

Chapter 5 - Freedom of association and grievance mechanisms

Key points

- Freedom of Association
- Collective Bargaining

“1. Everyone has the right to freedom of peaceful assembly and association.

*2. No one may be compelled to belong to an association.”-
Universal Declaration of Human Rights, Article 20, 1948.*

*“Everyone has the right to form and to join trade unions for the protection of his interests.” -
Universal Declaration of Human Rights, Article 23, 1948*

I. Freedom of Association

According to the [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#) freedom of association is the right to organize and form employers' and workers' organizations. The principle of freedom of association is included in the preamble of the ILO Constitution, and is at the core of the ILO's values.

II. Collective bargaining

[The Collective Bargaining Convention, 1981 \(No. 154\)](#) defines it as “all negotiations which take place between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more workers' organizations, on the other”. Collective bargaining involves determining working conditions and terms of employment, as well as regulating relations between employers and workers.

- Collective bargaining and unions.
- Modalities of workers representatives' meetings with factory management.
- Existence and communication of factory's grievance mechanisms.



Unfair labour practices are mainly the employers' acts of “discrimination” against trade union officers, members and workers due to their participation in a trade union and acts of “manipulation and interference” against the trade union organization and operation. These acts can weaken or even damage the capacity of trade unions and cause fear to genuine trade union representatives (ILO).

For more information: [Unfair labour practices against trade union and workers](#)

ILO conventions

- **Freedom of Association:** [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)
- **Right to Organise and Collective Bargaining:** [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)
- **Workers' Representatives :** [Workers' Representatives Convention, 1971 \(No. 135\)](#)
- **Collective Bargaining Convention:** [Collective Bargaining Convention, 1981 \(No. 154\)](#).
- [Private Employment Agencies Convention, 1997 \(No. 181; articles: 4,11,12\)](#)
- **International Convention about Freedom of association and grievance mechanisms:** [The Universal Declaration of Human Rights, Article 20, 1948.](#)