

# BARWAGE



Utrecht  
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WageIndicator

CELSI Central European  
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# The WageIndicator Collective Agreements Database

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# The WageIndicator Collective Agreements Database in numbers



- Established in 2012
- Currently more than 1800 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

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# The CBAs Database team

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- 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

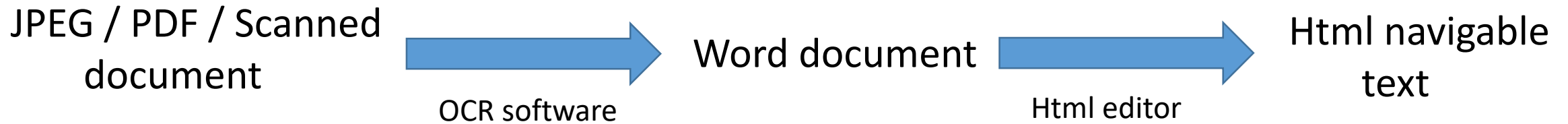
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# Collecting, annotating and coding agreements

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## 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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# Collecting, annotating and coding agreements

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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

# Collecting, annotating and coding agreements

'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

# 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 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



# Collecting, annotating and coding agreements

## THE COMPARISON TOOL:

<https://tusalarario.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 colored call-to-action boxes: an orange one for salary comparison, a green one for a survey, and a blue one for courses. The bottom of the page includes logos for BARWAGE, Utrecht University, WageIndicator, and CEISI.

### 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

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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, wages)

\*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.](#)

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# Projects of the WIF CBAs Database...

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## ➤ Past projects

- Several 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

- **BARWAGE (Coding pay scales & sampling)**
- 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)

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# Our Approach, Strategy & Vision...

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- Each social dialogue project related to the CBAs database is not considered as a separate entity but rather a continuous of the past, present and future projects
- Build a WageIndicator CBA Database with a representative sample of CBAs to become the reference for the analysis of CBAs in the EU
  - We are already one of the largest international CBAs database available in terms of Countries covered and Number of CBAs
- Extra EU CBAs (Africa, Asia, Latin America)
  - The DNA of WIF is international in its deepest essence: we are currently involved in several extra EU projects and we will keep our focus on the other continents' social dialogue dynamics - thanks to our solid connections with their social partners which have been built over the years



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# THANK YOU

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*Special thanks for the great contribution to the WIF CBAs Database:*

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**Kea Tijdens** - Director Scientific Research at WageIndicator

**Janna Besamusca** - University of Utrecht/Researcher at Wageindicator  
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