

THE WAGEINDICATOR COLLECTIVE AGREEMENTS DATABASE

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Discrimination – violence – sexual harassment in the workplace. Where is this prohibited in the highest percentage of collective agreements?

COSTA RICA

CROATIA

KENYA

PORTUGAL

INDONESIA

BRAZIL

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CLAUSES VS DISCRIMINATION: 68% (Europe 51%, Africa 8%).
CLAUSES VS VIOLENCE: 83% (Europe 26%, South America 4%)

CLAUSES VS SEXUAL HARASSMENT: 35% (Europe 30%, South America 3%).

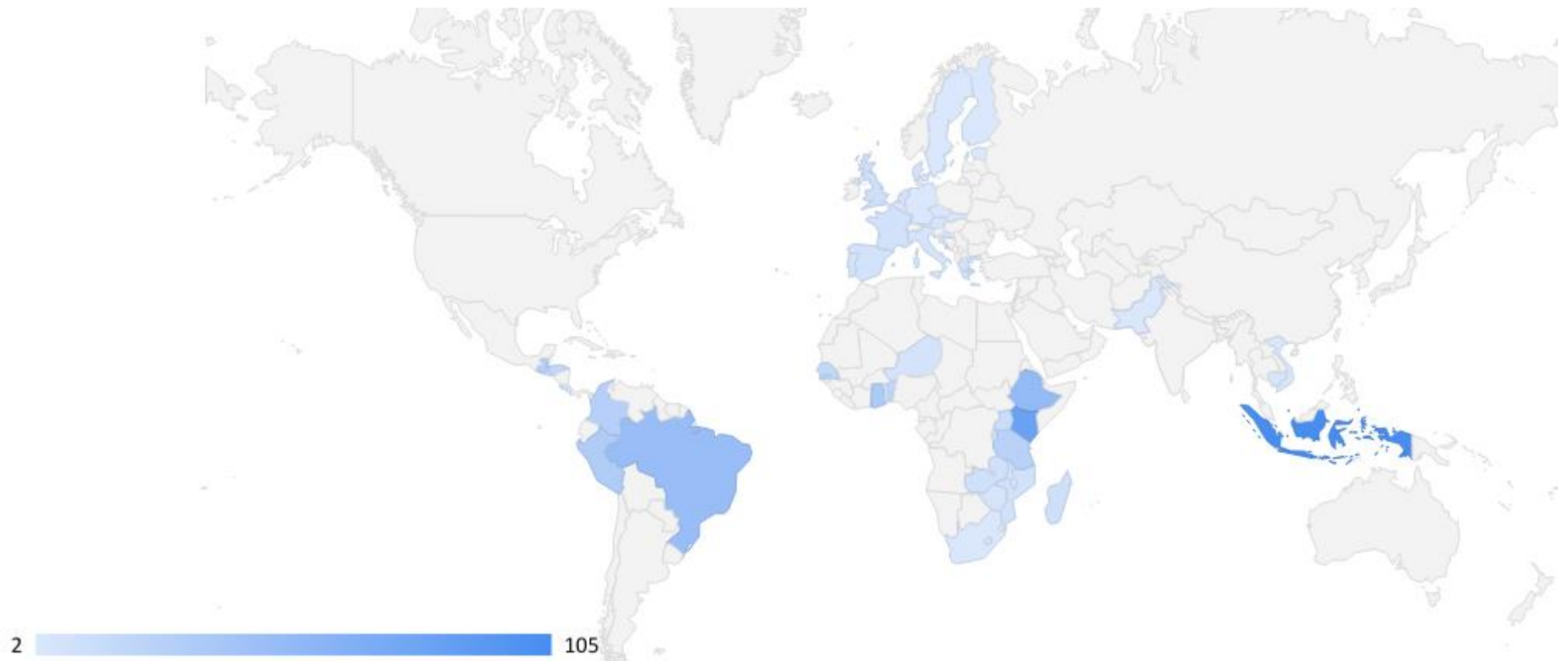
INDONESIA

BRAZIL

THE SAMPLE USED IN THIS ANALYSIS

- **700** collective agreements, from **46** countries, valid in **2010 or later**
- Around **70** variables about work and family balance arrangements and equality
- **35%** of the CBAs are from manufacturing sector (mostly textile)
- Other most represented sectors are: retail trade, agriculture, transport, public administration
- **80%** are enterprise level CBAs, but there is a **19%** of sectoral and multiple employers CBAs. There are also **5 inter-professional agreements** from West Africa

WHERE ARE THE CBAS FROM?



WHERE ARE THE CBAS FROM?

COUNTRY	Number of CBAs	COUNTRY	Number of CBAs	COUNTRY	Number of CBAs	COUNTRY	Number of CBAs
Indonesia	105	Uganda	14	Croatia	6	Finland	4
Kenya	81	Madagascar	11	Denmark	6	Germany	4
Ethiopia	52	United Kingdom	11	Niger	6	Malawi	3
Brazil	49	El Salvador	10	Portugal	6	South Africa	3
Ghana	35	Zambia	10	Austria	5	Sweden	3
Peru	33	Costa Rica	9	Italy	5	Belgium	2
Guatemala	31	France	9	Lesotho	5	Estonia	2
Colombia	28	Mozambique	9	Netherlands	5	Pakistan	2
Tanzania	26	Togo	9	Zimbabwe	5	Slovakia	2
Benin	21	Greece	9	Netherlands	5	Vietnam	2
Honduras	20	Spain	8	Zimbabwe	5		
Senegal	19	Burundi	7	Cambodia	4	All	700

Maternity leave duration. Which country is providing more than others? Where does collective bargaining provide more than the law?

