

# BARMETAL



## Digitalization, Automatization and Decarbonization: Opportunity for strengthening collective bargaining in the Metal Sector

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<b>Authors:</b>	Gabriele Medas, Intan Citra Phonskaningtyas, Daniela Ceccon, Marta Kahancová
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## **Introduction: Structure, Sample and Methodology of the BARMETAL report: D 4.1 - Dataset on CBAs and Report on the findings of CBAs stipulations.**

This report is conceptually divided in two parts: the Dataset (the Wageindicator Collective Agreements Database), and the findings coming for the actual analysis of the Metal sector CBAs that have been annotated and analysed in the framework of the project.

### **PART 1:**

Chapters 1 and 2 will explain in detail the WageIndicator Collective Agreements Database, as the Dataset tool that has been used for the CBAs analysis.

This section of the report will explain the structure of the CBAs Database and how it works in terms of the annotation process: the codebook, the CBAs database team involved in the coding, sampling and collection criteria, analysis and related outputs and outcomes within the international public social bargaining debate. Each topic can be further investigated following the links provided in each paragraph.

All the steps of the process that bring from the collection of a collective agreement to its actual annotation, publication, and analysis on the Wageindicator database will be thoroughly described to guarantee the maximum transparency regarding the methodology applied for the analysis performed in this report.

**PART 2:**

Chapter 3 focuses on the actual collective agreements analysis and related findings regarding the CBAs stipulations.

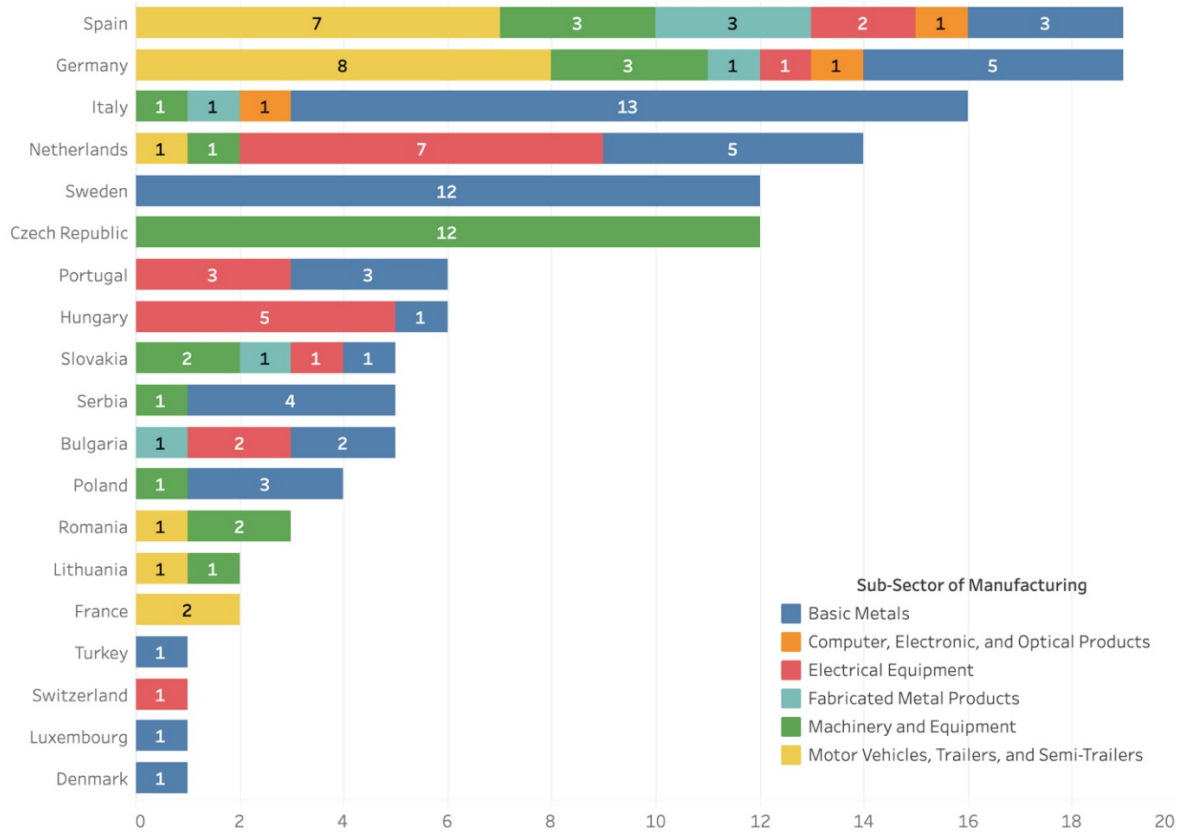
This section of the report will focus on the analysis and data visualisations of the findings coming from the annotation of **134 CBAs from the following metal sector NACE codes:**

