

2022 ITUC Global Rights Index

The world's worst
countries for workers
Executive Summary



INTERNATIONAL TRADE UNION CONFEDERATION

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Foreword

Workers are on the front lines as they face the impact of multiple areas of crisis: historic levels of inequality, the climate emergency, the loss of lives and livelihoods from the pandemic, and the devastating impact of conflict.

And workplaces are the front line in the fight for democracy. Brutal governments know how much this matters when four out of five countries block collective bargaining and one third of countries violently attack workers. Trade unionists have been murdered on every continent. Where people stand up for rights and social justice they are silenced with brutal repression.

Garments workers in Bangladesh protest against forced resignations and illegal layoffs. The country is one of the worst for working people who face regressive laws, obstacles to union formation and brutal repression of strikes.

Credit: Mamunur Rashid / NurPhoto via AFP



The breakdown of the social contract between workers, government and business saw **the number of countries which exclude workers from their right to establish or join a trade union increase from 106 in 2021 to 113 in 2022.** Workers were excluded from workplace representation in **Afghanistan, Burkina Faso, Myanmar, Tunisia** and **Syria.**

In a climate of increasing levels of violence and attacks on workers, **the number of countries which expose workers to physical violence increased from 45 in 2021 to 50 in 2022.** The **Asia-Pacific** region saw a significant increase in countries where workers faced violence, rising from 35 per cent of countries in 2021 to 43 per cent of countries in 2022. In **Europe**, the number of countries where workers faced violence doubled from 12 per cent in 2021 to 26 per cent of countries in 2022.

The ninth edition of the ITUC Global Rights Index ranks 148 countries on the degree of respect for workers' rights. The 2022 ITUC Global Rights Index has an **interactive website** where cases of violated rights and national ratings can be viewed by country and region. A comprehensive review of workers' rights in law in 148 countries provides the only database of its kind.

As consumers and investors demand increasing accountability regarding which companies to trust and which countries to operate in, the nine-year data trends analysed in the 2022 Global Rights Index expose attacks on the right to strike and the right to establish and join a trade union as well as on the registration of unions; arbitrary arrests and detentions; and restrictions on access to justice.

Eighty-seven per cent of countries violated the right to strike. Strikes in **Belarus, Egypt, India** and **the Philippines** led to prosecution of union leaders. In **Sudan** and **Myanmar**, strikes to oppose military rule were met with brutal repression.

Seventy-nine per cent of countries violated the right to collective bargaining. In all regions, collective bargaining is being eroded in both public and private sectors. Extreme government control over collective bargaining was seen in **Tunisia**, where no negotiation can take place with unions without the authorisation from the head of government.

Seventy-four per cent of countries excluded workers from the right to establish and join a trade union.

Migrant workers, public sector workers, and workers in export processing zones were blocked and excluded from labour protection. While **Qatar** and **Saudi Arabia** have undertaken major reforms to end the kafala system, **the UAE** continued to deny migrant workers collective representation.

The ten worst countries for workers in 2022 are the following: **Bangladesh, Belarus, Brazil, Colombia, Egypt, Eswatini, Guatemala, Myanmar, the Philippines** and **Turkey.**

Eswatini and **Guatemala** are new entries in 2022. Brutal repression of pro-democracy protests and a systematic ban on demonstrations and strikes pushed **Eswatini** into the ten worst countries. Endemic anti-union violence, together with impunity for the perpetrators of violence, set back progress in **Guatemala.**

Armenia, Australia, Burkina Faso, Guinea, Jamaica, Lesotho, the Netherlands, Tunisia and **Uruguay** all saw their ratings worsen in 2022. **Afghanistan** increased to category 5+, No guarantee of rights, due to the breakdown of the rule of law.

Three countries saw their ratings improve: **El Salvador, Niger** and **Saudi Arabia.**



Health workers in Bolivia opposed a new law that prohibits their right to strike and other basic, democratic foundations.

Credit: Aizar Raldes / AFP

Trade unionists were killed in thirteen countries:

Bangladesh, Colombia, Ecuador, Eswatini, Guatemala, Haiti, India, Iraq, Italy, Lesotho, Myanmar, the Philippines and South Africa.

Freedom of speech and assembly was denied or constrained in 41% of countries, with extreme cases reported in **Hong Kong** and **Myanmar**.

The number of countries where authorities impeded the registration of unions increased from 59 per cent of countries in 2014 to 74 per cent of countries in 2022,

with state repression of independent union activity in **Afghanistan, Belarus, Egypt, Jordan, Hong Kong, Myanmar** and **Sudan**.

Workers had no or restricted access to justice in 66 percent of countries, with severe cases reported in **Belarus, Guatemala** and **Kazakhstan**. **Africa** saw the greatest regional increase in restrictions on access to justice from 76 per cent of countries in 2021 to 95 per cent of countries in 2022.

Workers experienced arbitrary arrests and detentions in 69 countries. Trade union leaders from **Cambodia, Hong Kong** and **Myanmar** were among those who faced high-profile arrests and ongoing detention in 2022.

It will take a New Social Contract with jobs, rights, social protection, just wages, equality and inclusion to rebuild the trust that has been shattered by repressive governments and abusive companies.

Where there are challenges to monopoly power or human and labour rights violations, unions are there. Without unions, there will be no just transition in the face of climate change and technological change.

And where there is a struggle for peace and democracy, union men and women will be making their voices heard for rights and representation.

Governments and employers have to face reality and recognise the state of the labour market when 60 per cent of people are in informal work with no rights, no rule of law and little or no social protection. This exclusion now goes beyond developing countries and includes workers in platform businesses, big tech and tech spinoffs.

Even for the 40 per cent of people with some form of employment contract, more than a third have precarious or insecure jobs, including those subjected to dehumanising exploitation in too many of our global supply chains, on which the massive profits of corporations depend.

The social contract has been torn apart. But together we can write a new one.

People see that governments have lost the desire to protect all of us and have betrayed our trust. Companies are not being held to account and have, in too many cases, lost a moral compass. Our economic model has promulgated a race to the bottom, disregarding human rights and environmental standards.

The ITUC Global Rights Index shines a light on the practices of government and businesses. In a world where consumers care and workers demand collective rights, how companies and governments behave matters.

Sharan Burrow
General Secretary
International Trade Union Confederation

Read the findings of the 2022
Global Rights Index at
www.globalrightsindex.org



As one of the worst countries for working people, the people of Belarus face repression of strikes and assemblies but still took to the streets to oppose the oppressive government.

At a glance

This is the ninth edition of the ITUC Global Rights index. It documents violations of internationally recognised labour rights by governments and employers.

The 10 worst countries for working people

Bangladesh	NEW – Eswatini
Belarus	NEW – Guatemala
Brazil	Myanmar
Colombia	The Philippines
Egypt	Turkey

The worst region in the world

Middle East and North Africa

Violations of workers' rights



Right to strike
87% of countries violated the right to strike.



Right to collective bargaining
79% of countries violated the right to collective bargaining.



Right to establish and join a trade union
77% of countries excluded workers from the right to establish or join a trade union.



Right to justice
In 66% of countries workers had no or restricted access to justice.



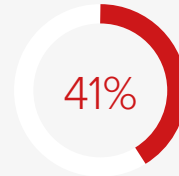
Right to trade union activities
74% of countries impeded the registration of unions.



Right to civil liberties
Workers were detained and arrested in 69 countries.



Violent attacks on workers
Workers experienced violence in 50 countries.



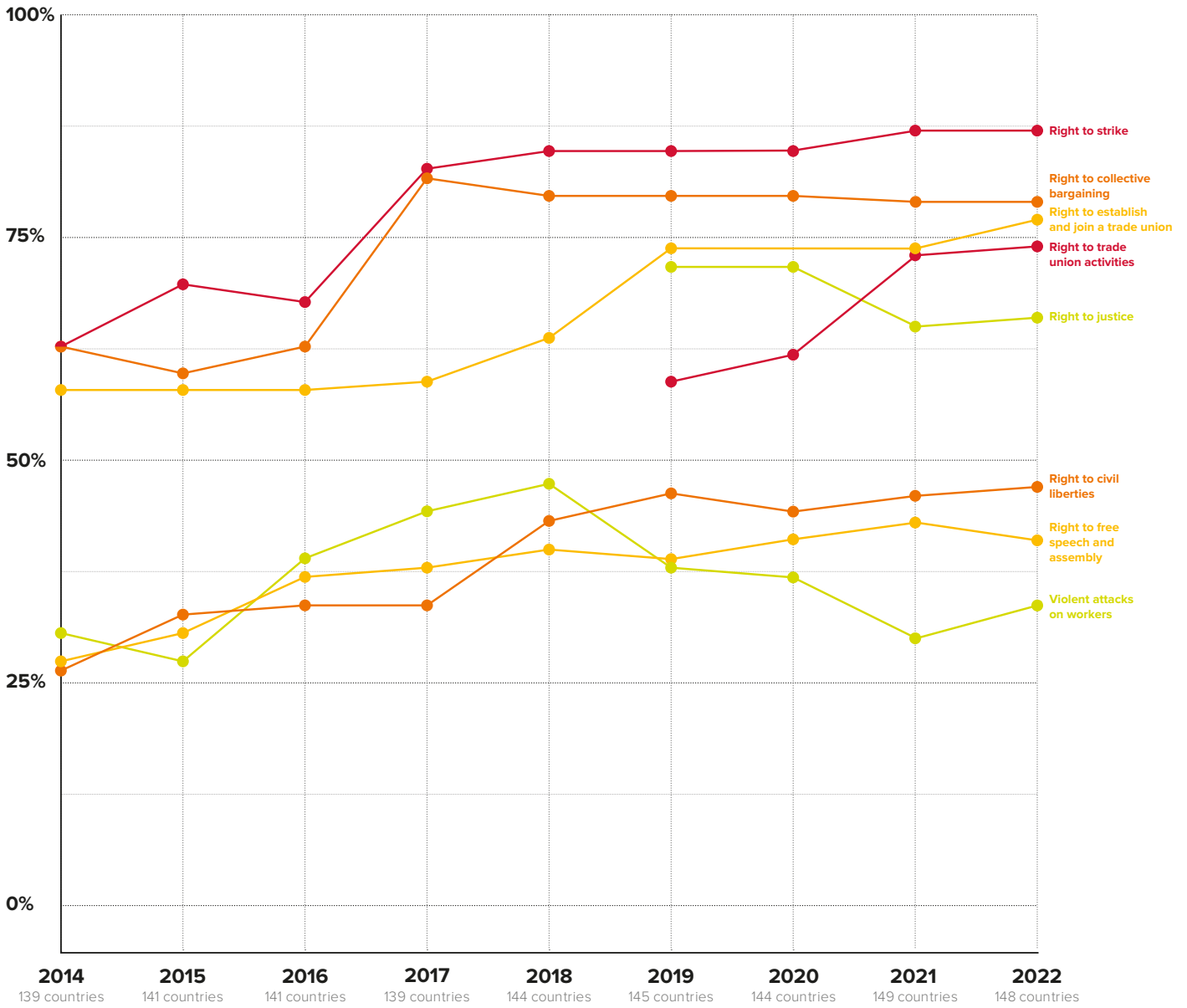
Right to free speech and assembly
41% of countries restricted free speech and assembly.



Murders
Trade unionists were murdered in thirteen countries: **Bangladesh, Colombia, Ecuador, Eswatini, Guatemala, Haiti, India, Iraq, Italy, Lesotho, Myanmar, the Philippines** and **South Africa**.

The ITUC Global Rights Index depicts the world's worst countries for workers by rating countries on a scale from 1 to 5+ on the degree of respect for workers' rights. Violations are recorded each year from April to March. The annual 2022 Global Rights Index with searchable data can be found at www.globalrightsindex.org. Information on violations of workers' rights in countries is published throughout the year in the ITUC Survey found at survey.ituc-csi.org

