WageIndicator

The WageIndicator Collective Agreements Database

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The WageIndicator Collective Agreements Database in numbers

- Established in 2012
- Currently more than 1700 CBAs from 67 countries all over the world
- Agreements are collected, annotated (coding scheme with around 800 variables) and published in WageIndicator national websites, all in national languages
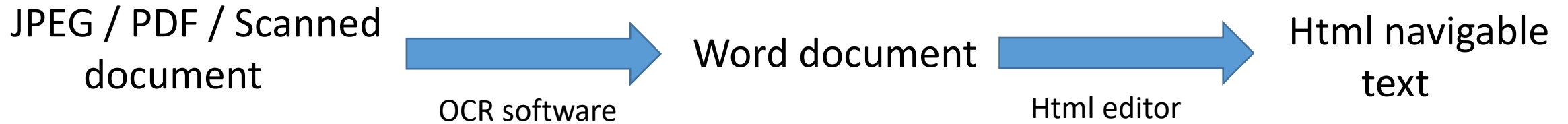- 11 main macro-topics

The CBAs Database team

➢A skilled multilingual team of professionals:

- 10 people currently involved (annotators and researchers)

- 13 languages spoken at a mother tongue level

- Annotators who are able to manage multiple languages

Collecting, annotating and coding agreements

THE PROCESS OF ANNOTATION

1.

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.

Collecting, annotating and coding agreements

THE TOPICS CODED IN COBRA

Social security and pensions

Individual employment contracts / job security

Work-life balance arrangements

Equality and/or violence in the workplace

Wages

New Technologies & Green clauses

Training / apprenticeship

Sickness and disability

Health and medical assistance

Working hours, schedules, holidays and days of leave

Workers' Representation & Conflicts

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COBRA ANNOTATION SYSTEM used by annotators :

https://cobra.wageindicator.org

Collecting, annotating and coding agreements

WHAT CBAs LOOK LIKE ONLINE to users (i.e., citizens, trade unions, researchers) :
https://wageindicator.org/cbadatabase

- Modalità di verifica
- Art. 10.
- Crisi, sviluppo, occupazione, Mezzogiorno
- Art. 11.
- Strumenti nazionali
- Art. 12.
- Commissione Nazionale per l'evoluzione a livello europeo in materia sociale
- Art. 13.
- Commissione Permanente per le Pari Opportunità
- Art. 14.
- Osservatorio Nazionale (1)
- Art. 15.
- Commissione Paritetica Nazionale
- Art. 16.
- Commissione Paritetica Nazionale - Procedure
- Art. 17.
- Premessa (1)
- Art. 17bis

Altri firmatari dalla parte dei lavoratori: → CGIL, CISL, UIL

PENSIONE E PREVIDENZA SOCIALE

Il datore di lavoro contribuisce a un fondo pensione per i dipendenti: → Sì

Il datore di lavoro contribuisce a un fondo di invalidità per i dipendenti: → Sì

Il datore di lavoro contribuisce a un fondo di disoccupazione per i dipendenti: → Sì

FORMAZIONE

Programmi di formazione: → Sì

Stage: → Sì

Il datore di lavoro contribuisce a un fondo per la formazione dei dipendenti: → Sì

Collecting, annotating and coding agreements

THE COMPARISON TOOL:

Convenios colectivos en España

Aquí se publica una selección de convenios colectivos de España. Puedes encontrar los textos originales, leerlos y navegar por sus capítulos y artículos, de acuerdo con los temas en los que estés interesado.

Cuando haces clic en un convenio colectivo, se abre una página: a la izquierda está el texto completo, mientras que en la columna derecha se encuentra un resumen de las disposiciones del convenio colectivo.

Los sindicatos y empresarios de España han contribuido a la recolección de estos Acuerdos de Negociación Colectiva. La publicación la lleva a cabo la Fundación WageIndicator y la Universidad de Dar es Salaam. Contacta con nosotros.

Compara los artículos de los Convenios Colectivos de España entre los diferentes sectores, temas y países.

