

Plenary sitting

Outcomes of the work of the Standard-Setting Committee on Violence and Harassment in the World of Work

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Friday, 21 June 2019, 10.30 a.m.

President: Mr Elmiger

Presentation and discussion of the outcomes of the work of the Standard-Setting Committee on Violence and Harassment in the World of Work

The President
(Original French)

The next item on our agenda concerns the work of the Standard-Setting Committee on Violence and Harassment in the World of Work, in particular the proposed instruments contained in *Provisional Record No. 7A*. The summary of the proceedings of the Committee will be published online after the session, as *Provisional Record No. 7B*.

I would like to invite the Officers of the Committee – Mr Patry, Chairperson; Ms Matheson, Employer Vice-Chairperson; and Ms Clarke Walker, Worker Vice-Chairperson – as well as Mr Jordan, Reporter, to come up to the podium.

I will start by giving the floor to Mr Jordan, the Committee's Reporter, so that he can provide us with a summary of the Committee's work. The other Officers will then take the floor.

Mr Jordan
Reporter of the Standard-Setting Committee on
Violence and Harassment in the World of Work

I have the honour and great pleasure to present to the Conference the outcomes of the work of the Standard-Setting Committee on Violence and Harassment in the World of Work.

Violence and harassment in the world of work is a scourge that must be eliminated. The Committee was keenly aware of the immensity of the responsibility it bore; its work was the subject of intense scrutiny and expectations were high. It undertook its work with sincerity, commitment and dedication.

The Committee held 18 formal sittings, including seven evening sittings, and its Drafting Committee met three times. We understood that we must all work together to end violence and harassment in the world of work. This was the fundamental starting point for the entire Committee: Workers, Employers and Governments. The goal that we all sought was clear. The challenge before the Committee was to determine how the ILO and its tripartite constituents could most effectively engage in order to address the many forms of violence and harassment that manifest themselves in the world of work. We also had to decide how to address this issue in the context of a changing world of work where, more and more, traditional workplaces are becoming relics of the past with technology further blurring boundaries. This was a historic opportunity to shape a future of work based on dignity and respect for all, a future of work free from violence and harassment. I believe that the Committee seized this opportunity and has presented you with instruments that are based on a human-centred approach, instruments that are practical, implementable and therefore ratifiable.

The Committee was tasked with finding agreement on definitions and scope, with little in the way of precedent to guide it. We were forced to break new ground; to set out the elements of an inclusive, integrated and gender-responsive approach to the prevention and

elimination of violence and harassment in the world of work; and to ensure that those disproportionately affected by violence and harassment received particular attention. I believe that the framework we are proposing to the plenary of the Conference will allow member States and social partners to engage and to fulfil their essential roles in the elimination of violence and harassment in the world of work. The discussions were sometimes difficult, sometimes tense and, a few times, very emotional but they remained respectful and forward-looking. Nonetheless, it must be acknowledged that compromises were made by each of the tripartite groups. This was made possible by the high level of mutual respect and professionalism demonstrated by all those in the room.

The Committee's outcome is evidence of the enduring value and strength of social dialogue. The calm and skilful guidance of our Chairperson, ably supported by the Committee's secretariat, has been crucial to our success. At times, the Committee took a somewhat unorthodox approach to its proceedings in order to allow for the consideration of different, but related, parts of the text, thereby reaching better conclusions as to the overall impact of the proposed instruments. This has proven to be an effective way to achieve understanding and move forward on particularly contentious issues. I therefore extend the Committee's thanks to our Chairperson, Mr Patry, and two Vice-Chairpersons, Ms Matheson and Ms Clarke Walker, all three of whom have worked tirelessly over the course of our deliberations at this year's Conference and in 2018.

The Government members must also be thanked for their active engagement and very constructive input, which often helped to craft solutions that were acceptable to all. I would like to acknowledge the valuable contribution of the secretariat to the production of the Committee's report, and throughout the process. Its competence, dedication and genuine motivation have been a tremendous asset to the Committee's work.

The Committee was supported in its work by the Drafting Committee, which ensured the alignment of the French and English texts – the two authoritative versions of the instruments – as well as the Spanish text. I take this opportunity to thank its members for their hard work, which typically began at the end of a very long day in conference: the Government members, Ms Overett Somnier (United Kingdom), Mr Kobina (Côte d'Ivoire), Ms Valcárcel Alonso (Spain) and Ms Casado García (Mexico); the Employer members, Ms Rudelli (France), assisted by Mr Espinosa of the IOE, and Mr Cordero (Argentina); and the Worker members, Ms Mackintosh (New Zealand), assisted by Ms King of the International Trade Union Confederation (ITUC), and Ms Gómez Merayo (Spain).

This report contains four sections. The introduction contains the opening statements by the Employer and Worker members, 23 Government members, and representatives of two intergovernmental organizations and seven non-governmental organizations. The second section summarizes the discussion of the proposed instruments, including 327 amendments submitted by a broad cross-section of delegates, as well as an even greater number of subamendments and, for those of us on the Committee, sub-subamendments and sub-sub-subamendments. The third section contains the text of the proposed Convention and Recommendation as adopted by our Committee. The final section includes the draft resolution concerning the elimination of violence and harassment in the world of work and invites member States to ratify the Convention concerning the elimination of violence and harassment in the world of work.

Governments, in consultation with employers' and workers' organizations, are invited to implement the Convention and Recommendation, and the Governing Body of the International Labour Office is invited to request the Director-General to develop a comprehensive strategy for the wide ratification of the Convention and effective implementation of the instruments, with a range of measures proposed.

With this, I now present the report of the Committee on Violence and Harassment in the World of Work, together with the proposed instruments, to the 108th Session of the International Labour Conference for adoption.

Ms Matheson

Employer Vice-Chairperson of the Standard-Setting Committee on Violence and Harassment in the World of Work

When we started our discussion of this important topic, the Employers' group made it abundantly clear that nobody should be subjected to violence and harassment at work. It is an epidemic across the world that needs to end. And all of us, Governments, Employers and Workers, have been presented with a historic opportunity to work together constructively on the Centenary of the International Labour Organization, united by this common goal of ending workplace violence and harassment.

Employers have expressed a strong commitment to being part of efforts to address violence and harassment and they have an important role to play in doing so, including by taking reasonable steps to drive appropriate workplace behaviours and helping to prevent harmful behaviours through the adoption of a risk-based approach. On this basis, we approached the discussion with a view to adopting an instrument that is capable of being widely supported.

The subject that we have been dealing with is a challenging one. Employers want to see harmonious and productive workplaces, yet violence and harassing behaviours place that at risk. Businesses and workplaces are cohorts of people, and a shared understanding among all workplace participants about the way we treat each other as humans at work – and what is and what is not acceptable – is something that employers strive to achieve.

Despite the fact that we all agree that no one should be subjected to violence and harassment at work, the discussions during the last two years have not been easy. I would like to thank the Chairperson of the Standard-Setting Committee on Violence and Harassment in the World of Work, Mr Patry, for his professionalism and for his openness to follow innovative approaches in the Committee's work to ensure it was more effective. The success of this Committee was thanks to his great leadership. I would also like to thank the Worker Vice-Chairperson, Ms Clarke Walker, for her professionalism during the discussion, and the Workers' bench as well as the Government group for their collaboration. Despite some profound differences of opinion, we have been able to work together constructively and with mutual respect.

I would like to thank my colleagues in the Employers' group, in particular our Chairperson, Mr Mdwaba, the International Organisation of Employers and its Secretary-General, Mr Suárez Santos, for their leadership, and Mr Thorns and Mr Espinosa for their enduring support. I would also like to thank our advisers from ACT/EMP, Mr González and Ms Chang: we could not have achieved the outcomes we did without your commitment and perseverance during this challenging discussion.

This has been an emotional debate for all of us. The joy and dances at the end of the Committee's work point to that and, if implemented well, our work can help to significantly transform what can be a disturbing reality for millions of working people around the world.

The Employers' group felt very strongly about Paragraph 13 of the Recommendation and the rights of persons who are LGBTI being expressly covered by these instruments. The speeches of my colleagues Ms Rigg Herzog and Mr Mdwaba are still very much in our memories. The strong emotions show how much we all care about the topic and how much we all want to end workplace violence and harassment forever and for everyone.

The majority of the Employers' group supports the draft Convention concerning the elimination of violence and harassment in the world of work. Many of our concerns were addressed in the discussions held over the past two weeks and we believe that we arrived at a text which can make a real difference on the ground. This Convention brings us closer to our common goal of ending violence and harassment in the world of work and it will lay down a foundation for policy development and global action for governments, employers, workers and their respective representatives.

More importantly, reaching consensus on this important document means that we did not fail the victims of violence and harassment. The Centenary of the ILO is a historic moment in which to see this happen. We have also achieved important improvements in the text of the Recommendation, although concerns remain among many members of the Employers' group with regard to the scope of the provisions and their very prescriptive nature.

There is also a great deal of disappointment with regard to the lack of expressed protection in Paragraph 13 for all vulnerable groups, including LGBTI persons. Employers want to reaffirm our commitment to standing up and fighting for equality and non-discrimination in employment and occupation for all persons. Violence and harassment against any individual because of their sexual orientation or gender identity must never be tolerated. Our position has consistently been based on this fundamental principle.

Overall, members of the Employers' group will make their own decisions with regard to the adoption of the Recommendation, yet the text of the resolution reminds us that what we have achieved here is only the end of the beginning. The Employers' group is committed to continue efforts to eliminate violence and harassment at work and to work closely with trade unions and governments in doing so.

As I said earlier, Employers do not want to see violence and harassment in their workplaces and no one should be subjected to it. We are looking forward to working closely with the Office in the development and implementation of a comprehensive strategy, and national employers confederations will be closely involved at the national level.

We want to reinforce the commitment of all employers around the world to take action to end violence and harassment against all persons and to achieve a shared commitment and shared responsibilities among all workplace participants about the way we treat each other in our workplaces.

At the end of this discussion, let me thank all those in the Office who have been working extremely hard to make sure that this Committee could do its work. We thank you for your support, efforts and guidance.

Ms Clarke Walker

Worker Vice-Chairperson of the Standard-Setting Committee
on Violence and Harassment in the World of Work

Let me begin by thanking the Chairperson of our Committee, Mr Patry, the Vice-Chairperson of the Employers' group, Ms Matheson and her entire Employers' bench, as well as the Workers' group: not just the workers who were in our Committee, but all the workers represented here today since they are allies who helped to make this possible. Let me also thank the Office for all of its timely support, which helped us to reach consensus on this important instrument.

On behalf of the Workers' group, I am pleased to speak to you today about the proposed Convention and Recommendation concerning the elimination of violence and harassment in the world of work. This is a historic day and, for many, a very emotional day. We are

celebrating the Centenary of the ILO and I can think of no better gift than a Convention and Recommendation that address one of the most pernicious and complex challenges facing workers and employers around the globe. A Convention on violence and harassment is one that truly leaves no one behind.

Last year, when I addressed this room, I invited everyone to endeavour to listen, to take some time to really walk in the shoes of others and then to return to the conversation, ready to work together to find that necessary balance between the aspirational and the practical. I am pleased to report that every member of the Committee, Governments, Employers and Workers, accepted my invitation.

Listening to the closing remarks in our Committee yesterday, I was encouraged by the overwhelming support expressed by Governments in favour of both of the instruments. I truly believe that what you have before you today are texts that we can all be proud of – instruments that are both groundbreaking and visionary, but also practical and actionable.

Having a global minimum standard to prevent and address violence and harassment in the world of work will bring hope to millions of workers, hope that a world of work free from violence and harassment is possible. Our discussions in the Committee gave voice to those workers whose stories demonstrate how pervasive violence and harassment is in the world of work. The stories of the garment workers, the domestic workers, the street vendors, the survivors of domestic violence and the millions of women workers for whom violence and harassment are still a daily reality.

The hope and sense of possibility that this Convention and Recommendation will bring are what is going to drive change forward as we move from negotiation and adoption to ratification and implementation.

Let us reflect on some important achievements. First, on human rights: the Convention makes it clear that everyone has the right to a world of work free from violence and harassment, including from gender-based violence and harassment. Let me say that again: everyone has a right to a world of work free from violence and harassment. Of course, with rights come responsibilities. The texts make it clear that all of us – governments, employers, and workers in the world of work – have a role to play to provide and sustain a work culture that is based on mutual respect and the dignity of human beings, by refraining from, preventing and addressing violence and harassment.

Second, on leaving no one behind, the Convention takes an inclusive approach, extending protection to all workers, irrespective of their contractual status, including individuals who are exercising the authority of an employer, as well as jobseekers, trainees, interns and apprentices, volunteers and others. The Convention also makes it clear that violence and harassment involving third parties, whether they are clients, customers, patients or members of the public, must be considered and addressed. For workers whose jobs involve dealing with the public or in the public space this recognition is extremely important.

