



BARMETAL

Analysis of European CBAs in the Metal sector

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Collective Bargaining and Industrial Relations in Europe

+ Collective Agreement Database - Visual

Collective Bargaining News

- Established in 2012
- Currently hosting around 3000 CBAs from 70 countries all over the world, in 28 languages
- Agreements are collected and annotated (coding scheme with more than 1000 variables) and published in WageIndicator national websites, all in national languages (original text)
- All CBAs are internationally comparable (largest international database of the world)
- 12 main macro-topics

Collecting, annotating and coding agreements

THE MACRO TOPICS CODED IN THE DATABASE

Job titles

Individual
employment
contracts / job
security

Work-life
balance
arrangements

Equality and/or
violence in the
workplace

Wages

Social security
and pensions

Training /
apprenticeship

Sickness and
disability

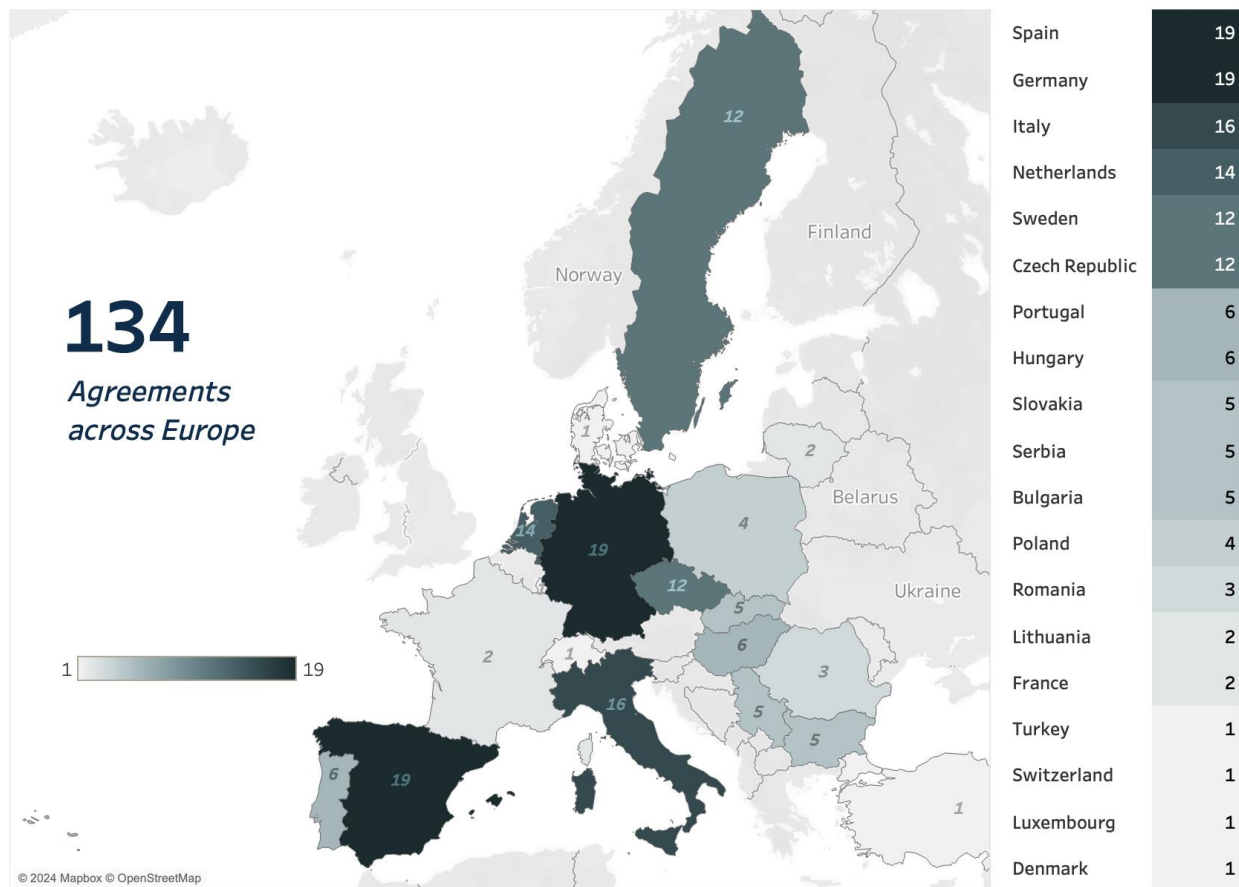
Health and
medical
assistance

Working hours,
schedules,
holidays and
days of leave

Workers'
Representation
& Conflicts

**New
Technologies &
Green clauses**

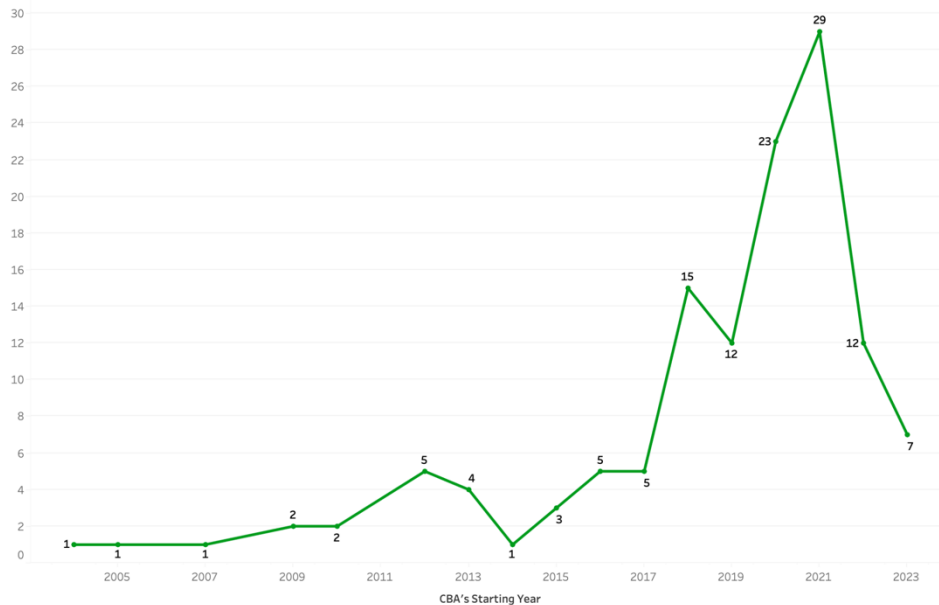
Global map of the European metal sector CBAs analysed for BARMETAL



- 134 CBAs in 19 countries
- Spain, Germany, Italy, the Netherlands, Sweden and Czechia stand out as the top countries with the most metal sector CBAs in our sample (19-12)