Nine-year trends: Violations of workers' rights

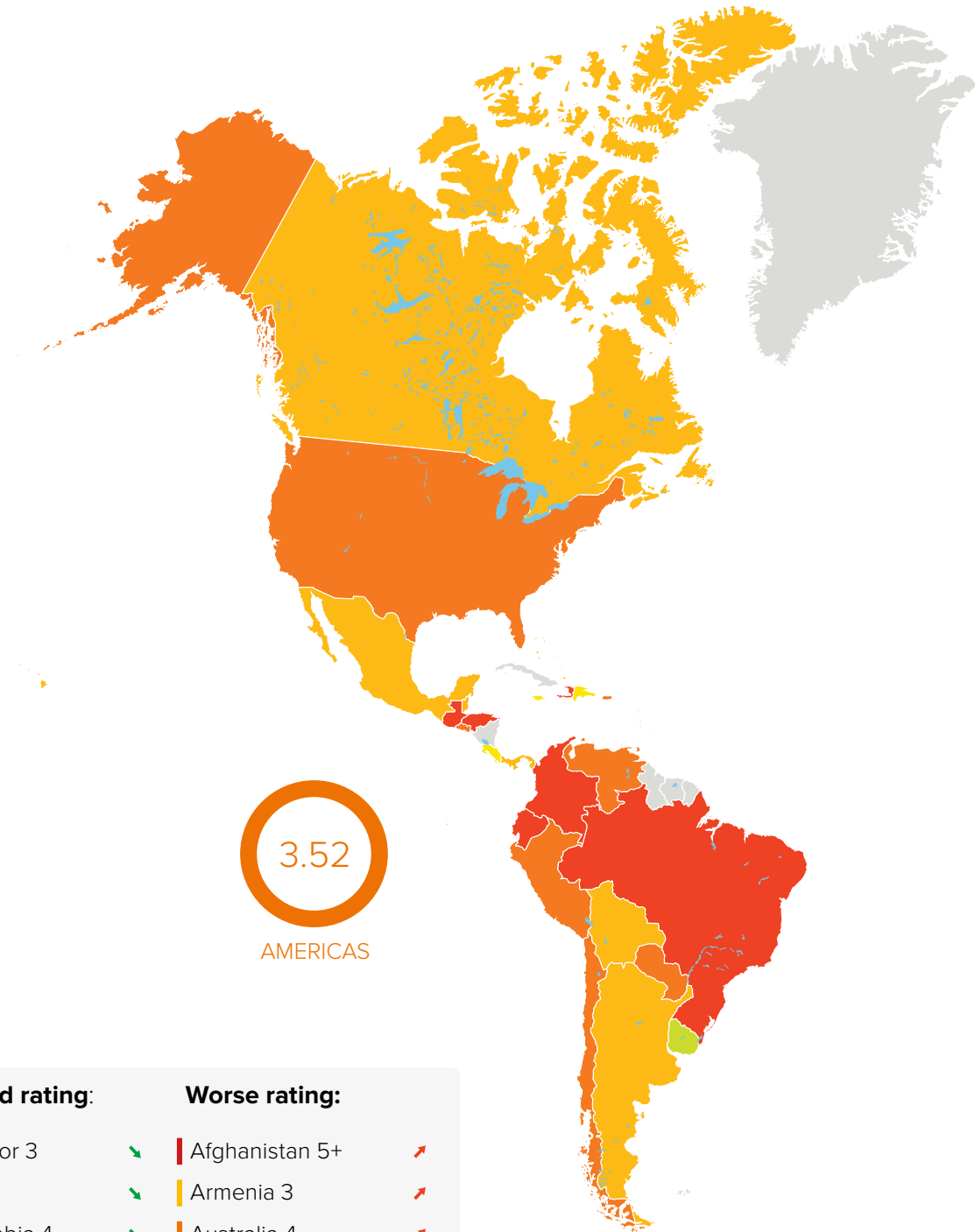


Companies violating workers' rights

- Kurum International, **Albania**
- Algerian Post Office, **Algeria**
- National Agency for Entrepreneurship, **Algeria**
- QUBE Fremantle Container Terminal, **Australia**
- Better Read Than Dead, **Australia**
- Patrick Terminals, **Australia**
- Nasser S. Al Hajri Corporation, **Bahrain**
- Gulf Asia Contracting LLC, **Bahrain**
- The Bahrain Petroleum Company (BAPCO), **Bahrain**
- Crossline Factory (PVT) Ltd. **Bangladesh**
- Crossline Knit Fabrics Ltd. **Bangladesh**
- Elektroprivreda BiH, **Bosnia and Herzegovina**
- Santander, **Brazil**
- Nestlé, **Brazil**
- NagaWorld Hotel and Casino complex, **Cambodia**
- CESSCO Fabrication and Engineering Ltd. **Canada**
- Ash Grove North, **Canada**
- Fresenius, **Colombia**
- Taboga, **Costa Rica**
- Cengiz İnşaat, **Croatia**
- CI-AY Mühendislik, **Croatia**
- Alexandria Spinning and Weaving Company, **Egypt**
- Lord International Co. **Egypt**
- Universal Group Co. **Egypt**
- AB InBev, **El Salvador**
- United Paper Mills, **Finland**
- Tbilservice Group, **Georgia**
- Empresa Portuaria Santo Tomás de Castilla, **Guatemala**
- Sheraton Grand Conakry, **Guinea**
- Centri Group S.A. **Haiti**
- Coca Cola, **Hong Kong**
- Kerala Bank, India
- Fairmont Sanur Hotel, **Indonesia**
- Tehran Oil Refining Company, **Iran**
- AbbVie, **Ireland**
- Tel Aviv University, **Israel**
- Style Industries, **Kenya**
- Hyundai, **Korea**
- Gwangu General Motors, **Korea**
- Zuellig Pharma Specialty Solutions, **Korea**
- APM Terminals, **Liberia**
- AB Achema, **Lithuania**
- HICOM Automotive, **Malaysia**
- Société des Brasseries du Mali, **Mali**
- Post Ltd. **Mauritius**
- Airport of Mauritius Ltd. **Mauritius**
- Webhelp, **Morocco**
- Sitel, **Morocco**
- Employment Placement and Services, **Namibia**
- NZ Bus, **New Zealand**
- H&M, **New Zealand**
- Sindh Engro Coal Mining Group, **Pakistan**
- Denim Clothing Company, **Pakistan**
- Tesai Foundation, **Paraguay**
- AB InBev, **Peru**
- Heinz-Glas, **Peru**
- Soft Touch Development Corp. **The Philippines**
- Amazon, **Poland**
- Upfield, **Portugal**
- Hapimag Resort, **Portugal**
- Fiat Plastik, **Serbia**
- Steve Tshwete Local Municipality, **South Africa**
- OVK Group, **South Africa**
- Rand Water, **South Africa**
- Rhodes University, **South Africa**
- Clover S.A. **South Africa**
- EasyJet, **Spain**
- Salcomp, **Turkey**
- Farplas Otomoti v A.ş. **Turkey**
- ASD Laminat Factory, **Turkey**
- P&O, **United Kingdom**
- DP World, **UAE**
- Luxottica, **United States of America**
- Coca Cola, **Uruguay**
- IAMAC, **Uruguay**
- Afrochine Smelting, **Zimbabwe**

These **companies violated workers' rights, are linked to a violation of workers' rights, or failed to use their leverage to address workers' rights violations.** Companies have an obligation to respect internationally recognised human rights, including collective labour rights, and to avoid actions that undermine or chill the exercise and take-up of these rights by workers. The violations can be read at www.globalrightsindex.org

The 2022 ratings



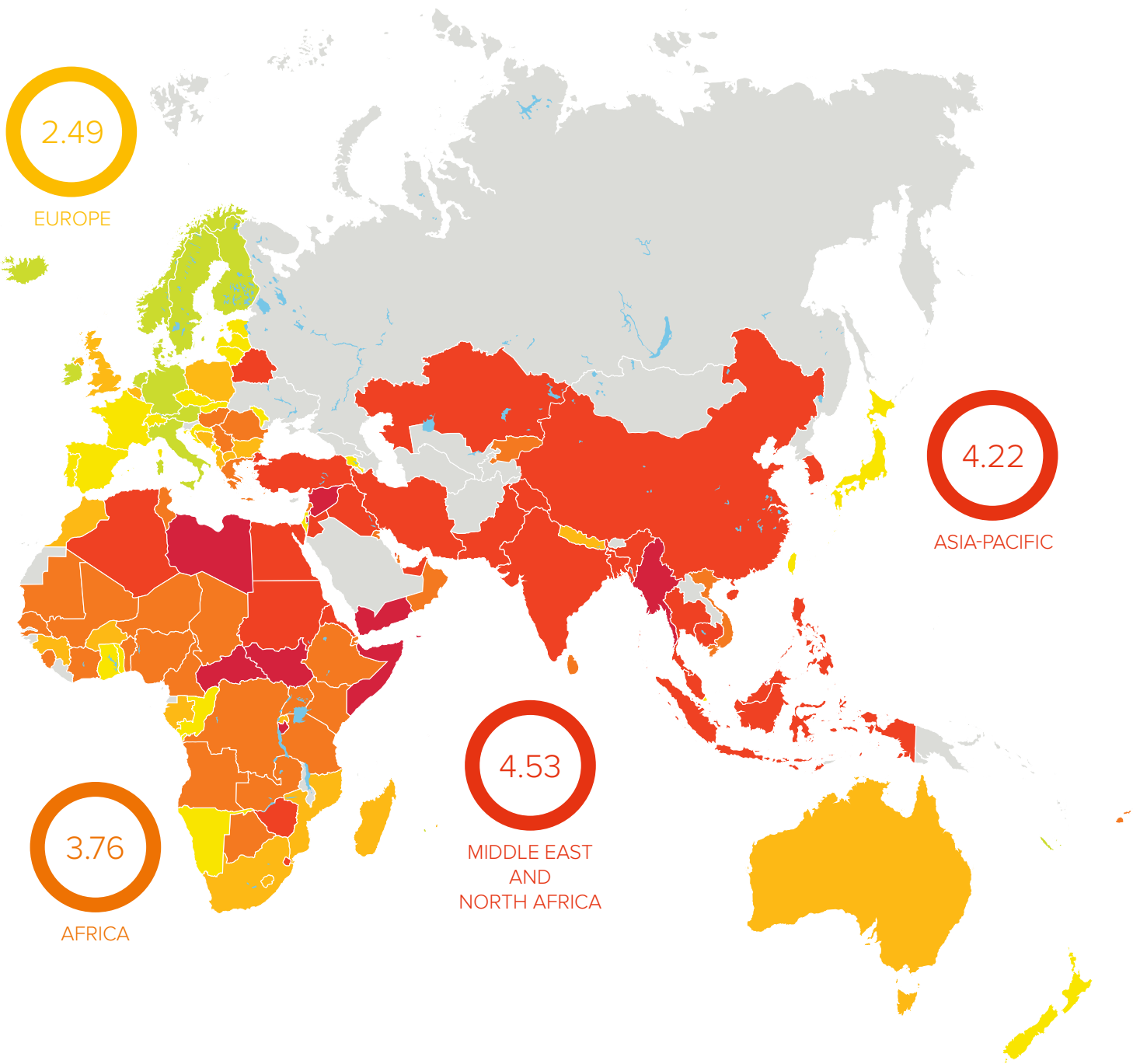
3.52
AMERICAS

Improved rating:

- El Salvador 3
- Niger 3
- Saudi Arabia 4

Worse rating:

- Afghanistan 5+
- Armenia 3
- Australia 4
- Burkina Faso 4
- Guinea 4
- Jamaica 3
- Lesotho 4
- Netherlands 2
- Tunisia 5
- Uruguay 2



- 5+** No guarantee of rights due to the breakdown of the rule of law
- 5** No guarantee of rights
- 4** Systematic violations of rights
- 3** Regular violations of rights
- 2** Repeated violations of rights
- 1** Sporadic violations of rights
- No data

Rating 5+

No guarantee of rights due to the breakdown of the rule of law

Afghanistan	↗ Myanmar	• Syria	•
Burundi	• Palestine	• Yemen	•
Central African Republic	• Somalia	•	
Libya	• South Sudan	•	

Rating 5

No guarantee of rights

Algeria	• Guatemala	• Laos	•
Bahrain	• Haiti	• Malaysia	•
Bangladesh	• Honduras	• Pakistan	•
Belarus	• Hong Kong	• Philippines	•
Brazil	• India	• Sudan	•
Cambodia	• Indonesia	• Thailand	•
China	• Iran	• Tunisia	↗
Colombia	• Iraq	• Turkey	•
Ecuador	• Jordan	• United Arab Emirates	•
Egypt	• Kazakhstan	• Zimbabwe	•
Eritrea	• Korea (Republic of)	•	
Eswatini	• Kuwait	•	

Rating 4

Systematic violations of rights

Angola	• Greece	• Romania	•
Australia	↗ Guinea	↗ Saudi Arabia	↘
Benin	• Hungary	• Senegal	•
Botswana	• Kenya	• Serbia	•
Burkina Faso	↗ Kyrgyzstan	• Sierra Leone	•
Cameroon	• Lebanon	• Sri Lanka	•
Chad	• Lesotho	↗ Tanzania	•
Chile	• Mali	• Trinidad and Tobago	•
Congo (Democratic Republic of)	• Mauritania	• Uganda	•
Côte d'Ivoire	• Nigeria	• United States of America	•
Djibouti	• Oman	• Venezuela	•
Ethiopia	• Peru	• Vietnam	•
Fiji	• Qatar	• Zambia	•

Rating 3

Regular violations of rights

Albania	•	El Salvador	↘	Nepal	•
Argentina	•	Gabon	•	Niger	↘
Armenia	↗	Georgia	•	North Macedonia	•
Bahamas	•	Jamaica	↗	Panama	•
Belgium	•	Liberia	•	Paraguay	•
Belize	•	Madagascar	•	Poland	•
Bolivia	•	Mauritius	•	Rwanda	•
Bosnia and Herzegovina	•	Mexico	•	South Africa	•
Bulgaria	•	Morocco	•	United Kingdom	•
Canada	•	Mozambique	•		

Rating 2

Repeated violations of rights

Barbados	•	Israel	•	New Zealand	•
Congo (Republic of)	•	Japan	•	Portugal	•
Costa Rica	•	Latvia	•	Singapore	•
Croatia	•	Lithuania	•	Slovakia	•
Czech Republic	•	Malawi	•	Spain	•
Dominican Republic	•	Moldova	•	Switzerland	•
Estonia	•	Montenegro	•	Taiwan	•
France	•	Namibia	•	Togo	•
Ghana	•	Netherlands	↗	Uruguay	↗

Rating 1

Sporadic violations of rights

Austria	•	Germany	•	Italy	•
Denmark	•	Iceland	•	Norway	•
Finland	•	Ireland	•	Sweden	•

Comparison with 2021 score:

No change or new in 2022

Worse rating

Improved rating






•

↗

↘

Countries in **bold** are the ten worst countries for working people in 2022.

