COLBAR-EUROPE

EUROPE-wide analyses of COLlective BARgaining agreements

REPORT 8:
The wider bargaining agenda with a specific focus on the trade-off between clauses

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1   Management Summary

COLBAR-EUROPE (VS/2019/00777) aimed to contribute to the objectives of the EU's Social Dialogue Program. This report addresses its Research Objective 3): To what extent is a wider bargaining agenda agreed upon and are clauses traded off against each other? This report builds on the data from the WageIndicator Collective Agreements Database (CBA Database) with 602 coded CBAs from 27 European countries. The CBAs are coded for ten topics.

This report first analyses whether the topics bargained in sectoral agreements differ from those bargained in firm-level agreements. Half of the CBAs in the database are single-enterprise (SEB) and half multi-employer (MEB) bargaining agreements. The CBAs from the construction industry are more often MEB agreements, whereas the ones in the public sector are more often SEB agreements. In the CBA Database countries vary widely with respect to the shares of MEB versus SEB agreements. The topics concluded in the two types of agreements are rather similar, except for the topics social security and pensions, and wages, which are significantly more often agreed in MEB agreements. In half of the 602 CBAs all ten topics are addressed, in one quarter nine topics and in one tenth eight topics. The remaining small group addresses between three to seven topics. SEB agreements include on average significantly fewer topics than MEB agreements.

The report secondly analyses which topics are more likely to be combined with each other, and which are not. The social security and pension topic is often combined with the topics job descriptions, training, health and safety, and sickness and disability. In contrast, the training topic less often goes along with the health and safety, gender equality, and wages topics. The topic of work-family arrangements less often goes along with the social security, job security and employment, sickness and disability, and gender equality topics.

2   Introduction

Knowledge about what exactly is concluded in collective bargaining is a blank spot. No cross-country sources are available about clauses beyond wages. In view of the EC's re-launched dialogue with social partners at European level (European Commission 2016), such data is critical for monitoring progress in collective bargaining outcomes. Yet, while collective bargaining is crucial to both agreed wage levels and working conditions in Europe, our knowledge about the outcomes of collective bargaining is limited. Due to a lack of systematic data collection and coding in the area of collective bargaining, there are still major questions with regard to which provisions Collective Bargaining Agreements (CBAs) effectively contain and what working conditions are agreed to.

COLBAR-EUROPE aimed to contribute to the objective of the EU's Social Dialogue Program: "the functioning and effects of coordination of collective bargaining across different levels and territories". COLBAR-EUROPE's predecessor BARCOM (VS/2016/0106) started to gather, code and compare the clauses of 120 CBAs from the commerce sector across 23 countries.[2] For this study the WageIndicator CBA Database was used, which is maintained by associate partner WageIndicator Foundation since 2013. COLBAR-EUROPE extended that study to all private and public sectors and to 28 EU countries and 5 EU Associate countries. By January 2021 the CBA Database allowed for analyses of 602 CBAs from 25 of the 28 EU countries, 2 of the 5 Associate countries and one for Switzerland. The CBA Database also included 40 Transnational Company Agreements (TCAs). See COLBAR-EUROPE Report 2 for details about the data collection. The data of the CBA Database can be downloaded from the ZENODO repository (10.5281/zenodo.4475583). Table 1 shows the ten topics in the coding scheme of the CBA Database.

COLBAR-EUROPE had five research objectives. The current report addresses Research Objective 3) To what extent is a wider bargaining agenda agreed upon and are clauses traded off against each other? This report analyses whether the topics bargained in sectoral agreements differ from those bargained in firm-level agreements and whether a trade-off exists between topics. See Table 1 for the list of the meta data and the ten topics coded in the CBA Database. For details, see the codebook (Ceccon and Medas 2021).

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[2]   See https://wageindicator.org/Wageindicatorfoundation/projects/barcom/barcom