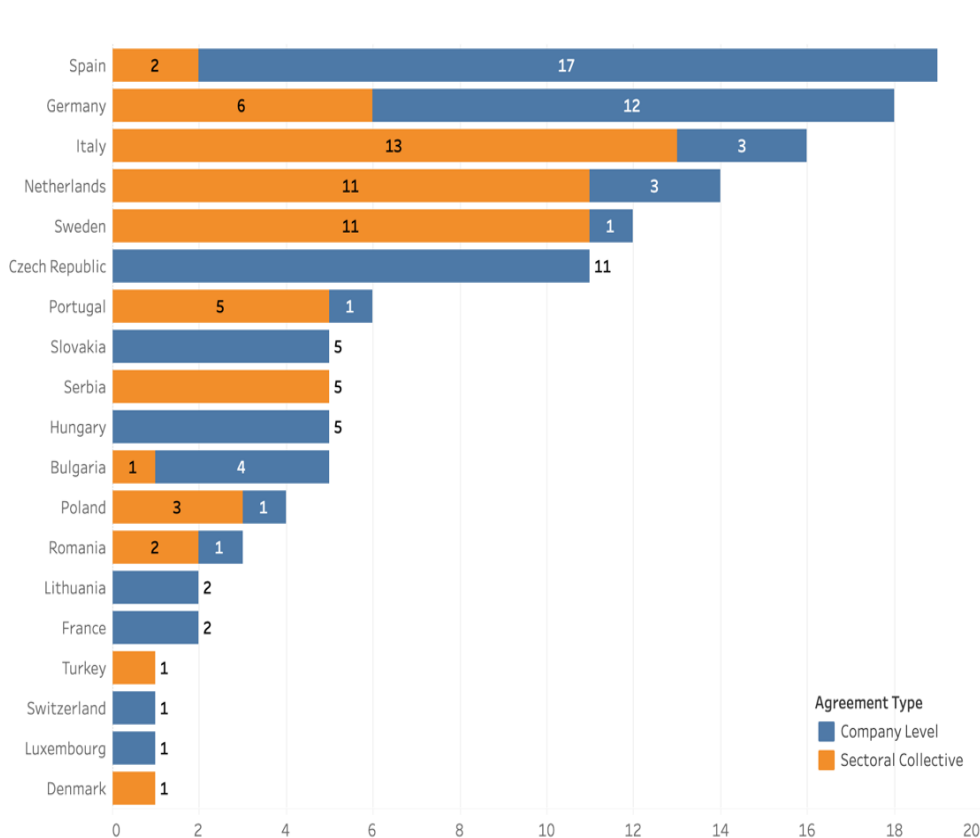
NACE Codes and Time range of the CBAs involved in the analysis

2400	Manufacture of basic metals
2500	Manufacture of fabricated metal products, except machinery and equipment
2600	Manufacture of computer, electronic and optical products
2700	Manufacture of electrical equipment
2800	Manufacture of machinery and equipment
2900	Manufacture of motor vehicles, trailers and semi-trailers



- 6 Metal NACE Codes (2400-2900)
- The time range of all the CBAs covers the years from 2005 to 2023
- The sample is quite recent, as most of the CBAs were signed between 2017 and 2023
- Most of the CBAs (29) were signed in 2021

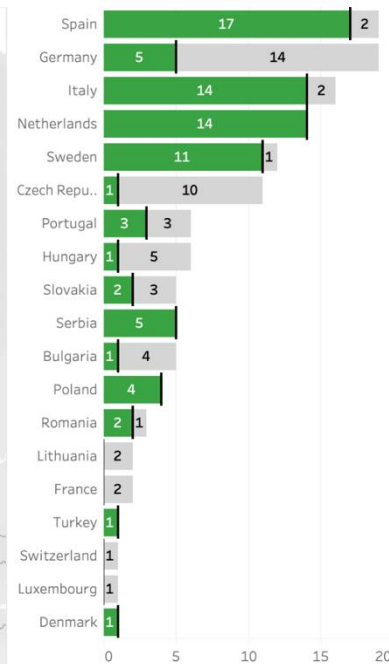
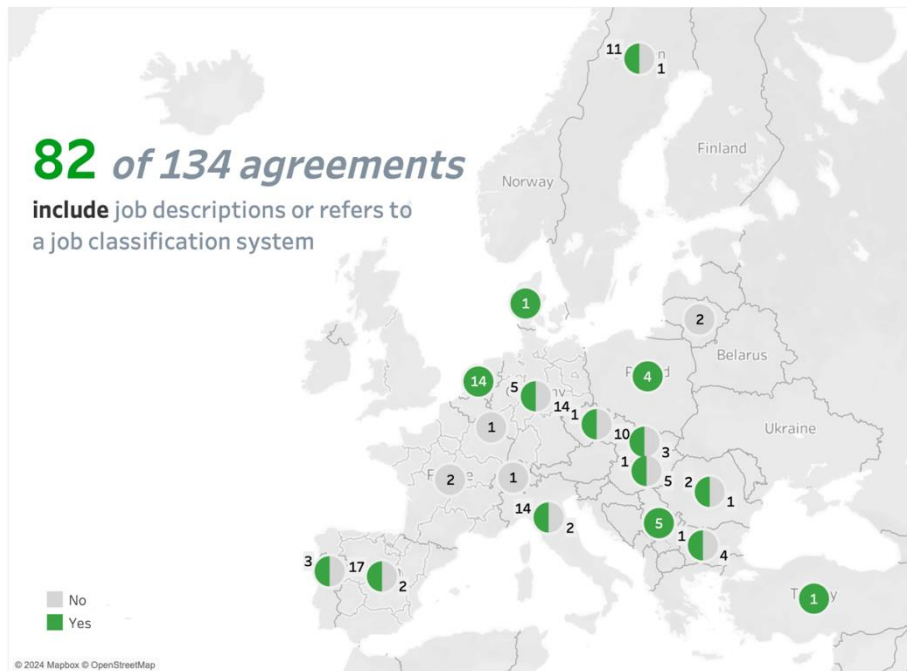
Distribution of the sample: Sectoral and Company level CBAs per country



	Company Level	Sectoral Collective
Spain	17 (89.5%)	2 (10.5%)
Germany	12 (66.7%)	6 (33.3%)
Italy	3 (18.8%)	13 (81.3%)
Netherlands	3 (21.4%)	11 (78.6%)
Sweden	1 (8.3%)	11 (91.7%)
Czech Republic	11 (100.0%)	
Portugal	1 (16.7%)	5 (83.3%)
Slovakia	5 (100.0%)	
Serbia		5 (100.0%)
Hungary	5 (100.0%)	
Bulgaria	4 (80.0%)	1 (20.0%)
Poland	1 (25.0%)	3 (75.0%)
Romania	1 (33.3%)	2 (66.7%)
Lithuania	2 (100.0%)	
France	2 (100.0%)	
Turkey		1 (100.0%)
Switzerland	1 (100.0%)	
Luxembourg	1 (100.0%)	
Denmark		1 (100.0%)
Grand Total	70 (53.4%)	61 (46.6%)

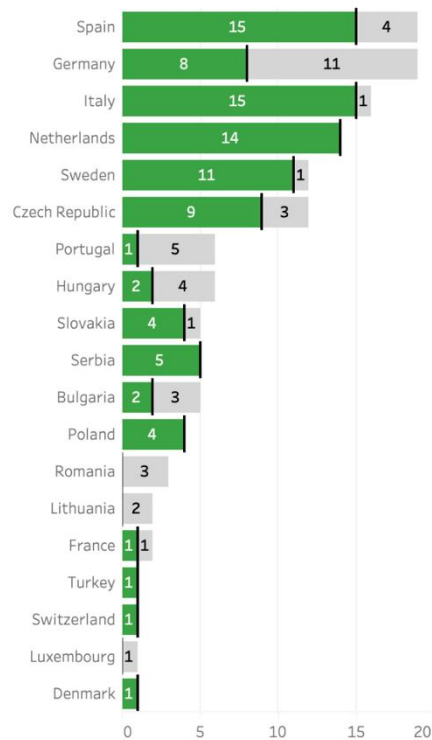
- A very balanced sample (almost equally divided)
- 53% company level (blue)
- 47% sectoral level (orange)
- Spain, Germany, Czechia, Slovakia and Hungary are significantly represented with a majority of company level CBAs
- Italy, Sweden, Portugal and Serbia, on the other hand, with a majority of sectoral CBAs