Worst Region in the World

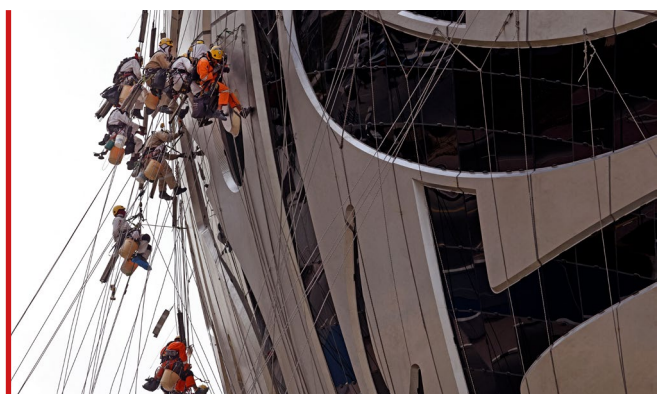
REGION		2022	SCALE	
MENA	19 countries	4.53	(4) Systematic violations of rights to (5) No Guarantee of rights	
Asia-Pacific	23 countries	4.22	(4) Systematic violations of rights to (5) No Guarantee of rights	
Africa	42 countries	3.76	(3) Regular violations of rights to (4) Systematic violations of rights	
Americas	25 countries	3.52	(3) Regular violations of rights to (4) Systematic violations of rights	
Europe	39 countries	2.49	(2) Repeated violations of rights to (3) Regular violations of rights	

Middle East and North Africa is the worst region for working people

undermined, and workers' civil liberties were put into jeopardy as President Kais Saied dissolved the parliament and assumed direct power.

In 2022, the Middle East and North Africa (MENA) continued to be the world's worst region for workers' rights, with an average rating of 4.53.

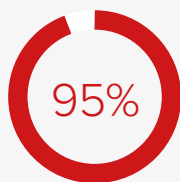
Libya, Palestine, Syria and **Yemen** were still beset with conflict, severely trampling fundamental liberties and the rights of workers. Despite efforts in several **Gulf countries**, including **Qatar** and **Saudi Arabia**, to end the kafala system, migrant workers, who represent the majority of the working population in the region, remained exposed to severe human rights abuses, notably in **the United Arab Emirates**. In **Tunisia**, democracy was gravely



Workers clean the Museum of the Future in Dubai, the United Arab Emirates. Migrant workers in the country suffer severe and frequent labour abuse.

Credit: Karim SAHIB / AFP

At a glance



Right to strike

95% of countries violated the right to strike.



Right to collective bargaining

100% of countries violated the right to collective bargaining.



Right to establish and join a trade union

100% of countries excluded workers from the right to establish or join a trade union.



Right to justice

In 79% of countries, workers had no or restricted access to justice.



Right to trade union activities

100% of countries impeded the registration of unions.



Right to civil liberties

Workers were detained and arrested in nine countries.



Violent attacks on workers

Workers experienced violence in eight countries.



Right to free speech and assembly

84% of countries restricted free speech and assembly.



Murders

Workers were murdered in Iraq.

Asia-Pacific

The Asia-Pacific region is the second worst region in the world for workers' rights. There was an increase in its average rating from 4.17 to 4.22, falling between systematic violations of rights and no guarantee of rights.

2022 was marked by the use of extreme police brutality to repress strike actions, notably in **Bangladesh** and **India**, where striking workers were killed, and in **Pakistan**, where violence was used against workers. In **Hong Kong** the authorities all but silenced trade unions and pro-democracy organisations. Egregious human rights abuses continued unabated in **Myanmar**. In **the Philippines**, trade unionists and workers lived in fear of violent attacks and arbitrary arrests.

In **China**, the Uyghurs, Kazakhs and other Turkic Muslim peoples were the target of unrelenting persecution and mass detention by the authorities who, among other human rights abuses, coerced them into forced labour to supply the garment industry. Members of these persecuted communities were exposed to the most severe violations of civil liberties, denied a collective voice and arbitrarily detained.

In Hong Kong, the authorities all but silenced trade unions and civil society organisations by forcing them to disband after a campaign repression.

Credit: Isaac Lawrence / AFP

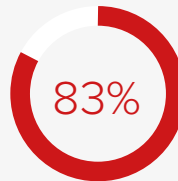


At a glance



Right to strike

87% of countries violated the right to strike.



Right to collective bargaining

83% of countries violated the right to collective bargaining.



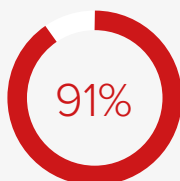
Right to establish and join a trade union

87% of countries excluded workers from the right to establish or join a trade union.



Right to justice

In 70% of countries, workers had no or restricted access to justice.



Right to trade union activities

91% of countries impeded the registration of unions.



Right to civil liberties

Workers were detained and arrested in 19 countries.



Violent attacks on workers

Workers experienced violence in 10 countries.



Right to free speech and assembly

61% of countries restricted free speech and assembly.



Murders

Workers were murdered in Bangladesh, India, Myanmar and the Philippines.

Africa

Burundi, Central African Republic, Somalia and **South Sudan** were still plagued by internal conflicts, which further deteriorated the humanitarian situation and deprived millions of basic protection.

The year was also marked by a succession of coups d'état in **Burkina Faso, Chad, Guinea, Mali** and **Sudan**, which severely curtailed workers' civil liberties and freedoms, such as the right to peaceful assembly and access to justice.

People take to the streets in Burkina Faso to oppose the military takeover in January 2022. Since then, unions have been prevented from organising collective actions.

Credit: Lambert Ouedraogo / Anadolu Agency via AFP

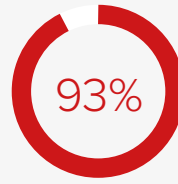


At a glance



Right to strike

95% of countries violated the right to strike.



Right to collective bargaining

93% of countries violated the right to collective bargaining.



Right to establish and join a trade union

95% of countries excluded workers from the right to establish or join a trade union.



Right to justice

In 90% of countries workers, had no or restricted access to justice.



Right to trade union activities

79% of countries impeded the registration of unions.



Right to civil liberties

Workers were detained and arrested in 15 countries.



Violent attacks on workers

Workers experienced violence in 13 countries.



Right to free speech and assembly

45% of countries restricted free speech and assembly.



Murders

Workers were murdered in Eswatini, Lesotho and South Africa.

Americas

The situation of workers in the Americas worsened in 2022, with an increase from 3.48 to 3.52, falling between regular violations of rights and systematic violations of rights. In many countries, including **Argentina, Colombia, Ecuador, Guatemala** and **Honduras**, trade unionists and workers experienced violent attacks.

In Honduras, working people experienced violent attacks as the situation for workers worsened across the Americas.

Credit: Orlando Sierra / AFP

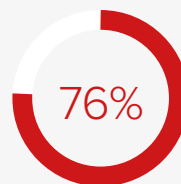


At a glance



Right to strike

92% of countries violated the right to strike.



Right to collective bargaining

76% of countries violated the right to collective bargaining.



Right to establish and join a trade union

76% of countries excluded workers from the right to establish or join a trade union.



Right to justice

In 77% of countries workers had no or restricted access to justice.



Right to trade union activities

88% of countries impeded the registration of unions.



Right to civil liberties

Workers were detained and arrested in 13 countries.



Violent attacks on workers

Workers experienced violence in nine countries.



Right to free speech and assembly

24% of countries restricted free speech and assembly.



Murders

Workers were murdered in Colombia, Ecuador, Guatemala and Haiti.

Europe

In March 2022, P&O Ferries, owned by DP World, sacked 800 staff in the UK to replace them with cheaper agency workers paid below the minimum wage.

Credit: Hollie Adams / AFP

In Europe, the average regional rating was 2.49, falling between (2) Repeated violations and (3) Regular violations. Collective bargaining rights were severely trampled in most countries while in Eastern European countries, independent trade union movements were still heavily suppressed. The number of countries where workers experienced violent attacks showed a marked increase from 12 per cent to 26 per cent of countries. As restrictions put in place to control the COVID-19 pandemic were eased, restrictions on free speech and assembly decreased from 22 per cent of countries in 2021 to 15 per cent in 2022. Due to the ongoing conflict, Russia and Ukraine were not included in the 2022 Global Rights Index.



At a glance



Right to strike

72% of countries violated the right to strike.



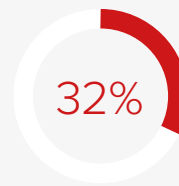
Right to collective bargaining

54% of countries violated the right to collective bargaining.



Right to establish and join a trade union

41% of countries excluded workers from the right to establish or join a trade union.



Right to justice

In 32% of countries, workers had no or restricted access to justice.



Right to trade union activities

38% of countries impeded the registration of unions.



Right to civil liberties

Workers were detained and arrested in 13 countries.



Violent attacks on workers

Workers experienced violence in 10 countries.



Right to free speech and assembly

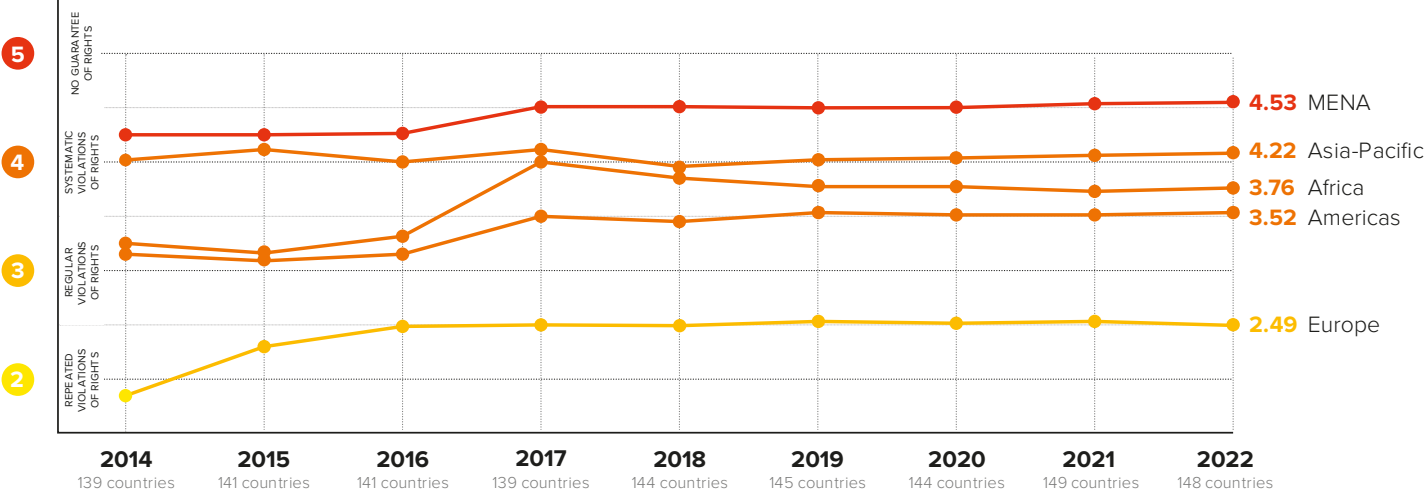
15% of countries restricted free speech and assembly.



Murders

Workers were murdered in Italy.

Nine-year trends: Regional ratings



The world's ten worst countries for workers

Bangladesh



- Regressive laws
- Obstacles to union formation
- Police violence

Workers' rights in Bangladesh continued to be severely curtailed. In the garment sector, the country's largest industry, which employs more than 4.5 million workers, attempts at forming unions were relentlessly obstructed while strikes were met with extreme brutality by the industrial police, who fired live rounds and used batons and tear gas to disperse workers. At least six workers were shot and killed by the police during strikes while many others were gravely injured.

Workers in Bangladesh were also exposed to mass dismissals and criminal prosecution for exercising their right to peaceful protest. The authorities also frustrated establishment of unions by imposing an extremely burdensome registration process.

Violent attacks on workers

At least five people were killed and dozens injured on 17 April 2021 after police opened fire on a crowd of workers protesting to demand unpaid wages and a pay rise at the SS Power Plant, a construction site of the coal-fired plant in the south-eastern city of Chittogram. The workers were protesting over unpaid wages, unscheduled cuts in their working hours and for a Ramadan holiday and reduced hours during the religious festival.

Interference in trade union activities

On 24 September 2021, a meeting was scheduled to take place in the **Bangladesh Independent Garment Workers Union Federation** (BIGUF) office in Chattogram to form a regional committee of the IndustriALL Bangladesh Council (IBC). However, a phone call from the police to IBC's senior vice president, Salauddin Shapon, put a stop to it. Another meeting was planned to be held in a different area the following day. But again, the police contacted the vice president to say the meeting could not take place there either.

In a third attempt, the IBC decided to hold the meeting at the office of another affiliate, the Bangladesh Textile and Garment Workers' League (BTGWL). When IBC leaders arrived, police officers, including some in plain clothes, blocked the gate and did not allow anyone to enter.

Criminal prosecution against trade unionists

On 6 August 2021, the Bangladeshi Industrial Police filed a criminal case against **Babul Akter**, general secretary of the Bangladesh Garment and Industrial Workers Federation (BGIWF), and 24 union leaders and members in relation to incidents at **Crossline Factory (Pvt.) Ltd** and **Crossline Knit Fabrics Ltd**. The factory management also filed a criminal case against its workers. These criminal complaints were filed after the factory workers formed two unions in their respective factories and filed registration applications with the Department of Labour in March 2021.