<b>2400</b>	<b>Manufacture of basic metals</b>
<b>2500</b>	<b>Manufacture of fabricated metal products, except machinery and equipment</b>
<b>2600</b>	<b>Manufacture of computer, electronic and optical products</b>
<b>2700</b>	<b>Manufacture of electrical equipment</b>
<b>2800</b>	<b>Manufacture of machinery and equipment</b>
<b>2900</b>	<b>Manufacture of motor vehicles, trailers and semi-trailers</b>

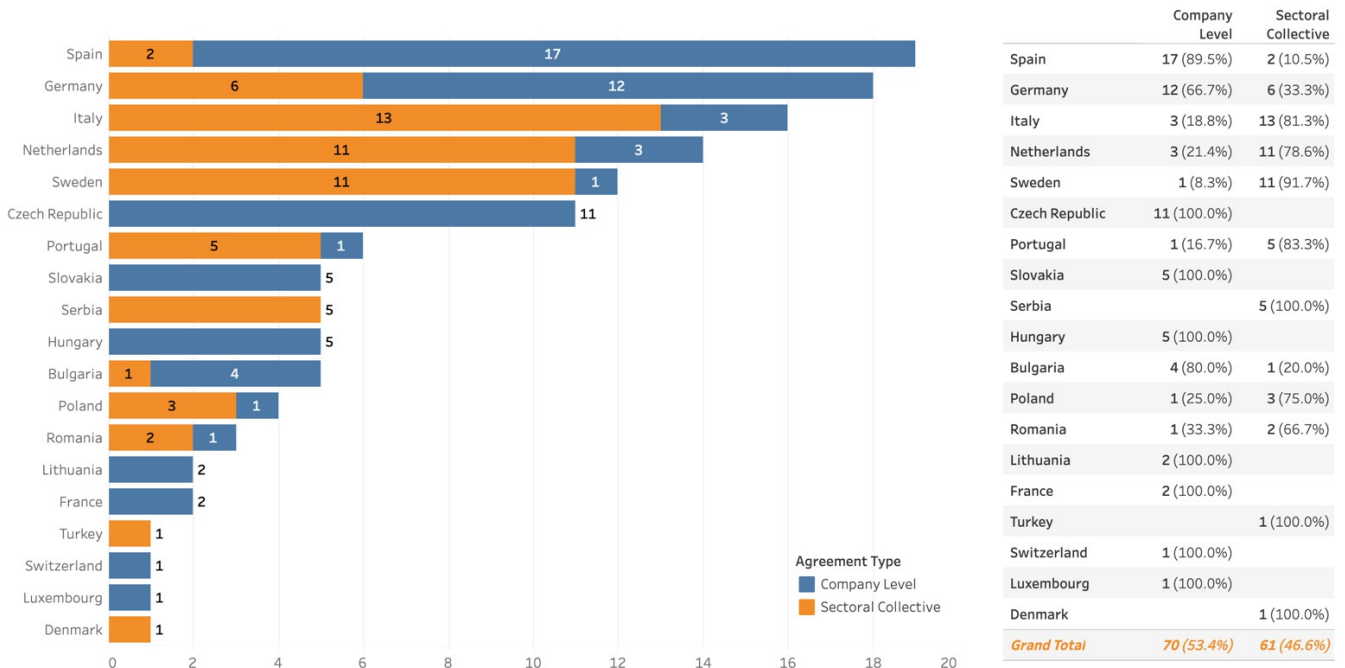
While the spectrum of the analysis is opened to all the Metal sectors' Collective Agreements in the EU 27 plus candidates' countries, the European countries which will be analysed in this report are the following 19:

Bulgaria, Denmark, Czechia, France, Germany, Hungary, Italy, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Romania, Serbia, Slovakia, Spain, Sweden, Switzerland, and Turkey.

**Sectoral and country composition of the collective agreements' sample within the list of the 6 Metal manufacturing NACE subsectors.**



**Distribution of the sample in terms of sectoral and company level collective agreements per country.**



**The analysis is made according to the following 12 main labour topics and related sub-subjects:**

1. **Job titles** (job descriptions and job classification system).
2. **Social security and pensions** (pension, disability, and unemployment funds).
3. **Training** (general training/apprenticeship, training programmes related to remote work, training programmes related to the introduction of green provisions at work, training programmes for the use of advanced technologies at work).
4. **Employment contracts** (trial period, severance pay, dismissal, part-time and temporary agency workers).
5. **Sickness and disability** (sick leave, disability, and work accidents).
6. **Health and medical assistance** (health insurance, health and safety workplace policy, medical checkup or visits provided by the employer, support to funeral/burial costs for employees or their relatives, COVID-19, and HIV related clauses).
7. **Work/family balance arrangements** (maternity leave, pregnancy, and breastfeeding, leave for marriage, death and care of children and relatives).
8. **Gender equality issues** (equal pay for work of equal value, discrimination, violence, and sexual harassment at work).
9. **Wages** (wages pay scales, minimum wage, wages increase, overtimes, premiums, bonuses and extra payments, seniority, hardship shift, transport, and meal allowances).
10. **Working hours** (working hours, schedules, rest periods, flexible work arrangements, holidays, and days of leave).
11. **Workers' Representation & Conflicts** (i.e., workers participation in the institution of a bilateral commission or a works council, reference to conflicts and/or strikes).
12. **New Technologies & Green clauses** (introduction of advanced technologies including Artificial Intelligence and Algorithmic Management, provisions related to environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace).

#### **CONCEPTUAL NOTES ON THE METHODOLOGY OF THE REPORT:**

- a) The findings of this report are based exclusively on the annotation and further analysis of the Metal Sector CBAs contained in the WageIndicator Collective Agreements Database; hence, the whole CBAs analysis and related findings must be seen in this framework.
- b) CBAs' annotation and analysis focus exclusively on the contents that are clearly and explicitly stated in the texts of the agreements themselves, regardless of personal assumptions and/or what might be established by the labour law in other separate and different documents.
- c) This report solely reflects the opinion of the authors and does not necessarily reflect the official opinion of the European Commission.



## 1. The WageIndicator Collective Agreements Database

### 1.1. What is a collective bargaining agreement?

When independent labour unions and employers (or employers' organisations) engage in negotiations to establish terms and conditions of employment and regulate their relationship, this process is known as "collective bargaining" (as defined by ILO Convention 154). The resulting written document from these negotiations is called a collective bargaining agreement (CBA). These agreements can be established either at the company level (involving one or multiple companies), at the sector level, or even at an inter-professional level, encompassing all workers within a country.

A CBA sets the terms and conditions of employment, it is effective for a specified duration which is stated in the agreement itself but, unlike regular contracts, the parties' obligations do not end on the expiration date, unless a new CBA is negotiated by the social partners. The significance of collective bargaining agreements is recognized worldwide; however, only a few countries maintain comprehensive databases documenting the provisions agreed upon in these agreements. Moreover, even in cases where such databases exist, such as in the UK, Netherlands, New Zealand, and Brazil, they are not comparable across countries.