In describing violence and harassment in the world of work as a range of unacceptable behaviours and practices, we have found a way to describe the nature of the problem, focusing on the harm that these behaviours and practices cause, whether physical, psychological, sexual or economic. The Convention clearly indicates the places and situations that are linked with or arise out of work where violence and harassment occur: in the physical workplace, as well as during social gatherings online; where workers rest, eat or attend to their health and sanitation needs; and during their commute. And it covers public and private sectors, and the informal economy where more than 60 per cent of workers are among the most vulnerable.

Our goal from the outset was to craft a Convention and a Recommendation that would leave no one behind. We are very clear that people who experience violence and harassment and people whose experience of violence and harassment is exacerbated by discrimination in any way must have the strongest and most robust protection. The process of reaching an agreement and how best to protect people with multiple and intersecting identities was extremely difficult for everyone on the Workers' bench. Whether it is age, disability, race, ethnicity, indigenous status, sexual orientation, gender identity or on any other ground, every person in the world of work should feel that the Convention and Recommendation cover them. That was our priority. We were able to come to agreement on language that would not only address all the grounds of discrimination mentioned in the initial list, but would go further to accommodate evolving international discussions about discrimination and human rights, by referring to existing international labour standards and human rights instruments. As we head into the next 100 years of the ILO, we are confident that we have a Convention and Recommendation that, together, will enable everyone to be included and protected.

Third, on gender-based violence and harassment, it was essential for the Workers that the instruments acknowledged a prevalence of gender-based violence and harassment in the world of work. The stories we receive from workplaces in every sector and from every corner of the globe made this prevalence abundantly clear. Women have been standing up and speaking out through #MeToo, #YoTambién and other movements. But to eradicate gender-based violence in the world of work, we must make transformative change a priority in our workplaces.

While governments, employers' and workers' organizations all have a role to play, this change must be informed and led by those workers who are disproportionately impacted. This change must also incorporate strategies to address the social norms that normalize and perpetuate gender inequalities, maintain unequal power relations in the workplace and enable violence and harassment to continue.

The presence of gender-based violence and harassment in the world of work silences not only those who are targeted, but those who fear retribution or retaliation if they speak up against the abuse and violence that they witness. This makes it one of the most effective tools of intimidation and a significant barrier to the participation of women in the world of work. Both the Convention and the Recommendation set out clear pathways towards transformative change.

Last, on the impact of domestic violence in the world of work, around the world there is growing movement to expose and address the impact of domestic violence in the world of work. There have been studies and surveys done, workplaces have adopted policies and collective agreement provisions, and governments have adopted legislation that recognizes the impact of domestic violence in the world of work and provides support, such as paid domestic violence leave. No worker should have to choose between their job and their safety or the safety of their children. The language in the Convention, the Guidelines and the Recommendation provide Governments with some clear signposts for future action. If we work together, we can help keep people safe when they are at work, even when they are not safe at home.

In conclusion, let me say, we have agreed on instruments that send an unequivocal message that violence and harassment in the world of work is unacceptable and incompatible with decent work. The Convention and Recommendation set out a clear framework for action, grounded in social dialogue and requiring an integrated, gender-responsive approach for the prevention and elimination of violence and harassment in the world of work.

Every person in the world of work should feel that the Convention and the Recommendation apply to them. This is the great achievement of these instruments. It also demonstrates the value and the power of tripartism and the role the ILO can play to help

improve people's working lives and to promote peace, social justice and democracy in the world.

We set out to draft a standard that would stand the test of time, that would carry us forward into the next century of the ILO, and would meet challenges of the future world of work. It is now up to us to create the opportunity and feel the momentum by working together as governments, employers and workers to create safe, respectful working environments for everyone. Everyone needs to realize the right to a world of work free from harassment and violence. Together, I know that we will achieve this.

Mr Patry
Chairperson of the Standard-Setting Committee on Violence
and Harassment in the World of Work

Imagine. Imagine a world of work free from violence and harassment. Imagine a world where work culture is defined by mutual respect and dignity. This is what the Standard-Setting Committee on Violence and Harassment in the World of Work has not only imagined, but brought us closer to making a reality.

It has been a true privilege for me to chair the Committee in this the Centenary year of the ILO. In the context of increasing global awareness and denunciation of all forms of violence and harassment, I and the members of the Committee have been acutely aware of the solemn task with which we were entrusted, and the significance of the proposed Convention and Recommendation for the future world of work.

The enormous level of interest in the Committee's work, both within and outside of the ILO, reflects the timeliness and topical relevance of this discussion. The number of international organizations and non-governmental organizations, avidly following the discussions since the beginning, evidences the potential breadth and impact of these instruments.

We have sought to develop a Convention and a Recommendation that define and articulate the respective roles of governments and employers' and workers' organizations in helping to promote, respect and realize a world of work free from violence and harassment. The instruments also set out a clear and practical framework to prevent and address violence and harassment.

The proposed Convention and Recommendation concerning the elimination of violence and harassment in the world of work call for an inclusive, integrated and gender-responsive approach, protecting everyone who works, irrespective of contractual status, including interns and volunteers, and persons exercising the duties of an employer. It applies to the public and private sector, the formal and informal economy, and in urban and rural areas. Its scope is indeed broad, but so is the reach of violence and harassment in the world of work.

Our objective was to develop robust instruments that would stand the test of time, capable of responding to a fast-changing world of work, flexible enough to attract wide ratification, and able to be efficiently implemented in different contexts.

The proposed Convention that we now invite you to adopt will constitute the first-ever global treaty on ending violence and harassment in the world of work. Together with its accompanying Recommendation, it provides a historic opportunity for us to repair a deep and pernicious deficit in the protection of individuals in the world of work and to shape a future of work free from violence and harassment. This is the future of work that we all want.

The work of the Committee on Violence and Harassment in the World of Work represents a significant contribution to the success of this Centenary Session of the

Conference and confirms the vitality of the ILO and its tripartite structure at the outset of this, its second century. Accelerating efforts to end violence and harassment in the world of work is not only a moral obligation, but also an imperative to ensure that no one is left behind, as we seek to achieve the Goals of the 2030 Agenda for Sustainable Development.

We owe the results of our endeavours to the determination and skill of many individuals, most certainly not least the Vice-Chairpersons of the Committee – Ms Matheson for the Employers’ group and Ms Clarke Walker for the Workers’ group – both of whom you have heard speak so eloquently about the work that they have accomplished. They gave a strong voice to their respective groups and I highly appreciated their professionalism, commitment and absolute resolve to achieve a successful outcome. I have no doubt that we can continue to count on them and their groups, as well as the Government representatives, as we move forward to making the ambitious goals set out in the proposed Convention and Recommendation a reality.

I would also like to highlight the active participation and insightful contributions of the Government members. They worked tirelessly, both during and outside the sittings, always focusing on finding solutions to often difficult and highly charged issues. The principles of tripartism and social dialogue were honoured throughout the work of our Committee and are firmly embedded in its outcome.

I would also like to thank the Reporter, Mr Jordan of Barbados, and the members of the Drafting Committee for their work, that went above and beyond the call of duty. And, of course, I would like to thank the Office for the long hours and hard work it put into this Committee. Ms Tomei, Ms Olney and their team have supported the Committee in its challenging work with skill, grace and professionalism. I would also like to express my personal appreciation for Ms Tabbara and her colleagues for their impressive coordination of the secretariat, which kept us so organized. And of course, I would also like to thank all others behind the scenes, including the interpreters and technicians. There are too many to mention by name, but their individual and collective contributions are enormous and made the Committee’s work possible.

With that, I am honoured to be able to present to you the outcome of the Committee’s deliberations. I urge each of you to adopt the texts before you today. I urge all member States to take the steps necessary to ratify this new Convention and, together with the social partners, to ensure the effective implementation of the Convention and Recommendation concerning the elimination of violence and harassment in the world of work.

This is a legacy that we can truly be proud to leave for our children, and for theirs.

The President
(Original French)

The discussion on the outcomes of the work of the Standard-Setting Committee on Violence and Harassment in the World of Work is now open.

Mr Wandera
Government (Uganda),
speaking on behalf of the Africa group

Anniversaries like the ILO Centenary celebrations serve as a bridge between the past and the future. The timing for the adoption of a Convention on the elimination of violence and harassment in the world of work is therefore timely. It is timely because the Convention proposed for adoption is also a bridge between the past and the present. It is a bridge from the past because it expands the frontier of protection of vulnerable groups mentioned in the Preamble to the ILO Constitution, adopted in 1919, including women. It is a bridge between

the present and the future because it resonates with a human-centred agenda, exposed by the Report of the Global Commission on the Future of Work. There cannot be a human-centred agenda without a world of work free from violence and harassment. We therefore, as the Africa group, cannot imagine a better pillar on which the memory of the Centenary celebrations of the ILO could have been anchored than on a Convention on the elimination of violence and harassment in the world of work.

The adoption of this Convention is just the beginning. This is because legal instruments, however progressive, are not self-enforcing. Therefore, the adoption of the Convention must be followed by wide ratification and domestication. Furthermore, labour administration institutions should be strengthened, including by increasing funding. Therefore, we, as the Africa group, affirm our support for the resolution for the adoption of the Convention and the Recommendation concerning the elimination of violence and harassment in the world of work.

Arriving at the final text was not simple; the discussions were sometimes fractious and long on both matters of substance and form, like commerce, and the most famous phrase, “as far as is reasonably practicable”. Consensus would not have been arrived at without the great sense of purpose exhibited by the spokespersons of the Government, Worker and Employer benches alike. We specifically single out Ms Clarke Walker and Ms Matheson, the Worker and Employer Vice-Chairpersons respectively. We also would like to thank Mr Denis, the EU spokesperson and king dealmaker, who tirelessly roved all the benches to gain consensus. Special thanks go to our Chairperson, Mr Patry, whose calmness and leadership always lifted us from the trenches of inflexibility to the altar of consistence.

Mr Vierita

Government (Romania),
speaking on behalf of the European Union
and its Member States

I have the honour to speak on behalf of the European Union and its Member States. The candidate countries, the Republic of North Macedonia, Montenegro, Serbia and Albania, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, and the European Free Trade Association countries Norway and Iceland, members of the European Economic Area, and the Republic of Moldova and Georgia align themselves with this statement.

We would like to warmly thank the Reporter of the Committee, and the Chairperson and Vice-Chairpersons for leading the discussions in an efficient way. We would also like to thank the secretariat for its support and guidance. We also express our appreciation to the interpreters for their work.

We said at the beginning of the Conference that given the seriousness of the problem and the existing gaps in protection and prevention, it was essential that violence and harassment be tackled in a comprehensive and inclusive manner. On the occasion of the ILO Centenary, the adoption of the first international instruments on this topic demonstrates the vitality of the Organization and the crucial importance of social dialogue and tripartism. Let me again thank all participants for their constructive and engaged work towards achieving consensus, even on the more difficult issues.

The approach of the EU and its Member States throughout the Conference has been to actively and constructively contribute to the negotiations. There is a clear need to act. No one should have to choose between their right to work and their right to live free from violence and harassment. That is why it was so important to find common ground on issues on which constituents had different views. The EU and its Member States are very pleased that the violence and harassment Convention and Recommendation provide a coherent and

comprehensive framework for protecting victims of violence and harassment in the world of work through an inclusive, integrated and gender-responsive approach.

We note with satisfaction that the new Convention and Recommendation recognize the importance of a work culture based on mutual respect and human dignity in preventing violence and harassment, and set out an effective and complementary set of remedies and support services for addressing this unacceptable behaviour. The instruments likewise acknowledge the effects of violence and harassment on victims' health and dignity and the negative impact on the world of work. The new instruments will be essential in bringing together governments and workers' and employers' organizations to tackle this injustice.

The ambitious result of the discussions during the past two weeks is fully in line with the key principles of non-discrimination and gender equality on which the EU is founded. Throughout the negotiation process, the EU and its Member States have underlined the need for a binding international agreement that provides adequate protection and remedies in cases of work-related violence and harassment. The reference in the Recommendation to "applicable international labour standards and international instruments on human rights" ensures that vulnerable groups and groups in situations of vulnerability will be protected in an inclusive manner and that no one is left behind.

The international #MeToo movement has been groundbreaking in raising awareness of violence and harassment in the world of work, and the instruments will contribute to this wave as a powerful and binding international response. We are honoured to have been able to contribute to the first international instruments on this crucial topic. It is our sincere hope that their implementation will make a difference to the lives of those suffering or at risk of violence and harassment around the world.

Mr Núñez Rímola
Government (Costa Rica)
(*Original Spanish*)

The Convention concerning the elimination of violence and harassment in the world of work has been adopted by the Standard-Setting Committee. We fully share the conviction that any violent or harassing behaviours in the world of work are contrary to human dignity.

Today, we are pleased to witness this event, which is a historic milestone, since it is the first time in 100 years that an international instrument which strengthens the working conditions of individuals but particularly those of women at work, addressing their health, safety and well-being, is being presented for adoption.

We also wish to highlight the social dialogue that inspired the work of the Standard-Setting Committee on Violence and Harassment in the World of Work, enabling the Convention to be voted on and adopted at this meeting.

These decisions constitute a step forward in the continuous commitment to improve the working conditions of the most vulnerable people, to make it possible for them to enjoy decent work and a decent life.

