



Industrial relations and social dialogue
**Summary of national databases and
archives for the Eurofound Collective
Agreements Database**

*Regulating minimum wages and other forms
of pay for the self-employed*

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Research carried out prior to the UK's withdrawal from the European Union on 31 January 2020, and published subsequently, may include data relating to the 28 EU Member States. Following this date, research only takes into account the 27 EU Member States (EU28 minus the UK), unless specified otherwise.

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Introduction

At the request of the European Parliament and European Commission, the European Foundation for the Improvement of Living and Working Conditions (Eurofound) is developing an EU-wide database on collectively agreed minimum wage rates applicable to a selection of low- (and medium-) paid jobs. This will result in a representative, comparable and EU-wide database that will be capable of tracking pay in collective agreements ('CAs') over time. Eurofound has contracted the WageIndicator Foundation and the Central European Labour Studies Institute (CELSI) to support the development of the database, which includes the development of a conceptual and measurement framework, carried out in work package 1 of this contract.

This working paper is an internal deliverable for work package 2 of the Eurofound pilot project 'Role of the minimum wage in establishing the Universal Labour Guarantee'. The working paper reports on the mapping of national registries maintaining archives of collective bargaining agreement (CBA) data, including full texts and metadata. Throughout the duration of the project, new information is registered in a regularly updated document. A consolidated version of the document will be published at the end of the project to ensure access to the most up-to-date information. The living document contains the most detailed overview of the information maintained by the national registries.

Between April and June 2021, researchers from the WageIndicator Foundation and CELSI collected publicly available information about national registries maintaining archives of CBAs. This inventory included an exploration of existing national legislation surrounding the mandatory registration of CBAs, the existence of CBA archives, whether they collect all or part of the CBAs in the country, and the accessibility of full texts and of metadata.

In June 2021, the project researchers from the WageIndicator Foundation and CELSI approached the national registries that had been identified as responsible for archiving and/or publishing CBAs, with a letter of support from Eurofound's Executive Director, Ivailo Kalfin. The registries were told that Eurofound would like to establish a long-term relationship with their institute and were asked five questions.

- Would you be willing to cooperate with Eurofound by communicating with our team and participating in the (online) workshops?
- Would you be willing to cooperate with Eurofound by sharing metadata from your repository?
- Would you be willing to send Eurofound the metadata from the CAs in your repository on a regular basis? This would include, if available, the names, start dates and if applicable end dates of the registered agreements, and, if possible, their NACE industry codes, the numbers of employees covered and the names of the signatories.
- Would you be willing, in a next step, to send the full texts of a sample of the CAs, where possible?
- Would you be willing to participate in the piloting phase of the project?

In December 2021, the first of two online webinars with the national registries were held. In this webinar, the Eurofound Collective Agreements Database was presented and selected registries

presented their methodologies for registering metadata.¹ Following this webinar, the national registries were asked to verify the information collected by WageIndicator and CELSI researchers regarding their CA archives.

This deliverable presents an overview of the state of the project in January 2022. The deliverable consists of an Excel spreadsheet with detailed information for each country – the aforementioned ‘living document’ – and this document, which contains a summary of the most essential information in the Excel spreadsheet and brief reflections on the viability of using the national registries for the sampling of CAs for the Eurofound Collective Agreements Database.

¹ All contributions to the webinar and the recording of the webinar can be found at <https://wageindicator.org/Wageindicatorfoundation/events/interactive-webinar-on-collections-of-collective-agreements>

National registries of collective agreement archives and the status of collaboration

Table 1: Overview of national registries and the status of their collaboration in the project

Country	Institution(s) contacted	Agreed to cooperate?
Austria	ÖGB Verlag	Yes, database
Belgium	Federal Public Service Employment, Labour and Social Dialogue	Yes, database
Bulgaria	Ministry of Labour and Social Policy – National Institute for Conciliation and Arbitration (NICA)	Yes, database
Croatia	Ministry of Labour and Pension System, Family and Social Policy	Yes, but no database
Cyprus	Ministry of Labour, Welfare and Social Insurance, Department of Labour Relations	Yes, but no database
Czechia	Ministry of Labour and Social Affairs	Yes, but no database
Denmark	Confederation of Danish Employers (DA)	Pending
Estonia	Ministry of Labour	Yes, database
Finland	Ministry of Justice	Pending
France	Ministry of Labour	No response
Germany	Federal Ministry of Labour and Social Affairs	No, but wants to be kept informed
Greece	Ministry of Labour National Confederation of Workers of Greece	No response
Hungary	Ministry for Innovation and Technology	No response
Ireland	Labour Court	No response

