



## Governing Body

319th Session, Geneva, 16–31 October 2013

GB.319/INS/9

Institutional Section

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### NINTH ITEM ON THE AGENDA

## **Complaint concerning non-observance by Bahrain of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made by delegates to the 100th Session (2011) of the International Labour Conference under article 26 of the ILO Constitution**

1. By a letter dated 15 June 2011 addressed to the Secretary-General of the International Labour Conference (ILC), a number of Workers' delegates at the 100th Session (2011) of the ILC presented a complaint under article 26 of the ILO Constitution against the Government of Bahrain for grave violations of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The letter was signed by nine titular delegates: Sir Leroy Trotman (Barbados), Mr Bheki Ntshanlitshali (South Africa), Mr Julio Roberto Gómez (Colombia), Ms Barbara Byers (Canada), Ms Raviatou Diallo (Guinea), Mr Abdessalam Jerad (Tunisia), Mr Sam Gurney (United Kingdom), Ms Sarah Fox (United States), Ms Trine Lise Sundnes (Norway); two adviser and substitute delegates: Mr Luc Cortebaeck (Belgium) and Mr Yves Veyrier (France); and one adviser: Mr Hadja Kaddous (Algeria). In a letter dated 24 August 2011, additional information was submitted.
2. At its 22nd plenary sitting held on 16 June 2011, Mr Trotman made a statement introducing briefly the complaint with the purpose of serving notice to the Government of Bahrain and to all members of the Conference.<sup>1</sup>
3. At the 311th Session of the Governing Body (June 2011), Mr Cortebaeck, the Worker Vice-Chairperson of the Governing Body, orally informed the Governing Body of the complaint presented during the Conference.

<sup>1</sup> See *Provisional Record* No. 30, International Labour Conference, 100th Session, Geneva, 2011, pp. 34–35.

4. By a communication dated 23 September 2011, the Government submitted observations regarding the complaint, which were then withdrawn through a communication of 26 October 2011. The Government submitted its revised observations in a communication dated 31 October 2011.
5. During its 312th Session (November 2011), the Officers of the Governing Body submitted a report to the Governing Body,<sup>2</sup> which took note of the proposal of the Government of Bahrain to:
  - (a) establish a tripartite committee comprised of one member nominated by the Government, one member nominated by the General Federation of Bahrain Trade Unions and one member nominated by the Bahrain employers;
  - (b) ensure that the tripartite committee has access to all relevant documents and meets weekly to address, with the assistance of independent legal advice (ILO) if requested by the Government or the Worker or Employer representatives, the issue of dismissals and reinstatements referred to in the complaint and provide minutes of its meetings to the International Labour Office;
  - (c) provide two written progress reports to the Director-General, one in January and the second in February 2012, which would include the current individual employment status of each worker who has been alleged to have been inappropriately dismissed during the relevant period. Where appropriate, any additional information would be provided before the beginning of the March 2012 Governing Body session.
6. The Governing Body, on the recommendation of its Officers, invited the Director-General to provide any requested legal guidance or support to the Government of Bahrain or the Worker or Employer representatives in this process, and to report on the situation to the Governing Body at its next session in March 2012. The Governing Body also took note that, on this basis, the Officers had deferred all consideration of the complaint until the next session of the Governing Body in March 2012.<sup>3</sup>
7. In view of the above decision of the Governing Body and in response to a request received by the General Federation of Bahrain Trade Unions (GFBTU) to the ILO Director-General, a mission, headed by Ms Doumbia-Henry, Director of the International Labour Standards Department, visited the country on 29 February to 11 March 2012. In the course of the mission, on 11 March 2012, the tripartite constituents signed a “Tripartite agreement concerning the issues raised in the framework of the complaint concerning the non-observance by Bahrain of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made by delegates to the 100th Session (2011) of the ILC under article 26 of the ILO Constitution” (see the appendix).
8. During its 313th Session (March 2012), the Officers of the Governing Body submitted a report to the Governing Body for its consideration. Based on the recommendation of the Officers and on the elements put forward, the Governing Body:
  - (a) suspended consideration in its current session pending completion (and submission) of the Government’s and Director-General’s reports to the Governing Body in its 316th Session in November 2012;

<sup>2</sup> See GB.312/INS/16/1.

<sup>3</sup> See GB.312/PV, para. 235.

