

(e) RESOLUTION CONCERNING FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANIZE AND TO BARGAIN COLLECTIVELY

Whereas the Preamble to the Constitution of the International Labour Organization expressly declares "recognition of the principle of freedom of association" to be a means of improving conditions of labour and of establishing peace; and

Whereas the Declaration of Philadelphia reaffirms that "freedom of expression and association are essential to sustained progress" and recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programmes which will achieve, among other things, "the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures"; and

Whereas it also affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world; and

Whereas standards of living, normal functioning of national economy, and social and economic stability depend to a considerable degree on a properly organized system of industrial relations founded on the recognition of freedom of association; and

Whereas, moreover, in many countries, employers' and workers' organizations have been associated with the preparation and application of economic and social measures; and

Whereas the International Labour Conference, the Regional Conferences of the American States members of the International Labour Organization, and the various Industrial Committees have, in numerous Resolutions, called the attention of the States members of the International Labour Organization to the need for establishing an appropriate system of industrial relations founded on the guarantee of the principle of freedom of association.

The General Conference of the International Labour Organization:

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its thirtieth session on 19 June, 1947,

adopts this            day of            of the year one thousand nine hundred and forty-seven, the following Resolution:—

*I. Freedom of Association*

1. Employers and workers, without distinction whatsoever, should have the inviolable right to establish or join organizations of their own choosing without previous authorization.

2. Employers' and workers' organizations should have the right to draw up their constitutions and rules, to organize their administration and activities, and to formulate their programmes; there should be no interference on the part of the public authorities which would restrict this right or impede the organizations in the lawful exercise of this right.

3. Employers' and workers' organizations should not be liable to be dissolved or have their activities suspended by administrative authority.

4. Employers' and workers' organizations should have the right to establish federations and confederations as well as the right of affiliation with international organizations or employers and workers.

5. The guarantees defined in paragraphs 1, 2, and 3 herein with regard to the establishment, functioning, dissolution, and suspension of employers' and workers' organizations should apply to federations and confederations of such organizations.