Country	Institution(s) contacted	Agreed to cooperate?
Italy	National Council for Economics and Labour (CNEL)	Yes, database
Latvia	Official Gazette	Yes, but no database
Lithuania	Ministry of Social Security and Labour	Yes, database
Luxembourg	Inspectorate of Labour and Mines (ITM)	No response
Malta	Department for Industrial and Employment Relations of the Government (DIER)	No
Netherlands	Ministry of Social Affairs and Employment	Yes, database
Poland	Ministry of Family, Labour and Social Policy	No response
Portugal	Directorate-General of Labour and Employment	Yes, database
Romania	Ministry of Labour, Family and Social Protection	Pending – issue over bargaining levels. Letter saying that collective bargaining at firm level is registered and recorded by the territorial labour inspectorates
Slovakia	Ministry of Labour, Social Affairs and Family of the Slovak Republic	Yes, but no database
Slovenia	Ministry of Labour, Family, Social Affairs and Equal Opportunities	No response
Spain	Ministry of Employment and Social Economy	Yes, database
Sweden	National Mediation Office, Medlingsinstitutet	Yes, database

Source: Author's own elaboration

Viability of working with national registries to sample collective agreement texts and metadata

Table 2: Short summaries of the viability of using the national registries to sample collective agreement texts and metadata for each EU Member State

Country	Viability	Summary
Austria	Excellent	Cooperation with ÖGB Verlag has been established. Metadata and full texts are available. ÖGB Verlag even has coded wage data, which could be used to cross-check data quality in the pilot phase.
Belgium	Good	Cooperation with the ministry has been established. Full texts and metadata are available. However, Belgium has automatic indexation of collectively negotiated wages, which means that pay rates in the agreement text will be outdated in times of economic growth. In order to ensure accuracy of the pay rates included in the database, the Belgian rates would need to be corrected regularly or corrections would need to be included by back-coding the Belgian pay rates at each new wave of the database. Updated minimum tariffs are available at Minimumlonen per Paritair (Sub)Comité
Bulgaria	Good	Cooperation with NICA has been established and is supported by both the staff in charge and the director of the institute. NICA maintains an archive with the required metadata.
Croatia	Fair/poor	Cooperation with the Labour Ministry has been established. It agrees to participate in the Eurofound Collective Agreements Database but not in the initial piloting phase. It says it does not have an up-to-date database of CBAs, and its metadata is not fully adequate. Only CAs that are binding on two or more employers or association of employers are published in the Official Gazette. Firm-level CAs would have to be identified using desktop searches or through negotiators.
Cyprus	Fair	Cooperation with the Labour Ministry has been established. The ministry does not appear to maintain any structured metadata. It does, however, have a list of all CAs and publishes scans of the full text documents. Since the number of CAs is low, the effort to compile the necessary metadata would be relatively low.
Czechia	Fair/poor	Cooperation with the Ministry of Labour and Social Affairs has been established. Most metadata are available and full texts are published on the ministry's website. However, only sector-level agreements are registered, while firm-level bargaining is far more prevalent. Previous experiences with collecting firm-level CAs in Czechia have been that

