



PAULIEN
OSSE



GEDO
JANSEN



LUCIA
KOVÁČOVÁ



ARMANDA
CETRULO



MATHIJS
ROODENBURG



RICARDO
RODRÍGUEZ
CONTRERAS



TORSTEN
MÜLLER

Report on BARCOVID Final Conference

1 June 2023

BARCOVID

AIASHSI
WageIndicator

CELSI Central European
Labour Studies
Institute

Sant'Anna
School of Advanced Studies – Pisa

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

BARCOVID (VS/2021/0190) is funded by the European Commission through its Social Dialogue Program.



Disclaimer: The information in this report does not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

Bibliographical information

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Contact

Niels Peuchen, nielspeuchen@wageindicator.org

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Introduction

In this report, the final conference of the BARCOVID project, which took place on 1 June 2023 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. The third and final section shows the feedback received after the event.

1. Meeting agenda and contents

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

Get ready to explore the impact of Covid-19 on the industrial relations landscape at our upcoming online conference! Our BARCOVID project researchers have conducted extensive research over the past two years, analyzing the effects of the pandemic on Collective Agreements within Europe, focusing on Italy, France, Spain, the Netherlands and Austria.

Join us for a packed agenda of informative presentations and discussions. Discover how the pandemic has influenced the renewal of Collective Agreements and the organizations they cover. Explore how topics like occupational health and safety and the use of digital technologies in remote work are being addressed in the post-Covid era. And learn more about how social partners have been talking about the pandemic in their outings, like newsletters and websites.

Don't miss out on this opportunity to gain valuable insights into the new realities of industrial relations in the wake of the pandemic. Register now to secure your spot!

This webinar is the final online conference for the BARCOVID project, a Social Dialogue Program of the European Commission: VS/2021/0190.

Disclaimer: The information and views set out during this meeting are those of the speaker(s) and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

Agenda

2.00 pm - 2.25 pm

INFORMAL PLENARY SESSION

Before the conference officially starts, enjoy the room for informal talks and discussions about new projects.

2.25 pm - 2.36 pm

WELCOME BY PAULIEN OSSE



Paulien Osse is the co-founder of WageIndicator Foundation and is the moderator for this conference.

2.40 pm - 3.00 pm



PRESENTATION GIEDO JANSEN

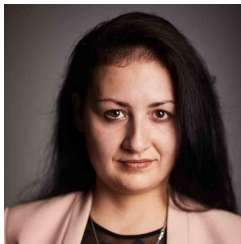
Giedo Jansen is the project lead of BARCOVID. He works as an Assistant Professor Regulation of Labour at the University of Amsterdam, at the AIAS-HSI institute. Giedo's work often addresses the question how labour market inequalities translate to social, civic and political participation.

COLLECTIVE BARGAINING AND INDUSTRIAL RELATIONS DURING THE PANDEMIC: EVIDENCE FROM THE BARCOVID NEGOTIATOR SURVEY

Did the pandemic have any effect on the collective bargaining landscape in Europe? In this presentation this question will be answered using the results from an international survey among negotiators of collective agreements in Austria, Italy and the Netherlands. The negotiators in these countries generally believed that the Covid-19 pandemic had an impact on collective bargaining as well as relations between social partners more widely. Although, negotiators did not view the impact of the pandemic as overwhelming, they do acknowledge that it had complicated the negotiation process. The pandemic may have highlighted the importance of online negotiations and the ability to negotiate effectively under adverse economic conditions.

[Presentation slides](#)

3.00 pm - 3.20 pm



PRESENTATION LUCIA KOVÁČOVÁ

Lucia Kováčová is a researcher at the Central European Labour Studies Institute (CELSI) and a PhD student.

COVID-19 IMPACT ON INDUSTRIAL RELATIONS: SOCIAL PARTNERS NEWLETTER DISCUSSIONS ABOUT THE POLICIES DURING THE COVID-19 PANDEMIC

How are social partners talking about the pandemic in their outings, like newsletters and websites? Has the coverage changed from the beginning of the pandemic compared to early 2023? Analyzing over 2000 text fragments from social partners' press releases and newsletters at the national and EU level, this presentation highlights job-retention schemes, short-time work schemes, and telework as dominant themes in the discourse. Among the novel themes that came to the attention of social partners were the support of workers with atypical contracts. Discussion over anti-pandemic measures varies across welfare regimes mainly concerning care-givers support, support for non-standard workers. With respect to job retention there is convergence among the welfare regimes.

