



International
Labour
Organization

Freedom of association and collective bargaining

Interactive catalogue of ILO resources



Fundamental Principles and Rights at Work

Contents

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This catalogue gives an overview of key ILO knowledge resources and publications on **freedom of association and collective bargaining**. For each resource, you will find a short summary and relevant publication information.

This document is interactive

Click on a circle to jump to a section and click on any title or image to access the publication on the ILO website. Click the contents icon to return.



Freedom of association in practice: Lessons learned. (Global Report)

This global report is based on the premise that achieving the ILO's goal of decent work for all women and men is only possible if they can have a say in what this means for them. Freedom of association and the right to organize and bargain collectively are fundamental human rights, the exercise of which has a major impact on work and living conditions, as well as on the development and progress of economic and social systems.

Available languages: *English, French, German, Spanish*

2008, 103 pages

ISBN 978-92-2-119481-1

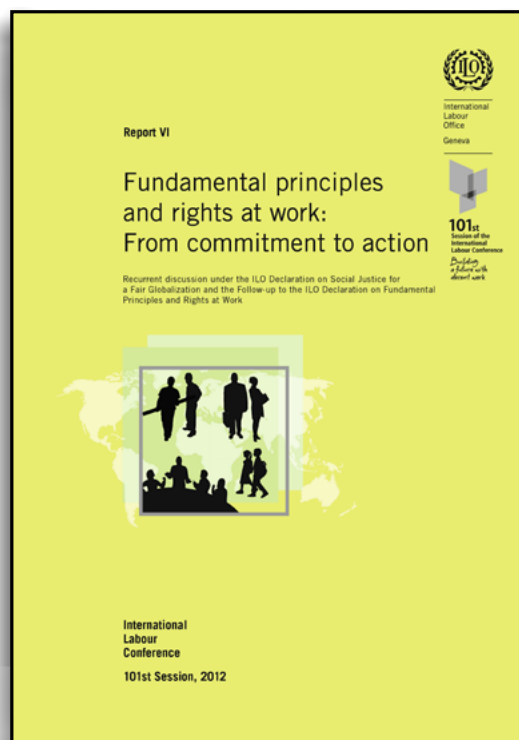
Fundamental principles and rights at work: From commitment to action (Report VI)

This report was published as part of the recurrent discussion under the ILO Declaration on Social Justice for a Fair Globalization and the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. The objective of the discussion is to understand better member States' diverse realities and needs with respect to fundamental principles and rights at work, as well as ILO action to address these needs, in order to respond more effectively to them through a coordinated use of all the ILO means of action.

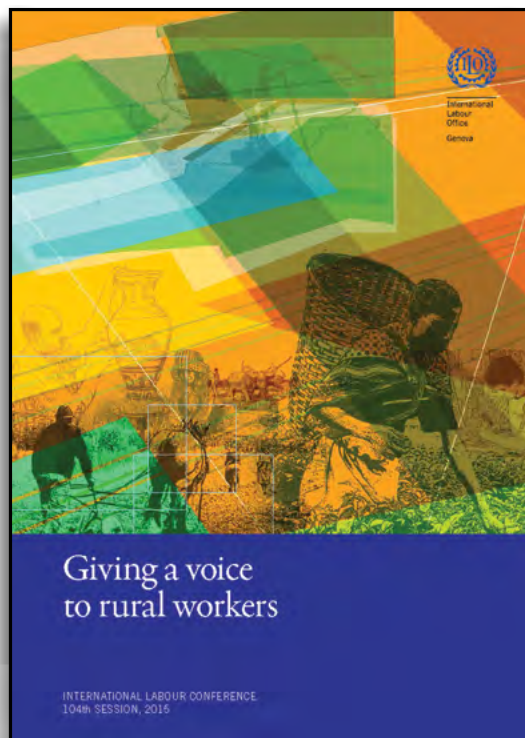
Available languages: *Arabic, Chinese, English, French, German, Russian, Spanish*

2012, 113 pages

ISBN 978-92-2-124507-0 (print); ISBN 978-92-2-124508-7 (PDF)



General surveys



Giving a voice to rural workers

This annual General Survey from the Committee of Experts on the Application of Conventions and Recommendations on member States' national law and practice is focused the right of association in agriculture, as well as the rights of rural workers' organizations. General surveys are established mainly on the basis of reports received from member States and information transmitted by employers' and workers' organizations. They allow the Committee of Experts to examine the impact of Conventions and Recommendations, to analyse the difficulties indicated by governments as impeding their application or their ratification, and to identify means of overcoming these obstacles.

Available languages: *English, French, Spanish*

2015, 133 pages

ISBN 978-92-2-129007-0 (print); ISBN 978-92-2-129008-7 (PDF); ISSN 0074-6681

Collective bargaining in the public service: The way forward

This annual General Survey from the Committee of Experts on the Application of Conventions and Recommendations concerns labour relations and collective bargaining in the public service. The main focus of the General Survey is on collective bargaining rights in the public administration. It also covers a number of other subjects, including consultation, the civil and political rights of public employees, the facilities to be granted to trade union representatives, protection against acts of discrimination and interference, and dispute settlement mechanisms.

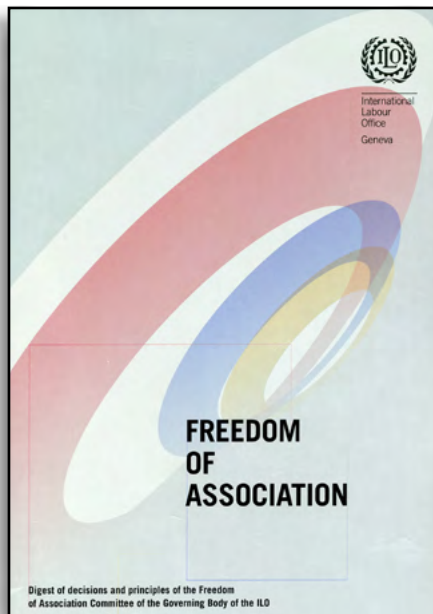
Available languages: *English, French, Spanish*

2013, 247 pages

ISBN 978-92-2-126857-4 (print); ISBN 978-92-2-126858-1 (PDF); ISSN 0074-6681



CFA cases and principles



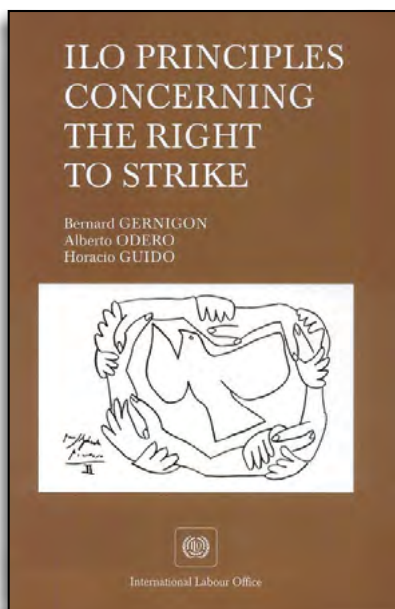
Freedom of association: Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO

Since its establishment 55 years ago, the Freedom of Association Committee has dealt with more than 2,500 complaints on infringements of freedom of association, submitted by governments, employers' organizations and workers' organizations. This digest brings together these decisions and principles in concise form and serves as a useful guide to policies and actions that can be adopted to promote and protect the fundamental principle of freedom of association.