Since 2012, the WageIndicator Foundation has been actively collecting and categorising CBAs on a global scale within the WageIndicator Collective Agreements database.

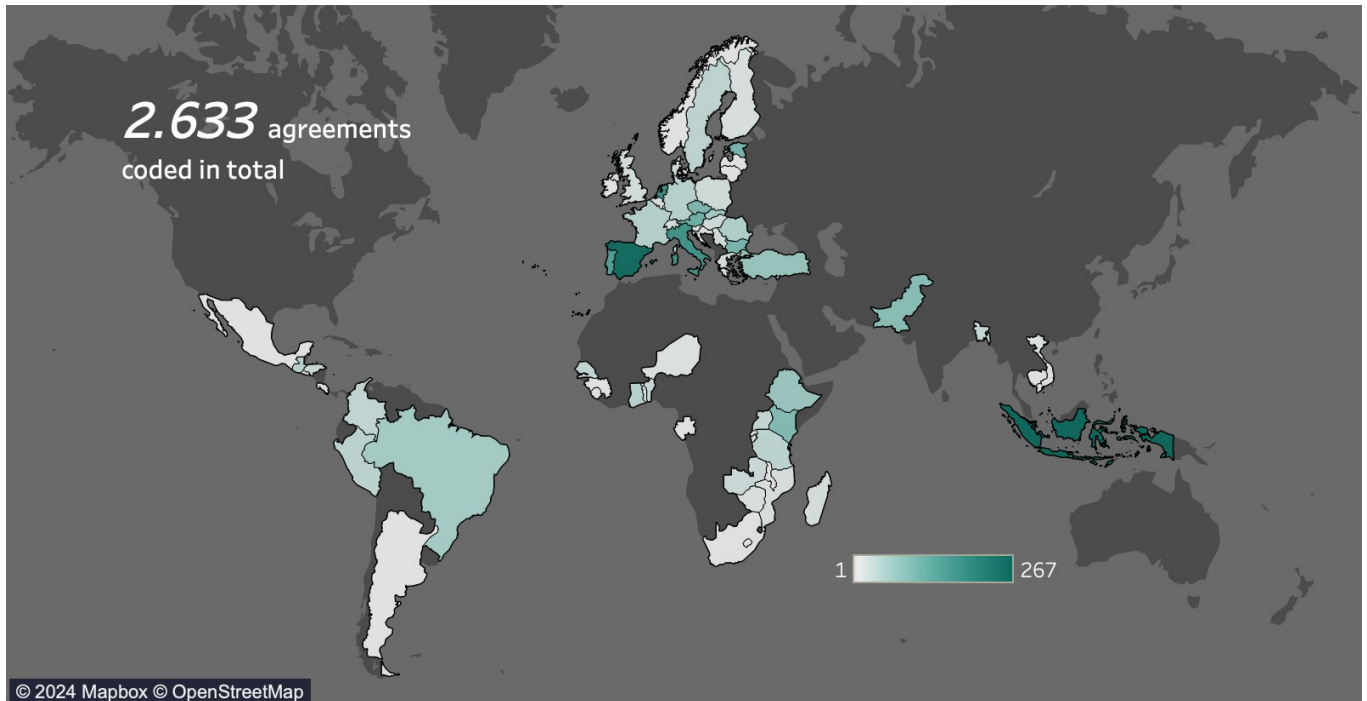
### 1.2. The WageIndicator Collective Agreements Database

