



理 事 会

第 355 届会议，2025 年 11 月 17 日至 27 日，日内瓦

机构部分

INS

日期：2025 年 11 月 21 日

原文：英文

第八项议程

《关于理事会根据<国际劳工组织章程>第 33 条就涉白俄罗斯事项提出的建议措施的决议》的后续措施

► 导 言

1. 在第 353 届会议(2025 年 3 月)上，理事会愈发关切地注意到 GB.353/INS/7(Rev.1)号文件中提供的信息。理事会深感遗憾地注意到，白俄罗斯政府再次没有就为落实调查委员会建议以及结社自由委员会、实施公约与建议书专家委员会(专家委员会)和标准实施委员会随后提出的建议而采取的措施提供任何新的信息。理事会敦促白俄罗斯政府在 2025 年 9 月 26 日之前向总干事提交在此方面采取的具体步骤的所有信息，以转交理事会第 355 届会议(2025 年 11 月)。理事会再次要求白俄罗斯政府最为紧急地接待：(i) 一个国际人道主义特派团，确保独立医生能够探访所有被监禁的工会工作者，评估他们的健康状况，并在必要时提供医疗援助；(ii) 一个劳工组织三方特派团，评估该国情况，包括探访被监禁或被拘留的工会工作者。理事会注意到国际劳工局为执行国际劳工大会决议和标准实施委员会结论而采取的步骤，并期待总干事：(i) 即刻任命一名白俄罗斯问题特使；(ii) 就为建立一个由劳工组织与其他联合国机构组成的工作组而正在进行的与联合国人权机构和其他国际实体接触的成果，以及为落实调查委员会和监督机构建议而协调和推进联合行动的步骤向理事会第 355 届会议提交报告。理事会还提请劳工组织三方成员——政府、雇主和工人——继续采取措施，确保有效落实大会《关于理事会根据<国际劳工组织章程>第 33 条就涉白俄罗斯事项提出的建议措施的决议》，包括通过召开国家三方高级别会议，以评估

和加强相关工作，并就此向总干事提交报告，以转交理事会。理事会要求总干事为其第 355 届会议编写一份最新情况报告。

► 最新情况

国际劳工组织

2. 在劳工大会第 113 届会议(2025 年)上，标准实施委员会举行了第二次**特别会议**，讨论白俄罗斯实施《1948 年结社自由和保护组织权利公约》(第 87 号)和《1949 年组织权利和集体谈判权利公约》(第 98 号)的情况。标准实施委员会再次深为关切地注意到，白俄罗斯政府一直无视并拒绝接受和落实调查委员会、监督机构和理事会的指导意见、结论和建议。标准实施委员会对从事合法工会活动的工会工作者受到刑事处罚以及工会工作者遭到逮捕、起诉和监禁等司法骚扰深表关切和遗憾。标准实施委员会对独立工会的镇压、对工会工作者的监禁，以及对在遵守第 87 号和第 98 号公约方面缺乏进展深表痛惜。标准实施委员会注意到旨在落实第 33 条措施的行动计划，以及劳工组织三方成员和其他国际组织根据大会决议采取的行动，呼吁劳工组织三方成员和其他国际组织继续采取这方面行动。标准实施委员会还对白俄罗斯的国家暴力、恫吓和恐惧气氛，结社自由和集体谈判权利状况的持续恶化，以及司法机构完全缺乏独立性所表明的法治受到侵蚀深表痛惜。标准实施委员会对白俄罗斯政府持续干涉工会活动表示遗憾。它表示严重怀疑白俄罗斯工会联合会(FPB，白俄工联)的独立性，希望白俄罗斯政府立即与劳工组织合作，处理这些关切，确保所有工会，包括白俄罗斯民主工会大会(BKDP，白俄民主工大)等独立工会，能够在不受任何国家干涉的情况下开展工作。标准实施委员会还注意到向理事会第 353 届会议提交的关于白俄罗斯情况的报告，并进一步指出向其提交的书面信息没有包含任何新的有关为落实尚未执行的建议而采取的措施的信息。因此，标准实施委员会重申其呼吁，要求该国政府最为紧急地采取所有可能采取的措施，以落实调查委员会的建议以及劳工组织监督机构随后提出的关于遵守第 87 号和第 98 号公约的意见。标准实施委员会最为强烈地敦促白俄罗斯政府立即释放被关押的工会工作者，撤销对他们从事合法工会活动的任何指控和定罪。同样，标准实施委员会再次要求该国政府最为紧急地接受：一个国际人道主义特派团，确保独立医生能够探访所有被监禁的工会工作者，评估他们的健康状况，并在必要时提供医疗援助；一个劳工组织三方特派团，以评估状况并探访被监禁或被拘留的工会工作者。鉴于有必要长期持续监测白俄罗斯的状况，标准实施委员会还欢迎任命白俄罗斯问题特使，敦促该国政府与特使进行建设性接触。根据大会决议，标准实施委员会欢迎设立一个由劳工组织和其他联合国机构组成的工作组，以确保采取协调联合行动，落实调查委员会和监督机构的建议，并敦促该国政府与工作组进行建设性接触。在这方面，标准实施委员会欢迎理事会持续监测白俄罗斯状况。标准实施委员会敦促各国政府尊重不驱回原则，确保被迫流亡国外的工会工作者不被遣返回白俄罗斯，在那里他们可能会受到迫害、任意逮捕和酷刑，并帮助居住在各国但因无法获得领事服务而可能没有有效旅行证件的白俄罗斯公民，酌情提供便利，为因从事工会活动而受到迫害的白俄罗斯公民及其亲属发放旅游签证。最后，标准实施委员会决定在其报告中单独列出特别会议的讨论情况和结论。

3. 在第 354 届会议(2025 年 6 月)上,理事会任命莱利奥·本特斯·科雷亚先生(巴西)为白俄罗斯问题特使,负责在 2025 年期间代表劳工组织执行以下任务:(1) 与白俄罗斯政府和所有社会伙伴接触,其中包括劳工组织调查委员会建议中提到的那些社会伙伴,目的在于:(a) 探访被拘留的工会工作者、(b) 推动释放这些人员,以及(c) 探索重新承认白俄民主工大的途径,以便他们能够重新参与国家劳动和社会问题三方委员会以及改善社会和劳动领域立法三方委员会;(2) 在其任务授权范围内,与联合国机构和所有相关利益攸关方接触,确保就劳工组织调查委员会的建议,特别是关于必须保障司法和司法行政机构公正性和独立性的第 8 号建议,采取协调行动;(3) 向劳工局理事会第 355 届会议汇报。

特别报告员

4. 2025 年 6 月 5 日,一批独立人权专家对白俄罗斯劳动关系中持续侵犯结社自由的行为表示了严重关切。¹ 他们呼吁白俄罗斯政府结束对独立工会工作者的镇压,立即释放所有因行使言论、集会和结社自由权而被监禁的工会领导人和工会会员,并废除阻止独立工会运作的法律和其他措施。² 专家们对以下状况表示关切:独立工会被清算并被认定为“极端主义组织”;它们的领导人和会员被以极端主义和与国家安全有关的指控起诉、监禁或被迫流亡;它们的资产被没收;那些流亡人员一直面临缺席刑事起诉。他们敦促白俄罗斯政府与劳工组织合作,落实劳工组织调查委员会和监督机构的建议,包括紧急接受一个国际人道主义特派团,以确保独立医生能够探视所有被监禁的工会工作者,评估他们的健康状况,并在必要时提供医疗援助;接待一个劳工组织三方特派团,该特派团将访问被监禁或拘留的独立工会领导人、工会积极分子和人权维护者。
5. 2025 年 7 月 22 日,白俄罗斯人权状况特别报告员向联合国大会第 80 届会议提交了一份报告,描述了白俄罗斯劳动和就业领域状况。报告指出,截至 2020 年,在落实调查委员会的建议方面取得了一些进展,但是 2020 年之后的镇压完全抵消了这些进展。报告指出,白俄罗斯的独立工会工作者因在 2020 年总统选举后参与群众活动和组织罢工而遭到报复,被解雇、任意逮捕和起诉。报告强调指出,镇压行动包括取缔所有被认定为“极端主义”组织的独立工会;与被取缔工会的任何联系都可能牵涉刑法所规定的刑事责任。报告称,截至 2025 年 5 月底,49 名独立工会工作者被认定为“极端分子”,其中有 9 人还被认定为“恐怖分子”;26 人仍被剥夺自由,34 人被释放,但未被免罪。特别报告员在该报告中进一步强调,白俄罗斯无视国际人权机构和机制的一再批评,一贯拒绝落实调查委员会关于修正使用国外无偿援助和举行群众活动的国内立法的建议,并且不同意释放被拘留的工会工作者与审查被解散的工会的状况。报告建议白俄罗斯政府将其反极端主义和反恐怖主义立法和执法实践与国际人权法保持一致,并修正刑法,确保不将任意拘留和强迫劳动作为对合法履行公民权利和政治权利的惩罚,立即释放所有因合

¹ 专家包括:和平集会自由权和结社自由权问题特别报告员吉娜·罗梅罗女士;人权维护者处境特别报告员玛丽·劳勒女士;白俄罗斯人权状况特别报告员尼尔斯·穆日涅克斯先生;在打击恐怖主义的同时促进与保护人权和基本自由问题特别报告员本·索尔先生;增加进和保护见解和言论自由权问题特别报告员艾琳·汗女士。

² 新闻稿全文见: <https://www.ohchr.org/en/press-releases/2025/06/belarus-un-experts-alarmed-persisting-violations-trade-unionists-rights>。

