

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
BANGLADESH	87-Freedom of Association and Protection of the Right to Organise Convention	The Committee noted that the outstanding issues concerned: numerous allegations of arrests, harassment and detention of trade unionists and trade union leaders, notably in the garment sector and refusals by the registrar to register new trade unions; the need to ensure freedom of association rights to workers in the export processing zones; and numerous provisions of the 2006 Labour Act and the 1977 Industrial Relations Rules which were not in conformity with this fundamental Convention. The Committee urged the Government to ensure that the amendments to the Labour Act would be adopted without delay and would address the numerous points raised by the Committee of Experts concerning the Convention's application. The Committee expected that these changes would further give rise to a simplified and effective registration process. The Committee urged the Government to take the necessary measures to ensure that the amendments to the Labour Act would not undermine trade union rights. The Committee invited the Government to avail itself of ILO technical assistance aimed at ensuring that workers in export processing zones are fully guaranteed their rights under the Convention. <u>The Committee also invited the Director-General to submit to the 2014 Governing Body meeting a detailed report on the situation regarding the respect of freedom of association in the country.</u>	YES	NO	NO
BELARUS	87-Freedom of Association and Protection of the Right to Organise Convention	The Committee recalled that the outstanding issues in this case concerned the need to ensure the right of workers to establish organizations of their own choosing and organize their activities and programmes free from interference by the public authorities in law and in practice. The Committee further highlighted the long outstanding recommendations from the Commission of	YES	YES-DIRECT CONTACT MISSION.	YES

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		Inquiry for amendments to be made to the Presidential Decree No. 2 dealing with trade union registration, Decree No. 24 concerning the use of foreign gratuitous aid and the Law on Mass Activities. The Committee urged the Government to intensify its efforts to bring the law and practice into full conformity with the Convention, in close cooperation with all the social partners and with the assistance of the ILO. The Committee urged the Government to take immediately all measures necessary to ensure that all workers and employers in the country may fully exercise their rights to freedom of expression and of assembly.			
CAMBODIA	<i>87-Freedom of Association and Protection of the Right to Organise Convention</i>	The Committee noted that the grave issues in this case concerned a climate of impunity in the country and seriously flawed judicial processes with respect to the trials of the presumed authors of the assassinations of three trade union leaders, as well as the need to ensure an independent and effective functioning of the judiciary. Other matters concerned long-standing discrepancies between the legislation and the practice, and the Convention. The Committee called on the Government to intensify its efforts, in full consultation with the social partners and with the assistance of the ILO, to ensure the rapid adoption of the trade union Act by the end of 2013 so as to more fully guarantee the rights under the Convention. It also requested the Government to take further measures to ensure freedom of association rights to public service workers and all types of contract workers. It specifically requested the Government to provide the Committee of Experts with the texts of the anti-corruption law and its strategic plan, and expected that the necessary resources would be provided for their effective implementation. Adequate resources should also be allocated for the proper	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		functioning of an independent judiciary. It also requested the Government to transmit to the Committee of Experts all other draft texts referred to so that it would be in a position to comment as to their conformity with the Convention and expected that it would be in a position to observe concrete progress in this regard in the near future.			
