

WAGEINDICATOR COLLECTIVE AGREEMENTS DATABASE - ANNUAL REPORT – 2024

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WageIndicator Foundation

WageIndicator started in 2000 to contribute to a more transparent labour market by publishing easily accessible information online. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites in almost 200 countries, thereby serving as an online library for cost of living and wage information, labour law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people each month.

By 2024 WageIndicator has its HQ in Amsterdam (HQ) and regional hubs in Bratislava, Buenos Aires, Cairo, Cape Town, Jakarta, Islamabad, Maputo, Pune, Sarajevo and Venice. The foundation has a core team of 75 people and some 300 associates - specialists in wages, labour law, industrial relations, data science, data collection, statistics - from all over the world. On a yearly basis, WageIndicator Foundation offers around 150 internships to students from different universities. FLAME University in Pune, India, plays a key role in the intern program.

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Table of content

1.	The WageIndicator Collective Agreements Database	1
1.1.	What is a collective bargaining agreement?	1
1.2.	The WageIndicator Collective Agreements Database.....	1
1.3.	The CBAs database as an international tool.....	2
1.4.	The CBAs collection process	5
1.5.	Anonymity.....	5
1.6.	Sampling of CBAs.....	5
1.7.	The coding process	6
1.8.	The WageIndicator CBAs database team	7
2.	Output and outcomes of the database	7
2.1.	CBAs Web pages	7
2.2.	Model Collective Agreements	8
2.3.	Database with full texts and coded topics	8
2.4.	Monthly data dump for statistical analyses	8
2.5.	Comparison tool	8
2.6.	CBAs Newsletters	8
2.7.	Coding of industries: NACE codes for the coding of sectors	8
2.8.	The added value of the WageIndicator CBAs database: an international tool for research and social bargaining	9
3.	Updates in 2024.....	11
3.1.	New CBAs uploaded and annotated.....	11
3.2.	Projects related to CBAs and Social Dialogue:.....	11
3.3.	Newsletters.....	12
3.4.	Events.....	12
3.5.	Publications.....	12
4.	Projects and the CBAs database.....	15
4.1.	Projects related to Social Dialogue and CBAs.....	15
ANNEX 1	Codebook	18
ANNEX 2	Manual with instructions for coding CBAs in COBRA.....	18

1. THE WAGEINDICATOR COLLECTIVE AGREEMENTS DATABASE

1.1. What is a collective bargaining agreement?

When independent labour unions and employers (or employers' organisations) engage in negotiations to establish terms and conditions of employment and regulate their relationship, this process is known as "collective bargaining" (as defined by ILO Convention 154). The resulting written document from these negotiations is called a collective bargaining agreement (CBA). These agreements can be established either at the company level (involving one or multiple companies), at the sector level, or even at an inter-professional level, encompassing all workers within a country.

A CBA sets the terms and conditions of employment, it is effective for a specified duration which is stated in the agreement itself but, unlike regular contracts, the parties' obligations do not end on the expiration date, unless a new CBA is negotiated by the social partners. The significance of collective bargaining agreements is recognized worldwide; however, only a few countries maintain comprehensive databases documenting the provisions agreed upon in these agreements. Moreover, even in cases where such databases exist, such as in the UK, Netherlands, New Zealand, and Brazil, they are not comparable across countries.

Since 2012, the WageIndicator Foundation has been actively collecting, annotating and categorising CBAs on a global scale within the WageIndicator Collective Agreements database.

