

Codebook WageIndicator Collective Agreements Database – Version 4

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WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, Labour Law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. The Foundation is assisted by world renowned universities, trade unions and employers' organisations. It currently operates national websites in 140 countries. Its staff consists of some 100 specialists around the world. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Cape Town, Venice and Islamabad.

Bibliographical information

Ceccon, D., Medas, G. (2021). *Codebook WageIndicator Collective Agreements Database – Version 4 – January 2021*. WageIndicator Foundation, Amsterdam.

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1 Introduction

This document contains the variable information of the dataset of the WageIndicator Collective Agreements Database. This document contains information about all CBAs that have been entered into the database from its start in 2013 until January 2021. Detailed information about the WageIndicator Collective Agreements Database can be found on the [home page](#) of the Database and in the 2017 codebook.¹

This document has been prepared as part of the [COLBAR](#) project.

2 Variables

| Variable | Label |
|------------------------|---|
| locale | |
| title | |
| url | |
| id | |
| human id | |
| created | |
| changed | |
| owner | |
| manual_version | Which version of the codebook has been used to code this CBA? |
| cbadate_start | Is an operative start date mentioned? |
| cbadate_start_date | Start date |
| cbadate_end | Is an operative end date mentioned? |
| cbadate_end_date | End date |
| sample | Is the CBA a sample CBA? |
| do_not_show_on_website | Hide this CBA on the website (in plone)? |
| additionalcba | Is this CBA an additional part of an existing CBA? |
| additionalcba_txt | Of which CBA? |
| renewalcba | Is this CBA a renewal of an existing (but expired) CBA INCLUDED in THIS database? |
| renewalcba_txt | Of which CBA? |
| framework | Is the CBA a national framework / inter-professional CBA? |
| transnational | Is the CBA a transnational CBA? |
| transnatcountry | Which countries? |
| transnatcountry_0 | |
| transnatcountry_1 | |
| transnatcountry_2 | |
| transnatcountry_3 | |
| transnatcountry_4 | |
| nace2004 | What is the more detailed industry (NACE2004) covered by the CBA? |
| nace2004_0 | |
| nace2004_1 | |
| nace2004_2 | |
| nace2004_3 | |
| nace2004_4 | |
| sector1 | What is the industry covered by the CBA? |
| sector1_0 | |
| sector1_1 | |
| sector1_2 | |
| sector1_3 | |

¹ Ceccon, D., Janeckova, M., Kostolny, J. (2017). [Codebook WageIndicator Collective Agreements Database – Version 3 – September 2017](#). WageIndicator Foundation, Amsterdam, and Central European Labour Studies Institute (CELSI), Slovakia.

| Variable | Label |
|----------------------------------|--|
| sector1_4 | |
| sector2 | Do you need to specify above industries more detailed? |
| firmpri | Is the private or the public sector covered by the CBA? |
| platform | Does the agreement contain clauses regarding platform workers? |
| cbasignsingle | Is the agreement concluded with a single employer / single company / single institution? |
| multinationalcompany | Is this single employer part / partner of a multinational company (MNE)? |
| cba_mncompa_1 | What is the name of the employer? |
| cba_mncompa_1_0 | |
| cba_mncompa_1_1 | |
| cba_mncompa_1_2 | |
| cba_mncompa_1_3 | |
| cba_mncompa_1_4 | |
| cba_mncompa_1_txt | Other name of employer: |
| cba_mne_1 | Which multinational company (MNE)? |
| cba_mne_1_0 | |
| cba_mne_1_1 | |
| cba_mne_1_2 | |
| cba_mne_1_3 | |
| cba_mne_1_4 | |
| cba_mne_1_txt | multinational company (MNE): |
| cbasignsinglesignatory | Is this single employer a signatory to the agreement? |
| cbasignsinglesignatory_txt | Who is signatory on behalf of this single employer? |
| cbasignmultiple | Is the agreement concluded with one or more employers' associations? |
| cba_memempl_1 | What is/are this/these associations? |
| cba_memempl_1_0 | |
| cba_memempl_1_1 | |
| cba_memempl_1_2 | |
| cba_memempl_1_3 | |
| cba_memempl_1_4 | |
| cbasignmultiplesignatory | Is this association / are these associations signatory to the agreement? |
| cba_memempl_txt | Who is signatory on behalf of the association(s)? |
| cbasignmultipleemployerssignator | Is the agreement concluded with multiple employers? |
| cba_mncompa_2 | What is the name of the employer(s)? |
| cba_mncompa_2_0 | |
| cba_mncompa_2_1 | |
| cba_mncompa_2_2 | |
| cba_mncompa_2_3 | |
| cba_mncompa_2_4 | |
| cba_mncompa_2_txt | Other name(s) of employer(s): |
| cba_mne_2_select | |
| cba_mne_2 | |
| cba_mne_2_txt | |
| cbamemtrad | Is the agreement concluded with trade unions? |
| cba_memtrad4_1 | What is the name of the Trade Union(s)? |
| cba_memtrad4_1_0 | |
| cba_memtrad4_1_1 | |
| cba_memtrad4_1_2 | |
| cba_memtrad4_1_3 | |
| cba_memtrad4_1_4 | |
| cba_memtrad4_1_txt | Other trade union: |
| cbamempro41 | Is the agreement concluded with professional associations? |
| cba_mempro41_1 | What is the name of the professional association(s)? |
| cba_mempro41_1_0 | |
| cba_mempro41_1_1 | |
| cba_mempro41_1_2 | |
| cba_mempro41_1_3 | |
| cba_mempro41_1_4 | |