Table 1   Overview of coded items by topic

Meta Data	Single/multi-employer agreement, signatories/parties to the agreement, number of employees covered, geographical scope, start and expiration date, ratification process
Working Hours	Clauses on working, schedules, paid and unpaid leave clauses, paid holidays
Social Security and Pensions	Clauses on social security and pensions, employer contributions to pension fund, employer contributions to disability fund, employer contributions to unemployment fund
Employment Contracts	Clauses on individual employment contracts and job security, as well as questions about trial periods and severance pay
Jobs descriptions and job clasification systems	Job descriptions including duties, purpose, responsibilities, scope, and/or working conditions, and job classification system
Training	Training and apprenticeships, employer contributions to a training fund
Health and Medical Assistance	Health and safety policies at the workplace, HIV-related policies and health and safety training, health or medical assistance, health insurance of the employees, health insurance coverage of family members
Sickness and Disability	Sickness and disability clauses, pay during periods of sickness, maximum pay during sick leave, maximum days of sick leave, exclusion of some categories of employees for sick leave, pay in case of work related
Gender Equality	Equal pay clauses, discrimination at work, equal opportunities for promotion and training, gender equality trade union officer, sexual harassment and violence at work, special leave victims of violence, support for workers with disabilities
Work-Family Balance	Clauses on work and family arrangements, weeks of paid maternity leave, wage replacement level of paid maternity leave, job protection during maternity leave, care for dependent relatives, employer-provided childcare facilities
Wages	Structure of pay scales, wage-setting processes, minimum wages, wages according to pay scales, premium pay for overtime hours / weekend work / night shift

Source: Adapted from Table 1 on p. 7 in Besamusca et al. 2018b.

The output of the COLBAR-EUROPE research consists of 11 reports related to the content of CBAs in 33 European countries. The first report consists of a set of one-page-one-country reports with basic descriptive data from the agreements database for the 28 countries for which CBAs have been collected. The second report covers all CBAs, with chapters covering four sectors (manufacturing, construction, commerce, public sector). The third to sixth

reports are covering the CBA clauses and patterns in the Visegrád countries, the Netherlands, Italy, and Spain. The seventh report details the wage clauses in CBAs and the wage levels agreed, using PPP standardized wages. The eighth report addresses the wider bargaining agenda with a focus on the trade-off between clauses. The ninth report compares the topics agreed in subsidiaries of multinational enterprises (MNEs) and in relation to Transnational Company Agreements (TCAs). The tenth report explores the feasibility of a Europe-wide data collection of collective agreements. A final report includes the results of the 'participant evaluation survey' of the main event. All reports are in English. The one-page-one-country reports are also in the national language of the country at stake. All reports are freely downloadable from the COLBAR-EUROPE project webpage.[3]

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[3]　See https://wageindicator.org/Wageindicatorfoundation/projects/colbar.

3   Single and Multiple employer bargaining

For the analyses we compare the bargaining topics of Single-employer (SEB) and Multiple-employer bargaining agreements (MEB). Figure 1 provides an overview of the shares of both types, revealing that 51% of the CBAs in the CBA database are SEB agreements and 49% MEB agreements. The CBAs in the construction industry are more often MEB agreements, whereas the ones in the public sector are more often SEB agreements.

Figure 1 Percentages of single- and multiple-employer CBAs by sector
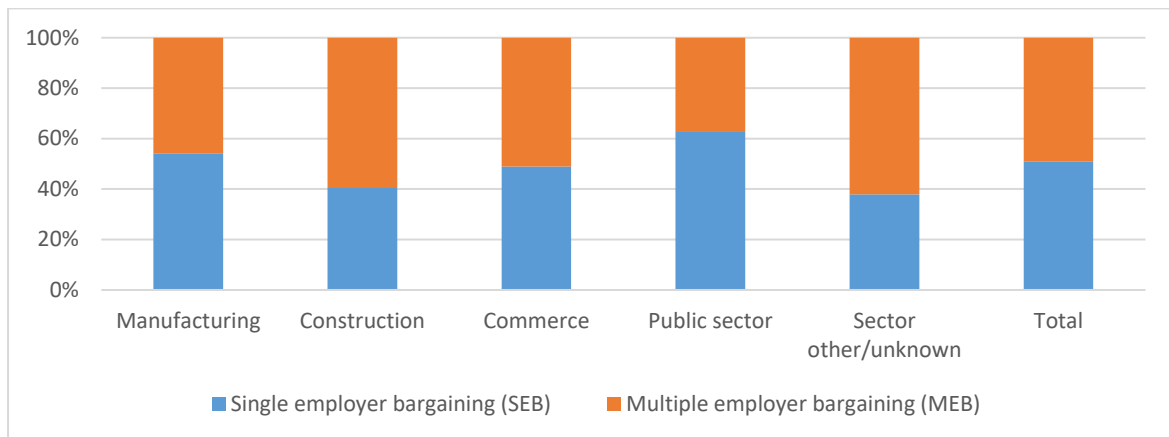
Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

Figure 2 provides the same picture as Figure 1, though now broken down by country. This shows that countries vary widely with respect to the shares of MEB versus SEB CBAs in the

Figure 2 Percentages of single- and multiple-employer CBAs by country (countries with at least 5 CBAs per country)

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

CBA Database. As already stressed in Report 2, the CBA Database does not contain a random sample of all CBAs in EU28 plus the 5 Associate countries and Switzerland. In general, MEB CBAs are easier to gather than SEB CBAs are. So, we assume that the CBA Database overestimates the share of MEB CBAs and underestimates that of SEB CBAs, but we do not have hard data to underpin this assumption. Figure 2 shows that the lowest share of MEB is noted in Romania (4%), and the highest in Slovenia (100%).

