Codebook **WageIndicator Collective Agreements Database – Version 5**

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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. The Foundation is assisted by world renowned universities, trade unions and employers' organisations. It currently operates national websites in 196 countries. Its staff consists of some 100 specialists around the world.
The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Cape Town, Venice and Islamabad.

Bibliographical information
Ceccon, D., Medas, G. (2022). *Codebook WageIndicator Collective Agreements Database – Version 5 – February 2022.* WageIndicator Foundation, Amsterdam.

Table of content

1 Introduction

This document contains the variable information of the dataset of the WageIndicator Collective Agreements Database. This document contains information about all CBAs that have been entered into the database from its start in 2013 until February 2022. Detailed information about the WageIndicator Collective Agreements Database can be found on the home page of the Database and in the 2017 codebook.[1]

This document has been prepared as part of the COLBAR project.

2 Variables

Variable	Label
locale	
title	
url	
id	
human id	
created	
changed	
owner	
manual_version	Which version of the codebook has been used to code this CBA?
cbadate_start	Is an operative start date mentioned?
cbadate_start_date	Start date
cbadate_end	Is an operative end date mentioned?
cbadate_end_date	End date
sample	Is the CBA a sample CBA?
do_not_show_on_website	Hide this CBA on the website (in plone)?
additionalcba	Is this CBA an additional part of an existing CBA?
additionalcba_txt	Of which CBA?
renewalcba	Is this CBA a renewal of an existing (but expired) CBA INCLUDED in THIS database?
renewalcba_txt	Of which CBA?
framework	Is the CBA a national framework / inter-professional CBA?
transnational	Is the CBA a transnational CBA?
transnatcountry	Which countries?
transnatcountry_0	
transnatcountry_1	
transnatcountry_2	
transnatcountry_3	
transnatcountry_4	
nace2004	What is the more detailed industry (NACE2004) covered by the CBA?
nace2004_0	
nace2004_1	
nace2004_2	
nace2004_3	
nace2004_4	
sector1	What is the industry covered by the CBA?
sector1_0	
sector1_1	
sector1_2	
sector1_3	

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[1] Ceccon, D., Janeckova, M., Kostolny, J. (2017). *Codebook WageIndicator Collective Agreements Database – Version 3 – September 2017.* WageIndicator Foundation, Amsterdam, and Central European Labour Studies Institute (CELSI), Slovakia.

Variable	Label
sector1_4	
sector2	Is the above industry specified more in detail?
firmpri	Is the private or the public sector covered by the CBA?
platform	Does the agreement contain clauses regarding platform workers?
cbasignsingle	Is the agreement concluded with a single employer / single company / single institution?
multinationalcompany	Is this single employer part / partner of a multinational company (MNE)?
cba_mncompa_1	What is the name of the employer?
cba_mncompa_1_0	
cba_mncompa_1_1	
cba_mncompa_1_2	
cba_mncompa_1_3	
cba_mncompa_1_4	
cba_mncompa_1_txt	Other name of employer:
cba_mne_1	Which multinational company (MNE)?
cba_mne_1_0	
cba_mne_1_1	
cba_mne_1_2	
cba_mne_1_3	
cba_mne_1_4	
cba_mne_1_txt	multinational company (MNE):
cbasignsinglesignatory	Is this single employer a signatory to the agreement?
cbasignsinglesignatory_txt	Who is signatory on behalf of this single employer?
cbasignmultiple	Is the agreement concluded with one or more employers' associations?
cba_memempl_1	What is/are this/these associations?
cba_memempl_1_0	
cba_memempl_1_1	
cba_memempl_1_2	
cba_memempl_1_3	
cba_memempl_1_4	
cbasignmultiplesignatory	Is this association / are these associations signatory to the agreement?
cba_memempl_txt	Who is signatory on behalf of the association(s)?
cbasignmultipleemployerssignator	Is the agreement concluded with multiple employers?
cba_mncompa_2	What is the name of the employer(s)?
cba_mncompa_2_0	
cba_mncompa_2_1	
cba_mncompa_2_2	
cba_mncompa_2_3	
cba_mncompa_2_4	
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?
cba_memtrad4_1	What is the name of the Trade Union(s)?
cba_memtrad4_1_0	
cba_memtrad4_1_1	
cba_memtrad4_1_2	
cba_memtrad4_1_3	
cba_memtrad4_1_4	
cba_memtrad4_1_txt	Other trade union:
cbamempro41	Is the agreement concluded with professional associations?
cba_mempro41_1	What is the name of the professional association(s)?
cba_mempro41_1_0	
cba_mempro41_1_1	
cba_mempro41_1_2	
cba_mempro41_1_3	
cba_mempro41_1_4	
cba_mempro41_1_txt	Other professional association(s):

Variable	Label
cbamemother	Is the agreement concluded with other signatories from the employees' side?
cbaratification	Does the agreement require ratification?
cbaratified	By whom?
cbaratified_txt	Other:
cbaactorratified	Has this actor ratified the CBA?
cbaratificationdate	What is ratification date?
casignemployees	What is the name/are the names of the signatories?
casignemployeestxt	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.
jobtype_descriptions	Does the agreement include job descriptions?
descripjobtype	For which jobs (max 5)
descripjobtype_0	
descripjobtype_1	
descripjobtype_2	
descripjobtype_3	
descripjobtype_4	
jobclassifaction1	Does the agreement refer to a job classification system?
jobclassifaction1_txt	Under which name?
jobtype_comments_txt	COMMENTS:
socsec_trigger	Does the agreement have clauses on social security and pensions?
pensionfund	Does the employer pay contributions to a pension fund for its employees?
pensionfundtxt	Comments regarding employer contributions to pension fund :
disabilityfund	Does the employer pay contributions to the disability fund for its employees?
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?
unemploymentfundtxt	Comments regarding employer contributions to the unemployment fund:
training_trigger	Does the agreement provide for training/apprenticeship?
trainingprogrammes	Does the agreement refer to training programmes for the employees?
trainingprogrammes_remote	Does the agreement contain clauses on training programmes related to remote work?
trainingprogrammes_green	Does the agreement contain clauses on training programmes related to the introduction of green provisions at work?
trainingprogrammes_newtech	Does the agreement contain clauses on training programmes for the use of advanced technologies at work?
trainingprogrammestxt	Comments regarding training programmes for the employees:
apprenticeships	Does the agreement have clauses on apprenticeships?
apprenticeshipstxt	Comments regarding apprenticeships:
trainingfund	Does the employer pay contributions to a training fund from which its employees can benefit?
trainingfundtxt	Comments regarding employer contributions for training funds:
empcontr_trigger	Does the agreement have clauses on individual employment contracts and job security?
contracttrial	Is a trial period agreed when commencing employment?
contracttrialperiod	How long is the trial period for a manual skilled worker in DAYS (including renewal)?
contracttrialtxt	Comments trial periods:
contractseverancepay	Is severance pay agreed in case of ending the employment contract?
contractseverancepay1	Does the pay relate to the years of service?
severance	Is severance pay offered in number of days or percentage of former monthly salary?
severance_perc	For a worker with 5 years of service, what percentage of monthly salary is paid as severance pay?
severance_perc_1_tenure	For a worker with 1 year of service, what percentage of monthly salary is paid as severance pay?
severance_number	For a worker with 5 years of service, how many days' wages are paid as severance pay?

