



International
Labour
Office

MULTI

Better Business through socially
responsible labour practices

**Uphold freedom of association and the
effective recognition of the right to collective
bargaining**

(UNGC Principle 3)



Exercise Brain Storming:

**What do freedom of association
and the right to collective bargaining
mean?**

What does Freedom of Association mean?

- ◆ **FOA implies respect for the right of all employers and all workers to freely and voluntarily establish and join groups**
- ◆ **Workers and employers have the right to set up, join and run their own organizations without interference from State or any other entity**
- ◆ **Employers should not interfere in workers' decision in any way, or discriminate against who choose to associate or who act as their representatives**

What does collective bargaining mean?

- The right to bargain freely is essential to FOA
- CB is a voluntary process through which employers and workers discuss and negotiate their relations
- Participants include: employers or their organization/trade unions or workers representatives
- It functions effectively only if conducted freely and in good faith by both parties
- It includes the phase before negotiations (information sharing, consultation, joint assessment) as well as the implementation of collective agreements

International labour standards

- Freedom of Association and Protection of the Right to Organize Convention n° 87, 1948**
- Right to organize and Collective Bargaining Convention n° 98 ,1949**

Impacts and challenges

- **Worker's motivation and loyalty**
- **Industrial relations and productivity**
- **Risk management**
- **Reputation and brand image**
- **Shareholder concerns**





What is the responsibility of government ?

- Governments have the responsibility for ensuring that legal and institutional frameworks exist and function properly
- They should promote a culture of mutual acceptance and cooperation

**What can be done to respect
freedom of association at the
workplace?**



What can be done to respect freedom of association at the workplace?

- Respect the right of all workers to form and join trade unions of their choice without fear of intimidation, reprisal, in accordance with national law**
- Put in place non-discriminatory policies and procedures with respect to trade union organization, union membership and activity**
- Provide worker representatives with appropriate facilities**

What can be done at the bargaining table?

What can be done at the bargaining table?

- Recognize representative organizations
- Provide trade union representatives with access to real decision makers for collective bargaining
- Provide information required for meaningful negotiations
- Address any problem-solving or other needs of interest to workers and management



What can be done in the community of operation?

- Take into account the role and function of the representative national employers' organizations
- Take steps to improve the climate in labour-management relations
- Inform the local community, media and public authorities of companies endorsement to the UN Global Compact and its intention to respect its provisions including those on fundamental workers' right

Exercise : Experience sharing

