

Codebook WageIndicator Collective Agreements Database

Daniela Ceccon, manager global databases Collective Agreements, Labour Law, Minimum Wages

**Jakub Kostol, Magdalena Janeckova
Central European Labour Studies Institute (CELSI), Slovakia**



WageIndicator.org

About WageIndicator Foundation - www.wageindicator.org - office@wageindicator.org

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, Labour Law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labour Studies and includes a representative from the Dutch Confederation of Trade Unions (FNV) and three independent members. The Foundation is assisted by world renowned universities, trade unions and employers' organisations. It currently operates national websites in 92 countries. Its staff consists of some 100 specialists around the world. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, and Islamabad.

About Central European Labour Studies Institute (CELSI) - www.celsi.sk

CELSI is an independent non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organisations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. Supported by its network of Research Fellows and Affiliates and a new Discussion Paper series, CELSI aims to make a contribution to cutting-edge international scientific discourse. Hosting the Bratislava WageIndicator Office, CELSI has developed expertise in data management and services. Tomáš Kabina is data and survey manager of the WageIndicator web survey. Central European Labour Studies Institute (CELSI), Zvolenská 29, 821 09 Bratislava, Slovakia info@celsi.sk

Bibliographical information

Ceccon, D., Janeckova, M., Kostol, J. (2017). *Codebook WageIndicator Collective Agreements Database*. WageIndicator Foundation, Amsterdam, and Central European Labour Studies Institute (CELSI), Slovakia.

Table of content

1	Introduction	1
2	Variables, observations and min/max values	1
3	The value labels	18

1 Introduction

This document contains the variable information of the dataset of the WageIndicator Collective Agreements Database. This document contains information about all CBA's, that have been entered into the database from its start in 2013 until August 2017. Detailed information about the WageIndicator Collective Agreements Database can be found on the [home page](#) of the Database and in the 2016 codebook.¹

This document has been prepared as part of the [BARCOM](#) project.

2 Variables, observations and min/max values

Variable	Label	N	Min	Max
locale				
title				
url				
id				
human id				
created				
changed				
owner				
manual_version	Which version of the codebook has been used to code this CBA?	330	1	2
cbadate_start	Is an operative start date mentioned?	806	0	1
cbadate_start_date	Start date			
cbadate_end	Is an operative end date mentioned?	806	0	1
cbadate_end_date	End date			
sample	Is the CBA a sample CBA?	788	0	1
do_not_show_on_website	Hide this CBA on the website (in plone)?			
additionalcba	Is this CBA an additional part of an existing CBA?	765	0	1
additionalcba_txt	Of which CBA?			
renewalcba	Is this CBA a renewal of an existing (but expired) CBA INCLUDED in THIS database?	754	0	1
renewalcba_txt	Of which CBA?			
framework	Is the CBA a national framework / inter-professional CBA?	806	0	1
transnational	Is the CBA a transnational CBA?	799	0	0
transnatcountry	Which countries?			
transnatcountry_0		1	40	40
transnatcountry_1				
transnatcountry_2				
transnatcountry_3				
transnatcountry_4				
nace2004	What is the more detailed industry (NACE2004) covered by the CBA?			
nace2004_0		658	110	97001
nace2004_1		126	110	9609
nace2004_2		25	910	8610
nace2004_3		8	2800	8552
nace2004_4		1	4759	4759
sector1	What is the industry covered by the CBA?	710	100	9200

¹ Tijdens, K.G., Ceccon, D., Osse, P., Pralitisari, N., Ndoricimpa, A. and Ngeh Tingum, E. (2016). [Manual and codebook of the WageIndicator Collective Agreements Database - Version 2 - May 2016](#). WageIndicator Foundation, Amsterdam, WageIndicator Codebook May 2016.

Variable	Label	N	Min	Max
sector1_0		788	100	9200
sector1_1		78	100	9200
sector1_2		9	100	1700
sector1_3		2	600	701
sector1_4		1	702	702
sector2	Do you need to specify above industries more detailed?	800	0	1
firmpri	Is the private or the public sector covered by the CBA?	789	1	4
cbasignsingle	Is the agreement concluded with a single employer / single company / single institution?	801	0	1
multinationalcompany	Is this single employer part / partner of a multinational company (MNE)?	523	0	1
cba_mncompa_1	What is the name of the employer?	583	108001	986051
cba_mncompa_1_0		589	108001	986051
cba_mncompa_1_1		6	360027	986023
cba_mncompa_1_2		2	360028	404022
cba_mncompa_1_3		2	360029	404028
cba_mncompa_1_4				
cba_mncompa_1_txt	Other name of employer:			
cba_mne_1	Which multinational company (MNE)?			
cba_mne_1_0		11	50717	900316
cba_mne_1_1				
cba_mne_1_2				
cba_mne_1_3				
cba_mne_1_4				
cba_mne_1_txt	multinational company (MNE):			
cbasignsingle	Is this single employer a signatory to the agreement?	622	0	1
cbasignsingle	Who is signatory on behalf of this single employer?			
cbasignmultiple	Is the agreement concluded with one or more employers' associations?	177	0	1
cba_memempl_1	What is/are this/these associations?			
cba_memempl_1_0		130	40002	834003
cba_memempl_1_1		21	208003	768010
cba_memempl_1_2		9	250003	768011
cba_memempl_1_3		7	250004	768012
cba_memempl_1_4		5	250005	768013
cbasignmultiplesignatory	Is this association / are these associations signatory to the agreement?	148	0	1
cba_memempl_txt	Who is signatory on behalf of the association(s)?			
cbasignmultipleemployerssignator	Is the agreement concluded with multiple employers?	89	0	1
cba_mncompa_2	What is the name of the employer(s)?			
cba_mncompa_2_0		9	116001	986022
cba_mncompa_2_1		4	170042	986023
cba_mncompa_2_2		2	170043	724003
cba_mncompa_2_3		2	170044	724004
cba_mncompa_2_4		2	170045	724005
cba_mncompa_2_txt	Other name(s) of employer(s):			
cba_mne_2_select				
cba_mne_2				
cba_mne_2_txt				
cbamemtrad	Is the agreement concluded with trade unions?	801	0	1
cba_memtrad4_1	What is the name of the Trade Union(s)?			
cba_memtrad4_1_0		719	999	986137
cba_memtrad4_1_1		81	40002	986036
cba_memtrad4_1_2		35	108007	768017
cba_memtrad4_1_3		15	108008	686041
cba_memtrad4_1_4		10	191005	686042

