

SAUDI ARABIA (2000-2017)¹

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

REPORTING	Fulfilment of Government's reporting obligations	YES , except for the 2003 Annual Review (AR). No change reports under the 2009 and 2010 ARs.
	Involvement of Employers' and Workers' organizations in the reporting process	YES , according to the Government: Involvement of the Employer representative of the Council of Saudi Chambers of Commerce and Industry (SCCI), Jeddah Chamber of Commerce and Industry (JCCI), the Chairman of the Aramco Workers' Committee (AWC) and the Chairman of the Saudi Telecom Workers' Committee (STWC) through communication of Government's reports. In 2010-2011 the STWC was replaced by the National Workers' Committee (NWC). There are 26 Committees under the NWC, organized by company level. The NWC aims for its future structure to be organized by sector. The Constituent Committee of the Union of Workers' Committees (CCUWC) provided opinion in 2015.
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	<p>2015 AR: Observations by the SCCI.</p> <p>2014 AR: Observations by the SCCI.</p> <p>2013 AR: Observations by the JCCI.</p> <p>2012 AR: Observations by the JCCI.</p> <p>2010 AR: Observations by the SCCI.</p> <p>2008 AR: Observations by the SCCI.</p> <p>2007 AR: Observations by the SCCI.</p>
	Workers' organizations	<p>2015 AR: Observations by the CCUWC</p> <p>2014 AR: Observations by the NWC.</p> <p>2014 AR: Observations by the NWC.</p> <p>2013 AR: Observations by the NWC.</p> <p>2012 AR: Observations by the NWC.</p> <p>2009 AR: Observations by the International Trade Union Confederation (ITUC).</p> <p>2008 AR: Observations by the STWC.</p> <p>2007 AR: Observations by the AWC. Observations by the STWC.</p> <p>2006 AR: Observations by the AWC. Observations by the STWC. Observations by the International Confederation of Free Trade Unions (ICFTU).</p> <p>2005 AR: Observations by the ICFTU.</p> <p>2004 AR: Observations by the ICFTU.</p> <p>2003 AR: Observations by the ICFTU.</p> <p>2002 AR: Observations by the ICFTU.</p> <p>2001 AR: Observations by the ICFTU.</p> <p>2000 AR: Observations by the ICFTU.</p>

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>EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT</p>	<p>Ratification</p>	<p>Ratification status</p>	<p>Saudi Arabia has ratified neither the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (C.87) nor the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) (C.98).</p>
		<p>Ratification intention</p>	<p>NO intention to ratify for both C.87 and 98 (since 2007).</p> <p>2015 – 2017 AR: The Government reiterated that there is no current intention to ratify conventions C.87 and C.98.</p> <p>NWC reiterated its support for the ratification of C.87 and C.98.</p> <p>2014 AR: The Government indicated that its position in the ratification process had not changed, but that tripartite discussions concerning C.87 and C.98 had taken place.</p> <p>The SCCI indicated that the ratification of C.87 and C.98 had been under tripartite discussion.</p> <p>The NWC reiterated its support for the ratification of C.87 and C.98.</p> <p>2013 AR: The Government reported that it had currently no intention to ratify C.87 and C.98.</p> <p>According to the JCCI: As under the 2012 AR, the JCCI supports the ratification of C.87 and C.98. However, the modernization of the different institutions in the country will require some time for the realization and implementation of the PR in the country.</p> <p>The NWC reiterated its support for the ratification of C.87 and C.98 and indicated that no progress had been made concerning the ratification processes over the last year.</p> <p>2012 AR: The Government indicated that it had no intention to ratify C.87 and C.98.</p> <p>The JCCI expressed support for progressive ratification of C.87 and C.98.</p> <p>The NWC expressed strong support for the ratification of C.87 and C.98 and emphasized that it is their main priority and ambition to succeed with ratification of the two conventions.</p> <p>2011 AR: The Government expressed that it had no intention to ratify now C87 and C.98.</p> <p>2008 AR: The Government indicated that is had no intention at this time to ratify C.87 and C.98.</p> <p>The SCCI and the STWU expressed their support for the ratification of C.87 and C.98.</p> <p>2000 AR: The Government stated that it was examining the possibility to ratify the remaining fundamental Conventions.</p>
	<p>Recognition of the principle and right (prospect(s), means of action, main legal provisions)</p>	<p>Constitution</p>	<p>YES, according to the Government: The Constitution of the Kingdom of Saudi Arabia, represented by the Sharia (Islamic rules), pursues the same objectives as those of freedom of association and collective bargaining.</p>
		<p>Policy, legislation and/or regulations</p>	<ul style="list-style-type: none"> Legislation: The Labour laws relate to the principle and right (PR).

