



**Vote final par appel nominal sur d'adoption de la Recommandation
concernant l'élimination de la violence et du harcèlement dans le monde
du travail**

**Final record vote on the adoption of the Recommendation concerning the
elimination of violence and harassment in the world of work**

**Votación nominal final sobre la adopción de la Recomendación sobre la
eliminación de la violencia y el acoso en el mundo del trabajo**

Pour/For/En Pro: 397
Contre/Against/En contra: 12
Abstentions/Abstentions/Abstenciones: 44
Quorum: 321
Maj./May.: 273

Pour/For/En Pro: 397

Afrique du Sud/South Africa/Sudáfrica

NDEBELE, Mr (G)
MDWABA, Mr (E)
NTSHALINTSHALI, Mr(T/W)

Albanie/Albania

NEZAJ, Mr (G)

Algérie/Algeria/Argelia

KHIAT, M. (G)
ZAIDI, M. (G)
MEGATELI, M. (E)
BENMOUHOUB, M.(T/W)

Allemagne/Germany/Alemania

NEU-BRANDENBURG, Ms (G)
ARNOLD, Ms (G)
VOLLMANN, Ms(T/W)

Angola

GUIMARÃES, M. (G)
FRANCISCO, M. (G)
TONDELA, M. (E)
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia
Saudita*

ALGASSIM, Mr (G)
ALJUAID, Mr (G)
ALMOHAMMADI, Mr (E)
ALJARYAD, Mr(T/W)

Argentine/Argentina

PROFFEN, Sr. (G)
PORTA, Sra. (G)
MARTINEZ, Sr.(T/W)

Australie/Australia

KIDD, Ms (G)
DURBIN, Ms (G)
ISMAIL, Ms(T/W)

Autriche/Austria

ZIERING, Ms (G)
DEMBSHER, Ms (G)
STELCZENMAYR, Ms(T/W)

Bahamas

GODET, Mrs (E)
CARTWRIGHT-LEWIS, Mrs(T/W)

Bahreïn/Bahrain/Bahrein

JAAFAR, Mr (G)
SALMAN, Mr (G)
ALAMER, Mr (E)
SHEHAB, Mr(T/W)

Bangladesh

AHSAN, Mr (G)
K M ALI, Mr (G)
MONTU, Mr(T/W)

Barbade/Barbados

FORTE, Mr (G)
HOPE-GREENIDGE, Mrs (G)
MAYERS-GRANVILLE, Mrs (E)
MOORE, Mrs(T/W)

Belgique/Belgium/Bélgica

SOETE, M. (G)
MUYLLE, M. (G)
VERTENUEIL, M.(T/W)

Bénin/Benin

ZANOU, M. (G)
HOUNNOUVI, M. (E)

*Bolivie (État plurinational de)/Bolivia
(Plurinational State of)/Bolivia
(Estado Plurinacional de)*

MAYTA LIMACHI, Sra. (G)
ALANOCA MAMANI, Sr. (G)
FLORES VILLARROEL, Sr.(T/W)

Botswana

KOKORWE, Mrs (G)
MOJAFI, Mr (G)
GABOBAKE, Mr(T/W)

Brésil/Brazil/Brasil

TORRES, Sr.(T/W)

Bulgarie/Bulgaria

TOMOV, Mr (G)
KOSTADINOVA, Mrs (G)
DIMITROV, Mr(T/W)

Burkina Faso

FOROGO/YELKOUNI, Mme (G)
COULIBALY, M. (G)
OUEDRAOGO, M.(T/W)

Cabo Verde

VAZ FERNANDES BENOLIEL, M. (E)
VEIGA DE ALMEIDA, Mme(T/W)

Cambodge/Cambodia/Camboya

SOVANN, Mrs (G)
NEY, Mr (G)
CHUON, Mr(T/W)

Canada/Canadá

THORNTON, Ms (G)
KRÜGER, Ms (G)
REGENBOGEN, Ms (E)
CLARKE WALKER, Ms(T/W)

République centrafricaine/Central African Republic/República Centrafricana
SABORO, M. (G)
PSIMHIS, Mme (E)
RAMADAN, M.(T/W)