Job descriptions and job classification system



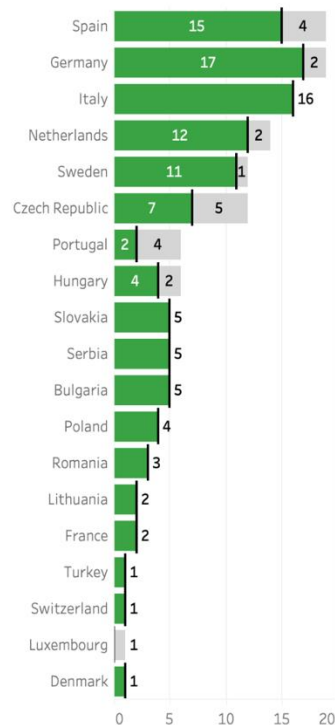
- 82/134 CBAs refer to clauses related to this topic (61%)
- Spain, Italy, Sweden, Serbia, Poland and the Netherlands are the countries with more CBAs (highest rate) referring to such clauses

Social security and pensions



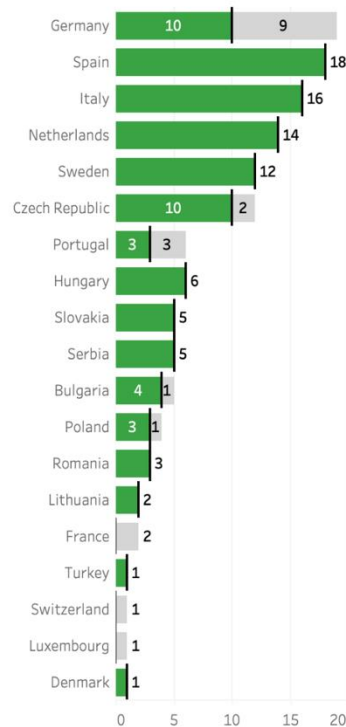
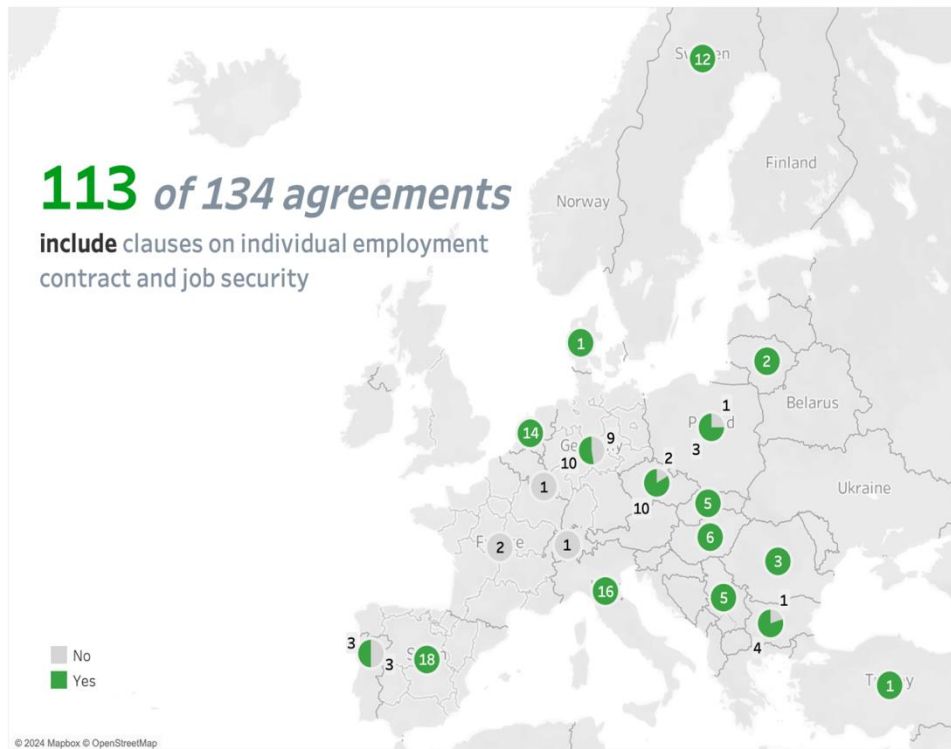
- 94/134 CBAs refer to clauses related to this topic (70%)
- Among the countries with more CBAs mentioning such topic : Dutch, Italian, Spanish and Swedish CBAs provide for such clauses in almost all their CBAs
- All the Serbian CBAs (5) and Polish CBAs (4) have clauses regarding such topic

Training and Apprenticeship



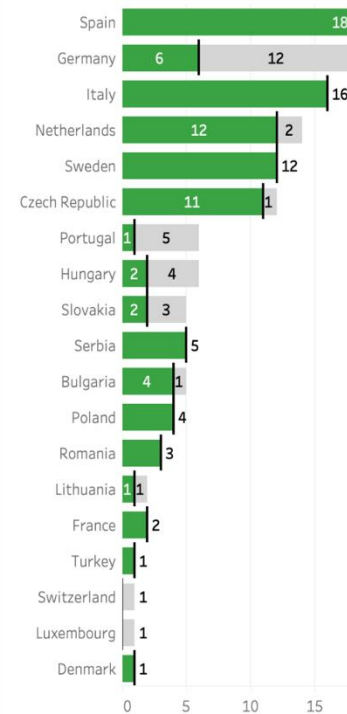
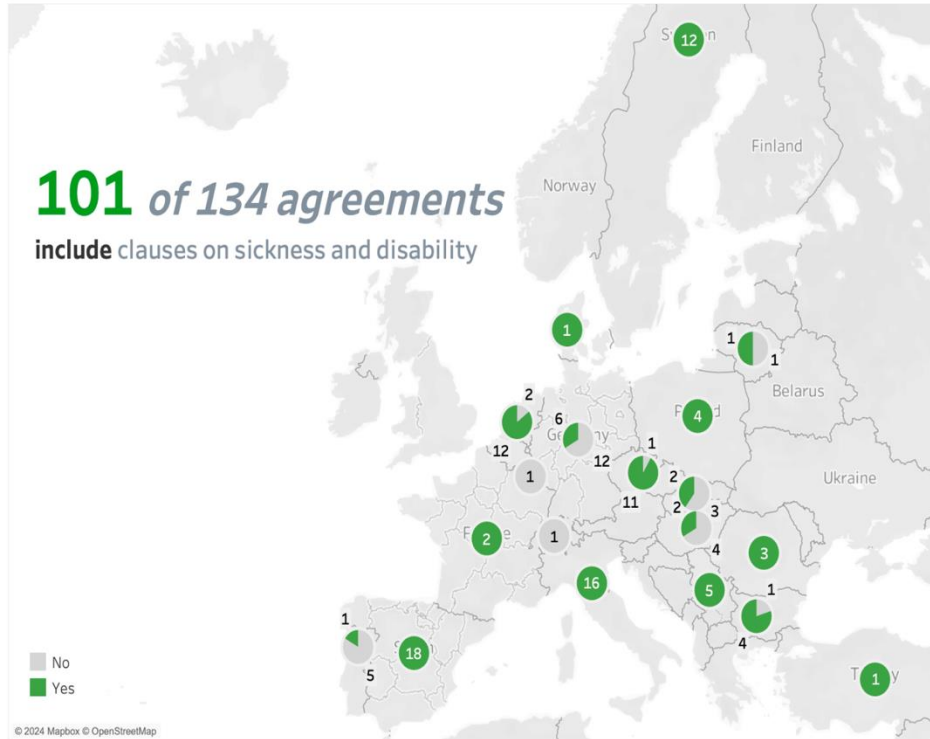
- 113 of 134 CBAs refer to clauses related to this topic
- The vast majority of the CBAs provide for such clauses, with an overall 85% of coverage