- Repressive criminal laws
- Mass arrests of trade union leaders
- Forced dissolution of unions

Since the rigged presidential elections of August 2020 and the heavy repression of democratic protests, the Belarusian government has consistently increased pressure on independent trade unions, carrying out raids on union offices and trade unionists' houses and arresting union leaders and members. Unions and other associations were forcibly dissolved at the request of the authorities. New legislation was introduced to penalise unauthorised demonstrations with imprisonment for up to three years, further closing democratic space in the country. In addition, the authorities continued to deny the registration of independent unions.

Targeted arrests of union leaders

On the morning of 21 September 2021, law enforcement agencies searched the apartment of **Volha Brytsikava**, local leader of the primary trade union organisation of the **Belarusian Independent Trade Union (BITU)** at JSC Naftan. Her computer was seized and she was arrested and detained. Two more BITU members, **Andrey Berezovsky** and **Roman Shkodin**, were arrested and detained for seven and 15 days, respectively.

At Grodno Azot, the vice chairperson of the BITU local union, **Valiantsin Tseranevich**, and BITU members **Andrei Paheryla**, **Vladimir Zhurauka**, **Grigory Ruban**, **Dmitry Ilyushenko** and **Aleksey Sidor** were detained by the police.

In Zhlobin, **Aliaksandr Hashnikau**, secretary treasurer of the BITU primary branch at the Belarusian Metallurgical Plant BMZ, was arrested on 17 September 2021 and arbitrarily detained. According to his wife, he disappeared in mid-September and was located a week later. BITU president **Maksim Pazniakou** was detained on 17 September but later released and fined US\$350 for a social media post from 2020, featuring a Belarusian music group, later labelled by authorities as extremist.

Police raid at union's offices and arrests of trade unionists

In the afternoon of 24 February 2022, unknown persons in civilian clothes broke into the office of the **Free Metalworkers' Union (SPM)** without presenting documents, searched the office, and seized office equipment and mobile phones from the office management and employees. The SPM deputy chairman, **Aleksandr Evdokimchik**, was arrested and taken away to an undisclosed location. Earlier in the morning, the executive committee of BKDP, the national trade union centre and ITUC affiliate, could not get in touch with **Igor Komlik**, the lawyer of the trade union who, it was later revealed, was also arrested by law enforcement agencies.

New legislation to criminalise protests

On 8 June 2021, President Alexander Lukashenko signed new legislation that punishes those accused of participating in unauthorised demonstrations with imprisonment for up to three years. Those who are found to have participated in or promoted "extremist activity" would face up to six years in jail. The definition of "extremist activity" is not clearly defined in the new legislation, and fear arose that the new provisions will be used to suppress any dissent. This new law follows laws enacted on 24 May 2021 making it compulsory to obtain a permit from the authorities to organise mass events.

Forced dissolution of a trade union

On 22 July 2021, the Belarusian Ministry of Justice filed a lawsuit with the Supreme Court to liquidate the **Belarusian Association of Journalists (BAJ)**. BAJ was accused by the government of violating the legislation on national worker associations. The application for dissolution of the BAJ was approved by the Supreme Court on 27 August 2021. BAJ was the only independent representative organisation of journalists and media workers in Belarus and one of the country's most prominent champions of freedom of expression.

Brazil



- Anti-union discriminatory measures
- Violation of collective agreements

In 2022, the situation of workers in Brazil continued to worsen as their basic collective rights were regularly violated by employers and the authorities. Since the adoption of Act No. 13467 in 2017, the entire collective bargaining system has collapsed in Brazil, with a drastic decline of 45 per cent in the number of collective agreements concluded. Workers, especially in the health sector and in the meat industry, faced the dire consequences of the appalling management of the coronavirus pandemic by President Bolsonaro, with a deterioration of working conditions and a weakening of health and safety measures.

Anti-union discriminatory measures

In May 2021, **Santander Brazil** enforced a 55 per cent pay cut on 40 bank union leaders and workers after they made a legal challenge to be paid for overtime hours. Brazil contributes to the biggest slice of profits for Spanish multinational Santander, but instead of paying these workers what they were due, the Brazilian arm of the bank demoted them and hacked their pay by more than half. Facing this arbitrary cut, the bank workers went to court and were able to secure a judgement that restored their pay grade and salaries. However, Santander Brazil has failed to comply with the order despite incurring daily fines due to non-compliance.

Strike declared illegal

On 8 October 2021, the workers at **General Motors' Chevrolet** in São Caetano do Sul plant in Brazil were on strike after negotiations with the employer on wage adjustments broke down. After the union decided to launch the strike, a conciliation hearing was held at the Regional Labour Court. However, no agreement was reached between the parties. On 21 October, the Regional Labour Court declared the strike illegal. The



Unions and social movements in Brazil protested against the appalling management of the coronavirus pandemic by the government. Conditions worsened for working people as they faced violence, repression and a collapse of collective bargaining.

Credit: Evaristo Sa / AFP

trade union assembly decided to continue with the action. However, because of possible legal actions against the strikers, the workers had to reincorporate to work with no solution to their demands.

Infringement of collective bargaining

In 2022, **Nestlé** continued to use the pandemic as a pretext to slash wages and benefits. At its chocolate factory in Vila Velha in Espírito Santo, the company decided unilaterally to halve food voucher benefits from R\$680 to R\$350, having already reduced the share of profits passed on to workers. The cutting of food benefits first began in São Paulo, where the company has half of its workforce. In 2019, the company dismissed more than 200 workers there but had to reinstate them after a court order. But in return the unions were forced to accept an agreement that reduced employee benefits, including food vouchers. Faced with a steady rise in unemployment, workers had no alternative but to yield to the company's conditions. Brazil is Nestlé's fifth largest market, and despite the pandemic, the company continued to register sales increases.

Colombia



- Murders and impunity
- Arbitrary arrests of trade unionists
- Union-busting and dismissals

Colombia remained the deadliest country for workers and union members. There were thirteen assassinations in 2021-2022. Another six murder attempts and 99 deaths threats were recorded. Eight trade unionists were arbitrarily arrested. Most of these crimes remained unresolved, as the government failed to investigate the cases. Without any adequate protection provided to them, trade unionists and their families remained under constant threat to their lives.

Trade unions were also hindered in their activities as employers regularly violated the right of workers to form unions and got rid of workers' representatives through targeted dismissals and non-renewal of contracts.

Murder of trade unionist

On the morning of 26 November 2021, **Clemito Rengifo Salazar**, a grassroots worker of the **Sindicato de Maestros de Nariño (SIMANA)**, was carrying out his duties as an educator at the San Francisco de Asís Madrigal Educational Institution, in Policarpa (department of Nariño), when unidentified men abducted him from the school, in the presence of his students. His lifeless body was found later in the afternoon hours.

Murder of trade unionist

On 14 May 2021, **Felipe Andrés Pérez Pérez**, union leader of **SINALTRAINAL Seccional Envigado**, was murdered in Medellín as he was coming back from a protest held in the framework of the national strike.



Colombia is the deadliest country for workers and union members with 13 assassinations, but working people continued to oppose the government's far-right agenda.

Credit: Juan Barreto / AFP

Death threats against trade unionists

In February 2022, as Quironsalud workers, a subsidiary of the German multinational **Fresenius** in Colombia, organised in a trade union and requested the opening of collective bargaining negotiations, **Julian Parra** and **Claudia López**, two of their elected leaders, received death threats. Claudia reported the details of these threats to local police, while Julian was forced to flee the country. International calls for Fresenius to publicly denounce these threats remained unheeded.

Egypt



- Repressive laws
- Prosecution of strikers
- Union-busting and dismissals

Workers in Egypt remained deprived of their basic rights and freedoms at work, while many independent trade unions were still seeking re-registration after their arbitrary dissolution in 2018. Strikes were systematically suppressed, workers were arrested and detained by police forces, and strikers were later dismissed by their employers.

New laws were introduced in 2021 to further curtail freedom of speech and assembly. On 1 August 2021, President Al-Sisi approved legislation which allows public administrations to dismiss any civil servant suspected of belonging to groups classified as “terrorist” in Egypt as well as those who “harm public services or the economic interests of the state”. On 23 November 2021, al-Sisi ratified amendments which codify and cement a permanent state of emergency in Egypt, allowing more civilians to be referred to military courts and eroding further guarantees to a fair trial.

Anti-union discrimination and interference in trade union activities

On 11 May 2021, the **Alexandria Spinning and Weaving Company** refused to allow **Ashraf Nassef**, head of the workers’ trade union committee, and **Faraj Al-Najjar**, the union’s treasurer, to enter the company to speak to their members. This followed an incident on 4 March 2021 when management transferred seven members of the company’s union committee from their technical jobs to administrative security because of their union activities. The seven trade union members were **Faraj Saeed**, vice chairman of the trade union committee; **Mahmoud Ibrahim El-Gohari**, treasurer of the trade union committee; **Mohamed Al-Masry**, board member; **Mohamed Mohamed Ibrahim**, assistant treasurer; **Mohamed Youssef**, board member; **Magdy Marei**, board member; and **Tariq Bakr**, board member.



Egypt is one of the worst countries for working people with strikes systematically suppressed, workers arrested and strikers dismissed by their employers.

Credit: Mahmoud Hefnawy

Arrest of trade unionist

Abdel-Wahab Radwan, vice chairman of the **Syndicate Committee of Public Transport Authority Employees**, was arrested in May 2021 because of his trade union activities. The unionist was still in pretrial detention in 2022 pending the hearing of his case. He was charged with “being a member of a terrorist group and misusing social media”.

Dismissal for taking part in strike action

Lord International Co., a razor blade manufacturer, dismissed 64 workers between 1 August and 12 September 2021 for taking industrial action. About 2,000 workers took part in a strike to demand the minimum wage, permanent contracts and an increase in their shift allowance.

In the negotiations brokered by representatives of the Ministry of Manpower, Lord management agreed verbally to raise their bottom-line wage. The workers called off the strike on 1 August, but the company went ahead with the mass dismissals and further referred 84 workers for internal investigation, accusing them of taking part in an illegal strike, incitement to violence, and causing severe material and moral damage. Employees who were allowed to return to work had five days’ wages deducted from their salaries. Management aggressively questioned those under investigation about the identities of alleged strike instigators and threatened them if they did not cooperate. The workers were forced to sign warnings issued that they would be dismissed if they undertook similar action in future.

NEW – Eswatini



- Severe violation of freedom of assembly
- Police violence

Eswatini descended into a spiral of violence and repression as 2021 pro-democracy protests were met with extreme police brutality. At least 72 protestors were killed by police and government forces; hundreds more were injured and others detained, while some remained missing. Some activists went into hiding and others fled into exile.

Freedom of speech and assembly were heavily curtailed as later in the year, other marches and strikes were violently repressed by police, who used live rounds, rubber bullets, tear gas and batons to disperse protesters. At least three workers were shot dead while many more were severely injured.

Police violence against striking workers

A bus driver was shot dead and another injured during clashes with police as drivers took part in a wage protest in the small town of Malkerns on 13 October 2021. Further to the killing, transport workers joined in the wider protests in the country, calling for democratic reforms, and blocked several key roads across country. The following day, police shot and killed an individual at a roadblock in Mpaka town. On 20 October, security forces cracked down on protests in Mbabane and Manzini, killing one and injuring at least 80, including 30 by gunshot. The next day the government banned all protests and shut down the social media platform Facebook.

Marches banned

In December 2021, Prince Simelane, brother of King Mswati III and acting housing minister and major general of the Army, banned all protests in the country amid growing calls for democratic reforms. Minister Prince



Union members hold a pro-democracy protest in Eswatini despite repression and brutality by the police and government forces making it one of the ten worst countries for working people for the first time.

Credit: Michele Spataro / AFP

Simelane directed all town councils not to issue permits allowing citizens to protest in towns. As a result, **the Swaziland National Association of Teachers (SNAT)** was denied permission to march across the city on 15 December. They had planned to deliver a petition to demand a salary review and an end to the casualisation of the labour force and union bashing.

NEW – Guatemala



- Violence against trade unionists
- Climate of fear and impunity
- Anti-union dismissals

Guatemala has long been plagued by endemic violence against workers. Engaging in trade union activities remained extremely dangerous and often resulted in death threats and murder. Impunity prevailed as the government failed to provide timely and adequate protection to trade unionists, who received death threats. The government failed to investigate and prosecute anti-union crimes.

Furthermore, employers largely used union-busting practices, such as summary dismissals, to circumvent workers' representation and collective bargaining.

Murder of trade unionist

On 7 May 2021, **Cinthia del Carmen Pineda Estrada**, 35 years old, was fatally shot in front of her house in the Chaparero Zacapa neighbourhood. Estrada was a primary school teacher and leader of the Sindicato de Trabajadores de la Educación de Guatemala (STEG). The Public Prosecutor's Office has not provided any information on the perpetrators or the causes of this crime.

Physical violence against trade unionists

On 16 June 2021, **Edgar Alejandro Talento** and **Jaime Col Ical**, members of the company union at Fritolay Guatemala, were attacked by unknown assailants. Jaime escaped unscathed, but Edgar was severely injured and taken to the hospital.



Guatemala is a new entry in the ten worst countries for working people as workers faced endemic violence for union activities.

Credit: Orlando Estrada / AFP

Anti-union dismissals

On 17 September 2021, Empresa Portuaria Santo Tomás de Castilla summarily dismissed **Víctor Oliva**, **general secretary of the General Port Workers' Union (SINTRAGENPORT)**; **Marcos Eliú Castellanos**, **assistant general secretary**; and **Edwin Martínez**, **financial secretary**, accusing them of disruption of public services after their union held a demonstration denouncing acts of corruption within the company.

