



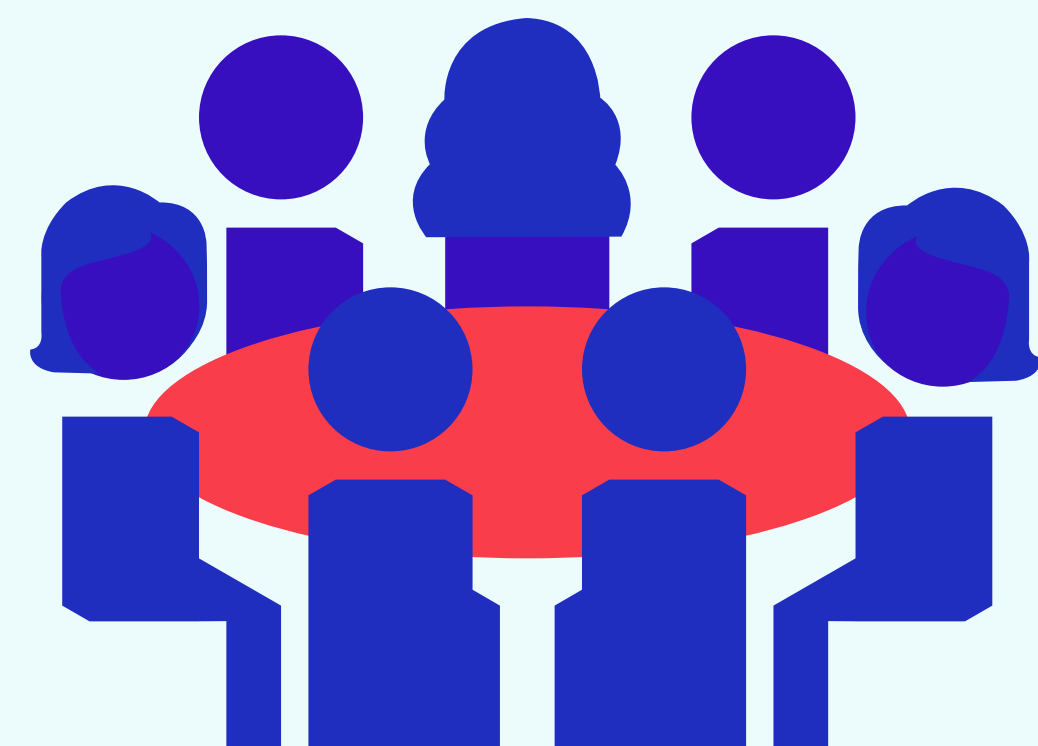
International
Labour
Organization



► Social Dialogue Report

2022

Collective
bargaining
for an inclusive,
sustainable and
resilient recovery



Primary research

January – May/June 2021

Normative developments:

Analysis of CEARC (OBS and D/R) for Convention No. 98, No. 151 and No. 154

Legal indicators on the application of CBAs

Coding of legal sources for 125 countries

IR Data collection:

Collective bargaining coverage 98 countries (2019/20)
Trade union density 140 countries

Surveys:

Survey of EBMOs (responses by 70 from 70 countries)
Survey of trade unions (responses by 213 from 96 countries)

Analysis of collective agreements:

512 CBAs: mix regions, level of collective agreements, sectors on basis of coding protocol

Case studies:

Better Work assessment of CBAs and compliance in 393 factories in Cambodia, Jordan and Vietnam
Front-line workers in healthcare (Ireland, Portugal, Kenya, Slovakia), social care (UK, Scotland, New Zealand, Norway) and retail (UK, Canada, Hungary, Chile)

Country studies:

21 countries: Mix regions, levels of economic development, systems. Interviews in Australia and Canada with key informants.

Contents

Develop a yearly flagship report on the strategic objective of social dialogue and tripartism.

To this aim, develop knowledge and evidence-based and rigorous research on the role and impact of:

Collective bargaining on inequality, wages and working conditions, a topic that should be covered in the report on a regular basis;” (ILC, 2018)

1 Introduction

2. Collective bargaining: Shaping regulatory coverage

3. The scope of collective agreements

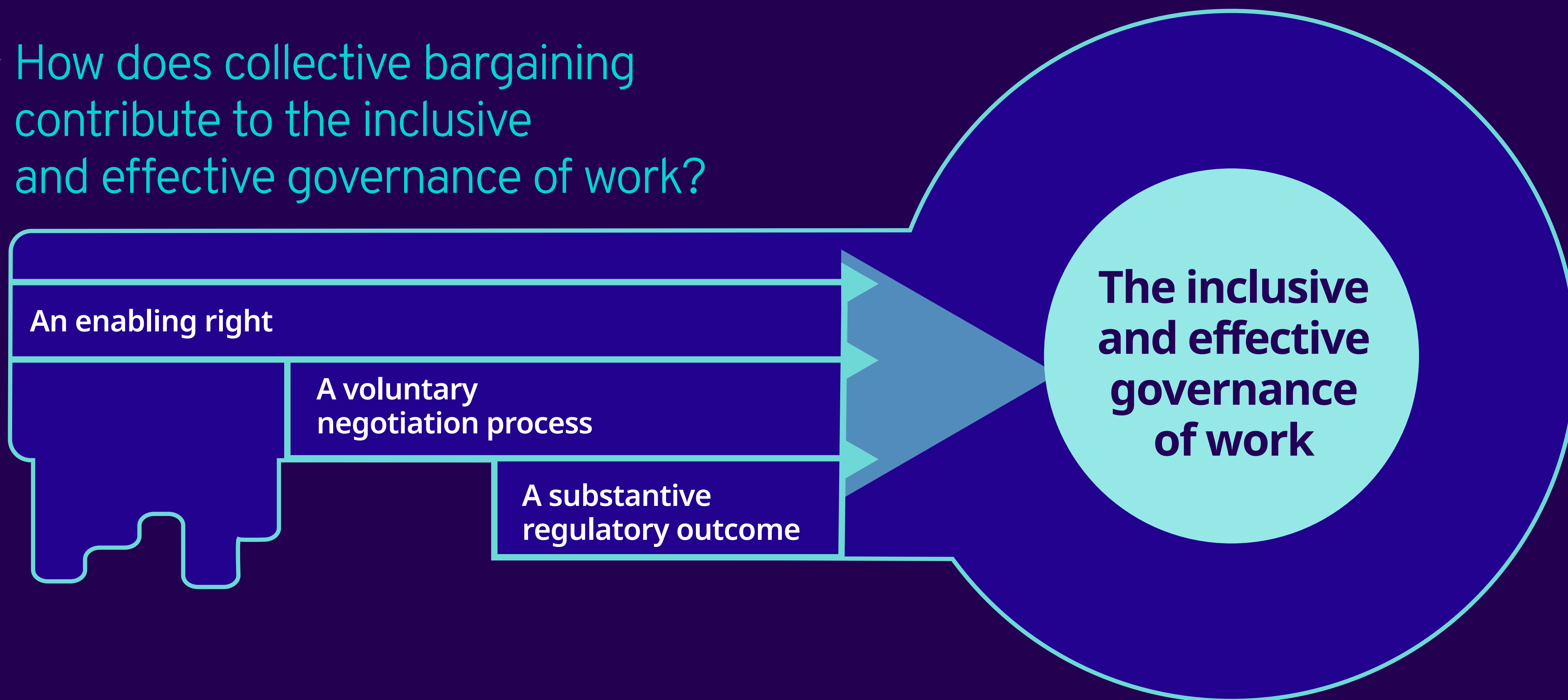
4. Employers’ organizations and trade unions: Restructuring and renewal

5. Collective bargaining and the COVID-19 pandemic: Forging resilience

6. Negotiating for an inclusive, sustainable and resilient recovery

1 Introduction

- ▶ How does collective bargaining contribute to the inclusive and effective governance of work?