Employment contracts and job security



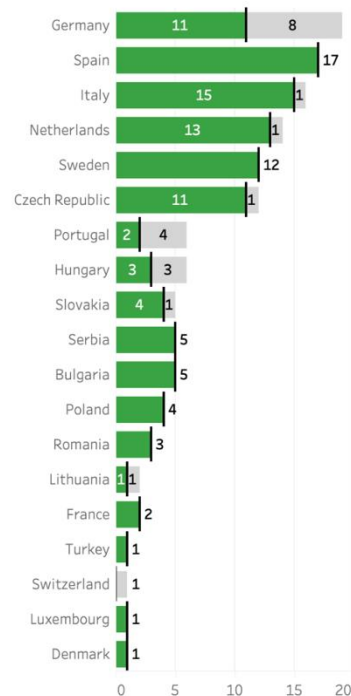
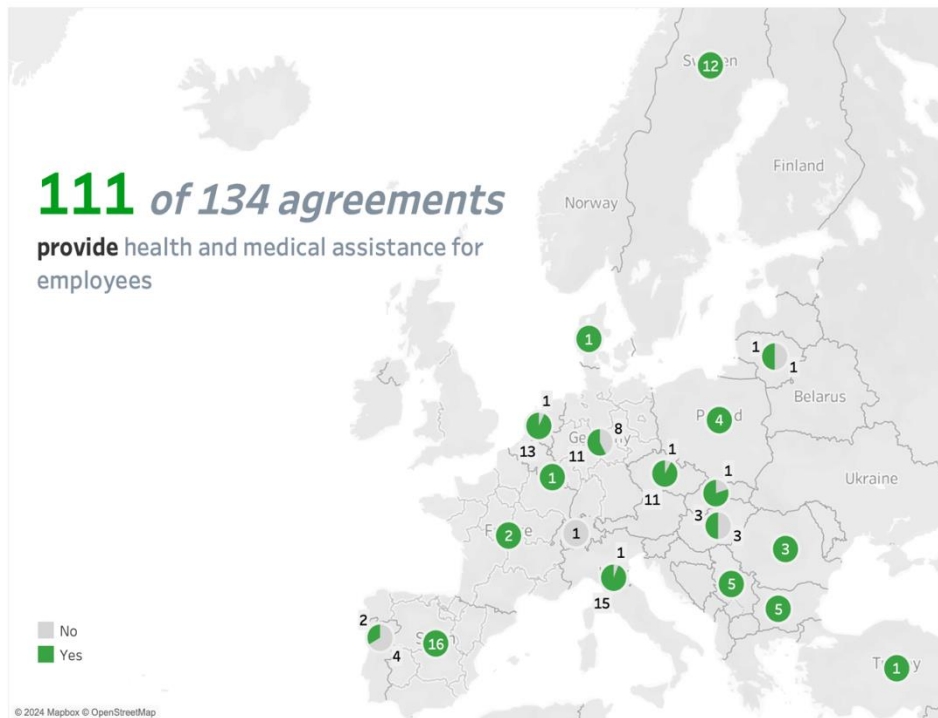
- 113 of 134 CBAs refer to clauses related to this topic
- Most of the European metal CBAs (85%) of the sample cover such topic
- All the Spanish, Italian, Swedish and Dutch CBAs contain such clauses (100%), among the countries with more CBAs

Sickness and disability



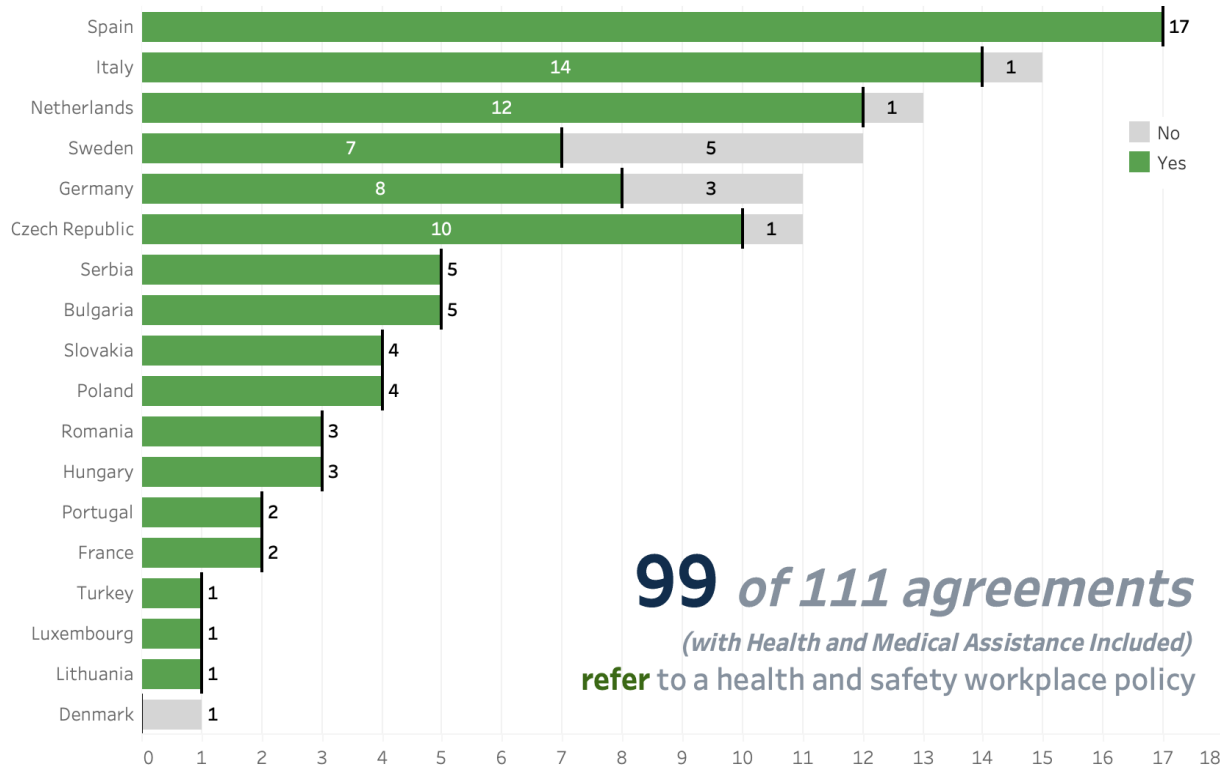
- 101 of 134 CBAs refer to clauses related to this topic
- Overall, 75% of the CBAs contain such clauses
- CBAs from Spain, Italy, Sweden, the Netherlands and Czechia contemplate such topic in almost all their agreements
- Similarly, Serbia, Poland and Romania include the topic in ALL their agreements.

