

Financial support



**ALL CYPRUS
TRADE UNIONS
FORUM**

The All Cyprus Trade Unions Forum in dialogue with the society for the future of our country

Conference

The Freedom of Association and the Right to Collective Bargaining in the envisaged unified Cyprus

19th of March 2015, ETKA/PEO Building, Simonidou 14 (3rd Floor), Nicosia

Draft Memorandum

We, the representatives of organisations that participated in the above mentioned conference, after having exhaustively discussed on the Freedom of Association and the Right to Collective Bargaining concluded unanimously as regard the envisaged reunified Cyprus to commonly place emphasis to following demands:

1. The Freedom of Association and the right to collective bargaining shall be established in the constitution of the envisaged federal state of Cyprus as proclaimed in the ILO Constitution, ILO Conventions No. 87 and 98, the Social and Economic Rights Charta of the Council of Europe, and the Universal Declaration of Human Rights.
2. The Freedom of Association shall cover all workers and employees, irrespective of occupation, sex colour, race, religion, age, marital status, nationality, ethnicity or political belief.
3. The Freedom of Association shall not underlie any form of previous authorisation for the establishment of a trade union



and all workers and employees shall have the freedom of choice as regards membership to a trade union.

4. All workers and employees shall enjoy effective protection against acts of anti-union discrimination and trade union representatives shall have unrestricted access to working places.
5. The right to collective bargaining shall apply to all workers and employees both in the private and public sector and shall be possible at any level (enterprise, sectoral, national level).
6. The collective bargaining shall be conducted on voluntary basis, shall not underlie any form of compulsion and no administrative and/or legal barrier shall obstruct the free conclusion of collective agreements.
7. The collective bargaining shall be conducted in good faith, thought collective agreements shall be binding for the signatory parties.
8. Dispute resolution mechanism and procedures shall be provided both on national as well as on regional level, safeguarding the smooth implementation of collective agreements.
9. Any legal or administrative instruments shall in no way impede the effective enjoyment of the freedom of association and the execution of the right to collective bargaining of workers, employees and their representative organisations.
10. All necessary measures should be taken to encourage and promote the unionisation of workers and employees both in the private and the public sector.

Nicosia, 19 March 2015