

Switzerland

Main indicators and characteristics of collective bargaining

This note presents the main indicators and characteristics of collective bargaining in Switzerland for 2019 or the latest year available. The purpose of this note is to provide a snapshot of the functioning of collective bargaining in Switzerland that can be used for comparisons with other countries in the database. Therefore, this note does not provide a precise description of the legal provisions or standard practices in Switzerland but only a general summary.

The first version of the OECD and AIAS, Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts (ICTWSS) database has been released in February 2021 and has been produced with the financial assistance of the European Union Programme for Employment and Social Innovation “EaSI” (2014-2020), VS/2019/0185. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

The OECD/AIAS ICTWSS database together with its codebook, a note on methodology and sources and a glossary is publicly available at www.oecd.org/employment/ictwss-database.htm. For any information or correction, please contact CollectiveBargaining@oecd.org.

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The actors and scope of collective bargaining

<i>Trade union density (% of employees)</i>	14.4% (in 2018)
<i>Adjusted bargaining (or union) coverage rate (% of employees with the right to bargain)</i>	45% (in 2018)
<i>Employer organisation density (% of employees)</i>	60.8% (in 2016)

Wage setting

<i>The predominant level at which wage bargaining takes place (in terms of coverage of employees)</i>	Bargaining predominantly takes place at the sector or industry level
<i>The combination of levels at which collective bargaining over wages takes place</i>	Sectoral (separate branches of the economy) and company, with company agreements that specify, or deviate from, sectoral agreements, guidelines or targets
<i>Reach or incidence of additional enterprise bargaining</i>	Additional enterprise bargaining on wages is rare even in large firms
<i>Favourability</i>	Hierarchy between agreement-levels is strictly applied and defined in law: lower level agreements can only offer more favourable terms
<i>Opening clauses in sectoral collective agreements</i>	Sectoral agreements contain opening clauses, allowing the renegotiation of contractual non-wage issues (working time, schedules, etc) at enterprise level
<i>Crisis-related, temporary opening clauses in collective agreement</i>	Agreements (at any level) contain crisis-related opening clauses, defined as temporary changes, renegotiation or suspension of contractual provisions, under defined hardship conditions
<i>Mandatory extension of collective agreements to non-organised employers</i>	Extension is used in many industries, but there are limitations (e.g. thresholds or the government can (and sometimes do) decide not to extend (clauses in) collective agreements)
<i>Is there a statutory minimum wage in your country?</i>	No, the statutory minimum wage(s) cover(s) specific sectors, occupations and/or regions only

Wage co-ordination

Coordination of wage-setting

Procedural negotiation guidelines (recommendations on, for instance, wage demand formula relating to productivity or inflation) issued by a) the government or government agency, and/or the central union and employers' associations (together or alone), or b) resulting from an extensive, regularized pattern setting coupled with high degree of union concentration and authority

Type of coordination of wage setting

Intra-associational ("informal centralisation")

Works councils and employee representation in the enterprise

Status of works council

Works councils (etc.) are voluntary, i.e. even where they are mandated by law, there are no legal sanctions for non-observance

Involvement of works councils (or similar structures) in wage negotiations

Works councils is formally (by law or agreement) barred from negotiating (plant-level) agreements, but informally negotiate over workplace-related working conditions or "employment pacts", including pay

Social pacts and agreements

A social pact or central agreement is signed in specified year

No

Existence of a tripartite council for the purpose of negotiation, consultation or information exchange over social and economic policies

No permanent council