			<p>2012 AR: According to the Government and the NWC: Amendments of the labour laws are under way.</p> <ul style="list-style-type: none"> • Regulations: Decree No. 12 dated 2 April 2001 approving rules for the establishment of labour committees at the enterprise level relate to the PR. <p>2013 AR: The JCCI indicated that following tripartite consultations, the Government had put in place many new regulations to better realize and implement the PR in the country.</p>	
		Basic legal provisions	(i) Constitution of the Kingdom of Saudi Arabia (Islamic Sharia); (ii) Labour laws and (iii) Decree No. 12 dated 2 April 2001 approving rules for the establishment of labour committees at the enterprise level.	
		Judicial decisions	NIL.	
Exercise of the principle and right	At national level (enterprise, sector/ industry, national)	For Employers	NIL.	
		For Workers	NIL.	
		Special attention to particular situations	NIL	
		Information/ Data collection and dissemination	NIL.	
		At international level	NIL.	
Monitoring, enforcement and sanctions mechanisms		<p>2004 AR: According to the Government: Decree No. 12 dated 2 April 2001 opens the possibility of establishing one labour committee in each enterprise, consisting of Saudi workers employed in the enterprise.</p> <p>2001 AR: According to the Government: The <i>Shura</i> Council (the Consultative Council) had recently approved a proposal on a mechanism for workers’ organizations, which suits the conditions and particularities of the Kingdom of Saudi Arabia.</p> <p>2000 AR: According to the Government: In the case of a conflict between an employer and a worker on a specific subject, the Labour Inspector plays the role of an intermediary providing advice and guidance and trying to bring about an amicable settlement of the dispute. The settlement is therefore consolidated and the Labour Inspector supervises its application.</p>		
	Involvement of the social partners	<p>2015 AR: JCCI indicated that tripartite meetings on general matters take place every 3 months but they carry out additional meeting with the government and their members on C.87 and C.98.</p> <p>NWC mentioned its participation in tripartite consultations.</p> <p>2014 AR: According to the Government: The social partners are involved in continuous discussions concerning the PR.</p> <p>The SCCI indicated that discussions concerning C.87 and C.98 had taken place between the tripartite partners in collaboration with ILO.</p> <p>The NWC indicated its participation in tripartite consultations on C.87 and C.98.</p> <p>2013 AR: According to the NWC: The NWC needs to gain the trust from the Government and the employers’ organizations so as to be regarded as</p>		

		<p>a legitimate partner in a tripartite and social dialogue context that can benefit workers, the economy and the country as a whole.</p> <p>2012 AR: According to the Government: The Government now considers social dialogue as a priority, and social partners are involved in the discussion on social issues.</p> <p>According to the JCCI: A social dialogue meeting was held at the ILC on June 13, 2011 between tripartite partners and ILO.</p> <p>According to the NWC: Amendments of the labour laws are on the way. Both the employers' and workers' representatives have given their inputs in the amendment process. According to the NWC, this was the first time that social dialogue was practiced in the country. In the view of the NWC this serves as proof that there is political will from the Government's side, and that the employers are open to dialogue and collaboration. The Government and employers' representatives have recognized the NWC, and the NWC aims to become an equal partner within the system of tripartism in a near future.</p> <p>2004 AR: According to the Government: Information meetings were held to familiarize workers and employers with the fundamental principles and rights at work, and the role of the workers' committees in enterprises in this regard.</p>
	<p>Promotional activities</p>	<p>2014 AR: The Government indicated that an officer of the Ministry of Labour had participated in the ILO/TURIN Pre-Conference Course on International Labour Standards held in May-June 2013 where issues concerning the PR were addressed.</p> <p>NWC indicated that it had carried out capacity building activities for workers and their representatives.</p> <p>2013 AR: According to the NWC: Aside from continuing the long-term activities reported under the 2012 AR, the NWC is focusing on improving the credibility in their role as workers' representatives, aiming at establishing the NWC as a legitimate actor within the tripartism and being recognized by the general public as having a central role on the labour market.