



## Governing Body

320th Session, Geneva, 13–27 March 2014

GB.320/INS/15/1

Institutional Section

INS

Date: 19 March 2014

Original: English

### FIFTEENTH ITEM ON THE AGENDA

## Reports of the Officers of the Governing Body

### First report: 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 Cortebeeck (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>

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

3. At the 311th Session of the Governing Body (June 2011), Mr Cortebeeck, the Worker Vice-Chairperson of the Governing Body, orally informed the Governing Body of the complaint presented during the Conference.
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a communication dated 23 September 2011, the Government submitted observations regarding the complaint, which were then withdrawn through a communication of 26 October 2011.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 sent 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 from 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” (referred to as the Tripartite Agreement, 2012; see Appendix I).
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:

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

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

- (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;
  - (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> GB.313/PV, para. 210.

<sup>5</sup> GB.316/PV(&Corr.), para. 300.

<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 7–8 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.
13. However, despite the expectations that the Supplementary Tripartite Agreement on which consensus was reached among the tripartite constituents would be signed, the parties were not able to do so due to lack of clearance of the agreement by the government authorities.
14. At its 319th Session (October 2013), the Governing Body, on the recommendation of its Officers, decided:
  - (a) to 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 to request the Government to guarantee the safety and security of GFBTU leaders;
  - (b) to 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) to place this item on the agenda of its 320th Session (March 2014) at which time a decision would have to be taken on the receivability of the complaint.<sup>7</sup>
15. On 10 March 2014, the Office received the “Tripartite Agreement on the Final Settlement of the Cases concerning the Dismissed Workers” (referred to as the Supplementary Tripartite Agreement, 2014) signed by the Government, the GFBTU and the BCCI (see Appendix II). The Supplementary Tripartite Agreement, 2014, deals with the following matters: referral to a small committee of the signatories of the Supplementary Tripartite Agreement, 2014, of the cases which had not been settled and which relate to financial claims or compensation and, in the absence of consensus, to the judiciary; social insurance coverage for the period of interrupted service; modalities for the resolution of the remaining cases in Alba company; follow up on the implementation of the Tripartite Agreement, 2012; supporting cooperation between the tripartite constituents; follow-up action by the tripartite committee in monitoring the implementation of the Supplementary Tripartite Agreement, 2014, with ILO assistance; addressing cases related to dismissed workers which may hinder the implementation of the Supplementary Tripartite Agreement, 2014; ILO technical assistance; facilitation of the entry of experts from the ILO and other organizations and federations to provide technical assistance; and agreement of the parties to the Supplementary Tripartite Agreement, 2014, to submit a joint letter requesting the withdrawal of the article 26 complaint pending before the ILO Governing Body.
16. On 10 March 2014, the Office also received a letter (see Appendix III) signed by the abovementioned signatories to the Supplementary Tripartite Agreement, 2014, requesting the Governing Body to consider that the complaint called for no further action on its part. Similar letters were also sent to the Officers of the Governing Body.
17. 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.

<sup>7</sup> GB.319/PV/Draft, para. 204.

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.

18. 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.
19. The Officers of the Governing Body may wish to welcome the positive steps taken by the Government of Bahrain, the GFBTU and the BCCI. They may also wish to note with satisfaction the positive developments referred to above with a view to resolving all the matters raised by the complaint filed under article 26 of the ILO Constitution and, in particular, the Tripartite Agreement, 2012, as well as the Supplementary Tripartite Agreement, 2014.
20. *In the light of the abovementioned developments, the Officers of the Governing Body recommend that the Governing Body:*
  - (a) *welcome the Supplementary Tripartite Agreement, 2014, reached by the Government, the GFBTU and the BCCI which, together with the Tripartite Agreement, 2012, addresses all the issues contained in the complaint and provides for measures to settle all the remaining matters;*
  - (b) *invite the Committee of Experts on the Application of Conventions and Recommendations, in its examination of the application by the Government of Bahrain of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), to follow up on the implementation of the Tripartite Agreement, 2012, as well as the Supplementary Tripartite Agreement, 2014;*
  - (c) *invite the Office to provide technical assistance to the Government of Bahrain, the GFBTU and the BCCI for the full and effective implementation of the Agreements referred to above; and to report to the Governing Body in March 2015;*
  - (d) *decide that the complaint calls for no further action on its part; and*
  - (e) *declare closed the procedure under article 26 of the ILO Constitution concerning the abovementioned complaint.*