1.2. The WageIndicator Collective Agreements Database

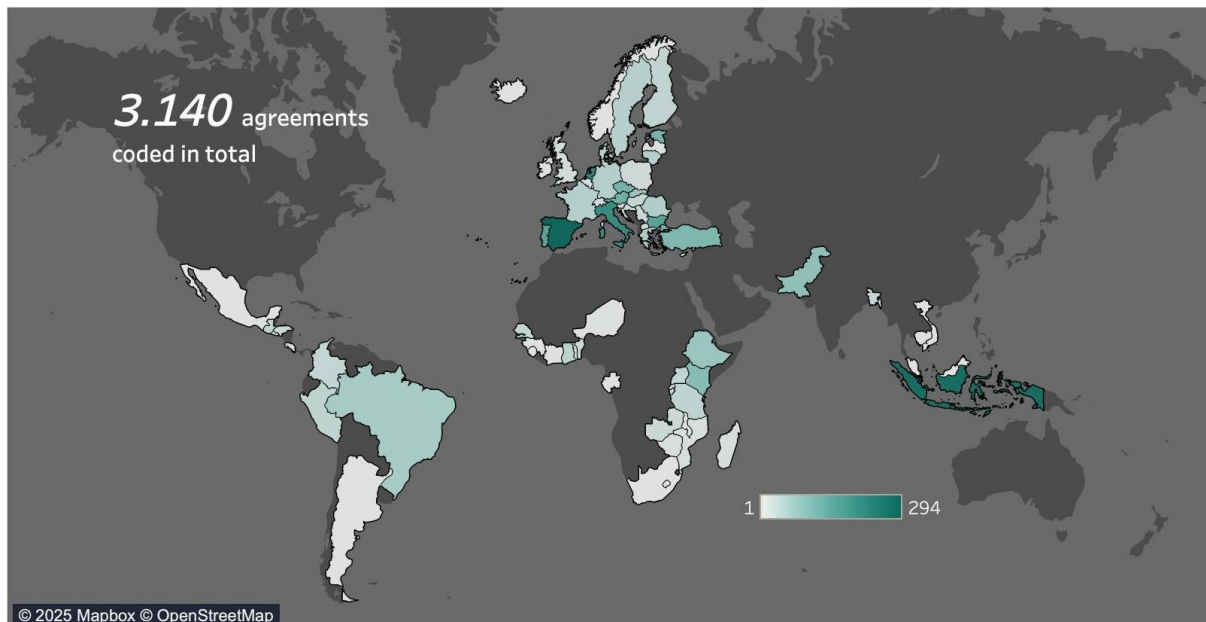
WageIndicator Foundation holds responsibility for the Collective Agreements database. The foundation operates national websites in 220 countries (including territories and overseas areas) across all continents, catering to the general public with labour-related content. WageIndicator began collecting collective agreements in December 2012 with the intention of publishing their complete texts on its websites. The primary goal was to enhance working conditions and attain decent wages by promoting the use and circulation of collective agreements in actual negotiations. In all countries, social partners expressed great interest in publishing their CBAs, recognizing it as an effective and cost-efficient method of communicating the outcomes of their bargaining efforts to their constituents and a broader audience. These partners submit the texts of their agreements to WageIndicator to be entered in the database.

By the end of 2024, WageIndicator has collected, analysed and published 3.200 collective agreements from 71 countries worldwide (see Figure 1 and Table 1 below). These agreements are available online in 27 different languages.

1.3. The CBAs database as an international tool

The WageIndicator CBAs database and its related coding scheme have been conceived as an international and comprehensive tool, in order to collect, host, analyse and compare collective agreements from all over the world, at all bargaining levels (national, sectoral, company). CBAs sampling is, each time, customised according to specific projects' requirements, in terms of countries, industries (based on NACE codes), coverage, bargaining level and time range. The database allows to conduct reliable and customised statistical analysis, because it is accessible using statistical software. Comparative analysis, in particular, can be performed at many levels, such as cross-country comparison on some topics/provisions, changes over time in one country/sector/CBA, variations between different CBA types and qualitative analysis on specific clauses.

Figure 1 Collective agreements included in the WageIndicator Collective Agreements Database by December 2024, per country (excluding transnational agreements).



Source: WageIndicator Collective Agreements Database (2024).

Table 1 Collective agreements included in the WageIndicator Collective Agreements Database in December 2024, per country (excluding transnational agreements).

Country	Number of CBAs		
Argentina	1	Lesotho	5
Austria	124	Lithuania	45
Bangladesh	27	Madagascar	13
Belgium	9	Malawi	3
Benin	23	Malaysia	3
Brazil	56	Malta	6
Bulgaria	151	Mexico	2
Burundi	19	Mozambique	11
Cambodia	6	Netherlands	220
Colombia	30	Niger	7
Costa Rica	9	North Macedonia	21
Cote d'Ivoire	1	Norway	1
Croatia	22	Pakistan	82
Cyprus	5	Peru	34
Czech Republic	114	Poland	19
Denmark	38	Portugal	151
El Salvador	13	Romania	49
Estonia	110	Rwanda	4
Ethiopia	70	Senegal	30
Finland	33	Serbia	23
France	45	Sierra Leone	2
Gabon	1	Slovakia	72
Germany	44	Slovenia	20
Ghana	38	South Africa	3
Greece	53	Spain	294
Guatemala	36	Sweden	42
Guinea	1	Switzerland	14
Honduras	23	Tanzania	34
Hungary	32	Togo	16
Iceland	2	Turkey	103
Indonesia	276	Uganda	29
Ireland	2	United Kingdom	15
Italy	205	Vietnam	5
Kenya	90	Zambia	22
Latvia	4	Zimbabwe	10

Source: WageIndicator Collective Agreements Database (2024).

Almost all CBAs are published full text on WageIndicator's national webpages (see screenshot 1). Employees, employers, trade unions, employers' associations, NGOs and researchers can freely access these texts. As the texts are coded, web visitors can also compare the coded CBA information across industries and across countries. The Collective Agreements can be accessed from [each country](#) website (see screenshot 1) or from the [platform economy](#) webpages.

