

IRAQ (2000-2016)¹

FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

REPORTING	Fulfillment of Government's reporting obligations	YES, for the 2001, 2006, 2007 and 2012 Annual Reviews (ARs).	
	Involvement of Employers' and Workers' organizations in the reporting process	YES, according to the Government: Involvement of the Iraq Federation of Industries (IFI), the Iraq Federation of Trade Unions (IFTU), the General Federation of Iraqi Workers (GFIW), and the General Federation of Trade Unions (GFTU) through communication of Government's report and consultation.	
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	2015 AR: Observations by the IFI. 2014 AR: Observations by the IFI. 2013 AR: Observations by the IFI. 2012 AR: Observations by the IFI. 2010 AR: Observations by the IFI. 2007 AR: Observations by the IFI. 2006 AR: Observations by the IFI.	
	Workers' organizations	2015 AR: Observations by the GFIW. 2014 AR: Observations by the GFIW. 2012 AR: Observations by the GFIW. 2010 AR: Observations by the GFIW. 2009 AR: Observations by the GFIW. Observations by the International Trade Union Confederation (ITUC). 2008 AR: Observations by the ITUC. 2007 AR: Observations by the IFTU. Observations by the International Confederation of Free Trade Unions (ICFTU). 2006 AR: Observations by the IFTU. Observations by the ICFTU. 2000 AR: Observations by the ICFTU.	
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	Ratification	Ratification status	Iraq ratified in 1962 the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) (C.98). However, it has not yet ratified the Freedom of Association and the Protection of the Right to Organise Convention. 1948 (No. 87) (C.87).
		Ratification intention	YES, since 2001, for C.87. 2016 AR: According to the Government: The new Labour Law was adopted and is in force, and tripartite discussions are going on for ratifying C.87. 2015 AR: According to the Government: a new labour law was completed and sent to Parliament for approval. Given that the new law is in compliance with the provisions of C87, the ratification of this Convention would be easier. However, because of new Iraqi Government, the process of approval is slow. IFI and GFIW indicated that tripartite meetings are held regularly and the tripartite parties are smoothly cooperating toward the ratification of C.87.

¹ Country baselines under the ILO Declaration Annual Review are based on the following elements to the extent they are available: governments' reports, observations by employers' and workers' organizations, case studies prepared under the auspices of the country and the ILO, and observations/recommendations by the ILO Declaration Expert-Advisers and by the ILO Governing Body. For any further information on the realization of this principle and right in a given country, in relation with a ratified Convention or possible cases that have been submitted to the ILO Committee on Freedom of Association, please see: <http://webfusion.ilo.org/public/db/standards/normes/libsynd>.

			<p>2014 AR: According to the Government, the IFI and the GFIW: The tripartite partners are making joint efforts for the ratification of C.87 to be submitted to Parliament in a near future. Further steps in this process may possibly be taken after the parliamentary elections in 2014.</p> <p>2013 AR: According to the Government and the IFI: Ratification of C.87 has been submitted to Parliament and is now pending approval. ILO advocacy on FPRW to Parliamentarians is needed in order to finalize this process.</p> <p>2012 AR: According to the Government, the IFI and the GFIW: Following consultations between the Government and the social partners, ratification of C.87 has been submitted to the Council of Ministers for approval. Once approved by the Cabinet, this ratification will be submitted to Parliament. ILO's support is needed to speed up this ratification process.</p> <p>2011 AR: According to the Government: Despite contextual difficulties in relation with the situation in Iraq, the amendment process of national labour laws is going on with a view to ratifying C.87. In this regard, the Government would appreciate receiving ILO technical support.</p> <p>2010 AR: The Government indicated that the national labour law of 1952 was not in compliance with C.87. Furthermore, it mentioned that a draft text had been submitted to the National Assembly with a view to amending the national labour legislation. At the end of this process, C.87 should be ratified by Iraq.</p> <p>The IFI and the GFIW supported the ratification process for C.87 by the Government.</p> <p>2009 AR: The Government stated that it had not ratified C.87 because it conflicted with the labour law, which did not allow more than one trade union. However, recent changes in the legislation gave the Government permission to establish trade unions.</p> <p>The GFIW stated that it was in agreement with the Government's views regarding C.87. It also observed that the draft of the new labour Code could help solve current issues and be beneficial to tripartism in the country.</p>
			<p>2008 AR: The Government reiterated its support for the ratification of C.87 and indicated that it has already been submitted to Parliament for endorsement.</p> <p>2007 AR: The Government indicated that ratification of C.87 would be submitted very soon to Parliament.</p> <p>The IFI and the IFTU support the ratification of C.87 by the Government.</p> <p>2006 AR: According to the Government: Ratification of C.87 will be done after the adoption of the new Labour Code, which integrates the provisions of this Convention.</p> <p>2001 AR: Based on information in GB.282/LILS/7 and GB.282/8/2 (Nov. 2001): The Government intended to ratify C.87.</p>
	<p>Recognition of the principle and right (prospect(s), means of action, basic legal provisions)</p>	<p>Constitution</p>	<p>2007 AR: According to the Government: article 22 of the national Constitution, 2006, recognizes the principle of freedom of association.</p> <p>2006 AR: According to the Government: A new Constitution will be submitted to referendum at the</p>

