long as the ILO does not consider military service under the mandatory conscription as being of a purely military character. The **Lao People's Democratic Republic** indicated that an agreement on the legislation concerning prison workers would need to be reached before any further steps can be taken.
76. Employers' and workers' organizations generally expressed their commitment to the ratification of Conventions Nos 29 and/or 105.

### ***Changes in legislation and judicial decisions***

77. A few countries indicated that their national laws or regulations had been revised or that revision processes were ongoing or under consideration.
78. In **Afghanistan**, revisions of labour laws and regulations have been undertaken, in close collaboration with the ILO and the social partners, to ensure the inclusion of the provisions of Convention No. 29. The draft amendments were expected to be submitted to the Ministry of Justice in the near future.
79. The tripartite partners in the **Lao People's Democratic Republic** reported that the revised labour law was expected to be submitted to the Cabinet in 2013, and subsequently to the National Assembly for adoption by the end of that year.
80. **Malaysia** has made comprehensive amendments to the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007. Furthermore, the enforcement of the Minimum Wage Order 2012 and the enhancement of the Employment Act 1955 concerning wages provide more favourable conditions for realizing this principle and right.
81. The Government of **Timor-Leste**, the Chamber of Commerce and Industry of Timor-Leste (CCI-TL), and the Timor-Leste Trade Unions Confederation (TLTUC) reported that the

new Labour Code (Law No. 4/2012) includes provisions on forced labour in section 8 (prohibition of forced labour).

82. The Government of the **United States** reported that, in March 2013, the President signed into law the Trafficking Victims Protection Reauthorization Act of 2013 (TVPRA 2013), which was passed by Congress as part of the Violence Against Women Reauthorization Act of 2013 (Public Law 113-4). The TVPRA 2013 bolsters protections for vulnerable children and domestic workers, and enables effective partnerships to bring services to survivors and prosecute traffickers. The 2013 *Trafficking in Persons Report*, issued by the Department of State, includes a section on the United States and describes protections for both US citizens and foreign nationals who are victims of human trafficking.

### **Promotional activities**

83. Promotional activities were carried out in various countries through awareness-raising campaigns (**Malaysia, Republic of Korea, Singapore and United States**), capacity-building activities, including tripartite workshops and/or skills enhancement for specialized institutional machinery (**Republic of Korea, Lao People's Democratic Republic, Malaysia, Myanmar, Singapore, Timor-Leste, United States and Viet Nam**), or media programmes (**Lao People's Democratic Republic**). The Government of the **United States** reported that it was engaging in efforts to combat forced labour internationally, to prevent workers from being trafficked into the United States and to prevent forced labour occurring in other parts of the world.
84. The IOE mentioned that its partnership with the ILO Special Action Programme to Combat Forced Labour (SAP-FL) has continued to be strengthened, and that the joint publication *Combating Forced Labour: A Handbook for Employers and Business* is forthcoming. The IOE is also engaged in the Department for International Development-ILO Work in Freedom programme to fight trafficking of women and girls, and in the Fair Recruitment Initiative.

### **New initiatives and progress made in advancing this principle and right**

85. An Action Plan against Trafficking in Persons (2013–20) has been approved by the State Council in **China** in order to prevent and combat trafficking in persons and to actively assist victims of trafficking. The Action Plan includes measures to: (i) improve mechanisms of crime prevention; (ii) combat crimes and rescue victims of trafficking; (iii) strengthen victim assistance; (iv) improve legislation, regulations and policies; and (v) enhance international cooperation.
86. **Malaysia** is engaged in government-to-government bilateral cooperation to eliminate forced and compulsory labour, particularly trafficking in persons. The Department of Labour and enforcement agencies have participated in capacity-building activities, and the Department of Labour has introduced guidelines on indicators of forced labour, which will assist enforcement officers in identifying and investigating cases of forced labour.
87. According to the Government of **Myanmar**, a joint Action Plan to combat forced labour is being successfully implemented in the framework of the Myanmar-ILO Memorandum of Understanding signed in 2012, aimed at eliminating forced labour in Myanmar by 2015. The Government indicated that high-ranking military officials were being sensitized to the need to eradicate forced labour in all its forms, including in recruitment cases. The Federation of Trade Unions Myanmar (FTUM) reported that the situation of forced labour had significantly improved in the country.

88. **Singapore's** National Plan of Action adopts a “4P” strategy to proactively combat trafficking in persons: Prevention, Prosecution, Protection and Partnership. A dedicated budget of 80,000 Singaporean dollars has been secured to fund various initiatives, strengthening inter-agency coordination and raising the awareness of government officials, workers and the public about trafficking in persons.
89. In the **United States**, the Federal Bureau of Investigation (FBI) began developing software to capture all human trafficking case data to ensure uniform reporting at the federal and state levels. The 2013 *Trafficking in Persons Report* and the *Attorney General's Annual Report to Congress and Assessment of U.S. Government Activities to Combat Trafficking in Persons: Fiscal Year 2011* contain information on initiatives and successful anti-trafficking programmes conducted by multiple US Government agencies.

## Challenges

90. Numerous challenges have been reported covering several areas. The Governments of **Brunei Darussalam**, the **Lao People's Democratic Republic** and **Timor-Leste** indicated that lack of capacity of government institutions, including lack of labour inspectors and technical expertise, hampers the ratification of Conventions Nos 29 and/or 105. The Governments of **Brunei Darussalam** and **Timor-Leste** pointed particularly to the lack of resources and capacity to fulfil ILO reporting obligations, indicating that the ratification of these instruments would not be possible before reporting capacity has been strengthened. The Government of **Timor-Leste** also indicated that the capacity of workers' organizations would need to be strengthened.
91. In some cases, national legislation constitutes a barrier to ratification. According to the Government of the **Republic of Korea**, punishments under the National Security Act can be understood as forced or compulsory labour and may stand in contradiction to the Conventions.
92. The National Union of Afghanistan Employees (NUAE) reported that the trade union movement needs to be strengthened and modernized in order to ensure the promotion and realization of this principle and right in **Afghanistan**. In the **Lao People's Democratic Republic**, the Lao National Chamber of Commerce and Industry (LNCCI) and the LFTU reaffirmed that lack of awareness of the requirements of the Conventions remains a challenge. In **Malaysia**, the Malaysian Employers' Federation claims that most of the challenges arise from interpretation and lack of flexibility of the provisions of Convention No. 105. The Singapore National Trade Union Congress (SNTUC) reported that legal obstacles are hampering the realization of this principle and right in **Singapore**. While the CCI-TL indicated that lack of tripartite dialogue creates challenges in the ratification process in **Timor-Leste**, the TLTUC emphasized that there is lack of political will, partly driven by fear of difficulties that may arise in the implementation process.

