



International Organisation of Employers  
Organisation Internationale des Employeurs  
Organización Internacional de Empleadores

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## **IOE REPORT OF THE 323<sup>rd</sup> SESSION OF THE ILO GOVERNING BODY**

**12 - 27 MARCH 2015**

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## INTRODUCTION

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The March 2015 session of the ILO Governing Body (GB) marked a **turning point in resolving the crisis in the ILO standards supervisory system**. The GB endorsed the joint statement by Employers and Workers, as well as the two complementary Government Group statements produced by the tripartite meeting on the Standards Initiative, which took place one month prior to the GB session. This outcome can therefore be considered an important step towards a resolution.

Accordingly, the GB decided to undertake a process to improve the supervisory system and to set up the International Labour Standards Review Mechanism (SRM). **This output reflects a commitment by the three Constituents to break the impasse and overcome the crisis.** The work of the Commission on the Application of Standards (CAS) in the International Labour Conference (ILC) this year will also take on board the guidance provided by the joint statement.

The 323<sup>rd</sup> session also dealt with other items relevant to the ILO's future direction. One such matter was the proposal by the Director-General (DG) for the **Programme & Budget for 2016/2017**. The Employers had raised their concerns during the November 2014 session and **four priority points** were clearly addressed at this session by the Employers:

- the way in which the **sustainable enterprise Outcome is developed**
- the clarity of and the focus on the “unacceptable forms of work” concept
- allocations for the promotion of employment and especially for skills and youth
- resources to reinforce the activities of employers' organisations through ACT/EMP

Although it did not totally accept the points made by the Employers, the response of the DG was found to be satisfactory and the Group supported the Programme & Budget Proposal.

**The concept of unacceptable forms of work** had a parallel policy discussion under the POL segment. There, Employers were particularly clear on the need to avoid the consolidation of non-consensual definitions that could have negative consequences for the future of work. Employers were especially involved in issues related to the **outcome of the experts' meeting on non- standards forms of work**, as well as **on the new approach for selecting items for the ILC agenda after the two-week Conference**. The agendas for 2017 – 2019 will be discussed again at the November 2015 session of the GB.

The discussion on the technical cooperation strategy (now renamed “**development cooperation strategy**”) also merited a good deal of attention from the constituents.

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## THE STANDARDS INITIATIVE (INS/5)

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The *Tripartite Meeting on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), in relation to the right to strike and the modalities and practices of strike action at national level*, which took place in Geneva on 23-25 February 2015 (the February Meeting), provided the basis for the discussion of the Standards Initiative at this GB.

It should be recalled that as part of the [outcome](#) of the February Meeting a Joint Statement of the Workers' and Employers' Groups affirms the recognition of the ***“right to take industrial action by workers and employers in support of their legitimate industrial interests”***.

In addition, a Government Group Statement recognised that the “right to strike” is linked to freedom of association, but that it is not an absolute right and that the scope and conditions of the right to strike need to be defined at national level.

While the February Meeting resulted in important insights into the “right to strike” issue, and better understanding between the Workers and the Employers, the disagreement on whether or not a “right to strike” is contained in C. 87 persists.

Irrespective of this disagreement, the Employers showed willingness to continue jointly with the Workers and Governments **to seek ways that allow the ILO standards supervisory system to function effectively**. This was the spirit that governed the discussions. The GB took a number of important decisions on the basis of the outcome of the February Meeting, the most relevant of which are:

- First, not to pursue for the time being any action in accordance with Article 37 of the ILO Constitution (referral to the ICJ or establishment of an internal tribunal) to address the interpretation of Convention No. 87 in relation to the right to strike.
- Second, to take the necessary steps to ensure the effective functioning of the Committee on the Application of Standards (CAS) at the 104<sup>th</sup> Session of the International Labour Conference (June 2015), taking into account any recommendations made by the Working Group on the Working Methods of the Conference Committee on the Application of Standards (CAS WG), in particular with regard to the establishment of the list of cases and the adoption of conclusions. The CAS WG met on 23 March and adopted [recommendations](#).
- Third, on the **Standards Review Mechanism (SRM)** the GB:
  - i. decided to establish a tripartite working group composed of 16 Government representatives, eight Employers' representatives and eight Workers' representatives to meet once a year for one week instead of during three days twice a year as originally proposed.
  - ii. requested the Director-General to prepare draft terms of reference for the tripartite SRM working group for November 2015;

- iii. decided that this tripartite SRM working group would report to the Governing Body at its 325<sup>th</sup> Session in November 2015 on progress made on the implementation of the SRM.
- Finally, it reiterated the request made in the last GB session to the Chairperson of the Committee of Experts on the Application of Conventions and Recommendations (CEACR), Judge Abdul Koroma (Sierra Leone), and the Chairperson of the Committee on Freedom of Association (CFA), Professor Paul van der Heijden (Netherlands), to jointly prepare a report to be presented to the 326<sup>th</sup> Session of the Governing Body (March 2016) on the interrelationship, functioning and possible improvement of the various supervisory procedures related to articles 22, 23, 24 and 26 of the ILO Constitution and the complaints mechanism on freedom of association. **On this point, the Employers' spokesperson stated the expectation that the tripartite partners be closely involved**, both in the **preparation and in the drafting** of the report, to ensure it added value to the clarification and streamlining process, which is the responsibility of the tripartite partners.

## COMPLAINT CONCERNING GUATEMALA (INS/6)

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At its November 2014 Session, the GB decided to defer, until March 2014, the decision on the appointment of a commission of inquiry to examine the complaint made by various Workers' delegates to the 101<sup>st</sup> Session (June 2012) of the International Labour Conference under article 26 of the ILO Constitution concerning the non-observance by Guatemala of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

The GB decision was based on the information gathered by the Office mission which took place in September 2014, in relation to the follow-up to the roadmap adopted on 17 October 2013 by the Government of Guatemala.

The Office provided information on progress made, including information provided by the Government and the Employers' and Workers' Organisations of Guatemala, in particular on the follow-up given to the elements of the roadmap referenced above.

On this basis, the GB decided to request the Government to take, without delay and with the assistance of the Office and in consultation with the social partners, all the measures necessary to fully implement the roadmap, and requested the Office to provide the Officers of the GB, at its June 2015 session, with updated information on the progress made based on clear indicators and results achieved, as well as **deferred again until its November 2015 session the decision on the appointment of a commission of inquiry**; it also invited the international community to facilitate the necessary resources to enable the implementation of the Memorandum of Understanding and the roadmap.

