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### Manual and codebook of the WageIndicator Collective Agreements Database

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# Manual and codebook of the WageIndicator Collective Agreements Database

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**WageIndicator.org**

### **About WageIndicator Foundation - [www.wageindicator.org](http://www.wageindicator.org)**

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labor Studies, the Dutch Confederation of Trade Unions (FNV) and Monster career site. The Foundation aims for transparency of the labor market by sharing and comparing wage data and labor conditions information. The Foundation operates national websites in some 85 countries. The websites have a so called 3 pillar structure: for wages, for labor law and minimum wages, and for vacancies and education related information. In more than 20 countries the national WageIndicator websites are supported with offline actions like face-to-face surveys, fact finding debates and media campaigns. The Foundation operates globally through a network of associated, yet independent regional and national partner organizations like universities, media houses, trade unions and employers organizations, and self-employed specialists for legal, internet, media issues, with whom the Foundation engages in long lasting relationships. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, Maputo and Minsk.

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# 1 Introduction

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In a globalised world comparative and up-to-date data on wages and wage setting institutions is needed to understand the global economy in relation to national labour markets and industrial relations systems. Collective bargaining is considered an important instrument in wage-setting processes. However, this assumption is not underpinned with rich empirical data, because very little is known about what exactly is agreed in these collective bargaining agreements. Social partners or governmental institutions in some countries maintain databases with collective agreement texts, but few of them code the text according to a predefined set of characteristics. One reason may be that such databases require prolonged efforts to collect, read and code collective agreements. Even if databases are maintained on a country basis, across countries these agreements will be coded differently and on different levels of detail; thus, cross-country comparisons are not possible. This lack of data is an obstacle to the exploration of the range of issues negotiated in collective agreements, as well as their impact on individual labour market outcomes. It challenges the need for a global collective agreement database.

The worldwide web has opened up new possibilities for global data collection. The WageIndicator Foundation with its websites on work and wages in 85 countries and millions of web visitors, its network of correspondents, and its central web-based technology has developed as an innovative method for collecting, annotating, coding and publishing bargaining agreements texts. In the second half of 2012, it became clear that collecting, annotating, coding and publishing of collective agreements was feasible, both from a technological perspective as well as from an organisational point of view. Paulien Osse, director of WageIndicator Foundation, explored her global network to see if social partners were willing to share their collective agreements. And they were so. Kea Tijdens, research coordinator of the University of Amsterdam/AIAS and scientific director of WageIndicator, designed a coding scheme and made a systems design for the WageIndicator programmers. This system, called COBRA, was ready by mid-2013. Daniela Cecon took on the role of Collective Agreements Database coordinator, jointly with the team of Ernest Ngeh Tingum and Arcade Ndoricimpa from the University of Dar es Salaam, Tanzania, and Nadia Pralitasari from the Indonesian team. By December 2013 they started to upload, annotate and code the collective agreements that meanwhile had been collected through the WageIndicator network. By April 2014, already more than 200 agreements from 18 countries were entered into the database from Africa and Latin American countries and from Indonesia.<sup>1</sup> By September 2015, more than 450 agreements in 25 countries have been archived, coded and published in their national language. Regularly, the WageIndicator Collective Bargaining team reports about news concerning the new Database. The team also provides overviews of topics in the agreements.<sup>2</sup> Persons interested in receiving the news updates can subscribe by emailing Daniela Cecon <[danielacecon@wageindicator.org](mailto:danielacecon@wageindicator.org)>.

The Collective Agreements Database primarily aims to enrich the content of the WageIndicator websites, but it also provides a unique opportunity to closely examine the variation in agreements within and across countries. This manual and codebook introduces the COBRA system (Section 2). It then shows the content of the webpages related to the Database (Section 3), and details how the Collective Agreements are coded (Section 4). The Appendix includes the full codebook of the database.

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<sup>1</sup> See Newsletter-Cobra-1, 140422

<sup>2</sup> See Besamusca J, Tijdens KG (2015) Comparing collective bargaining agreements for developing countries, *International Journal of Manpower*, 36(1), p 86 - 102

## 2 Introducing the COBRA system

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### 2.1 Aims of COBRA

COBRA is the web-based system for the WageIndicator Collective Agreements database. COBRA facilitates three steps:

- uploading of texts of Collective Agreements
- annotating and coding of these texts
- publishing of the texts, its annotations and its codes on the WageIndicator website.

COBRA generates web pages with full text, coded text, and annotated texts. The content of these pages are detailed in Section 3. COBRA also generates a monthly download of the coded content of the Collective Agreements Database. The content of this database is detailed in Section 4.

### 2.2 Scope of COBRA

COBRA allows to upload:

- Collective Bargaining Agreements for companies
- Collective Bargaining Agreements for industries
- Transnational Collective Bargaining Agreements
- Framework Agreements

COBRA does not facilitate the uploading of:

- Proposal letters for Bargaining negotiations
- Agendas of collective bargaining committees
- Pamphlets and the like

### 2.3 Countries and languages in COBRA

COBRA is designed such that agreements from any country and any language can be uploaded, whereby the following rules apply:

- The full texts of the agreements are uploaded and published in their original language, and these texts are not translated. The languages used thus far are English, French, Spanish, Portuguese, Swahili (Tanzania), Bahasa (Indonesia), Khmer (Cambodia), and Malagasy (Madagascar).
- The COBRA dashboard is in English, and so is the coding scheme. For the time being, the dashboard, the coding scheme and this manual will be available only in English.

### 2.4 Collecting, uploading, annotating and coding Agreements

For Collective Agreements to be brought online in the database these complex documents have to go through a number of steps. First they are collected. Social partners hand over their Collective Agreements to the WageIndicator, and these can be in any format, be it in Word or PDF format, but also in JPEG format or even as a printed booklet. The team can handle Word and PDF formats, they can copy booklets into a PDF file. JPEG files need to be retyped. In case of a Word file, the text is copied to Notepad and saved for uploading in COBRA. In case of a PDF file, the document is converted to text format using optical character recognition software. Once the Agreement is in a text format, it can be read as a HTML file, using Amaya software. Using this software, the headings H1, H2, H3 can be assigned to the document. In most agreements, an overall heading will be defined as H1; chapters will be defined as H2; and an article will be defined as H3. In a third step the text will be uploaded in the COBRA-program, where the text can be annotated. The annotation section in the COBRA coders platform has a total of 11 topics, containing over 80 questions to be answered as well as their corresponding clauses to be selected. Figure 1 shows the dashboard of the platform and the 11 topics, as well as a screenshot of the coding scheme. The latter are to be discussed in Section 4. The COBRA coders platform is password protected. The director of WageIndicator Foundation assigns passwords.

Figure 1 COBRA dash board

The screenshot shows the COBRA dashboard interface. At the top, there is a navigation bar with 'Root / Topics & Steps' and buttons for 'Contents' and 'Edit'. Below this is a toolbar with '+ Add', 'Paste', and 'Clear paste buffer' buttons. The main section is titled 'Contents of 'Topics & Steps'' and contains a table with the following data:

	Id	Title
🔔	general	General CBA data
🔗	job-titles	Job Titles
🔗	social-security-pensions	Social Security & Pensions
🔗	training	Training
🔗	employment-contracts	Employment Contracts
🔗	sickness-disability	Sickness & Disability
🔗	health-medical-assistance	Health & Medical Assistance
🔗	work-family-arrangements	Work & Family Arrangements
🔗	wages	Wages
🔗	working-hours	Working hours
🔗	coverage	Coverage

The screenshot shows a web browser window displaying a collective bargaining agreement document. The document is divided into sections: 6. HOURS OF WORK, 7. OVERTIME, and 8. ANNUAL LEAVE. The sidebar on the right contains a list of questions related to the document, such as 'Does the agreement have clauses on standard working hours, schedules and holidays?' and 'Are working hours per day agreed?'. The browser's address bar shows the URL 'cobra.wageindicator.org/countries/kenya/collective-bargaining-agreement-between-uchumi-supermarkets-limited-and-the-kenya-union-of-commercial-food'.

Source Screenshots of the COBRA dashboard<sup>3</sup>

<sup>3</sup> Screenshot copied from CHAPTER 31 The Global Collective Bargaining Agreements Database. By Ernest Tingum Ngeh, global manager Collective Agreement database, University of Dar es Salaam, in Conference Reader of the 6th Global WageIndicator Conference, Prepared by WageIndicator Foundation, Amsterdam, August 2015



## 3 Collective Agreements web pages

### 3.1 Home page of the database

Figure 2 The home page of the Global Collective Agreements Database (screenshot of partial web page)

Salaries Labour Law WageIndicator Foundation

Home > Labour Law > Collective Bargaining Agreements Database

Global Collective Agreement Database per Country

**Collective Agreements Database News**

Working Hours: CBAs from

Guatemala, Honduras and Kenya give better provisions than the labour law - August 2015

- BLOG - Digitalization of the collective bargaining process in Colombia and Guatemala - July 2015

**Probation Period in Collective Agreements in the World**

While collective

agreements should actually give better provisions to workers, what happens often is that they rather stick to the maximum limit set by the law. Check the details in June 2015 chapter.

**Best CBAs for Maternity Leave in Tanzania?**

Tanzaniteone Mining Ltd and Smb Nyeuhunge Express CBAs are the best for maternity leave in Tanzania: they provide for 14 weeks of maternity leave (instead of 12 of labour law and other CBAs).

Source <http://www.wageindicator.org/main/labour-laws/collective-bargaining-agreements>, accessed 14-9-'15

### 3.2 Countries with Collective Agreements in the database

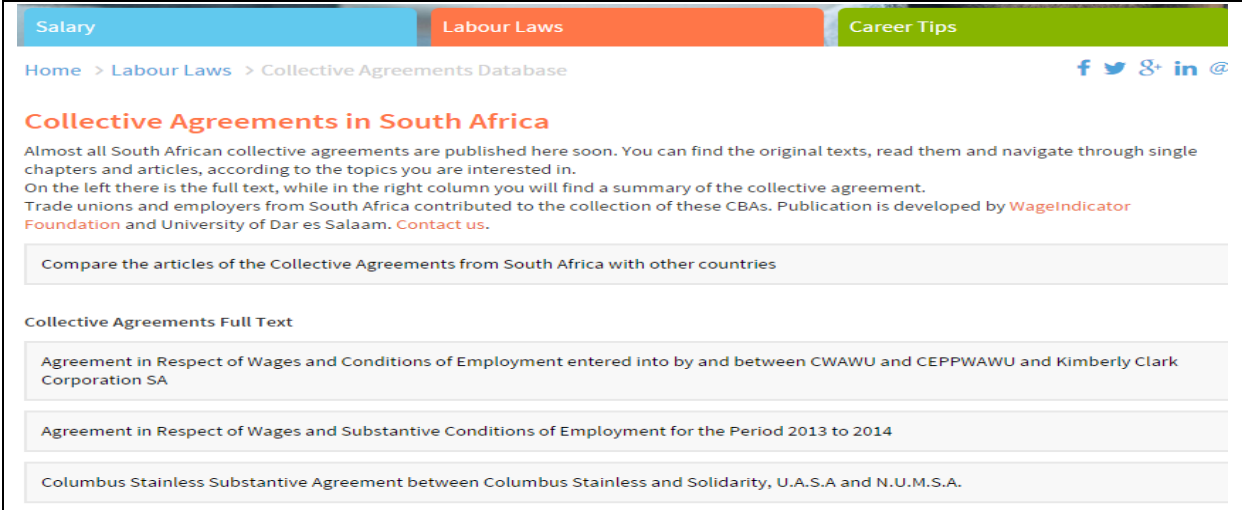
Figure 3 Page after clicking the button Global Collective Agreement Database per Country (screenshot of partial web page)



Source <http://www.wageindicator.org/main/labour-laws/collective-bargaining-agreements/collective-agreement-database-per-country-1>, accessed 14-9-'15

### 3.3 Country pages of the database

Figure 4 Page shown after selection South Africa



Source <http://www.mywage.co.za/main/decent-work/collective-agreements-database>, accessed 14-9-'15

### 3.4 Pages per Collective Agreement

Each Collective Agreement is published on a separate web page. Such a page consists of four parts, notably a table of clauses, the full text, the coded clauses and the annotated clauses. Easy navigation facilitates searching the topics of interest.

