

**BARCOVID**

**AIASHSI**

**CELSI** Central European  
Labour Studies  
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**Sant'Anna**  
School of Advanced Studies - Pisa

# What is the Impact of the Covid-19 Pandemic on Collective Agreements?

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# Outline

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- ❖ Collection of CBAs renewed during the pandemic: **not an easy task!**
- ❖ Overview of the BARCOVID CBAs database
- ❖ Collective agreement clauses and the Covid-19 pandemic: a general overview
- ❖ Concluding remarks and further steps

# Collection of CBAs

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- ❖ **Research question:** studying the impact of Covid-19 pandemic on clauses in collective agreements, using before-after comparison.
- ❖ However, the process of renewal can take more time than expected (especially given the pandemic).
- ❖ Official and complete renewed texts are not always available immediately after the agreement is signed by social actors.

# CBAs database (pairs of agreements)

Country	CBAs already in the database	Post Covid Renewals	Uploaded in COBRA
Spain	114	30	29
Italy	102	20	20
Czech Rep	10	6	6
Austria	26	15	15
Portugal	33	7	7
Turkey	55	13	13
Netherlands	101	72	69
Hungary	10	2	2
Poland	10	2	2
Slovakia	10	7	7
France	31	15	4

# CBA database (pairs of agreements)

Country	CBA already in the database	Post Covid Renewals	Uploaded in COBRA
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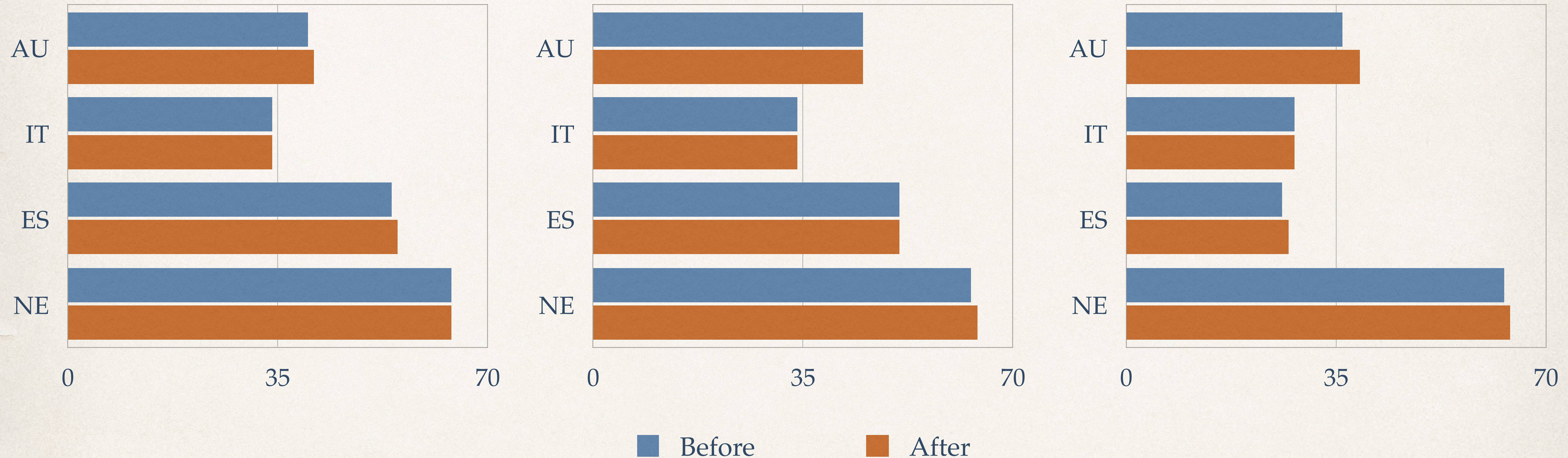
Country	New CBA Predecessors	Post Covid Renewals
Austria	35	35
Germany	4	4
Italy	15	15
Netherlands	0	0
Spain	40	40
Portugal	6	2

# Job title, training and apprenticeship

Job titles (number of CBAs)

Training (number of CBAs)