4 The ten bargaining topics in the CBA Database

Table 1 provided an overview of the ten topics in the coding scheme of the CBA database, with the clauses in each topic. In this section we will compare these topics across SEB and MEB agreements.

4.1 Topics by single versus multi-employer bargaining

Figure 3 shows the percentages of MEB and SEB agreements per topic. Only two topics differ significantly for SEB and MEB agreements: social security and pensions, and wages are significantly more often agreed in MEB agreements. The largest difference between MEB and SEB relates to the topic of social security and pensions (85% of the MEB versus 73% of the SEB agreements). For all other topics the MEB-SEB difference is much smaller.

Figure 3 Percentage of CBAs with clauses in the ten topics for single- and multiple-employer CBAs
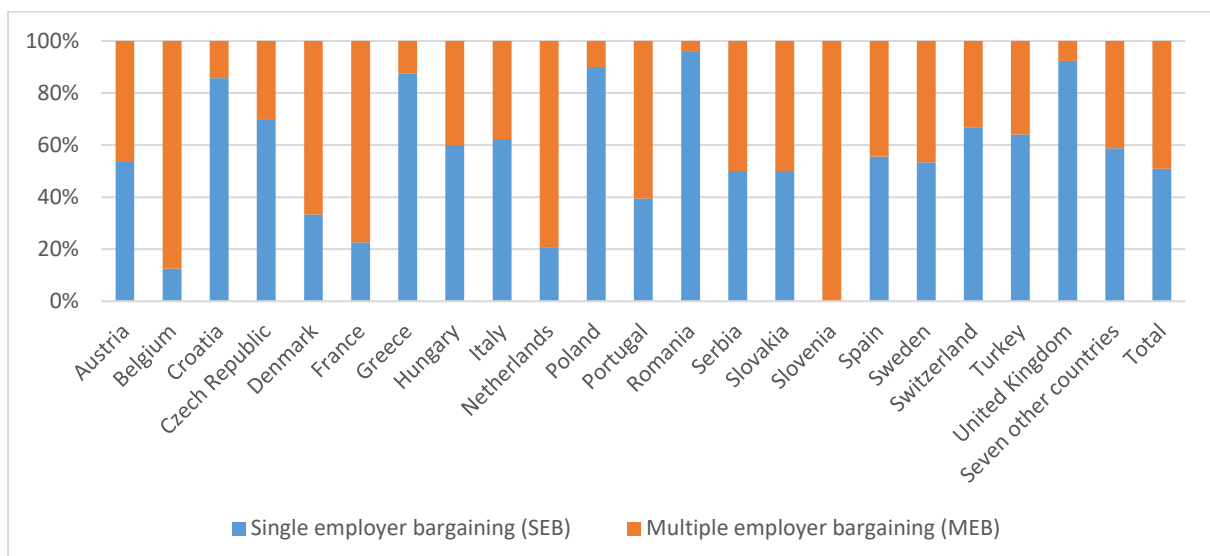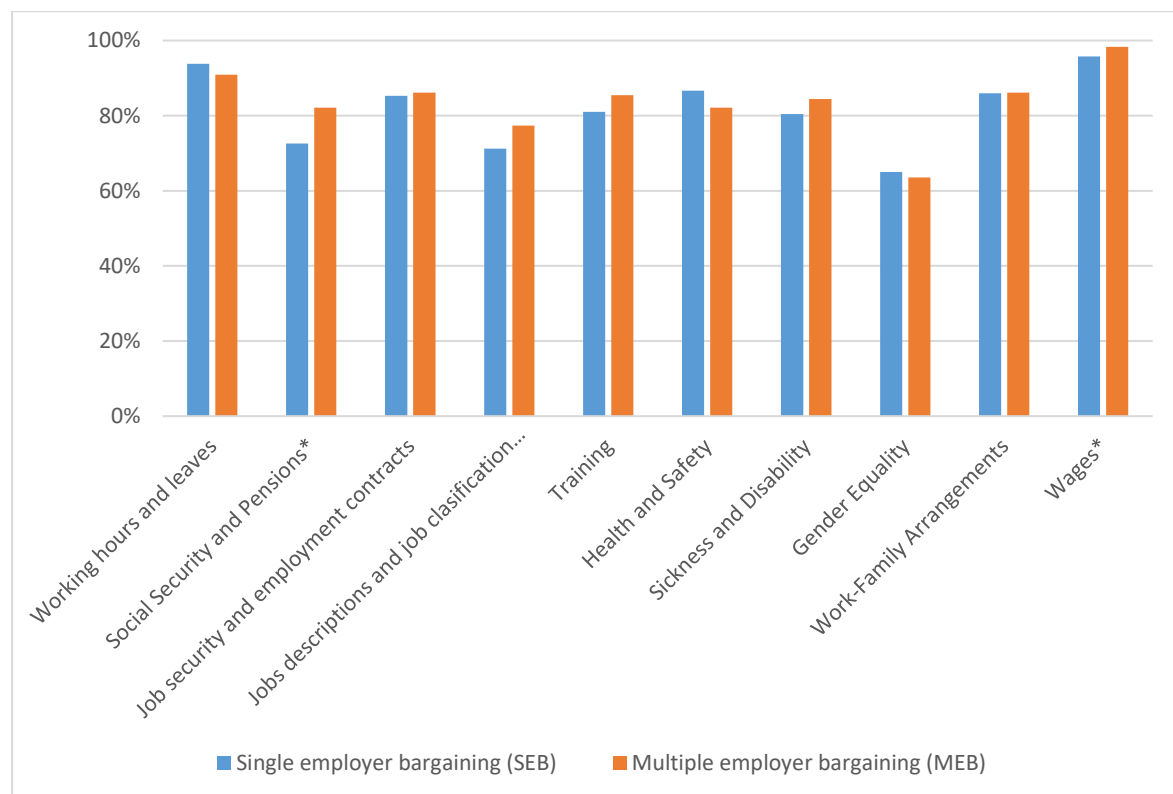