| Variable | Label |
|----------------------------|---|
| cba_mempro41_1_txt | Other professional association(s): |
| cbamemother | Is the agreement concluded with other signatories from the employees' side? |
| cbaratification | Does the agreement require ratification? |
| cbaratified | By whom? |
| cbaratified_txt | Other: |
| cbaactorratified | Has this actor ratified the CBA? |
| cbaratificationdate | What is ratification date? |
| casignemployees | What is the name/are the names of the signatories? |
| casignemployeeestxt | COMMENTS |
| jobtitle_trigger | Does the CBA include job descriptions or refers to a job classification system? A job description generally includes duties, purpose, responsibilities, scope, and/or working conditions of a job along with the job's title. |
| jobtype_descriptions | Does the agreement include job descriptions? |
| descripjobtype | For which jobs (max 5) |
| descripjobtype_0 | |
| descripjobtype_1 | |
| descripjobtype_2 | |
| descripjobtype_3 | |
| descripjobtype_4 | |
| jobclassification1 | Does the agreement refer to a job classification system? |
| jobclassification1_txt | Under which name? |
| jobtype_comments_txt | COMMENTS: |
| socsec_trigger | Does the agreement have clauses on social security and pensions? |
| pensionfund | Does the employer pay contributions to a pension fund for its employees? |
| pensionfundtxt | Comments regarding employer contributions to pension fund : |
| disabilityfund | Does the employer pay contributions to the disability fund for its employees? |
| disabilityfundtxt | Comments regarding employer contributions to the disability fund for its employees: |
| unemploymentfund | Does the employer pay contributions to the unemployment fund for its employees? |
| unemploymentfundtxt | Comments regarding employer contributions to the unemployment fund: |
| training_trigger | Does the agreement provide for training/apprenticeship? |
| trainingprogrammes | Does the agreement refer to training programmes for the employees? |
| trainingprogrammestxt | Comments regarding training programmes for the employees: |
| apprenticeships | Does the agreement have clauses on apprenticeships? |
| apprenticeshipstxt | Comments regarding apprenticeships: |
| trainingfund | Does the employer pay contributions to a training fund from which its employees can benefit? |
| trainingfundtxt | Comments regarding employer contributions for training funds: |
| empcontr_trigger | Does the agreement have clauses on individual employment contracts and job security? |
| contracttrial | Is a trial period agreed when commencing employment? |
| contracttrialperiod | How long is the trial period for a manual skilled worker in DAYS (including renewal)? |
| contracttrialtxt | Comments trial periods: |
| contractseverancepay | Is severance pay agreed in case of ending the employment contract? |
| contractseverancepay1 | Does the pay relate to the years of service? |
| severance | Is severance pay offered in number of days or percentage of former monthly salary? |
| severance_perc | For a worker with 5 years of service, what percentage of monthly salary is paid as severance pay? |
| severance_perc_1_tenure | For a worker with 1 year of service, what percentage of monthly salary is paid as severance pay? |
| severance_number | For a worker with 5 years of service, how many days' wages are paid as severance pay? |
| severance_number_1_tenure | For a worker with 1 year of service, how many days' wages are paid as severance pay? |
| severance_dismissal_type | Severance pay is paid for: |
| severance_dismissal_type_0 | |
| severance_dismissal_type_1 | |

| Variable | Label |
|------------------------------|---|
| severance_dismissal_type_2 | |
| severance_dismissal_type_3 | |
| severance_dismissal_type_4 | |
| contractseverancepaytxt | Comments regarding severance pay in case of ending employment contract: |
| part_time_excluded | Are part-time workers explicitly excluded from any of the provisions of the CBA? |
| tempagency | Does the agreement contain any provision about temporary agency workers? |
| apprentices_excluded | Are apprentices explicitly excluded from any of the provisions of the CBA? |
| minijobs_excluded | Are minijobs / student jobs explicitly excluded from any of the provisions of the CBA? |
| part_time_excludedtxt | From which provisions are they excluded? |
| tempagencytxt | Comments regarding temporary agency workers: |
| apprentices_excludedtxt | From which provisions are they excluded? |
| minijobs_excludedtxt | From which provisions are they excluded? |
| sicdis_trigger | Does the agreement have clauses on sickness and disability? |
| sicknesspay | Does the agreement provide for the maximum limit of sick leave pay? |
| maxsicknesspay | How does the agreement provide for the maximum amount/percentage of sick leave pay? |
| maxsicknesspayperc | Maximum in % of basic wage |
| maxsicknesspayamount | Maximum amount |
| maxsicknesspaytype | Is the maximum for all employees or for some categories only? |
| sickjobtype | For which categories? (max 5) |
| sickjobtype_0 | |
| sickjobtype_1 | |
| sickjobtype_2 | |
| sickjobtype_3 | |
| sickjobtype_4 | |
| sicknesspaytxt | Comments regarding sick leave pay : |
| sicknessmaxdays | Does the agreement provide for a maximum of days of paid sick leave per year? |
| sicknessmaxdaysnr | Maximum paid sick days per year: |
| sicknessmaxdaystxt | Comments regarding paid sick days : |
| disabilitypay | Does the agreement provide for pay in case of disability due to work accidents or working conditions? |
| longtermillness | Does the agreement contain provisions regarding return to work after long-term illness, e.g. cancer treatment? |
| menstruationleave | Does the agreement provide for paid menstruation leave? |
| disabilitypaytxt | Comments regarding pay in case of disability due to work accidents or working conditions: |
| medical_trigger | Does the agreement provide for health or medical assistance for employees? |
| healthcareaccess | Does the agreement have clauses on access to free or subsidized medical assistance for sick employees? |
| healthcareaccesstxt | |
| healthcareaccessrelatives | Is the access to medical assistance also available for the employees' relatives? |
| healthcareaccessrelativestxt | Comments regarding availability of medical assistance for employees' relatives: |
| healthinsurance | Does the agreement provide for employer contribution to health insurance of the employees? |
| healthinsurancetxt | Comments regarding employer contribute to health insurance of employees: |
| healthinsurancerelatives | Does the health insurance also cover the employees' relatives? |
| healthinsurancerelativestxt | Comments regarding insurance coverage of employees' relatives: |
| healthandsafetypolicy | Does the agreement refer to a health and safety workplace policy? |
| healthandsafetyext | Does the agreement ONLY refer to a Health and Safety policy/document that is not included in this agreement? |
| protectiveclothing | Does the agreement contain clauses stating that the employer will provide protective clothing/gear/tools for employees (for example, steel capped boots or wet weather gear)? |
| code_application | Does the agreement contain clauses stating that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to? |
| healthandsafetypolicytxt | Comments regarding health and safety workplace policy: |
| healthandsafetytraining | Does the agreement provide for health and safety training? |
| healthandsafetytrainingtxt | Comments regarding providing of health and safety training: |

