

IRAN, ISLAMIC REPUBLIC OF (2000-2017)¹

THE EFFECTIVE ABOLITION OF CHILD LABOUR

REPORTING	Fulfillment of Government's reporting obligations	YES, since the start of the Annual Review (AR) in 2000.	
	Involvement of Employers' and Workers' organizations in the reporting process	YES, according to the Government: Involvement of the employers' organizations (the Iran Confederation of Employers' Associations (ICEA)) and workers' organizations (the Iran Confederation of Islamic Labour Councils (ICILC), the Iranian Confederation of Labour Syndicates (ICLS), the High Confederation of Workers' Representatives (HCWR), the High Confederation of Workers' Association (HCWA), the Higher Confederation for Coordination of Islamic Labour Councils (HCCILC), the Higher Assembly of Workers' Representatives of the Islamic Republic of Iran (HAWR-IRI), and the Higher Confederation for Labour Syndicates (HCLS)) through communication of government reports and tripartite meetings on reporting issues.	
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	2015 AR: Observations by the ICEA 2014 AR: Observations by the ICEA 2013 AR: Observations by the ICEA 2012 AR: Observations by the ICEA 2009 AR: Observations by the ICEA 2008 AR: Observations by the ICEA 2007 AR: Observations by the ICEA	
	Workers' organizations	2015 AR: Observations by the HCCILC Observations by the HCCTU Observations by the CIWR Observations by the WH-IRI 2014 AR: Observations by the ICLS 2013 AR: Observations by the HCCILC Observations by the HAWR-IRI Observations by the HCLS 2012 AR: Observations by the ICLS 2009 AR: Observations by the ICILC 2008 AR: Observations by the ICILC 2007 AR: Observations by the ICILC	
EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT	Ratification	Ratification status	The Islamic Republic of Iran ratified in 2002 the Worst Forms of Child Labour Convention, 1999 (No. 182) (C.182). However, it has not ratified the Minimum Age Convention, 1973 (No. 138) (C.138).
		Ratification intention	YES, since 2001, for C.138. 2017 AR: The Government indicated that since it has ratified fundamental Convention no. 182 and the ground is also available for ratification of C138, it will take effective steps for review the feasibility of ratification with the collaboration of relevant agencies. 2015 AR: The Government indicated that there is some progress in terms of preparing the background for considering the ratification of C.138; and ratification is a

¹ Country baselines under the ILO Declaration Annual Review are based on the following elements to the extent they are available: governments' reports, observations by employers' and workers' organizations, case studies prepared under the auspices of the country and the ILO, and observations/recommendations by the ILO Declaration Expert-Advisers and by the ILO Governing Body. For any further information on the realization of this principle and right in a given country, in relation with a ratified Convention, please see: www.ilo.org/ilolex.