[Presentation slides](#)

3.20 pm - 3.40 pm



PRESENTATION ARMANDA CETRULO

WHAT IS THE IMPACT OF THE COVID-19 PANDEMIC ON COLLECTIVE AGREEMENTS?

Armanda Cetrulo is a Post-Doc in Economics at Scuola Superiore Sant'Anna. Her research interests focus on technology, work organisation and industrial relations.

This presentation aims to investigate the extent to which the COVID-19 pandemic has impacted the content of collective labor agreements in Europe. Focussing on 5 countries (Austria, France, Italy, the Netherlands and Spain), a systematic comparison is made of collective agreements, both pre- and post-COVID-19. By analyzing the presence or absence of specific clauses within these agreements, this study aims to assess how the pandemic has impacted the outcomes of collective bargaining. The presentation concludes with the observation that there is relative stability of the main clauses usually included in CBAs (i.e. job contracts, training, health and social security). Moreover, there appears to be growing bargaining on wages, especially for what concerns the provision of structural wage increase and incidental bonuses. Only small increases in clauses are observed related to remote working, despite the vast adoption of this practice during the lockdown

[Presentation slides](#)

3.40 pm - 4.10 pm

PANEL DISCUSSION



Mathijs Roodenburg

Giedo Jansen will moderate the panel.

MATHIJS ROODENBURG (AWVN)

Mathijs Roodenburg works as a policy advisor labour market relations at employers association AWWN. He analyzes trends in collective agreements and other issues at play in the labour market to better understand and advice employers regarding employment conditions and collective bargaining.

RICARDO RODRÍGUEZ CONTRERAS (EUROFOUND)

Ricardo Rodríguez Contreras is a Research manager in Eurofound focussing on comparative Industrial Relations, social dialogue and collective bargaining as well as conducting research on the implications of technology change in employment relations. Prior to joining Eurofound, he worked as consultant for the European Commission and the European Parliament assessing the implementation of labour and social legislation. He has also worked for the various European Works Councils, the Inter-American Development Bank and the Central American Bank for Economic Integration.



Ricardo Rodríguez Contreras

TORSTEN MÜLLER (ETUI)

Torsten Müller is a senior researcher in the field of collective bargaining, wages and trade unions in Europe. He holds a PhD in Industrial and Business Studies from the University of Warwick in the UK. He has, furthermore, been expert advisor to European and international organisations such as the OECD, the ILO, Eurofound, the ETUC and various European trade union federations. He is author and co-author of some 100 publications on collective bargaining, minimum wages and trade unions in Europe.



Torsten Müller

In the panel discussion 3 experts on industrial relations and collective bargaining in Europe, will be asked to reflect on the results of the BARCOVID project. Giedo Jansen will discuss three topics:

The panel discussion revolves around three questions:

1. Would you say that the findings of the BARCOVID project align with your own observations about the impact of COVID-19 on collective bargaining and industrial relations?
2. Are there any indications that the COVID-19 pandemic's influence on collective bargaining and industrial relations may have long-lasting effects?
3. When looking back at collective bargaining during the Covid19 pandemic, what lessons can be learned for future crises or global disruptions?

2. Registrants and attendants

Registrants

For the BARCOVID Final Conference, 108 people registered in advance. These registrations were collected through newsletters by the organisers, social media posts, email invitations to the participants of the BARCOVID Negotiator Survey and website pages.

The organisations or companies from the participants can be found below. The number of people per organisation is noted as well. The sum of these numbers will not add up to 108. This is because of two reasons. In case the organisation name reveals the person's identity, the organisation has been left out of this list. Also, a few people opted to not share their organisation when registering for the conference.