## Requests for technical assistance

93. Governments and/or employers' and workers' organizations in **Afghanistan, Brunei Darussalam, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Marshall Islands, Myanmar, Palau, Timor-Leste** and **Tuvalu** have requested ILO technical assistance to combat forced labour. The requests include assessment of difficulties, awareness raising and legal literacy and advocacy, capacity building for governments (including strengthening the reporting capacity), data collection and analysis/research, policy advice, legal reform and interpretation, strengthening specialized institutional machinery, strengthening the capacity of employers' and workers'

organizations, training of other officials, sharing of experience across countries, and DWCPs.

94. Technical assistance provided by the Office within the framework of the ILO plan of action on fundamental principles and rights at work (2012–16) includes research to identify gaps in existing coverage of ILO standards on forced labour and trafficking, and the convening of tripartite meetings of experts to analyse identified gaps in coverage of ILO standards on forced labour, including human trafficking for labour exploitation, to address prevention, protection and compensation.

### ***Reports indicating no change***

95. **Japan** indicated that there had been no change since its last report.

## **C. The effective abolition of child labour**

### ***Ratifications***

96. In 2013, the **Republic of Maldives** ratified Conventions Nos 138 and 182, **Myanmar** ratified Convention No. 182 and the **Solomon Islands** completed the ratification of all the fundamental Conventions by ratifying Convention No. 138. Following these new ratifications, 19 countries are yet to ratify Convention No. 138, and seven to ratify Convention No. 182.
97. Several countries indicated that they are in the last stage of ratification of Conventions Nos 138 and/or 182 (**Australia, Islamic Republic of Iran, Liberia, Myanmar, Saudi Arabia, Timor-Leste** and **Vanuatu**) and/or reiterated their intention to ratify (**Bangladesh, Eritrea, India, Marshall Islands, Saint Lucia, Somalia, Suriname** and **Tuvalu**). The Governments of **Canada, Mexico, New Zealand** and **United States** maintained their positions, indicating that there are no current plans to pursue the ratification of Convention No. 138 or that they are unable to ratify it owing to legal incompatibility or for contextual reasons.
98. Most employers' and workers' organizations reiterated their support for the ratification of Conventions Nos 138 and/or 182.

### ***Promotional activities***

99. The Governments of **Australia, Bangladesh, Eritrea, Islamic Republic of Iran, Liberia, Mexico, Myanmar, Vanuatu**, and the **United States** have carried out promotional activities, including awareness-raising workshops and programmes, social dialogue activities, and the establishment of specific institutions to promote the elimination of child labour.
100. The IOE mentioned that it was continuing to work together with the ILO International Programme on the Elimination of Child Labour (ILO–IPEC) and was currently collaborating on a joint programme with the Sacred Heart Institute for Transformative Education (SHIFT) Foundation to help companies eliminate the risk of child labour in their supply chains. In particular, the IOE–IPEC–SHIFT project has a focus on fundamental labour rights in alignment with the United Nations “Protect, Respect and Remedy” Framework and its Guiding Principles and aims to provide guidance to companies seeking to demonstrate a proactive, rights-based approach to preventing child labour.

### **Statistical information**

- 101.** **Eritrea** reported that, in fostering compulsory schooling in 2008–10, the Government funded educational materials and uniforms for almost 10,112 street children who were unable to attend school for economic reasons. Similarly, in 2011, 3,799 street children were provided with educational kits and 5,239 street children were given money to cover the cost of uniforms and reference books. Furthermore, in 2009, 22 group home-care services, hosting 260 orphaned children, were established throughout the country.
- 102.** The **United States** reported that, in fiscal year 2012, 749 cases were concluded in which child labour violations were found to have occurred, and child labour civil monetary penalties of more than \$2 million were assessed. In those cases, 1,614 minors were found to have been working in violation of the Fair Labor Standards Act (FLSA). The two most common child labour violations were failure to comply with the hours standards for 14 and 15 year olds in non-agricultural industries (approximately 42 per cent of the cases) and failure to comply with Hazardous Occupations Orders in non-agricultural industries for 16 and 17 year olds (approximately 40 per cent of the cases).

### **Policy and legal developments**

- 103.** The Government of **Australia** reported that amendments to laws and draft codes related to the Fair Work Act 2009 and the Model Work Health and Safety Act, as well as anti-trafficking measures and anti-slavery initiatives, have been issued.
- 104.** In **Bangladesh**, the Government reported that a list of 38 hazardous occupations for children has been adopted, along with the National Plan of Action for implementing the National Child Labour Elimination Policy 2010, and the National Education Policy 2010 which aims to ensure compulsory and free primary education for every child up to grade 8 (average age 14 years). Based on this policy, the Government has drafted the National Education Act, 2013, which will provide the legal basis for ensuring universal free primary education.
- 105.** The Government of **India** mentioned that it is planning to undertake amendments to the Child Labour (Prohibition and Regulation) Act, 1986. The amendments are intended to make penalties more deterrent and stringent for offending employers who engage child labourers.
- 106.** The Government of the **Islamic Republic of Iran** indicated the adoption of bills to protect abandoned children and children and youth at risk of delinquency.
- 107.** The Government of **Liberia** reported that the Decent Work Bill, which includes the provisions of Convention No. 138, is yet to be adopted. The Liberia Labour Congress (LLC) indicated that tripartite attempts are being made to formulate a legal framework to abolish child labour.
- 108.** **Mexico** reported that in June 2013 the Head of the Federal Executive sent an initiative to amend article 123, paragraph A, section III, of the Constitution, with the purpose of raising the minimum age for admission to employment from 14 to 15 years.
- 109.** The Government of **Myanmar** reported that the 1993 Child Law is being reviewed to ensure compliance with Conventions Nos 138 and 182.
- 110.** The Government of **Somalia** indicated that it is in the process of reviewing the Labour Code to align it with the ILO core Conventions.

