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**FOR DEBATE AND GUIDANCE**

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## THIRD ITEM ON THE AGENDA

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

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## I. Introduction

1. From 2000 to 2008, the compilation of annual reports was accompanied by an introduction by a group of Independent Declaration Expert-Advisers. The mandate of this group expired in 2008, and this year's compilation is presented by the Office.
2. Since 2005, the information from the annual reports has been presented in the tabular form of country baselines.
3. The objective of this summary note is to present the content of the 1998 Declaration Annual Review 2009, with a view to allowing the Governing Body to have an overview of how fundamental principles and rights at work are being promoted and realized in each of the cases of non-ratification.
4. For further information concerning the specific situation of each reporting State under the Declaration Annual Review (2000–09), please visit its web page <sup>1</sup> where information regarding ratification, changes, progress and new initiatives, and challenges, is available.

## II. Highlights of the Annual Review 2009

### 1. Reporting States

**Table 1. List of the 53 reporting States under the 1998 Declaration Annual Review 2009, by category of principle and right**

Countries	Freedom of association/ collective bargaining (FACB)	Forced labour (FL)	Child labour (CL)	Discrimination in employment and occupation (DISC)
Afghanistan	C.87 and 98	C.29	C.138 and 182	
Australia			C.138	
Bahrain	C.87 and 98		C.138	C.100
Bangladesh			C.138	
Brazil	C.87			
Brunei Darussalam	C.87 and 98	C.29 and 105	C.138	C.100 and 111
Canada	C.98	C.29	C.138	
Cape Verde			C.138	
China	C.87 and 98	C.29 and 105		
Cuba			C.182	
Eritrea			C.182	
Gabon			C.138	
Ghana			C.138	
Guinea-Bissau	C.87		C.138	
Haiti			C.138	
India	C.87 and 98		C.138 and 182	
Iran, Islamic Rep. of	C.87 and 98		C.138	
Iraq	C.87			

<sup>1</sup> <http://ilo.org/declaration/Follow-up/Annualreview/Countrybaselines/lang--en/index.htm>.

Countries	Freedom of association/ collective bargaining (FACB)	Forced labour (FL)	Child labour (CL)	Discrimination in employment and occupation (DISC)
Japan		C.105		C.111
Jordan	C.87			
Kenya	C.87			
Kiribati			C.138 and 182	C.100 and 111
Korea, Rep. of	C.87 and 98	C.29 and 105		
Kuwait				C.100
Lao People's Dem. Rep.		C.105		
Lebanon	C.87			
Liberia			C.138	C.100
Malaysia	C.87	C.105		C.111
Marshall Islands (new member State)	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 and 182	C.100 and 111
Namibia				C.100
Nepal	C.87			
New Zealand	C.87		C.138	
Oman	C.87 and 98			C.100 and 111
Qatar	C.87 and 98			C.100
Saint Lucia			C.138	
Saudi Arabia	C.87 and 98		C.138	
Sierra Leone			C.138 and 182	
Singapore	C.87	C.105		C.111
Solomon Islands	C.87 and 98	C.105	C.138 and 182	C.100 and 111
Somalia	C.87 and 98		C.138 and 182	C.100
Sudan	C.87			
Suriname			C.138	C.100 and 111
Thailand	C.87 and 98			C.111
Timor-Leste	C.87 and 98	C.29 and 105	C.138 and 182	C.100 and 111
Turkmenistan			C.138 and 182	
United Arab Emirates	C.87 and 98			
United States	C.87 and 98	C.29	C.138	C.100 and 111
Uzbekistan	C.87		C.138	
Vanuatu			C.138	
Viet Nam	C.87 and 98	C.105		

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.

## 2. Reporting rates

Table 2. Reports due and received by category of principle and right: 2000–09

Principle and right	Number due and per cent received																			
	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Freedom of association/ collective bargaining	52	67	47	70	42	83	38	71	37	73	39	87	38	97	33	94	35	100	34	97
Forced labour	41	51	36	53	28	61	27	52	23	65	23	83	19	100	15	88	15	100	14	93
Child labour	92	51	72	68	102	56	72	56	56	54	50	86	41	93	28	85	32	97	28	88
Discrimination	43	56	38	74	31	68	26	58	22	68	23	83	21	100	17	89	20	100	17	89
<b>Total</b>	<b>228</b>	<b>56</b>	<b>193</b>	<b>67</b>	<b>203</b>	<b>63</b>	<b>163</b>	<b>59</b>	<b>138</b>	<b>63</b>	<b>135</b>	<b>85</b>	<b>119</b>	<b>97</b>	<b>93</b>	<b>89</b>	<b>102</b>	<b>99</b>	<b>93</b>	<b>92</b>

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.

## ***Fulfilment of reporting obligations by category of principle and right***

### **Box 1**

#### **Governments that fulfilled their reporting obligations under the 1998 Declaration follow-up for the 2009 Annual Review by category of principle and right**

Freedom of association and the effective recognition of the right to collective bargaining (34 countries): **Afghanistan, Bahrain, Brazil, Brunei Darussalam, Canada, China, Guinea-Bissau, India, Islamic Republic of Iran, Iraq, Jordan, Kenya, Republic of Korea, Lao People's Democratic Republic, Lebanon, Malaysia, Mexico, Morocco, Myanmar, Nepal, New Zealand, Oman, Qatar, Saudi Arabia, Singapore, Solomon Islands, Somalia, Sudan, Thailand, Timor-Leste, United Arab Emirates, United States, Uzbekistan and Viet Nam.**

Elimination of all forms of forced or compulsory labour (14 countries): **Afghanistan, Brunei Darussalam, Canada, China, Japan, Republic of Korea, Lao People's Democratic Republic, Malaysia, Myanmar, Singapore, Solomon Islands, Timor-Leste, United States and Viet Nam.**

Effective abolition of child labour (28 countries): **Afghanistan, Australia, Bahrain, Bangladesh, Brunei Darussalam, Canada, Cape Verde, Cuba, Eritrea, Gabon, Ghana, Guinea-Bissau, Haiti, India, Islamic Republic of Iran, Kiribati, Liberia, Mexico, Myanmar, New Zealand, Saudi Arabia, Solomon Islands, Somalia, Suriname, Timor-Leste, United States, Vanuatu and Uzbekistan.**

Elimination of discrimination in respect of employment and occupation (17 countries): **Bahrain, Brunei Darussalam, Japan, Kiribati, Liberia, Malaysia, Myanmar, Namibia, Oman, Qatar, Singapore, Solomon Islands, Somalia, Suriname, Thailand, Timor-Leste and United States.**

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.

### **Box 2**

#### **Governments that did not meet their reporting obligations under the 1998 Declaration follow-up for the 2009 Annual Review by category of principle and right**

Freedom of association and the effective recognition of the right to collective bargaining (1 country): **Marshall Islands.**

Elimination of all forms of forced or compulsory labour (1 country): **Marshall Islands.**

Effective abolition of child labour (4 countries): **Marshall Islands, Saint Lucia, Sierra Leone and Turkmenistan.**

Elimination of discrimination in respect of employment and occupation (2 countries): **Kuwait and Marshall Islands.**

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review, 2009.

## **3. Government reports indicating no change**

5. The following governments sent “no change” reports in relation to their previous reports: Bahrain (FACB, CL and DISC); India (FACB); Qatar (FACB and DISC), Saudi Arabia (FACB and CL).