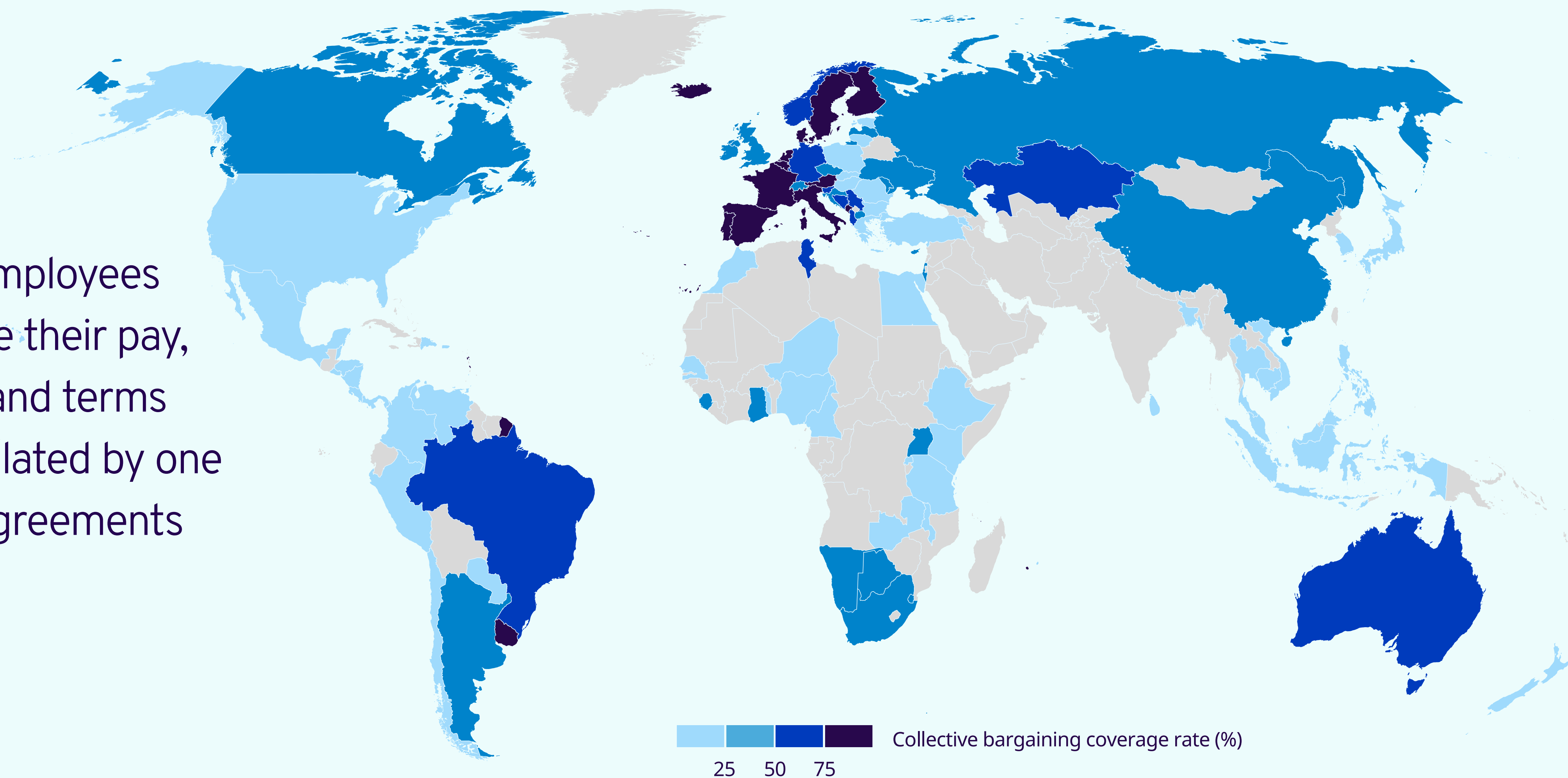
► Collective bargaining: Shaping regulatory coverage



► Collective bargaining coverage around the world

► Global picture

Over one third of employees in **98 countries** have their pay, working conditions and terms of employment regulated by one or more collective agreements (weighted average).



► The regulatory coverage of collective bargaining is being shaped by:

The effective recognition of the right to collective bargaining

Legislative and institutional actions that make it possible for domestic workers, migrant workers, agricultural workers and workers in export processing zones to effectively exercise collective bargaining rights

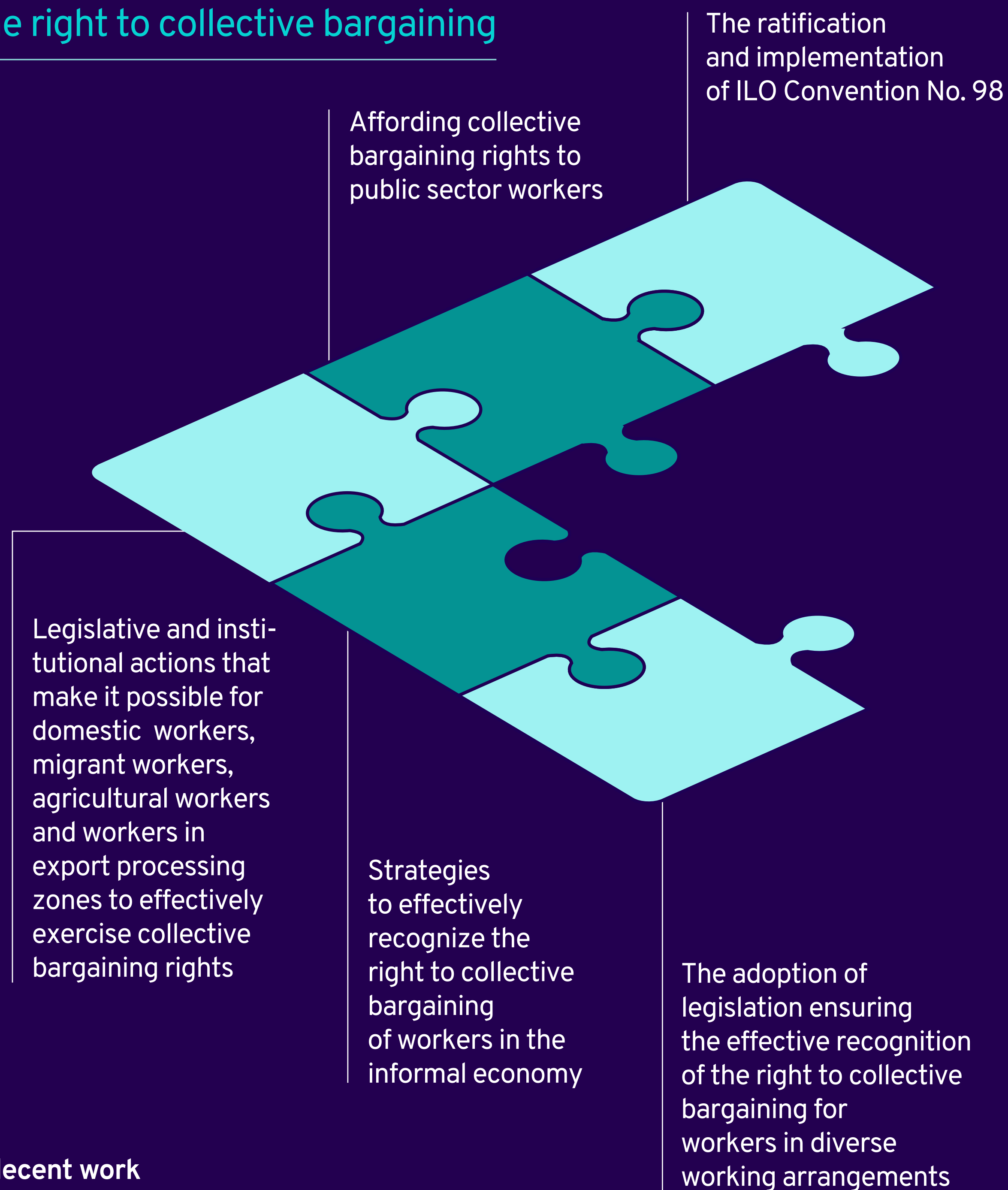
Affording collective bargaining rights to public sector workers