		<p>matter of completion of preliminary efforts being undertaken, such as studies on child labour issues.</p> <p>ICEA, HCCILC, HCCTU, CIWR, and WH-IRI expressed their support for the ratification of C.138.</p> <p>2014 AR: According to the Government: There is no much problem in terms of child labour, hence C.138 can easily be ratified; it is only a matter of time and completion of studies being done at various levels.</p> <p>ICEA’s support for the ratification of C.138 has not changed but it considers that implementation problems might encounter on the part of the Government.</p> <p>The ICLS expressed its support for the ratification of C.138, and added that the provisions of the instrument are already provided for in the Labour Code and that it did not see any obstacles to the ratification of C.138 by the I.R. of Iran.</p> <p>2013 AR: According to the Government: Ratification of all unratified fundamental Conventions, including C.138, enjoys tripartite support and will be hopefully materialized upon the completion of the labour law reform and approval there of currently under tripartite review.</p> <p>The ICEA reiterated its support for the ratification of C.138 by the I.R. of Iran.</p> <p>The HCCILC, the HAWR-IRI and the HCLS also expressed their support for the ratification of C.138 as there are no obstacles to the ratification of this instrument by the I.R. of Iran.</p> <p>2012 AR: According to the Government: There are no obstacles between the national Constitution and other statutory laws on the one hand, and the provisions of C.138, on the other. Therefore the Government is assessing the possibility to ratify C.138 through a series of comparative studies in order to adjust existing regulations, establish new regulations and eliminate legal obstacles with the aim of establishing a general national policy in the field of minimum age for working.</p> <p>The ICEA expressed its support for the ratification process of C.138, and stated that there were no legal obstacles to the ratification of this instrument, which should be ratified in a near future.</p> <p>The HCLS expressed its full support for the ratification of C.138 by I.R. Iran.</p> <p>2011 AR: According to the Government: The Government is receiving the social partners’ and competent authorities’ views on the need for ratification of C.138. The provisions of this instrument are taken into consideration in the Labour Code and the Civil Code.</p> <p>2010 AR: According to the Government: The national survey on ratification of C.138 is still in process. Upon its completion ratification issues will considered.</p>
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	<p>Recognition of the principle and right (prospect(s), means of action, basic legal provisions)</p>	<p>Constitution</p>	<p>YES.</p> <p>2014-2015 ARs: The Government indicated that the Constitution covers and raises lots of relevant issues with respect to child labour.</p> <p>Article 30 of the Constitution provides that the Government has to secure the educational needs of all Iranian citizens free of charge until the completion of high school.</p>
	<p>Legislation, regulations and/or policy</p>	<p>• Policy:</p> <p>2012-2013 ARs: According to the Government: With regard to section 227 of the Law of the 5th Development Plan approved on January 5, 2011, the Government shall take a legal action to prepare and develop “The National Document of Security of Women and Children in Social Relations” in collaboration with the relevant national authorities.</p> <p>2011 AR: According to the Government: The following changes in law and practice took place: (i) Establishment of a special Court for children in the field of child labour for examining related complaints; (ii) Special NGOs combating child labour have been established; (iii) A centralized association for the protection of children and adolescents under threat has been created;</p> <p>2003-2005 ARs: According to the Government: The national policy/plan aimed at ensuring the effective</p>	

		<p>abolition of child labour, has included the ratification of the United Nations Convention on the Rights of the Child, C.182, and the provision of the labour inspection circular to labour departments.</p>
		<p>• Legislation:</p> <p>2017 AR: According to the Government: The Act on fighting against drug abuse was approved on October 29, 2017 whereby the persons sentenced to capital punishment and life imprisonment shall be subject to mitigation of punishment. Based on Article 45(B), persons who have used individuals under the age of 18 in drug trafficking shall not be entitled to such mitigation of punishment.</p> <p>2014-2015 ARs: According to the Government: Although the labour law is being reviewed for amendment, it already provides for a precise and restricted threshold for minimum work age. However, the adoption of the following bills is under way in accordance with Section 227 of the Law of the 5th Development Plan of I.R. of Iran (2011 - 2015), including: (i) A Bill to protect Children and Youth at Risk of Delinquency by the Judiciary in cooperation with related institutions; (ii) A Bill to protect Abandoned Children by the State Welfare Organisation; (iii) A Bill to form a Fund to support the victims of social damages by the Judiciary in cooperation with related institutions; and (iv) A Bill of National Action Plan on the Elimination of Child Labour.</p> <p>2013 AR: According to the Government, the HCCILC, the HAWR-IRI and the HCLS: The Labour Code provides sufficient legal provisions to ensure the minimum age for admission to employment or work. Employers are prohibited from employing children, and infringements are subject to sanctions.</p> <p>2012 AR: According to the Government: The Government is continuing the process of approval of the Bill to support children and adolescents who have no family head through a law on Guardians Councils.</p> <p>2011 AR: According to the Government: The following measures have been adopted: (1) establishment of a working group for monitoring the applications of the regulations related to the child labour abolition in the judiciary; (2) adoption of penalties for violation of regulations by employers; (3) a Law has been adopted for the Protection of Household Women in the Parliament in order to support the household and children; (4) a special court for children in the field of child labour as well as special working group in the judiciary; and (5) adoption of penalties for violations of regulations by employers.</p> <p>The Labor Code (section 79) prohibits the employment of children below the age of 15, and regulates the employment of children aged from 15 to 18 /section 80-84).</p> <p>2000 AR: The Government envisages examining all possible means of amending the legislation in order to tackle its detrimental effects and to respond better to the fight against child labour. An experts' committee, set up by the National Confederation of Employers, the National Central of Islamic Labour Councils and the Workers' House to propose amendments to the legislation,</p>