## COMPLAINT CONCERNING FIJI (INS/7)

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Fiji has been the focus of GB attention over recent years regarding allegations of breaches of ILO Convention 87.

At this session, the GB welcomed the [agreement](#) signed by Fiji's tripartite constituents to use the Employment Relations Promulgation 2007 (ERP) as the primary basis for labour management relations in the country. The agreement was achieved precisely the same day where the GB was to discuss this case. It was signed in the ILO by the Minister for Employment, Jioji K. Konrote, the Chief Executive of Fiji's Commerce & Employers' Federation, Nesbitt D. F. Hazelman, and General-Secretary of Fiji's Trade Union Congress, Felix Anthony.

Among other points, the parties agreed that the review of labour laws conducted under the Employment Relations Advisory Board (ERAB) mechanism should ensure compliance with ILO core Conventions. They also agreed that any further issues and recommendations for review should be negotiated through the ERAB mechanism.

**Following the tripartite agreement, the GB decided to defer until its November 2015 session consideration of the establishment of a Commission of Inquiry.**

## COMPLAINT CONCERNING QATAR (INS/8)

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The complaint filed by Workers' delegates at the 2014 ILC alleges forced labour in the migrant worker population. In November 2014, the GB requested the Director-General to transmit the complaint to the Government, invited the Office to obtain relevant information from the Government and employers' and workers' organisations of Qatar, and to report to the GB in March 2015 in order to decide whether further action was required. The Government sent information on 26 January 2015.

On the basis of discussions in March 2015, **the GB decided to request the Government of Qatar to submit for consideration at the November 2015 session information on action taken to address all the issues** raised in the complaint and to defer further consideration of the item to November 2015 in light of the information requested above.

## 374<sup>TH</sup> REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION (CFA) (INS/9)

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### Revision of CFA Working methods

The CFA started a process of review of its working methods which will continue until March 2016, when the CFA will report to the GB, as agreed by the Workers' and Employers' Groups in the Joint Statement of February 2015 referenced on page 1 under the Standards Initiative (INS/5) heading.

During this first meeting, the Employers' CFA members underlined some elements of concern and expressed the wish to discuss these further in the next Working Methods meeting, on Saturday May 30, 2015.

These elements are:

- Admissibility criteria for CFA complaints
- Geographical balance among cases examined by the CFA
- CFA agenda setting

**At the next meeting the Employers' CFA members will continue addressing these issues and will also reflect on:**

- The CFA's mandate
- The definition of principles of freedom of association
- Time management
- The involvement of CFA members in fact-finding undertaken by the International Labour Office in preparation of the draft working papers (for instance through the respective Employers' and Workers' Secretariats)
- Tentative working papers and instruments with tracked changes.

#### CFA Meeting on the Cases

The CFA discussed 31 cases, 16 of which from Latin America. Special attention was drawn to the serious and urgent case from Venezuela.

The case of **Venezuela, No. 2254** concerns "actions of interference by the Government in the activities of the Employers' Organization FEDECAMARAS, the marginalization and exclusion of employers' associations in the decision-making process and expropriation of lands and companies". The situation has recently further deteriorated and the IOE and FEDECAMARAS reported to the CFA that in February 2015, 15 business leaders from the food distribution sector were detained.

In its recommendations, the CFA expressed its "deep concern at the various and serious forms of stigmatization and intimidation by the Bolivarian authorities, groups and organizations directed against FEDECAMARAS, its member organizations, their leaders and affiliated companies" and "urged the Government to immediately adopt tangible measures with regard to bipartite and tripartite social dialogue as requested by the high-level tripartite mission" that visited the country in January 2014.

In addition, the CFA decided to review the new allegations at its Meeting in May 2015.

A list of cases pending in the CFA is annexed to this report.

## PROGRAMME & BUDGET PROPOSALS FOR 2016 – 2017 (PFA/1)

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A discussion took place on the current Programme & Budget proposals based on a new strategic policy framework for the period 2016-2017 which includes ten policy outcomes (centred on key world challenges), three enabling outcomes (advocacy, governance and support functions) and three cross-cutting policy drivers (ILS, SD, gender equality & non-discrimination).

At this GB session, the Employers' Group made numerous comments and posed specific questions, but focused its strategy on four priorities, so called "red lines", in its preliminary statement:

- **"More and better jobs for inclusive growth and improved youth employment prospects"** (Outcome 1): the Group argued for the Office to focus on skills development and expressed its concern about the reduction of allocation resources - the highest - when enterprises are the entities creating jobs, so critical in the current climate.
- **"Promoting sustainable enterprises"** (Outcome 4), the Group advocated for the content to better reflect business needs, instead of unclear references to supply chains, cooperatives or green jobs. Employers also questioned the rationale behind the reduction in budgetary allocation and the low number of countries targeted for improving an enabling environment (target 1).
- **"Protecting workers from unacceptable forms of work"** (Outcome 8): the Group called for this Outcome to be kept in line with the existing tripartite agreement on what is truly fundamental, i.e. Fundamental Principles and Rights at Work; the Group also asked the Office to take into consideration its views as expressed in the parallel debate on this Area of Critical Importance (ACI) (POL section).
- **Bureau for Employers' Activities:** as already reiterated on several occasions, this issue is a major problem as ACT/EMP funding is insufficient to fully participate in ILO activities and to reinforce the capacities of employers' organisations in many areas.

In his response to the GB, the Director-General (DG) notably proposed to add US\$ 7 million to the allocation for the Outcome on Sustainable Enterprise (4 million are to go to target 1 on an enabling environment) and an internal reallocation of resources within the Outcome on More and Better Jobs in order to bolster the focus on skills and youth. The DG also recognised that the debates on Unacceptable Forms of Work have helped to reach a common understanding on what is meant by these "worse situations", which are at the heart of the ILO's mandate on social justice set out in key constitutional texts.

As some of its concerns were taken on board, and with a view to continuing constructive work, the Group finally supported the Programme & Budget proposals for 2016-2017.

## ACI 1 - PROTECTING WORKERS FROM UNACCEPTABLE FORMS OF WORK - (POL/1)

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The discussion on this ACI focused on the future action of the ILO. The use of the word 'unacceptable' in the document submitted by the Office was the crux of the debate.

The Employers were very clear that the definition should be limited in scope so that focus on this ACI is not distracted from efforts to eliminate those forms of work that truly are 'unacceptable', such as forced or child labor. Therefore the definition should mainly comprise the dimensions on which there is tripartite consensus, i.e. **violation/denial of the Fundamental Principles and Rights at Work (FPRW) and Occupational Safety and Health (OSH)**. Many of the Governments representatives also echoed this idea.