Country	Viability	Summary
		firms are reluctant to share CAs, and trade unions, while cooperative in general, were often unable to provide full CA texts.
Denmark	Poor	No clear source for CAs has been identified. Cooperation would need to be established with individual unions and employers' organisations. The largest employers' organisation (Dansk Industri) is the most promising option, but many full texts are inaccessible to non-members. DA was asked to cooperate by Wageindicator Foundation and in direct contact with Eurofound. The organization is also represented in the expert group guiding the project. In the course of the mini-pilot, in which Denmark was included, they have not shared the texts of CAs, but have supported the project via direct contacts with Eurofound's correspondent.
Estonia	Good	The Estonian Ministry of Labour has a well-developed database including full texts and metadata. While it is currently facing some technical issues with the database, these are foreseen to be fixed in 2022. At that point, the inclusion of the Estonian CAs in the Eurofound Collective Agreements Database should not present problems.
Finland	Fair	Contact has been established with the Finnish Ministry of Justice and it is considering participating. Universally binding agreements are published on the website without structured metadata. No archive for firm-level CAs has been identified and it is unclear whether or not the Ministry of Justice keeps these agreements. The collection of firm-level agreements will thus potentially rely on snowball sampling.
France	Good	Although no cooperation has been established with the Ministry of Labour, all CAs are publicly available via the web tool. Full texts can be accessed this way and the collection can be searched based on metadata.
Germany	Poor	Contact with the ministry has been established but it does not have metadata and indicates it has no resources to generate any. There are multiple archives; however, gaining access to the CAs or metadata is complicated due to privacy and copyright issues. In addition, due to the scattered nature of bargaining in Germany (with regard to level as well as geographical units), sampling from all CAs does not appear to be viable. To make sampling CAs and coding pay rates viable in Germany, a partnership with a local archive such as that of the Institute of Economic and Social Research (WSI), where the archive does not provide full access but delivers data, might be advisable.

Country	Viability	Summary
Greece	Poor	Extended CAs are published online at https://ypergasias.gov.gr/category/silogikes_rythmiseis_ergasias/ without structured metadata. No central source for firm-level agreements has been identified, implying firm-level CAs will need to be sampled using a snowball sampling method.
Hungary	Fair/poor	Communication with the Ministry for Innovation and Technology has been troublesome. Data on registered CAs can be found on the website, but the full texts cannot. This means that CAs can be sampled from the website but for the collection of the full texts either better cooperation with the ministry is required or the signatories need to be approached individually. The latter would require substantially more effort and response rates are uncertain.
Ireland	Low	No clear source for CAs has been identified. The (incomplete) archive of the <i>Industrial Relations News</i> is the most promising option but this might require payment. The Labour Court might in the future be mandated to maintain an archive of CAs, but this has not yet been approved in parliament.
Italy	Excellent	Cooperation with CNEL has been established. Metadata and full texts are available both from CNEL and from the CNEL website.
Latvia	Poor	While contact has been established with the Ministry of Welfare, no archive of CAs was identified. Sector-level agreements are published in the Official Gazette, which could be used to identify agreements, but no metadata appear to exist. This means that using the gazette for sampling would require a substantial coding effort, since sampling from the gazette will only be possible after all available sector-level agreements have been NACE coded. Depending on the volume of agreements, this could be viable. However, the gazette does not publish firm-level agreements, which would have to be sampled from the social partners, for which no structured archives have been identified either.
Lithuania	Good	Cooperation has been established with the Ministry of Social Security and Labour. CAs are published on the website and the ministry maintains a database with some metadata, although NACE codes will need to be assigned, which will require substantial coding efforts.
Luxembourg	Fair/poor	The ITM has not responded to requests for cooperation. Sector-level CA texts are published on the website and are available, but firm-level agreements are not.

Country	Viability	Summary
Malta	Poor	No clear source for CAs has been identified. The DIER has rejected the request for cooperation due to CA texts being considered intellectual property.
Netherlands	Excellent	Cooperation with the Ministry of Social Affairs and Employment department responsible for archiving CAs has been established. Metadata and full texts are available.
Poland	Fair	The Ministry of Family, Labour and Social Policy did not respond to repeated requests for cooperation. The website indicates that a register of sector-level agreements is maintained by the ministry, but access will depend on their cooperation. Company-level agreements will need to be sampled using a snowball strategy. Previous experiences with snowball sampling in Poland are that CAs can be retrieved effectively through the trade union Solidarity.
Portugal	Good	Cooperation with the Directorate-General of Labour and Employment has been established and it maintains a database. The ministry is willing to share these data, as long as it is not required to do extra work. Full texts are publicly available.
Romania	Poor	The registration of Romanian CAs is scattered. Sector-level CAs can be found online and are registered with the Ministry of Labour, Family and Social Protection. However, firm-level agreements are registered by 46 different territorial labour inspectorates.
Slovakia	Fair/poor	The Slovak Ministry of Labour, Social Affairs and Family is willing to cooperate with the project, but does not maintain a database. The ministry has records of sector-level agreements, of which full texts are publicly available on the website. The CAs do not contain metadata, but this should not present a problem since there are fewer than 20 CAs in total. However, the ministry does not register or archive company-level CAs. Only sector-level agreements are registered, while firm-level bargaining is far more prevalent. Previous experiences with collecting firm-level CAs in Slovakia have been that firms are reluctant to share CAs, and trade unions, while cooperative in general, were often unable to provide full CA texts.
Slovenia	Fair	No response to the request for cooperation was received from the Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities. However, all public and private sector CAs are publicly available on three government websites. While published on the website, metadata are not available in a structured way and need to be extracted from the texts (about 75 valid CAs) to be able to sample from these lists. In email correspondence, ministry officials