			recommended the ratification of the Minimum Age Convention.
		Basic legal provisions	(i) The Constitution, section 30; and (ii) the Labour Code, sections 79, 80, 82, 83 and 176; and (iii) The Law on Protection of Children and the Youth, 2002.
		Judicial decisions	NIL.
	Exercise of the principle and right	Compulsory education	The age of both boys and girls at the end of this period is 15 years, with a general requirement of 8 years or grades of instruction.
		Minimum Age	<p>2012-2013 ARs: The Government has indicated that it was preparing a list of dangerous jobs where even children’s legal employment would be duly prohibited.</p> <p>2000-2005 ARs: General minimum age for admission to employment or work for boys and girls: 15 years.</p> <p>This general minimum age covers the following types of work: home work, domestic service, commercial agriculture, light work, and work performed in export processing zones.</p> <p>The minimum age does not apply to work in family-owned/operated enterprises, self-employed work and family and small-scale agriculture though these types of work are subject to strict legal restrictions.</p> <p>Hazardous work: minimum age of 18 years: section 52 of the Labour Code and its subparagraph 1 as well as the Directive on Difficult and Dangerous Work, section 14 of the Public Recruitment Code.</p>
		Worst Forms of Child Labour	C.182 has been ratified.
		Special attention to particular situations	<p>2012 AR: According to the Government: The children who have no family head.</p> <p>2011 AR: According to the Government: There is an interaction that have been arranged between public and non-governmental organizations for the protection for children and young persons that have been endangered by child labour, sexual abuse, drugs, etc.</p> <p>2005 AR: According to the Government: Street children, including children in the informal economy.</p>
		Information/ Data collection and dissemination	<p>2014 AR: According to the Government: The issues related to C.138 have been scientifically studied and sufficient information has been gathered. Presently, the Ministry of Labour and Social Welfare is further studying the situation and comparing it with existing standards and international practices. Overall, the Government is addressing the issue vis-à-vis C. 138 and is hopeful to see it at a final stage soon.</p> <p>2012 AR: According to the Government: The last statistics on monitoring the implementation of child labour regulations are as follows. Out of 38630 inspections that were conducted in 2009 in connection with child labour, two employers were found guilty by courts.</p> <p>2011 AR: According to the Government: National information networks were created between public organizations and non-governmental organizations for</p>

		<p>exchanging information and policy making in order to bring synergy between different organizations.</p> <p>2006-2009 ARs: According to the Government: A feasibility study on ratification of C.138 is being carried out.</p> <p>2003 AR: According to the Government: the Government records Information on sanctions applied to users of child labour.</p> <p>2000 AR: According to the Government: A study on the supply and demand side of child labour was carried out in order to address the issue of child labour.</p>
	<p>Monitoring, enforcement and sanctions mechanisms</p>	<p>2014 AR: The Government reported that based on the latest statistics on monitoring the implementation of child labour regulations, 5,517 inspections were conducted in 2012 and 5,239 inspections were undertaken in 2013 in connection with child labour.</p> <p>2012 AR: According to the Government: The last statistics on monitoring the implementation of child labour regulations are as follows. Out of 38630 inspections that were conducted in 2009 in connection with child labour, two employers were found guilty by courts.</p> <p>2009-2010 ARs: According to the Government: The number of the labour inspectors has been almost doubled to ensure, <i>inter alia</i>, a strict monitoring on child labour. Sanctions are provided for in case of violation of the PR. This action is to prevent the recruitment of under-aged children in workshops and the informal economy, in particular.</p> <p>2000-2003 ARs: According to the Government: Labour Inspection ensures law enforcement in both formal and informal economy. Penal sanctions ranges from fine to imprisonment (section 176 of the Labour Code) have been implemented to realize the principle and right (PR).</p> <p>2003 AR: According to the Government: To bring about the effective abolition of child labour, the following measures had been implemented: legal reform; inspection/monitoring mechanisms and penal sanctions.</p>
	<p>Involvement of the social partners</p>	<p>2014 AR: The ICLS indicated that dialogue was ongoing with the Government and to some extent with employers' representatives.</p> <p>2013 AR: According to the Government and the ICEA: The employers' and workers' organizations have a joint commitment to take serious action against child labour, i.e., while ensuring that 15 years is the minimum age for admission to employment or work.</p> <p>2012 AR: According to the ICLS, the Government does not really involve social partners in preparing or implementing labour and social policies.</p> <p>2009-2010 ARs: According to the Government: A comprehensive tripartite survey is being conducted at national level concerning ratification of C.138, with the participation of the social partners.</p>
	<p>Promotional activities</p>	<p>2014-2015 ARs: The Government indicated that it had conducted dialogue and discussions with social partners, organized a tripartite National Decent Work Conference.</p> <p>ICEA indicated that improved relationship is being built between the workers' and employers' organizations.</p> <p>2012 – 2013 ARs: According to the Government: Various seminars were held in 2010-2012 in Teheran and other cities to promote the awareness of people on the eradication of child labour the national level effectively, including the provision of specific training activities to students and trainees.</p> <p>The ICLS indicated its participation in the National Tripartite Labour Conference on Decent Work in Iran in January 2011.</p>