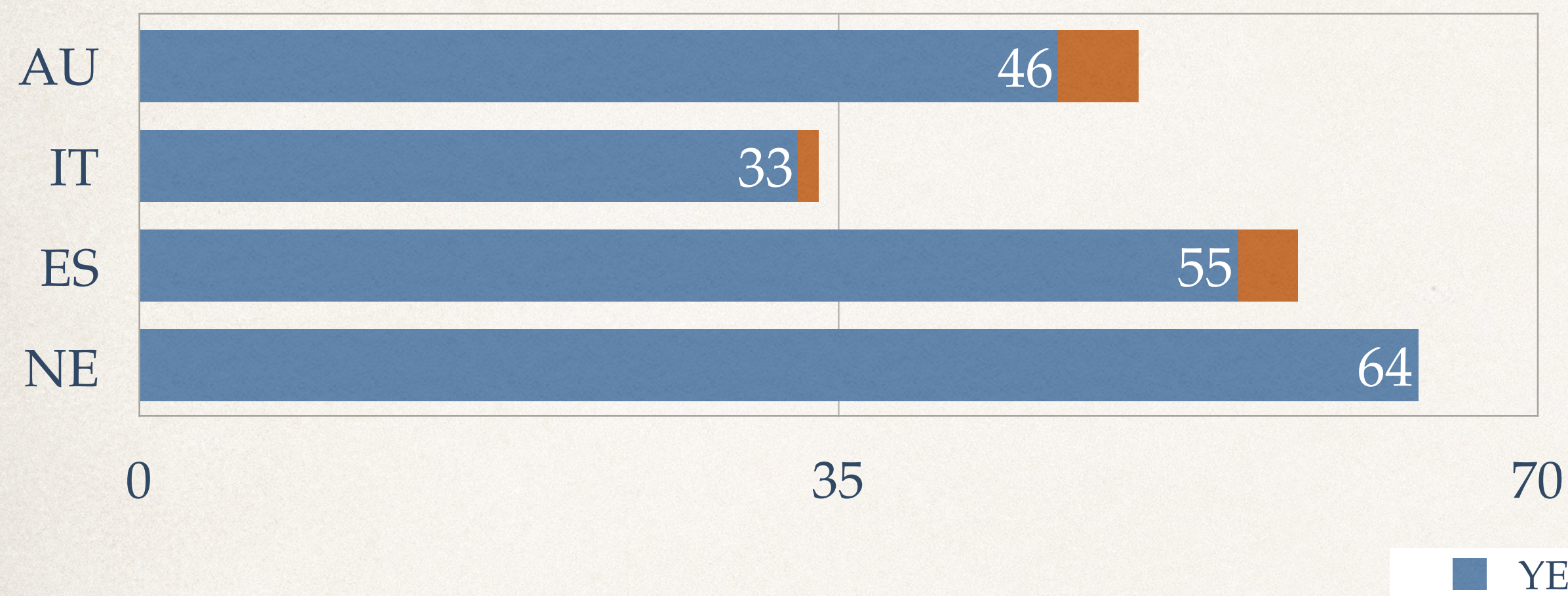
Apprenticeship (number of CBAs)



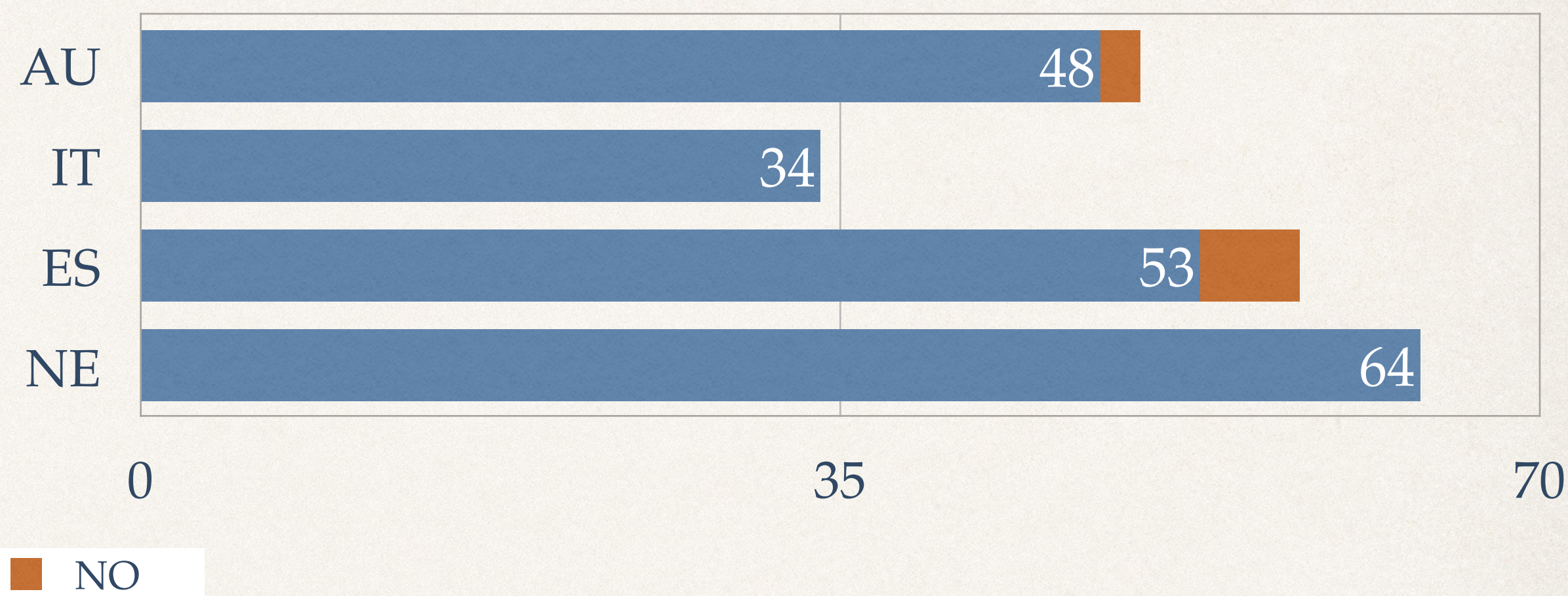
Clauses on job title (with job description), training programs and apprenticeship job contracts are present in the majority of collective agreements **without relevant changes before/after the pandemic.**

