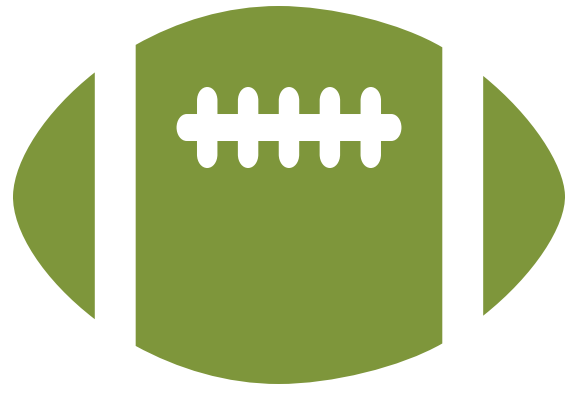


What is freedom of association?



Freedom of association a right guaranteed under the constitution to all South Africans in any occupation, including both employers and workers.

Freedom of association includes the ability to freely join groups, including:



Sports groups

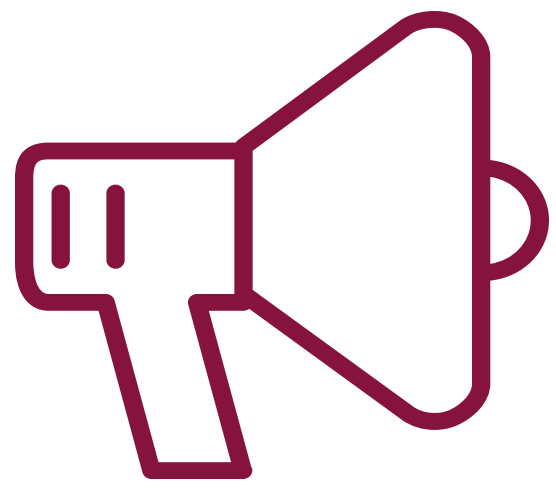


Religious groups



Trade unions

Freedom to join trade unions can improve the workplace by



Amplifying the voice of employers and workers



Providing mentoring to employees, allowing them to learn the ropes faster



Preventing strikes and stoppages



Encouraging improved worker performance

Employers should ensure that



They have a written policy on freedom of association



Employees are not victimized when choosing to freely associate



All employees are aware of their right to freely associate



Clear procedures for dispute resolution are in place



Where employees are unionised, that a collective bargaining agreement is in place

Unionised employees should ensure that



Trade union representative/s are democratically elected



Industrial action (strike) is only be engaged in as a last resort, after all other options of settling a dispute have failed



Negotiations take place between employers and representatives, not with individual employees



A collective bargaining agreement is in place