Health and medical assistance



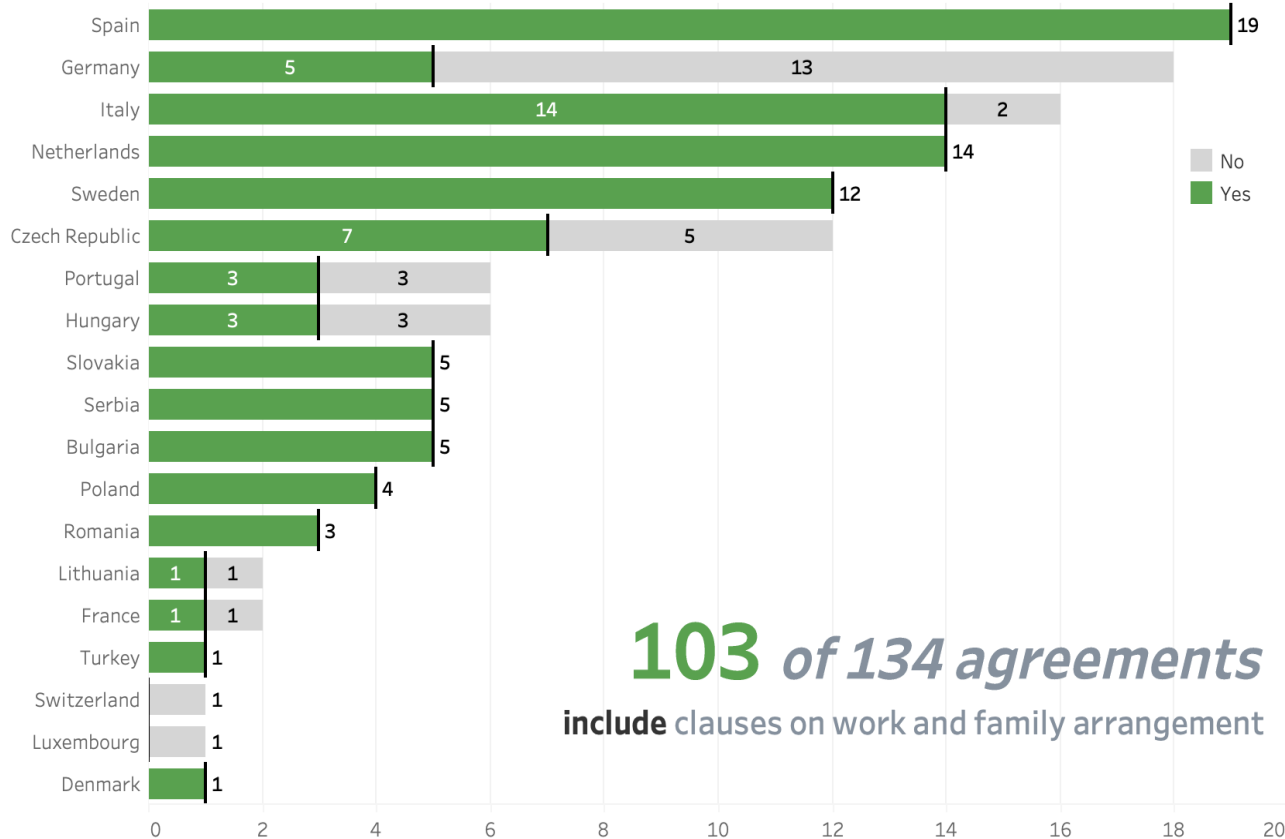
- 111 of 134 CBAs refer to clauses related to this topic (83%)
- Overall, all the targeted countries contain such clauses in their agreements.

Health and safety workplace policy



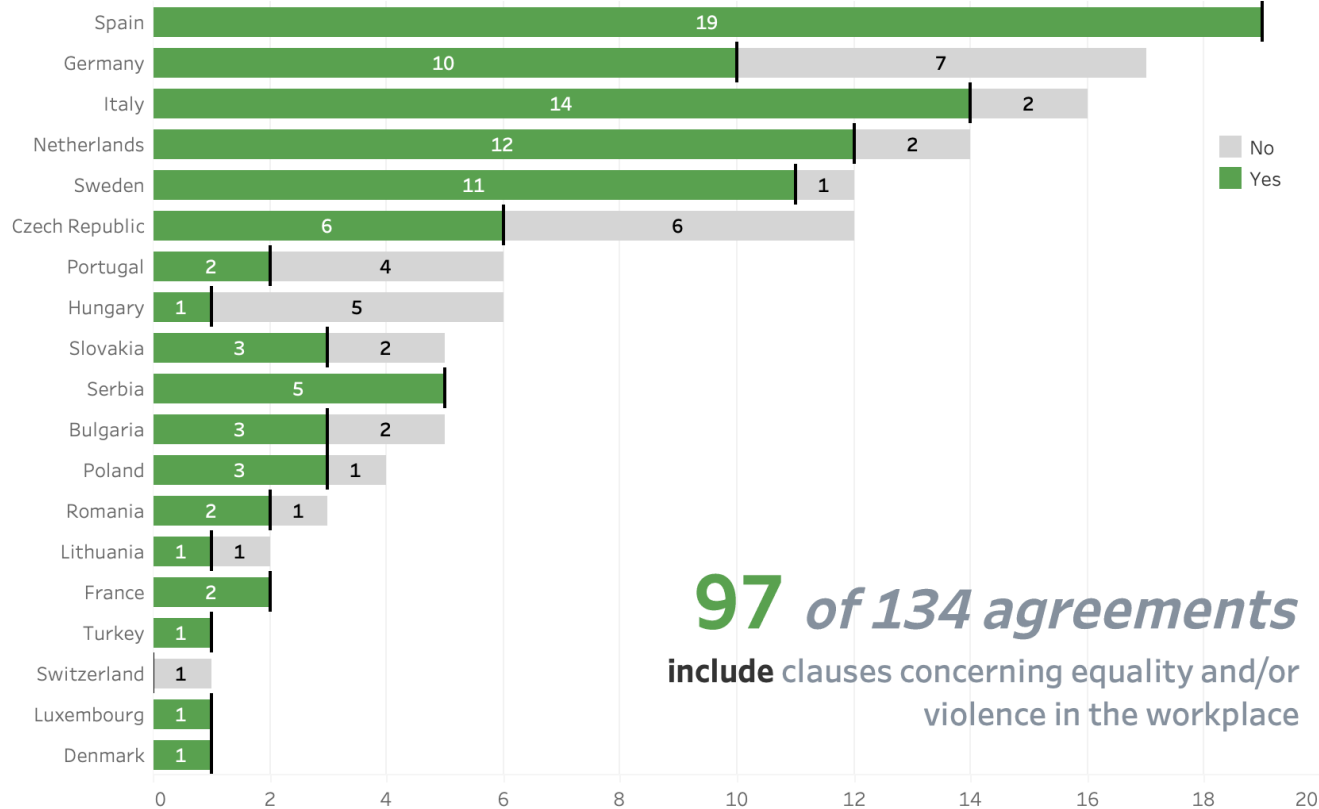
- 99 of 111 CBAs refer to clauses related to this specific topic
- This means that 90% of the CBAs refer and comply with an official health and safety policy document