#### 4. Observations by employers' and workers' organizations

**Table 3. Observations by employers' and workers' organizations under the 1998 Declaration Annual Review 2009 by category of principle and right\* and by country**

Countries	Observations by national employers' organizations	Observations by national workers' organizations	Observation by the International Organisation of Employers (IOE) **	Observations by the International Trade Union Confederation (ITUC)
<b>Afghanistan</b>	Chamber of Commerce of Kabul – CCK (FACB, FL, CL)	National Union of Afghanistan Employees – NUAEE (FACB, FL, CL); All Afghanistan Federation of Trade Unions – AAFTU (FACB)		
<b>Bahrain</b>		General Federation of Bahrain Trade Unions – GFBTU (FACB, CL, DISC)		X
<b>Bangladesh</b>	Bangladesh Employers Federation – BEF (CL)	Bangladesh Workers' Federation – BWF (CL); Bangladesh Garments and Textile and Leather Workers' Federation – BGTWLF (CL)		
<b>Brazil</b>		Single Central Organization of Workers – CUT (FACB)		X
<b>Brunei Darussalam</b>				X
<b>Cape Verde</b>	<i>Association commerciale industrielle et agricole de Barlavento</i> – ACIAB (CL)	<i>Union nationale des travailleurs capverdiens</i> – Centrale syndicale – UNTC-CS (CL).		
<b>China</b>	China Enterprise Confederation – CEC (FACB, FL)	All China Federation of Trade Unions – ACFTU (FACB, FL)		X
<b>Cuba</b>	<i>Organización de Empleadores Cubanos</i> – OEC (CL)	<i>Central de Trabajadores de Cuba</i> – CTC (CL)		
<b>Eritrea</b>	Eritrea Federation of Employers – EFE (CL)	National Confederation of Eritrean Workers – NCEW (CL)		
<b>Gabon</b>	<i>Confédération patronale gabonaise</i> – CPG (CL)	<i>Confédération gabonaise des syndicats libres</i> – CGSL (CL); <i>Union des syndicats de l'administration publique, parapublique et privée</i> – USAP (CL)		
<b>Ghana</b>	Ghana Employers' Association – GEA (CL)	Ghana Trade Union Congress – GTUC (CL)		
<b>Guinea-Bissau</b>				X
<b>Haiti</b>		<i>Confédération des travailleurs haïtiens</i> – CTH (CL); <i>Mouvement des travailleurs haïtiens</i> – MTH (CL)		

Countries	Observations by national employers' organizations	Observations by national workers' organizations	Observation by the International Organisation of Employers (IOE) **	Observations by the International Trade Union Confederation (ITUC)
India	All India Association of Industries – AIAI (FACB, CL); the PHD Chambers of Commerce and Industries – PHDCCI (FACB, CL)	Indian National Trade Union Congress – INTUC (FACB, CL)		X
Iran, Islamic Rep. of	Confederation of Iranian Employers – CIE (FACB, CL)	Iran Confederation of Islamic Labour Conference – ICILC (FACB, CL)		X
Iraq		General Federation of Iraqi Workers – GFIW (FACB)		X
Japan		Japanese Trade Union Confederation – JTUC-RENGO (FL, DISC)		
Jordan		General Federation of Jordanian Trade Unions – GFJTU (FACB)		X
Kenya		Central Organisation of Trade Unions – COTU-KENYA (FACB)		X
Kiribati	Kiribati Chamber of Commerce – KCC (CL, DISC)	Kiribati Trade Union Congress – KTUC (CL, DISC)		
Korea, Rep. of	Korea Employers' Federation – KEF (FACB)			X
Kuwait				
Lao People's Dem. Rep.				X
Lebanon		General Confederation of Lebanese Workers – CGTL (FACB)		X
Liberia		Liberia Labour Congress – LLC (CL, DISC)		
Malaysia	Malaysian Employers Federation – MEF (FACB)	Malaysian Trade Union Congress – MTUC (CL)		X
Morocco	<i>Confédération générale des entreprises du Maroc</i> – CGEM (FACB)	<i>Union générale des travailleurs du Maroc</i> – UGTM (FACB); <i>Fédération démocratique du Travail</i> – FDT (FACB); <i>Confédération démocratique du travail</i> – CDT (FACB)		X
Namibia		National Union of Namibian Workers – NUNW (DISC)		
Nepal		General Federation of Nepalese Trade Unions – GEFONT (FACB); Nepalese Trade Union Congress – NTUC (FACB)		X
New Zealand	Business New Zealand – BNZ (FACB, CL)	New Zealand Council of Trade Unions – NZCTU (FACB, CL)		
Oman	Omani Chamber of Commerce and Industry – OCCI (FACB, DISC)	General Federation of Oman Trade Unions – GFOTU (FACB, DISC)		X

Countries	Observations by national employers' organizations	Observations by national workers' organizations	Observation by the International Organisation of Employers (IOE) **	Observations by the International Trade Union Confederation (ITUC)
<b>Qatar</b>				X
<b>Saudi Arabia</b>				X
<b>Sierra Leone</b>				
<b>Singapore</b>	Singapore National Employers' Federation – SNEF (FACB, DISC)	Singapore National Trade Union Congress – SNTUC (FACB, DISC)		X
<b>Solomon Islands</b>	Association of Solomon Islands Manufacturers ASIM (FACB)	Solomon Islands Council of Trade Unions – SICTU (FACB, DISC)		
<b>Sudan</b>	Sudan Businessmen and Employers' Federation – SBEF (FACB)	Sudan Workers' Trade Union Federation – SWTUF (FACB)		X
<b>Suriname</b>		Federation of Labour Unions in Suriname – RAVAKSUR (CL, DISC)		
<b>Thailand</b>		National Congress of Thai Labour – NCTL (FACB, DISC)		X
<b>Timor-Leste</b>				X
<b>United Arab Emirates</b>	United Arab Emirates Federation of Chambers of Commerce and Industry – UAEFCCI (FACB)	United Arab Emirates Coordinating Committee of Professional Bodies – UAECCPB (FACB)		X
<b>United States</b>				X
<b>Vanuatu</b>				
<b>Viet Nam</b>	Viet Nam Chamber of Commerce and Industry – VCCI	Viet Nam General Confederation of Labour – VGCL (FACB, FL); Viet Nam Cooperative Alliance – VCA (FACB, FL)		X

\* FACB: Freedom of association and the effective recognition of the right to collective bargaining; FL: Elimination of all forms of forced or compulsory labour; CL: Effective abolition of child labour; (DISC): Elimination of discrimination in employment and occupation. \*\* The IOE has sent a general observation concerning each of the categories of principles and rights.

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.



