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UNI Europa, Brussels	Solidarność, Gdansk
WageIndicator Foundation, Amsterdam	CCOO Servicios, Madrid

COLBAR-EUROPE

EUROPE-wide analyses of COLlective BARgaining agreements

Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr project grant number of COLBAR is VS/2019/00777)¹ April 2019 – March 2021

REPORT 11: Report about the final event

WageIndicator Foundation

10 March 2021



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Acknowledgements

The COLBAR-EUROPE project and its data-collection, reports and online webinars were made possible by the great efforts of the teams at WageIndicator Foundation, CELSI, CNEL and coordinator Amsterdam Institute for Advanced Labour Studies at the University of Amsterdam. We are grateful to all Collective Bargaining actors and all Archives of Collective Bargaining Agreements who helped acquiring full text collective agreements from European countries. The webinar could not have been organised without the great efforts of Niels Peuchen and Aakash Bothra.

1 The COLBAR project

The overall objective of COLBAR-EUROPE is to improve knowledge about industrial relations and social dialogue, specifically about the content of Collective Agreements in Europe. It aims to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes in EU Member States and Candidate Countries and at European level. Collective bargaining is key for wage setting and working conditions, but very little is known about what exactly is agreed. Few countries code agreements, but most countries are lacking such overviews, and databases for cross-country comparisons are absent. Since 2014 however associate partner WageIndicator maintains a database with full text, annotated, and coded Collective Bargaining Agreements (CBAs), using a standard coding scheme. In BARCOM (VS/2016/0106), the Action's predecessor, 120 agreements from the commerce sector from 23 countries were successfully analysed. Social partners expressed their interest in getting for the first time ever insights into the content of Collective Agreements. COLBAR-EUROPE aims to deepen these insights by adding more than 500 agreements plus 25 Transnational Agreements to the CBA Database, now covering commerce, manufacturing, construction and public sectors for EU28 plus 5 candidate countries. Using the coded data of the agreements, the Action's reports focussed on comparisons across industries, on public versus private sector agreements, on wage setting, on trade-offs in the wider bargaining agenda, on possible convergence of agreements concluded by various daughters of the same multinational company or that are related to Transnational Agreements.

Since 2014 however, associate partner WageIndicator maintains a database with full text, annotated, and coded Collective Bargaining Agreements (CBAs), using a standard coding scheme. In the BARCOM project, the predecessor of COLBAR, 120 agreements from the commerce sector from 23 countries were successfully analysed. Social partners expressed their interest in getting for the first time ever insights into the content of Collective Agreements. COLBAR-EUROPE aims to deepen these insights by adding now already more than 600 agreements - from many different industries - plus 40 Transnational Company Agreements to the European Collective Database.

The Action has prepared reports about agreements in the Visegrad countries, Italy, the Netherlands, and Spain. The reports have been presented at the Main Event in Amsterdam, for which bargaining negotiators from the 33 countries, social partners and other stakeholders were invited. All reports are available at the project website <https://wageindicator.org/Wageindicatorfoundation/projects/colbar>

Initially, the final event was planned as a conference in Amsterdam, but due to COVID-19, the consortium had to change to an online event. It was organised at February 25, 2021. From mid January onwards, the webinar was widely announced, as the screenshot shows.

We look forward to welcoming you next Thursday!

Thank you for signing up for the online conference **Comparing the bargaining agendas in manufacturing, construction, commerce, public sector across Europe**. We just want to remind you that the conference is taking place next Thursday, 25 February, from 2.30 to 4.00 PM CET. If you are living in another time zone, you can use the list below for your local event times.

You will receive a **Zoom link and instructions on how to join the day before the event, via email.**

Event time

Date: Thursday 25 February 2021, 2.30 PM - 4.00 PM CET (Amsterdam, Madrid)

2 The webinar

The agenda of the webinar is listed here.