## Appendix I

### **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.

---

<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



## Appendix II

### **Tripartite Agreement on the final settlement of the dismissed workers file (Ministry of Labour, the Bahrain Chamber of Commerce and Industry, and the General Federation of Bahrain Trade Unions)**

#### ***Introduction***

This Agreement complements the constructive cooperation between the Government of the Kingdom of Bahrain, represented by the Ministry of Labour, the Bahrain Chamber of Commerce and Industry, and the General Federation of Bahrain Trade Unions. The three signatory parties to this Agreement are intent on building confidence and mutual cooperation among themselves on the basis of international labour standards and the respect of each of the parties' interests in order to strengthen productive relations, and advance social dialogue. The Government and the social partners are also determined to take all the necessary measures to reinstate the remaining dismissed workers in their jobs, as indicated in this Agreement, and to overcome all difficulties.

The three signatory parties have thus agreed to the following:

#### ***I. Cases which have not been settled and which relate to financial claims***

Cases which have not been settled and which relate to financial claims or compensation linked to the period of suspension from work or dismissal from service are submitted to a small tripartite committee, which is composed of the signatory parties to this Agreement, for a decision in their respect. If there is no consensus, the cases shall be forwarded to the courts of Bahrain for a final decision in accordance with applicable laws and regulations and whenever the parties concerned have the desire and sufficient justification to do so. No punitive actions or measures shall be taken by the management of the companies against the workers who go to court.

#### ***II. Social insurance coverage for the period of interrupted service***

To address the issue of the interrupted payment of the social insurance contributions during the suspension from work and dismissal period, the Social Insurance Organization shall not consider that period as a period during which the service was interrupted. The service will be considered as continuous, and workers shall not be deprived of any legal rights or benefits resulting from a continuous and uninterrupted service. At the end of service, efforts shall be exerted to avoid any consequences resulting from the months of interrupted service not being counted within the calculated period of service. The period of interruption shall be covered in accordance with the provisions of the Social Insurance Law relating to the calculation of periods of insurance contributions. This shall be done by rounding up the fraction of a month to a full month and the fraction of a year to a full year. Accordingly, additional months are calculated in order to ensure coverage of the abovementioned period of interruption.

If the service of the insured person is ended, and the fractions of a year do not cover the period of interruption, the insured person shall be entitled to continue a voluntary insurance for the purpose of completing such fractions of months to a full year which will

be included in the calculation of the pension, through extending the period of work, in a manner which will allow the coverage of the interruption period referred to.

### **III. *Resolving the remaining cases in Alba company***

Workers shall agree to immediately return to the jobs offered by the company, provided they will enjoy the same wages, allowances, and benefits which they earned in their previous jobs.

The company shall ensure that the workers concerned shall obtain the jobs offered and shall ensure meeting all the necessary conditions such as training and retraining as well as other conditions for skill requirements in accordance with applicable regulations and standards.

As for the cases which encounter exceptional difficulties, the Government shall coordinate and collaborate fully with all signatories to this Agreement to resolve them, and reinstate the workers in Alba company, in a manner which will guarantee the rights of the remaining dismissed workers who signed reinstatement agreements. The Government will also address the cases of dismissed workers who have not signed reinstatement agreements and who have not been invited or contacted within a maximum period of one month as of the date of signing this Agreement (see hereto annexed a list of the names of the remaining dismissed workers from Alba company, concerned by this Agreement).

### **IV. *Follow up on the implementation of the Tripartite Agreement***

In order to give effect to the Tripartite Agreement signed on 11 March 2012 and based on the Government's commitment to implement the paragraphs of this Agreement, the Ministry of Labour, the Bahrain Chamber of Commerce and Industry, and the General Federation of Bahrain Trade Unions will cooperate with each other in order to identify, in the wake of the events, all cases of dismissed workers who have not received any final judicial sentences, who were registered and whose cases – as set out in the list annexed to this Agreement – were certified by the Government and major companies in which the Government owns shares. The objective is to complete the procedures of reinstatement of these workers in their jobs. The Ministry is also intent on finding alternative employment for workers who have not been reinstated, or re-employed in private sector enterprises, in order to ensure their rights and gains (see table at the beginning of the abovementioned list annexed to this Agreement).

