



WageIndicator

How Collective Agreements Reflect the SDG Agenda.

Daniela Ceccon

Director Data at WageIndicator

danielaceccon@wageindicator.org

Gabriele Medas

Manager of the WageIndicator Collective Agreements Database

gabrielemedas@wageindicator.org

Omkar Joshi

Data Analyst at WageIndicator

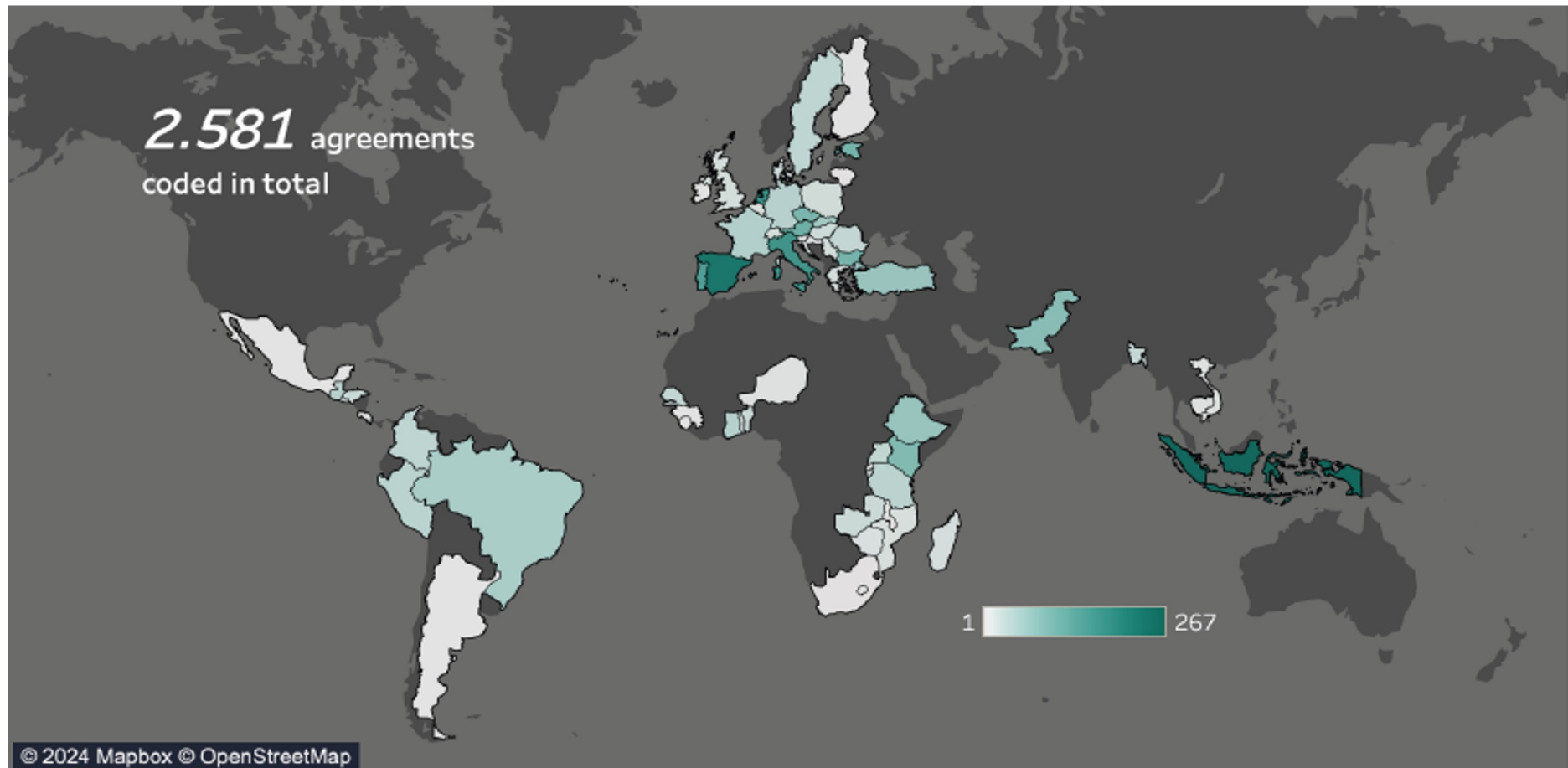
omkarjoshi2001@gmail.com

The WageIndicator Collective Agreements Database in numbers

The screenshot shows the WageIndicator.org website. At the top left is the logo with three white dots and the text 'WageIndicator.org'. Below it is the tagline 'Collect, Share, Compare. Aware.' and a search bar with the placeholder text 'search..' and a magnifying glass icon. A navigation bar contains three items: 'Salaries +', 'Labour Law +', and 'About WageIndicator +'. A dropdown menu is open under 'Labour Law +', listing: '+ Collective Agreements Database', '+ Labour Law Around the World', '+ Platform Economy', '+ Collective Agreement Database per Country', 'Collective Bargaining and Industrial Relations in Europe', '+ Collective Agreement Database - Visual', and 'Collective Bargaining News'. On the left side, there is a dark blue banner for 'LIVING WAGES RELEASE' with a blue arrow pointing to the 'Collective Agreements Database' menu item. The banner text reads: 'Get Access to wageindicator's Living Wages for 155 Countries and 2,290 Regions.' and includes a button that says 'See Plans and Pricing'.

Established in 2012
Currently hosting more than 2600 CBAs from 65 countries all over the world, in 27 languages
Agreements are collected, 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
12 main macro-topics

CBAs around the world



Collecting, annotating and coding agreements

THE PROCESS OF ANNOTATION

1.

JPEG / PDF / Scanned
document



OCR software

Word document



Html

edito
r

Html navigable
text

2.

The text is uploaded in WageIndicator system, called COBRA.

3.

Questions are answered and clauses are selected about 12 labour macro topics.

A comprehensive coding scheme* in continuous evolution...

According to:

- ☐ Findings coming from the CBAs analysis
- ☐ Annotators and researchers' inputs and insights
- ☐ Industrial relations Projects (ongoing, in the pipeline as well as potential ones)
- ☐ Highly relevant topics emerging in the public debate: remote work, Industry 4.0, green transition, wages, AI/AM (artificial intelligence),