法行使公民权利和政治权利以及劳工权利而被拘留的人员(包括独立工会工作者), 清除其犯罪记录, 向其提供经济赔偿和康复治疗。

联合国人权理事会

6. 联合国人权理事会于 2025 年 6 月 16 日至 7 月 8 日举行了第 59 届会议, 收到了白俄罗斯人权状况特别报告员的[报告](#), 其中概述了 2024 年 4 月 1 日至 2025 年 3 月 31 日期间白俄罗斯的主要人权动态。该报告强调, 许多因合法行使公民权利和政治权利而未经公正审判即被定罪的白俄罗斯人仍被拘留, 其中包括独立工会工作者; 特别是, 截至 2025 年 5 月 20 日, 据称有 29 名工会工作者在管教所服刑, 另有约 30 人的自由受到其他方式的限制。该报告支持包括专家委员会在内的几个相关国际机构去年向白俄罗斯提出的建议。
7. 联合国人权理事会于 2025 年 9 月 8 日至 10 月 8 日举行了第 60 届会议, 并于 2025 年 9 月 19 日主办了与[白俄罗斯人权状况独立专家小组](#)的互动对话, 该小组口头介绍了其最新活动情况。在[报告](#)中, 专家小组感到遗憾的是, 白俄罗斯继续对行使包括结社自由权在内的一系列公民权利和政治权利的个人实施任意拘留、酷刑和流放。
8. 联合国秘书长向联合国人权理事会第 60 届会议提交了[关于与联合国、联合国代表和人权领域机制合作的报告](#)。报告提到了白俄民主工大代理主席马克西姆·帕兹尼亚库(Maksim Pazniakou)先生的案件, 他被依据《白俄罗斯共和国刑法》第 361 条(公开呼吁采取可能损害国家安全的行动, 包括呼吁制裁)缺席起诉。根据联合国人权事务高级专员办事处(人权高专办)收到的信息, 对他的法律诉讼以及对他在白俄罗斯亲属的持续骚扰, 似乎与他和国际劳工组织的合作直接相关。据称, 国家官员多次访问了他 75 岁母亲的住所, 这给她带来了严重的情绪困扰。白俄罗斯政府在其答复(见报告)中告知, 对帕兹尼亚库先生的刑事起诉与他涉嫌与一个极端主义团体合作以及他与联合国且特别是与劳工组织的互动有关, 并指出询问亲属是一种标准的调查做法。联合国秘书长的报告还跟进了白俄民主工大主席、国际劳工局理事会成员阿里亚山大·亚拉舒科(Aliaksandr Yarashuk)先生³的案件, 以及白俄罗斯无线电和电子工人工会积极分子、劳工律师雷欧尼德·苏达连科(Leonid Soudalenko)先生的案件, 他于 2024 年 6 月被依据《刑法》中关于“为极端主义活动提供便利”的条款定罪。然而, 白俄罗斯政府认为, 关于苏达连科先生系因与联合国合作而受到刑事起诉的指控是不当且无效的, 关于该国的恐惧、镇压和恐吓气氛阻碍了与联合国合作的指控是存有偏见、毫无根据的。

白俄罗斯政府提供的信息

9. 在劳工局去函通知该国政府关于特使的任命并请其与特使积极接触后, 该国政府在 2025 年 8 月 28 日的复函中重申了其立场, 即在劳工组织框架内不合理地发起的运动抹黑了该国名誉, 对该国施加了不当压力。该国政府感到遗憾的是, 它关于白俄罗斯遵守劳工组织关于结社自由的公约和执行有关建议的主张被驳回。该国政府认为, 劳工组织对白俄罗斯局势的评估完全基于在国外运作的非法组织提供的信息, 这些组织在不友好国家的支持下提供了符合这些国家政治利

³ 载于秘书长 2023 年和 2024 年报告: A/HRC/54/61, 附件一。

益的信息。该国政府指出，它一再提请注意，将劳工组织《章程》第 33 条适用于白俄罗斯并通过要求该国孤立的决议是缺乏理由的。该决议是不公平的，由政治动机驱动，不符合劳工组织的基本原则。鉴于上述情况以及任命特使的决定是在该决议框架下作出的，该国政府告知，它不支持设立任何额外的监测机制。它进一步指出，此前在劳工组织框架内通过的歧视性决定已经成为评估该国状况的极其负面的背景，因此，特使将会先入为主，无法以客观方式处理此案例。该国政府表示相信，放弃对白俄罗斯的不公平和无效的施压政策，能够为恢复信任和与劳工组织开展有利于白俄罗斯社会的建设性对话提供必要基础。

10. 在 2025 年 11 月 5 日的来函中，白俄罗斯政府提交了有关遵守第 87 号和第 98 号公约以及落实劳工组织调查委员会和其他监督机构建议的评论和信息及其对大会决议的观点。该文件重复了该国政府此前向理事会提供的信息。该国政府感到遗憾的是，劳工组织监督机构没有考虑其论点，而是依赖于与白俄罗斯共和国毫无关系的非法机构提供的信息。白俄罗斯政府表示，在这些情况下，它不得不再次重复其论点和此前提供的信息，并被要求再次向理事会提供这些论点和信息的全文。⁴

白俄罗斯民主工会大会及国际工会联合会提供的信息

11. 白俄民主工大和国际工会联合会(国际工联)分别在 2025 年 9 月 16 日和 10 月 1 日的来函中通报说，2025 年 9 月 11 日，阿里亚山大·亚拉舒科(Aliaksandr Yarashuk)先生⁵和白俄罗斯无线电和电子工人工会副主席亨纳兹·菲亚迪尼奇(Hennadz Fiadynich)先生已获释。白俄民主工大指出，虽然释放他们的法律依据仍然未知，但据称这是美利坚合众国政府与白俄罗斯当局之间多次谈判的结果。亚拉舒科先生和菲亚迪尼奇先生在获释后立即被送往白俄罗斯和立陶宛边境。白俄民主工大和国际工联强调，释放亚拉舒科先生和菲亚迪尼奇先生并不意味着他们被免罪，也不意味着当局承认对他们的侵权行为。白俄民主工大辩称，根据《国际刑事法院罗马规约》第 7 条第 1 款 d 项和第 2 款 d 项的规定，将两名工会领导人驱逐到立陶宛是非法的。
12. 白俄民主工大表示，在亚拉舒科先生和菲亚迪尼奇先生被驱逐出境的前一天，他们被转移到明斯克的一个审前拘留中心。在他们越过白俄罗斯和立陶宛边境之前，他们没有被告知即将被驱逐出境，也没有被告知被驱逐出境的理由。白俄罗斯当局没有就离开该国征求或获得他们的同意，并在没有任何法律依据的情况下没收了他们的护照。在这方面，白俄民主工大指出，根据 2023 年 9 月 4 日第 278 号总统令“关于签发文件和执行行动的程序”，无法在国外获得新的白俄罗斯护照。白俄民主工大和国际工联，没收护照相当于对亚拉舒科先生和菲亚迪尼奇先生的另一种形式的镇压，因为这迫使他们流亡，阻止他们返回白俄罗斯。此外，亚拉舒科先生和菲亚迪尼奇先生的所有药物和私人信件都被没收。白俄民主工大认为，这些措施整体上构成了非人道待遇，造成严重痛苦并危及两位工会领导人的身心健康。白俄民主工大提到他们的健康状况不佳，他们的生命和福祉面临严重风险。此外，由于亚拉舒科先生和菲亚迪尼奇先生被剥夺了本国护照，他们在欧洲的移民身份仍然不稳定。

⁴ 见附录二(英文)。

⁵ 据称，在预计正式释放日期前不到两个月的时间。

13. 白俄民主工大和国际工联提供了关于被起诉的工会工作者状况的进一步资料。它们表示，截至 2025 年 10 月 1 日，已有 70 多名工会和劳工领导人和工会积极分子被提起刑事诉讼，21 名工会领导人和工会积极分子仍被监禁或拘留，⁶ 包括：
- 阿里亚科山大·德卡普舒勒(Aliaksandr Kapshul)先生，因从事工会活动和维护工人权利而被判处 15 年徒刑。
 - 白俄罗斯独立工会领导人瓦拉·布莱特斯卡娃(Volha Brytsikava)女士于 2024 年 6 月 28 日被根据内政部的行政命令列入“极端分子”名单。2025 年 1 月，白俄罗斯国家安全委员会升级了这一认定，将她列入“恐怖分子”名单。
 - 2022 年 4 月被捕的白俄罗斯无线电和电子工人工会报纸编辑瓦特劳·阿雷什卡(Vatslau Areshka)先生处于危急健康状况。在监禁期间，阿雷什卡先生被诊断出患有白内障、青光眼和视网膜撕裂。截至 2025 年 9 月 16 日，他完全失明，腿部皮肤发炎，脊柱出现问题。2025 年春天，阿雷什卡先生因失明而被带到惩罚室予以纪律处分。他目前处于戒备森严的环境，没有足够的药物和医疗，他的残疾状况也没有予以正式登记。阿雷什卡先生被迫摸索着走动(包括为了去厕所)，这使他经常面临受伤的风险；他多次在牢房里摔倒，因此受伤流血。
14. 国际工联表示，流亡的工会工作者也担心自己的人身安全。值得注意的是，国际工联通报说，帕兹尼亚库先生面临“为极端主义活动提供便利”的指控。安全人员曾多次前往他 75 岁母亲在白俄罗斯的住所搜寻他。他们反复上门给她带来了极大困扰。国际工联认为，帕兹尼亚库先生完全是因为他的工会活动(包括他与劳工组织的接触)而受到骚扰。
15. 国际工联进一步表示，通过禁止独立工会，白俄工联得以掌控劳资关系格局。国际工联认为，白俄工联不是一家独立的工会组织，并回顾说，理事会、证书委员会、标准实施委员会和结社自由委员会对白俄工联的独立性提出了严重质疑。国际工联还提到了欧洲议会于 2025 年 1 月 22 日通过的决议，该决议指出，“.....[白俄工联]长期以来一直被纳入卢卡申科政权的政府结构中”。国际工联还表示，关于白俄罗斯共和国国家人事登记册的 2024 年第 46 号总统令将白俄工联主席列入国家官员名单，这证明了白俄工联与白俄罗斯政府之间的密切关系。此外，白俄罗斯政府继续向私营企业施压，要求建立附属于白俄工联的工会，这违反了第 87 号和第 98 号公约。国际工联指出，白俄工联没有提出开展任何建设性对话，以解决解散独立工会和监禁其领导人的问题，这进一步证实了白俄工联缺乏独立性。