111. The Government of **Vanuatu** indicated that the Tripartite Labour Advisory Council will deliberate on a child labour policy in the near future. While the current minimum age for economic activities remains 15 years, the new child labour policy is likely to lower it to 14 years of age.

### ***New initiatives and progress made in advancing this principle and right***

112. The Government of **Australia** reported that the Victorian Department of State Development, Business and Innovation is working with key stakeholders to review and update the Mandatory Code of Practice for the Employment of Children in Entertainment. In relation to this, the Department conducted an awareness-raising campaign in the retail and hospitality sectors about child employment regulation. The Government of **Mexico** indicated that multiple initiatives had been undertaken to eliminate child labour. Aside from constitutional amendments and labour law reform, the initiatives include the establishment of an Inter-ministerial National Commission to prevent and eradicate child labour, the strengthening of labour inspection functions, the implementation of a strategy to target child labour in marginal urban areas, and measures to ensure coverage of basic education in migrant camps through care centres and to facilitate the transition of indigenous and migrant children from basic education to higher education.
113. In **Myanmar**, a Reintegration Committee was established in 2012 in cooperation with the United Nations Children's Fund (UNICEF) to reintegrate working children through education and vocational training.
114. The Government of **Timor-Leste** indicated that a national action programme for the elimination of forced labour and child labour will be established in the near future. It was also expected that a tripartite National Commission on Child Labour would be established in 2013.
115. According to the Government of the **United States**, the Occupational Safety and Health Administration (OSHA) is developing two new initiatives, the Dairy Farm Initiative and the Poultry Initiative, which are expected to improve the safety and health of workers, including those below 18 years of age.
116. The Government of **Vanuatu** reported that the Department of Labour has strengthened its capacities by recruiting new labour inspectors and officers.

### ***Challenges***

117. Despite the successful initiatives and progress indicated by reporting States, many challenges still exist in the realization of this principle and right. These include: (i) lack of public awareness, lack of social dialogue and lack of organizational and human capacities demonstrated by government institutions and the social partners (**Eritrea, Liberia, Marshall Islands, Tuvalu, Bangladesh, India, Suriname, Saudi Arabia, Somalia and Timor-Leste**); (ii) traditional and cultural barriers (**Liberia and Suriname**); (iii) political, economic or social contextual factors (**Bangladesh, India, Liberia, Somalia and Suriname**); (iv) the security situation (**Somalia**); (v) lack of data and analysis on child labour (**Mexico**); (vi) legal obstacles (**Suriname**); and (vii) lack of monitoring, law enforcement and labour inspection to identify child labour (**Bangladesh and Timor-Leste**).

### ***Requests for technical assistance***

- 118.** To overcome these challenges, governments and/or employers' and workers' organizations in **Bangladesh, Eritrea, India, Islamic Republic of Iran, Liberia, Mexico, Marshall Islands, Myanmar, New Zealand, Palau, Saint Lucia, Saudi Arabia, Somalia, Suriname, Timor-Leste, Tuvalu and Vanuatu** have requested ILO technical cooperation to facilitate the ratification process, support the elimination of child labour through awareness raising on child labour issues and better understanding and reporting of the FPRW, build the capacity of labour administrations, collect data and conduct research, strengthen tripartism and social dialogue, and strengthen the capacity of employers' and workers' organizations and of DWCPs.
- 119.** Technical assistance provided by the Office within the framework of the ILO plan of action on fundamental principles and rights at work (2012–16) includes promoting the ratification of Convention No. 138 by **New Zealand, Canada and Australia**. In parallel to the plan of action, IPEC is continuing to develop several activities in reporting States.

### **D. The elimination of discrimination in respect of employment and occupation**

#### ***Ratifications***

- 120.** Fourteen countries are still to ratify Convention No. 100, and 13 to ratify Convention No. 111.
- 121.** In 2013, the **Republic of Maldives** ratified both Conventions Nos 100 and 111.
- 122.** All governments have either expressed or reiterated their intention to ratify one or both of these instruments, or have reported an already existing process giving consideration to their ratification (**Bahrain, Brunei Darussalam, Japan, Kuwait, Liberia, Marshall Islands, Myanmar, Oman, Qatar, Singapore, Somalia, Suriname, Thailand, Timor-Leste, Tuvalu and United States**).
- 123.** **Timor-Leste** reported that the ratifications of Conventions Nos 100 and 111 are close to finalization and are awaiting approval before the Council of Ministers. Ratification is expected by 2014, although the political debate will determine the exact time frame.
- 124.** **Malaysia** reiterated that it does not intend to ratify Convention No. 111 due to incompatibilities between the Convention and the national legal framework regarding employment in the public sector. The **United States** reiterated that Convention No. 111 remains on the State Department's Treaty Priority List. As concerns Convention No. 100, there are no current efforts to pursue ratification or to further analyse impediments to ratification.
- 125.** Most employers' and workers' organizations have expressed full support for the ratification of Conventions Nos 100 and/or 111 by their countries.

#### ***Changes in legislation***

- 126.** Most reporting States indicate the recognition of this principle and right in their constitutions and/or relevant national laws. The Governments of **Bahrain, Kuwait, Liberia, Malaysia, Singapore, Thailand** and **Timor-Leste** report that they have revised their national legislation, or intend to do so, to comply with the principle and right. For

example, the Government of **Thailand** has adopted a Home Worker Protection Act determining equal remuneration for home work. The new Labour Code (Law No. 4/2012) of **Timor-Leste** includes provisions on non-discrimination in section 6 (Equality principle) and section 7 (Harassment).

### ***Judicial decisions***

- 127.** Only a few governments reported on judicial decisions. For example, in the **United States**, the Government reported that a broad array of issues relating to discrimination in employment has been addressed through judicial decisions in US courts during the reporting period. In May 2013, the United States Court of Appeals for the Fifth Circuit held that firing a woman for lactating is unlawful sex discrimination under Title VII of the Civil Rights Act, as amended by the Pregnancy Discrimination Act.