		<p>The ICEA indicated that particular attention had been given by NGOs to the issue of child labour, in particular through public advocacy and outreach activities.</p> <p>2009 AR: According to the Government: Social protection is provided to poor families and orphans to facilitate their education and prevent child labour.</p> <p>2008 AR: According to ICILC: Discussions were held with employers' associations to emphasize on the fact that children should not work under 15 years and that between 15 and 18 years of age, they are allowed to work as apprentice only.</p> <p>2006 AR: According to the Government: The minimum age for admission to employment or work is being strictly observed, together with compulsory education.</p> <p>2005 AR. According to the Government: the promotion of the PR is carried out through education and professional training with the support of the Employment Service.</p>
	<p>Special initiatives</p>	<p>2017 AR: The Government has initiatives to fight against worst forms of child labour by making policy for vulnerable children, raising awareness, sensitizing, and mobilization of public opinion and informing children's families, and organizing technical and vocational training to keep children away from worst forms of labour.</p> <p>2011 AR: According to the Government: The changes in law and practice include setting up compulsory education to age 15.</p> <p>2009 AR: According to the Government: The number of the labour inspectors has been almost doubled to ensure, <i>inter alia</i>, a strict monitoring on child labour.</p> <p>2007 AR: According to the Government: Special initiatives are being taken to bridge the gap between the poor and the rich by granting the former group the shares of lucrative state enterprises under the Justice Shares Scheme. To avoid child labour, women, head of the household, are granted special protection and benefit from positive discrimination for access to employment. To curb unemployment and poverty as the main sources of child labour, the Government has embarked a titanic SMEs expansion project to provide 900,000 new productive employment opportunities per year. Vocational education and training has also been redirected to the labour market requirements.</p> <p>2003-2005 ARs: According to the Government: Free Compulsory Education.</p> <p>According to the Government: the Welfare Organization has taken some measures that could benefit child workers. These include access to social protection and provision of support to child workers facing harmful conditions.</p>
<p>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</p>	<p>According to the social partners</p>	<p>Employers' organizations</p> <p>2013 AR: According to the ICEA: Child labour is not a widespread problem in the country. The minimum working age in the country is 15 years, although in practice it is often 18, except for handcraft and family businesses.</p> <p>2012 AR: According to the ICEA: There are no official or publically supported measurements against child labour, nor have any new laws been put in place to improve the situation of child labour in the country. Child labour is not a widespread problem in the country, but there is a concern over the occurrence of child labourers in the streets and the lack of actors taking responsibility for the social damage caused by child labour. The main responsibility lies with the government, and tripartite action should be part of a sustainable strategy to counter child labour. Dealing with the problem of child labour, mainly occurring in the informal economy, is a major challenge for the ICEA, especially in respect of the difficulty and the dangerousness to dealing informal employers. There is a need for the Government to target the informal economy</p>

