



International Organisation of Employers  
Organisation Internationale des Employeurs  
Organización Internacional de Empleadores  
*The Global Voice of Business*

**IOE REPORT OF THE 329<sup>TH</sup> SESSION OF THE  
ILO GOVERNING BODY  
13 – 24 MARCH 2017**

**Prepared by the IOE Secretariat**

**March 2017**

## INTRODUCTION

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The March 2017 session of the ILO Governing Body (GB) brought up important points for discussion and decision.

The discussion on the **Standards Initiative (INS 5)** was highly relevant. It was one of the main outcomes of all the efforts undertaken to overcome the crisis of the International Labour Standards' supervisory system, after the right to strike controversy. In November last year, the GB decided to request that the ILO Office submit specific recommendations based on a round of consultations. It was the first time since the crisis that substantial points of the supervisory system were discussed. A timeframe and a process were set up with the purpose of improving the system. This discussion was closely related to two additional points. One was the way in which the Committee of Freedom of Association works and its impact on the overall system, which was dealt with among **CFA** members. The other was the process to assess the update of existing ILO Standards, the **Standards Review Mechanism**, which was also discussed in this session.

The ILO decided on the **Programme and Budget** for the next biennium (2018-2019) and consequently on issues which are vital for Employers, such as the resources allocated to strengthen the capacity of Employers' organisations or to foster an enabling business environment through the sustainable enterprise approach.

The follow up of the **Global Supply Chains ILC resolution** was also a relevant controversial point in the agenda. Employers had to object to the specific programme and future roadmap of the ILO, which will frame the ILO's future actions in this field, as it did not respect the consensus achieved during the ILC.

Another topic of great importance to the Employers was the promotion of transitions from the informal to the formal economy, which was discussed under Outcome 6. The **MNE Declaration** was revised based on a proposal submitted by a specific working group, which met in October and January. This revision strengthens the relevance of this instrument, and includes or reframes some elements and tools which could be of interest for companies acting globally in the future.

There were also other significant items, such as the Future of Work Agenda of the **ILC in 2019**, or the way the ILO engages with individual companies, under the **Enterprise Initiative**. The article 26 discussion on **Venezuela** continued to need much attention from the GB, due to the continuing threats and intimidation against the main business organisation in the country, FEDECAMARAS.

## [INS.5] – THE STANDARDS INITIATIVE

Spokesperson : Jørgen Rønne  
IOE Secretariat : Roberto Suárez Santos, María Paz Anzorreguy, Alessandra Assenza

On the Standards Initiative discussion, the Employers and Workers Group presented a joint position on the ILO supervisory mechanism to allow the GB to move forward and make the changes the supervisory system may require. The following points of the joint position are worth highlighting:

- The CFA will present specific proposals to the GB on elements which affect the overall system, such as: improved admissibility criteria, a compendium of conclusions and recommendations, and a clarification of its mandate.
- There is a commitment to use Article 24 in a proper manner, which would involve:
  1. the setting of additional clear and objective admissibility criteria
  2. encouragement for trying to find solutions at national level before making complaints to ILO supervisory bodies, and
  3. the revision of the way the article 24 procedure works in order to address some important existing weaknesses.
- Efforts will be made to avoid duplication of cases under different supervisory procedures (article 26, CFA, CAS, article 24).
- There is a commitment to use article 26 as a last recourse.
- There is recognition of the need to secure tripartite governance in conclusions and recommendations of the different supervisory mechanisms.

The [GB approved a workplan for the strengthening of the supervisory system](#) and requested the Office to take the necessary steps to implement the workplan based on the guidance it provided and to report on progress made at its November 2017 session, following consultations with the tripartite constituents. The workplan aims to facilitate constructive engagement by the tripartite constituents with a view to consolidating tripartite consensus on an authoritative supervisory system. It sets out agreed actions that will be taken, with timetabling aspects included up until the Governing Body's overall review of the Standards Initiative in March 2018.