</p> <p>2012 AR: According to the NWC: The NWC has recently initiated capacity building activities for workers, supported by the ILO. As the trade union movement in the country is very young, the workers and their leaders do not have sufficient knowledge about workers' rights and trade union activities. The NWC has ambitious goals in terms of improving employment conditions and creating decent work opportunities. The current priority for the NWC is to build a strong foundation and create favourable conditions for the new trade union movement that is developing in the country.</p> <p>2010 AR: According to the SCCI: The following measures have been implemented or are envisaged to promote the PR: (i) awareness raising campaign to inform the workers on the PR; (ii) creation of a special department for migrant workers; (iii) debates between the stakeholders on the implementation of the PR.</p> <p>2007 AR: According to the Government: Some activities were organized to promote the ILO Declaration and the development of workers' committees all over the country. Moreover, the Government took part in workshops on small and medium enterprises (SMEs) held in Oman in 2006.</p> <p>The Government, the SCCI and the AWC mentioned their participation in the ILO/Gulf Cooperation Council (GCC) on the Declaration Follow-up organized in Kuwait City in April 2006.</p> <p>According to AWC: Some progress has been made in the establishment of workers' committees in Saudi Arabia.</p> <p>According to STWC: The number of workers' committees has slightly increased, but the STWC is working on the establishment of additional ones.</p>

		<p>2004-2005 ARs: According to the Government: Several information meetings on the role of workers' committees in enterprises were held in different regions, and the convening of a seminar on social dialogue is being discussed with the ILO.</p>	
	<p>Special initiatives/Progress</p>	<p>2017 AR: According to the Government: The establishment of the Workers committees in enterprises has been recognized as an official voice to address their rights and needs. National Social dialogue is frequent and continuous and official outcomes are considered from the different parties in addition to the usual official consultations that are carried out in various occasions.</p> <p>2013 AR: According to the JCCI: Social dialogue and collective bargaining have been considerably improved in Saudi Arabia since the establishment of the first National Workers' Committee. Another successful initiative is the establishment of a National Dialogue Centre where citizens are invited to express their ideas to the Government on various subjects including the PR. Following tripartite consultations, the Government has put in place many new regulations to better realize and implement the PR in the country.</p> <p>2012 AR: According to the Government: The Government believes in social dialogue, which it considers as a priority and is organised in the country with the full involvement of the employers' and workers' organizations.</p> <p>According to the JCCI: At the initiative of the new Minister of Labour, the first national Labour Committee was created. Following the social dialogue meeting held at the ILC, the South African model for social dialogue will be adopted. The Government together with Employers and workers will be making gradual transition by involving in national dialogue with NGOs, academia, experts and/or religious groups. At the initiative of the Government, enterprises with over 100 employees have a Labour Committee which all together form a National Committee with a mandatory quota for women.</p> <p>According to the NWC: There has recently been a tremendous change in the Government's position in terms of labour relations and the approach to organizations representing the interests of workers. The Government now supports the creation of trade unions as equal partners in the labour relations. Thus, the situation of Saudi Arabia is unique as a trade union movement is about to be created, expressing great optimism about the future of the trade union movement in Saudi Arabia.</p> <p>2006 AR: The Government indicated that it is closely monitoring the creation of labour committees in enterprises. Recently, a number of committees were established in several enterprises and a number of other enterprises are setting up new labour committees.</p> <p>According to the ICFTU: Four workers' committees were established in 2004. A draft Bill revising the Labour Law was sent to the Council of Ministers for adoption in September 2004; it would also cover domestic workers.</p> <p>2005 AR: According to the Government: The setting up of several workers' committees in a number of establishments, and two committees chairpersons have participated for the first time in the 92nd Session of the International Labour Conference held in June 2004. The Government expects to establish more committees in the future.</p>	