### **V. *Supporting the tripartite constituents' cooperation***

The Ministry is keen to promote fruitful collaboration with both the Bahrain Chamber of Commerce and Industry and the General Federation of Bahrain Trade Unions in order to ensure an environment which is conducive to free and independent trade union action in the Kingdom of Bahrain. This will be achieved on the basis of relevant international labour standards and the principles of tripartism, which ensure observance of the right to collective bargaining, and its outcome, especially the agreements signed with the management of companies and enterprises, in a manner which will ensure their implementation and encourage the creation of balanced and sound labour relations contributing to the stability of the labour market in the Kingdom of Bahrain, and reflecting positively on the interests of the tripartite constituents who have signed this Agreement.

**VI. *Completing the work of the Tripartite Committee in monitoring the implementation of this Agreement***

The efforts of the three social partners will continue in monitoring the implementation of this Agreement with the assistance of the ILO, according to the needs identified by the three partners collectively or individually, with due account paid to applicable laws and regulations in the Kingdom of Bahrain.

**VII. *Addressing cases related to the dismissed workers' file which may hinder the implementation of this Agreement***

The Tripartite Committee will address all cases which are related to the dismissed workers' file, and whose names are mentioned in the list annexed to this Agreement, which may hinder the implementation of this Agreement.

**VIII. *Additional points***

The efforts of the Tripartite Committee composed of the Ministry of Labour, the Bahrain Chamber of Commerce and Industry and the General Federation of Bahrain Trade Unions shall be finalized in order to develop scenarios which will help in the implementation of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), fully and effectively.

The importance of benefiting from the technical assistance of the ILO shall be highlighted for the purpose of promoting social and institutional dialogue among the social partners through strengthening tripartite mechanisms in accordance with national laws and regulations as well as with international principles and standards.

The Government will work on facilitating applicable procedures to ensure the entry to the Kingdom of Bahrain of experts from the ILO and other organizations and federations which have relations with the Bahrain Chamber of Commerce and Industry or the General Federation of Bahrain Trade Unions. The aim is to provide the necessary technical assistance to the partners referred to in this Agreement, in accordance with applicable regulations in Bahrain.

**IX. *Joint request for the withdrawal of the complaint from the International Labour Organization***

- (1) Based on this Agreement, the General Federation of Bahrain Trade Unions shall send a formal request to the Chairperson of the Workers' group and its secretariat, including a copy to both the Chairperson of the ILO Governing Body and the Director-General, inviting them to withdraw the complaint filed against the Kingdom of Bahrain concerning its non-observance of some provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), from the agenda of the 320th Session of the Governing Body scheduled in March 2014. As a result, the case shall be closed without further action required.
- (2) The three signatory parties to this Agreement in Bahrain (Ministry of Labour, the Bahrain Chamber of Commerce and Industry, and the General Federation of Bahrain Trade Unions) shall submit a joint letter to the Chairperson of the ILO Governing Body, the Director-General and the Chairpersons of the three groups in which they confirm their consensual agreement to withdraw the abovementioned complaint from the agenda of the 320th Session of the Governing Body scheduled in March 2014, and to consider the case closed without any need for further action.

***X. Appreciation of the efforts deployed by the  
International Labour Organization***

The Government of Bahrain, the General Federation of Bahrain Trade Unions and the Bahrain Chamber of Commerce and Industry would like to extend their profound thanks to the International Labour Organization (ILO) for its valuable and sincere efforts in order to reach this Agreement.

Signed in Manama on 10 March 2014

Mr Salman Sayed Jaffar Al Mahfouz  
Secretary-General  
General Federation of Bahrain Trade Unions

Mr Othman Sharif Alrayes  
Vice-President  
Bahrain Chamber of Commerce and Industry

H.E. Jameel Bin Mohammed Ali Humaidan  
Minister of Labour

**List annexed to the Tripartite Agreement on the final resolution of the dismissed workers' file (Ministry of Labour, Bahrain Chamber of Commerce and Trade, and General Federation of Bahrain Trade Unions)**  
(10 March 2014)