The ratification and implementation of ILO Convention No. 98

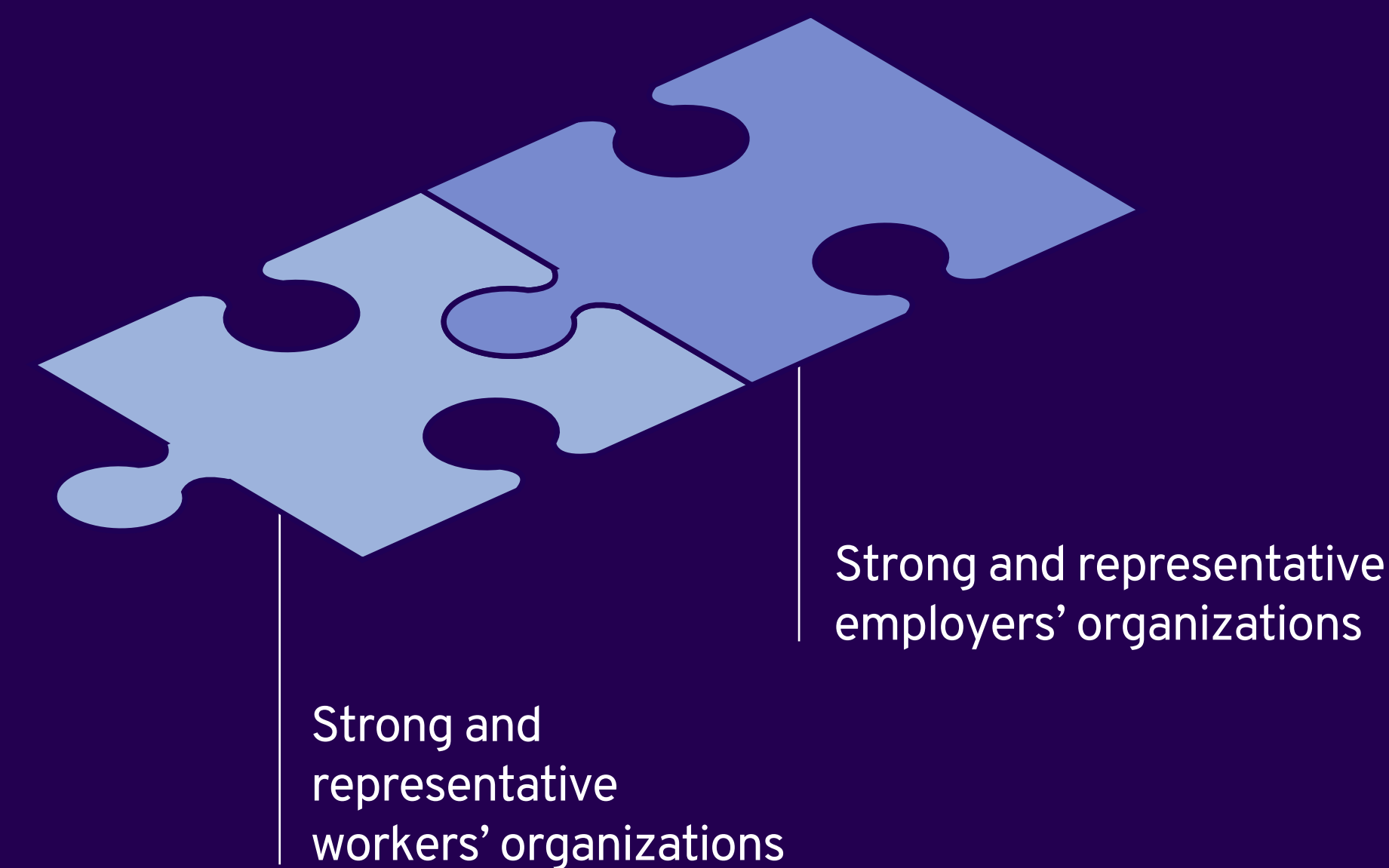
Strategies to effectively recognize the right to collective bargaining of workers in the informal economy

The adoption of legislation ensuring the effective recognition of the right to collective bargaining for workers in diverse working arrangements

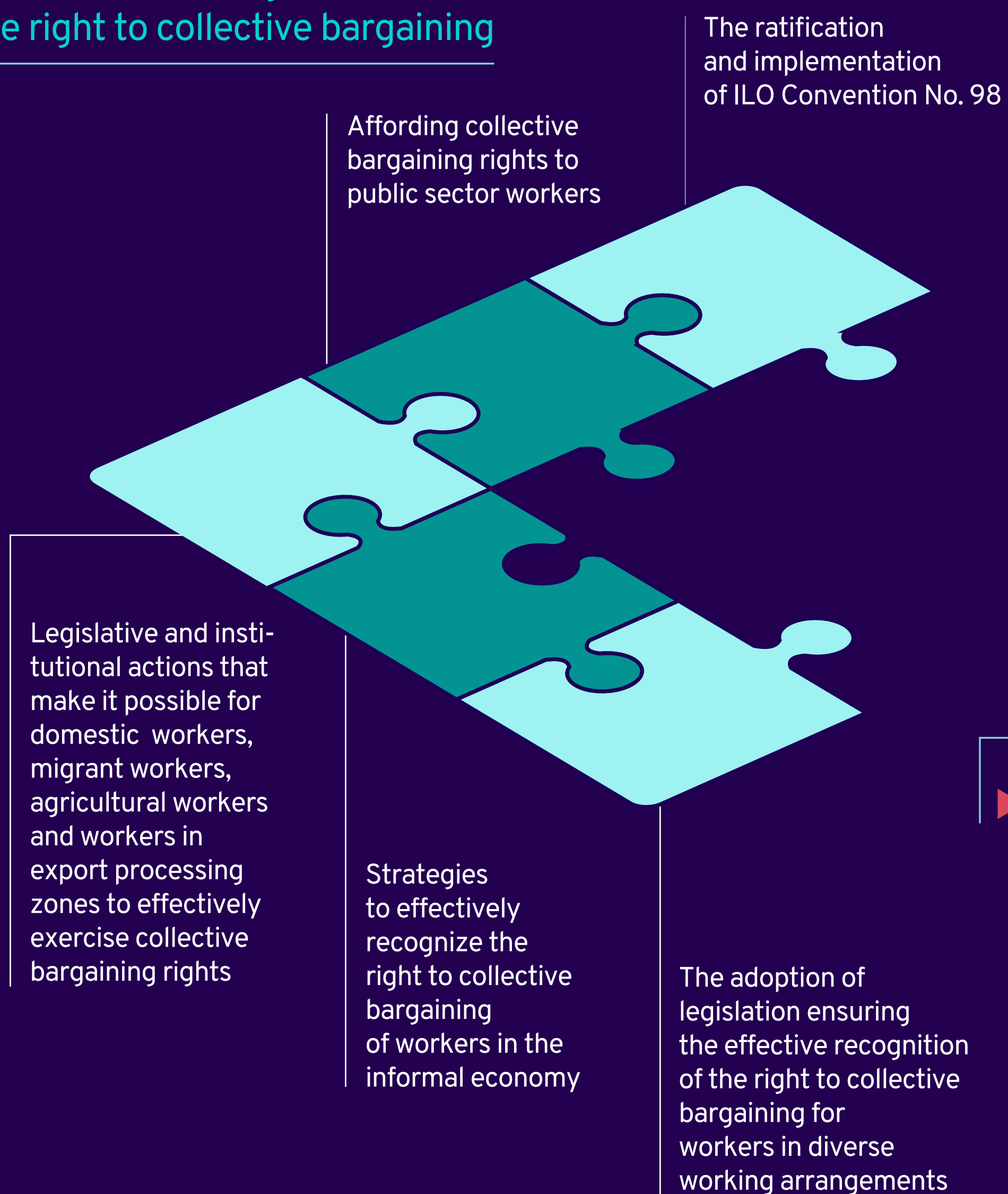
The effective recognition of the right to collective bargaining