During the discussions, the tripartite constituents stressed that the process to strengthen the supervisory system set out in the workplan was a crucially important responsibility under the ILO Constitution, that was deserving of full and careful attention. It was highlighted that the supervisory system is a functioning system of interrelated procedures, each of which has a distinctive mandate and should operate in a way that enhances complementarity and eliminates unnecessary overlap.

Employers made it clear that discussions on possible improvements to the ILO supervisory system must be undertaken on a continuous basis to ensure it remains effective, relevant and credible.

## [INS.17] – THE REPORT OF THE COMMITTEE OF FREEDOM OF ASSOCIATION (CFA)

Spokesperson : Alberto Echavarría  
IOE Secretariat : Alessandra Assenza

### CFA working methods

The Committee on Freedom of Association (CFA) reported to the GB on its working methods' revision that started in 2014, highlighting the positive results and pending questions.

The most relevant **improvement** is the establishment and functioning of the subcommittee, responsible for the identification of priority cases for examination, the setting of the agenda for the next meeting and an improved follow-up on the recommendations given.

The most relevant of the **pending questions** are related to the clarification of the roles and mandate of the CFA and the updating of the ILO Office 2006 publication of "principles and decisions of the CFA". Regarding the first point, the CFA will report to the GB again in March 2018.

As for the second point, this topic has generated an intense debate within the CFA. While agreeing on updating this publication, the Employers have requested that such a publication not be a product drafted uniquely by the Office without any governance from the ILO Constituents, but that CFA member would be involved and consulted. As a result, the Employers presented the following proposals during the CFA working methods discussion:

1. First, to set up an **online database**, with chapters and subchapters agreed in tripartite consultation. In the database, all CFA cases will be made available to the public through a search engine.
2. Second, the identification by the CFA members of a **limited number of principles** that reflect the "hardcore of the fundamental principles of freedom of association and the right to collective bargaining, derived from the ILO Constitution".
3. Third, that the publication is no longer entitled "Digest of decisions and principles of the CFA of the GB of the ILO" but "**Compilation of CFA conclusions and recommendations**", presented by theme and with a clear indication of the country and the year of adoption. The clarification of the purpose and nature of the compilation of decisions is inserted at the beginning of this document and is integrated into the CFA reports discussed in the GB, if and whenever the compilation is mentioned within the CFA report. This compilation will be derived from the draft prepared by the Office, where CFA members have 6 months to propose ideas to improve its content.
4. The **rules of procedures** of the CFA will be available in a separate online document that will allow for a continuous update based on the discussions taking place in the CFA Working methods meetings. The rules of procedure will include a standard complaint form.

While these four proposals are, to a large extent, still under discussion, it has been agreed that the Compilation will be an Office document (so with very limited involvement from the CFA members), but that CFA members will agree on the introductory text and will provide additional sentences or indicate any errors by 1 April 2017.

Another element agreed in the working methods discussion is related to the **naming of companies** in CFA reports. Given that the companies reported in the CFA complaints are not parties to the

case, and that the CFA case is presented against Governments only (and not other social actors), the Employers' CFA members have proposed anonymising the company involved in the complaint in the whole working paper. However, it has been agreed that the naming of the company will appear only once in the allegations of the case.

**CFA cases**

The CFA discussed 24 cases, 14 of which were from Latin America, 4 from Asia, 4 from Africa, and 2 from North America. 7 cases have been closed, namely: Argentina 2997, Canada 3143 and 3151, Colombia 3092, Dominican Republic 3068 , El Salvador 3007, Guatemala 2811, Guatemala 2927, and South Africa 3186.

Additionally, the CFA has closed the following 7 cases in follow-up (where the Government was requested to provide information to the Committee): Argentina 2788, Benin 3070, Bolivia 3002, Colombia 3063, El Salvador 3013, Mauritius 3052, and United States 2547.