- ACT on Living Wages: 1
- AS Vinmonopolet: 1
- Association of Employers of Slovenia: 1
- Association of free trade unions of Slovenia (ZSSS): 1
- AWVN: 1
- Azlike: 1
- Bouwend Nederland: 1
- CCC Italy: 1
- CELSI: 3
- CENTRAL ORGANISATION OF TRADE UNIONS: 1
- Cgil: 1
- Charles Primary School: 1
- CITUB/ ISTURET: 1
- CNEL - Consiglio Nazionale dell'Economia e del Lavoro: 2
- CNV Vakmensen.nl: 1
- Czech Moravian Confederation of Trade Unions: 1
- Department for Industrial and Employment Relations: 1
- Dion adviesburo Personeel: 1
- Direção Geral do Emprego e das Relações de Trabalho: 2
- EcoVadis: 1
- Ecwid: 1
- Eurofound: 2
- Expert Manpower Pvt. Ltd.: 1
- FAOS, University of Copenhagen, Denmark: 1
- Federation of Civil Service and Other Unions: 1
- FIPE: 2
- FNV: 1
- Foundation Leads Limited: 1
- Fudan University: 1
- FV TBSL Austria: 2
- Gajimu Indonesia: 4
- Gewerkschaft GPA: 1
- Independent Researcher: 1
- IndustriALL SEAO: 1
- Institute of Public Finance Zagreb: 2
- International Labour Office: 1
- International Labour Organization: 3
- IRadviaor: 1
- Jockey: 1
- Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers : 3
- Kering: 1
- KU Leuven: 1

- Kudheih workers: 2
- Leiden University: 1
- Ministère du Travail, Dialogue social et Relations avec les Institutions-Sénégal: 1
- Mondiaal FNV: 1
- NGO: 3
- ÖGB Verlag: 1
- Oxfam GB: 2
- OZ KOVO: 2
- RainaGlobal: 1
- Sant'anna: 1
- Solidarity Center: 1
- Strathesk Resolutions Ltd: 2
- Student: 1
- Swedish National Mediation Office: 1
- The Czech Moravian CONfederation of Trade Unions: 1
- The Icon Group SAS: 1
- The Swedish National Mediation Office: 1
- Trade Union KOVO: 1
- TREXIMA Bratislava: 1
- University of Zagreb - Faculty of Law: 1
- Utrecht University: 1
- WageIndicator Foundation: 16
- Wolaita Sodo University: 1
- Woldia University: 1
- World Organization of Workers: 1
- Zveza Svobodnih sindikatov Slovenije: 1

Attendants

During the event, 65 people showed up in total, of the 108 participants who registered. Some participants only attended the event partially. This led to a maximum of 38 registrants present at the same time.