CANADA	87-Freedom of Association and Protection of the Right to Organise Convention	It noted that the comments concerned a number of discrepancies between the laws and practices in various provinces, on the one hand, and the Convention on the other. The Committee noted that the issues that were pending related in particular to the exclusion of a variety of workers from the coverage of the labour relations legislation in a number of provinces. The Committee recalled that certain legislative texts needed to be amended in some provinces with a view to guaranteeing the full application of the Convention. In particular, it stressed the importance of ensuring to all workers, without distinction whatsoever, the right to form and join the organization of their own choosing. It asked the Government to pursue its efforts to bring these matters to the attention of the provincial authorities and expressed the firm expectation that appropriate solutions in conformity with the Convention would be found in the near future in full consultation with the social partners concerned.	YES	NO	NO
CHAD	144-Tripartite Consultation	The Committee noted that the outstanding issues concerned the operation of consultation mechanisms and the lack of information on the effective tripartite consultations required by the Convention. The Committee regretted the absence of reports by the Government since 2009 and stressed the importance of social dialogue and the practice of tripartism between governments and the representative organizations of workers and employers as provided for by this Convention. The Committee invited the Government to take all appropriate measures to ensure effective	NO	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		functioning of the procedures required by this governance Convention. <i>The Committee also invited the Government to seek ILO technical assistance including an exchange of good practices with other Member States in order to strengthen social dialogue and to build an effective national mechanism in order to support tripartite consultation required by Convention No. 144</i>			
DOMINICAN REPUBLIC	111- Discrimination	The Committee recalled this case raised issues with respect to discrimination in employment and occupation against Haitians and dark-skinned Dominicans, discrimination based on sex, including mandatory pregnancy testing and sexual harassment, and mandatory testing to establish HIV status. The Committee requested the Government, in collaboration with employers' and workers' organizations, to take firm steps to ensure workers were protected against discrimination in practice on all the grounds enumerated in the Convention, including workers of Haitian origin and dark-skinned Dominicans, migrant workers in an irregular situation, women working in export processing zones, and workers in construction and in agriculture. It also urged the Government to continue and reinforce its efforts to raise awareness in this context and to bring an end to the practice of pregnancy testing and HIV testing to gain access to and to maintain a job. The Committee also asked the Government to ensure the efficacy and accessibility of monitoring and enforcement to address discrimination, and to ensure that complaints mechanisms were accessible to all workers in practice, including for those not represented by trade unions. <i>The Committee welcomed the Government's request for ILO technical assistance in order to continue to make tangible progress in the application of the Convention, and hoped that such assistance would be provided in the near future.</i>	YES	NO	NO
EGYPT	87-Freedom of	The Committee observed that the comments of the Committee of Experts	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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	<i>Association and Protection of the Right to Organise Convention</i>	concerned a number of long-standing discrepancies between the labour legislation and the provisions of the Convention, in particular as regards the Trade Union Act No. 35 of 1976, which was based on a single trade union system. The national committee issued a final recommendation to repeal Trade Union Act No. 35 and replace it with the draft freedom of association law that it had discussed and reviewed and which was submitted to the Council of Ministers. It requested the Government to provide a copy of the draft that was before the Shura Council to the ILO and to ensure appropriate consultations with the social partners. The Committee expressed its firm expectation that, in the meantime and as the Government had committed, all trade unions in Egypt would be able to exercise their activities and elect their officers in full freedom in accordance with the Convention pending the adoption of the freedom of association law. It encouraged the Government to continue to have recourse to ILO technical assistance and capacity-building for all the social partners.			
FIJI	<i>87-Freedom of Association and Protection of the Right to Organise Convention</i>	The Committee observed that the outstanding issues in this case concerned numerous and grave allegations of the violations of the basic civil liberties of trade unionists, including arrest, detention and assaults and restrictions of freedom of expression and of assembly. The Committee further observes the issues relating to a number of discrepancies between the labour legislation, in particular the Public Order Amendment (POA) Act, the Employment Relations Promulgation and the Essential National Industries Decree and the provisions of the Convention.	YES	YES-DIRECT CONTACT MISSION.	YES

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		The Committee urged the Government to undertake an ex officio independent investigation without further delay into the alleged acts of assault, harassment and intimidation against Felix Anthony, Mohammed Khalil, Attar Singh, Taniela Tabu and Anand Singh and to drop the charges against Daniel Urai and Nitendra Goundar. The Committee urged the Government to amend the POA so as to ensure that the right to assembly may be freely exercised and expected that the ERAB would complete its review of the laws and decrees so that the necessary amendments would be made by the end of the year in order to put them into full conformity with the Convention.			
GREECE	98- <i>Right to organise and Collective Bargaining Convention</i>	The Committee observed that the outstanding issues in this case concerned numerous interventions in collective agreements and allegations that, within the context of austerity measures imposed by loan agreements between the European Commission, the European Central Bank and the International Monetary Fund (IMF) and the Greek Government in a context characterized as grave and exceptional, collective bargaining was seriously weakened and the autonomy of the bargaining partners violated. Mindful of the importance of full and frank dialogue with the social partners concerned to review the impact of austerity measures and the measures to be taken in times of crisis, <i>the Committee requested the Government to intensify its efforts, with ILO technical assistance, to establish a functioning model of social dialogue on all issues of concern with a view to promoting collective bargaining, social cohesion and social peace in full conformity with the Convention.</i> The Committee urged the Government to take steps to	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		create a space for the social partners that would enable them to be fully involved in the determination of any further alterations that touch upon aspects going to the heart of labour relations and social dialogue.			