In the WageIndicator national websites, where all the CBAs are stored and publicly available for free, it is possible to immediately understand the Sector/Industry and the level of the CBA bargaining level: Company, Sectoral, National or Interprofessional.

Collective Agreement analysis is also a crucial part of our [DecentWorkCheck](#) Projects, which assess awareness of and compliance with Labour Laws.

Screenshot 1. Webpage with list of Collective Agreement Database in France, see <https://votresalaire.fr/droits/conventions-collectives-francaises>, December 2024

Title	Sector	Company or sectoral
<u>Accord national interprofessionnel des voyageurs, représentants, placiers - 2020 - 1982</u>	Conseil juridique et de marché, services fournis principalement aux entreprises	Sectoral / Multiple Employer
<u>ACCORD VALEO SUR LA RESPONSABILITE SOCIALE, 2012 - 2012</u>	Industrie manufacturière	Company / Single Employer
<u>agences de voyages et de tourisme 2013 - 2013</u>	Hospitalité, traiteurs, industrie du tourisme	Sectoral / Multiple Employer
<u>aide et accompagnement 2010 - 2010</u>	Santé, travail social, services à la personne	Company / Single Employer

Source: WageIndicator Collective Agreements Database (2024).

Screenshot 2. Webpage with list of Collective Agreement Database per country, see:

Salaries +

Labour Law +

About WageIndicator +

Home / Labour Law / Collective Agreements Database / Collective Agreement Database per Country

Collective Agreement Database per Country

Clear	Clear	Clear	Clear
COUNTRY	CONTINENT	LANGUAGE	COLLECTIVE AGREEMENT DATABASE
Argentina	South America	Spanish	Elsalario.com.ar
Austria	Europe	German	Lohnspiegel.org/Osterreich
Bangladesh	Asia	Bengali	Mywage.org.bd
Belgium	Europe	Dutch	Loonwijzer.be

Source: WageIndicator Collective Agreements Database (2024).

1.4. The CBAs collection process

The WageIndicator CBA database applies three approaches for gathering the collective agreements:

- Downloading from national registries or official national archives
- Downloading from websites where signatories have published their CBA, using smart Google searches
- Directly asking the bargaining social partners (trade unions and employers' organisations) for full text agreements

Overall, as in recent years, signatories publish their CBAs online more frequently and gathering CBAs has become easier, while for certain countries the collection process keeps being quite problematic and challenging.

1.5. Anonymity

When asking for the full text agreements, sometimes signatories are reluctant to share their CBAs. This happens for competitive reasons, or because CBAs are claimed to be available and accessible only for the signatories' parties. The WageIndicator CBA database is able to guarantee total anonymity - if explicitly requested - to both the signatories of the agreements as well as the people who would like to share them with the WageIndicator CBAs database team. To ensure anonymity, two options are provided:

- The CBA can be fully hidden to the public. This means that the text will not be published on the WageIndicator website and that it will only be coded and analysed internally solely for research purposes.
- The CBA can be published but without showing any sensitive data regarding the signatories. All data regarding the names and affiliations of the signatories are deleted by the team prior to publishing the text of the agreement on the WageIndicator website.

1.6. Sampling of CBAs

The number of multi and single-employer collective agreements throughout the European Union is estimated at slightly over 85,000, based on an inventory of CBA registries in 2020 and updated in 2021/22 (Tijdens et al, 2022). Data regarding the number of CBAs worldwide is missing, but an educated guess would point to double this number. Given these large numbers, it is important to assess how the number of 3100+ CBAs in the database (December 2024) can be used for generalising findings to the total workforce covered by collective bargaining.

Three methods are followed to select which CBAs are entered into the database:

- The collection of CBAs is in part funded from projects and these are determining which CBAs are gathered, e.g. the Services Sector (BARSERVICE).

- Other projects aim to gather CBAs from all industries until a threshold is reached, depending on their availability.
- A recent project used labour force data to identify which CBAs are to be gathered to achieve a representative sample of CBAs for selected industries.

The industry classification of the CBAs is an important feature and therefore this report has a chapter about the coding of industries in the CBAs database.

1.7. The coding process

Gathered CBAs can have various formats: Word, PDF, JPEG, or even a printed booklet. These formats need to be converted, or 'cracked', through an OCR (Optical Character Recognition) software. In a next step, an HTML editor software is used to assign headings for titles, chapters, and articles. Then, the text can be uploaded in HTML format in the WageIndicator CBA database. The whole "conversion" process is a time-consuming effort, specifically in case of long full texts, in case of numerous tables and graphs, or in case the original text is in JPEG format.