The Workers insisted that another dimension may be considered, namely conditions which in their view lead to poverty, such as wages and working hours. The result of including such factors, which can only be defined on a per-country or per-sector basis, would be that the 'unacceptability' of a wide range of occupations would be raised. The GB requested the Director-General to take account of its guidance in implementing the strategy for the ACI on "Protecting workers from unacceptable forms of work", also in view of proposed Outcome 8 of the Programme & Budget proposals for 2016–17.

### Conclusions on the Meeting of Experts on Non-Standard Forms of Employment

The meeting of experts on non-standard forms of employment which took place in February this year was organized to gain a better understanding of the incidence and trends of flexible forms of employment across different countries of the world, the reasons for its use, and its effects on the labour market, firms and workers. The ultimate aim was to provide guidance to the ILO on this topic.

The Experts' meeting's conclusions presented at this GB session will contribute in part to the preparations for the recurrent discussion on labour protection at the 104<sup>th</sup> session of the ILC (June 2015).

The Employers stressed the importance of this discussion as today's economic reality requires the use of flexible forms of employment: **there is a need not to narrow the debate to legal frameworks, but to broaden the scope so as to address the future of work and the new realities**. They also stressed that the conclusions of this meeting recognized important positive aspects of non-standard forms of employment, as well as the need to call for the collection of data and further research in this area and in particular to analyse whether there are gaps in international labour standards that do not sufficiently reflect the realities of today's world of work (The international labour standards SRM would need to play a role on this). While the Workers agreed with the Employers on advancing research in this area, the former would also like to have new labour standards to regulate flexible forms of work.

The GB took note of the final report of the Meeting of Experts and recommended to take into consideration both the final report and the conclusions of the Meeting within the context of the recurrent discussion on social protection (labor protection) to be held at the 104<sup>th</sup> Session of the International Labor Conference.

## SECTORAL AND TECHNICAL MEETINGS IN 2014 AND PROPOSAL FOR SECTORAL WORK IN 2016-2017 (POL/4)

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The main decision of this GB session under the Social Dialogue Segment was the adoption of the programme of Sectoral Activities in general and of Sectoral Meetings in particular for the 2016-2017 period. This decision follows up on recommendations by the consultative bodies which met in October 2014.

### Therefore the following meetings will take place in 2016-2017:

1. Agriculture and Food: A Meeting of Experts to adopt a draft tool on decent work for the promotion of sustainable livelihoods targeting agro-food sectors. The tool will build the capacity of constituents to work on decent work issues at the national level and will inform ILO input in the UN Secretary-General's High-Level Task Force on Global Food Security and other UN agencies working on sustainable agriculture and food security discussion.
2. Mining: A Meeting of Experts to adopt a draft revised code of practice on safety and health in opencast mines.
3. Transport equipment manufacturing: A Meeting of Experts to adopt a code of practice on safety and health in shipbuilding and ship repair.
4. Hotels; Catering and Tourism: A Meeting of Experts to adopt draft guidelines on decent work and socially responsible tourism.
5. Services sectors: A Global Dialogue Forum on the challenges and opportunities of teleworking for workers and employers in the ICTS and financial services sectors.
6. Health services: A tripartite sectoral meeting in health services to address the challenges and opportunities for decent work in health services, with a focus on employment and working conditions.
7. Maritime (fisheries): A tripartite sectoral meeting on issues relating to migrant fishers as part of the follow-up to the Resolution concerning the promotion of welfare for fishers adopted at the 96th Session (2007) of the International Labour Conference.
8. Maritime (ports): A Meeting of Experts to adopt a draft revised code of practice on safety and health in ports.

It is worth noting that four of the eight meetings selected (1, 2, 3 and 8) are follow-ups to previous sectoral meetings, and therefore automatically selected, and that of the four remaining, meetings number 5 and 7 were proposed by the Employers.

## TECHNICAL COOPERATION SEGMENT - ILO'S DEVELOPMENT COOPERATION STRATEGY 2015-2017 (POL/5)

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The change of name allows the discussions to embrace a much broader view of the co-operation topic, taking into account the more complex architecture of actors such as state and non-state actors, cooperation among countries at different stages in their development, South-

South and triangular co-operation, new forms of public-private partnerships, in addition to traditional North-South forms of co-operation. Of particular importance to the ILO is capacity development for beneficiaries, which is fully included in development co-operation.

The final document on the ILO's Development Co-operation Strategy for 2015-2017 will be presented during the November 2015 GB session. This will allow the Office to take into account the adoption of the post-2015 Sustainable Development Goals (SDGs) in September, including as part of the global development agenda, the ILO's goal of "Promoting Sustained Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for all". The document will also take into account the current Programme and Budget discussions for the next biennium, where alignment of both regular and extra-budgetary and Regular Budget Supplementary Account (RBSA) resources is critical.

**The GB also adopted the proposal by the Office to hold regular informal consultations with constituents on strategic matters touching on development cooperation.** The Employers' Group supported this proposal provided that the governance role of the GB is not undermined. The modalities for these consultations, as well as timing and thematic issues, need to be clarified further. Equally important was the need to respect tripartism.

## **IMPROVING THE FUNCTIONING OF THE ILC & REGIONAL MEETINGS (WP/GBC. 1, 2)**

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Constituents were asked to look at the **"strategic and coherent approach" for setting the agenda following the GB discussion in November 2014.** Employers were supportive of a real "strategic and coherent" approach, which means being ever mindful of the strategic areas the ILO has planned for the future. The challenge was also to clearly define what can be considered strategic, as the document submitted referred to the Strategic Framework, the follow up to the Social Justice Declaration, the Centenary initiatives, among other so called "strategic" tools and initiatives.

One of the points for decision asked "what action should be taken with regard to the three proposed items: effective ILO technical cooperation in a changing global context (general discussion), violence against women and men in the world of work (standard setting) and labour migration (general discussion)".

**The GB decided to postpone the definitive selection of any of these specific agenda items to the November session.** This approach was more in line with the need to discuss and fix in advance how to ensure coherence and a strategic approach, as well as the need to learn from the experience of a two-week ILC this year.

Precisely on this last point, a discussion also took place on the **practical challenges that the ILC will have to tackle due to the reduction to a two-week conference.** Beyond the procedural matters, many have stressed the need for the Constituents and the Office to commit all necessary efforts to ensure the success of this new-format ILC.