Available languages: *Bahasa Indonesia, English, French, Spanish*

2006, 154 pages

ISBN 978-92-2-119031-8



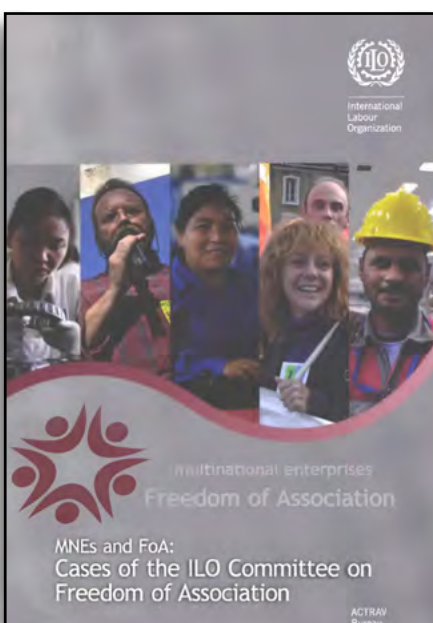
ILO principles concerning the right to strike

Although the right to strike has never been set out explicitly in ILO Conventions and Recommendations, it has been discussed on several occasions in the International Labour Conference during the course of preparatory work on instruments dealing with related topics. This book examines the principles laid down by the ILO's Committee on Freedom of Association concerning the right to strike, covering inter alia political strikes, compensatory guarantees if the right to strike is denied, and protection against reprisals for strike action.

Available languages: *Bahasa Indonesia, English, French, Spanish*

1998, 62 pages

ISBN 92-2-111627-1



Multinational enterprises and freedom of association: Cases of the ILO Committee on Freedom of Association

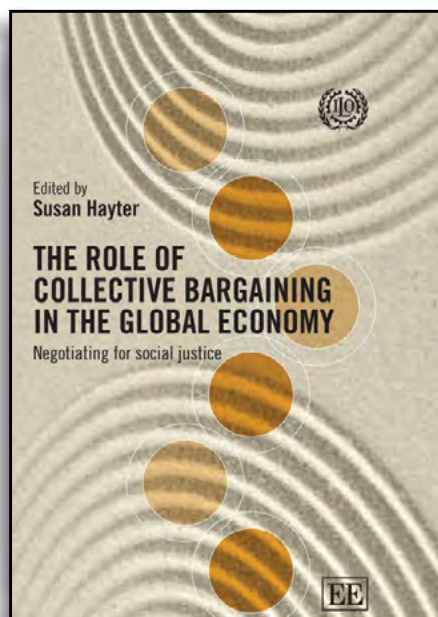
This volume provides an overview of violations of freedom of association that originated in major multinational enterprises, summarizing the facts alleged by the unions, the Committee's recommendations and the subsequent results, with the aim of highlighting the importance of the Committee and of international labour standards protecting the fundamental rights of workers around the world.

Available languages: *English, Spanish*

2013, 36 pages

ISBN 978-92-2-127378-3 (print); ISBN 978-92-2-127379-0 (PDF)

Books



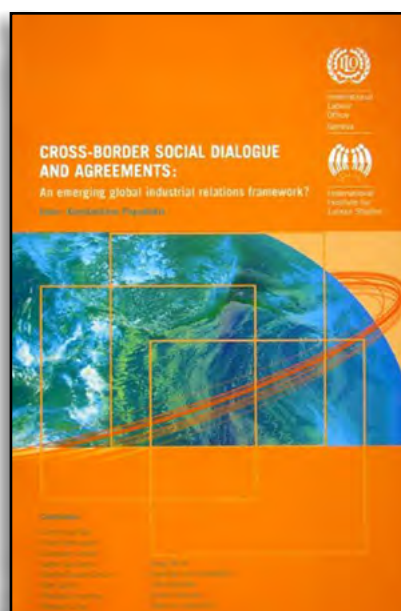
The role of collective bargaining in the global economy: Negotiating for social justice

Participation in the global economy can contribute to growth and development, but as the recent financial crisis demonstrated, such participation can also threaten employment, wages and labour standards. This volume examines the role that collective bargaining plays in ensuring that participation in the global economy is balanced, fair and just.

Available languages: *English, Spanish*

2008, 290 pages

ISBN 978-92-9014-862-3 (print); ISBN 978-92-9014-863-0 (PDF)



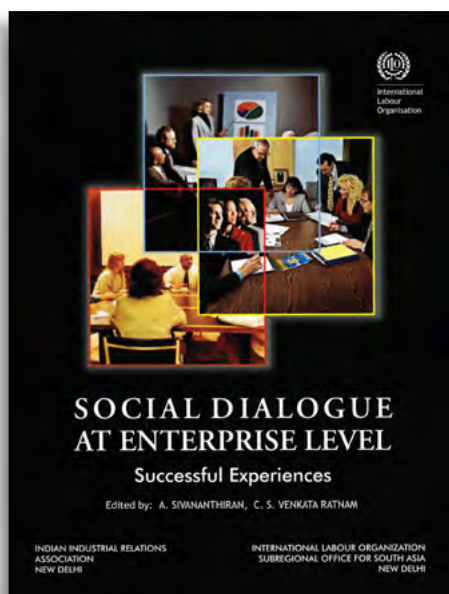
Cross-border social dialogue and agreements: An emerging global industrial relations framework?

The book examines various facets of international framework agreements, as one of numerous private initiatives that have emerged in the absence of a state-driven multilateral framework, in view of organizing a common labour relations framework at cross-border level. It also addresses relevant issues such as the possibility of cross-border solidarity action as a complement to cross-border dialogue.

Available languages: *English, Spanish*

2008, 290 pages

ISBN 978-92-9014-862-3 (print); ISBN 978-92-9014-863-0 (PDF)



Social dialogue at enterprise level: Successful experiences

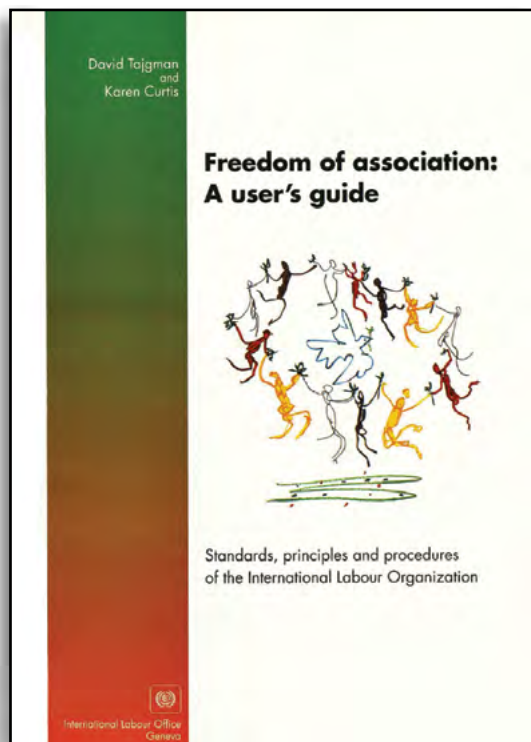
This volume presents selected papers on social dialogue at workplace level, based on experiences in industrial and plantation companies in the Asia-Pacific region. The objective of this publication is to introduce concepts of social dialogue at the workplace, enumerate enabling conditions for social dialogue to work effectively, and demonstrate positive features of social dialogue with empirical studies.