Variable	Label
severance_number_1_tenure	For a worker with 1 year of service, how many days' wages are paid as severance pay?
severance_dismissal_type	Severance pay is paid for:
severance_dismissal_type_0	
severance_dismissal_type_1	
severance_dismissal_type_2	
severance_dismissal_type_3	
severance_dismissal_type_4	
contractseverancepaytxt	Comments regarding severance pay in case of ending employment contract:
coldismissalsupport_trigger	Is there any provision about employer's support of redundant employees (social plan) in case of collective dismissal?
coldismissalsupporttxt	Comments regarding support of redundant employees:
legalassistance_trigger	Does the company provide the worker with free legal assistance?
legalassistancetxt	Comments regarding free legal assistance:
part_time_excluded	Are part-time workers explicitly excluded from any of the provisions of the CBA?
tempagency	Does the agreement contain any provision about temporary agency workers?
tempagency_max	Does the agreement set a threshold to the number of temporary agency workers?
apprentices_excluded	Are apprentices explicitly excluded from any of the provisions of the CBA?
minijobs_excluded	Are minijobs / student jobs explicitly excluded from any of the provisions of the CBA?
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?
sicknesspay	Does the agreement provide for the maximum limit of sick leave pay?
maxsicknesspay	How does the agreement provide for the maximum amount/percentage of sick leave pay?
maxsicknesspayperc	Maximum in % of basic wage
maxsicknesspayamount	Maximum amount
maxsicknesspaytype	Is the maximum for all employees or for some categories only?
sickjobtype	For which categories? (max 5)
sickjobtype_0	
sickjobtype_1	
sickjobtype_2	
sickjobtype_3	
sickjobtype_4	
sicknesspaytxt	Comments regarding sick leave pay :
sicknessmaxdays	Does the agreement provide for a maximum of days of paid sick leave per year?
sicknessmaxdaysnr	Maximum paid sick days per year:
sicknessmaxdaystxt	Comments regarding paid sick days :
disabilitypay	Does the agreement provide for pay in case of disability due to work accidents or working conditions?
longtermillness	Does the agreement contain provisions regarding return to work after long-term illness, e.g. cancer treatment?
menstruationleave	Does the agreement provide for paid menstruation leave?
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?
healthcareaccess	Does the agreement have clauses on access to free or subsidized medical assistance for sick employees?
healthcareaccesstxt	
healthcareaccessrelatives	Is the access to medical assistance also available for the employees' relatives?
healthcareaccessrelativestxt	Comments regarding availability of medical assistance for employees' relatives:
healthinsurance	Does the agreement provide for employer contribution to health insurance of the employees?
healthinsurancetxt	Comments regarding employer contribute to health insurance of employees:
healthinsurancerelatives	Does the health insurance also cover the employees' relatives?

Variable	Label
healthinsurancerelativestxt	Comments regarding insurance coverage of employees' relatives:
healthandsafetypolicy	Does the agreement refer to a health and safety workplace policy?
healthandsafetyext	Does the agreement ONLY refer to a Health and Safety policy/document that is not included in this agreement?
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)?
code_application	Does the agreement contain clauses stating that the relevant Occupational Safety and Health Law or Code of Practice will be adhered to?
healthandsafetypolicytxt	Comments regarding health and safety workplace policy:
healthandsafetytraining	Does the agreement provide for health and safety training?
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?
hiv	Does the agreement refer to a HIV/AIDS-related policy?
hivpolicytxt	Comments regarding HIV related policy:
covid	Does the agreement contain clauses specifically related to COVID-19?
covid_measures	Does the agreement refer to measures related to COVID-19?
covid_measures_options	Which measures related to COVID-19 are provided?
covid_vaccination	Does the agreement contain clauses on testing and/or vaccination for COVID-19 to access the workplace?
covid_training	Does the agreement contain clauses on training related to COVID-19?
covid_tradeunion	Does the agreement contain clauses on the exercise of trade union rights during the pandemic?
covidtxt	Comments regarding COVID-19-related clauses:
monitoring	Does the agreement contain clauses for monitoring one of the following?
monitoring_0	
monitoring_1	
monitoring_2	
monitoring_3	
monitoring_4	
healthandsafetyprovisions	Does the agreement include health and safety provisions regarding the following?
healthandsafetyprovisions_0	
healthandsafetyprovisions_1	
healthandsafetyprovisions_2	
healthandsafetyprovisions_3	
healthandsafetyprovisions_4	
funeralpay	Does the agreement provide financial support to funeral/burial costs for employees or their relatives?
funeralpaytype	Does the company contribute to funeral/burial expenses with an amount of money?
funeralpayamount	How much is the minimum contribution?
funeralpaytxt	Comments regarding financial support to funeral/burial costs:
workfam_trigger	Does the agreement contain clauses on work and family arrangements (including pregnancy, maternity/paternity leave and childcare)?
marriage	Does the agreement provide for paid leave in case of the worker's marriage?
marriageleave	What is the leave duration in DAYS?
marriagetxt	Comments regarding paid leave in case of the worker's marriage:
paidmaternityleave	Does the agreement contain clauses on paid maternity leave?
paidmaternityleave_father	Can the maternity leave be taken also by the father?
paidmaternityleaveduration	What is the total duration of maternity leave in consecutive WEEKS?
paidmaternityleaveall	Are all female employees eligible for paid maternity leave?
paidmaternityleavepay	Does the agreement provide for the % of basic wage to be paid during maternity leave?
paidmaternityleavepayperc	What percentage of basic wage is paid during maternity leave?
jobsecuritymothers	Does the agreement contain clauses on job security for women wishing to return to work after maternity leave?
maternitydiscrimination	Does the agreement contain clauses which prohibit (any form of) discrimination related to maternity?

Variable	Label
maternityexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?
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)?
maternitydifferenttxt	Please cite the group(s) of women workers
maternityotherclause	Does the CBA contain any other clause on maternity leave arrangements?
paidmaternityleavetxt	Comments regarding paid maternity leave:
pregnancy	Does the agreement contain health and safety clauses related to pregnancy and/or breastfeeding?
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?
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)?
timeoff	Does the agreement contain clauses on time off for prenatal medical examinations?
screeningnonstandard	Does the CBA contain clauses against screening for pregnancy before regularising non-standard workers?
screeningpromotion	Does the CBA contain clauses against screening for pregnancy before promotion?
pregnancyexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?
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)?
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)?
childcareleave	What is the total duration of paid leave per year in case of caring for relatives (children in particular) in days?
childcaretxt	Comments regarding paid leave to care for dependent relatives:
deathrelatives	Does the agreement provide for paid leave in case of death of relatives?
deathrelativesleave	What is the leave duration in DAYS?
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?
paidpaternityleave	Does the agreement have clauses on paid paternity leave?
paidpaternityleaveduration	What is the total duration in days of paid paternity leave at the time of delivery?
paidpaternityleavepay	Does the agreement provide for the % of basic wage to be paid during paternity leave?
paidpaternityleavepayperc	What percentage?
paidpaternityleavetxt	Comments regarding paid paternity leave:
maternity_nursing_breaks_duration	What is the duration of daily breastfeeding breaks, as provided by the CBA?
maternity_nursing_breaks_length	What is the duration of the entitlement to breastfeeding breaks (age of the child in MONTHS)?
breastfeeding_workingtime	Is there any clause providing that breastfeeding break has to be considered as working time and paid accordingly?
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?
nursingfacilities	Does the agreement contain clauses on employer-provided nursing facilities?
nursingexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?
nursingexcludedtxt	Please cite the group(s) of women workers that are excluded