### ***Promotional activities***

- 128.** Several governments and employers' and workers' organizations report that they have undertaken promotional activities concerning discrimination and equality (**Bahrain, Liberia, Malaysia, Myanmar, Oman, Qatar, Singapore, Suriname, Thailand, Timor-Leste** and **United States**). Many of the activities have been carried out jointly with human rights organizations and civil society. The reports under the current Review indicate an emphasis on seminars and workshops as a means of promoting this principle and right.
- 129.** The IOE is actively, directly and indirectly, involved in addressing various forms of discrimination, including the critical issue of HIV and AIDS in the world of work. In 2013, the IOE cooperated in the revision of the ILO step-by-step guide to promote ethnic diversity and equality in the workplace, and continues to work with the Bureau for Employers' Activities (ACT/EMP) on the support and development of the disability network. In 2013, together with the Business and Industry Advisory Committee (BIAC), the IOE launched a Global Company Apprenticeship Network to enhance skill capacity through vocational training matched to the needs of the labour market, reflecting the commitment of business to playing its part in getting the world back to work, with a focus on diversity and youth employment.

### ***New initiatives and progress made in advancing this principle and right***

- 130.** The Government of **Brunei Darussalam** reported that a labour force survey is in the process of being developed, which will map the structure of the workforce and collect data on salaries, facilitating efforts to eliminate discrimination in respect of employment and occupation.
- 131.** The Government of **Singapore** referred to progress made through the Employers' Pledge of Fair Employment Practices, which, by August 2013, had been signed by 2,341 employers. Furthermore, the Workforce Diversity E-Calculator was mentioned as a new initiative enabling employers to benchmark their employees against the national workforce for a comparison of age and gender compositions. The instrument also provides practical advice on how to improve workforce diversity.
- 132.** According to the employers' organization Vereniging Surinaams Bedrijfsleven (VSB) in **Suriname**, a proposal on the establishment of a minimum wage system has passed the relevant tripartite bodies and is pending submission to Parliament.

133. The **United States** reported several new initiatives. In March 2013, the Equal Employment Opportunity Commission (EEOC) issued a report addressing the obstacles that hinder equal opportunities for African Americans in the federal workforce. The report reflects dialogues with a variety of stakeholder groups and input from leading academics. In June 2013, the National Equal Pay Enforcement Task Force, formed by President Obama in 2010, released a report marking the 50th anniversary of the Equal Pay Act, with data on relief, recovery of back wages and job opportunities for victims of discrimination.

### **Challenges**

134. Challenges reported by member States include lack of capacity of responsible government institutions and of employers' and workers' organizations (**Bahrain** and **Brunei Darussalam**), lack of social dialogue (**Brunei Darussalam**), lack of adequate data on salaries (**Liberia** and **Suriname**) and lack of awareness or understanding of Conventions Nos 100 and/or 111 (**Brunei Darussalam** and **Thailand**). The Government of **Thailand** referred in particular to a need for changes in attitudes and norms to eliminate discrimination.

135. Governments also identified that legal challenges remained, such as inconsistencies between national laws and the Conventions or inadequate legal provisions (**Bahrain, Liberia** and **Suriname**). The Government of **Suriname** indicated that the lack of a minimum wage system and weak regulation of working hours, along with lack of monitoring and enforcement mechanisms, make it difficult to eliminate discrimination and ensure equal remuneration.

136. Social partners from several countries added valuable insights into the challenges encountered. Workers' organizations in **Bahrain, Oman** and **Somalia** indicated that lack of awareness and/or understanding of the Conventions are posing challenges. The GFOTU continued to indicate its inability to give full priority to the ratification of Conventions Nos 100 and 111 before it has strengthened its organizational capacity and established itself as a recognized counterpart to the employers.

137. Workers' organizations in **Bahrain, Singapore** and **Somalia** mentioned that lack of adequate legislation and/or law enforcement was seriously obstructing the realization of the principle and right. The GFBTU stated that difficulties in ensuring equal remuneration are related to lack of collective bargaining practices and the lack of a minimum wage, while the BFLUF pointed to the lack of capacity of labour inspectors.

138. In **Malaysia, Somalia** and **Timor-Leste**, workers' organizations referred to political factors, including lack of political will, as being challenging and hampering the ratification process. The Liberia Chamber of Commerce (LCC) indicated that economic circumstances make it difficult to move forward in the ratification process and realize this principle and right in **Liberia**.

### **Requests for technical assistance**

139. Governments and/or employers' and workers' organizations in **Bahrain, Brunei Darussalam, Japan, Kuwait, Liberia, Malaysia, Marshall Islands, Myanmar, Oman, Palau, Somalia, Suriname, Thailand, Timor-Leste** and **Tuvalu** requested ILO technical cooperation to overcome the identified challenges and to assist them in realizing this principle and right.

140. Technical assistance provided by the Office within the framework of the ILO plan of action on fundamental principles and rights at work (2012–16) includes the development

of a module on promoting ethnic diversity at the workplace and the publication and dissemination of an introductory guide to equal pay.

### **Reports indicating no change**

**141.** Japan and Singapore indicated that there had been no change since their last reports.

### **III. Conclusions**

**142.** Most reports received under the Annual Review have been rich in content, indicating the interest and commitment of governments, employers and workers in many countries to promote and realize fundamental principles and rights at work and to move towards ratification of the fundamental Conventions. For the third consecutive year, all the 47 reporting governments have fulfilled their reporting obligations, resulting again in a 100 per cent reporting rate.

**143.** The participation of employers' and workers' organizations in the reporting process has also increased considerably, and this has also enriched the dialogue on the realization of the FPRW within reporting States and enhanced the quality and the content of reports.

**144.** However, as opposed to last year's Review, a few governments went back to repeating their previous reports or to communicating "no change" reports. While this lack of progress adversely affects efforts to realize the FPRW, it also undermines the pace of the ratification process of the fundamental Conventions.

**145.** The weakening momentum in the ratification of fundamental Conventions, along with the increase in the number of remaining ratifications, presents challenges to the goal of universal ratification by 2015 – and also to the United Nations Millennium Development Goals deadline and the target of achieving full and productive employment and decent work for all, including women and young people.

**146.** There must now be a redoubling of effort under the ILO plan of action to secure substantial progress in the realization of fundamental principles and rights at work, boost the rate of ratification and get closer to the goal of universal ratification of the ILO core Conventions. In particular, such action should allow the Office to respond to the large number of requests from constituents for technical assistance as expressed in the Annual Review.