Available languages: *English*

2004, 127 pages

ISBN 92-2-117365-8 (print)

Guides and manuals



Freedom of association: A user's guide

This practical reference guide offers a user-friendly guide to the ILO's freedom of association standards, principles and procedures. Concise and easy to follow, the guide explains these standards and the profound impact they have had on laws, individuals released from prison, and the right of trade unionists and employers to organize and bargain collectively. It also presents invaluable information on how these procedures can be used to help promote and secure freedom of association around the world.

Available languages: *English, French Spanish*

2000, 83 pages

ISBN 92-2-110837-6

Rules of the Game: A brief introduction to International Labour Standards

Aimed at a non-specialist audience, the revised edition of this publication provides an introduction to international labour standards and discusses their importance in today's global economy, the subjects they cover, how they are applied and supervised and where further information can be sought.

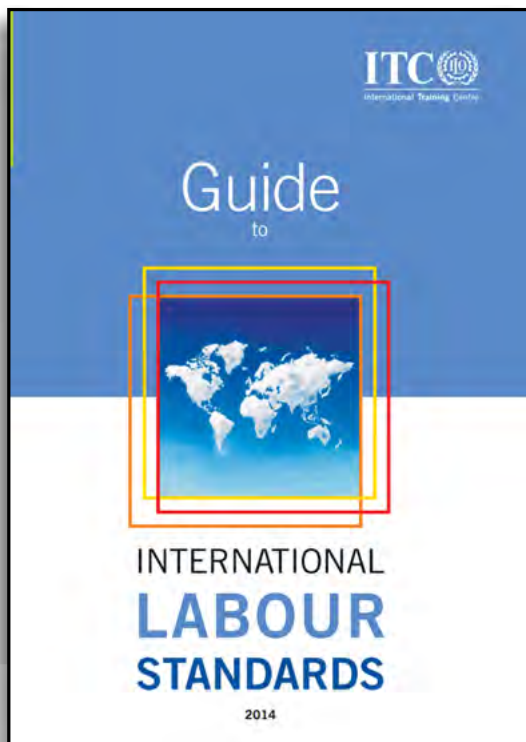
Available languages: *English, French, Spanish*

2014, 134 pages

ISBN 978-92-2-128227-3 (print) ISBN 978-92-2-128228-0 (PDF)



Guides and manuals



Guide to International Labour Standards

This guide provides summaries of the contents of ILO Conventions and Recommendations, organized by subject matter. This publication is primarily for participants in training activities run by the International Training Centre of the ILO. It may also be of interest to employers' or workers' representatives, civil servants, NGOs concerned with human rights or socially responsible business, students, teachers, technical cooperation workers or anyone interested in social issues.

Available languages: *English, French, Spanish*

2014, 350 pages

ISBN 978-92-9049-457-7 (print); ISBN 978-92-9049-690-8 (PDF)

Handbook of procedures relating to international labour Conventions and Recommendations

This handbook describes the procedures operating within the International Labour Organization in relation to the adoption and implementation of Conventions and Recommendations. It is designed to assist government officials responsible for the discharge of obligations under the ILO Constitution relating to international labour standards. It is also intended for use by organizations of workers and employers, which have their own distinct roles to play in these procedures.

Available languages: *Arabic, Chinese, English, French, German, Portuguese, Russian*

2012, 78 pages

ISBN 978-92-2-126637-2 (print); ISBN 978-92-2-126638-9 (PDF)



Guides and manuals



Freedom of association and development

This publication aims to highlight the pivotal role of freedom of association in fostering and maintaining sustainable development. As such, it seeks to provide ideas for governments, trade unions and employers' organizations on how to work together to achieve real and tangible results for development.

Available languages: *English, French, Spanish*

2011, 76 pages

ISBN 978-92-2-125213-9 (print); ISBN 978-92-2-125214-6 (PDF)



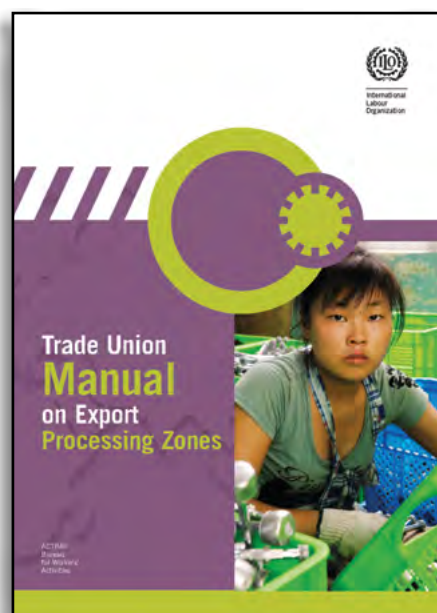
Freedom of association and labour inspection in rural areas: A trainer's handbook

This manual provides information for trainers using the ILO training module on Freedom of Association in Rural Areas. The manual provides ideas on how to customise the training materials in order to better reflect country- and sector-specific issues, in addition to facilitation suggestions and additional information that the trainer can use to prepare for the session and increase their knowledge of freedom of association.

Available languages: *English*

2014, 76 pages

ISBN 978-92-2-128227-3 (print) ISBN 978-92-2-128228-0 (PDF)



Trade Union Manual on Export Processing Zones

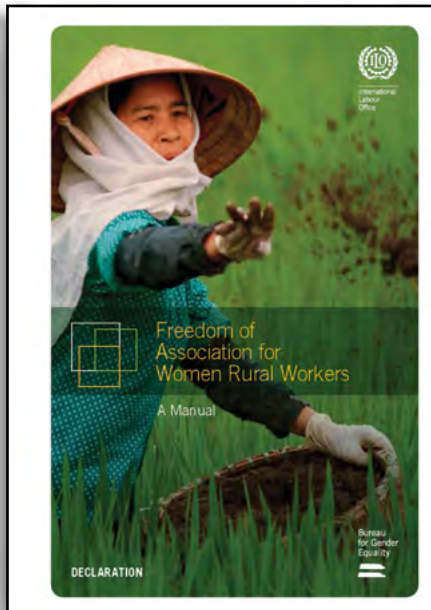
With the growth of EPZs, trade unions are endeavouring to make sure that working and living conditions of the workers in these zones meet internationally recognised norms as enshrined in the ILO's international labour standards. This manual aims to assist trade unions in achieving these goals and deals with basic rights such as respect for freedom of association and collective bargaining, non-discrimination, work-life balance and the right to occupational health and safety.