## 5. Ratification of ILO fundamental Conventions in 2008

**Table 4. Ratification of ILO fundamental Conventions in 2008 and ratification intentions concerning these instruments under the 1998 Declaration Annual Review 2009**

ILO fundamental Convention	Ratifications in 2008	Ratification intentions in 2009
<b>No. 87</b>	Samoa	Afghanistan, Guinea-Bissau, Islamic Rep. of Iran, Iraq Jordan, Kenya, Lao PDR, Lebanon, Nepal, New Zealand, Oman, Solomon Islands, Somalia, Sudan, Thailand, Timor-Leste, United Arab Emirates
<b>No. 98</b>	Samoa	Afghanistan, Islamic Rep. of Iran, Lao PDR, Myanmar, Oman, Solomon Islands, Somalia, Thailand, Timor-Leste, United Arab Emirates
<b>No. 29</b>	Samoa	Afghanistan, Rep. of Korea, Timor-Leste
<b>No. 105</b>	Samoa	Rep. of Korea, Solomon Islands, Somalia, Timor-Leste, Viet Nam
<b>No. 138</b>	Samoa	Afghanistan, Bangladesh, Cape Verde, Gabon, Ghana, Guinea-Bissau, Haiti, Islamic Rep. of Iran, Kiribati, Liberia, Solomon Islands, Somalia, Timor-Leste, Uzbekistan, Vanuatu
<b>No. 182</b>	Brunei Darussalam Guinea-Bissau Samoa Uzbekistan	Afghanistan, Cuba, Eritrea, Guinea-Bissau, Kiribati, Solomon Islands, Somalia, Timor-Leste, Uzbekistan
<b>No. 100</b>	Lao PDR, Samoa	Kiribati, Liberia, Myanmar, Namibia, Oman, Solomon Islands, Somalia, Suriname, Timor-Leste
<b>No. 111</b>	Lao PDR, Samoa	Kiribati, Myanmar, Oman, Singapore, Solomon Islands, Somalia, Suriname, Thailand, Timor-Leste

Source: ILO: International Labour Standards Department and country baselines and reports under the 1998 Declaration Annual Review 2009.

## 6. Reported promotional efforts in realizing fundamental principles and rights at work

**Table 5. Reported promotional activities by category of principle and right \***

Types of promotional efforts	Governments	Employers' organizations **	Workers' organizations
<b>Training activities</b>	Afghanistan (FACB, FL and CL) Bangladesh (CL) Brazil (FACB) Brunei Darussalam (FACB, FL, CL and DISC) Canada (FACB) China (FACB, FL) Gabon (CL) Guinea-Bissau (FACB, CL) Haiti (CL) Jordan (FACB) Kenya (FACB) Kiribati (FACB, CL) Lao PDR (FACB)	(Afghanistan) Chamber of Commerce of Kabul – CCK (FACB, FL and CL) Bangladesh Employers' Federation – BEF (CL) China Enterprise Confederation – CEC ( FL) <i>Organización de Empleadores de Cuba</i> – OEC (CL) (India) PHD Chambers of Commerce and Industries – PHDCCI (FACB) Kiribati Chamber of Commerce KCC (DISC) Business New Zealand – BNZ (FACB);	National Union of Afghanistan Employees – NUAE (FACB, FL and CL) Bangladesh Workers' Federation –BWF (CL); Bangladesh Garments and Textile and Leather Workers Federation – BGTLWF (CL) General Federation of Bahrain Trade Unions – GFBTU (FACB) (Cape Verde) <i>Union nationale des travailleurs capverdiens</i> – <i>Centrale syndicale</i> – UNTC-CS (CL) All China Federation of Trade Unions – ACFTU (FACB)

Types of promotional efforts	Governments	Employers' organizations **	Workers' organizations
	Lebanon (FACB) Liberia (CL, DISC) Malaysia (FACB, DISC) Morocco (FACB) Myanmar (FL) Nepal (FACB) New Zealand (FACB, CL) Oman (FACB, DISC) Singapore (DISC) Solomon Islands (FACB, FL, CL, DISC) Thailand (FACB, DISC) Timor-Leste (FACB, FL, CL, DISC) Uzbekistan (FACB, CL) Viet Nam (FACB)	Singapore National Employers' Federation – SNEF (DISC)	National Confederation of Eritrean Workers – NCEW (CL) (Haiti) <i>Confédération des travailleurs haïtiens</i> – CTH (CL); <i>Mouvement des travailleurs haïtiens</i> – MTH (CL) Iran Confederation of Islamic Labour Conference ICILC (FACB) Central Organisation of Trade Unions – COTU-KENYA (FACB) Kiribati Trade Union Congress – KTUC (CL, DISC) General Confederation of Trade Unions for Lebanon – CGTL (FACB) Liberia Labour Congress – LLC (CL, DISC) (Morocco) <i>Fédération démocratique du travail</i> – FDT (FACB); <i>Confédération démocratique des travailleurs</i> – CDT (FACB) General Federation of Nepalese Trade Unions – GEFONT (FACB); National Union of Namibian Workers – NUNW (DISC) New Zealand Council of Trade Unions – NZCTU (FACB) Singapore National Trade Union Congress – SNTUC (FACB) Solomon Islands Council of Trade Unions – SICTU (FACB – envisaged, FL, CL, DISC) Sudan Workers' Trade Union Federation – SWTUF (FACB) National Congress of Thai Labour – NCTL (FACB, DISC) United Arab Emirates Coordinating Committee of Professional Bodies – UAECCPB (FACB) Viet Nam General Confederation of Labour – VGCL (FACB)
<b>Consultation process</b>	Afghanistan (FACB, FL and CL) Australia (CL) Bangladesh (CL) Brunei Darussalam (FACB, FL, CL and DISC) Canada (FACB, FL) China (FACB) Cuba (CL) Eritrea (CL) Gabon (CL)	Bangladesh Employers' Federation – BEF (CL) Omani Chamber of Commerce and Industry – OCCI (FACB, DISC) Singapore National Employers' Federation – SNEF (FACB, DISC)	Bangladesh Workers' Federation – BWF (CL); Bangladesh Garments and Textile and Leather Workers Federation – BGLTWF (CL) All China Federation of Trade Unions – ACFTU (FACB) <i>Central de Trabajadores de Cuba</i> – CTC (CL) Indian National Trade Union Congress – INTUC (FACB)

Types of promotional efforts	Governments	Employers' organizations **	Workers' organizations
	Haiti (CL) India (CL) Islamic Rep. of Iran (FACB, CL) Jordan (FACB) Kenya (FACB) Rep. of Korea (FACB, FL) Lebanon (FACB) Liberia (CL, DISC) Malaysia (FACB, FL – envisaged) New Zealand (CL) Singapore (FACB, DISC) Thailand (FACB, DISC) Timor-Leste (FACB, FL, CL, DISC)		Singapore National Trade Union Congress – SNTUC (FL, DISC) National Congress of Thai Labour – NCTL (FACB, DISC) Viet Nam Cooperative Alliance – VCA (FL)
Policy initiatives/legislative developments	Bangladesh (CL) China (FACB, FL) Eritrea (FACB, CL – envisaged) Guinea-Bissau (FACB, CL – envisaged) Haiti (CL – envisaged) India (CL) Iraq (FACB) Japan (DISC) Jordan (FACB) Kiribati (DISC) Republic of Korea (FACB, FL) Lao PDR (FL – envisaged) Lebanon (FACB) Liberia (CL, DISC) Malaysia (DISC) Mexico (CL) New Zealand (CL) Thailand (FACB, DISC) Timor-Leste (FACB, FL, CL, DISC) United States (FACB, FL, CL, DISC)	(Afghanistan) Chamber of Commerce of Kabul – CCK (FACB)	National Union of Afghanistan Employees – NUAE (FACB) New Zealand Council of Trade Unions – NZCTU (CL)
Labour inspection/monitoring	Bangladesh (CL) China (FACB, FL) Cuba (CL) Ghana (CL) India (CL) Islamic Rep. of Iran (FACB, CL) Kiribati (FACB, CL) Oman (FACB, DISC) Solomon Islands (FACB, FL, CL, DISC)		Viet Nam General Confederation of Labour – VGCL (FACB, FL)
Judicial decisions	United States (FACB, DISC)		