			<p>actors that are operating unlawfully, to interrupt their operations and to make it impossible to benefit from employing children under the minimum working age.</p> <p>2009 AR: According to the ICEA: Child labour rate is very low in the country.</p>
		<p>Workers' organizations</p>	<p>2014 AR: The ICLS indicated that child labour might occur in informal employment and in family businesses where monitoring and law enforcement is weak or absent.</p> <p>2013 AR: The HCCILC, the HAWR-IRI and the HCLS indicated that child labour was limited in the country, except in the informal economy and family enterprises.</p> <p>2012 AR: According to ICLS: There are number of cases of child labour prevailing mainly among migrant workers from Afghanistan, rural areas and in the informal economy.</p> <p>2009 AR: According to the ICILC: Child labour rate is very low in the country.</p>
	<p>According to the Government</p>		<p>2017 AR: The Government stated that a) conducting interdisciplinary activities related to effective elimination of child labour among executive agencies; and b) coordination of activities among executive agencies with non-governmental organizations and taking advantage of potentials of NGOs are the main challenges.</p> <p>2014-2015 ARs: The Government stressed that child labour is not a major problem in Iran; however sometimes existing bureaucracy might influence progress in the process of ratification of C.138.</p> <p>2012-2013 ARs: The Government stated that the main challenges to the realization of this FPRW are as follows: (i) Lack of technical support by the ILO and other related international organizations; (ii) There is an insufficient rate of services offered by welfare and protective institutions to affected people and in connection with the abolition of child labour; and (iii) Data and statistical information on child labour issues are weak and not updated at the national level.</p> <p>2007 AR: According to the Government: Poverty still exists in the country, but the Government is fighting against it through various poverty alleviation programmes including the Justice Shares Scheme and the protection and granting of special advantages to women heads of household (i.e. positive discrimination for access to employment).</p> <p>2005 AR: According to the Government: The main obstacles encountered in Iran in realizing the PR are lack of resources, poverty, unemployment, insecurity in parents' employment, lack of effective monitoring system and legal sanctions, and the fact that work performed in family-owned or-operated enterprises is not subject to the Labour Code.</p>

<p>TECHNICAL COOPERATION</p>	<p>Request</p>	<p>2017 AR: According to the Government, the main are of technical assistance needs are: a) Legal reform; b) Policy advice; c) Capacity-building of responsible government institutions; d) Training of other officials (e.g. police, judiciary, social workers, teachers); e) Data collection and analysis; f) Strengthening capacity of employers' and workers' organizations; g) Employment creation, skills training and income generation; h) Social protection systems; i) Awareness raising, legal literacy and advocacy; j) Sharing of experience across countries/regions; k) Cross-border cooperation mechanisms; and l) Inter-institutional coordination.</p> <p>2015 AR: The Government reiterated the request it made under the previous 2014 AR.</p> <p>HCCTU indicated the need for technical support in the area of labour standards.</p> <p>2014 AR: The Government requested ILO technical assistance in creating more awareness on the convention and its requirements through various means. It highlighted the need for more interactions with ILO to enable fruitful outcomes.</p> <p>ICEA indicated the need for capacity building support for it to be able to provide better services, lobby with the government, and establish improved relationship with workers and small and medium enterprises (SMEs)</p> <p>The ICLS requested ILO technical cooperation in promoting and realizing the FPRW including the PR</p> <p>2013 AR: The Government indicated that it was yet looking forward ILO's technical support in relation to the request it made under the 2012 AR.</p> <p>The HCCILC, the HAWR-IRI and the HCLS requested ILO technical cooperation to promote and realize the FPRW including the PR in the country.</p> <p>2012 AR: According to the Government: In order to accelerate the ratification of the C.138, the Government has taken different measures, such as consulting, amendment of the laws and regulations, capacity-building for labour administration, empowerment of social dialogue, and would request ILO technical assistance in this regard. In line with these measures, ILO's technical support is also requested in training activities, guidelines and sharing of experiences on the abolition of child labour.</p> <p>The ICLS requested ILO technical assistance to strengthen tripartite capacities on the fundamental principles and rights at work, in particular in combating child labour, possibly through an IPEC national programme.</p> <p>2009-2011 ARs: The Government requested ILO technical cooperation to facilitate the ratification process of C.138 through awareness raising, data collection and dissemination, policy advice, legal reform, capacity building for labour administration, employers' and workers' institutions and strengthening social dialogue. This assistance should be integrated in the decent work country program that would need ILO technical review and support.</p> <p>According to the ICILC: An ILO survey was needed to assess the situation of the PR in the country.</p>
		<p>2008 AR: According to the ICILC: ILO technical cooperation may be needed for assessment of child labour in Iran and ratification of C.138.</p> <p>2007 AR: The Government reiterated its request for ILO technical cooperation in the areas of priority mentioned under the 2005 AR.</p> <p>The ICEA and the ICILC requested ILO technical cooperation for training on child labour issues and the promotion of the fundamental principles and rights at work.</p> <p>2005 AR: According to the Government, needs for ILO technical cooperation to facilitate the realization of the PR in Iran exist in the following areas, in order of priority: (1) legal reform; capacity building of responsible government institutions (e.g. labour inspection and administration); training of other officials (e.g. police, judiciary, social workers, teachers); data collection and analysis; strengthening capacity of employers' and workers' organizations; employment creation, skills training and income generation; social protection systems;</p>

