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# COLBAR-EUROPE

EUROPE-wide analyses of COLlective BARgaining agreements

Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr project grant number of COLBAR-EUROPE is VS/2019/00777)<sup>1</sup> April 2019 – March 2021

## REPORT 2:

# Clauses and patterns within and across countries in four sectors in Europe - manufacturing, construction, commerce, public sector

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2 February 2021



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<sup>1</sup> Disclaimer: The information and views set out in this report are those of the author(s) and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

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## Acknowledgements

The COLBAR-EUROPE project and its data-collection, reports and online webinars were made possible by the efforts of the teams at WageIndicator Foundation, CELSI, CNEL and the University of Amsterdam. We are grateful to all Collective Bargaining actors and all Archives of Collective Bargaining Agreements who helped acquiring full text collective agreements from 28 European Union and 5 Associate countries. Maarten van Klaveren is acknowledged for his language checks. This report has benefitted much from the work of Paulien Osse and Daniela Ceccon.

## 1 Management summary

Knowledge about what exactly is concluded in collective bargaining is a blank spot. Beyond wages, no cross-country sources are available about clauses. In view of the EC's re-launched dialogue with social partners at European level (European Commission 2016), such data is critical for monitoring progress in collective bargaining outcomes. Yet, while collective bargaining is crucial to both agreed wage levels and working conditions in Europe, our knowledge about the outcomes of collective bargaining is limited due to a lack of systematic data collection and coding of provisions collective bargaining agreements (CBAs). COLBAR-EUROPE, funded by the European Union (VS/2019/0077), aimed to gather and code hundreds of CBAs across Europe and associate countries. In total 602 CBAs could be analysed for 25 of the 28 EU countries (555 CBAs), for two of the five Associate countries (35 CBAs) and for one not-scheduled EU partner, namely Switzerland (12 CBAs). This report addresses COLBAR-EUROPE's research objective 1): Which topics are agreed upon in the agreements and can patterns in bargaining topics be identified within and across countries and private and public sectors? In the CBA Database ten topics have been distinguished. Nine topics are discussed in this report. A tenth topic, wages, is discussed in another COLBAR-EUROPE report.

Clauses in the working hours and leaves topic are most frequently present in CBAs. Across countries, more than 90% of the CBAs include this topic. The two topics health and safety, and work-family arrangements are present in 80% of the CBAs. These are closely followed by the topics job security and employment contracts, training, sickness and disability, and social security and pensions, which are present in more than 70% of the CBAs. Two topics are only present in slightly over half of all CBAs, namely, jobs descriptions and job classification, and gender equality.

The topics have been broken down by industry: Manufacturing incl. mining and quarrying; Construction incl. water supply, sewerage, waste; Commerce incl. retail, hospitality and transport; Public sector incl. education and healthcare. In manufacturing CBAs 90% of all topics are present, followed by the construction CBAs with 88% of the topics. In public sector CBAs 81% of the topics are present, followed by the commerce CBAs with 79%. Though the sectors vary with respect to the number of topics included in the CBAs, the differences across sectors are not that large.

In contrast to the small differences across sectors, the differences across countries are large. CBAs in almost all countries include clauses about working hours and leave, with the exception of Turkey and the United Kingdom. CBAs in the majority of countries include clauses about social security and pensions, but in four countries less than 20% of the CBAs include such clauses, namely, in Greece, Sweden, Turkey and the United Kingdom. It may be that social security and pensions is regulated at state level in these countries, but it may also be the case that these securities are not at all regulated. The presence of CBA clauses regarding sickness and disability also varies widely across countries, whereby six countries stand out, because 100% of their CBAs include clauses on this topic, namely Croatia, France, Serbia, Slovakia, Sweden, and Switzerland, whereas no such clauses are noted in Greece. Clauses about job security and employment contracts are present in all CBAs in Croatia, France, Serbia, Slovenia, and Switzerland, but are only infrequently present in CBAs in Greece and the United Kingdom. Clauses about job descriptions and job classification are found in all CBAs in Slovenia, whereas they are almost absent in CBAs in Greece, Portugal, Sweden and Turkey. Clauses related to training and apprenticeships are noted in all CBAs in Belgium, Romania, Serbia, Slovenia, whereas less than three out of 10 are present in Greece and Sweden. In all countries more than half of all CBAs include clauses about health and safety while in France, Poland, Romania, Serbia, and Slovenia this is even the case for all CBAs. Clauses related to gender equality are present in all CBAs in Romania, whereas they are absent in all CBAs in Greece and Turkey. Clauses about work-family arrangements are noted in all CBAs in France, Romania, Serbia, Slovenia, and Sweden, whereas they are absent in the United Kingdom.

To what extent do the CBAs in a country include any of the nine topics? In France the CBAs cover almost all nine topics, whereas this is only to a minor extent the case for Greece. In the latter country on average 25% of the CBAs include clauses on the nine topics jointly. Turkey and the United Kingdom also reveal low scores in this regard, with on average 40% of the CBAs including clauses of the nine topics jointly. Quite a number of countries are in the middle group: Belgium, Denmark, Hungary, Slovakia, Sweden, and in a merged group of seven other countries between 45% and 70% of CBAs include clauses of the nine topics. Seven countries include many clauses in their CBAs, namely Austria, Croatia, the Czech Republic, the Netherlands, Poland, Portugal, and Switzerland, with between 75% and 90% of the CBAs including all nine topics. Next to France, five countries have scores above 90% of their CBAs including all nine topics, namely Italy, Romania, Serbia, Slovenia, and Spain.

## 2 Introduction

### 2.1 The COLBAR-EUROPE project

Knowledge about what exactly is concluded in collective bargaining is a blank spot. No cross-country sources are available about clauses beyond wages. In view of the EC's re-launched dialogue with social partners at European level (European Commission 2016), such data is critical for monitoring progress in collective bargaining outcomes. Yet, while collective bargaining is crucial to both agreed wage levels and working conditions in Europe, our knowledge about the outcomes of collective bargaining is limited. Due to a lack of systematic data collection and coding in the area of collective bargaining, there are still major questions with regard to which provisions collective bargaining agreements (CBA) effectively contain and what working conditions are agreed to.

COLBAR-EUROPE aimed to contribute to the overarching objective of the Social Dialogue Program: "improving expertise and knowledge on industrial relations through analysis and research, at EU level as well as in comparative terms".<sup>2</sup> COLBAR-EUROPE focussed on "the functioning and effects of coordination of collective bargaining across different levels and territories". It did so by undertaking cross-country comparisons of the outcomes of collective bargaining, as concluded in collective agreements in EU28 plus 5 candidate countries. Such comparisons are lacking due to an absence of cross-country comparative data. Such comparisons are much desired by European social partners, as was shown in COLBAR-EUROPE's predecessor BARCOM (VS/2016/0106), in which clauses in 120 agreements from the commerce sector were compared across 23 countries.<sup>3</sup> COLBAR-EUROPE aimed to extend that study to all private and public sectors and to 33 countries, with the goal to analyse the content of more than 600 single- and multi-employers CBAs and 25 related Transnational Company Agreements (TCAs).

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<sup>2</sup> See <https://wageindicator.org/Wageindicatorfoundation/projects/colbar>

<sup>3</sup> See <https://wageindicator.org/Wageindicatorfoundation/projects/barcom/barcom>

COLBAR-EUROPE had five research objectives, namely

- 1) Which topics are agreed upon in the agreements and can patterns in bargaining topics be identified within and across countries and private and public sectors?
- 2) Do agreements include wage clauses, pay scales, and indexation clauses, and how do pay scales compare within and across countries and sectors?
- 3) To what extent is a wider bargaining agenda agreed upon and are clauses traded off against each other?
- 4) Do agreements converge across countries when concluded by daughters of multinational companies and do they align with Transnational Agreements?
- 5) How feasible is a continuous Europe-wide data collection of collective agreements?

In order to find answers to these research objectives COLBAR-EUROPE aimed to collect 518 full-text agreements from 33 countries and add these to the 120 BARCOM agreements. This would allow for analyses of 638 agreements: for 25 countries 10-20 agreements, for three countries 100 agreements, and for five candidates at least two agreements per country. By the end of the COLBAR-EUROPE project, it turned out that CBAs had been collected for 25 of the 28 EU countries, for 2 of the 5 Associate countries and for one not-scheduled EU partner, namely Switzerland. Agreements could be found online, through co-applicants' and associate partners' contacts, and by contacting negotiators directly via names in the consortium's email databases. For the coding, COLBAR-EUROPE used an existing coding scheme with an online entry-form, the WageIndicator CBA Database, since 2013 maintained by associate partner WageIndicator Foundation. The generated dataset has been analysed to provide answers to the five research objectives.

## 2.2 The COLBAR-EUROPE events and outreach

The COLBAR-EUROPE project runs from 1 April 2019 till 30 March 2021. Kick-off meetings have been held in Amsterdam, Bratislava, and Rome, the home towns of the three partners. On behalf of the meetings in Bratislava and Rome social partners from the respective countries were invited to join the discussion, whereas the meeting in Amsterdam aimed to discuss the project with European-level partners. In these meetings the research objectives were discussed in greater detail and the data-collection was outlined. Due to the COVID-19 pandemic a scheduled mid-term meeting in Spring 2020 had to be changed from a physical meeting to an online meeting. The project's Main Event initially was scheduled to be held in

Amsterdam, but due to the COVID-19 travel and meeting restrictions, an online webinar on 15 February 2021 had to be organised instead.

COLBAR-EUROPE undertook a sound dissemination strategy towards its target group -- negotiators from employers' and trade unions' sides and their support staff throughout Europe. The dissemination strategy consisted of four means. First, by organising a webinar at the end of the project. Second, by widely distributing eight quarterly newsletters to the growing email database of negotiators, social partners, researchers and policy makers. Third, by the freely accessible national WageIndicator webpages where the full text and coded agreements of each country and through the freely accessible project webpage in English.<sup>4</sup> Fourth, by maintaining contacts with national and international social partners and with individual negotiators.

