
Collective labor rights and trade unionism: collective bargaining, freedom of association and contemporary challenges in the global labor environment

Derechos colectivos del trabajo y sindicalismo: negociación, libertad sindical y desafíos contemporáneos en el ámbito laboral global

Direitos coletivos do trabalho e sindicalismo: negociação coletiva, liberdade sindical e desafios contemporâneos no ambiente laboral global

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Abstract

This study aimed to analyze the fundamental collective labor rights and examine the main challenges faced by trade unionism in the context of contemporary economic, technological, and social transformations. The methodology adopted a qualitative legal-doctrinal approach based on the legal-realist method and a documentary review of specialized normative, doctrinal, and scientific sources related to collective labor law. The analysis focused on freedom of association, trade union organization, collective bargaining, and the right to strike as essential pillars of labor representation. The findings revealed that collective labor rights constitute fundamental mechanisms for ensuring workers' participation in the defense of their interests and for promoting more balanced labor relations. Furthermore, the study identified economic globalization, the expansion of platform-based work, declining union membership, and certain legal restrictions as significant challenges affecting the effectiveness of collective action and labor representation. The results also showed that institutional and strategic adaptation of trade unions is necessary to address the new dynamics of labor markets. The study concluded that strengthening collective labor rights requires robust legal frameworks, effective social dialogue mechanisms, and processes of trade union renewal aimed at preserving workers' protection against the emerging challenges of the twenty-first century. These elements remain essential for ensuring social justice and democratic labor relations in an increasingly globalized environment.

Keywords: collective labor rights; freedom of association; collective bargaining; trade unionism.

Resumen

La presente investigación tuvo como objetivo analizar los derechos colectivos fundamentales del trabajo y examinar los principales desafíos que enfrenta el sindicalismo en el contexto de las transformaciones económicas, tecnológicas y sociales contemporáneas. La metodología empleada correspondió a un enfoque cualitativo de carácter jurídico-doctrinal, sustentado en el método jurídico-realista y en la revisión documental de fuentes normativas, doctrinales y científicas especializadas en derecho colectivo del trabajo. El análisis se centró en la libertad sindical, la organización sindical, la negociación colectiva y el derecho de huelga como pilares fundamentales de la representación laboral. Los resultados evidenciaron que los derechos colectivos constituyen mecanismos esenciales para garantizar la participación de los trabajadores en la defensa de sus intereses y para promover relaciones laborales más equilibradas. Asimismo, se identificó que la globalización económica, la expansión del trabajo en plataformas digitales, la disminución de la afiliación sindical y determinadas restricciones normativas representan desafíos significativos para la efectividad de la acción colectiva y la representación laboral. Del mismo modo, se constató que la adaptación institucional y estratégica de las organizaciones sindicales resulta indispensable para responder a las nuevas dinámicas del mercado de trabajo. Se concluyó que el fortalecimiento de los derechos colectivos requiere marcos jurídicos garantistas, mecanismos eficaces de diálogo social y procesos de renovación sindical orientados a preservar la protección de los trabajadores frente a los desafíos emergentes del siglo XXI.

Palabras clave: derechos colectivos; libertad sindical; negociación colectiva; sindicalismo.

Resumo

A presente pesquisa teve como objetivo analisar os direitos coletivos fundamentais do trabalho e examinar os principais desafios enfrentados pelo sindicalismo no contexto das transformações econômicas, tecnológicas e sociais contemporâneas. A metodologia adotada correspondeu a uma abordagem qualitativa de caráter jurídico-doutrinário, fundamentada no método jurídico-realista e na revisão documental de fontes normativas, doutrinárias e científicas especializadas em direito coletivo do trabalho. A análise concentrou-se na liberdade sindical, na organização sindical, na negociação coletiva e no direito de greve como pilares essenciais da representação laboral. Os resultados evidenciaram que os direitos coletivos constituem mecanismos fundamentais para garantir a participação dos trabalhadores na defesa de seus interesses e para promover relações de trabalho mais equilibradas. Além disso, identificou-se que a globalização econômica, a expansão do trabalho em plataformas digitais, a redução da filiação sindical e determinadas restrições legais representam desafios significativos para a efetividade da ação coletiva e da representação laboral. Também se verificou que a adaptação institucional e estratégica das organizações sindicais é indispensável para responder às novas dinâmicas do mercado de trabalho. Concluiu-se que o fortalecimento dos direitos coletivos exige marcos jurídicos garantistas, mecanismos eficazes de diálogo social e processos de renovação sindical voltados para preservar a proteção dos trabalhadores diante dos desafios emergentes do século XXI.