### **Draft decision**

**147. *The Governing Body:***

- (a) takes note of the information presented in this review;*
- (b) invites the Director-General to take into account its guidance on key issues and priorities with regard to assisting member States in their efforts to respect, promote and realize fundamental principles and rights at work;*
- (c) invites the Director-General to take account of this goal in the Office's resource mobilization initiatives.*



## Appendix I

### List of the 47 States still remaining under the Annual Review as at 31 December 2013

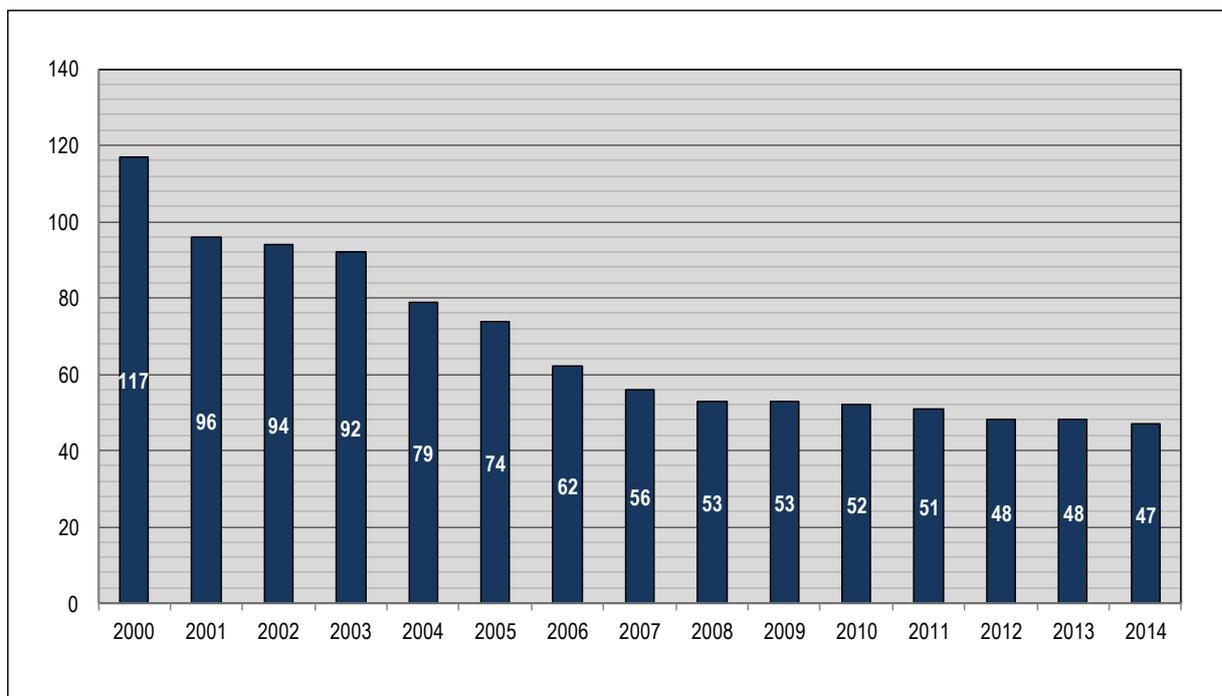
(States that have not ratified all eight fundamental Conventions and the Conventions not yet ratified by each of them)

Countries	Freedom of association/ collective bargaining	Forced labour	Child labour	Discrimination in employment and occupation
Afghanistan	C. 87 and 98	C. 29		
Australia			C. 138	
Bahrain	C. 87 and 98			C. 100
Bangladesh			C. 138	
Brazil	C. 87			
Brunei Darussalam	C. 87 and 98	C. 29 and 105		C. 100 and 111
Canada	C. 98	C. 29	C. 138	
China	C. 87 and 98	C. 29 and 105		
Cuba			C. 182	
Eritrea			C. 182	
Guinea-Bissau	C. 87			
India	C. 87 and 98		C. 138 and 182	
Iran, Islamic Rep. of	C. 87 and 98		C. 138	
Iraq	C. 87			
Japan		C. 105		C. 111
Jordan	C. 87			
Kenya	C. 87			
Korea, Rep. of	C. 87 and 98	C. 29 and 105		
Kuwait				C. 100
Lao People's Dem. Rep.	C. 87 and 98	C. 105		
Lebanon	C. 87			
Liberia			C. 138	C. 100
Malaysia	C. 87	C. 105		C. 111
Marshall Islands	C. 87 and 98	C. 29 and 105	C. 138 and 182	C. 100 and 111
Mexico	C. 98		C. 138	
Morocco	C. 87			
Myanmar	C. 98	C. 105	C. 138	C. 100 and 111
Nepal	C. 87			
New Zealand	C. 87		C. 138	
Oman	C. 87 and 98			C. 100 and 111
Palau	C. 87 and 98	C. 29 and 105	C. 138 and 182	C. 100 and 111
Qatar	C. 87 and 98			C. 100

<b>Countries</b>	<b>Freedom of association/ collective bargaining</b>	<b>Forced labour</b>	<b>Child labour</b>	<b>Discrimination in employment and occupation</b>
Saint Lucia			C. 138	
Saudi Arabia	C. 87 and 98		C. 138	
Singapore	C. 87	C. 105		C. 111
Somalia	C. 87 and 98		C. 138 and 182	C. 100
South Sudan	C. 87			
Sudan	C. 87			
Suriname			C. 138	C. 100 and 111
Thailand	C. 87 and 98			C. 111
Timor-Leste		C. 105	C. 138	C. 100 and 111
Tuvalu	C. 87 and 98	C. 29 and 105	C. 138 and 182	C. 100 and 111
United Arab Emirates	C. 87 and 98			
United States	C. 87 and 98	C. 29	C. 138	C. 100 and 111
Uzbekistan	C. 87			
Vanuatu			C. 138	
Viet Nam	C. 87 and 98	C. 105		