2.00 PM - 2.30 PM	Door open - Informal talks; discussion about new projects
2.30 PM	Video - Snapshot of the COLBAR project
	WELCOME Paulien Osse - Director WageIndicator Foundation
2.30 PM - 2.36 PM	Data Visual of Collective Bargaining and Industrial relations in Europe Data Visual of All Collective Bargaining Agreements in the Database
2.40 PM - 2.47 PM	PRESENTATION
	Collectively bargaining wages as a tool against poverty? We often assume that collective bargaining is all about wages. In this presentation, Janna Besamusca explores whether this is true to be analysing the way collective agreements in Europe talk about wages. Furthermore, she will present findings about how unequal collectively bargained wages are and the extent to which they are living wages. By Janna Besamusca Janna Besamusca is a labor sociologist at the University of Amsterdam. She does research into working mothers, work-family issues, minimum wages, collective bargaining, and industrial relations. Presentation slides English Recording
2.50 PM - 3.20 PM	BREAK-OUT ROOMS
	ITALY



Armanda Cetrulo



Manola Cavallini



Matteo Rinaldini



Eloisa Betti

Early adoptions of telework in Italian collective agreements: from flexible working time to the risk of surveillance and unpaid overtime. Lessons for the post-Covid agenda. Armanda Cetrulo will look in this presentation at the degree of diffusion of tele-work provisions within the Italian collective agreements. Of course, she will take into account the main issues concerning working conditions, wages, health and safety rights, risk of social isolation and pervasive control by employers.

By Armanda Cetrulo

Cetrulo is a PhD student candidate in Economics at Scuola Superiore Sant'Anna Pisa. Her research interests focus on technology, work organisation and industrial relations.

Presentation slides [Italian](#) | [English](#)





Panel Discussion in Italian with:





Manola Cavallini, 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.

Matteo Rinaldini. He is Associate Professor in Economic Sociology at Communication and Economics Department of University of Modena and Reggio Emilia. He is member of the Scientific Committee of "Fondazione Sabattini".

Eloisa Betti. She is Professor of Labour History at the University of Bologna, she is a member of the Board of the Italian Society of Labour History (SISLAV) and co-coordinator of the Feminist Labour History WG of the European Labour History Network. She is the scientific head of the Historical Archives of the UDI of Bologna, for which she coordinates the projects "Gender, work and technical culture" and the "Experimental project on violence and harassment in the world of work", sponsored by the ILO

[Recording](#)

	<p>Moderator of the Italian Breakout Room: Valeria Tonella - WageIndicator journalist</p>
	<p>SPAIN</p>
	<p>Contents and characteristics of the collective bargaining agreements in Spain? By Gabriele Medas and Daniela Ceccon. Gabriele Medas: Global collective agreements database manager for WageIndicator, coordinator of the database coding team for COLBAR project. Presentation slides Panel Discussion in Spanish with: Carles Català Pinyol. Carles is a labor lawyer for the Comisiones Obreras, CCOO and the CCOO Catalonia Sindical Confederation from 1994. Member of different European social dialogue groups, temporal agencies workers sector, banking sector, commerce sector and hospitality sector. Recording</p>
<p>Gabriele Medas</p>  <p>Carles Català Pinyol</p>	
	<p>Moderator of the Spanish Breakout Room: Daniela Ceccon, WageIndicator Data Manager</p>