Variable	Label	N	Min	Max
cba_memtrad4_1_txt	Other trade union:			
cbamempro41	Is the agreement concluded with professional associations?	800	0	1
cba_mempro41_1	What is the name of the professional association(s)?			
cba_mempro41_1_0		3	100001	705001
cba_mempro41_1_1		1	705002	705002
cba_mempro41_1_2				
cba_mempro41_1_3				
cba_mempro41_1_4				
cba_mempro41_1_txt	Other professional association(s):			
cbamemother	Is the agreement concluded with other signatories from the employees' side?	798	0	1
cbaratification	Does the agreement require ratification?	802	0	1
cbaratified	By whom?	497	1	99
cbaratified_txt	Other:			
cbaactorratified	Has this actor ratified the CBA?	497	0	1
cbaratificationdate	What is ratification date?			
casignemployees	What is the name/are the names of the signatories?			
casignemployeeestxt	COMMENTS			
jobtitle_trigger	Does the CBA include job descriptions or refers to a job classification system? A job description generally includes duties, purpose, responsibilities, scope, and/or working conditions of a job along with the job's title.	801	0	1
jobtype_descriptions	Does the agreement include job descriptions?	233	0	1
descripjobtype	For which jobs (max 5)			
descripjobtype_0		66	1	529
descripjobtype_1		60	2	999
descripjobtype_2		49	3	228
descripjobtype_3		37	4	379
descripjobtype_4		27	6	518
jobclassification1	Does the agreement refer to a job classification system?	235	0	1
jobclassification1_txt	Under which name?			
jobtype_comments_txt	COMMENTS:			
socsec_trigger	Does the agreement have clauses on social security and pensions?	801	0	1
pensionfund	Does the employer pay contributions to a pension fund for its employees?	458	0	1
pensionfundtxt	Comments regarding employer contributions to pension fund :			
disabilityfund	Does the employer pay contributions to the disability fund for its employees?	499	0	1
disabilityfundtxt	Comments regarding employer contributions to the disability fund for its employees:			
unemploymentfund	Does the employer pay contributions to the unemployment fund for its employees?	494	0	1
unemploymentfundtxt	Comments regarding employer contributions to the unemployment fund:			
training_trigger	Does the agreement provide for training/apprenticeship?	798	0	1
trainingprogrammes	Does the agreement refer to training programmes for the employees?	485	0	1
trainingprogrammestxt	Comments regarding training programmes for the employees:			
apprenticeships	Does the agreement have clauses on apprenticeships?	486	0	1
apprenticeshipstxt	Comments regarding apprenticeships:			

Variable	Label	N	Min	Max
trainingfund	Does the employer pay contributions to a training fund from which its employees can benefit?	469	0	1
trainingfundtxt	Comments regarding employer contributions for training funds:			
empcontr_trigger	Does the agreement have clauses on individual employment contracts and job security?	798	0	1
contracttrial	Is a trial period agreed when commencing employment?	599	0	1
contracttrialperiod	How long is the trial period for a manual skilled worker in DAYS (including renewal)?	474	8	365
contracttrialtxt	Comments trial periods:			
contractseverancepay	Is severance pay agreed in case of ending the employment contract?	598	0	1
contractseverancepay1	Does the pay relate to the years of service?	474	0	1
severance	Is severance pay offered in number of days or percentage of former monthly salary?	113	1	2
severance_perc	For a worker with 5 years of service, what percentage of monthly salary is paid as severance pay?	28	5	500
severance_perc_1_tenure	For a worker with 1 year of service, what percentage of monthly salary is paid as severance pay?	15	10	100
severance_number	For a worker with 5 years of service, how many days' wages are paid as severance pay?	71	6	300
severance_number_1_tenure	For a worker with 1 year of service, how many days' wages are paid as severance pay?	67	5	180
severance_dismissal_type	Severance pay is paid for:			
severance_dismissal_type_0		98	1	9
severance_dismissal_type_1		38	2	4
severance_dismissal_type_2		1	3	3
severance_dismissal_type_3				
severance_dismissal_type_4				
contractseverancepaytxt	Comments regarding severance pay in case of ending employment contract:			
part_time_excluded	Are part-time workers explicitly excluded from any of the provisions of the CBA?	196	0	1
tempagency	Does the agreement contain any provision about temporary agency workers?	198	0	1
apprentices_excluded	Are apprentices explicitly excluded from any of the provisions of the CBA?	196	0	1
minijobs_excluded	Are minijobs / student jobs explicitly excluded from any of the provisions of the CBA?	195	0	1
part_time_excludedtxt	From which provisions are they excluded?			
tempagencytxt	Comments regarding temporary agency workers:			
apprentices_excludedtxt	From which provisions are they excluded?			
minijobs_excludedtxt	From which provisions are they excluded?			
sicdis_trigger	Does the agreement have clauses on sickness and disability?	801	0	1
sicknesspay	Does the agreement provide for the maximum limit of sick leave pay?	617	0	1
maxsicknesspay	How does the agreement provide for the maximum amount/percentage of sick leave pay?	409	1	2
maxsicknesspayperc	Maximum in % of basic wage	401	1	100
maxsicknesspayamount	Maximum amount	2	50	100
maxsicknesspaytype	Is the maximum for all employees or for some categories only?	443	0	1
sickjobtype	For which categories? (max 5)			
sickjobtype_0				
sickjobtype_1				
sickjobtype_2				
sickjobtype_3				

Variable	Label	N	Min	Max
sickjobtype_4				
sicknesspaytxt	Comments regarding sick leave pay :			
sicknessmaxdays	Does the agreement provide for a maximum of days of paid sick leave per year?	617	0	1
sicknessmaxdaysnr	Maximum paid sick days per year:	448	1	730
sicknessmaxdaystxt	Comments regarding paid sick days :			
disabilitypay	Does the agreement provide for pay in case of disability due to work accidents or working conditions?	613	0	1
longtermillness	Does the agreement contain provisions regarding return to work after long-term illness, e.g. cancer treatment?	207	0	1
menstruationleave	Does the agreement provide for paid menstruation leave?	579	0	1
disabilitypaytxt	Comments regarding pay in case of disability due to work accidents or working conditions:			
medical_trigger	Does the agreement provide for health or medical assistance for employees?	799	0	1
healthcareaccess	Does the agreement have clauses on access to free or subsidized medical assistance for sick employees?	696	0	1
healthcareaccessstxt				
healthcareaccessrelatives	Is the access to medical assistance also available for the employees' relatives?	698	0	1
healthcareaccessrelativestxt	Comments regarding availability of medical assistance for employees' relatives:			
healthinsurance	Does the agreement provide for employer contribution to health insurance of the employees?	696	0	1
healthinsurancetxt	Comments regarding employer contribute to health insurance of employees:			
healthinsurancerelatives	Does the health insurance also cover the employees' relatives?	696	0	1
healthinsurancerelativestxt	Comments regarding insurance coverage of employees' relatives:			
healthandsafetypolicy	Does the agreement refer to a health and safety workplace policy?	697	0	1
healthandsafetyext	Does the agreement ONLY refer to a Health and Safety policy/document that is not included in this agreement?	196	0	1
protectiveclothing	Does the agreement contain clauses stating that the employer will provide protective clothing/gear/tools for employees (for example, steel capped boots or wet weather gear)?	154	0	1
code_application	Does the agreement contain clauses stating that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to?	155	0	1
healthandsafetypolicytxt	Comments regarding health and safety workplace policy:			
healthandsafetytraining	Does the agreement provide for health and safety training?	490	0	1
healthandsafetytrainingtxt	Comments regarding providing of health and safety training:			
hivpolicy	Does the agreement refer to regular or yearly medical checkup or visits provided by the employer?	491	0	1
hiv		3	0	1
hivpolicytxt	Comments regarding HIV related policy:			
monitoring	Does the agreement contain clauses for monitoring one of the following?			
monitoring_0		40	11	44
monitoring_1		14	22	44
monitoring_2		3	44	44