The collected and coded CBAs were uploaded in the WageIndicator CBA Database, which is maintained by associate partner WageIndicator Foundation. This coding platform was also used in the COLBAR-EUROPE's predecessor BARCOM (VS/2016/0106), as well as for projects in middle- and low-income countries. WageIndicator will continue to maintain the CBA Database and will continue to add CBAs for other projects. The CBA Database can be downloaded from the ZENODO repository (<https://zenodo.org/deposit/4475583>).

The output of the COLBAR-EUROPE research consists of 11 reports related to the content of CBAs in 33 European countries. The first report consists of a set of one-page-one-country reports with basic descriptive data from the agreements database for the 28 countries, for which CBAs have been collected. The second report covers all CBAs, with chapters covering four sectors (manufacturing, construction, commerce, public sector). The third to sixth reports are covering the CBA clauses and patterns in the Visegrád countries, the Netherlands, Italy, and Spain. The seventh report details the wage clauses in CBAs and the wage levels agreed, using PPP standardized wages. The eighth report addresses the wider bargaining agenda with a focus on the trade-off between clauses. The ninth report compares the topics agreed in daughters of multinational companies and in relation to Transnational Company Agreements. The tenth report explores the feasibility of a Europe-wide data collection of collective agreements. A final report includes the results of the

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<sup>4</sup> See <https://wageindicator.org/labour-laws/collective-bargaining-agreements>



participant evaluation survey of the main event. All reports are in English. The one-page-one-country reports are also in the national language of the country at stake. All reports are freely downloadable from the COLBAR-EUROPE project webpage.<sup>5</sup>

## 2.3 The outline of this report

The current report is COLBAR-EUROPE's report no. 2, addressing research objective 1) "Which topics are agreed upon in the agreements and can patterns in bargaining topics be identified within and across countries and private and public sectors?". The analyses in this report fall apart into Chapter 3 detailing the CBAs by sector, scope and signatories, and Chapter 4 analysing the contents of the CBAs by topic, addressing working hours and leaves; social security and pensions; job security and employment contracts; jobs descriptions and job classification systems; training; health and safety; sickness and disability; gender equality; and work-family arrangements. The coding scheme has one other topic, namely wages and benefits. This topic is addressed in COLBAR-EUROPE report no. 7.

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<sup>5</sup> See <https://wageindicator.org/Wageindicatorfoundation/projects/colbar>.

## 3 The data collection

### 3.1 The Collective Bargaining Agreements Database

The key concept of the COLBAR-EUROPE project is the Europe-wide comparability of the clauses in collective agreements. To increase knowledge of the contents of collective bargaining, the global CBAs need to be collected and coded. Since 2013, COLBAR-EUROPE's associate partner WageIndicator Foundation has developed a global Collective Bargaining Agreements Database (CBA Database) and has collected and coded large numbers of CBAs. These CBAs are presented online in the WageIndicator websites in the original language and they are coded in a comprehensive and uniform way using the custom-made COBRA software platform, as described extensively in the CBA Database Manual (Ceccon et al. 2016). COBRA allows to upload the CBA texts, to annotate the relevant clauses or sentences in relation to a coding scheme. Coding is done in an English language interface. By January 2021, 1,594 CBAs from 62 countries have been archived. For analyses with these data, see Besamusca and Tijdens (2015) and Ceccon (2015, 2017).

Thanks to COLBAR-EUROPE's predecessor, the BARCOM project (VS/2016/0106), 116 agreements from the commerce sector and four from the non-commerce sector from 23 EU countries have been added to the CBA Database, allowing a detailed statistical analysis of the coded content of these agreements for EU countries.

### 3.2 Collective bargaining agreements collected

COLBAR-EUROPE aimed to collect full text CBAs from 33 countries, notably EU28 plus 5 candidate countries.<sup>6</sup> These agreements are uploaded in WageIndicator's online CBA Database and then annotated and coded according to an existing coding scheme, as is detailed in the next section. Gradually, the CBA Database facilitates the analyses needed to fill the knowledge gap concerning the content of collective agreements.

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<sup>6</sup> At the time of writing the proposal, the United Kingdom was still part of the European Union and therefore included in the project.

Between March 2016 and November 2017, the BARCOM project collected and coded 120 CBAs from 22 EU member states (Besamusca et al. 2018a, 2018b, Kahancová et al, 2018). BARCOM's initial plan was to collect and code 5 agreements per country, which turned out to be easy for some countries, but difficult for others. Ultimately the number of collected CBAs ranged from one to 11 per country. For this reason, the target number of collected and coded CBAs in COLBAR-EUROPE varied across countries. For the EU28 countries the project aimed to collect between 10 and 20 agreements per country, with the exception of Italy, the Netherlands and Spain. In these three countries, 100 agreements per country were scheduled to be coded. For Turkey, the project aimed to collect five CBAs and for the remaining candidate countries for two CBAs. BARCOM and COLBAR-EUROPE used the WageIndicator CBA database and thus the coded CBAs from both projects could be merged, thereby enlarging the number of agreements in the database and thus increasing the possibilities for analyses.

Table 1 shows that COLBAR-EUROPE aimed to analyse 638 CBAs. Given the 120 CBAs collected and coded in BARCOM, another 518 CBAs were planned to be collected and coded in COLBAR-EUROPE. These 518 were compiled of 480 CBAs from EU28, 13 from the five associate countries, and 25 Transnational Company Agreements (TCAs). By the end of the COLBAR-EUROPE project it turned out that less CBAs were collected than planned for EU28 (-45), although more were collected for the five associate countries (+34), and more TCAs were (+15). It turned out that 12 CBAs were collected and coded for Switzerland. By January 2021 the CBA Database allowed for analyses of 602 CBAs and 40 TCAs. This report will present an analysis of the 602 CBAs; COLBAR-EUROPE report no. 9 will do so for the 40 TCAs.

*Table 1 Number of CBA's coded in BARCOM, collected and coded for COLBAR-EUROPE and for COLBAR-EUROPE*

	CBAs coded in BARCOM by 2018/02	CBAs planned in COLBAR by 2019/06	Sum BARCOM + COLBAR planned by 2019/06	CBAs coded & analysed by 2021/01
EU28	120	480	600	555
5 ass. c.	0	13	13	35
Switzerland	0	0	0	12
TCA	0	25	25	40
all	120	518	638	642

*Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021*

The members of the COLBAR-EUROPE consortium used a mixed approach to collect CBAs. They browsed the Internet to find downloadable CBAs as well as asked social partners to send their CBAs. The latter was especially relevant for countries where CBAs are not published online. The social partners were recruited from the partners' networks.

Table 2 details the number of collected CBAs by country. It shows that for three countries the scheduled 100 CBAs per country were easily met, namely Italy (COLBAR-EUROPE report no 4), the Netherlands (COLBAR-EUROPE report no 5), and Spain (COLBAR-EUROPE report no 6). For the four Visegrád countries the target number of 10 CBAs per country was exactly reached, namely 10 CBAs per country for the Czech Republic, Hungary, Poland, and Slovakia (COLBAR-EUROPE report no 3). For EU28 countries, namely: Austria, Denmark, France, Portugal, Romania, and Sweden, more CBAs than scheduled could be collected, whereas for another 11 countries less CBAs could be collected: Belgium, Bulgaria, Croatia, Cyprus, Estonia, Finland, Germany, Greece, Ireland, Latvia, Lithuania, Luxembourg, Malta, Slovenia, and the United Kingdom. For three EU countries no CBAs at all could be collected, namely Cyprus, Latvia, and Luxembourg. For two of five EU associate member states, namely Serbia and Turkey, more CBAs could be collected than scheduled, whereas for the remaining three countries, namely Albania, Macedonia, and Montenegro, no CBAs could be collected. For Switzerland, no CBAs were scheduled, but the team happened to come across a website with quite a number of downloadable CBA texts and therefore decided to collect and code them for the COLBAR-EUROPE project.

Table 2 Number of coded CBA's in BARCOM and COLBAR-EUROPE and analysed in COLBAR-EUROPE

EU	Country	BARCOM 2018	Target COLBAR_ EUROPE, incl BARCOM	Analysed COLBAR_ EUROPE	Difference
EU	Austria	5	10	26	16
EU	Belgium	8	20	8	-12
EU	Bulgaria	1	10	1	-9
EU	Croatia	6	10	7	-3
EU	Cyprus	0	10	0	-10
EU	Czech Republic	3	10	10	0
EU	Denmark	7	10	15	5
EU	Estonia	4	10	4	-6
EU	Finland	3	10	3	-7
EU	France	10	20	31	11
EU	Germany	3	10	3	-7
EU	Greece	8	20	8	-12
EU	Hungary	2	10	10	0
EU	Ireland	0	10	1	-9
EU	Italy	12	100	101	1
EU	Latvia	0	10	0	-10
EU	Lithuania	1	10	1	-9
EU	Luxembourg	0	10	0	-10
EU	Malta	0	10	4	-6
EU	Netherlands	10	100	101	1
EU	Poland	0	10	10	0
EU	Portugal	6	20	33	13
EU	Romania	1	10	24	14
EU	Slovakia	2	10	10	0
EU	Slovenia	1	10	8	-2
EU	Spain	8	100	108	8
EU	Sweden	8	10	15	5
EU	United Kingdom	11	20	13	-7
EU Cand.	Albania	0	2	0	-2
EU Cand.	Macedonia	0	2	0	-2
EU Cand.	Montenegro	0	2	0	-2
EU Cand.	Serbia	0	2	10	8
EU Cand.	Turkey	0	5	25	20
EU partner	Switzerland	0	0	12	12
	Total CBAs	120	613	602	-11
All	TCA	0	25	40	15
	TOTAL	120	638	642	4

According to the evaluation of the BARCOM project (Ngeh Tingum 2018), the main reason for not reaching its target numbers was difficulties to find any CBAs in commerce in Latvia and Malta, and only one or two in Bulgaria, Hungary, Lithuania, Romania, Slovakia, and Slovenia. The BARCOM team and the social partners undertook several attempts to gather CBAs in the countries at stake. One reason is related to the fact that these countries do conclude more CBAs in manufacturing than in the targeted commerce sector. Countries with the lowest coverage happen to be the countries who post their agreements the least online.