Palavras-chave: direitos coletivos; liberdade sindical; negociação coletiva; sindicalismo.

Introduction

Collective labour rights constitute one of the fundamental pillars of contemporary democratic systems and social protection frameworks, as they guarantee mechanisms for the representation and defence of workers' interests vis-à-vis employers and the State. Among these rights, freedom of association, collective bargaining, and the right to strike have historically played a decisive role in strengthening working conditions and promoting balanced

labour relations. Their consolidation is the result of long-standing processes of social mobilization and legal recognition that transformed labour regulation throughout the nineteenth and twentieth centuries.

The historical evolution of trade unionism demonstrates the close relationship between economic, political, and social transformations and the development of collective labour rights. According to Delgado Olivero (2016), the trade union movement emerged as a response to the inequalities generated by industrialization and gradually became a key actor in advocating for fair wages, reasonable working hours, and decent working conditions. Over time, trade unions expanded their role beyond economic demands, incorporating broader claims related to democratic participation, social justice, and the protection of fundamental rights.

The trajectory of trade unionism has also been shaped by continuous adaptation to the structural transformations of contemporary societies. Flesher Fominaya (2019) argues that social and labour movements have undergone profound changes driven by globalization, digitalization, and the emergence of new forms of civic participation. These developments have altered traditional strategies of collective representation, compelling trade unions to redefine their organizational practices and methods of action in order to remain relevant within increasingly complex and dynamic labour markets.

From a legal perspective, collective labour rights form an integral part of the fundamental rights recognized by constitutional systems and international human rights instruments. Simón Yarza (2022) argues that the recognition of collective rights responds to the need to safeguard shared interests that transcend the individual sphere by ensuring opportunities for organization and participation among specific social groups. Within the labour context, this protection is particularly significant given the structural asymmetries that characterize the relationship between workers and employers.

The importance of collective labour rights extends beyond the workplace and contributes directly to the effective protection of human rights. Greco (2020) notes that the jurisprudence of the Inter-American Human Rights System has progressively strengthened the protection of freedom of association and collective bargaining, recognizing them as essential prerequisites for the effective enjoyment of other fundamental rights. Similarly, Ospina Duque (2020) maintains that collective labour law constitutes an indispensable mechanism for promoting balanced employment relations, preventing labour disputes, and fostering democratic participation within productive organizations.

Despite their historical and legal significance, trade unionism is currently experiencing a process of weakening that has become a matter of growing concern in both academic and policy circles. Numerous studies report declining union membership, reduced capacity for collective mobilization, and increasing challenges to the legitimacy of representative organizations. Bernaciak et al. (2015) argue that economic crises, labour market deregulation, and the expansion of non-standard forms of employment have substantially contributed to this trend across many countries.

Likewise, Beneyto et al. (2012) identify a crisis of trade union legitimacy associated with transformations in labour markets and the emergence of new expectations regarding workers' representation. The expansion of the digital economy, platform-based work, the fragmentation of employment relationships, and the increasing individualization of productive arrangements have created challenges that traditional union structures have not always been able to address effectively. Consequently, the capacity for collective representation has become increasingly constrained across diverse economic sectors.

Against this backdrop, strengthening mechanisms of labour representation and revitalizing social dialogue have become essential to ensuring fair and sustainable working conditions. Vieira Carvalho (2025) emphasizes that trade unionism continues to play a strategic role in the construction of more equitable societies, particularly by fostering negotiation and

cooperation among workers, employers, and public authorities. The consolidation of these participatory spaces may contribute significantly to addressing the challenges arising from globalization, automation, and emerging forms of employment.

Within this context, the present study aims to analyze the fundamental collective labour rights and examine the principal challenges currently confronting trade unionism. To achieve this objective, the following research questions are addressed: What are the fundamental collective labour rights that underpin contemporary labour representation? and What challenges does trade unionism face in a context characterized by profound economic, technological, and social transformations? Addressing these questions will contribute to a deeper understanding of the continuing relevance and future prospects of collective labour rights as essential instruments for protecting labour and advancing social justice.