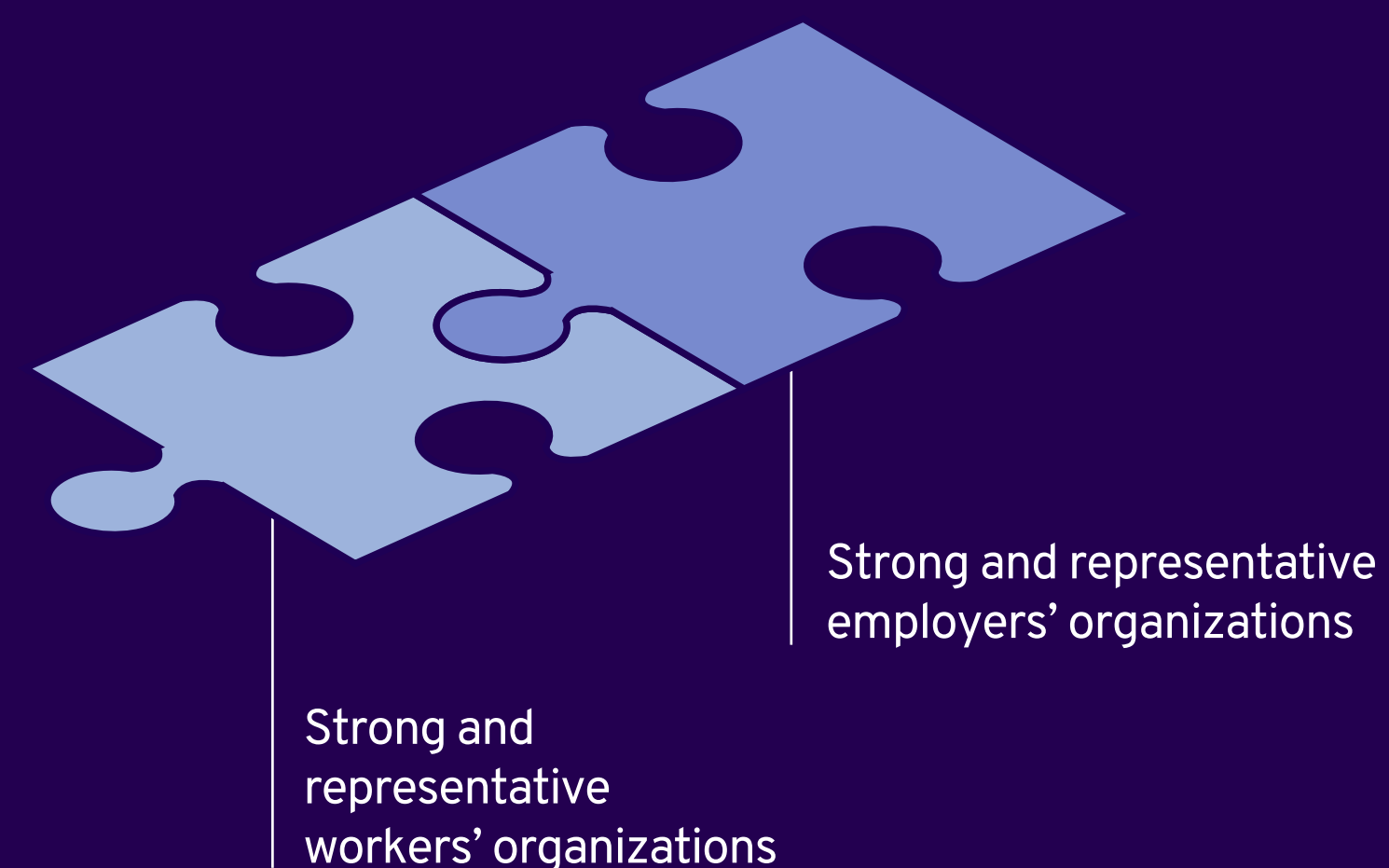
Employers' and workers' organizations



The effective recognition of the right to collective bargaining



Employers' and workers' organizations

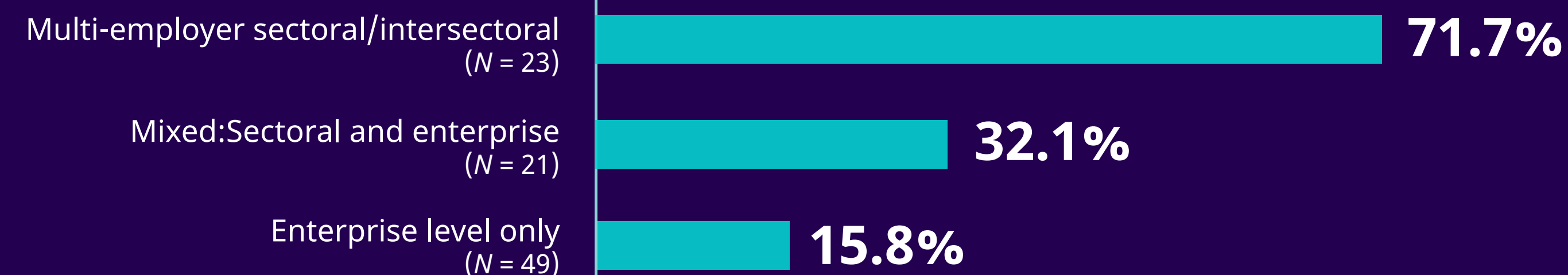


The institutional setting



► The most inclusive form of bargaining is multi-employer bargaining

Collective bargaining coverage rate

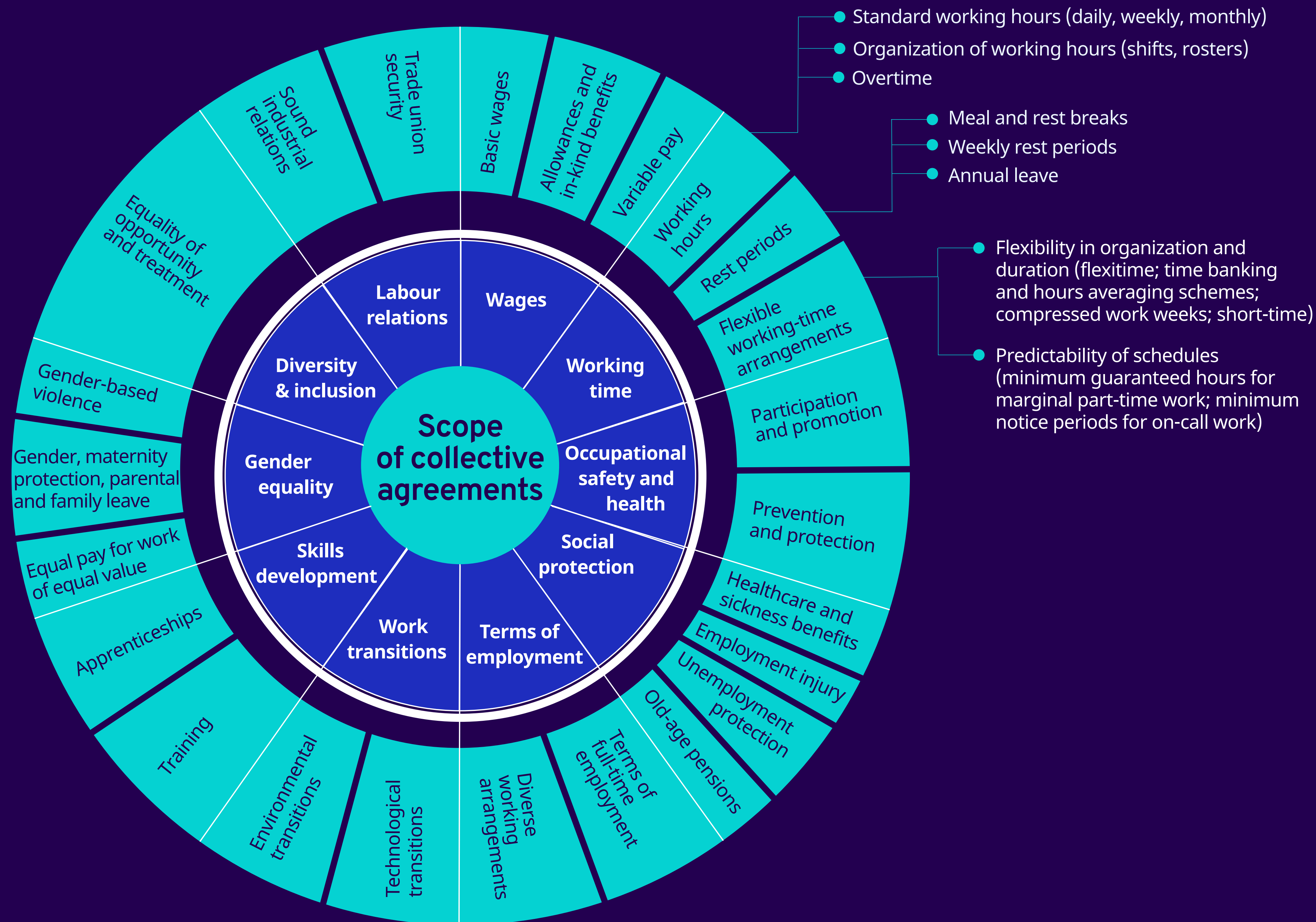




International
Labour
Organization

3 Scope of collective agreements

Analysis of agreements and practices (512 agreements, 21 studies, 80 countries)