Moreover, the negotiating partners in these countries apparently are loosely connected to their confederations, resulting in local awareness only of the existence of CBAs. Another reason is that the countries with only firm-level agreements posed more difficulties, because here employers tend to consider this sensitive information while trade unions may fear firm-level agreements to stimulate a race to the bottom. Collecting agreements from countries with sector-level bargaining is relatively easy, because the agreement is supposed to create a sectoral level-playing field – all of which works well with transparency.

In some countries collective bargaining partners were not willing or able to share CBAs because these are collected by publishers or commercial research institutions, such as the UK, and therefore behind a pay wall and copyright protected. The UK is an example in this regard. In other countries the negotiators restrict the dissemination of the full text to those who are covered by the agreement or to the signatories' membership, such as Germany, or because the negotiators do not want the text to be public for competitiveness reasons. In Italy the sectoral agreements are freely available, but not so the underlying company agreements. In the Czech Republic, agreements are archived centrally, but in many other CEE countries this is not the case; therefore, they had to be gathered via individual negotiators. In order to analyse collective bargaining in these countries the sectoral scope of the project needs to be broadened. Based on experiences with the WageIndicator CBA Database, we can conclude that throughout Europe 'collective agreement' is mostly a well-understood concept. However, some agreements have wage supplements, which are negotiated more frequently than the agreement itself, challenging the registration of annexes to CBAs. Collective agreements are typically renewed after an agreed duration. In most countries, renewed agreements are published full text, though sometimes only the changes are registered, as is the case for the repository of the AWWN service organisations for employers in the Netherlands.

In the analyses in the next sections we will include countries with at least five CBAs. The seven countries with less than five CBAs have been merged in one group. This applies to Bulgaria, Estonia, Finland, Germany, Ireland, Lithuania, and Malta. Our analyses will include 21 EU countries, two EU candidate countries Serbia and Turkey, and one EU partner country Switzerland; thus jointly 24 countries and one merged country.

### 3.3 Uploading and coding the CBAs

The uploading of the full-text documents in WageIndicator's CBA database has been carried out by a team in which all project partners participated. Annotating and coding of the texts was divided across the three applicants; CNEL did so for the Italian agreements, CELSI for the agreements from the Visegrád countries, while the remaining agreements were coded by lead applicant UvA/AIAS-HSI, including those from the Netherlands and from Spain (one researcher is a qualified Spanish speaker). Team members were able to read most of the languages of the agreements. If they could not, Google translate provided translations of sufficient quality for coding agreements. By the end of November 2020, coding of CBAs had ended, as to be able to prepare the dataset for the analyses; these were carried out in January 2021.

For the conversion of full texts into machine-readable format, called 'cracking', the COLBAR-EUROPE project used the OCR software available through WageIndicator Foundation. Cracking PDF documents goes quick, but if the full texts include tables (and many do so) extra controls are needed, because the software cannot convert tables with sufficient quality. This particularly applies to tables with pay schemes. The gathered collective agreements were mostly in Word or PDF format, but some were in GIF format, requiring extra checks. Next the texts are assigned headings (H1, H2, H3) and the text is read to annotate the clauses according to the coding scheme.

### 3.4 The Coding scheme of the CBA Database

The coding scheme of the CBA Database consists of two parts (see Ceccon and Medas, 2021, for the codebook). The first part relates to the CBA meta data concerning the signatories of the agreement; the entry dates and duration; included or excluded groups of workers, if any; and the scope of the agreement (transnational, sectoral, company-based). The second part relates to ten main topics in the coding scheme (Table 3). The ten topics are: Pay clauses and Premiums and allowances; Working hours; Social Security and Pensions; Job security and employment contracts; Jobs descriptions and job classification systems; Training; Health and Safety; Sickness and Disability; Gender Equality, and Work-Family Arrangements.

The dataset of the CBA Database currently has 717 variables. An exhaustive list of variables and their value labels can be found in Ceccon and Medas (2021). The scheme includes routing features, which allow to skip so-called trigger-questions about a topic if that topic

has no clauses in the CBA. The coding scheme holds numerous variables for coding pay scales. In total 76 variables can be used to code the start and final amounts per pay scale, allowing to enter data for a maximum of 19 pay scales (COLBAR-EUROPE report no 7). The pay scale coding scheme has been developed in the BARCOM project.

Table 3 Overview of coded items by topic

<b>Meta Data</b>	Single/multi-employer agreement, signatories/parties to the agreement, number of employees covered, geographical scope, start and expiration date, ratification process
<b>Working Hours</b>	Clauses on working, schedules, paid and unpaid leave clauses, paid holidays
<b>Social Security and Pensions</b>	Clauses on social security and pensions, employer contributions to pension fund, employer contributions to disability fund, employer contributions to unemployment fund
<b>Employment Contracts</b>	Clauses on individual employment contracts and job security, as well as questions about trial periods and severance pay
<b>Jobs descriptions and job classification systems</b>	Job descriptions including duties, purpose, responsibilities, scope, and/or working conditions, and job classification system
<b>Training</b>	Training and apprenticeships, employer contributions to a training fund
<b>Health and Medical Assistance</b>	Health and safety policies at the workplace, HIV-related policies and health and safety training, health or medical assistance, health insurance of the employees, health insurance coverage of family members
<b>Sickness and Disability</b>	Sickness and disability clauses, pay during periods of sickness, maximum pay during sick leave, maximum days of sick leave, exclusion of some categories of employees for sick leave, pay in case of work related
<b>Gender Equality</b>	Equal pay clauses, discrimination at work, equal opportunities for promotion and training, gender equality trade union officer, sexual harassment and violence at work, special leave victims of violence, support for workers with disabilities
<b>Work-Family Balance</b>	Clauses on work and family arrangements, weeks of paid maternity leave, wage replacement level of paid maternity leave, job protection during maternity leave, care for dependent relatives, employer-provided childcare facilities
<b>Wages</b>	Structure of pay scales, wage-setting processes, minimum wages, wages according to pay scales, premium pay for overtime hours / weekend work / night shift

Source: Adapted from Table 1 on p. 7 in Besamusca et al. 2018b.



### 3.5 The analytical strategy

The data of the CBA Database is available in csv format and converted into a dataset for statistical analyses. The analytical strategy for the dataset includes descriptive analyses (frequency and cross tables with Chi-squares or ANOVA, T-tests, correlations) as well as linear and logistic regression modelling of the data. Stata do-files, which have been developed in the BARCOM project, were used again to facilitate the statistical analysis.

### 3.6 Key word analyses

For Italy, Netherlands and Spain 100 CBAs have been coded. This large number allows to develop a keyword coding system, aiming to explore whether automatic coding opens new ways for future maintenance of the CBA database at lower costs. The results are discussed in Ceccon and Kaandorp (2019) and in the three reports for Italy (COLBAR-EUROPE report no 4), the Netherlands (COLBAR-EUROPE report no 5), and Spain (COLBAR-EUROPE report no 6).

## 4 CBAs by sector, scope and signatories

This Chapter discusses how the sectors of the CBAs have been identified. Next it details the scope and signatories of the CBAs.

### 4.1 Identifying the sector of the CBA

As Table 4 shows, the COLBAR-EUROPE project collected CBAs from all sectors. This report aims to explore the CBAs in four broad sectors, namely manufacturing; construction; commerce, and the public sector. However, in many CBAs the demarcation lines between sectors as indicated in the NACE industry classification and those indicated in CBAs do not fully overlap, requiring a domain identification of the CBAs relative to NACE. Therefore, the coding scheme includes a domain question through which the coder can select one or multiple NACE codes. On behalf of this report, the NACE categories of the CBAs were mapped into the four broad sectors for COLBAR-EUROPE just mentioned. Our mapping into the four sectors does not include a classification of private versus public sector organisations, because across European countries the labelling of private or public sector organisations varies largely. Whereas in some countries all manufacturing factories are privately owned, in other countries some factories are wholly or partly publicly owned. Thus, the public-private labelling does not help to map the CBAs into the four broad sectors.

Table 4 shows how almost all NACE categories of the CBAs have been mapped into the four sectors just mentioned. One NACE category, namely A. Agriculture, forestry and fishing, has not been mapped into any of the four sectors; therefore, 16 CBAs had to be excluded in the remainder of this Chapter. Another 12 CBAs had to be excluded because their NACE category could not be identified. All analyses in the remainder of this report have been carried out for 602 CBAs, though in case of breakdowns by sector the analyses are valid for 574 CBAs.