Myanmar



- Brutal repression of strikes and protests
- Arbitrary arrests
- Killings

Since the military coup on 1 February 2021 and the brutal repression of subsequent pro-democracy protests, widespread and systematic human rights abuses have continued unabated in the country. On 2 March 2021, the Tatmadaw, the Burmese military, declared 16 labour organisations illegal. Workers and trade unionists were brutally killed and arrested for participating in protests and strikes, and their houses were raided and their belongings confiscated. By March 2022, at least 1,600 people had been killed by security forces and their affiliates, and more than 12,500 people detained.

All industrial zones in Yangon were placed under martial law, making it very difficult for workers to organise. Labour dispute resolution and wage protection mechanisms were dismantled, and collective bargaining agreements were not observed.

Arrests of trade unionists

On 15 April 2021, around 40 military officers were deployed to arrest the **director of the Solidarity Trade Union of Myanmar (STUM), Daw Myo Aye**. She was charged under section 505A of the Penal Code for participating in the Civil Disobedience Movement (CDM), leading protests, and encouraging civilians and civil servants to join the CDM. She faces up to three years in prison. Daw Myo Aye was denied bail and remained detained with severe health problems and limited access to medical facilities. On 4 June 2021, the Tatmadaw issued warrants for 28 Confederation of Trade Unions Myanmar (CTUM) Central Committee members and leaders under section 124(A) of the penal code and declared their passports void so as to block any international travel on their part.



Widespread and systematic human rights abuses have continued in Myanmar since the military coup on 1 February 2021, making it one of the ten worst countries for working people.

Credit: STR / AFP

Murders of trade unionists

By mid-September 2021, at least 27 trade unionists had been killed while taking part in the Civil Disobedience Movement (CDM) protests against military rule.

Twenty-one-year-old **Zaw Zaw Htwe**, a garment worker from Suntime JCK Company Limited and a member of **Solidarity Trade Union (STUM)** of Myanmar, was shot in the head by the security forces on 14 March during the protest in Shwe Pyi Thar. **Chan Myae Kyaw**, a dump truck driver at SinoHydro copper mine and a member of the **Mining Workers' Federation of Myanmar (MWFM)**, was shot multiple times and killed by soldiers on 27 March in a demonstration in Monywa.

On 28-29 March, the military ambushed protesters in South Dagon Industrial Zone, killing **Nay Lin Zaw**, a union leader at AD Furniture and a member of **Myanmar Industry Craft Service-Trade Unions Federation (MICS-TUsF)**.

The Philippines



- Violence and murders
- Arrests during strikes
- State repression

Workers and their representatives in the Philippines remained particularly vulnerable to violent attacks, intimidation and arbitrary arrests. Trade unionists, maliciously red-tagged by President Duterte, remained under immediate threat from the police and the army, which conducted targeted raids against them. Over 50 trade unionists have been killed since President Duterte came to power in 2016.

Criminalisation of strikes

Forty-four employees of a pasta-making company, **Soft Touch Development Corp.**, were arrested on 15 December 2021 for going on strike. They were charged with illegal assembly, disobedience to a person in authority, and “alarm and scandal” and were released from jail after 36 hours, pending further investigation. The firm maintained that the employees were prohibited from forming a trade union because their employer was the manpower agency that hired them. The strike was called after workers learned they would be laid off on 24 December. It was brutally repressed by the police, who used water cannons and truncheons on the strikers, dragging them into a police van.

Intimidation of trade unionists

On 2 November 2021, persons claiming to be members of the Quezon City Police Department went to the national office of **Sentro ng mga Nagkakaisa at Progresibong Manggagawa** (SENTRO) in Manila to supposedly investigate a labour dispute involving its affiliate, the Federation and Cooperation of Cola, Beverage, and Allied Industry Unions (FCCU). The FCCU is engaged in a labour dispute at **Coca-Cola** Philippines over deadlocked wage bargaining and a national campaign for the reinstatement of unfairly terminated union leaders.



The Philippines is one of the worst countries for working people with over 50 trade unionists killed since President Duterte came to power in 2016.

Credit: Ted Aljibe / AFP

The individuals there to investigate had no legal documents officially identifying and authorising them to be there or stating the purpose of their visit. They repeatedly asked for information regarding SENTRO’s office, the other unions present there, and their activities. The so-called police officers also went to the premises of the Trade Union Confederation of the Philippines (TUCP) compound in Quezon City. They inquired about the NAGKAISA Labour Coalition, of which SENTRO is a part.

Murder of trade unionist

Thirty-five-year old trade union leader **Dandy Miguel**, chairman of the PAMANTI-Kilusang Mayo Uno (KMU), was killed 28 March 2021, while on his way home in Calamba on board his motorcycle. Dandy Miguel was also president of Lakas ng Nagkakaisang Manggagawa ng Fuji Electric and a member of the National Council of KMU. Dandy Miguel was shot eight times by unknown assassins. Not long before he was murdered, Dandy had lodged a complaint with the Commission of Human Rights about the extrajudicial killings of nine labour and NGO activists on 7 March, also called Bloody Sunday, in Calabarzon. The Bloody Sunday killings happened after President Duterte openly called on security forces to gun down communists if they carried guns.

Turkey



- Repression of strikes
- Arrests of trade unionists
- Systematic union-busting

In 2022, workers' freedoms and rights continued to be relentlessly denied, including with police crackdowns on protests. Trade union leaders were arbitrarily arrested and their homes raided. On May Day 2021, 212 demonstrators were detained in Istanbul for attempting to hold a protest in defiance of the government's strict coronavirus lockdown rules.

In addition, employers continued to engage in systematic union-busting by methodically dismissing workers who attempted to organise.

Violent repression of strike

In the early days of January 2022, workers at **Farplas automotive factory** in Kocaeli province demanded a wage increase. Finding insufficient the pay rise offer made on 19 January, the workers halted work at the factory in protest and the employer started negotiating with the United Metalworkers' Union, promising that no workers would be dismissed in this process. While production resumed the next day, the employer summarily dismissed nearly 150 workers, both members and non-members of the union, referring to their one-day strike as justification for their dismissal. In protest, the dismissed workers of Farplas decided to strike inside the factory. Police stormed the Farplas factory, dispersing them with pepper gas. They arrested workers, including United Metalworkers' Union Gebze No. 2 branch chair **Necmettin Aydın** and the branch secretary, **Engin Kulu**, and took them out of the factory in five detention minibuses. Police continued to spray pepper gas on workers who tried to prevent the detention vehicles from leaving the factory. Two people fainted during the intervention. One worker had his leg broken. One hundred eight people in total – 106 workers and union representatives at the factory and two executives of the DGD-SEN Union who came to the



The government in Turkey used coronavirus lockdown rules to arrest over 200 demonstrators on May Day. With arrests of trade unionists and systematic union-busting, it is one of the worst countries for working people.

Credit: Yasin Akgul / AFP

factory in support – were taken to the Gebze District Security Directorate. All were released after giving their statements. Farplas is a supplier for Renault, FIAT, Toyota, Hyundai and Ford.

Union-busting

In June 2021, fifty-four workers of the **ASD Laminat Factory** in Düzce, Turkey, were dismissed as a result of their membership in the **Turkish Wood and Paper Industry Workers' Union (AGAC-IS)**. The company refused to recognise the union and resorted to union-busting schemes, such as arbitrarily dismissing unionists and pressuring other workers to renounce their union membership. After a four-year legal battle, a local court ruled in favour of the workers' reinstatement earlier this year. However, the company continued to defy the court's decision and intensified its anti-union practices. On 30 June, it started dismissing workers immediately after the pandemic "lay-off ban" was lifted. As of 14 July 2021, another 19 workers had been fired.

Most violated rights in the world

1. Increasing criminalisation of the right to strike

In 2022, strikes were severely restricted or banned in 129 out of 148 countries. In a number of these countries, industrial actions were brutally repressed by the authorities, and workers exercising their right to strike often faced criminal prosecution and summary dismissals. Violations of the right to strike are grouped into two categories: prosecution of union leaders for participating in strikes and cases of dismissals for taking part in strike action.



87% of countries violated the right to strike.

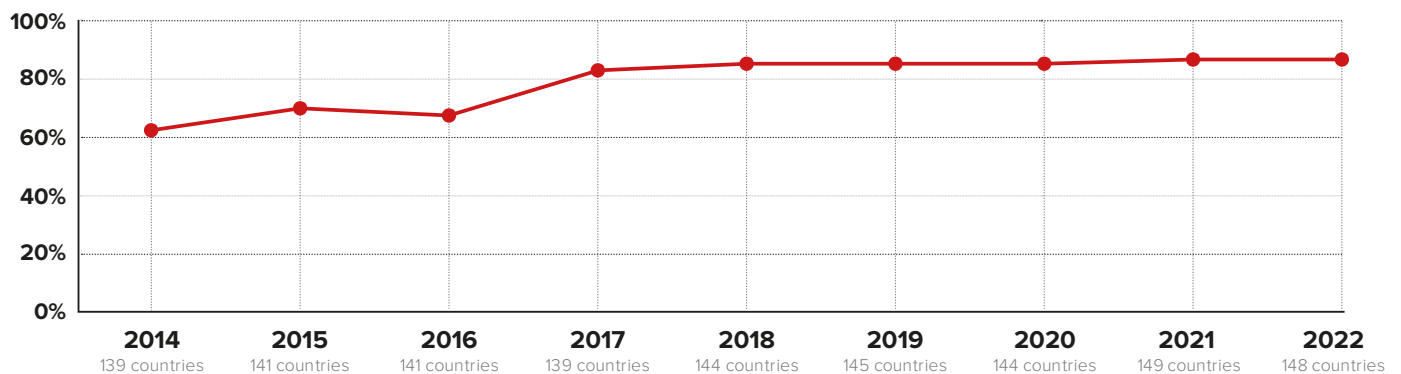
Countries violating the right to strike increased from 63% of countries in 2014 to 87% of countries in 2022.



The right to strike was violated in India where police violently broke up protests and detained demonstrators.

Credit: Tauseef Mustafa / AFP

Nine-year trends: Right to strike



2. Erosion of collective bargaining

In 2022, serious restrictions to collective bargaining were recorded in 117 countries. The lack of good faith bargaining by employers illustrates the broken social contract. The Global Rights Index has recorded a sustained attack on collective bargaining – a fundamental right for all workers – in the nine editions of the index. Restrictions have been recorded in all regions and in both public and private sectors, reflecting a concerted attempt by employers, at times hand in hand with governments, to curtail the rights of workers.



79% of countries violated the right to collective bargaining.

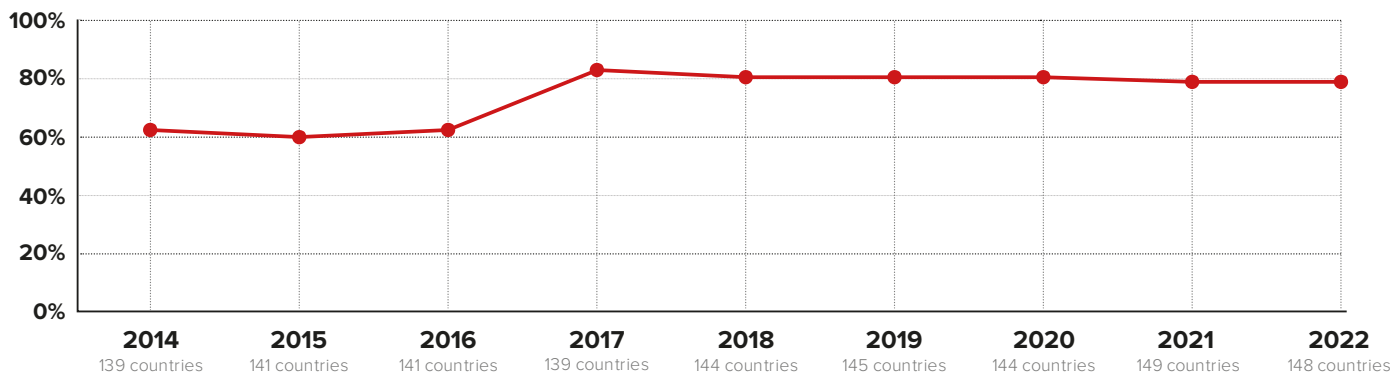
Countries violating the right to collective bargaining increased from 63% of countries in 2014 to 79% of countries in 2022.



Working people mark May Day in Kenya, one of the 117 countries that violated the right to collective bargaining.

Credit: Robert Bonet / Nurphoto Via AFP

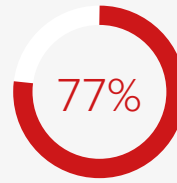
Nine-year trends: Right to collective bargaining



3. Blocked and excluded from labour protection

Under international labour standards, all workers without distinction have the right to freedom of association. In 2022, 115 out of 148 countries excluded certain categories of workers from this right, often on the basis of their employment status.

Migrant workers, domestic workers, temporary workers, those in the informal economy and workers in the platform economy usually fell outside of the scope of labour legislation, and certain categories of public employees and employees in special economic zones were still denied the right to freedom of association.



77% of countries excluded workers from the right to establish or join a trade union.