			<p>end of 2005. The draft text recognizes the principle and right (PR).</p>
		<p>Policy/Legislation and/or Regulations</p>	<p>Policy:</p> <p>According to the Government: The State follows a policy of supporting full, productive employment and respects the fundamental principles and rights at work (FPRW) both in the law and in practice. This includes: a) Paragraph 1: union freedom and effective recognition of the right of collective bargaining; and b) Section 16, articles 135-142 (dealing with collective agreements and bargaining) was separated from the act and made an independent law (the Union Organisation Act), providing adequate protection for unions. It has received its first reading in the Council of Representatives.</p> <p>Within the general policy framework, the National Development Plan 2013-2017 provides a framework for strengthening the effectiveness of trade unions and civil society organizations in developing the labour sector, expanding social protection, developing the labour market and reducing unemployment.</p> <p>Legislation:</p> <p>2016 AR: According to the Government: The new Labour Law was adopted on 17 August 2015.</p> <p>2015 AR: According to the Government: A new employment Bill has been drafted with the involvement of the social partners and ILO, and approved by the Council of Ministers. This Bill is currently at its third reading. However, Iraq has recently seen changes in the Council of Representatives, which needs time to exercise its duties and vote on bills that have been held up.</p> <p>The Unions' and Professional Federations' (UPF) Bill has been drafted and scrutinised by the State Shura Council. There is overlap between the UPF Bill and the Union Organisations' Act, No. 52 (1987). The latter is linked only to the Labour Code (Act No. 71, 1987) and workers' constitutional rights and freedoms. It does not go beyond that to deal with any particular profession or sector. The UPF Bill is a framework Bill that applies to all labour, professional and craft organizations, such as the associations of physicians and engineers. It has no connection with union organizations, which are regulated by the current Union Organisations' Act and pertains to the formation of elections for and structure of the General Federation of Trade Unions in Iraq.</p> <p>The Union Organisations' Act, which does not permit more than one general federation to exist at the country level and more than one general professional union or one federation of workers' unions at governorate level, is still in force. However, following the upheaval in Iraq in 2003, a number of illegal labour unions emerged. This situation remained until proper elections were held and union organizations received legal recognition, in mid-2012. This resulted in the election of: a) an executive office to lead the Iraqi trade union movement; b) 14 trade union federations in each governorate; c) six general, professional unions in Baghdad; d) 83 professional unions in the governorates; and e) 1,612 union committees in all provinces, with the exception of Kurdistan Region.</p> <p>2014 AR: According to the Government: The draft Labour Code has been elaborated with the social</p>