Variable	Label	N	Min	Max
monitoring_3				
monitoring_4				
healthandsafetyprovisions	Does the agreement include health and safety provisions regarding the following?			
healthandsafetyprovisions_0		55	11	55
healthandsafetyprovisions_1		21	22	77
healthandsafetyprovisions_2		11	44	88
healthandsafetyprovisions_3		3	55	77
healthandsafetyprovisions_4				
funeralpay	Does the agreement provide funeral assistance or related benefits for employees or their relatives?	694	0	1
funeralpaytype	Does the company contribute to funeral/burial expenses with an amount of money?	167	0	1
funeralpayamount	How much is the minimum contribution?	64	8	1.87E+08
funeralpaytxt	Comments regarding funeral assistance or related benefits:			
workfam_trigger	Does the agreement contain clauses on work and family arrangements (including pregnancy, maternity/paternity leave and childcare)?	801	0	1
paidmaternityleave	Does the agreement contain clauses on paid maternity leave?	677	0	1
paidmaternityleaveduration	What is the total duration of maternity leave in consecutive WEEKS?	502	6	104
paidmaternityleaveall	Are all female employees eligible for paid maternity leave?	551	0	1
paidmaternityleavepay	Does the agreement provide for the % of basic wage to be paid during maternity leave?	548	0	1
paidmaternityleavepayperc	What percentage of basic wage is paid during maternity leave?	371	25	100
jobsecuritymothers	Does the agreement contain clauses on job security for women wishing to return to work after maternity leave?	550	0	1
maternitydiscrimination	Does the agreement contain clauses which prohibit (any form of) discrimination related to maternity?	551	0	1
maternityexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?	550	0	1
maternityexcludedtxt	Please cite the group(s) of women workers that are excluded			
maternitydifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers entitled to fewer months of paid maternity leave than regular workers)?	551	0	1
maternitydifferenttxt	Please cite the group(s) of women workers			
maternityotherclause	Does the CBA contain any other clause on maternity leave arrangements?	548	0	1
paidmaternityleavetxt	Comments regarding paid maternity leave:			
pregnancy	Does the agreement contain health and safety clauses related to pregnancy and/or breastfeeding?	678	0	1
riskassessment	Does the agreement contain clauses requiring the employer to carry out a workplace risk assessment on the safety and health of pregnant or nursing women and inform them accordingly?	136	0	1
alternatives	Does the agreement contain clauses ensuring that alternatives to dangerous or unhealthy work are available to pregnant or breastfeeding workers (namely, elimination of risk, adaptation of working conditions, transfer to another post, paid leave with right to return to work)?	136	0	1

Variable	Label	N	Min	Max
timeoff	Does the agreement contain clauses on time off for prenatal medical examinations?	136	0	1
screeningnonstandard	Does the CBA contain clauses against screening for pregnancy before regularising non-standard workers?	136	0	1
screeningpromotion	Does the CBA contain clauses against screening for pregnancy before promotion?	136	0	1
pregnancyexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?	136	0	1
pregnancyexcludedtxt	Please cite the group(s) of women workers that are excluded			
pregnancydifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)?	136	0	0
pregnancydifferenttxt	Please cite the group(s) of women workers			
pregnancytxt	Comments regarding special health and safety provisions during pregnancy and/or breastfeeding:			
childcare	Does the agreement contain clauses on paid leave to care for dependent relatives (children in particular)?	676	0	1
childcareleave	What is the total duration of paid leave per year in case of caring for relatives (children in particular) in days?	257	1	182
childcaretxt	Comments regarding paid leave to care for dependent relatives:			
deathrelatives	Does the agreement provide for paid leave in case of death of relatives?	234	0	1
deathrelativesleave	What is the leave duration in DAYS?	147	1	30
deathrelativestxt	Comments regarding paid leave in case of death of relatives:			
nursingmothers	Does the agreement contain clauses on time off (breastfeeding breaks) and/or facilities for nursing mothers?	675	0	1
paidpaternityleave	Does the agreement have clauses on paid paternity leave?	677	0	1
paidpaternityleaveduration	What is the total duration in days of paid paternity leave at the time of delivery?	380	1	30
paidpaternityleavepay	Does the agreement provide for the % of basic wage to be paid during paternity leave?	408	0	1
paidpaternityleavepayperc	What percentage?	230	4	100
paidpaternityleaveetxt	Comments regarding paid paternity leave:			
maternity_nursing_breaks_duration	What is the duration of daily breastfeeding breaks, as provided by the CBA?	150	1	3
maternity_nursing_breaks_length	What is the duration of the entitlement to breastfeeding breaks (age of the child in MONTHS)?	142	3	30
breastfeeding_workingtime	Is there any clause providing that breastfeeding break has to be considered as working time and paid accordingly?	183	0	1
breastfeeding_dangerouswork	Does the agreement contain clauses ensuring that pregnant or breastfeeding workers (and not ALL women) are not obliged to perform dangerous or unhealthy work?	136	0	1
nursingfacilities	Does the agreement contain clauses on employer-provided nursing facilities?	183	0	1
nursingexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?	183	0	1
nursingexcludedtxt	Please cite the group(s) of women workers that are excluded			

Variable	Label	N	Min	Max
nursingdifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)?	183	0	1
nursingdifferenttxt	Please cite the group(s) of women workers			
childcareprovision	Does the agreement contain clauses on employer-provided childcare facilities?	677	0	1
childcaresubsidy	Does the agreement contain clauses on employer-subsidized childcare facilities?	676	0	1
educationtuition	Does the agreement provide for a monetary tuition/subsidy for children's education?	621	0	1
childcareexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?	674	0	1
childcareexcludedtxt	Please cite the group(s) of women workers that are excluded			
childcaredifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)?	674	0	1
childcaredifferenttxt	Please cite the group(s) of women workers			
childcareotherclause	Does the CBA contain any other clause on childcare facilities?	669	0	1
childcare2txt	Comments regarding breastfeeding and/or employer-provided or subsidized childcare facilities:			
geneq_trigger	Does the agreement contain any clauses concerning equality and/or violence in the workplace?	802	0	1
eqpay	Does the agreement contain clauses on equal pay for work of equal value?	357	0	1
gender	Does the clause make a special reference to gender?	111	0	1
discrimination	Does the agreement contain clauses addressing discrimination at work?	357	0	1
eqpromotion	Does the CBA contain clauses on equal opportunities for promotion for women workers?	357	0	1
eqtraining	Does the CBA contain clauses on equal opportunities for training and retraining for women workers?	357	0	1
eqofficer	Does the CBA contain clauses which provide for a gender equality trade union officer at the workplace?	357	0	1
sexualhar	Does the agreement contain clauses addressing sexual harassment at work?	357	0	1
violence	Does the agreement contain clauses addressing violence at work?	353	0	1
violenceleave	Does the agreement provide for a special leave for workers subjected to domestic or intimate partner violence?	357	0	1
support_disabilities	Does the agreement provide for support for women workers with disabilities?	356	0	1
equalityexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?	356	0	1
equalityexcludedtxt	Please cite the group(s) of women workers that are excluded			
equalitydifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)?	356	0	1
equalitydifferenttxt	Please cite the group(s) of women workers			
equalitymonitoring	Does the agreement contain clauses for monitoring gender equality?	134	0	1
equalityotherclause	Does the CBA contain any other clause on gender equality?	354	0	1
equalitytxt	Comments regarding gender equality issues:			
wages_trigger	Does the agreement have clauses on wages?	797	0	1