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ANNEX: Cases pending in the CFA

PENDING AND NEW CASES  
BEFORE THE COMMITTEE ON FREEDOM OF ASSOCIATION

*March 2015*

*New cases are marked in **bold** letters. Should you wish to have more information on a particular case concerning your country, we suggest that, given the confidential nature of the complaints, you contact directly the relevant authorities of your Government dealing with ILO matters.*

ALGERIA

- Case No. 3085 - The complainant organization denounces the interference by the authorities in its activities, in particular in the leaders' electoral process
- Case No. 3104 - The complainant organization alleges dismissal of two union leaders, amongst which its president, by Algérie Poste**

ARGENTINA

- Case No. 2726 - The complainant alleges the taking and violent theft of materials and documentation from its headquarters in the city of Comodoro Rivadavia in Chubut Province, the attack with firearms of the home of the delegate in charge of the branch, as well as statements and acts of support by the authorities of the Province to the union parallel to the Obrera Construction Union of the Republic of Argentina UOCRA
- Case No. 2743 - The complainant alleges acts of violence against workers for undertaking protest actions, the persecution of ATE union leaders, attacks on an ATE local union and acts of intimidation by private security personnel
- Case No. 2817 - The complainant organization alleges that certain enterprises of the railway sector refuse to bargain collectively and that although a complaint was lodged before the administrative authority in this respect in 2007, the said authority has still not taken a decision; the complainant organization also alleges acts of harassment and persecution against its members by certain enterprises.
- Case No. 2987 - The complainant organization alleges interference by the authorities in the organization of a strike in the underground transport sector and acts of intimidation against union leaders who have participated in the strike
- Case No. 2997 - The complainant organizations allege acts of violence, persecution and harassment of trade unionists affiliated to the Trade Union of Electricity of Zárate, as well as acts of interference in the functioning of the union

by the company Cooperative for Electricity and Related Services Ltd of Zárate

- Case No. 3046 - The complainant organization alleges that, in violation of Convention No. 154, there is no collective bargaining framework for public sector municipal workers
- Case No. 3075 - The complainant alleges the administrative revocation of the legal recognition of their trade union
- Case No. 3078 - The complainant alleges obstacles in the process of collective bargaining of employees of the justice system and employees of the Public Ministries of Defence and the Office of the Public Prosecutor
- Case No. 3083 - The complainant alleges the obstacles to collective bargaining by the Court of Auditors of the Santa Fe Province

#### BAHREIN

- Case No. 2882 - The complainant organization alleges serious violations of freedom of association, including massive dismissals of members of the GFBTU following their participation in a general strike, threats to the personal safety of trade union leaders, arrests, harassment, prosecution and intimidation, as well as interference in the internal affairs of the GFBTU

#### BENIN

- Case no. 3070 - The complainants denounces the violent shutdown by security forces of a peaceful march organized among others by the major national workers' federations and confederations

#### PLURINATIONAL STATE OF BOLIVIA

- Case No. 3029 - The complainant alleges graves acts of violence against protesters, unlawful intrusion into the private home of a trade union official of the COB and restrictions to the exercise of the right to strike

#### BRAZIL

- Case no. 2939 - The complainant organization alleges the opening of a disciplinary case against a trade union leader

## CAMBODIA

- Case No. 2318 - Murder of the President of the Free Trade Union of the Workers of the Kingdom of Cambodia (FTUWKC), after having received death threats
- Case No. 2655 - The complainant alleges the violation of the trade union rights by the employers, including unfair dismissals, acts of anti-union discrimination and the refusal to negotiate with the trade union concerned
- Case No. 3064 - The complainant organization alleges that the Government makes no effort to ensure the adoption of the new draft trade union law, thus excluding civil servants, judges, air and maritime transport workers, police and domestic workers from the right to freedom of association. The complainant organization also denounces the increase in the use of fixed duration contracts in the garment industry, creating employment insecurity and undermining freedom of association and collective bargaining

## CANADA

- Case No. 3003 - The complainant organization alleges that Bill 115, an Act to implement restraint measures in the education sector, adopted on 11 September 2012, constitutes a fundamental interference with the right of teachers and educational support personnel in the public sector to choose their representative, engage in free and meaningful collective bargaining, and engage in lawful strikes
- Case No. 3015 - The complainant organization alleges that certain provisions of the Anti-Corruption Act (2011), which were adopted without real consultation with trade union organizations, have the effect of preventing the affiliation of an employees' association to certain union organizations, revoke an existing certification, impede collective bargaining and allow interference of Parliament in the activities and administration of employees' associations
- Case No. 3057 - The complainant organizations allege that the Government of Alberta failed to engage in a bona fide collective bargaining with the AUPE and adopted two labour laws (the Public Sector Services Continuation Act and the Public Service Salary Restraint Act) with the intent to further limit collective bargaining rights of public sector employees in Alberta
- Case No. 3107 - The complainant organization alleges that its members employed by the Toronto Transit Commission (TTC) have been deprived of their fundamental right to strike and freely negotiate the terms and conditions of their employment by virtue of a legislation (Toronto Transit Commission Labour Disputes Resolution Act, 2011) declaring the TTC an essential service**

## CHAD

- Case No.3004 - The complainant organization denounces harassment and acts of anti-union discrimination against trade union representatives, and the arrest and conviction of its President, Vice-President and General-Secretary as a sanction for strike action

## CHILE

- Case No. 3017 - The complainant organization alleges restrictions to access of trade union leaders to the enterprise and to trade union leave, obstacles to the right to collective bargaining and the right to strike, as well as acts of anti-union discrimination by the mining enterprise SQM
- Case No. 3053 - The complainant organization alleges dismissals and anti-union practices in Carozzi enterprises
- Case No. 3102 - The complainant organizations allege that certain provisions of the Labour Code restrict the right to collective bargaining. They allege violations of their rights under ILO Conventions Nos 87 and 98
- Case No. 3108 - The complainant organization alleges anti-union practices, obstacles to union leave by the public prosecutor as the employer, and absence of dispute resolution mechanisms in this regard**

## COLOMBIA

- Case No. 2761 - The complainant alleges the murder of and threats against several union leaders and members
- Case No. 2824 - The complainant organization alleges threats and anti-union acts by the enterprise KRAFT FOODS COLOMBIA SA, unjustified dismissals, pressures to renounce the work contract and attacks
- Case No. 2830 - The complainant organizations allege obstacles to the exercise of their trade union rights, persecution of union leaders and the violation of collective agreements by the companies “Carbones de la Jagua SA” and PRODECO SA, owned by GLENCORE and the Mining Consortium of the Caesar Province (CMC), anti-union dismissals, including of trade union leaders, in the companies “Ingeniería MAFYLM E.U”, “Ferrocarriles del Norte de Colombia SA” (FENOCO) and “Cables de Energía y Telecomunicaciones SA” (CENTELSA)
- Case no. 2946 - The complainant organizations allege anti-union discrimination acts, massive dismissals, repression of a demonstration, refusal to negotiate a list of demands, pressures and persecution to renounce membership in ECOPETROL SA and various subsidiaries (Pacific Rubiales Energy, Mea Petroleum, CEPCOLSA, Petrominerales y Reficar SA)

