

CAS conclusions

Requests for action

ILC 104

(2015)

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COUNTRY	CONVENTION	CAS CONCLUSIONS - REQUESTS FOR ACTION - ILC 104 (2015)	REPORT REQUESTED BY END 2015	ILO TECHNICAL ASSISTANCE	MISSION PROPOSED	SPECIAL PARA- GRAPH
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DOUBLE FOOTNOTED CASES						
BOLIVIA (PLURI- NATIONAL STATE OF)	<i>C138 - Minimum Age</i>	Taking into account the discussion that took place, the Committee urged the Government to: ■ repeal the provisions of the legislation setting the minimum age for admission to employment or work and light work, in particular sections 129, 132 and 133 of the Children's and Adolescents' Code of 17 July 2014; ■ immediately prepare a new law, in consultation with the social partners, increasing the minimum age for admission to employment or work in conformity with Convention No. 138; ■ provide the labour inspectorate with more human and technical resources, as well as training, with a view to a more efficient and concrete approach in relation to implementing Convention No. 138 in law and practice; ■ avail itself of ILO technical assistance to bring the legislation into compliance with the Convention; and ■ report in detail to the Committee of Experts for its upcoming session.	YES	YES	NO	NO
CAMBODIA	<i>C182 - Worst Forms of Child Labour</i>	Taking into account the discussion that took place, the Committee urged the Government to: ■ in coordination with the social partners, increase its efforts and focus on preventing children from being exposed to the worst forms of child labour, including through increased labour inspections in the formal and informal economy; ■ effectively enforce anti-trafficking legislation and provide information on the progress made in this regard, including on the number of investigations, prosecutions, convictions and penal sanctions applied;	NO	YES	NO	NO

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		- investigate and provide verifiable information on the extent to which forced labour, abuse and related practices occur in drug rehabilitation centres, including assurances that children are not detained in such centres or subject to forced labour and other related practices in any other institution in which they may be lawfully detained. In cases where children are found in such centres or similar institutions, they should be immediately released and provided with appropriate treatment; and - within the context of the National Strategic Development Plan (2014–18), develop concrete plans to increase the retention rates of children in school, particularly at the secondary school level, and to report on the progress made. The Committee invited the ILO to offer, and the Government of Cambodia to accept, technical assistance to accomplish the points above.				
CAMEROON	<i>C182 - Worst Forms of Child Labour</i>	Taking into account the discussion that took place, the Committee urged the Government to: - urgently revise, in consultation with the social partners, the list of hazardous work established by Law No. 17 of 1969 in order to protect children under the age of 18 from engaging in dangerous activities, including working underwater and at dangerous heights; - adopt and implement the Child Protection Code, which has been pending for almost a decade, in order to prohibit the use, procurement and offering of children for illicit activities; - reduce the extremely high number of children below the age of 14 engaged in employment, including hazardous work, through: (a) a significant increase in the number of labour inspectors; (b) a	NO	YES	NO	NO

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		significant increase in the resources allocated to them; and (c) the amendment of the Labour Code so as to limit the exceptions to the general prohibition against children working who are 14 years and below; and ■ consistent with Presidential Decree No. 2001/041, and as required by Article 7(2)(c) of the Convention, ensure that children have access to free basic education and are therefore less vulnerable to the worst forms of child labour. The Committee requested the ILO to offer, and the Government of Cameroon to accept, technical assistance in order to bring its laws and practices into line with Convention No. 182.				
ERITREA	<i>C29 - Forced Labour</i>	Taking into account the discussion that took place, the Committee urged the Government to: ■ accept ILO technical assistance in order to fully comply with its obligations under Convention No. 29; ■ amend or revoke the Proclamation on National Service and the Warsai Yakaalo Development Campaign of 2002 to bring to an end forced labour associated with the national service programme, and ensure the cessation of the use of conscripts in practice in line with Convention No. 29; and ■ immediately release all imprisoned “draft evaders” who refused to participate in conscription exacted in contravention of Convention No. 29.	NO	YES	NO	NO
VENEZUELA	<i>C87 - Freedom of Association and</i>	Taking into account the discussion in this case, the Committee urged the Government to:	YES	NO	NO	NO