# Health and social security

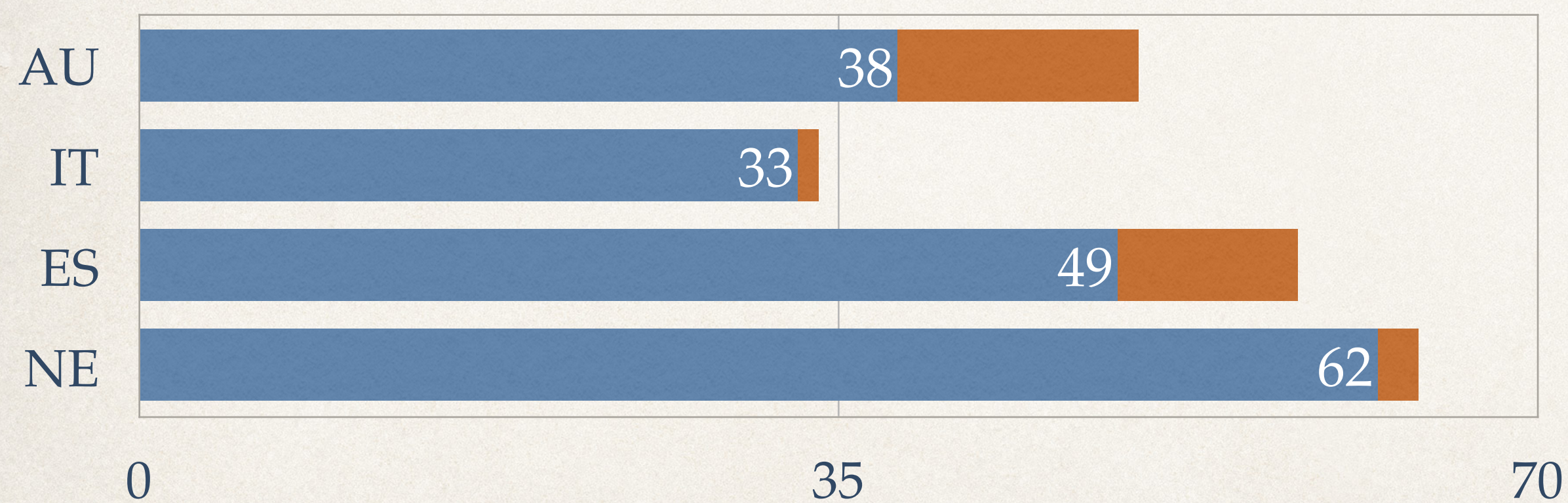
### Sickness and disability (before the pandemic)