► 劳工组织三方成员采取的措施

成员国采取的措施

16. 在 2025 年 9 月 16 日的来函中，欧盟及其成员国(奥地利、比利时、保加利亚、克罗地亚、塞浦路斯、捷克共和国、丹麦、爱沙尼亚、芬兰、法国、德国、希腊、匈牙利、爱尔兰、意大利、拉脱维亚、立陶宛、卢森堡、马耳他、荷兰王国、波兰、葡萄牙、罗马尼亚、斯洛伐克、斯洛

⁶ 见附录。

文尼亚、西班牙、瑞典)对白俄罗斯当局持续违反和始终未能遵守第 87 号和第 98 号公约规定的义务深感遗憾。欧盟指出,白俄罗斯始终无视调查委员会、监督机构和理事会的指导意见、结论和建议。欧盟继续强烈谴责对独立工会工作者、民间社会组织、民主反对力量和白俄罗斯社会所有其他阶层的持续迫害和恐吓运动。欧盟同样强烈谴责新形式的镇压,如缺席审判、征用、恐吓家庭,包括将儿童从家庭中带走。欧盟认为,这些镇压压制了工人和工会的自由声音,阻碍充分行使公民自由,而公民自由是合法工会活动的重要组成部分。解散独立工会破坏了白俄罗斯社会对话机构的合法性。2020 年和 2025 年的舞弊选举,加上针对包括工会工作者在内的民间社会的镇压和恐吓运动,严重影响了欧盟和白俄罗斯之间的关系。在这方面,欧盟重申,根据欧盟理事会 2020 年和 2024 年结论,欧盟已停止与白俄罗斯当局的所有双边合作,并增加对白俄罗斯人民和民间社会的支持。欧盟还回顾说,自 2020 年 8 月以来,欧盟已采取了多轮单独限制措施,涉及包括亚历山大·卢卡申科(Aleksandr Lukashenko)先生在内的 310 名个人和 54 个实体,其中包括众多因镇压民间社会和/或解雇罢工工人而受到明确制裁的个人和公司。欧盟进一步回顾说,它对白俄罗斯实施了有针对性的经济制裁,涉及对贸易、金融、运输、能源、金融和其他行业的广泛限制措施,并实施了武器禁运。关于不驱回原则,欧盟及其成员国回顾说,欧洲共同庇护制度完全符合 1951 年《关于难民地位的公约》,其基础是全面包容实施该公约,保证不将任何个人遣返到他们有可能遭受迫害的地方。欧盟及其成员国重申,它们致力于与劳工组织及其三方成员合作,以确保白俄罗斯当局落实调查委员会的建议。

17. 在 2025 年 9 月 22 日的来函中,澳大利亚政府强烈谴责白俄罗斯严重且持续侵犯人权和劳工权利。澳大利亚仍然对白俄罗斯政府一贯无视调查委员会和劳工组织监督机构的建议深感关切。自根据劳工组织《章程》第 33 条通过决议以来,澳大利亚持续呼吁白俄罗斯当局与劳工组织充分接触和合作,落实全部尚未落实的建议。它提到澳大利亚 2024 年 11 月和 2025 年 3 月在理事会第 352 届和第 353 届会议上的发言,及其与加拿大、日本、新西兰和联合王国在国际劳工大会第 113 届会议上的联合发言,对于尽管存在多份关于该国人权和劳工权利状况恶化的报告,但是白俄罗斯自 2023 年以来在法律和实践方面没有发生任何重大变化表示遗憾。该发言鼓励劳工组织所有三方成员继续采取一切可能采取的措施,促使白俄罗斯遵守其义务。澳大利亚还在其他多边论坛上表达了对白俄罗斯问题的关切:在联合国人权理事会第 59 届会议上,在与白俄罗斯人权状况特别报告员的互动对话期间,澳大利亚对有关因行使见解、言论和结社自由权而被任意拘留的个人继续受到凌辱和虐待的报告深表关切;在联合国人权理事会第 60 届会议上,在与白俄罗斯人权状况独立专家小组的互动对话期间,澳大利亚对有关被任意拘留的白俄罗斯政治犯在关押期间死亡的报告表示深切关注和沮丧。关于不驱回原则,澳大利亚重申其对有关文书规定的国际义务的承诺,并保证,若个人在原籍国真正有可能受到迫害或真正面临风险,有可能遭受酷刑、受到残忍、不人道或有辱人格的待遇或处罚、被任意剥夺生命或实施死刑,澳大利亚不会将个人遣返回原籍国。澳大利亚认识到,许多白俄罗斯国民因骚扰和迫害而被迫离开本国;因此,寻求澳大利亚保护的白俄罗斯工会工作者和人权维护者有可能获得永久保护,条件是他们符合相关的签证标准。澳大利亚的签证计划还允许在某些情况下免除持有有效护照的要求。澳大利亚进一步表示,因白俄罗斯支持俄罗斯在乌克兰的军事行动,澳大利亚对白俄罗斯采取了限制措施,包括贸易措施和有针对性的制裁,并继续限制与白俄罗斯的双边合作,仅在对澳大利亚国家利益至关重要时才进行双边接触。最后,澳大利亚指出,澳大利亚就业和

工作场所关系部已将劳工组织关于白俄罗斯侵犯结社自由的来函转交其社会伙伴——澳大利亚工商会和澳大利亚工会委员会。

18. 在 2025 年 9 月 15 日的来函中，奥地利政府表示，除联邦有关部委外，联邦劳工、社会事务、卫生、照护和消费者保护部还与奥地利相关工人组织和雇主组织进行了协商，并将国际劳工大会的决议送达了奥地利商会、奥地利工业联合会、奥地利工会联合会、奥地利联邦劳工委员会、奥地利农业商会主席会议和奥地利农业工人委员会。奥地利承认，一些奥地利公司继续在白俄罗斯开展业务，但指出这为推广其企业文化(例如遵守劳动法、工作时间、工资、沟通、工作场所设备)提供了可能性，从而提高了当地居民对公平雇主如何行事的认识。在与白俄罗斯外交部会谈期间，奥地利驻明斯克大使馆鼓励释放包括工会工作者在内的政治犯。
19. 在 2025 年 9 月 26 日的来函中，加拿大政府重申，它极度关切白俄罗斯持续和严重侵犯结社自由和集体谈判权的行为，包括威胁、骚扰、非法逮捕、拘留和酷刑以及对自由和独立工会的攻击。该国政府提到其在理事会和标准实施委员会各届会议上的单独发言和联合发言，这些发言一贯敦促白俄罗斯当局停止使用极端暴力镇压和平抗议和罢工，停止对在押工人的拘留、监禁和酷刑，并立即采取行动在法律和实践上恢复结社自由和集体谈判权利。加拿大感到遗憾的是，尽管劳工组织作出了近二十年的努力，与白俄罗斯当局开展合作，以落实调查委员会的建议，但白俄罗斯的局势并未改善，甚至有所恶化，这表明白俄罗斯完全不尊重劳工组织的监督体系及其根据劳工组织《章程》应承担的义务。加拿大认识到，劳工组织《章程》第 33 条是一个作为最后手段的特殊性机制，但表示支持在本案例中使用第 33 条，因为劳工组织有责任利用其掌握的一切手段，确保尊重工人权利并确保遵守委员会的建议。甚至在通过大会决议之前，加拿大就已经与白俄罗斯保持相当有限的关系，因为该国被认为是欧洲最后的专制政权之一。在以下事件发生后，加拿大与白俄罗斯本已有限的关系基本上被降到最低限度：(i) 卢卡申科政权在 2020 年既不自由也不公平的选举后进行的镇压；(ii) 白俄罗斯在 2021 年非法劫持瑞安航空 4978 号航班；(iii) 白俄罗斯积极参与俄罗斯入侵乌克兰。加拿大指出，它曾多次谴责卢卡申科政权暴力镇压所认定的任何形式的反对者，包括记者、人权活动家、艺术家、工会、独立媒体和反对党，并多次谴责其参与俄罗斯入侵乌克兰。例如，2025 年 8 月 9 日，澳大利亚、加拿大和联合王国发表联合声明，强烈谴责白俄罗斯境内持续发生的侵犯人权行为，并呼吁白俄罗斯当局释放所有政治犯，停止镇压行动。除了经济制裁外，截至 2025 年 9 月，加拿大对 231 名个人和 89 个实体实施了制裁。受制裁的个人名单包括卢卡申科先生及其家人等高级官员、金融精英、寡头及其家人，以及能源、国防和金融行业的关联者和实体；根据《特别经济措施(白俄罗斯)条例》受到制裁的个人被禁止进入其领土。加拿大还表示，它已撤销白俄罗斯的最惠国地位，并开始对从白俄罗斯进口的所有商品征收 35% 的关税，同时禁止向白俄罗斯出口《受限货物和技术清单》上的所有货物和技术、某些先进技术、某些奢侈品和可用于制造武器的货物。加拿大承诺继续对白俄罗斯采取经济措施。加拿大强烈鼓励劳工局及其总干事继续监测白俄罗斯的状况，并通过理事会会议和标准实施委员会特别会议与劳工组织三方成员分享任何进一步的事态发展情况。加拿大还请劳工局知会并呼吁其他国际组织在其职责范围内采取任何适当行动，敦促白俄罗斯当局遵守其国际义务。
20. 在 2025 年 9 月 19 日的来函中，危地马拉政府重申对劳工组织监督体系的承诺，将其作为加强三方对话机制的途径，以促进、保护和尊重结社自由。危地马拉通报说，作为大会决议的后续