| Variable | Label |
|-----------------------------|---|
| hivpolicy | Does the agreement refer to regular or yearly medical checkup or visits provided by the employer? |
| hiv | Does the agreement refer to a HIV/AIDS-related policy? |
| hivpolicytxt | Comments regarding HIV related policy: |
| monitoring | Does the agreement contain clauses for monitoring one of the following? |
| monitoring_0 | |
| monitoring_1 | |
| monitoring_2 | |
| monitoring_3 | |
| monitoring_4 | |
| healthandsafetyprovisions | Does the agreement include health and safety provisions regarding the following? |
| healthandsafetyprovisions_0 | |
| healthandsafetyprovisions_1 | |
| healthandsafetyprovisions_2 | |
| healthandsafetyprovisions_3 | |
| healthandsafetyprovisions_4 | |
| funeralpay | Does the agreement provide funeral assistance or related benefits for employees or their relatives? |
| funeralpaytype | Does the company contribute to funeral/burial expenses with an amount of money? |
| funeralpayamount | How much is the minimum contribution? |
| funeralpaytxt | Comments regarding funeral assistance or related benefits: |
| workfam_trigger | Does the agreement contain clauses on work and family arrangements (including pregnancy, maternity/paternity leave and childcare)? |
| paidmaternityleave | Does the agreement contain clauses on paid maternity leave? |
| paidmaternityleaveduration | What is the total duration of maternity leave in consecutive WEEKS? |
| paidmaternityleaveall | Are all female employees eligible for paid maternity leave? |
| paidmaternityleavepay | Does the agreement provide for the % of basic wage to be paid during maternity leave? |
| paidmaternityleavepayperc | What percentage of basic wage is paid during maternity leave? |
| jobsecuritymothers | Does the agreement contain clauses on job security for women wishing to return to work after maternity leave? |
| maternitydiscrimination | Does the agreement contain clauses which prohibit (any form of) discrimination related to maternity? |
| maternityexcludedtrigger | Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses? |
| maternityexcludedtxt | Please cite the group(s) of women workers that are excluded |
| maternitydifferenttrigger | Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers entitled to fewer months of paid maternity leave than regular workers)? |
| maternitydifferenttxt | Please cite the group(s) of women workers |
| maternityotherclause | Does the CBA contain any other clause on maternity leave arrangements? |
| paidmaternityleavevetxt | Comments regarding paid maternity leave: |
| pregnancy | Does the agreement contain health and safety clauses related to pregnancy and/or breastfeeding? |
| riskassessment | Does the agreement contain clauses requiring the employer to carry out a workplace risk assessment on the safety and health of pregnant or nursing women and inform them accordingly? |
| alternatives | Does the agreement contain clauses ensuring that alternatives to dangerous or unhealthy work are available to pregnant or breastfeeding workers (namely, elimination of risk, adaptation of working conditions, transfer to another post, paid leave with right to return to work)? |
| timeoff | Does the agreement contain clauses on time off for prenatal medical examinations? |
| screeningnonstandard | Does the CBA contain clauses against screening for pregnancy before regularising non-standard workers? |
| screeningpromotion | Does the CBA contain clauses against screening for pregnancy before promotion? |

| Variable | Label |
|-----------------------------------|--|
| pregnancyexcludedtrigger | Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses? |
| pregnancyexcludedtxt | Please cite the group(s) of women workers that are excluded |
| pregnancydifferenttrigger | Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)? |
| pregnancydifferenttxt | Please cite the group(s) of women workers |
| pregnancytxt | Comments regarding special health and safety provisions during pregnancy and/or breastfeeding: |
| childcare | Does the agreement contain clauses on paid leave to care for dependent relatives (children in particular)? |
| childcareleave | What is the total duration of paid leave per year in case of caring for relatives (children in particular) in days? |
| childcaretxt | Comments regarding paid leave to care for dependent relatives: |
| deathrelatives | Does the agreement provide for paid leave in case of death of relatives? |
| deathrelativesleave | What is the leave duration in DAYS? |
| deathrelativestxt | Comments regarding paid leave in case of death of relatives: |
| nursingmothers | Does the agreement contain clauses on time off (breastfeeding breaks) and/or facilities for nursing mothers? |
| paidpaternityleave | Does the agreement have clauses on paid paternity leave? |
| paidpaternityleaveduration | What is the total duration in days of paid paternity leave at the time of delivery? |
| paidpaternityleavepay | Does the agreement provide for the % of basic wage to be paid during paternity leave? |
| paidpaternityleavepayperc | What percentage? |
| paidpaternityleaveetxt | Comments regarding paid paternity leave: |
| maternity_nursing_breaks_duration | What is the duration of daily breastfeeding breaks, as provided by the CBA? |
| maternity_nursing_breaks_length | What is the duration of the entitlement to breastfeeding breaks (age of the child in MONTHS)? |
| breastfeeding_workingtime | Is there any clause providing that breastfeeding break has to be considered as working time and paid accordingly? |
| breastfeeding_dangerouswork | Does the agreement contain clauses ensuring that pregnant or breastfeeding workers (and not ALL women) are not obliged to perform dangerous or unhealthy work? |
| nursingfacilities | Does the agreement contain clauses on employer-provided nursing facilities? |
| nursingexcludedtrigger | Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses? |
| nursingexcludedtxt | Please cite the group(s) of women workers that are excluded |
| nursingdifferenttrigger | Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)? |
| nursingdifferenttxt | Please cite the group(s) of women workers |
| childcareprovision | Does the agreement contain clauses on employer-provided childcare facilities? |
| childcaresubsidy | Does the agreement contain clauses on employer-subsidized childcare facilities? |
| educationtuition | Does the agreement provide for a monetary tuition/subsidy for children's education? |
| childcareexcludedtrigger | Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses? |
| childcareexcludedtxt | Please cite the group(s) of women workers that are excluded |
| childcaredifferenttrigger | Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)? |
| childcaredifferenttxt | Please cite the group(s) of women workers |
| childcareotherclause | Does the CBA contain any other clause on childcare facilities? |
| childcare2txt | Comments regarding breastfeeding and/or employer-provided or subsidized childcare facilities: |
| geneq_trigger | Does the agreement contain any clauses concerning equality and/or violence in the workplace? |
| eqpay | Does the agreement contain clauses on equal pay for work of equal value? |
| gender | Does the clause make a special reference to gender? |
| discrimination | Does the agreement contain clauses addressing discrimination at work? |
| eqpromotion | Does the CBA contain clauses on equal opportunities for promotion for women workers? |