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(BOLIVIAN REPUBLIC)	<i>Protection of the Right to Organise</i>	■ comply without further delay with the conclusions of the tripartite high-level mission which had visited the Bolivarian Republic of Venezuela in January 2014 and the proposed plan of action; ■ immediately cease acts of interference, aggression and stigmatization against FEDECAMARAS, its affiliated organizations and their leaders perpetrated by the Government; ■ end impunity for crimes committed, especially against workers in the construction sector, including by adopting a clear and efficient recruitment system; ■ review the practice of providing lists of trade union members to the public authorities; ■ end the intervention of the National Electoral Council (CNE) in trade union elections; ■ establish social dialogue without further delay through the establishment of a tripartite dialogue round table, under the auspices of the ILO, that is presided over by an independent chairperson who has the trust of all sectors, that duly respects the representativeness of employers' and workers' organizations in its composition, that meets periodically to deal with all matters relating to industrial relations decided upon by the parties, and that includes the holding of consultations on new legislation to be adopted concerning labour, social or economic matters (including within the framework of the Enabling Act) among its main objectives; and ■ report in detail to the Committee of Experts at its next session in November–December 2015.				

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OTHER INDIVIDUAL CASES						
ALBANIA	<i>C182 - Worst Forms of Child Labour</i>	Taking into account the discussion that took place, the Committee urged the Government to: ■ continue removing barriers to greater participation of Roma and Egyptian children in the education system, including access to free basic education and access to education in their own language; ■ continue taking urgent measures to stop trafficking, the practice of forced begging and work on the streets, in conjunction with UNICEF, and report on these measures; ■ increase the number of labour inspectors as well as the resources allocated to them; train inspectors on child labour under national and international law and on methods to effectively monitor and enforce these laws; ■ increase the number of police investigators for child rights; ■ effectively enforce anti-trafficking legislation, take measures for effective implementation in practice and provide information on the progress to the Committee of Experts made in this regard, including on the number of investigations, prosecutions, convictions and penal sanctions applied; and ■ re-initiate collaboration with ILO-IPEC, which ended on 31 December 2010.	NO	YES	NO	NO

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ALGERIA	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	Taking into account the discussion of the case, the Committee requests the Government to: ■ provide detailed information regarding the new draft labour code including providing a copy of the same for analysis and consideration in relation to the application of Convention No. 87; ■ ensure that there are no obstacles to the registration of trade unions in law or in practice in conformity with Convention No. 87; ■ act expeditiously to process pending applications for trade union registration and notify the Committee of Experts; ■ reinstate employees of the Government, terminated based on anti-union discrimination; and ■ report in detail to the Committee of Experts for its up-coming session.	YES	NO	NO	NO
BANGLA- DESH	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	The Committee takes note that the rules to implement the 2013 Labour Act are now two years overdue, while also taking note of the information from the Government that the rules have been drafted and are expected to be enacted shortly. The Committee recalls that it has previously called on the Government to ensure that workers in EPZs are able to exercise freedom of association in law and in practice and once again calls on the Government to pass legislation which guarantees to workers in EPZs the rights protected by Convention No. 87. The Committee also takes note that the Committee of Experts regret that no further amendments have been made to the BLA. Finally, the Committee takes note of reports of anti-union discrimination, including acts of violence and dismissals. Taking into consideration the discussion, the Committee urged the	NO	NO	YES High-level tripartite mission	NO

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		Government to: ■ undertake amendments to the 2013 Labour Act to address the issues relating to freedom of association and collective bargaining identified by the ILO Committee of Experts, paying particular attention to the priorities identified by the social partners; ■ ensure that the law governing the EPZs allows for full freedom of association, including to form trade unions and to associate with trade unions outside of the EPZs; ■ investigate as a matter of urgency all acts of anti-union discrimination, ensure the reinstatement of those illegally dismissed, and impose fines or criminal sanctions (particularly in cases of violence against trade unionists) according to the law; and finally ■ ensure that applications for union registration are acted upon expeditiously and are not denied unless they fail to meet clear and objective criteria set forth in the law. The Committee urges the Government to accept a high-level tripartite mission this year to ensure compliance with the recommendations.				
BELARUS	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	The Committee recalled the outstanding recommendations of the 2004 Commission of Inquiry and the need for their rapid and effective implementation. (...) The Committee expresses its deep concern that, ten years after the Commission of Inquiry's report, the Government of Belarus has failed to take measures to address most of the Commission's recommendations. Workers continue to face numerous obstacles in law and in practice to the full exercise of their right to form or join trade unions of their own choosing. The	YES	YES	NO	NO

