

Social dialogue in an evolutionary perspective: managing collective bargaining and labour relations

Collective bargaining is the process in which workers, through their trade union, negotiate contracts with their employers to define their working conditions, including pay, benefits, hours, vacation, health's policy and safety at work, ways to balance work and family and more.

Below, some topics and some questions for everyone at the table.

- Relationship between law and contract: is there different rules between private jobs and jobs in public administration in your country? What are the elements available in the contract and which ones are reserved by law (If there are)?;
- First and second level of bargaining: types and areas with reference to categories and/or sectors;
- Structure of the remuneration and the effect of the performance related pay. Funding and levels of supplementary bargaining;
- Areas of legal and economic classification of staff in PA: how many and what they are;
- Career's dynamic: modalities and paths;
- Performance evaluation systems;
- Recruitment and training;
- Organisational models (hierarchical or horizontal). Organisation of offices by subject or type of user. Stakeholder's role;
- Digital innovation and Artificial Intelligence;
- Smart working and remote working: diffusion and modalities; organisational wellness and corporate welfare.