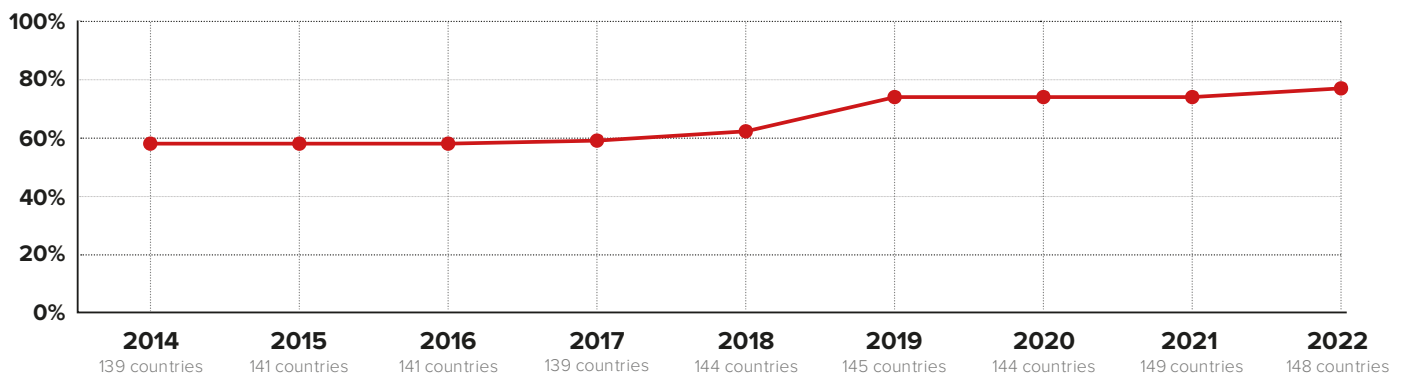
Countries which excluded workers from labour protections increased from 58% of countries in 2014 to 77% of countries in 2022.



The security services and employers in Israel use the threat of annulling work permits to discipline Palestinian workers who join unions.

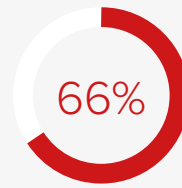
Credit: Hazem Bader / AFP

Nine-year trends: Right to establish and join a trade union



4. Restrictions on access to justice

Access to justice and due process of law are basic principles of the rule of law. In their absence, people are unable to have their voice heard and to assert their rights. In 97 countries out of 148, workers had no or reduced access to justice, and the due process of law and justice was denied. Trade union leaders were often detained and prosecuted on trumped-up charges, and their trials were frequently fraught with disregard for due process and with lack of impartiality.



In 66% of countries workers had no or restricted access to justice.

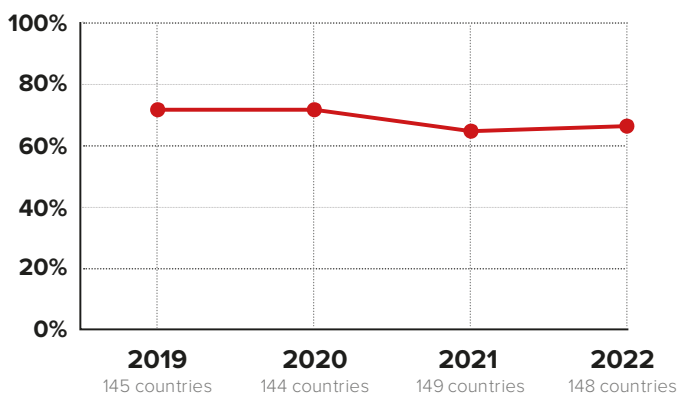
Countries which denied workers access to justice increased from 52% of countries in 2015 to 66% of countries in 2022.



In Honduras, working people are denied the right to justice as the government failed to pursue many historic cases of murders and other violent crimes.

Credit: Orlando Sierra / AFP

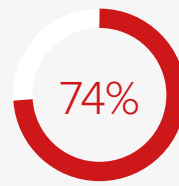
Four-year trends: Right to justice



5. De-registration of unions

The right to official recognition through legal registration is an essential facet of the right to organise, since that is the first step that workers' organisations must take in order to be able to function efficiently and represent their members adequately.

Between April 2021 and March 2022, authorities impeded the registration of, de-registered or arbitrarily dissolved unions in 110 countries out of 148.



74% of countries impeded the registration of unions.

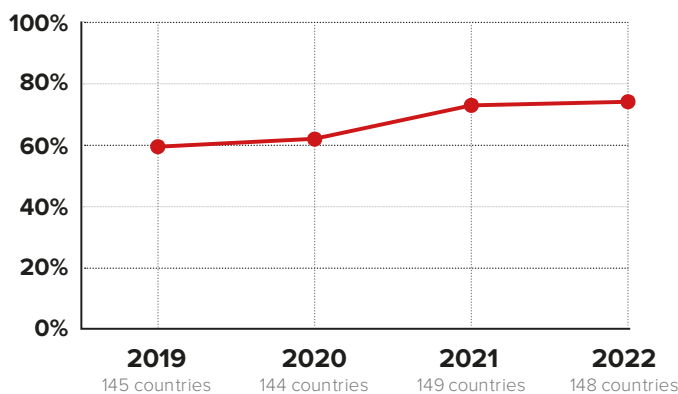
The number of countries which impeded the registration of unions increased from 59% countries in 2014 to 74% of countries in 2022.



The Hong Kong Confederation of Trade Unions (HKCTU), along with many other trade unions, announced that it was being forced to disband after a campaign of intimidation by the authorities using the national security law.

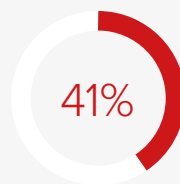
Credit: Eyepress via AFP

Four-year trends: Right to trade union activities



6. Attacks on free speech and assembly

The scope of restrictions on free speech and assembly have broadened to every aspect of life, from public gatherings to digital posts. The rolling back of rights since the Taliban took power in **Afghanistan** has silenced a generation, and in **Tunisia**, gatherings to oppose the dictatorship and commemorate the tenth anniversary of the Arab Spring were met with violence and arrests. The rise of authoritarianism and military coups restricted free speech and assembly in **Belarus, Burkino Faso, Myanmar** and **Sudan**.



41% of countries restricted free speech and assembly.

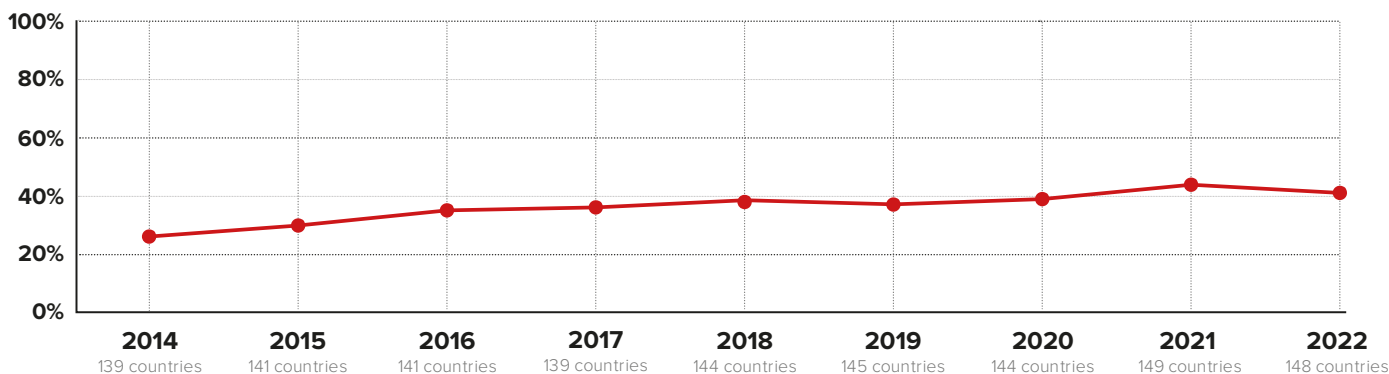
Countries which restricted free speech and assembly increased from 26% in 2014 to 41% of countries in 2022.



“My pen is free” – journalists in Tunisia protest in defence of the right to free speech and assembly.

Credit: Yassine Gaidi / Anadolu Agency via AFP

Nine-year trends: Right to free speech and assembly



7. Arbitrary arrests, detention and imprisonment

Workers were arrested and detained in 69 out of 148 countries in 2022. A large number of governments increased pressure against workers asserting their rights and unions supporting them by specifically targeting prominent trade union leaders. Trade union leaders have been imprisoned in **Algeria, Cambodia, Chile, Colombia, Egypt, Iran, Kyrgyzstan, Hong Kong, Myanmar, Republic of Congo, Sri Lanka** and **South Korea** in an attempt to weaken the institutional power of unions.



Workers were detained and arrested in 69 countries.

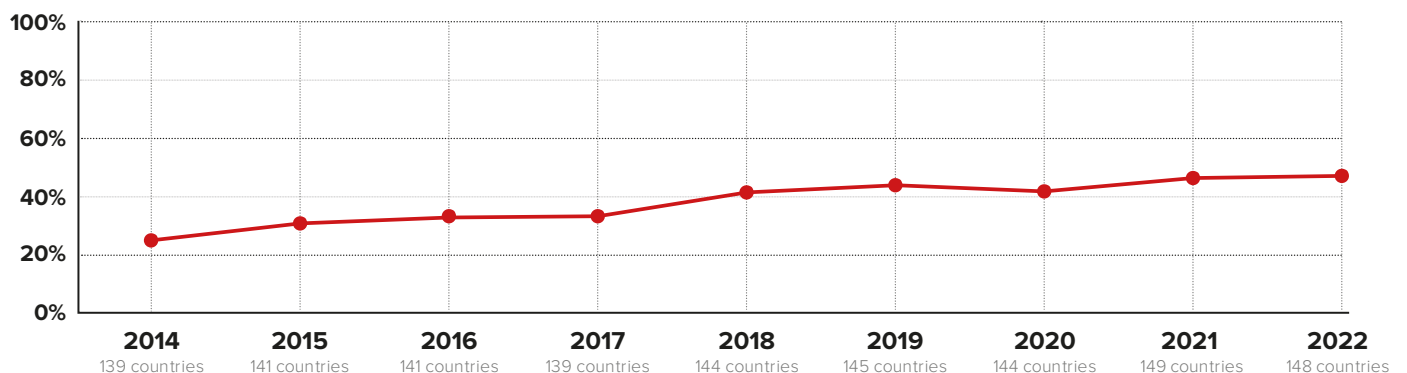
Countries arresting and detaining workers increased from 25% of countries in 2014 to 47% of countries in 2022.



India was one of 69 countries that violated the right to civil liberties by detaining or arresting working people.

Credit: Imtiaz Khan/ Anadolu Agency via AFP

Nine-year trends: Right to civil liberties



8. Violent attacks on workers

Workers were exposed to violence in 50 countries in 2022, nearly one third or all countries in the Global Rights Index. In many countries, strikes and social protests were repressed with disproportionate force by the state armed forces and the police. Endemic violence in the Americas continued to affect workers and their representatives, and in Africa trade unions leaders were the victims of targeted physical attacks and threats.



Workers experienced violence in 50 countries.

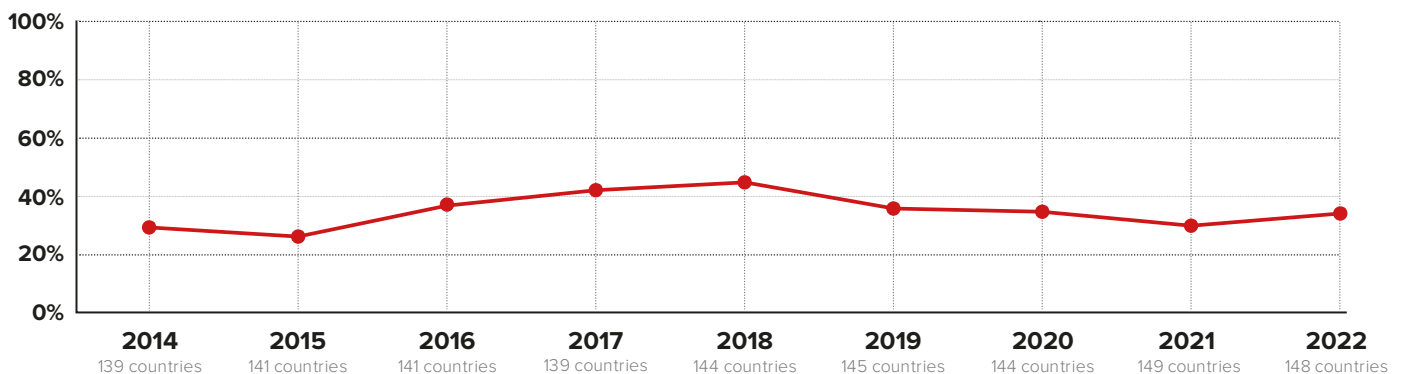
Countries which exposed workers to violent attacks increased from 29% of countries in 2014 to 34% of countries in 2022.



Working people experienced violent attacks in 50 countries, including in Nigeria.

Credit: Pius Utomi Ekpei / AFP

Nine-year trends: Violent attacks on workers



9. Cases of murder

Trade unionists are being murdered as they represent workers' and their collective rights. Too often there is no justice for workers and their families as government and employers act with impunity. In 2022, trade unionists were murdered in thirteen countries this year: **Bangladesh, Colombia, Ecuador, Eswatini, Guatemala, Haiti, Iraq, India, Italy, Lesotho, Myanmar, the Philippines** and **South Africa**.



Colombia was the deadliest country for trade union leaders in 2022.

Trade unionists were murdered in 13 countries.



The funeral of a pro-democracy protester in Myanmar who was shot dead by the military. Trade unionists were murdered in 13 countries, including Myanmar.