			<p>partners and ILO experts and recognizes the FPRW. The draft is still before Parliament for a second hearing and vote during 2013. After passing Parliament, the State Advisory Council (Shura) needs to adopt it and the Council of Ministers to ratify it. For the time being, the legal obstacles related to the Executive Law 71/1987 remain vis-à-vis the provisions of C.87.</p>	
			<p>2013 AR: According to the Government and IFI: Legal obstacles to Executive Law 71/1987, in particular with respect to trade union monopoly, need to be removed in compliance with the provisions of C.87. ILO technical cooperation is needed in this exercise.</p> <p>2007 AR: According to the Government: The draft of the Labour Code, which is currently under review with ILO technical cooperation, recognizes the PR.</p> <p>2006 AR: According to the Government: A revised Labour Code drafted in cooperation with the social partners and the ILO has been submitted to Parliament for review and adoption. This draft text recognizes the PR.</p>	
		Basic legal provisions	<p>(i) Article 22 of the national Constitution, 2006; (ii) Act No.52 on Trade Union Organizations (1989); (iii) Act No. 43 on the Federation of Chambers of Commerce (1989); (iv) Act No. 44 on the Union of Iraqi Industries (1989); (v) sections 6, 116, 128, 147 of Act No. 71 of 1989; (vi) sections 130 to 196 of the Labour Code; and (vii) New Labour Law No. 31 of 17 August 2015.</p>	
		Judicial decisions	<p>NIL.</p>	
Exercise of the principle and right	At national level (enterprise, sector/ industry, national)	For Employers	<p>2012 AR: According to the Government: No prior government authorization is needed to form an employers' organization.</p> <p>2001 AR: According to the Government: Freedom of association and the right to establish employers' organizations are ensured by law.</p>	
		For Workers	<p>2013 AR: According to the Government and the IFI: Although C.87 has not yet been ratified by Iraq, the provisions of this Convention are already being implemented in the country. In spite of the legal obstacles to Executive Law 71/1987, which only allows for one trade union in the country, multiple trade unions are now operating.</p> <p>2012 AR: According to the Government: No prior government authorization is needed to establish a trade union.</p> <p>2006 AR: According to the IFTU: The Government does not interfere in its activities and respects freedom of association.</p>	

				<p>2001 AR: According to the Government: Freedom of association and the right to establish workers' organizations are ensured by law.</p>
			<p>Special attention to particular situations</p>	<p>NIL.</p>
	<p>Exercise of the principle and right</p>	<p>At national level (enterprise, sector/ industry, national)</p>	<p>Information/ Data collection and dissemination</p>	<p>2014 AR: According to the Government: There are 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.</p> <p>2001 AR: According to the Government: There is a lack of information and data concerning the PR.</p>
		<p>At international level</p>	<p>According to the Government: There are no particular restrictions for the international affiliation of employers' or workers' organizations.</p>	
	<p>Monitoring, enforcement and sanctions mechanisms</p>	<p>2008 AR: According to the Government: only one trade union existed before 2003 but since, a large number of other trade unions have been created. The Government is currently preparing facilities for trade unions elections.</p> <p>2001 AR: According to the Government: Labour legislation is implemented by labour inspection committees (section 16 of the Labour Code).</p>		
	<p>Involvement of the social partners</p>	<p>2015 AR: According to the Government: The Ministry of Labour and Social Affairs seeks to strengthen partnerships with social partners, such as GFTU and IFI, by involving them in the Higher National Committee for Employment; the Tripartite Consultation Committee; the Minimum Wage Committee; labour inspection groups; and in industrial services committees. The Government, IFI and GFIW indicated that regular tripartite meetings are being held on issues related to C.87.</p> <p>2014 AR: The Government, the IFI and the GFIW reported that tripartite discussions concerning the ratification of C.87 were ongoing. The Government added that the draft Labour Code had been elaborated with the social partners and that the Ministry of Labour and Social Affairs was seeking to promote partnership among the social partners through the following tripartite bodies: the High National Committee for Employment; the Tripartite Consultation Committee; the Minimum Wage-Setting Committee; and in several labour inspection groups and industrial services committees.</p> <p>The GFIW indicated that social dialogue had improved over the last year and that previous disagreements with the Government concerning the PR had been resolved.</p> <p>2013 AR: According to the Government and the IFI: The Ministry of Social Affairs is engaging in social dialogue with both workers' and employers' representatives concerning ratification process for C.87.</p> <p>2012 AR: According to the Government, the IFI and the GFIW are associated in national decision making process, in particular through various tripartite bodies including the National Consultative and Social Dialogue Committee and the Tripartite Labour Tribunal. Also, there are multiple trade unions involved.</p> <p>2007 AR: The IFI stated that it had been elected to the board of the Arab Labour Organization (ALO).</p>		

