



*OECD Expert Group on Collective Bargaining and Industrial relations
Paris, 2 July 2018*

COLLECTIVE BARGAINING AND JOB QUALITY IN THE NEW WORLD OF WORK

Collective bargaining is an important labour market institution and a fundamental right at work. However, even if a sizeable number of workers and companies is still covered by collective agreements in most OECD countries, technological and organisational change, globalisation, deindustrialisation, the expansion of new forms of work and various policy reforms are putting collective bargaining under growing pressure. To assess the implications of declining collective representation and bargaining coverage for workers' well-being and reflect about the possible policy response, it is necessary to have a clear diagnosis of how collective bargaining actually works and what it can achieve.

The *OECD Employment Outlook 2017* provided a comprehensive portrait of the trends and institutional arrangements that govern collective bargaining in OECD and selected emerging economies by paying a specific attention to the functioning of the system as *a whole*. Building on that analysis, the *OECD Employment Outlook 2018* brings new evidence on the link between different collective bargaining systems and employment, wages and non-wage working conditions, wage inequality and productivity. While both chapters are largely focused on wage bargaining, unions and employers also set collective agreements governing other key working conditions, such as employment protection, working time, health and safety, training and social protection.

Therefore, the third phase of the OECD collective bargaining project digs further two important areas: it highlights the role of collective bargaining for job quality and in particular non-wage working conditions; and it explores the challenges and opportunities for collective bargaining arising from a changing world of work. The objective of this third experts meeting is to discuss the OECD work plan and preliminary proposals. It will be organised as follows:

- A first session will be dedicated to a brief update on the recent and planned OECD work on collective bargaining.
- The second part of the meeting will discuss the role of collective bargaining for job quality, and in particular non-wage working conditions. While much work on unions and collective bargaining as *wage-setting institution* has been produced, less attention has been devoted to their role in shaping non-wage working conditions in different countries, despite being the primary focus of most collective agreements. Indeed, collective bargaining agreements contain provisions on issues such as job security, working time regulation, the quality of the working environment, the provision of and access to training and social protection. These aspects matter not only for job quality and worker well-being, but can also have important implications for productivity.
- Finally, the third part of the meeting will be devoted to the role and the challenges of collective bargaining systems in a changing world of work. Collective bargaining today remains largely based on the presence of traditional firm-worker relationships organised around open-ended contracts, even though non-standard forms of work are becoming more prevalent and the distinction between firms and employees is becoming increasingly blurred.



To remain relevant in a changing world of work, including in the context of an emerging platform economy, new practices of social dialogue are required to foster job quality and inclusiveness.

This experts meeting and the strand of works that will be produced, build and complement past and ongoing work on collective bargaining, job quality and the future of work at the OECD. First, they are key contributions to the OECD work programme on collective bargaining. Second, they build on the insights of the OECD's Jobs Quality project and enhance our understanding of the role of collective bargaining and social dialogue for the quality of the working environment. Third, they follow-up to the main outcomes of the workshop on "*Labour relations in the future of work*" jointly organised by the Permanent Delegation of the Netherlands to the OECD together with the Dutch Government and the OECD. Fourth, they strengthen the expertise on labour relations and new forms of work, one of the building blocks of the OECD Future of Work Initiative. More generally, all these respective projects represent key inputs to the review of the new OECD Jobs Strategy and the OECD's Inclusive Growth Initiative. Finally, they complement the work of other international organisations, and most notably the European Pillar of Social Rights, the Swedish-ILO-OECD Global Deal and the ILO Future of Work Centenary Initiative.

AGENDA

2 July 2018, 2 Rue André Pascal, Paris, Room CC24

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| 09:00 – 09:15 | Welcome coffee |
| 09:15 – 09:30 | Opening Remarks – <i>Stéphane Carcillo, OECD and Ludger Lindlar, BMAS</i> |
| | Session I – Update on OECD work on collective bargaining |
| 09:30 – 09:40 | Brief update on recent and planned work on collective bargaining at the OECD – <i>Sandrine Cazes and Andrea Garnero, OECD</i> |
| 09:40– 10:15 | <i>Discussion opened by Jelle Visser (AIAS)</i> |
| 10:15 – 10:30 | Coffee Break |
| | Session II – Collective bargaining and job quality |
| 10:30 – 10:40 | Presentation of the issues paper – <i>Sandrine Cazes, OECD</i> |
| 10:40– 12:30 | Discussion <i>Lead discussants: David Michaels (The George Washington University), Thomas Coutrot (DARES, France), Torsten Müller (ETUI, Belgium), Renate Hornung-Draus (BIAC and BDA, tbc)</i> <i>Open discussion</i> |
| 12:30 – 13:45 | Lunch at OECD cafeteria |
| | Session III – Collective bargaining and the future of work |
| 13:45 – 13:55 | Presentation of the issues paper – <i>Andrea Garnero, OECD</i> |
| 13:55 – 15:45 | <i>Lead discussants : David Weil (Brandeis University, US), Alex Wood (Oxford Internet Institute, UK), Peter Ahrenfeldt Schrøder (3F, Denmark), Alessandra Assenza (IOE and BIAC)</i> <i>Open discussion</i> |
| 15:45 – 16:00 | Wrap up and roadmap – <i>Stéphane Carcillo, OECD</i> |