**Country: United Kingdom – Government Representative**

**Committee: International Labour Organization**

**Topic: Achieving the Decent Work Agenda Through Reinforcement of Collective Agreements**

***Position***

The Republic of the United Kingdom believes that achieving the Decent Work Agenda is a fundamental priority for fostering a fair, sustainable, and equal labour environment globally. As a long-standing member of the International Labour Organization (ILO), the United Kingdom has consistently demonstrated its commitment to advancing the rights of workers and ensuring that labour standards are upheld. Despite significant progress, challenges such as gender inequality, unfair wages, and forced labour persist in various regions, highlighting the need for collective action and innovative approaches.

The United Kingdom firmly supports the reinforcement of collective agreements as a vital mechanism to address these challenges and achieve the Decent Work Agenda. By strengthening collective bargaining systems and promoting fair labour practices, the UK seeks to foster an environment that is inclusive and equitable for all workers. The government recognizes the essential role that collective agreements play in improving working conditions, protecting workers’ rights, and ensuring economic stability.

***Relation***

The United Kingdom has a rich history of collective bargaining, which has played a pivotal role in shaping the country’s labour standards and industrial relations framework. UK law provides a robust foundation for collective agreements through legislation such as the Employment Relations Act and the Trade Union and Labour Relations (Consolidation) Act. These legal frameworks ensure that trade unionism and collective bargaining remain integral to the country’s approach to labour relations.

In the UK, both sectoral and firm-level collective bargaining coexist, reflecting a mixed approach to addressing the diverse needs of industries and workers. While union density has seen a decline in recent years, approximately 26% of workers are still covered under collective agreements, with coverage being significantly higher in the public sector. This underscores the importance of collective agreements in promoting fair labour practices and maintaining industrial harmony.

The UK government actively encourages social dialogue, fostering collaboration between employers, employees, and trade unions. Initiatives such as sectoral forums and minimum wage adjustments, guided by collective discussions, are key components of this approach. These measures ensure that workers’ voices are heard and that their interests are taken into account when shaping labour policies.

***Proposals***

To further advance the Decent Work Agenda and reinforce collective agreements, the United Kingdom proposes the following solutions:

1. Capacity-Building Programs: The UK advocates for the establishment of international training workshops aimed at enhancing the capacity of trade unions and employer organizations. These workshops will provide stakeholders with the skills and knowledge necessary to effectively engage in collective bargaining and advocate for workers’ rights.

2. Strengthening Legislative Frameworks: The UK encourages member states to adopt and strengthen legal mechanisms that support the enforcement of collective agreements. By harmonizing labour laws and promoting compliance, member states can create a more equitable and sustainable labour environment.

3. Global Monitoring Mechanisms: The UK proposes the introduction of periodic reviews and reports on member states’ progress in implementing collective agreements. These monitoring mechanisms will ensure accountability and provide a platform for sharing best practices, fostering continuous improvement in labour standards.

4. Promoting Gender Equality and Inclusivity: Recognizing the persistent challenges of gender inequality and workplace discrimination, the UK advocates for targeted measures to address these issues within the framework of collective agreements. By prioritizing inclusivity, member states can create a more diverse and equitable workforce.

5. Encouraging Public-Private Partnerships: The UK supports collaboration between governments, private sector entities, and civil society organizations to promote the Decent Work Agenda. Public-private partnerships can mobilize resources, expertise, and innovation to address complex labour issues and achieve sustainable outcomes.

By implementing these proposals, the United Kingdom aims to strengthen the global labour framework and ensure that all workers have access to decent work conditions. The UK remains committed to working with the international community to achieve the goals of the Decent Work Agenda and create a more just and equitable world for all.