Variable	Label	N	Min	Max
wages_determined	According to the CBA, where are wages determined?	491	1	6
wages_comments_txt	COMMENTS:			
payscales_trigger	Are wages determined in the CBA by means of pay scales?	725	0	1
payscales_period	What is the calculation basis for the wages in the pay scales?	69	5	5
payscales_amount	How many pay scales are determined?	86	0	19
payscales_type	Are these payscales amounts, indices or both?	69	1	3
wages_payscale1_start	Start wage payscale 1:	49	0	2350000
wages_payscale1_end	End wage payscale 1:	32	3.93	4134000
wages_payscale2_start	Start wage payscale 2:	48	3.28	3015000
wages_payscale2_end	End wage payscale 2:	32	4.1	6261000
wages_payscale3_start	Start wage payscale 3:	48	3.38	4464000
wages_payscale3_end	End wage payscale 3:	31	4.22	9565000
wages_payscale4_start	Start wage payscale 4:	43	3.45	1760000
wages_payscale4_end	End wage payscale 4:	29	4.35	650000
wages_payscale5_start	Start wage payscale 5:	33	550.02	400000
wages_payscale5_end	End wage payscale 5:	21	565.82	900000
wages_payscale6_start	Start wage payscale 6:	29	509.41	500000
wages_payscale6_end	End wage payscale 6:	20	530.53	1000000
wages_payscale7_start	Start wage payscale 7:	22	437.24	700000
wages_payscale7_end	End wage payscale 7:	15	458.35	1200000
wages_payscale8_start	Start wage payscale 8:	16	379.73	100000
wages_payscale8_end	End wage payscale 8:	8	400.55	242275
wages_payscale9_start	Start wage payscale 9:	10	366.56	110000
wages_payscale9_end	End wage payscale 9:	5	389.33	254100
wages_payscale10_start	Start wage payscale 10:	8	355.17	120000
wages_payscale10_end	End wage payscale 10:	4	371.63	274175
wages_payscale11_start	Start wage payscale 11:	5	309.85	99000
wages_payscale11_end	End wage payscale 11:	3	313.1	301950
wages_payscale12_start	Start wage payscale 12:	3	1153.68	114675
wages_payscale12_end	End wage payscale 12:	2	4871	349800
wages_payscale13_start	Start wage payscale 13:	2	1180.5	3435
wages_payscale13_end	End wage payscale 13:	1	5399	5399
wages_payscale14_start	Start wage payscale 14:	2	1200.63	3928
wages_payscale14_end	End wage payscale 14:	1	6134	6134
wages_payscale15_start	Start wage payscale 15:	1	1220.76	1220.76
wages_payscale15_end	End wage payscale 15:			
wages_payscale16_start	Start wage payscale 16:	1	1240.89	1240.89
wages_payscale16_end	End wage payscale 16:			
wages_payscale17_start	Start wage payscale 17:	1	1260.99	1260.99
wages_payscale17_end	End wage payscale 17:			
wages_payscale18_start	Start wage payscale 18:	1	1281.13	1281.13
wages_payscale18_end	End wage payscale 18:			
wages_payscale19_start	Start wage payscale 19:	1	1301.21	1301.21
wages_payscale19_end	End wage payscale 19:			
wages_payscaleindice1_start	Start indice payscale 1:	2	100	102
wages_payscaleindice1_end	End indice payscale 1:	2	200	311
wages_payscaleindice2_start	Start indice payscale 2:	2	116	140
wages_payscaleindice2_end	End indice payscale 2:	2	280	354
wages_payscaleindice3_start	Start indice payscale 3:	2	136	189
wages_payscaleindice3_end	End indice payscale 3:	2	378	415
wages_payscaleindice4_start	Start indice payscale 4:	2	155	236
wages_payscaleindice4_end	End indice payscale 4:	2	472	473
wages_payscaleindice5_start	Start indice payscale 5:	2	202	284
wages_payscaleindice5_end	End indice payscale 5:	2	567	616
wages_payscaleindice6_start	Start indice payscale 6:	2	211	340
wages_payscaleindice6_end	End indice payscale 6:	2	644	680
wages_payscaleindice7_start	Start indice payscale 7:	2	258	408

Variable	Label	N	Min	Max
wages_payscaleindice7_end	End indice payscale 7:	2	787	816
wages_payscaleindice8_start	Start indice payscale 8:	2	289	490
wages_payscaleindice8_end	End indice payscale 8:	2	881	980
wages_payscaleindice9_start	Start indice payscale 9:	2	303	661
wages_payscaleindice9_end	End indice payscale 9:	2	924	1140
wages_payscaleindice10_start	Start indice payscale 10:	1	327	327
wages_payscaleindice10_end	End indice payscale 10:	1	997	997
wages_payscaleindice11_start	Start indice payscale 11:	1	360	360
wages_payscaleindice11_end	End indice payscale 11:	1	1098	1098
wages_payscaleindice12_start	Start indice payscale 12:	1	417	417
wages_payscaleindice12_end	End indice payscale 12:	1	1272	1272
wages_payscaleindice13_start	Start indice payscale 13:			
wages_payscaleindice13_end	End indice payscale 13:			
wages_payscaleindice14_start	Start indice payscale 14:			
wages_payscaleindice14_end	End indice payscale 14:			
wages_payscaleindice15_start	Start indice payscale 15:			
wages_payscaleindice15_end	End indice payscale 15:			
wages_payscaleindice16_start	Start indice payscale 16:			
wages_payscaleindice16_end	End indice payscale 16:			
wages_payscaleindice17_start	Start indice payscale 17:			
wages_payscaleindice17_end	End indice payscale 17:			
wages_payscaleindice18_start	Start indice payscale 18:			
wages_payscaleindice18_end	End indice payscale 18:			
wages_payscaleindice19_start	Start indice payscale 19:			
wages_payscaleindice19_end	End indice payscale 19:			
skilllevel_trigger	Are wages determined in the CBA by occupations/jobtitles/skill levels?	722	0	1
skillwagegroups	Are wages specified in the CBA according to skill level?	144	0	1
skilljobtype	Which skill levels are distinguished? (max 5)			
skilljobtype_0		1	2	2
skilljobtype_1		1	3	3
skilljobtype_2		1	4	4
skilljobtype_3				
skilljobtype_4				
skilljobtype_type	Are these wages amounts, indices or both?	16	1	3
skillwagegroupstxt	Comments regarding specified skill levels:			
jobwagegroups	Are wages specified according to job title?	143	0	1
jobwagejobtype	Which occupations/job titles are specified? (max 5)			
jobwagejobtype_0		76	1	118
jobwagejobtype_1		73	2	381
jobwagejobtype_2		64	3	392
jobwagejobtype_3		54	4	999
jobwagejobtype_4		34	5	999
jobwagegroupstxt	Comments regarding specified occupations/job titles:			
jobwagegroupsperiod	What is the calculation basis for the wages?	77	5	5
skilljobtypeamount_1	Wage for skill level 1 (if +1 jobtypes list lowest first):			
skilljobtypeamount_2	Wage for skill level 2:			
skilljobtypeamount_3	Wage for skill level 3:			
skilljobtypeamount_4	Wage for skill level 4:			
skilljobtypeamount_5	Wage for skill level 5:			
skilljobtypeindice_1	Indice for skill level 1 (if +1 jobtypes list lowest first):			
skilljobtypeindice_2	Indice for skill level 2:			
skilljobtypeindice_3	Indice for skill level 3:			
skilljobtypeindice_4	Indice for skill level 4:			
skilljobtypeindice_5	Indice for skill level 5:			
jobwagegroupsamount_1	Wage for job title 1 (if +1 jobtypes list lowest first):	62	7.7	600000
jobwagegroupsamount_2	Wage for job title 2:	60	7.9	460000
jobwagegroupsamount_3	Wage for job title 3:	52	8.5	430000