| Variable | Label |
|---------------------------------|--|
| eqtraining | Does the CBA contain clauses on equal opportunities for training and retraining for women workers? |
| eqofficer | Does the CBA contain clauses which provide for a gender equality trade union officer at the workplace? |
| sexualhar | Does the agreement contain clauses addressing sexual harassment at work? |
| violence | Does the agreement contain clauses addressing violence at work? |
| violenceleave | Does the agreement provide for a special leave for workers subjected to domestic or intimate partner violence? |
| support_disabilities | Does the agreement provide for support for women workers with disabilities? |
| equalityexcludedtrigger | Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses? |
| equalityexcludedtxt | Please cite the group(s) of women workers that are excluded |
| equalitydifferenttrigger | Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)? |
| equalitydifferenttxt | Please cite the group(s) of women workers |
| equalitymonitoring | Does the agreement contain clauses for monitoring gender equality? |
| equalityotherclause | Does the CBA contain any other clause on gender equality? |
| equalitytxt | Comments regarding gender equality issues: |
| wages_trigger | Does the agreement have clauses on wages? |
| wages_determined | According to the CBA, where are wages determined? |
| wages_comments_txt | COMMENTS: |
| payscales_trigger | Are wages determined in the CBA by means of pay scales? |
| payscales_period | What is the calculation basis for the wages in the pay scales? |
| skillevel_trigger | Are wages determined in the CBA by ...? |
| PAYSCALES_different | In what respect are pay scale tables different? |
| PAYSCALES_different_other_txt | Pay scales are differentiated by: |
| PAYSCALES_selected_period | What is the calculation basis for the wages in the pyscales? |
| WAGES_payscale1_selected_start | What is the lowest amount in the lowest payscale for adults? |
| WAGES_payscale1_selected_end | What is the highest amount in the highest payscale for adults? |
| WAGES_payscale1_selected_year | To which year does this payscale refer? |
| PAYSCALES_selected_comments_txt | COMMENTS: |
| skillwagegroups | Are wages specified in the CBA according to skill level? |
| SKILLEVEL_selected_trigger | Are wages determined in the CBA by ...? |
| lowwage_trigger | Has the agreement clauses on the lowest wage to be paid? |
| lowwage_government | Does the agreement provide that minimum wages set by the government have to be respected? |
| lowwage_provision | Does the agreement set a minimum/lowest wage? |
| lowwageperiod | What is the calculation basis for the minimum/lowest wage? |
| lowwageamount | What is the minimum/lowest wage? |
| lowwagetxt | Comments regarding lowest wage: |
| strucincr_trigger | Is a structural wage increase agreed? (=an increase that increases the basic pay on a permanent basis) |
| wageincreasetype | Is the extra payment for all or for some categories only? |
| wageincreasetype1 | For which categories? (max 5) |
| wageincreasetype1_0 | |
| wageincreasetype1_1 | |
| wageincreasetype1_2 | |
| wageincreasetype1_3 | |
| wageincreasetype1_4 | |
| wageincreasetxt | Comments regarding structural wage increase: |
| wageincreasetype2 | How is the extra payment given for a worker with one year of experience? |
| wageincreaseperc1 | Extra payment in % for all per MONTH: |
| wageincreaseamount1 | Extra payment in amount for all per MONTH: |
| wageincreasedays1 | Number of working days per MONTH: |
| wageincreaseperc1_1 | Extra payment in % for jobtype 1: |
| wageincreaseamount1_1 | Extra payment in amount for jobtype 1: |
| wageincreaseperc1_2 | Extra payment in % for jobtype 2: |
| wageincreaseamount1_2 | Extra payment in amount for jobtype 2: |
| wageincreaseperc1_3 | Extra payment in % for jobtype 3: |
| wageincreaseamount1_3 | Extra payment in amount for jobtype 3: |

| Variable | Label |
|------------------------------|--|
| wageincreaseperc1_4 | Extra payment in % for jobtype 4: |
| wageincreaseamount1_4 | Extra payment in amount for jobtype 4: |
| wageincreaseperc1_5 | Extra payment in % for jobtype 5: |
| wageincreaseamount1_5 | Extra payment in amount for jobtype 5: |
| wageincreasefirmperformance | Is this extra payment related to the company's performance? |
| wageincreasedate | Is the date of the increase specified? |
| wageincreasedate_date | Date of the increase: |
| oncerise_trigger | Is a once-only extra payment agreed? |
| incidentalbonustype | Is the extra payment for all or for some categories only? |
| incidentalbonustype1 | For which categories? (max 5) |
| incidentalbonustype1_0 | |
| incidentalbonustype1_1 | |
| incidentalbonustype1_2 | |
| incidentalbonustype1_3 | |
| incidentalbonustype1_4 | |
| incidentalbonustype2 | How is the extra payment given for a worker with one year of experience? |
| incidentalbonusperc1 | Extra YEARLY payment in % for a worker with one year of experience: |
| incidentalbonusamount1 | Extra YEARLY payment in amount for a worker with one year of experience: |
| incidentalbonusdays1 | Number of days (per YEAR) for a worker with one year of experience: |
| extrapayfirmperformance | Is this extra payment related to the company's performance? |
| incidentalbonusdate | Is the date of the extra payment specified? |
| incidentalbonusdate_date | Date of the extra payment: |
| oncerise2_trigger | Is there another agreed once-only extra payment? |
| incidentalbonustypesec | Is the extra payment for all or for some categories only? |
| incidentalbonustype1sec | For which categories? (max 5) |
| incidentalbonustype1sec_0 | |
| incidentalbonustype1sec_1 | |
| incidentalbonustype1sec_2 | |
| incidentalbonustype1sec_3 | |
| incidentalbonustype1sec_4 | |
| incidentalbonustype2sec | How is the extra payment given for a worker with one year of experience? |
| incidentalbonusperc1sec | Extra YEARLY payment in % for a worker with one year of experience: |
| incidentalbonusamount1sec | Extra YEARLY payment in amount for a worker with one year of experience: |
| incidentalbonusdays1sec | Number of days (per YEAR) for a worker with one year of experience: |
| extrapayfirmperformancesec | Is this extra payment related to the company's performance? |
| incidentalbonusdatesec | Is the date of the extra payment specified? |
| incidentalbonusdate_date_sec | |
| incidentalbonustxt | Comments regarding one time bonuses: |
| noctprem_trigger | Is a premium for evening or night work agreed? |
| shiftallowancetype | How is the extra payment given for a worker with one year of experience? |
| shiftallowanceperc1 | What percentage of regular hourly wage is paid as premium for evening or night work? (Please note that if hours are paid 150% of the normal wage, then you should write 150) |
| shiftallowanceamount1 | Premium in amount per month (leave empty if it is given per hour): |
| shiftallowanceamount2 | Premium in amount per hour (leave empty if it is given per month): |
| shiftallowancedays1 | Number of working days: |
| shiftallowancetype1 | Does the premium apply to night work only? |
| shiftallowancetxt | Comments regarding evening or night work: |
| consign_trigger | Is a payment for standby/on-call/available/consignment work agreed? |
| standbyallowancetype | How is the extra payment given for a worker with one year of experience? |
| standbyallowanceperc1 | Payment in % of basic wage: |
| standbyallowanceamount1 | Payment in amount: |
| standbyallowancedays1 | Number of working days: |
| standbyallowancetype1 | Does the payment apply to Sundays only? |
| standbyallowancetype2 | Does the payment apply to all days per week equally? |
| standbyallowancetxt | Comments regarding standby/on-call/available/consignment: |
| annleave_trigger | Is an extra payment for the paid annual leave agreed? |
| annleaveallowancetype | How is the extra payment given for a worker with one year of experience? |
| annleaveallowanceperc1 | Extra payment in % of basic wage: |