		<p>2001 AR: According to the Government: section 116 (1) of the Labour Code provides that “Workers’ and employers’ organizations are represented on labour inspection committees entrusted with the proper implementation of the labour legislation”.</p>	
	<p>Promotional activities</p>	<p>2015-2016 ARs: According to the Government: tripartite representation in production has been expanded in all committees and bodies, where required under International Labour Standards.</p> <p>2014 AR: According to the IFI and the GFIW: The social partners are collaborating to facilitate the submission of the ratification of C.87 to Parliament.</p> <p>2013 AR: According to the Government and the IFI: In December 2011, tripartite partners participated in seminars on international labour standards (ILS) organized by the Arab Labour Organization (ALO) in Beirut.</p> <p>2012 AR: According to the Government, the IFI and the GFIW: Tripartite workshops and awareness raising activities on freedom of association have been organized in 2011 with the support of British trade unions and the ITUC.</p> <p>2010 AR: According the Government: A Senior Officer of the Ministry has participated in the May 2009 ILO/Turin Course on International Labour Standards during which issues concerning the Declaration and its follow-up had been addressed, including those relating to the PR.</p> <p>2009 AR: According to the Government: A draft of a new Labour Code that incorporates the principles of C.87 is being prepared, and a Committee for the Implementation of International Labour Standards has been established.</p> <p>According to the GFIW: The workers were involved in the ratification process of C.87, and the Government has promoted workers’ activities. This reflects the good relationship between the Government and the workers.</p> <p>2008 AR: The Government indicated that social dialogue is well functioning and as an example, the Government submitted a copy of a specific Committee within the Ministry of Labour and Social Affairs where governmental, employer and worker representatives deal with ILO issues and adopt recommendations.</p> <p>2007 AR: According to the Government: Tripartite committees have been set up to ensure the realization of the PR.</p>	
	<p>Special initiatives/Progress</p>	<p>2014 AR: According to the Government, the IFI and the GFIW: Elections have taken place within the workers’ and employers’ organizations in mid-2012. The elections, which were the first to be held in ten years, were conducted in line with the labour legislation and without any government interference. Following the elections, the legitimacy of the IFI and GFIW was formally acknowledged by the Government. The elections within the workers’ organizations led to the election of: (i) An executive Bureau to lead the Iraqi trade union movement, (ii) 14 trade union federations in each governorate, (iii) Six general unions by occupation in Baghdad, (iv) 84 unions by occupation in the governorates, and (v) 1,612 trade union committees in all governorates, except in Iraqi Kurdistan.</p> <p>2012 AR: According to the Government, the IFI and the GFIW: Following consultations with the social partners and the ILO, and following integration of their comments into a new draft Labour Code, the draft Labour Code has been submitted to Parliament in May 2011. This draft Code integrates the principle of freedom of association and will allow ratification of C.87.</p> <p>2006 AR: According to the Government: A draft Constitution and a draft Labour Code have been prepared that recognize the PR. The Government no longer interferes in employers’ and workers’ organizations activities.</p>	
<p>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</p>	<p>According to the social partners</p>	<p>Employers’ organizations</p>	<p>2015 AR: IFI stated that there is good relationship and cooperation among the tripartite parties; however the political and security instability in the country has been a major challenge affecting the progress toward ratifying C.87.</p> <p>2014 AR: According to the IFI: While political instability and the security situation continue to make</p>