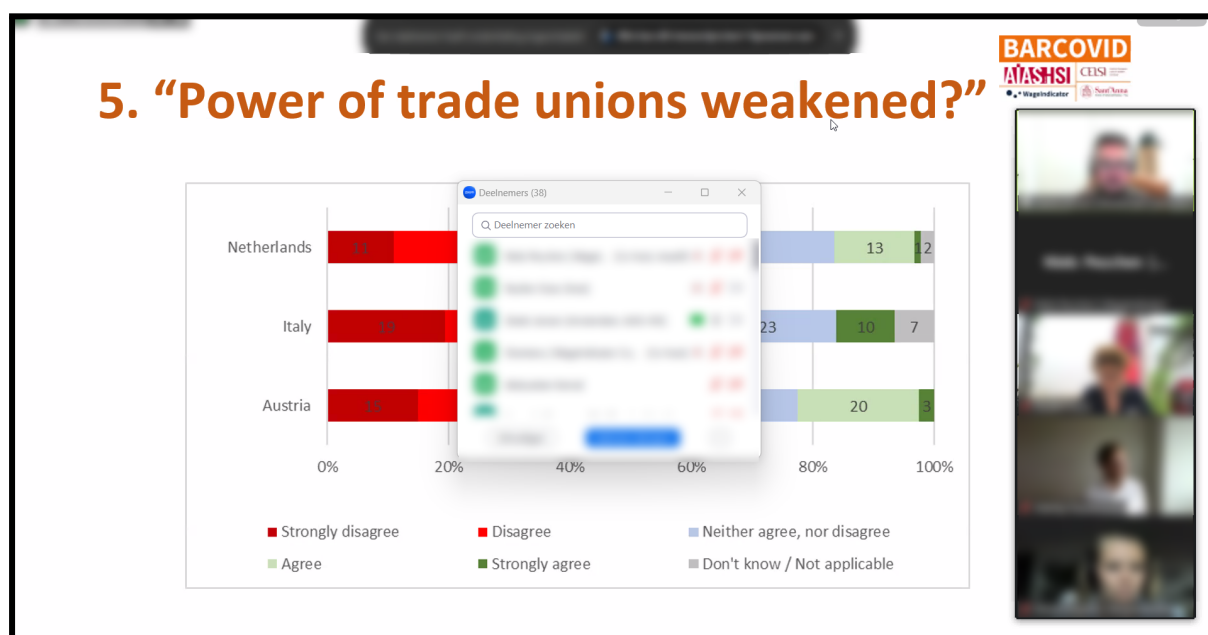


Image 1. Giedo Jansen presents the results from the BARCOVID Negotiator Survey.

Through the Zoom reporting tool, the locations of 38 of the participants could be identified. This is based on their IP addresses. For privacy reasons, we are only sharing their countries in the following overview:

- Netherlands: 6
- Italy: 3
- Slovakia: 2
- Czech Republic: 2
- Belgium: 2
- Sweden: 2
- France: 2
- India: 2
- United Kingdom: 2
- Singapore: 1
- Austria: 1
- Kenya: 1
- Germany: 1
- Canada: 1
- Hungary: 1
- Romania: 1
- Switzerland: 1
- Indonesia: 1
- Spain: 1
- Finland: 1
- Mauritius: 1
- Malaysia: 1
- Ireland: 1
- Ethiopia: 1

3. Feedback

During the closing words of the event and after the event ended, a feedback form was shared. Those who attended could reach the survey by clicking on a link in the meeting's chatbox. Everyone who registered received two emails after the conference. The first one was sent out immediately after the meeting box closed, including the feedback form and the speakers' presentations. The second email was sent out six days later and included the feedback form, the presentations and the events' recordings.

This led to 11 people filling out the form. They all did so anonymously.

In this form, three questions were asked:

- What aspects of the webinar did you like the most, and could you briefly explain why?
- What would you improve in a future webinar on Collective Agreements?
- How did you hear about the webinar? (multiple answers possible)
 - WageIndicator website
 - Newsletter
 - LinkedIn post
 - Facebook post
 - Instagram post
 - Word of mouth

- Other...

The submitted answers are as follows:

What aspects of the webinar did you like the most, and could you briefly explain why?

- Very informative, strong presentations and clear results. Good discussion
- Guido Jansen
- Presentation of T. Mueller, picture of link between Covid and developments in EU on CB
- The 3 presentations
- Presentations
- The discussion in the panel, it showed different point of views to the same problem, and the fact, that the results were presented in three chapters (easy to follow)
- The research presentation, it was enlightening and the research was easy to understand.
- I liked all because the points were research findings
- Le presentazioni che davano evidenza di come si è svolta la contrattazione in differenti stati
- Detailed explanation on collective bargaining agreement for the covered countries, backed up with statistical data
- Very interesting presentations! It's an important project covering a historic event. The results that were presented seem like an appropriate finale: Some things were different, but many things were the same despite the crisis. I liked the approach to contact a lot of people actually involved in negotiations in a few countries rather than asking just a few central level persons in more countries.

What would you improve in a future webinar on Collective Agreements?

- more strict timing and clear on start and end-times
- for sure 2 host for a zoom meeting
- More attention for link between CA arrangements and (wage) effects
- the informal part was not so useful
- Technical mistakes
- each country has specialities that influence collective bargaining and collective agreements (z.B. Austria, for each worker in an enterprise collective agreement is a basis, regardless his membership to an union, how often is bargaining about wages, how often is bargaining about other circumstances in labour life f.e. since Covid and short work many workers wish to continue lesser hours with full wage.....) would have been helpful to see the differences)
- Better involvement of the people present .
- Nothing
- Così va bene.
- An increase in the number of people and organisations that were covered and the mode of verification of the data obtained
- I didn't understand the open floor thing as a start to the seminar. Probably because I was not part of the project. So maybe just be more clear in the invitation that the pre-talk is mainly for those that are involved?

How did you hear about the webinar? (multiple answers possible)

- Newsletter: 7
- WageIndicator website: 4
- LinkedIn post: 1

- Facebook post: 1
- Instagram post: 0
- Word of mouth: 1

Other:

- [blank]: 1
- Through email: 1
- E-mail invitation: 1