	VISEGRÁD COUNTRIES
	<p>Collective bargaining agreements in Visegrád countries - same path or different trajectories? By Gábor Szüdi, he received his PhD degree in Economic Policy from the University of Economics in Bratislava. Currently he is a research associate at Central European Labour Studies Institute (CELSI) in Bratislava, involved in international research projects, such as COLBAR-EUROPE, focusing on the innovative aspects of labour market (policy). He has experience in social research in the area of income inequality, research and innovation policies, innovative solutions in public service issues using qualitative and quantitative data analysis methods, comparative policy analysis and project management.</p>
<p>Gábor Szüdi</p>	
	<p>Presentation slides Panel Discussion in Hungarian, Slovak, Polish and English with:</p>
<p>Gábor Kártyás</p>	<p>Hungary: Gábor Kártyás - expert on labour law: Dr. Gábor Kártyás works as Assistant Professor at Pázmány Péter Catholic University, Department of Labour Law. He regularly publishes articles and studies, with a focus on issues of atypical employment, EU labour law and collective labour law. In addition to his theoretical work, from 2018 he assists the Kúria's (Hungarian Supreme Court) labour law jurisdiction as advocate general.</p>
	<p>Czech Republic: Alena Paukrtová - expert of OS KOVO: Alena Paukrtová works as an Analyst and Collective Bargaining Expert for OS KOVO (the Czech Metalworkers' Federation). Poland: Danuta Wojdat - expert on collective bargaining Slovakia: Monika Benedeková - vicepresident and chief negotiator of sectoral union OZ KOVO: Dr. Monika Benedeková, vice-president of Metalworker`s Federation, the biggest sectoral trade union in Slovakia and the head of collective bargaining on sectoral level in metal, engineering, electricity and glass industry. A member of the European Social Dialogue Committee and other committees at the European level</p>
<p>Alena Paukrtová</p>	
	<p>Recording</p>
<p>Danuta Wojdat</p>	



Monika Benedeková



Moderator of the Visegrad Panel
Discussion: **Marta Kahancová**. Founder and Managing Director, Central European Labour Studies Institute (CELSI), Bratislava, Slovakia

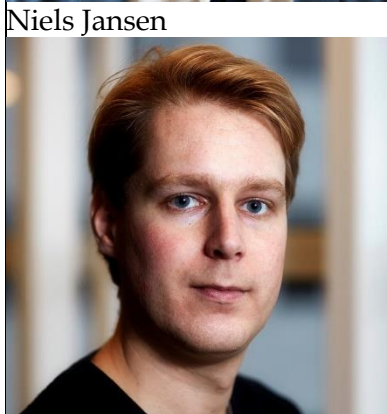


THE NETHERLANDS



Niels Jansen

What makes Dutch Collective Agreements unique?
By Niels Jansen
Mr. dr. Niels Jansen has been working for the Faculty of Law at the University of Amsterdam since 2012 and is currently affiliated with the research institute AIAS-HSI. Previously, Niels worked as a lawyer in employment law for more than eight years. In January 2019 Niels completed his PhD thesis on the representativeness of trade unions in employment conditions consultations. Niels specializes in collective labor law. He teaches collective labor law and frequently publishes in this field.





Pim Paulusma (Picture: Christaan Krouwels)

Presentation slides
Panel Discussion in Dutch with:

- Dutch Confederation of Trade Unions - FNV - **Pim Paulusma**
- General employers' association AWWN - **Laurens Harteveld**

About the panel:
Research shows that organizations perform better when they employ people from different cultural and ethnic backgrounds. Striving for diversity and inclusiveness is now commonplace and so is equal pay for men and women. There are still some steps to be taken in these areas in the Netherlands and the question is how. What can for example employers and employees do about it and what role can