Table 4 The four sectors in this report, broken down by the NACE-rev2.0 1 digit classification

COLBAR sector	NACE-rev2.0 industries 1 digit	Freq
not included	1 A Agriculture, forestry and fishing	16
manufacturing	2 B Mining and quarrying	6
manufacturing	3 C Manufacturing	57
construction	5 E Water supply; sewerage, waste management and remediation activities	20
construction	6 F Construction	32
commerce	7 G Wholesale and retail trade; repair of motor vehicles and motorcycles	166
commerce	8 H Transportation and storage	65
commerce	9 I Accommodation and food service activities	22
commerce	10 J Information and communication	21
commerce	11 K Financial and insurance activities	32
commerce	12 L Real estate activities	4
commerce	13 M Professional, scientific and technical activities	8
public sector	15 O Public administration and defence; compulsory social security	33
public sector	16 P Education	39
public sector	17 Q Human health and social work activities	44
commerce	18 R Arts, entertainment and recreation	9
commerce	19 S Other service activities	16
	Total	590
Missing	-999	12
Total		602

Source: WageIndicator CBA Database, selection CBAs in COLBAR-EUROPE countries, accessed 20 Jan 2021

Insight into the total number of CBAs in Europe is limited (see report no. 10), but insight how CBAs are distributed across industries is absolutely missing. Detailed insight in the CBAs in the Netherlands reveals that the number of CBAs is very unevenly distributed. Whereas CBAs in the chemical industry are concluded per company, the metal industry has one CBA agreed for the whole sector. The CBAs collected for BARCOM and COLBAR-EUROPE are not based on a random sample of CBAs, but on downloads from CBA repositories or on snowball sampling in case archives were lacking.

Table 5 shows that the majority of CBAs can be found in sector 3, the Commerce sector. This is partly an effect of choices made in the BARCOM project, but in the COLBAR-EUROPE project most CBAs are also collected from commerce, totalling to six in ten CBAs. In three countries relatively many CBAs are found in manufacturing, namely in Poland, Slovenia and Switzerland. In four countries CBAs in construction are overrepresented, namely in the Czech Republic, Hungary, Poland, and Slovakia. In seven countries the commerce sector is

overrepresented, namely in Austria, Denmark, France, Portugal, Spain, Sweden, and the United Kingdom. In five countries the public sector is overrepresented, namely in Denmark, Hungary, Italy, Romania, and Turkey.

Table 5 Number of CBAs by four sectors

	Frequency	Percent
1 Manufacturing incl. mining and quarrying	63	11,0
2 Construction incl. water supply, sewerage, waste	52	9,1
3 Commerce incl. retail, hospitality and transport	343	59,8
4 Public sector incl. education and healthcare	116	20,2
Total	574	100,0

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries CBAs, accessed 20 Jan 2021,

N=602, missing = 12, excluded = 16

## 4.2 Specifying the countries in the analyses

The CBA Database was meant to include CBAs for 28 EU countries and 5 Associate countries, as Table 2 has shown. However, for three EU countries, Cyprus, Latvia, and Luxembourg, and for three Associate countries, Albania, Macedonia, Montenegro, no CBAs could be collected, leaving 27 countries for analyses. One country, Switzerland, was not scheduled, but we could nevertheless collect CBAs, bringing the total number of countries to 28. However, for seven countries the CBA Database included five or less CBAs per country, namely Bulgaria, Estonia, Finland, Germany, Ireland, Lithuania, and Malta. These seven countries were merged into one group. Therefore, the analyses in the remainder of this report have been broken down by 21 countries and one merged country group.

## 4.3 Scope and signatories

Just over 50% of 602 CBAs are signed with a single employer; one out of five employers are part of a multinational, and another 40% of the agreements is signed with an employers' association. The remaining 10% is signed with multiple employers or the signatory is not identified. In Serbia, Slovenia, and Turkey, the type of signatories at the employers' side could relatively often not be identified. Across industries, the type of signatories does not vary largely. In the public sector the signatories from the employers' side are more often single employers and less often employers' associations. Across countries, however, the type of signatories varies largely. In Croatia, Greece, Poland, Romania, and the United Kingdom,

single employers make up the vast majority of signatories at the employers' side. In Belgium, Denmark, and the Netherlands, majorities consists of employers' associations. In Slovenia, the signatories are mostly multiple employers.

The signatories from the employees' side almost eight in ten were concluded with trade unions only (78%). 2 CBAs were signed with professional associations only and 16 were concluded with one or more trade unions and one or more professional associations. The remaining CBAs, almost one in five, were concluded with other organisations or with a mixture of trade unions, professional association and other organisations. Approximately half of all CBAs with a trade union signatory was concluded with one trade union, another third was concluded with two trade unions, one in ten with three trade unions, and the remaining CBAs with four or five trade unions.

With the exception of two CBAs, all agreements specify a starting date. These range from 1960 to 2020. Two CBAs date back to the 1960s, two to the 1970s, four to the 1980s, 12 to the 1990s, 28 to the 2000s, and the remaining 502 to the 2010s, with another seven starting in 2020. For another 31 no start date was registered. Only four out of five CBAs include an end date (81%). In particular CBAs signed before 2000 do not contain an end date, whereas almost all CBAs starting from 2016 onwards contain an end date agreed, namely 350 of 378 CBAs (93%).

In 90% of the cases, the agreements cover workers in the sector or firm throughout the country, whereas 10% apply only to specific regions. These shares do not vary across the four sectors, but two countries -- Spain and Portugal-- show more often CBAs for specific regions. 14% of all agreements cover trade union members only. In this respect the four sectors show no variation. However, coverage of trade union members is reported more frequently in Denmark, Sweden, Turkey, and the United Kingdom. One in ten agreements limit the scope of the CBA by excluding groups of workers from some or all provisions, be it part-time workers, apprentices, students, temporary agency workers, or alike.

As expected, very few CBAs mention the number of workers covered by the agreement (5%). If numbers are provided, they range from 54 for the company Douro Acima in Portugal to 71,000 in Denmark for the welfare services. Numbers are most often provided for construction and least for the public sector. Portugal has the best track record here, with 81% of the CBAs mentioning the number of workers covered.

## 5 Contents of collective agreements

This Chapter analyses nine of the ten main topics in the coding scheme (Table 3). These are Working hours, Social Security and Pensions, Job security and employment contracts, Jobs descriptions and job classification systems, Training, Health and Safety, Sickness and Disability, Gender Equality, and Work-Family Arrangements. This report does not detail Pay clauses and Premiums and allowances, as that is dealt with in COLBAR-EUROPE Report no. 7.

### 5.1 Working hours and leaves

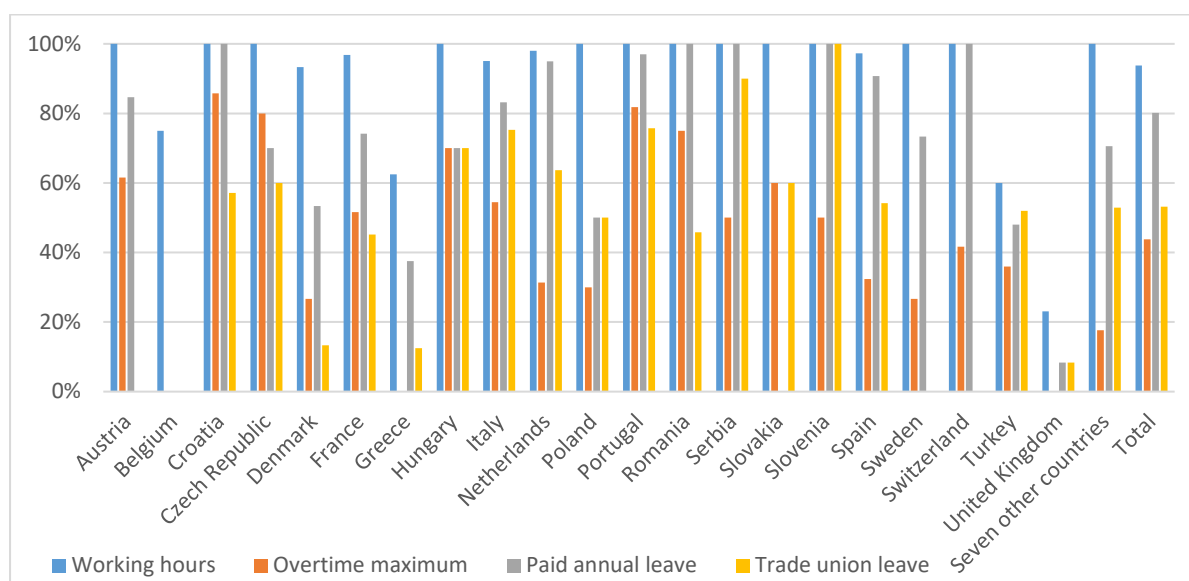
The large majority of agreements contain clauses on working hours (93%). That is the case with all agreements in manufacturing, but with only eight in ten in the public sector. In three countries working hours clauses are far less often mentioned, namely in Greece (63%), Turkey (60%) and the United Kingdom (23%). Figure 1 provides details per country.

Most agreements set standard working hours per week and rarely set monthly or yearly working hours. If a standard working week is included, an average of 39,2 hours per week is agreed (min 18, max 60, stdev 3,07). If a clause about working hours per day is included, an average of 8,1 hours per day is agreed (min 4, max 12, stdev 1,09). The average working hours hardly vary across sectors, but they vary across countries with France at the bottom of the distribution with 36,8 hours and Turkey on top with 44,2 hours. If a number of working days per week is included, an average of 5,1 days per week is agreed (min 1, max 7, stdev 0.53). In 123 agreements a clause on working hours per year is included, ranging between 1,582 and 2,300 hours per year.

Four in ten agreements limit the maximum overtime, maximising occasional overtime at between 1 and 22 hours over the regular working week. Overtime clauses are most often noticed in construction and least in commerce (59% versus 39%). No overtime clauses are present in agreements in Belgium, Greece, and the United Kingdom, whereas more than eight in ten agreements in Croatia, the Czech Republic, and Portugal contain such clauses.

One in three agreements contain clauses on flexible working hours. These agreements are most often noticed in construction and least often in commerce (47% versus 33%). Almost none agreements in France, Greece, and Serbia contain clauses about flexible working hours, while it is frequently mentioned in the Czech Republic (70%).

