

Contents

Introduction	1
1. Freedom of association and collective bargaining: The foundations for democratic development	7
Enabling rights	7
Freedom of association and building democracy	8
Interest reconciliation and the modernization of the State	10
Dialogue for development	11
A rights-based approach to dynamic labour markets	13
Participation, poverty reduction and decent work	16
Conclusion	20
2. From principles to practice: The challenges ahead	21
Increasing ratification, but problems remain in the exercise of rights	21
Ratification trends	21
Problems in giving effect to ratified Conventions or the principles and rights underpinning them	23
Groups of workers facing barriers to organization	29
Public sector employees	30
Agricultural workers	33
Workers in export processing zones	37
Migrant workers	40
Domestic workers	43
The challenge of the informal economy	44
Promoting principles and rights: The challenges ahead	47
3. Organizing and bargaining in the global economy	49
Trends in membership of employers' and workers' organizations	49
Employers' organizations	49
Workers' organizations	52

Collective bargaining and changes in the world of work	56
Change and diversity: Coverage and levels of collective bargaining	58
Balancing efficiency and equity in a fast-changing world . . .	80
4. Encouraging progress: Technical cooperation to strengthen and extend freedom of association and collective bargaining	81
ILO action under the Declaration	81
Action Plan	82
Labour law reform	88
Strengthening the capacity of governments	90
Strengthening the capacity of employers' and workers' organizations	92
Promoting cooperation among the social partners	95
Role of tripartism in promoting freedom of association and collective bargaining	96
Dispute prevention and settlement	97
Information and awareness raising	98
Tracking agreements	98
Reaching a wider audience	99
Research and training	100
Targeting the uncovered and unorganized	102
Unions on the move	102
ILO action	103
Employers' outreach	105
Forging alliances	106
Lessons learned	110
5. Building on progress	112
Promoting rights in a changing global context	112
Knowledge and advocacy: Making the case, winning the arguments	114
Services to the constituency	116
Delivering ILO services effectively	116
Objectives for the next four years	117
Annexes	
1. ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up	121
2. Table of ratifications of ILO Conventions Nos. 87 and 98	125
3. Text of Conventions Nos. 87 and 98	130