Figure 5 The table of contents of a Collective Agreement (screenshot of partial web page)

Salary	Labour Law	Career
--------	------------	--------

Home > Labour Law > Collective Agreements Database /

- COLLECTIVE AGREEMENT BETWEEN DRY FOOD PROCESSING LTD AND THE NATIONAL UNION OF TEAMSTERS AND GENERAL WORKERS (NUTEG) OF GHANA FEDERATION OF LABOUR (GFL)
  - ARTICLE 1: PURPOSE AND INTENTION
  - ARTICLE 2: SCOPE AND COVERAGE
  - ARTICLE 3: DEFINITION
  - ARTICLE 4: CONDITIONS OF EMPLOYMENT
  - ARTICLE 5: REMUNERATION (SALARIES, WAGES & ALLOWANCES)
  - ARTICLE 6: HOURS OF WORK
  - ARTICLE 7: ABSENCE FROM WORK
  - ARTICLE 8: OVERTIME
  - ARTICLE 9: LEAVE REGULATION
  - ARTICLE 10: PROMOTION AND TRANSFER
  - ARTICLE 11: TRAINING AND DEVELOPMENT
  - ARTICLE 12: REWARD AND COMPENSATION
  - ARTICLE 13: PROVIDENT FUND
  - ARTICLE 14: UNION RECOGNITION
  - ARTICLE 15: ENVIRONMENTAL HEALTH, SAFETY AND WELFARE
  - ARTICLE 16: DISCIPLINE
  - ARTICLE 17: GRIEVANCE, AND DISPUTE RESOLUTION
  - ARTICLE 18: LEAVING THE COMPANY
  - ARTICLE 19: AMENDMENT TO AND VALIDITY OF AGREEMENT
  - ARTICLE 20: OBLIGATIONS OF PARTIES

Figure 6 The content of a Collective Agreement (screenshot of partial web page)

**COLLECTIVE AGREEMENT BETWEEN DRY FOOD PROCESSING LTD AND THE NATIONAL UNION OF TEAMSTERS AND GENERAL WORKERS (NUTEG) OF GHANA FEDERATION OF LABOUR (GFL)**

1st January 2014

**PREAMBLE:**

This Agreement is made this ..... day of .....2013 between the Dry Food Processing Ltd of Companies (hereinafter called the Company) and the National Union of Teamsters and General Workers (hereinafter called the Union or NUTEG) for and on behalf of the employees.

**ARTICLE 1: PURPOSE AND INTENTION**

It is the intention and purpose of the parties to this Agreement to promote orderly and peaceful Labour/Management relations, to have full understanding of both the Company and the Union, and to set forth herein their agreement on salaries, wages, hours of work and other conditions and terms of employment. In consideration of their mutual desire in promoting the efficient conduct of business and growth of a stable Union, and in providing for the orderly settlement of disputes between them.

To this end, the Company recognizes the Union as the sole and exclusive collective bargaining representative for its employees as defined in Article 2 of this agreement, in all matters pertaining to salaries/wages, hours of work, and rules and conditions of employment.

This Collective Agreement compliments all existing Rules and Regulations. Where the Collective Agreement is silent, the Standing Negotiation Committee shall be summoned to determine the matter.

**ARTICLE 2: SCOPE AND COVERAGE**

This agreement shall apply to all permanent employees who opt to be members of the Union.

**ARTICLE 3: DEFINITION**

In this Agreement unless the context otherwise requires:

(a) The "Company" means the Dry Food Processing Ltd

(b) "Employee(s)" means all permanent male and female worker(s) who are members of the Union.

(c) "Union" shall mean the National Union of Teamsters and General Workers (NUTEG) of GFL

Figure 7 The coded content of a Collective Agreement (screenshot of partial web page)

**Collective Agreement between Dry Food Processing Ltd and the National Union of TEAMSTERS and General Workers of Ghana Federation of Labour**

Start date: → 2014-01-01  
 End date: → 2015-12-31  
 Ratified by: → Other  
 Ratified on: → 2014-01-01  
 Concluded by:  
 Name industry: → Manufacturing  
 Public/private industry: → In the private sector  
 Name company: → Dry Food Processing Co Ltd  
 Extension to other companies in the industry applies: → No  
 Names trade unions: → National Union of Teamsters and General Workers (NUTEG of GFL)

**SOCIAL SECURITY AND PENSIONS**

Employer contributes to pension fund for employees: → No  
 Employer contributes to disability fund for employees: → No  
 Employer contributes to unemployment fund for employees: → No

**TRAINING**

Training programmes: → Yes  
 Apprenticeships: → No  
 Employer contributes to training fund for employees: → Yes

**SICKNESS AND DISABILITY**

Maximum for sickness pay: → 100 %  
 Maximum days for paid sickness leave: → 150 days  
 Pay in case of disability due to work accident: → Yes

Figure 8 The annotated text of a Collective Agreement, when selected Training programmes: Yes in Figure 7

**ARTICLE 11: TRAINING AND DEVELOPMENT**

Section 1: Training Within Industry

Parties to this Agreement acknowledge the importance of a sound training scheme as one of the means by which efficiency can be increased and therefore recommend that the fullest opportunity be taken of in-service and external training schemes designed to improve the skills of employees.

Pursuant to this, all employees shall be encouraged to take approved courses sponsored by the company or on the job training which would benefit such employees by improving their efficiency and thereby their suitability for promotion or advancement in their jobs.

Section 2: Training Course and Examination

For purpose of this Agreement, the company undertakes to train and retrain employees to enhance promotion prospects in accordance to its policies.

Source <http://www.mywage.org/ghana/home/labour-law/collective-agreements-database/collective-agreement-between-dry-food-processing-ltd-and-the-national-union-of-teamsters-and-general-workers-of-ghana-federation-of-labour>, accessed 14-9-'15

### 3.5 Comparing Collective Agreements

Within a topic, Collective Agreements can be compared across countries and across industries. Comparisons can be made for approximately 80 topics. As Figure 9 shows, in September 2015 comparisons could be made for 27 countries and for 21 industries. Figure 10 shows the output after selecting the topic 'Does the agreement have clauses on social security and pensions?'

Figure 9 Screenshot of the page that allows to compare collective agreements, with ticked selections for search action

Figure 10 Results of the search action: annotated clauses of collective agreements are shown (partial web page)

Does the agreement have clauses on social security and pensions?
<p><b>Benin</b> Convention Collective de Travail Applicable au Personnel de l'Agence Nationale de l'Aviation Civile L'ANAC a l'obligation d'immatriculer ses travailleurs au régime de sécurité sociale afin de leur permettre de jouir des avantages et prestations qui en découlent. Cette protection est organisée conformément aux dispositions de l'article 92 de la présente Convention.</p>
<p><b>Benin</b> Convention Collective Nationale Manutention Portuaire Tout le personnel doit être obligatoirement immatriculé à la Caisse Nationale de Sécurité Sociale dès l'embauche afin de lui permettre de jouir des avantages et prestations découlant de cette affiliation. L'employeur est tenu d'être à jour de ses engagements vis-à-vis de l'organisme de sécurité sociale afin de ne pas pénaliser les employés.</p>
<p><b>Ethiopia</b> The 12th Collective Agreement Concluded Between Horizon-Addis Tyre S.C And Horizon-Addis Tyre S.C Basic Trade Union 24.2 All workers of the company shall be beneficiary of social security scheme as per Private Organization Employees Pension Proclamation No. 715/2011.</p>
<p><b>Guinea</b> Convention Collective Mines et Carrieres Les parties signataires reconnaissent que l'admission au bénéfice d'une retraite ne constitue pas un licenciement et ne peut par conséquent justifier l'octroi d'une indemnité de licenciement. Les conditions de départ à la retraite sont fixées ainsi qu'il suit: 55 ans pour les ouvriers et autres agents d'encadrement moyen 60 ans pour les cadres assumant des fonctions supérieures Dans le cadre de la présente convention, les employeurs peuvent maintenir en activité rémunérée des travailleurs ayant dépassé l'âge de la retraite tel que fixé ci-dessus. Ces travailleurs seront régis par des contrats de travail à durée déterminée, à charge pour les employeurs de négocier avec la CNSS les conditions de fonctionnement des travailleurs concernés (cotisations, prestations).</p>
<p><b>Indonesia</b> Perjanjian Kerja Bersama Antara PT. Ching Luh Indonesia Dengan Serikat Pekerja (SBKU - SPN - IKCI) PT. Ching Luh Indonesia JAMINAN SOSIAL DAN KESEJAHTERAAN PASAL 39 UMUM Jaminan sosial/kesejahteraan tenaga kerja adalah bantuan yang diberikan perusahaan kepada pekerja dalam rangka perlindungan, perawatan dan kesejahteraan pekerja. PASAL 40 JAMINAN SOSIAL TENAGA KERJA Sesuai dengan ketentuan peraturan dan perundang undangan yang berlaku maka pengusaha wajib mengikutsertakan seluruh pekerja pada program jaminan sosial tenaga kerja (UU No 3 Tahun 1992 Juncto PP No 83 Tahun 2000). 1. Program program jaminan sosial tenaga kerja yang dimaksud adalah sebagai berikut : a. Jaminan kecelakaan kerja (JKK) - Pengusaha mempertanggungkan pekerja kepada PT. JAMSOSTEK dengan mengikuti program jaminan kecelakaan kerja - luran untuk program jaminan kecelakaan kerja ini sepenuhnya ditanggung oleh perusahaan sebesar 0,89 % dari upah. - Jika pekerja yang telah dipertanggungkan kepada PT. JAMSOSTEK Tertimpa kecelakaan kerja, maka berhak menerima jaminan kecelakaan berupa biaya</p>

Source <http://www.mywage.org/ghana/home/labour-law/collective-agreements-database/compare-clauses>, accessed 14-9-'15

## 4 Coding the collective agreements

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### 4.1 Introduction

As shown in section 2.5, the collective agreements are coded according to nine topics. In addition the meta-data of the agreements and its coverage is coded. For the coding, a coding scheme with a list of questions and answers has been developed. This section details the features related to the coding scheme. The full coding scheme is included in the Appendix.