The list includes (165) cases as follows:

| Sector                                                          | No. of cases | Observations                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governmental sector                                             | 25           |                                                                                                                                                                                                                                                                                        |
| Major companies                                                 | 50           |                                                                                                                                                                                                                                                                                        |
| Private sector                                                  | 68           |                                                                                                                                                                                                                                                                                        |
| Dismissed as a result of their conviction by judicial decisions | 22           | The GFBTU hopes that the Government, in cooperation with relevant bodies, will seek to reinstate persons who have served a sentence of a misdemeanour issued against them, or to find suitable alternative jobs for them in accordance with applicable laws and regulations (22 cases) |
| <b>Total</b>                                                    | <b>165</b>   |                                                                                                                                                                                                                                                                                        |

**I. Governmental sector (25 cases)**

| No. | Name                                       | CPR No.   | Employer                                    |
|-----|--------------------------------------------|-----------|---------------------------------------------|
| 1   | Adel Eissa Al Marzooq                      | 560121768 | Ministry of Municipalities                  |
| 2   | Ali Eissa Abdulla Al Zubeil                | 830606440 | Ministry of Municipalities                  |
| 3   | Layla Abdullah Hasan Meftah                | 820404071 | Ministry of Municipalities – Fisheries      |
| 4   | Zakyya Alsayed Ahmed Mohammed Sharaf       | 620062592 | Ministry of Education                       |
| 5   | Abbas Abdulhussain Abdulla Ali Saleem      | 730905870 | Ministry of Education                       |
| 6   | Abdulredha Mohsen Zohair Mohsen            | 730505596 | Ministry of Education                       |
| 7   | Ahmed Jaffar Ahmed Kadhem                  | 881004146 | Ministry of Education                       |
| 8   | Faheema Ahmed Ali Rahma                    | 741104334 | Ministry of Education                       |
| 9   | Jamal Mansoor Ali Ahmed Ali                | 790408902 | Ministry of Education                       |
| 10  | Zainab Radhi Hasan Mohammed Al Aali (Ms)   | 660051397 | Ministry of Education                       |
| 11  | Mohammed Redha Yacoob Al Attar             | 730021335 | Ministry of Education                       |
| 12  | Hussain Ali Ahmed Habib Ahmed Sultan       | 721104681 | Ministry of Education                       |
| 13  | Mona Eissa Ali                             | 780207670 | Ministry of Health                          |
| 14  | Makki Abbas Al Saboodi                     | 661102270 | Ministry of Health                          |
| 15  | Jaffar Ali Mansoor                         | 801110637 | Ministry of Transport – Postal Services     |
| 16  | Ali Mohammed Ahmed                         | 690043775 | Social Insurance Organization               |
| 17  | Kadhem Alsayed Abdulla Ahmed Abdullah      | 720705037 | Bahrain Olympic Committee                   |
| 18  | Khadija Abdulhussain Al Asafeera (Ms)      | 840204361 | Supreme Council for Women                   |
| 19  | Fatima Abbas Hussain Khamis (Ms)           | 781101905 | University of Bahrain                       |
| 20  | Nawal Jaffar Mohammed Al Shakar (Ms)       | 820903086 | University of Bahrain                       |
| 21  | Alsayed Jalal Alawi Hasan                  | 771105010 | Council of Representatives                  |
| 22  | Badr Abdulla Hasan                         | 880412020 | Bahrain Institute for Political Development |
| 23  | Fatima Ahmed Saleh Al Qalaf (Ms)           | 550006109 | Social Insurance Organization               |
| 24  | Shareefa Abdullah Abdalnabi Al Ayoobi (Ms) | 580068501 | Social Insurance Organization               |
| 25  | Ali Abdulla Jaffar                         | 830101101 | Telecommunications Regulatory Authority     |