Therefore, the Government of Costa Rica will vote in favour of the new international standard and we would call on the Conference to adopt it and on States to move forward with its ratification, in order to ensure implementation of the Convention.

Mr Cordero

Employer (Argentina)

(Original Spanish)

Culture, not in the sense of being something that gives us superiority, but rather in the sense of being the baggage that we have acquired across time from all of our ancestors, is what makes us human. That culture allows us to live in a different and distinct way in this society. Today, we are standing face-to-face with a historic moment, an unforgettable cultural change.

Work, on the other hand, is something that dignifies us as human beings. We would not be here if it were not for work, for the activity of humankind. Look at what we have built: we have built this house; it is 100 years old now, this house, and it would be nothing if it were not for the voices that are raised in this house, for the people who work in this house. That is what we are as human beings: people who traverse through history trying to be better each day.

Today is a historic day because we are saying “no” to violence and harassment in the world of work. However, it is even more historic than that because this is an instrument that is so powerful that it will have to be managed very responsibly. In the region that I come from, Latin America, sometimes we see that good instruments can be sidelined in the end.

I want to say something about the content of this instrument. This instrument talks about freedom and respect, this instrument deals with freedom, but not only the freedom to be equal, but also the freedom to be different, to think differently, to understand that we are able to think differently.

This is the only thing that I want to say; we must accept ourselves with our differences, accept ourselves for who we are. I hope that when we reach the bicentenary of this Organization, this instrument will be sitting on a shelf covered in dust and someone will take it off the shelf and say: “What was this? What were violence and harassment? We no longer recognize them; they have disappeared from the world.”

Ms Familia Tapia

Worker (Dominican Republic)

(Original Spanish)

Firstly, allow me to congratulate the ILO on arriving at its Centenary promoting social justice for humanity, and I am delighted to have the opportunity to speak at this historic session of the Conference.

During two weeks of global discussions, we, the tripartite constituents of the ILO, have been working to produce standards against violence and harassment in the world of work. The ILO’s constituents have agreed that violence and harassment in the workplace are harmful to the health of a person and to the reputation of businesses, and that they are unacceptable in decent work, as stated in the Final report of the Tripartite Meeting of Experts on Violence against Women and Men in the World of Work (2016), which sustained this discussion. Thus, we, Governments, Workers and Employers, have demonstrated our desire to make every effort to eliminate any impact that this evil may have on global production, so that the ILO’s constituents can pass on instruments that will complement and strengthen the application of existing instruments to the current and future generations of workers, such as those that refer to the foundations of decent work, which, although they have been of great value in employment relationships, have proven insufficient to address violence and harassment.

Currently, employment is asymmetrical in terms of its political, structural and organizational composition, and it is becoming increasingly complex as a result of the social diversity that has an impact on it. That includes power relationships in all areas, but in particular, towards women, as those relationships play a discriminatory role, which leads to inequality and limits the opportunities of the most vulnerable groups. By adopting this standard, the ILO's constituents are providing guidelines and policies to promote people's physical and emotional health, as well as stability in employment, respect between the genders, equity in all inequalities, capacity, optimal function, and awareness among citizens; in short, a healthy production environment and stable peace in society, which is what we all want, now and in the future.

To conclude, we recognize and congratulate the Chairperson of the Standard-Setting Committee on Violence and Harassment in the World of Work, the Government representative of Canada, for his pertinent management of the process; the Employer Vice-Chairperson for her determination in carrying out her responsibilities during negotiations and for meeting the demands and needs of every moment; the Governments for their committed contributions to drive state policies; the technical teams that supported the Chairperson and the Vice-Chairpersons, accompanying them and providing advice; and finally, the Worker Vice-Chairperson for her capacity to harmonize our interests with those of the other groups.

Mr Arab Verdugo
Government (Chile)
(Original Spanish)

As representatives of the State of Chile, it is an honour for us to participate in such an important tripartite organization as the ILO, especially in the year of its Centenary. There is no doubt that discussions have been very valuable and fruitful, both in the development of the ILO Centenary Declaration and with regard to discussion on the Convention concerning the elimination of violence and harassment in the world of work.

Thus it has not just been two weeks, but rather it has been more than two years of intense work to build the consensus needed so that we would be able to arrive at a Convention and a Recommendation on so relevant and sensitive a subject as violence and harassment in the world of work. Although surely, for the workers who have been victims of violence and harassment, this fight has been much longer. Therefore, we particularly welcome the support and leadership shown by the Committee Chairperson and the Office, as they have dedicated themselves with effort and care to reaching a text that we can use to make progress towards a world of work where the respect for and dignity of all reign; essential values of any democratic society.

Without prejudice to that, we express our concern regarding those areas, particularly in the Recommendation, that have generated debate and that represent a challenge for our countries in their implementation, with regard to the eventual gaps that may exist or the views that may not coincide with the possible understanding of the role and responsibility of social partners and Governments in ensuring its adequate application. That is why we would like to place on record that we understand the Recommendation to be providing support for the sovereign decision and responsibility of each member State to implement the Convention in accordance with local legislation, always seeking to protect the rights of workers and employers, and not trying to expand the scope to elements that are beyond the control of the parties in employment relationships, always respecting the fundamental principles of the right to work, in particular the right to non-discrimination and gender equality, while always seeking tripartite consensus.

With that explanation, our Government will support the adoption of the Convention and the Recommendation.

Finally, and as it is the Centenary year, as well as valuing the tremendous contribution that the ILO has made to generating harmonious, dignified and collaborative relationships and decent work, at the same time we should ask what we want the next 100 years to be, because there is no doubt that the future of work will provide us with various challenges that we can surely address together for the good of our countries.

Mr Joyce
Worker (Ireland)

After sitting in this room at the end of last year's session of the Conference with no consensus around key issues – including definitions, the scope, and how to deal with groups disproportionately affected by violence and harassment – I do not think many of us were in an optimistic state of mind as we returned to our respective countries. Yet one year later, thanks to the efforts of Employers, Governments and all my Worker colleagues – led by Ms Clarke Walker – here we are standing on the verge of adopting new instruments with agreed definitions and scope, that recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment, that recognize that violence and harassment can constitute a human rights violation or abuse, that leave nobody behind, that recognize the effects of domestic violence and the need to mitigate its impact in the world of work, and that commit all of us to an inclusive, integrated and gender-responsive approach to the prevention and elimination of violence and harassment in the world of work.

It is a remarkable achievement and the result of years of campaigning by the trade union movement, particularly the women of the movement, who have been working long and hard to bring us to this historic day. As a man and a father of two daughters about to embark on their working lives, it has been a privilege to play a small part in the creation of these instruments which will help bring about more dignified and respectful working lives for all and help rid the world of work of the scourge of violence and harassment. I want to thank my fellow Irish Employer and Government representatives for their constructive involvement in the discussions and look forward to working together back at home towards early ratification and effective implementation in Ireland.

Ms Godet
Employer (Bahamas)

On behalf of the employers of the Commonwealth of The Bahamas and the Caribbean as a whole, we acknowledge the new Convention concerning the elimination of violence and harassment in the world of work, which calls for social partners in each member State to join forces in addressing unacceptable behaviours in the workplace that are likely to result in physical, psychological, sexual or economic harm to another, whether gender-based or not. Such behaviours cause anxiety and create a climate of distrust and insecurity in the workplace, ultimately resulting in a loss of manpower, reduced efficiencies, and increased cost to both the State and the employer.

Today, violence and harassment in the workplace affect the rank and file of all occupations and economic sectors: whether public or private, formal or informal, there is no exception. Once upon a time, an employer would not have been challenged for telling his employee: "Once you enter these doors, keep your personal business personal, and your home affairs at home." Times have changed and now, more than ever before, domestic violence follows the victim from his or her home and rears its ugly head in the workplace. It is even worse for domestic workers when the home is the place of work. As the world of work changes, so too must we evolve to keep pace and, in response, employers, in conjunction with social partners, are called upon to help their employees cope with the scourge of violence and harassment in the workplace.

You may be assured that, through the work of the Bahamas National Tripartite Council, I will urge my Government to ratify this Convention and I encourage my Caribbean brothers and sisters to do the same.

In closing, I wish to commend the exceptional leadership of our Employers' group Chairperson, Mr Mdwaba, who underpinned the stellar efforts of the valiant Vice-Chairperson, Ms Matheson, supported by the contributions of our secret weapons, Ms Rudelli, Ms Rigg Herzog, Mr Thorns, Mr Espinosa and Ms Chang. I acknowledge also, with thanks, the unswerving work of Ms Clarke Walker, Worker Vice-Chairperson, and her outstanding team. Of course, the cool, calm resolve of the Standard-Setting Committee Chairperson, Mr Patry, cannot only be attributed to his Caribbean roots, for yes, O Canada, we hail him as our own.

Ms Sephomolo
Employer (Lesotho)

It is a privilege to address you on behalf of the employers of the Africa region, including the Republic of Seychelles. The standard-setting process has been challenging, as we were dealing with a highly emotive topic, and one which is also complicated. We wish to take this opportunity to thank the Employer spokesperson and Vice-Chairperson of the Committee, Ms Matheson, and her team, for her leadership and for ably presenting our views.

The employers believe that a Convention concerning the elimination of violence and harassment in the world of work and an accompanying Recommendation is necessary, as a matter of urgency, to point to a set of principles providing an integrated approach, and to provide direction on how to implement such principles. There is no doubt that violence and harassment have devastating effects on individuals, enterprises, economies and societies. We also would like to quote the proposed Convention: "violence and harassment is incompatible with the promotion of sustainable enterprises and impacts negatively on ... workplace relations, worker engagement, enterprise reputation, and productivity". There is, further, no doubt that there are gaps in the protection of workers, necessitating an instrument to ensure that violence and harassment is prevented and addressed. While each delegation has the right to make its own decisions when voting, this is a profound time in the life of the ILO. It is opportune that at the celebration of the Organization's Centenary we have drawn such important instruments, and indeed, if adopted, this will be the first of its kind.

It is for these reasons that the employers of Africa endorse the views expressed for the adoption of the proposed Convention and Recommendation.

Ms Magaya
Worker (Zimbabwe)

It is my pleasure to express to you on behalf of the workers of Africa our profound joy and gratitude for the great work by the ILO and its tripartite constituents to initiate the formulation of these instruments.

Violence and harassment in Africa has been a key issue which has affected all people, especially women workers: women working in the informal economy, women in agriculture, in domestic work, in male-dominated sectors such as mining and in many other sectors. It is a scourge that needs to be addressed before it eliminates all of us.

Violence and harassment has its roots in serious inequalities in our societies, which are mirrored in our world of work. We, the workers of Africa, are especially proud to have been part of such a historic moment, which was a chance for us to engage in dialogue with our governments and employers to take gender-responsive action to eliminate violence and harassment in the world of work.

We appreciate the social dialogue and engagement to end violence and harassment in our countries. We thank all the people who have contributed to this tremendous work. On behalf of the workers of Africa, we say we are ready for the Convention and Recommendation and we will play our role as workers to ensure that there is a world of work free from violence and harassment. On behalf of the workers of Africa, I say to our governments: let us finish the good work by ratifying the Convention and ensuring effective implementation of these instruments. As Africa we stand stronger when united. We are ready.

Ms Flores Liera
Government (Mexico)
(*Original Spanish*)

On behalf of the Government of Mexico, I would like to thank the Chairperson of the Standard-Setting Committee, Mr Patry of Canada, for guiding the negotiations effectively and patiently, always seeking creative solutions in the most difficult moments. We also thank the Vice-Chairpersons, Ms Walker and Ms Matheson, for the determination and dedication they showed during these weeks.

The adoption of the Convention and the Recommendation is only the beginning of a much longer journey, during which each State will consider the ratification of the Convention and the legislation that will be required for its due implementation in line with their respective internal procedures. The adoption of the Convention today does not prejudge the outcome of those discussions. We know that not all the parties are completely satisfied with the outcome reflected in the Convention and the Recommendation, which means that a good balance was reached. During the negotiations diverse interests were put forward, which in many cases were contradictory, and we believe that the final texts reflect a delicate balance between all of these interests, while always seeking to safeguard human rights. This negotiation also highlighted that a strong tripartism exists and remains operational, and that tripartism is the only way to ensure a dignified and decent future of work for current and future generations.

The Convention and the Recommendation respond to a debt that our societies owe to workers who have been victims of violence and harassment in the world of work, in particular, to women. The Recommendation represents a non-binding set of guidelines for States on how they may implement the Convention in an adequate manner.

The Government of Mexico will vote in favour of both instruments, and we call on all parties to do likewise, as these instruments will help us to build a future of work with inclusivity, dignity, and social justice, and above all, a future that is free from violence and harassment.

Mr Al-Obaidli
Government (Qatar),
speaking on behalf of the member States
of the Gulf Cooperation Council
(*Original Arabic*)

On behalf of the Gulf Cooperation Council countries, I would like to thank the Chairperson of the Committee and his Vice-Chairpersons for their able leadership, for their efforts to hold a consultative dialogue among all countries and for the wisdom with which they have conducted the negotiations. We would like to thank the Governments and social partners for the Convention and the Recommendation that we have reached by consensus, the issuance of which coincides with the Centenary of the ILO.