<p>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</p>	<p>According to the social partners</p>	<p>Employers' organizations</p>	<p>2013 AR: According to the JCCI: The main difficulties in the realization of the PR in the country are the lack of responsible government institutions and conservative values contradicting the PR.</p>

		<p>Workers' organizations</p>	<p>2014 AR: According to the NWC: The main challenges are the lack of capacity of workers' organizations and lack of awareness on the PR among workers.</p> <p>2013 AR: According to the NWC: The Government has been so far supportive in the creation of the National Workers' Committee, and the employers' organizations do not seem to oppose to the activities undertaken by the NWC. Due to the early stage of its organization, NWC capacity and the knowledge among the workers' representatives need to be built up before putting pressure on the Government to ratify C.87 and C.98.</p> <p>2012 AR: According to the NWC: The most urging matter is to create the right conditions in the country so as to make it realistic to start implementation once the conventions have been ratified. Secondly, the Government cannot ratify until an organization of workers and their representatives has been established, in line with international standards. Due to lack of organization, workers and their representatives are not an equal partner in the labour relations. The NWC has recently been created and is at a very early stage in its organization and operations.</p> <p>2009 AR: The ITUC reiterated the observations it made under the 2008 AR concerning Saudi Arabia, in particular as regards: (i) the absence of trade union rights – the new Labour Code does not grant the right to organize, bargain collective or strikes; (ii) restrictions to form a workers' committee (a minimum number of 100 members) the activities of which are heavily circumscribed (they can only make recommendations on improving working conditions, health and safety standards, and increasing productivity); (iii) the scope of collective associations (taxi drivers, computer experts, economists and engineers) is very limited; (iv) a proposal to set up a workers' rights panel was rejected; and (v) despite the ban on strikes, there have been occasional work stoppages in recent years usually to protest against non-payment of wages.</p> <p>2007-2008 ARs: The ICFTU and the ITUC raised the following additional challenges: The 2005 labour law still does not give workers the right to organise, bargain or strike, the law still only allows for workers' committees. Moreover, the revised Labour Code, which entered into force in April 2006, does not grant workers the right to bargain collectively. It was furthermore drafted without any input from workers' representatives. Wages are fixed by employers, based on the nature of work and the nationality of the worker. Therefore, Saudi and western workers are paid at least 30 to 50 per cent more than other foreign workers.</p> <p>2006 AR: Observations by the Aramco Workers' Committee (AWC): (i) the establishment of workers' committees is supported by the Government, but some enterprises are very slow in establishing these committees; (ii) there is also a need to share experience on the development of freedom of association (FOA) and other fundamental principles and rights at work (FPRW) with unions of other countries.</p> <ul style="list-style-type: none"> - Observations by the Saudi Telecom Workers' Committee (STWC): (i) there is a need to speed up the process of establishment of workers' committees in enterprises where they do not exist;

		<p>(ii) there is also a need to educate these committees on FOA issues and other FPRW and the STWC is supporting this process.</p> <ul style="list-style-type: none"> - The ICFTU raised the following additional challenges: (i) in spite of positive developments, such as the creation of workers’ committees, trade unions and strikes are banned. <p>2005-2006 ARs: Observations by the ICFTU: (i) only one committee can be formed in each qualifying enterprise and it must have between three and nine members; (ii) only Saudi workers may be members of a workers’ committee, and these workers must be older than 25 years and have worked for more than two years at the same enterprise; (iii) the main tasks of these committees are limited; (iv) the law allows the administrative dissolution of workers’ committees.</p> <p>2000-2002 ARs: The ICFTU raised the following challenges: (i) trade unions and strikes are banned by royal decree; (ii) collective bargaining is forbidden; (iii) anyone trying to form a union can be sacked, jailed, or in the case of migrant workers, expelled from the country; (iv) there are no mechanisms to promote the aims set out in the Sharia.</p>