Figure 1 Percentages of CBAs with clauses, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

Less than one in ten agreements include clauses about telework (8%). Telework is most often mentioned in construction and least often in the public sector (14% versus 4%). Although the construction sector does not seem to be the most appropriate sector for clauses about telework, the sector does also cover jobs that are not particularly are bound to the construction sites, such as draftsman, workplanners, engineers, and these could telework. Telework clauses are only noticed in agreements in the Czech Republic, Italy, the Netherlands and Spain. All other countries do not contain any clauses about telework.

Two in ten agreements include clauses about the option to change the agreed working hours, for example from part-time to full-time or the other way around (20%). This occurs most often in manufacturing and least in the public sector (32% versus 17%). The majority of countries do not have agreements with such clauses, but nine do. Four countries have such clauses more than the European average, namely Slovenia (25%) Hungary (30%), Italy (40%) and Spain (47%).

Eight in ten agreements contain clauses on paid annual leave, granting workers between 10 and 40 days of paid annual leave for workers with at least one year of service. The average number of paid annual leave days hardly varies across sectors, but they do across countries. Agreements with clauses on paid annual leave provide on average 20 days paid leave in Serbia, Slovenia and Turkey compared to 28 and 29 in Austria respectively the Czech Republic. Only 36 agreements assign fixed periods for paid annual leave.

Half of all agreements provide leave for trade union activities. This happens more frequently in construction and less in the public sector (71 % versus 47%). Twelve countries do not have clauses on trade union leave. By contrast, in Serbia and Slovenia almost all agreements contain such clauses. In countries with these clauses the number of leave days varies widely, from 1 to 96 per year.

One in four agreements have clauses about paid leave to attend court or for administrative reasons, mostly in manufacturing agreements and least in commerce agreements. Fifteen countries contain no clauses on this topic, while in Portugal and Spain the majority of agreements contain such clauses.

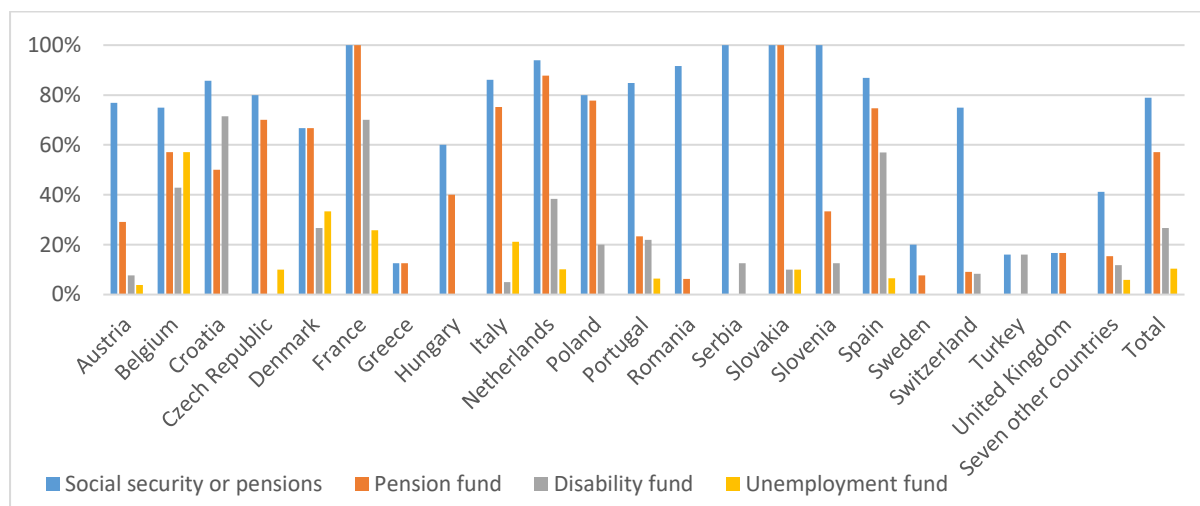
## 5.2 Social Security and Pensions

Almost eight in ten agreements contain clauses on social security and/or pensions (79%). Such clauses are relatively often noticed in construction (96%) and least often in commerce (74%). Six countries stand out with a high percentage of CBAs containing such clauses, notably France, the Netherlands, Romania, Serbia, Slovakia, and Slovenia (Figure 2). Four countries stand out for few CBA clauses on social security and/or pensions, notably Greece, Sweden, Turkey and the United Kingdom. We have not explored whether low percentages of social security and pension clauses in CBAs are related to legal social security and pension arrangements. However, one study for the Netherlands revealed that between 1995 and 2008 CBA clauses in the country largely compensated for the declining welfare state coverage with respect to disability (Yerkes and Tijdens, 2010).

282 agreements contain clauses about employer contributions to employees' pensions, 158 to disability funds and 61 to unemployment funds. Contributions to pension, disability and unemployment funds are more common in manufacturing and commerce, but far less in the public sector. Three countries stand out for high percentages of CBAs with clauses about employer contributions to employees' pensions, namely France, the Netherlands and Slovakia, whereas five do so for low percentages: Romania, Serbia, Sweden, Switzerland, and Turkey. Two countries reveal a high percentage of CBAs with disability clauses, namely Croatia and France, whereas seven reveal low percentages: the Czech Republic, Greece, Hungary, Italy, Romania, Sweden, and the United Kingdom. More than ten countries have no clauses about unemployment funds, whereas only in Belgium more than five in ten CBAs hold such clauses. See Figure 2 for detailed percentages.



Figure 2 Percentages of CBAs with social security clauses, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602. Missing = 4

### 5.3 Job security and employment contracts

Collective bargaining can guarantee basic job security and decent employment contracts. The coded CBA database measures whether agreements contain clauses on employment contracts. Of the 602 CBAs, 521 contain clauses on individual employment contracts (86%). These clauses are slightly more often noticed in manufacturing and slightly less often in commerce and the public sector. All CBAs in Croatia, France, Serbia, Slovenia, and Switzerland have clauses about employment contracts, whereas such clauses can hardly be noted in Greece and the United Kingdom.

Three topics are relevant as regards clauses about employment contracts. The coding scheme contains questions about a trial period agreed when commencing employment, about severance pay in case of ending the employment contract, and about specific groups of workers excluded from the CBA. Exclusion is measured for part-time workers, temp agency workers, apprentices and student jobs.

More than six in ten CBAs contain clauses on a trial period when commencing employment. Such clauses are most often noticed in manufacturing and least so in construction (76% versus 57%). In France, Slovenia, Sweden, and Switzerland almost all CBAs have clauses about a trial period, whereas in the Czech Republic, Greece, Slovakia, and the United Kingdom such clauses are hardly present. On average the trial period is 70 days (min 2, max 243, sd 48.35).

Two in ten CBAs contain clauses about severance pay, mostly in relation to years of tenure. Over half the CBAs with severance clauses offer severance pay in days, whereas less than half pay out a percentage of the regular wage (57% versus 43%). Between 10% and 500% of the monthly salary (on average about 1,5 times the monthly wage) is paid for workers with 5 years of service, compared to between 5 and 450 days (median 60 days) in those agreements that pay severance in days. Severance pay does not vary largely across sectors. Across countries all CBAs in France and 90% in Italy include severance pay, whereas in Serbia and the United Kingdom this share is below 10%.

Exclusion of CBA clauses for part-time workers, temp agency workers, apprentices and student jobs is observed infrequently. Only 10 CBAs explicitly exclude part-timers from one or more clauses. The coders have commented on the exclusion. These refer to different calculations of working hours, different compensations for full-time and part-time workers in case of hours flexibility, part-time workers working less than 25% of a full-time worker not being eligible for the health care fund, overtime remuneration referring to a slightly lower premium for overwork during hours that exceed their regular hours but do not exceed fulltime hours. 33 CBAs explicitly exclude apprentices from one or more clauses. If so, most of these CBAs fully exclude apprentices. Other CBAs state that apprentices are excluded from severance pay, provisions in case of illness, job classification, or training. 15 CBAs exclude workers in student jobs or in so-called mini-jobs; mostly this is related to not being entitled to severance pay or to annual paid leave.

Temp agency workers are addressed in 149 CBAs. The comments can be divided into three categories. A first category simply states that the CBA does not cover temporary agency workers. A second category refers to equal employment conditions for temp agency workers and regular workers, mostly as regards equal pay and equal benefits. A third category consists of clauses related to staffing, among others stating that employers only operate with certified agencies, limit the share of temporary agency workers to 25% or 30% of total staff, or just state that structural use of temporary agency workers is prohibited.

## 5.4 Jobs descriptions and job clasification systems

Typically, the wages agreed in CBAs are related to job categories and job categories are typically ranked according to skill requirements or the degree of autonomy in the job and as such related to salary groups. Therefore, the CBA coding scheme has questions about the

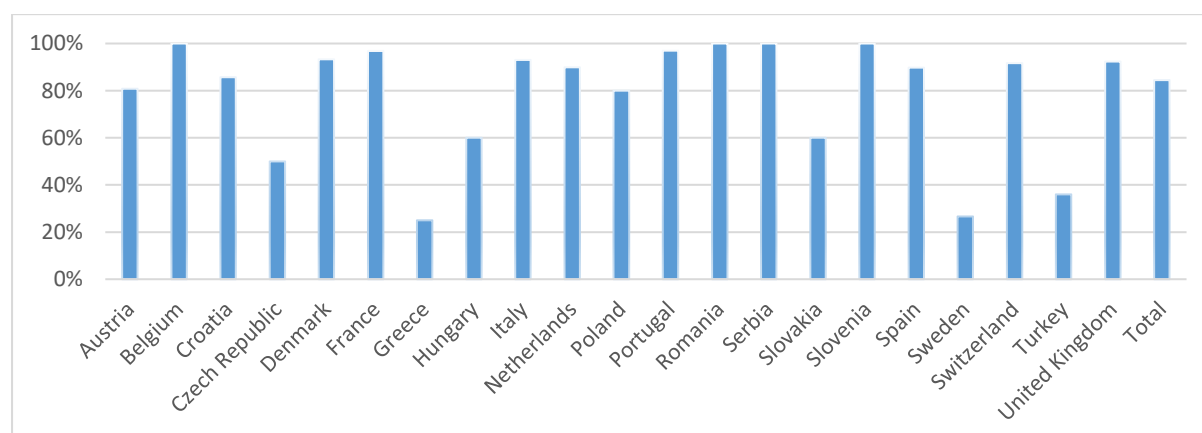
presence of job descriptions and classification systems in the CBA texts. Three in four CBAs make reference to a job classification system or include job descriptions (75%). In commerce, this is less often the case than in the other three sectors. Across countries, the CBAs in Austria, France, Italy, the Netherlands, Poland, Portugal, Romania, Serbia, Slovenia, Spain, and Switzerland are above this average, whereas in Greece, Sweden, and Turkey, job descriptions or job classifications are absent or almost absent; they show up below average in the Czech Republic, Denmark, Slovakia, and the United Kingdom.