	<p>collective bargaining agreements play. VNO-NCW and trade union FNV underline the importance of diversity and equal pay. The coded collective agreements within the framework of this COLBAR research project show that collective agreements still contain no or hardly any provisions on diversity, inclusion and equal pay. This raises the question whether social partners have taken steps in this area already and what those steps look like or could be. These questions, among others, are discussed in the panel with representatives of the largest trade unions in the Netherlands and a policy advisor of employers' association AWWN.</p> <p>Recording</p>
<p>Laurens Hartevelde</p>	<p>3.20 PM - 3.25 PM</p> <p>Video Wrap-up - Collective Agreements in Europe: a comparison</p>
<p>3.25 PM - 3.35 PM</p>	<p>PRESENTATION</p>
	<p>Comparing Collective Bargaining Agreements in 4 Industries. Focus on Wages, wider Bargaining Agenda, convergence across subsidiaries of Multi Nationals and Transnational Company Agreements</p> <p>By Kea Tijdens Research Director, co-founder WageIndicator Foundation. Kea developed the Collective Bargaining Agreement Database for WageIndicator</p> <p>Presentation slides English Recording</p>
<p>3.35 PM - 3.55 PM</p>	<p>PANEL DISCUSSION</p>
	<p>Featuring a representatives from</p> <ul style="list-style-type: none"> • The EU level - Deputy General Secretary, Isabelle Barthès. Isabelle is responsible for collective bargaining and social policy in industriAll Europe. • The Netherlands - Laurens Hartevelde, policy advisor Dutch employers' association AWWN. • Spain - Carles Català Pinyol. Carles is a lawyer for the Comisiones Obreras, CCOO. Member of different European social dialogue groups. <p>Topics:</p> <ul style="list-style-type: none"> • Why are Collective Bargaining Agreements so different across Europe? • Can a Collective Agreement data base play a role in terms of transparency or higher quality of contracts? <p>Discussion in English - Interpretation in Dutch, Hungarian, Italian, Polish, Slovak, Spanish</p> <p>Recording</p>
<p>Isabelle Barthès</p>	
	<p>Moderator: Janna Besamusca - Sociologist. Research into the motherhood effects on women's labour force participation and wages; informal work in Africa; collective bargaining</p>

	and industrial relations. Postdoc at University of Amsterdam.
3.55 PM - 4. 00 PM	Video - Machine learning and Collective Bargaining Agreements
4.00 PM - 5.05 PM	<p>OPEN FLOOR. DISCUSSION ABOUT TEXT MINING, MACHINE LEARNING, A DATABASE WITH 48 LANGUAGES</p> <p>This discussion will be in English. Target group: geeks, and nerds who care for better Collective Agreements around the world. With:</p> <p>Huub Bouma, developer Collective Agreement data base WageIndicator</p> <p>Stefano Ceccon has a PhD in Machine Learning. Research topics: machine learning, probabilistic graphical models, deep learning. Specialised in media and data journalism, health and financial data.</p> <p>Daniela Ceccon, data base manager WageIndicator</p> <p>Discussion in English</p> <p>Presentation slides English</p> <p>Recording</p>
 <p>Huub Bouma</p>	
 <p>Stefano Ceccon</p>	
	Moderator: Paulien Osse
	<p>Technique: Zoom & QuaQua WageIndicator Zoom Firemen: Aakash Bothra, Niels Peuchen</p> <p>Interpretation: Behlert & Behlert</p>

The webinar went well, with the exception of a few technical difficulties in the breakout rooms, because there were some unscheduled switches to the main room.

3 Information about the participants

The recruitment activities resulted in 222 subscriptions to the webinar. These persons came from 35 countries, including one called 'International' (see Table). At the start of the webinar there were 136 people (signed in before 2.35 PM) and at the end 124 people (which is at 4.10 PM, before the open floor discussion). People also left during or even beforehand the event, of course, but given the first sheet, a lot of people returned quite quickly or later on.

Country	Subscriptions	Country	Subscriptions
Argentina	1	Italy	20
Austria	1	Kenya	2
Burundi	2	Lithuania	1
Belgium	4	Malta	1
Bulgaria	6	Mozambique	2
Bolivia	1	Niger	1
Switzerland	2	Netherlands	22
Czech Republic	11	Pakistan	2
Germany	2	Peru	9
Spain	10	Poland	19
Finland	6	Portugal	2
France	1	Slovakia	34
United Kingdom	7	Turkey	1
Croatia	2	United States of America	3
Hungary	22	Vietnam	2
Indonesia	1	South Africa	1
India	3	International	14
Ireland	3	Total	222