Once texts are uploaded on the database platform they are ready to be coded. The coding process consists of answering a series of questions and finding, for each question, the appropriate paragraph, the so-called 'clause', that answers that specific question. The collective agreements are annotated according to a coding scheme with more than 1000 variables and relate to fourteen macro topics (and related sub-questions):

- General CBA data
- Job titles
- Social security and pensions
- Training
- Employment contracts
- Sickness and disability
- Health and medical assistance
- Work/family balance arrangements
- Gender equality issues
- Wages
- Working hours
- Workers' Representation & Conflicts
- New Technologies & Green clauses
- Coverage

The coding scheme is constantly updated to incorporate changes in the world of work, such as COVID-19 clauses and remote work, Industry 4.0 & Green clauses, Platform workers related CBAs, Artificial Intelligence and Algorithmic management (AI/AM) in the workplace. In a few cases, CBAs already in the database have been coded backward. The CBAs dataset (see next section) allows to identify which coding scheme is used for the

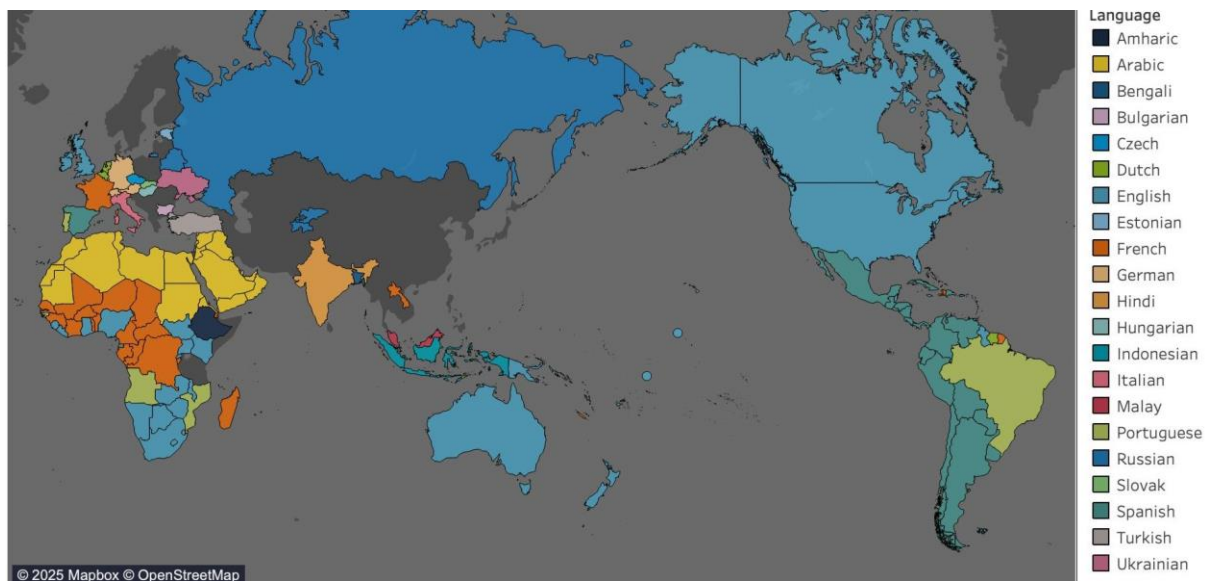
CBA's annotation. The latest version of the codebook is available here: [Codebook Ceccon and Medas, 2023](#).

1.8. The WageIndicator CBAs database team

The annotators working on the CBAs database are skilled and experienced professionals who are able to manage multiple languages.

Figure 2 shows the countries potentially covered in terms of languages spoken (21) by the group of annotators. If necessary, the team can be expanded to include more languages and countries.

Figure 2 Countries covered by the languages spoken in the group of annotators.



Source: WageIndicator Collective Agreements Database (2024).

On top of the linguistic skills, all of the team members have a deep knowledge and understanding in the field of industrial relations and collective bargaining. All annotators can work remotely from different parts of the world, having the chance to instantly connect online with other team members any time by using an internal communication channel in the database platform. This is used as an opportunity for sharing knowledge, new ideas or doubts regarding the annotation.

2. OUTPUT AND OUTCOMES OF THE DATABASE

2.1. CBAs Web pages

The annotated CBAs texts are published on the national WageIndicator websites, in national languages. In these sites users can browse the CBAs in their countries, select relevant clauses, view CBA visualisations and read annotations. The list of countries with related web pages can be found here: [Collective Agreements Database](#).

2.2. Model Collective Agreements

The database with full texts is used to generate model agreements, with the most optimal clauses per country. The CBA team has made model agreements for Burundi, Colombia, El Salvador, Ghana, Guatemala, Kenya, Rwanda, Tanzania, and Uganda, as well as an agreement focused on improved gender clauses. See [Model Collective Agreements](#).

2.3. Database with full texts and coded topics

A file with the full collective agreements' texts; these texts are annotated, indicating the sentences in the texts relevant for the coding of a topic, as selected by the annotator.