Our Governments have supported this process since last year. We consider that the principles enshrined in these instruments and the results that we have obtained will play an essential role in promoting protection and rights and in eliminating violence and harassment in the world of work. We call on you to vote in favour of the Convention and the Recommendation. Furthermore, we highly commend the vital role played by the secretariat and the Office in preparing and facilitating the work of the Committee. We would also like to thank the interpretation team for their efforts throughout the work of the Committee.

Ms Mackintosh
Worker (New Zealand)

In this Convention, we have a vision of a different and better world for all people. While I am here representing hundreds of thousands of working people in my country, for me, as for most women workers I know, this Convention and this Recommendation are personal: #MeToo. These instruments have caused women workers from Hollywood to Hamilton to become aware of our common issues. I understand from my own experience the silencing, diminishing and spirit-crushing effect of discrimination and harassment.

This Convention, with its recognition of violence and harassment as a range of behaviours and practices, tells me that what I have experienced counts, that it is at one end of a range. I have not been murdered at work, unlike my sisters, whose violent partners tracked them down and killed them. I have not been beaten at work, but a member of my union, a female security guard at Waikato Hospital, was beaten just a few weeks ago. Based on an understanding that some of us are more vulnerable than others, and that our stories are common, but different, these instruments truly leave no one behind. We have brought our heads and our hearts to this tripartite negotiation and we have found the words to give a framework to our vision. The next steps are actions. Let us do this.

Ms Silva
Government (Uruguay),
speaking on behalf of GRULAC
(*Original Spanish*)

I have the honour to make this statement on behalf of the group of Latin American and Caribbean countries (GRULAC). Today we are concluding an intensive process of dialogue and exchange, during which GRULAC endeavoured to have a balanced and constructive approach. Negotiations were resumed on the ILO's important standard-setting work in the context of the Centenary, tackling a topic of undoubted relevance and looking towards the future of the world of work.

Our countries take this opportunity to reaffirm their commitment to a world of work free of violence and harassment, taking account of their different national realities and legislation. We are grateful to the Committee Chairperson and Vice-Chairpersons for their leadership and commitment, to the Reporter for his report and to the Office for its dedicated support.

Ms Beckwith
Employer (United Kingdom)

I am delighted to address you on behalf of the Confederation of British Industry (CBI), which speaks on behalf of 190,000 United Kingdom businesses. Around two thirds of those have offices or are headquartered overseas and together they employ about one third of workers in the United Kingdom's private sector.

Ending violence and harassment at work is fundamental to building inclusive workplaces and promoting decent work. The CBI entered this negotiation wanting a

Convention because the United Kingdom's employers actively want to uphold their responsibilities. Last year, we put on record our concerns that the broad definitions and the scope of the proposed Convention jeopardized its strong implementation. This year, this house has agreed a more practicable text. Employers' responsibility to protect people from violence and harassment at work is now linked to what is under their control.

For this reason, among others, the CBI is proud to support the new Convention, but the CBI does not support the Recommendation because we believe that it was a missed opportunity for the Convention to provide explicit protection to LGBTI workers, a group that is known to be vulnerable to violence and harassment. The CBI wants it on record that this Convention should protect every worker, including LGBTI people, and urges the ILO's supervisory system to interpret it as such.

While the United Kingdom has a strong floor of workplace protections for vulnerable groups, United Kingdom businesses want to be confident that they, and their supply chains, uphold the best possible protection through international labour standards. Given the ILO Director-General's public support for LGBTI rights at work, the CBI urges Governing Body members to revise existing instruments, or develop a new one, to ensure that the rights of all workers continue to be protected around the world.

Mr Zhukov
Government (Russian Federation)
(*Original Russian*)

The Russian Federation believes that violence and harassment in the world of work are totally unacceptable. Such actions in our country are unequivocally considered to be offences and, depending on their nature, they can carry disciplinary, administrative or criminal liability. It is our belief that eliminating violence and harassment from the world of work makes an important contribution to ensuring decent work for all and more fully guarantees compliance with human rights and respect for human dignity. There is no doubt that work that is free from harassment is more productive.

The Russian delegation participated constructively in the work on the documents we are currently considering. Our proposals were reasonable. They were aimed at eliminating obvious discrepancies with existing norms of international law and at making the Convention and Recommendation acceptable to all member States of the ILO. However, we are compelled to note that in seeking to agree on texts for the proposed Convention and Recommendation, the views of all the parties were not fully taken into account. It is not certain that, in the future, these documents will be able to become universal. The requirements imposed by these instruments on potential signatories go far beyond the scope of problems relating to violence and harassment in the world of work, and related areas.

Given what we have said, the Russian Federation unfortunately cannot support the draft Convention and Recommendation in their current form. We will be abstaining during the vote.

Ms Rigg Herzog
Employer (United States)

I would like to begin by asking for some kind of procedural point of order. I would like to request please, that every Government delegation that wishes to be able to speak on this matter should be able to do so in a timely fashion, before we begin to take our vote.

The United States Council for International Business (USCIB) joins in congratulating the ILO and its tripartite constituent partners on the successful conclusion of the Centenary Session of the International Labour Conference. We join in thanking our Committee

Chairperson, Mr Patry, for his able leadership and also the heart and dedication of the Worker and Employer spokespersons for this important matter, Ms Clarke Walker and Ms Matheson.

The USCIB is proud to have actively participated in the important two-year standard-setting negotiation for this new ILO Convention, focused importantly on the elimination of violence and harassment in the world of work. Both violence and harassment are unacceptable behaviours that have no place in our societies and especially not in our workplaces. The Convention document that we concluded together is aspirational in its vision, as it should be for such an important and universal concern. The Convention also clarifies that for public and private employers to effectively work to eradicate these negative practices such efforts must be commensurate with their degree of control. The USCIB proudly supports this Convention.

Every person deserves to be treated with dignity and respect, and protection from violence and harassment applies to all people without exception. We are therefore disappointed that neither sexual orientation nor LGBTI were explicitly cited either in the Convention or the Recommendation. Nevertheless, with regard to the text in Paragraph 13 of the Recommendation that refers to interpretations of “applicable international labour standards and international instruments on human rights”, we understand that to mean that it also refers to, and includes, interpretation of those instruments by the relevant UN treaty bodies.

As we enter into the second century of the ILO’s history, we call upon the Secretary-General of the United Nations and the Director-General of the ILO to be unwavering in their work to bring added and necessary clarity to international instruments to ensure that they are all truly inclusive, so that all people may be protected from violence, harassment and discrimination everywhere.

Ms Coronación
Worker (Philippines)

The deliberations on instruments concerning the elimination of violence and harassment were tough, but it is always worth fighting for the rights and welfare of all workers, particularly women workers, who have long suffered as a result of patriarchy: the economic marginalization arising from the gendered division of labour, the lack of representation due to political subordination, and violence against women that can be in the form of sexual harassment, domestic violence, bullying, intimidation, rape and homophobia.

It is important that these instruments cover the role that domestic violence plays in keeping women out of the work force. It endangers their job security and their safety at work. It really has an impact on productivity. Collective bargaining action to address these impacts has already made a huge difference in helping many victims to keep their jobs and also to be able to have the independence to escape violent partners. Action by governments has also contributed, for example, by providing adequate social protection to victims.

I am proud that my country has laws to provide paid leave to victims of domestic violence, so that they can take the time to seek medical attention, counselling or legal advice without loss of income. The 2017 National Health Demographic Survey in the Philippines showed that one out of 20 women aged 15–49 said they experienced some form of sexual violence, yet only two in five women sought help or reported the incident. Clearly, this status reminds us that there are still a lot of things to be done. Unequal power relationships between men and women do exist; inequality and discrimination, among other factors, are a big part of the picture.

For us in the labour movement, adopting this Convention, supplemented by a Recommendation, on the elimination of violence and harassment in the world of work will aid in the realization of long-sought justice. Rest assured we will not stop with this Convention and Recommendation, but they will help us to liberate millions of women from violence and harassment in the world of work, including migrant domestic workers, whose situation can so often be linked to bondage and trafficking. After all, as Andrea Dworkin once said, as long as any woman in the world is being bought or sold, none of us is free.

Ms Baxter
Government (Canada)

On behalf of my delegation, I wish to express our gratitude to all those who have been involved in the Committee's proceedings for their dedication to the elimination of violence and harassment in the world of work. Their collaboration, creativity and camaraderie in this endeavour are truly appreciated. We wish to thank the secretariat in particular for its tireless work over the past five years to guide us in this historic moment.

We have repeatedly stated Canada's strong support for a standard in the form of a Convention, supplemented by a Recommendation. We are proud of these groundbreaking instruments. The work that has gone into these texts is truly remarkable and is a testament to tripartite dialogue. These efforts demonstrate all that we can achieve when we are open and willing to listen.

We witnessed some wonderful moments when discussions of these instruments were concluded. The singing, dancing and joy that reverberated around our Committee room conveyed the hope that is inherent in these standards.

Through their effective implementation, these standards will prevent, address and respond to violence and harassment in the world of work and, by extension, society more broadly, including by recognizing the effects of domestic violence on the world of work. These standards will guide us through the cultural and societal change we have all acknowledged is so necessary.

In the year of the ILO's Centenary we need to look forward. This is a wonderful achievement, but it is a first step. In this respect, we would call for adoption by all and then wide ratification and implementation of these instruments, to give effect to their provisions and to the future of the work we hope to see.

Ms Newton
Government (United States)

It is easy to agree that violence and harassment should never occur in the world of work. How to best prevent and remedy workplace violence, however, is far more difficult and complex. Today, we take an important step towards doing just that. The United States supports the adoption of this Convention, which recognizes that all violence and harassment in the world of work is unacceptable. Our vote to adopt the Convention reflects our support for opening the Convention to ratification by member States, albeit with the recognition that a vote here to adopt the Convention does not itself incur any obligations, nor does it bind Governments to ratify or implement the Convention.

Although the Recommendation sets out many useful concrete measures that can help protect individuals from abuse in their working lives, there are some areas that we wish to clarify. It is important to acknowledge that the lawful enforcement of immigration laws in the workplace should not be construed as harassment by the State, under this Convention, of either migrants or of the employers for whom they work.

The United States also affirms that nothing in this Convention affects its sovereign immunity, diplomatic immunity or any other privileges and immunities conferred by national or international law or by international agreement.

References to the right of everyone to a workplace free from violence and harassment means that States should endeavour to take appropriate measures to address such violence and harassment.

The United States would like to recognize the tremendous work of all of the Committee members and, in particular, Joan Barrett, a United States Government employee, whose leadership and steady hand has helped not only the United States, but many other country representatives as well. She represents the best of public service.

The United States is pleased to be a part of this momentous occasion. It is our hope that this Convention will be widely used by governments, employers and workers and by the ILO in its own work. We are honoured to join you in taking these steps towards a world in which everyone can work safely and with dignity as we all move to end violence and harassment in the world of work.

Proposed Convention concerning the elimination of violence and harassment in the world of work: Adoption

The President *(Original French)*

We will now proceed to the adoption of the proposed Convention concerning the elimination of violence and harassment in the world of work, the text of which is contained in *Provisional Record* No. 7A. We will go through it Part by Part, beginning with the Preamble.

If there are no objections, may I take it that the proposed Convention concerning the elimination of violence and harassment in the world of work is adopted, Part by Part?

(The Preamble and Articles 1–20 of the proposed Convention are adopted seriatim.)

If there are no objections, may I take it that the proposed Convention concerning the elimination of violence and harassment in the world of work, as a whole, is adopted?

(The proposed Convention, as a whole, is adopted.)

(A record vote is taken.)

Announcement of the results of the final record vote on the Convention concerning the elimination of violence and harassment in the world of work

The President
(Original French)

I have the honour to announce the results of the final record vote on the Convention concerning the elimination of violence and harassment in the world of work, the text of which is contained in *Provisional Record* No. 7A.

The result of the vote is as follows: 439 votes in favour, 7 votes against, with 30 abstentions. As the quorum was 321, and the required two-thirds majority, including abstentions, of 298 has been reached, the Convention concerning the elimination of violence and harassment in the world of work is adopted.

(The Convention is adopted.)

(The detailed results of the vote may be found at the end of this record.)

The President
(Original French)

Two delegates have requested the floor to explain their vote.

Mr Sedigh Mostahkam
Government (Islamic Republic of Iran)

The Islamic Republic of Iran has a zero-tolerance policy vis-à-vis violence and harassment in the workplace and has already adopted an array of regulations to prevent and address effectively any occurrence of such violence and harassment. We appreciate all the efforts taken by the ILO to address this important issue and we have engaged constructively in the collective endeavour to that end. We hope that the newly adopted instruments will serve the purpose of eliminating any type of violence and harassment in the world of work.