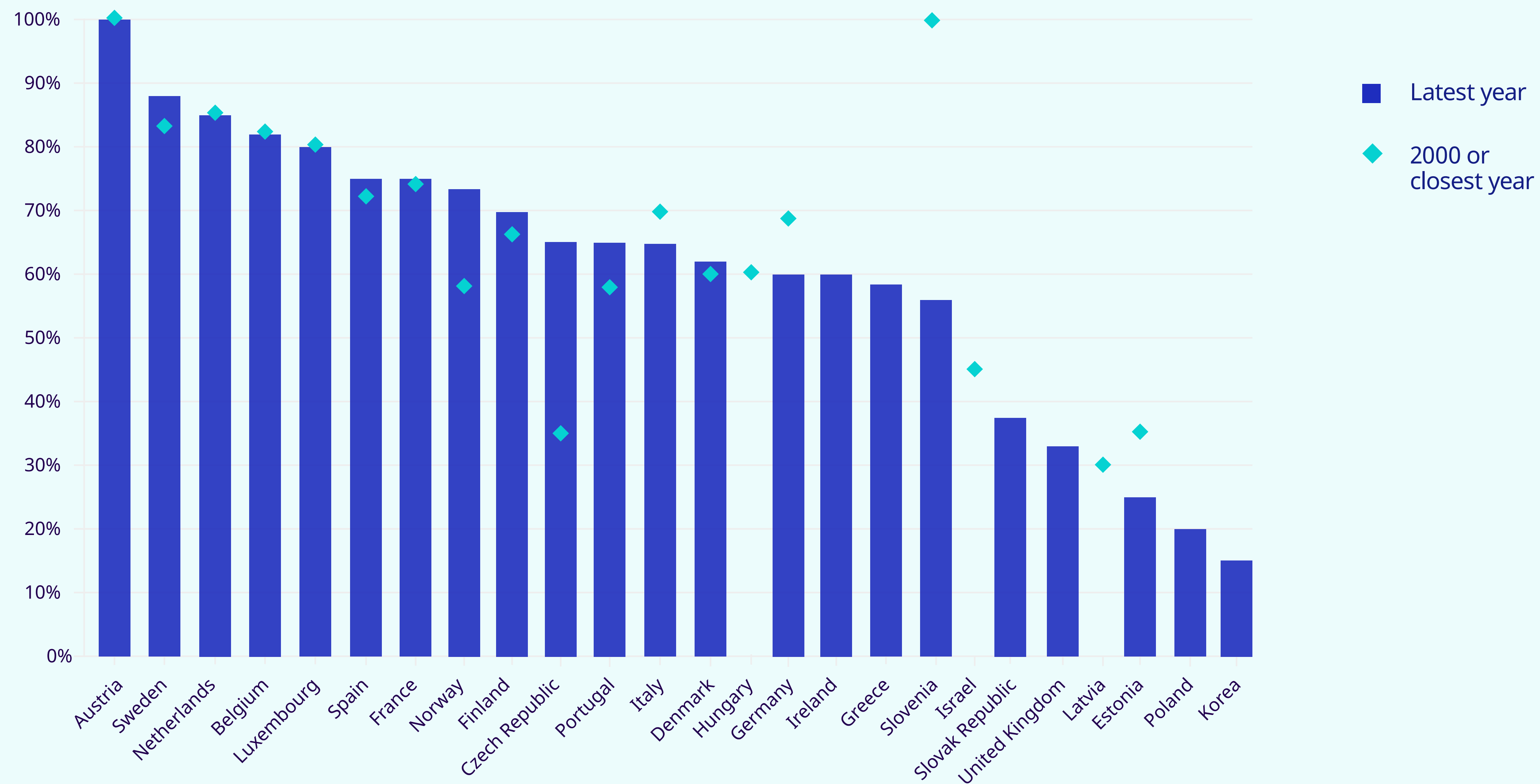


International
Labour
Organization

4 EBMOs and trade unions: restructuring and renewal

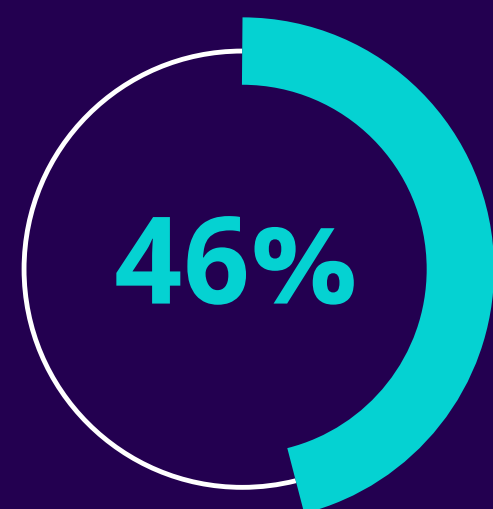


► Employers' organisation density

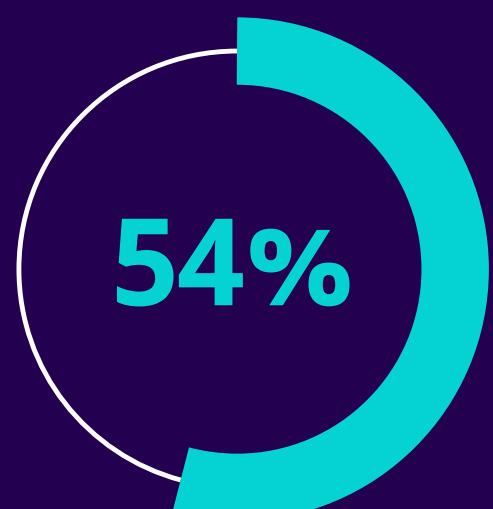


► The role of EBMOs in collective bargaining

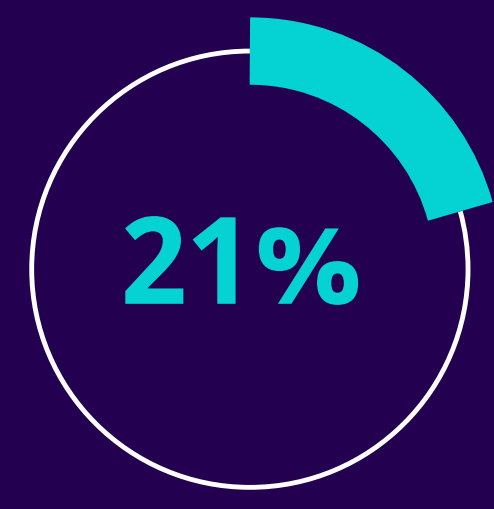
► Involvement of EBMOs or affiliated associations in collective bargaining



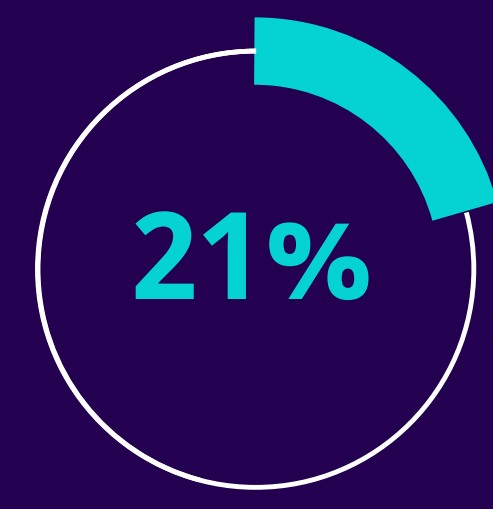
of respondents are directly involved in collective bargaining at the **interprofessional level**



of respondents indicated that their affiliates had been directly involved in negotiations at the **sectoral level**

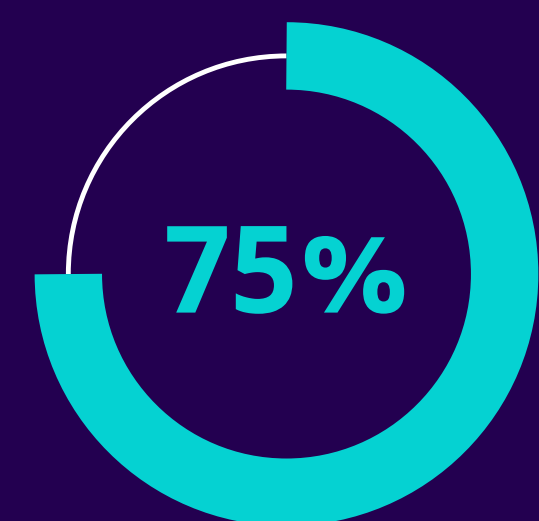


of respondents indicated that their experts had supported collective bargaining at the **sectoral level**

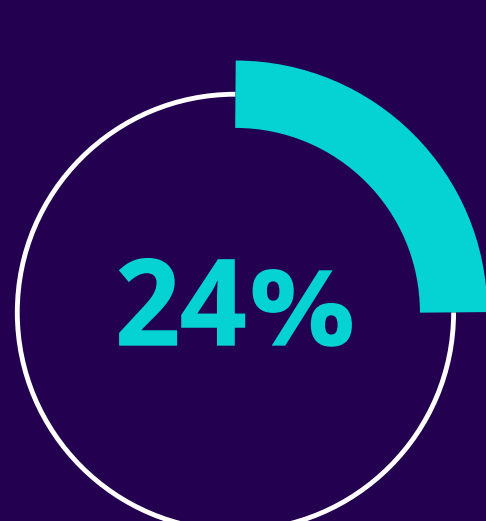


of respondents reported that their experts had supported collective bargaining at the **enterprise level**

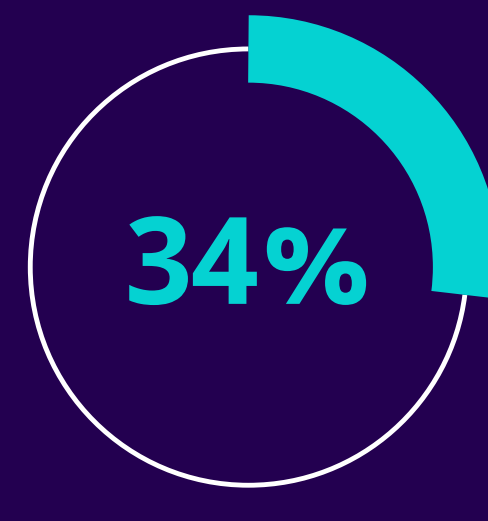
► Bargaining coordination by EBMOs



of respondents reported that they are involved in the **provision of relevant information**, for example, on wage developments and productivity to members engaged in collective bargaining



of respondents are involved in the coordination of collective bargaining conducted by **sectoral or regional employers' associations**



of respondents are involved in the coordination of collective bargaining conducted by **companies**

