Freedom of Association: Trade Union Rights Worldwide
2017 edition
by the International Centre for Trade Union Rights

The Americas

North America
- Canada
- United States of America
- Mexico
- Guatemala
- Honduras

Central America
- Nicaragua
- El Salvador
- Costa Rica
- Panama

South America
- Brazil
- Chile
- Peru
- Colombia
- Venezuela

Caribbean
- Cuba
- Jamaica
- Trinidad and Tobago
- Haiti

Africa

North Africa
- Algeria
- Tunisia

West Africa
- Senegal
- Gambia
- Guinea

East Africa
- Mauritius
- Zimbabwe

Southern Africa
- South Africa
- Namibia
- Botswana

Middle East

Asia

North Asia
- Japan
- Russia

South Asia
- India
- Pakistan

Southeast Asia
- Malaysia
- Philippines

Oceania
- Australia
- New Zealand

Freedom of Association: Trade Union Rights Worldwide

This map shows which countries have ratified, or are in the process of ratifying, the International Labour Organization’s (ILO) two Freedom of Association and Collective Bargaining (FCAB) conventions: Convention 87 (Freedom of Association) and Convention 98 (Collective Bargaining).

Key
- Has ratified both conventions
- Has ratified Convention 87 only
- Has ratified Convention 98 only
- Has not ratified either convention

Exports of goods and services
- Export of goods valued at over $500 billion
- Export of goods valued at over $100 billion
- Export of goods valued at over $20 billion

Map data ©2017 Google

Freedom of Association and Collective Bargaining

Freedom of Association is the right of workers to form and join organizations of their own choosing without interference from employers, and to bargain collectively through representatives of their own choosing with employers. The Convention 87 (Freedom of Association) guarantees this right.

Collective Bargaining is the process by which workers or their representatives negotiate with employers over wages, hours of work, and other terms and conditions of employment. It is the means by which workers seek to improve their working and living conditions.

Why are these rights called fundamental?
Both freedom of association and effective recognition of the right to collective bargaining are fundamental human rights at work, recognized in the US Constitution and in ILO Conventions. The right to freedom of association and collective bargaining is a basic human right that is founded on several fundamental principles.

1. Freedom of association: the right of workers to form and join organizations of their own choosing without interference from employers, and to bargain collectively through representatives of their own choosing with employers.

2. Right to collective bargaining: the right of workers and employers to bargain collectively through representatives of their own choosing with employers over wages, hours of work, and other terms and conditions of employment, in order to improve their working and living conditions.

3. Recognition of the rights: the right to participate in the formulation and implementation of laws and policies concerning social and economic issues, including the right to a social partnership, a participation in the formulation and implementation of laws and policies concerning social and economic issues, including the right to a social partnership, a participation in the formulation and implementation of laws and policies concerning social and economic issues, including the right to a social partnership, a participation in the formulation and implementation of laws and policies concerning social and economic issues, including the right to a social partnership.

4. Protection against interference: the right to be free from interference in the exercise of their human rights at work, including freedom of association and right to collective bargaining.

Conclusion
Freedom of Association and Collective Bargaining are both essential elements of democratic participation and social inclusion. They are fundamental human rights that are recognized in various international instruments, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

The International Labour Organization (ILO) is an international agency that promotes social justice, decent work, and human rights worldwide. Its mandate is to promote social and economic development, and to protect workers' rights.

Freedom of Association and Collective Bargaining are key components of the ILO's work to improve working conditions and protect workers' rights. The ILO promotes these rights through the promotion of conventions and recommendations, and by providing technical assistance and capacity building to governments.

References
- ILO Convention 87: Freedom of Association
- ILO Convention 98: Collective Bargaining
- ILO Convention 100: Right to Organize and Collective Bargaining

International Union Rights Journal publishes 4 times per year, and is the largest volume of the journal on trade unions, lawyers and academics in more than 100 countries.

Available from www.ictr.org/RUH.htm

Trade unions of the World is an aptly titled page reference work, published in 2016, which includes a history of the development of trade unionism and labour struggles in 150 countries and industrially dependent territories. The book frames the labour struggle in a context of globalisation, with an emphasis on information about labour and trade union rights, and a directory of listings across unions for each of the countries and territories listed above, plus a guide to the international trade union movement.

Available from www.ictr.org