Credit: STR / AFP

Global trends for workers in 2022

1. Democracy in crisis

The Global Rights Index has tracked the key elements of workplace democracy for nine years, including the right to establish and join a trade union, the right to collective bargaining and the right to strike as well as the right to free speech and assembly, which symbolises a healthy democracy.

Free speech and assembly under attack

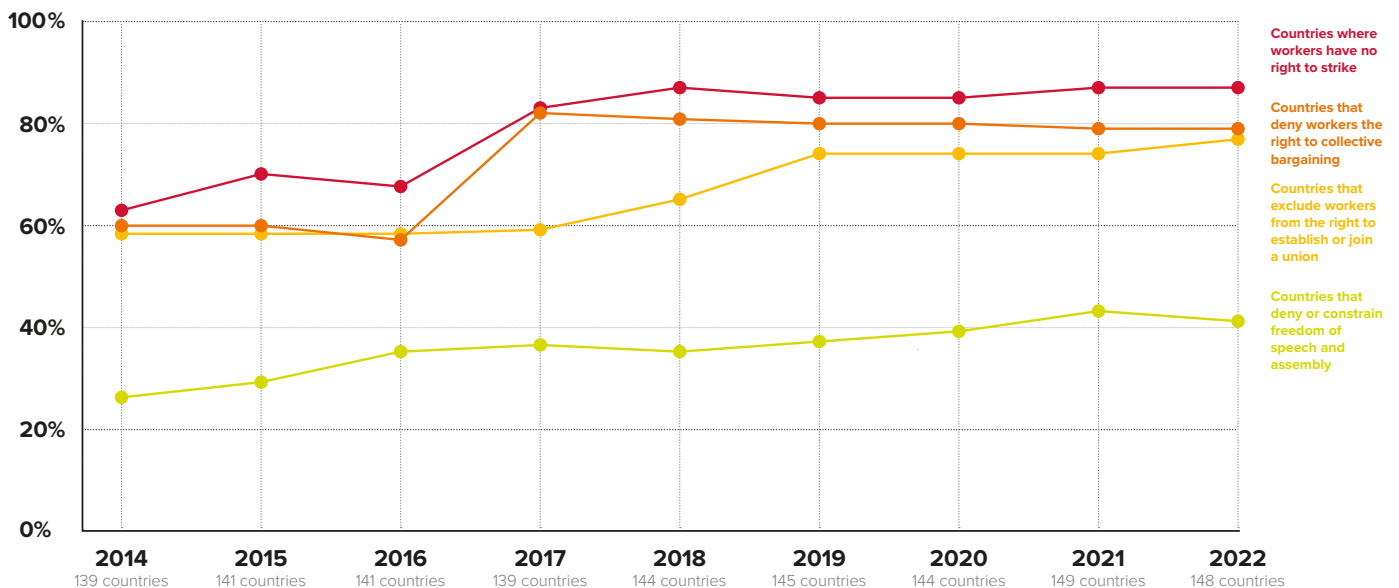
The systematic dismantling of the building blocks of freedom and democracy is taking place through sustained attacks on workers' rights and workplace democracy through restrictions on the right to strike, free speech and assembly.

In the past nine editions, the Global Rights Index has recorded an unprecedented increase in attacks on free speech and assembly from 26% of countries in 2014 to 41% of countries in 2022.



Countries where freedom of speech and assembly were denied or constrained increased from 26% of countries in 2014 to 41% of countries in 2022.

Nine-year global trends: The dismantling of workplace democracy



2. Silencing the age of anger



Conflict is at its highest since 1945. According to the UN, around two billion people are living in conflict zones. In the year leading up to the conflict in Ukraine, 84 million people were forced to leave their homes because of conflict, violence and human rights violations. Workers have been on the front lines standing up for human and labour rights as violent attacks are used to silence calls for peace, democracy and rights.

Nigeria was one of several countries where violent attacks on protesting working people was used to silence workers.

Credit: Pius Utomi Ekpei / AFP

Targeted assassinations of trade union leaders

Violent attacks against and targeting of trade union leaders increased in 2022. Seventeen trade unions leaders were murdered this year in **Colombia, Ecuador, Guatemala, Iraq, the Philippines** and **South Africa**. Even more trade unionists were attacked, harassed and threatened. In **Colombia** alone, another six murder attempts and 99 deaths threats were recorded this year.

Trade unionists are being murdered as they represent workers and their collective rights. Too often there is no justice for workers and their families as government and employers act with impunity. The increasing use of violent attacks on workers and the use of murder are being used to silence workers.



3. Legislative power

The ITUC analysis of workers' rights in law in the 148 countries profiled in the 2022 Global Rights Index provides a unique insight into national laws and practice.

Law-making is an effective and powerful instrument for social transformation and the protection of labour rights. In the last year, positive legal steps were taken to further advance workers' rights and social progress. However, in other countries, governments passed regressive legislation that seriously undermined workers' basic rights at work.

Repressive laws



Repressive laws have been used to codify repression of workers' rights in **Egypt, India, Kyrgyzstan, Moldova and Malawi**. From limiting the right to strike, restricting collective bargaining rights to preventing the work of independent unions, increasingly authoritarian governments are resorting to new laws in an attempt to restrict human and labour rights.

Legislative reform



In the last year, positive legal steps were taken to further advanced workers' rights and social progress in the **European Union, Uganda** and the **USA**, showing the power of unions to deliver lasting changes for workers.

The American Postal Workers Union celebrated the Postal Service Reform Act that lifts crushing, financial requirements on the United States Postal Service, allowing it to invest in quality jobs and services.

Credit: Valerie Macon / AFP



The Global Rights Index explained

1. Documenting violations

The ITUC documents violations of internationally recognised collective labour rights by governments and employers. The methodology is grounded in standards of fundamental rights at work, in particular the right to freedom of association, the right to collective bargaining and the right to strike.

Questionnaires are sent to 331 national unions in 163 countries to report violations of workers' rights by indicating relevant details.

Regional meetings with human and trade union rights experts are held where the questionnaire is disseminated, explained and completed.

The ITUC contacts unions directly by phone and email when it becomes aware of violations in order to confirm relevant facts.

Legal researchers analyse national legislation and identify sections which are not adequately protecting internationally recognised collective labour rights.

2. Publication of violations in the ITUC Survey

Documented information is summarised and consolidated by ITUC staff in the form of text. This information is publicly accessible on the website of the ITUC Survey at survey.ituc-csi.org.

3. Coding of text

The text under each country in the ITUC Survey is read against a list of 97 indicators derived from ILO conventions and jurisprudence and represents violations of workers' rights in law and in practice.

A country receives a point for each time textual information corresponds to an indicator. Each point has the value of 1. After coding the text for a country, the number of points is added up to arrive at a total score.

4. Rating countries

Countries are rated in clusters from 1-5+ depending on their compliance with collective labour rights. There are five ratings, with 1 being the best rating and 5+ the worst rating a country could get. The level of economic development, size or location of the country is not taken into account given that fundamental rights are universal and workers in all parts of the world must have access to them. A high-rated cluster means that workers in the country have no right to their collective voice due to government failure to guarantee rights.

Description of the ratings

1. Sporadic violations of rights

Collective labour rights are generally guaranteed. Workers can freely associate and defend their rights collectively with the government and/or companies and can improve their working conditions through collective bargaining. Violations against workers are not absent but do not occur on a regular basis.

2. Repeated violations of rights

Countries with a rating of 2 have slightly weaker collective labour rights than those with the rating 1. Certain rights have come under repeated attacks by governments and/or companies and have undermined the struggle for better working conditions.

3. Regular violations of rights

Governments and/or companies are regularly interfering in collective labour rights or are failing to fully guarantee important aspects of these rights. There are deficiencies in laws and/or certain practices which make frequent violations possible.

4. Systematic violations of rights

Workers in countries with the rating 4 have reported systematic violations. The government and/or companies are engaged in serious efforts to crush the collective voice of workers, putting fundamental rights under threat.

5. No guarantee of rights

Countries with the rating of 5 are the worst countries in the world to work in. While the legislation may spell out certain rights, workers have effectively no access to these rights and are therefore exposed to autocratic regimes and unfair labour practices.

5+. No guarantee of rights due to the breakdown of the rule of law

Workers in countries with the rating 5+ have equally limited rights as countries with the rating 5. However, in countries with the rating 5+, this is linked to dysfunctional institutions as a result of internal conflict and/or military occupation. In such cases, the country is assigned the rating of 5+ by default.

List of indicators

ITUC Global Rights Index. List of composite indicators

The methodology is grounded in standards of fundamental rights at work, based on international human rights law, and in particular ILO Conventions Nos. 87 and 98, as well as the jurisprudence developed by the ILO supervisory mechanisms¹.

I. Civil liberties

A. Violations in law

1. Arrest, detention, imprisonment, charging and fining of trade unionists
ILO Compilation of CFA decisions paras. 119-159
General Survey 1994 paras. 31-32
General Survey 2012 paras. 59-62
2. Violation of trade unionists' basic freedoms (freedom of movement; rights of assembly and demonstration; freedom of opinion and expression)
ILO Compilation of CFA decisions paras. 190-201; 202-232; 233-268
General Survey 1994 paras. 35-39
General Survey 2012 paras. 59-62
3. Violation of trade unions' and trade unionists' right to protection of their premises and property
ILO Compilation of CFA decisions paras. 275-292
General Survey 1994 paras. 40
General Survey 2012 paras. 59-62
4. Lack of guarantee of due process of law and/or justice re violations nos. 1-3
ILO Compilation of CFA decisions paras. 160-189
General Survey 1994 paras. 29-32
General Survey 2012 paras. 60-62

B. Violations in practice

5. Killing or enforced disappearance of trade unionists
ILO Compilation of CFA decisions paras. 81-118
General Survey 1994 paras. 28-30
General Survey 2012 paras. 59-62
6. Committed against trade union leaders
Violation of (5) is committed against a union leader
7. Other types of physical violence
ILO Compilation of CFA decisions paras. 67-118; 275-298
General Survey 1994 paras. 28-30, 33; 35-39
General Survey 2012 paras. 59-62
8. Committed against trade union leaders
Violation of (7) is committed against a union leader
9. Threats, intimidation and harassment
ILO Compilation of CFA decisions paras. 67-118
General Survey 1994 paras. 28-30, 33
General Survey 2012 paras. 59-62
10. Committed against trade union leaders
Violation of (9) is committed against a union leader

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

ILO Compilation of CFA decisions paras. 119-159

General Survey 1994 paras. 31-32

General Survey 2012 paras 59-62

12. Committed against trade union leaders

Violation of (11) is committed against a union leader

13. Infringement of the right to freedom of expression

ILO Compilation of CFA decisions paras. 233-268

General Survey 1994 paras. 35-39

General Survey 2012 paras. 59-62

14. Infringement of the right to freedom of assembly and demonstration

ILO Compilation of CFA decisions paras. 202-232

General Survey 1994 paras. 34-39

General Survey 2012 paras. 59-62

15. Restrictions to the right to freedom of movement

ILO Compilation of CFA decisions paras. 190-201

General Survey 1994) para. 34

General Survey 2012 paras 59-62

16. Committed against trade union leaders

Violations (13) to (15) are committed against a union leader

17. Attacks against trade unions' and trade unionists' premises and property

ILO Compilation of CFA decisions paras. 275-292

General Survey 1994 paras. 40

General Survey 2012 paras. 59-62

18. Severity

Widespread and/or systematic violation regarding violations re (5)-(17)

19. Lack of guarantee of due process of law and/or justice

ILO Compilation of CFA decisions paras. 160-189

General Survey 1994 paras. 29, 31-32

General Survey 2012 paras. 59-62

1. Committee of Experts on the Application of Conventions and Recommendations (CEACR), Committee on the Application of Standards (CAS) and Committee on Freedom of Association (CFA). See in particular:

- the Compilation of decisions of the Committee on Freedom of Association (<https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:70001:0::NO>),
- ILO General Survey 1994 on Freedom of Association and Collective Bargaining, 1994 ([https://www.ilo.org/public/libdoc/ilo/P/09661/09661\(1994-81-4B\).pdf](https://www.ilo.org/public/libdoc/ilo/P/09661/09661(1994-81-4B).pdf)) and
- ILO General Survey 2012 on fundamental Conventions (https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_174846.pdf).