GUATEMALA	87-Freedom of Association and Protection of the Right to Organise Convention	The Committee observed that the issues in this case concerning this fundamental Convention relate to: acts of violence against trade union leaders and members and the situation of impunity in that regard; certain legislative problems, in particular relating to restrictions on the freedom to form organizations and the right to elect trade union leaders in full freedom; limitations in the trade union rights situation in the export processing zones and in relation to some public sector workers, as well as in relation to the trade union registration process. The Committee noted with interest in that regard that the Government, with the involvement and commitment of the President of the Republic, and the Workers' group of the ILO Governing Body had signed a Memorandum of Understanding, in the presence of the ILO Director-General, on the basis of which tripartite measures would be taken to ensure the full application of the Convention. The Committee welcomed the information that an ILO representative would be sent to Guatemala in the coming days to assist in solving the problems faced. <i>The Committee also welcomed the announced tripartite high level mission.</i> The Committee emphasized the urgency of fully implementing the Memorandum of Understanding signed between the Government and the Workers' group of the ILO Governing Body. The Committee urged the Government to take the necessary measures, in consultation with all the social partners, to amend legislation with regard to the issues raised with a view to bringing it fully into conformity with the Convention. <i>The Committee</i>	YES	YES- TRIPARTITE HIGH LEVEL MISSION.	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		<i>took note that the Government counted on the ILO's technical assistance and observed that this assistance, which included a tripartite element, would be provided in the coming months and expressed the firm hope that it would be able to note tangible progress made on all matters raised.</i>			
HONDURAS	98- <i>Right to organise and Collective Bargaining Convention</i>	The Committee noted that the outstanding issues concerned the need for protection against acts of anti-union discrimination and interference in both law and practice, including in the export processing zones, and the right to collective bargaining to public employees. The Committee noted the Government's statements according to which the authorities were currently working on a partial reform of the Labour Code with the technical assistance of the ILO, taking into account the recommendations of the Committee of Experts, in order to strengthen the protection in law against acts of anti-union discrimination and interference. The Committee stressed the importance of the reform process being carried out in consultation with all the workers' and employers' organizations concerned. Observing that these matters have been pending for many years, the Committee expressed the firm hope that the abovementioned amendments would be submitted to the legislature in the near future so that it would be able to note tangible progress towards full compliance of the legislation and practice with the provisions of the Convention.	YES	YES – DIRECT CONTACT MISSION.	NO
IRAN, ISLAMIC REPUBLIC	111- Discrimination	The Committee recalled that it had been raising concerns for a number of years including with respect to discrimination in law and practice against women, ethnic and religious minorities, and the absence of an environment conducive to social dialogue on the implementation of the Convention. The Committee urged the Government to take concrete and immediate action to end discrimination against women and ethnic and religious minorities in law and practice, to promote women's empowerment and women's entrepreneurship, to take decisive action to combat stereotypical	YES	YES- HIGH LEVEL MISSION.	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
---------	------------	--	---	---------------------	----------------------

		attitudes underlying discriminatory practices, and to address sexual and other forms of harassment. The Committee urged the Government to take effective measures to ensure protection against discrimination on the basis of political opinion and respect for freedom of expression.			