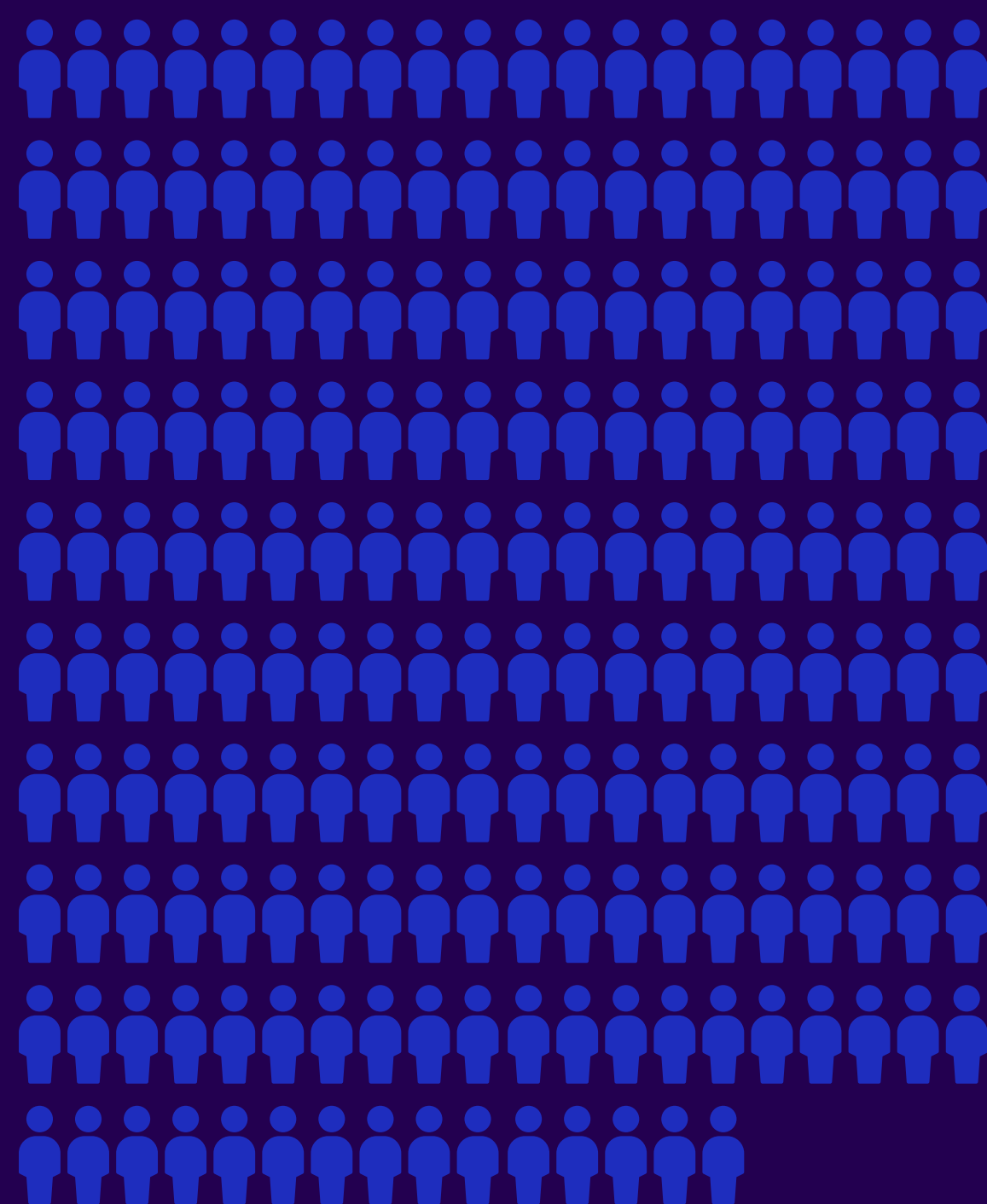


► Trade unions

Global trade union membership

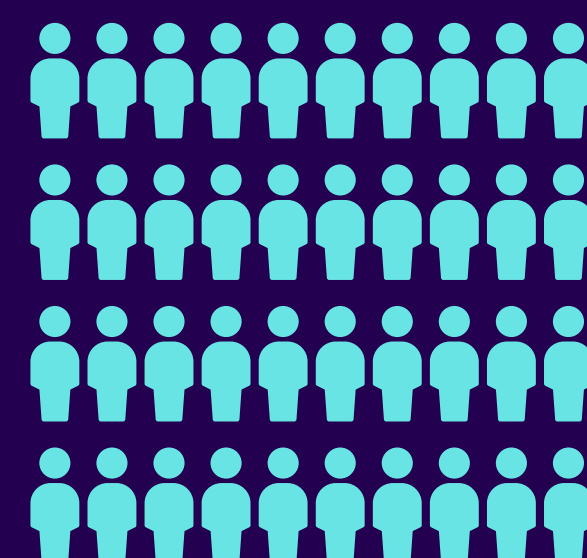
Trade unions
represent
251 million
workers