- Case No. 2958 - The complainant organization alleges violation of the collective agreement between ECOPETROL SA and USO, in particular the provisions concerning the pensions
- Case No. 2960 - The complainant organization alleges anti-union harassment, transfers and dismissals and refusal by the company SALUDCOOP EPS to negotiate a list of demands
- Case No. 3027 - The complainant organizations allege the dismissal of union leaders and members, despite their special protection and the collective agreement, in the context of the liquidation of the enterprise Pricol Alimentos SA
- Case No. 3034 - The complainant organization alleges violation of the right to elect its representatives in full freedom
- Case No. 3061 - The complainant organization alleges that the Family Compensation Fund of the Cauca Valley, CONFAMILIAR ANDI (COMFANDI) refuses to engage in collective bargaining, requested its legal status to be cancelled, and dismissed on anti-union grounds a number of its leaders and members. In addition, the complainant alleges that the Colombia SA Commercial Transport Company (TCC) refuses to engage in collective bargaining and to collect union dues
- Case No. 3063 - The complainant organization alleges death threats against the President of Magdalena subcommittee of SINTRAELECOL, serious police violence against the leaders and members of the Caldas union subcommittee during a peaceful march and denial of the right to collective bargaining in the Termotasajero Company and in the EPM y Argos groups
- Case No. 3074 - The complainant organization alleges two assaults against one of its leaders and the premises of the union despite having previously requested state protection
- Case No. 3087 - The complainant organization alleges that the enterprise Bancolombia SA is refusing to engage in collective bargaining with it and is committing acts of anti-union discrimination, without the authorities providing adequate protection against such acts
- Case No. 3088 - The complainant organization alleges dismissal of workers by the company EMCALI
- Case No. 3090 - The complainant organization allege numerous anti-union acts, including dismissals and failure to renew employment contracts, as well as obstacles to collective bargaining in private enterprises and public institutions
- Case No. 3091 - The complainant organization alleges that the enterprise EMCALI made use of a restructuring process to carry out acts of anti-union discrimination and interference

- Case No. 3092 - The complainant organization alleges the anti-union dismissal of a leader of the Union of Bank Sector Workers (ADEBAN) by the enterprise CORPBANCA SA
- Case No. 3097 - The complainant organization alleges violations of the right to strike and to collective bargaining by the Ministry of Labour and the courts in relation to collective disputes in various enterprises in the mining sector
- Case No. 3103 - The complainant organization alleges that, in the framework of restructuring processes, several public entities engaged in acts of anti-union discrimination and violations of the right of collective bargaining, with a view to causing the demise of various unions**
- Case No. 3112 - The complainant organization alleges that the company DIMANTEC LTDA refused to engage in collective bargaining with the National Union of Workers of the mechanical and metal sector, metal industry, metallurgy, railways and marketing undertakings in the sector (SINTRAIME) and impeded the exercise of its right to strike with the Ministry of Labour failing to take any appropriate measures. It also alleges that, following the strike declaration, SINTRAIME's leaders have received threats from a criminal organization called "los rastrojos" without any protection measure being taken by the competent public authorities**
- Case No. 3114 - The complainant organization alleges anti-union dismissals on the part of the undertaking Carlos Sarmiento L. & CIA Ingenio San Carlos S.A and the lack of appropriate response form the Colombian State**

DEMOCRATIC REPUBLIC OF THE CONGO

- Case No. 3067 - Complaint presented by the Congolese Labour Confederation (CCT), the Union Espoir (ESPOIR), the National Union of Teachers in Registered Schools (SYNECAT), the Union of State Agents and Civil Servants (SYAPE), the National Trade Union for the Mobilization of Agents and Civil Servants of the Congolese State (SYNAMAFEC), the Pioneer Union of Executives and Workers (SYPICAT), the Union of Workers – State Agents and Civil Servants (UTAFE), the National Union of Agents and Civil Servants in the Agri-rural Sector (SYNAFAR), the Association of the Public Administration Personnel (ASPAP), the National Trade Union of Higher Education and Scientific Research (SYNESURS), the National Trade Union of Agents and Civil Servants of Congo (SYNAFOC), the General Trade Union of the State and Parastate Finance Administration, and Banks (SYGEMIFIN), the Trade Union of Congo Workers (SYNTRACO), the Trade Union Renewal of Congo (RESYCO), the State Civil Servants and Public Agents Trade Union (SYFAP) and the National Board of State Agents and Civil Servants (DINAFET) in a communication dated 15 April 2014

## COSTA RICA

- Case no. 3080 - The complainant organization alleges anti-trade union practices against union members

## CROATIA

- Case No. 3044 - The complainant organization alleges the adoption of the Act of Denial of Payment which allowed the Government to unilaterally derogate from the public service collective agreements in force

## DJIBOUTI

- Case No. 2753 - The complainant organization denounces the closure of its premises and the confiscation of its postal box key on the orders of authorities, the intervention of security forces during a union meeting, the arrest and interrogation of union leaders, and the general ban preventing unions from holding any meetings
- Case No. 3058 - The complainant organizations report harassment and repression against their members, including arbitrary sanctions taken against at least 83 teachers, including the Secretary-General of the SYNESED, since October 2013, and the deportation of an El leader in November 2012

## DOMINICAN REPUBLIC

- Case No. 2786 - Refusal to register various unions of workers, namely: the National Union of Workers of the Call Centre Branch (the enterprises Rococo Investment Inc., Stream International, Language Line and Git Prepaid); the National Union of Topographic Instrument Operators (SINAMITO) (no enterprise mentioned); the National Union of Workers of the Barrick Gold Enterprise (the Minera Pueblo Viejo Barrick Gold Enterprise); the National Union of Workers of the Minera Cerros de Maimon (SUTRAMICEMA) (the Minera Cerros de Maimon Enterprise); the Union of Workers of the Construction, Electrical Plant Repair, Convertors and Similar Industries of Haina (no enterprise mentioned); and The United Federation of Workers of Mines, Metallurgy, Chemicals, Energy and Diverse and Similar Industries (FUTRAMETAL) (no enterprise mentioned)
- Case No. 3068 - The complainant organizations denounce anti-union reprisals by the company TEGRA y POLLO CIBAO and the violent repression of trade union activities
- Case No. 3071 - The complainant organization alleges warning to labour inspectors affiliated to a labour inspection association because of their trade union activities

