

The Role of Chilean Trade Unions in Enhancing Employee Mental Well-Being: A Systematic Literature Review

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Abstracts: This systematic literature review aimed to explore, identify and synthesise the relationship between trade unions and employees' well-being. The academic databases Web of Sciences, PsychInfo, Scopus and SciELO were systematically searched from their inception until August 2022. The systematic review followed the, PRISMA-P protocol, and was registered in PROSPERO (ID=CRD42022374339). Eighteen articles were the results of the systematic search. Nevertheless, none of them met the inclusion criteria. An interesting twist occurred when the excluded articles were analyzed, given that it was possible to show the topics of interest in which scholars publish in this area.

Keywords: Trade unions, Chile, employee mental well-being, systematic literature review, politics, workers.

1. INTRODUCTION

Employee Mental Well-being

Labour activity constitutes a significant life domain for most adults worldwide. It is estimated that almost 60 per cent of the world's population spends one-third of their adult life at work, contributing actively to the development of themselves, their families and society [1]. Research has provided evidence of a dual relationship between employee mental well-being and labour activity, increasing employee mental well-being. However, labour activity can also contribute to employee psychological distress, causing opposing consequences [2, 3, 4].

The benefits of a mentally healthy workforce are well-documented for both employers and employees. For example, from the employer's perspective, potential benefits include increased productivity and workforce engagement and reduced absenteeism and presenteeism [5]. From the employee perspective, these benefits include better mental and physical health, self-realisation, meaningful relationships between colleagues and a flourishing state [6]. However, research has highlighted that labour activity can harm employees' mental well-being [4]. The origin of commonly identified workplace psychosocial risk factors such as long working hours, job strain and bullying is related to increasing employee psychological distress [4,7].

The proportion of working-age Chileans experiencing psychological issues has been increasing in recent years [8]. Since 2008 psychological issues have been the first cause of overall disease burden [9]. Furthermore, according to the Ministerio de Salud Chile [10], psychological issues associated with labour activity account for approximately 50,000 days lost per year due to disability. This adverse situation has economic consequences. According to the Organisation for Economic Co-operation and Development [11], the economic cost associated with employee psychological issues is estimated at around 3,5 per cent of the gross domestic product for most countries. In particular, according to the Super Intendencia de Seguridad Social [12], the economic cost associated with psychological distress in Chile is estimated at 1.8 billion Chilean pesos (equivalent to US 2,232,000,000). Hence, psychological issues represent a considerable cost for employees and those close to them employers, industries, and worldwide societies.

It is relevant to consider that employees and employers face unprecedented uncertainty in the current situation of the COVID-19 pandemic. Employees must manage measures like social distancing and isolation impacting their mental well-being [13]. Furthermore, employees are experiencing poor environmental conditions, poor work relationships and increased work demands. In particular, health employees and service industries employees (e.g. hotels, retail stores, and restaurants) with direct and indirect contact with customers may experience psychological

distress due to the nature of the contact [14]. In a study conducted on Chilean health employees, it was demonstrated that they have high rates of mental health issues, including anxiety (74%), distress (56%), depression (66%) and insomnia (65%) derived by the COVID-19 pandemic condition [15]. According to the authors, these indicators are higher than previous studies developed in non-pandemic conditions. Hence, the emergence of COVID-19 and the concern in the labour context can negatively impact employee mental well-being [16].

Due to the negative consequences of employee psychological distress, a growing body of research has been undertaken to understand factors that might enhance employee mental well-being [5]. For example, positive leadership, meaningful work, and a positive organisational climate positively affect employee mental well-being [17, 18, 19]. Moreover, research has found that job insecurity, psychological harassment, low social support, organisational injustice and effort-reward imbalance negatively affect employee mental well-being [20, 21, 22]. Notwithstanding positive results, it has been suggested that more research efforts are needed to continue identifying factors that would enhance employee mental well-being [5]. In particular, the literature has suggested that trade unions have a critical role in promoting and enhancing employee mental well-being [23, 24, 25].

