



The WageIndicator Collective Agreements Database

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29 April 2022

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

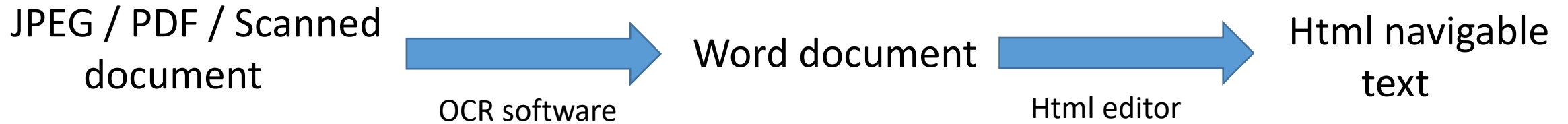
The CBAs Database team

- 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.



2.

The text is uploaded in WageIndicator system, called Cobra.

3.

Questions are answered and clauses are selected about the following 11 topics.

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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

Training /
apprenticeship

Sickness and
disability

Health and
medical
assistance

Working hours,
schedules,
holidays and
days of leave

Workers'
Representation
& Conflicts

New
Technologies &
Green clauses

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COBRA ANNOTATION SYSTEM **used by annotators** :

<https://cobra.wageindicator.org>

Art. 5.

Premessa (1)

1. Le Parti, in via sperimentale, definiscono la disciplina della contrattazione di secondo livello, con le modalità ed in conformità ai criteri ed ai principi contenuti nei successivi articoli.

(1) L'ipotesi di Accordo del 30 marzo 2015 prevede il seguente art. 5. In attesa della stesura definitiva del CCNL, e per non alterare la struttura dell'articolato, si è scelto di conservare la precedente numerazione, che, pertanto, va intesa come provvisoria.

Art. 5 - Accordo di riordino dell'apprendistato - Periodo di prova (ex art. 48 CCNL)

Compiuto il periodo di prova, l'assunzione dell'apprendista diviene definitiva.

Può essere convenuto un periodo di prova, di durata non superiore a quanto previsto per il lavoratore qualificato inquadrato al medesimo livello iniziale di assunzione durante il quale è reciproco il diritto di risolvere il rapporto senza preavviso (*).

(*) A tal fine vengono riportate di seguito le durate del periodo di prova per ciascun livello. La durata massima del periodo di prova non potrà superare i seguenti limiti

- Quadri e Primo Livello - 6 mesi di calendario;
- Secondo e Terzo Livello - 60 giorni di lavoro effettivo;
- Quarto e Quinto Livello - 60 giorni di lavoro effettivo,
- Sesto e Settimo Livello - 45 giorni di lavoro effettivo.

Art. 6.

Criteri guida

EMPLOYMENT CONTRACTS

Does the agreement have clauses on individual employment contracts and job security? *

I.e. trial period, severance pay, part-time contracts, temporary agency workers, apprenticeship contracts, minijobs, etc.

Yes *

No *

(*) A tal fine vengono riportate di seguito

Is a trial period agreed when commencing employment? *

Yes

-Sesto e Settimo Livello - 45 giorni di

How long is the trial period for a manual skilled worker in DAYS (including renewal)? *

Please recalculate weeks and months back to days. At the bottom of the list you can select other options

45

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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 estás 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 utilícelos 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 / Múltiples 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>

The screenshot shows the 'Compare los convenios colectivos' tool interface. It features a search form with three dropdown menus for selecting topics, countries, and industries. Below the form are 'Buscar' and 'Anular' buttons. To the right, there are three promotional boxes: an orange one for salary comparison, a green one for a survey, and a blue one for courses. The course list includes 'Curso Cocina y Gastronomía', 'Curso FP Técnico Superior en Estética Integral y Bienestar', 'Curso Educación Infantil', 'Curso Tripulante de Cabina de Pasajeros (TCP)', and 'Curso Azafata y Relaciones Públicas'.

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

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)

*See the latest CBAs Database Codebook available here: [Ceccon, D., Medas, G. \(2022\). Codebook WageIndicator Collective Agreements Database – Version 5 – February 2022. WageIndicator Foundation, Amsterdam.](#)

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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Special thanks for the contribution to:

Daniela Ceccon - Director Data at WageIndicator

Armanda Cetrulo - Researcher at Sant'Anna University