The most relevant cases for Employers are **the two cases of Venezuela, N. 3172 and 3178**, that is the same case from different perspectives (one from the employer's organisation and employer and the other from a trade union). In these cases, the complainants allege government interference in free and voluntary collective bargaining between the trade union and the company affiliated with FEDECAMARAS, as well as the illegal imposition of compulsory arbitration, interference and irregularities in the arbitration procedures; the illegal regional extension of the resulting award; acts of violence, intimidation and harassment of the enterprise, its corporate group, its chairman and FEDECAMARAS. The Committee has concluded that "State bodies should refrain from intervening to alter the content of freely concluded collective agreements" and expressed profound concern at the seriousness of the allegations made, and recommended that the Government "take the necessary steps to avoid interference of any kind in industrial relations between the enterprise and the workers' organisations operating there".

The following 31 cases will be examined in June 2017:

Argentina 3078 –Bangladesh 3203 –Bolivia 3189 –Cameroon 3231 –Chile 3116, 3198 –China 3184 –Colombia 3103, 3131, 3149 –Costa Rica 3162 –El Salvador 3117, 3167 –Guatemala 2609, 2948, 2978 –Iran 2508 –Liberia 3202 –Mexico 3156, 3163 – Pakistan 3018 –Paraguay 3127, 3146 –Peru 3160, 3069 –Philippines 3159 –Romania 3129 –Tunisia 3095 –Uruguay 3175 –Venezuela 2254, 3082.

You will find the allegations for each of these cases in Annex I below.

**[INS.3.2] – FOLLOW-UP TO THE RESOLUTION CONCERNING DECENT WORK IN GLOBAL SUPPLY CHAINS: ROADMAP FOR THE PROGRAMME OF ACTION MATTERS ARISING OUT OF THE ILC DISCUSSION ON GSC**

Spokesperson : Ed Potter

IOE Secretariat : Peter Hall

The GB discussed the Office's two follow-up documents to the resolution concerning decent work in global supply chains: the "Programme of Action" and the "Roadmap" and their various appendices. These documents outline the Office's interpretation of the 2016 ILC Conclusions and its body of work going forward.

Key issues for Employers in the debate on the Office's documents:

- The Office's documents did not reflect the Employers' three requests made at the November GB. Firstly, in many substantive areas they did not maintain or reinforce the fragile consensus narrowly achieved at the ILC in June 2016. Secondly, the Office did not take an approach to global supply chains consistent with the UN Guiding Principles on Business and Human Rights (UNGPs), in particular on the point that business enterprises should use their "leverage" to effect change in the practices of their business partners, rather than the more limited situation where an enterprise has "control" over another enterprise. Thirdly, the documents did not include the "baseline" report, requested by Employers, to outline what work and knowledge already exists in the ILO on global supply chains.
- The Office's documents were confusing and made it difficult for the tripartite members to understand and monitor what the Office has done, what it is currently doing, and what it plans to do in the future, including which activities will be prioritised.
- Given that Employers have raised their concerns on multiple occasions, they were losing confidence in the Office's handling of this sensitive topic.

After long and difficult negotiations (largely with the Workers' group), the GB agreed that:

- The Office needs to take its guidance into account, including the joint guidance points from the Employers' and Workers' groups on concrete points, in implementing its documents on decent work in global supply chains during the period of 2017-21.

The guidance points include:

- Consolidate the current Programme of Action (with its Activity Matrix) and the Roadmap (with its Workplan and Theory of Change document) into one clear and logical document, while:
  - a) Ensuring that the information in the consolidated document is fully consistent with and in line with the tripartite consensus reached at the ILC;
  - b) Following an approach to "global supply chains" consistent with the UNGPs;
  - c) Including missing information, such as the "baseline" review (requested at the 328<sup>th</sup> GB), and the three tripartite meetings on global supply chains approved in the 328<sup>th</sup> GB.
- Adapt certain key points in the various documents to reflect the consensus:
  - a) Delete language on "liability principles", "rules relating to subcontracting and outsourcing", and "collective agreements across supply chains" and replace with language consistent with the UNGPs and the ILC consensus.
  - b) Ensure that the Office does not adopt a bigger and more formal role with respect to "international framework agreements" than both the Employers and Workers have requested.
  - c) Ensure that the Office maintains its role in promoting decent work in *all* supply chains, rather than just those affecting specific companies for whom it acts as a de facto consultant.
  - d) Maintain consistency with the Office's documents on global supply chains and the revised MNE Declaration (for example, delete language on "ILO mechanisms to address disputes" which is not included in the MNE Declaration).
  - e) Delete text on the "design and operations of emergency compensation funds" and, instead, focus on "worker compensation programmes".
- Amend other language issues:

- a) Fix the incorrect assertion that enterprises need to “apply” and “comply with” international labour standards. Replace with the word “respect” instead.
- b) Fix the incorrect assertion that enterprises “ratify” and “implement” Core Conventions, when in fact only ILO Member States should do this.

## [PFA] PROGRAMME, FINANCIAL AND ADMINISTRATIVE SEGMENT

Spokesperson : Mthunzi Mdwaba

IOE Secretariat : Pierre Vincensini

Among the main points raised by Employers is that the strategic framework budget, which represents the proposed resource attribution to each of the ten policy outcomes, does not clearly link with the operational budget, making it challenging to understand, in a practical manner, not only how the figures are calculated, but also to appreciate where the money goes, and to be able to measure the ILO’s contribution to achieve change at the outcome level, at the end of the biennium.

Although the Office and the ILO’s DG provided some clarification, Employers firmly requested to benefit from a real strategic budget, a mixed model budget (operational and strategic), framed in a way that enables the GB members to carry out proper governance. In response to an Employers’ request, the DG stated that “enhanced analysis and reporting at the end of the financial period... requires further consideration”. We will be paying attention to the related developments.

Employers also reiterated the issue of the lack of focus due to the multiple, parallel programmes, agendas and initiatives that underlie the Programme and Budget objective. The focus should be on pulling all these issues into a single coherent whole. Another concern expressed by the Employers Group regards the worrying situation of tripartism and social dialogue. When it comes to the measurement criteria to be used, most of them do not require the involvement, capacity or support of social partners. Considering this is a constitutional principle and a cornerstone of the ILO’s identity, Employers underlined the need for the Office to propose a tangible strategy to mitigate the related challenges.

Overall, while the Programme and Budget for 2018-19 provides some additional funds to Outcome 10/Employers (*Strong and representative Employers’ and Workers’ organizations*), our Group called upon the Office to ensure that the resources allocated rightly go to related activities on the ground, and that this specific allocation should be frequently re-visited to cover the increasing needs of Employers’ organizations Under the condition that these points are properly taken on board, the Employers’ Group endorsed the Programme and Budget.

## [INS.15] - ARTICLE 26 COMPLAINT

Spokesperson : Jørgen Rønne

IOE Secretariat : María Paz Anzorreguy and Roberto Suárez Santos

Once again in this session, the GB looked at the Art 26 complaint against the Government of Venezuela concerning ILO Conventions no. 26 (minimum wage), 87 (freedom of association) and 144 (tripartite consultations). Regretting the lack of progress concerning the establishment of a social dialogue table and action plan referred to in the past by the GB and with the support of the Workers Group, the Governments of the USA and the EU, the GB adopted a strong decision urging the Government of Venezuela:

1. to take measures to ensure that there were no acts of interference, aggression, and stigmatization against FEDECAMARAS, its affiliated organizations and their leaders and to ensure that FEDECAMARAS and its member organizations, leaders and affiliated companies, as well as trade unions could freely carry out their legitimate activities in line with the decisions of the ILO supervisory bodies relating to Conventions Nos 87, 144 and 26.
2. to institutionalize without delay a tripartite round table, with the presence of the ILO, to foster social dialogue for the resolution of all pending issues.
3. to avail itself, without delay, of ILO technical assistance to these ends;

The GB requested the Director-General of the ILO to make available all necessary support in this regard and to provide for periodic visits to the country by the ILO.

Finally, the GB decided to defer the decision on the appointment of a Commission of Inquiry until its session in November 2017.