## Appendix II

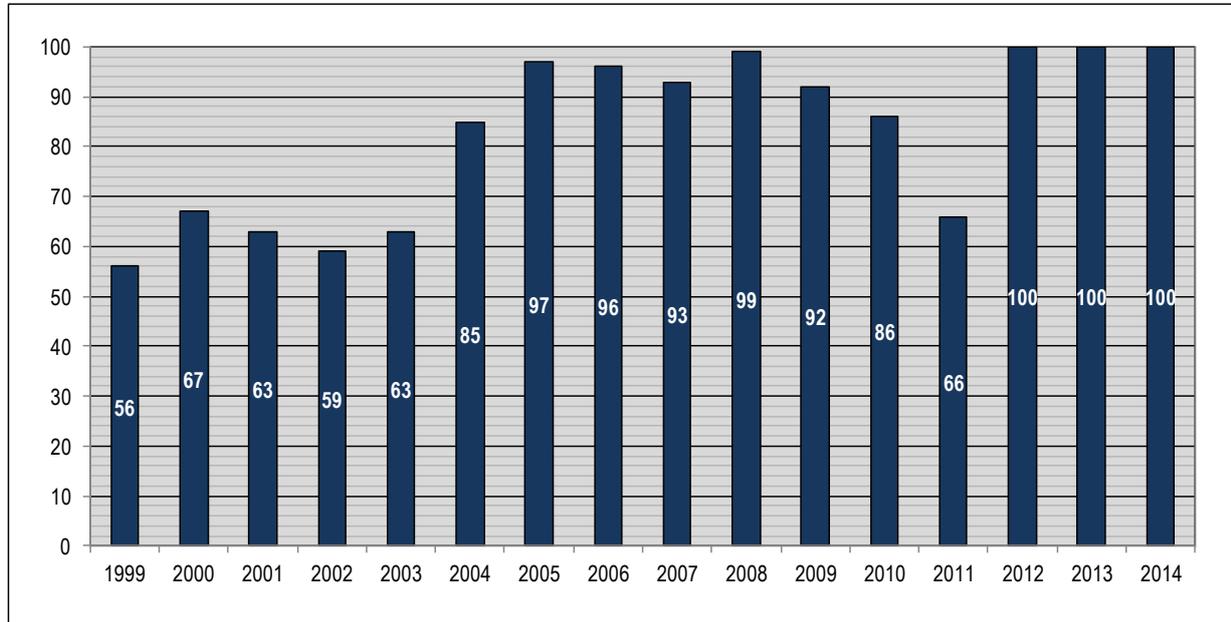
### Number of reporting States under the ILO Declaration on Fundamental Principles and Rights at Work, as at 31 December 2013 (Annual Reviews 2000–14)



Note: Although the number of reporting States has decreased to 46 following the ratification of all fundamental Conventions by the Republic of Maldives in January 2013 and the ratification of the remaining child labour Convention by the Solomon Islands in April 2013, with the registration of a new reporting State, Palau, the number of reporting States as at 31 December 2013 stood at 47.

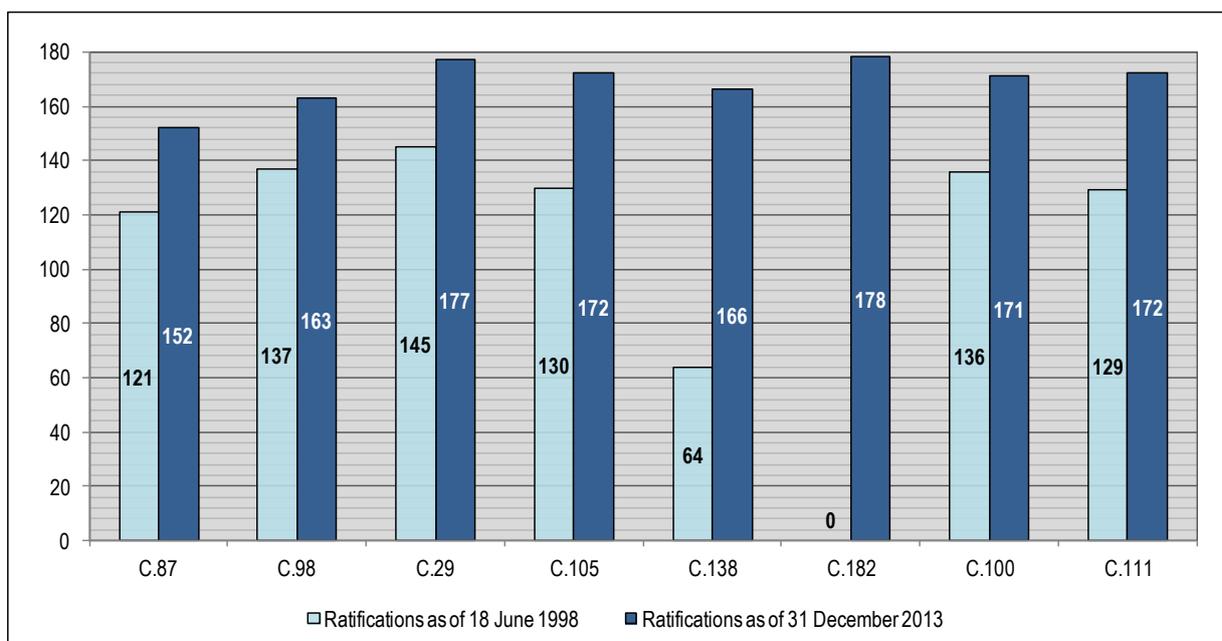
## Appendix III

### Reporting rates under the Annual Reviews 2000–14 (percentages)



## Appendix IV

### Number of ratifications of ILO fundamental Conventions at the time of the adoption of the ILO Declaration on Fundamental Principles and Rights at Work (18 June 1998) and as at 31 December 2013



Note: The number of reporting States has slightly decreased to 47 following the ratification of all fundamental Conventions by the Republic of Maldives in January 2013 and the ratification of Convention No. 138 by Solomon Islands in April 2013, combined with the registration of Palau as a new reporting State.