Country	Viability	Summary
		communicated that they have some but not all data and no clear overview could be attained.
Spain	Good	Cooperation with the Ministry of Employment and Social Economy was established. The ministry maintains an Excel file with structured metadata of CAs that are currently in force. Full texts and structured metadata are also published on the government website. Sampling CAs in Spain will be complicated due to the existence of CAs at regional level. These regional texts are available, but the desirability of their inclusion will need to be discussed with experts with sufficient local knowledge.
Sweden	Fair	<p>Cooperation was established with the Medlingsinstitutet, which maintains lists of all sectoral CAs that will expire in the next two years. Some metadata are available, but not the number of workers covered or sector coding. Medlingsinstitutet is willing to look into starting a project to assign NACE codes. Medlingsinstitutet does not have full texts of CAs but works with protocols (lists of negotiated amendments to the previous version of a CA), which they say is sufficient to determine pay rates. Full texts of CAs negotiated with the trade union Unionen are published online, but other trade unions or employer organisations do not follow this practice. Due to the complicated nature of Swedish collective bargaining, the most viable option to include Sweden would be to delegate much of the work to Medlingsinstitutet, which it appears to agree to even if substantial work is involved.</p> <p>Update from November 2022: The Medlingsinstitutet has supported the project via participation in the expert group, and the mini-pilot through assuming the coding of the agreements with a reduced set of parameters. Their archive goes back to 2017.</p>

Source: Author's own elaboration

Representativeness of the agreements in the archives

Table 3: Overview of the representativeness of collective agreement archives for each EU Member State

Country	National or inter-industry CBAs	Sector-level CBAs	Firm-level CBAs	Extended /binding CBAs	Non-binding CBAs	Expired CBAs	Start year archive data
Austria	Yes	Yes	Yes	Yes	Yes	Yes	Previous 25 years (2000)
Belgium	Yes, all	Yes, all	Yes, all	Yes, all	No	Yes	1999
Bulgaria	No	Yes	Yes	Yes	No	Yes	2010
Croatia	Yes	Yes	Yes, but mostly at the local labour directory	Yes	No	Yes	n.a.
Cyprus	Yes	Yes	Yes	N/A	Yes	Yes	2010
Czechia	Yes	Yes	No	No	No	Yes	2005
Denmark	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Estonia	Yes	Yes	Yes	Yes	No	Yes	2005
Finland	Yes	Yes	n.a.	Yes	No	Yes	n.a.
France	Yes	Yes	Yes	Yes	No	Yes	Varies by level
Germany	Yes	Yes	Yes	Yes	Yes	Yes	n.a.
Greece	Yes	Yes	Yes	Yes	Yes	Yes	1974
Hungary	Yes	Yes	Yes	Yes	Yes	Yes	1990
Ireland	Yes	Yes	Yes	Yes	n.a.	Yes	n.a.
Italy	Yes	Yes	Yes	Yes	No	Yes	1946
Latvia	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lithuania	Yes	Yes	Yes	Yes	No	n.a.	2016
Luxembourg	Yes	Yes	Yes	Yes	NA	Yes	1994
Malta	No	No	Yes	Yes	No	Yes	n.a.
Netherlands	NA	Yes	Yes	Yes	No	Yes	2011

Poland	Yes	Yes	Yes	Yes	No	Yes	1995
Portugal	Yes	Yes	Yes	Yes	No	Yes	2005
Romania	Yes	Yes	Yes	Yes	No	Yes	1993
Slovakia	Yes	Yes	No	No	No	Yes	2011
Slovenia	Yes	Yes	No	No	No	Yes	1991
Spain	Yes	Yes	Yes	Yes	No	Yes	Varies by sector
Sweden	No	Yes	Yes	Yes	No	Yes	n.a.