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021,
(*) significant at 10% (**) significant at 5% (***) significant at 1%

4.2 Average number of topics for SEB and MEB agreements

In almost half of all CBAs all ten topics are addressed (Figure 4). Approximately 20% does so for nine topics and almost 10% does so for eight topics. The remaining small groups addresses between three to seven topics. A few per cent addresses only one or two topics, and one CBA addresses none of the topics. SEB agreements include on average significantly fewer topics than MEB agreements (8.2 versus 8.6, significant at 5%).

Figure 4 Percentages of CBAs with 0 to 10 topics, by SEB and MEB agreements
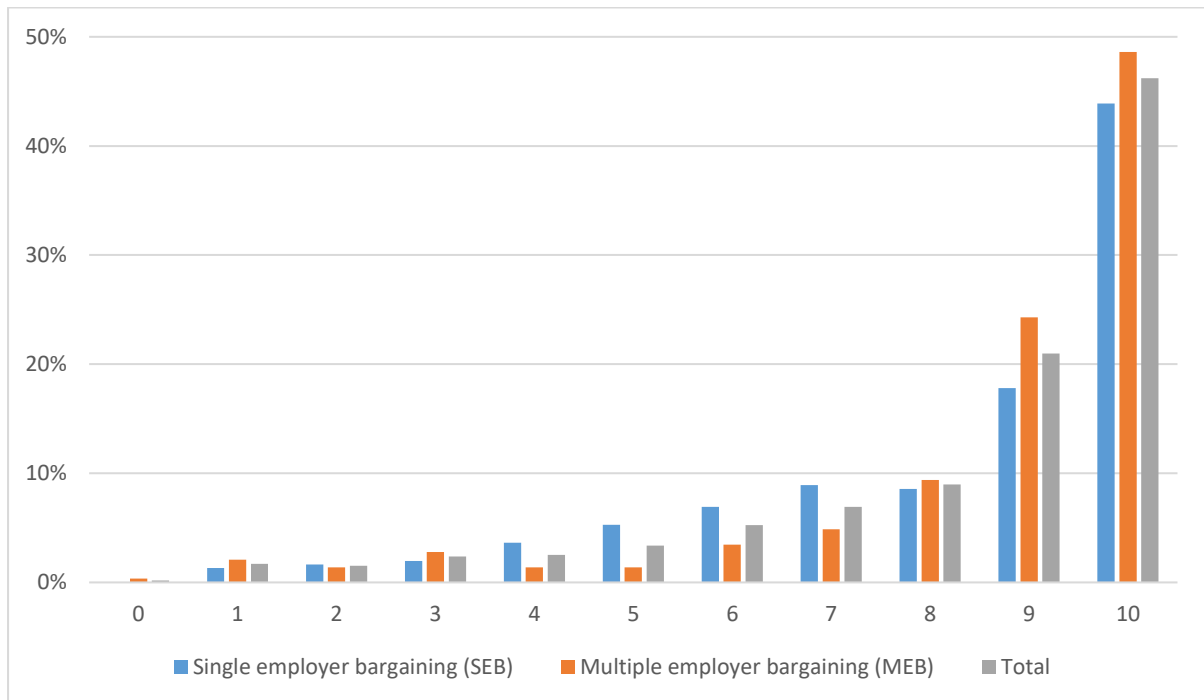
Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, N=602, missing on any topic = 11