195 million



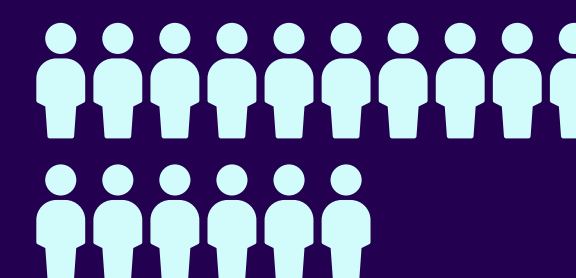
Employees

40 million

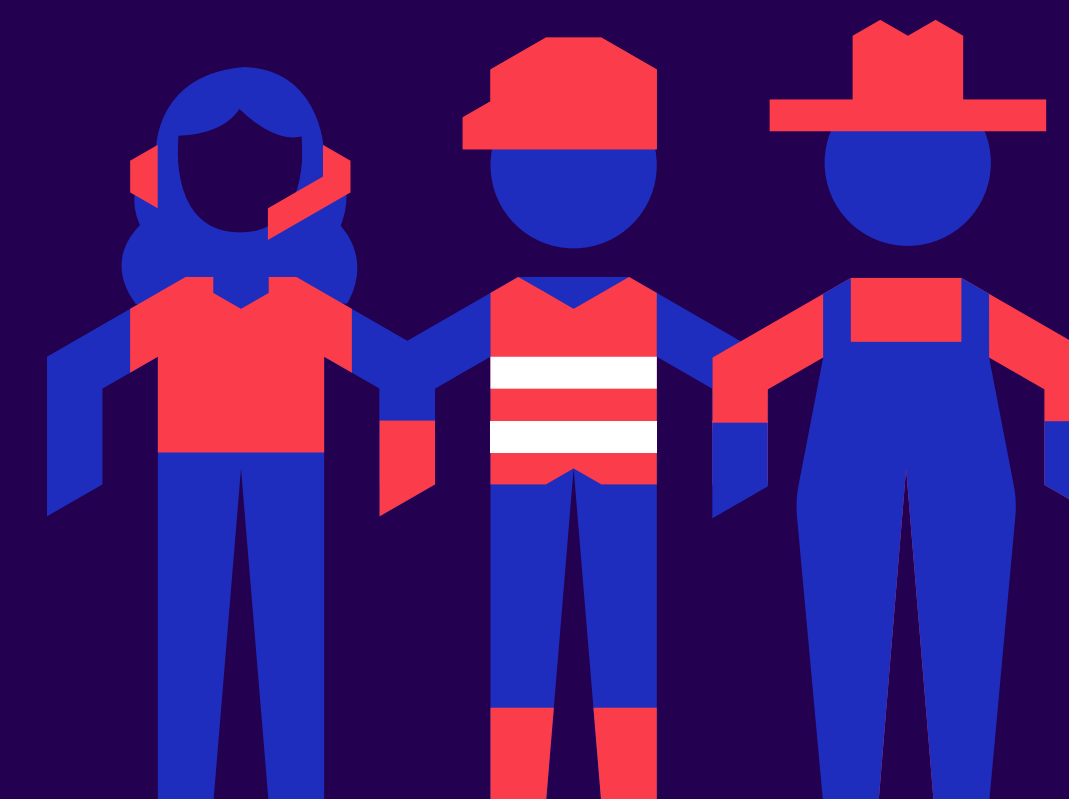


Retired and
unemployed
workers

16 million



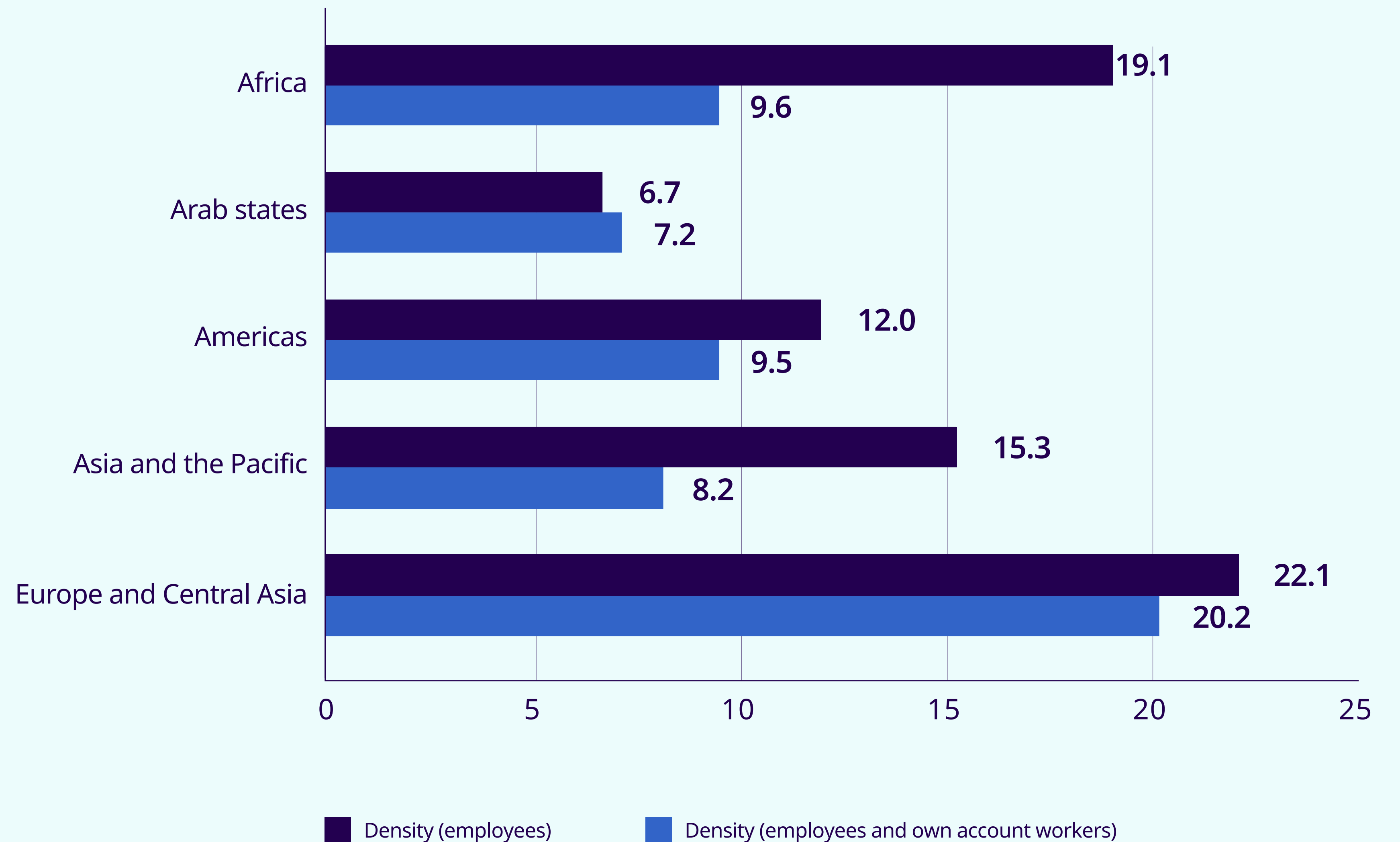
Own account
workers



+ 8.7 million workers joined a trade union between 2008 and 2019

► Trade unions

Union density rate





International
Labour
Organization

5 Negotiating through the COVID-19 pandemic

Advancing social justice, promoting decent work

► ilo.org

► Collective bargaining procedures and processes were adapted

Employers' organization's perceptions on the impact of the crisis on collective bargaining (percentage of respondents)

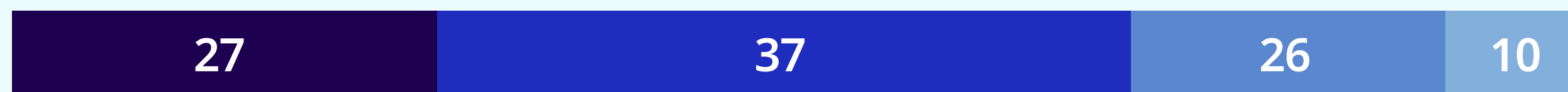
Pre-crisis collective agreements were often flexible enough to accommodate crisis conditions; $n = 66$



Pre-crisis collective agreements often had to be renegotiated or their implementation postponed; $n = 62$



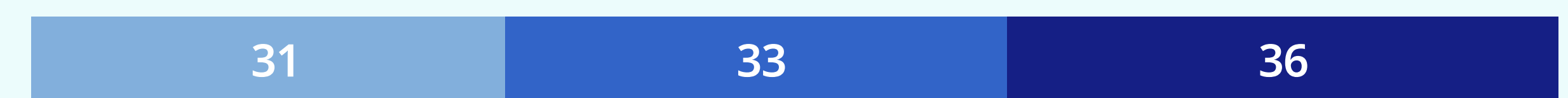
Recent agreements tend to be of shorter duration in response to economic uncertainty; $n = 63$



Yes
 To some extent
 No
 No answer

Trade union's perceptions of the impact of the crisis on collective bargaining practices (percentage of respondents)

Frequency of formal negotiations



Frequency of informal negotiations



Perceived effectiveness of new online collective bargaining practices



Less
 Same
 More



The focus of the bargaining
agenda throughout

2020-21

was on:

- 1.** Occupational safety and health (OSH)
- 2.** Sickness and disability