Variable	Label
nursingdifferenttrigger	Are there groups of women workers which are under different arrangements from those specified in the above clauses (e.g. part-time workers)?
nursingdifferenttxt	Please cite the group(s) of women workers
childcareprovision	Does the agreement contain clauses on employer-provided childcare facilities?
childcaresubsidy	Does the agreement contain clauses on employer-subsidized childcare facilities?
educationtuition	Does the agreement provide for a monetary tuition/subsidy for children's education?
childcareexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?
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)?
childcaredifferenttxt	Please cite the group(s) of women workers
childcareotherclause	Does the CBA contain any other clause on childcare facilities?
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?
eqpay	Does the agreement contain clauses on equal pay for work of equal value?
gender	Does the clause make a special reference to gender?
discrimination	Does the agreement contain clauses addressing discrimination at work?
eqpromotion	Does the CBA contain clauses on equal opportunities for promotion for women workers?
eqtraining	Does the CBA contain clauses on equal opportunities for training and retraining for women workers?
eqofficer	Does the CBA contain clauses which provide for a gender equality trade union officer at the workplace?
sexualhar	Does the agreement contain clauses addressing sexual harassment at work?
violence	Does the agreement contain clauses addressing violence at work?
violenceleave	Does the agreement provide for a special leave for workers subjected to domestic or intimate partner violence?
support_disabilities	Does the agreement provide for support for women workers with disabilities?
equalityexcludedtrigger	Are there groups of women workers (e.g. temporary workers) which are excluded from any of the above clauses?
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)?
equalitydifferenttxt	Please cite the group(s) of women workers
equalitymonitoring	Does the agreement contain clauses for monitoring gender equality?
equalityotherclause	Does the CBA contain any other clause on gender equality?
equalitytxt	Comments regarding gender equality issues:
wages_trigger	Does the agreement have clauses on wages?
wages_determined	According to the CBA, where are wages determined?
wages_comments_txt	COMMENTS:
payscales_trigger	Are wages determined in the CBA by means of pay scales?
payscales_period	What is the calculation basis for the wages in the pay scales?
skillevel_trigger	Are wages determined in the CBA by …?
PAYSCALES_different	In what respect are pay scale tables different?
PAYSCALES_different_other_txt	Pay scales are differentiated by:
PAYSCALES_selected_period	What is the calculation basis for the wages in the pyscales?
WAGES_payscale1_selected_start	What is the lowest amount in the lowest payscale for adults?
WAGES_payscale1_selected_end	What is the highest amount in the highest payscale for adults?
WAGES_payscale1_selected_year	To which year does this payscale refer?
PAYSCALES_selected_comments_txt	COMMENTS:
skillwagegroups	Are wages specified in the CBA according to skill level?
SKILLEVEL_selected_trigger	Are wages determined in the CBA by …?
LOWWAGE_trigger	Has the agreement clauses on the lowest wage to be paid outside of the payscale tables?
LOWWAGE_government	Does the agreement provide that minimum wages set by the government have to be respected?

Variable	Label
LOWWAGE_provision	Does the agreement set a minimum/lowest wage outside of the payscale tables?
lowwageperiod	What is the calculation basis for the minimum/lowest wage?
lowwageamount	What is the minimum/lowest wage?
lowwagetxt	Comments regarding lowest wage:
strucincr_trigger	Is a structural wage increase agreed? (=an increase that increases the basic pay on a permanent basis)
wageincreasetype	Is the structural wage increase for all or for some categories only?
wageincreasetype1	For which categories? (max 5)
wageincreasetype1_0	
wageincreasetype1_1	
wageincreasetype1_2	
wageincreasetype1_3	
wageincreasetype1_4	
wageincreasetxt	Comments regarding structural wage increase:
wageincreasetype2	How is the structural wage increase given for a worker with one year of experience?
wageincreaseperc1	Structural wage increase in % for all per MONTH:
wageincreaseamount1	Structural wage increase in amount for all per MONTH:
wageincreasedays1	Number of working days per MONTH:
wageincreaseperc1_1	Structural wage increase in % for jobtype 1:
wageincreaseamount1_1	Structural wage increase in amount for jobtype 1:
wageincreaseperc1_2	Structural wage increase in % for jobtype 2:
wageincreaseamount1_2	Structural wage increase in amount for jobtype 2:
wageincreaseperc1_3	Structural wage increase in % for jobtype 3:
wageincreaseamount1_3	Structural wage increase in amount for jobtype 3:
wageincreaseperc1_4	Structural wage increase in % for jobtype 4:
wageincreaseamount1_4	Structural wage increase in amount for jobtype 4:
wageincreaseperc1_5	Structural wage increase in % for jobtype 5:
wageincreaseamount1_5	Structural wage increase in amount for jobtype 5:
wageincreasefirmperformance	Is this structural wage increase related to the company's performance?
wageincreasedate	Is the date of the increase specified?
wageincreasedate_date	Date of the increase:
ONCEONLY_trigger	Is a once-only bonus agreed? (= bonus that is given only once and not for example every month or every year)
onceonly_detail	What type of once-only bonus is agreed?
onceonly_detail_txt	Other type of once-only extra bonus:
onceonlytype	Is the once-only bonus for all or for some categories only?
onceonlytype1	For which categories? (max 5)
onceonlytype2	How is the once-only bonus given for a worker with at least one year of experience?
onceonlyperc1	Once-only bonus in % of the monthly wage:
onceonlyperc2	Once-only bonus in % of the yearly wage:
onceonlyamount1	Once-only bonus in amount:
onceonlydays1	Number of working days:
onceonlyperc1_1	Once-only bonus in % of the monthly wage for jobtype 1:
onceonlyperc2_1	Once-only bonus in % of the yearly wage for jobtype 1:
onceonlyamount1_1	Once-only bonus in amount for jobtype 1:
onceonlydays1_1	Number of working days for jobtype 1:
onceonlyperc1_2	Once-only bonus in % of the monthly wage for jobtype 2:
onceonlyperc2_2	Once-only bonus in % of the yearly wage for jobtype 2:
onceonlyamount1_2	Once-only bonus in amount for jobtype 2:
onceonlydays1_2	Number of working days for jobtype 2:
onceonlyperc1_3	Once-only bonus in % of the monthly wage for jobtype 3:
onceonlyperc2_3	Once-only bonus in % of the yearly wage for jobtype 3:
onceonlyamount1_3	Once-only bonus in amount for jobtype 3:
onceonlydays1_3	Number of working days for jobtype 3:
onceonlyperc1_4	Once-only bonus in % of the monthly wage for jobtype 4:
onceonlyperc2_4	Once-only bonus in % of the yearly wage for jobtype 4:
onceonlyamount1_4	Once-only bonus in amount for jobtype 4:

Variable	Label
onceonlydays1_4	Number of working days for jobtype 4:
onceonlyperc1_5	Once-only bonus in % of the monthly wage for jobtype 5:
onceonlyperc2_5	Once-only bonus in % of the yearly wage for jobtype 5:
onceonlyamount1_5	Once-only bonus in amount for jobtype 5:
onceonlydays1_5	Number of working days for jobtype 5:
onceonlyfirmperformance	Is this once-only bonus related to the company's performance?
onceonlydate	Is the date of the once-only bonus specified?
onceonlydate_date	Date of the once-only bonus:
onceonly2_trigger	Is a once-only bonus agreed? (= bonus that is given only once and not for example every month or every year)
onceonly2_detail	What type of once-only bonus is agreed?
onceonly2_detail_txt	Other type of once-only extra bonus:
onceonly2type	Is the once-only bonus for all or for some categories only?
onceonly2type1	For which categories? (max 5)
onceonly2type2	How is the once-only bonus given for a worker with at least one year of experience?
onceonly2perc1	Once-only bonus in % of the monthly wage:
onceonly2perc2	Once-only bonus in % of the yearly wage:
onceonly2amount1	Once-only bonus in amount:
onceonly2days1	Number of working days:
onceonly2perc1_1	Once-only bonus in % of the monthly wage for jobtype 1:
onceonly2perc2_1	Once-only bonus in % of the yearly wage for jobtype 1:
onceonly2amount1_1	Once-only bonus in amount for jobtype 1:
onceonly2days1_1	Number of working days for jobtype 1:
onceonly2perc1_2	Once-only bonus in % of the monthly wage for jobtype 2:
onceonly2perc2_2	Once-only bonus in % of the yearly wage for jobtype 2:
onceonly2amount1_2	Once-only bonus in amount for jobtype 2:
onceonly2days1_2	Number of working days for jobtype 2:
onceonly2perc1_3	Once-only bonus in % of the monthly wage for jobtype 3:
onceonly2perc2_3	Once-only bonus in % of the yearly wage for jobtype 3:
onceonly2amount1_3	Once-only bonus in amount for jobtype 3:
onceonly2days1_3	Number of working days for jobtype 3:
onceonly2perc1_4	Once-only bonus in % of the monthly wage for jobtype 4:
onceonly2perc2_4	Once-only bonus in % of the yearly wage for jobtype 4:
onceonly2amount1_4	Once-only bonus in amount for jobtype 4:
onceonly2days1_4	Number of working days for jobtype 4:
onceonly2perc1_5	Once-only bonus in % of the monthly wage for jobtype 5:
onceonly2perc2_5	Once-only bonus in % of the yearly wage for jobtype 5:
onceonly2amount1_5	Once-only bonus in amount for jobtype 5:
onceonly2days1_5	Number of working days for jobtype 5:
onceonly2firmperformance	Is this once-only bonus related to the company's performance?
onceonly2date	Is the date of the once-only bonus specified?
onceonly2date_date	Date of the once-only bonus:
onceonlytxt	Comments regarding once-only bonuses:
oncerise_trigger	Is there a yearly extra payment or bonus payment agreed next to the regular wage?
oncerise_detail	What type of extra payment is agreed?
oncerise_detail_txt	Other type of extra payment:
incidentalbonustype	Is the extra payment for all or for some categories only?
incidentalbonustype1	For which categories? (max 5)
incidentalbonustype1_0	
incidentalbonustype1_1	
incidentalbonustype1_2	
incidentalbonustype1_3	
incidentalbonustype1_4	
incidentalbonustype2	How is the extra payment given for a worker with one year of experience?
incidentalbonusperc1	Extra YEARLY payment in % for a worker with one year of experience:
incidentalbonusamount1	Extra YEARLY payment in amount for a worker with one year of experience:
incidentalbonusdays1	Number of days (per YEAR) for a worker with one year of experience:
extrapayfirmperformance	Is this extra payment related to the company's performance?

Variable	Label
incidentalbonusdate	Is the date of the extra payment specified?
incidentalbonusdate_date	Date of the extra payment:
oncerise2_trigger	Is there another yearly extra payment or bonus payment agreed next to the regular wage?
oncerise2_detail	What type of extra payment is agreed?
oncerise2_detail_txt	Other type of extra payment:
incidentalbonustypesec	Is the extra payment for all or for some categories only?
incidentalbonustype1sec	For which categories? (max 5)
incidentalbonustype1sec_0	
incidentalbonustype1sec_1	
incidentalbonustype1sec_2	
incidentalbonustype1sec_3	
incidentalbonustype1sec_4	
incidentalbonustype2sec	How is the extra payment given for a worker with one year of experience?
incidentalbonusperc1sec	Extra YEARLY payment in % for a worker with one year of experience:
incidentalbonusamount1sec	Extra YEARLY payment in amount for a worker with one year of experience:
incidentalbonusdays1sec	Number of days (per YEAR) for a worker with one year of experience:
extrapayfirmperformancesec	Is this extra payment related to the company's performance?
incidentalbonusdatesec	Is the date of the extra payment specified?
incidentalbonusdate_datesec	Date of the extra payment:
oncerise3_trigger	Is there a third yearly extra payment or bonus payment agreed next to the regular wage?
oncerise3_detail	What type of extra payment is agreed?
oncerise3_detail_txt	Other type of extra payment:
incidentalbonustypethi	Is the extra payment for all or for some categories only?
incidentalbonustype1thi	For which categories? (max 5)
incidentalbonustype1thi_0	
incidentalbonustype1thi_1	
incidentalbonustype1thi_2	
incidentalbonustype1thi_3	
incidentalbonustype1thi_4	
incidentalbonustype2thi	How is the extra payment given for a worker with one year of experience?
incidentalbonusperc1thi	Extra YEARLY payment in % for a worker with one year of experience:
incidentalbonusamount1thi	Extra YEARLY payment in amount for a worker with one year of experience:
incidentalbonusdays1thi	Number of days (per YEAR) for a worker with one year of experience:
extrapayfirmperformancethi	Is this extra payment related to the company's performance?
incidentalbonusdatethi	Is the date of the extra payment specified?
incidentalbonusdate_datethi	Date of the extra payment:
incidentalbonustxt	Comments regarding yearly extra payments:
noctprem_trigger	Is a premium for evening or night work agreed?
shiftallowancetype	How is the extra payment given for a worker with one year of experience?
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)
shiftallowanceamount1	Premium in amount per month (leave empty if it is given per hour):
shiftallowanceamount2	Premium in amount per hour (leave empty if it is given per month):
shiftallowancedays1	Number of working days:
shiftallowancetype1	Does the premium apply to night work only?
shiftallowancetxt	Comments regarding evening or night work:
consign_trigger	Is a payment for standby/on-call/available/consignment work agreed?
standbyallowancetype	How is the extra payment given for a worker with one year of experience?
standbyallowanceperc1	Payment in % of basic wage:
standbyallowanceamount1	Payment in amount:
standbyallowancedays1	Number of working days:
standbyallowancetype1	Does the payment apply to Sundays only?
standbyallowancetype2	Does the payment apply to all days per week equally?
standbyallowancetxt	Comments regarding standby/on-call/available/consignment:
annleave_trigger	Is an extra payment for the paid annual leave agreed?
annleaveallowancetype	How is the extra payment given for a worker with one year of experience?
annleaveallowanceperc1	Extra payment in % of basic wage:

Variable	Label
annleaveallowanceamount1	Extra payment in amount:
annleaveallowancedays1	Number of working days:
annleaveallowancetype1	Is the extra payment for all employees or for some categories only?
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?
overtimeallowancetype	How is the overtime compensation for hours above 48 hours/week agreed?
overtimeallowancetype_general	How is the overtime compensation for hours above the standard working week agreed?
overtimeallowanceperc1_general	What percentage of regular wage for hours above the standard 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)
overtimeallowanceamount1_general	Premium in amount per hour overtime above the standard working week:
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)
overtimeallowanceamount1	Premium in amount per hour overtime above 48 hours/week:
overtimeallowancedays1	Number of working days:
overtimeallowancetype1	Is the allowance for all employees or for some categories only?
overtimeallowancetype2	For which categories? (max 5)
overtimeallowancetype2_0	
overtimeallowancetype2_1	
overtimeallowancetype2_2	
overtimeallowancetype2_3	
overtimeallowancetype2_4	
overtimeallowance_remote	Does the agreement cointain clauses on overtime allowances for remote workers?
overtimeallowancetxt	Comments regarding overtime work:
hardship_trigger	Is a premium for hardship work agreed?
hardshipallowancetype	How is the premium given for a worker with one year of experience?
hardshipallowanceperc1	Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%):
hardshipallowanceamount1	Premium in amount per day:
hardshipallowancedays1	Number of working days:
hardshipallowancetype1	Is the allowance for all employees or for some categories only?
hardshipallowancetype2	For which categories? (max 5)
hardshipallowancetype2_0	
hardshipallowancetype2_1	
hardshipallowancetype2_2	
hardshipallowancetype2_3	
hardshipallowancetype2_4	
hardshipallowancetxt	Comments regarding hardship:
sunday_trigger	Is a premium for Sunday work agreed?
sundayallowancetype	How is the premium given for a worker with one year of experience?
sundayallowanceperc1	Premium in % of basic wage (please note that if the total wage is 130% of the basic wage, then the premium is 30%):
sundayallowanceamount1	Premium in amount per Sunday:
sundayallowancedays1	Number of working days:
sundayallowancetype1	Is the allowance for all employees or for some categories only?
sundayallowancetype2	For which categories? (max 5)
sundayallowancetype2_0	
sundayallowancetype2_1	
sundayallowancetype2_2	