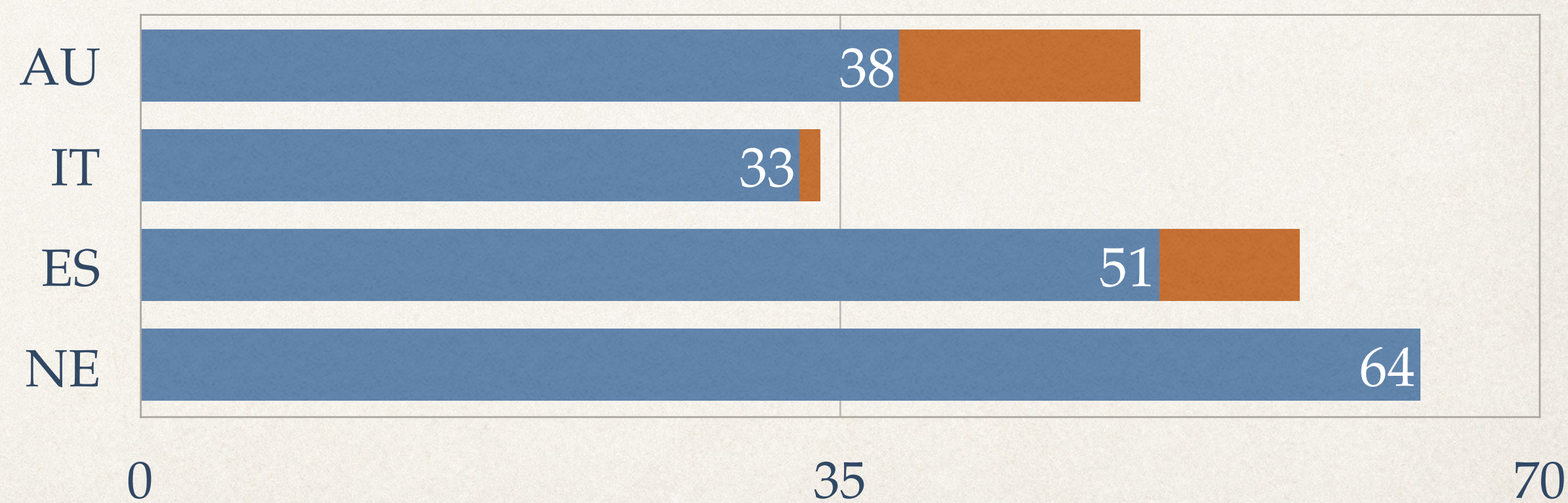
### Sickness and disability (after the pandemic)



### Social security and pension (before the pandemic)

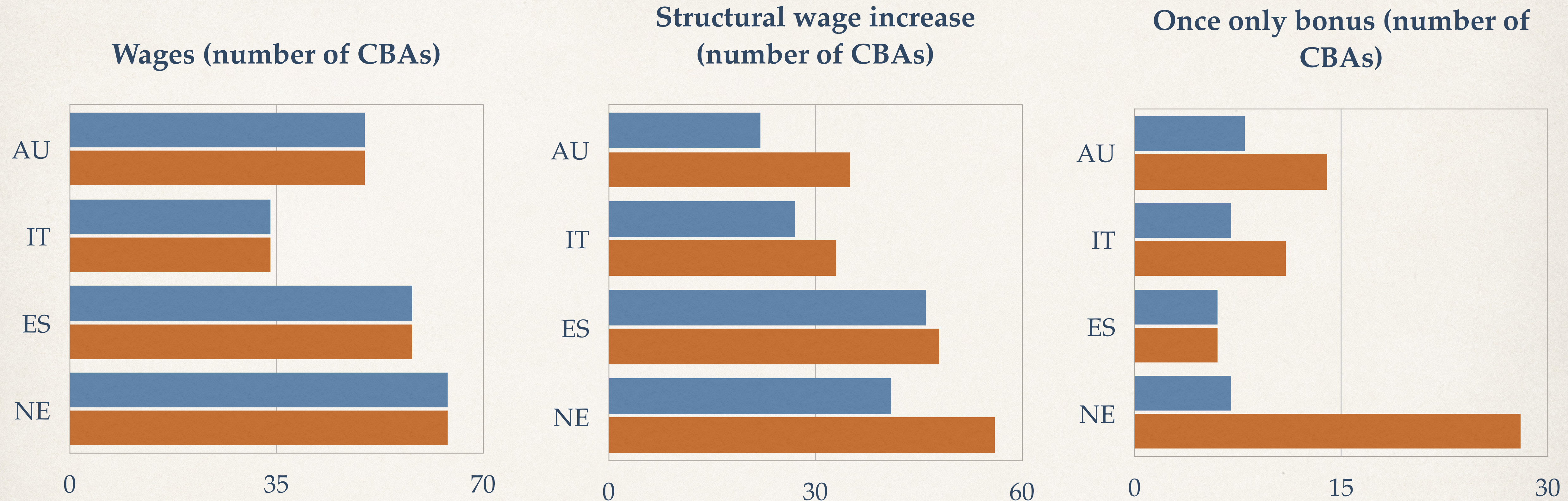


### Social security and pension (after the pandemic)



Both sickness/disability and social security are **widely discussed in CBAs**, with **only few changes** after the pandemic.

