



# **Continuity and Change in Collective Agreements in Austria Before and After the Covid-19 Pandemic**

*Country Report*

June 2023

## BARCOVID

The BARCOVID project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial relations in Europe, which is approached from different angles, such as government measures and occupational health and safety. Lead partner is the University of Amsterdam/AIAS. The Central European Labour Studies Institute (CELSI), Sant'Anna School of Advanced Studies and WageIndicator Foundation are the project's key actors.

## University of Amsterdam/AIAS-HSI

AIAS-HSI is an institute for multidisciplinary research and teaching at the University of Amsterdam (UvA), the largest university in the Netherlands. AIAS-HSI has as its objective the coordination, implementation and stimulation of interdisciplinary research into the practice of labour law and social security law. Therefore it combines insights from the social sciences, legal dogmas and legal theories in its research.

## Central European Labour Studies Institute (CELSI)

Central European Labour Studies Institute (CELSI) is a non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. CELSI strives to make a contribution to the cutting-edge international scientific discourse.

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Sant'Anna School of Advanced Studies is a public university institute - with special autonomy - working in the field of applied sciences: Economics and Management, Law, Political Sciences, Agricultural Sciences and Plant Biotechnology, Medicine, and Industrial and Information Engineering. The School promotes the internationalization of didactics and research with innovative paths in the fields of university education, scientific research and advanced training.

## WageIndicator Foundation

WageIndicator Foundation collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world.

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## Bibliographical information

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## 1. Introduction

This research report aims to investigate the extent to which the COVID-19 pandemic has impacted the content of collective bargaining agreements in Austria. Like other countries in Europe and across the globe, much of the economic activity was disrupted by the onset of the COVID-19 pandemic and the subsequent periods of lockdowns and other safety measures starting from 2020. The crisis situation, perhaps especially during the early phases of the pandemic, made the process of renewing collective agreements sometimes more difficult, but did not have a profound effect on the frequency or success of negotiations, also owing to the consensus-oriented industrial relation system of Austria – for further information see the adjacent BARCOVID country report on Austria (Szüdi, 2023). In addition to the negotiation process (more detailed in the adjacent report), the question to be addressed in this report is whether the COVID-19 pandemic also impacted collective agreement outcomes in Austria.

This report conducts a systematic comparison of altogether 100 collective bargaining agreements from Austria, both pre- and post-COVID-19 (i.e. concluded before and after March 2020, the onset of the COVID-19 crisis in European countries). By analysing the presence or absence of specific clauses within these agreements, this report aims to assess how the pandemic has impacted the outcomes of collective bargaining, particularly in specific areas of interest.

As a consequence of the pandemic, many countries experienced several new topics, including regulation on remote work and COVID-19 related safety and health measures emerging in collective bargaining process. However, as detailed in this report, Austria's bargaining process and the content of the negotiations remained relatively stable, with wages and working hours and conditions being the two main topics mostly effected by the pandemic. In contrast, we observe remarkable levels of stability and continuity in provisions regarding social security and job security, or health and safety measures.

This stability of labour relations, coupled with a relatively well-functioning industrial relations system in the face of the pandemic was also highlighted by a recent ILO report where Austria – along with Denmark, Germany, the Netherlands, Norway and Sweden – was listed as one of the countries with an organised decentralised and coordinated bargaining regime associated with a higher overall frequency and efficiency of formal negotiations during the pandemic (Gregory et al., 2021).