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

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

Collecting, annotating and coding agreements

THE TOPICS CODED IN COBRA

Social security
and pensions

Individual
employment
contracts / job
security

Work-life
balance
arrangements

Equality and/or
violence in the
workplace

Wages

Training /
apprenticeship

Sickness and
disability

Health and
medical
assistance

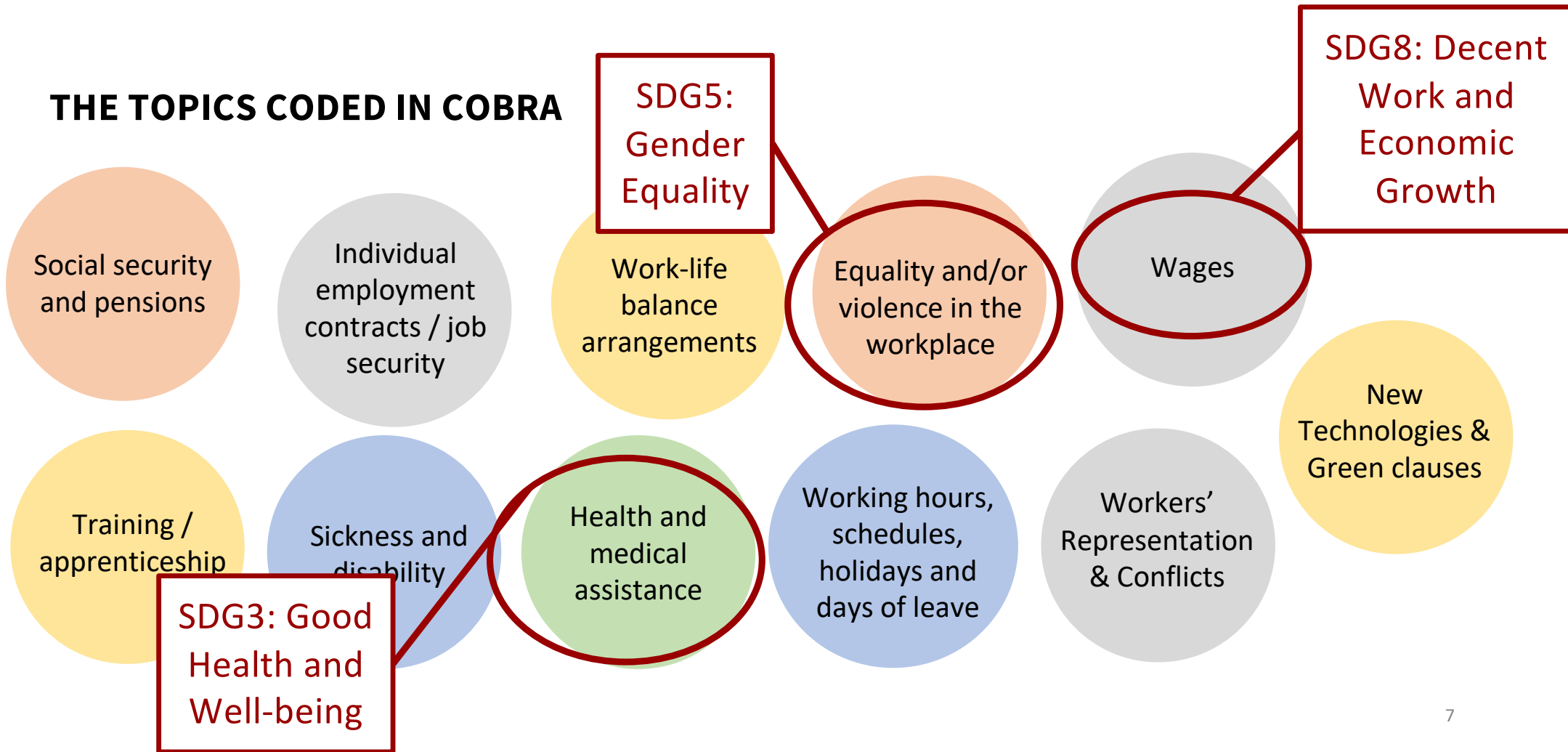
Working hours,
schedules,
holidays and
days of leave