Methodology

This study adopted a qualitative legal-doctrinal approach aimed at analyzing collective labour rights and the contemporary challenges facing trade unionism. This approach enabled a critical examination of the normative, doctrinal, and jurisprudential categories associated with freedom of association, collective bargaining, and mechanisms of workers' representation. According to García Fernández (2015), contemporary legal research requires a systematic approach that integrates the analysis of legal norms with an understanding of the social phenomena that shape their implementation and effectiveness.

The study employed the legal realist method, as it facilitates the examination of law not merely as a body of normative provisions but also as a social reality subject to continuous transformation. In this regard, the perspective advanced by Rabbi-Baldi Cabanillas (1991) was adopted, emphasizing that legal analysis must be closely connected to the specific circumstances in which legal norms produce practical effects. From this standpoint, the principal doctrinal contributions concerning the historical evolution of trade unionism, the protection of collective labour rights, and the emerging challenges resulting from transformations in the world of work were systematically examined.

In addition, the analytical-synthetic method was applied to identify, classify, and interpret the essential components of collective labour law. This methodological framework was complemented by a documentary review, involving the consultation of scholarly books, peer-reviewed journal articles, academic theses, and specialized publications from authoritative scientific sources. According to García Amado (1986), legal argumentation constitutes a fundamental instrument for the construction of legal knowledge; therefore, the examination of diverse doctrinal perspectives enabled a critical comparison of competing approaches and facilitated the development of a comprehensive interpretation of the phenomenon under investigation.

Finally, the collected information was subjected to a process of **critical analysis and systematic interpretation designed** to address the research questions posed in this study. This procedure made it possible to identify the fundamental collective labour rights underpinning contemporary systems of workers' representation and to evaluate the principal challenges confronting trade unionism within a context characterized by economic globalization, the digitalization of work, and the ongoing transformation of employment relations.

Theoretical Framework

Collective Labour Rights

Collective labour rights comprise the body of legal entitlements recognized for workers to organize, act collectively, and defend their shared interests through mechanisms of collective representation. These rights primarily encompass freedom of association, collective bargaining, and the right to strike, serving as essential instruments for balancing the relationship between workers and employers. According to Recalde (2017), collective labour law emerged from the need to protect common interests that transcend the individual sphere and strengthen workers' position within the productive system.

Contemporary legal scholarship emphasizes that collective labour rights possess both democratic and social dimensions extending beyond the mere regulation of employment relationships. Boix (2016) argues that decent work requires collective institutional structures capable of ensuring the effective participation of workers in determining their employment conditions. From this perspective, trade unions become fundamental actors in promoting social justice, equal opportunities, and respect for human rights within the workplace.

Similarly, Aparicio Velázquez (2022) argues that sound trade union practices contribute to strengthening workers' organizations institutionally while fostering more balanced labour relations. The recognition of collective labour rights creates opportunities for social dialogue and consensus-building aimed at resolving labour disputes and promoting working conditions consistent with the principles of dignity and equity.

Legal Nature

The legal nature of collective labour rights has been the subject of extensive doctrinal debate. Santos Azuela (2003) explains that these rights possess a dual dimension: on the one hand, they constitute constitutionally recognized fundamental rights; on the other, they function as instruments of collective action designed to protect shared labour interests. This dual character grants them a distinctive position within contemporary legal systems.

From an institutional perspective, Goldin (2012) argues that freedom of association and other collective labour rights are closely linked to democratic principles and to social participation in the regulation of employment relationships. Consequently, their protection serves not only sector-specific interests but also the broader objective of guaranteeing representative mechanisms that contribute to social and economic balance.

Social Function

The social function of collective labour rights lies in their capacity to address the structural inequalities inherent in labour markets. Through collective action, workers are able to improve their working conditions and actively participate in shaping employment-related policies. This function becomes particularly significant in contexts characterized by economic transformation and increasing labour precariousness.

Haidar (2016) emphasizes that trade unionism has historically played a decisive role in defending labour rights and in the development of social protection mechanisms. Beyond wage-related demands, trade unions have contributed to strengthening social citizenship by promoting inclusion, social cohesion, and the expansion of workers' rights.

Freedom of Association

Freedom of association constitutes one of the fundamental principles of collective labour law and refers to workers' right to establish and join trade unions, as well as to engage in activities aimed at protecting and promoting their collective interests. Ermida Uriarte (2012) argues

that this right represents an indispensable prerequisite for the effective functioning of democratic systems of labour relations.

Freedom of association also encompasses the organizational autonomy of trade unions, safeguarding them from undue interference by either public authorities or employers. Its recognition ensures the existence of representative organizations capable of acting independently in defence of workers' collective interests. For this reason, legal scholarship widely recognizes freedom of association as a fundamental human right intrinsically linked to the broader right to freedom of association and collective organization.