## 2. Collective Agreement Renewals during the Pandemic

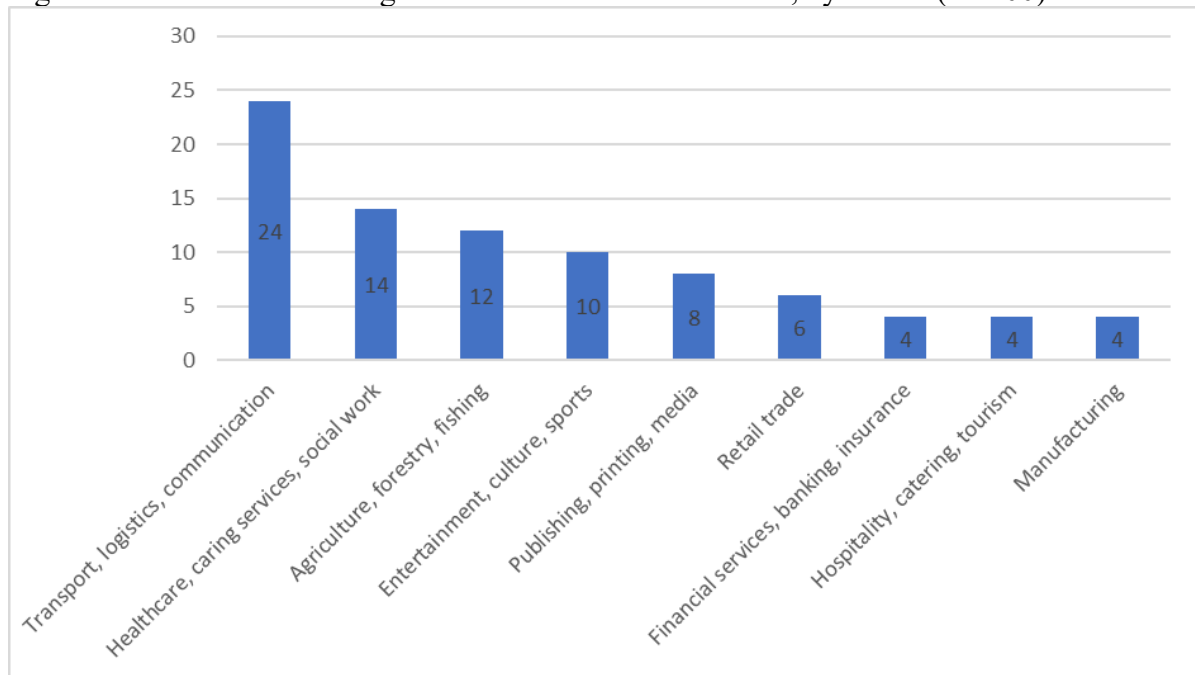
### 2.1 The CBA Database for Austria

For this report, the WageIndicator Collective Agreements Database has been utilized as a primary resource for analysing Collective Bargaining Agreements (CBAs). The database, maintained by the WageIndicator Foundation (WIF), offers a comprehensive collection of CBAs from around the globe. As of June 2023 (the time of writing of this report), it contains more than 2 300 CBAs in 27 different languages, from 67 countries all across the globe. The database provides a unique opportunity to closely examine and compare agreements across countries, industries, and bargaining levels, with an added value of bringing CBAs out of the European context into its analytical framework.

The collection process for the CBAs involves downloading agreements from national registries, conducting smart Google searches, and directly requesting full-text agreements from bargaining social partners. In the case of Austria, a well-established national registry system is available from which the 50 pairs of pre- and post-COVID CBAs were collected. The annotation process of CBAs in the database is based on a comprehensive coding scheme with more than 800 variables related to fourteen macro topics. This scheme is constantly evolving and is updated according to the most relevant topics emerging from public debates worldwide. Each CBA is annotated by professionals with knowledge and understanding of industrial relations and collective bargaining. In the case of Austria, the annotation process was done by the two authors of this report. For more detailed information on the coding scheme and variables used in the annotation process, the WageIndicator Collective Agreements Database Codebook (Ceccon and Medas, 2022) can be consulted as a reference.

