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
- KENYA
- INDONESIA
- CROATIA
- PORTUGAL
- BRAZIL
Discrimination – violence – sexual harassment in the workplace. Where is this prohibited in the highest percentage of collective agreements?

- Costa Rica
- Kenya
- Indonesia
- Croatia
- Portugal
- Brazil
Discrimination – violence – sexual harassment in the workplace. Where is this prohibited in the highest percentage of collective agreements?

- 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?**

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>Number of CBAs</th>
<th>COUNTRY</th>
<th>Number of CBAs</th>
<th>COUNTRY</th>
<th>Number of CBAs</th>
<th>COUNTRY</th>
<th>Number of CBAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indonesia</td>
<td>105</td>
<td>Uganda</td>
<td>14</td>
<td>Croatia</td>
<td>6</td>
<td>Finland</td>
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<td>Madagascar</td>
<td>11</td>
<td>Denmark</td>
<td>6</td>
<td>Germany</td>
<td>4</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>52</td>
<td>United Kingdom</td>
<td>11</td>
<td>Niger</td>
<td>6</td>
<td>Malawi</td>
<td>3</td>
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<tr>
<td>Brazil</td>
<td>49</td>
<td>El Salvador</td>
<td>10</td>
<td>Portugal</td>
<td>6</td>
<td>South Africa</td>
<td>3</td>
</tr>
<tr>
<td>Ghana</td>
<td>35</td>
<td>Zambia</td>
<td>10</td>
<td>Austria</td>
<td>5</td>
<td>Sweden</td>
<td>3</td>
</tr>
<tr>
<td>Peru</td>
<td>33</td>
<td>Costa Rica</td>
<td>9</td>
<td>Italy</td>
<td>5</td>
<td>Belgium</td>
<td>2</td>
</tr>
<tr>
<td>Guatemala</td>
<td>31</td>
<td>France</td>
<td>9</td>
<td>Lesotho</td>
<td>5</td>
<td>Estonia</td>
<td>2</td>
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<tr>
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<td>Mozambique</td>
<td>9</td>
<td>Netherlands</td>
<td>5</td>
<td>Pakistan</td>
<td>2</td>
</tr>
<tr>
<td>Tanzania</td>
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<td>Togo</td>
<td>9</td>
<td>Zimbabwe</td>
<td>5</td>
<td>Slovakia</td>
<td>2</td>
</tr>
<tr>
<td>Benin</td>
<td>21</td>
<td>Greece</td>
<td>9</td>
<td>Netherlands</td>
<td>5</td>
<td>Vietnam</td>
<td>2</td>
</tr>
<tr>
<td>Honduras</td>
<td>20</td>
<td>Spain</td>
<td>8</td>
<td>Zimbabwe</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senegal</td>
<td>19</td>
<td>Burundi</td>
<td>7</td>
<td>Cambodia</td>
<td>4</td>
<td>All</td>
<td>700</td>
</tr>
</tbody>
</table>
Maternity leave duration. Which country is providing more than others? Where does collective bargaining provide more than the law?

- Costa Rica
- Kenya
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- Croatia
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CROATIA, BRAZIL
Maternity leave duration. Which country is providing more than others? Where does collective bargaining provide more than the law?

- **CROATIA**
  - Maternity leave duration by law: 30 weeks
  - Maternity leave duration in CBAS: 30 weeks

- **PORTUGAL**
  - Maternity leave duration by law: 17 weeks
  - Maternity leave duration in CBAS: 20.6 weeks

- **BRAZIL**
  - Maternity leave duration by law: 30 weeks
  - Maternity leave duration in CBAS: 20.6 weeks

- **INDONESIA**
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?

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
<th>Total Agreements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>37%</td>
<td>32/87</td>
</tr>
<tr>
<td>Africa</td>
<td>12%</td>
<td>38/320</td>
</tr>
<tr>
<td>Asia</td>
<td>6%</td>
<td>7/113</td>
</tr>
<tr>
<td>Latin America</td>
<td>2%</td>
<td>4/120</td>
</tr>
</tbody>
</table>

**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!