More than one out of three CBAs both include a reference to a job classification system and include job descriptions (36%). One in four includes a reference to a job classification system, but does not include job descriptions (26%). Most likely, in these cases the job descriptions are the domain of the Human Resources department and not subject to bargaining. The coding scheme asks for the names of the job classification systems, but these names reflect that these systems are closely bound to the company or the sector; they do not have specific names but rather are called 'classification system' or alike, and they include job groups and their ranking. The Netherlands stands out, because the country has a few classification systems that are transcending the company level and sometimes even that of the sector.

## 5.5 Training

More than eight in ten agreements contain clauses on training or apprenticeships (85%). Across industries there is little variation, but across countries there certainly is, with these clauses hardly found in Greece, Sweden and Turkey but very often in Belgium, Romania, Serbia, and Slovenia. Figure 3 shows the percentages per country.

Figure 3 Percentage CBAs with clauses on training or apprenticeships, countries with at least 5 CBAs



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

Of the 505 agreements with clauses on training or apprenticeships, 415 refer to apprenticeships and 260 training programmes. Apprenticeships clauses are more often noticed in manufacturing, and less often in construction and commerce. These clauses are far more often present in France and Slovenia, and far less in Poland and the United Kingdom. Clauses about the training of employees are slightly more often present in commerce and less often in manufacturing and commerce. In Belgium, Croatia, Italy, Turkey, and the United Kingdom almost all CBAs include clauses about the training of employees, whereas this is relatively less often the case in CBAs from the Netherlands and Switzerland. More than half of the CBAs with a clause about training of employees also have a clause about a training fund. This is particularly the case in manufacturing and less in construction.

## 5.6 Health and Safety

Almost nine in ten agreements contain at least one clause on health and safety issues (86%). In manufacturing such clauses are most frequent and in commerce and public services the least (97% versus 82%). In Belgium, Greece, Hungary and Sweden about half of the CBAs have health and safety clauses, whereas in France, Poland, Romania, Serbia and Slovenia all CBAs have such clauses.

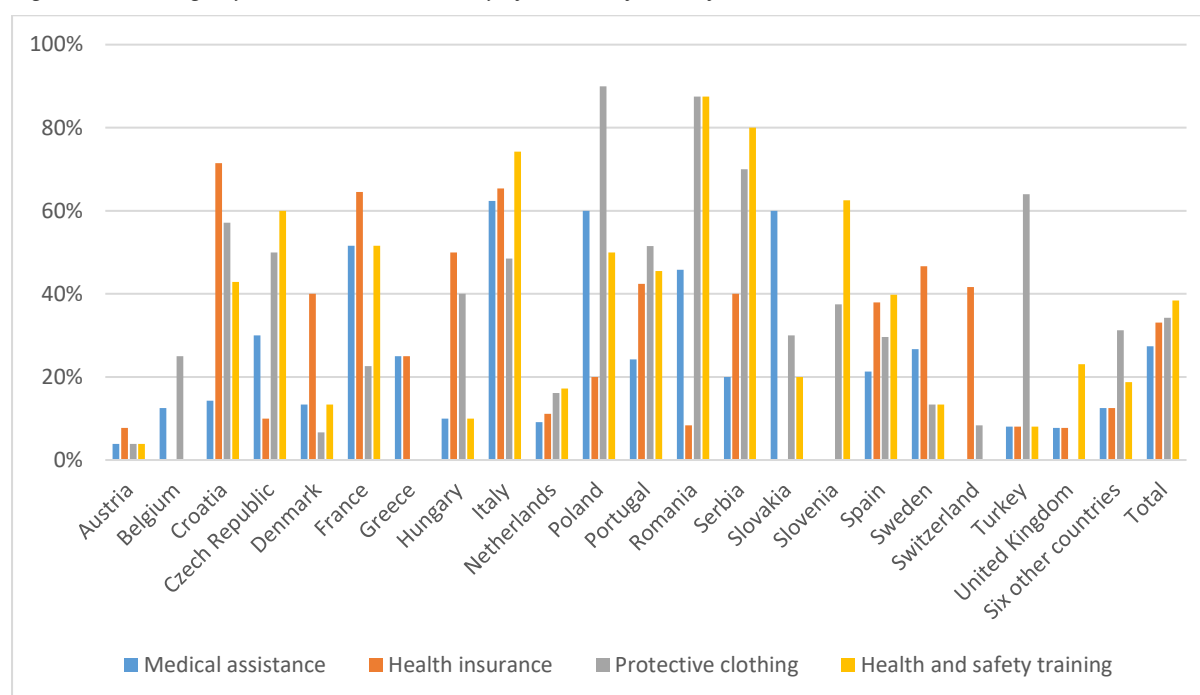
164 agreements provide access to free or subsidised medical assistance, while only 45 agreements include relatives in coverage for medical assistance. Access to medical assistance is most frequently noted in commerce and least in manufacturing. This access is most common in Slovakia and least so in Slovenia and Switzerland (Figure 3). Slightly over one-third of the 509 agreements with clauses on health and safety lay down contributions to employees' health insurance costs, and in one-third of these agreements family members are included (Figure 4).

Seven in ten agreements refer to an occupational health and safety policy, although in the majority of these agreements the reference to an external policy document is the only way of mentioning occupational health and safety. Clauses on occupational health and safety policies are found in all countries, but least in Austria.

Just over three in ten agreements oblige employers to provide protective clothing to employees (34%). This is most common in manufacturing and least in commerce (71% versus 45%). As for countries, it is most common in Belgium, Hungary, Poland and

Romania, while it is never mentioned in the United Kingdom (Figure 4). Less than three in ten agreements foresee regular health check-ups (29%) while almost four in ten dictate training should take place (38%). In case of fatal accidents, 247 agreements provide funeral-related benefits to workers' relatives (41%).

Figure 4 Percentages of CBAs with health and safety clauses, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602. Missing = 4

## 5.7 Sickness and Disability

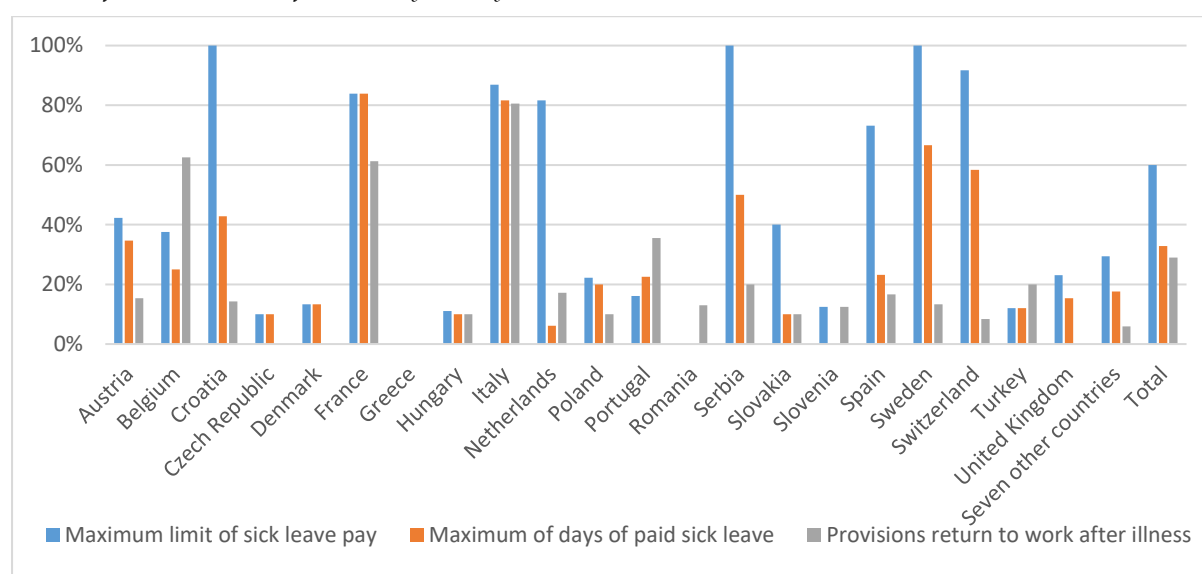
More than eight in ten CBAs have clauses on disability and sick leave (84%). Of those 506 agreements, six in ten limit the wage received during sick days to 80 or 90 per cent of days workers can make use of paid sick leave. Four in ten do not reduce workers' wages. Wage reduction is most common in construction and least in the public sector (68% versus 55%). Wage reduction is implemented in all CBAs in Croatia, Serbia and Sweden, while it is absent in Greece and Romania. Figure 5 reveals that countries widely vary regarding these wage reduction clauses.