This decision is even more relevant after the pro-government supreme court tried to assume (with no success, at the time this report is published) the legislative powers of the opposition-controlled congress on 30 March. This decision demonstrated that Venezuela can lurch even further away from democracy (and respect for Freedom of Association) at any moment.

To access the Employers GB Vice Chair statement in the debate please click [here](#)

The text of the decision adopted is available here: [http://www.ilo.org/gb/decisions/GB329-decision/WCMS\\_548728/lang--en/index.htm](http://www.ilo.org/gb/decisions/GB329-decision/WCMS_548728/lang--en/index.htm)

## [INS.20] - ARTICLE 24 REPRESENTATION PROCEDURES

Spokesperson : Jørgen Rønne  
IOE Secretariat : María Paz Anzorreguy and Roberto Suárez Santos

The GB adopted reports of five Tripartite Committees set up to examine [Article 24 representations](#) against [Ukraine C 95 \(Protection of Wages\)](#), [Poland C102 \(Social Security\)](#), [Spain C131 \(Minimum Wage Fixing Machinery\)](#), [Peru C29 and 105 \(Forced Labour\)](#) and [Thailand C29 \(Forced Labour\)](#).

With the exception of the report concerning Poland C102 which was withdrawn by the Unions, the other four reports contain conclusions and non-binding recommendation for the Government concerned.

Finally the Officers of the GB declared receivable two new representations concerning [Chile C187 \(OSH framework\)](#) and [France C 87, 98 and 158 \(Freedom of Association, Collective Bargaining and Termination of Employment\)](#).

[Annex II - IOE DOCUMENT- STATE OF PLAY: ARTICLE 24 REPRESENTATION PROCEDURES CLOSED AND PENDING RESOLUTION. Updated as of 24 MARCH, 2017](#)

## [POL.2] – OUTCOME 6: FORMALIZATION OF THE INFORMAL ECONOMY

Spokesperson : Alex Frimpong  
IOE Secretariat : Frederick Muia

The paper submitted for review provided an overview of the ILO strategy of outcome 6 on the formalization of the informal economy, its main areas of focus and the progress made during its first year of implementation. The Governing Body was asked to provide guidance on the strategy and its implementation.

The Employers' group made it clear that formalization of the informal economy is a key priority of the group, which had fully supported the adoption of Recommendation 204 on the transition from informal to the formal economy and its accompanying resolution. The Employers attach a great deal of importance to the follow-up action, hence their support for the strategy and its implementation which was the result of previous ILO work on the Areas of Critical Importance 2014-15 on formalization of the informal economy.

The Employers' Group also supported the key pillars of the strategy which are:

- Appropriate awareness-raising initiatives for the widespread implementation of the Recommendation concerning the Transition from the Informal to the Formal Economy.

- Building the capacity of governments and Employers' and workers' organisations to enable them to design, implement and evaluate national policies and programmes to facilitate the transition to formality.
- Supporting national dialogue processes on the design, implementation and monitoring of national integrated policy frameworks to facilitate the transition to the formal economy.
- Promoting cooperation and partnerships with relevant international organisations to support the development of policies and initiatives to facilitate the transition from the informal to the formal economy:

The Employers' group called for particular focus to be given to the following areas:

- Establishing an inclusive growth strategy that would promote the expansion of the formal economy.
- Promoting a conducive business and investment environment, particularly using the EESE toolkit.
- Promoting access to land and property rights.
- Harnessing and developing the entrepreneurial spirit of informal economy operators.
- Dismantling the barriers to the transition to the formal economy such as those related to registration, taxation and compliance with laws and regulations.
- Promoting micro-, small- and medium-sized enterprises and providing them with incentives to grow.
- Promoting access to education, life-long learning and skills development.
- Facilitating access to financial services.
- Providing access to business development services.
- Facilitating access to markets.
- Providing access to infrastructure and technology among others.
- Equally important is the need to promote social dialogue to identify areas requiring attention at the national level.