- Case No. 3079 - The complainant organization alleges anti-union practices by the Dominican Institute of Civil Aviation, including sanctions against trade union members in the context of a collective dispute, suspension of payment of union fees and acts of anti-union interference

#### ECUADOR

- Case No. 2970 - The complainant organization denounces legislations that violate the principles of freedom of association and collective bargaining

#### EGYPT

- Case No. 3025 - The complainant allege serious and systematic violations of the right to freedom of association, including legislative issues related to restrictions of the right to strike and interference in election processes, and of the right to organize and to bargain collectively

#### EL SALVADOR

- Case No. 2871 - The complainant organization alleges that the company Lido SA has impeded workers' rights to strike and has detained a union official
- Case No. 2896 - The complainant organizations allege the legislative obstacles to the exercise of freedom of association, the attempted dissolution of a union, the arbitrary suspension of union dues, dismissals and other anti-union practices
- Case No. 2897 - The complainant organizations allege obstacles in the negotiation of their salary increase; salary deductions for days of strike, without following the legal procedures; and the use of the forces of order to evict the union from the facilities
- Case No. 2923 - The complainant organizations allege the murder of a trade union leader in the public sector
- Case No. 2957 - The complainant organization alleges the detention of trade unionists and anti-union acts in the context of a dispute relating to collective bargaining in the Ministry of Finance
- Case No.3007 - The complainant organization alleges acts of anti-union persecution within the Salvadoran Institute of Social Security, acts of anti-union interference and the illegal withholding of union dues
- Case No. 3054 - The complainant organization alleges interference from the authorities in the composition of the workers' representation within the Higher Labour Council
- Case No. 3099 - The complainant organization alleges suspension of trade union members in public institutions

## FIJI

- Case No. 2723 - Dismissal of a trade union leader in the public service education sector and ongoing anti-union harassment and interference with internal trade union affairs

## GUATEMALA

- Case No. 2203 - Anti-union dismissals and refusal to reinstate workers; destruction of trade union office; employers' interference in trade union elections
- Case No. 2445 - Murder or attempted murder, threats, assaults and detention orders against trade unionists and theft of union property; raids in unions' headquarters; numerous labour disputes in agriculture firms and the public sector; delay and inefficiency of legal processes in case of violation of freedom of association; corrupt practices in the justice and criminalization of labour disputes
- Case No. 2609 - Murder of a trade union leader, death threats against trade unionists, acts of intimidation by armed persons, assault on physical integrity of a trade unionist, illegal detention of trade unionist in a trade union headquarters
- Case No. 2673 - Illegal transfers of trade unionists of the Directorate General for Migration
- Case No. 2811 - The complainant alleges the anti-union transfer of a trade union leader from the public sector and the issuance of a judicial order in the framework of an appeal for constitutional protection (*amparo*), which had the effect of suspending the convening of an assembly of representatives of the complainant organization
- Case No. 2869 - The complainant organization alleges the dismissal of all union leaders in the gas packaging, transport, and distribution sector
- Case No. 2927 - The complainant organization alleges obstacles in the registration of trade unions by the Ministry of Labour, as well as employer's interference in union affairs (communications N° 1 and 2), difficulty to access the Institute of Public Defence (communication N°3), refusal to bargain collectively with minority trade union in several institutions and violations of the collective agreement (communications N° 4 and 7), exclusion of representative unions from social dialogue (communication N°5), and obstacles to the exercise of trade union rights and collective bargaining in the textile sector (communication N°6)
- Case No. 2948 - The complainant organization alleges anti-union acts by the Attorney-General of the Republic, the Guatemalan Social Security Institute and the Institute of Criminal Public Defence including dismissal of union leaders; and anti-union acts and dismissals of trade unionists in the enterprise "Agrícola Soledad Sociedad Anónima"

- Case No. 2967 - The complainant organization denounces a law contrary to the exercise of trade union rights and anti-union discrimination
- Case No. 2978 - The complainant organization alleges anti-union dismissals, persecutions and threats, as well as the violation of a collective agreement
- Case No. 2989 - The complainant organization alleges obstacles in forming a trade union, employer interference in trade union activities, dismissals and anti-union acts
- Case No. 3035 - The complainant organization alleges refusal by the administrative authority to register a firefighters' trade union, dismissal and anti-union acts
- Case No. 3040 - The complainant organization alleges that, in the context of a collective dispute, it was denied the guarantees of normal judicial procedure
- Case No. 3042 - The complainant organization alleges obstacles put by public authorities in the registration of trade unions and anti-union dismissals affecting the founders of those organizations
- Case No. 3062 - The complainant organizations allege massive layoffs as reprisal for the establishment of the Workers' Union of the Guatemalan Olympic Committee and acts of intimidation against workers of the Olympic Committee to disaffiliate from the union
- Case No. 3089 - The complainant organization alleges that the judicial system does not provide adequate protection in cases of anti-union dismissal
- Case No. 3094 - The complainant organization alleges that the Municipal Development Institute and the Ministry of Labour and Social Welfare refuse to recognize the validity of the collective accord concluded by the Municipal Development Institute, thereby denying the right of collective bargaining of workers in that Institute

#### HONDURAS

- Case No. 3032 - The complainant organization alleges the initiation of criminal proceedings and dismissal of trade union officials, restrictions to the exercise of the right to strike and trade union leave as well as other anti-union acts
- Case No. 3077 - The complainant organization alleges anti-union suspension of workers of the Ministry of Public Works, Transport and Housing and the seizure of union documentation

#### INDIA

- Case No. 2962 - The complainant organization alleges refusal by the management of the M/s AMS Fashion Private Limited to negotiate with the Vastra Silai

Udhyog Kamgar Union affiliated to the CITU, the police interference in an industrial action, anti-union dismissals and the lack of grievance mechanisms in the state of Uttar Pradesh

- Case No. 3100 - The complainant organization alleges that its members and leaders have been the subject of repeated threats and intimidation, illegal dismissals and false charges by their employer in response to their participation in trade unions' activities

#### INDONESIA

- Case No. 3050 - The complainant organization denounces an organized attack by paramilitary organizations against workers participating in a peaceful national strike in October 2013 and the possible negative impact of the Mass Organizations Law enacted in July 2013 on the exercise of the rights to freedom of association and expression