KENYA	138- Minimum age.	The Committee noted the Government's indication that it was taking several measures to keep children in school and that it was committed to the elimination of child labour in the country. The Committee further took note of the Government's commitment to implement the Convention through various measures, including the ILO/IPEC project to tackle child labour through education (TACKLE) and the ILO/IPEC project to support the implementation of the National Action Plan (SNAP). The Committee also noted the Government's indication that it intended to conduct a comprehensive labour force survey with a module on child labour. The Committee strongly urged the Government to ensure the adoption, in the very near future, of the necessary provisions to address all the issues of non-compliance with the Convention, including the determination of the types of hazardous work to be prohibited for children under 18 years of age, the regulation of periods of work and establishments where children aged at least 16 years may perform hazardous work, and the regulation of light work activities and of artistic performances.	YES	YES – DIRECT CONTACT MISSION.	NO
KOREA, REPUBLIC OF	111- Discrimination	The Committee considered issues regarding protection of migrant workers from discrimination and abuse, discrimination on the basis of employment status, equality of opportunity and treatment of women and men, and discrimination based on political opinion. The Committee noted the information provided by the Government regarding the range of services provided to migrant workers, and the recent changes to the Employment Permit System (EPS) expanding the list of reasons for which workers could	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		change workplaces. The Committee urged the Government to take steps, in collaboration with employers' and workers' organizations, and without delay, to ensure that the EPS, including the "re-entry and re-employment system", provided appropriate flexibility for migrant workers to change employers and did not in practice give rise to situations in which they became vulnerable to abuse and discrimination on the grounds enumerated in the Convention. The Committee also requested the Government to ensure migrant workers received all the assistance and information they needed, and that they were made aware of their rights. The Committee asked the Government to examine the impact of the recent measures taken to address non-regular employment, to ensure that they were not in practice resulting in discrimination. The Committee requested the Government to take systematic measures to ensure that women could freely choose their employment and had access in practice to a wide range of jobs. The Committee urged the Government to ensure rapid, effective and accessible procedures to address discrimination and abuse in practice. It also urged the Government to take steps to ensure effective protection against discrimination based on political opinion, in particular for pre-school, primary and secondary school teachers, and to ensure that concrete and objective criteria were used to determine the very limited cases where political opinion could be considered an inherent requirement of a particular job. <i>The Committee urged the Government to avail itself of ILO technical assistance.</i>			
MALAYSIA	29- Forced Labour.	The case concerns about trafficking in persons and the vulnerable situation of migrant workers with regard to the exaction of forced labour.	YES	YES – TECHNICAL ASSISTANCE MISSION.	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		The Committee therefore urged the Government to reinforce its efforts to combat trafficking in persons, to strengthen the capacity of the relevant public authorities, including the labour inspectorate, so as to enable them to identify victims and to deal effectively with the complaints received. It requested the Government to continue to take measures to provide victims of trafficking with adequate protection and compensation. The Committee therefore urged the Government to take appropriate measures to ensure that, in practice; victims were not treated as offenders and were in a position to turn to the competent judicial authorities in order to obtain redress in cases of abuse and exploitation. Lastly, the Committee encouraged the Government to continue to negotiate bilateral agreements with countries of origin, and to ensure their full and effective implementation, so that migrant workers were protected from abusive practices and conditions that amounted to the exaction of forced labour once they were in the country, and also work with the countries of origin to take measures for their protection prior to departure.			
MAURITANIE	81-Labour Inspection.	This case concerns on the effective functioning of the labour inspection system on the territory of the country, the lack of human and material resources including transport facilities, insufficient salaries and benefits and the lack of independence and stability of employment of labour inspectors. The Committee emphasized the importance of the functioning of an effective labour inspection system in the country and the need to strengthen the human, financial and material means available to the labour inspection services to enable them to cover all workplaces liable to inspection. It expressed its firm hope that the labour inspectors would have suitably equipped offices and would be able to carry out effective inspections and to prepare and send annual inspection reports to the ILO.	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		<i>The Committee asked the ILO to provide technical assistance to the Government as requested by it to strengthen the labour inspectorate</i>			
PAKISTAN	81-Labour Inspection.	This case concerns on the effectiveness of labour inspections and the enforcement of legal provisions in the context of the delegation of competence to the provinces in the area of labour legislation and administration, as well as the recent fire in a garment factory in Karachi, in which nearly 300 workers lost their lives. The specific issues addressed included, amongst others, the human and material resources of the labour inspectorate, restrictive policies for inspections, private and voluntary self-assessments in enterprises and the regular publication and communication to the ILO of annual inspection reports. <i>The Committee further noted the Government's request for technical assistance.</i> The Committee expressed the hope that adequate resources would be allocated to the labour inspection services and that priorities would be agreed upon and a strategic and flexible approach adopted, in consultation with the representatives of the social partners. The Committee recalled that the publication of annual inspection reports containing the statistical information required under Article 21 of the Convention was very important to enable an objective evaluation of the extent to which the legal provisions relating to conditions of work and the protection of workers while engaged in their work were being respected in each province.	YES	NO	NO
