



POLICY ON FREEDOM OF ASSOCIATION

1. The factory both in policy and practice does not refuse employment to otherwise Qualified workers because of membership in a union or other legal association
2. The factory does not dismiss workers, deny them promotion or work opportunities or, assign jobs and working conditions because of membership and activities in a Union or other legal association.
3. The factory does not interfere with the workers 'right to establish, organize and join association of their own choosing and to bargain collectively.
4. The factory has a system for resolving workplace disputes and it communicates the system to workers.

The facility cannot refuse to employ a worker because of membership in a trade union. ILO convention prohibits making it a condition of employment that a worker not join a union or relinquish union membership. Workers cannot be dismissed or denied promotion because of union membership. Decisions about work opportunities (e.g., overtime) and working conditions cannot be made on the basis of union membership. A factory cannot contract out work performed by union members as a means of impeding the workers exercise of their rights to freely organize.

Employers are not required by ILO conventions to take an active role in supporting workers efforts to associate or organize but are required to assure that workers can exercise their right to organize in a climate free of violence, pressure, fear and threats. The use of police or the military to routinely attend or observe organizing meetings and activities is; likely to inhibit the non-violent exercise of the workers' right of association. Employers may, however, increase wages and benefits for all workers at a time when union organizing is taking place. Employers

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should bargain and negotiate with representatives freely chosen by the workers.

Unless it is prohibited by law, it is generally considered legitimate for workers to discuss work place issues in the factory during their tea and lunch breaks and before and after work to communicate their concerns about factory practice to management, to choose representatives to organize workers, to inspect working conditions and engage in dialogue with factory management, and to carry out other organizing activities that do not disrupt factory production.

Factory management are permitted in most developing countries to establish rules that limit time place and conditions o workers organizing activities. Factory management can change workingconditions and assignments and terminate, lay off or discipline workers as long as union membership or organizing activity is not a criteria or reason for such action.

The factory should use a clearly defined and documented system for resolving disputes in the workplace, whether between co-workers or between workers and supervisors. Workers should have the ability to report problems to a persons or committee other than a direct supervisor. This should be communicated both orally and in writing to the workers




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