Chili/Chile
ARAB VERDUGO, Sr. (G)
SERAZZI, Sr. (G)
MUÑOZ VALENZUELA, Sra.(T/W)

Chine/China
HAO, Mr (G)
DUAN, Mr (G)
LIU, Ms (E)
JIANG, Mr(T/W)

Chypre/Cyprus/Chipre
ZENIERI, Ms (G)
ANDREOU PANAYIOTOU, Ms (G)
POLYVIOU, Mr (E)
PIERI, Mr(T/W)

Colombie/Colombia
FLEREZ GONZALEZ, Sra.(T/W)

Congo
AKONDZO NGUIAMBO, M. (G)

République de Corée/Republic of Korea/República de Corea
HA, Mr (G)
CHUNG, Ms (G)
LEE, Ms(T/W)

Costa Rica
DUNCAN VILLALOBOS, Sra. (G)
GAMBOA ACUÑA, Sra. (G)
ROJAS VÍLCHEZ, Sr.(T/W)

Côte d'Ivoire/Côte d'Ivoire
COULIBALY, Mme (G)
EKPO, M. (G)
BOGA, M.(T/W)

Croatie/Croatia/Croacia
SUBOTIC, Mr (G)
SKORO, Ms (G)
SOBOTA, Ms(T/W)

Cuba
LAU VALDÉS, Sra. (G)
MESA GARCÍA, Sr. (E)
DRULLET PÉREZ, Sr.(T/W)

Danemark/Denmark/Dinamarca
JENSEN, Ms (G)
LORENTZEN, Mr (G)
WALDORFF, Mr(T/W)

République dominicaine/Dominican Republic/República Dominicana
HERRERA GONZALEZ, Sr. (G)
CARABALLO, Sr. (G)
DEL RIO DOÑE, Sr.(T/W)

Egypte/Egypt/Egipto
HUSSEIN, Mrs (G)
NAZMY, Mr (G)
MOHAMED, Mr(T/W)

El Salvador
MOLINA DE HUEZO, Sra.(T/W)

Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos
ALNUAIMI, Mr (G)
AL SALEH, Ms (G)
ALSHAMSI, Mr(T/W)

Equateur/Ecuador
DÁVALOS, Sr. (G)
DÍAZ, Srta. (G)

Erythrée/Eritrea
TECLE, Ms (G)
WOLDEYESUS, Mr (G)

Espagne/Spain/España
REMÓN MIRANZO, Sr. (G)
PÁRAMO MONTERO, Sr. (G)
GALLEGO GARCÍA, Sr.(T/W)

Estonie/Estonia
PROOS, Ms (G)
TÕNISMAA, Ms (G)
METS, Ms (E)
TOOMSALU, Ms(T/W)

Eswatini
MKHALIPHI, Mr (G)
TSABEDZE, Mr (G)
DLAMINI, Mr(T/W)

Etats-Unis/United States/Estados Unidos
FINNEGAN, Mr(T/W)

Ethiopie/Ethiopia/Etiopía
ADEWO, Mr (G)
ENDRIS, Mr (E)
AMENU, Mr(T/W)

Fidji/Fiji
CAWARU, Mr (G)
BALEDROKADROKA, Mr (G)
HAZELMAN, Mr (E)
ANTHONY, Mr(T/W)

Finlande/Finland/Finlandia
NÄRHINEN, Mr (G)
HEINONEN, Ms (G)
ILVESKIVI, Ms(T/W)

France/Francia
DENIS, M. (G)
KARVAR, Mme (G)
THIBAUT, M.(T/W)

Ghana
BALLANS, Mr (G)
OFORI AGYEMANG, Mrs (G)
FRIMPONG, Mr (E)
BAAH, Mr(T/W)

Grèce/Greece/Grecia
GKOUVA, Ms (G)
ANTONOPOULOU, Ms (G)
KYRIAZIS, Mr (E)
VARCHALAMA, Ms(T/W)

Guatemala
MANCILLA GARCÍA, Sr.(T/W)

Guinée/Guinea
DOUMBOUYA, M. (G)