PARAGUAY	29- Forced Labour.	The Committee recalled that it had discussed this case in 2008 and in particular the situation of the Paraguayan Chaco indigenous workers who were trapped in debt bondage. The Committee noted that the outstanding	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		issues concerned the need to take measures to strengthen the action of the different entities involved in the fight against debt bondage in the Chaco region. The Committee requested the Government to take measures to improve the economic situation of the most vulnerable categories of the population so that they could escape from the vicious circle of dependence. The Committee urged the Government to take measures to strengthen the capacity of the relevant public authorities, in particular the labour inspection, so <i>as to enable them to deal effectively with the complaints received, to identify victims and restore their rights</i> in order to prevent them from being trapped again in situations of forced labour. In this regard, the Committee underlined the importance, given the geographical particularities of the Chaco region, to ensure that the labour inspectorate had adequate resources to access workers in remote areas. Regarding the need to bring the Act on the prison system (Act No. 210 of 1970) into conformity with the Convention, <i>by ensuring that prisoners awaiting judgment and persons detained without being convicted were not subject to the obligation to perform prison work, the Committee expressed the firm hope that the Government would take the necessary measures in order to ensure that, in the framework of the adoption of the new Penal Code of Procedure, national legislation would be brought into conformity with the Convention. It also requested the Office to provide strengthened and expanded technical assistance to encompass all interested parties, including the indigenous peoples.</i>			
SAUDI ARABIA	111-Discrimination	The Committee raised issues concerning the need to declare and pursue a national equality policy, to provide effective legislative protection for migrant workers against discrimination, in particular to deal with the problems of domestic workers and those who required special protection against the	YES	YES-DIRECT CONTACT MISSION.	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		effects of the foreign sponsorship system. The Committee had also raised concerns that women continued to be excluded from certain jobs and occupations. The Committee urged the Government to ensure it had a national policy designed to promote equality of opportunity and treatment in employment and occupation, for all workers, with a view to the elimination in the very near future of any discrimination on all the grounds set out in the Convention. It asked the Government to give particular attention to ensuring that the rights of migrant workers, including domestic workers, were being effectively protected, and that they were aware of their rights, and able to obtain appropriate redress in cases of discrimination and abuse. It also encouraged the Government to continue to negotiate bilateral agreements with countries of origin, which would ensure the rights of migrant workers once they were in the country, and also oblige the countries of origin to take measures for their protection.			
SENEGAL	182- <i>Worst Forms of Child Labour Convention</i>	This case concerns the use of children in begging for purely economic ends, as well as the trafficking of children for this purpose. The Committee therefore strongly urged the Government to take the necessary measures to harmonize the national legislation so as to guarantee that the use of begging by <i>talibé</i> children for economic exploitation was clearly prohibited, and to ensure that this legislation was applied in practice. The Committee strongly urged the Government to take immediate and effective measures to strengthen the capacity of the relevant public authorities, in particular the labour inspectorate which would be dedicated to identifying <i>talibé</i> children with a view to removing them from their situation of exploitation. It also urged the Government to strengthen the capacity of law enforcement officials; particularly the police and the	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		judiciary, in order to ensure that the perpetrators were prosecuted and that sufficiently effective and dissuasive sanctions were imposed.			
SPAIN	<i>122- Employment Policy Convention</i>	The Committee noted that the issues concerned the deterioration of the labour market situation in the context of the adjustment measures implemented to deal with the debt crisis in the Eurozone, the difficulties with respect to social dialogue, the increasing youth unemployment and long-term unemployment and the need to ensure that educational policies meet the employment needs of the regions and workers affected by the crisis. The Committee requested the Government to pursue, as a major goal, an active policy designed to generate sustainable employment opportunities in particular for youth and other categories of workers affected by the crisis. The Committee requested the Government to increase its efforts to strengthen social dialogue with a view to maintaining a favourable climate for employment creation and achieving better results in the labour market.	YES	NO	NO
SWAZILAND	<i>87-Freedom of Association and Protection of the Right to Organise Convention</i>	The Committee noted the grave issues in this case concerning this fundamental Convention refer, in particular, to: the revocation of the registration of the voluntarily-unified Trade Union Congress of Swaziland (TUCOSWA) in April 2012 and the determination that the legislation left a lacuna concerning the registration of any federation of workers or employers; and the impact of the various legislative texts, including the 1963 Public Order Act, on the exercise of freedom of association rights. The Committee strongly urged the Government to immediately take the necessary steps to ensure that the social partners' views were duly taken into account in the finalization of the Industrial Relations Amendment Bill and that it would be adopted without delay. It is expected that this action will enable all the social partners in the country to be recognized and registered under the law, in full conformity with the Convention. In the	YES	YES- HIGH LEVEL ILO FACT FINDING MISSION.	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		meantime, it also expected that the tripartite structures in the country would effectively function with the full participation of TUCOSWA, the Federation of Swazi Employers and Chamber of Commerce, and the Federation of the Swazi Business Community and that the Government would guarantee that these organizations could exercise their rights under the Convention and the Industrial Relations Act of 2000. The Committee further urged the Government to ensure that immediate, significant and concrete progress shall be made within the framework of the social dialogue mechanisms in the country in relation to the other pending matters on which it has been commenting for many years. Recalling the importance that it attaches to the basic civil liberties of freedom of expression and assembly for all workers' and employers' organizations, the Committee urged the Government to ensure full respect for these fundamental human rights and to pursue vigorously the training of police forces to this end. The Committee expected the Government will adopt, in consultation with the social partners, a code of conduct relating to the application of the Public Order Act.			
