International Labour Organisation

Country: United Kingdom

Delegate: Ayşe Umay Çalışkan

Topic: Achieving the decent work agenda trough reinforcement of collective agreements

Maintaining secure, safe, productive and fair working conditions is very important for the employers and the employee’s well-being. Achieving the decent work agenda trough reinforcement of collective agreements includes the topics such as guaranteeing rights at work, creating social protection and promoting employment, social dialogue and gender equality. One of the ways to achieve this agenda is trough the reinforcement of collective agreements. The United Kingdom believes that making these agreements is crucial to create a more equal and sustainable labor environment for all.

In many countries, there are a lot of challenges threating the effectiveness of collective agreements such as miscommunication or weak collaboration between employers and trade unions. And the collective agreements are essential but they also should be adaptable to different industries to lower the threats for both parts. The United Kingdom believes that collective bargaining methods should be more flexible and be adapted to the specific industries. This point of view will allow employers to make agreements without damaging the workers. We are also aware that the inflexible agreements can also weaken innovation and job opportunities. The United Kingdom also believes that there should be clear systems for ensuring that agreements are properly implemented.

The United Kingdom has taken action in the past to improve collective agreements and make these agreements fairer and more equal. For example, The Employment Relations Act in 1999 protects employees’ rights, encourage forming trade unions and negotiate collective agreements. Our country also has the Advisory, Conciliation and Arbitration Service which helps ending disagreements between employers and employees, this system also ensures that the agreements are fair enough. However, we are also aware that we can still improve ourselves when it comes to providing a healthy work environment.

To solve these issues, United Kingdom proposes several solutions. First, we suggest expending ACAS services to make things easier for companies to get advice on collective bargaining. Secondly, we recommend international programs that will reward the employers who improves working conditions and respects the rights of workers. Lastly, we propose creating much more flexible bargaining frameworks that would depend on the needs of different business sizes and industries. Since our solutions may come with economic challenges we offer a balanced economic approach to achieving the agenda.

In conclusion, The United Kingdom will take action to strengthen collective agreements as a crucial part of protecting both side’s rights and well- being. We will make these agreements more flexible, practical and easier to adapt. The United Kingdom looks forward to collaborate with all other delegates to achieve a better world with better working conditions and happier citizens.

Sincerely,

The Delegation of the United Kingdom