Guyana
VANSLUYTMAN-CORBIN, Ms (G)
GOOLSARRAN, Mr (E)
NARINE, Mr(T/W)

Honduras
VILLANUEVA REYES, Sr. (G)
RIZZO ALVARADO, Sr. (G)
SABILLON PAZ, Sra.(T/W)

Hongrie/Hungary/Hungría
VARGA, Mr (G)
BOROSNÉ BARTHA, Mrs (E)
DOSZPOLYNÉ DR. MÉSZÁROS, Mrs(T/W)

Îles Cook/Cook Islands/Islas Cook
THONDOO, Ms (G)
HERMAN, Ms (G)
PYNENBURG, Mr (E)
MAUNGA, Mr(T/W)

Inde/India
SAMARIYA, Mr (G)
RUNGTA, Mr (E)
KUMAR, Mr(T/W)

Indonésie/Indonesia
ERWIN, Mr (G)
HARTAWAN, Mr (G)
GUNAWAN, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán
SHAHRIVAR, Mr (G)
BEHZAD, Mr (G)
MOHAMMAD HOSSEIN FALLAH, Mr (E)
FATHOLLAHI, Mr(T/W)

Iraq
AL-HILO, Mr (G)

Irlande/Ireland/Irlanda
KELLY, Mr (G)
WARD, Ms (G)
JOYCE, Mr(T/W)

Islande/Iceland/Islandia
GUNNARSDÓTTIR, Mrs (G)
KRISTINSSON, Mr (G)
NORDDAHL, Mr(T/W)

Israël/Israel
GALILEE METZER, Ms (G)
RAZ SHECHTER, Ms (G)
SEGEV, Mr (E)
SHAPIRA, Ms(T/W)

Italie/Italy/Italia
CORINTO, Ms (G)
TOMASI, Mr (G)
DEL RIO, Ms(T/W)

Jamaïque/Jamaica
MULLINGS-WILLIAMS, Mrs (G)
BARNES, Mr (G)
PRYCE, Ms(T/W)

Japon/Japan/Japón
IHARA, Mr (G)
ASADA-MIYAKAWA, Ms (G)
OHMI, Mr(T/W)

Kenya
OMONDI, Mr (G)
MUGO, Mrs (E)
ATWOLI, Mr(T/W)

Kiribati
TOOKI KANOVA, Mrs (G)
TAATOVA, Mrs (G)
BIO, Mrs(T/W)

Koweït/Kuwait
ALAZMI, Mr (G)
ALMOUSA, Mr (G)
ALRABAH, Mr (E)

*Lao, Rép. démocratique
populaire/Lao People's Democratic
Rep./Rep. Democrática Popular Lao*
YANGLUESAI, Mr (G)
INTHALATH, Mr (G)
PHIRASAYPHITHAK, Mrs (E)
VONGKHASEUM, Mr(T/W)

Lesotho
PHEKO, Mr (G)
MATSOSO, Mrs (G)
SEPHOMOLO, Mrs (E)
SEMATLANE, Mr(T/W)

Lettonie/Latvia/Letonia
KOSA-AMMARI, Mrs (G)
KARKLINS, Mr (G)
STEPINA, Mrs (E)
PREISA, Mrs(T/W)

Liban/Lebanon/Líbano
DAHROUJ, Mlle (G)
FAYAD, M. (G)

Libéria/Liberia
KOLLIE, Mr (G)
SAMPSON, Mrs (G)
TARLUE, Mr(T/W)

Lituanie/Lithuania/Lituania
DULKINAITE, Ms (G)
MINEIKAITE, Ms (G)
RIZGELE, Ms (E)
KRUPAVICIENE, Mrs(T/W)

Luxembourg/Luxemburgo
WELTER, Mme (G)
TUNSCH, M. (G)
SCHAUL-FONCK, Mme(T/W)

*Macédoine du Nord/North
Macedonia/Macedonia del Norte*
BILALI, Mr (G)

Malaisie/Malaysia/Malasia
HASAN, Mrs (G)
AB RAHMAN, Mr (G)
MANSOR, Mr(T/W)