To facilitate the coding process, COBRA has several auxiliary databases, called vocab's in COBRA. For example, the database of employers' organisations provides the coders for every newly entered agreement with the choice to pick from the list of employer's organisations or to add a new name if the signatories from employers' side have to be registered. Maintaining such a database is efficient, because the names in question do not need to be retyped for every new agreement, and because it prevents that the same organisation is registered twice with slightly different names. The main databases are:

- List of companies/ plants / multinationals
- List of trade unions
- List of employers' organisations
- List of professional associations
- List of bank holidays
- List of regions (geographical characteristics)
- List of industries, coded according to the industry classification NACE v2.0.

### 4.2 Meta information about the Collective Agreements

This subtopic identifies the name and the operative and expiration dates. It identifies whether the agreement is a single company, multi-employer, framework or transnational agreement. The database details the signatories of the agreement: employers or their associations, trade unions, and if relevant professional associations. It also has questions about the ratification process of the Agreement, if relevant, and the extension of the Agreement to employers who did not conclude the agreement, if relevant.

### 4.3 Information about coverage

The database includes the following information concerning the coverage of the agreement:

- Coverage according to geographical characteristics, to job types, and to industries; this can apply to either inclusion or exclusion of specific groups in the agreement
- Number of employees covered, where possible broken down by gender; this information is hardly included in the texts of the agreements, and therefore the team usually ask the social partners for this information; sometimes the social partners are unable to provide this information

### 4.4 Topic 1: Job titles

This section aims to identify if the agreement refers to one or more job categories, such as skilled, semi-skilled or unskilled categories, or to specific jobs, such as foremen, domestic workers, drivers, sewers, drivers, and alike. This identification results in a database of so-called 'job types', which are used for the coding of wage scales or to other clauses in the agreement. The coding scheme also asks whether the Agreement includes job descriptions as well as a reference to a job classification system.

## **4.5 Topic 2: Wages**

The coding scheme has an extensive set of questions aiming to identify how wages are regulated in the collective agreement. It includes questions about wage-setting processes, about the Statutory Minimum Wages, about pay scales, and alike. This section also asks whether extra payments apply to overtime hours, to working outside office hours, and alike.

## **4.6 Topic 3: Working Hours, Schedules, Paid Leaves And Paid Holidays**

With this topic many features of working hours and related issues are coded. The questions related to schedules, paid and unpaid leave clauses, and the number of paid holidays.

## **4.7 Topic 4: Employment Contracts**

The coding scheme has questions about the presence of clauses on individual employment contracts and job security, as well as questions about trial periods and severance pay.

## **4.8 Topic 5: Work And Family Arrangements**

The coding scheme has questions about the presence of clauses on work and family arrangements, specifically about the presence of paid maternity leave, and if so for how many weeks, whether pay is maximized to a percentage of basic wage, and if there are clauses on job security for women wishing to return to work after maternity leave. It contains questions about clauses on the care for dependent relatives and clauses on employer-provided childcare facilities.

## **4.9 Topic 6: Health And Safety And Medical Assistance**

The coding scheme has several questions about the presence of health and safety policies at the workplace, HIV-related policies and health and safety training. It asks about health or medical assistance, health insurance of the employees, and whether relatives are also covered by these arrangements.

## **4.10 Topic 7: Sickness And Disability**

The coding scheme asks questions about sickness and disability clauses in the agreement. It asks about pay during periods of sickness, whether this pay is maximized to a percentage of basic wage, whether the days of paid sick leave per year are maximized, and whether some categories of employees are excluded. It contains also questions about pay in case of disability due to work accidents or working conditions.

## **4.11 Topic 8: Social Security And Pensions**

The coding scheme asks questions about the presence of clauses on social security and pensions. If so, does the employer pay contributions to a pension fund for its employees, does the employer pay contributions to the disability fund for its employees, and does the employer pay contributions to the unemployment fund for its employees?

## **4.12 Topic 9: Training**

The coding scheme has questions about clauses on training and apprenticeships, and asks whether the employer pays contributions to a training fund from which its employees can benefit.

## Appendix 1 Codebook of the database

### Metadata

Variable name	Variable label	Type
TITLE	Name Collective Agreement [TXT]	String
URL	URL [TXT]	String
ID	Identification code [TXT]	String
created	Date record was created	Numeric
changed	Date record was changed	Numeric
cbadate_start	Is an operative date mentioned? [YN]	Numeric
cbadate_start_date	Is an operative date mentioned? [DATE]	Numeric
cbadate_end	Is an end date mentioned? [YN]	Numeric
cbadate_end_date	Is an end date mentioned? [DATE]	Numeric
framework	Is the CBA a national framework CBA? [YN]	Numeric
frameworksubject	Is the CBA subject to a national framework CBA? [YN]	Numeric
transnational	Is the CBA a transnational CBA? [YN]	Numeric
transnatcountry	Transnational CBA: Which countries are addressed? [TXT]	String
transnatcountry_0	Transnational CBA countries addressed: COUNTRY_0	Numeric
transnatcountry_1	Transnational CBA countries addressed: COUNTRY_1	Numeric
transnatcountry_2	Transnational CBA countries addressed: COUNTRY_2	Numeric
transnatcountry_3	Transnational CBA countries addressed: COUNTRY_3	Numeric
transnatcountry_4	Transnational CBA countries addressed: COUNTRY_4	Numeric
transnatcountry_5	Transnational CBA countries addressed: COUNTRY_5	Numeric
transnatcountry_6	Transnational CBA countries addressed: COUNTRY_6	Numeric
transnatcountry_7	Transnational CBA countries addressed: COUNTRY_7	Numeric
transnatcountry_8	Transnational CBA countries addressed: COUNTRY_8	Numeric
transnatcountry_9	Transnational CBA countries addressed: COUNTRY_9	Numeric
NACE2004	What is the more detailed industry (NACE2004) covered by the CBA? [TXT]	String
NACE2004_0	Which industry covered by the CBA? NACE2004_0	Numeric
NACE2004_1	Which industry covered by the CBA? NACE2004_1	Numeric
NACE2004_2	Which industry covered by the CBA? NACE2004_2	Numeric
NACE2004_3	Which industry covered by the CBA? NACE2004_3	Numeric
NACE2004_4	Which industry covered by the CBA? NACE2004_4	Numeric
NACE2004_5	Which industry covered by the CBA? NACE2004_5	Numeric
NACE2004_6	Which industry covered by the CBA? NACE2004_6	Numeric
NACE2004_7	Which industry covered by the CBA? NACE2004_7	Numeric
NACE2004_8	Which industry covered by the CBA? NACE2004_8	Numeric
NACE2004_9	Which industry covered by the CBA? NACE2004_9	Numeric
SECTOR1	What is the industry covered by the CBA? [TXT]	String
SECTOR1_0	Which aggregate industry covered by the CBA? NACE2001_0	Numeric
SECTOR1_1	Which aggregate industry covered by the CBA? NACE2001_1	Numeric
SECTOR1_2	Which aggregate industry covered by the CBA? NACE2001_2	Numeric
SECTOR1_3	Which aggregate industry covered by the CBA? NACE2001_3	Numeric
SECTOR1_4	Which aggregate industry covered by the CBA? NACE2001_4	Numeric
SECTOR1_5	Which aggregate industry covered by the CBA? NACE2001_5	Numeric
SECTOR1_6	Which aggregate industry covered by the CBA? NACE2001_6	Numeric
SECTOR1_7	Which aggregate industry covered by the CBA? NACE2001_7	Numeric
SECTOR1_8	Which aggregate industry covered by the CBA? NACE2001_8	Numeric
SECTOR1_9	Which aggregate industry covered by the CBA? NACE2001_9	Numeric
SECTOR2	Do you need to specify above industries more detailed?	Numeric
FIRMPRI	Is the private or the public sector covered by the CBA?	Numeric
cbextension	Is the CBA extended to other companies within the industry? [YNDK]	Numeric
cbasignsingle	Is the agreement concluded with a single employer? [YN]	Numeric