4.3　Comparing topics in the CBA Database to other sources

In the WIBAR-3 study, Van Klaveren and Gregory (2018, 157) compared twelve topics agreed in 104 MEB agreements and 69 SEB agreements in 23 EU countries. The authors show that MEB agreements more often included ten of the 12 topics, apart from those on work organisation and workforce numbers. The incidence of clauses on working hours (MEB: 92 per cent; SEB: 84 per cent), training (MEB: 78 per cent; SEB: 57 per cent), wage increases (MEB: 72 per cent; SEB: 50 per cent) and social security (MEB: 76 per cent, SEB: 66 per cent) was, however, significantly higher in agreements based on MEB, whereas the incidence of regulations related to work organisation was significantly higher in agreements based on SEB (SEB: 52 per cent; MEB: 28 per cent). The seven other differences were not significant.

Figure 5 Percentages of single- and multiple-employer CBAs in two studies, by topic
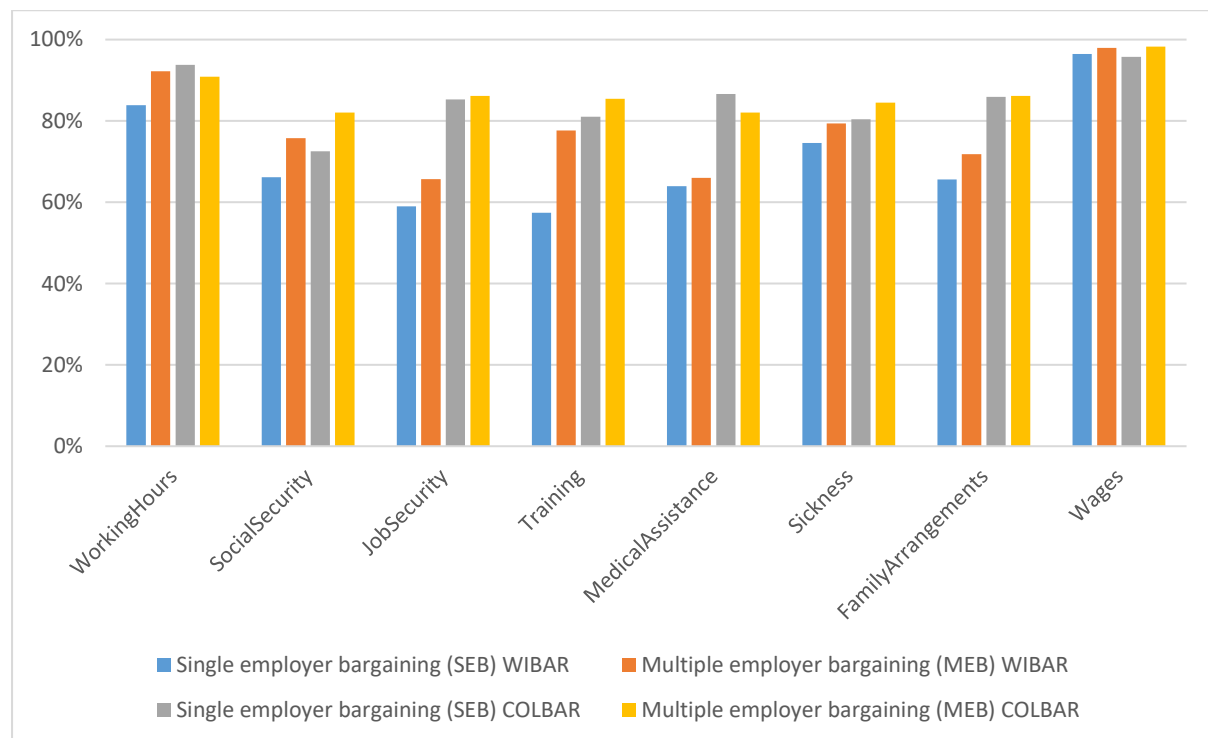
Source:　WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021, and WIBAR database (Van Klaveren and Gregory, 2019)