Trade Unions

Historically, employees have enlisted trade unions as their representative voice to advocate for their rights and improve working conditions [26]. This role is reflected in an early definition proposed by Webb and Webb [27], a trade union is "a continuous association of wage-earners to maintain or improve the conditions of their working lives." Additionally, it has been proposed that employees form themselves into groups, with the primary objective being to bargain with their employers over hours, wages, and workplace conditions and assist their members in personal hardship and stress [28].

More contemporary definitions of trade unions reinforce trade unions' collective role and protection duty. According to Robbins [29], trade unions are a vehicle by which employees act cooperatively to guard and encourage their interests. The primary purpose of trade unions is to improve the employees' workplace conditions and promote psychological and social well-being [30]. These mentioned components are a core part of the employee's mental well-being [31, 32, 33]. Indeed, trade unions also focus their attention on the underlying disparities and social causes of mental issues [34].

In western countries, trade unions emerged as employee self-protection against adverse working conditions [35], including striving to enhance and protect employees from injury, physical disease and psychological distress [34]. Furthermore, a key aim of trade unions is to protect the liberty and well-being of the working class [36]. Therefore, considering the earliest and latest definitions of trade unions, it is possible to highlight that they are organisations integrated by workers to improve their working conditions, fight against inequalities and enhance their physical health and mental well-being.

Extant research investigating the relationship between trade unions and employee mental well-being outcomes is somewhat contradictory. First, a line of research has proposed that trade unions have a relevant role in enhancing and promoting employee mental well-being in industrialised countries. For example, in research conducted with a British national representative sample of 13,500 employees, it was suggested that trade unions play a protective role in employee mental well-being during periods of organisational change [23]. Moreover, research conducted in the United States and Australia has proposed that trade unions have had a relevant role in enhancing and protecting employee mental well-being [24, 34]. International evidence proposes that trade unions are central in promoting and enhancing employee mental health.

However, a different line of research has suggested that actions promoted by trade unions, specifically union strikes, have harmful consequences on employees [37]. According to Budd [24], strikes are the most observable manifestation of industrial conflict and the most radical widespread manifestation of trade unions. Jackson [38] suggested that employees participating in strikes suffer adverse personal consequences, at least in the short term. The striking process represents an uncertain condition with negative repercussions on individual outcomes, including mental well-being [37].

Previous research has demonstrated that an uncertain labour situation and social isolation at work might reduce coping stress strategies' efficacy [39, 40]. According to Adler [36], strikes have profound adverse effects on employees, including interruption to their daily lives, social isolation and uncertainty about their future at work. Indeed, Macky and Boxall [41] have proposed that unionised employees have worse indicators than non-unionised employees in individual outcomes, such as stress, work-family conflict, and labour pressure. More specifically, compared to non-strikers, strikers reported higher anxiety, depressive symptoms, emotional irritability and lower mental well-being levels [42].

Therefore, the evidence is not clear whether trade unions have a role in enhancing employee mental well-being. Given the prevalence of mental health issues in the Chilean workforce and trade unions' relevance in the labour context, a closed examination of this relationship will be explored.

Chilean Trade Unions and Employee Mental Well-being

The origins of the Chilean trade unions can be traced to the beginning of the twenty century; the first Chilean trade union centre was established in 1909, named Gran Federación Obrera de Chile, FOCH [43]. However, only after ten years, in 1919, trade unions had significant recognition in Chile [44]. FOCH had three main objectives. First, mutual employee protection; second, achieving more socio-economic opportunities for the Chilean workforce; and third, having a relevant role in Chilean politics [45]. Between 1930 and 1973, the trade unions had a strong position in Chilean society, with high member rates and contributed to some considerable achievements for the Chilean workforce that are now enshrined in law [46]. For example, health and labour accident insurance [16], social security, age pension, labour conflicts regulation [46] and more opportunities to access work training [16].

The position and influence that Chilean trade unions achieved during this period were drastically erased during the military government of Augusto Pinochet between 1973 and 1989 [48]. In this period, the Chilean trade unions were associated with social organisations, including left-wing political parties, NGOs, and the Catholic Church, developing a complex and heterogeneous social composition. This association gave the trade union movement a social convening capacity, leading citizen demonstrations against Pinochet's government and facilitating the return to democracy [49]. With the return of democracy in 1990 until our days, the Chilean trade unions started rebuilding, including increasing the number of unionised employees and achieving better labour conditions and social inclusion policies [50].

