



ANNUAL REVIEW UNDER THE DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

COUNTRY BASELINE UPDATE - *FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING*

If your Government has not ratified either one or both of the fundamental Conventions related to freedom of association and the effective recognition of the right to collective bargaining, namely the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), you are requested to respond to the questions on this page by providing information on new developments over the last twelve months. Your responses will update the existing Country Baseline Information.

1. What are the prospects for ratification of Convention No. 87 and/or Convention No. 98? What, if any, are the impediments to ratification?
2. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining? If yes, please specify: a. policy initiatives; b. legislative developments; c. labour inspection/monitoring; d. judicial decisions; e. other related practices.
3. Have efforts been made to promote freedom of association and the effective recognition of the right to collective bargaining in your country? If yes, please specify: a. research; b. information/data compilation; c. training; d. awareness-raising; e. other related activities
4. Have any initiatives resulted in successful examples or good practice in promoting freedom of association and the effective recognition of the right to collective bargaining?
5. Has particular attention been paid to specific groups of population, workers or sectors of activity in the efforts to promote freedom of association and the effective recognition of the right to collective bargaining? If yes, please specify:
 - a. All workers in the public service
 - b. Medical professionals
 - c. Teachers
 - d. Agricultural workers
 - e. Workers engaged in domestic work
 - f. Workers in export processing zones (EPZs) or enterprises/industries with EPZ status
 - g. Migrant workers
 - h. Workers of all ages
 - i. Workers in the informal economy
 - j. Other specific categories of workers (Please specify)
 - k. All categories of employers
6. What are the current challenges and difficulties faced as regards the respect, promotion and realization of freedom of Association and the effective recognition of the right to collective bargaining?
 - a. Lack of public awareness and/or support
 - b. Lack of information and data
 - c. Social values, cultural traditions
 - d. Social and economic circumstances
 - e. Political situation
 - f. Legal provisions
 - g. Prevailing employment practices
 - h. Lack of capacity of responsible government institutions
 - i. Lack of capacity of employers' organizations
 - j. Lack of capacity of workers' organizations
 - k. Lack of social dialogue on this principle
 - l. Other (Please specify)
 - m. None
7. What are the technical cooperation needs in your country to promote freedom of association and the effective recognition of the right to collective bargaining?
 - a. Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle
 - b. Awareness-raising, legal literacy and advocacy
 - c. Strengthening data collection and capacity for statistical analysis

- d. Sharing of experiences across countries/regions
- e. Legal reform (labour law and other relevant legislation)
- f. Capacity building of responsible government institutions
- g. Training of other officials (police, judiciary, social workers, teachers)
- h. Strengthening capacity of employers' organizations

- i. Strengthening capacity of workers' organizations
- j. Strengthening tripartite social dialogue
- k. Other (please specify)
- l. None

- 8.** Please provide links to any other information or upload documentation you may deem necessary.
- 9.** Please indicate the name of employers' organizations and workers' organizations to which a copy of this updated information has been sent? (please attach the responses and comments of the employers' and workers' organizations to the above questions, if you have received them)
- 10.** You may wish to add your comments on the observations made by the employers' and workers' organizations.