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