As mentioned, trade unions have helped achieve better working conditions for the Chilean workforce, including social security, social inclusion policies, and more opportunities to access work training. The literature has highlighted that introducing these actions in the workplace may positively affect employees' mental well-being. For example, social inclusion policies are associated with better employee mental well-being indicators [51]. Furthermore, work skills training programs are positively related to employee mental well-being [52]. Finally, social security is positively related to high mental well-being indicators in the elderly [53]. Hence, these actions promoted by Chilean trade unions might positively impact employee's mental well-being.

Notwithstanding the evidence, it is unclear whether Chilean trade unions have played a direct role in enhancing employee mental well-being, even though, given the prevalence of psychological distress in the Chilean workforce [54]. Therefore, there is an urgent need to research factors that may enhance employee mental well-being, including the role of trade unions. Research has suggested that trade unions are central to enhancing employee mental well-being and appropriately managing psychological distress [55]. Considering the need to develop research about factors that might enhance employee mental well-being in the Chilean workforce, exploring the relationship between Chilean trade unions and employee mental well-being in depth is relevant.

The most suitable method for this research conducting a systematic literature review to clarify the relationship between Chilean trade unions and employee mental well-being. A systematic literature review has many attractive features to help elucidate the Chilean trade union's role in enhancing employee mental well-being. First, a systematic literature review helps to clarify information and resolve contradictions in the existing literature [56]. Second, it allows us to collect evidence and synthesise all relevant research to examine the state of affairs and address a specific research question [57]. Third, systematic literature reviews have methodological and execution benefits, including systematisation and robust procedures [58].

However, systematic literature reviews are still in their infancy in business, management and related disciplines and require more academic efforts [57]. The main challenge for organisational researchers is that they still need to develop consensual protocols to conduct systematic literature reviews [59]. Hence, twelve stages were followed in this research, to ensure its quality and reduce bias to overcome this issue. Furthermore, it was conducted using the preferred reporting items for systematic literature review and meta-analysis protocols, the PRISMA-P protocol [60]. Thus, given the benefits of systematic literature review, this research will represent an advance in organisational research, building more comprehensive knowledge about: What is known in the existing academic literature about the role of Chilean trade unions in enhancing employee mental well-being?

2. MATERIEL AND METHODS

Twelve stages were established to conduct this study to ensure the quality of research and reduce bias. Adherence to these stages ensures research quality and reduces the possibility of bias in a systematic literature review [61]. Furthermore, PRISMA-P [58] was considered to develop this study. A 17-item checklist (26 including sub-items) integrating PRISMA-P was used to simplify the preparation of a robust protocol for the systematic literature review. Items would be categorised into three main sections: administrative information, introduction, and methods [58]. This tool aims to help researchers improve their critical appraisal and promote transparency in conducting and reporting a systematic literature review [61, 62]. The PRISMA flow diagram [58] was used to summarise the study selection process in this systematic literature review. The PRISMA flow diagram described clearly the process of report selection throughout the systematic literature review, including the numbers of identified records and excluded and included research [63]. Finally, this systematic literature review was also registered in the PROSPERO database [64], CRD42022374339. Its objectives are to reduce unintentional duplication of systematic literature reviews and provide transparency in the review process to minimise reporting bias [65].

2.1. Procedure and Search Strategy

Electronic literature research was conducted using the major relevant database search engines: (1) *Web of Science*, (2) *PsycINFO* and (3) *Scopus*. These databases are commonly used in management and social sciences research and represent a rich collection of scholarly articles found in the most globally influential journals [66]. Furthermore, the scientific electronic library online *SciELO* was considered. SciELO is a bibliographic and cooperative electronic publishing database created to meet the scientific needs of developing countries, including Chile [67]. Finally, Google Scholar was considered to search the grey literature. Grey literature refers to informally published articles not indexed by major academic databases, usually attributed to governments, industries and trade unions [68]. Furthermore, a relevant reason to include this literature in a systematic literature review is to reduce the risk of bias in the publication [69]. The decision to search various databases relevant to the topic of interest was considered to have fruitful results in a systematic literature review [70]. The keywords and Booleans operators used were: mental well-being OR mental health OR mindfulness AND trade unions OR unionised OR union commitment OR unionism OR union membership AND Chile OR Chilean. Boolean operators help to improve the research results in a systematic literature review [71]. The search was conducted between December 2021 and February 2022. The second and third searches to update the information were conducted in April 2022 and August 2022.