# Clauses on wages

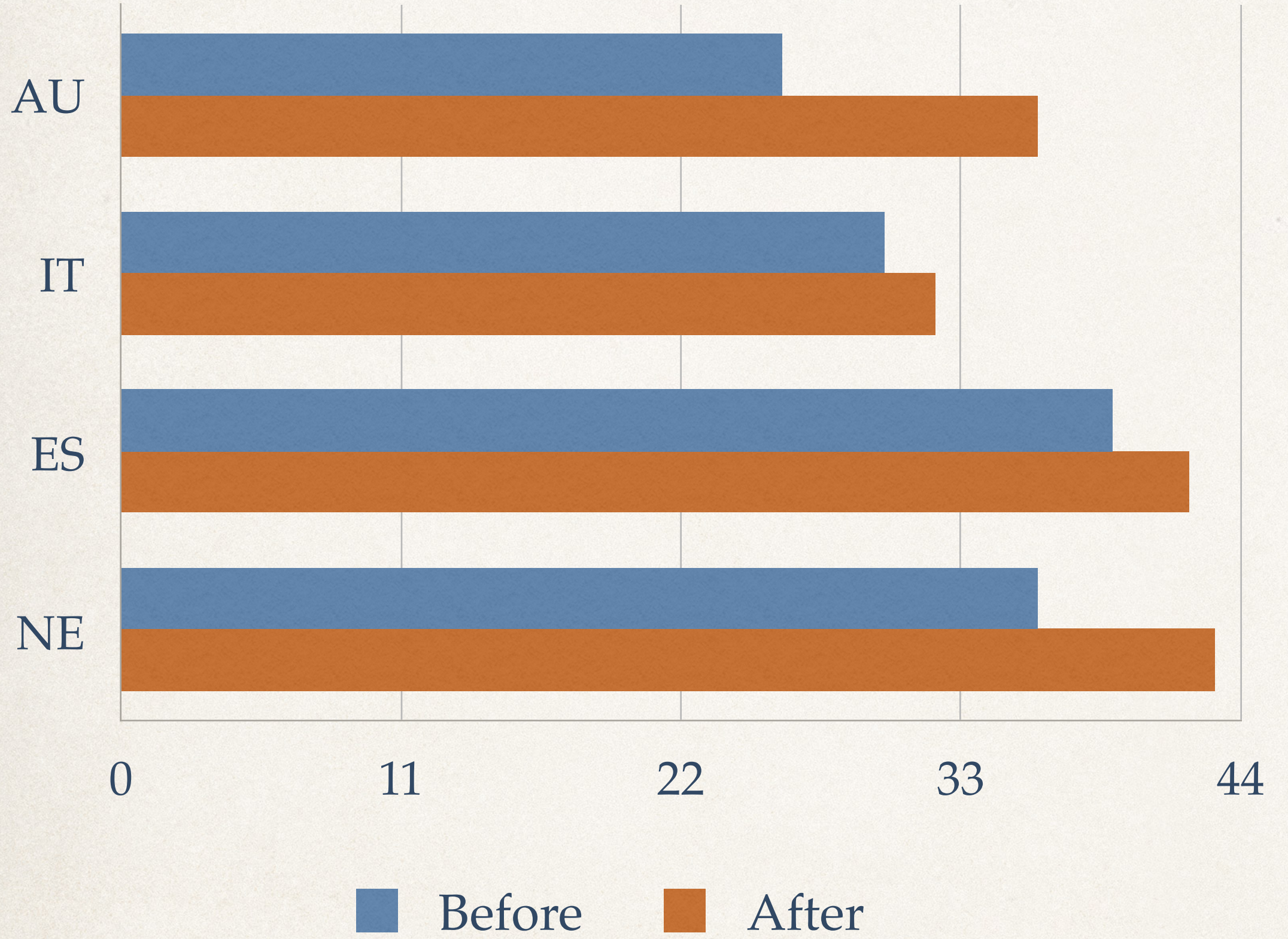


All CBAs include at least one clause on wages and pay scales. After the pandemic we observe a growing presence of clauses on **structural wage increase** and **once only bonus**.