Variable	Label	N	Min	Max
jobwagegroupsamount_4	Wage for job title 4 :	42	9.4	550000
jobwagegroupsamount_5	Wage for job title 5 :	24	8.5	900000
lowwage_trigger	Has the agreement clauses on the lowest wage to be paid?	721	0	1
lowwage_government	Does the agreement provide that minimum wages set by the government have to be respected?	244	0	1
lowwage_provision	Does the agreement set a minimum/lowest wage?	242	0	1
lowwageperiod	What is the calculation basis for the minimum/lowest wage?	117	1	5
lowwageamount	What is the minimum/lowest wage?	106	2.9	2400000
lowwagetxt	Comments regarding lowest wage:			
strucincr_trigger	Is a structural wage increase agreed? (=an increase that increases the basic pay on a permanent basis)	722	0	1
wageincreasetype	Is the extra payment for all or for some categories only?	455	0	1
wageincreasetype1	For which categories? (max 5)			
wageincreasetype1_0		5	5	228
wageincreasetype1_1		3	7	392
wageincreasetype1_2		2	132	520
wageincreasetype1_3		1	205	205
wageincreasetype1_4				
wageincreasetxt	Comments regarding structural wage increase:			
wageincreasetype2	How is the extra payment given for a worker with one year of experience?	296	1	4
wageincreaseperc1	Extra payment in % for all per MONTH:	201	0.1	40
wageincreaseamount1	Extra payment in amount for all per MONTH:	41	1.8	125000
wageincreasedays1	Number of working days per MONTH:			
wageincreaseperc1_1	Extra payment in % for jobtype 1:	3	6.5	12
wageincreaseamount1_1	Extra payment in amount for jobtype 1:			
wageincreaseperc1_2	Extra payment in % for jobtype 2:	1	12	12
wageincreaseamount1_2	Extra payment in amount for jobtype 2:			
wageincreaseperc1_3	Extra payment in % for jobtype 3:	1	12	12
wageincreaseamount1_3	Extra payment in amount for jobtype 3:			
wageincreaseperc1_4	Extra payment in % for jobtype 4:			
wageincreaseamount1_4	Extra payment in amount for jobtype 4:			
wageincreaseperc1_5	Extra payment in % for jobtype 5:			
wageincreaseamount1_5	Extra payment in amount for jobtype 5:			
wageincreasefirmperformance	Is this extra payment related to the company's performance?	467	0	1
wageincreasedate	Is the date of the increase specified?	465	0	1
wageincreasedate_date	Date of the increase:			
oncerise_trigger	Is a once-only extra payment agreed?	719	0	1
incidentalbonustype	Is the extra payment for all or for some categories only?	388	0	1
incidentalbonustype1	For which categories? (max 5)			
incidentalbonustype1_0		4	5	10
incidentalbonustype1_1		2	25	46
incidentalbonustype1_2		1	37	37
incidentalbonustype1_3				
incidentalbonustype1_4				
incidentalbonustype2	How is the extra payment given for a worker with one year of experience?	272	1	5
incidentalbonusperc1	Extra YEARLY payment in % for a worker with one year of experience:	73	1	250
incidentalbonusamount1	Extra YEARLY payment in amount for a worker with one year of experience:	41	50	325000
incidentalbonusdays1	Number of days (per YEAR) for a worker with one year of experience:	135	8	60

Variable	Label	N	Min	Max
extrapayfirmperformance	Is this extra payment related to the company's performance?	391	0	1
incidentalbonusdate	Is the date of the extra payment specified?	385	0	1
incidentalbonusdate_date	Date of the extra payment:			
oncerise2_trigger	Is there another agreed once-only extra payment?	263	0	1
incidentalbonustypesec	Is the extra payment for all or for some categories only?	79	0	1
incidentalbonustype1sec	For which categories? (max 5)			
incidentalbonustype1sec_0		1	7	7
incidentalbonustype1sec_1		1	10	10
incidentalbonustype1sec_2		1	25	25
incidentalbonustype1sec_3		1	37	37
incidentalbonustype1sec_4				
incidentalbonustype2sec	How is the extra payment given for a worker with one year of experience?	46	1	5
incidentalbonusperc1sec	Extra YEARLY payment in % for a worker with one year of experience:	21	10	100
incidentalbonusamount1sec	Extra YEARLY payment in amount for a worker with one year of experience:	11	6	600
incidentalbonusdays1sec	Number of days (per YEAR) for a worker with one year of experience:	6	15	30
extrapayfirmperformancesec	Is this extra payment related to the company's performance?	83	0	1
incidentalbonusdatesec	Is the date of the extra payment specified?	82	0	1
incidentalbonusdate_date_sec				
incidentalbonustxt	Comments regarding one time bonuses:			
noctprem_trigger	Is a premium for evening or night work agreed?	723	0	1
shiftallowancetype	How is the extra payment given for a worker with one year of experience?	253	1	4
shiftallowanceperc1	What percentage of regular hourly wage is paid as premium for evening or night work? (Please note that if hours are paid 150% of the normal wage, then you should write 150)	163	25	600
shiftallowanceamount1	Premium in amount per month (leave empty if it is given per hour):	49	1	70000
shiftallowanceamount2	Premium in amount per hour (leave empty if it is given per month):	13	1	100
shiftallowancedays1	Number of working days:			
shiftallowancetype1	Does the premium apply to night work only?	290	0	1
shiftallowancetxt	Comments regarding evening or night work:			
consign_trigger	Is a payment for standby/on-call/available/consignment work agreed?	722	0	1
standbyallowancetype	How is the extra payment given for a worker with one year of experience?	42	1	5
standbyallowanceperc1	Payment in % of basic wage:	18	5	200
standbyallowanceamount1	Payment in amount:	16	1.07	100000
standbyallowancedays1	Number of working days:	1	7	7
standbyallowancetype1	Does the payment apply to Sundays only?	54	0	1
standbyallowancetype2	Does the payment apply to all days per week equally?	54	0	1
standbyallowancetxt	Comments regarding standby/on-call/available/consignment:			
annleave_trigger	Is an extra payment for the paid annual leave agreed?	715	0	1
annleaveallowancetype	How is the extra payment given for a worker with one year of experience?	224	1	5
annleaveallowanceperc1	Extra payment in % of basic wage:	42	0.8	225
annleaveallowanceamount1	Extra payment in amount:	116	75	100000
annleaveallowancedays1	Number of working days:	46	1	60
annleaveallowancetype1	Is the extra payment for all employees or for some categories only?	248	0	1

Variable	Label	N	Min	Max
annleaveallowancetype2	For which categories? (max 5)			
annleaveallowancetype2_0				
annleaveallowancetype2_1				
annleaveallowancetype2_2				
annleaveallowancetype2_3				
annleaveallowancetype2_4				
annleaveallowancetxt	Comments regarding extra payment:			
overtime_trigger	Is there compensation for overtime work?	721	0	1
overtimeallowancetype	How is the overtime compensation for hours above 48 hours/week agreed?	367	1	6
overtimeallowancetype_general	How is the overtime compensation for hours above the stipulated working week agreed?	208	1	6
overtimeallowanceperc1_general	What percentage of regular wage for hours above the stipulated working week is paid as overtime payment? (please note that if hours are paid 150% of the normal wage - which means 50% MORE than normal wage -, then you should write 150)	194	25	200
overtimeallowanceamount1_general	Premium in amount per hour overtime above the stipulated working week:	8	1	310000
overtimeallowancedays1_general	Number of working days:			
overtimeallowanceperc1	What percentage of regular wage for hours above 48 hours/week is paid as overtime payment? (please note that if hours are paid 150% of the normal wage - which means 50% MORE than normal wage -, then you should write 150)	351	50	300
overtimeallowanceamount1	Premium in amount per hour overtime above 48 hours/week:	10	1.5	310000
overtimeallowancedays1	Number of working days:			
overtimeallowancetype1	Is the allowance for all employees or for some categories only?	520	0	1
overtimeallowancetype2	For which categories? (max 5)			
overtimeallowancetype2_0		1	30	30
overtimeallowancetype2_1		1	34	34
overtimeallowancetype2_2				
overtimeallowancetype2_3				
overtimeallowancetype2_4				
overtimeallowancetxt	Comments regarding overtime work:			
hardship_trigger	Is a premium for hardship work agreed?	717	0	1
hardshipallowancetype	How is the premium given for a worker with one year of experience?	35	1	4
hardshipallowanceperc1	Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%):	18	0.5	115
hardshipallowanceamount1	Premium in amount per day:	10	2.08	30000
hardshipallowancedays1	Number of working days:			
hardshipallowancetype1	Is the allowance for all employees or for some categories only?	51	0	1
hardshipallowancetype2	For which categories? (max 5)			
hardshipallowancetype2_0		3	7	14
hardshipallowancetype2_1		1	116	116
hardshipallowancetype2_2		1	247	247
hardshipallowancetype2_3		1	268	268
hardshipallowancetype2_4				
hardshipallowancetxt	Comments regarding hardship:			
sunday_trigger	Is a premium for Sunday work agreed?	719	0	1
sundayallowancetype	How is the premium given for a worker with one year of experience?	358	1	6