5 Trade-off in clauses

Does the inclusion of one topic increase the chance that this CBA also includes another topic? To determine the extent to which the inclusion of one topic is associated with the inclusion of another topic we run logistic regressions. We do not control for the CBAs' countries, because quite a few countries have only one or a very few CBAs. We also do not control for sector, as it has already been noted in Report 2 that within countries the CBAs hardly vary across sectors (See the Appendix for the correlation coefficients between the topics).

5.1 Working hours, social security, and job security

Figure 6 shows the results of the logistic regression for working hours and leaves, social security and pensions, and job security and contracts. The results for working hours and leaves are presented in the 2nd column, showing that CBAs with clauses on the job security topic have a higher chance of also including clauses on the topic of working hours and leaves, compared to CBAs without clauses on the job security topic (OR = 1.996, significant at 1%). Similarly, CBAs with clauses in the work-family topic or in the wage topic have a

Figure 6 Logistic regressions for three dependent variables

| Dependent variable	Working hours and leaves	Social security and pensions	Job security and contracts
Working hours and leaves		0.705(0.644)	2.134(0.625)***
Social security and pensions	0.754(0.597)		-0.045(0.428)
Job security and contracts	1.996(0.589)***	-0.109(0.424)	
Jobs descriptions	0.527(0.543)	1.326(0.285)***	0.866(0.365)**
Training	0.950(0.580)	1.149(0.327)***	0.271(0.427)
Health and safety	-0.135(0.560)	1.017(0.340)***	0.105(0.409)**
Sickness and disability	-0.086(0.690)	1.563(0.366)***	1.922(0.415)***
Gender equality	0.826(0.598)	0.035(0.292)	-0.073(0.382)
Work-family arrangements	1.457(0.604)**	0.694(0.407)*	0.632(0.466)
Wages	2.301(0.869)***	-0.100(0.772)	0.566(0.856)
Constant	-2.940(0.913)***	-0.349(0.743)***	-3.754(0.917)***
2 Log likelihood	-63.618	-19.622	-12.973
n	591	591	591

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021,

(*) significant at 10% (**) significant at 5% (***) significant at 1%

higher chance of inclusion of clauses on the working hours and leaves topic (OR = 1.457, significant at 5%; respectively OR = 2.301, significant at 1%). CBAs with clauses on the other topics do not have a higher chance of inclusion of clauses on the working hours topic.

The results for the analyses which topics are most associated with the social security and pensions topic are presented in the 3rd column. The column shows that CBAs with clauses on the job descriptions, training, health and safety, or sickness and disability topics have a higher chance of also including clauses on the topic of social security and pensions (OR = 1.326, OR = 1.149, OR 1.017, OR= 1.563, all significant at 1%). CBAs with clauses on the work-family topic have a lower chance of also including clauses on the topic of social security and pensions (OR= 0.694, significant at 10%).

The results for job security and contracts are presented in the 4th column. The column shows that CBAs with clauses on the topics of working hours or sickness and disability have a higher chance of also including clauses on the topic of job security and contracts (OR=2.134, OR= 1.922, both significant at 1%). In contrast, CBAs with clauses on the topic of jobs descriptions or health and safety have a lower chance of also including clauses on the topic job security and contracts (OR= 0.866, OR = 0.105, both significant at 5%).

5.2   Jobs descriptions, training, and sickness and disability

Figure 7 shows the results of the logistic regression for CBAs with clauses on the topics jobs descriptions, training, and sickness and disability. The results for jobs descriptions are presented in the 2nd column, showing that CBAs with clauses on the job security topic have a higher chance of also including clauses on the topic of jobs descriptions, compared to CBAs without clauses on the jobs descriptions topic (OR = 1.318, significant at 1%). Similarly, CBAs with clauses on the training topic have a higher chance of inclusion of clauses on the jobs descriptions topic (OR = 1.095, significant at 5%). CBAs with clauses on the job security and contracts topic, the gender equality topic and the wages topic have a lower chance of inclusion of clauses on the jobs descriptions topic (OR = 0.840, significant at 5%; OR = 0.654, significant at 1%; OR = 0.238, significant at 1%). CBAs with clauses on the other topics do not have a higher chance of inclusion of clauses on the jobs descriptions topic.

