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## COLBAR-EUROPE

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# Comparing Collective Bargaining Agreements in four Industries; The Wider Bargaining Agenda; Transnational Company Agreements

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# Patterns in bargaining topics across countries and sectors in Europe

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- Comparisons for the ten topics in database
  - Variation across countries much larger than across industries
  - In almost all countries CBAs include clauses about working hours and leave, but not in Turkey and UK
  - In six countries all CBAs include clauses regarding sickness and disability - Croatia, France, Serbia, Slovakia, Sweden, Switzerland – but none does so in Greece
  - CBAs in France cover almost all topics, whereas in Greece CBAs cover hardly any topics

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# The wider bargaining agenda

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- Difference between single-employer (SEB) and multi-employer (MEB) bargaining
  - Database has half SEB / half MEB CBAs, but large variation across countries
  - Topics in SEB and MEB are rather similar, but wages and social security & pensions more often in MEB
  - Social security & pension often combined with topics about job descriptions, training, health & safety, and sickness & disability

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# Transnational Company Agreements (TCA)

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- Analysis of 40 TCAs:
  - 20 of 40 TCAs are concluded in manufacturing, one third in commerce and the rest in construction
  - Most TCAs are signed with five Global Unions, a minority is signed with European Works Councils
  - Gender equality and training are the most addressed topics in TCAs
  - Two TCAs could be compared to CBAs of the same company: TCA include far fewer topics than CBAs

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# Feasibility of a Europe-wide data collection of CBAs

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- What do unions do?
  - Little is known about the bargaining outcomes agreed in CBAs in Europe
  - More than half of EU countries have a repository of binding CBAs and almost all post CBAs online
  - Most repositories post the CBA meta-data
  - Some extract the headings from the CBA
  - Some extract information about the CBA content
  - 21 EU countries have less than 1,000 CBAs each