## **[INS.2] – AGENDA OF THE ILC**

Spokesperson : Jørgen Rønne

IOE Secretariat : Roberto Suárez Santos

The GB decided that the Future of Work item will drive the celebration of the Centenary of the ILO in 2019 and considers this discussion as sufficiently important, complex and large as to deserve most of the attention of the ILC. Consecrating almost all of the ILC 2019 to this topic would help to ensure both a relevant outcome and impact, inside and outside of the ILO. Therefore, all the Items of the 2019 discussion will be related to the Future of Work, except the CAS discussion which will remain a separate item.

The framing and the preparation of the different discussions under this item will need to be done with special care, notably when dealing with the most sensitive issues, but also with ambition and courage. Otherwise the ILO risks not remaining relevant in the future. Employers also highlighted the importance of the Office paying special attention to providing a balanced background input, in

consultation with Constituents, recognising the challenges but also expanding on the huge opportunities that the new realities provide.

The Possibility of a Centenary Declaration was also discussed but did not get much support and was not considered to add much value. Employers expressed that it would need intense preparation and will detract attention from the more substantive discussion under the Future of Work theme.

Case Number	Country	Allegations
3078	Argentina	Obstáculos a la negociación colectiva
3203	Bangladesh	Denial of registration of the most active and independent trade unions, refusal of collective negotiation and repeated acts of anti-union violence against workers. New draft of the Bangladesh Export Processing Zones Labour Act, 2016 is not in conformity with freedom of association and collective bargaining principles.
3189	Bolivia	Restricciones a las actividades de las organizaciones sindicales mediante una reestructuración contenida en un proyecto de ley de reestructuración de la Caja Nacional de Salud, que excluye la participación de los sindicatos en varios ámbitos, como en una comisión de institucionalización o dejar sin efecto el reconocimiento del Colegio Médico de Bolivia.
3231	Cameroon	Persécutions, actes de discrimination et violations graves perpétrés par le ministère du Travail à l'encontre du syndicat national et de ses dirigeants depuis les dernières élections sociales (mai 2016).
3116	Chile	Cese de la relación laboral de un dirigente sindical y su posterior traslado arbitrario; despido de varios afiliados a la asociación.
3198	Chile	El Gobierno se negó a negociar y luego realizó amenazas y represalias (con sanciones y despidos) por la legítima realización de una huelga, en la que hubo reemplazo de trabajadores.
3184	China	Violation of freedom of association of workers in Guangdong province through arrest, detention and criminal prosecution of 8 advisors and paralegals who provided support services to workers' organizations in recent labour disputes.
3103	Colombia	En el marco de procesos de reestructuración, varias entidades públicas llevaron a cabo actos de discriminación antisindical y violaron el derecho a la negociación colectiva, con miras a provocar la extinción de varias organizaciones sindicales
3131	Colombia	La existencia de conductas antisindicales de parte de la empresa minera y la ausencia de protección adecuada de parte de la inspección de trabajo.
3149	Colombia	Despidos y procedimientos antisindicales, actos de injerencia, violación del derecho de negociación colectiva y otras prácticas antisindicales por parte de la empresa.
3162	Costa Rica	Violación del derecho de negociación colectiva.
3117	El Salvador	Negativa de las autoridades de inscribir a las Juntas Directivas de los sindicatos querellantes y de otorgar las credenciales a sus integrantes.
3167	El Salvador	Hostigamiento e injerencia, creación de un sindicato paralelo, despido de un sindicalista,