Variable name	Variable label	Type
CBA_MNCOMPA_1	What is the name of the employer? [TXT]	String
CBA_MNCOMPA_1_0	Signatory: Name of MNE subsidiary MNCOMPA_1_0	Numeric
CBA_MNCOMPA_1_1	Signatory: Name of MNE subsidiary MNCOMPA_1_1	Numeric
CBA_MNCOMPA_1_2	Signatory: Name of MNE subsidiary MNCOMPA_1_2	Numeric
CBA_MNCOMPA_1_3	Signatory: Name of MNE subsidiary MNCOMPA_1_3	Numeric
CBA_MNCOMPA_1_4	Signatory: Name of MNE subsidiary MNCOMPA_1_4	Numeric
CBA_MNCOMPA_1_5	Signatory: Name of MNE subsidiary MNCOMPA_1_5	Numeric
CBA_MNCOMPA_1_6	Signatory: Name of MNE subsidiary MNCOMPA_1_6	Numeric
CBA_MNCOMPA_1_7	Signatory: Name of MNE subsidiary MNCOMPA_1_7	Numeric
CBA_MNCOMPA_1_8	Signatory: Name of MNE subsidiary MNCOMPA_1_8	Numeric
CBA_MNCOMPA_1_9	Signatory: Name of MNE subsidiary MNCOMPA_1_9	Numeric
CBA_MNCOMPA_1_txt	Signatory: Name of other MNE subsidiary [TXT]	String
CBA_MNE_1	Is this single employer part of a multinational company (MNE) [YN]	Numeric
CBA_MNE_1_0	Signatory: Name of MNE MNE_1_0	Numeric
CBA_MNE_1_1	Signatory: Name of MNE MNE_1_1	Numeric
CBA_MNE_1_2	Signatory: Name of MNE MNE_1_2	Numeric
CBA_MNE_1_3	Signatory: Name of MNE MNE_1_3	Numeric
CBA_MNE_1_4	Signatory: Name of MNE MNE_1_4	Numeric
CBA_MNE_1_5	Signatory: Name of MNE MNE_1_5	Numeric
CBA_MNE_1_6	Signatory: Name of MNE MNE_1_6	Numeric
CBA_MNE_1_7	Signatory: Name of MNE MNE_1_7	Numeric
CBA_MNE_1_8	Signatory: Name of MNE MNE_1_8	Numeric
CBA_MNE_1_9	Signatory: Name of MNE MNE_1_9	Numeric
CBA_MNE_1_txt	Name multinational company (MNE):	Numeric
cbasignsinglesignatory	Is this single employer a signatory to the agreement? [YN]	Numeric
cbasignsinglesignatory_txt	Who is signatory on behalf of this single employer? [TXT]	String
cbasignmultiple	Is the agreement concluded with one or more employers' associations? [YN]	Numeric
CBA_MEMEMPL_1	What is the name of the first or only association? [TXT]	String
CBA_MEMEMPL_1_0	Signatory: Name of employers association MEMEMPL_1_0	Numeric
CBA_MEMEMPL_1_1	Signatory: Name of employers association MEMEMPL_1_1	Numeric
CBA_MEMEMPL_1_2	Signatory: Name of employers association MEMEMPL_1_2	Numeric
CBA_MEMEMPL_1_3	Signatory: Name of employers association MEMEMPL_1_3	Numeric
CBA_MEMEMPL_1_4	Signatory: Name of employers association MEMEMPL_1_4	Numeric
CBA_MEMEMPL_1_5	Signatory: Name of employers association MEMEMPL_1_5	Numeric
CBA_MEMEMPL_1_6	Signatory: Name of employers association MEMEMPL_1_6	Numeric
CBA_MEMEMPL_1_7	Signatory: Name of employers association MEMEMPL_1_7	Numeric
CBA_MEMEMPL_1_8	Signatory: Name of employers association MEMEMPL_1_8	Numeric
CBA_MEMEMPL_1_9	Signatory: Name of employers association MEMEMPL_1_9	Numeric
cbasignmultiplesignatory	Is this association / are these associations signatory to the agreement? [YN]	Numeric
CBA_MEMEMPL_txt	Who is signatory on behalf of the association(s)? [TXT]	String
cbasignmultipleemployerssignatory	Is the agreement concluded with multiple employers? [YN]	Numeric
CBA_MNCOMPA_2	What is the name of the employer(s)? [TXT]	String
CBA_MNCOMPA_2_0	Signatory: multiple employers: Name MNCOMPA_2_0	Numeric
CBA_MNCOMPA_2_1	Signatory: multiple employers: Name MNCOMPA_2_1	Numeric
CBA_MNCOMPA_2_2	Signatory: multiple employers: Name MNCOMPA_2_2	Numeric
CBA_MNCOMPA_2_3	Signatory: multiple employers: Name MNCOMPA_2_3	Numeric
CBA_MNCOMPA_2_4	Signatory: multiple employers: Name MNCOMPA_2_4	Numeric
CBA_MNCOMPA_2_5	Signatory: multiple employers: Name MNCOMPA_2_5	Numeric
CBA_MNCOMPA_2_6	Signatory: multiple employers: Name MNCOMPA_2_6	Numeric
CBA_MNCOMPA_2_7	Signatory: multiple employers: Name MNCOMPA_2_7	Numeric
CBA_MNCOMPA_2_8	Signatory: multiple employers: Name MNCOMPA_2_8	Numeric
CBA_MNCOMPA_2_9	Signatory: multiple employers: Name MNCOMPA_2_9	Numeric
CBA_MNCOMPA_2_txt	Signatory: other multiple employers: Name [TXT]	String
CBA_MNE_2_select		Numeric
CBA_MNE_2	Is <<name of the employer1>> part of a multinational company (MNE)? [YN]	Numeric
CBA_MNE_2_txt	If so which? [TXT]	String
cbamemtrad	Is the agreement concluded with trade unions? [YN]	Numeric
CBA_MEMTRAD4_1	What is the name of the Trade Union(s)? [TXT]	String
CBA_MEMTRAD4_1_0	Signatory: Name of Trade Union MEMTRAD4_1_0	Numeric
CBA_MEMTRAD4_1_1	Signatory: Name of Trade Union MEMTRAD4_1_1	Numeric
CBA_MEMTRAD4_1_2	Signatory: Name of Trade Union MEMTRAD4_1_2	Numeric
CBA_MEMTRAD4_1_3	Signatory: Name of Trade Union MEMTRAD4_1_3	Numeric
CBA_MEMTRAD4_1_4	Signatory: Name of Trade Union MEMTRAD4_1_4	Numeric

Variable name	Variable label	Type
CBA_MEMTRAD4_1_5	Signatory: Name of Trade Union MEMTRAD4_1_5	Numeric
CBA_MEMTRAD4_1_6	Signatory: Name of Trade Union MEMTRAD4_1_6	Numeric
CBA_MEMTRAD4_1_7	Signatory: Name of Trade Union MEMTRAD4_1_7	Numeric
CBA_MEMTRAD4_1_8	Signatory: Name of Trade Union MEMTRAD4_1_8	Numeric
CBA_MEMTRAD4_1_9	Signatory: Name of Trade Union MEMTRAD4_1_9	Numeric
CBA_MEMTRAD4_1_txt	Signatory: Name of other Trade Union [TXT]	String
cbamempro41	Is the agreement concluded with professional associations? [YN]	Numeric
CBA_MEMPRO41_1	What is the name of the professional association(s)? [TXT]	String
CBA_MEMPRO41_1_0	Signatory: Name of Professional Association MEMPRO41_1_0	Numeric
CBA_MEMPRO41_1_1	Signatory: Name of Professional Association MEMPRO41_1_1	Numeric
CBA_MEMPRO41_1_2	Signatory: Name of Professional Association MEMPRO41_1_2	Numeric
CBA_MEMPRO41_1_3	Signatory: Name of Professional Association MEMPRO41_1_3	Numeric
CBA_MEMPRO41_1_4	Signatory: Name of Professional Association MEMPRO41_1_4	Numeric
CBA_MEMPRO41_1_5	Signatory: Name of Professional Association MEMPRO41_1_5	Numeric
CBA_MEMPRO41_1_6	Signatory: Name of Professional Association MEMPRO41_1_6	Numeric
CBA_MEMPRO41_1_7	Signatory: Name of Professional Association MEMPRO41_1_7	Numeric
CBA_MEMPRO41_1_8	Signatory: Name of Professional Association MEMPRO41_1_8	Numeric
CBA_MEMPRO41_1_9	Signatory: Name of Professional Association MEMPRO41_1_9	Numeric
CBA_MEMPRO41_1_txt	Signatory: Name of other Professional Association [TXT]	String
cbamemother	Is the agreement concluded with other signatories from the employee side? [YN]	Numeric
cbaratification	Does the agreement have to be ratified? [YNDK]	Numeric
cbaratified	Does the agreement have to be ratified: By whom?	Numeric
cbaratified_txt	Has the agreement to be ratified: By whom: other? [TXT]	String
cbaactorratified	Has this actor ratified the CBA? [YNDK]	Numeric
cbaratificationdate	What is ratification date? [DATE]	String
casignemployees	What is the name/are the names of the signatories? [TXT]	String
casignemployeeetxt	Which other signatories from the employee side? [TXT]	String

## Topic 1: Job titles

Variable name	Variable label	Type
JOBTITLE_trigger	Does the CBA include job descriptions or refers to a system for job descriptions? [YN]	Numeric
JOBTYPED_descriptions	Does the agreement include job descriptions? [YN]	Numeric
descripjobtype	Job descriptions: For which jobs? [TXT]	String
descripjobtype_0	Job descriptions: For which jobs? JOBTYPED_0	Numeric
descripjobtype_1	Job descriptions: For which jobs? JOBTYPED_1	Numeric
descripjobtype_2	Job descriptions: For which jobs? JOBTYPED_2	Numeric
descripjobtype_3	Job descriptions: For which jobs? JOBTYPED_3	Numeric
descripjobtype_4	Job descriptions: For which jobs? JOBTYPED_4	Numeric
descripjobtype_5	Job descriptions: For which jobs? JOBTYPED_5	Numeric
descripjobtype_6	Job descriptions: For which jobs? JOBTYPED_6	Numeric
descripjobtype_7	Job descriptions: For which jobs? JOBTYPED_7	Numeric
descripjobtype_8	Job descriptions: For which jobs? JOBTYPED_8	Numeric
descripjobtype_9	Job descriptions: For which jobs? JOBTYPED_9	Numeric
jobclassification1	Does the agreement refer to a job classification system? [YN]	Numeric
jobclassification1_txt	Name job classification system [TXT]	String
JOBTYPED_comments_txt	Comments regarding job descriptions? [TXT]	String

## Topic 2: Wages and allowances

Variable name	Variable label	Type
WAGES_trigger	Does the agreement have clauses on wages? [YN]	Numeric
WAGES_determined	Where are wages determined?	Numeric
WAGES_comments_txt	Comments regarding clauses on wages: [TXT]	String
PAYSCALES_trigger	Are wages determined by means of pay scales? [YN]	Numeric
PAYSCALES_period	What is the calculation basis for the wages in the pay scales? [TXT]	String
PAYSCALES_amount	How many pay scales are determined? [1-19]	Numeric
PAYSCALES_type	Are these payscales amounts	Numeric
WAGES_payscale1_start	Start wage payscale 01:00	Numeric
WAGES_payscale1_end	End wage payscale 01:00	Numeric
WAGES_payscale2_start	Start wage payscale 02:00	Numeric
WAGES_payscale2_end	End wage payscale 02:00	Numeric
WAGES_payscale3_start	Start wage payscale 03:00	Numeric
WAGES_payscale3_end	End wage payscale 03:00	Numeric
WAGES_payscale4_start	Start wage payscale 04:00	Numeric
WAGES_payscale4_end	End wage payscale 04:00	Numeric
WAGES_payscale5_start	Start wage payscale 05:00	Numeric
WAGES_payscale5_end	End wage payscale 05:00	Numeric
WAGES_payscale6_start	Start wage payscale 06:00	Numeric
WAGES_payscale6_end	End wage payscale 06:00	Numeric
WAGES_payscale7_start	Start wage payscale 07:00	Numeric
WAGES_payscale7_end	End wage payscale 07:00	Numeric
WAGES_payscale8_start	Start wage payscale 08:00	Numeric
WAGES_payscale8_end	End wage payscale 08:00	Numeric
WAGES_payscale9_start	Start wage payscale 09:00	Numeric
WAGES_payscale9_end	End wage payscale 09:00	Numeric
WAGES_payscale10_start	Start wage payscale 10:00	Numeric
WAGES_payscale10_end	End wage payscale 10:00	Numeric
WAGES_payscale11_start	Start wage payscale 11:00	Numeric
WAGES_payscale11_end	End wage payscale 11:00	Numeric
WAGES_payscale12_start	Start wage payscale 12:00	Numeric
WAGES_payscale12_end	End wage payscale 12:00	Numeric
WAGES_payscale13_start	Start wage payscale 13:00	Numeric
WAGES_payscale13_end	End wage payscale 13:00	Numeric
WAGES_payscale14_start	Start wage payscale 14:00	Numeric
WAGES_payscale14_end	End wage payscale 14:00	Numeric
WAGES_payscale15_start	Start wage payscale 15:00	Numeric
WAGES_payscale15_end	End wage payscale 15:00	Numeric
WAGES_payscale16_start	Start wage payscale 16:00	Numeric
WAGES_payscale16_end	End wage payscale 16:00	Numeric
WAGES_payscale17_start	Start wage payscale 17:00	Numeric
WAGES_payscale17_end	End wage payscale 17:00	Numeric
WAGES_payscale18_start	Start wage payscale 18:00	Numeric
WAGES_payscale18_end	End wage payscale 18:00	Numeric
WAGES_payscale19_start	Start wage payscale 19:00	Numeric
WAGES_payscale19_end	End wage payscale 19:00	Numeric
WAGES_payscaleindice1_start	Start indice payscale 01:00	Numeric
WAGES_payscaleindice1_end	End indice payscale 01:00	Numeric
WAGES_payscaleindice2_start	Start indice payscale 02:00	Numeric
WAGES_payscaleindice2_end	End indice payscale 02:00	Numeric
WAGES_payscaleindice3_start	Start indice payscale 03:00	Numeric
WAGES_payscaleindice3_end	End indice payscale 03:00	Numeric
WAGES_payscaleindice4_start	Start indice payscale 04:00	Numeric
WAGES_payscaleindice4_end	End indice payscale 04:00	Numeric
WAGES_payscaleindice5_start	Start indice payscale 05:00	Numeric
WAGES_payscaleindice5_end	End indice payscale 05:00	Numeric
WAGES_payscaleindice6_start	Start indice payscale 06:00	Numeric
WAGES_payscaleindice6_end	End indice payscale 06:00	Numeric
WAGES_payscaleindice7_start	Start indice payscale 07:00	Numeric
WAGES_payscaleindice7_end	End indice payscale 07:00	Numeric
WAGES_payscaleindice8_start	Start indice payscale 08:00	Numeric
WAGES_payscaleindice8_end	End indice payscale 08:00	Numeric
WAGES_payscaleindice9_start	Start indice payscale 09:00	Numeric
WAGES_payscaleindice9_end	End indice payscale 09:00	Numeric
WAGES_payscaleindice10_start	Start indice payscale 10:00	Numeric
WAGES_payscaleindice10_end	End indice payscale 10:00	Numeric