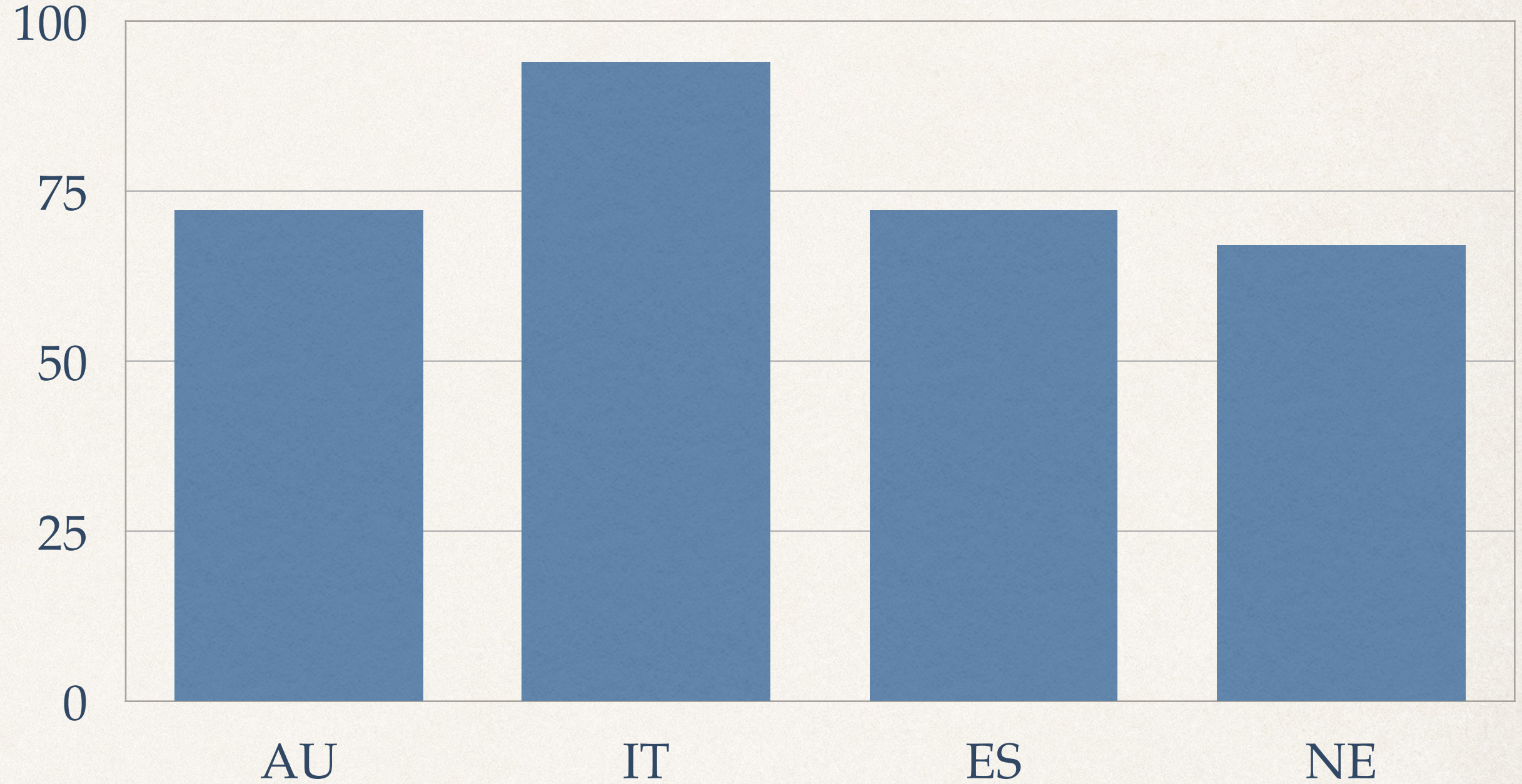


# Flexible arrangements

Flexible arrangements (number of CBAs)



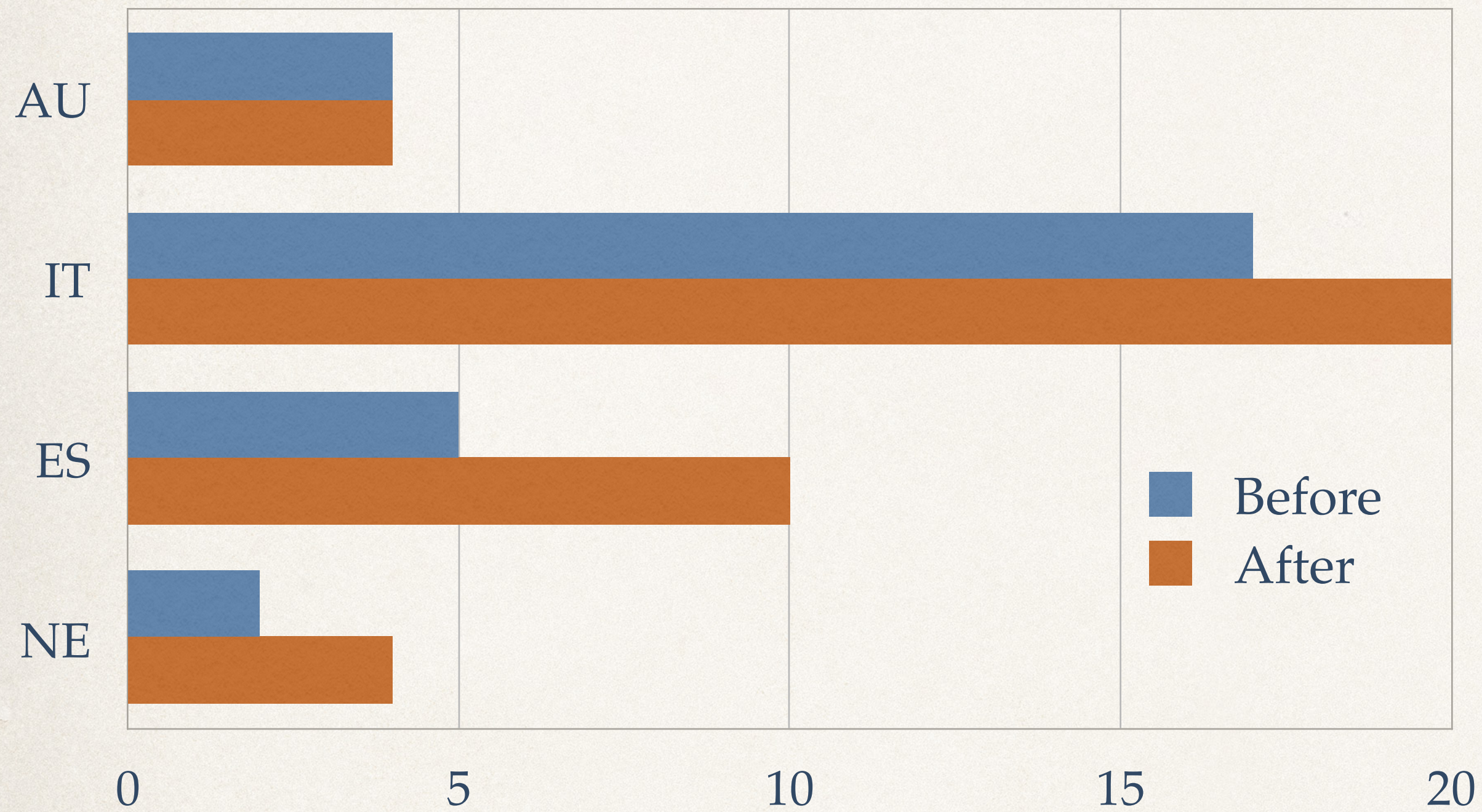
Flexible arrangements (% post-Covid CBAs with clauses)