## Appendix V

### Reported needs/requests for technical cooperation by category of principle and right

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
Technical support to facilitate ratification of ILO fundamental Conventions	Afghanistan (ACCI, NUAE), Bahrain (GFBTU), Marshall Islands, Palau, Somalia, Sudan, Tuvalu, Uzbekistan	Marshall Islands, Palau, Tuvalu	Bangladesh, Eritrea, India, Islamic Republic of Iran, Liberia, Mexico, Marshall Islands, Myanmar, New Zealand, Palau, Saint Lucia, Saudi Arabia, Somalia, Suriname, Timor-Leste, Tuvalu and Vanuatu	Liberia, Marshall Islands, Palau, Somalia, Tuvalu
Assessment of the difficulties identified and their implication for realizing the principles and rights	Afghanistan, Bahrain, Brunei Darussalam (Government, NCCI and BOWU), China (Government), Guinea-Bissau, India, Iraq, Islamic Republic of Iran, Jordan, Kenya, Lao People's Democratic Republic, Lebanon, Malaysia (MTUC only), Marshall Islands (Government, MICC and MITU), Mexico (CONCAMIN), Myanmar, Nepal (Government), Oman, Palau, Saudi Arabia, Somalia, South Sudan, Sudan, Thailand (Government), Tuvalu (Government, TNPSO and TOSU), Uzbekistan (Government and FTUU), Viet Nam	Brunei Darussalam (Government, NCCI and BOWU), Republic of Korea (KCTU only), Marshall Islands, Palau (Government), Tuvalu	Marshall Islands (Government), Palau (Government), Saint Lucia (Government only), Saudi Arabia (NWC), Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Malaysia, Marshall Islands, Palau (Government), Timor-Leste, Tuvalu
Awareness raising, legal literacy and advocacy	Afghanistan (NUAE/AMKA only), Bahrain (GFBTU only), Brunei Darussalam (Government, NCCI and BOWU), Canada (Government), China (Government), Guinea-Bissau (UNTG only), India (BMS and CITU), Jordan (Government), Republic of Korea (KCTU only), Malaysia (MTUC only), Marshall Islands (Government, MICC and MITU), Oman, Palau, Saudi Arabia (NWC only), Somalia (FESTU only), Thailand (Government),	Afghanistan (NUAE/AMKA only), Brunei Darussalam, China, Japan (JTUC-RENGO only), Lao People's Democratic Republic, Marshall Islands, Palau, Tuvalu, Viet Nam (Government and VGCL)	Eritrea, India (BMS and CITU), Liberia (Government), Marshall Islands (Government), Palau, Saudi Arabia (NWC), Somalia (FESTU), Suriname (Progressieve Vakcentrale C-47), Tuvalu (Government, TNPSO and TOSU)	Bahrain (GFBTU only), Brunei Darussalam, Japan (JTUC-RENGO only), Liberia, Marshall Islands, Palau, Somalia (FESTU only), Thailand (ECOT, NTCL, SERC, CTL and TTUC), Tuvalu

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
	Tuvalu (Government, TNPSO and TOSU), United Arab Emirates (UAECCPA only), Viet Nam (Government and VGCL)			
Capacity building for governments (including support to strengthen reporting obligations to the ILO)	Afghanistan, Brunei Darussalam (Government, NCCI and BOWU), Islamic Republic of Iran (Government), Jordan (Government), Republic of Korea (KCTU only), Marshall Islands (Government, MICC and MITU), Morocco, Myanmar (Government), Nepal (FNCCI and GEFONT), Oman (GFOTU only), Palau (Government), Somalia (FESTU only), Sudan, Thailand (Government), Tuvalu (Government, TNPSO and TOSU), United Arab Emirates (Government and UAECCPA)	Afghanistan (NUAE/AMKA only), Brunei Darussalam, Lao People's Democratic Republic, Malaysia, Marshall Islands, Myanmar, Palau, Timor-Leste, Tuvalu	Eritrea, India (Government), Islamic Republic of Iran (Government and ICLS), Liberia (Government and FL), Marshall Islands (Government), Myanmar (Government), Palau, Saint Lucia, Saudi Arabia, Timor-Leste (Government, TLTUC and CCI-TL), Tuvalu (Government, TNPSO and TOSU)	Bahrain, Brunei Darussalam, Liberia, Malaysia, Marshall Islands, Myanmar, Oman, Palau, Somalia, Suriname, Timor-Leste, Thailand (ECOT, NTCL, SERC, CTL and TTUC), Tuvalu
Data collection and analysis/research	Afghanistan, Brunei Darussalam (Government, NCCI and BOWU), China (Government), Marshall Islands (Government, MICC and MITU), Thailand (Government), Tuvalu (Government, TNPSO and TOSU)	Afghanistan, Brunei Darussalam, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Marshall Islands, Myanmar, Timor-Leste, Tuvalu	Marshall Islands (Government), New Zealand (NZCTU), Saint Lucia, Saudi Arabia, Somalia (FESTU), Tuvalu (Government, TNPSO and TOSU), Timor-Leste	Brunei Darussalam, Liberia, Marshall Islands, Oman, Tuvalu
Developing policies regarding equal remuneration	Marshall Islands (Government, MICC and MITU), Tuvalu (Government, TNPSO and TOSU)	Marshall Islands, Tuvalu	Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Marshall Islands, Thailand, Tuvalu
Establishing or strengthening specialized institutional machinery	Guinea-Bissau, India, Iraq (Government, IFI and GFIW), Lao People's Democratic Republic (Government, LNCCI and LFTU), Malaysia (NUBE/MTUC only), Oman	Marshall Islands, Brunei Darussalam, Timor-Leste	Bangladesh (Government), Islamic Republic of Iran (Government), Liberia (Government)	Brunei Darussalam, Liberia, Marshall Islands
Policy advice	China (Government), Iraq (Government, IFI and GFIW), Morocco (UGTM), Qatar (QCCI only), Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Malaysia (MEF only)		Brunei Darussalam

