



Report on 'Collective Agreements, Low Wages and Covid'

BARCOVID Midterm Meeting

17 June 2022

BARCOVID

The BARCOVID project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial relations in Europe, which is approached from different angles, such as government measures and occupational health and safety. Lead partner is the University of Amsterdam/AIAS. The Central European Labour Studies Institute (CELSI), Sant'Anna School of Advanced Studies and WageIndicator Foundation are the project's key actors.

University of Amsterdam/AIAS-HSI

AIAS-HSI is an institute for multidisciplinary research and teaching at the University of Amsterdam (UvA), the largest university in the Netherlands. AIAS-HSI has as its objective the coordination, implementation and stimulation of interdisciplinary research into the practice of labour law and social security law. Therefore it combines insights from the social sciences, legal dogmas and legal theories in its research.

Central European Labour Studies Institute (CELSI)

Central European Labour Studies Institute (CELSI) is a non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. CELSI strives to make a contribution to the cutting-edge international scientific discourse.

Sant'Anna School of Advanced Studies

Sant'Anna School of Advanced Studies is a public university institute - with special autonomy - working in the field of applied sciences: Economics and Management, Law, Political Sciences, Agricultural Sciences and Plant Biotechnology, Medicine, and Industrial and Information Engineering. The School promotes the internationalization of didactics and research with innovative paths in the fields of university education, scientific research and advanced training.

WageIndicator Foundation

WageIndicator Foundation collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world.



Funding

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Bibliographical information

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Introduction

In this report, the midterm meeting of the BARCOVID project, which took place on 17 June 2022 via Zoom, is documented. In the first section, the agenda is shared with a brief summary of each contribution. The second section sums up all registrants and attendants.

Meeting agenda

The introductory event text at the [website page](#) read:

"The aim of the event is to inform the public at large about:

1. Research done on the basis of Collective Agreements in the WageIndicator CBA Database;
2. The effect of Minimum Wage policies on Collective Agreements;
3. To understand through text mining and surveys with social partners what type of new regulations are discussed;
4. The effect of training on creating 'smarter' Collective Agreements.

Formally this webinar can also be seen as a mid-term meeting related to the BARCOVID project, a Social Dialogue Program of the European Commission: VS/2021/0190."

In the event's agenda

14.00 - 14.05



WELCOME

Moderator: Paulien Osse, Director WageIndicator Foundation

14.05 - 14.15



QUICK OVERVIEW IN NUMBERS

Is the BARCOVID project delivering what it should deliver? Mid-term check up

- Giedo Jansen, Giedo Jansen is Assistant Professor Regulation of Labour at the University of Amsterdam, AIAS-HSI. His research is multidisciplinary and spans various academic disciplines, including sociology, labor relations and political science. Since June 2022 he is involved in Barcovid.

Giedo Jansen provided a midterm summary of the BARCOVID project, discussing its main objectives and current output at a glance. The presentation showed that the BARCOVID project is generally on schedule to reach its main goals.

14.15 - 14.30



THE WAGEINDICATOR COLLECTIVE AGREEMENT DATABASE

About CBAs:

- Gabriele Medas, manager COBRA - the WageIndicator Collective Agreement Database

Gabriele Medas provided an introduction to the WageIndicator collective agreements database. Doing so, he discussed the database's history, present shape and form, and the potential for future use. Specifically, Gabriele Medas talked about the use of the Collective Agreement Database in the context of the BARCOVID project, outlining the analytical strategy including the main challenges.

14.30 - 14.50



Armanda Cetrulo

INDUSTRIAL RELATIONS AND THE EXPLOSION OF THE COVID-19 PANDEMIC

- Armanda Cetrulo, School of Advanced Studies Pisa
- Lucia Kovacova, CELSI, Central European Labour Studies Institute

This topic relates to the [BARCOVID project](#).

First reports on text mining:

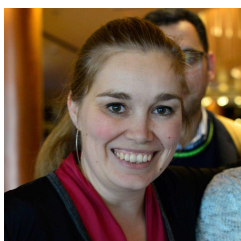
[First quarterly report on Covid-19 impact on industrial relations. Methodology](#)

[Second quarterly report on Covid-19 impact on industrial relations. Preliminary results.](#)

[Third quarterly report on Covid-19 impact on industrial relations. Preliminary results.](#)

Armanda Cetrulo and Lucia Kovacova discussed preliminary evidence from a text mining analysis on 1,600 social partners newsletters. The main aim of this analysis is to investigate the nature of social dialogue and public discourse in relation to the policy responses to the covid 19 pandemic. By analysing the content of social partner's press releases, this project provides an understanding of the evolution and progress in the public discourse during the pandemic.

14.50 - 15.10

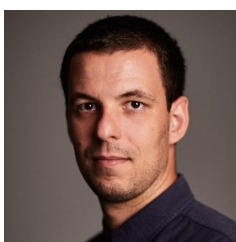


Janna Besamusca

JANNA'S PODCAST - A VIVID DISCUSSION ABOUT MINIMUM WAGES IN CBAS - PARTNER IN THE DISCUSSION: EUROFOUND SPECIALIST JAKOB KOSTOLNY (WORKING LIFE UNIT)

- Janna Besamusca, University of Utrecht
- Jakub Kostolny, Eurofound

This topic relates to the Eurofound CBA database, and the upcoming Social Dialogue project [BARwage](#)



Jakub Kostolny

15.10 - 15.25



Nadia Pralitasari

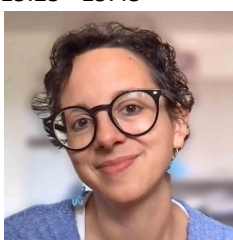
THE EFFECT OF TRAINING ABOUT COLLECTIVE AGREEMENTS

Do we get smarter and more effective CBA's?