TURKEY	<i>98- Right to organise and Collective Bargaining Convention</i>	The Committee noted that the outstanding issues concerned numerous allegations of acts of anti-union discrimination in both the public and private sectors and the national mechanisms available to enable complaints about such acts, as well as the need to ensure a legislative framework for free and voluntary collective bargaining. The Committee expressed the firm hope that the legislation, and its practical implementation, would ensure fuller conformity with the Convention and invited the Government <i>to avail itself of the technical cooperation of the ILO</i> in this regard. The Committee requested the Government to establish a system for collecting data on anti-union discrimination in the private sector and to ensure the removal of any ambiguities in the new legislation in light	YES	NO	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
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		of its assessment by the Committee of Experts. The Committee requested the Government to provide all relevant information, including as regards the functioning of national complaints mechanisms and all statistical data related to anti-union discrimination in the private and public sectors.			
UZBEKISTAN	182- <i>Worst Forms of Child Labour Convention</i>	The Committee noted the issues raised by the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC) relating to the systematic mobilization of children by the State in the cotton harvest, including the extensive use of labour of teenagers, young persons and adults in all regions of the country, as well as the substantial negative impact of this practice on the health and education of school-aged children obliged to participate in the cotton harvest. The Committee urged the Government to take the necessary measures, as a matter of urgency, to ensure the effective implementation of national legislation prohibiting compulsory labour and hazardous work for all children below the age of 18. The Committee noted the Government's indication that it was <i>willing to engage in broad technical cooperation with the ILO</i>, which would consist of awareness-raising measures and capacity building of the national social partners and various stakeholders, and would also include monitoring of the 2013 cotton harvest with ILO-IPEC technical assistance. Noting the Government's statement that it would be amenable to the terms of reference put forward by the ILO in this respect, the Committee urged the Government to pursue its efforts to undertake, in the very near future, a round-table discussion with the ILO, UNDP, UNICEF, the European Commission and the representatives of national and international organizations of workers and employers.	YES	YES- HIGH LEVEL MONITORING MISSION.	YES
ZIMBABWE	87- <i>Freedom of Association and</i>	The Committee noted that the outstanding issues concerned the need to bring the relevant legislative texts in line with the Convention so as to	YES	YES-	NO

COUNTRY	CONVENTION	CONCLUSIONS OF THE ILO ILC 102 (2013)	REPORT Required by end of 2013	MISSION PROPOSED	Special Paragraph
---------	------------	--	---	---------------------	----------------------

	<i>Protection of the Right to Organise Convention</i>	guarantee freedom of association rights to workers both in the private and public sectors and the need to ensure that the POSA was not used to infringe upon legitimate trade union rights and in this respect, to ensure that training on human and trade union rights for the police and security forces continued, to carry out together with the social partners a review of the application of the POSA in practice, and to elaborate and promulgate clear lines of conduct for the police and security forces. The Committee requested the Government to: ensure the continued training of the police and security forces with a view to ensuring the full respect of human and trade union rights; take steps for the elaboration and promulgation of clear lines of conduct for the police and security forces; and ensure the POSA is applied in a manner that is in conformity with Convention. The Committee urged the Government to provide the resources necessary for the full and rapid operationalization of the Human Rights Commission. The Committee further requests the Government, as it had suggested, to discuss the proposals of the workers' organizations on possible concrete steps to be taken to ensure the safety of Ms Hambira, General Secretary of the General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ), upon her return to the country		HIGH LEVEL TECHNICAL ASSISTANCE MISSION.	
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