- (b) requested the Government to continue to provide reports on the effective implementation of the Tripartite Agreement signed by the tripartite constituents of Bahrain on 11 March 2012 and to report to the Governing Body at its 316th Session (November 2012) on the progress made to fully implement its provisions;
  - (c) requested the Director-General to write to the Government, the General Federation of Bahrain Trade Unions (GFBTU) and the Bahrain Chamber of Commerce and Industry (BCCI) welcoming the significant progress made and inviting them to continue in this positive direction; and
  - (d) requested the Director-General to take the necessary measures to provide all the technical assistance required by the tripartite constituents, if requested by the Government or the workers' or employers' representatives, to ensure the effective implementation of the Tripartite Agreement and to report to the Governing Body at its 316th Session (November 2012) on the progress made.<sup>4</sup>
- 9.** In response to a request from the GFBTU, a mission took place from 7 to 10 October 2012, headed by Ms Doumbia-Henry. Discussions on the possible adoption of a supplementary tripartite agreement were undertaken during the mission. While some progress was made, it was not possible to reach agreement in the course of the mission.
- 10.** At its 316th Session (November 2012), the Governing Body, on the recommendation of its Officers:
- (a) requested the Government to provide a report on the effective implementation of the Tripartite Agreement concerning the complaint signed by the tripartite constituents of Bahrain on 11 March 2012 and to report to the Governing Body at its 317th Session (March 2013) on the progress made to implement fully its provisions;
  - (b) requested the Office to take the necessary measures to provide all the technical assistance necessary to the tripartite constituents, if requested by the Government or the organizations that signed the agreement, the GFBTU or the BCCI, to ensure the effective implementation of the Tripartite Agreement, to take measures to promote a climate of genuine industrial relations, and to report to the Governing Body at its 317th Session on the progress made; and
  - (c) on that basis, deferred its decision on the complaint to its 317th Session (March 2013).<sup>5</sup>
- 11.** At its 317th Session (March 2013), the Governing Body, on the recommendation of its Officers, decided:
- (a) to defer all consideration of the complaint;
  - (b) to invite the Office to visit the country in order to obtain relevant information from the Government and the workers' and employers' organizations of Bahrain, including the effective implementation of the Tripartite Agreement of 11 March 2012, and to report to the Governing Body at its 319th Session (October 2013); and
  - (c) to place this item on the agenda of its 319th Session (October 2013) in order to determine whether further action is required on the complaint in light of the information provided by the Office in connection with paragraph (b) above.<sup>6</sup>

<sup>4</sup> See GB.313/PV, para. 210.

<sup>5</sup> GB.316/INS/15/1(Rev.), para. 17.

<sup>6</sup> GB.317/INS/13/1, para. 39, as amended.

12. In view of the above decision of the Governing Body, a mission, headed by Ms Doumbia-Henry, visited the country on 7 and 8 October 2013. Prior to the mission, the ILO was informed that the Government, the GFBTU and the Bahrain Chamber of Commerce and Industry (BCCI) intended to sign a Supplementary Tripartite Agreement that would complement the Tripartite Agreement reached in March 2012. The signature of this Agreement was foreseen in the programme of the mission. The Office was provided with a draft copy of the “Tripartite Agreement on the final settlement of the cases concerning the dismissed workers” (Supplementary Tripartite Agreement) which included the following issues: referral to the judiciary of cases which had not been settled and which relate to financial claims or compensation; social insurance coverage for the period of interrupted service, resolution of the remaining cases in Alba; follow up on the implementation of the Tripartite Agreement signed on 11 March 2012; supporting the tripartite constituents; follow-up action by the Tripartite Committee on the implementation of the Supplementary Tripartite Agreement; treatment by the Tripartite Committee of the dismissed workers’ file; ILO technical assistance; facilitation of the entry of experts from the ILO and other international organizations and federations to provide technical assistance and information concerning a joint letter regarding the withdrawal of the complaint.
13. In a meeting held with the Government, the Minister of Labour praised the social partners’ efforts to overcome the current situation and bring the case, which had legal, financial and administrative consequences for all, to an end. He expressed the hope that this would represent the beginning of a new era of labour relations. He indicated that although the Government was very much willing to sign the complementary Tripartite Agreement, two circumstances obliged it to postpone the signature until the meeting of the Governing Body in Geneva. Firstly, the Deputy Prime Minister who had been following the issue was out of the country. Secondly, following the disclosure of the negotiations of the Supplementary Agreement to the press, the ministerial committee in charge of legal affairs had requested to examine and approve the Agreement. He emphasized that in principle, there was no objection to the content of the Tripartite Agreement, nor was there any will to change it. However, the Government needed additional time to follow the legal procedures. He further indicated that measures were envisaged to increase social dialogue and build confidence among social partners. He stated that the new Labour Law for the Private Sector (No. 36 of 2012) provided for different mechanisms, including conciliation, negotiation and increased powers of the labour inspectorate, to settle both individual and collective disputes. Concerning the possibility of ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), a Government representative indicated that information from governmental agencies was being gathered, but that the inter-cabinet level committee, which according to the Government’s last report had been established to examine this possibility, had not met yet.
14. The Secretary-General of the GFBTU informed the mission that some workers remained dismissed, including a number of trade union leaders. He expressed his hope that the Supplementary Tripartite Agreement would be fully implemented, including in particular the reinstatement of all dismissed workers. The Agreement would also allow international organizations and workers’ federations, including the ILO, to undertake official missions to the country – largely suspended since September 2012 – with a view to providing technical assistance to the GFBTU. He stressed that a mechanism to support social dialogue and a roadmap for the better implementation of the Agreement should be sought. He underlined the responsibility of the Tripartite Committee in following up on implementation and enforcement. The Agreement would give all parties the possibility of overcoming the crisis resulting from the 2011 social unrest which continued to have negative consequences on workers. Workers, under the Supplementary Agreement, would be able to make progress in addressing the extremely difficult persisting problems and situations concerning discrimination and the respect for freedom of association. According