行动，该国政府于 2025 年 8 月 8 日和 12 日邀请国家劳动关系和结社自由三方委员会的成员提供意见。

21. 在 2025 年 10 月 3 日的来函中，毛里求斯政府通报说，毛里求斯和白俄罗斯之间没有与劳工相关的双边协议或谅解备忘录。
22. 在 2025 年 9 月 17 日的一份来函中，荷兰王国政府赞同欧盟的来函，表示它继续与白俄罗斯当局保持有限的接触。荷兰王国持续对这种接触进行审查，以确保白俄罗斯当局不能利用其与荷兰王国的接触，固化或扩大侵犯工人权利的行为，特别是在结社自由方面。与此同时，荷兰王国继续处理白俄罗斯侵犯人权的问题，支持白俄罗斯民间社会、独立媒体、独立工会和白俄罗斯民主力量。荷兰王国在双边层面和欧盟内部公开呼吁白俄罗斯当局立即无条件释放政治犯，包括工会工作者。在这方面，荷兰王国承诺与欧盟和其他伙伴一道，继续提请关注白俄罗斯境内的侵犯人权行为，包括通过采取限制性措施。荷兰王国还将侵犯结社自由方面的工人权利问题列入与其社会伙伴的三方会议议程。关于不驱回原则，荷兰王国表示，2021 年 12 月 7 日，外交部首次发布了关于白俄罗斯的情况报告，该报告促使移民部长实施针对白俄罗斯的庇护政策。移民部长于 2022 年 5 月 12 日向议会通报了此事项的最新情况，随后的决定将对白俄罗斯当局提出严重批评的反对派成员、政治活动家、记者和人权维护者指定为可能遭受针对性的暴力和迫害的“风险群体”。在这方面，荷兰王国澄清说，根据适当的风险评估和对不驱回原则的尊重，荷兰移民和归化局可能根据具体情况，将独立工会工作者视为属于“政治活动家”群体。
23. 在 2025 年 10 月 3 日的来函中，尼日尔政府表示，尼日尔和白俄罗斯之间的双边关系保持稳定，但不涉及任何关键行业。尼日尔表示坚信可以通过各利益攸关方之间的沟通和真诚、建设性的社会对话，找到解决劳工问题的方法。因此，尼日尔呼吁劳工局继续通过技术援助，向白俄罗斯三方成员提供支持，帮助他们克服和解决阻碍有效实施第 87 号和第 98 号公约的内部困难。
24. 在 2025 年 9 月 15 日的来函中，挪威政府通过挪威国际劳工组织标准问题三方委员会对白俄罗斯严重和持续侵犯基本劳工权利的行为表示深切关注。挪威欢迎 2025 年 9 月 11 日释放了包括亚拉舒科先生和菲亚迪尼奇先生在内的数名政治犯，但深表遗憾的是，白俄罗斯当局没有采取任何有意义的步骤来充分执行调查委员会的建议。挪威表示，白俄罗斯的总体状况仍然严峻，包括解散独立工会、持续监禁许多工会领导人和会员、系统压制结社自由和集体谈判权，这些都严重和不可接受地违反了该国的国际义务。因此，挪威敦促白俄罗斯当局立即采取具体行动，特别是：(a) 毫不拖延地释放所有被监禁的工会领导人和会员，终止所有基于参与工会或政治理由的起诉；(b) 恢复独立工会的权利，允许它们不受干扰地自由开展活动；(c) 确保按照国际标准进行真正的社会对话；(d) 保障所有被告得到公平审判和独立法律辩护的权利，包括酌情获得国际法律援助的可能性；(e) 接受国际劳工组织三方特派团，允许独立的国际医学专家探视被拘留的工会工作者；(f) 与白俄罗斯问题特使充分合作，并参与国际后续程序，包括联合国系统内的后续程序。挪威还指出，劳工组织《章程》第 33 条规定，当一个政府拒绝执行调查委员会的建议时，所有成员国都有义务采取行动，并就此重申其承诺：继续密切监测白俄罗斯状况，做好准备，支持白俄罗斯努力重建对结社自由、集体谈判和人人享有体面劳动的尊重。

25. 在 2025 年 8 月 14 日的来函中，波兰政府重申对确保该决议有效后续行动的承诺，并表示相信包括劳工组织三方成员在内的国际社会的持续协调参与，对于采取有效措施来解决白俄罗斯镇压独立工会及其会员和领导人以及持续侵犯结社自由的问题至关重要。波兰、法国、德国和荷兰王国在理事会第 353 届会议和国际劳工大会第 113 届会议期间联合举办了两场聚焦白俄罗斯结社自由状况的会外活动，这些活动强调了采取这种行动的必要性。这些活动表明国际社会决心确保调查委员会查明的侵权行为既不会被忽视，也不会常态化，同时促进了信息和实证的交流，鼓励采取政治措施和实际措施，向海外的白俄罗斯民间社会以及仍然居住在该国的白俄罗斯人提供支持。关于在国家层面采取的措施，波兰表示，2025 年 3 月 26 日，社会对话委员会国际事务工作组举行了一次特别会议，专门讨论了关于白俄罗斯的决议的执行情况，白俄民主工大的代表出席了会议。还向波兰的社会伙伴介绍了关于单独向劳工组织通报其组织所采取的行动的可能性；另外建议召开高级别三方会议，并向劳工组织总干事提交进展报告。
26. 在 2025 年 8 月 14 日的来函中，俄罗斯联邦政府再次强调，没有理由援引劳工组织《章程》第 33 条来处理白俄罗斯问题，政治偏见和对白俄罗斯的敌对意图破坏了在理事会和国际劳工大会的框架内审议白俄罗斯问题。对白俄罗斯的指控主要基于西方非政府组织和白俄民主工大等实体的报告，它们不代表白俄罗斯工人，已成为破坏该国局势稳定的政治工具。俄罗斯联邦对要求释放因刑事定罪而被判处监禁的工会工作者表示遗憾，并重申对于白俄罗斯问题政治化对劳工组织职责的负面影响的关切。
27. 在 2025 年 9 月 17 日的来函中，瑞典政府表示深度关切对白俄罗斯社会各阶层的系统性镇压，并表示它已限制了与白俄罗斯政府的双边关系。根据《2021-2027 年瑞典与东欧改革合作战略》，瑞典对白俄罗斯的资金支持专门面向为民主发展、提高开放性和更大程度尊重人权做出贡献的行动方。瑞典国际开发合作署没有与白俄罗斯的国家行动方合作。
28. 在 2025 年 9 月 17 日的来函中，大不列颠及北爱尔兰联合王国政府通报说，它已全面审查了其 与白俄罗斯的双边关系，确保没有便利或纵容侵犯工人权利的行为。鉴于白俄罗斯在 2020 年总统大选后加强镇压以及支持俄罗斯在乌克兰的军事行动，联合王国减少了与白俄罗斯的接触，始终谴责侵犯人权的行为(包括对集会自由的限制)，并呼吁释放所有白俄罗斯政治犯，包括至少 16 名独立工会工作者。2025 年白俄罗斯总统选举后，联合王国与其他政府一起谴责白俄罗斯对民间社会的镇压、任意拘留和压制，这些行为带来了既不自由也不公平的选举。联合王国经常 在多边论坛上提出对白俄罗斯人权状况的关切，包括 2024 年 12 月在欧洲安全与合作组织部长级委员会上，该次会议强烈谴责白俄罗斯当局实施广泛政治镇压和系统性酷刑、不人道对待被关押者、瓦解公民空间以及跨国迫害流亡活动人士。在联合国框架内，联合王国共同发起了问 责任务授权，包括白俄罗斯人权状况特别报告员任务授权，并在联合国人权理事会第 59 届会议 期间参加了与报告员的互动对话。作为有针对性制裁制度的一部分，联合王国在其白俄罗斯、 俄罗斯和全球人权制裁框架下指定了 200 多名白俄罗斯个人和 12 个实体。联合王国驻白俄罗斯 大使馆继续积极参与监测白俄罗斯的人权状况，包括旁听审判、与政治犯家属接触以及直接向 白俄罗斯当局提出个案。关于不驱回原则，联合王国表示，所有与被迫流亡和被阻止返回白俄 罗斯的工会工作者有关的引渡案件均受《2003 年联合王国引渡法》管辖，该法要求联合王国法 院评估引渡是否符合个人的人权。联合王国证实，面临迫害并持有过期白俄罗斯护照的工会工

作者可以通过 GOV.UK 网站申请联合王国旅行证件，从而能够进行国际旅行，无需返回白俄罗斯。

国家雇主组织和工人组织的来函

29. 在 2025 年 7 月 2 日和 10 月 3 日的来函中，白俄工联对国际劳工大会第 113 届会议期间对白俄罗斯案例的带有政治偏见的审议表示关切。白俄工联指出，由于该国社会伙伴的共同努力，白俄罗斯在社会和劳工领域实现了若干重要目标(例如最低失业率、最低非正规就业水平以及将社会保护扩大到所有公民)。白俄工联否认了关于其缺乏独立性的指控，指出它是白俄罗斯最大的工会协会，有 15 个附属行业工会，代表着 400 万人，约占该国工人的 90%。关于标准实施委员会特别会议，白俄工联认为，白俄罗斯提供的证据没有被考虑在内，这导致根据一批西方国家和数个工会组织出于政治动机的发言而做出了决定。白俄工联坚持要求废除关于根据劳工组织《章程》第 33 条而采取的措施以及所有其他确保白俄罗斯遵守调查委员会建议的措施的决定。白俄工联提供了有关其在 2025 年为支持其会员所开展活动的详细信息。
30. 在 2025 年 8 月 23 日的一份来函中，奥地利联邦劳工委员会表示坚决支持大会决议的后续行动。它指出，尽管过去两年奥地利企业在白俄罗斯的投资额急剧下降，部分奥地利企业因欧盟制裁而退出白俄罗斯，但奥地利仍然是白俄罗斯最重要的西方投资伙伴之一，2024 年总投资额为 5.09 亿欧元。然而，奥地利联邦劳工委员会指出，制裁似乎正在失去效力，特别是由于在俄罗斯的帮助下，白俄罗斯的对外贸易转向俄罗斯和第三国，白俄罗斯的国内生产总值在过去两年中有所增长。国际工联 2025 年全球权利指数表明，白俄罗斯是世界上工作条件最差的十个国家之一，因此，联邦劳工委员会强调有必要采取有效措施。该委员会还指出，虽然数名白俄罗斯工会工作者已经获释，但许多工会工作者仍被关在监狱里，获释无望。因此，该委员会再次呼吁奥地利联邦政府明确承诺采取可持续保护人权的有效外贸政策。它特别强调必须执行《供应链指令》和《奥地利供应链法》，以确保公司遵守其尽职调查义务，防止或减少向白俄罗斯侵犯人权或劳工权利的行为提供任何直接或间接助力。
31. 在 2025 年 9 月 19 日的来函中，比利时国家劳工委员会呼应了劳工组织三方成员对白俄罗斯政府一再严重侵犯人权的行为的关切，表示全力支持劳工组织三方成员认为可能有助于鼓励白俄罗斯当局尊重其国际劳工权利承诺的所有国家和国际层面措施。该委员会赞同欧盟在 2025 年国际劳工大会上提出的对侵权行为责任人采取多种有成效和针对性的措施。然而，它强调，必须避免那些对人民产生负面影响的措施，注重确保在体面工作条件下实现可持续生计的措施。该委员会还强调继续支持白俄罗斯民间社会以及采取协调一致措施的重要性。它欢迎任命白俄罗斯问题特使以及劳工组织与联合国其他机构的合作，以设立一个工作组，协调各项努力，推动白俄罗斯落实调查委员会和其他监督机构的建议。
32. 在 2025 年 8 月 5 日的来函中，马耳他总工会表示，马耳他共和国承诺根据不驱回原则，通过适当法律和行政途径，保护和支任何白俄罗斯工会工作者，并承诺向在马耳他寻求保护或援助的白俄罗斯工会工作者提供法律和人道主义援助，包括在这些白俄罗斯国民因没有有效旅行证件或受到迫害而面临行政管理障碍时，与马耳他主管当局联络。