Types of promotional efforts	Governments	Employers' organizations **	Workers' organizations
<b>Research</b>	Afghanistan (FACB, FL and CL) Australia (CL) China (FL) Cuba (CL) Gabon (CL) Islamic Rep. of Iran (FACB, CL) Namibia (DISC)		Ghana Trade Union Congress – GTUC (CL)
<b>Information/data</b>	Rep. of Korea (FACB) Lebanon (FACB) Mexico (FACB, CL) New Zealand (CL) Solomon Islands (FACB) Timor-Leste (FACB) United States (FL, CL)		Singapore National Trade Union Congress – SNTUC (FACB, DISC)
<b>Public awareness-raising and related practical activities</b>	Bangladesh (CL) Brunei Darussalam (FACB, FL, CL and DISC) Canada (FL, CL) China (FACB) Cuba (CL) Gabon (CL) Ghana (CL) Haiti (CL) India (CL) Islamic Rep. of Iran (FACB, CL) Kiribati (CL, DISC) Rep. of Korea (FACB) Lao PDR (FACB) Liberia (CL, DISC) Mexico (FACB, CL) Myanmar (FL) Nepal (FACB) New Zealand (CL) Singapore (DISC) Suriname (DISC) Thailand (DISC) Timor-Leste (FACB, FL, CL, DISC) United Arab Emirates (FACB) United States (FACB, CL, DISC) Viet Nam (FACB, FL)	Bangladesh Employers' Federation – BEF (CL) (Gabon) <i>Confédération patronale gabonaise</i> – CPG (CL) All India Association of Industries – AIAI (CL) Singapore National Employers' Federation – SNEF (DISC) Viet Nam Chamber of Commerce and Industry – VCCI (FACB)	Bangladesh Workers' Federation – BWF (CL); Bangladesh Garments and Textile and Leather Workers Federation – BGTWLF (CL) All China Federation of Trade Unions – ACFTU (FACB) (Gabon) <i>Confédération gabonaise des syndicats libres</i> – CGSL (CL); Union des syndicats de l'administration publique, parapublique et privée – USAP (CL) Indian National Trade Union Congress – INTUC (CL) General Federation of Jordanian Trade Unions – GFJTU (FACB) New Zealand Council of Trade Unions – NZCTU (FACB, CL) Singapore National Trade Union Congress – SNTUC (FACB, DISC) Federation of Labour Unions in Suriname – RAVAKSUR (DISC) Viet Nam General Confederation of Labour – VGCL (FACB, FL); Viet Nam Cooperative Alliance – VCA (FACB, FL)
<b>Special initiatives</b>	Bangladesh (CL) Brunei Darussalam (FACB, FL, CL and DISC) Canada (FL, CL) China (FACB) Eritrea (CL)	China Enterprise Confederation – CEC (FL) (Gabon) <i>Confédération patronale gabonaise</i> – CPG (CL) Omani Chamber of Commerce and Industry – OCCI (FACB) Singapore National Employers'	All China Federation of Trade Unions – ACFTU (FACB) (Gabon) <i>Union des syndicats de l'administration publique, parapublique et privée</i> – USAP (CL) Central Organisation of Trade

Types of promotional efforts	Governments	Employers' organizations **	Workers' organizations
	Gabon (CL) India (CL) Islamic Rep. of Iran (FACB, CL) Kiribati (DISC) Lao PDR (FACB) Lebanon (FACB) Liberia (CL, DISC) Mexico (CL) Namibia (DISC) New Zealand (CL) Oman (FACB) Singapore (DISC) Solomon Islands (FACB) Thailand (FACB) Timor-Leste (FACB, FL, CL, DISC) United States (FL, DISC) Viet Nam (FACB)	Federation – SNEF (FACB)	Unions – COTU-KENYA (FACB) Singapore National Trade Union Congress – SNTUC (FACB, DISC)
<b>Institutions to promote equality</b>	Timor-Leste (DISC)		
<b>Special attention to particular situations/problems (sectors of activities, categories of workers, etc.)</b>	Bangladesh (CL) Canada (FACB, FL) China (FL) India (CL) Lao PDR (FACB) Malaysia (DISC) Mexico (CL) Singapore (DISC) Suriname (DISC) Thailand (DISC) Timor-Leste (FL, DISC) United States (FL) Viet Nam (FL)	Singapore National Employers' Federation – SNEF (FL)	All China Federation of Trade Unions – ACFTU (FACB) General Federation of Jordanian Trade Unions – GFJTU (FACB) Singapore National Trades Union Congress – SNTUC (FACB, DISC) Federation of Labour Unions in Suriname – RAVAKSUR (DISC)

\* FACB: Freedom of association and the effective recognition of the right to collective bargaining; FL: Elimination of all forms of forced or compulsory labour; CL: Effective abolition of child labour; DISC: Elimination of discrimination in employment and occupation. \*\* The IOE has sent a general observation concerning promotional activities regarding all the categories of principles and rights.

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.

## 7. Reported challenges in the realization of fundamental principles and rights at work

Table 6. Reported challenges by category of principle and right \*

Types of difficulties	Governments	Employers' organizations	Workers' organizations	ITUC (FACB)
<b>Lack of public awareness and/or support</b>	Brunei Darussalam (FACB, FL, CL and DISC) India (CL)		United Arab Emirates Coordinating Committee of Professional Bodies – UAECPPB (FACB)	Bahrain, China, India, Iraq, Jordan, Malaysia, Nepal, Oman, Timor-Leste, United Arab Emirates
<b>Lack of information and data</b>	Brunei Darussalam (FACB, FL, CL and DISC)			
<b>Social values, cultural traditions</b>	Lebanon (FACB) Haiti (CL)		(Haiti) <i>Confédération des travailleurs haïtiens</i> – CTH (CL); <i>Mouvement des travailleurs haïtiens</i> – MTH (CL) General Confederation of Lebanese Workers – CGTL (FACB) General Federation of Nepalese Trade Unions – GEFONT (FACB) New Zealand Council of Trade Unions – NZCTU (CL)	Bahrain, Islamic Rep. of Iran
<b>Social and economic circumstances</b>	Bangladesh (CL) India (CL) Kiribati (CL) Lebanon (FACB) Malaysia (DISC) New Zealand (FACB) Singapore (DISC) Somalia (FACB, CL, DISC) United States (DISC) Viet Nam (FACB)	(Afghanistan) Chamber of Commerce of Kabul – CCK (FL, CL) (Gabon) <i>Confédération patronale gabonaise</i> – CPG (CL)	National Union of Afghanistan Employees – NUAEE (CL) (Gabon) <i>Confédération gabonaise des syndicats libres</i> – CGSL (CL); <i>Union des syndicats de l'administration publique, parapublique et privée</i> – USAP (CL) General Federation of Jordanian Trade Unions – GFJTU (FACB) Indian National Trade Union Congress – INTUC (FACB) Central Organisation of Trade Unions – COTU-KENYA (FACB) (Morocco) <i>Fédération démocratique du Travail</i> – FDT (FACB)  New Zealand Council	Brazil, Brunei Darussalam, China, India, Iraq, Islamic Rep. of Iran, Jordan, Kenya, Rep. of Korea, Lao PDR, Lebanon, Oman, Qatar, Saudi Arabia, Singapore, Thailand, Timor-Leste, United Arab Emirates, Viet Nam