A file with the coded topics; the full list of questions is available in the WageIndicator Collective Agreements Database Codebook. See the latest [Codebook Cecon and Medas, 2023](#).

2.4. Monthly data dump for statistical analyses

Each month a data dump of this file with coded topics is generated for statistical analyses, and used in research projects. The datafiles used for specific projects are stored in the publicly accessible data archive Zenodo:

<https://zenodo.org/records/5651624>

The CBAs database goes through a monthly process of data cleaning in Stata, which includes labelling all the variables and values, unifying numerical codes which have changed over time, and generating previous NACE codes based on the recorded NACE2004 values.

Upon adding new CBAs into the database, e.g. after finishing a CBAs collection-focused project, the whole database is checked for any possible mistakes, including missing or improbable values and consequently manually fixed by the coders.

2.5. Comparison tool

The comparison tool permits for easy analysis and comparison of selected topics in collective bargaining agreements captured in the WageIndicator CBAs database, and can easily be accessed through the [national country websites](#).

2.6. CBAs Newsletters

[Quarterly CBA newsletters](#) are produced to update the readers with the latest news concerning the CBAs related projects.

2.7. Coding of industries: NACE codes for the coding of sectors

Industries are coded using the NACE industry classification scheme.

To see in detail the whole NACE classification system used, please refer to the 2023 annual report (7. APPENDIX I. NACE codes for the coding of sectors): [Annual WageIndicator Collective Agreements Database report - 2023](#).

A CBA is mostly concluded between an employer or an employer's organisation and a trade union or a workers representative body. It is important to know in which industry the employer or employer organisation is to be classified. The international industry classification used by statistical agencies is called NACE – used in a European context – or ISIC – used in an American and worldwide context. The two classifications overlap to a very large extent. The WageIndicator CBA coding form therefore has questions to identify the industry code of the CBA, using the most recent NACE version (NACE_REV2).

In case of a single employer CBA the name of the employer, which is usually included in the title of the agreement, needs to be classified in the NACE classification. This requires an understanding of the employer's production processes. In many cases, the CBA title indicates the kind of industry, but in other cases the employer's name needs to be searched online to understand the industry at stake. In case of a multi-employer bargaining (MEB) its coverage may not necessarily overlap with the NACE boundaries, requiring a domain identification relative to NACE.

The CBA data entry form therefore has a cascade of questions, starting with a question to identify the broadest industry domain feasible from a list of twenty broad industrial categories (Table 1). The values of these categories refer to the broad NACE 1- or 2-digit categories. After the question which aggregated industry is covered, coders are asked whether they want to specify another aggregate industry. If so, the coding scheme allows selecting a second industry. To facilitate the CBAs covering very broad industries, this question allows a maximum of five sectors to be selected from a list of sectors.

2.8 The added value of the WageIndicator CBAs database: an international tool for research and social bargaining

With around 3200 collective agreements from 71 countries in all the continents, available in 27 different languages (original text), the WIF collective agreements database is currently the largest International CBAs database available worldwide.

The uniqueness of the WIF database is that all the CBAs (from different countries and in different languages) are internationally comparable according to sectors, bargaining levels, topics and provisions, through a comparison tool, which can easily be accessed through the [national country websites](#).

The WIF CBAs database, over the years, has proven to be a precious tool, at international level, not only for employees and employers, but also for policy makers, social partners and researchers, as it allows deep and accurate investigations based on tailored analysis of the collective agreements. The contents, topics and provisions of the CBAs are each time annotated and analyzed according to the specific goals and objectives of each project.

In 2024, in the framework of the European Community funded project [BARMETAL](#) (Project No. 101052331), Wageindicator CBAs database has analysed the current scenario and opportunities for strengthening collective bargaining in the metalworking industry in conditions of technological change, including in particular digitalization, automatization and decarbonization (DAD).

With this focus, the project directly responds to evidence that the COVID-19 pandemic has indeed accelerated the technology dissemination and the digital transformation of metal, engineering and tech-based industries and workplaces. It has increased the urgency and need for social partners to find joint approaches to manage a swift and sustainable digital transformation.

The BARMETAL project responds to these challenges and EU-level priorities in sectoral social dialogue and deepens the expertise in industrial relations by analyzing both the bargaining processes and outcomes (stipulations in collective agreements) across 12 EU Member States and 1 candidate country.

The project explores how the challenges for working conditions, such as intensification of work, vocational education and changing demands for workers' skills in metalworking companies across the EU create opportunities for strengthening collective bargaining at the workplace and sector levels. The project places high priority on mutual exchange and learning tools among social partners between those member states that have a highly developed collective bargaining already and those where bargaining needs to be enhanced and strengthened. The BARMETAL project thus provides expertise for enhancing industrial relations and establishes extensive interaction and cooperation between research partners and social partners.