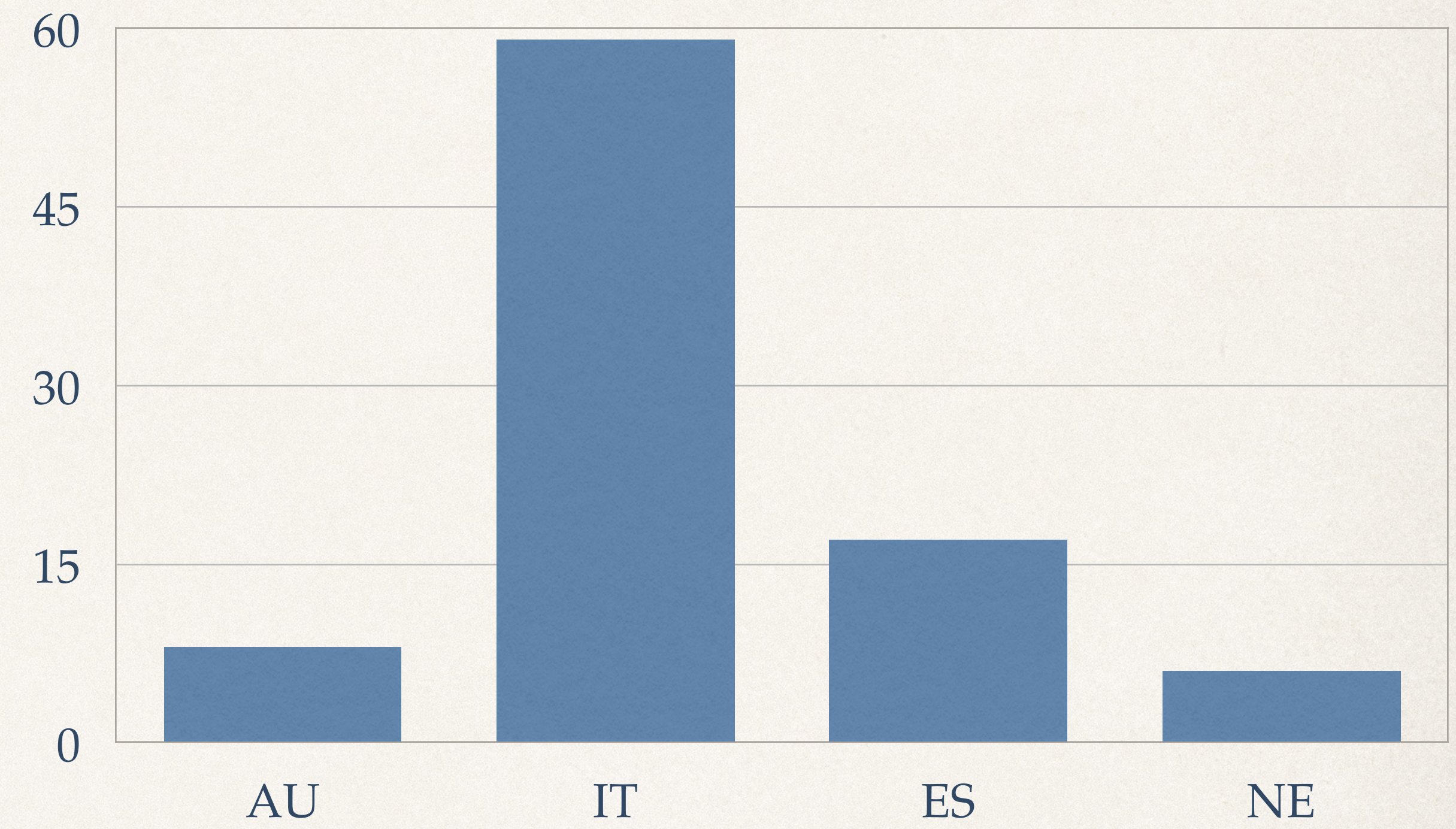
Flexible work arrangements include regulations on extended leave, conversion from full time to part time work, flexible hours, job share and remote working. They are usually included in CBAs and their presence increased after the pandemic.

