SECTORAL COLLECTIVE BARGAINING

The case of Argentina

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Highest Minimum Wage in Latin America


Source: Elaborated by Universidad Nacional de Avellaneda (UNDAV) based on Bloomberg and national offices of statistics.
**Against the tide: Union Revitalization**

**Argentina: Average Real Wage (1995-2018)**

- Record-high union membership rate (~28%)
  - 39% over registered employees

- Record-high collective bargaining coverage
  - ~47% of employees
  - ~90% of private sector registered workers

**Union Revitalization 2003-2015**

Source: Own preparation based on Observatorio de Empleo y Dinámica Empresarial (OEDE) from the Ministerio de Producción y Trabajo, IPC-INDEC and IPC-Provincias (CIFRA-CTA).

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**It takes two to tango…. 100-years’ history**

- Progressive State intervention
- Working class organization

**Strong institutional & legal framework**
Building and exercising power

Virtuous Circle

Working Class Political Power

Sectoral Collective Bargaining

Improved Wages and Working Conditions

June 25th, 2018 – National Strike
May 25th, 2018 – National Protest

Collective Bargaining Key Pillars

- Union unity (exclusive legal status)
- Bargaining by branch of activity & company
- Extension mechanisms (erga omnes)

Complex system

- Shop-floor representation
- Ultra-activity
Inequality reduction

Trickle-down over non-registered, outsorced and unemployed

Labour market fragmentation and outsourcing

Expansion and diversification of contents of the negotiations

Keep up with contents’ update

Political power and strength of unions and working class

Guarantee representation and unions’ democracy

Thank you!

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