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		Committee expects full compliance with the recommendations of the Commission of Inquiry urgently. Taking into account the discussion, the Committee urges the Government to: ■ comply in full with the rest of the recommendations of the 2004 Commission of Inquiry before the next Conference, and to report to the Committee of Experts prior to their 2015 Session; ■ provide information to the Committee of Experts related to the functions and role of the Tripartite Council; ■ ensure, in light of reports of discrimination and harassment of trade union leaders and activists, that such activity is immediately brought to an end; and ■ accept substantially increased technical assistance in the country, the aim of which is to assist in compliance with the recommendations of the Commission of Inquiry in the shortest time possible.				
REPUBLIC OF KOREA	<i>C111 - Discrimination (Employment and Occupation)</i>	The Committee noted that the Government has taken various measures to review, update and enact new legislation to address labour market inequalities, as well as to reduce challenges relating to discrimination. The Government is requested to continue to report to the Committee of Experts at its next session so that the Experts can analyse the situation. The Committee notes that long-standing concerns in relation to the application of the Convention still remain regarding migrant workers, gender-based discrimination and discrimination relating to freedom of expression, and need to be addressed. Taking into account the discussion, the Committee urges the Government, in particular:	YES	YES	NO	NO

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		■ concerning workplace flexibility for migrant workers, to review, in consultation with workers' and employers' organizations, the impact of the new regulations and, if necessary, make adjustments to programmes to ensure appropriate protection of the foreign worker labour force; ■ to ensure that the rights of migrant workers are properly enforced regarding workplace changes and working hours, including through regular workplace inspections and the publication of annual reports; ■ concerning the protection against discrimination based on the grounds of gender and employment status, in particular with respect to non-regular workers, including women working part time and short term, to review, in consultation with workers' and employers' organizations, the impact of reforms and continue to submit relevant data and information to enable the Committee of Experts to evaluate if the protection is adequate in practice; ■ with respect to the promotion of equality of opportunity and treatment of men and women in employment, to continue to monitor the participation of women in the labour market and provide the Committee of Experts with relevant data and information before its next session; and ■ concerning possible discrimination against teachers on the basis of political opinion, to provide more detailed information on this issue to allow the Committee of Experts to make a solid assessment of the compliance of the related laws and practice with the Convention. The Committee invited the ILO to offer, and the Government of the Republic of Korea to accept, technical assistance to accomplish the recommendations.				

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EL SALVADOR	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	The Committee recalled the emphasis placed during the discussion on the fact that a climate of violence and insecurity was extremely damaging to the exercise of trade union activities. Moreover, it recalled that the Convention concerned the right of all workers and employers to establish and join the organizations of their own choosing and for their organizations to carry out their activities without government interference. Taking into account the discussion in this case, the Committee requested the Government to: ■ take all necessary measures without delay to identify those responsible for the murder of Victoriano Abel Vega and to punish those guilty of this crime; ■ ensure the full autonomy of employers' and workers' organizations in the joint and tripartite decision-making bodies, which necessitated the convocation and immediate setting up of the Higher Labour Council where the legal reforms necessary to guarantee this autonomy should be consulted. In order to achieve this, the Government should abstain from requesting consensus from the trade union confederations and federations for the nomination of their representatives to the Higher Labour Council; ■ revise on a tripartite basis in the Higher Labour Council Presidential Decree No. 86, which created the Presidential Commission for Labour Affairs; ■ accept ILO technical assistance with a view to bringing its legislation and practice into conformity with the provisions of the Convention; and ■ submit a report to the Committee of Experts on the progress made in achieving the full application of the Convention for consideration at its next meeting in November 2015.	YES	YES	NO	NO