The results for the analyses which topics are most associated with the training topic are presented in the 3rd column. The column shows that CBAs with clauses on the social security and pensions, and jobs description topics have a higher chance of also including clauses on the topic of training (OR = 1.210, OR = 1.126, both significant at 1%). CBAs with

clauses on the health and safety, the gender equality, and the wages topics have a lower chance of also including clauses on the training topic (OR= 0.596, significant at 10%; OR= 0.112, significant at 1%; OR= -4.292, significant at 1%).

Figure 7 Logistic regressions for three dependent variables

Dependent variable	Jobs descriptions	Training	Sickness and disability
Working hours and leaves	0.116(0.586)	1.036(0.643)	0.127(0.720)
Social security and pensions	1.318(0.285)***	1.210(0.325)***	1.595(0.366)***
Job security and contracts	0.840(0.378)**	0.319(0.434)	1.980(0.404)***
Jobs descriptions		1.126(0.302)***	0.295(0.363)
Training	1.095(0.300)***		0.358(0.386)
Health and safety	0.269(0.333)	0.596(0.341)*	
Sickness and disability	0.151(0.368)	0.198(0.409)	0.306(0.393)
Gender equality	0.654(0.250)***	0.112(0.301)***	1.043(0.348)***
Work-family arrangements	0.099(0.398)	0.353(0.412)	0.918(0.428)**
Wages	0.238(0.876)***	-4.292(1.224)***	3.922(1.209)***
Constant	-4.640(0.925)***	1.685(1.074)	-6.684(1.382)***
2 Log likelihood	-24,338	-17,386	-13,512
n	591	591	591

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021,

(*) significant at 10% (**) significant at 5% (***) significant at 1%

The results for the sickness and disability topic are presented in the 4th column. The column shows that CBAs with clauses on the four topics of Social security and pensions, Job security and contracts, gender equality and wages have a higher chance of also including clauses on the topic of sickness and disability (OR=1.595, OR= 1.980, OR=1.043, OR= 3.992, all significant at 1%). In contrast, CBAs with clauses on the topic of work-family arrangements have a lower chance of also including clauses on the sickness and disability topic (OR= 0.918, significant at 5%).

5.3 Gender equality, work-family arrangements, wages

Figure 8 shows the results of the logistic regression for CBAs with clauses on the topics gender equality, work-family arrangements, wages. The results for gender equality are presented in the 2nd column, showing that CBAs with clauses on the topics of training, health and safety, and sickness and disability have a higher chance of also including clauses on the topic of gender equality, compared to CBAs without clauses on the gender equality topic (OR = 1.130, OR=1.267, OR=1.044, all significant at 1%). CBAs with clauses on the job descriptions topic have a lower chance of including clauses on the gender equality topic (OR = 0.612, significant at 5%). CBAs with clauses on the other topics do not have a higher chance of inclusion of clauses on the gender equality topic.

Figure 8 Logistic regressions for three dependent variables

Dependent variable	Gender equality	Work-family arrangements	Wages
Working hours and leaves	0.627(0.588)	1.547(0.608)**	1.857(1.101)*
Social security and pensions	-0.078(0.301)	0.677(0.398)*	-0.585(0.944)
Job security and contracts	-0.283(0.389)	0.779(0.438)*	0.407(0.926)
Jobs descriptions	0.612(0.257)**	0.279(0.376)	0.127(0.988)
Training	1.130(0.307)***	0.429(0.402)	-3.858(1.245)***
Health and safety	1.267(0.313)***	1.345(0.371)***	-0.138(0.992)
Sickness and disability	1.044(0.358)***	0.889(0.432)**	0.388(1.235)***
Gender equality		0.650(0.370)*	0.313(0.852)
Work-family arrangements	0.536(0.377)		1.589(1.156)
Wages	-0.761(0.715)	1.596(0.850)*	
Constant	-2.717(0.657)***	-4.356(0.902)***	3.131(1.169)***
2 Log likelihood	-31,299	-12,920	-29,911
n	591	591	591

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021,
(*) significant at 10% (**) significant at 5% (***) significant at 1%

The results for the analyses which topics are most associated with the work-family arrangements topic are presented in the 3rd column. The column shows that CBAs with clauses on the working hours and leaves, health and safety and wages topics have a higher chance of also including clauses on the topic of work-family arrangements (OR = 1.547, significant at 1%; OR = 1.345, significant at 1%%; OR = 1.596, significant at 10%). CBAs with

clauses on the four topics social security and pensions, the job security and contracts, the sickness and disability, gender equality have a lower chance of also including clauses on the work-family arrangements topic (OR= 0.677, significant at 10%; OR= 0.779, significant at 1%; OR= 0.889, significant at 5%; OR= 0.650, significant at 10%).