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<input type="checkbox"/>	<p>MATERNITY LEAVE DURATION BY LAW: 30 WEEKS MATERNITY LEAVE DURATION IN CBAS: 30 WEEKS</p>	<input checked="" type="checkbox"/>	CROATIA
<input type="checkbox"/>		<input type="checkbox"/>	PORTUGAL
<input type="checkbox"/>	INDONESIA	<input checked="" type="checkbox"/>	BRAZIL

MATERNITY LEAVE DURATION BY LAW: 17 WEEKS
MATERNITY LEAVE DURATION IN CBAS: 20.6 WEEKS

Considerations on maternity leave

- ILO standard for maternity leave is of **14 weeks minimum**
- In Europe and South America the average number of weeks in CBAs is **more than 14**.
- In Africa, South Asia and Central America the average is **around 13**.

BUT

- **92%** of CBAs comply with their national legislation.
- **14%** of CBAs provide more than the law, but the majority of them don't reach the 14 weeks of maternity leave. → In many countries (in Africa, Latin America and Indonesia) the law does not comply with ILO minimum AND among these only **Burundi** fills the gap.
- **8%** of the CBAs provide less than the national legislation. This is more frequent in Latin America.

How many agreements contain wages tables?

Europe	37%	32/87
Africa	12%	38/320
Asia	6%	7/113
Latin America	2%	4/120

Europe:

Of the 32 CBAs with wages, around 30% have simple tables, 70% have more complex tables.

Most of the agreements (75%) have wage tables related to skill levels. Other variables determining pay scales are tenure, age, geographical location and job type. 34% of the agreements have more than one variable.

How can these data improve the lives and wages of workers?

- CBA texts are published in the sites → increase **awareness**
- Good practices → model (**sample CBAs**) → better / new provisions
- Negotiators can compare clauses → improve CBAs → reduce the **gender pay gap**
- Annotation of wages → compare CBA wages with minimum wages and living wages → improvements in **wages** and/or wage-related clauses

All the collective agreements can be found at
www.wageindicator.org/cbadatabase

The paper can be found in WageIndicator under Publications

THANK YOU!