Types of difficulties	Governments	Employers' organizations	Workers' organizations	ITUC (FACB)
			of Trade Unions – NZCTU (CL) Singapore National Trade Union Congress – SNTUC (FACB, DISC) Federation of Labour Unions in Suriname – RAVAKSUR (CL, DISC) Viet Nam Cooperative Alliance – VCA (FACB, FL)	
<b>Political situation</b>	Lebanon (FACB), Somalia (FACB, CL, DISC)	Malaysian Employers Federation – MEF (FACB) United Arab Emirates Federation of Chambers of Commerce and Industry – UAEFCCI (FACB) Confederation of Iranian Employers – CIE (FACB)	All Afghanistan Federation of Trade Unions – AAFTU (FACB) General Federation of Iraqi Workers – GFIW (FACB) Central Organisation of Trade Unions – COTU-KENYA (FACB) (Morocco) <i>Union générale des travailleurs du Maroc</i> – UGTM (FACB); <i>Fédération démocratique du Travail</i> – FDT (FACB); <i>Confédération démocratique du travail</i> – CDT (FACB)	Brunei Darussalam, China, Islamic Rep. of Iran, Iraq, Kenya, Lao PDR, Malaysia, Sudan, Thailand, Timor-Leste
<b>Legal provisions</b>	Brunei Darussalam (FACB, FL, CL and DISC) China (FACB) Gabon (CL) Guinea-Bissau (FACB, CL) Jordan (FACB) Mexico (FACB) Namibia (DISC) New Zealand (FACB, CL), Oman (DISC) Suriname (CL, DISC) Thailand (FACB) Viet Nam (FACB)	(Afghanistan) Chamber of Commerce of Kabul – CCK (FACB) Association of Solomon Islands Manufacturers – ASIM (FACB) Singapore National Employers' Federation – SNEF (FACB, DISC)	National Union of Afghanistan Employees – NUAЕ (FACB) General Federation of Bahrain Trade Unions – GFBTU (FACB) (Brazil) Single Central Organization of Workers – CUT (FACB) Indian National Trade Union Congress – INTUC (FACB) Japanese Trade Union Confederation – JTUC-RENGO (FL, DISC) General Confederation of Lebanese Workers – CGTL (FACB) (Morocco) <i>Fédération démocratique du Travail</i> – FDT (FACB)	Bahrain, Brazil, Brunei Darussalam, India, Islamic Rep. of Iran, Iraq, Kenya, Rep. of Korea, Lao PDR, Oman, Saudi Arabia, Singapore, Sudan, Suriname, Thailand, Timor-Leste, United Arab Emirates, United States, Viet Nam

Types of difficulties	Governments	Employers' organizations	Workers' organizations	ITUC (FACB)
			<p>National Union of Namibian Workers – NUNW (DISC)</p> <p>New Zealand Council of Trade Unions – NZCTU (FACB, CL)</p> <p>Solomon Islands Council of Trade Unions – SICTU (FACB, FL, CL, DISC)</p> <p>Federation of Labour Unions in Suriname – RAVAKSUR (CL, DISC)</p> <p>National Congress of Thai Labour – NCTL (FACB-DISC)</p>	
<b>Prevailing employment practices/trafficking in persons</b>	<p>United States (CL, DISC)</p> <p>Viet Nam (FACB)</p>	<p>(Afghanistan) Chamber of Commerce of Kabul – CCK (FL)</p>	<p>(Cape Verde) <i>Union nationale des travailleurs capverdiens</i> – <i>Centrale syndicale</i> – UNTC-CS (CL)</p> <p>Singapore National Trade Union Congress – SNTUC (DISC)</p> <p>National Congress of Thai Labour – NCTL (DISC)</p>	<p>Bahrain, Brazil, Brunei Darussalam, China, India, Iraq, Islamic Rep. of Iran, Rep. of Korea, Lebanon, Malaysia, Oman, Qatar, Saudi Arabia, Singapore, Timor-Leste, United Arab Emirates, United States, Viet Nam</p>
<b>Lack of capacity of responsible government institutions</b>	<p>Brunei Darussalam (FACB, FL, CL and DISC)</p> <p>Jordan (FACB)</p> <p>Lao PDR (FACB)</p> <p>Oman (FACB, DISC)</p> <p>Somalia (FACB, CL, DISC)</p>	<p>All India Association of Industries – AIAI (CL)</p> <p>Association of Solomon Islands Manufacturers – ASIM (FACB)</p>	<p>National Union of Namibian Workers – NUNW (DISC)</p> <p>Association of Solomon Islands Council of Trade Unions – SICTU (FACB)</p> <p>Federation of Labour Unions in Suriname – RAVAKSUR (DISC)</p>	<p>Brazil, Iraq, Lao PDR</p>
<b>Lack of capacity of employers' and workers' organizations</b>	<p>Brunei Darussalam (FACB, FL, CL and DISC)</p> <p>Jordan (FACB)</p> <p>Lao PDR (FACB)</p> <p>Liberia (CL)</p> <p>Solomon Islands (FACB)</p> <p>Somalia (FACB, CL, DISC)</p>	<p>Association of Solomon Islands Manufacturers – ASIM (FACB)</p>	<p>General Federation of Bahrain Trade Unions GFBTU (FACB)</p> <p>Kiribati Trade Union Congress – KTUC (CL, DISC)</p> <p>Federation of Labour Unions in Suriname – RAVAKSUR (DISC)</p> <p>National Congress of Thai Labour – NCTL (FACB, DISC)</p>	<p>Bahrain, China, India, Iraq, Rep. of Korea, Lao PDR, Lebanon, Malaysia, Nepal, Oman, Sudan, Timor-Leste</p>



Types of difficulties	Governments	Employers' organizations	Workers' organizations	ITUC (FACB)
<b>Lack of social dialogue</b>	Brunei Darussalam (FACB, FL, CL and DISC) Lao PDR (FACB)	Association of Solomon Islands Manufacturers ASIM (FACB, CL)	General Federation of Bahrain Trade Unions – GFBTU (FACB) (Gabon) <i>Union des syndicats de l'administration publique, parapublique et privée</i> – USAP (CL) Kiribati Trade Union Congress – KTUC (CL, DISC) (Morocco) <i>Union générale des travailleurs du Maroc</i> – UGTM (FACB); <i>Fédération démocratique du Travail</i> – FDT (FACB); <i>Confédération démocratique du travail</i> – CDT (FACB)	Bahrain, Brunei Darussalam, China, India, Iraq, Jordan, Rep. of Korea, Lebanon, Malaysia, Nepal, Oman, Qatar, Sudan, Timor-Leste

\*FACB: Freedom of association and the effective recognition of the right to collective bargaining; FL: Elimination of all forms of forced or compulsory labour; CL: Effective abolition of child labour; DISC: Elimination of discrimination in employment and occupation.