			<p>it difficult to exercise freedom of association, the social situation in Iraq has improved over the last year.</p> <p>2012 AR: According to the IFI: The political instability and the social and security situation make it difficult to exercise freedom of association.</p> <p>2010 AR: The IFI shared the Government’s opinion that the current national security situation had made it difficult to promote and realize the PR in the country.</p> <p>2007 AR: According to the IFI: The social and economic situation (economic crisis with more than 50 per cent unemployment rate and insecurity) makes it difficult to exercise the PR in Iraq.</p> <p>2006 AR: The IFI mentioned that it wished to be consulted in the Government’s decisions concerning economic and social issues.</p>
		<p>Workers’ organizations</p>	<p>2015 AR: GFIW indicated that the existing political and security conditions in the country pose challenges in realizing the PR.</p> <p>2014 AR: The GFIW supported the IFI’s view concerning the improvement of the social situation in Iraq over last year, despite the difficulties to exercise freedom of association because of the security situation in the country.</p> <p>2012 AR: According to the GFIW: The political instability and the social and security situation make it difficult to exercise freedom of association.</p> <p>2010 AR: According to the GFIW: The GFIW supports the Government’s and the IFI’s view that the current national security situation makes it difficult to promote and realize the PR in the country.</p> <p>2009 AR: According to the GFIW: The war situation in the country has reduced the trade union activism.</p> <p>The ITUC reiterated the same challenges mentioned in the 2008 AR concerning Iraq, in particular with respect to: (i) the new draft Labour Code prepared with the assistance of the ILO and made public in 2007. This draft contains shortcomings which the ILO has asked to be rectified (remove the prohibition against companies in the oil sector cooperating with trade unions; give stronger protection against anti-union discrimination; remove the stipulation that at least 50 per cent of workers at a single workplace must agree for the union to represent it, before it is legal; clarify whether the Labour Code will include Law 150 of 1987, which prohibits public sector workers organizing or going on strike); (ii) in August 2008, after pressure from Public Services International, the Government said it would consider repealing laws that ban public service unions; (iii) former laws (i.e., Law 150 of 1987) are still in force and contain many barriers to trade union rights, including the right to organize and to go on strike including; (iv) trade union funds are full controlled by the authorities; and (v) in practice, most workers are banned from union membership given the predominance of the public sector in the country, only one national centre of trade unions (the General Federation of Iraqi Workers – GFIW) is officially recognized, and threats exist against workers trying to start a strike, especially in state-owned companies where some employers have referred to provisions in former laws.</p>

		<p>2008 AR: The ITUC reiterated the same challenges mentioned in the 2007 AR and added that trade unions were still fully controlled by the authorities. Moreover, a member of the Executive Bureau of the General Federation of Iraqi Workers (GFIW), Alaa Issa Khalaf, was shot dead on 25 January 2006, when leaving home for work by several unidentified men and on 27 April 2006, as the leader of the health workers' union was leaving his office, Thabet Hussein Ali was abducted by a group of terrorists. His bullet-ridden corpse was discovered the following day and he was carrying signs of severe torture, including wounds caused by an electric drill. Furthermore, on 18 August 2006, Tariq Mahdi, a leader of the Union of Health Service Employees was murdered by a militia in Mahmoodya. On 27 July 2006, a demonstration by workers at a cement factory in Tasloja (Sulaimaniya), in support of a wage increase, was violently suppressed by the company's security guards. 13 strikers were injured. The guards were subsequently arrested by the police.</p> <p>It added that the Supreme National Commission for De-Baathification (SNCD) sent the two following notifications to the Iraq Federation of Trade Unions (IFTU): (i) a letter concerning the rules to be followed in the trade union elections based on Decree 3 of the Government Council; (ii) a list of five people who were "not permitted to hold any leadership post in any federation, company, association or trade union in Iraq".