to the GFBTU, the Government policy of retaliation persisted, leading to a sectarian-based exclusion of some workers from both the public and the private sectors, and the relocation and transfer of others against their will. Many workers continued to endure frequent harassment from their employers. He indicated the GFBTU's readiness to sign the Supplementary Tripartite Agreement while in Bahrain and in the presence of the members of the ILO mission, as a demonstration of flexibility and commitment to resolving the pending issues. He expressed concern over the Government's indication that it would postpone the signature of the Agreement until the October ILO Governing Body meeting in Geneva. He continued to stress that the GFBTU would accept no further changes to the Agreement that had been the result of long and arduous dialogue and negotiations.

15. The Chairperson of the BCCI emphasized that its member companies were independent and that it had no competence to impose any measures on them. He further indicated that significant developments had been achieved since March 2013. Tripartite meetings had been held since the ILC in June 2013 and the Government appeared to be committed to solving the outstanding issues. According to the BCCI, all pending cases had been solved in the private companies and 99 per cent of the cases had been settled in the semi-private companies; one company, Alba, still had 31 dismissed workers. The representative of the semi-private companies confirmed that these companies would contribute to the workers' social insurance for the period of suspension from work, but that compensation for this period had to be decided by the judicial authorities. With respect to Alba in particular, discussions still continued for the reinstatement of the workers. Five workers considered that they were not fit for the job allocated and medical assessments were still pending. Five other workers had decided to go to court. During a visit of the mission to Alba, a representative of the company assured the mission of the company's commitment to settle all pending cases of dismissal, including the last five cases that they were previously not willing to reconsider.
16. During the tripartite meeting, Government representatives, the GFBTU and the BCCI reiterated their positions, which evidenced a high degree of consensus regarding the terms of the Supplementary Tripartite Agreement. The Secretary-General of the GFBTU emphasized that serious efforts had been made to reach consensus on the text of the Agreement. He regretted postponing the signing of the Agreement that had been the result of negotiations that had started some time ago. He wondered why the Government had not taken steps earlier to comply with the legal procedures in a timely manner. As an expression of the GFBTU's endorsement of the consensually agreed text, he signed in the presence of all members of the Tripartite Committee and the ILO delegation, the Supplementary Tripartite Agreement and handed it over to the head of the ILO mission. The BCCI indicated their readiness to reach consensus and expressed that if there were any remaining obstacles, there should be cooperation to have these removed so as to put an end to the outstanding complaint. The Minister of Labour indicated that the delay responded to a procedural issue and that there was no dispute over the final text of the Supplementary Tripartite Agreement. He intended to personally explain the content of the Agreement to the Ministerial Committee. He considered that trust was the basis for future tripartite cooperation and that it would not be affected by the delay.
17. Despite the expectations that the Supplementary Tripartite Agreement on which consensus was reached among the tripartite constituents would be signed, the parties have not been able to do so due to lack of clearance of the Agreement by the Government authorities.