For this report, 100 out of 111 CBAs from Austria in the Database are analysed. Each CBA is analysed in pairs, consisting of a pre-pandemic version and a renewal since the start of the COVID-19 pandemic. Hence, the report is based on 50 pairwise comparisons of pre- and post-COVID agreements (i.e, predecessor plus successor agreement). The “post” covid period refers to the period since the start of the pandemic, here demarcated as May 2020 onwards. The CBA-pairs analysed cover a range of sectors, see Figure 1. An overview of the 50 pairs of agreements can be found in the appendix. The most prominent sectors include transport, logistics and communication (24 agreements), healthcare, caring services, social work, personal services (14), agriculture, forestry and fishing (12), entertainment, culture and sport (10), publishing, printing and media (8), retail trade (6). The less prominent sectors include among others manufacturing, hospitality and the financial sector (each 4 CBAs). Finally, the majority of the CBAs, 80 in total, are from the private sector, while only 8 originate from the public sector (where officially collective bargaining is not allowed in Austria), 4 from the semi-public sector and 8 from the not-for-profit sector.

Figure 1. Pairs of Austrian Agreements in the CBA Database, by Sector (N=100)



This research report aims to investigate the extent to which the COVID-19 pandemic has impacted the content of collective bargaining agreements. To achieve this, the analysis focuses on examining the clauses of collective bargaining agreements (CBAs) across four distinct categories (based on the main categories used within the WIF CBA database). Within each category, the presence and absence of clauses are compared before the pandemic and since its inception. The report details any observed changes in the CBAs' clauses. In line with the analysis concerning the Netherlands (see Jansen, 2023), we focus on the following four key categories based on the classification used by the WIF CBA database:

1. Compensation: This category includes clauses related to wages, structural wage increases, one-time bonuses, other extra payments, and overtime payments.
2. Working hours and work-life balance: This category focuses on work/family balance arrangements, such as working time, including flexible work arrangements, and gender equality measures.
3. Social security and job security: This category encompasses social security and pensions, and individual employment contracts, but also clauses on job titles, training/apprenticeship.
4. Health and safety: This category includes clauses on sickness and disability, health and medical assistance, health and safety provisions, health and safety monitoring, and specific COVID-19 mentions or arrangements.

By systematically analysing these categories, the research report sheds light on the potential influence of the COVID-19 pandemic on collective bargaining agreements and the changing landscape of labour relations.

## 2.2 CBA Renewals: General information

Before the start of the Barcovid project, altogether 26 Austrian CBAs were collected in the WIF CBA database. Out of these 26 agreements concluded before 2019, 15 renewed agreements could be found and added to the database. The remaining 11 CBAs were either not renegotiated after the outbreak of the pandemic (meaning that the original provisions continued to be in effect based on the Austrian Labour Law), were in the process of renewal at the time of the writing of this report (June 2023), or were previous versions of agreements that were renewed and thus excluded from the analysis (e.g. a 2016 version of a 2019 CBA – in this case, only the 2019 version and the renewed – post-COVID-19 – version of the CBA was analysed). Since Austria maintains a comprehensive online repository of all CBAs to which the relevant researchers gained access therefore there is a minimal chance that a renewed CBA could not be identified and found. These 15 pair of CBAs were complemented with another 35 pair of CBAs dated before and after the breakout of the COVID-19 pandemic, resulting in altogether 100 Austrian CBAs (50 before and 50 after the start of the pandemic in March 2020).

Out of the 100 CBAs, only 16 agreements were concluded with a single employer, showcasing the Austrian bargaining system's reliance on multi-employer sectoral level bargaining. Due to the formalised negotiation procedure, there was no significant difference between signatories before and after the start of the COVID-19 pandemic. All CBAs in the analysis were negotiated with at least one trade union, and most of the signatories remained the same; in this regard, COVID-19 did not have an effect. As regards other signatories, employers' associations were also almost always involved (with the exception of 3 pairs of CBAs), while professional associations were more sporadically involved in the collective bargaining process (in the case of 11 pairs of CBAs).

Table 1. Bargaining Level, in numbers of CBAs

	Pre-pandemic	Since pandemic	Change
Number of Sector-level CBAs	16	16	0
Number of Company-level CBAs	84	84	0

## 3. Pairwise Comparisons of pre- and post-Covid CBAs

In the following sections, we will conduct before-after comparisons for the 50 pairs of collective bargaining agreements in Austria. Utilizing the coded information from the CBA Database, these comparisons will focus on changes in the four key topics mentioned in Chapter 2.1, starting from the most relevant categories of wages and working hours, and then checking the potential effect of COVID-19 on social security and job security, as well as on health and safety. The analysis always starts with a descriptive comparison of the number of agreements including clauses on that topic, both before and since the pandemic, and then highlighting how many agreements experienced changes in clauses, and in what ways.