#### ISLAMIC REPUBLIC OF IRAN

- Case No. 2508 - The complainant organizations allege that the authorities and the employer committed several and continued acts of repression against the local trade union at the bus company, including: harassment of trade unionists and activists; violent attacks on the union founding meeting; violent disbanding, on two occasions, of the union general assembly; arrest and detention of large numbers of trade union members and leaders under false pretences (disturbing public order, illegal trade union activities); mass arrest and detention of workers (more than 1,000) for planning a one-day strike. The complainant organizations also alleged that the authorities have arrested Mr. Mansour Osanloo, chairperson of the union executive committee, under very serious charges (including contacts with Iranian opposition groups abroad, instigating armed revolt against authorities); he had been detained for over six months at the time of filing the complaint and is being denied due legal process

#### JAPAN

- Case No. 2177 - The complaints allege that the upcoming reform of the public service legislation, developed without proper consultation of workers' organizations, further aggravates the existing public service legislation and maintains the restrictions on the basic trade union rights of public employees, without adequate compensation

- Case No. 2183 - The complainants allege that the upcoming reform of the public service legislation, developed without proper consultation of workers' organizations, further aggravates the existing public service legislation and maintains the restrictions on the basic trade union rights of public employees, without adequate compensation

- Case No. 3051 - The complainant organizations allege that, in a context of open hostility of the Government against the employee organizations of the Japan Social Insurance Agency (SIA), the dismissal on 28 December 2009 of 528 employees following the privatization of the SIA constituted an act of anti-union discrimination because, in line with the hiring criteria established by the Government, the successor organization Japan Pension Service did not re-hire SIA employees with a record of disciplinary punishment, and such punishment had in the past often been imposed due to the exercise of legitimate trade union activities

#### KIRIBATI

- Case No. 2794 - The plaintiff alleges the infringement of the right to strike in the education sector

#### REPUBLIC OF KOREA

- Case No. 2620 - The complainant alleges the Government's refusal to register its affiliate, the Migrant's Trade Union (MTU), as well as the arrest and deportation of the MTU's leaders

- Case No. 3047 - The complainant organization alleges a no-union corporate policy and other infringements of trade union rights at Samsung, including harassment and effective dismissal of Mr Young-il We for attempting to improve working conditions and form a union; and, after the establishment of the KMWU Samsung Electronics Service Local, union-busting, threats and pressure to withdraw from the union and constant harassment of union members, inter alia through targeted audits to be able to impose disciplinary punishment; as well as refusal to bargain collectively

#### LEBANON

- Case No. 2945 - The complainant organizations allege that the Government does not comply with its obligations related to tripartite consultation, collective bargaining, and that it blocks the national tripartite institutions

#### LIBERIA

- Case No. 3081 - The complainant organization allege that the dismissals of the President and the Secretary-General of the Airport Workers Union (RIAWU) by the airport management were unlawful and violated the terms of the Collective Bargaining Agreement and were part of a series of measures by the Government aimed at silencing unions' activities

## LITHUANIA

- Case No. 3073 - The complainant organization alleges that the refusal of the employer, the police department and the State to involve the Lithuanian Trade Union Federation “Sandrauga”, a duly registered trade union, in the collective agreement bargaining process constitutes an act of interference that is proscribed by Conventions Nos87 and 98 and is contrary to the national Constitution that state that all trade union shall have equal rights

## MALDIVES

- Case No. 3076 - The complainant organization alleges that the use of police force and violence to stop a legitimate trade union action, the intimidation of union activists, and the ensuing retaliatory and unlawful dismissals and transfers of union officials and members constitute acts of anti-union discrimination

## MALI

- Case No. 3030 - The complainant alleges dismissal of workers and unionists on a large scale for striking and for legitimate trade union activities in the mining industry

## MAURITIUS

- Case No. 3052 - The complainant organization alleges acts of anti-union discrimination by Innodis Ltd against leaders and members of the Farm Workers Union and Cold Storage Workers Union in retaliation of a lawful protest action conducted in November 2013 to claim the payment of bonuses
- Case No. 3086 - The complainant organization alleges that the government, despite numerous calls to intervene, has failed to ensure the free exercise of the right to organize to the workers of the Crystal Beach Hotel by letting the latter to impede, by means of threats and dismissals, the employees’ legitimate efforts to establish a workers’ union

## MEXICO

- Case No. 3060 - The complainant organization alleges discriminatory practices against members of the complainant union companies Servicios Minera Real de Angeles, SA de CV (MINA EL COLONEL) and representativeness of new enterprises restrictions on the right to strike and the dismissal of a union

## MOROCCO

- Case No. 3024 - The complainant alleges that the authorities exclude the Justice Democratic Trade Union (SDJ) from all collective bargaining processes although it is the most representative in its sector; it further alleges the harassment of its members and violence against them from the forces of order during peaceful demonstrations

## PAKISTAN

- Case No. 2889 - The complainant organization alleges acts of anti-union discrimination and other anti-union practices by the Pakistan Telecommunication Company Ltd (PTCL). Including dismissals, suspensions with reduced pay, threats of dismissals and lodging of false criminal charges against trade union officials and active union members of the Pakistan Telecommunication Employees Union (PTEU)
- Case No. 2902 - The complainant organization alleges refusal by the management of the Karachi Electric Supply Company to implement a tripartite agreement, to which it is a party. It further alleges that the enterprise management ordered to open fire at the protesting workers, injuring nine, and filed criminal cases against 30 trade union office bearers
- Case No. 3018 - The complainant alleges anti-union actions by the management of the Pearl Continental Hotel Karachi and the failure by the Government to ensure that Convention Nos 87 and 98 are applied in practice

## PANAMA

- Case No. 3048 - The complainant organization alleges that the administrative authority has rejected the request for registration submitted by the trade union of a company from the transports sector (SITTRACOSEP) and that subsequently the company dismissed more than 400 workers who had supported the establishment of the trade union
- Case No. 3049 - The complainant organization alleges that the authorities, disregarding his status as trade union leader, transferred and subsequently dismissed the Deputy Secretary-General of the National Federation of Public Employees and Public Service Enterprise Workers (FENASEP)
- Case No. 3055 - The complainant organization alleges the dismissal of a trade unionist and criminal charges following participation in collective protest actions by the Firemen Association
- Case No. 3106 - The complainant organizations allege prohibition of the right to strike for the workers of Panama Canal without sufficient compensatory guarantees, obstacles to the granting of facilities to workers' representatives, absence of consultation and anti-union practices**