Variable	Label	N	Min	Max
sundayallowanceperc1	Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%):	341	15	300
sundayallowanceamount1	Premium in amount per Sunday:	13	5.86	10000
sundayallowancedays1	Number of working days:			
sundayallowancetype1	Is the allowance for all employees or for some categories only?	375	0	1
sundayallowancetype2	For which categories? (max 5)	1	381	381
sundayallowancetype2_0		1	381	381
sundayallowancetype2_1				
sundayallowancetype2_2				
sundayallowancetype2_3				
sundayallowancetype2_4				
sundayallowancetxt	Comments regarding Sunday work:			
commute_trigger	Is a commuting transport allowance agreed?	716	0	1
commutingallowancetype	How is the allowance given for a worker with one year of experience?	117	1	3
commutingallowanceperc1	Allowance in % of basic wage:	9	6	168
commutingallowanceamount1	Allowance in amount per month:	67	0	300000
commutingallowancedays1	Number of working days:			
commutingallowancetype1	Is the allowance for all employees or for some categories only?	244	0	1
commutingallowancetype2	For which categories? (max 5)			
commutingallowancetype2_0		3	21	527
commutingallowancetype2_1		1	46	46
commutingallowancetype2_2				
commutingallowancetype2_3				
commutingallowancetype2_4				
commutingallowancetxt	Comments regarding seniority allowances:			
senior_trigger	Is a seniority allowance agreed?	723	0	1
longserviceallowancetype	How is the allowance given?	179	1	6
longserviceallowanceperc1	Allowance in % of basic wage:	73	0.5	300
longserviceallowanceamount1	Allowance in amount per month:	54	1	1000000
longserviceallowancedays1	Number of working days:	25	5	120
longserviceallowancetype1	Is a certain number of years of service required to get this allowance?	220	0	1
longserviceallowancetype2	How many years of service are required for this allowance?	188	1	25
longserviceallowancetxt	Comments regarding seniority allowances:			
mealvouchers	Are meals and/or meal vouchers and/or meals at a discounted price agreed?	713	0	1
mealall_trigger	Are meal allowances agreed?	718	0	1
mealvouchersamount	What is the minimum amount of the allowance for one meal?	60	1.5	50000
mealvoucherstype1	Is the allowance for all employees or for some categories only?	112	0	1
mealvoucherstype2	For which categories? (max 5)			
mealvoucherstype2_0		5	14	32
mealvoucherstype2_1				
mealvoucherstype2_2				
mealvoucherstype2_3				
mealvoucherstype2_4				
mealvoucherstxt	Comments regarding meal vouchers or allowances:			
legalassistancetxt	Comments regarding free legal assistance:			
legalassistance_trigger	Does the company provide the worker with free legal assistance?	276	0	1
workhours_trigger	Does the agreement have clauses on standard working hours, schedules, holidays and days of leave?	800	0	1
hoursday_select	Are working hours per day agreed?	691	0	1

Variable	Label	N	Min	Max
hoursweek_select	Are working hours per week agreed?	687	0	1
hoursmmonth_select	Are working hours per month agreed?	667	0	1
hourspyear_select	Are working hours per year agreed?	668	0	1
daysweek_select	Are working days per week agreed?	689	0	1
hourspday	How many working hours per day are agreed? (1 - 12)	380	4	12
hoursweek	How many working hours per week are agreed? (1 - 60)	506	33	52
hoursmmonth	How many working hours per month are agreed? (1 - 258)	35	48	220
hourspyear	How many working hours per year are agreed? (1 - 3096)	11	300	2160
daysweek	How many working days per week are agreed? (1 - 7)	425	4	7
hourstxt	Comments regarding working hours:			
maxhours_trigger	Are maximum overtime hours agreed?	700	0	1
hoursovertimax	What is the maximum overtime hours ABOVE the agreed hours per week? (1 - 60)	82	2.2	150
hoursovertimaxtxt	Comments regarding maximum overtime hours above the agreed hours per week:			
paidleav_trigger	Has the agreement clauses on paid annual leave?	701	0	1
holidaysdays	How many days for paid annual leave are agreed for a worker with one year of service? (1 - 100)	550	5	90
holidaysweeks	How many weeks for paid annual leave are agreed for a worker with one year of service? (1 - 20)	516	1.7	26
bankholidays1	Is paid leave agreed for specific bank holidays?	530	0	1
bankholidays2	For which bank holidays?			
bankholidays2_0		259	1	113
bankholidays2_1		256	2	186
bankholidays2_2		244	3	187
bankholidays2_3		233	4	171
bankholidays2_4		163	5	404001
holidaysfixed	Are fixed periods for paid annual leave agreed due to holiday breaks applied to the whole company?	600	0	1
holidaysfixeddays	How many days of the paid annual leave are fixed due to holiday breaks applied to the whole company? (1 - 100)	20	0	30
holidaysxtxt	Comments regarding paid annual leave:			
schedule_trigger	Does the agreement have clauses on schedules and rest periods?	701	0	1
schedulesrestpw	Are employees are entitled to weekly rest periods of at least one day per week?	467	0	1
schedulextxt	Comments regarding rest periods:			
sundaywork_trigger	Does the agreement provide for a maximum number of Sundays / bank holidays that can be worked in a year?	156	0	1
sundays_year	How many Sundays / bank holidays can be worked in a year, maximum?	7	6	44
consecutivesundays_trigger	Is the maximum number of consecutive worked Sundays provided?	228	0	1
consecutivesundays	How many consecutive Sundays are specified?	6	2	34
consecutivesundays_exceptions	Are there any exceptions (e.g. Christmas, sales, etc.)?	8	0	1
sundayxtxt	Comments regarding work on Sundays:			
tradeunleav_trigger	Does the agreement provide for paid leave for trade union activities?	247	0	1
tradeunleavdays	What is the leave duration for trade union activities in working days? (1 - 100)	48	1	200
tradeunleavtxt	Comments regarding paid leave for trade union activities:			
administrative_trigger	Does the agreement provide for paid leave to attend court or for administrative duties?	247	0	1