2.2. Inclusion and Exclusion Criteria

The inclusion criteria to select articles for this systematic literature review were: 1) empirical studies from peer-reviewed journals and grey literature; 2) studies reporting quantitative, qualitative or mixed methods design; 3) studies published in both English and Spanish languages, and 4) studies that included Chilean employee samples in their studies. As such, editorials, abstracts, individual case studies, theoretical contributions, research reporting the relationship between trade unions and variables other than employee mental well-being (e.g. employee physical health or safety) and studies conducted in a country other than Chile were excluded from this systematic literature review. There were no restrictions on the publication date of the studies included in this systematic literature review.

2.3. Data Extraction and Analysis

Identified research titles were exported to Endnote bibliographic software. In Endnote, the references were screened, and duplicate materials were removed. The extraction analysis was developed in a hierarchical and selective sequence. First, titles and abstracts were read by both authors and screened for relevance according to inclusion and exclusion criteria. Second, the studies were read and critically appraised based on the MMAT [72] to

ensure research quality and avoid bias. MMAT is a guide that allows concomitantly assessing the methodological quality of quantitative, qualitative or mixed-method studies for a systematic literature review [73]. MMAT has four domains to assess the quality of research: research question, methodology, data analysis and response rate [74]. Third, a full-text review was conducted by both authors for each selected article. Finally, relevant information was synthesized.

3. RESULTS AND DISCUSSIONS

The number of articles identified from the electronic database search was 22 (see Figure 1). After removing duplicates, 18 articles remained (See Table 1). The 18 articles were full-text read by the two authors against inclusion criteria. None of them met the inclusion criteria, nor did they meet the quality criteria using MMAT. None of the 18 articles met four criteria for each of the four domains: research question, methodology, data analysis and responses rate.

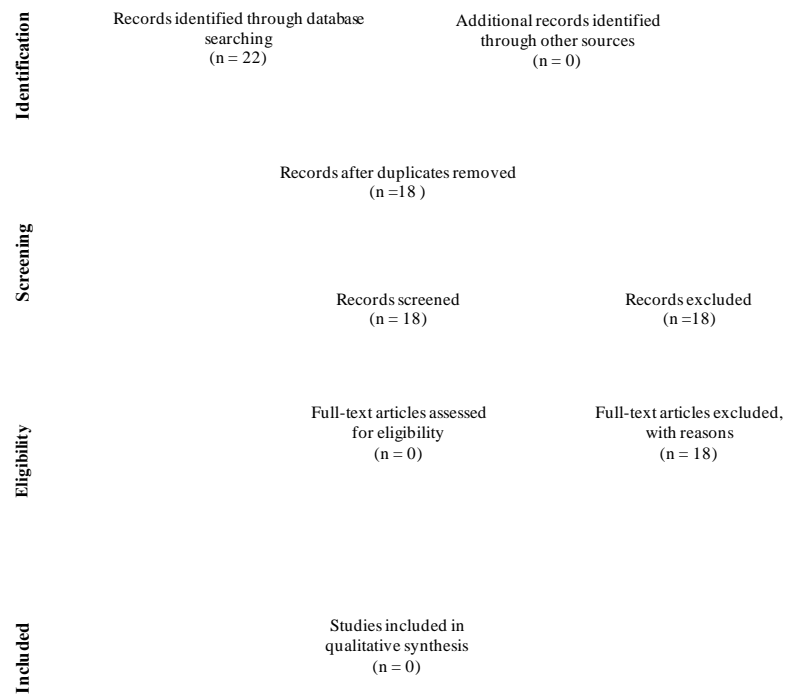


Figure 1. Summary of literature search. Adapted from PRISMA flow diagram [58].