**18.** Article 26 of the ILO Constitution provides as follows:

1. Any of the Members shall have the right to file a complaint with the International Labour Office if it is not satisfied that any other Member is securing the effective observance of any Convention which both have ratified in accordance with the foregoing articles.
2. The Governing Body may, if it thinks fit, before referring such a complaint to a Commission of Inquiry, as hereinafter provided for, communicate with the government in question in the manner described in article 24.
3. If the Governing Body does not think it necessary to communicate the complaint to the government in question, or if, when it has made such communication, no statement in reply has been received within a reasonable time which the Governing Body considers to be satisfactory, the Governing Body may appoint a Commission of Inquiry to consider the complaint and to report thereon.
4. The Governing Body may adopt the same procedure either of its own motion or on receipt of a complaint from a delegate to the Conference.
5. When any matter arising out of article 25 or 26 is being considered by the Governing Body, the government in question shall, if not already represented thereon, be entitled to send a representative to take part in the proceedings of the Governing Body while the matter is under consideration. Adequate notice of the date on which the matter will be considered shall be given to the government in question.

**19.** Convention No. 111 was ratified by Bahrain on 26 September 2000, and thus has been in force for that country since 26 September 2001. Eleven of the signatories of the complaint were Workers' delegates of their respective countries to the 100th Session of the Conference on the date of filing the complaint. They accordingly had the right to file a complaint under article 26, paragraph 4, of the Constitution if they were not satisfied that Bahrain was securing the effective observance of this Convention. This means that the conditions set forth in paragraph 1 of article 26 of the Constitution for the receivability of the complaint are satisfied. The authors of the complaint have called upon the Governing Body to propose measures for the effective observance of this fundamental Convention in law and in practice. It is for the Governing Body to decide on this request. No discussion on the merits of the complaint is admissible at this stage. Indeed, it would be inconsistent with the judicial nature of the procedure provided for in article 26 and the following articles of the Constitution that there should be any discussion in the Governing Body on the merits of the complaint until the Governing Body has before it the contentions of the Government against which the complaint is filed, together with an objective evaluation of these contentions by an impartial body. Nor would such discussion be appropriate while a proposal to refer the complaint to a Commission of Inquiry is pending before the Governing Body or while the complaint is sub judice before a Commission of Inquiry. If there is to be a Commission of Inquiry, which is for the Governing Body to decide under article 26, paragraph 4, of the Constitution, it is when the Commission of Inquiry has reported on the merits of the complaint that the Governing Body may be called upon to take action in the matter.

**20.** The Officers are called upon to make a determination on the receivability of the complaint and to refer the matter to the Governing Body for consideration. It will be for the Governing Body to adopt the necessary decisions as to procedure regarding the complaint submitted under article 26 of the Constitution.

**Draft decision**

**21. *The Governing Body, on the recommendation of its Officers, decides to:***

- (a) urge the Government, the GFBTU and the BCCI (the parties) to pursue their efforts to arrive at an agreement on the basis of the Supplementary Tripartite Agreement and request the Government to guarantee the safety and security of GFBTU leaders;***
- (b) invite the Office to provide all the technical assistance required by the parties, if requested by the Government or the GFBTU or the BCCI to meet the objective referred to in (a) above; and***
- (c) place this item on the agenda of its 320th Session (March 2014) at which time a decision will have to be taken on the receivability of the complaint.***

## Appendix

### **Tripartite Agreement concerning the issues raised in the framework of the Complaint concerning the non-observance by Bahrain of the Discrimination (Employment and Occupation) Convention, 1958 (No.111), made by delegates to the 100th Session (2011) of the International Labour Conference under article 26 of the ILO Constitution**

It will be recalled that at the 100<sup>th</sup> Session ( June 2011) of the International Labour Conference, a Complaint was filed by a number of Workers' delegates at the Conference against the Government of Bahrain concerning the non-observance by Bahrain of the Discrimination (Employment and Occupation) Convention, 1958 (No.111), under article 26 of the ILO Constitution (The Complaint). The Complaint alleges that following the events of February 2011 in Bahrain, suspensions and various forms of sanctions, including dismissals, were imposed on over 2,000 workers from both the public and the private sectors, including trade unionists, union members and leaders, as a result of peaceful demonstrations demanding economic and social changes and expressing support for on-going democratization and reform. The Complaint alleges that these dismissals took place on grounds such as workers' opinions, belief and trade union affiliation.