Variable	Label	N	Min	Max
administrativedays	What is the leave duration to attend court or for administrative duties in working days? (1 - 100)	14	1	18
administrativetxt	Comments regarding paid leave for administrative duties:			
flexwork_trigger	Does the agreement have clauses on flexible work arrangements?	247	0	1
flexible_work_options	Which option is provided?			
flexible_work_options_0		29	1	6
flexible_work_options_1		3	6	6
flexible_work_options_2				
flexible_work_options_3				
flexible_work_options_4				
flexworktxt	Comments regarding flexible work arrangements:			
covercountry	Does the agreement cover the whole country?	734	0	1
coverregion	Which regions does the agreement cover?			
coverregion_0		18	763000000	8260000000
coverregion_1		5	2760000000	7240000000
coverregion_2		5	2760000000	7240000000
coverregion_3		3	6200000000	7240000000
coverregion_4		3	6200000000	7240000000
covercountryregion_comments	Comments regarding coverage of country and regions:			
coverunion_trigger	Does the agreement cover trade union members only?	694	0	1
coverunionsign	Does the agreement apply to members of the signatory trade unions only?	176	1	1
cover_memtrad4_other	To what other trade unions does the agreement apply?			
cover_memtrad4_other_0				
cover_memtrad4_other_1				
cover_memtrad4_other_2				
cover_memtrad4_other_3				
cover_memtrad4_other_4				
coverunion_comments	Comments regarding coverage of trade unions:			
coveroccup1	Does the agreement explicitly INCLUDE specific occupations for coverage?	735	0	1
coveroccup2	Which occupations? (max 5)			
coveroccup2_0		11	7	537
coveroccup2_1		4	18	529
coveroccup2_2		2	381	421
coveroccup2_3		1	529	529
coveroccup2_4				
coveroccup3	Does the agreement explicitly EXCLUDE specific occupations for coverage?	734	0	1
coveroccup4	Which occupations? (max 5)			
coveroccup4_0		19	7	68
coveroccup4_1		12	32	491
coveroccup4_2		4	68	119
coveroccup4_3		4	188	286
coveroccup4_4		3	388	388
coveroccup_comments	Comments regarding coverage of occupations:			
coverage_date_cba	Which year does the coverage refer to?	17	1995	2015
coverage_date_other	Which year does the coverage refer to?	110	1913	2017
coveragegroup1	Does the agreement explicitly INCLUDE specific age groups for coverage?	732	0	1
coveragegroup2	Which age groups?			
coveragegroup2_0		1	1	1
coveragegroup2_1				
coveragegroup2_2				

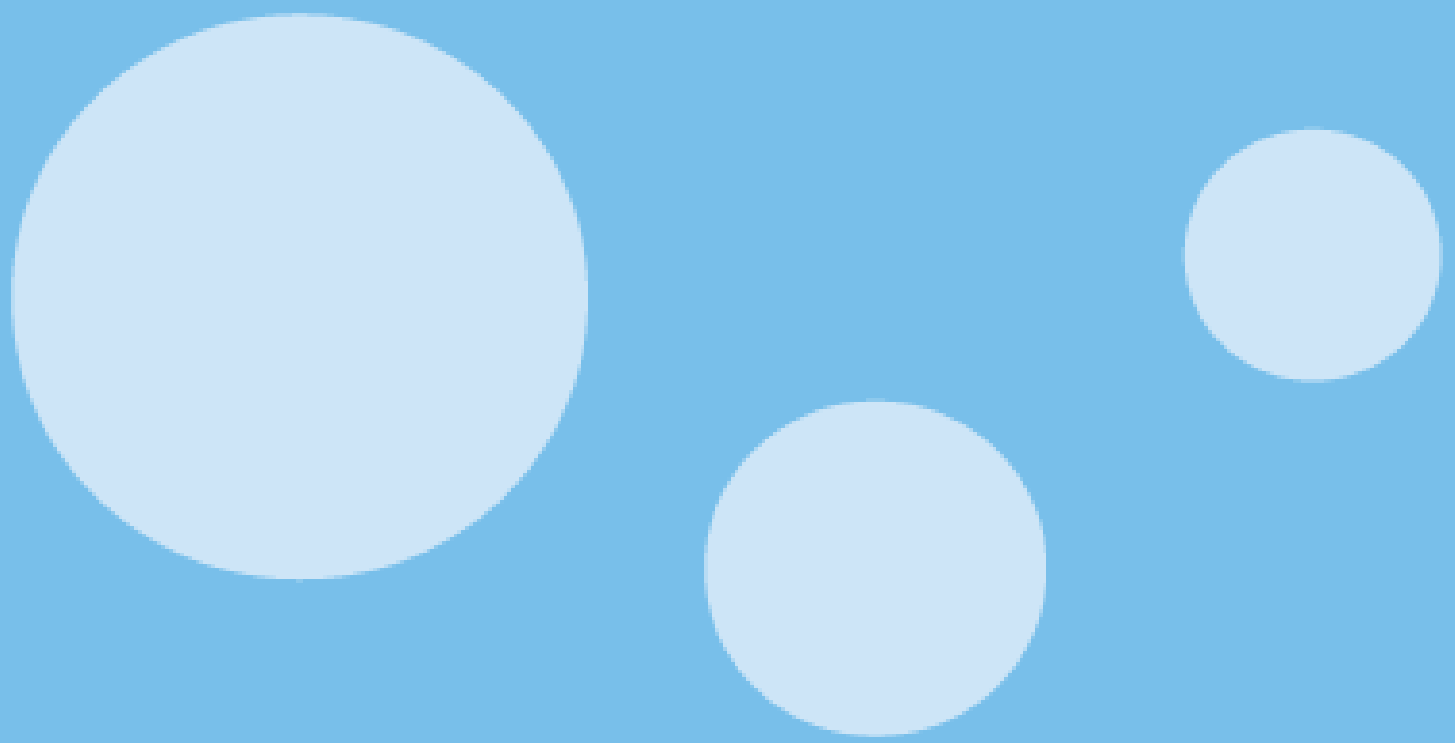
Variable	Label	N	Min	Max
coveragegroup2_3				
coveragegroup2_4				
coveragegroup3	Does the agreement explicitly EXCLUDE specific age groups for coverage?	732	0	1
coveragegroup4	Which age groups?			
coveragegroup4_0		6	1	6
coveragegroup4_1				
coveragegroup4_2				
coveragegroup4_3				
coveragegroup4_4				
coveragegroup_comments	Comments regarding coverage of age groups:			
coveremplnum_trigger	Does the agreement notify how many employees are covered?	725	0	1
coveremplnumtype	Do you know an exact number, an educated guess or a range?	17	1	3
coveremplnum_exact	Please fill in an exact number	14	51	85003
coveremplnum_guess	Please fill in your educated guess (number)	1	902	902
coveremplnum1	Lower range	2	11	20000
coveremplnum2	Upper range	2	50	25000
coveremplnum3	Does the agreement notify how many of these employees are female?	17	0	1
coveremplnum3type	Do you know an exact number, an educated guess or a range?	10	1	1
coveremplnum_female_exact	Please fill in an exact number	10	10	1056
coveremplnum_female_guess	Please fill in your educated guess (number)			
coveremplnum4	Lower range			
coveremplnum5	Upper range			
coveremplnumoth	Do you know from other sources how many employees are covered?	699	0	1
coveremplnumothtype	Do you know an exact number, an educated guess or a range?	144	1	3
coveremplnum_other_exact	Please fill in an exact number	61	6.587	898429
coveremplnum_other_guess	Please fill in your educated guess (number)	35	30	3000000
coveremplnumoth1	Lower range	48	10	45000
coveremplnumoth2	Upper range	48	50	50000
coveremplnumoth3	Do you, from these other sources, know how many of these employees are female?	144	0	1
coveremplnumoth3type	Do you know an exact number, an educated guess or a range?	19	1	3
coveremplnum_other_female_exact	Please fill in an exact number	11	0	781392
coveremplnum_other_female_guess	Please fill in your educated guess (number)	7	100	11740
coveremplnumoth4	Lower range	1	550	550
coveremplnumoth5	Upper range	1	600	600
coveremplnum_comments	Comments regarding number of covered employees:			
name	Agreement Title			
override_title	Override Title (as shown on webpages)			
locale	Locale (language) of the Agreement			
text	CBA Full Text (HTML)			
mealvouchersamount_txt				
country	Country	808	40	894
wagecur	Currency	808	108	986