Available languages: *English*

2014, 114 pages

ISBN 978-92-2-128613-4 (print); ISBN 978-92-2-128614-1 (PDF)

Guides and manuals



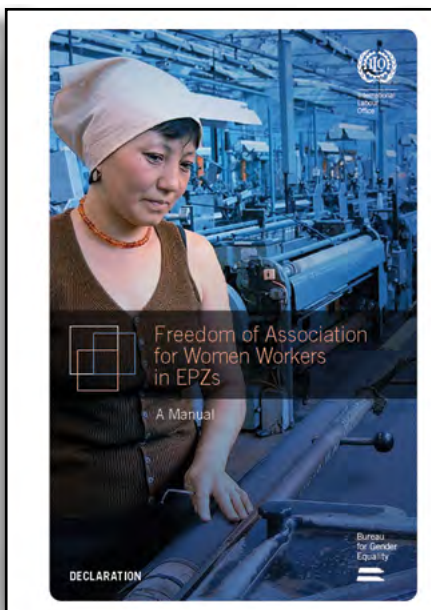
Freedom of association for women rural workers: A manual

This manual is a practical and user-friendly tool to help trade unions reach out to women workers in the rural sector, inform them of their rights and engage them in activities to promote freedom of association. It goes through the various steps on how to get in contact with the workers, how to prepare for and conduct the training, and what activities to suggest.

Available languages: *English*

2012, 53 pages

ISBN 978-92-2-125673-1 (print); ISBN 978-92-2-125674-8 (PDF)



Freedom of association for women workers in EPZs: A manual

This manual is a practical tool to help trade unions reach out to women workers in Export Processing Zones (EPZs), inform them of their rights and engage them in activities that promote freedom of association and organizing as a key means to improve their working conditions. It takes a step-by-step approach on contacting the workers, preparing for and conducting the training, and suggesting activities.

Available languages: *Arabic, English*

2012, 50 pages

ISBN 978-92-2-125675-5 (print); ISBN 978-92-2-125676-2 (PDF)



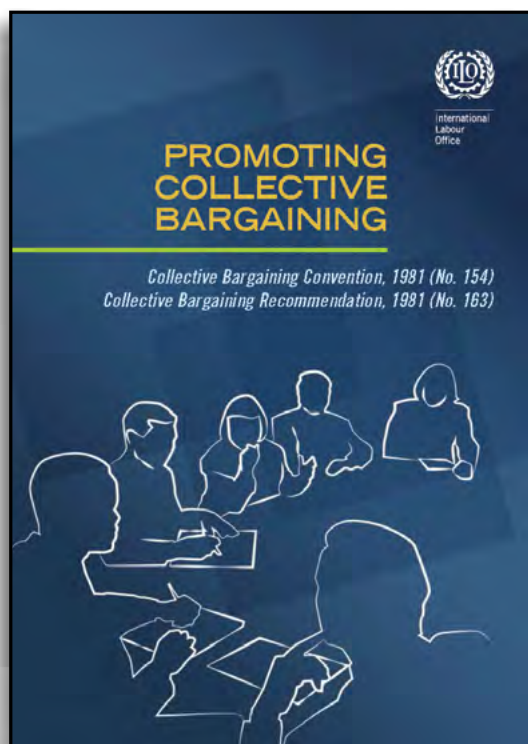
Manual on collective bargaining and dispute resolution in the public service

This manual provides examples on how different countries have developed successful mechanisms to prevent and resolve disputes in labour relations in the public service. It showcases effective ways to develop collective bargaining systems, provides approaches to dispute resolution and identifies practices around the world which have enabled unions and public sector employers to engage in negotiations regarding wages and conditions of work on a fair footing and with minimal disruption to public services.

Available languages: *Arabic, Bosnian, English, French, Greek, Macedonian, Portuguese, Russian, Serbian, Spanish, Ukrainian*

2014, 169 pages

ISBN 978-92-2-125790-5 (print); 978-92-2-125791-2 (PDF)



Promoting collective bargaining (Convention No. 154 and Recommendation No. 163)

The Collective Bargaining Convention (No. 154) and its accompanying Recommendation (No. 163) were adopted by the International Labour Conference in 1981 as a practical complement to Convention No. 98. They set out the types of measures that can be adopted to promote collective bargaining and the aims of these measures. Because it is promotional in nature, Convention No. 154 can be implemented in countries with different economic and social conditions, with different legislative frameworks, and in a variety of industrial relations systems.

Available languages: *English*

2015, 33 pages

ISBN 978-92-2-129233-3 (print); ISBN 978-92-2-129234-0 (PDF)

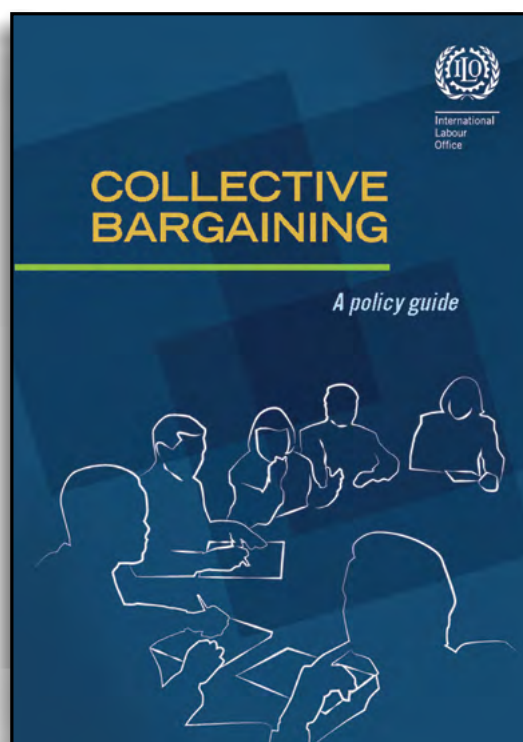
Collective bargaining: A policy guide

Countries in all regions and at all stages of development frequently request ILO support and advice on enhancing the effectiveness of policies to promote collective bargaining. In response to this demand, this guide forms a key element of a policy package aimed at supporting the efforts of ILO constituents to establish and revitalize mechanisms for voluntary negotiations. The guide can be applied in a variety of institutional contexts and national traditions and supports the development of policies to promote collective bargaining through tripartite social dialogue.

