

Global HR Forum 2022

Constructive Industrial Relations to Secure labour Market Transitions

- Labour market preparedness
- Increase bargaining, increased resilience
- Frameworks for making the transition

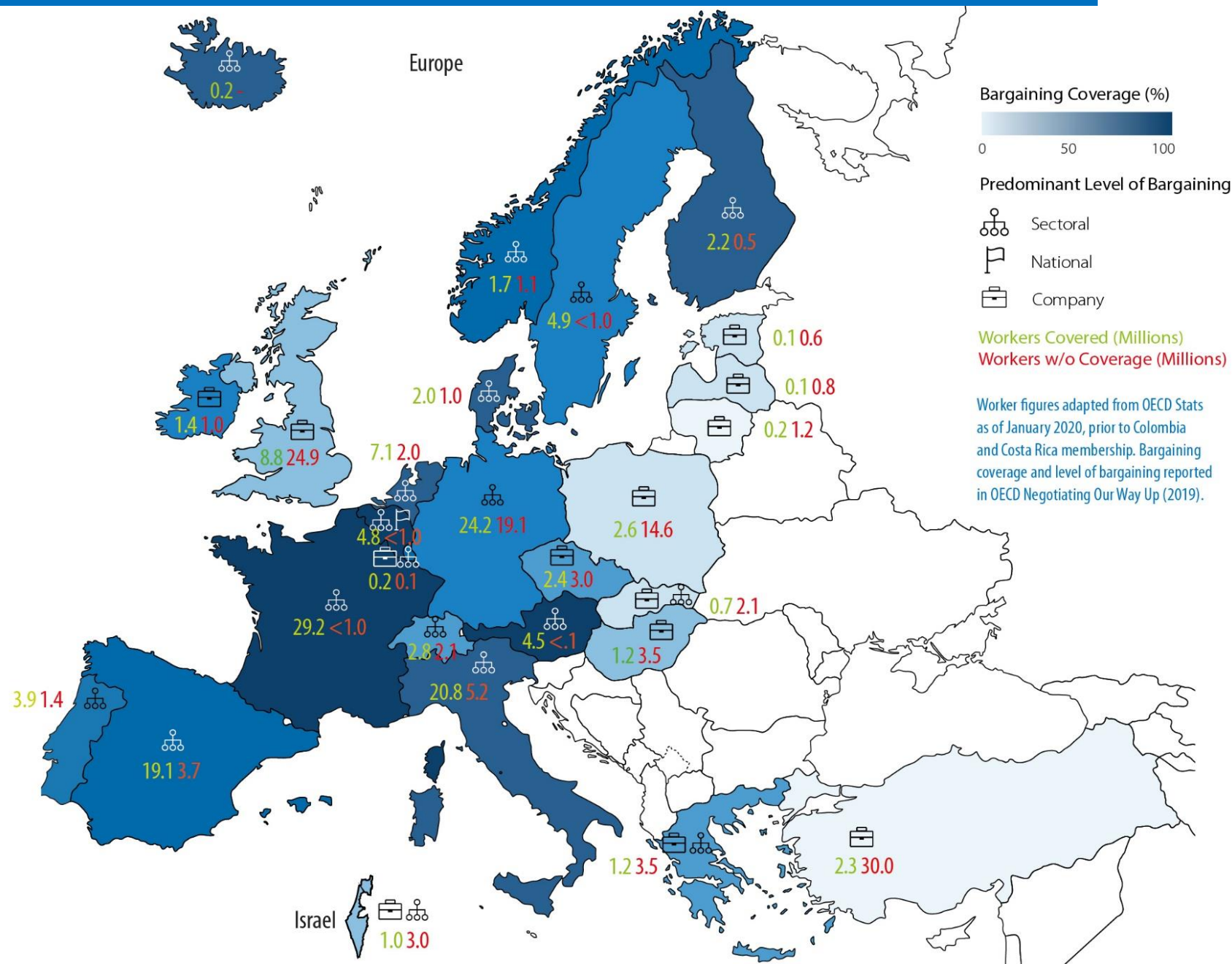
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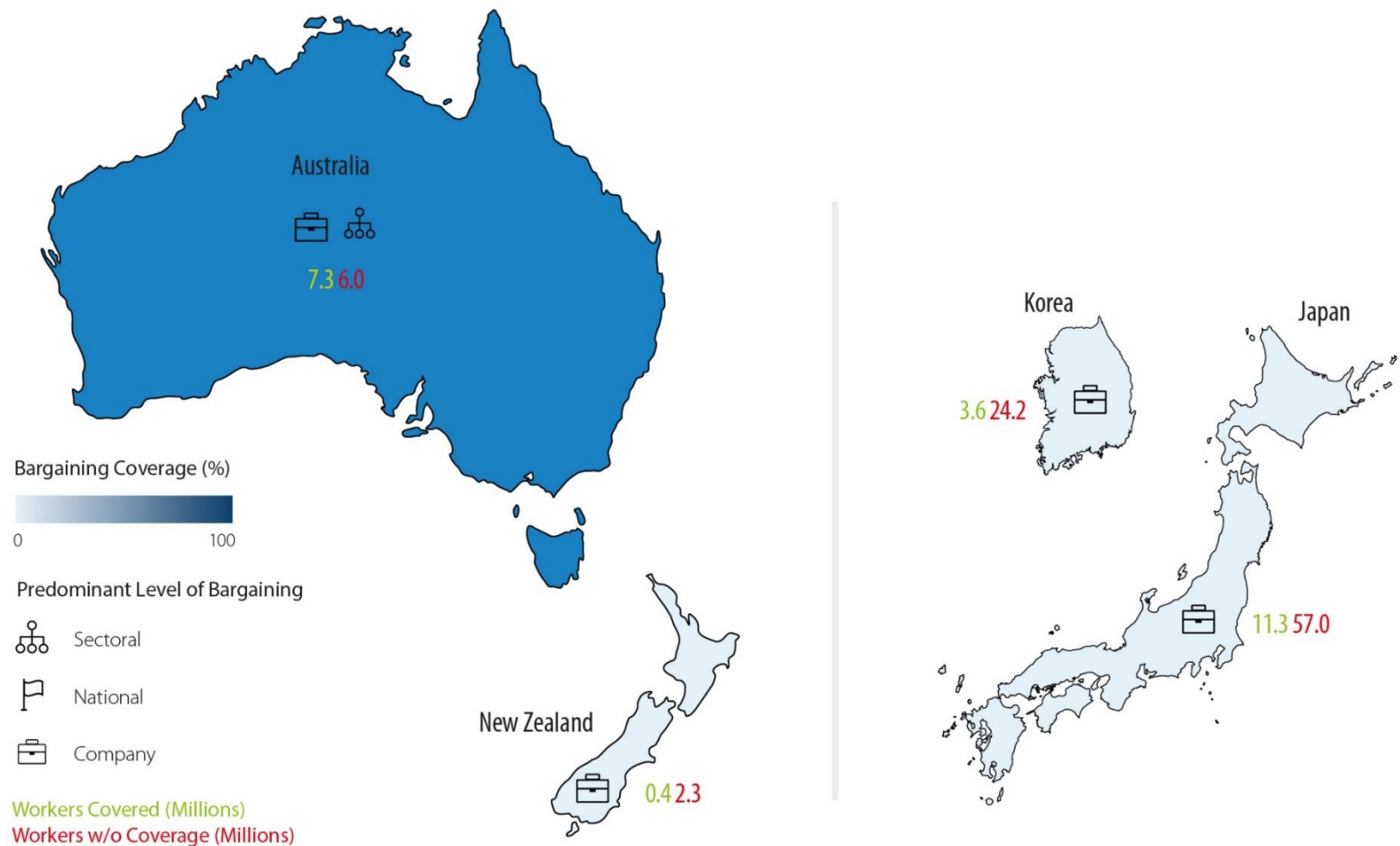
From Here to Where?