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SPAIN	<i>C122 - Employment Policy</i>	Taking into account the discussion, the Committee requested the Government to: ■ continue a constructive social dialogue, taking fully into account the experience and views of the social partners with their full cooperation in formulating and enlisting support for such policies concerning the objectives expressed in Article 1 of the Convention; ■ consistent with the Convention, evaluate, together with the social partners, the results of employment policy and take such steps as may be needed including, when appropriate, the establishment of programmes for the implementation of the employment policy; ■ focus on guaranteeing the largest consensus on programmes linked to vocational training and continue the dialogue with the social partners on vocational training for youth and the unemployed on the basis of strong public services; and ■ submit a report to the Committee of Experts in 2015 on the application of the Convention.	YES	NO	NO	NO
GUATEMALA	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	Bearing in mind the discussion, the Committee requested the Government to: ■ take note of the Committee's regret at the murders of unionized workers referred to in the observation; ■ apply the roadmap to combat violence and impunity, and in particular, to: (i) reach an agreement with CICIG on investigating cases of trade union deaths with a view to arresting and charging those responsible, including the instigators; (ii) strengthen the Unit for Crimes against Trade Unionists; (iii) guarantee that meetings of the Trade Union Round Table for Comprehensive Protection would be held, with the	YES (report to be prepared by the Special Representative of the ILO Director	YES (continue the collaboration with the ILO)	NO	NO

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		participation of the social partners; (iv) reinforce the programme to protect trade unionists and allocate additional financial resources to cover all leaders requiring protection; (v) guarantee the application of the Framework Agreement for cooperation among the various international agencies in order to facilitate exchange of information on crimes against trade unionists; (vi) ensure that investigators and prosecutors within the Public Prosecution Services receive training, in collaboration with the ILO; and (vii) guarantee the functioning of the emergency telephone line set up in May 2015 for submitting complaints of failure to respect freedom of association; ■ institutionalize participation by the social partners in formulating policy within the various social dialogue bodies, particularly the Economic and Social Council, the Tripartite Commission on International Labour Affairs and the Special Committee on the Handling of Conflicts referred to the ILO, in order to find solutions to problems arising in practice on labour matters, and, in consultation with the most representative workers' and employers' organizations, prepare a bill based on the comments of the Committee of Experts and submit it to Congress as a matter of urgency and bring domestic legislation into conformity with the Convention, as stipulated in point 5 of the roadmap; and ■ continue activities with the Special Representative of the ILO Director-General, with technical cooperation support, so that the Special Representative can prepare a report on the implementation of the roadmap, to be submitted to the Committee of Experts at its next meeting and to the Governing Body before its November 2015 Session. The Committee requested the ILO to continue supporting the Office of the Special Representative of the ILO Director-General in Guatemala.	General in collaboration with the Government)			

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HONDURAS	<i>C81 - Labour Inspection</i>	The Committee noted the Government's intention, in consultation with the most representative workers' and employers' organizations, to reform the Labour Code, to enact a general labour inspection law, and to undertake an audit of the labour inspection system which would be carried out by the ILO. Taking into account the discussion, the Committee requested the Government to: ■ consider including the following among its planned reforms: professionalizing labour inspection staff; making inspection tasks more specialized; pursuing a multidisciplinary approach; increasing the wage budget and improving logistics; and ensuring that penalties for breaking the law are increased so as to be dissuasive and are determined through pre-established, objective procedures that guarantee all parties the right to a fair hearing; ■ substantially increase the number of inspectors, particularly in areas which are underserved at present, and ensure that they are provided with the material resources needed to carry out their work; ■ develop a proactive inspection plan to focus on sectors where there are regular violations of labour legislation, including the informal sector, agriculture and <i>maquilas</i>; ■ continue receiving technical assistance from the ILO in order to overcome the remaining legal and practical obstacles to applying the Convention; and ■ submit a detailed report on the application of the Convention to the next session of the Committee of Experts.	YES	YES	NO	NO
INDIA	<i>C81 - Labour Inspection</i>	Taking into account the discussion, the Committee requested that the Government: ■ Provide, in relation to the Convention, the following information before	YES	YES	NO	NO