We all have come a long way to arrive at where we stand today, notwithstanding the differences in positions and interpretation of certain concepts or terms. On this occasion, my delegation would like to share its understanding that the Convention, as well as the Recommendation, will be considered in accordance with each member State's domestic laws and regulations, and in conformity with national contexts, as well as cultural and social norms and values. Furthermore, we wish to put on record that there is no universally accepted and common definition for vulnerable groups, and, as such, categorizing populations as being at risk of violence and harassment should be based on domestic legal systems.

Mr Masís Fallas
Employer (Costa Rica)
(Original Spanish)

On behalf of Costa Rica's business sector, I would like to say that workplace harassment and violence are despicable and reprehensible; they cannot and should not be accepted, no matter what the circumstances. Costa Rican criminal and special legislation therefore clearly resolves situations of this kind. The text originally put forward by the Office no doubt had many legal shortcomings. Thanks to the work of the Committee in these last

two weeks, and to the Employers' and other participating groups, it has been substantially improved.

However, the text of the Convention continues to have flaws that cannot be passed over in silence. Unfortunately, it contains a number of recommendations that are damaging for the business sector, not only in Costa Rica, but throughout Latin America, in that they introduce the concept of domestic violence into the world of work.

The Convention is also excessively ambiguous as concerns employer liability. It is very difficult for employers to know where their responsibilities begin and end, whether in a small or medium-sized enterprise (SME) or a large company. In a broad concept of the world of work, employers will find that they are held responsible for incidents involving people they have never known (jobseekers) or occurring in places beyond their reach (public places) or in situations beyond their control (such as work-related travel). This could have worrying consequences, in particular for SMEs.

Proposed Recommendation concerning the elimination of violence and harassment in the world of work: Adoption

The President
(Original French)

We will now proceed to the adoption of the proposed Recommendation concerning the elimination of violence and harassment in the world of work, the text of which is also contained in *Provisional Record* No. 7A. We will go through it Part by Part, beginning with the Preamble.

If there are no objections, may I take it that the proposed Recommendation concerning the elimination of violence and harassment in the world of work, is adopted, Part by Part?

(The Preamble and Paragraphs 1–23 of the proposed Recommendation are adopted seriatim.)

If there are no objections, may I take it that the proposed Recommendation concerning the elimination of violence and harassment in the world of work, as a whole, is adopted?

(The proposed Recommendation, as a whole, is adopted.)

(A record vote is taken.)

Announcement of the results of the final record vote on the Recommendation concerning the elimination of violence and harassment in the world of work

The President
(Original French)

I have the honour to announce the results of the final record vote on the Recommendation concerning the elimination of violence and harassment in the world of work, the text of which is contained in *Provisional Record* No. 7A.

The result of the vote is as follows: 397 votes in favour, 12 votes against, with 44 abstentions. As the quorum was 321, and the required two-thirds majority, including abstentions, of 273 has been reached, the Recommendation concerning the elimination of violence and harassment in the world of work is adopted.

(The Recommendation is adopted.)

(The detailed results of the vote may be found at the end of this record.)

The President
(Original French)

One delegate has requested the floor to explain his vote.

Mr Benavidez
Government (Philippines)

Let me just say that our vote to adopt the Convention, supplemented by the Recommendation, is not merely textual support and confirmation. It is a ballot of hope and vision: the hope that through genuine, constructive tripartite engagement, we in the Philippines shall work together to implement its principles, once ratified, and that through its universal ratification and implementation all places of work will finally be free from violence and harassment in order to further promote decent work not only for the select few, but for all and the many.

Resolution concerning the elimination of violence and harassment in the world of work: Adoption

The President
(Original French)

We will now proceed with the adoption of the resolution concerning the elimination of violence and harassment in the world of work.

If there are no objections, may I take it that the resolution is adopted?

(The resolution is adopted.)

The President
(Original French)

That brings us to the end of our consideration of the outcomes of the Standard-Setting Committee on Violence and Harassment in the World of Work.

We have been able to celebrate together, with dignity, this milestone in history, when we have publicly and proudly presented two new instruments and a resolution on the elimination of violence and harassment in the world of work. As you know, this matter was the subject of a first discussion at the 107th Session of the International Labour Conference. The outcome that we have achieved today is therefore the result of several years of particularly intense work.

Allow me to say from the podium that you, the delegates and the members of the Committee, have achieved something that seemed unimaginable a few years ago. We pay tribute to those of you who, in recent years, have had the courage to report situations of violence and harassment at work.

I congratulate you all!

(The Conference adjourned at 1.20 p.m.)



Vote final par appel nominal sur d'adoption de la Convention concernant
l'élimination de la violence et du harcèlement dans le monde du travail

Final record vote on the adoption of the Convention concerning the
elimination of violence and harassment in the world of work

Votación nominal final sobre la adopción del Convenio sobre la
eliminación de la violencia y el acoso en el mundo del trabajo

Pour/For/En Pro: 439

Contre/Against/En contra: 7

Abstentions/Abstentions/Abstenciones: 30

Quorum: 321

Maj./May.: 298

Pour/For/En Pro: 439

Afrique du Sud/South Africa/Sudáfrica
MDWABA, Mr (E)
NTSHALINTSHALI, Mr(T/W)

Albanie/Albania
NEZAJ, Mr (G)

Algérie/Algeria/Argelia
KHIAT, M. (G)
ZAIDI, M. (G)
MEGATELI, M. (E)
BENMOUHOUB, M.(T/W)

Allemagne/Germany/Alemania
NEU-BRANDENBURG, Ms (G)
ARNOLD, Ms (G)
VOLLMANN, Ms(T/W)

Angola
GUIMARÃES, M. (G)
FRANCISCO, M. (G)
TONDELA, M. (E)
FRANCISCO, Mme(T/W)

Arabie saoudite/Saudi Arabia/Arabia Saudita
ALGASSIM, Mr (G)
ALJUAID, Mr (G)
ALMOHAMMADI, Mr (E)
ALJARYAD, Mr(T/W)

Argentine/Argentina
PROFFEN, Sr. (G)
PORTA, Sra. (G)
MARTINEZ, Sr.(T/W)

Australie/Australia
KIDD, Ms (G)
DURBIN, Ms (G)
BARKLAMB, Mr (E)
ISMAIL, Ms(T/W)

Autriche/Austria
ZIERING, Ms (G)
DEMBSHER, Ms (G)
STELCZENMAYR, Ms(T/W)

Bahamas
PINDER, Mr (G)
GODET, Mrs (E)
CARTWRIGHT-LEWIS, Mrs(T/W)

Bahreïn/Bahrain/Bahrein
JAAFAR, Mr (G)
SALMAN, Mr (G)
ALAMER, Mr (E)
SHEHAB, Mr(T/W)

Bangladesh
AHSAN, Mr (G)
K M ALI, Mr (G)
AHMED, Mr (E)
NAHAR, Ms(T/W)

Barbade/Barbados
FORTE, Mr (G)
HOPE-GREENIDGE, Mrs (G)
MAYERS-GRANVILLE, Mrs (E)
MOORE, Mrs(T/W)

Belgique/Belgium/Bélgica
SOETE, M. (G)
MUYLLE, M. (G)
VERTENUEIL, M.(T/W)

Bénin/Benin
ZANOUE, M. (G)
HOUNNOUVE, M. (E)
BACHABI, M.(T/W)

Bolivie (État plurinational de)/Bolivia (Plurinational State of)/Bolivia (Estado Plurinacional de)
MAYTA LIMACHI, Sra. (G)
ALANOCA MAMANI, Sr. (G)
FLORES VILLARROEL, Sr.(T/W)

Botswana
KOKORWE, Mrs (G)
MOJAFI, Mr (G)
GABOBAKE, Mr(T/W)

Brésil/Brazil/Brasil
DALCOLMO, Sr. (G)
FARANI AZEVÊDO, Sra. (G)
TORRES, Sr.(T/W)

Bulgarie/Bulgaria
TOMOV, Mr (G)
KOSTADINOVA, Mrs (G)
DIMITROV, Mr(T/W)

Burkina Faso
FOROGO/YELKOUNI, Mme (G)
COULIBALY, M. (G)
NANA, M.(T/W)

Burundi
MINANI, M. (G)

Cabo Verde
VAZ FERNANDES BENOLIEL, M. (E)
VEIGA DE ALMEIDA, Mme(T/W)

Cambodge/Cambodia/Camboya

SOVANN, Mrs (G)
NEY, Mr (G)
CHUON, Mr(T/W)

Canada/Canadá

THORNTON, Ms (G)
KRÜGER, Ms (G)
REGENBOGEN, Ms (E)
CLARKE WALKER, Ms(T/W)

République centrafricaine/Central African Republic/República Centrafricana

PSIMHIS, Mme (E)
RAMADAN, M.(T/W)

Chili/Chile

ARAB VERDUGO, Sr. (G)
SERAZZI, Sr. (G)
MUÑOZ VALENZUELA, Sra.(T/W)

Chine/China

HAO, Mr (G)
DUAN, Mr (G)
LIU, Ms (E)
JIANG, Mr(T/W)

Chypre/Cyprus/Chipre

ZENIERI, Ms (G)
ANDREOU PANAYIOTOU, Ms (G)
POLYVIOU, Mr (E)
PIERI, Mr(T/W)

Colombie/Colombia

ARANGO OLMOS, Sra. (G)
ADRIANA, Sra. (G)
FLEREZ GONZALEZ, Sra.(T/W)

Congo

AKONDZO NGUIAMBO, M. (G)

République de Corée/Republic of Korea/República de Corea

HA, Mr (G)
CHUNG, Ms (G)
LEE, Ms(T/W)

Costa Rica

DUNCAN VILLALOBOS, Sra. (G)
GAMBOA ACUÑA, Sra. (G)
ROJAS VÍLCHEZ, Sr.(T/W)

Côte d'Ivoire/Côte d'Ivoire

COULIBALY, Mme (G)
EKPO, M. (G)
LADOUYOU, M. (E)
BOGA, M.(T/W)

Croatie/Croatia/Croacia

SUBOTIC, Mr (G)
SKORO, Ms (G)
SLADOVIC, Ms (E)
SOBOTA, Ms(T/W)

Cuba

LAU VALDÉS, Sra. (G)
RODRÍGUEZ CAMEJO, Sra. (G)
MESA GARCÍA, Sr. (E)

Danemark/Denmark/Dinamarca

JENSEN, Ms (G)
LORENTZEN, Mr (G)
WALDORFF, Mr(T/W)

République dominicaine/Dominican Republic/República Dominicana

HERRERA GONZALEZ, Sr. (G)
CARABALLO, Sr. (G)
DEL RIO DOÑE, Sr.(T/W)

Egypte/Egypt/Egipto

HUSSEIN, Mrs (G)
NAZMY, Mr (G)
MOHAMED, Mr(T/W)

El Salvador

MOLINA DE HUEZO, Sra.(T/W)

Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos

ALNUAIMI, Mr (G)
AL SALEH, Ms (G)
BIN SULAIMAN, Ms (E)
ALSHAMSI, Mr(T/W)

Equateur/Ecuador

DÁVALOS, Sr. (G)
DÍAZ, Srta. (G)

Erythrée/Eritrea

TECLE, Ms (G)
WOLDEYESUS, Mr (G)

Espagne/Spain/España

REMÓN MIRANZO, Sr. (G)
PÁRAMO MONTERO, Sr. (G)
LACASA ASO, Sr. (E)
GALLEGO GARCÍA, Sr.(T/W)

Estonie/Estonia

PROOS, Ms (G)
TÕNISMAA, Ms (G)
METS, Ms (E)
TOOMSALU, Ms(T/W)

Eswatini

MKHALIPHI, Mr (G)
TSABEDZE, Mr (G)
DLAMINI, Mr(T/W)

Etats-Unis/United States/Estados Unidos

NEWTON, Mrs (G)
MORGAN, Ms (G)
HERZOG, Ms (E)
FINNEGAN, Mr(T/W)

Ethiopie/Ethiopia/Etiopía

ADEWO, Mr (G)
ENDRIS, Mr (E)
AMENU, Mr(T/W)

Fidji/Fiji

CAWARU, Mr (G)
BALEDROKADROKA, Mr (G)
HAZELMAN, Mr (E)
ANTHONY, Mr(T/W)

Finlande/Finland/Finlandia

NÄRHINEN, Mr (G)
HEINONEN, Ms (G)
KALLIO, Mr (E)
ILVESKIVI, Ms(T/W)

France/Francia

DENIS, M. (G)
KARVAR, Mme (G)
VAUCHEZ, Mme (E)
THIBAUT, M.(T/W)

Géorgie/Georgia

DOBORJGINIDZE, Ms (G)

Ghana

BALLANS, Mr (G)
OFORI AGYEMANG, Mrs (G)
FRIMPONG, Mr (E)
BAAH, Mr(T/W)

Grèce/Greece/Grecia

GKOUVA, Ms (G)
ANTONOPOULOU, Ms (G)
KYRIAZIS, Mr (E)
VARCHALAMA, Ms(T/W)

Guatemala

SANDOVAL GARCÍA, Sr. (G)
MANCILLA GARCÍA, Sr.(T/W)

Guinée/Guinea

DOUMBOUYA, M. (G)
KOUROUMA, Mme(T/W)