Within the scope of the European Community funded project [BARWAGE](#), (Project No. 101052319), the WIF CBAs database has analyzed the importance of collective bargaining for wage setting in the European Union across countries and sectors by bargaining level to find out to what extent sector and enterprise level bargaining help workers earn more than the statutory minimum wage.

More than 900 European CBAs have been analyzed using the WIF collective agreements [Codebook, Ceccon and Medas, 2023](#) to see where and how they set the wages.

The project has studied which arenas are important for wage setting in industries across nine EU countries (AT, BG, CZ, EE, ES, IT, FR, NL, PT) to determine to what extent and how CBAs set wage levels and wage increases, and whether patterns by industry and bargaining level can be identified per country.

The analysis places great importance on workers, to determine for which workers pay scales included in the CBAs set wages in industries across nine EU countries. By matching microdata on wages to CBA pay scales, we have tried to estimate how employees are distributed across the pay rates. The project provides for two case studies, in Italy and the Netherlands.

In 2024, the WIF CBAs database has also investigated the Collective Bargaining Practices on AI and AM (Artificial Intelligence and Algorithmic Management) within existing collective agreements in the European services sector, in the framework of the project [Identifying Collective Bargaining Practices on AI in the European services sectors](#), funded by Friedrich-Ebert-Stiftung & UNI Europa.

The aim of the project was to raise awareness of workers and trade unions regarding the use of AI/AM systems at the workplace and to support this goal with concrete examples of how AI at work is addressed through collective agreements. To achieve this, the consortium has carried out a literature/data study on AI/AM at work (clauses on data protection, monitoring, algorithmic management and the introduction of new technologies) to develop a report with the newest available data on this topic.

Artificial intelligence (AI) systems are increasingly being used in various industries, in connection with algorithmic management, chatbots, geopositioning, and other processes.

To understand the challenges that are emerging in relation to the increased use of AI/AM in human resource management, the report examines the current scenario in collective bargaining regarding the use of AI/AM related tools by employers, especially in the services sector. The findings are based on desk research, an original survey of 148 trade union representatives affiliated to UNI Europa in 32 countries, and an analysis of 31 collective agreements that already contained provisions relating to the use of AI/AM. Results reflect current experience, general opinions on bargaining on AI related challenges, and expected union actions to develop bargaining in this area, as well as some good practices on AI/AM related clauses in collective agreements.

3. UPDATES IN 2024

3.1. New CBAs uploaded and annotated

In 2024, the number of CBAs in the database increased from 2.588 to 3.157, with 569 new CBAs uploaded and annotated in the database during the year, across 71 countries, all over the world.

3.2. Projects related to CBAs and Social Dialogue:

The finalised projects in 2024:

- [BARMETAL](#)
- [BARWAGE](#)
- [Identifying Collective Bargaining Practices on AI in the European services sectors](#)
- Pay structures in the palm oil sector; Research on Region-Specific Contexts, Components and Characteristics of Wages in the Palm Oil Sector

The ongoing projects in 2024 - 2025:

- [BARTIME](#)
- [BARSERVICE](#)
- [Makin Terang - Improving Work and Worker Representation in Indonesia](#)
- [Living Wages in Flowers, Garment & Leather in Ethiopia - Phase III](#)
- [COST: Platform Work Inclusion Living Lab](#)

3.3. Newsletters

In 2024, 4 CBA Database specific newsletters were published that reached a global audience of 476 subscribers.

3.4. Events

In 2024, the WageIndicator teams presented work and research from the CBAs database at the following main events:

- [FAIRNESS IN FLUX: Navigating the GIG Economy through regulatory innovation and Collective Bargaining - 27 January, 2024](#), Oxford University, Oxford, United Kingdom
- [BARSERVICE Kick-Off Meeting - 8-9 February, 2024](#), University of Belgrade, Belgrade, Serbia
- [BARTIME Kick-Off Meeting - 13 February, 2024](#), WageIndicator Foundation (online)
- [International Conference on Decent Work and Corporate Social Responsibility in the Era of the SDGs 21 - 23 March, 2024](#), FLAME University, Pune, India
- BARMETAL Mid-Term Conference - 25 March 2024, Sant'Anna School of Advanced Studies, Pisa, Italy
- Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the metal sector in Italy, France, Romania and the Netherlands, Sant'Anna School of Advanced Studies, Pisa, Italy (online)
- [BARWAGE Final Conference - 24 June, 2024](#), Utrecht University, Utrecht, Netherlands (online)
- [BARMETAL Final Conference - 20 September, 2024](#), Sant'Anna School of Advanced Studies, Pisa, Italy (online)

3.5. Publications

In 2024, 32 new publications related to Social Dialogue and Collective Agreements were published by WageIndicator and its partners:

- Besamusca, J. (2024). Discretion and (de)centralization in wage bargaining in the construction, hospitality, urban transport and waste management sectors: A study on the Netherlands. BARWAGE Project Report 9. Amsterdam: WageIndicator Foundation. DOI 10.5281/zenodo.13239285. [EN]

- Besamusca, J., & Kahancova, M. (2024). Mind the gap between your collective agreement and your wages: assessing the importance of collective bargaining for wage setting in Europe. BARWAGE Report 16. Amsterdam: WageIndicator Foundation. <https://doi.org/10.5281/zenodo.13623627> [EN]
- Besamusca, J., & Kahancová, M. (2024). Wage Bargaining in the Context of Liberalisation of Industrial Relations in Europe: A Comparison of nine countries and four sectors. BARWAGE Project Report 12. Amsterdam: WageIndicator Foundation. DOI 10.5281/zenodo.13239329. [EN]
- Besamusca, J., & Medina Ojeda, A. (2024). Exploring wage gaps between earned wages and bargained pay rates: the Dutch Case. BARWAGE Project report 14. Amsterdam: WageIndicator Foundation. <https://doi.org/10.5281/zenodo.13378420> [EN]
- Besamusca, J., & Medina Ojeda, A. (2024). The relation between collectively bargained and earned wages in sector level bargaining in 7 EU member states. BARWAGE Report 15. Amsterdam: WageIndicator Foundation. <https://doi.org/10.5281/zenodo.13378400> [EN]
- Bosch, G. (2024). Digitalization, Automatization and Decarbonization: Opportunity for Strengthening Collective Bargaining in the Metal Sector: Germany Policy Report. Essen, Institut Arbeit und Qualifikation, Universität Duisburg-Essen [EN]
- Brega, C., Besamusca, J., & Yerkes, M. (2024). Flexible work arrangements in collective agreements: evidence from Spain and the Netherlands, Community, Work & Family, DOI: 10.1080/13668803.2024.2353650 [EN]
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- Eurofound (2024). Minimum wages for low-paid workers in collective agreements. Minimum wages in the EU series, Publications Office of the European Union, Luxembourg. [EN]
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4. PROJECTS AND THE CBAS DATABASE

4.1. Projects related to Social Dialogue and CBAs

The WageIndicator CBA database is used in several Social Dialogue projects in Africa, Asia, North America, South America and Europe. Over time, the database, together with its related coding scheme, have evolved in order to meet the specific requirements and targets of each single project.

- [Multi-actor partnership for improved due diligence implementation in the textile sector via worker- and community-based monitoring](#); This Bangladesh-based Decent Work Check project will focus on Ashulia, part of the Dhaka district, which is home to around 1,100 textile factories.; Bangladesh; 2023 - 2026
- Pay structures in palm oil sector; Research on Region-Specific Contexts, Components and Characteristics of Wages in the Palm Oil Sector, RSPO,

Roundtable on Sustainable Palm Oil, Project in partnership with Peterson Projects, 2024

- [COST: Platform Work Inclusion Living Lab](#); To build a pan-European interdisciplinary and transdisciplinary multistakeholder network including policymakers, industry leaders, civil society organisations, designers, researchers, and the main initiatives happening at the international level, to foster the upsurge of alternative scenarios in the frame of platform work; 2022 - 2026
- [Living Wages in Flowers, Garment & Leather in Ethiopia - Phase III](#); WageIndicator Living Wage and Decent Work Check efforts will continue in the garment and flower sectors; moreover, they will expand into a booming adjacent sector, the leather sector, and into the Amhara region.; Ethiopia; 2023 - 2025
- [BARTIME](#); BARTIME will examine the rewards for non-standard hours in Collective Agreements.; European Union; 2023 - 2025
- [BARSERVICE](#); To support capacity building for collective bargaining in the services sector, BARSERVICE seeks to provide a complex analysis of industrial relations in the services sector.; 6 EU Member States and 3 Candidate Countries; 2023 - 2025
- [Identifying Collective Bargaining Practices on AI in the European services sectors](#); Analyse CBA clauses related to AI and algorithmic management for the services sector; European Union; 2023
- [Makin Terang](#); Assessing labour law compliance and worker priorities to improve CBAs in Indonesia's garment factories; 2023 - 2025
- [Level-up: support and develop collective bargaining coverage](#); Increase collective bargaining coverage by levelling-up bargaining to the sectoral/multi-employer level.; European Union; 2022 - 2023
- [Right to Organise and Negotiate in Health Sector and Commerce Sector](#); The project aims to examine how workers are organised to protect the right to organise.; Asia, Latin America; 2022 - 2023
- [BARWAGE](#); To explore the size of four wage-setting arenas: the national level, sector level CBAs, CBAs at the enterprise level, and individual wage-setting; Austria, Bulgaria, Czech, Estonia, Spain, Italy, France, Netherlands, Portugal; 2022 - 2024
- [BARMETAL](#); Analysing collective bargaining in the metalworking industry; Czechia, Denmark, France, Germany, Italy, Hungary, Netherlands, Poland, Romania, Slovakia, Serbia, Sweden; 2023 - 2024
- [BARCOVID](#); Assessing the impact of COVID-19 on CBAs in Europe; EU 27 and Albania, Montenegro, North Macedonia, Turkey; 2021 - 2023
- [Eurofound CBA Database](#); Obtaining minimum wage rates agreed in collective agreements and developing a methodology for data-collection of collectively agreed wages; EU 27; 2021 - 2023
- [Mywage.org/Ethiopia: Living Wages in Flowers & Garment](#); In Garment Factories and Flower Farms Collective Agreements collected for social dialogues with Companies and trade Unions.; Ethiopia; 2021 - 2023