### 3.1 Wages

Wages and related clauses, such as structural wage increases, one-time bonuses, other extra payments, and overtime payments are critical elements in Austrian CBAs. Unsurprisingly, clauses about wages appear in all coded agreements, both before and after the start of the pandemic, see Table 2.

Table 2: Clauses on wages, in numbers of CBAs (N=100)

	Pre-pandemic	Since pandemic	Change
Wages	50	50	0
Pay scales	43	45	2
Structural wage increase	22	35	13
Once-only bonus	8	14	6

In contrast to pre-COVID agreements, there were 2 more CBAs that included wages determined by pay scales, with almost all CBAs having such scales. This change however could be simply attributed to a shift towards higher transparency where the pay scales are a part of the agreement and not added as a separate appendix. As regards structural wage increases, there is a significant increase between the pre- and post-COVID situation: 35 CBAs contain such clauses after the start of the pandemic, in contrast to the 22 CBAs beforehand. It is also known from the replies of the Austrian negotiators to the Barcovid survey (see Szüdi, 2023) that the rate of structural wage increases was a hotly debated topic in some sectors (also fuelled by the rising inflation after the Russian aggression on Ukraine, which is a separate topic from the COVID-19 crisis).

In addition to structural wage increases, the number of coded agreements containing incidental payments also seems to have increased, partly due to the COVID-19 pandemic. These refer to one-time bonuses that are granted only once, rather than recurring payments such as monthly or annual bonuses. Prior to the COVID-19 pandemic, 8 of the coded agreements included such one-time payments, for instance for above-average performances or improvement ideas concerning productivity or working conditions. Since the start of the pandemic began, one-time bonuses have been agreed upon in 6 more collective agreements. A total number of 8 post-COVID agreements contain one-time bonuses for COVID-19 (“Corona-Prämie”) awarded to each employee, ranging from 100 € to 460 €. The sectors in which such a bonus is awarded include agriculture, transport, healthcare, retail trade, manufacturing and (private) education. As visible from the survey responses of the Austrian negotiators (see Szüdi, 2023), one of the main concerns was that the economic stimulus packages and other related measures of the government would not be successful in maintaining the salary levels. A one-time bonus seems to be a solution adopted by more companies in diverse sectors to mitigate the wage-reducing effect of the crisis and thus support governmental actions at a company or sectoral level.

Nevertheless, the COVID-19 crisis did not seem to affect other bonuses: an annual extra payment was awarded in the case of 47 pairs of CBAs, and only 2 pairs of CBAs had no yearly extra bonuses both before and after the COVID-19 pandemic, meaning that an extra payment might have been abolished in the case of 1 CBA after the start of the crisis. Such bonuses are mostly given to each employee, irrespective of economic performance (with the exception of 10 CBAs), and in no cases could we observe a positive change (e.g. increased bonus rates or free days awarded) in this regard.

Similarly, there were no changes regarding in the number of CBAs with clauses on typical premium for specific reasons such as evening or night work, overtime hours or Sunday (weekend) work. A majority of CBAs included such clauses (overtime hours: 45 pairs, night work: 42 pairs, Sunday work: 37 pairs). A raise in the benefit level was only observed when given in a specific amount; otherwise, no such increases were perceived for bonus payments given in terms of free days or percentages of wages. In overall, we can conclude that bonuses were not regarded by employers as a main tool to compensate the potential wage-reducing effect of the pandemic, e.g. by raising such bonus payments.

### 3.2 Working hours and work-life balance

The second category of clauses where we expected to observe changes in CBA content was related to the broad topics on working hours and work-life balance, such as working time, flexible work arrangements, and other work/family balance arrangements or gender equality measures.