# Remote working

Remote working (number of CBAS pre/post Covid)



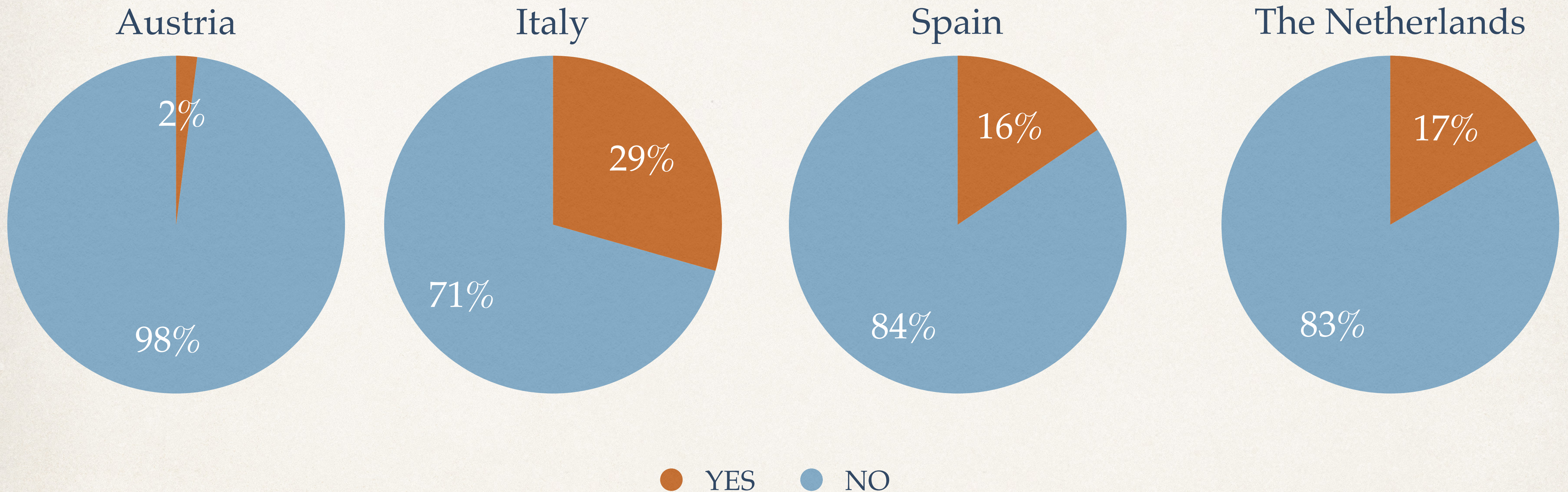
Remote working (% post-Covid CBAs with clauses)



Clauses on remote working shows a growing but still limited presence in CBAs (apart from Italy).

# Direct reference to Covid-19

Percentage of CBAs including clauses on COVID-19 or making explicit reference to the pandemic



The majority of CBAs signed after the pandemic does not make any reference to the explosion of the pandemic.

# Concluding remarks

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- ❖ Relative **stability** of the main clauses usually included in CBAs (i.e. job contracts, training, health and social security).
- ❖ **Growing bargaining on wages**, especially for what concerns the provision of structural wage increase and incidental bonuses.
- ❖ Small increase in clauses related to **remote working**, despite the vast adoption of this practice during the lockdown.

# Further steps

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- ❖ Underline heterogeneities across countries.
- ❖ Qualitative analysis of specific provisions (i.e. remote working).
- ❖ Detailed **country reports** on the content of collective agreements will be published by the end of the project (end of June 2023) on the webpage of BARCOVID...**STAY TUNED!**

THANK YOU!