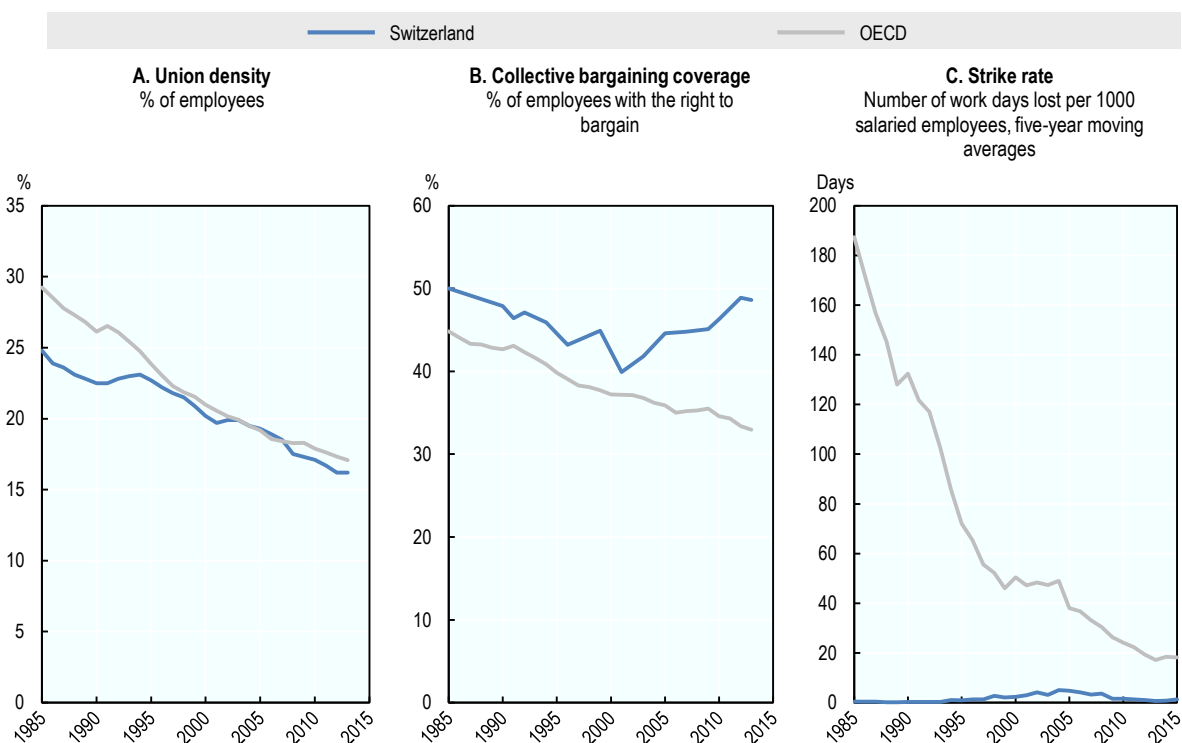


## Switzerland

### KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Sectoral
Degree of centralisation/decentralisation	Organised decentralised
Co-ordination	High
Trade union density in the private sector	10-20%
Employer's organisation density	Information not available
Collective bargaining coverage rate	40-50%
Quality of labour relations	High

### TRENDS IN INDUSTRIAL RELATIONS IN SWITZERLAND, 1985-2015



## BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

### Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions	Double affiliation principle (only to members of signing organisations) but workers can opt in.
Legal application of a firm-level agreement	Union members and workers who sign in.

### Use and coverage of extensions

Use of extensions of sectoral collective agreements	Yes
Procedure	Extensions are issued by the Government upon a formal request of all the parties.
Representativeness criteria	Employer organisation have to represent >50% of firms and their members must occupy >50% of employees in the sector (but there can be exemptions to this criterion), trade unions >50% of employees.
Public interest criteria	Yes
Exemptions or possibility of appeal	No

### Duration of collective agreements

Average duration	12-36 months
Maximum duration of collective agreements	Yes, agreed by social partners (at firm and sectoral levels).
Can contracting parties terminate an agreement before its expiry date?	Yes and the agreement immediately comes to an end within a fix term.

### Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law?	No, but social partners can agree.
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### Retroactivity of agreements

Do firms have to pay arrears in case of late renewal?	No legal obligation, but parties may agree on that.
Does retroactivity apply only to members of signatory parties or does it cover all parties?	Only to signatory parties.

**Use of the favourability principle**

Favourability principle always applies.

**Use and scope of derogations and opt-out (*only for manufacturing*)**

Derogations from the law	No
Derogations from collective agreements	
Scope	Temporary opt-out in case of economic difficulties can be foreseen in sector-level agreements.
Topics	Working time (and as a consequence reduction in wages).
Rationale	Defensive and offensive measure.
Criteria	Based on an agreement with firm-level trade unions and with work council and subject to a vote by employees.
Other	Not relevant

**Forms of co-ordination**

Mode of co-ordination	Inter/intra-associational
Degree of co-ordination	Strong

**Enforcement of collective agreements**

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	Yes, common.
Do agreements typically include a mediation/arbitration procedure?	Yes	Not relevant
Is it compulsory?	No	Not relevant

**Worker representation at the workplace**

Work council and union or union representatives but union predominant (in the manufacturing sector).

**Board-level employee representation**

Public sector	Not relevant
Private sector	Not relevant
Scope	Not relevant
Proportion/number of workers' representatives	Not relevant
Nomination of candidates	Not relevant
Appointment mechanism	Not relevant

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