The ILO Governing Body at its 312<sup>th</sup> Session in November 2011 approved the proposal of its Officers which took note of the proposal of the Government of Bahrain to:

- “(a) establish a tripartite committee comprised of one member nominated by the Government, one member nominated by the General Federation of Bahrain Trade Unions and one member nominated by the Bahrain employers;
- (b) ensure that the tripartite committee has access to all relevant documents and meets weekly to address, with the assistance of independent legal advice (ILO) if requested by the Government or the workers' or employers' representatives, the issue of dismissals and reinstatements referred to in the complaint and provide minutes of its meetings to the International Labour Office;
- (c) provide two written progress reports to the Director-General, one in January and the second in February 2012, which would include the current individual employment status of each worker who has been alleged to have been inappropriately dismissed during the relevant period. Where appropriate, any additional information would be provided before the beginning of the March 2012 Governing Body session.”

The Governing Body, on the basis of the proposal of its Officers, invited the Director-General to provide any requested legal assistance or support to the Government of Bahrain or the workers' or employers' representatives in this process, and to report on the situation to the Governing Body at its next session in March 2012.

In view of the above decision of the Governing Body and in response to a request received by the GFBTU, the ILO Director General decided to send a Mission to Bahrain. The Mission, headed

by Ms. Cleopatra Doumbia-Henry, Director of the International Labour Standards<sup>1</sup>, visited the country from the 29 February to 11 March. The Government of Bahrain, the General Confederation of Bahrain Trade Unions (GBFTU) and the Bahrain Chamber of Commerce and Industry (BCCI) provided the Mission with their full support and made available to it all the information requested.

The Mission also met with the Deputy Prime Minister, His Highness Mohammed Bin Mubarak Al-Kalifa, Deputy Prime Minister His Excellency Khaled Bin Abdallah Al Khalifa, the Minister of Labour, His Excellency Jameel Humaidan and the Minister of Human Rights and Social Development, Her Excellency Dr. Fatima Al Balooshi, Minister of Health, His Excellency Sadek El Shahabi, the Chair of the Civil Service Bureau, Mr. Ahmed Al Zayed and the Chairman of the National Follow-up Committee for the implementation of the Recommendations of the Bahrain Independent Commission of Inquiry (BICI) Report, Mr. Ali Saleh el Saleh, who is also the Head of the Shura Council.

The Government of Bahrain, the GBFTU and the BCCI (The Parties) wish to confirm that they have made significant efforts to resolve all of the issues raised in the framework of the above-mentioned Complaint which the ILO Mission was able to witness. The Parties also confirm their commitment to fully implement the relevant recommendations contained in the BICI which was headed by Professor Bassiouni.

Taking into account the progress made to date, we have agreed on the following:

As a consequence of the events of February-March 2011, over 2,200 workers were dismissed from the public-private companies and the purely private companies. In the public-private companies, 1, 520 workers were dismissed while over 697 workers from the purely private companies have been dismissed.

According to the Government, 180 civil servants were dismissed, and 1,631 were suspended for a period not exceeding ten days without pay. The implementation of these suspensions is continuing. In addition, 219 were suspended with half pay and were subject to criminal referrals. Out of the 219 suspended civil servants who were subject to criminal referrals, cases have been closed in respect of 155 civil servants with 64 civil servants remaining suspended with half pay pending resolution of their criminal cases. A further 20 medical professionals have been convicted and are currently suspended without pay awaiting the outcome of their appeal. On March 10, an announcement by the Attorney General that 15 out of the 20 medical professionals would have the criminal charges dropped and their cases would be referred instead to the Medical Disciplinary Board. The lifting of the criminal charges will result in the reinstatement of the 15 medical professionals with back pay.

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<sup>1</sup> Other members of the Mission were Ms. Karen Curtis, Deputy Director; Ms. Shauna Olney, Coordinator, Equality Conventions; Mr. Walid Hamdan, Senior Workers' Specialist; Mr. Gary Rynhart, Senior Employers' Specialist.

For the GFBTU, 246 civil servants were dismissed, while 415 were suspended.

According to the Government, the total number of workers affected on the basis of the above data is over 4, 200. This number does not take into account of the numbers that were dismissed in other Governmental institutions which do not fall under the umbrella of the Civil Service Bureau. According to the GFBTU, 65 workers in Governmental institutions not covered by the Civil Service Bureau were suspended and 145 were dismissed.