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		the next meeting of the Committee of Experts in 2015: - Detailed statistical information covering at the central and state levels all the matters set out in Article 21 (including the number of staff of the respective labour inspectorates) with a view to demonstrating compliance with Articles 10 and 16 of the Convention and specifying: (a) as far as possible the proportion of routine to unannounced visits; and (b) information in relation to the proportion of routine and unannounced visits in all SEZs. - An explanation as to the arrangements for verification of information supplied by employers making use of self-certification schemes. - Information explaining the division of the responsibility of labour inspection between the state and central spheres for each law and regulation in question. - Information explaining, by reference to the relevant statistics, the extent to which the number of labour inspectors at the disposal of central and state government inspectorates are sufficient to ensure compliance with Articles 10 and 16 of the Convention. - Detailed information on compliance with Article 12 of the Convention with regard to access to workplaces, to records, to witnesses and other evidence, as well as the means available to compel access to such. Provide statistics on the denial of such access, steps taken to compel such access, and the results of such				
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		efforts. This includes SEZs, the information for which should be separated from general information. 6. Detailed information on health and safety inspections, undertaken by certified private agencies, including the number of inspections, the number of violations reported by such agencies, and compliance and enforcement measures taken. ■ Review, with social partners, the extent to which delegation of inspection authority from the labour commissioner to the development commissioner in SEZs has affected the quantity and quality of labour inspections. ■ In consultation with the social partners, ensure that the amendments to the labour laws undertaken at the central or state level comply with the provisions of the Convention, making full use of ILO technical assistance. Additionally, provide detailed information explaining all current proposals to labour laws and regulations that impact upon the system of labour inspection at the central and state level.				
ITALY	<i>C122 - Employment Policy</i>	Taking into account the discussion, the Committee requested that the Government: ■ ensure, in consultation with the social partners, a comprehensive approach to employment policies in order to improve the employment situation and foster job-rich inclusive growth, in line with the Convention; ■ ensure tripartite consultation on the development and implementation of employment policies, based on regularly updated labour market data, including on the number, kind, duration of employment, and	YES	NO	NO	NO

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		youth and gender issues and regional disparities; ■ examine the measures to promote productive and sustainable employment through cooperatives; and ■ provide a detailed report to the Committee of Experts in 2015 on the issues raised in these conclusions.				
KAZAKH- STAN	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	The Committee deplored the total absence of a Government representative during the discussion of this case, despite its accreditation and presence at the International Labour Conference. The Committee noted the actions of the Government that had infringed both the freedom of association rights of workers' and of employers' organizations in violation of the Convention. Taking into account the discussion and the failure of the Government to attend before the Committee, the Committee required that the Government: ■ amend the provisions of the Law on the National Chamber of Entrepreneurs in a manner that would ensure the full autonomy and independence of the free and independent employers' organizations in Kazakhstan. The Committee requested the Office to offer, and urged the Government to accept, technical assistance in this regard; ■ amend the provisions of the Trade Union Law of 2014 consistent with the Convention, including issues concerning excessive limitations on the structure of trade unions found in Articles 10 to 15 which limit the right of workers to form and join trade unions of their own choosing; ■ amend the Constitution and appropriate legislation to permit judges, firefighters and prison staff to form and join a trade union; and	NO	YES	NO	YES

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		■ amend the Constitution and appropriate legislation to lift the ban on financial assistance to national trade unions by an international organization. As a result of the Government's failure to attend, the Committee decided to include its conclusions in a special paragraph of the report.				
MAURITIUS	<i>C98 - Right to Organise and Collective Bargaining</i>	Taking into account the discussion, the Committee urged the Government to: ■ refrain from violating Article 4 of the Convention and avoid such violations in the future; ■ cease undue interference in private sector collective bargaining by selectively reviewing the Remuneration Orders in response to the outcome of collective bargaining; ■ engage in social dialogue with the social partners regarding collective bargaining and the Remuneration Orders; and ■ take concrete measures to promote collective bargaining in the EPZs and provide information to the Committee of Experts on the state of collective bargaining in the Zones.	NO	NO	NO	NO
MAURITANIA	<i>C29 - Forced Labour</i>	The Committee took note of the oral information by the Government representative and the discussion that followed. The Committee recalled that it had discussed the present case on six previous occasions and that a fact-finding mission had visited Mauritania in 2006, at the request of the Conference Committee. (...) Taking into account the discussion that took place, the Committee urged	YES	YES		YES

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		the Government to: ■ strictly enforce the 2007 Act to ensure that those responsible for the practice of slavery be effectively investigated and prosecuted and, receive and serve sentences that are commensurate with the crime; ■ amend the 2007 Act to grant third parties, including trade unions a locus standi to bring charges and pursue cases on behalf of victims, consider shifting the burden of proof, and increase the prison sentence for the crime of slavery to a period in line with international standards for crimes against humanity; ■ implement fully the National Plan to Combat the Vestiges of Slavery (PES) and the roadmap for combating the vestiges of slavery, including comprehensive victim support and processes. This should include the following: – Reinforcement of the capacity of the authorities to prosecute and administer the justice system in relation to slavery. – Anti-slavery prevention programmes. – Specific programmes enabling victims of slavery to escape. – Awareness-raising programmes. ■ provide necessary resources to the National Agency to Fight against the Vestiges of Slavery, for Social Integration and to Fight against Poverty, or “Tadamoun”, and ensure that its programmes include those aimed at addressing and combating slavery; ■ develop and implement public awareness-raising campaigns for the general public, victims of slavery, police, administrative and judicial authorities and religious authorities; ■ facilitate the social and economic integration of those formally				