WageIndicator Foundation holds responsibility for the Collective Agreements database. The foundation operates national websites in 206 countries (including territories and overseas areas) across all continents, catering to the general public with labour-related content. As part of Development Aid projects in collaboration with social partners in the global south, WageIndicator began collecting collective agreements in December 2012 with the intention of publishing their complete texts on its websites. The primary goal was to enhance working conditions and attain decent wages by promoting the use and circulation of collective agreements in actual negotiations. In all participating countries, social partners expressed great interest in publishing their CBAs, recognizing it as an effective and cost-efficient method of communicating the outcomes of their bargaining efforts to their constituents and a broader audience. These partners submit the texts of their agreements to WageIndicator to be entered in the database. By the end of 2023, WageIndicator has collected, analysed, and published more than 2600 collective agreements from 64 countries worldwide (see Figure 1 and Table 1 below). These agreements are available in 27 different languages.

### 1.3. The CBA database as an international tool

The WageIndicator CBA database and its related coding scheme have been conceived as an international and comprehensive tool, to collect, host, analyse and compare collective agreements from all over the world, at all bargaining levels (national, sectoral, company). CBA sampling is, each time, customised according to specific projects' requirements, in terms of countries, industries (based on NACE codes), coverage, bargaining level and time range. The database allows to conduct reliable and customised statistical analysis, because it is accessible using statistical software. Comparative analysis can be performed at many levels, such as cross-country comparison on some topics/provisions, changes over time in one country/sector/CBA, variations between different CBA types and qualitative analysis on specific clauses.

Figure 1 Collective agreements included in the WageIndicator Collective Agreements Database in April 2024, per country (excluding sample agreements).



Source: WageIndicator Collective Agreements Database (2024).

Table 1 Collective agreements included in the WageIndicator Collective Agreements Database in April 2024, per country (excluding sample and transnational agreements).

Country	Number of CBAs		
Argentina	1	Lithuania	4
Austria	111	Madagascar	13
Bangladesh	27	Malawi	3
Belgium	9	Malta	4
Benin	23	Mexico	2
Brazil	56	Mozambique	11
Bulgaria	101	Netherlands	178
Burundi	19	Niger	7
Cambodia	6	Norway	1
Colombia	30	Pakistan	82
Costa Rica	9	Peru	34
Croatia	7	Poland	17
Czech Republic	98	Portugal	149
Denmark	18	Romania	46
El Salvador	13	Rwanda	4
Estonia	103	Senegal	30
Ethiopia	66	Serbia	16
Finland	9	Sierra Leone	2
France	42	Slovakia	58
Gabon	1	Slovenia	8
Germany	38	South Africa	3
Ghana	38	Spain	259
Greece	13	Sweden	32
Guatemala	36	Switzerland	14
Guinea	1	Tanzania	34
Honduras	23	Togo	16
Hungary	19	Turkey	68
Indonesia	267	Uganda	29
Ireland	1	United Kingdom	14
Italy	171	Vietnam	5
Kenya	90	Zambia	22
Latvia	4	Zimbabwe	10
Lesotho	5		

Source: WageIndicator Collective Agreements Database (2024).

Almost all CBAs are published full text on WageIndicator’s national webpages (see screenshot 1). Employees, employers, trade unions, employers' associations, NGOs, and researchers can freely access these texts. As the texts are coded, web visitors can also compare the coded CBA information across industries and across countries. The Collective Agreements can be accessed from each country website (see screenshot 1) or from the platform economy webpages.

Screenshot 1. Webpage with list of Collective Agreement Database in France, see <https://votresalaire.fr/droits/conventions-collectives-francaises>, April 2024

Title	Sector	Company or sectoral
<a href="#">Accord national interprofessionnel des voyageurs, représentants, placiers - 2020 - 1982</a>	Conseil juridique et de marché, services fournis principalement aux entreprises	Sectoral / Multiple Employer
<a href="#">ACCORD VALEO SUR LA RESPONSABILITE SOCIALE, 2012 - 2012</a>	Industrie manufacturière	Company / Single Employer
<a href="#">agences de voyages et de tourisme 2013 - 2013</a>	Hospitalité, traiteurs, industrie du tourisme	Sectoral / Multiple Employer
<a href="#">aide et accompagnement 2010 - 2010</a>	Santé, travail social, services à la personne	Company / Single Employer

Source: WageIndicator Collective Agreements Database (2024).