Available languages: *English, French, Spanish*

2015

ISBN 978-92-2-119481-1; ISSN 0074-6681



Guides and manuals

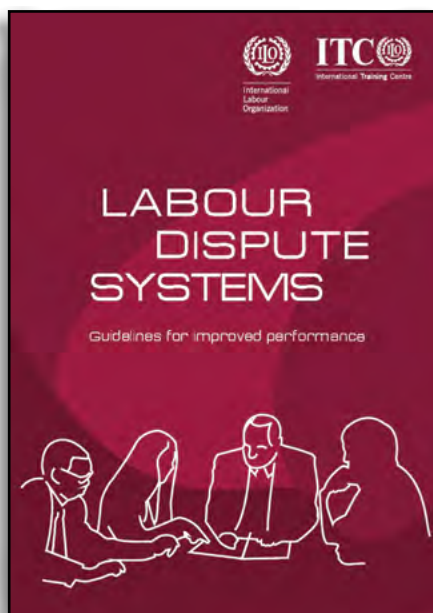


Strategic collective bargaining: An introduction for employers

This guide provides a basic introduction to the concept of collective bargaining and provides practical advice to employers entering bargaining for the first time, or those seeking to get more out of the process. The guide gives employers the critical tools they need to use collective bargaining to their best commercial and operational advantage. The advice reflects good practice and successful experience across a number of collective negotiations across various national systems.

Available languages: *Arabic, English*

2009, 154 pages



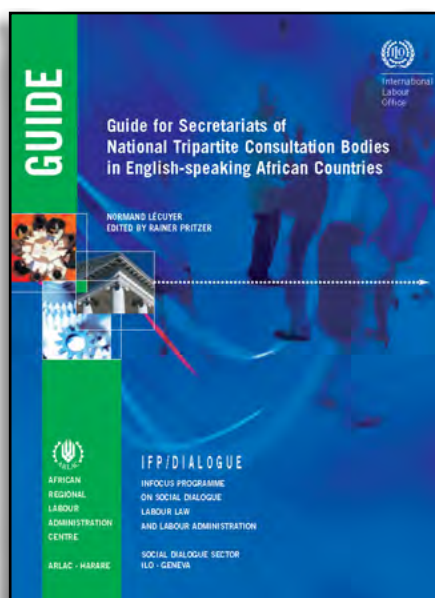
Labour dispute systems: Guidelines for improved performance

This guide is part of the ILO's effort to strengthen institutional capacity for the prevention and resolution of labour disputes. It provides advice on the steps to be taken to either revitalize an existing system or establish an independent institution, ensuring that they operation efficiently and provide effective dispute resolution services

Available languages: *Albanian, Arabic, Bulgarian, Bosnian, Chinese, English, French, Romanian, Russian, Spanish*

2013, 252 pages

ISBN 978-92-9049-677-9 (print); ISBN 978-92-9049-679-3 (PDF); ISBN 978-92-9049-678-6 (CD-ROM)



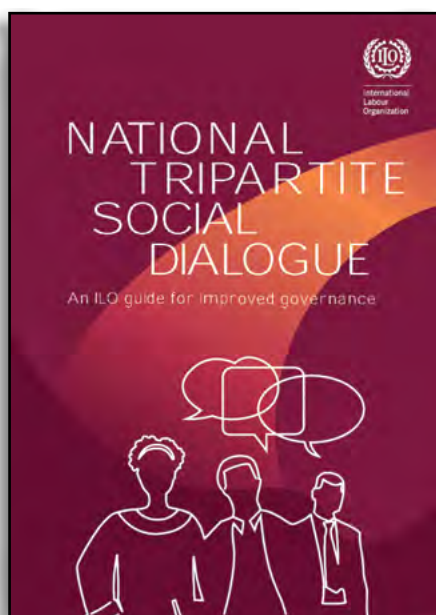
Guide for secretariats of National Tripartite Consultation Bodies in English-speaking African countries

This guide serves as a working tool for those responsible for the day-to-day runnings of the secretariats of tripartite consultation bodies. It may also serve as a reference and offer ideas for creating and developing administrative mechanisms and encourage ILO member States to relaunch tripartite consultation activities which may have been shelved. The guide responds to the needs of a specific region but can be adapted to different country contexts as necessary.

Available languages: *English*

2003, 99 pages

Guides and manuals



National tripartite social dialogue: An ILO guide for improved performance

This guide is part of the ILO's effort to respond to the demand from ILO member States for technical support in the field of establishing or strengthening mechanisms for tripartite social dialogue at the policy level in line with international labour standards and good comparative practice.

Available languages: *Arabic, English, French, Portuguese, Russian*

2013, 282 pages

ISBN 978-92-2-127996-9 (print); ISBN 978-92-2-127997-6 (PDF); ISBN 978-92-2-127998-3 (CD-ROM)



Social dialogue and workplace cooperation: An overview

This ILO Good Practice Guide provides an overview of social dialogue and workplace cooperation in the general context of industrial relations, examines some of its most common forms and provides a framework for getting started through a series of useful steps for managers and workers.

Available languages: *English*

2008, 39 pages



Social dialogue: A manual for trade union education

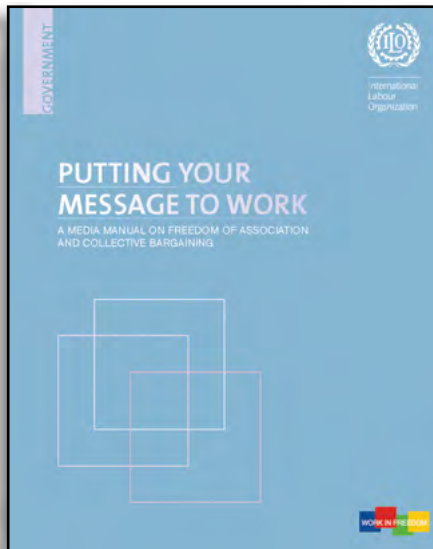
This manual on social dialogue is designed for trade union trainers responsible for organizing courses at the sectoral or national level. A particular focus is put on the Central and Eastern European countries, both EU New Member States and Candidate Countries. It is centered around the specific conditions and needs trade unionists from these countries face when it comes to strengthening social dialogue.

Available languages: *English*

2012, 94 pages

ISBN 978-92-9049-664-9

Guides and manuals



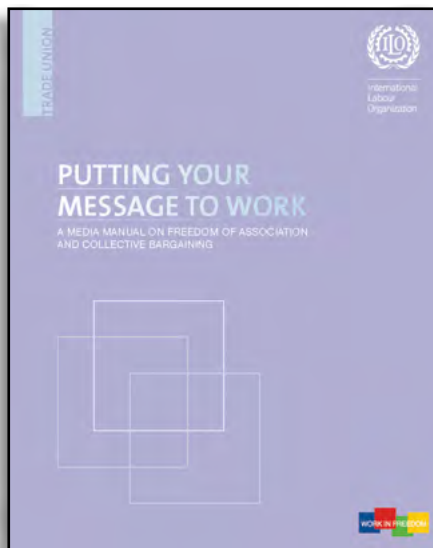
Putting your message to work (Government)

This toolkit offers guidelines to governments on how to reach out to workers' and employers' organizations and the general public to raise awareness of freedom of association and collective bargaining. Through the use of strategic communications, governments can bring strength and stability to the workplace by extending these essential rights to more people and improving their chances of obtaining decent work.

