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Social Dialogue Report 2022

Collective bargaining for an inclusive, sustainable and resilient recovery

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> Collective bargaining for an inclusive, sustainable and resilient recovery



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Preface

The world is still reeling from the social and economic crisis induced by the COVID-19 pandemic over the past two years. Essential public health measures taken to contain the virus upended the world of work and jeopardized businesses. Millions of workers served on the front lines of the battle against the virus, putting their lives at risk. To maintain continuity, many workers shifted to telework. Hundreds of millions of others either had their work suspended or lost their jobs as a result of workplace closures. In addition to the significant income-support measures taken by many governments to cushion the effects of the crisis, for workers and employers what mattered most was whether the institutions governing work could serve as a source of resilience and mitigate the widening inequalities.

As the world looks to recovery, questions remain as to how we will ensure that the recovery is human-centred – restoring the social fabric weakened by fraying labour markets and revaluing work that is deemed essential to the functioning of our societies. Many changes that were under way before the pandemic have even accelerated, such as technological transformations and the greening of our economies, and it is critical that we make the most of the opportunities these transitions hold for sustainable enterprises and decent work.

First and foremost, we need to reaffirm the democratic principles and rights that give employers and workers a voice in the governance of work: freedom of association and the effective recognition of the right to collective bargaining. These founding principles of the ILO not only provide the democratic foundations of labour markets but they also reflect the democratic values of our societies. They enable the development of strong and representative workers' and employers' organizations that can shape the trajectory of recovery through effective social dialogue. Their actions and agreements can pave the way for a recovery that is inclusive, resilient and sustainable.

This first ILO flagship *Social Dialogue Report* focuses on collective bargaining. It stresses the importance of these democratic principles as the bedrock of stable and just workplaces, industries and societies. It describes the contribution that employers and workers can make to the inclusive and effective governance of work. Most importantly, it shows once again what is practically possible when the parties come together to negotiate and jointly agree on matters of importance to both, in periods of prosperity and during crises. It also demonstrates how collective agreements can be a source of resilience, of solidarity and inclusion and of transformative change, ensuring sustainable enterprises and decent work for all.

Our task ahead is to continue to promote these fundamental democratic principles and rights at work, in all parts of the world and for all employers and workers, recalling that, as stated in the Preamble to the ILO Constitution of 1919, "universal and lasting peace can be established only if it is based upon social justice".

Guy Ryder

Guy Ryde



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The report was authored by (in alphabetical order) Magdalena Bober (ACT/EMP), Ariel Castro (ACTRAV), Elizabeth Echeverría Manrique (GOVERNANCE), Susan Hayter (GOVERNANCE), Mélanie Jeanroy (ACTRAV), Dora Katalin Sari (Department of Statistics - STATISTICS), Mária Sedláková (GOVERNANCE) and Tvisha Shroff (PhD candidate, University of Cambridge). Quentin Mathys (STATISTICS) was the statistician for the report. Maria Magdalena Bastida Antich (GOVERNANCE) provided valuable research assistance. Substantive contributions to the report were made by Xavier Beaudonnet (International Labour Standards Department – NORMES) (Chapters 2 and 5); Konstantinos Papadakis (GOVERNANCE) (Chapters 5 and 7); Arianna Rossi (GOVERNANCE) (Chapters 3 and 5); and Catarina Braga (Conditions of Work and Equality Department - WORKQUALITY) (Chapter 2). The report was coordinated by Susan Hayter (Lead Researcher, GOVERNANCE). Germaine Ndiaye-Guisse, Yuka Okumura and Anne Sullivan (all from GOVERNANCE) provided budgetary and administrative assistance. Judy Rafferty (Department of Research - RESEARCH) coordinated the work planning, editing, translation of the report into French and Spanish, and production of the report.

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Abbreviations

CAS	Conference Committee on the
CBA	[in codes] collective bargaining
CEACR	Committee of Experts on the A
CFA	Committee on Freedom of Ass
СРІ	consumer price index
EBMO	employer and business memb
EPZ	export processing zone
ETUC	European Trade Union Confed
EU	European Union
ICCPR	International Covenant on Civ
ICESCR	International Covenant on Eco
ICT	information and communicati
IFC	International Finance Corpora
IOE	International Organisation of
ITUC	International Trade Union Cor
MSMEs	micro, small and medium-size
OECD	Organisation for Economic Co
OSH	occupational safety and health
PPE	personal protective equipmer
SDG	Sustainable Development Goa
SMEs	small and medium-sized enter
UN	United Nations



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