3. The value labels

cbadate_start	1 'Yes' 0 'No'
cbadate_end	1 'Yes' 0 'No'
framework	1 'Yes' 0 'No'
transnational	1 'Yes' 0 'No'
FIRMPRI	1 'Private' 2 'Public'
cbaextension	1 'Yes' 0 'No' -7 'Dont know'
cbasignsingle	1 'Yes' 0 'No'
cbamemtrad	1 'Yes' 0 'No'
cbamempro41	1 'Yes' 0 'No'
cbamemother	1 'Yes' 0 'No'
cbaratification	1 'Yes' 0 'No' -7 'Dont know'
cbaratified	1 'Ministry' 2 'Court' 99 'other' -7 'Dont know'
cbaactorratified	1 'Yes' 0 'No' -7 'Dont know'
JOBTITLE_trigger	1 'Yes' 0 'No'
JOBTYPE_descriptions	1 'Yes' 0 'No'
jobclassification1	1 'Yes' 0 'No'
SOCSEC_trigger	1 'Yes' 0 'No'
pensionfund	1 'Yes' 0 'No'
disabilityfund	1 'Yes' 0 'No'
unemploymentfund	1 'Yes' 0 'No'
TRAINING_trigger	1 'Yes' 0 'No'
trainingprogrammes	1 'Yes' 0 'No'
apprenticeships	1 'Yes' 0 'No'
trainingfund	1 'Yes' 0 'No'
EMPCONTR_trigger	1 'Yes' 0 'No'
contracttrial	1 'Yes' 0 'No'
contractseverancepay	1 'Yes' 0 'No'
contractseverancepay1	1 'Yes' 0 'No'
SICDIS_trigger	1 'Yes' 0 'No'
maxsicknesspay	1 'Yes' 0 'No'
maxsicknesspaytype	1 'All employees' 0 'Some employees'
sicknessmaxdays	1 'Yes' 0 'No'
disabilitypay	1 'Yes' 0 'No'
MEDICAL_trigger	1 'Yes' 0 'No'
healthcareaccess	1 'Yes' 0 'No'
healthcareaccessrelatives	1 'Yes' 0 'No'
healthinsurance	1 'Yes' 0 'No'
healthinsurancerelatives	1 'Yes' 0 'No'
healthandsafetypolicy	1 'Yes' 0 'No'
healthandsafetytraining	1 'Yes' 0 'No'
hivpolicy	1 'Yes' 0 'No'
funeralpay	1 'Yes' 0 'No'
WORKFAM_trigger	1 'Yes' 0 'No'
paidmaternityleave	1 'Yes' 0 'No'
paidmaternityleaveall	1 'Yes' 0 'No'
paidmaternityleavepay	1 'Yes' 0 'No'
jobsecuritymothers	1 'Yes' 0 'No'
childcare	1 'Yes' 0 'No'
nursingmothers	1 'Yes' 0 'No'
childcareprovision	1 'Yes' 0 'No'
childcaresubsidy	1 'Yes' 0 'No'
paidpaternityleave	1 'Yes' 0 'No'

WAGES_trigger	1 'Yes' 0 'No'
WAGES_determined	1 'Individual contracts' 2 'Industry level' 3 'Framework agreement' 4 'State level' 5 'Elsewhere' 6 'Dont know'
PAYSCALES_trigger	1 'Yes' 0 'No'
PAYSCALES_period	1 '1 calendar month' 2 '4 weeks' 3 '2 weeks' 4 '1 week' 5 '1 day' 6 '1 hour' 7 '1 year' 10 '2 calendar months' 11 '3 calendar months' 12 '4 calendar months' 13 'ADD NEW ITEM'
PAYSCALES_type	1 'Pay scale' 2 'Pay index' 3 'Both'
SKILLEVEL_trigger	1 'Yes' 0 'No'
skillwagegroups	1 'Yes' 0 'No'
jobwagegroups	1 'Yes' 0 'No'
jobwagegroupperiod	1 'hour' 2 'day' 3 'week' 4 'fortnight' 5 'month' 6 'quarter' 7 'year'
LOWWAGE_trigger	1 'Yes' 0 'No'
lowwageperiod	1 'hour' 2 'day' 3 'week' 4 'fortnight' 5 'month' 6 'quarter' 7 'year'
COSTLIV_trigger	1 'Yes' 0 'No'
STRUCINCR_trigger	1 'Yes' 0 'No'
wageincreasetype	1 'All employees' 0 'Some employees'
wageincreasetype2	1 'Percentage' 2 'Amount' 3 'Both'
wageincreasedate	1 'Yes' 0 'No'
ONCERISE_trigger	1 'Yes' 0 'No'
incidentalbonustype	1 'All employees' 0 'Some employees'
incidentalbonustype2	1 'Percentage' 2 'Amount' 3 'Both'
extrapayfirmperformance	1 'Yes' 0 'No'
incidentalbonusdate	1 'Yes' 0 'No'
NOCTPREM_trigger	1 'Yes' 0 'No'
shiftallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
shiftallowancetype1	1 'Yes' 0 'No'
CONSIGN_trigger	1 'Yes' 0 'No'
standbyallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
standbyallowancetype1	1 'Yes' 0 'No'
standbyallowancetype2	1 'Yes' 0 'No'
ANNLEAVE_trigger	1 'Yes' 0 'No'
annleaveallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
annleaveallowancetype1	1 'All employees' 0 'Some employees'
OVERTIME_trigger	1 'Yes' 0 'No'
overtimeallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
overtimeallowancetype1	1 'All employees' 0 'Some employees'
HARDSHIP_trigger	1 'Yes' 0 'No'
hardshipallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
hardshipallowancetype1	1 'All employees' 0 'Some employees'
SUNDAY_trigger	1 'Yes' 0 'No'
sundayallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
sundayallowancetype1	1 'All employees' 0 'Some employees'
COMMUTE_trigger	1 'Yes' 0 'No'
commutingallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
commutingallowancetype1	1 'All employees' 0 'Some employees'
SENIOR_trigger	1 'Yes' 0 'No'
longserviceallowancetype	1 'Percentage' 2 'Amount' 3 'Both'
mealvouchers	1 'Yes' 0 'No'
MEALALL_trigger	1 'Yes' 0 'No'
mealvoucherstype1	1 'All employees' 0 'Some employees'
WORKHOURS_trigger	1 'Yes' 0 'No'
hourspday_select	1 'Yes' 0 'No'
hourspweek_select	1 'Yes' 0 'No'
hourspmonth_select	1 'Yes' 0 'No'

hourspyear_select	1 'Yes' 0 'No'
daysweek_select	1 'Yes' 0 'No'
MAXHOURS_trigger	1 'Yes' 0 'No'
PAIDLEAV_trigger	1 'Yes' 0 'No'
bankholidays1	1 'Yes' 0 'No'
holidaysfixed	1 'Yes' 0 'No'
SCHEDULE_trigger	1 'Yes' 0 'No'
schedulesrestpw	1 'Yes' 0 'No'
shiftstype1	1 'Yes' 0 'No'
covercountry	1 'Yes' 0 'No'
coverunion_trigger	1 'Yes' 0 'No'
coverunionsign	1 'Yes' 0 'No'
coveremplnum_trigger	1 'Yes' 0 'No'



WageIndicator.org