Available languages: *English*

2011, 84 pages

ISBN 978-92-2-125444-7



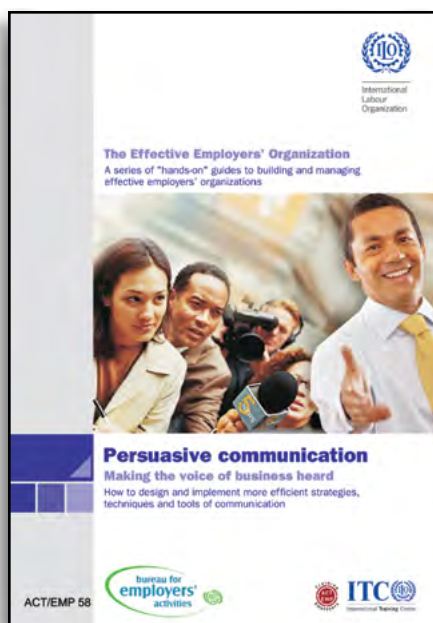
Putting your message to work (Trade unions)

This manual intends to help trade unions use the media to better communicate on freedom of association and collective bargaining. News coverage, television debates, and publicity materials can make fundamental principles and rights at work more visible. Visibility is important because the respect and effective enforcement of these rights largely rest on widespread public support and awareness of their existence.

Available languages: *English*

2011, 80 pages

ISBN 978-92-2-125446-1



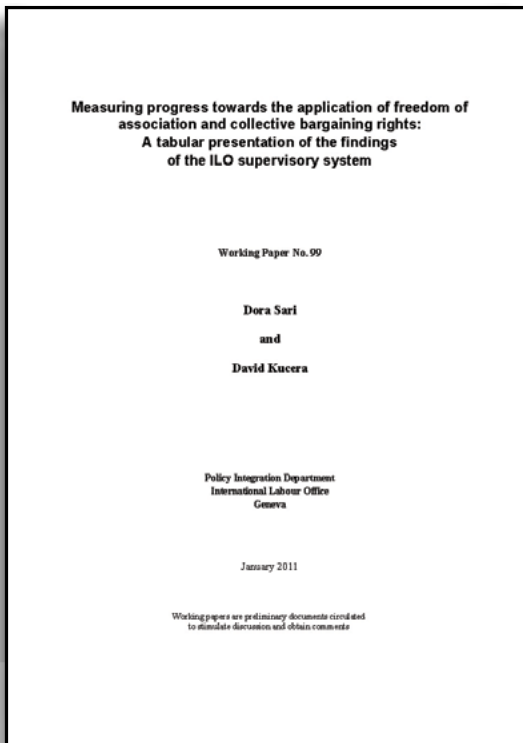
Persuasive communication: Making the voice of business heard

This guide aims primarily to assist managers, officials or directors of employers' organizations in less developed countries to develop an effective, professional approach to their organization's communication, both in-house and external. It contains valuable advice for leaders of regional and sectoral organizations responsible for representing the interests of employers, especially those seeking to reevaluate their current approaches and practices.

Available languages: *English*

2010, 75 pages

ISBN 978-92-9049-545-1



Measuring progress towards the application of freedom of association and collective bargaining rights: A tabular presentation of the findings of the ILO supervisory system

The paper describes a method to measure ILO member States' progress towards the application of freedom of association and collective bargaining rights. The method is based on coding the findings of the ILO supervisory system and compiling this information in a readily accessible and concise manner.

Available languages: *English*

2011, 158 pages

ISBN 978-92-2-124617-6 (print); ISBN 978-92-2-124618-3 (PDF)

Freedom of association and collective bargaining in export processing zones: Role of the ILO supervisory mechanisms (No. 1)

This paper discusses the principles of the Committee of Experts on the Application of Conventions and Recommendations and the Committee on Freedom of Association concerning the freedom of association and collective bargaining rights of workers in Export Processing Zones (EPZs). It analyses the recommendations made by these supervisory bodies and the measures taken by governments to implement these recommendations.

Available languages: *English*

2007, 62 pages

ISBN 978-92-119847-5 (print); ISBN 978-92-119848-2 (PDF)



Working papers



Industrial relations and collective bargaining: Trade and developments in South Africa (No. 2)

This paper is part of a comparative study examining industrial relations developments across different countries and regions. It examines how industrial relations systems and practices in South Africa are evolving to meet contemporary labour market challenges, with a particular focus on innovative collective agreements that contribute to employment security, social protection and the promotion of workers' rights.

Available languages: *English*

2009, 45 pages

ISBN 978-92-2-122372-6 (print); ISBN 978-92-2-122373-3 (PDF)



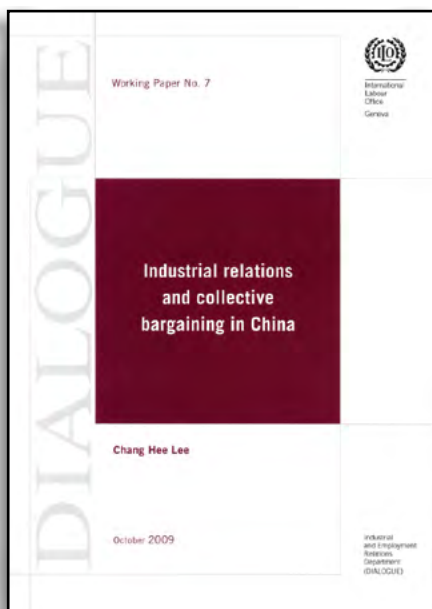
Industrial relations and collective bargaining: Argentina, Brazil and Mexico compared (No. 5)

The paper provides a comparative analysis of industrial relations in Argentina, Brazil and Mexico. All three countries have distinct political, institutional and economic backgrounds, yet they share some important features, such as the central role that the government plays in regulating the labour market and working conditions. This does not mean that collective bargaining is not important where it exists; only that its role tends to be limited to legally defined constituencies.

Available languages: *English*

2009, 94 pages

ISBN 978-92-2-122530-0 (print); ISBN 978-92-2-122531-7 (PDF)



Industrial relations and collective bargaining in China (No. 7)

This paper examines the remarkable changes China has undergone in the field of industrial and employment relations, in particular after the transition to a market economy after 1978. Economic reform in China has been accompanied by the introduction of a new legislative and institutional framework for industrial and employment relations and the paper provides analysis of these developments.