## 8. Technical cooperation requests and activities in reporting States

### 2009 Annual Review: Reported needs/requests for technical cooperation by category of principle and right <sup>2</sup>

Type of technical cooperation	Freedom of association/collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
<b>Assessment in collaboration with the ILO of the difficulties identified and their implication for realizing the principle and right</b>	Afghanistan, Brunei Darussalam, India, Jordan, Lebanon, Saudi Arabia, Nepal, Viet Nam	Afghanistan, Brunei Darussalam	Afghanistan, Brunei Darussalam, Eritrea, Gabon, Ghana	Brunei Darussalam, Kiribati, Solomon Islands
<b>Awareness raising, legal literacy and advocacy</b>	Afghanistan, Brunei Darussalam, India, Islamic Rep. of Iran, Iraq, Jordan, Kenya, Morocco, Saudi Arabia	Afghanistan, Brunei Darussalam, China, Japan (JTUC-RENGO only), Viet Nam	Afghanistan, Bangladesh, Brunei Darussalam, Eritrea, Gabon, Islamic Rep. of Iran, Suriname	Bahrain, Brunei Darussalam, Japan, Kiribati
<b>Capacity building, e.g. labour inspection and administration</b>	Brunei Darussalam, China, Islamic Rep. of Iran, Jordan, Kenya, Lao PDR, Lebanon, Oman, Solomon Islands, Somalia (when possible)	Brunei Darussalam, China, Solomon Islands, Viet Nam	Brunei Darussalam, Eritrea, Ghana, Haiti, Islamic Rep. of Iran, Liberia, Somalia (when possible)	Brunei Darussalam, Kiribati, Liberia, Namibia, Somalia (when possible), Suriname

<sup>2</sup> For further information on technical cooperation needs or requests, refer to each country baseline table under the 1998 ILO Declaration Annual Review (2000–08). See also [www.ilo.org/declaration](http://www.ilo.org/declaration).

Type of technical cooperation	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
<b>Data collection and analysis/research</b>	Brunei Darussalam, Islamic Rep. of Iran, Solomon Islands	Brunei Darussalam	Bangladesh, Brunei Darussalam, Eritrea, Gabon, Islamic Republic of Iran, Suriname	Brunei Darussalam, Thailand
<b>Legal reform</b>	Brunei Darussalam, Guinea-Bissau, Islamic Rep. of Iran, Viet Nam	Brunei Darussalam, China	Brunei Darussalam, Guinea-Bissau, Haiti, Islamic Rep. of Iran, Liberia	Brunei Darussalam, Japan, Kiribati, Liberia, Suriname
<b>Policy advice</b>	Islamic Rep. of Iran, Malaysia	Solomon Islands	Eritrea, Haiti, India, Islamic Rep. of Iran	Singapore (envisaged)
<b>Strengthening tripartite social dialogue</b>	Bahrain, Brunei Darussalam, Islamic Rep. of Iran, Iraq, Kenya, Lao PDR, Nepal, Saudi Arabia, Solomon Islands, Sudan	Brunei Darussalam	Brunei Darussalam, Eritrea, Islamic Rep. of Iran, Suriname	Brunei Darussalam, Namibia
<b>Strengthening capacity of employers' and workers' organizations</b>	Brunei Darussalam, Islamic Rep. of Iran, Jordan, Kenya, Lao PDR, Lebanon, Morocco, Nepal, Saudi Arabia, Solomon Islands, Somalia (when possible), Thailand, Viet Nam	Brunei Darussalam, China, Solomon Islands	Bangladesh, Brunei Darussalam, Gabon, Ghana, Haiti, Islamic Rep. of Iran, Liberia, Solomon Islands, Somalia (when possible)	Brunei Darussalam, Kiribati, Liberia, Somalia (when possible), Thailand
<b>Training of other officials (e.g. police, judiciary, social workers, teachers)</b>	Brunei Darussalam, Eritrea, Iraq, Kenya, Lebanon, Oman, Saudi Arabia, Viet Nam	Brunei Darussalam	Bangladesh, Brunei Darussalam	Brunei Darussalam, Japan, Kiribati, Oman
<b>Social protection systems</b>			Bangladesh, Eritrea	
<b>Sharing of experience across countries/ regions</b>	Brunei Darussalam, Eritrea, Jordan	Brunei Darussalam, Viet Nam	Bangladesh, Brunei Darussalam, Eritrea	Brunei Darussalam
<b>Inter-institutional coordination</b>			Bangladesh	
<b>Employment creation, skills training and income generation</b>			Eritrea, India	
<b>Special programme for the elimination of child labour or the worst forms of child labour</b>			Eritrea, Guinea-Bissau, Haiti, India, Mexico, Solomon Islands, Suriname	
<b>Decent Work Country Programme</b>	Guinea-Bissau, Islamic Rep. of Iran, Oman, Somalia (when possible)		Guinea-Bissau, Islamic Rep. of Iran, Somalia (when possible)	Oman, Somalia (when possible)

Source: ILO: Country reports and baselines under the 1998 Declaration Annual Review 2009.

2009 Annual Review: Technical cooperation activities  
(by DECLARATION and IPEC) by category of principle and right

	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
DECLARATION  (Donors: European Commission; Norway (NORAD); Spain (AECID); United Kingdom (DFID); United States (US Departments of State and of Labor); Sweden (SIDA); Netherlands, Ireland, UN Trust Fund for Human Security	<b>Afghanistan</b> (training activities) <b>Bahrain</b> (activities to promote social dialogue, collective bargaining and tripartism) <b>Jordan</b> (activities to promote social dialogue, collective bargaining and freedom of association) <b>Morocco</b> (activities to promote collective bargaining, industrial relations and social dialogue) <b>Oman</b> (activities to promote social dialogue, collective bargaining and tripartism) <b>Solomon Islands</b> (training activities)	<b>China</b> (interregional activities to strengthen capacities for migration management; subregional activities to revitalize public-private partnership against trafficking and forced labour; national activities to strengthen law and policy framework, capacities and international cooperation on forced labour and trafficking and to strengthen capacity building in migration management; national) <b>Malaysia</b> (subregional activities to mobilize action for the protection of domestic workers and migrant workers from forced labour and trafficking and to combat forced labour and trafficking of Indonesian migrant workers) <b>Singapore</b> (subregional activities to mobilize action for the protection of domestic workers and migrant workers from forced labour and trafficking and to combat forced labour and trafficking of Indonesian migrant workers) <b>United States</b> (workshop with business and employers' organizations) <b>Viet Nam</b> (subregional activities to revitalize public-private partnership against trafficking and forced labour)	<b>Malaysia</b> (training activities) <b>Oman</b> (training activities)	

	Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
IPEC			<b>Bangladesh</b> (national Time-bound Programme towards the elimination of the worst forms of child labour)	
Donors: Canada, Denmark (DANIDA), Germany, Italy, Netherlands, Spain (AECI), United Kingdom (DFID); United States (US DOL)			<b>Cape Verde</b> (subregional project on the prevention and elimination of child labour)	
			<b>Ghana</b> (national Time-bound Programme on the elimination of child labour; regional project on skills training and vocational education to combat the worst forms of child labour in the informal sector; subregional programme for combating trafficking in children for labour exploitation)	
			<b>Guinea-Bissau</b> (subregional project on prevention and elimination of child labour)	
			<b>India</b> (national activities on hazardous sectors and in sericulture industry)	
			<b>Lao PDR</b> (subregional activities to reduce labour exploitation of children and women)	
			<b>Liberia</b> (regional project development on awareness raising and support for the implementation of the global action plan to eliminate the worst forms of child labour by 2016)	

Freedom of association/ collective bargaining	Forced or compulsory labour	Effective abolition of child labour	Elimination of discrimination
		<p><b>Mexico</b> (SIMPOC national survey and research; subregional project on the elimination of child labour)</p> <p><b>Suriname</b> (subregional programme on combating the worst forms of child labour)</p> <p><b>Uzbekistan</b> (subregional programme on child labour and youth employment; subregional programme on child labour; subregional programme against child labour and trafficking (PROACT CAR II))</p>	

## 9. Research on fundamental principles and rights at work

### Box 3

#### Research on fundamental principles and rights at work

The following Declaration working papers were issued in the course of 2008:

- No. 57: Forced labour and trafficking in Europe: How people are trapped in, live through and come out, by Beate Andrees, February 2008.
- No. 58: Etude relative aux obstacles à la mise en œuvre des principes et droits fondamentaux au travail au Cameroun, par Paul-Gérard Pougoue et Jean-Marie Tchakoua, octobre 2007.
- No. 59: Obstacles à la mise en œuvre des principes et droits fondamentaux au travail – Madagascar, par Amédée Andriamisa-Ramihone et Jeanne Clairette Razanarimanana, décembre 2008.
- No. 60: L'application des principes et droits fondamentaux et des normes internationales dans 18 entreprises à Madagascar, par Rakotondrainibe Fanja, décembre 2008.