- [Pilot Mapping Collective Bargaining Agreements of Palm Oil Plantations](#); Improved labour rights in the palm oil value chain as a result of the existence of a CBA database providing valuable data for different parties to address and mitigate labour rights risks;; West Kalimantan, Indonesia; 2020 - 2021
- [SSHOC](#): Implementing the European Open Science Cloud; EU; 2019 - 2022
- [Decent Wage Bangladesh, Phase 1](#); Improving insight in actual wages, Cost of Living and Collective Agreements, to strengthen trade unions through improved Collective Agreements; Bangladesh; 2020
- [How Decent is my Factory? Phase 2](#); Workers' driven academic data input on wages and working conditions, enabling stakeholders in the garment industry to check, debate and negotiate factory specific compliance with the labor law and to promote wide application of Collective Agreements.; Indonesia; 2019 - 2022
- [How Decent is my Flower Farm?](#); Improving labour conditions through compliance checks in the flower sector in Ethiopia and Uganda.; Ethiopia, Uganda; 2019 - 2021
- [Decent Wage Myanmar, Phase 1](#); Contribute wage and cost of living data for the creation of a level playing field in tripartite negotiations and consultations, in preparation of establishing new minimum wage levels in the country; Myanmar; 2019
- [COLBAR](#); Improving knowledge about industrial relations and social dialogue, specifically about the content of Collective Agreements in Europe.; Europe 28 and 5 associate countries; 2019 - 2021
- [Mywage.org/Ethiopia for living wages in the garment sector](#); This project has a focus on the garment industry. Results will be good insight in living wages, in collective agreements and compliance with the law in garment factories. On the basis of living wages, analyses of the CBA's and performance of factories the trade unions will use intervention meetings with employers/employees in the factories to improve conditions.; Ethiopia; 2018 - 2021
- [Transparency through Mobile Internet](#); Enabling apparel workers and employers to check, debate, negotiate and publish wages and working conditions online; Indonesia; 2017 - 2019
- [BARCOM](#); Improving expertise in industrial relations in the commerce sector by analysing the content of collective agreements and relating this to the sectoral bargaining systems; Europe; 2016 - 2018
- [Decent Wage Central America](#); Smarter Collective Agreements in Central America; 2014 - 2017
- [Living Wage; Collective Agreement Data base for East Africa](#); 2012 - 2017
- Decent Wage Africa; Good Company Certificates West Africa and Madagascar; 2012 - 2017
- [Enabling Social Dialogue - East/West Africa](#); Organising mini social dialogues in East Africa and Ghana; 2011 - 2017
- [WIBAR - 3](#); Industry-level bargaining structures in relation to employment and competitive structures in 23 European countries; 2014 - 2016

ANNEX 1 CODEBOOK

The full version of the latest WageIndicator Collective Agreements Database - Version 6 - 2023 is available here: [Codebook Ceccon and Medas, 2023](#). In 2024, no new questions were added to the coding scheme.

The WageIndicator CBAs database coding scheme has been conceived as an international tool in continuous evolution, updated to incorporate the most recent changes in the labour world, such as COVID-19 clauses, remote work and AI/AM (Artificial Intelligence and Algorithmic Management clauses). In a few cases, CBAs already annotated in the database have been re-annotated backward, in order to meet such changes and being analyzed in the light of new questions and topics. The CBA dataset allows to identify which coding scheme has been used for the annotation of each CBA.

ANNEX 2 MANUAL WITH INSTRUCTIONS FOR CODING CBAS IN COBRA

A manual with detailed instructions for coding the CBAs in COBRA is available [Borbely, S., Ceccon, D., Dragstra, F., Medas, & G., Tijdens, K. \(2023\). The WageIndicator Manual of Instructions for Coding CBAs in COBRA, Amsterdam, WageIndicator Foundation.](#)

The manual provides for clear instructions for each and every question contained in the Codebook. The aim of the manual is to promote a shared understanding of the meaning of the questions within the coders, which is translated in uniformity and consistency of the annotations within the coders along the time.