At the date of signature of this Agreement, according to the Government out of the 2,050 civil servants who were the subject of a disciplinary process or penalty, including dismissal, all have been reinstated except for 64 who remain under a criminal referral and one who had a criminal conviction. According to the GFBTU 168 of the 246 civil servants who were dismissed have been reinstated with 78 still suspended; and in the non-civil service governmental sector 54 of the 65 suspended workers have been reinstated and 96 out of the 145 dismissed workers have been reinstated.

Concerning the public-private companies, out of 1,520 workers who had been dismissed, all have been reinstated or are in the process of reinstatement. The Government has committed to the reinstatement of all the workers concerned.

Concerning the purely private sector, according to the Government, out of over 697 cases of dismissals reviewed, 141 have been reinstated and 301 have been re-employed in other enterprises. According to the GFBTU, out of 734 workers dismissed, 193 have been reinstated and the Government has submitted a list of 176 workers who have been re-employed and should be verified by the GFBTU. The Government and the BCCI have undertaken to take all necessary action to find alternative employment for the remaining workers who seek placements.

The Parties agree to continue their efforts to ensure the full reinstatement in both public and private sectors of all the remaining workers to the maximum extent possible no later than 30 May. Where reinstatement is not possible, adequate compensation should be paid as well as social insurance benefits. The Parties note that majority of workers who have not yet been reinstated were working in small enterprises. The Government has committed to continue to work with the GBFTU and the BCCI for the placement of any of the remaining workers seeking new employment.

Sixty four civil servants remain under criminal referral. The Government undertakes to review the cases in respect of these referrals to ensure that the charges meet national and international standards and to reinstate with full pay and allowances those found not to meet this requirement. The Government also undertakes to ensure that all reinstated civil servants are able to reintegrate the posts occupied by them prior to their dismissal or suspension. Where this is not possible, these workers should be provided with a position of equivalent grade, pay and benefits, including transportation allowance where applicable as well as the possibility to be re-assigned to their former job as soon as it becomes available. The Government also undertakes to remove all

documents linked to the events that have been included in the personnel files of the civil servants concerned. The GFBTU calls on the Government to cease all scheduled suspensions and salary reductions of civil servants. The Government undertakes that there will be no additional suspensions of civil servants related to the events beyond those scheduled.

All public-private companies and major companies concerned where dismissals occurred undertake to reinstate all dismissed workers and will submit a plan no later than 20 March for the reintegration of the workers which should be completed by the companies no later than 1 April. All companies have committed to work towards the smooth re-integration of dismissed workers back into their jobs and to remove from their files all documents linked to the events in question. All Parties commit to the withdrawal of all pending court cases in the interest of social peace and the favoring of improved workplace relations.

Concerning workers in the public-private companies who have not yet been reinstated at the date of this Agreement, the Government commits to ensure that the number of non-reinstated workers is reduced to the minimum. Any pending cases of non-reinstatement will then be submitted to an appropriate tripartite mechanism for review. The Government commits to ensuring that following such a review, any remaining non-reinstated workers will be provided with alternative employment taking into account their previous employment status.

The Government of Bahrain, the GFBTU and the BCCI undertake to work together to ensure the smooth reintegration of the workers into their workplaces and a return to social peace. In this regard, the Government also commits to work on the possibility of ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The national tripartite committee that was put in place to follow-up on the November 2011 decision of the Governing Body should continue its work to ensure the full reinstatement of workers.

### **ILO technical assistance**

The Parties welcome the ILO commitment to provide the tripartite partners and the enterprises concerned with the necessary support through capacity-building and training for a smooth reintegration of the workers and to support the improvement of workplace relations and social dialogue as well as training on international labour standards. Training and capacity building on international labour standards will also be extended to the Governmental agencies concerned as well as to the Judiciary and the Parliament. This assistance will include potential further legal reforms and the enhancement of institutional capacity to ensure the effective implementation

Convention No.111. The ILO should also continue to provide assistance to address the remaining issues and to ensure the effective implementation of this Agreement.

Done in Manama, this 11th day of March 2012



His Excellency Jameel Humaidan

Minister of Labour



Mr Salman Almahfoudh

President of the General Bahrain Federation of Trade Unions

Mr Othman Sharif

Vice-President of the Bahrain Chamber of Commerce and Industry