## II. Major companies (50 cases)

| No. | Name                                 | CPR No.   | Employer     |
|-----|--------------------------------------|-----------|--------------|
| 26  | Hussain Makki Ali                    | 680034579 | Alba company |
| 27  | Youssef Manssor Ali N'ama            | 670108669 | Alba company |
| 28  | Abdulhusain Mohamed Abdullah         | 700403051 | Alba company |
| 29  | Mohamed Ali Mohamed Ali              | 720104084 | Alba company |
| 30  | Mahdi Ali Ibrahim Ali                | 670104841 | Alba company |
| 31  | El Sayed Shaker Abdulla Mohsen       | 740906259 | Alba company |
| 32  | Jaber Ali Eissa Al Marhoon           | 811103161 | Alba company |
| 33  | Eissa Husain Mohamed Alsaeed         | 741102471 | Alba company |
| 34  | Hasan Amrallah Qudratallah Jaafar    | 750103515 | Alba company |
| 35  | Husain Ahmed Ibrahim                 | 771102470 | Alba company |
| 36  | Faisal Abdullah                      | 740033344 | Alba company |
| 37  | Mohsen Merza Al Alaradi              | 650107551 | Alba company |
| 38  | Yasser Eid Jasim                     | 730702243 | Alba company |
| 39  | Hani Jaafar Mahdi                    | 821004700 | Alba company |
| 40  | Haytham Abdulkarim Salman            | 731007034 | Alba company |
| 41  | Husain Ali Abdali Maki               | 830406360 | Alba company |
| 42  | Yaqoob Hasan Yusuf Al-'Ali           | 710705360 | Alba company |
| 43  | Ameen Ghuloom Redha Mandani          | 650011759 | Alba company |
| 44  | Abduljalil Abdel Husain Ali Alwazeer | 810204177 | Alba company |
| 45  | Mohamed Salman Shaikh Ali            | 740401580 | Alba company |
| 46  | Hasan Eissa Mohamed Alsebaa          | 670007250 | Alba company |
| 47  | Omran Youssef Ali                    | 790801019 | Alba company |
| 48  | Younes Husain Mohamed Ali Almubarak  | 790703181 | Alba company |
| 49  | Sadiq Saeed Hasan Alderazi           | 660903229 | Alba company |
| 50  | Mohamed Ali Kadhem                   | 800809394 | Alba company |
| 51  | Mahmood Abdulla Ahmed Kowaid         | 840407327 | Alba company |
| 52  | Fadhel Jaafar Eissa Alsaba           | 740406370 | Alba company |
| 53  | Elsayed Adnan Hasan Taqi             | 721101992 | Alba company |
| 54  | Ali Abdulrasool Taher                | 821205404 | Alba company |
| 55  | Mahmood Abdulkarim Alnasheet         | 700603174 | Alba company |
| 56  | Adeela Ali Naser Hasan (Ms)          | 710706014 | BAPCO        |
| 57  | Khalil Ibrahim Alhasan               | 801105218 | BAS Company  |
| 58  | Mohamed Ibrahim Hasan Ali Alhayki    | 820300381 | BAS Company  |
| 59  | Husain Ali Abdulmohsen               | 780305396 | BAS Company  |
| 60  | Adel Ahmed Abdullah                  | 770506500 | BAS Company  |
| 61  | Mohamed Jasim Salman Alsayegh        | 880408111 | BAS Company  |
| 62  | Mohamed Ali Jawad                    | 750603984 | BAS Company  |
| 63  | Yaqoob Yusuf Ahmed Bujandal          | 690303335 | BAS Company  |
| 64  | Yusuf Mohamed Alkhaja                | 560133197 | BAS Company  |
| 65  | Ali Ahmed Mohammed Matar             | 671202456 | Gulf Air     |

| No. | Name                              | CPR No.   | Employer |
|-----|-----------------------------------|-----------|----------|
| 66  | Hanan Abdulkarim (Ms)             | 850107172 | Gulf Air |
| 67  | Jalal Abdulrasool Alqassab        | 661100340 | Gulf Air |
| 68  | Salah Fareed Alshayeb             | 720605067 | Gulf Air |
| 69  | Husain Ali Eissa Mahdi            | 701005238 | Gulf Air |
| 70  | Naser Asad Mohamed Abdulla        | 700600370 | Gulf Air |
| 71  | Hasan Saeed Zaki                  | 680051171 | Gulf Air |
| 72  | Monzer Jaffar Jaber Mohammed Swar | 861100255 | Gulf Air |
| 73  | Anwar Hasan Ahmed Alqaidoom       | 720904129 | BAFCO    |
| 74  | Abdulkhaliq Abdulhusain Abdullah  | 701005904 | BAFCO    |
| 75  | Hussain Abdulnabi Aloraidh        | 590126601 | ASRY     |