Note: *N/A = not applicable; n.a. = not available*

Source: *Author's own elaboration*

Availability of metadata

Table 4: Overview of metadata available from the national collective agreement registries of each EU Member State

Country	Institution(s)	Name of the CA	Start date of the CA	End date of the CA	Signatories of the CA	Number of employees covered by the CA	NACE industry code of the CA	Full texts	Annexes	Other
Austria	ÖGB Verlag	Yes	Yes	Yes	Yes	No	No	Yes – HTML, PDF	Yes	
Belgium	Federal Public Service Employment, Labour and Social Dialogue	Yes	Yes	Yes	yes	No	Yes	Yes	Yes	
Bulgaria	NICA	Yes	Yes	Yes	Yes	Imputed by NICA	Mixed – imputed by NICA	No	Yes	Other 'functional' information
Croatia	Ministry of Labour and Pension System, Family and Social Policy	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Country	Institution(s)	Name of the CA	Start date of the CA	End date of the CA	Signatories of the CA	Number of employees covered by the CA	NACE industry code of the CA	Full texts	Annexes	Other
Cyprus	Ministry of Labour, Welfare and Social Insurance, Department of Labour Relations	No	No	No	No	No	No	Yes, in scanned formats	Yes	
Czechia	Ministry of Labour and Social Affairs	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	
Denmark	DA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	Yes, but access restrictions	n.a.	
Estonia	Ministry of Labour – CAs Database	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Finland	Ministry of Justice	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	
France	Ministry of Labour	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
Germany	Federal Ministry of Labour and Social Affairs	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Greece	Ministry of Labour	Yes	Yes	Yes	Yes	Yes	No	Yes, scans	Yes	Yes

Country	Institution(s)	Name of the CA	Start date of the CA	End date of the CA	Signatories of the CA	Number of employees covered by the CA	NACE industry code of the CA	Full texts	Annexes	Other
	National Confederation of Workers of Greece									
Hungary	Ministry for Innovation and Technology	Yes	Yes	Yes	Yes	Yes	Yes	No	No	
Ireland	Labour Court	No	No	No	No	No	No	No	No	No
Italy	CNEL	Yes	Yes	Yes	Yes	Imputed	Yes	Yes	Yes	
Latvia	Official Gazette	No	No	No	No	No	No	No	No	No
Lithuania	Ministry of Social Security and Labour	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No
Luxembourg	ITM	Yes	Yes	Yes	Yes	No	No	Yes	Yes	
Malta	DIER	Yes	Yes	Yes	Yes	No	No	No	No	No

Country	Institution(s)	Name of the CA	Start date of the CA	End date of the CA	Signatories of the CA	Number of employees covered by the CA	NACE industry code of the CA	Full texts	Annexes	Other
Netherlands	Ministry of Social Affairs and Employment	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	
Poland	Ministry of Family, Labour and Social Policy	Yes	Yes	Yes	Yes	No	No	Yes	Yes	
Portugal	Directorate-General of Labour and Employment	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	
Romania	Ministry of Labour	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Slovakia	Ministry of Labour, Social Affairs and Family of the Slovak Republic	Yes	Yes	Yes	Yes	No	No	Yes	Yes	
Slovenia	Ministry of Labour, Family, Social Affairs and Equal Opportunities	Yes	Yes	Yes	Yes	No	No	Yes	Yes	

Country	Institution(s)	Name of the CA	Start date of the CA	End date of the CA	Signatories of the CA	Number of employees covered by the CA	NACE industry code of the CA	Full texts	Annexes	Other
Spain	Ministry of Employment and Social Economy	Yes	Yes	Yes	Yes	Yes	Yes	Yes, in PDF	Yes	
Sweden	Medlingsinstitutet	Yes	Yes	Yes	Yes	No	No	No, protocols	n.a	

Note: *n.a.*, not available. 'CA', collective agreements.