Available languages: *English*

2009, 19 pages

ISBN 978-92-2-122841-7 (print); ISBN 978-92-2-122842-4 (PDF)

Working papers



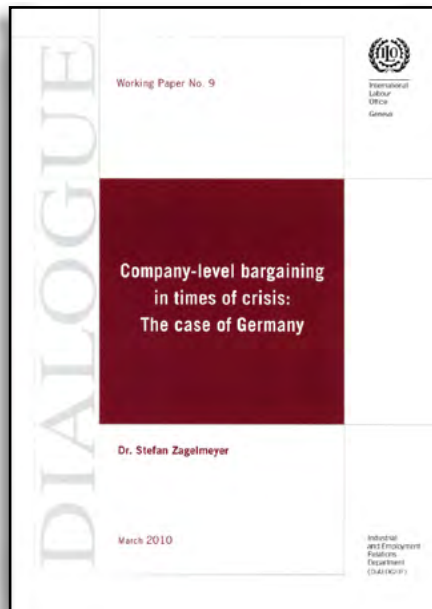
A comparative study on industrial relations and collective bargaining in East Asian countries (No. 8)

This paper examines the current state of industrial relations and collective bargaining, as well as the varied legal, political, economic and social changes leading to the realities of employment relations in East Asian countries today. Before the 1990s, these countries enjoyed relative stability in industrial relations. However, globalization means they now experiencing increased competitive pressures and a degree of turbulence as the actors attempt to settle into viable models of industrial relations.

Available languages: *English*

2009, 29 pages

ISBN 978-92-2-122917-9 (print); ISBN 978-92-2-122918-6 (PDF)



Company-level bargaining in times of crisis: The case of Germany (No. 9)

This paper highlights the role collective bargaining played in easing the impact of the crisis on the company level in Germany. In using the company examples of Daimler AG, Postbank AG, Arcador AG, AB InBev Germany GmbH and Carl Zeiss AG, the paper shows that collective bargaining has been a tool to face a multitude of challenges. An important factor that enabled the social partners to reach innovative agreements was the strong framework to deal with the crisis, set by the German government.

Available languages: *English*

2010, 45 pages

ISBN 978-92-2-122919-3 (print); ISBN 978-92-2-122920-9 (PDF)



Negotiating the crisis? Collective bargaining in Europe during the economic downturn (No. 10)

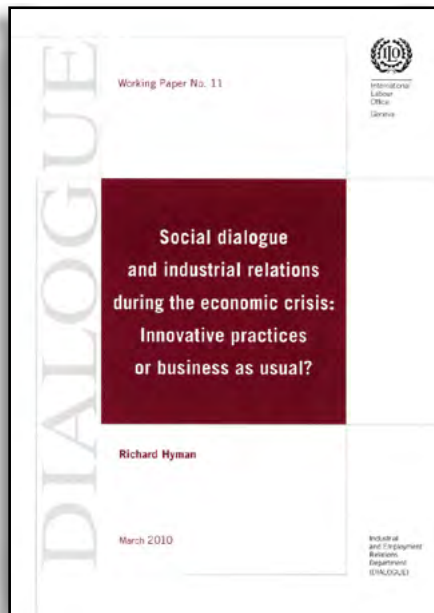
This paper highlights in the role of the key actors in the labour market in negotiating responses to the economic downturn. As the crisis revealed, the role of the state changed with regard to the prevailing paradigm of the neoclassical school towards a central role in finding responses to the crisis. The paper therefore reflects a wide range of responses at national, regional, intersectoral and sectoral level, and most importantly, at company level.

Available languages: *English*

2010, 26 pages

ISBN 978-92-2-123326-8 (print); ISBN 978-92-2-123327-9 (PDF)

Working papers



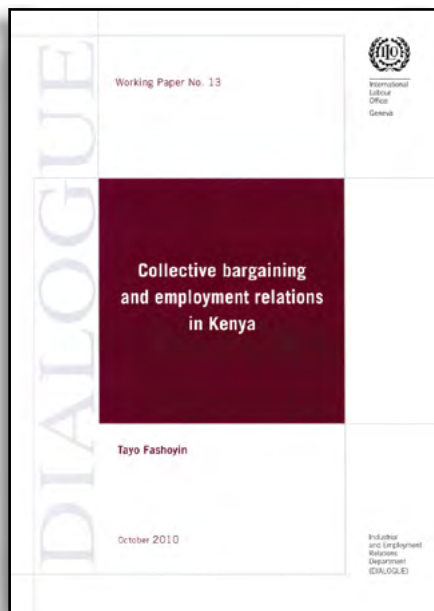
Social dialogue and industrial relations during the economic crisis: Innovative practices or business as usual? (No. 11)

This paper evaluates the role social dialogue has played in dealing with the crisis on various levels in Europe. Company level responses rarely included training or collective bargaining measures and lagged behind the scope of their possibilities in many European countries. The paper therefore highlights the importance of greater coordination between the different levels of social dialogue with the aim to curb the increasing ineffectiveness of such measures.

Available languages: *English*

2010, 17 pages

ISBN 978-92-2-123328-2 (print); ISBN 978-92-2-123329-9 (PDF)



Collective bargaining and employment relations in Kenya (No. 13)

This paper provides an account of the development of the employment relationship in Kenya, noting the role of public policy and the environment that nurtures social dialogue and collective bargaining in the country. The paper takes the view that, progressively, discernible employment relations through tripartite cooperation and collective bargaining have played a significant role in Kenya's labour market.

Available languages: *English*

2010, 34 pages

ISBN 978-92-2-124165-2 (print); ISBN 978-92-2-124166-9 (PDF)



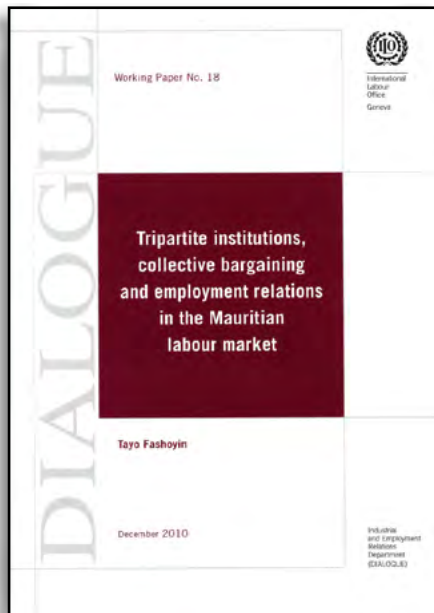
Labour relations and collective bargaining in Morocco (No. 14)

Since the establishment of a formal process of social dialogue followed by the enforcement of the new Labour Code in 2004, there has been some development and modernization of Moroccan industrial relations and collective bargaining practices. This paper focuses on positive trends and its findings thus contribute to knowledge of trends and innovations in developing countries and provide implications for others to draw on.

Available languages: *English*

2010, 22 pages

ISBN 978-92-2-124155-3 (print); ISBN 978-92-2-124156-0 (PDF)



Tripartite institutions, collective bargaining and employment relations in the Mauritian labour market (No. 18)

The tripartite approach to labour market governance in Mauritius is the main focus of this paper. It elaborates the functions and work of a number of tripartite institutions whose work impacts on employment relations in the country. The paper provides a review of the role and contribution of each of the tripartite partners in collective bargaining and tripartite institutions that advance workers' welfare and social and economic development.

