



Freedom of association and collective bargaining: Follow-up activities by the ILO under the Declaration on Fundamental Principles and Rights at Work

This brief note informs delegates at the 89th Session of the International Labour Conference (Geneva, June 2001) of activities in pursuit of the Action Plan approved by the Governing Body in November 2000¹ that were carried out since that time or which are in an advanced stage of finalization. This note is structured following the headings of the Action Plan and refers both to countries, regions or organizations for which activities were envisaged at the time of drafting the Action Plan and to countries for which resources have become available subsequently under the inspiration of the Action Plan, notably to the In-Focus Programme on Promoting the Declaration and the Turin Centre of the ILO.

A. PRINCIPAL HURDLES TO BE ADDRESSED

Strengthening of rights

Albania, Bosnia and Herzegovina, Croatia, The Former Yugoslav Republic of Macedonia and Yugoslavia: A tripartite seminar on promoting the Declaration with special focus on freedom of association and collective bargaining was held in Sarajevo in April 2001.

Bolivia: A project covering three of the four fundamental principles and rights, including freedom of association and collective bargaining, has run about half of its course.

Burkina Faso: A project was launched late last year beginning with a study to identify the obstacles standing in the way of full implementation of, *inter alia*, Conventions Nos. 87 and 98. This study was the object of a tripartite seminar in Ouagadougou in February 2001, where follow-up activities were agreed.

Cape Verde: A seminar on promoting the Declaration with a focus on freedom of association and collective bargaining was held in Praia in April 2001.

Gulf Cooperation Council countries: International labour standards and the 1998 Declaration were the object of a training seminar held in Manama, Bahrain in April 2001. A meeting between ministers from GCC countries and the Office is scheduled to take place during the 89th Session of the Conference to consider the rendering of technical advisory services by the Office in subsequent months.

Islamic Republic of Iran: Consultations are taking place regarding the organization of a seminar on free-

dom of association and collective bargaining foreseen for later in the year 2001.

Jordan: A tripartite seminar to identify, *inter alia*, the obstacles standing in the way of ratification of Convention No. 98 and full implementation of Convention No. 87 was held in Amman in May 2001.

Mauritania: A project was launched late last year beginning with a study to identify the obstacles standing in the way of ratification of Convention No. 98 and full implementation of Convention No. 87. This study was the object of a tripartite seminar in Nouakchott in May 2001, where follow-up activities were agreed.

Nepal: A tripartite seminar is foreseen for July 2001 to identify the obstacles standing in the way of ratification of Convention No. 98.

Niger: A project was launched late last year beginning with a study to identify the obstacles standing in the way of full implementation of, *inter alia*, Conventions Nos. 87 and 98. This study was the object of a tripartite seminar in Niamey in February 2001, where follow-up activities were agreed.

Togo: A project was launched late last year beginning with a study to identify the obstacles standing in the way of full implementation of, *inter alia*, Conventions Nos. 87 and 98. This study was the object of a tripartite seminar in Lomé in May 2001, where follow-up activities were agreed.

Discrimination and interference

Morocco: A project is in the final stages of elaboration to promote modern industrial relations in selected sectors of the economy.

Togo: See above under "Strengthening of rights".

B. SPECIFIC IMPLEMENTATION PROBLEMS

Labour law reform

Global: The Office is finalizing the elaboration of labour law guidelines designed to help countries to draw on good examples of national laws in the fields covered by the Declaration, notably freedom of association and collective bargaining. The guidelines would be available on the Internet and on CD-ROMs in several languages.

Albania: A technical assistance mission to review specific aspects of labour legislation took place in

¹ GB.279/TC/3.

December 2000 and will be followed up by a workshop for workers' and employers' organizations in September 2001.

Bulgaria and Romania: A two-year project is about to start concerned with modern legislation, the strengthening of tripartite machinery and of the social partners.

Caribbean: A two-year project was launched in January 2001 to assist employers and workers in jointly tackling adjustments to globalization-induced changes and to strengthen governments' capacities to provide a facilitating environment.

Cambodia: The components of a broader project that relate to freedom of association and collective bargaining, notably disputes settlement, will shortly be launched.

East Timor: A one-and-a-half-year project is scheduled to begin in July to train officials, trade unionists, employers and judges in modern and gender-sensitive industrial relations and collective bargaining.

Equatorial Guinea: An activity has started to revise the Labour Code and bring it into line with the fundamental principles and rights of the Declaration.

Indonesia: One project has advised the Government and social partners on the trade union bill throughout its gestation. A new two-year project, which has just started, will do the same for the disputes settlement bill but will mainly focus on modern industrial relations, collective bargaining and the strengthening of the social partners.

Niger: See above under "Strengthening of rights".

Nigeria: A two-year project to assess the consistency of legislation with the fundamental principles and rights as well as to strengthen the Government's and the social partners' capacity for harmonious industrial relations is about to start.

Ukraine: A two-year project has just been approved that aims: (i) to strengthen the capacity and autonomy of workers' and employers' organizations to represent their members' interests, and (ii) to put in place an effective mechanism for conducting collective bargaining at various levels.

Kenya, United Republic of Tanzania and Uganda: A two-year regional project to strengthen the capacity of the governments and social partners to engage in collective bargaining commenced earlier this year and included, *inter alia*, a seminar on freedom of association and collective bargaining in Kampala, Uganda.

Organization of American States: A one-and-a-half-year project to provide technical support to the XIth Inter-American Labour Conference of the OAS has been under way since late 2000 aimed at highlighting the States' commitments to social and labour issues in various regional integration agreements and promote best practices in industrial relations, labour law reform as well as the effective application of the fundamental principles and rights at work.

Export-processing zones

Dominican Republic and Honduras: A tripartite seminar on freedom of association in export-processing zones is scheduled to take place in July 2001.

India: A national tripartite workshop on freedom of association in export-processing zones is scheduled to take place in September 2001.

Sri Lanka: A tripartite workshop on freedom of association in export processing zones was held in January 2001.

Migrant workers, including domestics

Gulf Cooperation Council countries: See above under "Strengthening of rights".

Indian Ocean States: A tripartite seminar on freedom of association for migrant workers is scheduled to take place in July 2001.

Agricultural workers

Nepal: A joint DECLARATION-IPEC project, which is getting under way at present, will increase the capacity of agricultural workers' organizations in the west of the country to support formerly bonded agricultural labourers and their families.

CONTENTS

	Pages
A. Principal hurdles to be addressed	1
Strengthening of rights	1
Discrimination and interference	1
B. Specific implementation problems	1
Labour law reform	1
Export-processing zones	2
Migrant workers, including domestics	2
Agricultural workers	2