Table 1. Excluded Articles Synthesis

Author	Study Design	Research Question	Research Objectives	Sample	Data collection
Avendaño and Escudero [75]	Not reported	Not reported	Analyze the case of the National Agricultural Society in its capacity as a trade union.	Not reported	Not reported
Ayala and Mira [76]	Comparative approach in history analysis.	How could the imaginaries and representations of the Venezuelan society influence the different treatments of the coups of Chile and Argentina?	Reconstruct and analyze the positions of the national press, political parties, unions and Venezuelan governments in the face of the coup d'état of Chile and Argentina in the weeks before and after the coups.	Not reported	Press of the time, the national print run, the specific party and union press, and specific historical bibliography.
Cabaleiro and Gutiérrez [77]	Longitudinal Survey Study	Not reported	Analyze the effect of unions on the different types of innovation (process, marketing, organizational, and product).	2.667 Chilean companies.	Chile 's first and second Longitudinal Survey of Companies (2009, 2012, 2015 and 2017).
Carneiro [78]	Not reported	What reforms in labour markets have leftwing governments carried out?	Describe how labour reforms of the leftist governments in Chile and Uruguay had different consequences for the organization and power of the working class.	Not reported	Not reported
Cid [79]	Not reported	Is there, a specific treatment of women's issues and gender issues in union activity?	Analyze salmon unions and their ability to include gender issues, and aspects of subjectivity and the discourses of emerging women leaders.	Women leaders in Fetrainpes and Conatrasal salmon unions.	Three focus groups and eight in-depth interviews.
Fernández-Silva et al. [80]	Quantitative, transactional and	Not reported	Analyze the knowledge, attitudes and motivations regarding affiliation to the nursing association in lecturers of Universities in Puerto Montt-Chile.	Forty-nine academicians from diverse teaching centres	Survey created by the authors (Cronbach 0.71).

	correlational study			in Puerto Montt, Chile.	
González and Zapata [81]	Not reported	Not reported	Analyze the labour politics of the first government post-dictatorially in Chile, and know his impact in the bases of power of the union movement.	Union, academics, leaders of a national level of political parties and ex-authorities of the government.	‘Series of interviews’.
Gutiérrez [43]	Inductive	Not reported	Identify the “representative ideologies” that explain the indifference of Chilean unions to the fall in their unionization rates.	43-42 union leaders.	Press statements, internal documents and in-depth interviews and life stories.
Leiva [82]	Not reported	Not reported	Not reported	Not reported	Not reported
Navarro and Acevedo [83]	Not reported	Not reported	Contribute to the debate on the origins of the politicization of Chilean peasants.	Not reported	Not reported
Ratto [84]	Case Study. Specifically, a study of the process of union organization.	Not reported	Reconstruct how domestic workers (organized in SINTRACAP) got Law No. 20,786 approved, identifying and analyzing the different union strategies they used.	Unionized and non-unionized workers members of the SINTRACAP union.	In-depth interviews, one focus group, press review, legislative history, and participant observation (2017-2019).
Ratto [85]	Case Study	Not reported	Contribute to the reconciliation of the theoretical traditions of union revitalization and work processes of the transition between two work regimes in a large retail company in Chile.	Three union leaders and two union delegates.	Semi-structured interviews, document review and the construction and analysis of databases.
Reyes et al. [86]	Ethnographic approach	Not reported	Not reported	Former miners, women, and civil servants from Lota.	Interviews, review of secondary information sources from historical and literary records.

Salgado-Muñoz and Urtubia-Odekerken [87]	Not reported	Not reported	Examine the front-populist turn of the Chilean Communist party in the union field.	Not reported	Documents review.
Vejar [88]	Not reported	Not reported	Not reported	Not reported	Not reported
Vejar [89]	Analysis from critical theory	What is the production of second-order narratives about trade unionism, as a multidimensional production and remembrance of the dictatorial legacy from a critical perspective?	Give an account of the modelling process and reaffirmation of dictatorial logic in the labour field, between tradition and history, in its rescue, myths, taboos and historical oblivion.	Not reported	Not reported
Vejar [90]	Not reported	Not reported	Analyze a series of nuclei of tension that cross the constitution of trade unionism and the perspectives that converge within it.	Not reported	Not reported
Vejar [91]	Not reported	Not reported	Investigate some of the qualities of trade unionism considering the scenario inaugurated by the New Majority and the changes in the political-social scenario.	Not reported	Not reported