	<p>According to the Government</p>	<p>2017 AR: According to the Government, the main obstacles to ratification of the conventions include the following: a) Social values, cultural traditions; b) Social and economic circumstances; and c) national laws whose provisions are not in line with the provisions of the Conventions. The Government, however, undertakes continuous efforts to better align national laws with international standards.</p> <p>2012 AR: According the Government: In response to the NWC’s comments, the Government wishes to emphasize that Workers’ Committees now are considered as trade unions and enjoy similar competences and authorities. They are consulted on a regular basis on all matters concerning workers’ professional interests and their opinions are taken into consideration in all social issues. Moreover, Workers’ Committees and employers’ organizations are treated on equal footing.</p> <p>2009 AR: In response to the ITUC’s observations, the Government noted the following: (i) ITUC’s observations are repeated ones, and the Government had previously submitted its view on them; and (ii) the Government is making firm steps to set up a general national committee for workers’ committees. It does not want to jump these steps in order to have the work organized and to realize the required targets in accordance with international labour standards.</p> <p>2008 AR: In response to the ITUC’s observations, the Government indicated the following: The Government was taking steady steps so that the workers’ committees can fully play their role. The Ministry of Labour has already established a working group to visit a number of large cities in the Kingdom in order to make these committees known and sensitize workers on the importance and the need for total independence of these committees. It also held a number of meetings with several workers for this purpose. Procedures for the establishment of a national workers’ committee are thus taking place in a steady and regular way with a view to reaching the committee’s goals. Moreover, a number of professional groups and bodies fulfil the role of those committees and contribute to that process, such as the: (i) Saudi Economics Association; (ii) Saudi Journalists Association; (iii) Saudi Society of Certified Accountants; (iv) Saudi Commission for Health Specializations; and (v) Saudi Engineers Organization. Furthermore, no one can be dismissed, imprisoned or deported without a rightful reason. The workers’ committees are simply a first step towards the creation of workers’ organizations. Finally, migrant</p>

		<p>workers have the right to elect the members of the workers’ committees and to submit any suggestion, point of view or complaint to the committee members. Section 11 of the Rules for the Creation of the Workers’ Committees gives the Minister the right to dissolve a workers’ committee only when it commits a serious violation to the provisions of these rules or offends the public security of the country, on condition that a decision in this respect is issued by the Supreme Authority for the Settlement of Labour Conflicts, as provided for in the labour regulations. Finally, it indicated that the Labour Code does not provide for any distinction on the basis of gender, religion, race or nationality. The wages in the private sector are determined according to the supply and demand rule and to the worker’s competencies, capacities and experience. The wage is furthermore fixed on agreement between the worker and the employer before the arrival of the foreign worker in the Kingdom. As regards domestic workers, their conditions in the country lacked accuracy since section 7 of the Labour Code provides that the Ministry shall set, in coordination with the competent bodies, regulations concerning domestic workers and the likes to determine the relationship with their employers and the rights and obligations of both parties. In this regard, draft statutory regulations concerning domestic workers were submitted to the competent bodies for adoption. A copy of these regulations will be sent to the ILO upon their promulgation.</p>
		<p>2006 AR: In response to the observations by the AWC and the STWC, the Government made the following comments: (i) The Government has requested the organization of a regional seminar on Social Dialogue and the Role of Workers’ Committees in Enterprises; (ii) there is a need to promote Workers’ Committees; (iii) the Ministry of Labour has set up a working group to visit a number of large cities in the Kingdom in order to make these committees known and sensitize workers on the importance and the need for total independence of these committees; 13 enterprises Workers’ Committees have been established in 2005, and a further 7 are in the process of formation.