Individual and Collective Dimensions

Freedom of association encompasses both an individual and a collective dimension. The individual dimension refers to each worker's right to join or refrain from joining a trade union, as well as to participate in union activities without fear of retaliation. This dimension safeguards the autonomous exercise of individual choice within the framework of employment relations.

The collective dimension, in turn, concerns the right of trade unions to establish themselves, manage their resources, elect their representatives, and carry out representation and collective bargaining activities. Rodríguez Fernández (2018) argues that both dimensions are complementary and indispensable for ensuring effective representation in emerging labor contexts characterized by digitalization and technological transformation.

Legal Protection

Legal protection of freedom of association is recognized in national constitutions, international conventions, and specific labor legislation. Such recognition seeks to ensure that workers can exercise their collective rights without fear of discrimination or retaliation arising from their participation in trade union activities.

Gallardo García (2021) emphasizes that modern labor protection systems incorporate administrative, judicial, and criminal mechanisms designed to sanction anti-union practices. These safeguards are essential for preserving the effectiveness of freedom of association and strengthening the representative capacity of workers' organizations.

Trade Union Organization

Types of Trade Unions

Trade union organizations may adopt different forms depending on their membership and representation criteria. These include enterprise unions, industrial unions, craft unions, and professional unions, each possessing distinctive characteristics associated with productive structures and the specific needs of the workers they represent.

Ghigliani et al. (2012) argue that the organizational diversity of trade unionism reflects the historical evolution of production systems and the different strategies developed to strengthen collective representation. This diversity enables trade union structures to adapt to heterogeneous and continuously evolving labor contexts.

Establishment and Functioning

The establishment of a trade union requires compliance with legal requirements concerning membership, internal organization, and legal recognition. Once established, its operation is based on principles of internal democracy, member participation, and institutional autonomy.

Machicado (2010) states that a trade union is a permanent organization dedicated to protecting common labor interests. Its effective functioning depends on its ability to articulate collective demands, manage labor disputes, and promote participatory mechanisms that reinforce the legitimacy of trade union representation.

Labor Representation

Labor representation constitutes one of the essential functions of trade unions. Through this function, workers participate in collective bargaining, consultation, and social dialogue processes aimed at protecting their rights and collective interests.

According to García Calavia (2006), trade union representation performs an intermediary role between workers, employers, and the State by facilitating conflict resolution and fostering consensus-building. This mediating function contributes to stronger labor governance and greater stability in employment relations.

Collective Bargaining

Collective bargaining may be defined as the process through which workers and employers negotiate agreements regulating working conditions, wages, and employment benefits. It constitutes one of the most important institutions of collective labor law because it enables labor standards to be adapted to the specific needs of different productive sectors.

Álvarez Vallejos (2012) argues that collective bargaining has historically been a cornerstone of trade union development, providing institutional spaces for dialogue and participation. Its significance lies in its capacity to promote consensus and contribute to stable labor relations.

Procedure

The collective bargaining process comprises several stages designed to facilitate dialogue between the parties involved. These stages generally include the submission of proposals, discussions regarding working conditions, negotiation of agreements, and, where necessary, the use of mediation or conciliation mechanisms.

Villa Restrepo (2025) notes that the effectiveness of collective bargaining depends largely on the ability of trade unions to represent workers' interests adequately. Likewise, the existence of clear legal frameworks promotes more balanced and transparent bargaining processes.

Collective Agreements

Collective agreements constitute the formal outcome of negotiations between workers and employers. These instruments establish rights and obligations governing fundamental aspects of the employment relationship within specific sectors or enterprises.

Mata Diestro (2019) highlights that collective agreements represent a concrete expression of collective autonomy and allow labor regulation to be adapted to particular contexts. Their importance lies in their ability to complement general labor legislation while strengthening workers' protection.

Legal Nature of the Right to Strike

The right to strike constitutes a fundamental expression of freedom of association and a legitimate instrument of collective pressure through which workers defend their interests. García (2012) argues that this right forms part of the core of collective labor law because of its balancing function within employment relations.

From a constitutional perspective, the right to strike serves as a safeguard intended to preserve workers' capacity for collective action. Its legal recognition seeks to ensure that trade unions possess effective mechanisms for defending their claims and advancing their collective interests.