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
Legal reform and interpretation	Bahrain, Brunei Darussalam (Government, NCCI and BOWU), Canada, India (CITU only), Marshall Islands (Government, MICC and MITU), Nepal, Republic of Korea (Government), Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Japan (JTUC–RENGO only), Lao People's Democratic Republic, Republic of Korea, Marshall Islands, Palau, Timor-Leste	Islamic Republic of Iran (Government), Marshall Islands (Government), New Zealand (Government and NZTCU), Tuvalu (Government, TNPSO and TOSU), Vanuatu (Government)	Brunei Darussalam, Japan (JTUC–RENGO only), Marshall Islands, Somalia, Tuvalu
Rehabilitation programmes/ specific programmes			Mexico (Government)	
Strengthening tripartite social dialogue	Bahrain (GFBTU only), Brunei Darussalam (Government, NCCI and BOWU), China, India (CIE), Iraq (Government, IFI and GFIW), Kenya, (Government, COTU–Kenya and FKE), Republic of Korea (KCTU only), Lebanon (CGTL only), Malaysia (MTUC only), Marshall Islands (Government), Nepal (FNCCI only), Qatar (QCCI only), Saudi Arabia (Government, JCCI and NWC), Sudan, Thailand (Government), United Arab Emirates (UAECCPA only), United States (Government)	Brunei Darussalam (Government, NCCI and BOWU), Malaysia (MTUC and NUBE), Marshall Islands	Bahrain (Government), Bangladesh, Eritrea, India, Islamic Republic of Iran (Government and ICLS), Liberia, Mexico (CONCAMIN), Marshall Islands, Myanmar, New Zealand, Palau, Saint Lucia, Saudi Arabia (JCCI), Somalia, Suriname, Timor-Leste, Tuvalu, Vanuatu	Brunei Darussalam, Marshall Islands, Oman (GFOTU)
Strengthening the capacity of employers' and workers' organizations	Afghanistan (Government, NUAE), Bahrain (BCCI only), Brunei Darussalam (Government, NCCI and BOWU), Guinea-Bissau (Government and UNTG), India (CIE and BMS), Islamic Republic of Iran (Government, ICEA and ICLS), Iraq (Government, IFI and GFIW), Jordan (Government), Kenya (FKE only), Republic of Korea (KEF and KCTU), Lao People's Democratic Republic (Government, LNCCI and LFTU), Malaysia (MTUC only), Marshall Islands (Government, MICC and MITU), Mexico (CONCAMIN), Morocco (Government, CGEM and UGTM), Myanmar (Government and UMFCCI), Nepal (GEFONT only), Oman, Saudi Arabia (NWC only), Somalia	Brunei Darussalam, Marshall Islands, Myanmar (UMFCCI only), Timor-Leste, Tuvalu	Bahrain (GFBTU), Eritrea (Government, EFE and NCEW), Islamic Republic of Iran (ICLS), Liberia (Government, LLC, FL, UWUL and FAWUL), Marshall Islands (Government, MICC and MITU), Mexico (CONCAMIN), Myanmar (UMFCCI), Saudi Arabia (NWC), Somalia (Government and FESTU), Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Liberia, Marshall Islands, Myanmar (UMFCCI only), Somalia, Thailand, Tuvalu

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
	(Government and FESTU), Sudan (Government, SBEF and SWTUF), Thailand (Government, ECOT, NCTL, SERC, CTL and TTUC), Tuvalu (Government, TNPSO and TOSU), United Arab Emirates (UAECCPA only)			
Training of other officials (e.g. police, judiciary, social workers, teachers)	Brunei Darussalam (Government, NCCI and BOWU), Guinea-Bissau, Lao People's Democratic Republic (Government, LNCCI and LFTU), Marshall Islands (Government, MICC and MITU), Oman, Thailand (Government), Tuvalu (Government, TNPSO and TOSU), Viet Nam	Afghanistan, China, Republic of Korea (KEF only), Lao People's Democratic Republic, Malaysia, Marshall Islands, Myanmar, Palau, Timor-Leste, Tuvalu, Viet Nam (Government and VGCL)	Islamic Republic of Iran (Government), Marshall Islands (Government), Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Marshall Islands, Somalia (FESTU only)
Social protection systems				Timor-Leste
Sharing of experience across countries/regions	Brazil (Government), Brunei Darussalam (Government, NCCI and BOWU), China (Government), India (BMS only), Islamic Republic of Iran (Government), Malaysia (MTUC and NUBE), Republic of Korea (KCTU and KPTU), Marshall Islands (Government, MICC and MITU), Mexico (CONCAMIN), Saudi Arabia (NWC only), Somalia (FESTU), Thailand (Government), Tuvalu (Government, TNPSO and TOSU), United Arab Emirates (UAECCPA only), Viet Nam	Brunei Darussalam, Marshall Islands, Myanmar, Lao People's Democratic Republic, Tuvalu	Eritrea (Government, EFE and NCEW), India (BMS), Islamic Republic of Iran (Government), Marshall Islands (Government), Mexico (CONCAMIN), Saint Lucia, Tuvalu (Government, TNPSO and TOSU)	Brunei Darussalam, Japan, Marshall Islands, Thailand (ECOT only), Tuvalu
Employment creation, skills training, income generation and poverty alleviation		Brunei Darussalam	Bangladesh (Government), India (CITU), Marshall Islands (MICC and MITU), Mexico (Government), Tuvalu (Government, TNPSO and TOSU)	Liberia
Special programme for the elimination of child labour or the worst forms of child labour			Bangladesh (Government), Islamic Republic of Iran (ICLS), Timor-Leste (Government)	

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
Decent Work Country Programme or other ILO programme	Bahrain (Government), Guinea-Bissau, Oman (Government and GFOTU)	Oman, Tuvalu	Bahrain (Government), Somalia (FESTU), Vanuatu	Oman, Somalia, Tuvalu
Organization of workshops on the principle and right, and on establishing compliance of national laws with ILO Conventions	Mexico (CONCAMIN), Morocco (Government and CGEM), Palau (Government)	Afghanistan, Lao People's Democratic Republic, Malaysia, Marshall Islands, Myanmar, Palau (Government), Timor-Leste, Tuvalu	Eritrea (Government, EFE and NCEW), Islamic Republic of Iran (Government, ICEA and ICLS), Marshall Islands, Palau (Government), Suriname (Government, VSB and RAVAKSUR), Vanuatu (Government)	Kuwait, Oman (GFOTU only), Palau (Government), Suriname, Thailand
Assistance to undertake national survey on child victims of forced labour		Afghanistan		
Financial support to implement national plans		Lao People's Democratic Republic	Liberia	Liberia

Note: For further information on technical cooperation needs or requests, refer to each country baseline table under the 1998 Declaration Annual Review, available at [www.ilo.org/declaration](http://www.ilo.org/declaration).