Malawi
NYANGULU, Mr (G)
KHAKI, Mr (E)
KALEKENI, Mr(T/W)

Maldives/Maldivas
MOHAMED, Ms (E)
ZAKIR, Mr(T/W)

Mali/Malí
BAGAYOKO, M. (G)
TOGO, M. (G)
OUEDRAOGO, M. (E)
KONATE, M.(T/W)

Malte/Malta
CARUANA, Ms (G)
HABER, Ms (G)
FARRUGIA, Mr (E)
BUGEJA, Mr(T/W)

Maroc/Morocco/Marruecos
ZNIBER, M. (G)
BENKHALIL, M. (G)
EL MOKHAREK, M.(T/W)

Maurice/Mauritius/Mauricio
DURSUN, Mr (E)
IMRITH, Mr(T/W)

Mexique/Mexico/México
LUNA CAMACHO, Sra. (G)
FLORES LIERA, Sra. (G)
MEDINA TORRES, Sr.(T/W)

Mongolie/Mongolia
ENEBISH, Mr(T/W)

Monténégro/Montenegro
SOC, Ms (G)
RATKOVIC, Mr (G)
RADULOVIC, Ms (E)
KRSMANOVIC, Mr(T/W)

Mozambique
DIMAS, M. (E)
TIMANA, M.(T/W)

Myanmar
AUNG, Ms (G)
SHEIN, Mr (G)
MAUNG, Mr(T/W)

Namibie/Namibia
SHINGUADJA, Mr (G)
YA TOIVO, Ms (G)
MUNIARO, Mr(T/W)

Nicaragua
TORRES BRIONES, Sra. (G)
MORALES, Sr. (G)
COREA TORRES, Sr. (E)
MORALES PEREZ, Sra.(T/W)

Niger/Níger
DOUNAMA, M. (G)
BOUBAKARI, M. (E)

Nigéria/Nigeria
WABBA, Mr(T/W)

Norvège/Norway/Noruega
SAMUELSEN, Mrs (G)
GEDE VIDNES, Mrs (G)
ALSVIK, Mrs (E)
FAUSKE, Mrs(T/W)

*Nouvelle-Zélande/New
Zealand/Nueva Zelandia*
HOBBY, Mr (G)
RUSSELL, Ms (G)
MACKAY, Mr (E)
MACKINTOSH, Ms(T/W)

Oman/Omán
AL MULLAHI, Mr (G)
AL MAMARI, Ms (E)
AL-KHARUSI, Mr(T/W)

Ouganda/Uganda
WANDERA, Mr (G)
MWANIKA, Mr (G)
OPIO, Mr (E)
OWERE, Mr(T/W)

Pakistan/Pakistán
AZIZ, Mr (E)

Panama/Panamá
SANTAMARÍA GUERRERO, Sra. (G)
GÓMEZ RUILOBA, Sr. (G)
MÉNDEZ, Sr.(T/W)

*Papouasie-Nouvelle-Guinée/Papua
New Guinea/Papua Nueva Guinea*

VAGI, Ms (G)
LOVAGA, Mrs (G)
WILLIE, Ms (E)

Paraguay

ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Paises Bajos

VAN DE SANDE, Mr (G)
POST, Mrs (G)
POSTMA, Mr(T/W)

Pérou/Peru/Perú

BRICEÑO SALAZAR, Sr. (G)
QUIÑONES INFANTE, Sr. (G)
VEGA ROMERO, Sr.(T/W)

Philippines/Filipinas

PERIDA-TRAYVILLA, Ms (G)
BENAVIDEZ, Mr (G)
CORONACION, Ms(T/W)

Pologne/Poland/Polonia

MAKSYMCIUK, Mr (E)
GLIKSMAN, Mr(T/W)

Portugal

RIBEIRO, Mme (G)
NUNES, M. (G)
CARLOS, M.(T/W)

Qatar

ALBAIDLY, Mr (G)
AL-MARRI, Mr (G)
AL-MEER, Mr (E)
AL-KAABI, Mr(T/W)

*Rép. démocratique du
Congo/Democratic Republic of the
Congo/Rep. Democrática del Congo*

