

## RESULTS SUMMARY

### Danish Labour Market Partners Inspire Change in CBA for the First Time in 40 Years

Author: Insert organisation (Year)

|              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| PROJECT      | <p><i>Title:</i> Danish Labour Market Partners Inspire Change in CBA for the First Time in 40-Years</p> <p><i>Partner:</i> AEB/COSYBU</p> <p><i>Country:</i> Burundi</p> <p><i>Period:</i> 2022-2026</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| CHANGE       | <p>Through structured social dialogue supported by DI and DTDA, Burundi has taken decisive steps toward modernising its labour market framework. In 2025, this resulted in the development of the first updated national interprofessional Collective Bargaining Agreement (CBA) in over 40 years, alongside new sector-level agreements and stronger company-level practices. These reforms embed labour rights, gender equality, and improved dispute resolution mechanisms, contributing to more stable labour relations and better working conditions.</p>                                                                                                                                                                                        |
| CONTEXT      | <p>Burundi's labour market is characterised by high levels of informality, with more than 90% of economic activity taking place outside the formal sector. At the same time, the existing national CBA dates back to 1980 and has not been aligned with subsequent labour law reforms or international standards, limiting its relevance and application. Weak institutionalised dialogue between employers and workers has historically led to frequent labour disputes and reliance on courts, while awareness and application of labour rights have remained limited. Against this backdrop, there is a clear need for updated frameworks, stronger institutions, and more effective cooperation between labour market actors.</p>                 |
| CONTRIBUTION | <p>DI and DTDA supported partners by facilitating structured bipartite and tripartite dialogue and strengthening the capacity of the National Commission for Social Dialogue, currently chaired by a workers' representative. Through technical assistance and inspiration from the Danish labour market model, employers and unions jointly developed and validated a new national CBA aligned with national legislation and ILO conventions. At sector level, support from the LMC contributed to the adoption of a sectoral CBA in the security sector by 25 companies, covering approx. 8,000 workers. Social partners consider this achievement historic and directly attribute its success to the support provided through the DTDA and DI.</p> |
| IMAGES       | <div data-bbox="304 1637 823 1980">  <p>Photo: Søren Bjerregaard, DTDA</p> </div> <div data-bbox="890 1637 1409 1980">  <p>Alexandra Buxbaun/Alamy</p> </div>                                                                                                                                                                                                                                                                                                                                                                                                                  |

## ADDITIONAL INFORMATION

### ACTIVITIES

In 2025, AEB and COSYBU, with support from DI and DTDA, implemented a set of reinforcing activities that combined policy reform with practical application. This included consultations and validation processes for the national CBA, development and adoption of a sectoral CBA by 25 companies, and social dialogue workshops linked to both labour relations and skills development. Efforts also focused on institutional strengthening through the Bipartite Gender Committee, training on labour rights and ILO Convention 190, and dissemination of occupational safety and health standards. These activities supported both national-level reform and uptake at company level

### LESSONS

The case demonstrates that sustained and inclusive social dialogue can achieve structural change even in contexts with weak institutional frameworks. It shows that embedding labour rights and gender equality directly into CBAs strengthens ownership among social partners while helping modernise labour standards and improve compliance. The experience from the security sector further illustrates how close cooperation between national employers' and workers' organisations can overcome mistrust and bring reluctant employers to the negotiating table. In a sector characterised by strained labour relations, the adoption of a CBA by 25 companies represents a significant achievement in itself. As the first sectoral CBA of its kind in Burundi, the agreement may inspire collective bargaining in other sectors. Support from DI and DTDA shows how Danish-inspired social dialogue, combined with technical assistance and capacity building, can enable local partners to drive systemic reforms.

### EVIDENCE

A draft national interprofessional CBA has been developed and validated by social partners, marking the first update in decades. A sectoral CBA has been adopted by 25 companies in the security sector. In addition, strengthened social dialogue structures and dispute resolution mechanisms indicate progress toward reducing labour disputes and improving labour relations

### DOMAINS

*Development strategy priorities:*

Insert strategy priority

*Changes in the lives of people facing poverty, marginalisation or vulnerability*

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*Changes in laws, policies and practices that affect people's rights*

x

*Changes in the capacity of organisations and communities to support rights*

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*Changes in partnerships and collaborations that support people's rights*

x

*Changes in participation of groups facing poverty, marginalisation or vulnerability*

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*Changes in local leadership of development and humanitarian work*

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