Work and family arrangements (including pregnancy, maternity/paternity leave and childcare)



- 103 of 134 CBAs refer to clauses related to this topic (77%)
- 10 countries contain such clauses in **ALL** their agreements.
- 17/19 countries contain such clauses in their CBAs

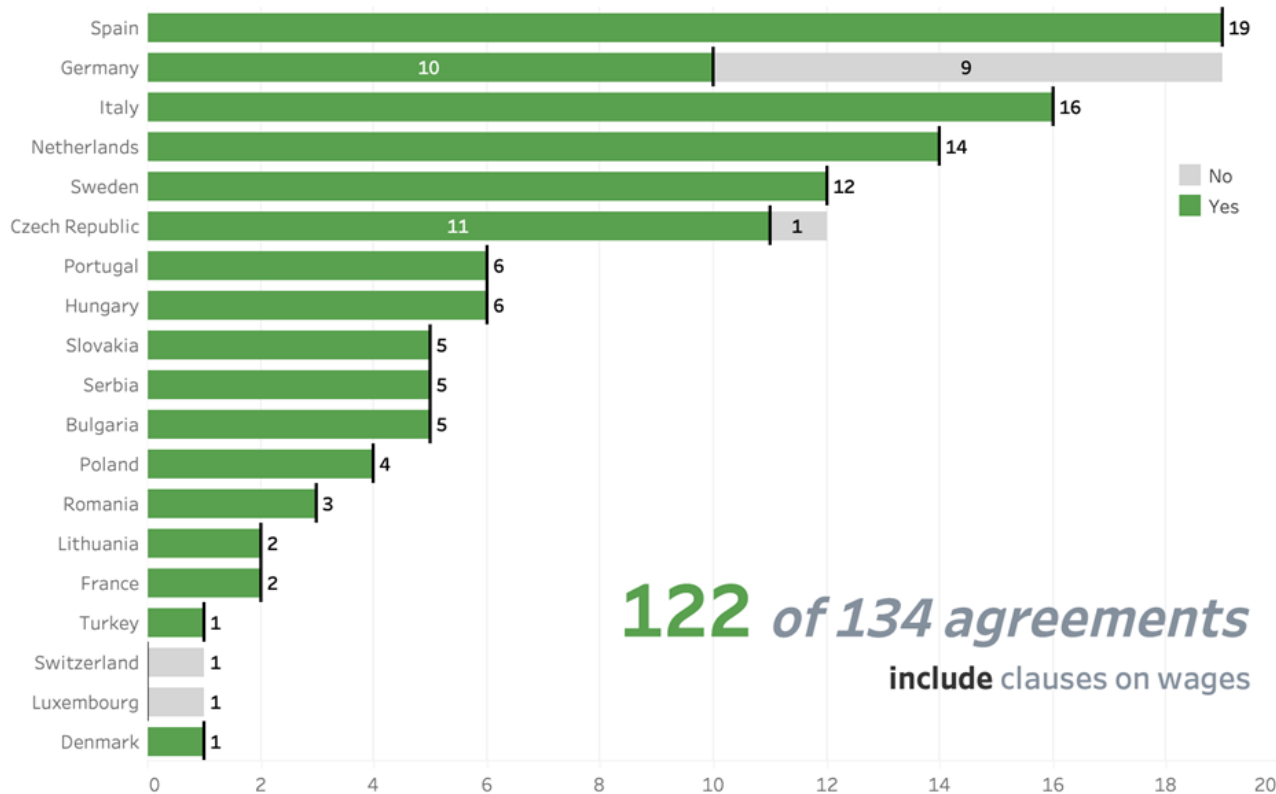
Gender equality issues



97 of 134 agreements
include clauses concerning equality and/or
violence in the workplace

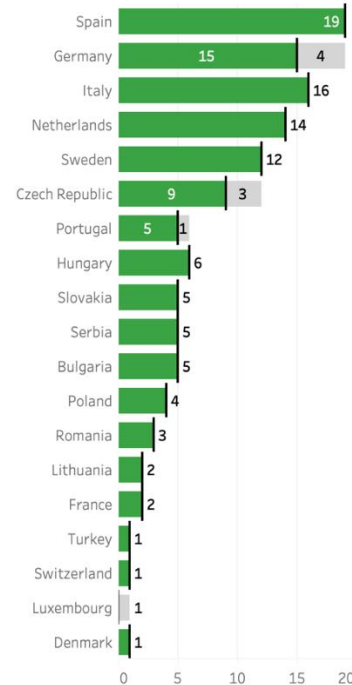
- 97 of 134 CBAs refer to clauses related to this topic (72%)
- CBAs from Spain, Italy, Sweden, Netherlands and Serbia have the highest percentage of CBAs that include such clauses

Wages



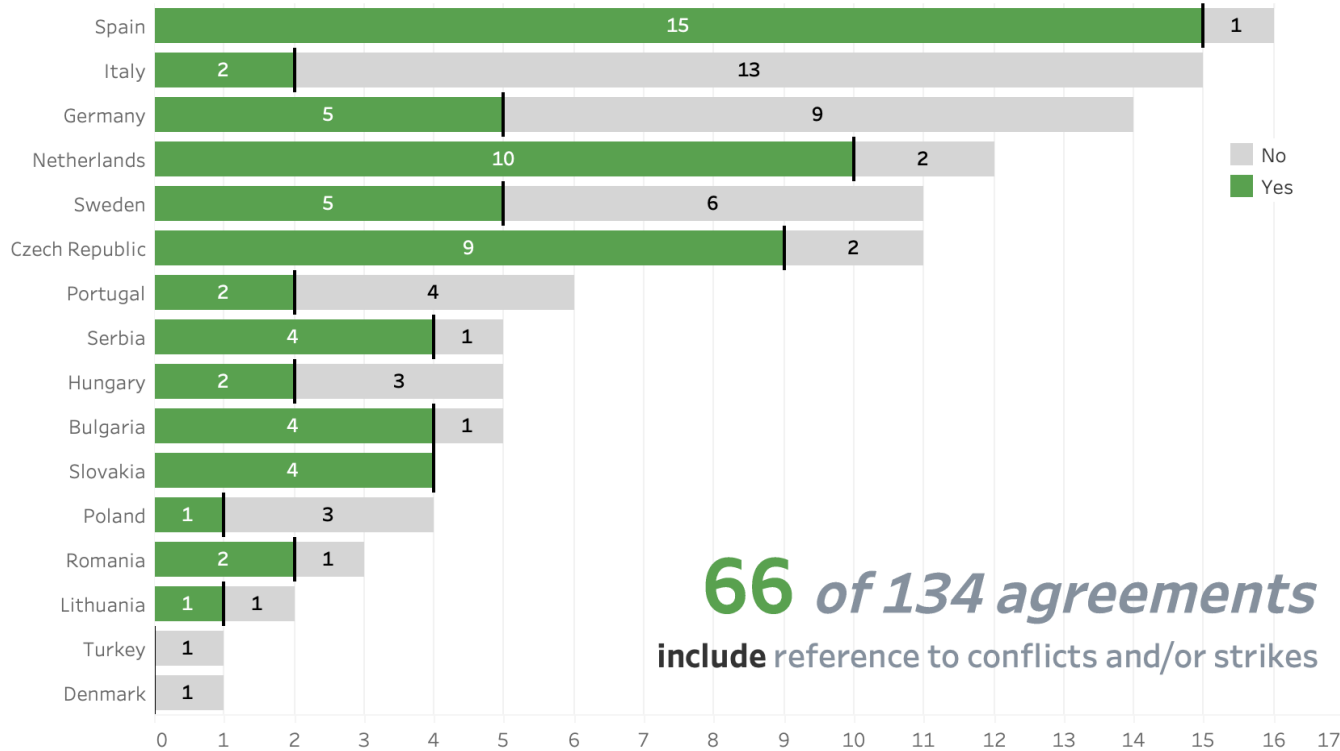
- 122 of 134 CBAs refer to clauses on Wages
- Hence, 91% of the CBAs include Wage-related clauses and provisions
- Only half of the German CBAs explicitly refer to wages in their agreements' text.

