

The resulting scheme as well as the full text are **published** on the national WageIndicator websites in the original language. The coding scheme is also available in English. A tool allows for a comparison across CBAs within and across countries.

What can the database be used for?

- Share the content of collective agreements by publishing texts and coded schemes online, giving employers and employees the opportunity to read full texts and understand provisions;
- Carry out research by comparing provisions across companies, sectors and countries;
- Check compliance of collective agreements with national labour law or see whether they improve the law;
- Compare collectively agreed wages with minimum wages;
- Train negotiators in analysing and applying the collective agreements;
- Find best practices and create model collective agreements.



The BARCOM project

BARCOM

With innovative tools for bargaining support in the commerce sector
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr VS/2016/0106)
15th March 2016 - 15th March 2018

BARCOM is a **research project** which aims to improve expertise in industrial relations in the commerce sector by the innovative approach of analyzing the content of 116 collective agreements from 22 European countries and relating the results to the sectoral bargaining systems. More information and details are available at : <https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom>

Who we are

What is WageIndicator?

WageIndicator is a foundation based in the Netherlands and running websites in 92 countries. Through our national websites, we **collect, compare and share information** about Wages, Labour Law and Career.

Send your CBAs to our office

E-mail: office@wageindicator.org

Web:

www.wageindicator.org/cbadatabase



THE WAGEINDICATOR CBA DATABASE

More than 800 collective agreements from 52 countries annotated, analysed and published

The screenshot shows the WageIndicator.org website. The top navigation bar includes 'Salaries', 'Labour Law', and 'WageIndicator Foundation'. Below this, there are sub-menus for 'Home > Labour Law > Collective Bargaining Agreements' and 'Country'. The sidebar on the left lists 'Collective Agreements per country' and 'WageIndicator compiles a global database of Collective Bargaining Agreements, which enables you to'. The main content area displays 'Collective Bargaining Agreements Database' and 'Collective Agreement Database Country' with various filters and search options.

Check the Database page under section 'Labour Law' in Wageindicator.org

What is the CBA database?

What is a collective bargaining agreement (CBA)?

When trade unions and employers or employers' organizations negotiate terms and conditions of employment, they undertake 'collective bargaining.' The written document resulting from such negotiations is a **collective bargaining agreement (CBA)**. CBAs can be signed at company level, at sectoral or inter-professional level, or at national level.

Where is the right of collective bargaining provided?

The right to collective bargaining is one of the **fundamental labour rights** laid down in two core Conventions of the International Labour Organisation (ILO).

These conventions are the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organize and Collective Bargaining Convention 1949 (No.98). ILO addresses the issue also through the Collective Bargaining Convention, 1981 (No.154) and the accompanying Recommendation (No.163).

The CBA database currently contains 862 CBAs from 52 countries

Why a collective bargaining agreements database?

The importance of collective agreements is recognised worldwide, but only a few countries in the world maintain a database of the provisions agreed in these agreements. And even in those cases – e.g. the UK, New Zealand, Netherlands, Brazil – the databases are not comparable across countries. The **WageIndicator Collective Agreements Database** team collects and codes agreements, which are comparable worldwide. Since 2013 – when it was started - the Database has been an essential tool for many activities, reports and projects.

The screenshot shows a Collective Bargaining Agreement (CBA) document for Alpha Fine Foods Limited. The document is titled 'COLLECTIVE BARGAINING AGREEMENT BETWEEN ALPHA FINE FOODS LIMITED AND KENYA UNION OF COMMERCIAL FOOD AND ALLIED WORKERS'. It includes a table of contents with sections like 'EMPLOYMENT CONTRACTS', 'WAGES', 'SICKNESS', 'TRAINING', 'WORKING HOURS', 'SCHEDULES AND HOLIDAYS', 'GRIEVANCE', 'DISCIPLINE', 'PENSIONS', 'SOCIAL SECURITY', 'MEDICAL ASSISTANCE', 'WORK-LIFE BALANCE', 'GENDER EQUALITY', and 'COVERAGE'. The document also includes a 'PREAMBLE' and a 'PROBATION' section.

How CBAs look when posted online

How are agreements collected and coded?

The WageIndicator team collects CBAs from negotiating parties or from the Internet, and uploads the texts in its database. For each CBA, the team applies a coding scheme, covering **twelve topics**:

- General CBA data
- Job titles
- Social security and pensions
- Training
- Employment contracts
- Sickness and disability
- Health and medical assistance
- Work-life balance arrangements
- Gender equality issues
- Wages
- Working hours
- Coverage

For each topic, the appropriate text is identified and stored in the CBA database in a process known as "text annotation". The **coding scheme** for the twelve topics consists of 749 variables.