Guyana

VANSLUYTMAN-CORBIN, Ms (G)
GOOLSARRAN, Mr (E)
MCDONALD, Ms(T/W)

Haïti/Haiti/Haití

BOUTIN, M. (G)

Honduras

VILLANUEVA REYES, Sr. (G)
RIZZO ALVARADO, Sr. (G)
SABILLON PAZ, Sra.(T/W)

Hongrie/Hungary/Hungría

BODGÁL, Mrs (G)
VARGA, Mr (G)
BOROSNÉ BARTHA, Mrs (E)
DOSZPOLYNÉ DR. MÉSZÁROS, Mrs(T/W)

Îles Cook/Cook Islands/Islas Cook

THONDOO, Ms (G)
HERMAN, Ms (G)
PYNENBURG, Mr (E)
MAUNGA, Mr(T/W)

Inde/India

SAMARIYA, Mr (G)
RUNGTA, Mr (E)
KUMAR, Mr(T/W)

Indonésie/Indonesia

ERWIN, Mr (G)
HARTAWAN, Mr (G)
SANTOSO, Mr (E)
GUNAWAN, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán

SHAHRIVAR, Mr (G)
BEHZAD, Mr (G)
MOHAMMAD HOSSEIN FALLAH, Mr (E)
FATHOLLAHI, Mr(T/W)

Irlande/Ireland/Irlanda

KELLY, Mr (G)
WARD, Ms (G)
WHELAN, Mr (E)
JOYCE, Mr(T/W)

Islande/Iceland/Islandia

GUNNARSDÓTTIR, Mrs (G)
KRISTINSSON, Mr (G)
ÁRNASON, Mr (E)
NORDDAHL, Mr(T/W)

Israël/Israel

GALILEE METZER, Ms (G)
RAZ SHECHTER, Ms (G)
SHAPIRA, Ms(T/W)

Italie/Italy/Italia

CORINTO, Ms (G)
TOMASI, Mr (G)
ROSSI, Ms (E)
DEL RIO, Ms(T/W)

Jamaïque/Jamaica

MULLINGS-WILLIAMS, Mrs (G)
BARNES, Mr (G)
PRYCE, Ms(T/W)

Japon/Japan/Japón

IHARA, Mr (G)
ASADA-MIYAKAWA, Ms (G)
OHMI, Mr(T/W)

Kenya

OMONDI, Mr (G)
MUGO, Mrs (E)
ATWOLI, Mr(T/W)

Kiribati

TOOKI KANOVA, Mrs (G)
TAATOVA, Mrs (G)

Koweït/Kuwait

ALAZMI, Mr (G)
ALMOUSA, Mr (G)
ALRABAH, Mr (E)

Lao, Rép. démocratique populaire/Lao People's Democratic Rep./Rep. Democrática Popular Lao

YANGLUESAI, Mr (G)
INTHALATH, Mr (G)
PHIRASAYPHITHAK, Mrs (E)
VONGKHASEUM, Mr(T/W)

Lesotho

PHEKO, Mr (G)
MATSOSO, Mrs (G)
SEPHOMOLO, Mrs (E)
SEMATLANE, Mr(T/W)

Lettonie/Latvia/Letonia

KOSA-AMMARI, Mrs (G)
KARKLINS, Mr (G)
STEPINA, Mrs (E)
PREISA, Mrs(T/W)

Liban/Lebanon/Líbano

DAHROUJ, Mlle (G)
FAYAD, M. (G)

Libéria/Liberia

KOLLIE, Mr (G)
SAMPSON, Mrs (G)
TARLUE, Mr(T/W)

Libye/Libya/Libia

JOHA, Mr (G)
ALMSHERM, Mr (G)

Lituanie/Lithuania/Lituania

DULKINAITE, Ms (G)
MINEIKAITE, Ms (G)
RIZGELE, Ms (E)
KRUPAVICIENE, Mrs(T/W)

Luxembourg/Luxemburgo

WELTER, Mme (G)
TUNSCH, M. (G)
KIEFFER, M. (E)
SCHAUL-FONCK, Mme(T/W)

Macédoine du Nord/North Macedonia/Macedonia del Norte

BILALI, Mr (G)

Malawi

NYANGULU, Mr (G)
KHAKI, Mr (E)
KALEKENI, Mr(T/W)

Mali/Mali

BAGAYOKO, M. (G)
TOGO, M. (G)
GUINDO, M. (E)
KONATE, M.(T/W)

Malte/Malta

CARUANA, Ms (G)
HABER, Ms (G)
FARRUGIA, Mr (E)
BUGEJA, Mr(T/W)

Maroc/Morocco/Marruecos

ZNIBER, M. (G)
BENKHALIL, M. (G)
EL MOKHAREK, M.(T/W)

Maurice/Mauritius/Mauricio

DURSun, Mr (E)
IMRITH, Mr(T/W)

Mexique/Mexico/México

LUNA CAMACHO, Sra. (G)
FLORES LIERA, Sra. (G)
MEDINA TORRES, Sr.(T/W)

Mongolie/Mongolia

ADIYA, Ms (G)
LUNDEG, Mr (G)
ENEBISH, Mr(T/W)

Monténégro/Montenegro

SOC, Ms (G)
RATKOVIC, Mr (G)
RADULOVIC, Ms (E)
KRSMANOVIC, Mr(T/W)

Mozambique

MAVILA, M. (G)
DIMAS, M. (E)
TIMANA, M.(T/W)

Myanmar

MYAE, Ms (G)
SHEIN, Mr (G)
NWE, Ms (E)
MAUNG, Mr(T/W)

Namibie/Namibia

SHINGUADJA, Mr (G)
PARKHOUSE, Mr (E)
MUNIARO, Mr(T/W)

Nicaragua

TORRES BRIONES, Sra. (G)
MORALES, Sr. (G)
COREA TORRES, Sr. (E)
MORALES PEREZ, Sra.(T/W)

Niger/Níger

DOUNAMA, M. (G)
BOUBAKARI, M. (E)

Nigéria/Nigeria

WABBA, Mr(T/W)

Norvège/Norway/Noruega

SAMUELSEN, Mrs (G)
GEDE VIDNES, Mrs (G)
ALSVIK, Mrs (E)
FAUSKE, Mrs(T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelandia

HOBBY, Mr (G)
RUSSELL, Ms (G)
HOPE, Mr (E)
MACKINTOSH, Ms(T/W)

Oman/Omán

AL MULLAHI, Mr (G)
AL MAMARI, Ms (E)
AL-KHARUSI, Mr(T/W)

Ouganda/Uganda

WANDERA, Mr (G)
MWANIKA, Mr (G)
OPIO, Mr (E)
OWERE, Mr(T/W)

Pakistan/Pakistán

AZIZ, Mr (E)
AWAN, Mr(T/W)

Panama/Panamá

SANTAMARÍA GUERRERO, Sra. (G)
GÓMEZ RUILOBA, Sr. (G)
MÉNDEZ, Sr.(T/W)

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea

VAGI, Ms (G)
LOVAGA, Mrs (G)
WILLIE, Ms (E)

Paraguay

ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Países Bajos

VAN DE SANDE, Mr (G)
POST, Mrs (G)
POSTMA, Mr(T/W)

Pérou/Peru/Perú

BRICEÑO SALAZAR, Sr. (G)
QUIÑONES INFANTE, Sr. (G)
VEGA ROMERO, Sr.(T/W)

Philippines/Filipinas

PERIDA-TRAYVILLA, Ms (G)
BENAVIDEZ, Mr (G)
TAN, Mr (E)
CORONACION, Ms(T/W)

Pologne/Poland/Polonia

MAKSYMIUK, Mr (E)
GLIKSMAN, Mr(T/W)

Portugal

RIBEIRO, Mme (G)
NUNES, M. (G)
HENRIQUE, Mr (E)
CARLOS, M.(T/W)

Qatar

ALBAIDLY, Mr (G)
AL-MARRI, Mr (G)
AL-MEER, Mr (E)
AL-KAABI, Mr(T/W)

Rép. démocratique du

Congo/Democratic Republic of the Congo/Rep. Democrática del Congo

TSHIMUANGA MINCHIABO
MUTOMBO, Mme (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TACHE, M. (G)
TUDORIE, M. (G)
COSTACHE, M. (E)

Royaume-Uni/United Kingdom/Reino Unido

OVERETT SOMNIER, Ms (G)
STEIJGER, Ms (G)
PERCIVAL, Mr (E)
BROWN, Ms(T/W)

Fédération de Russie/Russian Federation/Federación de Rusia

ZHARKOV, Mr(T/W)

Rwanda

MWAMBARI, Mr (G)
MUREKATETE, Mr (E)
MANZI MWEZI, Mr(T/W)

Saint-Marin/San Marino

DEDIC, Mlle (G)
BOSSI, Mme (E)
GIARDINIERI, M.(T/W)

Samoa

UIESE RIMONI, Ms (G)
LAFI-SIMAMAO, Ms (G)
WILSON, Mr (E)
AFAMASAGA, Mrs(T/W)

Sénégal/Senegal

CISSE, M. (G)
FALL, Mme (G)
DIOP, M. (E)
GUIRO, M.(T/W)

Serbie/Serbia

STANIC, Ms (G)
SAVIC, Ms (G)
STOJILJKOVIC, Mr(T/W)

Seychelles

BAKER, Mr (G)
MOREL, Ms (G)
HOARAU, Mrs (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur

TEE, Ms(T/W)

Slovaquie/Slovakia/Eslovaquia

PODHORSKÝ, Mr (G)
BERINEC, Mr (G)
OCENÁŠ, Mr (E)
UHLEROVÁ, Ms(T/W)

Slovénie/Slovenia/Eslovenia

TRAVNIK, Ms (G)
DRAKSLER, Ms (G)
ILEŠIĆ CUJOVIC, Ms(T/W)

Somalie/Somalia

MOHAMUD, Mr (G)
OSMAN, Mr (G)
NUR, Mr(T/W)

Soudan/Sudan/Sudán

AGIED, Mr (G)
ABBAS, Mr (G)
ELGURASHI, Mr (E)

Sri Lanka

RAJAPAKSA PATHIRANNAHELAGE, Mr (G)
RAJAPAKSA PALLEGEDARA, Mr (G)
RANAWAKAARACHCHI, Mr(T/W)

Suède/Sweden/Suecia

SPÅNT, Mrs (G)
JANSON, Mr (G)
NYGREN, Mrs(T/W)

Suisse/Switzerland/Suiza

BERSET BIRCHER, Mme (G)
PEREZ-LA PLANTE, M. (G)
CIRIGLIANO, M.(T/W)

Suriname

PIROE, Mr (G)
MANGROE, Ms (G)
TORILAL, Mr (E)
GORISSON, Ms(T/W)

République arabe syrienne/Syrian Arab Republic/República Árabe Siria

KADRI, Mr(T/W)

République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania

MALATA, Mr (G)
MLIMUKA, Mr (E)
MSIGWA, Mr(T/W)

République tchèque/Czech Republic/República Checa

KÁRA, Mr (G)
ZAJAROŠOVÁ, Ms (G)
ZBRANKOVÁ, Ms (E)
SAMEK, Mr(T/W)

Thaïlande/Thailand/Tailandia

THANGHONG, Mr (G)
WALEEITTIKUL, Mr (G)
KUMKRATHOK, Mr(T/W)

Togo

SAMA, Mme (E)
AGBENOU, M.(T/W)

Le Royaume des Tonga/The Kingdom of Tonga/El Reino de Tonga

FOTU, Ms (G)
KATO, Ms (G)
ALI, Mr (E)
ALI, Mr(T/W)

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago

BAPTISTE-PRIMUS, Mrs (G)
MELVILLE-JACK, Ms (G)
NANCOO, Mr (E)
ANNISETTE, Mr(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
ZRELLI, M. (G)
GHARIANI, M. (E)
HAMMAMI, Mme(T/W)

Turquie/Turkey/Turquía

TUNCAY, Mr (G)
AYBEY, Mr (G)
KOÇ, Mr (E)

Ukraine/Ucrania

DEMCHENKO, Mr (G)
OSOVYI, Mr(T/W)

Uruguay

LOUSTAUNAU, Sr. (G)
BAJAC, Sra. (G)
ABDALA, Sr.(T/W)

Vanuatu

RAU, Mr (G)
BUTAL, Ms(T/W)

Viet Nam

NGUYEN, Mr (G)
NGUYEN, Mr (E)

Zimbabwe

NGORIMA, Mr (G)
CHINAKIDZWA, Ms (G)
MUREFU, Mr (E)
MUTASA, Mr(T/W)

Contre/Against/En contra: 7

Costa Rica

MASÍS FALLAS, Sr. (E)

République dominicaine/Dominican Republic/República Dominicana

RODRIGUEZ VELAZQUEZ, Sr. (E)

El Salvador

CARDENAL DEBAYLE, Sr. (E)

Guatemala

RICCI MUADI, Sr. (E)

Malaisie/Malaysia/Malasia

ARUMUGAM, Mr (E)
MANSOR, Mr(T/W)

Singapour/Singapore/Singapur

YEE, Mr (E)