Variable name	Variable label	Type
WAGES_payscaleindice11_start	Start indice payscale 11:00	Numeric
WAGES_payscaleindice11_end	End indice payscale 11:00	Numeric
WAGES_payscaleindice12_start	Start indice payscale 12:00	Numeric
WAGES_payscaleindice12_end	End indice payscale 12:00	Numeric
WAGES_payscaleindice13_start	Start indice payscale 13:00	Numeric
WAGES_payscaleindice13_end	End indice payscale 13:00	Numeric
WAGES_payscaleindice14_start	Start indice payscale 14:00	Numeric
WAGES_payscaleindice14_end	End indice payscale 14:00	Numeric
WAGES_payscaleindice15_start	Start indice payscale 15:00	Numeric
WAGES_payscaleindice15_end	End indice payscale 15:00	Numeric
WAGES_payscaleindice16_start	Start indice payscale 16:00	Numeric
WAGES_payscaleindice16_end	End indice payscale 16:00	Numeric
WAGES_payscaleindice17_start	Start indice payscale 17:00	Numeric
WAGES_payscaleindice17_end	End indice payscale 17:00	Numeric
WAGES_payscaleindice18_start	Start indice payscale 18:00	Numeric
WAGES_payscaleindice18_end	End indice payscale 18:00	Numeric
WAGES_payscaleindice19_start	Start indice payscale 19:00	Numeric
WAGES_payscaleindice19_end	End indice payscale 19:00	Numeric
SKILLEVEL_trigger	Are wages determined by occupations/jobtitles/skill levels? [YN]	Numeric
skillwagegroups	Are wages specified according to skill level? [YN]	Numeric
skilljobtype	Which skill levels are distinguished? (max 5) [TXT]	String
skilljobtype_0	Are wages specified according to skill level: skilljobtype_0	Numeric
skilljobtype_1	Are wages specified according to skill level: skilljobtype_1	Numeric
skilljobtype_2	Are wages specified according to skill level: skilljobtype_2	Numeric
skilljobtype_3	Are wages specified according to skill level: skilljobtype_3	Numeric
skilljobtype_4	Are wages specified according to skill level: skilljobtype_4	Numeric
skilljobtype_5	Are wages specified according to skill level: skilljobtype_5	Numeric
skilljobtype_6	Are wages specified according to skill level: skilljobtype_6	Numeric
skilljobtype_7	Are wages specified according to skill level: skilljobtype_7	Numeric
skilljobtype_8	Are wages specified according to skill level: skilljobtype_8	Numeric
skilljobtype_9	Are wages specified according to skill level: skilljobtype_9	Numeric
skilljobtype_type	Are these wages amounts	Numeric
skillwagegroupstxt	Comments regarding specified skill levels: [TXT]	String
jobwagegroups	Are wages specified according to job title? [YN]	Numeric
jobwagejobtype	Which occupations/job titles are specified? (max 5) [TXT]	String
jobwagejobtype_0	Are wages specified according to job title: jobwagejobtype_0	Numeric
jobwagejobtype_1	Are wages specified according to job title: jobwagejobtype_1	Numeric
jobwagejobtype_2	Are wages specified according to job title: jobwagejobtype_2	Numeric
jobwagejobtype_3	Are wages specified according to job title: jobwagejobtype_3	Numeric
jobwagejobtype_4	Are wages specified according to job title: jobwagejobtype_4	Numeric
jobwagejobtype_5	Are wages specified according to job title: jobwagejobtype_5	Numeric
jobwagejobtype_6	Are wages specified according to job title: jobwagejobtype_6	Numeric
jobwagejobtype_7	Are wages specified according to job title: jobwagejobtype_7	Numeric
jobwagejobtype_8	Are wages specified according to job title: jobwagejobtype_8	Numeric
jobwagejobtype_9	Are wages specified according to job title: jobwagejobtype_9	Numeric
jobwagegroupstxt	Comments regarding specified occupations/job titles: [TXT]	String
jobwagegroupsperiod	What is the calculation basis for the wages?	Numeric
skilljobtypeamount_1	Wage for skill level 1 (if 1 jobtypes list lowest first): skilljobtype[AMOUNT]_1	Numeric
skilljobtypeamount_2	Wage for skill level 2 : skilljobtype[AMOUNT]_2	Numeric
skilljobtypeamount_3	Wage for skill level 3 : skilljobtype[AMOUNT]_3	Numeric
skilljobtypeamount_4	Wage for skill level 4 : skilljobtype[AMOUNT]_4	Numeric
skilljobtypeamount_5	Wage for skill level 5 : skilljobtype[AMOUNT]_5	Numeric
skilljobtypeindice_1	Indice for skill level 1 (if 1 jobtypes list lowest first): skilljobtypeindice_1	Numeric
skilljobtypeindice_2	Indice for skill level 2 : skilljobtypeindice_2	Numeric
skilljobtypeindice_3	Indice for skill level 3 : skilljobtypeindice_3	Numeric
skilljobtypeindice_4	Indice for skill level 4 : skilljobtypeindice_4	Numeric
skilljobtypeindice_5	Indice for skill level 5 : skilljobtypeindice_5	Numeric
jobwagegroupsamount_1	Wage for job title 1 (if 1 jobtypes list lowest first): jobwagegroups[AMOUNT]_1	Numeric
jobwagegroupsamount_2	Wage for job title 2 : jobwagegroups[AMOUNT]_2	Numeric
jobwagegroupsamount_3	Wage for job title 3 : jobwagegroups[AMOUNT]_3	Numeric
jobwagegroupsamount_4	Wage for job title 4 : jobwagegroups[AMOUNT]_4	Numeric
jobwagegroupsamount_5	Wage for job title 5 : jobwagegroups[AMOUNT]_5	Numeric
LOWWAGE_trigger	Has the agreement clauses on the lowest wage to be paid? [YN]	Numeric
lowwageperiod	What is the calculation basis for the wages? [TXT]	String

Variable name	Variable label	Type
lowwageamount	What is the lowest wage?: [AMOUNT]	Numeric
lowwagetxt	Comments regarding lowest wage: [TXT]	String
COSTLIV_trigger	Does the agreement include an automatically adjustment to compensate for rising costs of living? [YN]	Numeric
inflationtxt	Comments regarding automatically adjustment to compensate for rising costs of living: [TXT]	String
STRUCINCR_trigger	Is a structural wage increase agreed? (=an increase that increases the basic pay on a permanent basis) [YN]	Numeric
wageincreasetype	Is the extra payment for all or for some categories only?	Numeric
wageincreasetype1	For which categories? (max 5) [TXT]	String
wageincreasetype1_0	Is a structural wage increase agreed: For which categories? wageincreasetype1_0	Numeric
wageincreasetype1_1	Is a structural wage increase agreed: For which categories? wageincreasetype1_1	Numeric
wageincreasetype1_2	Is a structural wage increase agreed: For which categories? wageincreasetype1_2	Numeric
wageincreasetype1_3	Is a structural wage increase agreed: For which categories? wageincreasetype1_3	Numeric
wageincreasetype1_4	Is a structural wage increase agreed: For which categories? wageincreasetype1_4	Numeric
wageincreasetype1_5	Is a structural wage increase agreed: For which categories? wageincreasetype1_5	Numeric
wageincreasetype1_6	Is a structural wage increase agreed: For which categories? wageincreasetype1_6	Numeric
wageincreasetype1_7	Is a structural wage increase agreed: For which categories? wageincreasetype1_7	Numeric
wageincreasetype1_8	Is a structural wage increase agreed: For which categories? wageincreasetype1_8	Numeric
wageincreasetype1_9	Is a structural wage increase agreed: For which categories? wageincreasetype1_9	Numeric
wageincreasetxt	Comments regarding one-time bonus: [TXT]	String
wageincreasetype2	Is the extra payment agreed in % or in amounts of money or in both?	Numeric
wageincreaseperc1	Extra payment in % for all: [PCT]	Numeric
wageincreaseamount1	Extra payment in amount for all: [AMOUNT]	Numeric
wageincreaseperc1_1	Extra payment in % for jobtype 01:00 [PCT]_1	Numeric
wageincreaseamount1_1	Extra payment in amount for jobtype 01:00 [AMOUNT]_1	Numeric
wageincreaseperc1_2	Extra payment in % for jobtype 02:00 [PCT]_2	Numeric
wageincreaseamount1_2	Extra payment in amount for jobtype 02:00 [AMOUNT]_2	Numeric
wageincreaseperc1_3	Extra payment in % for jobtype 03:00 [PCT]_3	Numeric
wageincreaseamount1_3	Extra payment in amount for jobtype 03:00 [AMOUNT]_3	Numeric
wageincreaseperc1_4	Extra payment in % for jobtype 04:00 [PCT]_4	Numeric
wageincreaseamount1_4	Extra payment in amount for jobtype 04:00 [AMOUNT]_4	Numeric
wageincreaseperc1_5	Extra payment in % for jobtype 05:00 [PCT]_5	Numeric
wageincreaseamount1_5	Extra payment in amount for jobtype 05:00 [AMOUNT]_5	Numeric
wageincreasefirmperformance	Is this extra payment related to the companies' performance?	Numeric
wageincreasedate	Is the date of the increase specified?	Numeric
wageincreasedate_date	Date of the increase: [DATE]	String
ONCERISE_trigger	Is a once-only extra payment agreed? [YN]	Numeric
incidentalbonustype	Is the extra payment for all or for some categories only?	Numeric
incidentalbonustype1	For which categories? (max 5) [TXT]	String
incidentalbonustype1_0	Is a once-only extra payment agreed for: incidentalbonustype1_0	Numeric
incidentalbonustype1_1	Is a once-only extra payment agreed for: incidentalbonustype1_1	Numeric
incidentalbonustype1_2	Is a once-only extra payment agreed for: incidentalbonustype1_2	Numeric
incidentalbonustype1_3	Is a once-only extra payment agreed for: incidentalbonustype1_3	Numeric
incidentalbonustype1_4	Is a once-only extra payment agreed for: incidentalbonustype1_4	Numeric
incidentalbonustype1_5	Is a once-only extra payment agreed for: incidentalbonustype1_5	Numeric
incidentalbonustype1_6	Is a once-only extra payment agreed for: incidentalbonustype1_6	Numeric
incidentalbonustype1_7	Is a once-only extra payment agreed for: incidentalbonustype1_7	Numeric
incidentalbonustype1_8	Is a once-only extra payment agreed for: incidentalbonustype1_8	Numeric
incidentalbonustype1_9	Is a once-only extra payment agreed for: incidentalbonustype1_9	Numeric
incidentalbonustxt	Comments regarding one-time bonus: [TXT]	String
incidentalbonustype2	Is the extra payment agreed in % or in amounts of money or in both?	Numeric
incidentalbonusperc1	Extra payment in % for all:	Numeric
incidentalbonusamount1	Extra payment in amount for all: [AMOUNT]	Numeric
extrapayfirmperformance	Is this extra payment related to the companies' performance? [YN]	Numeric
incidentalbonusdate	Is the date of the increase specified? [YN]	Numeric
incidentalbonusdate_date	Date of the increase: [DATE]	String
NOCTPREM_trigger	Is a premium for evening or night work agreed? [YN]	Numeric

