
LIST OF COMPOSITE INDICATORS*

I. Civil Liberties

A. Violations in Law

1. Arrest, detention, imprisonment, charging and fining of trade unionists

ILO Digest** paras. 61-95

General Survey*** paras. 31-32

2. Violation of the right to freedom of expression and assembly

ILO Digest paras. 130-174

General Survey paras. 35-39

3. Lack of guarantee of due process of law

ILO Digest paras. 48-57, 75-83, 89-90, 96-120

General Survey paras. 29, 31-32

B. Violations in Practice

4. Murder or disappearance of trade unionist

ILO Digest paras. 42-60

General Survey paras. 28-30

5. Committed against trade union leaders

Violation of (4) is committed against a union leader

6. Severity

Widespread and/or systematic violation of (4)

7. Other types of physical violence

ILO Digest paras. 42-60

General Survey paras. 28-30, 33

8. Committed against trade union leaders

Violation of (7) is committed against a union leader

9. Severity

Widespread and/or systematic violation of (7)

10. Threats and intimidation

ILO Digest paras. 35, 44, 58, 60

11. Committed against trade union leaders
Violation of (10) is committed against a union leader
12. Severity
Widespread and/or systematic violation of (10)
13. Arrest, detention, imprisonment, charging and fining of trade unionists
ILO Digest paras. 61-95
General Survey paras. 31-32
14. Committed against trade union leaders
Violation of (13) is committed against a union leader
15. Severity
Widespread and/or systematic violation of (13)
16. Infringement of the right to freedom of movement
ILO Digest paras. 122-124
General Survey) para. 34
17. Committed against trade union leaders
Violation of (16) is committed against a union leader
18. Severity
Widespread and/or systematic violation of (16)
19. Infringement of the right to freedom of expression and assembly
ILO Digest paras. 130-174
General Survey paras. 35-39
20. Committed against trade union leaders
Violation of (19) is committed against a union leader
21. Severity
Widespread and/or systematic violation of (19)
22. Lack of guarantee of due process of law
ILO Digest paras. 48-57, 75-83, 89-90, 96-120
General Survey paras. 29, 31-32

II. Right to establish or join unions

A. Violations in Law

23. Exclusion from the right to establish and join unions

ILO Digest paras. 210-271

General Survey paras. 45-67

24. Conditions of union registration

ILO Digest paras. 272, 275-293

General Survey paras. 68-70

25. Union registration

ILO Digest paras. 273, 294-308

General Survey para. 71

26. Restrictions on the freedom of choice of union structure and composition

ILO Digest paras. 333-337, 360-362

General Survey paras. 79-90

27. Union monopoly

ILO Digest paras. 311-332

General Survey para. 91

28. Favouritism/discrimination between unions

ILO Digest paras. 339-345

General Survey para. 104

29. Dissolution/suspension of legally functioning union

ILO Digest paras. 677-709

General Survey paras. 180-188

30. Dismissal and suspension of trade unionists

ILO Digest paras. 769-781, 789-798, 799-802, 804-812, 658-666, 674

General Survey paras. 199-210, 213

31. Other anti-union discrimination

ILO Digest paras. 769-781, 782-788, 799-803, 654-657, 658, 660, 675

General Survey paras. 199-212

32. Effective legal guarantees against anti-union discriminatory measures

ILO Digest paras. 813-836

General Survey paras. 214-224

33. Right to establish and join federations

ILO Digest paras. 710-768

General Survey paras. 189-198

34. Law of guarantee of due process of law

Lack of due process regarding violations (23)- (33)

B. Violations in Practice

35. Serious obstacle to exercise the right in practice

Vast majority of population is excluded from this right in practice

36. Exclusion from the right to establish and join unions

ILO Digest paras. 210-271

General Survey paras. 45-67

37. Conditions of union registration

ILO Digest paras. 272, 275-293

General Survey paras. 68-70

38. Union registration

ILO Digest paras. 273, 294-308

General Survey para. 71

39. Restrictions on the freedom of choice of union structure and composition

ILO Digest paras. 333-337, 360-362

General Survey paras. 79-90

40. Union monopoly

ILO Digest paras. 311-332

General Survey para. 91

41. Favouritism/discrimination between unions

ILO Digest paras. 339-345

General Survey para. 104

42. Dissolution/suspension of legally functioning union

ILO Digest paras. 677-709

General Survey paras. 180-188

43. Dismissal and suspension of trade unionists

ILO Digest paras. 769-781, 789-798, 799-802, 804-812, 658-666, 674

General Survey paras. 199-210, 213

44. Other anti-union discrimination
ILO Digest paras. 769-781, 782-788, 799-803, 654-657, 658, 660, 675
General Survey paras. 199-212
45. Committed against trade union leaders
Violation of (43) and/or (44) is committed against a union leader
46. Severity
Widespread and/or systematic violation of (43) and/or (44)
47. Effective legal guarantees against anti-union discriminatory measures
ILO Digest paras. 813-836
General Survey paras. 214-224
48. Right to establish and join federations
ILO Digest paras. 710-768
General Survey paras. 189-198
49. Law of guarantee of due process of law
Lack of due process regarding violations (23)- (33)