Three in ten CBAs limit the length of sick leave, typically to one month, 3 months, 6 months, one year, or longer. Six months is the sick leave length most frequently mentioned, followed by one year. The average length of sick leave is lowest in manufacturing with 150 days, whereas the other three sectors vary between 228 and 246 days. The average maximum

length of sick leave ranges from 30 days in Serbia to 729 days in the Netherlands. Figure 5 reveals that countries vary widely regarding the wage reduction clauses; also, that almost 80% of the CBAs in France and Italy contain these clauses, while they are absent in Greece, Romania, and Slovenia.

Almost three in ten CBAs provide provisions regarding return to work after long-term illness (29%). Sectors hardly vary regarding these clauses about return to work, but across countries Italy stands out with 80% of CBAs containing such clauses, whereas not a single CBA in the Czech Republic, Denmark, Greece and the United Kingdom contain such clauses.

Figure 5 Percentages of CBAs with clauses on maximum pay for sick leave, maximum days of sick leave and provisions for return to work after illness, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602. Missing = 4

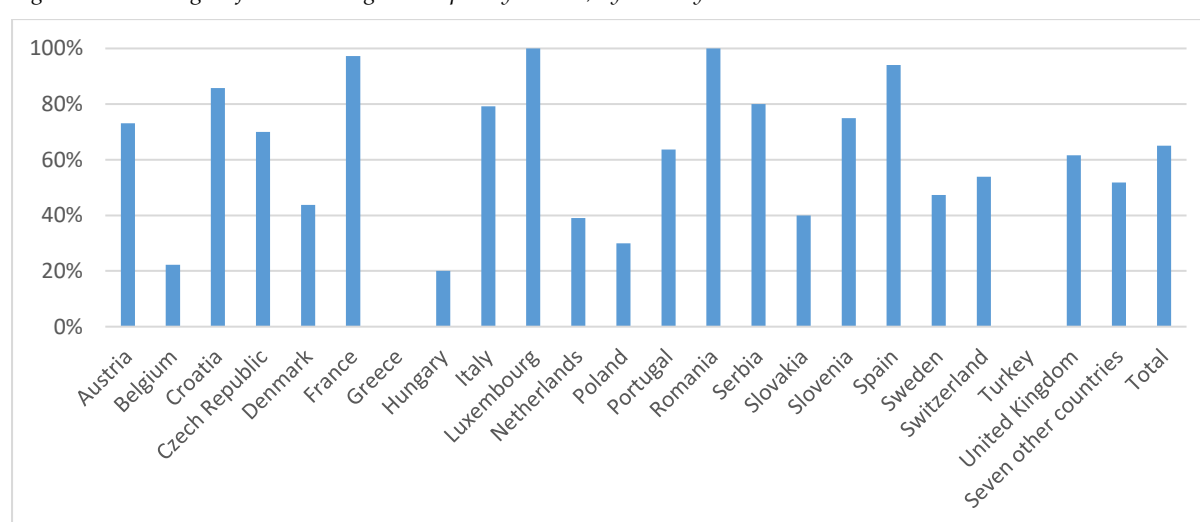
## 5.8 Gender Equality

More than half of the agreements contain at least one clause regarding gender equality or violence in the workplace (53%). The most frequently addressed equality clauses are clauses against discrimination at work (35%), followed by clauses prohibiting violence at work and prohibiting sexual harassment at work (28% respectively 22%). Almost two in ten agreements have clauses that specifically mention equal pay for work of equal value (16%); the majority of these clauses explicitly refers to the gender pay gap. More than one in ten agreements make reference to equal opportunities for promotion, and almost one in ten mention equal access to training opportunities (14% respectively 9%). One in twenty

agreements provides for a special leave for workers subjected to domestic violence (5%). 46 agreements provide for a gender equality officer at the trade union (3%). Only 13 agreements provide for support for women workers with disabilities (1%). Finally, one in ten agreements contains clauses for monitoring gender equality (10%).

The presence of gender equality clauses in the agreements hardly varies across sectors. Figure 6 shows that the gender equality clauses vary substantially across countries. Almost all agreements in Romania, Luxembourg and France include such clauses, while less than two in ten do so in Belgium and Hungary.

Figure 6 Percentages of CBAs with gender equality clauses, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602. Missing = 4

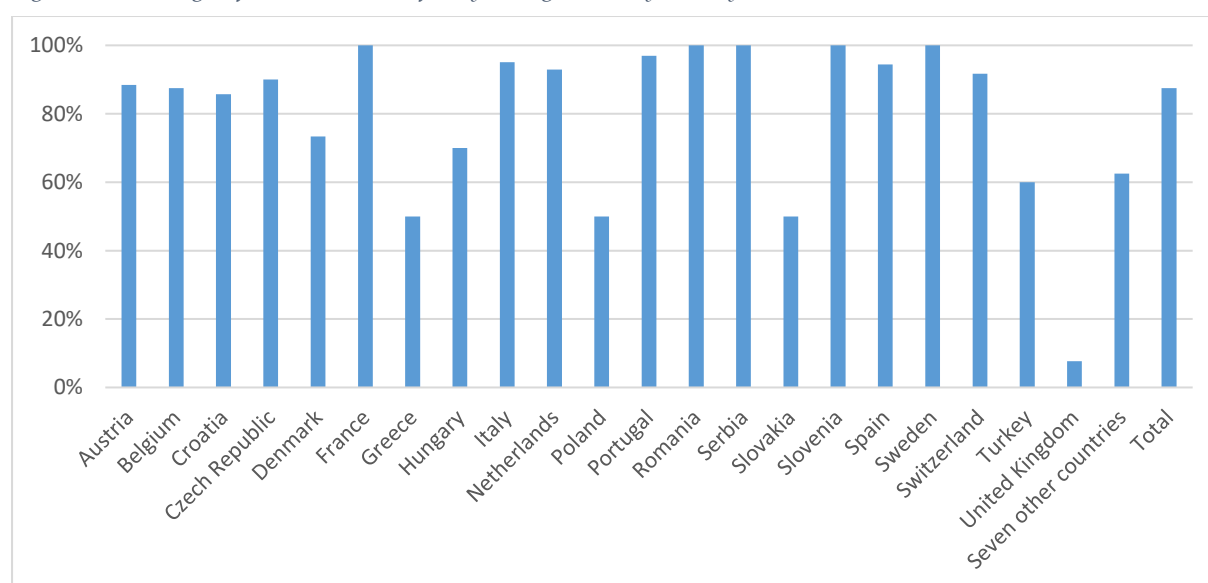
## 5.9 Work-Family Arrangements

The large majority of agreements contain clauses of work-family arrangements (87%). More than half of agreements contain at least one clause on paid maternity leave (55%). Although in half of these agreements no duration of the leave is agreed, in the other half of the agreements it is mostly 16 weeks or to a fewer extent 21 week. If specified, all female workers are eligible to this paid leave. In more than half of the agreements with paid maternity leave, a clause explicitly states that wage replacement is at 100% of the basic wage, in the rest of the CBAs it's at 80%. Two in ten agreements contain clauses explicitly name a woman's right to return to her previous job after maternity leave. Slightly over one in ten agreements include clauses which prohibit any form of discrimination against pregnant women.

Almost three in ten agreements contain clauses regarding the health and safety of female workers during pregnancy. Less than one in twenty agreements contain clauses requiring the employer to carry out a workplace risk assessment on the safety and health of pregnant or nursing women. One in ten agreements require employers to provide pregnant workers with alternative work if they are unable to carry out their regular tasks and slightly more than one in ten offer time off for prenatal medical examinations. A few agreements include clauses against screening for pregnancy before regularising non-standard workers or before promotion. More than half of the agreements include clauses on paid leave for caring for dependent relatives. If specified, the majority of agreements specifies one to three days of paid leave, though a minority also specifies 5, 10, or even 30 days.

As said, almost nine in ten agreements contain clauses of work-family arrangements (87%). This percentage is highest in manufacturing with 100%, whereas it varies between 85% and 88% for construction, commerce and public sector. Figure 7 shows that such clauses are present in only 8% of the agreements in the United Kingdom, but they are so in 100% of the agreements in France, Romania, Serbia, Slovenia and Sweden.