Industrial Relations around the OECD

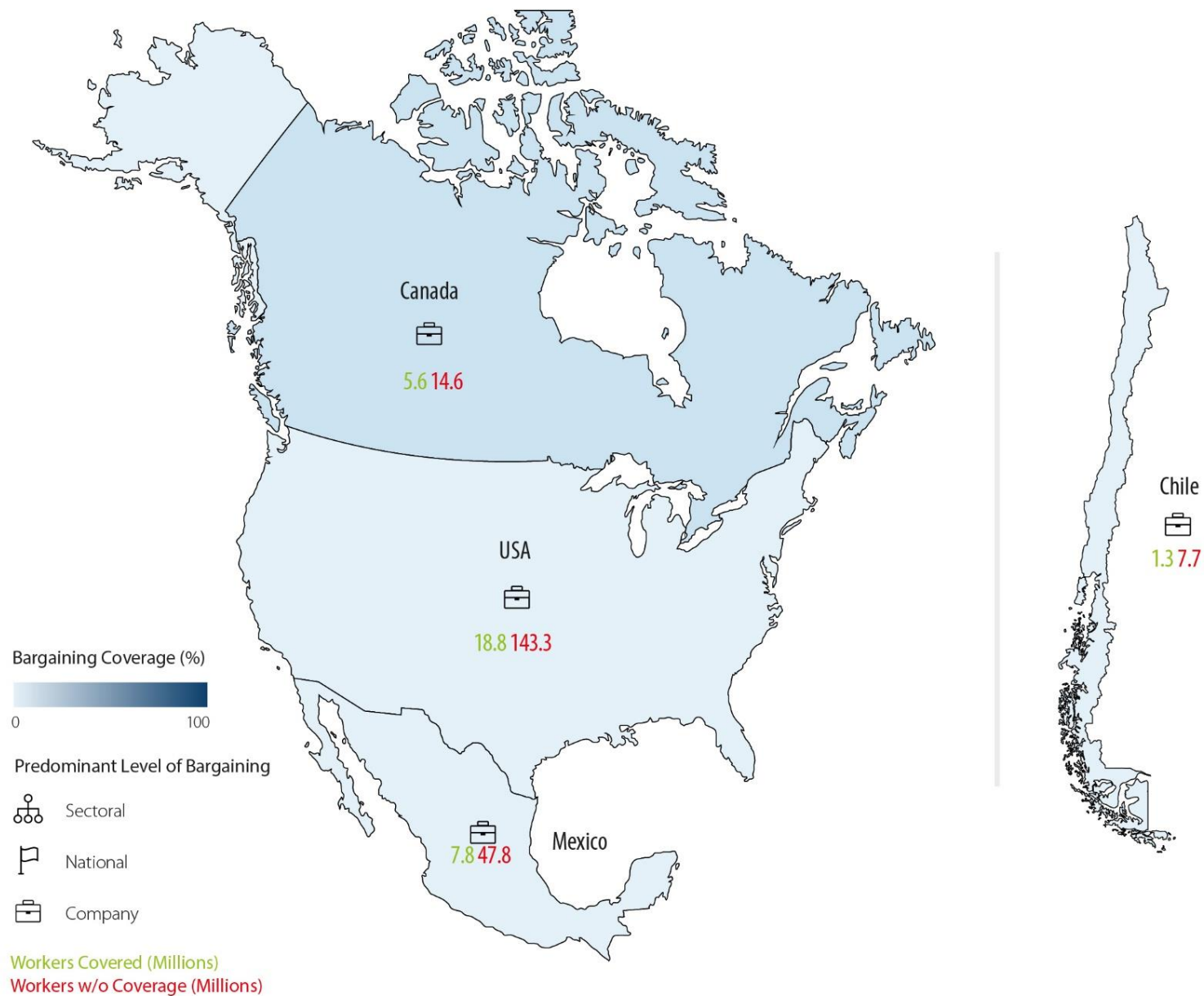


Industrial Relations around the OECD



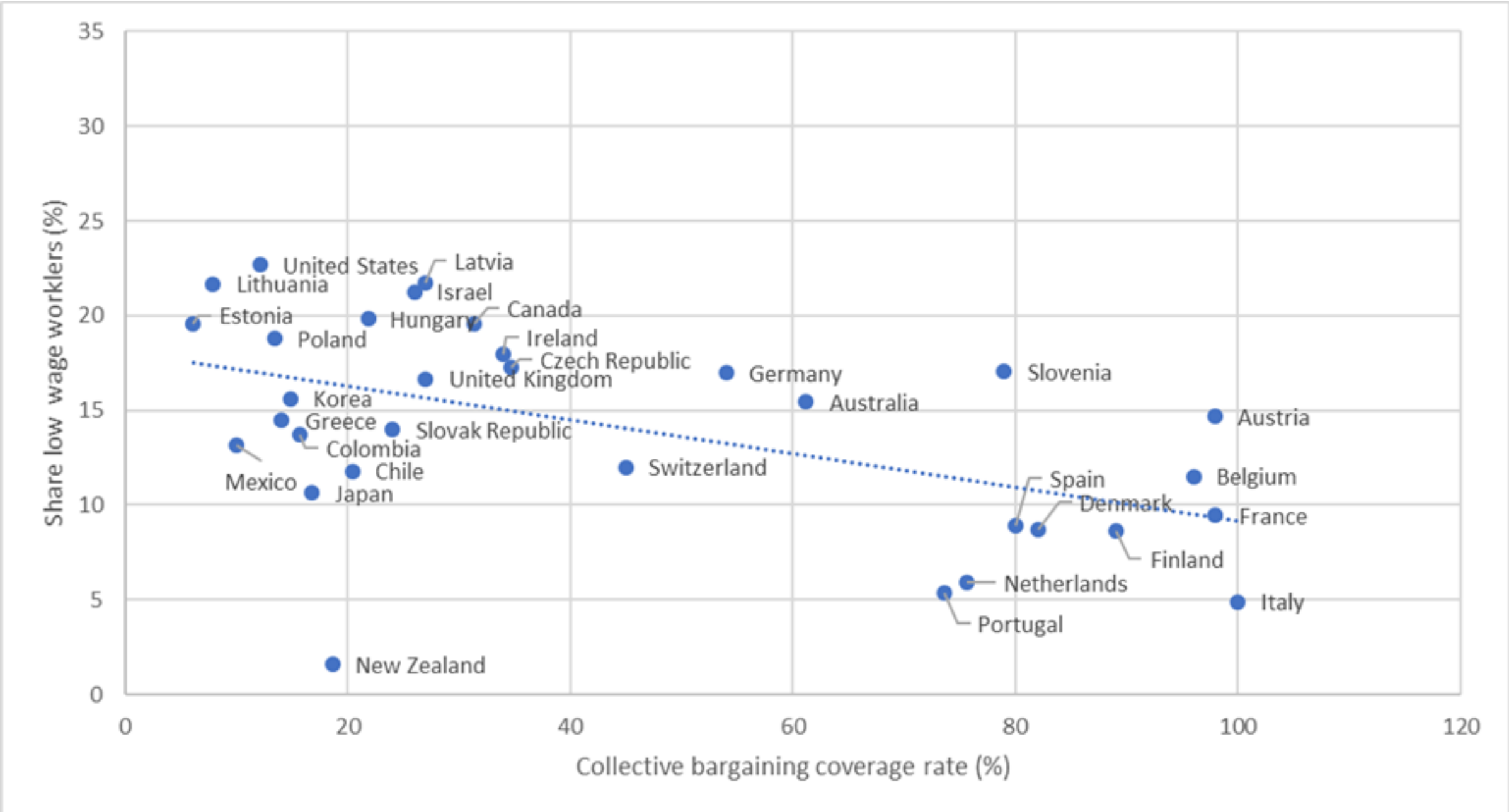
Worker figures adapted from OECD Stats as of January 2020, prior to Colombia and Costa Rica membership. Bargaining coverage and level of bargaining reported in OECD Negotiating Our Way Up (2019).

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Higher collective bargaining coverage associates with lower share of low wage work



- I. Concept and Principles
- II. General Policies
- III. Disclosure of Information
- IV. Human Rights
- V. **Employment and Industrial Relations**
- VI. Environment
- VII. Combating Bribery. . .
- VIII. Consumer Interests
- IX. **Science and Technology**
- X. Competition
- XI. Taxation

**Agreed by 51
Governments**



CHAPTER V – Employment & Industrial Relations

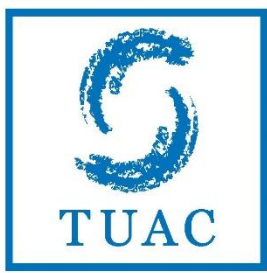
- **Right of workers to form/join a trade union** (V.1a, ILO 87) – Enterprise should not interfere.
- **Right to collective bargaining**, and engage in constructive negotiations on terms and conditions of employment (V.1b, ILO 98)
- Conduct **due diligence** (II.10)(IV.5) to **avoid and address** harms/adverse impacts
- **Disclose information** (III.), provide information to workers' representatives needed for negotiations(V.2b), and to give a true and fair view of performance (V.2c)
- **Consult and build consensus on transitions, before introducing new technology in work processes.**



Business' principles for secure transitions

- **Inform and build consensus before introducing new technologies.**
- Retain workers and maximise full time employment.
- Adopt a neutral approach to workers' decision on representation.
- Engage in meaningful due diligence with trade unions with expertise in your industry.
- Accept the NCP assistance when offered.
- Take steps to extend obligations in subcontracts, joint ventures and subsidiaries.





Thank you!

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