		awareness raising, legal literacy and advocacy; sharing of experience across countries/regions; cross-border cooperation mechanisms; inter-institutional coordination; special programme for the elimination of the worst forms of child labour; (2) policy advice.
	Offer	UNICEF and NGOs.
EXPERT-ADVISERS' OBSERVATIONS/ RECOMMENDATIONS	2008 AR: The ILO Declaration Expert-Advisers (IDEAs) considered that universal ratification of the child labour Conventions was not a distant dream but an achievable goal, in view of the number of States, including the Islamic Republic of Iran, having expressed their intention to ratify C.138 and/or C.182 (cf. paragraph 56 of the 2008 Annual Review Introduction – ILO: GB.301/3).	
GOVERNING BODY OBSERVATIONS/ RECOMMENDATIONS	<p>2015 AR: At its March 2014 Session, the Governing Body invited the Director-General to: (a) take into account its guidance on key issues and priorities with regard to assisting member States in their efforts to respect, promote and realize fundamental principles and rights at work; and (b) take account of this goal in the Office's resource mobilization initiatives.</p> <p>2013 AR: At its November 2012 Session, the Governing Body requested the Director-General to take full account of the ILO Plan of Action on Fundamental Principles and Rights at Work (2012-2016) and allocate the necessary resources for its implementation. This plan of action is anchored in the universal nature of the fundamental principles and rights at work (FPRW), their inseparable, interrelated and mutually reinforcing qualities and the reaffirmation of their particular importance, both as human rights and enabling conditions. It reflects an integrated approach, which addresses both the linkages among the categories of FPRW and between them, and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. In this regard, freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all these strategic objectives.</p> <p>2011 AR: At its March 2010 Session, the Governing Body decided that the recurrent item on the agenda of the 101st Session (2012) of the International Labour Conference should address the ILO strategic objective of promoting and realizing fundamental principles and rights.</p> <p>2009 AR: During its March 2009 Session, the Governing Body included the Review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work on the agenda of the 99th Session (2010) of the International Labour Conference.</p>	
INTERNATIONAL LABOUR CONFERENCE RESOLUTION	<p>2013 AR: In June 2012, following the recurrent item discussion on fundamental principles and rights at work, under the ILO declaration on Social Justice for a Fair Globalization, 2008 and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, the International Labour Conference adopted the Resolution concerning the recurrent discussion on fundamental principles and rights at work. This resolution includes a framework for action for the effective and universal respect, promotion and realization of the FPRW for the period 2012-16. It calls for the Director- General to prepare a plan of action incorporating the priorities laid out in this framework for action for the consideration of the Governing Body at its 316th Session in November 2012.</p> <p>2011 AR: Following a tripartite debate at the Committee on the 1998 Declaration, the 99th Session (2010) of the International Labour Conference adopted a Resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work on 15 June 2010. The text appended to this Resolution supersedes the Annex to the ILO Declaration on Fundamental Principles and Rights at Work, and is entitled "Annex to the 1998 Declaration (Revised)". In particular, the Resolution "[notes] the progress achieved by Members in respecting, promoting and realizing fundamental principles and rights at work and the need to support this progress by maintaining a follow-up procedure. For further information, see pages 3-5 of the following link: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf.</p>	