- 3.** Working hours and leave
- 4.** Working-time arrangements to balance work and family
- 5.** Employment security

Certain agenda items received less attention:

- 6.** Improvements in wages and benefits
- 7.** Social security and pensions
- 8.** Training
- 9.** Job classification systems
- 10.** Gender equality

**Sustaining
services,
protecting
workers
on the
frontlines**

- Protecting front-line workers
- Securing the continuity of services
- Valuing work on the front lines

**Ensuring safe
and healthy
workplaces**

- Participating in COVID-19 safety and health measures
- COVID-19 prevention and control

**Preserving
employment,
protecting
earnings,
safeguarding
business
continuity**

- Negotiating state-sponsored employment retention measures
- Negotiating short-order flexibility

**Shaping
future
telework
practices**

- Facilitating transitions in work organization
- Ensuring decent teleworking conditions
- Promoting skills development

6 Negotiating for an inclusive, sustainable and resilient recovery

Revitalizing employers' and workers' organizations

The effective recognition of the right to collective bargaining for all workers

Promoting collective bargaining: Enabling policy frameworks

Investing in peak level bipartite and tripartite social dialogue

Reinforcing social dialogue for achieving the Sustainable Development Goals



Thank you

You can
download
the full
report here



Social Dialogue report 2022

Collective bargaining
for an inclusive, sustainable
and resilient recovery