### III. Private sector (68 cases)

| No. | Name                                          | CPR No.   | Employer                                                    |
|-----|-----------------------------------------------|-----------|-------------------------------------------------------------|
| 76  | Khalaf Naji Khalaf Mousa Al Sayegh            | 840202229 | Bahrain Duty Free                                           |
| 77  | Sami Abulaziz Hasan                           | 680304827 | Yokogawa Middle East & Africa                               |
| 78  | Zahra Ebrahim Hasan Ali Alhayki (Ms)          | 790805332 | BAC Facility Management                                     |
| 79  | Mohammed Habib Yacoob Dagher                  | 690703112 | Blue River Foundation                                       |
| 80  | Hussain Jaffar Ahmed                          | 821107682 | Gulf City Cleaning Company (GCCC)                           |
| 81  | Ahmed Mansoor Ali                             | 830901884 | Abdulrahman Kanoo School                                    |
| 82  | Ghaneya Khalil Ibrahim Alkhabbaz (Ms)         | 790706571 | Abdulrahman Kanoo School                                    |
| 83  | Jaafar Abdulla Ali Abdullah                   | 780801318 | Abdulrahman Kanoo School                                    |
| 84  | Husain Ali Maki Ali Alaghtem                  | 830303421 | Mohammed Jalal & Sons Company Limited                       |
| 85  | Fadheela Mubarak Mohammed Ali Al Mubarak (Ms) | 740306928 | Abdulla Ahmed Nass & Sons Co.                               |
| 86  | Elsayed Ebrahim Husain Qasim                  | 701203560 | Condor Technology                                           |
| 87  | Amal Ahmed Salman Ali (Ms)                    | 701204532 | Silat El Khalij                                             |
| 88  | Habib Abdulla Habib Hasan                     | 720805538 | Alayam Newspaper                                            |
| 89  | Ameer Abdulwahab Ali                          | 810706210 | Alayam Newspaper                                            |
| 90  | Hussain Mohammed Jaffar                       | 830104410 | Alayam Newspaper                                            |
| 91  | Khalil Ibrahim Jaafar Ali Radhi               | 820208523 | Durrat Resort Management                                    |
| 92  | Ali Abdulrasool Abdulnabi Al Fardan           | 831206543 | DHL                                                         |
| 93  | Yasser Hasan Jassem Hamza                     | 770400221 | DHL                                                         |
| 94  | Mohamed Ali Mohamed Hassan Aloraibi           | 840304560 | TNT                                                         |
| 95  | Sadiq Ali Ibrahim Alshufa                     | 810208377 | TNT                                                         |
| 96  | Abdulaziz Ahmed Eiisa                         | 620127171 | Takaful International                                       |
| 97  | Sayed Mohamed Hadi Almusawi                   | 851207596 | Seef Properties                                             |
| 98  | Sayed Mohamed Baqer Yusuf Salman              | 860106616 | Bahrain Association for Parents and Friends of the Disabled |
| 99  | Husain Yusuf Ghaloom                          | 760505110 | The Ritz-Carlton                                            |
| 100 | Fadhel Ahmed Ali Yousif                       | 780205685 | The Ritz-Carlton                                            |
| 101 | Ayat Abdulhusain Salman (Ms)                  | 830902481 | Euro Motors                                                 |