## PARAGUAY

- Case No. 2648 - The complainant organisations allege dismissals and anti-union transfers and assault against an affiliate
- Case No. 2937 - The complainant organisations allege the breach of a collective agreement by the entity Itaipu Binacional, the subsequent negotiation of a collective agreement with a minority union and acts of interference by the authorities of the entity in the creation of a union
- Case No. 3010 - The complainant organizations allege restrictions to trade union rights from the company Prosegur Paraguay SA
- Case No. 3019 - The complainant organizations allege that, at the request of various employers, the administrative authority refused or cancelled requests for registration of trade unions; moreover, they allege the anti-union dismissal of a number of trade union leaders and trade unionists, as well as obstacles to collective bargaining
- Case No. 3101 - The complainant organization alleges restrictive legislation in terms of trade union leave in the public sector
- Case No. 3110 - The complainant organization denounces the interference by the authorities in its activities, in particular in the leaders' electoral process**

## PERU

- Case No. 2941 - The complainant organization alleges restrictions on collective bargaining by the National Fund for the Financing of the Public sector Companies – FONAPE
- Case No. 2965 - The complainant organization alleges the dismissal of a trade union leader in the electricity sector and delays in the judicial proceedings
- Case No. 2982 - The complainant organization alleges the murder of a trade unionist in the construction sector
- Case No. 2996 - The complainant organizations allege the transfer and dismissal of trade unionist of the Bank of the Nation
- Case No. 2998 - The complainant organization alleges dismissals or refusal to renew the contract of trade union leaders in various public institutions
- Case No. 3009 - The complainant organization alleges obstacles to collective bargaining and anti-union practices by companies of the Telefónica Group in Peru
- Case No. 3026 - The complainant organization alleges restrictions to the right of collective bargaining in the public sector

- Case No. 3043 - The complainant organization alleges discriminatory practices against non-unionized workers in the health sector
- Case No. 3056 - The complainant organizations allege anti-union practices and hindrances to collective bargaining in the Shougang Hierro Perú company
- Case No. 3065 - The complainant organizations alleges the dismissals of its leader in the garment sector by the INCA TOPS company in the city of Arequipa
- Case No. 3066 - The complainant organization alleges dismissals of workers on grounds of its establishment
- Case No. 3069 - The complainant organization alleges dismissals of trade unionists on grounds of the establishment of the union and pressure form representatives of the mining company ANTAPACCAY to disaffiliate from the union
- Case No. 3096 - The complainant organization alleges restrictions on the right to strike

#### SPAIN

- Case No. 3093 - The complainant organizations allege that the legislation provides for penal sanctions in the framework of the right to strike

#### POLAND

- Case No. 3111 - The complainant organization alleges that the definition of parties to a collective dispute as contained in the national laws restricts the collective bargaining rights and the right to strike of some workers and denounces an excessive exclusion form the right to strike of some civil service employees. The complainant also denounces the fact national laws do not provide for general strikes or strikes relating to socio-economic issues**

#### PORTUGAL

- Case No. 3072 - The complainant alleges that Law n°23/2012 amending various provisions of the Labour Code on collective bargaining violates the principle of free and voluntary collective bargaining embodied in Article 4 of ILO Convention n°98

#### SOMALIA

- Case No. 3113 - The complainant organisations allege serious threats, acts of intimidation and reprisals against members and leaders of the National Union of Somali Journalists (NUSOJ) and the lack of adequate responses by the federal Government of Somalia**

### SWAZILAND

- Case No. 2949 - The complainant denounces its de-registration by the Government and the denial through police and military forces of its rights to protest against the de-registration and to celebrate May Day

### SWITZERLAND

- Case No. 2265 - The complainant alleges that the legislation provides inadequate and insufficient protection to trade union delegates and representatives, in particular with respect to anti-trade union dismissals for which only a small, non-dissuasive compensation is provided
- Case No. 3023 - The complainant alleges the anti-union dismissal of 22 workers at the Hospital “la Providence” in the canton of Neuchâtel
- Case No. 3109 - The complainant denounces its exclusion from the negotiation of a collective agreement with the company La Poste. It also alleges acts of discrimination and intimidation against its President and members**

### TOGO

- Case No. 3105 - The complainant organization alleges the inability of the government to prevent interferences and obstacles in the election of the representatives of the National Employers Council of Togo (CNP)**

### TUNISIA

- Case No. 2994 The complainant alleges interference in its internal affairs, that it is denied its members’ contributions and that it is excluded from tripartite consultations for drafting a national social pact. The complainant also alleges anti-union discrimination by the Tunisian air transport company TUNIS AIR against its members
- Case No. 3095 - The complainant organization denounces anti-union acts against the OTT and its leaders from the authorities which resulted in the denial of trade union pluralism in the country

### TURKEY

- Case No. 3084 - The complainants allege that the Government has restricted industrial action in the glass industry in violation of the principles of freedom of association and ILO Conventions Nos 87 and 98

- Case No. 3098 - The complainant organizations allege that the Government has committed acts of anti-union discrimination by illegally arresting, detaining and prosecuting several trade union leaders for engaging in trade union activities and by abusively using the criminal law to suppress independent trade unionism

BOLIVARIAN REPUBLIC OF VENEZUELA

- Case No. 2254 - Lack of consultation and social dialogue from the Government with the most representative employers' organizations, in particular as regards legislation; obstacles to civic and union freedom as well as freedom of association of employers; verbal attacks against employers and their leaders by the President of the Republic; constant violation of employers' interests; illegal occupation of productive land, included with help of the National Guard; anti-employers guidelines of economic policy which caused the closure of firms; serious restrictions of the exchange control system used for discriminatory purposes for a large number of firms; detention of the president of FEDECÁMARAS for his activities and violation of due process; physical assaults and ill-treatments against this leader; harassment and intimidation against employers' organizations and their representatives
- Case No. 2917 - The complainant organization alleges a lack of consultation in the framework of the labour law reform
- Case No. 2968 - The complainant denounces a law that violates trade union rights
- Case No. 3016 - The complainant organizations allege the non-compliance with collective agreements, obstacles to collective bargaining and anti-union practices in the cement sector, as well as the non-compliance with the collective agreement in the institutions of the Ministry of Sciences and Technology
- Case No. 3059 - The complainant organizations allege the aggression, arrest and prosecution of trade unionists in the oil sector due to a peaceful protest against the protraction of the collective bargaining process; restrictions on the right to strike and the dismissal of a trade unionist.
- Case No. 3082 - The complainant organization alleges restriction on the right to strike

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