Workers'
Representation
& Conflicts

New
Technologies &
Green clauses

Topics that reflect the SDG Agenda

THE TOPICS CODED IN COBRA

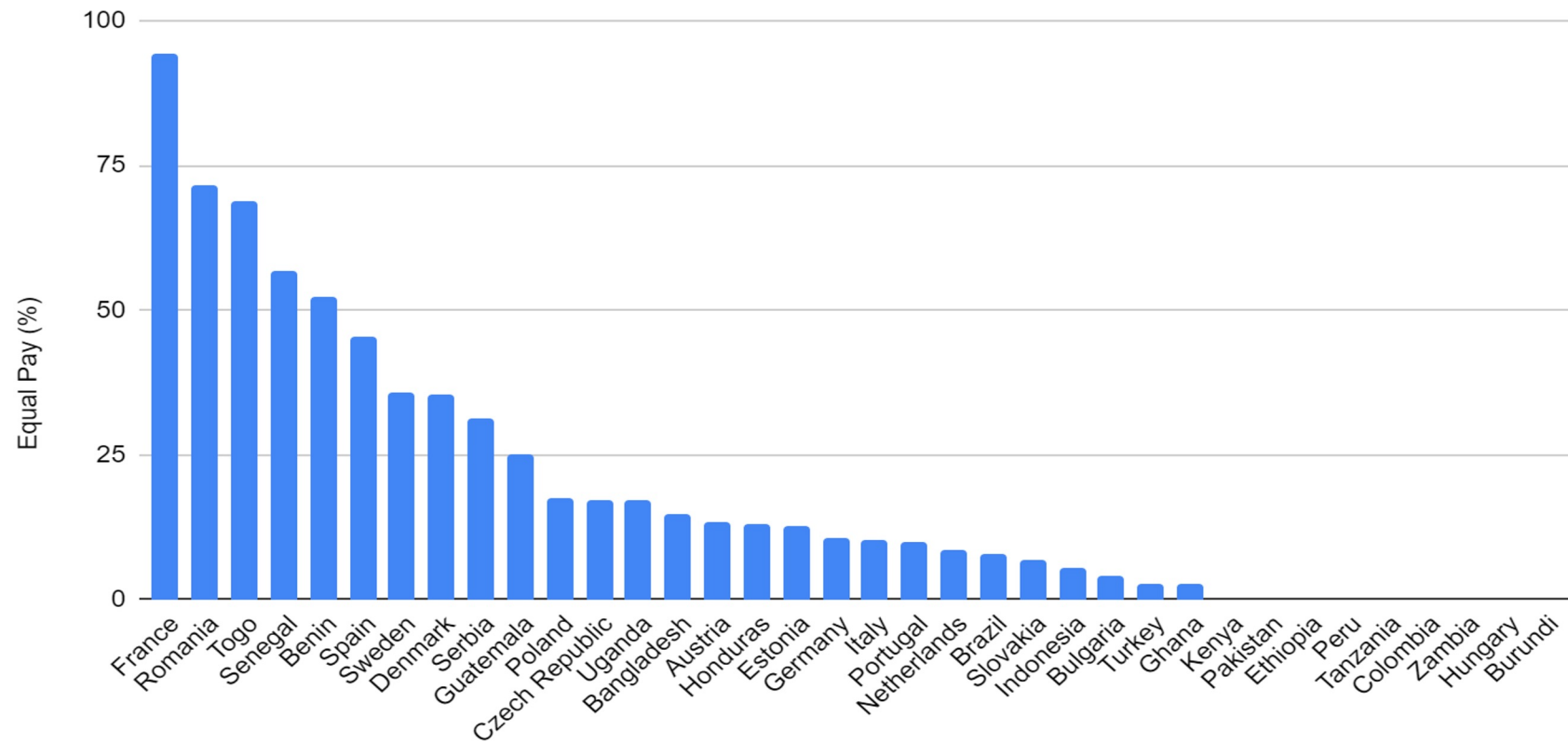


The Sample used in the analysis

- Only included countries with **>15** CBAs
- **2361** agreements from **36** countries
- 3 SDGs investigated
 - *Decent Work and Economic Growth* (SDG 8)
 - *Gender equality* (SDG 5)
 - *Good Health & Wellbeing* (SDG 3)
- 1 variable under SDG8, 4 under SDG5, 2 under SDG3
- **1/3rd** of the CBAs are from **Manufacturing**
- All other sectors are **< 10%** of the sample

SDG8: Decent Work and Economic Growth

1. Variable chosen: Equal pay (Does the agreement contain clauses on equal pay for work of equal value?)



SDG5: Gender Equality (4 variables)

1. Variable chosen: Equal pay (Does the clause make a special reference to gender when about equal pay for work of equal value?)
 - France: almost 100%; Togo, Senegal & Benin between 50-70%. Other European countries follow with a lower percentage.
2. Variable chosen: Equal promotion opportunity (Does the CBA contain clauses on equal opportunities for promotion for women workers?)
 - France: 83%; Romania, Italy and Spain between 50 and 60%. Togo around 20%.
3. Variable chosen: Equal training opportunities (Does the CBA contain clauses on equal opportunities for training and retraining for women workers?)
 - France 80%; Italy 40%, Spain 30%, Romania 20%.
4. Variable chosen: Equality officer: (Does the CBA contain clauses which provide for a gender equality trade union officer at the workplace?)
 - Very rare provision (only 7 countries). France 36%, Spain 16%, Italy 11%. Others less than 4%

SDG3: Good Health and Well-being (2 variables)

1. Variable chosen: health & safety policy (Does the agreement refer to a health and safety workplace policy?)
 - Indonesia almost 100%; Czechia, Poland, Serbia and Italy 90-95%. Romania, Kenya & Spain around 85%.
2. Variable chosen: health & safety training (Does the agreement provide for health and safety training)
 - Some eastern Europe countries (Serbia, Romania, Poland, Czechia) & Italy are leading with a range between 65-90%.

Concluding...

Conceptual NOTE:

- ☐ CBAs annotation and analysis focus **only** on what is explicitly stated in the text of the agreement itself, regardless of assumptions and/or what is established by the labour law in other documents.



THANK YOU

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