| Variable | Label |
|----------------------------------|--|
| annleaveallowanceamount1 | Extra payment in amount: |
| annleaveallowancedays1 | Number of working days: |
| annleaveallowancetype1 | Is the extra payment for all employees or for some categories only? |
| annleaveallowancetype2 | For which categories? (max 5) |
| annleaveallowancetype2_0 | |
| annleaveallowancetype2_1 | |
| annleaveallowancetype2_2 | |
| annleaveallowancetype2_3 | |
| annleaveallowancetype2_4 | |
| annleaveallowancetxt | Comments regarding extra payment: |
| overtime_trigger | Is there compensation for overtime work? |
| overtimeallowancetype | How is the overtime compensation for hours above 48 hours/week agreed? |
| overtimeallowancetype_general | How is the overtime compensation for hours above the stipulated working week agreed? |
| overtimeallowanceperc1_general | What percentage of regular wage for hours above the stipulated working week is paid as overtime payment? (please note that if hours are paid 150% of the normal wage - which means 50% MORE than normal wage -, then you should write 150) |
| overtimeallowanceamount1_general | Premium in amount per hour overtime above the stipulated working week: |
| overtimeallowancedays1_general | Number of working days: |
| overtimeallowanceperc1 | What percentage of regular wage for hours above 48 hours/week is paid as overtime payment? (please note that if hours are paid 150% of the normal wage - which means 50% MORE than normal wage -, then you should write 150) |
| overtimeallowanceamount1 | Premium in amount per hour overtime above 48 hours/week: |
| overtimeallowancedays1 | Number of working days: |
| overtimeallowancetype1 | Is the allowance for all employees or for some categories only? |
| overtimeallowancetype2 | For which categories? (max 5) |
| overtimeallowancetype2_0 | |
| overtimeallowancetype2_1 | |
| overtimeallowancetype2_2 | |
| overtimeallowancetype2_3 | |
| overtimeallowancetype2_4 | |
| overtimeallowancetxt | Comments regarding overtime work: |
| hardship_trigger | Is a premium for hardship work agreed? |
| hardshipallowancetype | How is the premium given for a worker with one year of experience? |
| hardshipallowanceperc1 | Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%): |
| hardshipallowanceamount1 | Premium in amount per day: |
| hardshipallowancedays1 | Number of working days: |
| hardshipallowancetype1 | Is the allowance for all employees or for some categories only? |
| hardshipallowancetype2 | For which categories? (max 5) |
| hardshipallowancetype2_0 | |
| hardshipallowancetype2_1 | |
| hardshipallowancetype2_2 | |
| hardshipallowancetype2_3 | |
| hardshipallowancetype2_4 | |
| hardshipallowancetxt | Comments regarding hardship: |
| sunday_trigger | Is a premium for Sunday work agreed? |
| sundayallowancetype | How is the premium given for a worker with one year of experience? |
| sundayallowanceperc1 | Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%): |
| sundayallowanceamount1 | Premium in amount per Sunday: |
| sundayallowancedays1 | Number of working days: |
| sundayallowancetype1 | Is the allowance for all employees or for some categories only? |
| sundayallowancetype2 | For which categories? (max 5) |
| sundayallowancetype2_0 | |
| sundayallowancetype2_1 | |
| sundayallowancetype2_2 | |
| sundayallowancetype2_3 | |
| sundayallowancetype2_4 | |

| Variable | Label |
|-----------------------------|---|
| sundayallowancetxt | Comments regarding Sunday work: |
| commute_trigger | Is a commuting transport allowance agreed? |
| commutingallowancetype | How is the allowance given for a worker with one year of experience? |
| commutingallowanceperc1 | Allowance in % of basic wage: |
| commutingallowanceamount1 | Allowance in amount per month: |
| commutingallowancedays1 | Number of working days: |
| commutingallowancetype1 | Is the allowance for all employees or for some categories only? |
| commutingallowancetype2 | For which categories? (max 5) |
| commutingallowancetype2_0 | |
| commutingallowancetype2_1 | |
| commutingallowancetype2_2 | |
| commutingallowancetype2_3 | |
| commutingallowancetype2_4 | |
| commutingallowancetxt | Comments regarding seniority allowances: |
| senior_trigger | Is a seniority allowance agreed? |
| longserviceallowancetype | How is the allowance given? |
| longserviceallowanceperc1 | Allowance in % of basic wage: |
| longserviceallowanceamount1 | Allowance in amount per month: |
| longserviceallowancedays1 | Number of working days: |
| longserviceallowancetype1 | Is a certain number of years of service required to get this allowance? |
| longserviceallowancetype2 | How many years of service are required for this allowance? |
| longserviceallowancetxt | Comments regarding seniority allowances: |
| mealvouchers | Are meals and/or meal vouchers and/or meals at a discounted price agreed? |
| mealall_trigger | Are meal allowances agreed? |
| mealvouchersamount | What is the minimum amount of the allowance for one meal? |
| mealvoucherstype1 | Is the allowance for all employees or for some categories only? |
| mealvoucherstype2 | For which categories? (max 5) |
| mealvoucherstype2_0 | |
| mealvoucherstype2_1 | |
| mealvoucherstype2_2 | |
| mealvoucherstype2_3 | |
| mealvoucherstype2_4 | |
| mealvoucherstxt | Comments regarding meal vouchers or allowances: |
| legalassistancetxt | Comments regarding free legal assistance: |
| legalassistance_trigger | Does the company provide the worker with free legal assistance? |
| workhours_trigger | Does the agreement have clauses on standard working hours, schedules, holidays and days of leave? |
| hourspday_select | Are working hours per day agreed? |
| hourspweek_select | Are working hours per week agreed? |
| hourspmonth_select | Are working hours per month agreed? |
| hourspyear_select | Are working hours per year agreed? |
| dayspweek_select | Are working days per week agreed? |
| hourspday | How many working hours per day are agreed? (1 - 12) |
| hourspweek | How many working hours per week are agreed? (1 - 60) |
| hourspmonth | How many working hours per month are agreed? (1 - 258) |
| hourspyear | How many working hours per year are agreed? (1 - 3096) |
| dayspweek | How many working days per week are agreed? (1 - 7) |
| hourstxt | Comments regarding working hours: |
| maxhours_trigger | Are maximum overtime hours agreed? |
| hoursovertimemax | What is the maximum overtime hours ABOVE the agreed hours per week? (1 - 60) |
| hoursovertimemaxtxt | Comments regarding maximum overtime hours above the agreed hours per week: |
| paidleav_trigger | Has the agreement clauses on paid annual leave? |
| holidaysdays | How many days for paid annual leave are agreed for a worker with one year of service? (1 - 100) |
| holidaysweeks | How many weeks for paid annual leave are agreed for a worker with one year of service? (1 - 20) |
| bankholidays1 | Is paid leave agreed for specific bank holidays? |
| bankholidays2 | For which bank holidays? |