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		subjected to slavery into society, in the short-, medium- and long-term, and ensure that Haratine and other marginalized groups affected by slavery and slavery-like practices have access to services and resources; ■ collect detailed data on the nature and incidence of slavery in Mauritania and establish procedures for monitoring and evaluating implementation of efforts to end slavery; ■ avail itself of ILO technical assistance to implement these recommendations; and ■ report in detail on the measures taken to implement these recommendations, in particular on the enforcement of anti-slavery laws, to the next meeting of the Committee of Experts in November 2015. The Committee decided to include its conclusions in a special paragraph of the report.				
MEXICO	<i>C87 - Freedom of Association and Protection of the Right to Organise</i>	The Committee noted with satisfaction the judgment of the Supreme Court of Justice declaring inapplicable the standards which had impeded trade union pluralism in the institutions of the State and banned re-election in trade unions. Taking into account the discussion, the Committee requested the Government to: ■ fulfil without delay its obligation to publish the registration and by-laws of trade unions in the local boards in the 31 states in the country, not just in the Federal District and San Luis de Potosí, in a period of three years as established in the Federal Labour Law; ■ identify, in consultation with the social partners, additional legislative reforms to the 2012 Labour Law necessary to comply with Convention	YES	YES	NO	NO

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		No. 87. This should include reforms that would prevent the registration of trade unions that cannot demonstrate the support of the majority of the workers they intend to represent, by means of a democratic election process – so-called protection unions; and ■ provide a report on progress made to comply with these recommendations by the next session of the Committee of Experts. The ILO should offer, and the Government of Mexico should accept, technical assistance to address the issues referred to in these recommendations.				
PHILIPPINES	<i>C176 - Safety and Health in Mines</i>	The Committee also noted the Government's request for technical assistance from the ILO. Taking into account the discussion, the Committee requested the Government to: ■ provide further information on the measures taken to ensure that the employer in charge of the mine prepares appropriate plans of workings before the start of the operation; ■ adopt legislative provisions that impose responsibility upon employers to ensure that the mine is designed and constructed safely and provided with electrical, mechanical and other equipment, including communication systems; ■ provide information on the manner in which probable location of the workers in the mine is recorded; ■ indicate measures taken to ensure that whenever two or more employers undertake activities at the same mine, the employer in charge of the mine coordinates the implementation of all measures concerning the safety and health of workers, and is held primarily	NO	YES	NO	NO

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		responsible for the safety of the operations; ■ indicate measures undertaken or envisaged to ensure that workers and their representatives have the right to report accidents, dangerous occurrences and hazards to the employer and to the competent authority; ■ provide information on measures taken or planned to respond to the increase in work accidents in the mining industry; ■ enact as soon as possible the pending legislative measure which proposes to impose stiffer penalties and criminalization of the violation of occupational safety and health standards; and ■ increase the capacity and involvement of social partners, particularly trade union representatives, in ensuring compliance with occupational safety and health standards in the mining industry, including in the conduct of safety and health inspection. The Committee further requested the ILO to extend technical assistance and capacity building to the Government of the Philippines and its social partners towards effective observance of the safety and health standards in the mining industry without regard to the size of operation of the employer.				
QATAR	<i>C29 - Forced Labour</i>	Taking into account the discussion that took place, the Committee urged the Government to: ■ abolish the <i>kafala</i> system and replace it with a work permit that allows the worker to change employer. This includes abolishing the “no objection” certificate; ■ work towards abolishing the exit permit system in the shortest possible time; in the interim, make exit permits available as a matter of right;	NO	NO	NO	NO

