COLLECTIVE BARGAINING

A policy guide
This guide assists government policy-makers and practitioners to build consensus on, implement and monitor policies that promote collective bargaining. It provides straight-forward guidance on collective bargaining: the parties, the process and the how the public authorities can encourage and promote the full development and use of collective bargaining as a tool to regulate terms and conditions of employment in line with relevant International Labour Standards.

Collective bargaining involves negotiations between an employer, group of employers or one or more employers' organisations on the one hand and one or more trade unions on the other, the objective of which is to reach a collective agreement that regulates terms and conditions of employment and regulate relations between employers and workers and/or their respective organisations. Governments have a role to play to promote the effective exercise of collective bargaining and sound labour relations. The Guide helps the public authorities to adopt measures in line with national conditions, to promote collective bargaining so that fundamental workers’ rights can be realized and collective bargaining can be used as a tool for achieving sound, fair and productive labour relations.

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