| No. | Name                               | CPR No.   | Employer                                     |
|-----|------------------------------------|-----------|----------------------------------------------|
| 102 | Faisal Ali Habib                   | 780107721 | Euro Motors                                  |
| 103 | Ishaq Abdulmahdi Al Aradi          | 801206901 | Kingdom Readymix Co. (W.L.L.)                |
| 104 | Huda Mansoor Radhi (Ms)            | 751002763 | The Arab Company for Investment              |
| 105 | Aamer Hasan Marzooq                | 780108981 | Sphinx Services Company                      |
| 106 | Mohamed Sadeq Ahmed                | 780203658 | Sphinx Services                              |
| 107 | Amal Khamis Abdulla (Ms)           | 771202628 | Arabian Jacking Enterprises                  |
| 108 | Raed Ali Mansoor                   | 780608631 | Al-Mahd Security                             |
| 109 | Merza Salman Ahmed Alaradi         | 590118374 | Sphinx Services                              |
| 110 | Mohammed Salmanhasan Abbas         | 801011140 | Al-Mahd Security                             |
| 111 | Sawsan Saleh Jawad Dahneem (Ms)    | 800303814 | AlWatan Newspaper                            |
| 112 | Khadija Mohammed Nasser (Ms)       | 810500787 | Bahrain Fiberglass International Company     |
| 113 | Elsayed Ali Mousa Jaafar           | 880501022 | Al-Mahd Security                             |
| 114 | Balqees Mohsen Ali                 | 721205429 | Bahrain Limo                                 |
| 115 | Khadija Hasan Abdulhusain (Ms)     | 851100414 | Specialized Technical Services for Computers |
| 116 | Elham Mansoor Mohamed (Ms)         | 850702860 | Specialized Technical Services for Computers |
| 117 | Yaser Hasan Hubail Al Khawaja      | 720505763 | Bahrain Limo                                 |
| 118 | Elham Mohamed Ali Almullah (Ms)    | 780603613 | Bahrain Islamic Bank                         |
| 119 | Hussain Mohsen Ahmed Ali           | 790507374 | BBK                                          |
| 120 | Amani Ali Ibrahim                  | 830306552 | BBK                                          |
| 121 | Mona Saleh Eissa                   | 860708934 | Arcapita Bank                                |
| 122 | Ismaeel Ibrahim Ali                | 810203936 | Arcapita Bank                                |
| 123 | Najat Mirza Ali Abdulla            | 830200452 | Bahrain Credit                               |
| 124 | Abdulla Mansoor Abdulla            | 720107601 | Al Arez Tourist Company (L'Hotel)            |
| 125 | Ahmed Ali Idrees Almawali          | 850802776 | New York University for Technology           |
| 126 | Zakariya Khalil Ibrahim Almobasher | 831005998 | AlWatan Newspaper                            |
| 127 | Ali Hasan Ahmed                    | 800702646 | AlWatan Newspaper                            |
| 128 | Abdulla Hasan Youssef              | 750306556 | AlWatan Newspaper                            |
| 129 | Aziz Abdulrasool Jasim Youssef     | 760106967 | AlWatan Newspaper                            |
| 130 | Mohamed Yusuf Jaber Ahmed Youssef  | 750806702 | AlWatan Newspaper                            |
| 131 | Zuhair Hameed Ali                  | 790808943 | Bahrain Medical Society                      |
| 132 | Fadheela Alsayed Abdulnabi (Ms)    | 860112276 | Transworld Information Technology            |
| 133 | Sayed Hasan Ali Yaseen Hussain     | 810807246 | Bahrain International Circuit                |
| 134 | Aayat Salman Ibrahim (Ms)          | 831201916 | Bahrain International Circuit                |
| 135 | Taha Husain Ahmed Hatem            | 750702796 | Ebrahim Khalil Kanoo Company                 |
| 136 | Husain Eissa Ali                   | 771101554 | Al Bilad Newspaper                           |
| 137 | Mohammed Ali Al Aradi              | 870505351 | Al Bilad Newspaper                           |
| 138 | Sami Mansoor Youssef Aljamri       | 780506146 | Silcar Communications                        |
| 139 | Hasan Abdulkarim Neama             | 690106378 | Ebrahim Khalil Kanoo Company                 |
| 140 | Ali Hasan Marzooq                  | 760108102 | Sphinx Services Company                      |

| No. | Name                               | CPR No.   | Employer                |
|-----|------------------------------------|-----------|-------------------------|
| 141 | Jaafar Ali Ebrahim                 | 780109082 | Sphinx Services Company |
| 142 | Abbas Ali Yusuf Yahya              | 881200310 | Sphinx Services Company |
| 143 | Hasan Ali Abdulwahab Husain Alsafi | 740206966 | Sphinx Services Company |

**IV. Persons convicted by judicial decisions. The General Federation of Bahrain Trade Unions hopes that the Government, in cooperation with relevant bodies, will seek to reinstate those who have served a sentence of misdemeanour issued against them, or else find alternative suitable jobs in accordance with applicable laws and regulations (22 cases)**