- Nadia Pralitasari, project manager "How decent is my Factory?"
- Daniela Ceccon, director Data WageIndicator Foundation

Nadia Pralitasari discussed how collective Bargaining Agreement Workshops in Indonesia are used to prepare trade unions for CBA negotiations. Specifically, she emphasised how CBA Mapping Tools are being introduced in the training, which allows trade unions to map which issues to advocate and serve as a road map for CBA negotiation in the future. After an example, of how the CBA Database has been used at the factory level of promote women workers issues, Nadia Pralitasari concluded by discussing some recent changes in collective bargaining agreements in Indonesia.

15.25 - 15.45



Daniela Ceccon

PANEL WITH TRADE UNION NEGOTIATORS. TOPIC: WAGES IN THE CBA'S AND COVID IN CBA'S

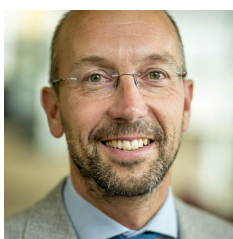
Language: Italian / English - Moderation: Daniela Ceccon, Director Data, WageIndicator Foundation

- Manola Cavallini, Italy: CGIL Trade unionist and Member of CNEL Council. Manola is expert of collective bargaining. In charge of CBAs archive and second-level bargaining reports in collaboration with Fondazione di Vittorio.
- Laurens Harteveld, The Netherlands: General employers' association AWWN. Collective Agreement Specialist

In the panel discussion, both Manola Cavallini and Laurens Harteveld discussed the impact of the Covid pandemic on collective negotiations in their respective countries. With reference to specific examples, they not only discussed whether and to what extent the pandemic impacted the negotiation process, but also the content of the agreements that were reached. Besides signalling country-to-country differences, also common patterns were observed between the two countries, for example regarding remote working clauses in new CBAs.



Manola Cavallini



Laurens Harteveld

Registrants and attendants

Registrants

For the BARCOVID Midterm Meeting, 76 people registered in advance. Their organisations or companies can be found below. The number of people per organisation are noted as well. In case the organisation name reveals the person's identity, the organisation has been left out of this list.

- A-Z Labour Law Solutions: 1
- Asean Trade Union Council: 1
- Aslam Pathan: 1
- AWWN: 1
- Ayesa India Pvt Ltd: 1
- CELSI: 3
- CENTRAL ORGANISATION OF TRADE UNION: 1
- CGIL NAZIONALE: 1
- Chonzi: 1
- CITUB: 2
- Continental millers: 1
- CorpoResp e.U.: 1
- Eurofound: 2
- Fair Wear: 2
- Fairtrade Nederland: 1
- Federation of Uganda employers: 1
- General Motors: 1
- Germes: 4
- Glovo: 1
- Harns Technologies Pvt. Ltd.: 1
- IHEID: 1
- ILO: 3
- Institute of Public Finance: 1
- International Labour Office: 1
- International Labour Organization: 1
- Iscos: 1
- Kenya union of domestic hotel, education institution and hospitals: 1
- KUDHEIHA: 1
- MASZSZ: 1
- Otto Group: 1
- OZ KOVO: 1
- Pakistan Institute of Labour Education and Research PILER: 1
- Peterson: 1
- PSA: 1
- Quiñenco SA: 1
- Sant'Anna: 2
- Solidarity Center: 1
- Strathesk Resolutions Ltd: 1
- Trade Union Federation of Communications: 2
- Union démocratique des travailleurs du Sénégal: 1
- University of Amsterdam (AIAS-HSI): 1
- Utrecht University: 1

- WageIndicator: 10
- World Organization of Workers: 1
- WSM: 1
- Young Mums Initiative: 1
- Zimbabwe Sugar Milling Industry Employers Association: 1

Attendants

During the event, 53 showed up in total, of the 76 participants who registered. Some participants only attended the event partially. This led to a maximum of 34 registrants present at the same time.

The screenshot shows a Zoom meeting interface. At the top, there are five video thumbnails of participants: WageIndicator Founda..., Paulien Osse, Daniela Ceccon, Armanda Cetrulo, and Gabriele Medas. Below the thumbnails is a 'Recording...' button. The main content area displays a presentation slide with the title 'Collecting, annotating and coding agreements'. The slide content includes:

- THE PROCESS OF ANNOTATION**
- 1.** A flowchart showing the process: 'JPEG / PDF / Scanned document' → 'OCR software' → 'Word document' → 'Html editor' → 'Html navigable text'.
- 2.** The text is uploaded in WageIndicator system, called Cobra.
- 3.** Questions are answered and clauses are selected about the following 11 topics.

At the bottom of the slide, there are logos for BARCOVID, ILO, and CIES. A small text box at the bottom center says: 'Then the HTML is uploaded in our system, which is called Called rise as he was anticipating and.' The slide number '4' is visible in the bottom right corner.

Image 1. Gabriele Medas presents the procedures behind the WageIndicator Collective Agreements Database