The immediate finding from this systematic literature review is that there is no published empirical research evidence about the role of Chilean trade unions in enhancing employee mental well-being. These results suggest that organisational psychology research needs to consider the role of Chilean trade unions in enhancing employee mental well-being. Other evidence, particularly research from the Chilean trade unions and politics, historical perspective of trade unions' achievement and internal affairs, must shape particular observations in Chilean trade unions research. Thus, given the lack of evidence of the role of Chilean trade unions in enhancing employee mental well-being, further enquiries should be made into the basis of local policies and guidelines.

The 18 articles excluded in this review were rejected as none met the inclusion criteria, suggesting what might interest researchers in the current field of study. Hence, the remainder of this paper will discuss the findings from the literature search and consider these concerning the Chilean trade union research. The discussion of the findings is organised into the following sections: Chilean trade unions and politics; historical perspective of the Chilean trade unions; Chilean trade unions' achievement, and Chilean trade unions' internal affairs.

Chilean trade unions and politics

Six articles mentioned the relationship between Chilean trade unions and politics [75, 76, 78, 81, 82, 87]. Although not formally affiliated with the left wings, the Chilean trade unions have closely associated with it, playing a relevant role in Chilean politics [92]. In particular, Marxist ideology has singled out the links of the Chilean trade unions with socialist currents, minimising other political influences [82]. For example, the Chilean trade unions gave great support to the presidential campaign of Salvador Allende, representing the Chilean socialist party, and helped him to win the presidential election in 1970 [43]. However, this political influence changed during Pinochet's government between 1973 and 1989. This period was a critical time for the Chilean trade unions. According to Ascencio [93], the Pinochet government developed serial actions to eradicate the Chilean union movement, including violation of human rights, prohibition to free association, and adjoined to trade unions prosecutions and murders of the trade unions leaders. However, the Chilean trade unions were one of the principal organisations that helped derogate the military government and drive the country to democracy by the end of the '80s [94], re-emerging in post-dictatorial governments with strong social legitimacy [81]. Therefore, from a political point of view, it is possible to conclude that the classical left wing has closely linked with the Chilean trade union movement. This political relationship has influenced their leaders, members, orientations and actions, projecting the image that trade unions are almost exclusively related to communist and socialist activism practices and orientations.

Historical Perspective of the Chilean Trade Unions

Two articles were classified as having a historical perspective of the Chilean Trade unions. The first one, developed by Navarro and Acevedo [83], presented a document that dates back to 1921 and records the agreements made between socialists and fochistas about the peasantry and its projection as a revolutionary subject. While the second one, developed by Reyes et al. [86], reports the story of a small mining town in Chile whose past is based on the influence of the unions and the communist party. Although these two articles were classified as having a historical perspective, it can be said that they contain political aspects as well. Both present the beginnings of unions and the origins of the unions' politicization either among Chilean peasants in the 20's [83] or in a small town where coal is extracted and is considered the cradle of trade unionism [86].

Trade unions have fought against poverty and social injustice since their inception. Moreover, Marxist historians have related trade unions to the labour movement and the socialist ideology, articulating the development of the identity of the working class with the processes of organization, mobilization and politicization [82].

Chilean Trade Unions' Achievement

Three articles show the achievements that unions have had in this last century. Achievements that have been obtained by changing the work regime in a retail company [85], modifying the work legislation for employees of private homes [84], and incorporating female union leaders [79]. These different achievements have in common the basis of a good trade union organisation, negotiation skills and capacity for dialogue.

Ratto [84] identifies three union strategies that resulted in the success of a union organization process against job insecurity. Thus, in a context of union structural weakness, it was necessary to: (1) establish alliances with other union organizations and syndicates, (2) mobilize international institutions to put pressure on the Chilean State, and (3) generate alliances, exchanges and some pressure on political actors to approve reforms in their favour. These strategies are important to remember as other groups in similar circumstances can replicate them.