Variable name	Variable label	Type
shiftallowancetype	Is the extra payment agreed in % or in amounts of money or in both?	Numeric
shiftallowanceperc1	Premium in % of basic wage: [PCT]	Numeric
shiftallowanceamount1	Premium in amount per month: [AMOUNT]	Numeric
shiftallowancetype1	Does the premium apply to night work only? [YN]	Numeric
shiftallowancetxt	Comments regarding evening or night work: [TXT]	String
CONSIGN_trigger	Is a payment for standby/on-call/available/consignment agreed? [YN]	Numeric
standbyallowancetype	Is the extra payment agreed in % or in amounts of money or in both?	Numeric
standbyallowanceperc1	Payment in % of basic wage: [PCT]	Numeric
standbyallowanceamount1	Payment in amount: [AMOUNT]	Numeric
standbyallowancetype1	Does the payment apply to Sundays only? [YN]	Numeric
standbyallowancetype2	Does the payment apply to all days per week equally? [YN]	Numeric
standbyallowancetxt	Comments regarding standby/on-call/available/consignment: [TXT]	String
ANNLEAVE_trigger	Is an extra payment for the paid annual leave agreed? [YN]	Numeric
annleaveallowancetype	Is the extra payment agreed in % or in amounts of money or in both?	Numeric
annleaveallowanceperc1	Extra payment in % of basic wage: [PCT]	Numeric
annleaveallowanceamount1	Extra payment in amount: [AMOUNT]	Numeric
annleaveallowancetype1	Is the extra payment for all employees or for some categories only?	Numeric
annleaveallowancetype2	For which categories? (max 5) [TXT]	String
annleaveallowancetype2_0	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_0	Numeric
annleaveallowancetype2_1	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_1	Numeric
annleaveallowancetype2_2	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_2	Numeric
annleaveallowancetype2_3	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_3	Numeric
annleaveallowancetype2_4	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_4	Numeric
annleaveallowancetype2_5	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_5	Numeric
annleaveallowancetype2_6	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_6	Numeric
annleaveallowancetype2_7	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_7	Numeric
annleaveallowancetype2_8	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_8	Numeric
annleaveallowancetype2_9	Is an extra payment for the paid annual leave agreed: annleaveallowancetype2_9	Numeric
annleaveallowancetxt	Comments regarding extra payment: [TXT]	String
OVERTIME_trigger	Is a premium for overtime work agreed? [YN]	Numeric
overtimeallowancetype	Is the premium agreed in % or in amounts of money or in both?	Numeric
overtimeallowancetypeperiod	Is the premium in % basic wage or hourly wage?	Numeric
overtimeallowanceperc1	Premium in % of wage: [PCT]	Numeric
overtimeallowanceamount1	Premium in amount per hour overtime: [AMOUNT]	Numeric
overtimeallowancetype1	Is the allowance for all employees or for some categories only?	Numeric
overtimeallowancetype2	For which categories? (max 5) [TXT]	String
overtimeallowancetype2_0	Overtime premium for category: overtimeallowancetype2_0	Numeric
overtimeallowancetype2_1	Overtime premium for category: overtimeallowancetype2_1	Numeric
overtimeallowancetype2_2	Overtime premium for category: overtimeallowancetype2_2	Numeric
overtimeallowancetype2_3	Overtime premium for category: overtimeallowancetype2_3	Numeric
overtimeallowancetype2_4	Overtime premium for category: overtimeallowancetype2_4	Numeric
overtimeallowancetype2_5	Overtime premium for category: overtimeallowancetype2_5	Numeric
overtimeallowancetype2_6	Overtime premium for category: overtimeallowancetype2_6	Numeric
overtimeallowancetype2_7	Overtime premium for category: overtimeallowancetype2_7	Numeric
overtimeallowancetype2_8	Overtime premium for category: overtimeallowancetype2_8	Numeric
overtimeallowancetype2_9	Overtime premium for category: overtimeallowancetype2_9	Numeric
overtimeallowancetxt	Comments regarding overtime work: [TXT]	String
HARDSHIP_trigger	Is a premium for hardship work agreed? [YN]	Numeric
hardshipallowancetype	Is the premium agreed in % or in amounts of money or in both?	Numeric
hardshipallowanceperc1	Premium in % of basic wage: [PCT]	Numeric
hardshipallowanceamount1	Premium in amount per Sunday: [AMOUNT]	Numeric
hardshipallowancetype1	Is the allowance for all employees or for some categories only?	Numeric
hardshipallowancetype2	For which categories? (max 5) [TXT]	String
hardshipallowancetype2_0	Hardship work premium for category: hardshipallowancetype2_0	Numeric
hardshipallowancetype2_1	Hardship work premium for category: hardshipallowancetype2_1	Numeric
hardshipallowancetype2_2	Hardship work premium for category: hardshipallowancetype2_2	Numeric
hardshipallowancetype2_3	Hardship work premium for category: hardshipallowancetype2_3	Numeric

Variable name	Variable label	Type
hardshipallowancetype2_4	Hardship work premium for category: hardshipallowancetype2_4	Numeric
hardshipallowancetype2_5	Hardship work premium for category: hardshipallowancetype2_5	Numeric
hardshipallowancetype2_6	Hardship work premium for category: hardshipallowancetype2_6	Numeric
hardshipallowancetype2_7	Hardship work premium for category: hardshipallowancetype2_7	Numeric
hardshipallowancetype2_8	Hardship work premium for category: hardshipallowancetype2_8	Numeric
hardshipallowancetype2_9	Hardship work premium for category: hardshipallowancetype2_9	Numeric
hardshipallowancetxt	Comments regarding hardship: [TXT]	String
SUNDAY_trigger	Is a premium for Sunday work agreed? [YN]	Numeric
sundayallowancetype	Is the premium agreed in % or in amounts of money or in both?	Numeric
sundayallowanceperc1	Premium in % of basic wage: [PCT]	Numeric
sundayallowanceamount1	Premium in amount per Sunday: [AMOUNT]	Numeric
sundayallowancetype1	Is the allowance for all employees or for some categories only?	Numeric
sundayallowancetype2	For which categories? (max 5) [TXT]	String
sundayallowancetype2_0	Sunday work premium for category: sundayallowancetype2_0	Numeric
sundayallowancetype2_1	Sunday work premium for category: sundayallowancetype2_1	Numeric
sundayallowancetype2_2	Sunday work premium for category: sundayallowancetype2_2	Numeric
sundayallowancetype2_3	Sunday work premium for category: sundayallowancetype2_3	Numeric
sundayallowancetype2_4	Sunday work premium for category: sundayallowancetype2_4	Numeric
sundayallowancetype2_5	Sunday work premium for category: sundayallowancetype2_5	Numeric
sundayallowancetype2_6	Sunday work premium for category: sundayallowancetype2_6	Numeric
sundayallowancetype2_7	Sunday work premium for category: sundayallowancetype2_7	Numeric
sundayallowancetype2_8	Sunday work premium for category: sundayallowancetype2_8	Numeric
sundayallowancetype2_9	Sunday work premium for category: sundayallowancetype2_9	Numeric
sundayallowancetxt	Comments regarding Sunday work: [TXT]	String
COMMUTE_trigger	Is a commuting transport allowance agreed? [YN]	Numeric
commutingallowancetype	Is the allowance agreed in % or in amounts of money or in both?	Numeric
commutingallowanceperc1	Allowance in % of basic wage: [PCT]	Numeric
commutingallowanceamount1	Allowance in amount per month: [AMOUNT]	Numeric
commutingallowancetype1	Is the allowance for all employees or for some categories only?	Numeric
commutingallowancetype2	For which categories? (max 5) [TXT]	String
commutingallowancetype2_0	Commuting transport allowance for category: commutingallowancetype2_0	Numeric
commutingallowancetype2_1	Commuting transport allowance for category: commutingallowancetype2_1	Numeric
commutingallowancetype2_2	Commuting transport allowance for category: commutingallowancetype2_2	Numeric
commutingallowancetype2_3	Commuting transport allowance for category: commutingallowancetype2_3	Numeric
commutingallowancetype2_4	Commuting transport allowance for category: commutingallowancetype2_4	Numeric
commutingallowancetype2_5	Commuting transport allowance for category: commutingallowancetype2_5	Numeric
commutingallowancetype2_6	Commuting transport allowance for category: commutingallowancetype2_6	Numeric
commutingallowancetype2_7	Commuting transport allowance for category: commutingallowancetype2_7	Numeric
commutingallowancetype2_8	Commuting transport allowance for category: commutingallowancetype2_8	Numeric
commutingallowancetype2_9	Commuting transport allowance for category: commutingallowancetype2_9	Numeric
commutingallowancetxt	Comments regarding seniority allowances: [TXT]	String
SENIOR_trigger	Is a seniority allowance agreed? [YN]	Numeric
longserviceallowancetype	Is the allowance agreed in % or in amounts of money or in both?	Numeric
longserviceallowanceperc1	Allowance in % of basic wage: [PCT]	Numeric
longserviceallowanceamount1	Allowance in amount per month: [AMOUNT]	Numeric
longserviceallowancetype1	Is a certain number of years of service required to get this allowance?	Numeric
longserviceallowancetype2	How many years of service are required for this allowance?	Numeric
longserviceallowancetxt	Comments regarding seniority allowances: [TXT]	String
mealvouchers	Are meal vouchers agreed? [YN]	Numeric
MEALALL_trigger	Are meal allowances agreed? [YN]	Numeric
mealvouchersamount	What is the amount of the allowance for one meal? [AMOUNT]	Numeric
mealvoucherstype1	Is the allowance for all employees or for some categories only?	Numeric
mealvoucherstype2	For which categories? (max 5) [TXT]	String
mealvoucherstype2_0	Meal allowances agreed for category: mealvoucherstype2_0	Numeric
mealvoucherstype2_1	Meal allowances agreed for category: mealvoucherstype2_1	Numeric
mealvoucherstype2_2	Meal allowances agreed for category: mealvoucherstype2_2	Numeric
mealvoucherstype2_3	Meal allowances agreed for category: mealvoucherstype2_3	Numeric