| Variable | Label |
|-------------------------------|--|
| bankholidays2_0 | |
| bankholidays2_1 | |
| bankholidays2_2 | |
| bankholidays2_3 | |
| bankholidays2_4 | |
| holidaysfixed | Are fixed periods for paid annual leave agreed due to holiday breaks applied to the whole company? |
| holidaysfixeddays | How many days of the paid annual leave are fixed due to holiday breaks applied to the whole company? (1 - 100) |
| holidaystxt | Comments regarding paid annual leave: |
| schedule_trigger | Does the agreement have clauses on schedules and rest periods? |
| schedulesrestpw | Are employees are entitled to weekly rest periods of at least one day per week? |
| schedulestxt | Comments regarding rest periods: |
| sundaywork_trigger | Does the agreement provide for a maximum number of Sundays / bank holidays that can be worked in a year? |
| sundays_year | How many Sundays / bank holidays can be worked in a year, maximum? |
| consecutivesundays_trigger | Is the maximum number of consecutive worked Sundays provided? |
| consecutivesundays | How many consecutive Sundays are specified? |
| consecutivesundays_exceptions | Are there any exceptions (e.g. Christmas, sales, etc.)? |
| sundaystxt | Comments regarding work on Sundays: |
| tradeunleav_trigger | Does the agreement provide for paid leave for trade union activities? |
| tradeunleavdays | What is the leave duration for trade union activities in working days? (1 - 100) |
| tradeunleavtxt | Comments regarding paid leave for trade union activities: |
| administrative_trigger | Does the agreement provide for paid leave to attend court or for administrative duties? |
| administrativedays | What is the leave duration to attend court or for administrative duties in working days? (1 - 100) |
| administrativetxt | Comments regarding paid leave for administrative duties: |
| flexwork_trigger | Does the agreement have clauses on flexible work arrangements? |
| flexible_work_options | Which option is provided? |
| flexible_work_options_0 | |
| flexible_work_options_1 | |
| flexible_work_options_2 | |
| flexible_work_options_3 | |
| flexible_work_options_4 | |
| flexworktxt | Comments regarding flexible work arrangements: |
| covercountry | Does the agreement cover the whole country? |
| coverregion | Which regions does the agreement cover? |
| coverregion_0 | |
| coverregion_1 | |
| coverregion_2 | |
| coverregion_3 | |
| coverregion_4 | |
| covercountryregion_comments | Comments regarding coverage of country and regions: |
| coverunion_trigger | Does the agreement cover trade union members only? |
| coverunionsign | Does the agreement apply to members of the signatory trade unions only? |
| cover_memtrad4_other | To what other trade unions does the agreement apply? |
| cover_memtrad4_other_0 | |
| cover_memtrad4_other_1 | |
| cover_memtrad4_other_2 | |
| cover_memtrad4_other_3 | |
| cover_memtrad4_other_4 | |
| coverunion_comments | Comments regarding coverage of trade unions: |
| coveroccup1 | Does the agreement explicitly INCLUDE specific occupations for coverage? |
| coveroccup2 | Which occupations? (max 5) |
| coveroccup2_0 | |
| coveroccup2_1 | |
| coveroccup2_2 | |
| coveroccup2_3 | |
| coveroccup2_4 | |

| Variable | Label |
|---------------------------------|--|
| coveroccup3 | Does the agreement explicitly EXCLUDE specific occupations for coverage? |
| coveroccup4 | Which occupations? (max 5) |
| coveroccup4_0 | |
| coveroccup4_1 | |
| coveroccup4_2 | |
| coveroccup4_3 | |
| coveroccup4_4 | |
| coveroccup_comments | Comments regarding coverage of occupations: |
| coverage_date_cba | Which year does the coverage refer to? |
| coverage_date_other | Which year does the coverage refer to? |
| coveragegroup1 | Does the agreement explicitly INCLUDE specific age groups for coverage? |
| coveragegroup2 | Which age groups? |
| coveragegroup2_0 | |
| coveragegroup2_1 | |
| coveragegroup2_2 | |
| coveragegroup2_3 | |
| coveragegroup2_4 | |
| coveragegroup3 | Does the agreement explicitly EXCLUDE specific age groups for coverage? |
| coveragegroup4 | Which age groups? |
| coveragegroup4_0 | |
| coveragegroup4_1 | |
| coveragegroup4_2 | |
| coveragegroup4_3 | |
| coveragegroup4_4 | |
| coveragegroup_comments | Comments regarding coverage of age groups: |
| coveremplnum_trigger | Does the agreement notify how many employees are covered? |
| coveremplnumtype | Do you know an exact number, an educated guess or a range? |
| coveremplnum_exact | Please fill in an exact number |
| coveremplnum_guess | Please fill in your educated guess (number) |
| coveremplnum1 | Lower range |
| coveremplnum2 | Upper range |
| coveremplnum3 | Does the agreement notify how many of these employees are female? |
| coveremplnum3type | Do you know an exact number, an educated guess or a range? |
| coveremplnum_female_exact | Please fill in an exact number |
| coveremplnum_female_guess | Please fill in your educated guess (number) |
| coveremplnum4 | Lower range |
| coveremplnum5 | Upper range |
| coveremplnumoth | Do you know from other sources how many employees are covered? |
| coveremplnumothtype | Do you know an exact number, an educated guess or a range? |
| coveremplnum_other_exact | Please fill in an exact number |
| coveremplnum_other_guess | Please fill in your educated guess (number) |
| coveremplnumoth1 | Lower range |
| coveremplnumoth2 | Upper range |
| coveremplnumoth3 | Do you, from these other sources, know how many of these employees are female? |
| coveremplnumoth3type | Do you know an exact number, an educated guess or a range? |
| coveremplnum_other_female_exact | Please fill in an exact number |
| coveremplnum_other_female_guess | Please fill in your educated guess (number) |
| coveremplnumoth4 | Lower range |
| coveremplnumoth5 | Upper range |
| coveremplnum_comments | Comments regarding number of covered employees: |
| name | Agreement Title |
| override_title | Override Title (as shown on webpages) |
| locale | Locale (language) of the Agreement |
| text | CBA Full Text (HTML) |
| mealvouchersamount_txt | |
| country | Country |
| wagecur | Currency |