| No. | Name                                          | CPR No.   | Employer                      |
|-----|-----------------------------------------------|-----------|-------------------------------|
| 144 | Mahmood Abdulameer Khalil                     | 820205915 | Ministry of Education         |
| 145 | Jalila Mohammed Redha Al Salman               | 651101972 | Ministry of Education         |
| 146 | Mohammed Hussain Mohammed Ali Al Mubarak      | 771203586 | Ministry of Education         |
| 147 | Ali Ibrahim Mohammed Fadhal                   | 660109972 | Ministry of Health            |
| 148 | Dr Mahmood Asghar Abdulwahab                  | 710100396 | Ministry of Health            |
| 149 | Dr Ghassan Dhaif                              | 660602407 | Ministry of Health            |
| 150 | Dr Basim Ahmed Ali Dhaif                      | 640125689 | Ministry of Health            |
| 151 | Ahmed Ali Mohammed Abdulla Ahmed Mushatat     | 850101832 | Ministry of Health            |
| 152 | Hasan Salman Hasan Matooq                     | 811205975 | Ministry of Health            |
| 153 | Dheya'a Ibrahim Jaffar                        | 750604220 | Ministry of Health            |
| 154 | Dr Abdulkhaleq Ali Hasan Al Oraibi            | 711005117 | Ministry of Health            |
| 155 | Dr Nader Mohammed Hasan Dawani                | 570123496 | Ministry of Health            |
| 156 | Mohsen Abdulla Ali Ahmed                      | 781102928 | Social Insurance Organization |
| 157 | Sayed Sadeq Taher Ibrahim                     | 770706720 | Social Insurance Organization |
| 158 | Mahmmod Ali Hasan Al Mosagan                  | 840505183 | Alba company                  |
| 159 | Jaafar Taha Qasim Ebrahim                     | 851103367 | Alba company                  |
| 160 | Mohamed Abdullah Abbas Majed Anan             | 890300275 | Alba company                  |
| 161 | Kameel Abdulhusain Habib Ali Mohamed Aleker   | 870206168 | Alba company                  |
| 162 | Ali Jaffar Ali Al Alshaikh                    | 841102236 | Alba company                  |
| 163 | Raed Ali Jawad Sarhan                         | 800407440 | Alba company                  |
| 164 | Husain Ramadhan Mohamed                       | 790406888 | Alba company                  |
| 165 | Ibrahim Abdulla Ibrahim Aljawad (El Demstani) | 680204652 | Alba company                  |

## Appendix III

H.E. Mr Guy Ryder, Director-General  
International Labour Office (ILO), Route des Morillons 4  
CH-1211 Geneva  
Switzerland

Your Excellency,

At the outset, we the representatives of the three social partners in the Kingdom of Bahrain (the Government represented by the Ministry of Labour, Bahrain Chamber of Commerce and Industry and the General Federation of Bahrain Trade Unions), would like to express our deep appreciation and thanks for all your efforts deployed to find equitable and suitable solutions for the complaint filed by several trade union organizations against the Government of the Kingdom of Bahrain, concerning the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), under article 26 of the ILO Constitution.

We are pleased to inform you that your efforts to facilitate the tripartite dialogue regarding the remaining cases – whether through the appreciation expressed by the Governing Body of the major achievements realized by the Government of Bahrain in collaboration with the social partners at the national level with respect to the reinstatement of the dismissed workers through the Tripartite Agreement signed in March 2012, or whether through your continuous efforts to encourage the three parties to exert further efforts for the sake of reaching a final consensus as decided by the Governing Body of the ILO at its 319th Session – have been crowned with success with the signature of a Tripartite Agreement by the Government of Bahrain, represented by the Ministry of Labour, the Bahrain Chamber of Commerce and Industry (BCCI), and the General Federation of Bahrain Trade Unions (GFBTU) on 10 March 2014. This Agreement addresses all the issues related to the complaint, and encourages further cooperation among the three parties so as to ensure a balanced and stable working environment.

In light of the above, since the three social partners in the Kingdom of Bahrain have reached an agreement which addresses all subjects mentioned in the complaint which is under consideration by the ILO's Governing Body, we therefore formally request the Governing Body at its 320th Session, scheduled in March 2014, to take all the necessary measures to ensure a final closure of any follow up to the abovementioned complaint, the removal of this item from the agenda of the ILO Governing Body, and to consider this complaint finally closed, with no further follow-up action required.

The three signatory parties mentioned below would like to seize this opportunity to express their deep appreciation for your continuous support and cooperation throughout this period.

Signed in Manama on 10 March 2014

Mr Salman Sayed Jaffar Al Mahfouz  
Secretary-General  
General Federation of Bahrain Trade Unions

Mr Othman Sharif Alrayes  
Vice-President  
Bahrain Chamber of Commerce and Industry

H.E. Jameel Bin Mohammed Ali Humaidan  
Minister of Labour