33. 在 2025 年 9 月 1 日的来函中，尼日尔总工会痛切地注意到白俄罗斯公然侵犯基本自由和工会权利的行为，要求白俄罗斯当局：立即停止对独立工会的镇压；停止干涉工会的工作及其领导人的决定；落实劳工组织监督机构要求尊重工会权利的结论和建议；恢复工会自由；无条件释放所有在押的工会工作者。在这方面，尼日尔总工会敦促尼日尔政府与劳工组织合作，促使白俄罗斯当局充分尊重第 87 号和第 98 号公约的规定，并利用一切法律和外交手段，确保对大会决议的有效后续行动。
34. 在 2025 年 8 月 27 日的来函中，尼日尔国家工会联盟对选择经历劳工组织监督程序的国家的方法表示关切，这些方法有时似乎是出于政治或地缘战略考虑，有损于劳工组织工作必须遵守的公正性、公平性和普遍性原则。该联盟认为，一些对严重侵犯工人权利负有责任的国家能够逃避任何形式的责任，而另一些国家则因与劳工组织职责无关的原因而被系统性地针对，这是不可接受的。该联合会强调，劳工组织关于白俄罗斯的任何决定或决议都必须完全基于可核查的客观事实，旨在促进保护工人权利和加强社会对话，不得被作为任何政治工具。该联合会呼吁对全世界所有侵犯工会权利的状况进行平衡、公正和非歧视性的评估，呼吁维护劳工组织作为国际劳动法守护者的公正性和公信力。
35. 在 2025 年 9 月 1 日的来函中，尼日尔工会联合会对白俄罗斯侵犯人权的行为深表遗憾，尽管通过了旨在改善该状况的决议和决定，包括联合国人权理事会确立白俄罗斯人权状况特别报告员的任务授权的[决议](#)。该联合会认为，白俄罗斯的状况意味着确有必要使用劳工组织《章程》第 33 条；然而，必须利用一切社会对话途径，协助白俄罗斯政府履行其人权义务，并支持白俄罗斯民间社会。

► 落实劳工大会决议的行动计划和标准实施委员会结论的后续措施

36. 莱利奥·本特斯·科雷亚先生在 2025 年 6 月 14 日被任命为白俄罗斯问题特使后，监督了与确保白俄罗斯政府迅速有效实施调查委员会建议相关的活动，为此，他有机会与以下利益攸关方接触：
- 若干白俄民主工大代表，包括亚拉舒科(Yarashuk)先生；
 - 一名 Rabochy Rukh 工人运动代表；
 - 白俄罗斯海外工商业协会主席；
 - 若干国际工联代表；
 - 联合国白俄罗斯人权状况特别报告员；
 - 白俄罗斯人权状况独立专家小组；
 - 若干人权高专办官员；
 - 不来梅联邦州州长；
 - 欧洲经济及社会委员会主席。

37. 特使将向理事会提交关于其活动的最新口头报告。
38. 在 2025 年开展的工作基础上，特使的任务授权将延长至 2026 年年底。为此，正在编制所需预算的资金概算(其中将包括有效开展特使工作所需的行政和法律协助)，均载于附录三。根据他的任务授权，特使将继续寻求接触白俄罗斯政府和所有社会伙伴，包括劳工组织调查委员会建议中提到的社会伙伴，目的在于：(a) 探访被拘留的工会工作者；(b) 推动释放上述人员；(c) 探索重新承认白俄民主工大的途径，以便他们能够重新参与国家劳动和社会问题三方委员会以及改善社会和劳动领域立法三方委员会。
39. 劳工局和特使将继续与联合国各机构和其他有关国际实体接触，以确保联合采取协调一致的行动，推动白俄罗斯政府落实劳工组织调查委员会的建议，特别是关于必须保证司法和司法行政机构公正性和独立性的第 8 号建议，以及劳工组织其他监督机构的建议。特别是，将继续通过定期会议，与联合国负责国家和专题任务授权的特别报告员接触，交流有关该国工会权利状况的信息，进一步探讨在落实劳工组织建议方面切实取得进展的途径。
40. 劳工局将继续向劳工组织三方成员——政府、雇主和工人——征集有关为确保有效落实大会决议而采取的措施的信息并转交给理事会。

► 决定草案

41. 理事会：

- (a) 愈发关切地注意到 GB.355/INS/8(Rev.1)号文件中所提供的信息，并愈发关切地注意到白俄罗斯政府再次没有就为落实调查委员会的建议以及监督机构随后提出的建议而采取的措施提供任何新的信息；
- (b) 呼吁该国政府重新审视其立场，并与特使充分合作；
- (c) 注意到亚历山大·亚拉舒科先生和亨纳兹·菲亚迪尼奇先生获释，极其关切地观察到他们遭强制驱逐、其护照被没收以及养老金发放被中断，因此敦促该国政府毫不拖延地：
- (i) 向亚拉舒科先生和菲亚迪尼奇先生归还其护照；并
- (ii) 恢复发放其养老金；
- (d) 再次要求白俄罗斯政府最为紧急地接待：
- (i) 一个国际人道主义特派团，以确保独立医生能够探访所有被监禁的工会工作者，评估他们的健康状况，并在必要时提供医疗援助；和
- (ii) 一个劳工组织三方特派团，以评估状况并探访被监禁或被拘留的工会工作者；
- (e) 敦促白俄罗斯政府在 2026 年 1 月 31 日之前向总干事提交关于理事会第 355 届会议之后在该方面采取的具体步骤的所有信息，以转交理事会第 356 届会议(2026 年 3 月)；

- (f) 提请国际劳工大会第 114 届会议(2026 年)证书委员会注意 GB.355/INS/8(Rev.1)号文件中所载信息；
- (g) 支持总干事将承担 GB.355/INS/8(Rev.1)号文件所载任务授权的白俄罗斯问题特使的任期延长到 2026 年年底，并批准相应的财务安排(本文附录三)，并就此请总干事考虑一切可能的方式，包括动员三方成员，以协助特使落实其任务授权；
- (h) 要求该特使向理事会第 356 届会议(2026 年 3 月)进行汇报，并在标准实施委员会有关白俄罗斯实施《1948 年结社自由和保护组织权利公约》(第 87 号)和《1949 年组织权利和集体谈判权利公约》(第 98 号)的情况的第三次特别会议上进一步提供所有相关信息；
- (i) 提请劳工组织三方成员——政府、雇主和工人——继续采取措施，确保有效落实劳工大会《关于理事会根据<国际劳工组织章程>第 33 条就涉白俄罗斯事项提出的建议措施的决议》，包括通过召开旨在评估和加强相关工作的国家三方高级别会议，同时确保尊重不驱回原则(《决议》第 2(b)段)，并就此向总干事提交报告，以转交理事会；
- (j) 要求总干事为理事会第 356 届会议(2026 年 3 月)编写一份最新情况报告。

► 附录一

被监禁的工会工作者名单和已获释但未被免罪的工会工作者名单

被监禁的工会工作者名单(监禁并限制自由)

1. Vatslau Areshka (白俄罗斯无线电和电子工人工会, 工会报纸编辑);
2. Andrei Khanevich (白俄罗斯独立工会, “Grodno Azot” 公司工会主席);
3. Uladzimir Zhurauka (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “Grodno Azot” 公司);
4. Andrei Paheryla (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “Grodno Azot” 公司);
5. Siarhei Shelest (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “Grodno Azot” 公司);
6. Valiantsin Tseranevich (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “Grodno Azot” 公司);
7. Aliaksandr Kapshul (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “Naftan” 公司);
8. Aliaksandr Hashnikau (Rabochy Rukh 工人运动, 白俄罗斯独立工会, “白俄罗斯钢铁厂”);
9. Ihar Mints (Rabochy Rukh 工人运动, “Naftan” 公司);
10. Hanna Ablab (Rabochy Rukh 工人运动, 白俄罗斯铁路公司);
11. Siarhei Dziuba (Rabochy Rukh 工人运动, 白俄罗斯铁路公司);
12. Siarhei Shametska (Rabochy Rukh 工人运动, “ATLANT” 公司);
13. Aliaksandr Kandratsiuk (白俄罗斯自由工会, 国家科学院);
14. Maksim Senik (白俄罗斯独立工会, “Grodno Azot” 公司工会秘书兼司库);
15. Hanna Karneyenka (金属工人自由工会, “明斯克 Vi Kozlov 电子科技工厂”);
16. Volha Brytsikava (白俄罗斯独立工会, “Naftan” 公司工会主席);
17. Artsiom Parkhamovich (白俄罗斯无线电和电子工人工会, 工会积极分子, RUP “Beltelekom” 公司);
18. Alena Nazarava (白俄罗斯无线电和电子工人工会, “明斯克拖拉机厂”);
19. Aliaksandr MuraYOU (白俄罗斯无线电和电子工人工会);
20. Vital Halitski (金属工人自由工会, “明斯克 Vi Kozlov 电子科技工厂”);
21. Artur Khlus (白俄罗斯自由工会, “格罗德诺国立医科大学” 学生, 格罗德诺救护队护理人员)。