Figure 7 Percentages of CBAs with work-family arrangements, by country



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602. Missing = 4



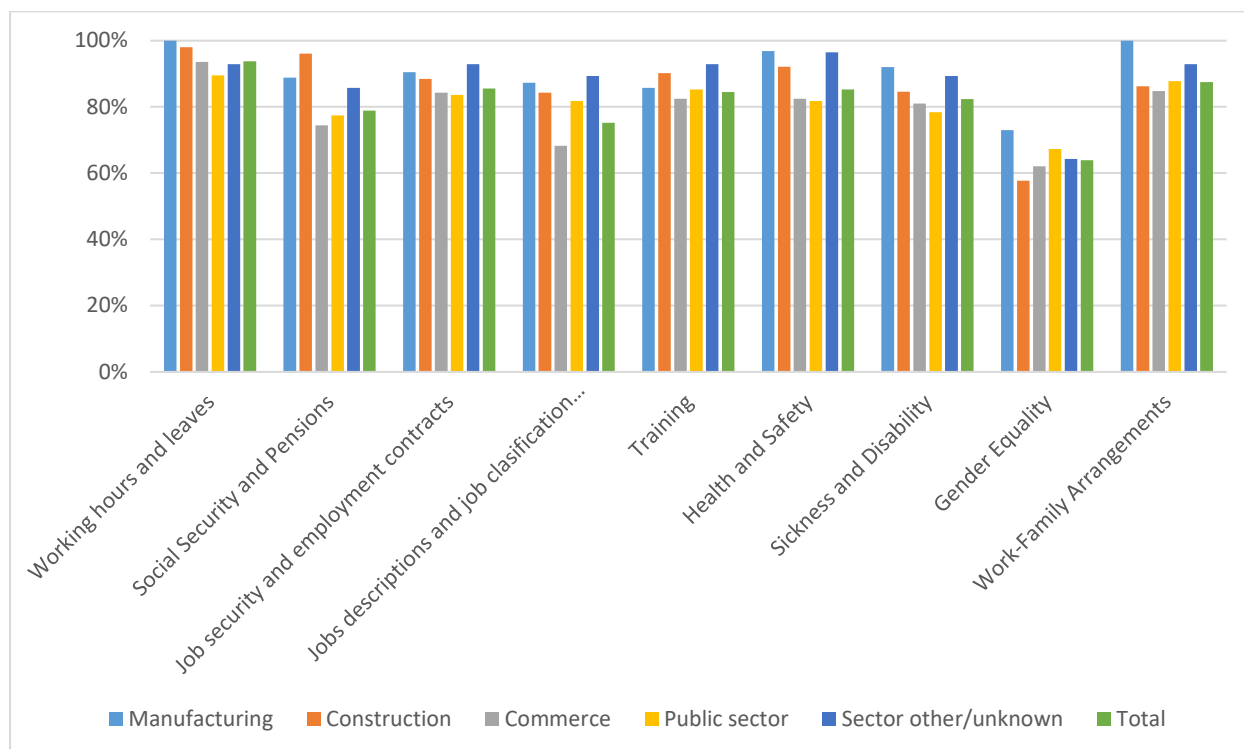
## 6 Conclusion

Knowledge about what exactly is concluded in collective bargaining is a blank spot. Beyond wages, no cross-country sources are available about clauses. In view of the EC's re-launched dialogue with social partners at European level (European Commission 2017), such data is critical for monitoring progress in collective bargaining outcomes. Yet, while collective bargaining is crucial to both agreed wage levels and working conditions in Europe, our knowledge about the outcomes of collective bargaining is limited due to a lack of systematic data collection and coding of provisions collective bargaining agreements (CBAs). COLBAR-EUROPE, funded by the European Union (VS/2019/0077), aimed to gather and code hundreds of CBAs across Europe and associate countries. In total 602 CBAs could be analysed for 25 of the 28 EU countries (555 CBAs), for two of the five Associate countries (35 CBAs) and for one not-scheduled EU partner, namely Switzerland (12 CBAs). In addition, 40 Transnational Company Agreements have been added and will be analysed in project report no. 9. This report addresses COLBAR-EUROPE's research objective 1): Which topics are agreed upon in the agreements and can patterns in bargaining topics be identified within and across countries and private and public sectors?

Clauses in the working hours and leaves topic are most frequently present in CBAs. Across countries, more than 90% of the CBAs include this topic. The two topics health and safety, and work-family arrangements are present in 80% of the CBAs. These are closely followed by the topics job security and employment contracts, training, sickness and disability, and social security and pensions, which are present in more than 70% of the CBAs. Two topics are only present in slightly over half of all CBAs, namely, jobs descriptions and job classification, and gender equality.

Figure 8 provides a picture of the topics broken down by industry. In manufacturing CBAs 90% of all topics are present, followed by the construction CBAs with 88% of the topics. In public sector CBAs 81% of the topics are present, followed by the commerce CBAs with 79%. Though the sectors vary with respect to the number of topics included in the CBAs, the differences across sectors are not that large.

Figure 8 Percentage of CBAs containing clauses on working hours and leaves, social security and pensions, job security and employment contracts, jobs descriptions and job clasification systems, training, health and safety, sickness and disability, gender equality, work-family arrangements in four sectors.



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602

In contrast to the small differences across sectors, the differences across countries are large (see Figure 9). CBAs in almost all countries include clauses about working hours and leave, with the exception of Turkey and the United Kingdom. CBAs in the majority of countries include clauses about social security and pensions, but in four countries less than 20% of the CBAs include such clauses, namely, in Greece, Sweden, Turkey and the United Kingdom. It may be that social security and pensions is regulated at state level in these countries, but it may also be the case that these securities are not at all regulated. The presence of CBA clauses regarding sickness and disability also varies widely across countries, whereby six countries stand out, because 100% of their CBAs include clauses on this topic, namely Croatia, France, Serbia, Slovakia, Sweden, and Switzerland, whereas no such clauses are noted in Greece. Clauses about job security and employment contracts are present in all CBAs in Croatia, France, Serbia, Slovenia, and Switzerland, but are only infrequently present in CBAs in Greece and the United Kingdom. Clauses about job descriptions and job classification are found in all CBAs in Slovenia, whereas they are almost absent in CBAs in Greece, Portugal, Sweden and Turkey. Clauses related to training and apprenticeships are

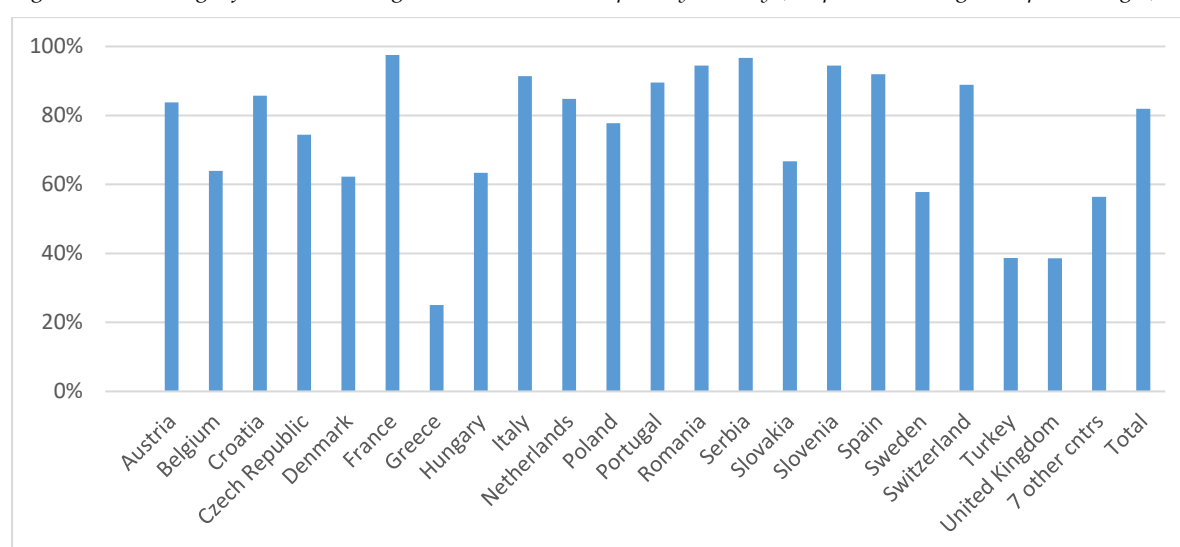
Figure 9 Percentage of CBAs containing clauses on working hours and leaves, social security and pensions, sickness and disability, job security and employment contracts, job descriptions and job classification, training, health and safety, gender equality and work-family arrangements in 21 countries.



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602

noted in all CBAs in Belgium, Romania, Serbia, Slovenia, whereas less than three out of 10 are present in Greece and Sweden. In all countries more than half of all CBAs include clauses about health and safety while in France, Poland, Romania, Serbia, and Slovenia this is even the case for all CBAs. Clauses related to gender equality are present in all CBAs in Romania, whereas they are absent in all CBAs in Greece and Turkey. Clauses about work-family arrangements are noted in all CBAs in France, Romania, Serbia, Slovenia, and Sweden, whereas they are absent in the United Kingdom.

Figure 10 Percentage of CBAs including clauses on the nine topics, by country (9 topics, excluding the topic on wages)



Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602

We conclude this chapter with an overview to what extent CBAs in a country include any of the nine topics as discussed in Section 2.4. Note that wages are not included because these are discussed in Report no. 7. Figure 10 shows that in France the CBAs cover almost all nine topics, whereas this is only to a minor extent the case for Greece. In the latter country on average 25% of the CBAs include clauses on the nine topics jointly. Turkey and the United Kingdom also reveal low scores in this regard, with on average 40% of the CBAs including clauses of the nine topics jointly. Quite a number of countries are in the middle group: Belgium, Denmark, Hungary, Slovakia, Sweden, and in a merged group of seven other countries between 45% and 70% of CBAs include clauses of the nine topics. Seven countries include many clauses in their CBAs, namely Austria, Croatia, the Czech Republic, the Netherlands, Poland, Portugal, and Switzerland, with between 75% and 90% of the CBAs

including all nine topics. Next to France, five countries have scores above 90% of their CBAs including all nine topics, namely Italy, Romania, Serbia, Slovenia, and Spain.

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## 8 Appendixes

Table 6 Number of collective agreements in CBA Database per country, by sector

	Sector missing	Manufacturing	Construction	Commerce	Public sector	Total
Austria	0	2	1	18	5	26
Belgium	0	0	0	8	0	8
Bulgaria	0	0	0	1	0	1
Croatia	0	0	1	5	1	7
Czech Republic	1	0	2	5	2	10
Denmark	0	0	1	10	4	15
Estonia	0	0	0	4	0	4
Finland	0	0	0	3	0	3
France	1	3	2	20	5	31
Germany	0	0	0	3	0	3
Greece	0	0	0	8	0	8
Hungary	0	2	2	3	3	10
Ireland	0	0	0	0	1	1
Italy	7	7	7	53	27	101
Lithuania	0	0	0	1	0	1
Malta	1	1	0	1	1	4
Netherlands	6	13	12	53	17	101
Poland	0	3	2	4	1	10
Portugal	4	4	5	20	0	33
Romania	0	0	1	2	21	24
Serbia	1	1	1	2	5	10
Slovakia	0	0	3	6	1	10
Slovenia	0	4	1	2	1	8
Spain	6	15	6	69	12	108
Sweden	0	2	1	12	0	15
Switzerland	0	3	2	5	2	12
Turkey	1	3	1	14	6	25
United Kingdom	0	0	1	11	1	13
Total	28	63	52	343	116	602