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

Kea Tijdens, WageIndicator Foundation
Patterns in bargaining topics across countries and sectors in Europe

• 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
The wider bargaining agenda

• 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
Transnational Company Agreements (TCA)

• 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
Feasibility of a Europe-wide data collection of CBAs

• 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