已获释但未被免罪的工会工作者名单

1. Aliaksandr Yarashuk (白俄民主工大, 主席);
2. Hennadz Fiadynich (白俄罗斯无线电和电子工人工会, 副主席);
3. Siarhei Antusevich (白俄民主工大, 副主席);
4. Aliaksandr Mialeshka (白俄罗斯自由工会, 工会分会委员会成员)
5. Vasil Berasneu (白俄罗斯无线电和电子工人工会, 代理主席);
6. Iryna But-Husaim (白俄民主工大, 会计);
7. Aliaksandr Mishuk (白俄罗斯独立工会副主席, “Belaruskali” 公司工会主席);
8. Yanina Malash (金属工人自由工会, 副主席);
9. Zinaida Mikhniuk (白俄罗斯无线电和电子工人工会, 副主席);
10. Yauhen Hovar (白俄罗斯独立工会, “白俄罗斯钢铁厂”);
11. Mikhail Hromau (金属工人自由工会, 工会秘书);
12. Leonid Soudalenko (白俄罗斯无线电和电子工人工会, 劳工律师);
13. Miraslau Sabchuk (金属工人自由工会, “明斯克拖拉机厂”);
14. Aliaksandr Varabei (金属工人自由工会, “明斯克拖拉机厂”);
15. Uladzislau Martsinovich (白俄罗斯自由工会, “明斯克州医科大学);
16. Siarhei Sliazhou (白俄罗斯独立工会, “白俄罗斯钢铁厂”);
17. Volha Belaziorava (白俄罗斯独立工会, “Grodno Azot” 公司);
18. Vitali Siadliar (白俄罗斯独立工会, “Krasnoselskstroyaterialy” 公司);
19. Ihar Povarau (白俄罗斯独立工会, “白俄罗斯钢铁工程”公司);
20. Tatsiana Yekelchyk (白俄罗斯自由工会, 工会积极分子, 白俄罗斯国立大学学生);
21. Yahor Kanetski (白俄罗斯自由工会, 工会积极分子, 白俄罗斯国立大学学生);
22. Kasia Budzko (白俄罗斯自由工会, 工会积极分子, 白俄罗斯国立师范大学学生);
23. Viktoryia Hrankouskaya (白俄罗斯自由工会, 工会积极分子, 白俄罗斯国立技术大学学生);
24. Anastasiya Bulybenka (白俄罗斯自由工会, 工会积极分子, 白俄罗斯国立技术大学学生);
25. Andrei Shulhat (金属工人自由工会, “明斯克拖拉机厂”);
26. Yauhen Batura (金属工人自由工会, “明斯克拖拉机厂”);

27. Aliaksei Zabiran (白俄罗斯独立工会, “Grodno Azot” 公司);
28. Volha Barushka (白俄罗斯自由工会, 工会积极分子, 明斯克科学与实践中心);
29. Aleh Kasila (白俄罗斯独立工会, “Krasnoselskstroimaterialy” 公司);
30. Uladzimir Berdnikovich (白俄罗斯独立工会, “Remmontazhstroy” 公司工会协调委员会);
31. Aliaksei Aliakseichyk (白俄罗斯自由工会, 共和国儿童肿瘤中心)。
32. Vital Chychmarou (金属工人自由工会, “明斯克 Vi Kozlov 电子科技工厂” 工会主席);
33. Maksim Zaitsau (白俄罗斯自由工会, “布列斯特州成瘾治疗门诊部” 医疗机构);
34. Dzmitry Varanovich (金属工人自由工会, “BELAZ” 公司- “BELAZ-HOLDING” 控股公司管理公司);
35. Palina Sharenda-Panasiuk (白俄罗斯无线电和电子工人工会);
36. Halina Smirnova (白俄罗斯无线电和电子工人工会, 博布鲁伊斯克市, 区域工会协调员);
37. Artsiom Zharnak (金属工人自由工会, “明斯克汽车厂” - “BELAVTOMAZ” 控股公司管理公司工会主席);
38. Dzianis Puchak (金属工人自由工会, “明斯克拖拉机厂”);
39. Sviatlana Sakovich (金属工人自由工会, “明斯克拖拉机厂”)。

► 附录二

白俄罗斯政府有关遵守国际劳工组织第 87 号和第 98 号公约，落实 2004 年调查委员会和国际劳工组织监督机构建议以及在国际劳工大会第 111 届会议期间通过关于白俄罗斯的决议的评论(英文)

Unofficial translation

Comments of the Government of the Republic of Belarus regarding compliance with ILO Conventions No. 87 and No. 98, the implementation of the recommendations of the Commission of Inquiry 2004 and the ILO supervisory bodies, and the adoption of a resolution on Belarus during the 111th session of the ILC

Taking into account the consideration by the Governing Body of the International Labour Office (Geneva, 17–27 November 2025) of the item “Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Belarus” (GB.355/INS/8), the Government of the Republic of Belarus notes that **comprehensive information and counterarguments regarding the unfounded, politically motivated accusations** addressed to it regarding non-compliance with the provisions of ILO Conventions, failure to implement the recommendations of the Commission of Inquiry and ILO bodies, as well as the persecution of trade union activists for the peaceful implementation of legitimate activities **have already been repeatedly presented earlier** during the consideration of issues of the country’s application of ratified Conventions No. 87 and No. 98.

In view of the fact that the “Belarusian issue” has once again been included on the agenda of the Governing Body session, **the Government of Belarus is once again forced to present its position regarding the actual state of affairs** on the issues raised by the ILO bodies.

1. The ILO bodies continue to base their views on the situation in Belarus **solely on unfounded statements and information from unconstructive and politically motivated individuals and entities acting in the interests of unfriendly countries** with the aim of discrediting Belarus and escalating pressure on the Belarusian state. Consequently, **the conclusions and recommendations** addressed to the Government of Belarus **are based on accusations** against the Belarusian authorities **that have no factual basis**.

In formulating their position, the ILO bodies **mistakenly rely on false information** that the 2020 protest activity was allegedly caused by economic and/or social reasons, was of a legitimate, peaceful nature, and was aimed at protecting civil and trade union rights and freedoms. At the same time, **the events of 2020 were not related to the processes of social dialogue in the sphere of labour and the implementation of trade union rights and freedoms, and cannot objectively serve as a basis for assessing the situation**

with respect to Conventions No. 87 and No. 98 and **should not be considered within the framework of monitoring their implementation.**

The authors of the complaints **deliberately “dragged” political issues into the ILO’s sphere of competence without objective grounds for doing so.** By linking illegal actions that had nothing to do with the exercise of trade union rights and freedoms, as well as the illegal activities of individual citizens, with issues regulated by the ILO conventions, the complainants, as part of their ongoing attempts to destabilize the situation in the country and advance a destructive agenda, are **pursuing the goal of exerting undue pressure on Belarus through the ILO.**

2. The Government of Belarus is once again forced to acknowledge **the absurdity of claims that trade unions and citizens of the country are allegedly being persecuted for their trade union activities and the lawful and peaceful exercise of civil rights and freedoms.**

In Belarus, every effort has been made to ensure that trade unions can freely form and carry out their lawful activities without interference or discrimination. Guarantees of trade union rights are enshrined in law and implemented in practice. Unlawful restrictions of trade union rights and the creation of obstacles to the exercise of their powers are prohibited.

Citizens living in Belarus freely and actively exercise their guaranteed right to join trade unions. Trade unions, their leaders, members, and activists have the opportunity to freely carry out their activities aimed at upholding and protecting the labor, socio-economic rights, and interests of workers, improving the standard of living and social security of citizens, including through interaction with government bodies within the framework of the social partnership system.

At the same time, **the competent authorities have every legal basis to hold citizens accountable if their actions are unlawful.**

Citizens appearing in the information of an illegitimate structure allegedly acting on behalf of the BKDP have been **absolutely rightfully held accountable for specific illegal actions (crimes)** that are in no way connected with the lawful and peaceful exercise of trade union, civil or other rights and freedoms.

The Government has already commented on the reasons for bringing the aforementioned citizens to legal responsibility on numerous occasions: these are **crimes of an extremist and terrorist nature** (gross violation of public order, resulting in disruption of transport and enterprises; violence against law enforcement officers; calls for actions aimed at harming national security; incitement of national or social hostility and discord on the basis of national and social affiliation; assistance to extremist activity; slander; damage to property in public places, etc.).

A number of citizens were members of **the foreign-funded extremist group “Rabochy Rukh”**, whose focus is on engaging workers at the country’s state-owned industrial enterprises in radical politicized activities in order to obtain inside information about their business operations, halt production, and increase sanctions pressure on Belarus.

Since the criminal prosecution of these individuals is not related to their trade union activities, **attempts to manipulate this situation** by opponents of the Belarusian Government **are extremely concerning**.

The individuals named in the complaints filed with the ILO have committed criminal offenses against national security, society, and the State, and have been held legally accountable.

Calls for the dropping of all charges against them, their immediate release, full restoration of their rights, compensation, and/or reinstatement to their jobs lack objective legal grounds.

Calls of this kind essentially constitute interference in the country’s internal affairs and support for illegal and extremist activities aimed at undermining the stability of the Belarusian State.

3. The Government has repeatedly drawn attention to **the absence of contradictions between national legislation, practice and the provisions of ILO Conventions No. 87 and No. 98.**

In Belarus, **trade unions and their organizational structures can freely, without outside interference, carry out their lawful activities** aimed at upholding and protecting the labor, socio-economic rights and interests of workers, improving the standard of living and social security of citizens, including through interaction with government bodies within the framework of the social partnership system.

Employers (and their associations), government agencies, business entities, public associations and officials are **obligated to respect trade union rights**. Unlawful restrictions on trade union rights and the creation of obstacles to the exercise of their powers are prohibited. Violations of trade union rights or obstruction of their legitimate activities are **punishable by law**.

In order to implement their statutory tasks, trade unions have **the right to organize and conduct**, in accordance with the law, **rallies, street marches, demonstrations and other collective actions** to protect the interests of their members.