Variable name	Variable label	Type
mealvoucherstype2_4	Meal allowances agreed for category: mealvoucherstype2_4	Numeric
mealvoucherstype2_5	Meal allowances agreed for category: mealvoucherstype2_5	Numeric
mealvoucherstype2_6	Meal allowances agreed for category: mealvoucherstype2_6	Numeric
mealvoucherstype2_7	Meal allowances agreed for category: mealvoucherstype2_7	Numeric
mealvoucherstype2_8	Meal allowances agreed for category: mealvoucherstype2_8	Numeric
mealvoucherstype2_9	Meal allowances agreed for category: mealvoucherstype2_9	Numeric
mealvoucherstxt	Comments regarding meal vouchers or allowances: [TXT]	String

### Topic 3: Working Hours, Schedules, Paid Leaves And Paid Holidays

WORKHOURS_trigger	Does the agreement have clauses on standard working hours [YN]	Numeric
hourspday_select	Are working hours per day agreed? [YN]	Numeric
hourspweek_select	Are working hours per week agreed? [YN]	Numeric
hourspmonth_select	Are working hours per month agreed? [YN]	Numeric
hourspyear_select	Are working hours per year agreed? [YN]	Numeric
dayspweek_select	Are working days per week agreed? [YN]	Numeric
hourspday	How many working hours per day are agreed? (1 - 12) [1-12]	Numeric
hourspweek	How many working hours per week are agreed? (1 - 60) [1-60]	Numeric
hourspmonth	How many working hours per month are agreed? (1 - 258) [1-258]	Numeric
hourspyear	How many working hours per year are agreed? (1 - 3096) [1-3096]	Numeric
dayspweek	How many working days per week are agreed? (1 - 7) [1-7]	Numeric
hourstxt	Comments regarding working hours: [TXT]	String
MAXHOURS_trigger	Are maximum hours set on overtime? [YN]	Numeric
hoursovertimemax	What is the maximum overtime hours above the agreed hours per week? (1 - 60) [0-60]	Numeric
hoursovertimemaxtxt	Comments regarding maximum overtime hours above the agreed hours per week: [TXT]	String
PAIDLEAV_trigger	Has the agreement clauses on paid annual leave? [YN]	Numeric
holidaysdays	How many days for paid annual leave are agreed? (1 - 100) [1-100]	Numeric
holidaysweeks	How many weeks for paid annual leave are agreed? (1 - 20) [1-20]	Numeric
bankholidays1	Is paid leave agreed for specific bank holidays? [YN]	Numeric
bankholidays2	For which bank holidays? (max 5) [TXT]	String
bankholidays2_0	Paid leave for bank holiday: bankholidays2_0	Numeric
bankholidays2_1	Paid leave for bank holiday: bankholidays2_1	Numeric
bankholidays2_2	Paid leave for bank holiday: bankholidays2_2	Numeric
bankholidays2_3	Paid leave for bank holiday: bankholidays2_3	Numeric
bankholidays2_4	Paid leave for bank holiday: bankholidays2_4	Numeric
bankholidays2_5	Paid leave for bank holiday: bankholidays2_5	Numeric
bankholidays2_6	Paid leave for bank holiday: bankholidays2_6	Numeric
bankholidays2_7	Paid leave for bank holiday: bankholidays2_7	Numeric
bankholidays2_8	Paid leave for bank holiday: bankholidays2_8	Numeric
bankholidays2_9	Paid leave for bank holiday: bankholidays2_9	Numeric
holidaysfixed	Are fixed periods for paid annual leave agreed due to collective shut down? [YN]	Numeric
holidaysfixeddays	How many days of the paid annual leave are fixed? (1 - 100) [1-100]	Numeric
holidaystxt	Comments regarding paid annual leave: [TXT]	String
SCHEDULE_trigger	Does the agreement have clauses on schedules and rest periods? [YN]	Numeric
schedulesrestpw	Are employees are entitled to weekly rest periods of at least one day per week? [YN]	Numeric
shiftstype1	Does the agreement define which working hours are beyond office hours? [YN]	Numeric



WORKHOURS_trigger	Does the agreement have clauses on standard working hours [YN]	Numeric
shiftstype2	For which working hours are beyond office hours? (max 5) [TXT]	String
shiftstype2_0	Working hours beyond office hours: shiftstype2_0	Numeric
shiftstype2_1	Working hours beyond office hours: shiftstype2_1	Numeric
shiftstype2_2	Working hours beyond office hours: shiftstype2_2	Numeric
shiftstype2_3	Working hours beyond office hours: shiftstype2_3	Numeric
shiftstype2_4	Working hours beyond office hours: shiftstype2_4	Numeric
shiftstype2_5	Working hours beyond office hours: shiftstype2_5	Numeric
shiftstype2_6	Working hours beyond office hours: shiftstype2_6	Numeric
shiftstype2_7	Working hours beyond office hours: shiftstype2_7	Numeric
shiftstype2_8	Working hours beyond office hours: shiftstype2_8	Numeric
shiftstype2_9	Working hours beyond office hours: shiftstype2_9	Numeric
schedulestxt	Comments regarding paid annual leave: [TXT]	String

## Topic 4: Employment Contracts

Variable name	Variable label	Type
EMPCONTR_trigger	Does the agreement have clauses on individual employment contracts and job security? [YN]	Numeric
contracttrial	Is a trial period agreed when commencing employment? [YN]	Numeric
contracttrialperiod	How long is the trial period in weeks? [WEEKS]	Numeric
contracttrialtxt	Comments regarding trial periods: [TXT]	String
contractseverancepay	Is severance pay agreed in case of ending the employment contract? [YN]	Numeric
contractseverancepay1	Does the pay relate to the years of service? [YN]	Numeric
contractseverancepaytxt	Comments regarding severance pay in case of ending employment contract: [TXT]	String

## Topic 5: Work And Family Arrangements

Variable name	Variable label	Type
WORKFAM_trigger	Does the agreement have clauses on work and family arrangements? [YN]	Numeric
paidmaternityleave	Does the agreement have clauses on paid maternity leave? [YN]	Numeric
paidmaternityleaveduration	What is the total duration of maternity leave in consecutive weeks? [WEEKS]	Numeric
paidmaternityleaveall	Are all female employees eligible for paid maternity leave? [YN]	Numeric
paidmaternityleavepay	Is the maternity pay restricted to a % of basic wage? [YN]	Numeric
paidmaternityleavepayperc	What percentage? [PCT]	Numeric
jobsecuritymothers	Has the agreement clauses on job security for women wishing to return to work after maternity leave? [YN]	Numeric
paidmaternityleavetxt	Comments regarding work and family arrangements: [TXT]	String
childcare	Does the agreement have clauses on the care for dependent relatives? [YN]	Numeric
childcareleave	What is the total duration of paid leave per year in case of caring for sick relatives in days? [DAYS]	Numeric
childcaretxt	Comments regarding paid leave to care for dependent relatives: [TXT]	String
nursingmothers	Does the agreement have clauses on time off and/or facilities for nursing mothers? [YN]	Numeric
childcareprovision	Does the agreement have clauses on employer-provided childcare facilities? [YN]	Numeric
childcaresubsidy	Does the agreement have clauses on employer-subsidized childcare facilities? [YN]	Numeric
childcaretxt2	Comments regarding employer-provided or subsidized childcare facilities: [TXT]	String
paidpaternityleave	Does the agreement have clauses on paid paternity leave? [YN]	Numeric
paidpaternityleaveduration	What is the total duration in days of paid paternity leave at the time of delivery? [DAYS]	Numeric
paidpaternityleavetxt	Comments regarding paid paternity leave: [TXT]	String

## Topic 6: Health And Safety And Medical Assistance

Variable name	Variable label	Type
MEDICAL_trigger	Does the agreement have clauses on health or medical assistance? [YN]	Numeric
healthcareaccess	Does the agreement have clauses on access to medical assistance for sick employees? [YN]	Numeric
healthcareaccessetxt	Comments regarding access to medical assistance for sick employees? [TXT]	String
healthcareaccessrelatives	Is the access to medical assistance also available for the employees relatives? [YN]	Numeric
healthcareaccessrelativetxt	Comments regarding availability of medical assistance for employees relatives: [TXT]	String
healthinsurance	Does the employer contribute to health insurance of the employees? [YN]	Numeric
healthinsurancetxt	Comments regarding employer contribute to health insurance of employees: [TXT]	String
healthinsurancerelatives	Does the health insurance also cover the employees relatives? [YN]	Numeric
healthinsurancerelativetxt	Comments regarding insurance coverage of employees relatives: [TXT]	String
healthandsafetypolicy	Does the agreement refer to a health and safety workplace policy? [YN]	Numeric
healthandsafetypolicytxt	Comments regarding health and safety workplace policy: [TXT]	String
healthandsafetytraining	Does the agreement provide for health and safety training? [YN]	Numeric
healthandsafetytrainingtxt	Comments regarding providing of health and safety training: [TXT]	String
hivpolicy	Does the agreement refer to regular or yearly medical checkup or visits? [YN]	Numeric
hivpolicytxt	Comments regarding HIV related policy: [TXT]	String
funeralpay	Does the agreement provide funeral assistance or related benefits for employees or their relatives? [YN]	Numeric
funeralpaytxt	Comments regarding funeral assistance or related benefits: [TXT]	String