Source: *Author's own elaboration*

Online resources for publicly available texts and metadata of collective agreements

Table 5: List of national websites publishing full texts and metadata of collective agreements for each EU Member State

Country	Institution(s) contacted	Public access to collective agreements
Austria	ÖGB Verlag	http://kvs.oegbverlag.at/erecht-gxt/login.do?action=3
Belgium	Federal Public Service Employment, Labour and Social Dialogue	www.minimumlonen.be
Bulgaria	NICA	https://www.nipa.bg/%D0%B1%D0%B0%D0%B7%D0%B0-%D0%B4%D0%B0%D0%BD%D0%BD%D0%B8/
Croatia	Ministry of Labour and Pension System, Family and Social Policy	By request to the information officer by email
Cyprus	Ministry of Labour, Welfare and Social Insurance, Department of Labour Relations	http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/collectiveagreement_el/collectiveagreement_el?opendocument
Czechia	Ministry of Labour and Social Affairs	https://www.mpsv.cz/kolektivni-smlouvy-vyssiho-stupne-zavazne-pro-dalsi-zamestnavatele
Denmark	DA	No public access
	DI	https://www.danskindustri.dk/vi-radgiver-dig-ny/personale/overenskomster-og-det-fagretlige-system/hvad-er-en-overenskomst/
Estonia	Ministry of Labour – CAs Database	https://klak.sm.ee/
Finland	Ministry of Justice	https://www.finlex.fi/fi/viranomaiset/tyoehto/
France	Ministry of Labour	https://www.legifrance.gouv.fr/liste/idcc?init=true
Germany	Federal Ministry of Labour and Social Affairs	https://www.bmas.de/DE/Arbeit/Arbeitsrecht/Tarifvertraege/tarifvertraege.html

Country	Institution(s) contacted	Public access to collective agreements
Greece	Ministry of Labour National Confederation of Workers of Greece	https://ypergasias.gov.gr/category/sillogikes_rythmiseis_ergasias/
Hungary	Ministry for Innovation and Technology	http://www.mkir.gov.hu/ksznyilv.htm
Ireland	Labour Court	https://www.irn.ie/ Publications - The Labour Court
Italy	CNEL	https://www.cnel.it/Archivio-Contratti
Latvia	Official Gazette	N/A
Lithuania	Ministry of Social Security and Labour	https://socmin.lrv.lt/lt/paslaugos/administracines-paslaugos/kolektyviniu-sutarciu-registras-ir-kolektyviniu-sutarciu-registravimo-tvarka
Luxembourg	ITM	https://itm.public.lu/fr/conditions-travail/convention-collectives/liste.html Conventions collectives - Conditions de travail - Inspection du travail et des mines - Luxembourg (public.lu)
Malta	DIER	https://dier.gov.mt/en/Pages/home.aspx#
Netherlands	Ministry of Social affairs and Employment	https://data.overheid.nl/dataset/cao-s-in-nederland-2020
Poland	Ministry of Family, Labour and Social Policy	http://www.dialog.gov.pl/dialog-krajowy/uklady-zbiorowe-pracy/stan-rejestru-prowadzonego-przez-ministra-rodziny-pracy-i-polityki-spoecznej/
Portugal	Directorate-General of Labour and Employment	https://www.dgert.gov.pt/instrumentos-de-regulamentacao-coletiva-publicados
Romania	Ministry of Labour	http://dialogsocial.gov.ro/grup-de-unitati/ http://dialogsocial.gov.ro/sector-de-activitate/
Slovakia	Ministry of Labour, Social Affairs and Family of the Slovak Republic	https://www.employment.gov.sk/sk/praca-zamestnanost/vztah-zamestnanca-zamestnavatela/kolektivne-

Country	Institution(s) contacted	Public access to collective agreements
		pracovnopravne-vztahy/kolektivne-zmluvy/zoznam-kolektivnych-zmluv-vyssieho-stupna/
Slovenia	Ministry of Labour, Family, Social Affairs and Equal Opportunities	http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234&d-49681-p=3 http://www.arhiv-spletisc.gov.si/ http://drustvovoznikov.com/vozniki/en/?page_id=163
Spain	Ministry of Employment and Social Economy	https://expinterweb.mitramiss.gob.es/regcion/Comisi3n Consultiva Nacional de Convenios Colectivos. Ministerio de Trabajo y Econom3a Social (mites.gob.es)
Sweden	Medlingsinstitutet	https://www.mi.se/forhandling-avtal-2/gallande-avtal/ https://www.unionen.se/avtal-2020

Note: N/A, not applicable.

Source: Author's own elaboration

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