At the same time, **the current procedure for organizing and holding mass events in Belarus does not contradict the principles of freedom of association and is fully consistent with the provisions of the International Covenant on Civil and Political Rights.**

The legal provisions that provide penalties for violations of this procedure that result in **serious negative consequences** are aimed at **preventing socially dangerous unlawful acts** that pose a real threat to the lives and health of citizens. These provisions do not objectively hinder the exercise of the right to freedom of **lawful peaceful assembly** by citizens and trade unions.

The provisions of the Law “On Mass Events” **do not contain any provisions prohibiting citizens from exercising their right to lawful peaceful assembly**. The amendment to the Law was aimed at preventing the organization, preparation, and commission of actions that infringe on the independence, territorial integrity, sovereignty of the State, the foundations of the constitutional order, and public safety.

The amendments to the Criminal Code of the Republic of Belarus serve the purpose of ensuring fairness, balance in criminal law, and uniformity of its application in practice. **These amendments to criminal liability legislation are not intended to infringe on the legitimate rights of citizens and trade unions to organize and conduct peaceful public events in accordance with legal requirements**, nor to hinder the exercise of other rights and freedoms guaranteed by the Constitution, national legislation, and international obligations.

Improving the legislation was **a necessary step** to bring its provisions into line with the current situation and the serious challenges the country faced in 2020 following an unprecedented, planned attack on the State by hostile forces.

To defend the legitimate interests of workers, trade unions have **the right to organize and conduct strikes**. When union-initiated strikes are held, **the advancement of political demands is prohibited**.

The established **procedure** for organizing and conducting strikes **does not contradict international labor standards**, allowing citizens to exercise the right to conduct a legal strike in order to resolve a collective labor dispute that has arisen without any subsequent discrimination.

The ban on putting forward political demands during strikes is a common and justified **international practice**, as enterprises should not be turned into objects of manipulation and levers of pressure to achieve purely political goals.

Coercion to participate in a strike or to refuse to participate in one is prohibited.

Trade unions have **the right to cooperate with trade unions of other countries** and, at their discretion, to join international and other trade union associations and organizations.

The procedure for receiving foreign gratuitous aid is unjustifiably linked within the ILO framework to Articles 5 and 6 of Convention No. 87. These articles do not contain provisions regarding the right of trade unions to

freely receive financial or other types of assistance for conducting political and propaganda work among the population.

Current legislation – Presidential Decree of May 25, 2020, No. 3 “On Foreign Gratuitous Aid” – **does not prohibit trade unions from receiving such aid** for public benefit and socially significant purposes, and the registration procedure is simple and can be completed quickly.

The existing ban on receiving and using foreign gratuitous aid for purposes involving political and propaganda work applies to **all organizations without exception** (not just trade unions), is based on **national security interests**, and is **justified** in the current situation.

It is obvious that allowing external forces to sponsor mass events (or strikes) in the country will be used **to destabilize the socio-political and socio-economic situation** in the republic, which, in turn, will have an **extremely negative impact on the life of society and the well-being of citizens**.

In the context of the undue pressure exerted on Belarus, **the implementation of demands, transmitted through ILO bodies,** to weaken state control over funds coming from abroad (i.e., to provide external forces with the opportunity to sponsor politically oriented events and processes in Belarus), to remove liability from trade unions and citizens for gross violations of the law during mass events (i.e., granting them the right to violate laws with impunity), and to legalize strikes aimed at achieving political goals and objectives, **will create favorable conditions for strengthening external destructive influence on the situation in the country.**

Such demands and recommendations, based on unlawful accusations against the Government, do not meet the national interests of Belarus, do not serve the purpose of ensuring the well-being of its citizens, constitute interference in the internal affairs of a sovereign country, are aimed at destroying the foundations of stability of the Belarusian State and, accordingly, contradict the principles, goals and objectives of the ILO as an organization focused on maintaining peace, cooperation and socio-economic development.

4. The Government of Belarus has repeatedly submitted comments regarding allegations of discriminatory use of **the contractual form of employment**.

We once again draw attention to the fact that in Belarus, the equality of all citizens before the law and the right to equal protection of rights and legitimate interests without any discrimination is guaranteed by Article 22 of the Constitution.

Discrimination against citizens in labour relations and on the basis of trade union membership is prohibited. Trade union membership or non-

membership does not entail restrictions on the labour, socioeconomic, political, or personal rights and freedoms of citizens.

Individuals who believe they have been discriminated against in labour relations **have the right to appeal to the court** to eliminate discrimination. Trade unions also have the right to appeal to the court at the request of their members to protect their labour and socioeconomic rights.

Complaints and claims from citizens regarding discrimination in labour relations, including discrimination based on trade union membership, are carefully considered by the courts.

However, as in other legal systems, in Belarus, termination of employment upon expiration of a contract **is not considered dismissal at the employer's initiative**. The expiration of a contract is sufficient grounds for its termination.

5. Taking into account calls from ILO bodies to guarantee citizens **the right to a fair trial** and, in general, to ensure **the impartiality, independence, and openness of the judicial system**, the Government once again emphasizes that **the principle of the rule of law applies in Belarus and the State guarantees the rights and freedoms of citizens** enshrined in the Constitution, laws, and international obligations.

The country has built **a stable and independent judicial system** with simple and clear procedures for reviewing cases and judicial decisions. This system **complies with all international standards and allows for the effective judicial protection** of human and civil rights and freedoms.

The most important principles of the judicial system of Belarus are **the independence of judges, their subordination only to the law, and the inadmissibility of interference in the activities of judges**.

Every citizen is guaranteed protection of his rights and freedoms by a competent, independent and impartial court in the manner and within the time limits determined by law.

Decisions and actions (inaction) of government bodies and officials that infringe on rights and freedoms may be appealed in court.

6. Particularly **absurd** are the accusations against the Government that **measures to protect the rights of children** in socially dangerous situations and in need of State protection **are allegedly a new form of repression** against representatives of the so-called “independent” trade unions.

In Belarus, as in other countries, legislation is in force and measures are being taken aimed at protecting children in socially dangerous situations (dysfunctional families), realizing their rights and legitimate interests.

A child may be placed under state guardianship only **if an unfavorable family situation is identified, where the child's basic needs are not met and/or where the child's life, health, and development are threatened.** The decision to recognize a child as in need of state protection is made following a thorough investigation into the reasons why the family cannot provide the child with adequate care and upbringing. Once the negative factors are addressed and the situation is normalized, children are returned to their families.

The State does not deprive parental rights or remove children from families due to their parents' participation in trade union activities or the lawful exercise of other civil rights and freedoms.

The grounds (indicators) for recognizing children as being in a socially dangerous situation are: failure to provide the child's basic vital needs (food, living conditions, education, compliance with medical recommendations, lack of proper control over the child's whereabouts, etc.); lack of proper supervision of the child's behavior and lifestyle; parents leading an immoral lifestyle (has a harmful effect on the child), abuse of their rights by parents and (or) cruel treatment of the child (creates a danger to the life and health of the child).

7. In view of the unfounded accusations against the Government of ignoring the recommendations of the Commission of Inquiry, we note that **detailed information on the implementation of the recommendations of the Commission of Inquiry, confirming the groundlessness and illegality of the anti-Belarusian campaign launched within the ILO and the application of Article 33 of the ILO Constitution to the country, has been repeatedly sent to the ILO for the attention of the bodies authorized to consider this matter.**

The Government, in collaboration with social partners and the International Labour Office, has carried out significant work. As a result, **the vast majority of the Commission of Inquiry's recommendations – namely, 10 of the 12 (Nos. 1, 2, 3, 4, 5, 6, 7, 8, 11, and 12) – have been implemented. Recommendations No. 9 and No. 10 have been implemented to the extent that they do not conflict with the national interests of the Republic of Belarus.**

In this regard, **statements that the Government of Belarus has not taken measures to implement the recommendations of the Commission of Inquiry, as well as statements about the complete lack of progress in their implementation, are not true.**

8. The Government is concerned about **unfounded attempts within the ILO to discredit the country's national trade union center, the Federation of Trade Unions of Belarus (FPB), which unites approximately 4 million citizens.**

The Government is categorically opposed to **unfounded statements** about the alleged control of the FPB by government authorities and calls to limit the legitimate participation of this association of the country's trade unions in the work of the International Labour Conference and other ILO forums.

We regard such statements as attacks on the legitimate right of Belarusian workers to freedom of association.

The Government has repeatedly had to refute false information disseminated with the aim of discrediting legitimate authorities and social partners, in particular the most representative organization of workers in the country – the FPB.

The Government understands the motives behind such actions on the part of Belarus's opponents and regrets that the ILO allows room for **unprincipled political games that have no relation to the world of work or the implementation of trade union rights.**

In view of the above, **we draw attention to the following facts, confirming the legitimate status of the FPB as an independent and representative association of trade unions of Belarus.**

Currently, **the FPB is the only trade union association operating in the country.**

According to its Charter, the FPB is a national trade union center, a republican independent voluntary association of republican sectoral trade unions, created to coordinate their activities to protect the labour, socio-economic rights and interests of trade union members belonging to the FPB.

Today, the FPB is the largest public organization, uniting the absolute majority of workers in all sectors of the economy in all regions of the country.

The FPB includes **15 sectoral trade unions at the republican level**, with a total membership of **approximately 4 million people.**

At the regional level, the activities of trade unions belonging to the FPB are coordinated by the FPB organizational structures – **6 regional associations and the Minsk City Association of Trade Unions.**

The organizational structure of the FPB member organizations includes: 89 regional (Minsk city) organizations of sectoral trade unions; 5 united sectoral trade union organizations; 498 district and city organizations; 79 united trade union organizations; 23,959 primary trade union organizations.

Thus, **the FPB is the most representative organization of workers in the country in terms of the number of trade union members** whose interests it represents.

With regard to the question raised by opponents of the Republic of Belarus about the “authenticity” of the FPB as a real trade union center and its independence from government bodies, we note the following.

The FPB carries out its activities in accordance with the norms of national legislation, international law and its **Charter**.

The Charter clearly states that **the FPB is independent in its activities** from government agencies and other organizations, political parties, and other public associations.

The FPB **independently** develops and approves its Charter, determines its structure, elects its governing and audit bodies, organizes its activities, and conducts its own personnel policy.

The FPB cooperates with other public associations to protect the labour, socio-economic rights and legitimate interests of trade union members **while respecting mutual status and maintaining independence**.