</p> <p>Finally, it underscored that the laws were outdated and/or need to comply with international labour standards. The Draft Labour Code has not yet been adopted. Therefore, the employment laws dating back to the era of Saddam Hussein remain in force, such as the ban on workers in the public sector from organizing or going on strike. Indeed, Law No. 150 changed the status of workers in state-owned enterprises to consider them as civil servants, and therefore depriving them from the right to organize.</p> <p>2007 AR: According to IFTU: The political and social situation in Iraq makes it difficult to exercise the PR.</p> <p>The ICFTU raised the following challenges: (i) the new labour code drafted with input from the ILO has still not been implemented; (ii) Decree 875 gave the Government total control over the existing unions' finances; (iii) the fact that only one national trade union has been granted official recognition gives the opportunity to employers to refuse to acknowledge other unions in the workplace unless they join the IFTU; (iv) the Federation of Workers' Councils and Unions in Iraq (FWCUI) claims 300,000 members across Iraq, but has been denied recognition as a representative workers' organization; (v) many employers have reportedly used the existence of the old laws to threaten any workers seeking to take strike action in public enterprises.</p> <p>2006 AR: The IFTU mentioned that it wished to be consulted in the privatization process. According to the ICFTU: (i) there were many encouraging signs of trade union activities among workers, but full freedom of association is not yet restored given that several national-level union other than the IFTU (for example the Federation of Workers' Councils and Unions in Iraq (FWCUI) are not officially recognized; (iii) given</p>
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		<p>that old laws are still in force, there are many obstacles to trade union's rights, including the ban on organizing and the right to strike in the public sector only one trade union organization was given official recognition; (ii) strikes are banned in the public sector; (iii) workers trying to take strikes action are being threatened.</p>	
	<p>According to the Government</p>	<p>2005 AR: According to the ICFTU: (i) there are no offices to register trade unions and employers refuse to recognize unions on the ground that they are not registered. 2000-2002 ARs: According to the ICFTU: (i) there is a single trade union structure through the GFTU that is controlled by the ruling Ba'ath Party; (ii) there are no unions for public sector workers and workers in state enterprises; (iii) severe restrictions exist on the right to strike, including the threat of imprisonment.</p>	
		<p>2015-2016 ARs: According to the Government: Despite the new Parliament and Government, critical national security conditions, make it difficult to realise the PR in Iraq. 2014 AR: According to the Government: The political instability and the security situation make it difficult to move ahead with the ratification process and to realize freedom of association. The legal obstacles reported under the 2013 AR related to the Executive Law 71/1987 vis-à-vis the provisions of C.87 remain. Additionally, the Trade Union Organization law 52/1978 does not allow for the existence of more than one federation in the country or more than one union by sector of occupation. 2013 AR: According to the Government: There are legal obstacles related to the Executive Law 71/1987, which needs to be revised, in cooperation with ILO, to allow final ratification and implementation of C.87. 2012 AR: According to the Government: The political instability and the social and security situation make it difficult to exercise freedom of association. 2010 AR: The Government indicated that the current national security situation had made it difficult to promote and realize the PR in the country. 2009 AR: According to the Government: The existing Labour Code was against C.87 and the ILO's experts were assisting the Government in drafting a new Labour Code. Furthermore, the Government stated that there were not enough workers' education facilities in the country. 2008 AR: The Government indicated that a serious problem of insecurity still prevailed in the country, mainly due to terrorism. 2006 AR: According to the Government: The main difficulty encountered in realizing the PR in Iraq is related to the political and security situation.</p>	