Variable	Label
sundayallowancetype2_3	
sundayallowancetype2_4	
sundayallowancetxt	Comments regarding Sunday work:
commute_trigger	Is a commuting transport allowance agreed?
commutingallowancetype	How is the allowance given for a worker with one year of experience?
commutingallowanceperc1	Allowance in % of basic wage:
commutingallowanceamount1	Allowance in amount per month:
commutingallowancedays1	Number of working days:
commutingallowancetype1	Is the allowance for all employees or for some categories only?
commutingallowancetype2	For which categories? (max 5)
commutingallowancetype2_0	
commutingallowancetype2_1	
commutingallowancetype2_2	
commutingallowancetype2_3	
commutingallowancetype2_4	
commutingallowancetxt	Comments regarding commuting allowances:
senior_trigger	Is a seniority allowance agreed?
longserviceallowancetype	How is the allowance given?
longserviceallowanceperc1	Allowance in % of basic wage:
longserviceallowanceamount1	Allowance in amount per month:
longserviceallowancedays1	Number of working days:
longserviceallowancetype1	Is a certain number of years of service required to get this allowance?
longserviceallowancetype2	How many years of service are required for this allowance?
longserviceallowancetxt	Comments regarding seniority allowances:
mealvouchers	Are meals and/or meal vouchers and/or meals at a discounted price agreed?
mealall_trigger	Are meal allowances / meal vouchers agreed?
mealvouchersamount	What is the minimum amount of the allowance or voucher for one meal?
mealvoucherstype1	Is the allowance or voucher for all employees or for some categories only?
mealvoucherstype2	For which categories? (max 5)
mealvoucherstype2_0	
mealvoucherstype2_1	
mealvoucherstype2_2	
mealvoucherstype2_3	
mealvoucherstype2_4	
mealvouchers_remote	Does the agreement contain clauses on meal allowances / meal vouchers for remote workers?
mealvoucherstxt	Comments regarding meal vouchers or allowances:
workhours_trigger	Does the agreement have clauses on standard working hours, schedules, holidays and days of leave?
hourspday_select	Are working hours per day agreed?
hourspweek_select	Are working hours per week agreed?
hourspmonth_select	Are working hours per month agreed?
hourspyear_select	Are working hours per year agreed?
dayspweek_select	Are working days per week agreed?
hourspday	How many working hours per day are agreed? (1 - 12)
hourspweek	How many working hours per week are agreed? (1 - 60)
hourspmonth	How many working hours per month are agreed? (1 - 258)
hourspyear	How many working hours per year are agreed? (1 - 3096)
dayspweek	How many working days per week are agreed? (1 - 7)
hourstxt	Comments regarding working hours:
maxhours_trigger	Are maximum overtime hours agreed?
hoursovertimemax	What is the maximum overtime hours ABOVE the agreed hours per week? (1 - 60)
hoursovertimemaxtxt	Comments regarding maximum overtime hours above the agreed hours per week:
paidleav_trigger	Has the agreement clauses on paid annual leave?
holidaysdays	How many days for paid annual leave are agreed for a worker with one year of service? (1 - 100)
holidaysweeks	How many weeks for paid annual leave are agreed for a worker with one year of service? (1 - 20)

Variable	Label
bankholidays1	Is paid leave agreed for specific bank holidays?
bankholidays2	For which bank holidays?
bankholidays2_0	
bankholidays2_1	
bankholidays2_2	
bankholidays2_3	
bankholidays2_4	
holidaysfixed	Are fixed periods for paid annual leave agreed due to holiday breaks applied to the whole company?
holidaysfixeddays	How many days of the paid annual leave are fixed due to holiday breaks applied to the whole company? (1 - 100)
holidaystxt	Comments regarding paid annual leave:
schedule_trigger	Does the agreement have clauses on schedules and rest periods?
schedulesrestpw	Are employees are entitled to weekly rest periods of at least one day per week?
schedulestxt	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?
sundays_year	How many Sundays / bank holidays can be worked in a year, maximum?
consecutvesundays_trigger	Is the maximum number of consecutive worked Sundays provided?
consecutivesundays	How many consecutive Sundays are specified?
consecutivesundays_exceptions	Are there any exceptions (e.g. Christmas, sales, etc.)?
sundaystxt	Comments regarding work on Sundays:
tradeunleav_trigger	Does the agreement provide for paid leave for trade union activities?
tradeunleavdays	What is the leave duration for trade union activities in working days? (1 - 100)
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?
administrativedays	What is the leave duration to attend court or for administrative duties in working days? (1 - 100)
administrativetxt	Comments regarding paid leave for administrative duties:
flexwork_trigger	Does the agreement have clauses on flexible work arrangements?
flexible_work_options	Which option is provided?
flexible_work_options_0	
flexible_work_options_1	
flexible_work_options_2	
flexible_work_options_3	
flexible_work_options_4	
remote_work_options	Which specific arrangements are agreed for remote workers / teleworkers?
remote_work_where	Does the agreement specifiy where remote work can be performed and where it cannot?
remote_work_who	Does the agreement define tasks / job levels / departments / workers' characteristics / contract types where remote work can be adopted?
remote_work_who_txt	Comments regarding the adoption of remote work:
remote_work_same	Are all the stipulations related to remote work the same regardless of different tasks / job levels / departments / workers' characteristics / contract types / temp agency workers?
remote_work_same_txt	Comments regarding a different application of the stipulations related to remote work:
remote_work_requirements	Does the agreement provide for specific requirements of the remote workplace?
remote_work_requirements_options	Which specific requirements of the remote workplace are provided?
expenses_remote	Does the employer provide the tools or pay /reimburse the expenses for remote workers?
expenses_remote_options	Which expenses for remote workers are covered or reimbursed by the employer?
expenses_remote_options2	Which tools / services are provided by the employer?
expensesremotetxt	Comments regarding coverage of expenses for remote workers:
flexworktxt	Comments regarding flexible work arrangements:
direct_participation_trigger	Does the agreement provide clauses on workers' direct participation?

Variable	Label
direct_participation_hrs	Are workers allowed to spend working hours on direct participation?
direct_participation_comments	Comments regarding workers' direct participation:
strikes_trigger	Does the agreement make any reference to conflicts and/or strikes?
strikes_comments	Comments regarding conflicts and/or strikes:
green_trigger	Does the agreement contain green clauses?
green_comments	Comments regarding green clauses:
newtech_trigger	Does the agreement make any reference to the introduction of advanced technologies at work?
newtech_comments	Comments regarding new technologies:
covercountry	Does the agreement cover the whole country?
coverregion	Which regions does the agreement cover?
coverregion_0	
coverregion_1	
coverregion_2	
coverregion_3	
coverregion_4	
covercountryregion_comments	Comments regarding coverage of country and regions:
coverunion_trigger	Does the agreement cover trade union members only?
coverunionsign	Does the agreement apply to members of the signatory trade unions only?
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?
coveroccup2	Which occupations? (max 5)
coveroccup2_0	
coveroccup2_1	
coveroccup2_2	
coveroccup2_3	
coveroccup2_4	
coveroccup3	Does the agreement explicitly EXCLUDE specific occupations for coverage?
coveroccup4	Which occupations? (max 5)
coveroccup4_0	
coveroccup4_1	
coveroccup4_2	
coveroccup4_3	
coveroccup4_4	
coveroccup_comments	Comments regarding coverage of occupations:
coverage_date_cba	Which year does the coverage refer to?
coverage_date_other	Which year does the coverage refer to?
coveragegroup1	Does the agreement explicitly INCLUDE specific age groups for coverage?
coveragegroup2	Which age groups?
coveragegroup2_0	
coveragegroup2_1	
coveragegroup2_2	
coveragegroup2_3	
coveragegroup2_4	
coveragegroup3	Does the agreement explicitly EXCLUDE specific age groups for coverage?
coveragegroup4	Which age groups?
coveragegroup4_0	
coveragegroup4_1	
coveragegroup4_2	
coveragegroup4_3	
coveragegroup4_4	
coveragegroup_comments	Comments regarding coverage of age groups:

Variable	Label
coveremplnum_trigger	Does the agreement notify how many employees are covered?
coveremplnumtype	Do you know an exact number, an educated guess or a range?
coveremplnum_exact	Please fill in an exact number
coveremplnum_guess	Please fill in your educated guess (number)
coveremplnum1	Lower range
coveremplnum2	Upper range
coveremplnum3	Does the agreement notify how many of these employees are female?
coveremplnum3type	Do you know an exact number, an educated guess or a range?
coveremplnum_female_exact	Please fill in an exact number
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?
coveremplnumothtype	Do you know an exact number, an educated guess or a range?
coveremplnum_other_exact	Please fill in an exact number
coveremplnum_other_guess	Please fill in your educated guess (number)
coveremplnumoth1	Lower range
coveremplnumoth2	Upper range
coveremplnumoth3	Do you, from these other sources, know how many of these employees are female?
coveremplnumoth3type	Do you know an exact number, an educated guess or a range?
coveremplnum_other_female_exact	Please fill in an exact number
coveremplnum_other_female_guess	Please fill in your educated guess (number)
coveremplnumoth4	Lower range
coveremplnumoth5	Upper range
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
wagecur	Currency

3 The value labels

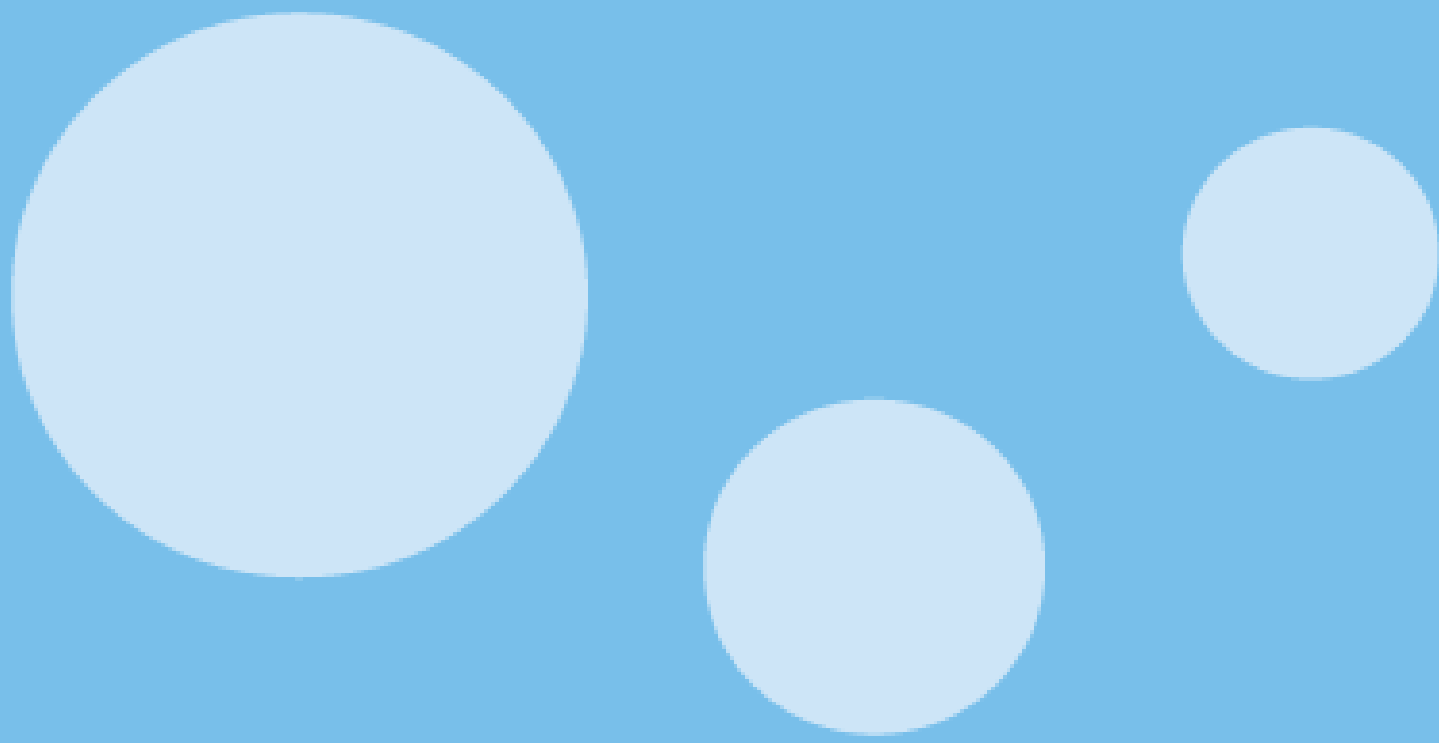|	
cbadate_start	1 'Yes' 0 'No'
cbadate_end	1 'Yes' 0 'No'
framework	1 'Yes' 0 'No'
transnational	1 'Yes' 0 'No'
FIRMPRI	1 'Private' 2 'Public' 3 'In the not-for-profit sector' 4 'Semi-public' 5 'In the government sector' 6 'In a government funded organisation, government subsidized organisation, public corporation' 7 'In a co-operative organisation' 8 'In a family business' -7 'I don't know'
platform	1 'Yes' 0 'No'
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'
cbaratified	1 'Ministry' 2 'Court' 99 'other'
cbaactorratified	1 'Yes' 0 'No'
JOBTITLE_trigger	1 'Yes' 0 'No'
JOBTYPE_descriptions	1 'Yes' 0 'No'
jobclassifaction1	1 'Yes' 0 'No'
SOCSEC_trigger	1 'Yes' 0 'No'
pensionfund	1 'Yes' 0 'No' -9 -Not specified'