The results for the wages topic are presented in the 4th column. The column shows that CBAs with clauses on the working hours and leaves topics have a higher chance of also including clauses on the topic of wages (OR=1. 857, significant at 10%). In contrast, CBAs with clauses on the topics of training and sickness and disability have a lower chance of also including clauses on the topic of wages (OR= -3.858; OR=0.388, both significant at 1%).

6 Conclusion

COLBAR-EUROPE (VS/2019/00777) aimed to contribute to the objectives of the EU's Social Dialogue Program. This report addresses its Research Objective 3): To what extent is a wider bargaining agenda agreed upon and are clauses traded off against each other? This report builds on the data from the WageIndicator Collective Agreements Database (CBA Database) with 602 coded CBAs from 27 European countries. The CBAs are coded for ten topics.

This report first analyses whether the topics bargained in sectoral agreements differ from those bargained in firm-level agreements. Half of the CBAs in the database are single-enterprise (SEB) and half multi-employer (MEB) bargaining agreements. The CBAs from the construction industry are more often MEB agreements, whereas the ones in the public sector are more often SEB agreements. In the CBA Database countries vary widely with respect to the shares of MEB versus SEB agreements. The topics concluded in the two types of agreements are rather similar, except for the topics social security and pensions, and wages, which are significantly more often agreed in MEB agreements. In half of the 602 CBAs all ten topics are addressed, in one quarter nine topics and in one tenth eight topics. The remaining small group addresses between three to seven topics. SEB agreements include on average significantly fewer topics than MEB agreements.

The report secondly analyses which topics are more likely to be combined with each other, and which are not (Figure 9). The social security and pension topic is often combined with the topics job descriptions, training, health and safety, and sickness and disability. In contrast, the training topic less often goes along with the health and safety, gender equality, and wages topics. The topic of work-family arrangements less often goes along with the social security, job security and employment, sickness and disability, and gender equality topics.

Figure 9 Likelihood that topics more often [GREEN] or less often [RED] are combined in CBAs

	Work hours	Social security	Job security	Jobs descr	Training	Sickness	Gender equality	Work-family	Wages
Working hours			[GREEN]					[GREEN]	[GREEN]
Social security				[GREEN]	[GREEN]	[GREEN]		[RED]	
Job security	[GREEN]			[RED]		[GREEN]		[RED]	
Jobs descriptions		[GREEN]	[RED]		[GREEN]		[RED]		[RED]
Training		[GREEN]		[GREEN]			[GREEN]		[RED]
Health and safety		[GREEN]	[RED]		[RED]			[GREEN]	
Sickness		[GREEN]					[GREEN]	[RED]	[RED]
Gender equality				[RED]	[RED]	[GREEN]		[RED]	
Work-family	[GREEN]	[RED]			[RED]				
Wages	[GREEN]			[RED]	[RED]		[GREEN]	[GREEN]	

Source: WageIndicator CBA Database, selection COLBAR-EUROPE countries, accessed 20 Jan 2021

7 References

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8   Appendixes

Table 2   Correlation coefficients of the 10 topics

	Working hours and leaves	Social security and pensions	Job security and contracts	Jobs descriptions	Training	Health and safety	Sickness and disability	Gender equality	Work-family arrangements	Wages
Social security and pensions	0.337***									
Job security and contracts	0.523***	0.374***								
Jobs descriptions	0.318***	0.449***	0.381***							
Training	0.237***	0.407***	0.268***	0.365***						
Health and safety	0.266***	0.394***	0.376***	0.307***	0.333***					
Sickness and disability	0.432***	0.491***	0.551***	0.382***	0.309***	0.376***				
Gender equality	0.232***	0.278***	0.243***	0.302***	0.344***	0.355***	0.329***			
Work-family arrangements	0.511***	0.406***	0.488***	0.342***	0.287***	0.427***	0.500***	0.294***		
Wages	0.442***	0.209***	0.341***	0.261***	-0.048	0.120**	0.389***	0.099*	0.347***	
MEB	0.001	0.142	0.057	0.093	0.076	-0.037	0.098	0.012	0.018	0.075