The COVID-19 pandemic made it necessary in many sectors for employees to be able to work from home or other remote (out-of-office places). A survey from summer 2022 showed that in case of 48% of the respondents (companies) almost all employees have been working for some time in home office during the pandemic, with only 1% of employers never offering home office opportunities (Mohr, 2022). However, the official labour market statistics show a more nuanced picture, based on which home office is not as widespread in Austria as one would expect: in the 2<sup>nd</sup> quarter of 2022 only 15.5% of all employees worked from home, along with a decreasing trend (in the 1<sup>st</sup> quarter the relevant share was 19.9%) (Statistik Austria, 2022).

The related changes in Austrian collective agreements also confirmed that (regulation on) home office was not a priority issue in negotiations during the pandemic time. In overall, 26 of the coded pre-COVID agreements contained clauses on flexible work arrangements, while there were 10 more post-COVID agreements where such clauses were added. However, if we check the specific nature of flexible work arrangements within CBAs, we find that only 4 pairs of them had clauses on remote (home) work – all in sectors where the usage of ICT tools is widespread. This is a very similar share as CBAs having clauses on extended leave (also 4 pairs). In contrast, flexible working hours were included in altogether 48 CBAs: in 20 pre-COVID and 28 post-COVID agreements. In this context, there was also a significant increase



in the number of agreements where work-status change options were included, e.g. moving from full-time to part-time employment (such clauses were present in 6 pre-COVID agreements and 11 post-COVID agreements).

The reliance on more flexible working hours and the easier options offered to reduce the working time are typical measures of the German-style “Kurzarbeit” scheme applied by the Austrian government where private-sector employees agree to or are forced to accept a reduction in working hours and pay, with public subsidies making up for all or part of the lost wages (although we only found 2 CBAs where an explicit reference to and detailed rules on “Kurzarbeit” were included). In addition, there was no significant difference in the average daily and weekly working time in Austria before and after the pandemic (all 100 CBAs had clauses on working hours). We can conclude that the increase in the number of CBAs with clauses on flexible work arrangements after the start of the pandemic was mainly due to making the labour conditions more flexible (in terms of working time) than providing for a more widespread use of remote (home) work.

Table 3. Clauses on flexible work arrangements, in numbers of CBAs (N=100)

	Pre-pandemic	Since pandemic	Change
<b>Flexible work arrangements (all measures),</b>	26	36	10
<i>out of which:</i>			
Flexible hours	20	28	10
Changing work-status	6	11	5
Work from home	4	4	0
Extended leave	5	5	0

Checking other clauses in CBAs that might have been changed in a beneficial direction due to the effect of COVID-19 on work-life balance we observe no significant changes. For instance, 15 pairs of CBAs included clauses on paid leave to care for children or other dependent relatives before and after the outbreak of the pandemic too. Such arrangements to support employees in their care duties during the pandemic did not become more prevalent.

There was also no significant difference in clauses regarding gender equality pre- and post-pandemic, with only 1 CBA more containing such measures. Overall, out of the 29 CBAs containing such clauses 19 focused broadly on discrimination, while only 9 CBAs had explicitly mentioned gender, with 10 agreements stating the ‘equal pay for equal work’ principle in their text. No CBA had clauses on sexual harassment, and only 1 pair of CBAs had direct mention to violence or the monitoring of gender equality (through a dedicated working group). Gender equality arrangements are not in the focus of collective bargaining negotiations in Austria, and the pandemic situation did not change this stance.

### 3.3 Health and safety

The third category of clauses investigated includes provisions on sickness and disability, health and safety measures, and specific COVID-19 mentions or arrangements. As can be seen in Table 4, both before and after the COVID-19 pandemic, almost all coded agreements contained clauses on sickness and disability, or health and medical assistance. Their content was not significantly altered during the pandemic.