COUNTRY	CONVENTION	CAS CONCLUSIONS - REQUESTS FOR ACTION - ILC 104 (2015)	REPORT REQUESTED BY END 2015	ILO TECHNICAL ASSISTANCE	MISSION PROPOSED	SPECIAL PARA- GRAPH
		■ vigorously enforce the legal provisions on passport confiscation; ■ work with labour sending countries to ensure that recruitment fees are not charged to workers; ■ ensure that contracts signed in the sending countries are not altered in Qatar, and prosecute those responsible who have engaged in deception as to wages and working conditions; ■ facilitate access to the justice system for migrant workers. This includes, but is not limited to, assistance with language and translation, the elimination of fees and charges related to bringing a claim, and disseminating information about the Ministry of Labour and Social Affairs; ensure that workers are able to access these systems without fear of reprisals, that these cases are processed expeditiously and that orders are enforced; ■ continue to hire additional labour inspectors and increase material resources to them necessary to carry out labour inspections, in particular in workplaces where migrant workers are employed; ■ ensure investigation and prosecution of those suspected of exploitation and prevent those found guilty from recruiting workers in the future; ■ ensure that the penalties applicable under law for serious exploitation of workers, including the crime of forced labour as specified in the Penal Code, and penalties for violations of the Labour Law are adequate, and that these laws are effectively enforced; and ■ ensure that domestic workers have equal labour rights.				
SWAZILAND	<i>C87 - Freedom of Association and</i>	Taking into account the discussion, the Government is urged, without further delay, to:	NO	YES	NO	YES

COUNTRY	CONVENTION	CAS CONCLUSIONS - REQUESTS FOR ACTION - ILC 104 (2015)	REPORT REQUESTED BY END 2015	ILO TECHNICAL ASSISTANCE	MISSION PROPOSED	SPECIAL PARA- GRAPH
	<i>Protection of the Right to Organise</i>	■ release unconditionally Thulani Maseko and all other workers imprisoned for having exercised their right to free speech and expression; ■ ensure all workers' and employers' organizations in the country are fully assured their freedom of association rights in relation to the registration issue, in particular, register the Amalgamated Trade Union of Swaziland (ATUSWA) without any further delay; ■ amend section 32 of the IRA to eliminate the discretion of the Commissioner of Labour to register trade unions; ■ ensure organizations are given the autonomy and independence they need to fulfil their mandate and represent their constituents. The Government should refrain from all acts of interference in the activities of trade unions; ■ investigate arbitrary interference by police in lawful, peaceful and legitimate trade union activities and hold accountable those responsible; ■ amend the 1963 Public Order Act following the work of the consultant, and the Suppression of Terrorism Act, in consultation with the social partners, to bring them into compliance with the Convention; ■ adopt the Code of Good Practice without any further delay and ensure its effective application in practice; ■ address the outstanding issues in relation to the Public Services Bill and the Correctional Services Bill in consultation with the social partners; and ■ accept technical assistance in order to complete the legislative reform outlined above so that Swaziland is in full compliance with the				

COUNTRY	CONVENTION	CAS CONCLUSIONS - REQUESTS FOR ACTION - ILC 104 (2015)	REPORT REQUESTED BY END 2015	ILO TECHNICAL ASSISTANCE	MISSION PROPOSED	SPECIAL PARA- GRAPH
		Convention. The Committee decided to include its conclusions in a special paragraph of the report.				
TURKEY	<i>C155 - Occupational Safety and Health</i>	The Committee welcomed the ongoing efforts made by the Government and the social partners to improve safety and health at work and the intention to overcome the issues identified in a comprehensive and sustained way, with the support of the Office. Taking into account the discussion, the Committee requested the Government to: ■ ensure that the Occupational Safety and Health Act is in compliance with Convention No. 155, in particular with respect to its coverage and in ensuring the right of workers to withdraw themselves from serious and imminent danger; ■ assess the effectiveness of the measures undertaken in the context of the National Action Plan aimed at increasing workplace safety; ■ improve record keeping and monitoring systems concerning health and safety, including occupational diseases; ■ increase the number of labour inspections and ensure that dissuasive sanctions are imposed for infractions of laws and regulations, in particular with respect to subcontractors; ■ refrain from interfering violently in lawful, peaceful and legitimate trade union activities addressing health and safety concerns; and ■ engage in genuine dialogue with all social partners. The Committee urged the Government to present its report on the Convention to the Committee of Experts this year, and to continue to avail itself of ILO technical assistance.	YES	YES	NO	NO