</p> <p>In response to the ICFTU’s observations, the Government observed that: (i) the rules governing the creation of Workers’ Committees provide that a Minister may only dissolve a Committee if it commits a serious violation of the rules or undermines national security; (ii) the new Labour Code provides that the Ministry shall establish special rules for domestic workers; (iii) several bodies and professional associations have been set up such as the Journalist Association’s Council or the Saudi Engineer’s Council; (iv) the Ministry of Labour is monitoring these cases of work suspension due to protests over wage increase.</p> <p>2005 AR: In response to the ICFTU’s observations, the Government observed that: (i) four committees have been constituted to date; another four committees are being formed and the establishment of other committees is also expected.</p> <p>2000-2001 ARs: In response to ICFTU’s observations, the Government made the following comments: (i) there is no applicable Royal Decree that prohibits the establishment of trade unions; (ii) the Islamic Sharia (the Constitution of the Kingdom) guarantees the achievement of objectives that go beyond those pursued by trade unions.</p>
<p>TECHNICAL COOPERATION</p>	<p>Request</p>	<p>2017 AR: The Government stated that it is keen on cooperating with the ILO in all relevant aspects.</p> <p>2015 AR: NWC reiterated the request it made under the previous review.</p> <p>2014 AR: According to the Government: The Government is in the process of developing a system for data collection of labour market statistics, including wage statistics which would be essential in collective bargaining practices. ILO expertise and technical cooperation would be needed in this regard. Technical assistance would also be needed to strengthen labour inspection.</p>

		<p>According to the NWC: ILO technical cooperation is needed to: (i) raise public awareness on the FPRW and sensitize workers about their rights; and (ii) support the NWC in its construction of a trade union movement, both in general terms and more specifically by conducting capacity building workshops.</p> <p>2013 AR: The JCCI indicated that ILO technical cooperation is needed to: (i) strengthen the capacity of stakeholders; (ii) strengthen social dialogue; and (iii) training for tripartite partners.</p> <p>The NWC restated the requests made under the 2012 AR, and emphasized a particular need for sensitization on the PR to build the capacity of the workers’ organizations and the importance of sharing lessons and learning from other countries’ experiences. The NWC also underlined the crucial need for public awareness raising in order to improve the status and credibility of workers’ organizations in the society.</p> <p>2012 AR: According to the Government and the JCCI: ILO technical cooperation is needed to strengthen social dialogue. The NWC requested the ILO: (i) to provide technical support in creating social dialogue in the country; (ii) to support the NWC in its construction of a trade union movement, both in general terms and more specifically by conducting capacity building workshops; (iii) to support the NWC in their advocacy towards the Government; and (iv) to support a general awareness raising campaign in the country to sensitize workers about their rights. The NWC also wished to learn from experiences in other countries, in order to avoid mistakes and to move forward in a successful manner. The NWC emphasized that it is key for them to gain the right knowledge and move in the right direction as these early formative moments will set the conditions under which the trade union movement will operate.</p> <p>2008 AR: The Government and the SCCI reiterated the same request mentioned in the 2007 AR.</p> <p>The STWC reiterated the same requests mentioned in the 2007 AR.</p> <p>2007 AR: The Government, the SCCI and the AWC mentioned the need for ILO technical cooperation to promote the Declaration principles and rights in the country.</p> <p>According to the STWC: There is a need for workers’ education to increase awareness among workers and the importance of workers’ organizations and their role in improving working conditions. This step is fundamental to develop freedom of association and collective bargaining in Saudi Arabia and ILO should provide adequate training in this respect.</p> <p>ILO should also train the Government and employers’ organizations so that they know how to deal with workers’ organizations. This will at the same time decrease resistance to change and give to the Government and employers’ organizations more acceptance to deal with workers and their organizations. All this process will help develop the capacity building of workers’ organizations and their ability to be part of an initial collective bargaining and tripartite process.</p> <p>The AWC supported this view.</p>
	Offer	ILO and GCC.