disabilityfund	1 'Yes' 0 'No'
unemploymentfund	1 'Yes' 0 'No'
TRAINING_trigger	1 'Yes' 0 'No'
trainingprogrammes	1 'Yes' 0 'No'
trainingprogrammes_remote	1 'Yes' 0 'No' -8 'Not applicable'
trainingprogrammes_green	1 'Yes' 0 'No' -8 'Not applicable'
trainingprogrammes_newtech	1 'Yes' 0 'No' -8 'Not applicable'
apprenticeships	1 'Yes' 0 'No'
trainingfund	1 'Yes' 0 'No' -7 'Yes, but only if the employer wishes to'
EMPCONTR_trigger	1 'Yes' 0 'No'
contracttrial	1 'Yes' 0 'No'
contracttrialperiod	1-365 -10 'The CBA explicitly refers to the law' -99 'No limit' -9 'Not specified'
severance	1 'Days' 2 'Percentage'
severance_perc	1-500 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision'
severance_perc_1_tenure	1-100 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision'
severance_number	1-1096 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision'
severance_number_1_tenure	1-365 -10 The CBA explicitly refers to the law -999 'Insufficient data' -99 'No provision'
severance_dismissal_type	1 'Individual dismissal' 2'Collective dismissal' 3 'Mutual agreement' 4 'Resignation by the employee' 5 'In all cases of termination of the employment relationship' -9999 'No clear provision' -999 'Insufficient data'
contractseverancepay	1 'Yes' 0 'No'
contractseverancepay1	1 'Yes' 0 'No'
coldismissalsupport_trigger	1 'Yes' 0 'No'
legalassistance_trigger	1 'Yes' 0 'No'
part_time_excluded	1 'Yes' 0 'No'
tempagency	1 'Yes' 0 'No'
tempagency_max	1 'Yes' 0 'No'
SICDIS_trigger	1 'Yes' 0 'No'
maxsicknesspay	1 'percentage of basic wage 2 'maximum amount' -8 'Not applicable'
maxsicknesspayperc	1-100 -10 'The CBA explicitly refers to the law' -9 'Not specified'
maxsicknesspaytype	1 To all' 0 'To some' -7 'Insufficient data'
sicknessmaxdaysnr	1-749 -10 'The CBA explicitly refers to the law' -9 'Not specified'
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'
covid	1 'Yes' 0 'No'
covid_measures	1 'Yes' 0 'No' -8 'Not applicable'
covid_measures_options	11 'Masks' 22 'Sanitizer' 33 'Distancing' 44 'Alternating working time' 55 'Other measures' -9 'Not specified'
covid_vaccination	1 'Yes' 0 'No' -8 'Not applicable'
covid_training	1 'Yes' 0 'No' -8 'Not applicable'
covid_tradeunion	1 'Yes' 0 'No' -8 'Not applicable'
monitoring	11 'Musculoskeletal solicitation of workstations' 22 'Professional risks' 33 'The relationship between work and health' 44 'Employee involvement in the monitoring' -9999 'No clear provision' -999 'Insufficient data'
healthandsafetyprovisions	11 'Work accidents' 22 'Occupational diseases' 33 'Occupational overuse syndrome' 44 'Health impairments, incapacities' 55 'General improvements in working conditions' 66 'Targeted improvements in working conditions' 77 'Individual working time and working hours arrangements' 88 'Individual working conditions

	arrangements' 99 'Reallocation / reclassification in case of health problems or incapacity for work' 111 'Physical, social and mental wellbeing of remote workers' -9999 'No clear provision' -999 'Insufficient data'
funeralpay	1 'Yes' 0 'No'
WORKFAM_trigger	1 'Yes' 0 'No'
marriage	1 'Yes' 0 'No'
marriageleave	1-365 -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
paidmaternityleave	1 'Yes' 0 'No'
paidmaternityleave_father	1 'For a split option' 2 'Only in extreme cases' 3 'No / Not specified'
paidmaternityleaveduration	Number -9 'Not specified' -10 'The CBA explicitly refers to the law'
paidmaternityleaveall	1 'Yes' 0 'No'
paidmaternityleavepay	1 'Yes' 0 'No'
paidmaternityleavepayperc	1-100 -10 'The CBA explicitly refers to the law'
jobsecuritymothers	1 'Yes' 0 'No'
childcare	1 'Yes' 0 'No'
childcareleave	1-365 -8 'It depends on the duration of hospitalization' -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
nursingmothers	1 'Yes' 0 'No'
childcareprovision	1 'Yes' 0 'No'
childcaresubsidy	1 'Yes' 0 'No'
paidpaternityleave	1 'Yes' 0 'No'
paidpaternityleaveduration	1-365 -10 'The CBA explicitly refers to the law' -9 'Not specified'
paidpaternityleavepayperc	1-100 -10 'The CBA explicitly refers to the law'
deathrelatives	1 'Yes' 0 'No'
deathrelativesleave	1-365 -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
maternity_nursing_breaks_duration	1 'More than one hour' 2 'One hour' 3 'Less than one hour' -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
maternity_nursing_breaks_length	1-30 -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
WAGES_trigger	1 'Yes' 0 'No'
WAGES_determined	1 'Individual contracts' 2 'Industry/sectoral level' 3 'National framework agreement' 4 'State or regional level' 5 'Elsewhere' 6 'Company Level' -7 'Insufficient data'
PAYSCALES_trigger	1 'Yes, in one table' 2 'Yes, in more than one table' 3 'Yes, but there are only indices (no wages)' 0 No
PAYSCALES_period	1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours'
SKILLEVEL_trigger	1 'Occupations / Job title / Job type' 2 'Skill levels' 3 'Tenure (years of experience)' 4 'Age' 5 'Geographical regions' 6 'Specific groups of workers (like apprentices, disabled or previously unemployed)' 7 'Educational level' 8 'Sub-sectors' 9 'Firm size' 10 'Other'
PAYSCALES_different	1 'Different time unit (like wages per hour and per month)' 2 'Age related pay scales (like youth wages and adult wages)' 3 'Pay scales related to geographical regions (like capital versus non-capital regions)' 4 'Pay scales related for different years' 5 'Pay scales related to specific groups of workers (like apprentices, disabled or previously unemployed)' 6 'Pay scales related to workers' educational level' 7 'Pay scales related to the sub-sector (like distribution versus retail workers)' 8 'Pay scales related to job types (like professional versus manual workers)' 9 'Pay scales related to workers' years of tenure' 10 'Pay scales related to firm size' 11 'Pay scales differentiated otherwise (please specify in the following textbox)'
PAYSCALES_selected_period	1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours'
SKILLEVEL_selected_trigger	1 'Occupations / Job title / Job type' 2 'Skill levels' 3 'Tenure (years of experience)' 4 'Age' 5 'Geographical regions' 6 'Specific groups of workers (like apprentices, disabled or previously unemployed)' 7 'Educational level' 8 'Sub-sectors' 9 'Firm size' 10 'Other'
skillwagegroups	1 'Yes' 0 'No'
jobwagegroups	1 'Yes' 0 'No'
jobwagegroupsperiod	1 'hour' 2 'day' 3 'week' 4 'fortnight' 5 'month' 6 'quarter' 7 'year'
LOWWAGE_trigger	1 'Yes' 0 'No'
lowwageperiod	1 'Days' 2 'Weeks' 3 'Two weeks' 4 'Years' 5 'Months' -1 'Hours'
COSTLIV_trigger	1 'Yes' 0 'No'
STRUCINCR_trigger	1 'Yes' 0 'No'

wageincreasetype	1 'To all' 0 'To some' -7 'Insufficient data'
wageincreasetype2	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data'
wageincreasedays1	Number -9 'Not specified'
wageincreasedate	1 'Yes' 0 'No'
ONCEONLY_trigger	1 'Yes' 0 'No'
onceonly_detail	1 'Bonus given after signing a collective agreement' 2 'Profit share' 3 'Company performance related bonus' 4 'Other (please specify in the textbox below)'
onceonlytype	1 'To all' 0 'To some' -7 'Insufficient data'
onceonlytype2	1 'Percentage of monthly regular wage' 2 'Percentage of yearly regular wage' 3 'Amount' 4 'Number of days of regular wage' -7 'Insufficient data'
onceonlyfirmperformance	1 'Yes' 0 'No'
onceonlydate	1 'Yes' 0 'No'
onceonly2_trigger	1 'Yes' 0 'No'
onceonly2_detail	1 'Bonus given after signing a collective agreement' 2 'Profit share' 3 'Company performance related bonus' 4 'Other (please specify in the textbox below)'
onceonly2type	1 'To all' 0 'To some' -7 'Insufficient data'
onceonly2type2	1 'Percentage of monthly regular wage' 2 'Percentage of yearly regular wage' 3 'Amount' 4 'Number of days of regular wage' -7 'Insufficient data'
onceonly2firmperformance	1 'Yes' 0 'No'
onceonly2date	1 'Yes' 0 'No'
ONCERISE_trigger	1 'Yes' 0 'No'
oncerise_detail	1 '13th month' 2 '14th month' 3 'Christmas bonus' 4 'Holiday bonus' 5 'Other (please specify in the textbox below)'
incidentalbonustype	1 'To all' 0 'To some' -7 'Insufficient data'
incidentalbonustype2	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data'
extrapayfirmperformance	1 'Yes' 0 'No'
incidentalbonusdate	1 'Yes' 0 'No'
incidentalbonusdays1	Number -9 'Not specified'
ONCERISE2_trigger	1 'Yes' 0 'No'
oncerise2_detail	1 '13th month' 2 '14th month' 3 'Christmas bonus' 4 'Holiday bonus' 5 'Other (please specify in the textbox below)'
incidentalbonustypesec	1 To all' 0 'To some' -7 'Insufficient data'
incidentalbonustype2sec	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data'
extrapayfirmperformancesec	1 'Yes' 0 'No'
incidentalbonusdatesec	1 'Yes' 0 'No'
incidentalbonusdays1sec	Number -9 'Not specified'
ONCERISE3_trigger	1 'Yes' 0 'No'
oncerise3_detail	1 '13th month' 2 '14th month' 3 'Christmas bonus' 4 'Holiday bonus' 5 'Other (please specify in the textbox below)'
incidentalbonustypethi	1 To all' 0 'To some' -7 'Insufficient data'
incidentalbonustype2thi	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data'
extrapayfirmperformancethi	1 'Yes' 0 'No'
incidentalbonusdatethi	1 'Yes' 0 'No'
incidentalbonusdays1thi	Number -9 'Not specified'
NOCTPREM_trigger	1 'Yes' 0 'No'
shiftallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
shiftallowancetype1	1 'Yes' 0 'No' -999 'Insufficient data'
shiftallowancedays1	Number -9 'Not specified'
CONSIGN_trigger	1 'Yes' 0 'No'
standbyallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data'