The list of indicators is adapted from David Kucera and Dora Sari. 2018. "New Labour Rights Indicators: Method and Trends for 2000-2015", International Labour Review (Accepted manuscript online: 9 MAR 2018 05:10AM EST | DOI: 10.1111/ilr.12084)

II. Right to establish and join unions

A. Violations in law

20. General prohibition of the right to establish and/or join trade unions

General Survey 1994 paras. 12, 93

General Survey 2012 para. 51

21. Exclusion of specific categories of workers from the right to establish and/or join trade unions

ILO Compilation of CFA decisions paras. 315-418

General Survey 1994 paras. 45-67

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

ILO Compilation of CFA decisions paras. 472-513; 546-560

General Survey 1994 paras. 79-90

23. Previous authorisation requirements for union registration

ILO Compilation of CFA decisions paras. 419-444; 448-471

General Survey 1994 paras. 68-70

General Survey 2012 paras. 82-87; 89-90

24. Union monopoly

ILO Compilation of CFA decisions paras. 475-501

General Survey 1994 para. 91

25. Dissolution/suspension of legally functioning trade unions

ILO Compilation of CFA decisions paras. 979-1013

General Survey 1994 paras. 180-188

General Survey 2012 para. 162

26. Provisions in law allowing for anti-union discriminatory measures (dismissal, suspension, transfer, downgrading)

ILO Compilation of CFA decisions paras. 1072-1185

General Survey 1994 paras. 199-210, 213

27. Lack of effective legal guarantees against anti-union discriminatory measures

ILO Compilation of CFA decisions paras. 1134-1162

General Survey 1994 paras. 214-224

General Survey 2012 paras 166-167; 173-193

28. Provisions in law allowing for interference of employers and/or public authorities

ILO Compilation of CFA decisions paras 1215-1219

General Survey 1994 paras. 225-234

General Survey 2012 paras. 194-196

29. Lack of effective legal guarantees against acts of interference

ILO Compilation of CFA decisions paras 1187-1230

General Survey 1994 paras. 189-198

General Survey 2012 para. 163

30. Right to establish and/or join federations and confederations and to affiliate with international organisations of workers

ILO Compilation of CFA decisions paras. 1014-1071

General Survey 1994 paras. 189-198

General Survey 2012 para. 163

31. Lack of guarantee of due process of law

Lack of due process regarding violations (20)-(30)

B. Violations in practice

32. Serious obstacle to exercise the right to establish and/or join trade unions

The vast majority of the population is excluded from this right in practice

General Survey 1994 paras. 12, 93

General Survey 2012 para. 51

33. Exclusion of specific categories of workers from the right to establish and/or join trade unions

ILO Compilation of CFA decisions paras. 315-418

General Survey 1994 paras. 45-67

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

ILO Compilation of CFA decisions paras. 472-513; 546-560

General Survey 1994 paras. 79-90

35. Previous authorisation requirements for union registration
ILO Compilation of CFA decisions paras. 427-444
General Survey 1994 paras. 68-70
General Survey 2012 paras. 82-87; 89-90
36. Union monopoly
ILO Compilation of CFA decisions paras. 475-501
General Survey 1994 para. 91
37. Dissolution/suspension of legally functioning trade union
ILO Compilation of CFA decisions paras. 979-1013
General Survey 1994 paras. 180-188
General Survey 2012 para. 162
38. Anti-union discriminatory measures (including dismissal, suspension, transfer, downgrading)
ILO Compilation of CFA decisions paras. 1072-1185
General Survey 1994 paras. 199-210, 213
39. Committed against trade union leaders
Violation (38) is committed against a trade union leader
40. Lack of effective legal guarantees against anti-union discriminatory measures
ILO Compilation of CFA decisions paras. 1134-1162
General Survey 1994 paras. 214-224
General Survey 2012 paras 166-167; 173-193
41. Acts of interference of employers and/or public authorities
ILO Compilation of CFA decisions paras 1215-1219
General Survey 1994 paras. 225-234
General Survey 2012 paras. 194-196
42. Lack of effective legal guarantees against acts of interference of employers and/or public authorities
ILO Compilation of CFA decisions paras 1187-1230
General Survey 1994 paras. 189-198
General Survey 2012 para. 163
43. Infringement of the right to establish and join federations and confederations and to affiliate with international organisations of workers
ILO Compilation of CFA decisions paras. 1014-1071
General Survey 1994 paras. 189-198
General Survey 2012 para. 163
44. Lack of guarantee of due process of law and/or justice
Lack of due process regarding violations (32) - (43)

III. Trade union activities

A. Violations in law

45. Infringement of the right to freely elect representatives
ILO Compilation of CFA decisions paras. 585-665
General Survey 1994 paras. 112-121
General Survey 2012 paras. 101-107
46. Infringement of the right to freely draw up constitutions and internal rules and administration
ILO Compilation of CFA decisions paras. 561-584; 666-679
General Survey 1994 paras. 108-111
General Survey 2012 paras. 100,112-114
47. Infringement of the right to freely organise and control financial administration
ILO Compilation of CFA decisions paras. 680-715
General Survey 1994 paras. 108, 124-127
General Survey 2012 paras. 108-111
48. Infringement of the right to freely organise activities and to formulate programmes
ILO Compilation of CFA decisions paras. 716-750
General Survey 1994 paras. 108-112, 124-127
General Survey 2012 paras. 100,112-114
49. Lack of guarantee of due process of law
Lack of due process regarding violations (45) - (48)

B. Violations in practice

50. Infringements of the right to freely elect representatives
ILO Compilation of CFA decisions paras. 585-665
General Survey 1994 paras. 112-121
General Survey 2012 paras. 101-107
51. Infringement of the right to freely draw up constitutions and internal rules and administration
ILO Compilation of CFA decisions paras. 561-584; 666-679
General Survey 1994 paras. 108-111
General Survey 2012 paras. 100,112-114
52. Infringement of the right to freely organise and control financial administration
ILO Compilation of CFA decisions paras. 680-715
General Survey 1994 paras. 108, 124-127
General Survey 2012 paras. 108-111
53. Infringement of the right to freely organise activities and to formulate programmes
ILO Compilation of CFA decisions paras. 716-750
General Survey 1994 paras. 108-112, 124-127
General Survey 2012 paras. 100,112-114
54. Lack of guarantee of due process of law and/or justice
Lack of due process regarding violations (50)-(53)

IV. Right to collective bargaining

A. Violations in law

55. General prohibition of the right to collective bargaining

General Survey 1994 paras. 12, 93

General Survey 2012 para. 51

56. Insufficient promotion of collective bargaining

ILO Compilation of CFA decisions paras 1318; 1322-1326; 1517-1567; 1569-1578

General Survey 1994 paras. 235-236, 244-247

General Survey 2012 paras. 166-167, 198-199

57. Exclusion of specific categories of workers from the right to collective bargaining

ILO Compilation of CFA decisions paras. 1239-1288

General Survey 1994 paras. 261-264

General Survey 2012 paras. 168; 209

58. Exclusion/restriction of subjects covered by collective bargaining

ILO Compilation of CFA decisions paras. 1289-1312

General Survey 1994 para. 250

59. Compulsory arbitration imposed on collective bargaining

ILO Compilation of CFA decisions paras. 1415-1419

General Survey 1994 paras. 254-259

General Survey 2012 paras. 246-250

60. Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of trade unions entitled to collective bargaining (including infringements to the rights of minority unions)

ILO Compilation of CFA decisions paras. 1342-1403

General Survey 1994 paras. 238-243

General Survey 2012 paras. 224-240

61. Acts of interference in collective bargaining (including imposing the level of bargaining,

discouraging time-limits, offering better working conditions through individual agreements)

ILO Compilation of CFA decisions paras. 1420-1470

General Survey 1994 paras. 244-249

General Survey 2012 paras. 198, 200, 208, 214, 222-223

62. Violation of concluded collective agreements

ILO Compilation of CFA decisions paras. 1313-1321; 1327-1341

General Survey 1994 paras. 251-253

General Survey 2012 paras. 201-207

63. Infringements of the consultation with workers' organisations

ILO Compilation of CFA decisions paras 1318; 1322-1326; 1517-1567; 1569-1578

General Survey 1994 paras. 235-236, 244-247

General Survey 2012 paras. 166-167, 198-199

64. Lack of guarantee of due process of law

Lack of due process regarding violations (55)-(63)

B. Violations in practice

65. Serious obstacle to exercise the right to collective bargaining

The vast majority of the population is excluded from this right in practice

66. Insufficient promotion of collective bargaining

ILO Compilation of CFA decisions paras 1318; 1322-1326; 1517-1567; 1569-1578

General Survey 1994 paras. 235-236, 244-247

General Survey 2012 paras. 166-167, 198-199

67. Exclusion of specific categories of workers from the right to collective bargaining

ILO Compilation of CFA decisions paras. 1239-1288

General Survey 1994 paras. 261-264

General Survey 2012 paras. 168; 209

68. Exclusion/restriction of subjects covered by collective bargaining

ILO Compilation of CFA decisions paras. 1289-1312

General Survey 1994 para. 250

69. Compulsory arbitration imposed on collective bargaining

ILO Compilation of CFA decisions paras. 1415-1419

General Survey 1994 paras. 254-259

General Survey 2012 paras. 246-250

70. Excessive requirements and/or lack of objective, pre-established and precise criteria for the determination/recognition of trade unions entitled to collective bargaining (including infringements to the rights of minority unions)

ILO Compilation of CFA decisions paras. 1342-1403

General Survey 1994 paras. 238-243

General Survey 2012 paras. 224-240

71. Acts of interference in collective bargaining (including imposing the level of bargaining, discouraging time-limits, offering better working conditions through individual agreements)

ILO Compilation of CFA decisions paras. 1420-1470

General Survey 1994 paras. 244-249

General Survey 2012 paras. 198, 200, 208, 214, 222-223

72. Violation of concluded collective agreements

ILO Compilation of CFA decisions paras. 1313-1321; 1327-1341

General Survey 1994 paras. 251-253

General Survey 2012 paras. 201-207

73. Absence of consultation with workers' organisations

ILO Compilation of CFA decisions paras 1318; 1322-1326; 1517-1567; 1569-1578

General Survey 1994 paras. 235-236, 244-247

General Survey 2012 paras. 166-167, 198-199

74. Lack of guarantee of due process of law and/or justice

Lack of due process regarding violations (65)-(73)

V. Right to strike

A. Violations in law

75. General prohibition of the right to strike
General Survey 1994 paras. 152-153, 170-171
General Survey 2012. paras. 122, 140, 144, 159
76. Exclusion of specific categories of workers from the right to strike (including overly broad definition of essential services)
General Survey 1994 paras. 154-160
General Survey 2012 para. 127
77. Exclusion/restriction based on the objective and /or type of the strike
ILO Compilation of CFA decisions paras. 758-786
General Survey 1994 paras. 165-168, 173
General Survey 2012 paras. 124-126, 142
78. Excessive prerequisites required for exercising the right to strike
ILO Compilation of CFA decisions paras. 789-814
General Survey 1994 paras. 170-172
General Survey 2012 paras. 144-148
79. Compulsory arbitration imposed on strike action
ILO Compilation of CFA decisions paras. 816-823
General Survey 1994 para. 153
General Survey 2012 paras. 153-156
80. Provisions in law allowing for the suspension and/or declaration of illegality of strikes by administrative authorities
ILO Compilation of CFA decisions Paras. 907-913
General Survey 2012 para. 157
81. Infringements of the determination of minimum services
ILO Compilation of CFA decisions paras 864-906
General Survey 1994 paras. 161-162
General Survey 2012 paras 136-139
82. Absence or inadequacy of compensatory guarantees for lawful restrictions on the right to strike
ILO Compilation of CFA decisions paras. 824-852
General Survey 1994 paras. 164
General Survey 2012 paras. 141

83. Interference of employers and/or authorities during the course of strike action allowed under the legislation (including back-to-work orders, hiring of workers during a strike, requisitioning orders)
ILO Compilation of CFA decisions paras. 917-926; 927-929
General Survey 1994 paras. 163; 174-175
General Survey 2012 paras. 149-152
84. Excessive sanctions for the legitimate exercise of the right to strike
ILO Compilation of CFA decisions paras. 951-976
General Survey 1994 paras. 176-178
General Survey 2012 paras. 157-160
85. Lack of guarantee of due process of law
Lack of due process regarding violations (75)-(84)

B. Violations in practice

86. Serious obstacle to exercise the right in practice
Vast majority of population is excluded from this right in practice
87. Exclusion of specific categories of workers from the right to strike (including overly broad definition of essential services)
General Survey 1994 paras. 154-160
General Survey 2012 paras. 127, 129-135
88. Exclusion/restriction based on the objective and/or type of the strike
ILO Compilation of CFA decisions paras. 758-786
General Survey 1994 paras. 165-168, 173
General Survey 2012 paras. 124-126, 142
89. Excessive prerequisites required for exercising the right to strike
ILO Compilation of CFA decisions paras. 789-814
General Survey 1994 paras. 170-172
General Survey 2012 paras. 144-148
90. Compulsory arbitration imposed on strike action
ILO Compilation of CFA decisions paras. 816-823
General Survey 1994 para. 153
General Survey 2012 paras. 153-156

91. Suspension and/or declaration of illegality of strikes
by administrative authorities
ILO Compilation of CFA decisions Paras. 907-913
General Survey 2012 para. 157
92. Infringements of the determination of minimum
services
ILO Compilation of CFA decisions paras 864-906
General Survey 1994 paras. 161-162
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guarantees for lawful restrictions on the right to strike
ILO Compilation of CFA decisions paras. 824-852
General Survey 1994 paras. 164
General Survey 2012 paras. 141
94. Interference of employers and/or authorities during
the course of strike action (including back-to-work
orders, hiring of workers during a strike, requisitioning
orders)
ILO Compilation of CFA decisions paras. 917-929
General Survey 1994 paras. 163; 174-175
General Survey 2012 paras. 149-152
95. Excessive sanctions for the legitimate exercise of
the right to strike
ILO Compilation of CFA decisions paras. 951-976
General Survey 1994 paras. 176-178
General Survey 2012 paras. 157-160
96. Committed against trade union leaders
Violation (95) is committed against a trade union leader
97. Lack of guarantee of due process of law and/or
justice
Lack of due process regarding violations (86)-(96)

About the ITUC

The International Trade Union Confederation (ITUC) is a confederation of national trade union centres, each of which links trade unions in that particular country. It is the global voice of the world's working people. The ITUC represents 200 million workers in 163 countries and has 332 national affiliates.

The ITUC Global Rights Index depicts the world's worst countries for workers by rating 148 countries on a scale from 1 to 5+ on the degree of respect for workers' rights. Violations are recorded each year from April to March. Information on violations of workers' rights in countries is published throughout the year in the [ITUC Survey](#).

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