<p>TECHNICAL COOPERATION</p>	<p>Request</p>	<p>2015-2016 ARs: According to the Government: There is a need for tripartite capacity building on ILS and the PR for government officials at national and international levels and for sharing experience with other countries.</p> <p>IFI requested ILO technical assistance in drafting new law for employers and strengthening the capacity of its board members on FPRW.</p> <p>2014 AR: According to the Government, the IFI and the GFIW: ILO technical cooperation is needed in the following areas: (i) sensitization on the content and implications of C.87 for the tripartite partners. The newly elected trade union leaders and employers’ representatives specifically wish to participate in training activities on the FPRW in the ILO/TURIN Centre; (ii) sensitization on the content and implications of C.87 for Parliamentarians; (iii) technical support in revision of the Executive Law 71/1987; (iv) strengthening social dialogue to allow for the tripartite partners to reach common ground and move ahead in the ratification process of C.87; and (v) greater support from the ILO to ensure that activities are undertaken inside Iraq and that the Iraq tripartite partners are invited to regional workshops and conferences.</p> <p>2013 AR: According to the Government and the IFI: ILO technical cooperation is mainly needed in three areas in order to allow finalization of the ratification process; (i) Technical support in revision of the Executive Law 71/1987; (ii) Sensitization on the content and implications of C.87 for Parliamentarians and the tripartite partners, and; (iii) Strengthening labour administration/inspection, employers’ and workers’ organizations and social dialogue in the country.</p> <p>2012 AR: According to the Government, the IFI and the GFIW: Policy advice, tripartite and leadership training activities should be developed in cooperation with the ILO to help the country better promote and realize freedom of association at national level, and speed up the ratification process for C.87. ILO’s support is requested for capacity building of labour administration/inspection and of employers’ and workers’ organizations, including specific training activities in the ILO/TURIN Centre and sharing experiences with other countries.</p> <p>2011 AR: According to the Government: Policy advice and tripartite training activities should be developed in cooperation with the ILO to help the country better promote and realize the PR at national level, and speed up the process for ratification of C.87.</p> <p>2010 AR: According to the Government: Policy advice and tripartite training activities should be developed in cooperation with the ILO to help the country better promote and realize the PR at national level.</p> <p>The IFI and the GFIW requested ILO’s technical assistance to strengthen the building capacity of the tripartite partners.</p> <p>2009 AR: According to the Government: The ILO’s cooperation is needed in the drafting of the labour laws and the setting up of the tripartite mechanism for social dialogue.</p> <p>The GFIW stated that the ILO’s support was needed in the provision of the training courses on the relevance of C.87.</p> <p>2008 AR: According to the Government: Technical assistance is needed for capacity building on freedom of association for workers’ and employers’ association and to the Ministry of Labour and Social Affairs. It added that ILO technical cooperation would increase the leadership quality of workers’ and employers’ representative on freedom of association and other international labour standards. Other needs were put forward by the Government, namely labour inspections and vocational trainings.</p>
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	<p>Offer</p>	<p>ILO, International Trade Union Confederation (ITUC), and British trade unions.</p>
<p>EXPERT-ADVISERS’ OBSERVATIONS/ RECOMMENDATIONS</p>		<p>2008 AR: The ILO Declaration Expert-Advisers (IDEAs) encouraged the Government of Iraq (and few other governments) to complete the legal review process to remove the obstacles to ratification of C.87. They also listed Iraq among the countries where some unions are subject to government’s interference or influence. In this regards they recalled the following: “the right to official recognition is an essential aspect of the right to organize as it allows employers’ and workers’ organizations to be in a position to play their roles efficiently. Furthermore, any government intervention in employers’ and workers’ organizations’ internal affairs (right to establish and join organizations of their own choosing, without distinction whatsoever and without previous authorization, right to draw up internal constitutions and rules, right to elect their representatives in full freedom, etc.) constitutes interference in the functioning of these organizations, which is a denial of the principle and right” (cf. paragraphs 32 and 36 of the 2007 AR Introduction – ILO: GB.301/3).</p> <p>2007 AR: The IDEAs listed Iraq among the countries that have been indicating their intention to ratify C.87 and C.98 for several years, with no indication that progress had been made (cf. paragraphs 73 and 74 of the 2003 Annual Review Introduction – ILO: GB.286/4) (cf. paragraph 33 of the 2007 AR Introduction – ILO: GB.298/3).</p>
<p>GOVERNING BODY OBSERVATIONS/ RECOMMENDATIONS</p>		<p>2015 AR: At its March 2014 Session, the Governing Body invited the Director-General to: (a) 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; and (b) take account of this goal in the Office’s resource mobilization initiatives.</p> <p>2013 AR: At its November 2012 Session, the Governing Body requested the Director-General to take full account of the ILO Plan of Action on Fundamental Principles and Rights at Work (2012-2016) and allocate the necessary resources for its implementation. This plan of action is anchored in the universal nature of the fundamental principles and rights at work (FPRW), their inseparable, interrelated and mutually reinforcing qualities and the reaffirmation of their particular importance, both as human rights and enabling conditions. It reflects an integrated approach, which addresses both the linkages among the categories of FPRW and between them, and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. In this regard, freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all these strategic objectives.</p> <p>2011 AR: At its March 2010 Session, the Governing Body decided that the recurrent item on the agenda of the 101st Session (2012) of the International Labour Conference should address the ILO strategic objective of promoting and realizing fundamental principles and rights.</p> <p>2009 AR: During its March 2009 Session, the Governing Body included the review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work on the agenda of the 99th Session (2010) of the International Labour Conference.</p>
<p>INTERNATIONAL LABOUR CONFERENCE RESOLUTION</p>		<p>2013 AR: In June 2012, following the recurrent item discussion on fundamental principles and rights at work, under the ILO declaration on Social Justice for a Fair Globalization, 2008 and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, the International Labour</p>

	<p>Conference adopted the Resolution concerning the recurrent discussion on fundamental principles and rights at work. This resolution includes a framework for action for the effective and universal respect, promotion and realization of the FPRW for the period 2012-16. It calls for the Director- General to prepare a plan of action incorporating the priorities laid out in this framework for action for the consideration of the Governing Body at its 316th Session in November 2012.</p> <p>2011 AR: Following a tripartite debate at the Committee on the 1998 Declaration, the 99th Session (2010) of the International Labour Conference adopted a Resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work on 15 June 2010. The text appended to this Resolution supersedes the Annex to the ILO Declaration on Fundamental Principles and Rights at Work, and is entitled “Annex to the 1998 Declaration (Revised)”. In particular, the Resolution “[notes] the progress achieved by Members in respecting, promoting and realizing fundamental principles and rights at work and the need to support this progress by maintaining a follow-up procedure. For further information, see pages 3-5 of the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf.</p>
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