standbyallowancetype1	1 'Yes' 0 'No'
standbyallowancetype2	1 'Yes' 0 'No'
standbyallowancedays1	Number -9 'Not specified'
ANNLEAVE_trigger	1 'Yes' 0 'No'
annleaveallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
annleaveallowancetype1	1 'To all' 0 'To some' -7 'Insufficient data'
annleaveallowancedays1	Number -9 'Not specified'
OVERTIME_trigger	1 'Yes' 0 'No'
overtimeallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
overtimeallowancetype1	1 'To all' 0 'To some' -7 'Insufficient data'
overtimeallowancetype_general	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
overtimeallowancedays1_general	Number -9 'Not specified'
overtimeallowancedays1	Number -9 'Not specified'
overtimeallowance_remote	1 'Yes' 0 'No' -8 'Not applicable'
HARDSHIP_trigger	1 'Yes' 0 'No'
hardshipallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
hardshipallowancetype1	1 'To all' 0 'To some' -7 'Insufficient data'
hardshipallowancedays1	Number -9 'Not specified'
SUNDAY_trigger	1 'Yes' 0 'No'
sundayallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
sundayallowancetype1	1 'To all' 0 'To some' -7 'Insufficient data'
sundayallowancedays1	Number -9 'Not specified'
COMMUTE_trigger	1 'Yes' 0 'No'
commutingallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
commutingallowancetype1	1 'To all' 0 'To some' -7 'Insufficient data'
commutingallowancedays1	Number -9 'Not specified'
SENIOR_trigger	1 'Yes' 0 'No'
longserviceallowancetype	1 'Percentage of regular wage' 2 'Amount' 3 'Both percentage of regular wage and amount' 4 'Percentage of official minimum wage' 5 'Number of days of regular wage' 6 'Hours/days off' -7 'Insufficient data' -10 'The CBA explicitly refers to the law'
longserviceallowancedays1	Number -9 'Not specified'
mealvouchers	1 'Yes' 0 'No'
MEALALL_trigger	1 'Yes' 0 'No'
mealvoucherstype1	1 'To all' 0 'To some' -7 'Insufficient data'
mealvouchers_remote	1 'Yes' 0 'No' -8 'Not applicable'
WORKHOURS_trigger	1 'Yes' 0 'No'
hourspday_select	1 'Yes' 0 'No' -8 'Not applicable'
hourspweek_select	1 'Yes' 0 'No' -8 'Not applicable'
hourspmonth_select	1 'Yes' 0 'No' -8 'Not applicable'
hourspyear_select	1 'Yes' 0 'No' -8 'Not applicable'
dayspweek_select	1 'Yes' 0 'No' -8 'Not applicable'
MAXHOURS_trigger	1 'Yes' 0 'No'
hoursovertimemax	Number -10 'The CBA explicitly refers to the law'
PAIDLEAV_trigger	1 'Yes' 0 'No'
holidaysdays	Number -9 'Insufficient data' -10 'The CBA explicitly refers to the law'
holidaysweeks	Number -9 'Insufficient data' -10 'The CBA explicitly refers to the law'
bankholidays1	1 'Yes' 0 'No' -6 'Yes, but only those stated in the law'
holidaysfixed	1 'Yes' 0 'No'

SCHEDULE_trigger	1 'Yes' 0 'No'
sundays_year	Number -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
consecutivesundays	Number -10 'The CBA explicitly refers to the law' -99 'No provision' -999 'Insufficient data'
tradeunleavdays	1-100 -10 'The CBA explicitly refers to the law'
administrativedays	1-100 -10 'The CBA explicitly refers to the law'
flexible_work_options	1 'Extended leave' 2 'Telework (do not select this option)' 3 'Remote work' 4 'Job share' 5 'Flexible hours' 6 'Change work-status (for example from full-time to part-time)' -99 'No provision' -999 'Insufficient data'
remote_work_options	1 'Different hours schedule' 2 'Right of disconnection' 3 'Use and/or limitation of remote-control devices by the employer' 4 'Other arrangements' -99 'No specific arrangement' -999 'Insufficient data'
remote_work_where	1 'Yes' 0 'No' -8 'Not applicable'
remote_work_who	1 'Yes' 0 'No' -8 'Not applicable'
remote_work_same	1 'Yes' 0 'No' -8 'Not applicable'
remote_work_requirements	1 'Yes' 0 'No' -8 'Not applicable'
remote_work_requirements_options	1 'Privacy' 2 'Distance from the office' 3 'Hwalth and safety' 4 'Internet connection' 5 'Other requirements' -999 'Insufficient data'
expenses_remote	1 'Yes, Provision of tools' 2 'yes, Reimbursement or allowance' 3 'yes, Both' 0 'No'-8 'Not applicable'
expenses_remote_options	1 'Personal computer' 2 'Mobile phone' 3 'Internet connection' 4 'Electricity cost' 5 'Ergonomic tools' 6 'Expenses related to access to online platforms' 7 'Other expenses' -99 'Not specified' -999 'Insufficient data'
expenses_remote_options2	1 'Personal computer' 2 'Mobile phone' 3 'Internet connection' 4 'Electricity' 5 'Ergonomic tools' 6 'Access to online platforms' 7 'Other tools / services' -99 'Not specified' -999 'Insufficient data'
schedulesrestpw	1 'Yes' 0 'No'
shiftstype1	1 'Yes' 0 'No'
direct_participation_trigger	1 'Yes' 0 'No'
direct_participation_hrs	1 'Yes' 0 'No' -8 'Not applicable'
strikes_trigger	1 'Yes' 0 'No'
green_trigger	1 'Yes' 0 'No'
newtech_trigger	1 'Yes' 0 'No'
covercountry	1 'Yes' 0 'No'
coverunion_trigger	1 'Yes' 0 'No' -7 'Insufficient data'
coverunionsign	1 'Yes' 0 'No' -7 'Insufficient data'
coveremplnum_trigger	1 'Yes' 0 'No'
coverage_date_cba	Date -99 'No clear provision' -999 'Insufficient data'
coveremplnumtype	1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)'
coveremplnum3type	1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)'
coverage_date_other	Date -99 'No clear provision' -999 'Insufficient data'
coveremplnumothtype	1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)'
coveremplnumoth3type	1 'Exact number' 2 'Educated guess' 3 'Range of numbers (x to y)'

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