Working hours, schedules, holidays, and days of leave



- 125 of 134 CBAs refer to clauses related to this topic (93%)
- Average working hours per day is: 7.9, weekly 39,3.
- Average paid Annual Leave: 24 days

Workers' Representation & Conflicts (work councils and strikes)



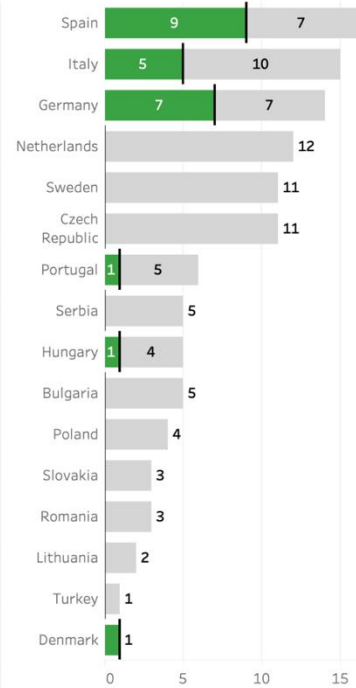
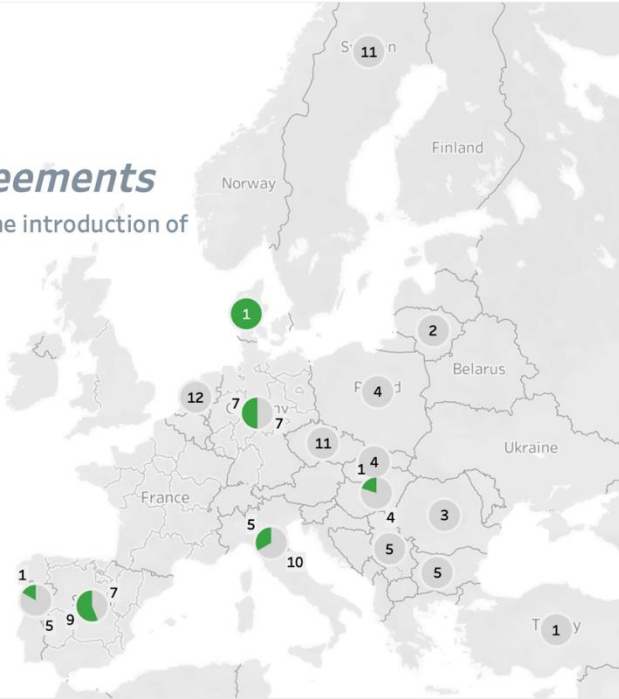
- 66 of 134 CBAs refer to clauses related to such topics (50%)
- Spain stands out as the country having more CBAs referring to such clauses (15/1)

Advanced Technologies (including AI/AM)

24 of 134 agreements

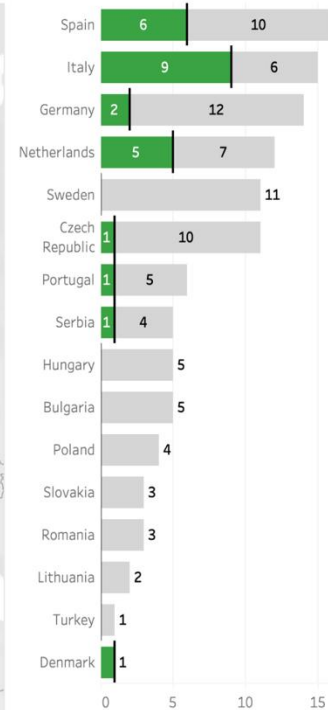
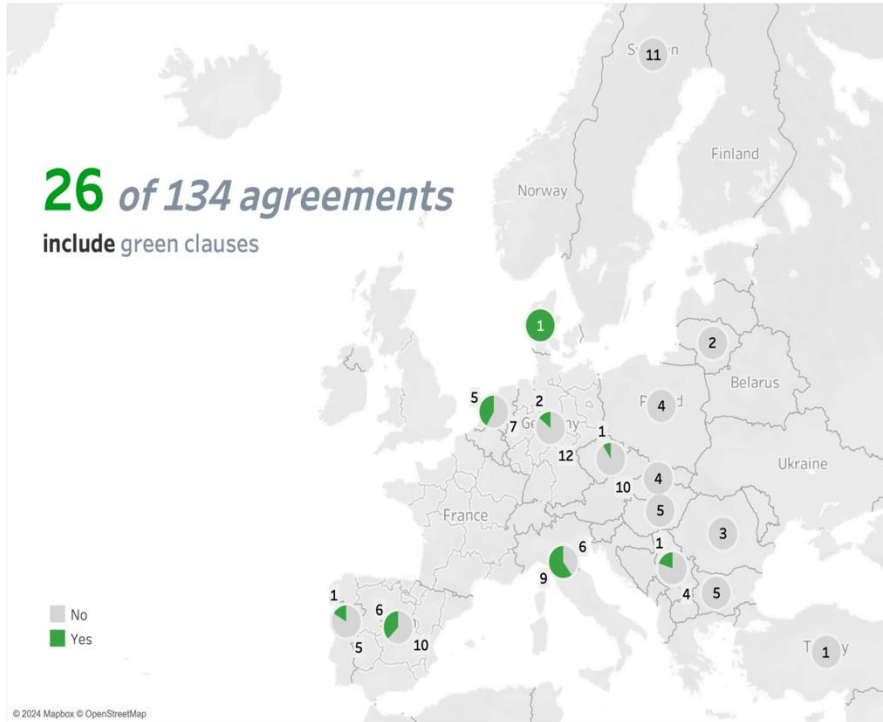
include any reference to the introduction of advanced technologies

■ No
■ Yes



- Only 24 of 134 CBAs refer to clauses related to the introduction of advanced technologies (18%)
- Spain, Germany and Italy are the countries with more chances to contain clauses regarding Advanced Technologies (more than 50% of their agreements)

Green clauses



- Green clauses contain provisions related to environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace
- Only 26 CBAs of 134 (20%) contain green related clauses, in 8/19 countries