Abstentions/Abstentions/ Abstenciones: 30

Allemagne/Germany/Alemania

HORNUNG-DRAUS, Ms (E)

Argentine/Argentina

FUNES DE RIOJA, Sr. (E)

Autriche/Austria

SEKARDI, Mr (E)

Bolivie (État plurinational de)/Bolivia (Plurinational State of)/Bolivia (Estado Plurinacional de)

AGREDA GOMEZ, Sr. (E)

Brésil/Brazil/Brasil

PORTUGAL FILHO, Sr. (E)

Chili/Chile

BOBIC CONCHA, Sr. (E)

Colombie/Colombia

ECHAVARRÍA SALDARRIAGA, Sr. (E)

Danemark/Denmark/Dinamarca

DREESEN, Mr (E)

El Salvador

GARCIA AVILA, Sra. (G)
MAZA MARTELLI, Sr. (G)

Honduras

URTECHO LOPEZ, Sr. (E)

Japon/Japan/Japón

MATSUI, Mr (E)

Kirghizistan/Kyrgyzstan/Kirguistán

MUKASHEV, Mr (G)

Malaisie/Malaysia/Malasia

HASAN, Mrs (G)
AB RAHMAN, Mr (G)

Mexique/Mexico/México

CARVAJAL BUSTAMANTE, Sr. (E)

Panama/Panamá

LEDEZMA VERGARA, Sr. (E)

Paraguay

LOPEZ BENITEZ, Sra. (G)
BRIZUELA, Sr. (G)
GONZALEZ ARIAS, Sr. (E)

Pérou/Peru/Perú

BARRENECHEA CALDERÓN, Sr. (E)

Fédération de Russie/Russian Federation/Federación de Rusia

ZHUKOV, Mr (G)
GATILOV, Mr (G)

Singapour/Singapore/Singapur

CHI, Ms (G)
TAN, Mr (G)

Sri Lanka

WEERASINGHE, Mr (E)

Suède/Sweden/Suecia

BECKMAN, Mr (E)

Suisse/Switzerland/Suiza

TADDEI, M. (E)

Thaïlande/Thailand/Tailandia

SRIPIEAN, Mr (E)

Uruguay

FOSTIK, Sr. (E)



Vote final par appel nominal sur d'adoption de la Recommandation
concernant l'élimination de la violence et du harcèlement dans le monde
du travail

Final record vote on the adoption of the Recommendation concerning the
elimination of violence and harassment in the world of work

Votación nominal final sobre la adopción de la Recomendación sobre la
eliminación de la violencia y el acoso en el mundo del trabajo

Pour/For/En Pro: 397
Contre/Against/En contra: 12
Abstentions/Abstentions/Abstenciones: 44
Quorum: 321
Maj./May.: 273

Pour/For/En Pro: 397

Afrique du Sud/South Africa/Sudáfrica

NDEBELE, Mr (G)
MDWABA, Mr (E)
NTSHALINTSHALI, Mr(T/W)

Albanie/Albania

NEZAJ, Mr (G)

Algérie/Algeria/Argelia

KHIAT, M. (G)
ZAIDI, M. (G)
MEGATELI, M. (E)
BENMOUHOU, M.(T/W)

Allemagne/Germany/Alemania

NEU-BRANDENBURG, Ms (G)
ARNOLD, Ms (G)
VOLLMANN, Ms(T/W)

Angola

GUIMARÃES, M. (G)
FRANCISCO, M. (G)
TONDELA, M. (E)
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia
Saudita*

ALGASSIM, Mr (G)
ALJUAID, Mr (G)
ALMOHAMMADI, Mr (E)
ALJARYAD, Mr(T/W)

Argentine/Argentina

PROFFEN, Sr. (G)
PORTA, Sra. (G)
MARTINEZ, Sr.(T/W)

Australie/Australia

KIDD, Ms (G)
DURBIN, Ms (G)
ISMAIL, Ms(T/W)

Autriche/Austria

ZIERING, Ms (G)
DEMBSHER, Ms (G)
STELCZENMAYR, Ms(T/W)

Bahamas

GODET, Mrs (E)
CARTWRIGHT-LEWIS, Mrs(T/W)

Bahreïn/Bahrain/Bahrein

JAAFAR, Mr (G)
SALMAN, Mr (G)
ALAMER, Mr (E)
SHEHAB, Mr(T/W)

Bangladesh

AHSAN, Mr (G)
K M ALI, Mr (G)
MONTU, Mr(T/W)

Barbade/Barbados

FORTE, Mr (G)
HOPE-GREENIDGE, Mrs (G)
MAYERS-GRANVILLE, Mrs (E)
MOORE, Mrs(T/W)

Belgique/Belgium/Bélgica

SOETE, M. (G)
MUYLLE, M. (G)
VERTENUEIL, M.(T/W)

Bénin/Benin

ZANOU, M. (G)
HOUNNOUVI, M. (E)

*Bolivie (État plurinational de)/Bolivia
(Plurinational State of)/Bolivia
(Estado Plurinacional de)*

MAYTA LIMACHI, Sra. (G)
ALANOCA MAMANI, Sr. (G)
FLORES VILLARROEL, Sr.(T/W)

Botswana

KOKORWE, Mrs (G)
MOJAFI, Mr (G)
GABOBAKE, Mr(T/W)

Brésil/Brazil/Brasil

TORRES, Sr.(T/W)

Bulgarie/Bulgaria

TOMOV, Mr (G)
KOSTADINOVA, Mrs (G)
DIMITROV, Mr(T/W)

Burkina Faso

FOROGO/YELKOUNI, Mme (G)
COULIBALY, M. (G)
OUEDRAOGO, M.(T/W)

Cabo Verde

VAZ FERNANDES BENOLIEL, M. (E)
VEIGA DE ALMEIDA, Mme(T/W)

Cambodge/Cambodia/Camboya

SOVANN, Mrs (G)
NEY, Mr (G)
CHUON, Mr(T/W)

Canada/Canadá

THORNTON, Ms (G)
KRÜGER, Ms (G)
REGENBOGEN, Ms (E)
CLARKE WALKER, Ms(T/W)

République centrafricaine/Central African Republic/República Centrafricana

SABORO, M. (G)
PSIMHIS, Mme (E)
RAMADAN, M.(T/W)

Chili/Chile

ARAB VERDUGO, Sr. (G)
SERAZZI, Sr. (G)
MUÑOZ VALENZUELA, Sra.(T/W)

Chine/China

HAO, Mr (G)
DUAN, Mr (G)
LIU, Ms (E)
JIANG, Mr(T/W)

Chypre/Cyprus/Chipre

ZENIERI, Ms (G)
ANDREOU PANAYIOTOU, Ms (G)
POLYVIOU, Mr (E)
PIERI, Mr(T/W)

Colombie/Colombia

FLEREZ GONZALEZ, Sra.(T/W)

Congo

AKONDZO NGUIAMBO, M. (G)

République de Corée/Republic of Korea/República de Corea

HA, Mr (G)
CHUNG, Ms (G)
LEE, Ms(T/W)

Costa Rica

DUNCAN VILLALOBOS, Sra. (G)
GAMBOA ACUÑA, Sra. (G)
ROJAS VÍLCHEZ, Sr.(T/W)

Côte d'Ivoire/Côte d'Ivoire

COULIBALY, Mme (G)
EKPO, M. (G)
BOGA, M.(T/W)

Croatie/Croatia/Croacia

SUBOTIC, Mr (G)
SKORO, Ms (G)
SOBOTA, Ms(T/W)

Cuba

LAU VALDÉS, Sra. (G)
MESA GARCÍA, Sr. (E)
DRULLET PÉREZ, Sr.(T/W)

Danemark/Denmark/Dinamarca

JENSEN, Ms (G)
LORENTZEN, Mr (G)
WALDORFF, Mr(T/W)

République dominicaine/Dominican Republic/República Dominicana

HERRERA GONZALEZ, Sr. (G)
CARABALLO, Sr. (G)
DEL RIO DOÑE, Sr.(T/W)

Egypte/Egypt/Egipto

HUSSEIN, Mrs (G)
NAZMY, Mr (G)
MOHAMED, Mr(T/W)

El Salvador

MOLINA DE HUEZO, Sra.(T/W)

Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos

ALNUAIMI, Mr (G)
AL SALEH, Ms (G)
ALSHAMSI, Mr(T/W)

Equateur/Ecuador

DÁVALOS, Sr. (G)
DÍAZ, Srta. (G)

Erythrée/Eritrea

TECLE, Ms (G)
WOLDEYESUS, Mr (G)

Espagne/Spain/España

REMÓN MIRANZO, Sr. (G)
PÁRAMO MONTERO, Sr. (G)
GALLEGO GARCÍA, Sr.(T/W)

Estonie/Estonia

PROOS, Ms (G)
TÖNISMAA, Ms (G)
METS, Ms (E)
TOOMSALU, Ms(T/W)

Eswatini

MKHALIPHI, Mr (G)
TSABEDZE, Mr (G)
DLAMINI, Mr(T/W)

Etats-Unis/United States/Estados Unidos

FINNEGAN, Mr(T/W)

Ethiopie/Ethiopia/Etiopía

ADEWO, Mr (G)
ENDRIS, Mr (E)
AMENU, Mr(T/W)

Fidji/Fiji

CAWARU, Mr (G)
BALEDROKADROKA, Mr (G)
HAZELMAN, Mr (E)
ANTHONY, Mr(T/W)

Finlande/Finland/Finlandia

NÄRHINEN, Mr (G)
HEINONEN, Ms (G)
ILVESKIVI, Ms(T/W)

France/Francia

DENIS, M. (G)
KARVAR, Mme (G)
THIBAUT, M.(T/W)

Ghana

BALLANS, Mr (G)
OFORI AGYEMANG, Mrs (G)
FRIMPONG, Mr (E)
BAAH, Mr(T/W)

Grèce/Greece/Grecia

GKOUVA, Ms (G)
ANTONOPOULOU, Ms (G)
KYRIAZIS, Mr (E)
VARCHALAMA, Ms(T/W)

Guatemala

MANCILLA GARCÍA, Sr.(T/W)

Guinée/Guinea

DOUMBOUYA, M. (G)

Guyana

VANSLUYTMAN-CORBIN, Ms (G)
GOOLSARRAN, Mr (E)
NARINE, Mr(T/W)

Honduras

VILLANUEVA REYES, Sr. (G)
RIZZO ALVARADO, Sr. (G)
SABILLON PAZ, Sra.(T/W)

Hongrie/Hungary/Hungría

VARGA, Mr (G)
BOROSNÉ BARTHA, Mrs (E)
DOSZPOLYNÉ DR. MÉSZÁROS, Mrs(T/W)

Îles Cook/Cook Islands/Islas Cook

THONDOO, Ms (G)
HERMAN, Ms (G)
PYNENBURG, Mr (E)
MAUNGA, Mr(T/W)

Inde/India

SAMARIYA, Mr (G)
RUNGTA, Mr (E)
KUMAR, Mr(T/W)

Indonésie/Indonesia

ERWIN, Mr (G)
HARTAWAN, Mr (G)
GUNAWAN, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán

SHAHRIVAR, Mr (G)
BEHZAD, Mr (G)
MOHAMMAD HOSSEIN FALLAH, Mr (E)
FATHOLLAHI, Mr(T/W)

Iraq

AL-HILO, Mr (G)

Irlande/Ireland/Irlanda

KELLY, Mr (G)
WARD, Ms (G)
JOYCE, Mr(T/W)

Islande/Iceland/Islandia
GUNNARSDÓTTIR, Mrs (G)
KRISTINSSON, Mr (G)
NORDDAHL, Mr(T/W)

Israël/Israel
GALILEE METZER, Ms (G)
RAZ SHECHTER, Ms (G)
SEGEV, Mr (E)
SHAPIRA, Ms(T/W)

Italie/Italy/Italia
CORINTO, Ms (G)
TOMASI, Mr (G)
DEL RIO, Ms(T/W)

Jamaïque/Jamaica
MULLINGS-WILLIAMS, Mrs (G)
BARNES, Mr (G)
PRYCE, Ms(T/W)

Japon/Japan/Japón
IHARA, Mr (G)
ASADA-MIYAKAWA, Ms (G)
OHMI, Mr(T/W)

Kenya
OMONDI, Mr (G)
MUGO, Mrs (E)
ATWOLI, Mr(T/W)

Kiribati
TOOKI KANOVA, Mrs (G)
TAATOVA, Mrs (G)
BIO, Mrs(T/W)

Koweït/Kuwait
ALAZMI, Mr (G)
ALMOUSA, Mr (G)
ALRABAH, Mr (E)

*Lao, Rép. démocratique
populaire/Lao People's Democratic
Rep./Rep. Democrática Popular Lao*
YANGLUESAI, Mr (G)
INTHALATH, Mr (G)
PHIRASAYPHITHAK, Mrs (E)
VONGKHASEUM, Mr(T/W)

Lesotho
PHEKO, Mr (G)
MATSOSO, Mrs (G)
SEPHOMOLO, Mrs (E)
SEMATLANE, Mr(T/W)