Limits

Despite its significance, the exercise of the right to strike is subject to certain limitations intended to protect essential public interests and the rights of third parties. Such restrictions

must comply with the principles of proportionality, legality, and necessity in order to avoid undue interference with freedom of association.

Barroso (2025) observes that one of the most significant contemporary debates concerns the regulation of strikes in public services and other strategic sectors. In these areas, States commonly establish specific legal mechanisms to ensure the continuity of services considered essential to the population.

Regulation

The legal regulation of the right to strike varies across legal systems, although it generally includes requirements concerning strike authorization procedures, voting, and prior notice. These provisions seek to reconcile the exercise of the right to strike with the protection of the public interest.

Santos Azuela (2009) argues that modern strike regulation should be designed to ensure the effective exercise of this right without undermining its function as an instrument of collective defense. Accordingly, any restrictions should be interpreted narrowly and in accordance with international labor protection standards.

Contemporary Challenges

Labor Globalization

Economic globalization has profoundly transformed labor relations and generated new challenges for trade unionism. Beneyto i Calatayud (2016) argues that the internationalization of production has diminished the traditional capacity of trade unions to influence corporate decision-making, which has become increasingly decentralized and transnational.

Global competition, production relocation, and labor market flexibility have altered the conditions under which trade unions operate. Consequently, these organizations have been compelled to develop new strategies of international cooperation in order to preserve their representative capacity.

Platform Work

The expansion of digital platforms has given rise to new forms of employment characterized by high levels of flexibility and labor fragmentation. These transformations have created significant challenges for traditional mechanisms of trade union organization and collective bargaining.

Fernández-Trujillo Moares (2024) argues that platform capitalism requires the development of new forms of collective representation capable of addressing the specific needs of digital workers. Geographic dispersion and the use of algorithmic management systems substantially hinder trade union organization within this sector.

Declining Trade Union Membership

One of the most extensively examined phenomena in recent literature is the progressive decline in trade union membership across many countries. This trend has weakened the mobilization and representative capacity of workers' organizations, thereby reducing their influence on labor relations.

Uria (2000) identifies several principal causes of this phenomenon, including the transformation of labor markets, the expansion of precarious employment, and the increasing individualization of employment relationships. These developments have weakened traditional forms of collective action and created significant challenges for trade union renewal.

Legal Restrictions

Legal restrictions constitute another significant challenge to the effective exercise of collective labor rights. In many jurisdictions, labor law reforms have introduced limitations on collective bargaining, trade union organization, and the right to strike, thereby reducing the scope of action available to trade unions.

Beneyto (2017) argues that the current crisis of trade unionism should not be understood solely as an organizational problem but also as the consequence of institutional changes that have reshaped the conditions under which collective labor rights are exercised. In response to this scenario, trade union renewal requires strengthening legal protection mechanisms while adapting representation strategies to the evolving realities of work.

Discussion

The findings of this study demonstrate that collective labour rights continue to play a fundamental role in protecting workers and fostering balanced employment relations. The literature review revealed that freedom of association, collective bargaining, and the right to strike constitute interdependent pillars that ensure the effective representation of workers' interests. This finding is consistent with Recalde (2017), who argues that collective labour law serves as an indispensable mechanism for addressing the structural inequalities inherent in the employment relationship between employers and workers. Furthermore, the results confirm that the collective dimension of these rights extends beyond the individual sphere and contributes to strengthening social democracy.

The study also confirms that freedom of association remains the structural foundation upon which other collective labour rights are built. In this regard, the arguments advanced by Ermida Uriarte (2012) are particularly relevant, as he considers freedom of association to be an essential expression of the broader right of association and a necessary condition for the functioning of democratic labour systems. The findings indicate that the effectiveness of this right depends not only on its formal legal recognition but also on the existence of institutional mechanisms capable of preventing anti-union practices and safeguarding the autonomy of workers' organizations.

Moreover, the findings highlight that collective bargaining continues to play a strategic role in regulating contemporary working conditions. Álvarez Vallejos (2012) argues that this mechanism not only facilitates conflict resolution but also strengthens workers' participation in decisions concerning essential aspects of the employment relationship. Nevertheless, the present study found that changes in productive structures and the increasing flexibilization of employment have, in some contexts, weakened the bargaining capacity of trade unions. This situation underscores the need to develop new forms of representation capable of responding to the ongoing transformation of labour markets.