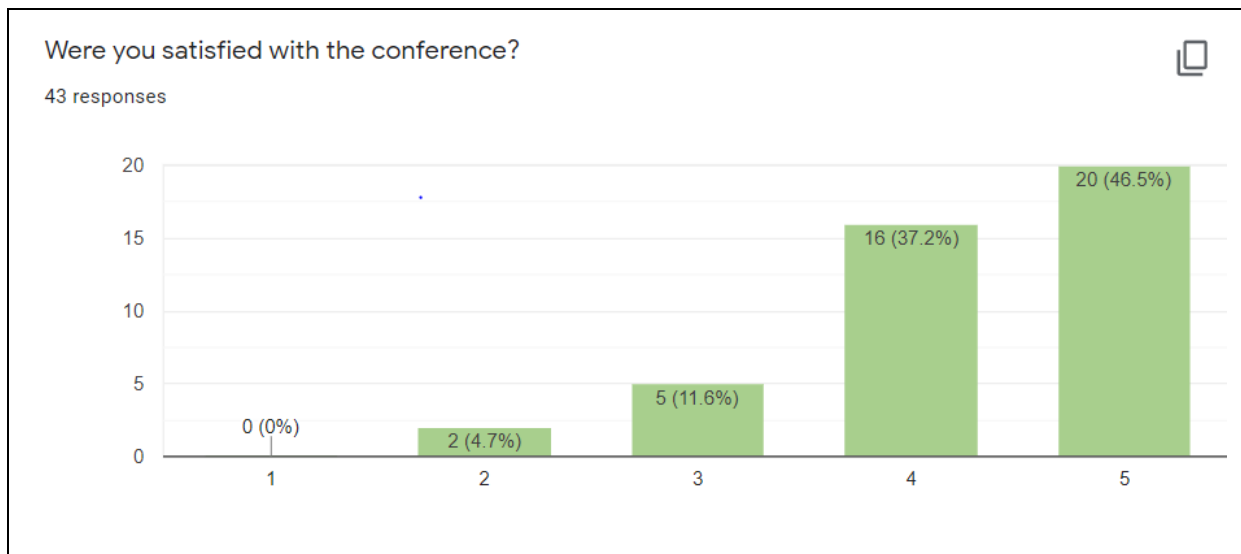
Approximately half of the subscribers were associated with a trade union, trade union confederation, employers or employers organisations. The other half were from International organisations, such as ILO, Eurofound, European Commission, Etui, and IndustriAll Europe.

4 What did participant thought about the webinar

To evaluate the webinar, participants were send an invitation to answer a few questions about the webinar. 43 persons answered the survey.