Lettonie/Latvia/Letonia
KOSA-AMMARI, Mrs (G)
KARKLINS, Mr (G)
STEPINA, Mrs (E)
PREISA, Mrs(T/W)

Liban/Lebanon/Líbano
DAHROUJ, Mlle (G)
FAYAD, M. (G)

Libéria/Liberia
KOLLIE, Mr (G)
SAMPSON, Mrs (G)
TARLUE, Mr(T/W)

Lituanie/Lithuania/Lituanía
DULKINAITE, Ms (G)
MINEIKAITE, Ms (G)
RIZGELE, Ms (E)
KRUPAVICIENE, Mrs(T/W)

Luxembourg/Luxemburgo
WELTER, Mme (G)
TUNSCH, M. (G)
SCHAUL-FONCK, Mme(T/W)

*Macédoine du Nord/North
Macedonia/Macedonia del Norte*
BILALI, Mr (G)

Malaisie/Malaysia/Malasia
HASAN, Mrs (G)
AB RAHMAN, Mr (G)
MANSOR, Mr(T/W)

Malawi
NYANGULU, Mr (G)
KHAKI, Mr (E)
KALEKENI, Mr(T/W)

Maldives/Maldivas
MOHAMED, Ms (E)
ZAKIR, Mr(T/W)

Mali/Mali
BAGAYOKO, M. (G)
TOGO, M. (G)
OUEDRAOGO, M. (E)
KONATE, M.(T/W)

Malte/Malta
CARUANA, Ms (G)
HABER, Ms (G)
FARRUGIA, Mr (E)
BUGEJA, Mr(T/W)

Maroc/Morocco/Marruecos
ZNIBER, M. (G)
BENKHALIL, M. (G)
EL MOKHAREK, M.(T/W)

Maurice/Mauritius/Mauricio
DURSUN, Mr (E)
IMRITH, Mr(T/W)

Mexique/Mexico/México
LUNA CAMACHO, Sra. (G)
FLORES LIERA, Sra. (G)
MEDINA TORRES, Sr.(T/W)

Mongolie/Mongolia
ENEBISH, Mr(T/W)

Monténégro/Montenegro
SOC, Ms (G)
RATKOVIC, Mr (G)
RADULOVIC, Ms (E)
KRSMANOVIC, Mr(T/W)

Mozambique
DIMAS, M. (E)
TIMANA, M.(T/W)

Myanmar
AUNG, Ms (G)
SHEIN, Mr (G)
MAUNG, Mr(T/W)

Namibie/Namibia
SHINGUADJA, Mr (G)
YA TOIVO, Ms (G)
MUNIARO, Mr(T/W)

Nicaragua
TORRES BRIONES, Sra. (G)
MORALES, Sr. (G)
COREA TORRES, Sr. (E)
MORALES PEREZ, Sra.(T/W)

Niger/Níger
DOUNAMA, M. (G)
BOUBAKARI, M. (E)

Nigéria/Nigeria
WABBA, Mr(T/W)

Norvège/Norway/Noruega
SAMUELSEN, Mrs (G)
GEDE VIDNES, Mrs (G)
ALSVIK, Mrs (E)
FAUSKE, Mrs(T/W)

*Nouvelle-Zélande/New
Zealand/Nueva Zelandia*
HOBBY, Mr (G)
RUSSELL, Ms (G)
MACKAY, Mr (E)
MACKINTOSH, Ms(T/W)

Oman/Omán
AL MULLAHI, Mr (G)
AL MAMARI, Ms (E)
AL-KHARUSI, Mr(T/W)

Ouganda/Uganda
WANDERA, Mr (G)
MWANIKA, Mr (G)
OPIO, Mr (E)
OWERE, Mr(T/W)

Pakistan/Pakistán
AZIZ, Mr (E)

Panama/Panamá
SANTAMARÍA GUERRERO, Sra. (G)
GÓMEZ RUILOBA, Sr. (G)
MÉNDEZ, Sr.(T/W)

*Papouasie-Nouvelle-Guinée/Papua
New Guinea/Papua Nueva Guinea*

VAGI, Ms (G)
LOVAGA, Mrs (G)
WILLIE, Ms (E)

Paraguay

ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Países Bajos

VAN DE SANDE, Mr (G)
POST, Mrs (G)
POSTMA, Mr(T/W)

Pérou/Peru/Perú

BRICEÑO SALAZAR, Sr. (G)
QUIÑONES INFANTE, Sr. (G)
VEGA ROMERO, Sr.(T/W)

Philippines/Filipinas

PERIDA-TRAYVILLA, Ms (G)
BENAVIDEZ, Mr (G)
CORONACION, Ms(T/W)

Pologne/Poland/Polonia

MAKSYMUK, Mr (E)
GLIKSMAN, Mr(T/W)

Portugal

RIBEIRO, Mme (G)
NUNES, M. (G)
CARLOS, M.(T/W)

Qatar

ALOBAILY, Mr (G)
AL-MARRI, Mr (G)
AL-MEER, Mr (E)
AL-KAABI, Mr(T/W)

*Rép. démocratique du
Congo/Democratic Republic of the
Congo/Rep. Democrática del Congo*

TSHIMUANGA MINCHIABO
MUTOMBO, Mme (G)
MASASU LUFUTU, M. (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TACHE, M. (G)
TUDORIE, M. (G)
COSTACHE, M. (E)

*Royaume-Uni/United Kingdom/Reino
Unido*

OVERETT SOMNIER, Ms (G)
STEIJGER, Ms (G)
BROWN, Ms(T/W)

*Fédération de Russie/Russian
Federation/Federación de Rusia*

ZHARKOV, Mr(T/W)

Rwanda

MWAMBARI, Mr (G)
MUREKATETE, Mr (E)
MANZI MWEZI, Mr(T/W)

Saint-Marin/San Marino

DEDIC, Mlle (G)
BOSSI, Mme (E)
GIARDINIERI, M.(T/W)

Samoa

UIESE RIMONI, Ms (G)
LAFI-SIMAMAO, Ms (G)
WILSON, Mr (E)
AFAMASAGA, Mrs(T/W)

Sénégal/Senegal

CISSE, M. (G)
FALL, Mme (G)
DIOP, M. (E)

Serbie/Serbia

STANIC, Ms (G)
SAVIC, Ms (G)
SAVKOVIC, Mr (E)
STOJILJKOVIC, Mr(T/W)

Seychelles

BAKER, Mr (G)
MOREL, Ms (G)
HOARAU, Mrs (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur

CHI, Ms (G)
TAN, Mr (G)
TEE, Ms(T/W)

Slovaquie/Slovakia/Eslovaquia

PODHORSKÝ, Mr (G)
BERINEC, Mr (G)
OCENÁŠ, Mr (E)

Slovénie/Slovenia/Eslovenia

TRAVNIK, Ms (G)
DRAKSLER, Ms (G)
ILEŠIC CUJOVIC, Ms(T/W)

Somalie/Somalia

ABDULLAHI, Ms (G)

Soudan/Sudan/Sudán

AGIED, Mr (G)
ABBAS, Mr (G)

Sri Lanka

RAJAPAKSA PATHIRANNAHELAGE, Mr
(G)
RAJAPAKSA PALLEGEDARA, Mr (G)
RANAWAKAARACHCHI, Mr(T/W)

Suède/Sweden/Suecia

SPÅNT, Mrs (G)
JANSON, Mr (G)
NYGREN, Mrs(T/W)

Suisse/Switzerland/Suiza

BERSET BIRCHER, Mme (G)
PEREZ-LA PLANTE, M. (G)
CIRIGLIANO, M.(T/W)

Suriname

PIROE, Mr (G)
MANGROE, Ms (G)
TORILAL, Mr (E)
GORISSON, Ms(T/W)

*République arabe syrienne/Syrian
Arab Republic/República Árabe Siria*

IBRHEM, Mr (G)

*République-Unie de Tanzanie/United
Republic of Tanzania /República
Unida de Tanzania*

MALATA, Mr (G)
MLIMUKA, Mr (E)
NYAMHOKYA, Mr(T/W)

*République tchèque/Czech
Republic/República Checa*

GORGOL, Mr (G)
ZAJAROŠOVÁ, Ms (G)
SAMEK, Mr(T/W)

Thaïlande/Thailand/Tailandia

THANGHONG, Mr (G)
WALEEITTIKUL, Mr (G)
KUMKRATHOK, Mr(T/W)

Togo

SAMA, Mme (E)
AGBENOU, M.(T/W)

*Trinité-et-Tobago/Trinidad and
Tobago/Trinidad y Tabago*

NANCOO, Mr (E)
ANNISETTE, Mr(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
ZRELLI, M. (G)
GHARIANI, M. (E)
HAMMAMI, Mme(T/W)

Turquie/Turkey/Turquía

TUNCAY, Mr (G)
AYBEY, Mr (G)

Ukraine/Ucrania

DEMCHENKO, Mr (G)
OSOVYI, Mr(T/W)

Uruguay

LOUSTAUNAU, Sr. (G)
BAJAC, Sra. (G)
ABDALA, Sr.(T/W)

Zimbabwe

NGORIMA, Mr (G)
MUREFU, Mr (E)
MUTASA, Mr(T/W)

**Contre/Against/En
contra: 12**

Allemagne/Germany/Alemania
HORNUNG-DRAUS, Ms (E)

Autriche/Austria
SEKARDI, Mr (E)

Bangladesh
AHMED, Mr (E)

Danemark/Denmark/Dinamarca
DREESEN, Mr (E)

El Salvador
CARDENAL DEBAYLE, Sr. (E)

Finlande/Finland/Finlandia
KALLIO, Mr (E)

Malaisie/Malaysia/Malasia
ARUMUGAM, Mr (E)

Portugal
HENRIQUE, Mr (E)

Singapour/Singapore/Singapur
YEE, Mr (E)

Soudan/Sudan/Sudán
ELGURASHI, Mr (E)

Suède/Sweden/Suecia
BECKMAN, Mr (E)

*République tchèque/Czech
Republic/República Checa*
ZBRANKOVÁ, Ms (E)

**Abstentions/Abstentions/
Abstenciones: 44**

Argentine/Argentina
FUNES DE RIOJA, Sr. (E)

Australie/Australia
BARKLAMB, Mr (E)

*Bolivie (État plurinational de)/Bolivia
(Plurinational State of)/Bolivia
(Estado Plurinacional de)*
AGREDA GOMEZ, Sr. (E)

Brésil/Brazil/Brasil
DALCOLMO, Sr. (E)
FARANI AZEVÊDO, Sra. (G)
PORTUGAL FILHO, Sr. (E)

Chili/Chile
BOBIC CONCHA, Sr. (E)

Colombie/Colombia
ARANGO OLMOS, Sra. (G)
ADRIANA, Sra. (G)
ECHAVARRÍA SALDARRIAGA, Sr. (E)

Costa Rica
MASÍS FALLAS, Sr. (E)

Côte d'Ivoire/Côte d'Ivoire
LADOUYOU, M. (E)

Croatie/Croatia/Croacia
SLADOVIC, Ms (E)

*République dominicaine/Dominican
Republic/República Dominicana*
RODRIGUEZ VELAZQUEZ, Sr. (E)

El Salvador
GARCIA AVILA, Sra. (G)
MAZA MARTELLI, Sr. (G)

Espagne/Spain/España
LACASA ASO, Sr. (E)

*Etats-Unis/United States/Estados
Unidos*
NEWTON, Mrs (G)
MORGAN, Ms (G)
HERZOG, Ms (E)

France/Francia
VAUCHEZ, Mme (E)

Guatemala
SANDOVAL GARCÍA, Sr. (G)
RICCI MUADI, Sr. (E)

Honduras
URTECHO LOPEZ, Sr. (E)

Indonésie/Indonesia
SANTOSO, Mr (E)

Irlande/Ireland/Irlanda
WHELAN, Mr (E)

Islande/Iceland/Islandia
ÁRNASON, Mr (E)

Italie/Italy/Italia
ROSSI, Ms (E)

Japon/Japan/Japón
MATSUI, Mr (E)

Kirghizistan/Kyrgyzstan/Kirguistán
MUKASHEV, Mr (G)

Luxembourg/Luxemburgo
KIEFFER, M. (E)

Mexique/Mexico/México
CARVAJAL BUSTAMANTE, Sr. (E)

Myanmar
NWE, Ms (E)

Panama/Panamá
LEDEZMA VERGARA, Sr. (E)

Paraguay
LOPEZ BENITEZ, Sra. (G)
BRIZUELA, Sr. (G)
GONZALEZ ARIAS, Sr. (E)

Pérou/Peru/Perú
BARRENECHEA CALDERÓN, Sr. (E)

*Royaume-Uni/United Kingdom/Reino
Unido*
PERCIVAL, Mr (E)

*Fédération de Russie/Russian
Federation/Federación de Rusia*
ZHUKOV, Mr (G)
GATILOV, Mr (G)

Sri Lanka
WEERASINGHE, Mr (E)

Thaïlande/Thailand/Tailandia
SRIPIEAN, Mr (E)

Uruguay
FOSTIK, Sr. (E)