Conclusions

- Overall, the European Metal sector agreements are well structured and quite comprehensive, as they substantially cover all the labour macro topics analyzed.
- On the other hand, Green clauses and AI/AM contents are less represented than other labour macro topics. DAD issues are relatively recent topics in the public debate (also in CBAs), this might explain their lower coverage in the agreements: in fact, the most recent CBAs have more chances to include such concepts and clauses.
- At different levels, both large Companies as well as large National Social partners, have pointed out in their agreements their commitment of including Green and AI/AM clauses in all their CBAs in the future:
 - Sustainable practices to achieve climate-neutral production; protection and improvement of the internal and external environment)
 - Training for employees on new AI tools, right to disconnect, data protection

Conceptual NOTES:

- **SAMPLE:** the European metal sector CBA's analysis focuses **only** on the agreements that have been annotated in the framework of the BARMETAL project. The number of CBAs/Country, which have been collected and annotated for the project, are solely based on their availability and the social partners cooperation in sharing them.
- CBAs annotation and analysis focus only on what is explicitly stated in the text of the agreements, regardless of any assumptions and/or what is established by the labour law in other/separate documents.
- To see the full CBAs analysis, refer to the report: Phonskaningtyas, I. C., Ceccon, D., Medas, G., Kahancova, M. (2024). ***BARMETAL Report on the findings of CBAs stipulations. Amsterdam, WageIndicator Foundation [EN]***
- The annotation and analysis of the CBAs have been performed using the Wageindicator CBAs codebook.*

*See the latest CBAs Database Codebook here: [Ceccon, D., Medas, G. \(2023\). Codebook WageIndicator Collective Agreements Database – Version 6 – October 2023. WageIndicator Foundation, Amsterdam.](#)



THANK YOU!

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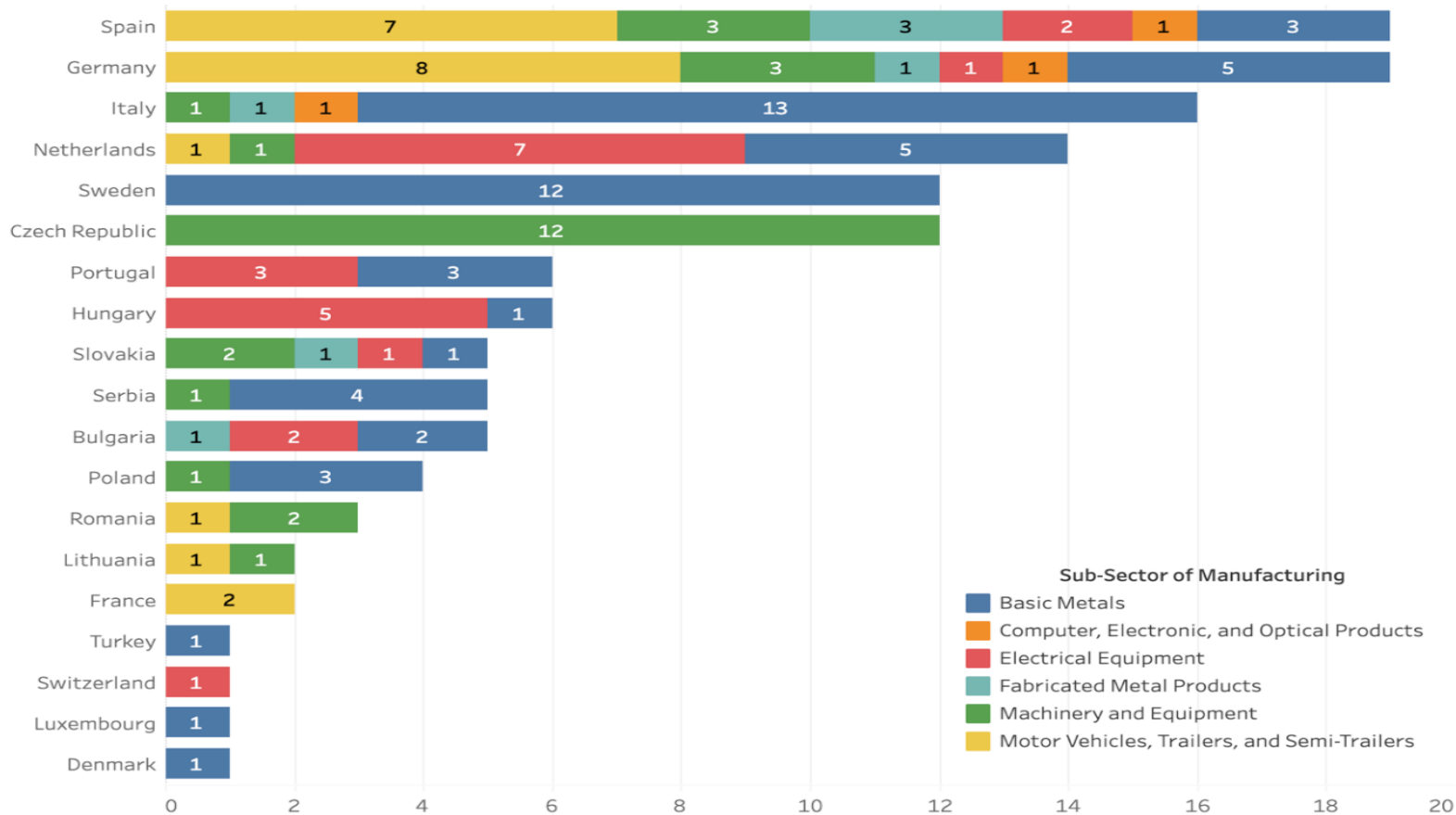
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**[WAGEINDICATOR COLLECTIVE AGREEMENTS DATABASE ANNUAL REPORT - 2023](#)

Countries and number of metal sector CBAs analyzed

Country	Number of CBAs
Bulgaria	5
Czech Republic	12
Denmark	1
France	2
Germany	19
Hungary	6
Italy	16
Lithuania	2
Luxembourg	1
Netherlands	14
Poland	4
Portugal	6
Romania	3
Serbia	5
Slovakia	5
Spain	19
Sweden	12
Switzerland	1
Turkey	1

Sectoral and country composition of the collective agreements' sample in the 6 Metal NACE Codes



Advanced Technologies (AI/AM)

newtech_trigger	Does the agreement make any reference to the introduction of advanced technologies (including Artificial Intelligence and Algorithmic Management) at work? * By AI (Artificial Intelligence) we refer broadly to any machine-based system that can make predictions, recommendations, or decisions with only limited human input/ oversight. By AM (Algorithmic Management) we refer to the delegation of managerial functions to algorithmic and automated systems.
newtech_aiam	Does the agreement specifically refer to the introduction of Artificial Intelligence (AI) and/or Algorithmic Management (AM) at work?
newtech_topics	In which of the following topics is AI /AM mentioned? You can select more than one option. Please be as accurate as you can.

newtech topics	11 'Impact of AI/AM systems on working time and the right to disconnect' 22 'Training for employees and/or management on new AI tools (including the risks related to AI usage)' 33 'Use of AI/AM in recruitment process, work organization and worker's assessment' 44 'Employee/trade union involvement in data protection' 66' Employee/trade union involvement when new technologies are introduced' 77 'Respecting the relevant privacy/data protection legislation' 88 'AI/AM tools used for monitoring and worker surveillance (e.g., software/devices to track physical or digital worker activity)' 55 'Other topics' -9 'Not specified'
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