TSHIMUANGA MINCHIABO
MUTOMBO, Mme (G)
MASASU LUFUTU, M. (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TACHE, M. (G)
TUDORIE, M. (G)
COSTACHE, M. (E)

*Royaume-Uni/United Kingdom/Reino
Unido*

OVERETT SOMNIER, Ms (G)
STEIJGER, Ms (G)
BROWN, Ms(T/W)

*Fédération de Russie/Russian
Federation/Federación de Rusia*

ZHARKOV, Mr(T/W)

Rwanda

MWAMBARI, Mr (G)
MUREKATETE, Mr (E)
MANZI MWEZI, Mr(T/W)

Saint-Marin/San Marino

DEDIC, Mlle (G)
BOSSI, Mme (E)
GIARDINIERI, M.(T/W)

Samoa

UIESE RIMONI, Ms (G)
LAFI-SIMAMAO, Ms (G)
WILSON, Mr (E)
AFAMASAGA, Mrs(T/W)

Sénégal/Senegal

CISSE, M. (G)
FALL, Mme (G)
DIOP, M. (E)

Serbie/Serbia

STANIC, Ms (G)
SAVIC, Ms (G)
SAVKOVIC, Mr (E)
STOJILJKOVIC, Mr(T/W)

Seychelles

BAKER, Mr (G)
MOREL, Ms (G)
HOARAU, Mrs (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur

CHI, Ms (G)
TAN, Mr (G)
TEE, Ms(T/W)

Slovaquie/Slovakia/Eslovaquia

PODHORSKÝ, Mr (G)
BERINEC, Mr (G)
OCENÁŠ, Mr (E)

Slovénie/Slovenia/Eslovenia

TRAVNIK, Ms (G)
DRAKSLER, Ms (G)
ILEŠIĆ CUJOVIC, Ms(T/W)

Somalie/Somalia

ABDULLAHI, Ms (G)

Soudan/Sudan/Sudán

AGIED, Mr (G)
ABBAS, Mr (G)

Sri Lanka

RAJAPAKSA PATHIRANNAHELAGE, Mr
(G)
RAJAPAKSA PALLEGEDARA, Mr (G)
RANAWAKAARACHCHI, Mr(T/W)

Suède/Sweden/Suecia

SPÅNT, Mrs (G)
JANSON, Mr (G)
NYGREN, Mrs(T/W)

Suisse/Switzerland/Suiza

BERSET BIRCHER, Mme (G)
PEREZ-LA PLANTE, M. (G)
CIRIGLIANO, M.(T/W)

Suriname

PIROE, Mr (G)
MANGROE, Ms (G)
TORILAL, Mr (E)
GORISSON, Ms(T/W)

*République arabe syrienne/Syrian
Arab Republic/República Árabe Siria*

IBRHEM, Mr (G)

*République-Unie de Tanzanie/United
Republic of Tanzania /República
Unida de Tanzania*

MALATA, Mr (G)
MLIMUKA, Mr (E)
NYAMHOKYA, Mr(T/W)

*République tchèque/Czech
Republic/República Checa*

GORGOL, Mr (G)
ZAJAROŠOVÁ, Ms (G)
SAMEK, Mr(T/W)

Thaïlande/Thailand/Tailandia

THANGHONG, Mr (G)
WALEEITTIKUL, Mr (G)
KUMKRATHOK, Mr(T/W)

Togo

SAMA, Mme (E)
AGBENOU, M.(T/W)

*Trinité-et-Tobago/Trinidad and
Tobago/Trinidad y Tabago*

NANCOO, Mr (E)
ANNISETTE, Mr(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
ZRELLI, M. (G)
GHARIANI, M. (E)
HAMMAMI, Mme(T/W)

Turquie/Turkey/Turquía

TUNCAY, Mr (G)
AYBEY, Mr (G)

Ukraine/Ucrania

DEMCHENKO, Mr (G)
OSOVYI, Mr(T/W)

Uruguay

LOUSTAUNAU, Sr. (G)
BAJAC, Sra. (G)
ABDALA, Sr.(T/W)

Zimbabwe

NGORIMA, Mr (G)
MUREFU, Mr (E)
MUTASA, Mr(T/W)