With regard to the right to strike, the findings confirm that it remains a legitimate instrument of collective action aimed at balancing power relations within the workplace. García (2012) maintains that the right to strike forms part of the essential core of collective labour rights because it enables workers to exert collective pressure in situations of labour conflict. However, the review also revealed that the expansion of restrictive regulations in certain sectors has generated tensions between protecting the public interest and ensuring the effective exercise of this right. This observation is consistent with Santos Azuela (2009), who cautions against imposing restrictions that undermine the protective function of the right to strike.

One of the most significant findings concerns the challenges currently facing trade unionism in the context of economic globalization and technological transformation. The results indicate that the internationalization of production processes has substantially altered the traditional

conditions under which labour organization and representation operate. Consistent with Beneyto i Calatayud (2016), it can be argued that globalization has diminished the influence of trade unions in certain sectors, particularly where corporate decision-making occurs within transnational structures removed from traditional bargaining arenas.

Likewise, the expansion of platform work represents one of the most significant challenges to the effective protection of collective labour rights. The findings indicate that emerging forms of employment are characterized by high levels of fragmentation, flexibility, and geographic dispersion, all of which hinder traditional models of trade union organization. In this context, Fernández-Trujillo Moares (2024) argues that contemporary trade unionism must develop innovative mechanisms of collective representation capable of addressing the distinctive features of platform capitalism. This reinforces the conclusion that the effective protection of collective labour rights requires the continuous adaptation of labour institutions to the evolving realities of contemporary production systems.

Finally, the study confirms that declining trade union membership and the persistence of certain legal restrictions continue to limit workers' capacity for collective action. The analyses advanced by Uria (2000) and Beneyto (2017) suggest that this phenomenon should be understood as the result of broader economic, social, and institutional transformations that have weakened traditional models of labour representation. Against this backdrop, the findings suggest that revitalizing trade unionism requires strengthening the legal guarantees protecting collective labour rights, promoting innovative forms of worker organization, and consolidating social dialogue mechanisms capable of responding effectively to the challenges of the twenty-first-century world of work.

Conclusions

This study demonstrates that collective labour rights constitute an essential component of contemporary labour protection systems by guaranteeing mechanisms for the organization, representation, and defense of workers' interests. Freedom of association, collective bargaining, and the right to strike form an interconnected set of guarantees that strengthens the balance of employment relations while contributing to the development of fairer and more democratic workplaces. In this regard, the findings confirm that the effective protection of these rights extends beyond their legal dimension and represents a fundamental element for promoting social cohesion and strengthening labour citizenship.

The study further identifies freedom of association as the structural cornerstone of collective labour law, since it enables the exercise of other forms of collective action. Likewise, the findings indicate that collective bargaining remains the principal instrument for the consensual regulation of working conditions, whereas the right to strike continues to serve as a legitimate mechanism for protecting workers' interests in the event of labour disputes. The interaction among these rights underscores their importance in ensuring effective labour representation and fostering balanced worker participation in decision-making processes.

Furthermore, the findings reveal that trade unionism currently faces significant challenges arising from economic globalization, the digitalization of productive activities, the expansion of platform work, and declining trade union membership. These developments have transformed traditional forms of labour organization and representation, creating the need for trade unions to adapt their strategies to increasingly dynamic and complex labour markets. In addition, certain legal restrictions continue, in some contexts, to limit the effective exercise of collective labour rights.

Finally, the study concludes that strengthening collective labour rights requires the consolidation of robust legal protection frameworks, the promotion of effective mechanisms for social dialogue, and the development of innovative models of labour representation. The ability of trade unions to adapt to ongoing economic and technological changes will be decisive

for preserving the effectiveness of these rights and ensuring meaningful protection for workers in the twenty-first century.

Study Limitations

This study adopted a doctrinal legal approach based on the analysis of specialized scholarly literature. Consequently, its findings are limited to the theoretical and normative interpretation of collective labour rights and trade unionism. The research did not incorporate empirical evidence or comparative case studies that would have allowed the practical application of the findings to be examined across different national contexts.

Future Research

Future research should incorporate empirical and comparative methodologies to examine the effectiveness of collective labour rights across different legal systems and labour markets. Further studies should also investigate the impact of digitalization, platform work, and emerging forms of trade union organization on the protection of collective labour rights within the contemporary global economy.

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Declaration of Conflict of Interest

The author declares that there are no personal, professional, academic, institutional, or financial conflicts of interest that could have influenced the results, interpretations, or conclusions presented in this study.

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