Available languages: *English*

2010, 50 pages

ISBN 978-92-2-124370-0 (print); ISBN 978-92-2-124371-7 (PDF)



Collective bargaining and balanced recovery: The case of Austria (No. 23)

This paper illustrates how social dialogue and collective bargaining played an important role in mitigating the economic crisis in Austria. Tripartite social dialogue helped to reform the existing short-time working schemes and make them more attractive for companies as an alternative to laying off workers. Up to 30,000 jobs may have been saved through this measure. Tripartite social dialogue also succeeded in setting up a work foundation for young workers threatened by unemployment.

Available languages: *English*

2011, 27 pages

ISBN 978-92-2-125230-6 (print); ISBN 978-92-2-125231-3 (PDF)



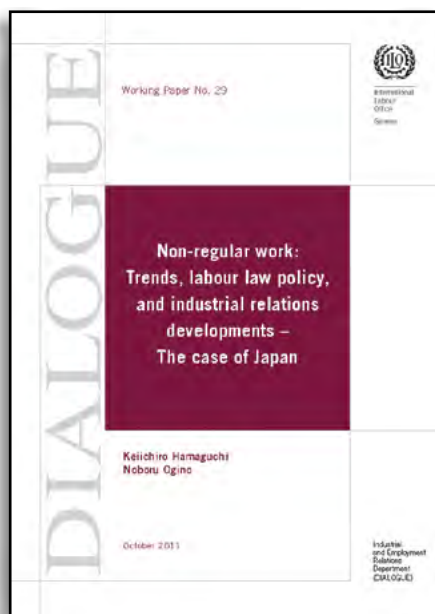
Non-standard workers, collective bargaining and social dialogue: The case of South Africa (No. 28)

The paper provides valuable analysis on social dialogue and collective bargaining developments in South Africa as well as challenges in respect of non-standard workers, based on the differentiation between two inter-related processes: casualization, which describes a weakening of labour standards in a context in which employment remains a binary relationship; and externalization, in which employment has been externalized, resulting in a triangular employment relationship.

Available languages: *English*

2011, 28 pages

ISBN 978-92-2-125503-1 (print); ISBN 978-92-2-125504-8 (PDF)



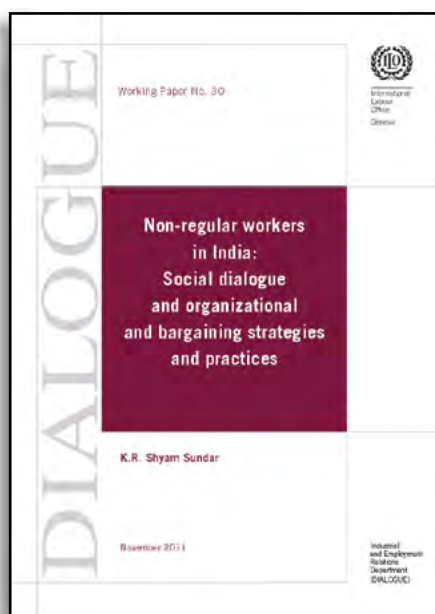
Non-regular work: Trends, labour law policy, and industrial relations developments – the case of Japan (No. 29)

Outside Japan, there have been very few in-depth studies on non-regular work developments and practices in the country. In this regard, this paper provides useful knowledge and contributes to better understanding among international readers of the complex manner in which non-regular work arrangements are organized, together with the ways such work has evolved differently in terms of legal, historical and cultural backgrounds.

Available languages: *English*

2011, 37 pages

ISBN 978-92-2-125505-5 (print); ISBN 978-92-2-125506-2 (PDF)



Non-regular workers in India: Social dialogue and organizational and bargaining strategies and practices (No. 30)

Since the adoption of liberalization policies in 1991, the labour market in India has seen tremendous growth in the number of non-regular workers, in particular contract workers. The paper includes a number of examples of trade unions seeking various ways of improving the terms and conditions of work for non-regular workers, particularly contract workers, through collective organization and collective bargaining.

Available languages: *English*

2011, 57 pages

ISBN 978-92-2-125514-7 (print); ISBN 978-92-2-125515-4 (PDF)



Non-standard workers: Good practices of social dialogue and collective bargaining (No. 36)

This paper provides a comparative synthesis of a series of national studies on non-standard work, collective bargaining and social dialogue in selected countries (Argentina, Colombia, India, Indonesia, Hungary, Japan and South Africa). The paper identifies emerging trends in non-standard working arrangements, examines good practice in organization among non-standard workers and analyses the role of social dialogue and collective bargaining in improving the working conditions and status of these workers.

Available languages: *English*

2012, 31 pages

ISSN 2226-7433 (print); ISSN 2226-7840 (PDF)



Social dialogue and collective bargaining in times of crisis: The case of Greece (No. 38)

This paper analyses the profound impacts of the financial crisis on industrial relations institutions and practices in Greece, and a series of austerity measures have been put in place through new legislation. These include prohibition of salary increases, cuts in pay and benefits for public sector employees, changes in the limitations on mass layoffs, and introduction of sub-minimum wages for new entrants to the labour market.

Available languages: *English*

2012, 37 pages

ISBN 978-92-2-126099-8 (print); ISBN 978-92-2-126100-1 (PDF)



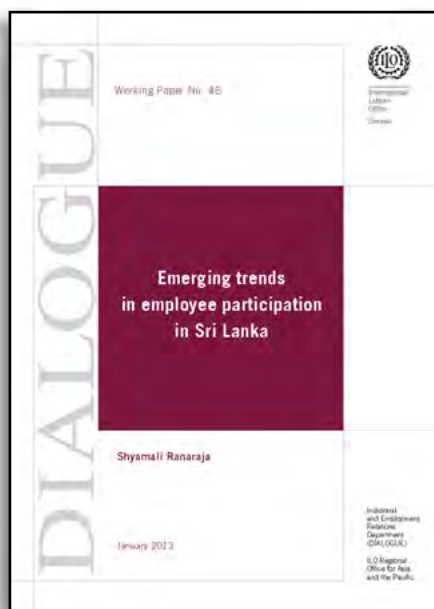
Non-standard work, social dialogue and collective bargaining in Indonesia (No. 43)

The number of collective agreements in Indonesia increased during the early years of the 2008 financial crisis, but trade unions were focused on securing the jobs of permanent workers. This paper provides an overview of the situation facing informal, contract and outsourced workers and how labour laws regulate their terms and conditions of work. It analyses both legal and practical constraints in organizing such workers and the barriers to promoting effective social dialogue and collective bargaining in an informal context.

Available languages: *English*

2012, 43 pages

ISSN 2226-7433 (print); ISSN 2226-7840 (PDF)



Emerging trends in employment participation in Sri Lanka (No. 46)

This paper is part of a series of national studies on employee participation practices and industrial relations in Asia. The paper examines various forms of employee participation, including those involving trade unions and employee councils, which have developed in Sri Lanka as a result of statutory obligations, informal mechanisms emerging out of HR practices and a shared view between workers and employers on the need to cooperate.

Available languages: *English*

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