Chilean Trade Unions' Internal Affairs

Some authors consider the success and rebirth of the Chilean trade union after the dictatorial period [81, 95]. However, a different proposition is exposed by Gutiérrez [43], who proposed that the end of the dictatorship did not bring the expected changes for trade unions in Chile. Although the coming to power of leftist leaders represented greater protections for workers, it had no consequences on the power and organisation of formal workers [78]. Hence, the literature agrees and shows that there is low union participation [81], a certain inactivity in unionism [89] and even a representative crisis [43] in Chilean unionism after the return to democracy. According to Gutiérrez [43], this fact is important because, in the Chilean context, the factual capacity of trade unions to intervene depends mainly on the level of unionisation. Therefore, its legal recognition, its financing, ability to exert pressure on the employer is due to, a great extent, to the numerical weight of its members.

CONCLUSIONS

An unexpected result from this systematic literature review revealed that none of the articles met the inclusion criteria. The current evidence base regarding the role of Chilean trade unions in enhancing employee mental well-being is woefully poor. The literature needs specific content on the criteria for the role of Chilean trade unions in enhancing employee mental well-being. Thus, this role has not been evaluated within the Chilean unionised workforce. Organisational research has outlined the relevance of developing studies to understand better the factors that might enhance employee mental well-being, including trade unions [23, 34]. Hence, future research should empirically focus on the relationship between Chilean trade unions and employee mental well-being to build more comprehensive knowledge about this relationship.

Furthermore, this finding suggests that research explores the current mental well-being state of unionised employees within Chilean industries. This information should be useful for researchers, managers, leaders and union members to develop research in samples integrating Chilean unionised employees. It is important to generate data, especially in the Chilean context, due to the importance of unions in the political arena and industrial relationships the historical path of unions negotiating better work conditions for employees.

From a practical standpoint, the results of this study provide valuable information to the Chilean trade unions. Trade unions might have an active and positive role in enhancing employee mental well-being in the Chilean labour context. Trade unions should also develop activities to promote employee mental well-being. Therefore, enhancing and promoting employee mental well-being might be a future central activity for trade unions to support and maintain mental well-being in the Chilean workforce.

Finally, this research has revealed that, systematic literature reviews are unusual in organisational research and lack methodological protocols. This research has focused on this gap by developing a systematic literature review

using twelve essential stages and following the PRISMA-P guideline, which ensures methodological quality and avoids the risk of bias. Explicit inclusion and exclusion criteria and a transparent approach to collecting the data were also considered to prevent bias by selecting irrelevant or inadequate studies. Furthermore, the MMAT was used to appraise the research selected critically. Hence, this study was built on a reliable methodological technique. Given the advantage of systematic literature reviews with a reliable protocol, conducting more of these studies in organisational research is essential to build strong academic knowledge. Moreover, looking to the future, it is recommendable for organisational researchers to build methodological protocols and pre-registration databases to conduct systematic literature reviews accurately.

It is important to highlight that the analysis presented in this study and carried out with the excluded articles corresponds to a qualitative thematic analysis which was not considered part of the analysis of this study and its methodology. Hence, the purpose was to try to find points in common to visualize the topics published regarding the unions in Chile. Moreover, although the excluded articles did not meet the quality criteria proposed by the MMAT, does not mean that they are invalid or poorly done studies, but they did not meet the standards expected for this review.

Limitations

This review is not without limitations. Consequently, the need to obtain an article that met the inclusion criteria should be mentioned as a first limitation. Hence, not having results in the review restricted the possibility of continuing the study as planned. It is highly suggested to initiate a line of research in this area. Future systematic reviews should consider broadening the geographical setting, including, perhaps, Latin American countries and not only Chile. Also, more keywords could be included in future research.

In addition, the results presented in this study should be taken cautiously. The content of the analysis was based on the excluded articles. These excluded articles did not meet the inclusion criteria, nor did the quality criteria of the MMAT, for which, it is emphasized once again, these are results that are presented only to show what has been published concerning the unions, nothing more.

Declaration of interest Statement

No potential conflict of interest was reported by the authors.

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