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.

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.

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)
- Private Employment Agencies Convention, 1997 (No. 181; articles: 4,11,12)

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

For more information: Unfair labour practices against trade union and workers