Table 4. Clauses regarding health and safety in numbers of CBAs (N=100)

	Pre-pandemic	Since pandemic	Change
Sickness and disability	46	48	2
Health and medical assistance	49	49	0
Health and safety provisions	24	24	0
Health and safety monitoring	17	17	0
COVID-19 mentions or arrangements	0	1	1

Health and safety provisions are less frequently contained in CBAs and their numbers remained stable: 24 pairs of agreements had such clauses before and after the pandemic. Work accidents are included most often in agreements (in altogether 16 CBAs), followed by occupational diseases (in altogether 12 CBAs). Interestingly, individual working time and working hours arrangements are not in the focus of health and safety provisions in CBAs (in altogether 4 CBAs only), unlike for clauses on flexible working arrangements. We must note that there are insufficient data or unclear provisions within 7 pairs of these CBAs. Furthermore, there is a stable number of 17 pairs of CBAs both pre- and post-COVID that contain clauses on some kind of health and safety monitoring: 12 agreements have clauses on monitoring of professional risks, while 10 agreements on the relationship between work and health. However, concrete data is only included in 14 agreements, while 20 agreements did not provide information as to the nature of such monitoring measures.

Lastly, we should mention that there were questions regarding the potential explicit mentions of COVID-19 health and safety measures in CBAs renegotiated after the outbreak of the pandemic. We did not find any agreements having clauses on masks, sanitizers or social distancing (given options within the database) which seem to be entirely out of the scope of collective bargaining negotiations in Austria. In only 1 CBA was a reference to COVID-19-related training mentioned, which is indicated in Table 4. The absence of such clauses might be explained by the fact that the social partners signed the first general collective agreement in decades, regulating mask-free time. The Austrian social partners signed a general collective agreement regulating the wearing of a facial mask, and related safety measures (Allinger and Adam, 2021). The conclusion of such nationally binding agreements is rare in Austria and showcases the importance of the topic, as well as making such provisions in individual CBAs somewhat redundant.

### 3.4 Social security and job security

The last category of clauses which is analysed encompasses social security and pensions, and individual employment contracts, but also clauses on job titles, training/apprenticeship. There was no change in the number of CBAs having clauses on social security and pensions (38 pairs out of 50 pairs). Where the CBA-database contains specification, these clauses refer to pension funds (25 CBAs); disability or unemployment funds were rarely mentioned (respectively 3 and 2 CBAs).

Table 5. Clauses regarding social security and job security, in numbers of CBAs (N=100)

	Pre-pandemic	Since pandemic	Change
Social security and pensions	38	38	0
Individual employment contracts and job security	48	50	2
<b>Job titles,</b>	40	41	1
<i>out of which:</i>			
Job descriptions	23	23	0
Job classifications	36	37	1
Training	45	45	0
Apprenticeship	36	39	3

As regards clauses on individual employment contracts and job security, almost all CBAs had such stipulations in their text before the pandemic, and every CBA contained at least one such clause after the pandemic. 34 pairs of CBAs had clauses on trial periods both before and after the pandemic (the average of which did not change from 30 days). Severance payment was included in 26 pairs of CBAs both before and after the pandemic, with no beneficial changes in terms of payments, dismissal grounds or legal assistance.

Furthermore, 40 pairs of collective agreements had job titles prior to the outbreak of the pandemic, which was increased by 1 agreement afterwards. Out of these 23 CBAs pairs had descriptions of job types among their clauses (no changes due to COVID-19), while 36 pairs of agreements had job classifications before the pandemic, which was increased by 1 agreement afterwards. Lastly, nearly all of the coded collective agreements include provisions on training (45 out of 50 pairs of CBAs – no changes in the total number of agreements during the pandemic). Out of the 90 agreements having clauses on training, 47 mentioned a specific training programme, out of which 6 programmes were related to remote work (in sectors heavily relying on ICT tools). Apprenticeships were mentioned in altogether 75 CBAs, out of which 36 were from the pre-COVID, and 39 from the post-COVID period.

## 4. Conclusion

This report conducts before-and-after comparisons of 50 pairs of Austrian collective bargaining agreements (CBAs), focusing on changes in wages, working hours and conditions, social security and job security, as well as health and safety. The analysis reveals no (significant) changes in clauses related to job security and social security, individual employment contracts or health and safety measures. In terms of health and safety, it is noteworthy that almost no agreements had clauses on COVID-19-related arrangements such as compulsory distancing, masks or sanitizers. One reason for this could be the first general collective agreement signed in the country for decades which regulates the wearing of facial masks (Allinger and Adam, 2021).