EXPERT-ADVISERS’ OBSERVATIONS/ RECOMMENDATIONS	<p>2008 AR: The ILO Declaration Expert-Advisers (IDEAs) observed that the Annual Review had made it possible to highlight and follow up country situations that required greater attention, and that some countries, such as the Gulf States (as well as China and new member States, in particular in the South Pacific), had made important efforts during this process. However, according to them, more needed to be done. The IDEAs were also concerned that the Government of Saudi Arabia (and three other governments) had indicated the current impossibility to ratify C.87 and C.98 without further justification (cf. paragraphs 12 and 29 of the 2008 Annual Review Introduction – ILO: GB.301/3).</p> <p>2007 AR: The IDEAs listed Saudi Arabia among the countries that have been indicating their intention to ratify C.87 and C.98 for several years, with no indication that progress has been made (paragraph 33 of the 2007 AR Introduction).The IDEAs also noted with interest that some progress had been achieved in the Gulf States regarding the right of workers and employers to organize freely and voluntarily,</p>	

	<p>without being subjected to control by their governments (cf. paragraph 36 of the 2007 AR Introduction – ILO GB.298/3).</p> <p>2006 AR: The IDEAs observed the following: “It is important to note that the majority of workers in some Gulf States are migrant workers. Therefore, while we note that certain measures have been reported relating to this principle [...] we stress that the principle should be given full effect as regards all the workers present in these countries, including migrant workers, if these countries are to progress meaningfully in this area” (cf. paragraph 45 of the 2006 Annual Review Introduction – ILO GB.295/5).</p> <p>2005 AR: The IDEAs noted with interest the continuing efforts made by the countries of the Gulf Cooperation Council (paragraph 148 of the 2005 Annual Review Introduction). Furthermore, they listed Saudi Arabia among the countries where progress was being made under the Annual Review in the promotion of freedom of association and the effective recognition of the right to collective bargaining (cf. paragraph 12 of the 2005 Annual Review Introduction – ILO GB.292/4).</p> <p>2004 AR: The IDEAs mentioned that they were encouraged by the continuing steps taken by countries of the GCC in relation to this principle and right, but noted that there was a long way to go and much to do. Moreover they observed that the Gulf Cooperation Council States were providing more information on the principle of freedom of association and the effective recognition of the right to collective bargaining, but they considered that it would be useful to receive more information on the other three principles. This would help to illustrate the link among all four principles (cf. paragraph 85 of the 2004 Annual Review Introduction – ILO GB.289/4).</p> <p>2003 AR: The IDEAs commended Saudi Arabia for its continuing dialogue with the Office (cf. paragraph 4 of the 2003 Annual Review Introduction – ILO GB.286/4).</p> <p>2002 AR: The IDEAs acknowledged the high-level dialogue and agreement on a plan of activities between the Office and the Government (cf. paragraph 82 of the 2002 Annual Review Introduction – ILO GB.283/3/1).</p> <p>2001 AR: The IDEAs hoped in particular that the Government of Saudi Arabia would continue a dialogue with the Office regarding the ways in which the principle and right could be achieved (paragraph 77 of the 2001 Annual Review Introduction). They also recommended to the Governing Body that further information be requested from the Government of Saudi Arabia in relation to efforts made to promote the principle and right (cf. paragraph 30 (b) (ii) of the 2001 Annual Review Introduction – ILO GB.280/3/1).</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 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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