		denegación de permisos, pérdida de la titularidad en un convenio colectivo, etc.
<b>2609</b>	<b>Guatemala</b>	El asesinato de un dirigente sindical de una empresa del sector bananero; el ingreso de fuerzas del ejército en la sede de la organización sindical SITRABI y el interrogatorio a los trabajadores; la persecución y hostigamiento al secretario general del SITRABI; hostigamiento, intimidación, amenazas contra la integridad física de los trabajadores y despido de trabajadores después de la constitución del Sindicato de Trabajadores Bananeros del Sur (SITRABANSUR); desaparición de un dirigente del SITRABANSUR; despido de dirigentes del Sindicato de Trabajadores del Poder Judicial.
<b>2948</b>	<b>Guatemala</b>	Numerosos despidos, traslados y actos de persecución antisindical en contra de varias organizaciones de trabajadores del sector público y de una organización de trabajadores del sector privado y alegan que la inspección de trabajo y los tribunales de trabajo no cumplen con su deber de brindar una protección adecuada respecto de estos casos.
<b>2978</b>	<b>Guatemala</b>	Despido masivo de trabajadores en violación a las disposiciones de un convenio colectivo en la municipalidad de Jalapa así como persecuciones antisindicales, despidos, amenazas de muerte y un intento de homicidio en contra de los miembros del Sindicato de Trabajadores de la Municipalidad de Pajapita.
<b>2508</b>	<b>Iran</b>	Acts of repression against the trade union of Tehran bus company including harassment of trade unionists, violent attacks on union's founding meeting; violent disbanding of union GA, arrest and detention of union members and leaders.
<b>3202</b>	<b>Liberia</b>	Refusal to grant trade union status to NAHWAL as well as the dismissal of workers and other acts of retaliation following a strike, including the dismissal of the complainant's Secretary General and President, the refusal to hear the complainant's grievances and the extremely low level of cooperation offered on addressing issues relating to employment conditions in the public health sector.
<b>3156</b>	<b>Mexico</b>	Trabas a la constitución del sindicato querellante suspensión de su toma de nota (registro), prácticas de intimidación y actos de discriminación antisindical y de injerencia.
<b>3163</b>	<b>Mexico</b>	Negativa de "toma de nota" (reconocimiento) de cambio de directiva del sindicato querellante.
<b>3018</b>	<b>Pakistan</b>	Anti-union actions by the management of the Pearl Continental Hotel Karachi and the failure of the Government to ensure the principles of FA.
<b>3127</b>	<b>Paraguay</b>	Prácticas antisindicales contra el sindicato querellante y negativa del empleador de negociar

		colectivamente, imposición del reglamento interno.
<b>3146</b>	<b>Paraguay</b>	Despidos, traslados y otras prácticas antisindicales por parte del Instituto Nacional Tecnología, Normalización y Metrología (INTN).
<b>3160</b>	<b>Peru</b>	La nueva legislación viola la negociación colectiva en la administración pública en la medida en la que prohíbe el incremento de salarios y otros beneficios.
<b>3069</b>	<b>Peru</b>	Discriminación sindical (despido de los 35 fundadores del sindicato) y actos de injerencia en un contexto de constitución del sindicato.
<b>3159</b>	<b>Philippines</b>	Anti-union practices including union busting, mass termination of contracts and violation of existing collective bargaining agreement.
<b>3129</b>	<b>Romania</b>	Adoption of an addendum to the collective agreement that modifies the definition of representative union, consequently, discrimination against members of the complainant union as compared to the members of another union with regard to wage increase and participation in various enterprise committees.
<b>3095</b>	<b>Tunisia</b>	Actes antisyndicaux à l'encontre de l'organisation plaignante et de ses dirigeants, avec pour conséquence le déni de la pluralité syndicale dans le pays. Comme pour la plainte no 2994, le problème de fond porte sur l'absence d'un cadre légal propice au bon fonctionnement de la pluralité syndicale.
<b>3175</b>	<b>Uruguay</b>	Injerencia del Gobierno al decidir incorporar al Sistema Nacional Integrado de Salud (SNIS) a los trabajadores del sector tabacalero que disponían de un convenio colectivo con mayores beneficios en materia de salud.
<b>2254</b>	<b>Venezuela</b>	Alegatos incluyen la marginación y exclusión de los gremios empresariales en el proceso de toma de decisiones, excluyendo así el diálogo social, el tripartismo y de manera general la realización de consultas (especialmente en relación con leyes muy importantes que afectan directamente a los empleadores).
<b>3082</b>	<b>Venezuela</b>	Imposición del arbitraje obligatorio tras el fracaso de la negociación colectiva en la empresa galletera Carabobo y disolución con violencia de una manifestación sindical con detención de sindicalistas