The highest influence of the pandemic on the content of collective agreements can be observed in two areas: first, structural wage increases appear more common in the post-pandemic period, and several post-COVID agreements contain one-time bonuses for COVID-19 (so-called “Corona-Prämie”). Second, we observe the potential effect of the German-style “Kurzarbeit” scheme on working hours and conditions where there is an overall increase in flexible work arrangements in post-COVID CBAs, with a higher share of flexible working time regulations and more options for changing one’s work-status (e.g. from full-time to part-time). In contrast, the relevance of remote work seems to lower in collective bargaining as not many agreements have specific clauses in this regard.

Even though the CBA sample covers a diverse set of economic sectors, it cannot be considered representative or typical for the entire country. Therefore, further research would be required to validate these findings, drawing on a broader pool of diverse agreements or focusing on certain sectors deemed worthy of further analysis. Even with these limitations we believe that this analysis provides a valuable first assessment of the impact of the COVID-19 pandemic on Austrian collective bargaining agreements.

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## Appendix

Overview of the pair of Austrian collective bargaining agreements in the WIF CBA Database.

<b>CBA before pandemic</b>	<b>CBA since the start of the pandemic</b>
Arbeitsmarktservice 2020 - 2020	Arbeitsmarktservice 2021 - 2021
BABE (Private Bildungseinrichtungen) 2019 - 2019	BABE (Private Bildungseinrichtungen) 2021 - 2021
EUROWINGS EUROPE GMBH 2018 - 2018	EUROWINGS EUROPE GMBH 2021 - 2021
Fahrradboten 2020 - 2020	Fahrradboten 2022 - 2022
Garagen-Tankstellen-Servicestationsunternehmungen 2016 - 2016	Garagen-Tankstellen-Servicestationsunternehmungen 2022 - 2022
Angestellte und Lehrlinge in Handelsbetrieb 2016 - 2016	Angestellte und Lehrlinge in Handelsbetrieb 2022 - 2022
Kleintransportgewerbe Österreichs 2020 - 2020	Kleintransportgewerbe Österreichs 2022 - 2022
Angestellten in den Fahrschulen 2019 - 2019	Angestellten in den Fahrschulen 2021 - 2021
Papier und Pappenindustrie 2020 - 2020	Papier und Pappenindustrie 2022 - 2022
Angestellte in pharmazeutischen Grosshandel 2016 - 2016	Angestellte in pharmazeutischen Grosshandel 2022 - 2022
Die Beschäftigten der Mürztaler Verkehrs GmbH 2015 - 2015	Private Autobusbetriebe 2022 - 2022
Bediensteten der Österreichischen Privatbahnen 2019 - 2019	Bediensteten der Österreichischen Privatbahnen 2020 - 2020
Raiffeisen Bankengruppe und Raiffeisen-Revisionsverbände 2018 - 2018	Raiffeisen Bankengruppe und Raiffeisen-Revisionsverbände 2021 - 2021
Arbeitnehmer der Strassengesellschaften in Österreich 2020 - 2020	Arbeitnehmer der Strassengesellschaften in Österreich 2022 - 2022
Tabaktrafikanten 2016 - 2016	Tabaktrafikanten 2022 - 2022
Privatkrankenanstalten Österreichs 2019 - 2019	Privatkrankenanstalten Österreichs 2022 - 2022
Mineralölindustrie 2020 - 2020	Mineralölindustrie 2022 - 2022
Diakonie Österreich 2019 - 2019	Diakonie Österreich 2022 - 2022
Arzt Angestellte Niederösterreich 2019 - 2019	Arzt Angestellte Niederösterreich 2022 - 2022
Telekom Austria 2019 - 2019	Telekom Austria 2022 - 2022
Journalistische_Mitarbeiterinnen_bei österreichischen Zeitschriften und Fachmedien 2018 - 2018	Journalistische_Mitarbeiterinnen_bei österreichischen Zeitschriften und Fachmedien 2022 - 2022
Reisebüros 2019 - 2019	Reisebüros 2022 - 2022
Private Sozial und Gesundheitorganisationen Vorarlberg 2019 - 2019	Private Sozial und Gesundheitorganisationen Vorarlberg 2022 - 2022
EDV Rahmenkollektivvertrag 2019 - 2019	EDV Rahmenkollektivvertrag 2022 - 2022
Österreichische Schifffartsunternehmungen Binnenschifffahrt 2020 - 2020	Österreichische Schifffartsunternehmungen Binnenschifffahrt 2022 - 2022
Personenbeförderungsgewerbe mit PKW Taxi 2019 - 2019	Personenbeförderungsgewerbe mit PKW Taxi 2022 - 2022