3 The value labels

| | |
|---------------------------|--|
| cbadate_start | 1 'Yes' 0 'No' |
| cbadate_end | 1 'Yes' 0 'No' |
| framework | 1 'Yes' 0 'No' |
| transnational | 1 'Yes' 0 'No' |
| FIRMPRI | 1 'Private' 2 'Public' 3 'In the not-for-profit sector' 4 'Semi-public' 5 'In the government sector' 6 'In a government funded organisation, government subsidized organisation, public corporation' 7 'In a co-operative organisation' 8 'In a family business' -7 'I don't know' |
| platform | 1 'Yes' 0 'No' |
| cbasignsingle | 1 'Yes' 0 'No' |
| cbamemtrad | 1 'Yes' 0 'No' |
| cbamempro41 | 1 'Yes' 0 'No' |
| cbamemother | 1 'Yes' 0 'No' |
| cbaratification | 1 'Yes' 0 'No' |
| cbaratified | 1 'Ministry' 2 'Court' 99 'other' |
| cbaactorratified | 1 'Yes' 0 'No' |
| JOBTITLE_trigger | 1 'Yes' 0 'No' |
| JOBTYPE_descriptions | 1 'Yes' 0 'No' |
| jobclassification1 | 1 'Yes' 0 'No' |
| SOCSEC_trigger | 1 'Yes' 0 'No' |
| pensionfund | 1 'Yes' 0 'No' -9 'Not specified' |
| disabilityfund | 1 'Yes' 0 'No' |
| unemploymentfund | 1 'Yes' 0 'No' |
| TRAINING_trigger | 1 'Yes' 0 'No' |
| trainingprogrammes | 1 'Yes' 0 'No' |
| apprenticeships | 1 'Yes' 0 'No' |
| trainingfund | 1 'Yes' 0 'No' -7 'Yes, but only if the employer wishes to' |
| EMPCONTR_trigger | 1 'Yes' 0 'No' |
| contracttrial | 1 'Yes' 0 'No' |
| contracttrialperiod | 1-365 -10 'The CBA explicitly refers to the law' -99 'No limit' -9 'Not specified' |
| severance | 1 'Days' 2 'Percentage' |
| severance_perc | 1-500 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision' |
| severance_perc_1_tenure | 1-100 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision' |
| severance_number | 1-1096 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision' |
| severance_number_1_tenure | 1-365 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision' |
| severance_dismissal_type | 1 'Individual dismissal' 2 'Collective dismissal' 3 'Mutual agreement' 4 'Resignation by the employee' 5 'In all cases of termination of the employment relationship' -9999 'No clear provision' -999 'Insufficient data' |
| contractseverancepay | 1 'Yes' 0 'No' |
| contractseverancepay1 | 1 'Yes' 0 'No' |
| SICDIS_trigger | 1 'Yes' 0 'No' |
| maxsicknesspay | 1 'percentage of basic wage' 2 'maximum amount' -8 'Not applicable' |
| maxsicknesspayperc | 1-100 -10 'The CBA explicitly refers to the law' -9 'Not specified' |
| maxsicknesspaytype | 1 'To all' 0 'To some' -7 'Insufficient data' |
| sicknessmaxdaysnr | 1-749 -10 'The CBA explicitly refers to the law' -9 'Not specified' |
| sicknessmaxdays | 1 'Yes' 0 'No' |
| disabilitypay | 1 'Yes' 0 'No' |
| MEDICAL_trigger | 1 'Yes' 0 'No' |
| healthcareaccess | 1 'Yes' 0 'No' |
| healthcareaccessrelatives | 1 'Yes' 0 'No' |
| healthinsurance | 1 'Yes' 0 'No' |
| healthinsurancerelatives | 1 'Yes' 0 'No' |

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|-----------------------------------|--|
| healthandsafetypolicy | 1 'Yes' 0 'No' |
| healthandsafetytraining | 1 'Yes' 0 'No' |
| hivpolicy | 1 'Yes' 0 'No' |
| monitoring | 11 'Musculoskeletal solicitation of workstations' 22 'Professional risks' 33 'The relationship between work and health' 44 'Employee involvement in the monitoring' - 9999 'No clear provision' -999 'Insufficient data' |
| healthandsafetyprovisions | 11 'Work accidents' 22 'Occupational diseases' 33 'Occupational overuse syndrome' 44 'Health impairments, incapacities' 55 'General improvements in working conditions' 66 'Targeted improvements in working conditions' 77 'Individual working time and working hours arrangements' 88 'Individual working conditions arrangements' 99 'Reallocation / reclassification in case of health problems or incapacity for work' -9999 'No clear provision' -999 'Insufficient data' |
| funeralpay | 1 'Yes' 0 'No' |
| WORKFAM_trigger | 1 'Yes' 0 'No' |
| paidmaternityleave | 1 'Yes' 0 'No' |
| paidmaternityleaveduration | Number -9 'Not specified' -10 'The CBA explicitly refers to the law' |
| paidmaternityleaveall | 1 'Yes' 0 'No' |
| paidmaternityleavepay | 1 'Yes' 0 'No' |
| paidmaternityleavepayperc | 1-100 -10 'The CBA explicitly refers to the law' |
| jobsecuritymothers | 1 'Yes' 0 'No' |
| childcare | 1 'Yes' 0 'No' |
| childcareleave | 1-365 -8 'It depends on the duration of hospitalization' -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| nursingmothers | 1 'Yes' 0 'No' |
| childcareprovision | 1 'Yes' 0 'No' |
| childcaresubsidy | 1 'Yes' 0 'No' |
| paidpaternityleave | 1 'Yes' 0 'No' |
| paidpaternityleaveduration | 1-365 -10 'The CBA explicitly refers to the law' -9 'Not specified' |
| paidpaternityleavepayperc | 1-100 -10 'The CBA explicitly refers to the law' |
| deathrelativesleave | 1-365 -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| maternity_nursing_breaks_duration | 1 'More than one hour' 2 'One hour' 3 'Less than one hour' -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| maternity_nursing_breaks_length | 1-30 -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| WAGES_trigger | 1 'Yes' 0 'No' |
| WAGES_determined | 1 'Individual contracts' 2 'Industry/sectoral level' 3 'National framework agreement' 4 'State or regional level' 5 'Elsewhere' 6 'Company Level' -7 'Insufficient data' |
| PAYSCALES_trigger | 1 'Yes, in one table' 2 'Yes, in more than one table' 3 'Yes, but there are only indices (no wages)' 0 No |
| PAYSCALES_period | 1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours' |
| SKILLEVEL_trigger | 1 'Occupations / Job title / Job type' 2 'Skill levels' 3 'Tenure (years of experience)' 4 'Age' 5 'Geographical regions' 6 'Specific groups of workers (like apprentices, disabled or previously unemployed)' 7 'Educational level' 8 'Sub-sectors' 9 'Firm size' 10 'Other' |
| PAYSCALES_different | 1 'Different time unit (like wages per hour and per month)' 2 'Age related pay scales (like youth wages and adult wages)' 3 'Pay scales related to geographical regions (like capital versus non-capital regions)' 4 'Pay scales related to different years' 5 'Pay scales related to specific groups of workers (like apprentices, disabled or previously unemployed)' 6 'Pay scales related to workers' educational level' 7 'Pay scales related to the sub-sector (like distribution versus retail workers)' 8 'Pay scales related to job types (like professional versus manual workers)' 9 'Pay scales related to workers' years of tenure' 10 'Pay scales related to firm size' 11 'Pay scales differentiated otherwise (please specify in the following textbox)' |
| PAYSCALES_selected_period | 1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours' |
| SKILLEVEL_selected_trigger | 1 'Occupations / Job title / Job type' 2 'Skill levels' 3 'Tenure (years of experience)' 4 'Age' 5 'Geographical regions' 6 'Specific groups of workers (like apprentices, disabled or previously unemployed)' 7 'Educational level' 8 'Sub-sectors' 9 'Firm size' 10 'Other' |
| skillwagegroups | 1 'Yes' 0 'No' |
| jobwagegroups | 1 'Yes' 0 'No' |
| jobwagegroupsperiod | 1 'hour' 2 'day' 3 'week' 4 'fortnight' 5 'month' 6 'quarter' 7 'year' |
| LOWWAGE_trigger | 1 'Yes' 0 'No' |