## III. Promotional follow-up

6. The review of the 1998 Declaration's annual reports in 2009 shows that despite challenges, a large majority of reporting States continue to promote the realization of fundamental principles and rights at work in the globalized world.
7. With a view to keeping this momentum growing, the Office should continue to respond, as far as possible, to the requests formulated by reporting governments and by employers' and workers' organizations, in particular with respect to ratification of fundamental Conventions, capacity building, specific surveys, social dialogue, labour law reform and implementation of the Declaration's principles and rights.

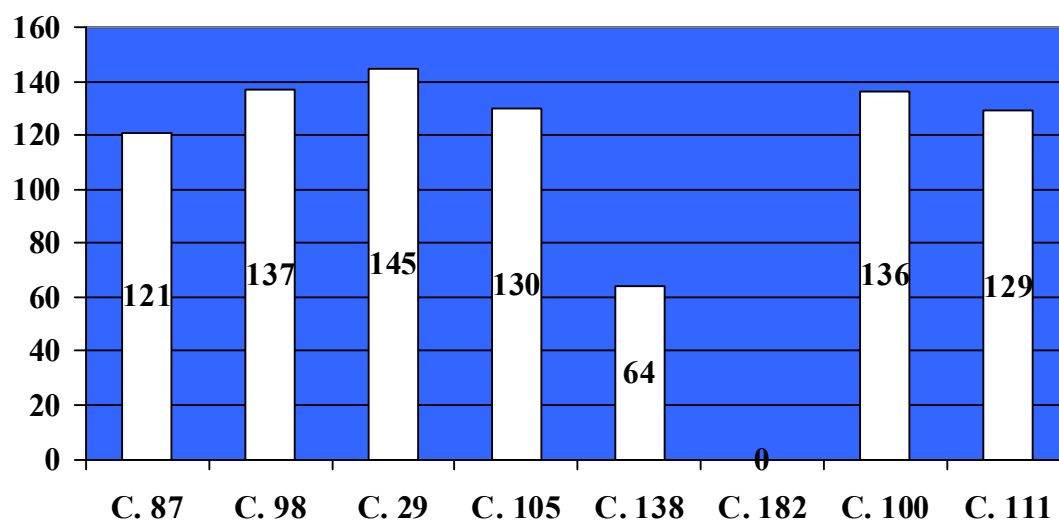
8. Technical cooperation activities should be carried out closely with all relevant ILO programmes and between headquarters and field structures, within Decent Work Country Programmes.
9. As part of the four strategic objectives of the ILO, fundamental principles and rights at work should be promoted and strengthened in the Decent Work Agenda in the light of the ILO Declaration on Social Justice for a Fair Globalization, 2008. In this way, ILO member States should be in a better position to realize these fundamental principles and rights and reach their objectives in the context of globalization.
10. The Governing Body is invited to take note of the information given in this paper and to provide guidance on further action to be taken in the light of the information contained in the country baselines.

Geneva, 23 February 2009.

*Submitted for debate and guidance.*

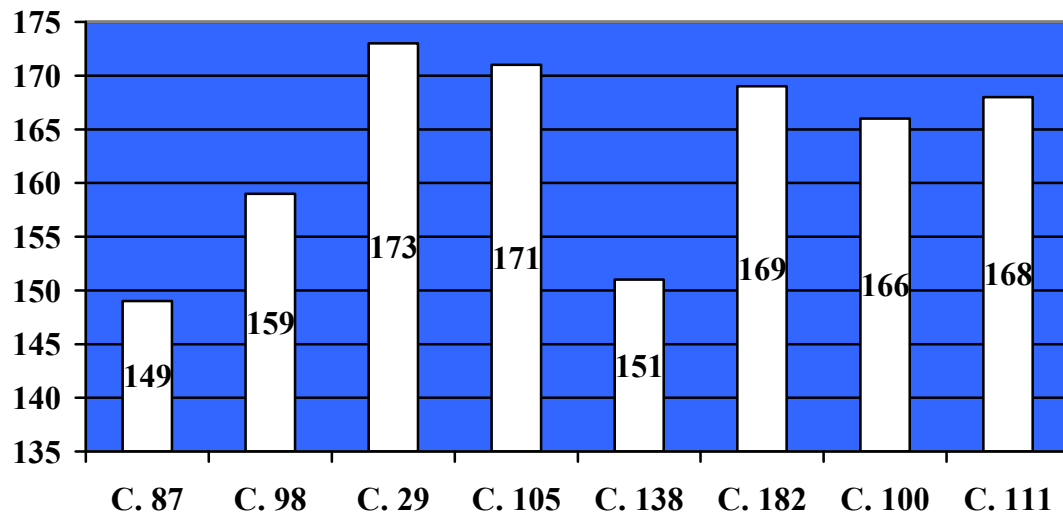
## Appendix I

**Number of ratifications of ILO fundamental Conventions (by Convention) before the adoption of the 1998 ILO Declaration on Fundamental Principles and Rights at Work (as of 18 June 1998)**



