

In the early 1990s, the FNV decided to collect data from collective agreements. In addition to the collection and digitization of the texts of collective labour agreement, we also wanted to be able to answer simple questions. Such as: How many collective agreements have been agreed upon? What is the average wage mutation and how does one agree on the duration of a collective labour agreement? These are the reasons FNV started its database.

Nowadays, this database has developed into a database that not only contains all collective labour agreements concluded in the Netherlands, but that also gives insight on the course of the negotiations and the results thereof.

In addition, we collect around 400 different characteristics of all these collective labour agreements.

At the moment, around 850 collective labour agreements are concluded in the Netherlands. The FNV is involved in 750 collective labour agreements. We have 2 types of collective labour agreements. Collective labour agreements at sector level, of which we have around 200 and the so called company agreements.

The documents, that we collect in the database, all have a relationship with collective labour agreements or the negotiation process thereof. These documents can vary from letters containing specific proposals, newsletters, negotiating results, to the actual texts of the (draft) collective labour agreements. Furthermore, one can also find social plans (redundancy programmes), company regulations, wage tables, funds, and all sorts of other CLA-related documents.

The characteristics, that we register mainly consist of figures, and are logical scores such as Yes and No. We have the option to enter an explanation for each characteristic. In this way we can easily make comparisons, and calculate averages or extract other figures.

As the figures are reassessed with each new CLA and are stored over a longer period, it is possible not only to produce figures for the current year, but also to produce comparisons with the figures of past years. In this way it is possible to map the developments of a collective labour agreement.

Some collective labour agreements go back in history until around 1988. This does not apply to every CLA; we started with collective agreements from the industry and metal sector. These are the collective labour agreements for which we have the most information available. Other sectors and collective labour agreements have been added in recent years. Collective labour agreements that no longer exist are also being preserved. By now, I think our database is pretty complete.

Almost all collective labour agreements are in Dutch, although we do have a few collective labour agreements in Dutch and English, and even solely in English. Generally, these are collective labour agreements where the official company language is English, such as Greenpeace or Maritime companies.

The number of documents included in our database is more than one million, of which ... are collective labour agreements.

The characteristics that we collect are subdivided into various topics/headings. These topics/headings are:

- General. Under this heading we document the basic information of a collective labour agreement. The duration, the parties involved, etc.
- Income & Function. All documents and other information related to income, such as wage increases, benefits, and allowances are documented under this heading.

- Working times & Schedules. What are the hours worked per week, are rosters being used, are there shifts?
- Work life balance is the heading under which we record everything about vacation, statutory leave, extra-statutory leave, and the possibility of telework.
- We have created a separate heading for Youth. We often see separate wages or wage scales for young workers in collective labour agreements. Until what age is one a young worker?
- Working Conditions
- Environment
- Labour market
- Social Security
- Trade union facilities and
- Quality of the labour contracts. We use this heading to see which type of labour contracts exist within a company/organization, are there many temporary agency workers, and are these temporary agency workers receiving equal pay and equal labour conditions as the permanent workers in the company/organization.

We do not use "machine learning" in the coding process. The diversity in texts and the variety in terminology used therein do not allow for machine coding. CLA texts are not uniform. That is why all our texts are always read by two people, so that the chance of human errors is kept as small as possible.

Our FNV "Caoresearch" has a partnership with RBI since 2003, with part of the data being public, although the information is only available with a subscription.

All data, including the part that is not public, can be consulted by FNV employees.

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