**Contre/Against/En
contra: 12**

Allemagne/Germany/Alemania
HORNUNG-DRAUS, Ms (E)

Autriche/Austria
SEKARDI, Mr (E)

Bangladesh
AHMED, Mr (E)

Danemark/Denmark/Dinamarca
DREESEN, Mr (E)

El Salvador
CARDENAL DEBAYLE, Sr. (E)

Finlande/Finland/Finlandia
KALLIO, Mr (E)

Malaisie/Malaysia/Malasia
ARUMUGAM, Mr (E)

Portugal
HENRIQUE, Mr (E)

Singapour/Singapore/Singapur
YEE, Mr (E)

Soudan/Sudan/Sudán
ELGURASHI, Mr (E)

Suède/Sweden/Suecia
BECKMAN, Mr (E)

*République tchèque/Czech
Republic/República Checa*
ZBRANKOVÁ, Ms (E)

**Abstentions/Abstentions/
Abstenciones: 44**

Argentine/Argentina
FUNES DE RIOJA, Sr. (E)

Australie/Australia
BARKLAMB, Mr (E)

*Bolivie (État plurinational de)/Bolivia
(Plurinational State of)/Bolivia
(Estado Plurinacional de)*
AGREDA GOMEZ, Sr. (E)

Brésil/Brazil/Brasil
DALCOLMO, Sr. (G)
FARANI AZEVÊDO, Sra. (G)
PORTUGAL FILHO, Sr. (E)

Chili/Chile
BOBIC CONCHA, Sr. (E)

Colombie/Colombia
ARANGO OLMOS, Sra. (G)
ADRIANA, Sra. (G)
ECHAVARRÍA SALDARRIAGA, Sr. (E)

Costa Rica
MASÍS FALLAS, Sr. (E)

Côte d'Ivoire/Côte d'Ivoire
LADOUYOU, M. (E)

Croatie/Croatia/Croacia
SLADOVIC, Ms (E)

*République dominicaine/Dominican
Republic/República Dominicana*
RODRIGUEZ VELAZQUEZ, Sr. (E)

El Salvador
GARCIA AVILA, Sra. (G)
MAZA MARTELLI, Sr. (G)

Espagne/Spain/España
LACASA ASO, Sr. (E)

*Etats-Unis/United States/Estados
Unidos*
NEWTON, Mrs (G)
MORGAN, Ms (G)
HERZOG, Ms (E)

France/Francia
VAUCHEZ, Mme (E)

Guatemala
SANDOVAL GARCÍA, Sr. (G)
RICCI MUADI, Sr. (E)

Honduras
URTECHO LOPEZ, Sr. (E)

Indonésie/Indonesia
SANTOSO, Mr (E)

Irlande/Ireland/Irlanda
WHELAN, Mr (E)

Islande/Iceland/Islandia
ÁRNASON, Mr (E)

Italie/Italy/Italia
ROSSI, Ms (E)

Japon/Japan/Japón
MATSUI, Mr (E)

Kirghizistan/Kyrgyzstan/Kirguistán
MUKASHEV, Mr (G)

Luxembourg/Luxemburgo
KIEFFER, M. (E)

Mexique/Mexico/México
CARVAJAL BUSTAMANTE, Sr. (E)

Myanmar
NWE, Ms (E)

Panama/Panamá
LEDEZMA VERGARA, Sr. (E)

Paraguay
LOPEZ BENITEZ, Sra. (G)
BRIZUELA, Sr. (G)
GONZALEZ ARIAS, Sr. (E)

Pérou/Peru/Perú
BARRENECHEA CALDERÓN, Sr. (E)

*Royaume-Uni/United Kingdom/Reino
Unido*
PERCIVAL, Mr (E)

*Fédération de Russie/Russian
Federation/Federación de Rusia*
ZHUKOV, Mr (G)
GATILOV, Mr (G)

Sri Lanka
WEERASINGHE, Mr (E)

Thaïlande/Thailand/Tailandia
SRIPIEAN, Mr (E)

Uruguay
FOSTIK, Sr. (E)