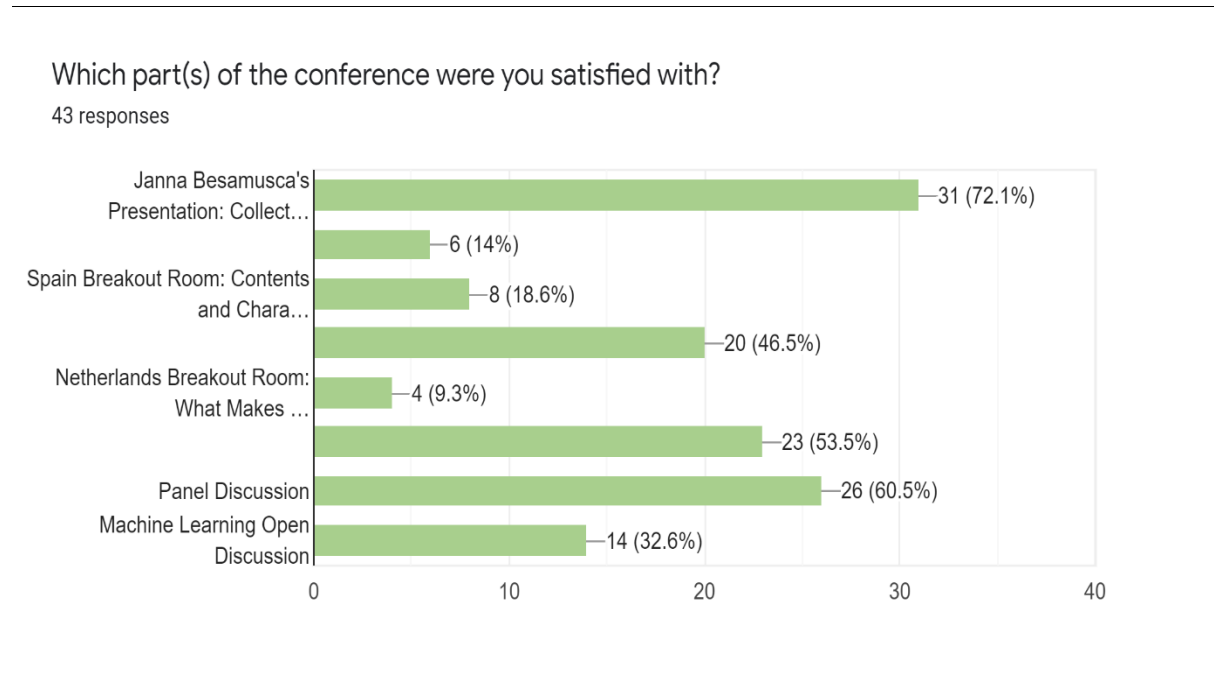
4.1 Satisfaction with the conference

The graph shows that the vast majority of the participants were satisfied or very satisfied (values 4 or 5) with the webinar.



4.2 Which part(s) of the conference were you satisfied with?

The graph shows that the presentation by Janna Besamusca was most valued, followed by the panel discussion.



4.3 Comments

The last question in the survey asked: "Do you have any additional comments regarding the conference? You can share them in your own language". 21 persons left a comment, which are summarized here:

- the interpretation was also well arranged
- De verbinding viel steeds weg, er was weinig interactie in onze breakout room. En ik hoop dat ook in toekomst voor cao 's voor persoonlijke diensten zoals kappers, schoonmaak, textielverzorging worden toegevoegd.
- Jó volt, fontos a téma és sokat kell vele foglalkozni!
- It was a good beginning to discuss important issues and New technique. Nordic countries were missing. English is a good uniting world language. One should always be reminded why we do all this. What is the aim of the project?
- No, I haven't

- Some consideration of the impact of Covid-19 on collective bargaining arrangements would have been useful.
- Very nice dynamic
- Me hubiera gustado participar más del grupo de España, pero tuvimos problemas para permanecer en la sala. De todos modos, estoy muy agradecida por la oportunidad de participar. Espero recibir novedades.
- Too less time for discussion
- zdá sa, že kolektívne vyjednávanie je na ústupe v celej Európe a za hlavné príčiny považujem: -vlády vo všeobecnosti a slovenské špeciálne, odoberajú kompetencie na rozhodovanie prostredníctvom sociálneho dialógu - kolektívneho vyjednávanie - občianska spoločnosť (odborové združenia, zamestnávateľské združenia) je potláčaná politikmi a nijaké kompetencie prakticky nemá -sociálny dialóg je nástroj, ktorého sa politici boja a samozrejme aj zamestnávateľa -spoločné európske pravidlá sú nerealizovateľné, kým nie sú spoločné pravidlá aj pre zamestnávanie, vrátane odmeňovania
- No, nothing.
- -
- No
- Too less time for discussion
- Thank you very much for an excellent conference!
- sort out the technical issues with breakroom sessions please
- IT problems disrupted almost entirely the session
- it was not possible to join the Italian Breakout Room
- For me, it was very interesting event, I am happy to get knowm more about Wageindicator and CELSI's activities and databases. The video saying thank you after the conference was really cute. Ale na
- It would be useful to develop comparison by country-group shaped by their labour relations institutional differences.
- era necessario più tempo per ragionare, soprattutto collettivamente per confrontare le esperienze dei vari paesi