## Topic 7: Sickness And Disability

Variable name	Variable label	Type
SICDIS_trigger	Does the agreement have clauses on sickness and disability? [YN]	Numeric
sicknesspay	Does the agreement maximize supplementary sickness pay?	Numeric
maxsicknesspay	How does the agreement maximize supplementary sickness pay? [YN]	Numeric
maxsicknesspayperc	Maximum in % of basic wage [PCT]	Numeric
maxsicknesspayamount	Maximum amount	Numeric
maxsicknesspaytype	Is the maximum for all employees or for some categories only?	Numeric
sickjobtype	For which categories? (max 5) [TXT]	String
sickjobtype_0	Clauses on sickness and disability: For which categories? JOBTYP_0	Numeric
sickjobtype_1	Clauses on sickness and disability: For which categories? JOBTYP_1	Numeric
sickjobtype_2	Clauses on sickness and disability: For which categories? JOBTYP_2	Numeric
sickjobtype_3	Clauses on sickness and disability: For which categories? JOBTYP_3	Numeric
sickjobtype_4	Clauses on sickness and disability: For which categories? JOBTYP_4	Numeric
sickjobtype_5	Clauses on sickness and disability: For which categories? JOBTYP_5	Numeric
sickjobtype_6	Clauses on sickness and disability: For which categories? JOBTYP_6	Numeric
sickjobtype_7	Clauses on sickness and disability: For which categories? JOBTYP_7	Numeric
sickjobtype_8	Clauses on sickness and disability: For which categories? JOBTYP_8	Numeric
sickjobtype_9	Clauses on sickness and disability: For which categories? JOBTYP_9	Numeric
sicknesspaytxt	Comments regarding maximization sickness pay : [TXT]	String
sicknessmaxdays	Does the agreement maximize the days of paid sick leave per year? [YN]	Numeric
sicknessmaxdaysnr	Maximum paid sick days per year: [DAYS]	Numeric
sicknessmaxdaystxt	Comments regarding maximization of paid sick days : [TXT]	String
disabilitypay	Does the agreement provide pay in case of disability due to work accidents or working conditions? [YN]	Numeric
disabilitypaytxt	Comments regarding pay in case of disability due to work accidents or working conditions: [TXT]	String

## Topic 8: Social Security And Pensions

Variable name	Variable label	Type
SOCSEC_trigger	Does the agreement have clauses on social security and pensions? [YN]	Numeric
pensionfund	Does the employer pay contributions to a pension fund for its employees? [YN]	Numeric
pensionfundtxt	Comments regarding employer contributions to pension fund : [TXT]	String
disabilityfund	Does the employer pay contributions to the disability fund for its employees? [YN]	Numeric
disabilityfundtxt	Comments regarding employer contributions to the disability fund for its employees: [TXT]	String
unemploymentfund	Does the employer pay contributions to the unemployment fund for its employees? [YN]	Numeric
unemploymentfundtxt	Comments regarding employer contributions to the unemployment fund: [TXT]	String

## Topic 9: Training

Variable name	Variable label	Type
TRAINING_trigger	Has the agreement clauses on training? [YN]	Numeric
trainingprogrammes	Does the agreement refer to training programmes for the employees? [YN]	Numeric
trainingprogrammestxt	Comments regarding training programmes for the employees: [TXT]	String
apprenticeships	Does the agreement have clauses on apprenticeships? [YN]	Numeric
apprenticeshipstxt	Comments regarding apprenticeships: [TXT]	String
trainingfund	Does the employer pay contributions to a training fund from which its employees can benefit? [YN]	Numeric
trainingfundtxt	Comments regarding employer contributions for training funds: [TXT]	String

## Coverage

Variable name	Variable label	Type
agreeextend	Is the agreement extended to employers in the industry who did not conclude the agreement (general extension)? [YN]	Numeric
agreeextend_txt	Which conditions? [TXT]	String
covercountry	Does the agreement cover the whole country? [YN]	Numeric
coverregion	Which regions does the agreement cover?	Numeric
coverregion_0	Regions covered by agreement: coverregion_0	Numeric
coverregion_1	Regions covered by agreement: coverregion_1	Numeric
coverregion_2	Regions covered by agreement: coverregion_2	Numeric
coverregion_3	Regions covered by agreement: coverregion_3	Numeric
coverregion_4	Regions covered by agreement: coverregion_4	Numeric
coverregion_5	Regions covered by agreement: coverregion_5	Numeric
coverregion_6	Regions covered by agreement: coverregion_6	Numeric
coverregion_7	Regions covered by agreement: coverregion_7	Numeric
coverregion_8	Regions covered by agreement: coverregion_8	Numeric
coverregion_9	Regions covered by agreement: coverregion_9	Numeric
covercountryregion_comments	Comments regarding coverage of country and regions: [TXT]	String
coverunion_trigger	Does the agreement cover trade union members only? [YN]	Numeric
coverunionsign	Does the agreement apply to members of the signatory trade unions only? [YN]	Numeric
cover_MEMTRAD4_other	To what other trade unions does the agreement apply? [TXT]	String
cover_MEMTRAD4_other_0	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_0	Numeric
cover_MEMTRAD4_other_1	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_1	Numeric

Variable name	Variable label	Type
cover_MEMTRAD4_other_2	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_2	Numeric
cover_MEMTRAD4_other_3	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_3	Numeric
cover_MEMTRAD4_other_4	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_4	Numeric
cover_MEMTRAD4_other_5	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_5	Numeric
cover_MEMTRAD4_other_6	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_6	Numeric
cover_MEMTRAD4_other_7	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_7	Numeric
cover_MEMTRAD4_other_8	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_8	Numeric
cover_MEMTRAD4_other_9	Agreement includes trade union members only, including non-signatory unions: cover_MEMTRAD4_other_9	Numeric
coverunion_comments	Comments regarding coverage of trade unions: [TXT]	String
coveroccup1	Does the agreement explicitly INCLUDE specific occupations for coverage? [YN]	Numeric
coveroccup2	Which occupations? (max 5) [TXT]	String
coveroccup2_0	Agreement includes specific occupations only: coveroccup2_0	Numeric
coveroccup2_1	Agreement includes specific occupations only: coveroccup2_1	Numeric
coveroccup2_2	Agreement includes specific occupations only: coveroccup2_2	Numeric
coveroccup2_3	Agreement includes specific occupations only: coveroccup2_3	Numeric
coveroccup2_4	Agreement includes specific occupations only: coveroccup2_4	Numeric
coveroccup2_5	Agreement includes specific occupations only: coveroccup2_5	Numeric
coveroccup2_6	Agreement includes specific occupations only: coveroccup2_6	Numeric
coveroccup2_7	Agreement includes specific occupations only: coveroccup2_7	Numeric
coveroccup2_8	Agreement includes specific occupations only: coveroccup2_8	Numeric
coveroccup2_9	Agreement includes specific occupations only: coveroccup2_9	Numeric
coveroccup3	Does the agreement explicitly EXCLUDE specific occupations for coverage? [YN]	Numeric
coveroccup4	Which occupations? (max 5) [TXT]	String
coveroccup4_0	Agreement excludes specific occupations: coveroccup4_0	Numeric
coveroccup4_1	Agreement excludes specific occupations: coveroccup4_1	Numeric
coveroccup4_2	Agreement excludes specific occupations: coveroccup4_2	Numeric
coveroccup4_3	Agreement excludes specific occupations: coveroccup4_3	Numeric
coveroccup4_4	Agreement excludes specific occupations: coveroccup4_4	Numeric
coveroccup4_5	Agreement excludes specific occupations: coveroccup4_5	Numeric
coveroccup4_6	Agreement excludes specific occupations: coveroccup4_6	Numeric
coveroccup4_7	Agreement excludes specific occupations: coveroccup4_7	Numeric
coveroccup4_8	Agreement excludes specific occupations: coveroccup4_8	Numeric
coveroccup4_9	Agreement excludes specific occupations: coveroccup4_9	Numeric
coveroccup_comments	Comments regarding coverage of occupations: [TXT]	String
coveragegroup1	Does the agreement explicitly INCLUDE specific age groups for coverage? [YN]	Numeric
coveragegroup2	Does the agreement explicitly include specific age groups for coverage? [TXT]	String
coveragegroup2_0	Agreement includes specific age groups only: coveragegroup2_0	Numeric
coveragegroup2_1	Agreement includes specific age groups only: coveragegroup2_1	Numeric
coveragegroup2_2	Agreement includes specific age groups only: coveragegroup2_2	Numeric
coveragegroup2_3	Agreement includes specific age groups only: coveragegroup2_3	Numeric
coveragegroup2_4	Agreement includes specific age groups only: coveragegroup2_4	Numeric
coveragegroup2_5	Agreement includes specific age groups only: coveragegroup2_5	Numeric
coveragegroup2_6	Agreement includes specific age groups only: coveragegroup2_6	Numeric
coveragegroup2_7	Agreement includes specific age groups only: coveragegroup2_7	Numeric
coveragegroup2_8	Agreement includes specific age groups only: coveragegroup2_8	Numeric
coveragegroup2_9	Agreement includes specific age groups only: coveragegroup2_9	Numeric
coveragegroup3	Does the agreement explicitly EXCLUDE specific age groups for coverage? [YN]	Numeric
coveragegroup4	Does the agreement explicitly exclude specific age groups for coverage? [TXT]	String
coveragegroup4_0	Agreement excludes specific age groups only: coveragegroup4_0	Numeric
coveragegroup4_1	Agreement excludes specific age groups only: coveragegroup4_1	Numeric
coveragegroup4_2	Agreement excludes specific age groups only: coveragegroup4_2	Numeric
coveragegroup4_3	Agreement excludes specific age groups only: coveragegroup4_3	Numeric
coveragegroup4_4	Agreement excludes specific age groups only: coveragegroup4_4	Numeric
coveragegroup4_5	Agreement excludes specific age groups only: coveragegroup4_5	Numeric

Variable name	Variable label	Type
coveragegroup4_6	Agreement excludes specific age groups only: coveragegroup4_6	Numeric
coveragegroup4_7	Agreement excludes specific age groups only: coveragegroup4_7	Numeric
coveragegroup4_8	Agreement excludes specific age groups only: coveragegroup4_8	Numeric
coveragegroup4_9	Agreement excludes specific age groups only: coveragegroup4_9	Numeric
coveragegroup_comments	Comments regarding coverage of age groups: [TXT]	String
coveremplnum_trigger	Does the agreement notify how many employees are covered? [YN]	Numeric
coveremplnumtype	Do you know an exact number	Numeric
coveremplnum1	Lower range	Numeric
coveremplnum2	Upper range	Numeric
coveremplnum3	Does the agreement notify how many of these employees are female?	Numeric
coveremplnum3type	Do you know an exact number	Numeric
coveremplnum4	Upper range	Numeric
coveremplnum5		Numeric
coveremplnumoth	Do you know from other sources how many employees are covered?	Numeric
coveremplnumothtype	Do you know an exact number	Numeric
coveremplnumoth1	Lower range	Numeric
coveremplnumoth2	Upper range	Numeric
coveremplnumoth3	Do you	Numeric
coveremplnumoth3type	Do you know an exact number	Numeric
coveremplnumoth4	Lower range	Numeric
coveremplnumoth5	Upper range	Numeric
coveremplnumext1	Do you know from other sources how many employees are covered after extension?	Numeric
coveremplnumext1type	Do you know an exact number	Numeric
coveremplnumext2	Lower range	Numeric
coveremplnumext3	Upper range	Numeric
coveremplnum_comments	Comments regarding number of covered employees: [TXT]	String
name	Name Collective Agreement [TXT]	String
locale	Locale (language-country) [TXT]	String
text	URL Link [TXT]	String

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# Wage Indicator Foundation



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# WageIndicator.org