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|--------------------------------|--|
| lowwageperiod | 1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours' |
| COSTLIV_trigger | 1 'Yes' 0 'No' |
| STRUCINCR_trigger | 1 'Yes' 0 'No' |
| wageincreasetype | 1 'To all' 0 'To some' -7 'Insufficient data' |
| wageincreasetype2 | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' |
| wageincreasedays1 | Number -9 'Not specified' |
| wageincreasedate | 1 'Yes' 0 'No' |
| ONCERISE_trigger | 1 'Yes' 0 'No' |
| incidentalbonustype | 1 'To all' 0 'To some' -7 'Insufficient data' |
| incidentalbonustype2 | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' |
| extrapayfirmperformance | 1 'Yes' 0 'No' |
| incidentalbonusdate | 1 'Yes' 0 'No' |
| incidentalbonusdays1 | Number -9 'Not specified' |
| incidentalbonustypesec | 1 'To all' 0 'To some' -7 'Insufficient data' |
| incidentalbonustype2sec | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' |
| incidentalbonusdays1sec | Number -9 'Not specified' |
| NOCTPREM_trigger | 1 'Yes' 0 'No' |
| shiftallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| shiftallowancetype1 | 1 'Yes' 0 'No' -999 'Insufficient data' |
| shiftallowancedays1 | Number -9 'Not specified' |
| CONSIGN_trigger | 1 'Yes' 0 'No' |
| standbyallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' |
| standbyallowancetype1 | 1 'Yes' 0 'No' |
| standbyallowancetype2 | 1 'Yes' 0 'No' |
| standbyallowancedays1 | Number -9 'Not specified' |
| ANNLEAVE_trigger | 1 'Yes' 0 'No' |
| annleaveallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| annleaveallowancetype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |
| annleaveallowancedays1 | Number -9 'Not specified' |
| OVERTIME_trigger | 1 'Yes' 0 'No' |
| overtimeallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| overtimeallowancetype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |
| overtimeallowancetype_general | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| overtimeallowancedays1_general | Number -9 'Not specified' |
| overtimeallowancedays1 | Number -9 'Not specified' |
| HARDSHIP_trigger | 1 'Yes' 0 'No' |
| hardshipallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| hardshipallowancetype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |
| hardshipallowancedays1 | Number -9 'Not specified' |
| SUNDAY_trigger | 1 'Yes' 0 'No' |
| sundayallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| sundayallowancetype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |

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|---------------------------|--|
| sundayallowancedays1 | Number -9 'Not specified' |
| COMMUTE_trigger | 1 'Yes' 0 'No' |
| commutingallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| commutingallowancetype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |
| commutingallowancedays1 | Number -9 'Not specified' |
| SENIOR_trigger | 1 'Yes' 0 'No' |
| longserviceallowancetype | 1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| longserviceallowancedays1 | Number -9 'Not specified' |
| mealvouchers | 1 'Yes' 0 'No' |
| MEALALL_trigger | 1 'Yes' 0 'No' |
| mealvoucherstype1 | 1 'To all' 0 'To some' -7 'Insufficient data' |
| legalassistance_trigger | 1 'Yes' 0 'No' |
| WORKHOURS_trigger | 1 'Yes' 0 'No' |
| hoursday_select | 1 'Yes' 0 'No' -8 'Not applicable' |
| hoursweek_select | 1 'Yes' 0 'No' -8 'Not applicable' |
| hoursmonth_select | 1 'Yes' 0 'No' -8 'Not applicable' |
| hoursyear_select | 1 'Yes' 0 'No' -8 'Not applicable' |
| daysweek_select | 1 'Yes' 0 'No' -8 'Not applicable' |
| MAXHOURS_trigger | 1 'Yes' 0 'No' |
| hoursovertimemax | Number -10 'The CBA explicitly refers to the law' |
| PAIDLEAV_trigger | 1 'Yes' 0 'No' |
| holidaysdays | Number -9 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| holidaysweeks | Number -9 'Insufficient data' -10 'The CBA explicitly refers to the law' |
| bankholidays1 | 1 'Yes' 0 'No' -6 'Yes, but only those stated in the law' |
| holidaysfixed | 1 'Yes' 0 'No' |
| SCHEDULE_trigger | 1 'Yes' 0 'No' |
| sundays_year | Number -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| consecutivesundays | Number -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data' |
| tradeunleavdays | 1-100 -10 'The CBA explicitly refers to the law' |
| administrativedays | 1-100 -10 'The CBA explicitly refers to the law' |
| flexible_work_options | 1 'Extended leave' 2 'Tele-work' 3 'Work from home' 4 'Job share' 5 'Flexible hours' 6 'Change work-status (for example from full-time to part-time)' -99 'No provision' -999 'Insufficient data' |
| schedulesrestpw | 1 'Yes' 0 'No' |
| shiftstype1 | 1 'Yes' 0 'No' |
| covercountry | 1 'Yes' 0 'No' |
| coverunion_trigger | 1 'Yes' 0 'No' -7 'Insufficient data' |
| coverunionsign | 1 'Yes' 0 'No' -7 'Insufficient data' |
| coveremplnum_trigger | 1 'Yes' 0 'No' |
| coverage_date_cba | Date -99 'No clear provision' -999 'Insufficient data' |
| coveremplnumtype | 1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)' |
| coveremplnum3type | 1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)' |
| coverage_date_other | Date -99 'No clear provision' -999 'Insufficient data' |
| coveremplnumothtype | 1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)' |
| coveremplnumoth3type | 1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)' |



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