Modelo de Pacto Colectivo

Descargue los mejores textos de pactos colectivos y utilízalos como modelo

● Modelo de contrato colectivo para la tutela de los derechos de las trabajadoras y de la igualdad de género 2016 -

Convenios Colectivos - Sectoriales / Multiples empresarios - Texto completo
● Asociación de Comerciantes Textiles de la Provincia de Alicante - 2014
● Grupo de Empresas VIPS - 2015

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THE COMPARISON TOOL:

https://tusalario.es/leys-laborales/base-de-datos-de-convenios-colectivos/compare-clauses

Compare los convenios colectivos

¿Cómo comenzar?

Seleccione un tema. Se mostrarán los mejores resultados cuando escriba una palabra clave, como 'Licencia por Maternidad' o 'Salario'.
Seleccione uno o más países. Seleccione una o más industrias. De clic en 'Buscar' y lea los resultados debajo. El texto siempre aparecerá en el idioma original del Acuerdo Colectivo.

Envíenos sus comentarios ya sea que los resultados le agraden o no.

Equipo WageIndicator para la Base de Datos sobre Contratos Colectivos.

Si desea ver todos los temas, no toque esta casilla

Seleccione uno o más temas ⇕

Seleccione uno o más países ⇕

Seleccione una o más industrias ⇕

Buscar Anular

Compara tu salario
con el de puestos similares
en nuestro comparador salarial

Rellena la encuesta
sobre salarios

Cursos para Trabajar

▸ Curso Cocina y Gastronomía
▸ Curso FP Técnico Superior en Estética Integral y Bienestar
▸ Curso Educación Infantil
▸ Curso Tripulante de Cabina de Pasajeros (TCP)
▸ Curso Azafata y Relaciones Públicas

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A comprehensive coding scheme* in continuous evolution

According to:

➢Findings coming from the CBAs analysis

➢Annotators and researchers' inputs and insights

➢Industrial relations Projects (ongoing, in the pipeline as well as potential ones)

➢Highly relevant topics emerging in the public debate (remote work, Industry 4.0, green transition, gender equality)

Projects of the CBAs Database…

➢ Past projects
  ➢ Various Living Wage and Decent Wage projects (2012-2017): CBAs in Africa, Latin America and South-East Asia
  ➢ BARCOM (Contents of CBAs in the commerce sector in the EU)
  ➢ COLBAR (Contents of CBAs in all sectors in the EU)

➢ Current projects developing the CBA Database
  ➢ BARCOVID (Effects of COVID on bargaining & building a time series)
  ➢ Eurofound CBA Database (Wage floors & sampling)
  ➢ SSHOC (machine reading / NLP techniques)
  ➢ Decent work and living wages projects in garment sector in Indonesia and garment and flower sectors in Ethiopia

➢ Future projects
  ➢ BARMETAL (Contents of CBAs in the metal sector & developing coding scheme for automatization, digitalization and decarbonization)
  ➢ BARWAGE (Coding pay scales & sampling)

Challenges

- How to sample collective bargaining agreements?
  - A non-probability sample of CBAs can tell us what is agreed in each CBA
  - A probability sample is crucial to draw conclusions about the average CBA
  - Developing sampling methods in the Eurofound, BARCOVID and BARWAGE projects

- Wage analysis-oriented projects in the EU
  - Agreements on pay are made in different ways across countries, and data is scattered across the agreements
  - How to make these pay data comparable
  - New questions introduced in BARCOVID & develop coding scheme in BARWAGE

- How to code more agreements
  - Coding CBAs takes time
  - Advances in natural language processing in the SSHOC project (interactive tool which uses machine learning to find clauses related to specific topics in new collective agreements)

Dreams for the future

➢Build a WageIndicator CBA Database with a representative sample of CBAs to become the reference for the analysis of CBAs in the EU

➢Extra EU CBAs (Africa, Asia, Latin America)

➢Integrate the interactive tool built during the SSHOC project into our annotation system.

➢Publish the CBA Database as
  ➢ Full texts and web-tool for stakeholders
  ➢ Coded database
  ➢ Corpus of collective bargaining agreement texts

THANK YOU!

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