III. Trade union activities

A. Violations in Law

50. Exclusion from the right to carry out union activities
ILO Digest paras. 210-271
General Survey paras. 45-67
51. Right to freely administer a union
ILO Digest paras. 369-387, 454-494
General Survey paras. 108, 109-112, 124-127
52. Eligibility conditions for representative
ILO Digest paras. 405-426
General Survey para. 121
53. Interference in electoral process
ILO Digest paras. 392-404, 427-453
54. Right to organise activities and programmes
ILO Digest paras. 495-519;
General Survey paras. 108, 128-135

55. Law of guarantee of due process of law
Lack of due process regarding violations (50)-(54)

B. Violations in Practice

56. Exclusion from the right to carry out union activities
ILO Digest paras. 210-271
General Survey paras. 45-67

57. Right to freely administer a union
ILO Digest paras. 369-387, 454-494
General Survey paras. 108, 109-112, 124-127

58. Eligibility conditions for representative
ILO Digest paras. 405-426
General Survey para. 121

59. Interference in electoral process
ILO paras. 392-404, 427-453

60. Right to organise activities and programmes
ILO Digest paras. 495-519
General Survey paras. 108, 128-135

61. Law of guarantee of due process of law
Lack of due process regarding violations (56)-(60)

IV. Right to collective bargaining

A. Violations in Law

62. Exclusion from the right to collective bargaining
ILO Digest paras. 885-911
General Survey paras. 261-264

63. Exclusion/restriction of subjects covered by collective bargaining
ILO Digest paras. 912-924
General Survey para. 250

64. Compulsory arbitration accorded to collective bargaining
ILO Digest paras. 925-928, 992-997, 566-567
General Survey paras. 254-259

65. Recognition for collective bargaining
ILO Digest paras. 944-983
General Survey paras. 238-243

66. Undermining and/or insufficient promotion of collective bargaining
ILO Digest paras. 925-943, 988-991, 998-1000, 924-1043, 1058
General Survey paras. 244-249

67. Interference into to collective agreements
ILO Digest paras. 940-943, 1001-1023, 1047-1053
General Survey paras. 251-253

68. Law of guarantee of due process of law
Lack of due process regarding violations (62)-(67)

B. Violations in Practice

69. Serious obstacle to exercise the right in practice

Vast majority of population is excluded from this right in practice

70. Exclusion from the right to collective bargaining
ILO Digest paras. 885-911
General Survey paras. 261-264

71. Exclusion/restriction of subjects covered by collective bargaining
ILO Digest paras. 912-924
General Survey para. 250

72. Compulsory arbitration accorded to collective bargaining
ILO Digest paras. 925-928, 992-997, 566-567
General Survey paras. 254-259

73. Recognition for collective bargaining
ILO Digest paras. 944-983
General Survey paras. 238-243

74. Undermining and/or insufficient promotion of collective bargaining
ILO Digest paras. 925-943, 988-991, 998-1000, 924-1043, 1058
General Survey paras. 244-249

75. Interference into collective agreements
ILO Digest paras. 940-943, 1001-1023, 1047-1053
General Survey paras. 251-253

76. Lack of guarantee of due process of law
Lack of due process regarding violations (69)-(75)

V. Right to strike

A. Violations in Law

77. Exclusion from the right to strike
ILO Digest paras. 572-594
General Survey paras. 154-160, 169

78. Exclusion/restriction based on the objective and type of the strike
ILO Digest paras. 526-544, 545-546
General Survey paras. 165-168, 173

79. Compensatory guarantees for lawful restrictions
ILO Digest paras. 595-627
General Survey paras. 161-162, 164

80. Compulsory arbitration
ILO Digest paras. 564- 569
General Survey para. 153

81. Prerequisites for strikes
ILO Digest paras. 547-563
General Survey paras. 170-172

82. Interference in strike action
ILO Digest paras. 628-653
General Survey paras. 174-175

83. Sanctions for legitimate strike action
ILO Digest paras. 667-674
General Survey paras. 176-179

84. Lack of guarantee of due process of law
Lack of due process regarding violations (77)-(83)

B. Violations in Practice

85. Serious obstacle to exercise the right in practice

Vast majority of population is excluded from this right in practice

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86. Exclusion from the right to strike

ILO paras. 572-594

General Survey paras. 154-160, 169

87. Exclusion/restriction based on the objective and type of the strike

ILO Digest paras. 526-544, 545-546

General Survey paras. 165-168, 173

88. Compensatory guarantees for lawful restrictions

ILO Digest paras. 595-627

General Survey paras. 161-162, 164

89. Compulsory arbitration

ILO Digest paras. 564- 569

General Survey para. 153

90. Prerequisites for strikes

ILO Digest paras. 547-563

General Survey paras. 170-172

91. Interference in strike action

ILO Digest paras. 628-653

General Survey paras. 174-175

92. Committed against trade union leaders

Violation under (91) is committed against a union leader

93. Severity

Widespread and/or systematic violation of (91)

94. Sanctions for legitimate strike action

ILO Digest paras. 667-674

General Survey paras. 176-179

95. Committed against trade union leaders

Violation under (94) is committed against a union leader

96. Severity

Widespread and/or systematic violation of (94)

97. Lack of guarantee of due process of law

Lack of due process regarding violations (85)-(96)

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*List of indicators is adapted from [Sari and Kucera, ILO Working Paper 99, 2011](#)

** Digest of decisions and principles of the Freedom of Association Committee of the Governing Body of the ILO, 2006 (ILO Digest)

*** ILO General Survey on Freedom of Association and Collective Bargaining, 1994 (General Survey)