Seilbahnen 2019 - 2019	Seilbahnen 2022 – 2022
Tierzucht und Milchwirtschaft 2018 - 2018	Tierzucht und Milchwirtschaft 2022 – 2022
Austrian Press Agency 2019 - 2019	Austrian Press Agency 2022 – 2022
Bundesforste 2019 - 2019	Bundesforste 2022 – 2022
Hotel Gastgewerbe 2019 - 2019	Hotel Gastgewerbe 2022 - 2022
Versicherungsunternehmungen Aussendienst 2019 - 2019	Versicherungsunternehmungen Aussendienst 2022 - 2022
Raiffeisenlagerhäuser Niederösterreich 2019 - 2019	Raiffeisenlagerhäuser Niederösterreich 2022 - 2022
Weinbaubetriebe Wien 2019 - 2019	Weinbaubetriebe Wien 2022 - 2022
Immobilienverwalter Angestellte 2017 - 2017	Immobilienverwalter Angestellte 2022 - 2022
Raiffeisen Ware Austria 2019 - 2019	Raiffeisen Ware Austria 2022 - 2022
Zahnarzt Angestellte 2018 - 2018	Zahnarzt Angestellte 2022 - 2022
Wiener Hafen Lager und Umschlagsbetriebe GesmbH 2019 - 2019	Wiener Hafen Lager und Umschlagsbetriebe GesmbH 2022 - 2022
Gemeinnützige Wohnungswirtschaft 2019 - 2019	Gemeinnützige Wohnungswirtschaft 2022 - 2022
Landwirtschaftsbetriebe Saisonarbeiter Wien, Niederösterreich, Burgenland 2019 - 2019	Landwirtschaftsbetriebe Saisonarbeiter Wien, Niederösterreich, Burgenland 2022 - 2022
Ordensspitaler Österreich 2019 – 2019	Ordensspitaler Österreich 2022 - 2022
Landwirtschaftliche Guts-, bäuerl. und nichtbäuerl. Betriebe Steiermark 2018 - 2018	Landwirtschaftliche Guts-, bäuerl. und nichtbäuerl. Betriebe Steiermark 2022 - 2022
Zeitungen Tageszeitungen kaufm. Ang. 2015 - 2018	Zeitungen Tageszeitungen kaufm. Ang. 2022 - 2022
Museen Stadt Wien / wiss. Anstalt öffentlichen Rechtes 2019 - 2019	Museen Stadt Wien / wiss. Anstalt öffentlichen Rechtes 2022 - 2022
Kunsthistorisches Museum Theatermuseum 2017 - 2018	Kunsthistorisches Museum Theatermuseum 2021 – 2021
Österreichisches Rotes Kreuz 2018 - 2018	Österreichisches Rotes Kreuz 2022 – 2022
Bekleidungsindustrie 2018 - 2018	Bekleidungsindustrie 2020 – 2020
Papierverarbeitendes Gewerbe 2012 - 2012	Papierverarbeitendes Gewerbe 2022 - 2022
Filmschaffende 2019 - 2019	Filmschaffende 2022 – 2022
Fussball Bundesliga 2018 - 2018	Fussball Bundesliga 2022 - 2022