## Appendix II

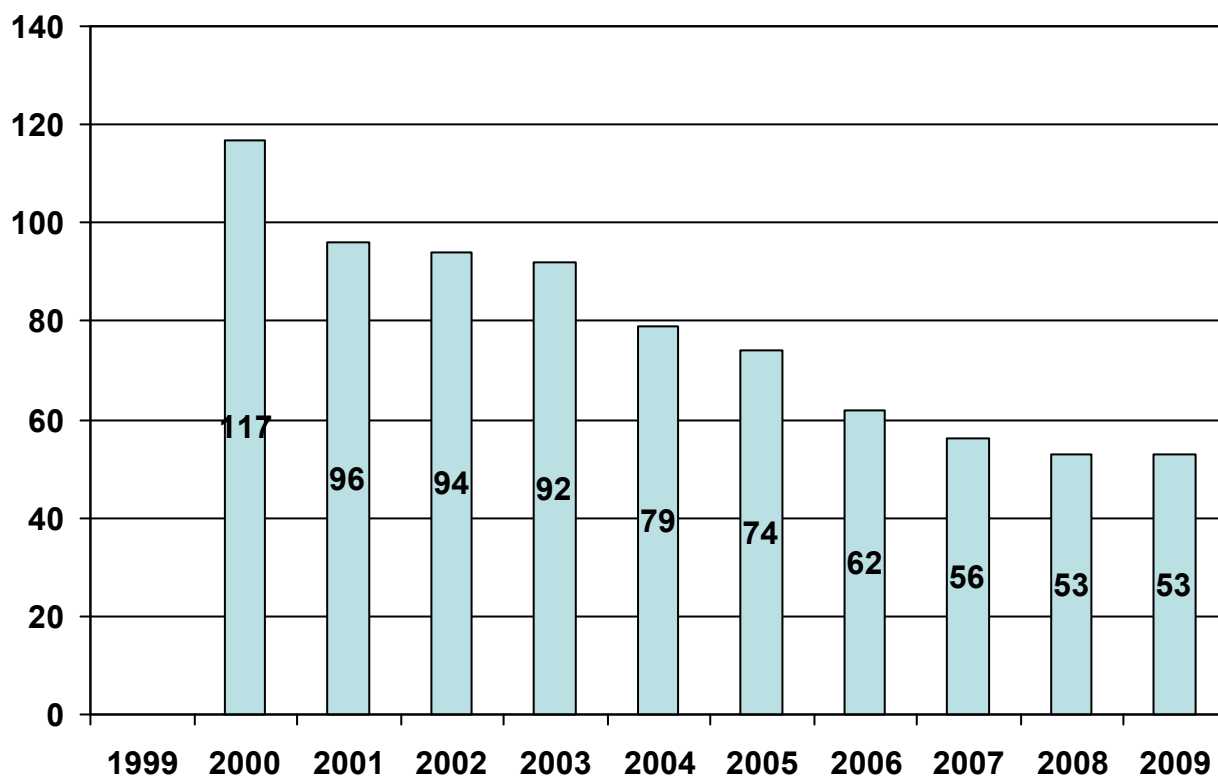
**Number of ratifications of ILO fundamental  
Conventions since the launch of the Declaration  
Annual Review process (as of 31 December 2008)**





## Appendix III

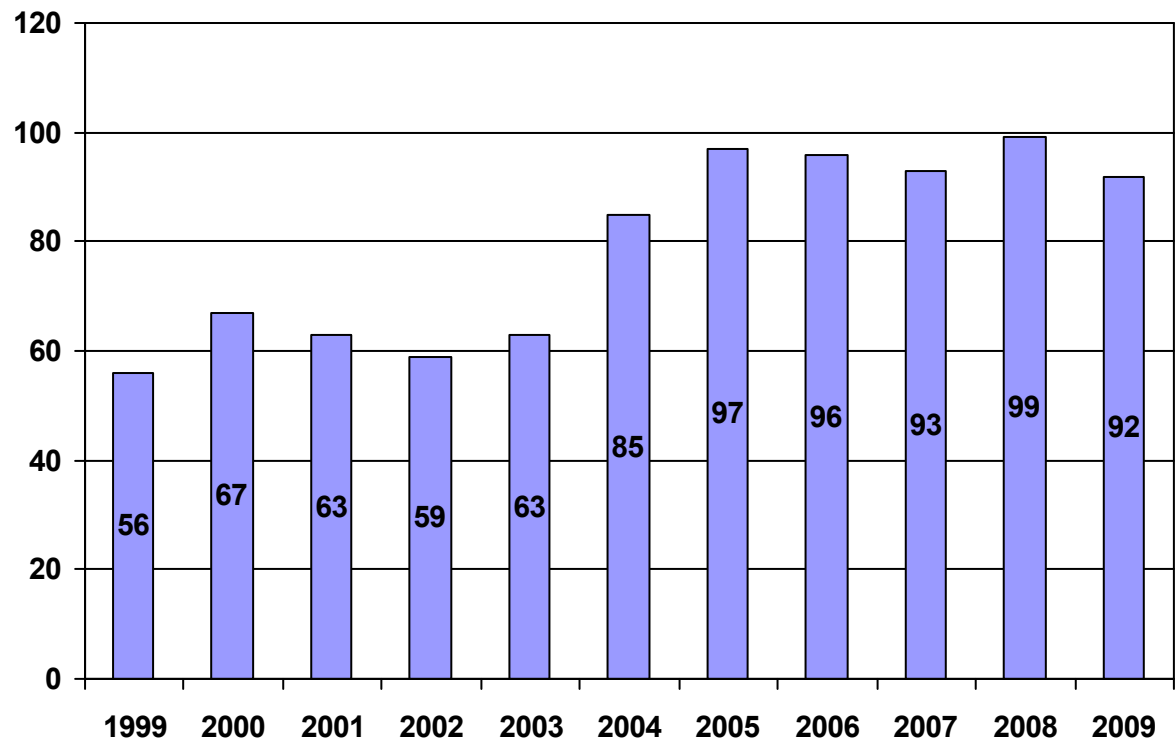
### Number of reporting States under the Declaration Annual Review (2000–09) <sup>1</sup>



<sup>1</sup> Including one new member State under the 2009 Annual Review: Marshall Islands.

Appendix IV

Reporting rates 2000–09 (%)



## Appendix V

### Table of contents of the compilation of annual reports by the International Labour Office (Geneva, March 2009)

**Introductory note:** *The information gathered in this compilation<sup>1</sup> reflects the governments' reports and baselines and the employers' and workers' organizations' observations under the annual follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. It does not represent the views of the ILO.*

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

Afghanistan	Morocco
Bahrain	Myanmar
Brazil	Nepal
Brunei Darussalam	New Zealand
Canada	Oman
China	Qatar
Guinea-Bissau	Saudi Arabia
India	Singapore
Iran, Islamic Rep. of	Solomon Islands
Iraq	Somalia
Jordan	Sudan
Kenya	Thailand
Korea, Rep. of	Timor-Leste
Lao People's Dem. Rep. of	United Arab Emirates
Lebanon	United States
Malaysia	Uzbekistan
Marshall Islands	Viet Nam
Mexico	

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

Afghanistan	Marshall Islands
Brunei Darussalam	Myanmar
Canada	Singapore
China	Solomon Islands
Japan	Timor-Leste
Korea, Rep. of	United States
Lao People's Dem. Rep. of	Viet Nam
Malaysia	

<sup>1</sup> The texts of these reports are edited and compiled in the form of country baselines available in their original versions in English, French or Spanish; original versions in other languages have been translated into English. The text of the Declaration itself can be accessed through the ILO web site ([www.ilo.org/declaration](http://www.ilo.org/declaration)) or obtained from ILO Offices.

***The effective abolition of child labour***

Afghanistan	Liberia
Australia	Marshall Islands
Bahrain	Mexico
Bangladesh	Myanmar
Brunei Darussalam	New Zealand
Canada	Saint Lucia
Cape Verde	Saudi Arabia
Cuba	Sierra Leone
Eritrea	Solomon Islands
Gabon	Somalia
Ghana	Suriname
Guinea-Bissau	Timor-Leste
Haiti	Turkmenistan
India	United States
Iran, Islamic Rep. of	Uzbekistan
Kiribati	Vanuatu

***The elimination of discrimination in respect of employment and occupation***

Bahrain	Oman
Brunei Darussalam	Qatar
Japan	Singapore
Kiribati	Solomon Islands
Kuwait	Somalia
Liberia	Suriname
Malaysia	Thailand
Marshall Islands	Timor-Leste
Myanmar	United States
Namibia	General observation by the IOE under the 2009 Annual Review

Source: ILO: Programme for the Promotion of the Declaration.