The independence of the FPB is also confirmed by the fundamental principles of its organization and activities, among which the following should be noted: voluntary entry into and exit from the FPB; equal rights and obligations of all member organizations, their organizational and financial independence; collegiality and transparency in the work of the elected bodies of the FPB, their regular reporting to member organizations and the FPB Congress; participation of all member organizations in the formation of the elected governing and auditing bodies of the FPB through their election by the Congress and the FPB Council from representatives recommended by trade unions and delegates to the Congress and the FPB Council.

The Chairman of the FPB, his deputies, the FPB Council, its Presidium and the FPB Audit Commission **are elected at the FPB Congress**.

The objectives of the FPB include: improving the standard of living and material well-being of trade union members and their families; coordinating the actions of member organizations to protect the labor and socio-economic rights and legitimate interests of trade union members within the FPB; strengthening the solidarity and unity of action of the republic's trade union movement; improving and developing the system of social partnership, forms and methods of interaction between trade unions (their associations), employers (their associations), and government bodies.

In accordance with the Charter, **the property (monetary funds) of the FPB is formed from entrance and membership fees**, income from entrepreneurial, educational, publishing and other activities, voluntary donations, and other sources not prohibited by law.

The activities of the FPB are not controlled or financed by the Government of Belarus.

Based on its goals and objectives, **the FPB participates in social dialogue with employers' associations and the Government**, protecting the rights and promoting the interests of workers during the consideration of draft legislation on social and labour issues, the preparation and implementation of a

General Agreement between the Government, national associations of employers and trade unions.

The FPB, its member organizations and organizational structures actively participate in collective bargaining processes.

As one of the three Co-Chairs of the National Council on Labour and Social Issues, the FPB Chairman signs the General Agreement on behalf of the workers.

As of October 1, 2025, with the participation of the FPB, its member organizations and organizational structures, **553 collective agreements** (1 general, 38 tariff (sectoral) and 514 local) and **21,125 collective agreements at the enterprise level** were concluded, on the basis of which **workers are provided with additional social and labour guarantees** compared to legislation.

The Government of Belarus insists that the ILO bodies have no grounds to question the legitimacy, independence and representative nature of the FPB.

Attempts to discredit the FPB and deprive the FPB of its powers to represent the interests of Belarusian workers at the ILO venues are, in essence, a violation of the right of the country's workers to freedom of association, guaranteed by ILO Conventions No. 87 and No. 98.

9. Taking into account the **unfounded accusations** against the Government of Belarus of **“favoritism” towards the FPB**, we emphasize that government bodies, in full compliance with the policies promoted by the ILO, are making every effort to deepen social dialogue and maintain and improve the social partnership system established in the country.

In developing and implementing the state socio-economic policy, the Government strives to ensure the most constructive interaction **with all representative associations of employers and trade unions existing in the country**, focusing on the need to take into account the interests of various strata and groups of society and recognizing the importance of creating conditions for peaceful, equal negotiations that help avoid confrontation and social conflict.

The Government's constructive engagement with the FPB as a representative national trade union center and equal partner, understanding of the importance and approval of the FPB's activities in protecting the rights and interests of the country's workers, close cooperation and consultation on improving legislation and determining policy in the social, labour and economic spheres **should not be interpreted as “favoritism” or “controllability”**.

All accusations leveled against Belarus regarding the alleged control of the FPB by government authorities are **unfounded, unsubstantiated, and based on a distortion of the facts**. Moreover, these statements, made by opponents of the country, are not supported by any irrefutable evidence, are biased and aimed at

discrediting the Government and the representative social partners within the ILO and other international organizations.

We believe that **the ILO bodies and Member States should not take into account fake information, unconfirmed reports and distorted interpretations of the real situation in the country.**

10. As we have repeatedly noted previously, **negative assessments of the situation in Belarus are formed solely on the basis of unfounded statements by unconstructively minded and politically engaged individuals and organizations who, under the guise of protecting labour and trade union rights, are fulfilling political orders to discredit Belarus and escalate pressure on the Belarusian State.**

The main source of false information about Belarus in the ILO are individuals who position themselves as representatives of the Belarusian Congress of Democratic Trade Unions (BKDP).

In this regard, we draw attention to **the illegitimate status of this entity and its lack of ties with the Republic of Belarus.**

The activities of the BKDP and its member trade unions were terminated based on decisions of the Supreme Court of the Republic of Belarus in accordance with Part 2 of Article 5 of the Law “On Trade Unions,” which provides for the termination of trade union activities in cases where they contradict the Constitution and other legislative acts or **cause harm to state or public interests.**

During the open court hearings held on July 12, 14, and 18, 2022, **evidence was found** that the leaders and members of these trade unions, in violation of the law and the charters of their organizations, **actively participated in destructive activities aimed at an unconstitutional change of power in the country.**

There were all legal grounds for bringing to justice those people who broke the law and committed specific criminal offenses.

In view of the persistent attempts by opponents of Belarus to position the BKDP as the only “independent” and “truly representative of the interests of workers” trade union association in Belarus, **we consider it necessary to draw attention to the following facts.**

The structure currently operating allegedly on behalf of the BKDP:

- **has no connection with either Belarus or the national trade union movement, and, accordingly, does not have objective and up-to-date information about the situation in the country;**
- **does not operate within the country (its office and management are permanently based abroad);**

- **does not represent the interests of Belarusian workers** (the trade unions that were part of the BKDP have de facto and de jure ceased their work, have no members or primary organizations at enterprises in the country, and, accordingly, do not carry out trade union activities to protect labour and socio-economic rights and interests);

- **is not registered** in accordance with the established procedure and is **illegal** (the activities of unregistered associations are prohibited on the territory of the country);

- **is financed by organizations and structures acting in the interests of foreign states** that pursue unfriendly, discriminatory policies towards Belarus, **i.e., it does not meet the criteria of independence.**

In fact, today, a destructive cell is operating under the name of the BKDP, based in one of the countries of the European Union and receiving support there to advance (under the guise of carrying out trade union activities) an anti-Belarusian agenda using the tools and procedures of the ILO.

In this regard, the Government insists that ILO bodies should critically approach the fabricated accusations leveled against Belarus by this structure and not accept information from illegitimate entities that have no connection to the country.

The International Labour Office and ILO bodies have no legal basis for interaction with the so-called BKDP and its representatives.

In turn, the Government cannot have any obligations to provide comments in connection with appeals from illegitimate structures or organizations not associated with the country.

The Government notes with deep regret and extreme concern the complete disregard by the International Labour Office and ILO bodies for the factual information and position of the Belarusian side, the norms of national legislation and the illegitimate status of the entity acting allegedly on behalf of the BKDP, as well as the extremely biased and one-sided approaches in assessing the situation in Belarus.

The Government insists that its arguments and information must be given due consideration in order to restore constructive dialogue and cooperation.

11. The Government insists that there were and are no objective grounds for applying Article 33 of the ILO Constitution to Belarus and for adopting a resolution during the 111th Session of the ILC in June 2023 that essentially calls for the isolation of the Belarusian State.

We categorically oppose the politically motivated anti-Belarusian resolution and discriminatory recommendations addressed to international structures and ILO members to review relations with Belarus.

We insist that **pressure on states and organizations that do not take steps to implement unfounded decisions** directed against Belarus and its people **is inadmissible.**

We note that **many ILO member states recognize the politicized nature of the anti-Belarusian campaign** and oppose the use of UN platforms to exert undue pressure on sovereign states for the purpose of interfering in their internal affairs.

We insist on the immediate cessation of anti-Belarusian initiatives lobbied by Western countries and their affiliated entities. These completely unfounded and unlawful decisions against Belarus must be reversed.

We call on the ILO tripartite constituents and ILO bodies not to take any action in furtherance of the resolution on Belarus, which creates a dangerous precedent of unlawful pressure on the country based on false accusations, and to return to constructive dialogue and cooperation.

At the same time, we are convinced that any conclusions and recommendations of ILO bodies must be based on the actual state of affairs in the country, must not go beyond the competence of the ILO and the areas of regulation of its conventions, must not constitute interference in the internal affairs of the State and deprive the country of its sovereign right to choose political, economic, social and legal systems.

12. In the context of the unjustified adoption and implementation of the 2023 anti-Belarusian resolution, the Government of Belarus does not see any political and practical expediency of interacting with the proposed missions to the country and the appointed ILO Special Envoy, and opposes the creation of a working group of the ILO and other UN agencies to coordinate actions to exert pressure on Belarus.

Given the artificially created negative atmosphere surrounding Belarus and the challenges facing the republic's opponents, these steps a priori exclude objective approaches to assessing the situation in the country and, with a high degree of probability, will be used to include the "Belarusian question" in the ILO long-term agenda for the purpose of further unlawful discrediting of Belarus.

At the same time, the Government reaffirms its commitment to the fundamental principles and rights in the sphere of labour and expresses its readiness for constructive interaction with the International Labour Office and the ILO bodies, subject to the obligatory condition of taking into account the realities and sovereign interests of the Republic of Belarus.

In this regard, the Government calls on the Governing Body to pay due attention to the comments and information presented above, which reflect the actual state of affairs on the issues raised by ILO bodies, in order to avoid the

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adoption of further unfounded and politically motivated decisions regarding Belarus.

► 附录三

有关特使的财务安排

下表列出了 2026 年特使开展工作所需费用的估计数，相关费用将从经常预算中支出：

	美元
差旅费	
• 赴日内瓦执行任务 (2026 年 3-4 月)	2 641.05
• 赴日内瓦与明斯克执行任务 (2026 年 5-6 月)	14 820.55
• 赴不来梅/布鲁塞尔/日内瓦执行任务 (2026 年 11 月)	7 027.25
	24 488.85
每日生活津贴额	14 434.00
口译费用	7 020.00
人员费用	
• P1	110 000.00
• 差旅费	11 003.75
• 每日生活津贴额	3 586.90
	124 590.65
合计	170 533.50

建议首先从 2024-2025 两年期预算第一编可能产生的节余中支出，若不能全部覆盖，则动用第二编的意外支出准备金。若仍不可行，总干事将在两年期后期提出替代资金筹措方案。