Screenshot 2. Webpage with list of [Collective Agreement Database per country](#),

COUNTRY	CONTINENT	LANGUAGE	COLLECTIVE AGREEMENT DATABASE
Argentina	South America	Spanish	<a href="http://Elsalario.com.ar">Elsalario.com.ar</a>
Austria	Europe	German	<a href="http://Lohnspiegel.org/Osterreich">Lohnspiegel.org/Osterreich</a>
Bangladesh	Asia	Bengali	<a href="http://Mywage.org.bd">Mywage.org.bd</a>
Belgium	Europe	Dutch	<a href="http://Loonwijzer.be">Loonwijzer.be</a>

Source: WageIndicator Collective Agreements Database (2024).

## 1.4. The CBAs collection process

The WageIndicator CBA database applies three approaches for gathering the collective agreements:

- Downloading from national registries or official national archives.
- Downloading from websites where signatories have published their CBA, using smart Google searches.
- Directly asking the bargaining social partners (trade unions and employers' organisations) for full text agreements.

Overall, in recent years, social partners signatories publish their CBAs online more frequently and gathering their agreements has become easier; while, for certain countries, the collection process keeps being quite problematic and challenging.

## 1.5. Anonymity

When asking for the full text agreements, sometimes signatories are reluctant to share their CBAs. This happens for competitive reasons, or because CBAs are claimed to be available and accessible only for the signatories' parties. The WageIndicator CBA database can guarantee total anonymity - if explicitly requested - to both the signatories of the agreements as well as the people who would like to share them with the database team. To ensure anonymity two options are provided:

- The CBA can be fully hidden to the public. This means that the text will not be published on the WageIndicator website and that it will only be coded and analysed internally solely for research purposes.
- The CBA can be published but without showing any sensitive data regarding the signatories. All data regarding the names and affiliations of the signatories are deleted by the team prior to publishing the text of the agreement on the WageIndicator website.

## 1.6. Sampling of CBAs

The number of multi- and single-employer collective agreements throughout the European Union is estimated at slightly over 85,000, based on an inventory of CBA registries in 2020 and updated in 2021/22 (Tijdens et al, 2022). Data regarding the number of CBAs worldwide is missing, but an educated guess would point to double this number. Given these large numbers, it is important to assess how the relatively small number of 2600+ CBAs in the database can be used for generalising findings to the entire labour market. Collective Agreement analysis is also a crucial part of our [DecentWorkCheck](#) Projects, which assess awareness of and compliance with Labour Laws in factories.

Three methods are followed to select which CBAs are entered into the database:

- The collection of CBAs is in part funded from projects and these are determining which CBAs are gathered, e.g. the metal industry.
- Other projects aim to gather CBAs from all industries until a threshold is reached, depending on their availability.
- A recent project used labour force data to identify which CBAs are to be gathered to achieve a representative sample of CBAs for selected industries.

## 1.7. The coding process

Gathered CBAs can have various formats: Word, PDF, JPEG, or even a printed booklet. These formats need to be converted, or 'cracked', through an OCR (Optical Character Recognition) software. In a next step, an HTML editor software is used to assign headings for titles, chapters, and articles. Then, the text can be uploaded in HTML format in the WageIndicator CBAs database. The whole "conversion" process is a time-consuming effort,

specifically in case of long full texts, in case of numerous tables and graphs, or in case the original text is in JPEG format.

Once texts are uploaded on the database platform, they are ready to be coded. The coding process consists of answering a series of questions and finding, for each question, the appropriate paragraph, the so-called 'clause', that answers that specific question. The collective agreements are annotated according to a coding scheme with more than 1000 variables and relate to fourteen macro topics (and related sub-questions):

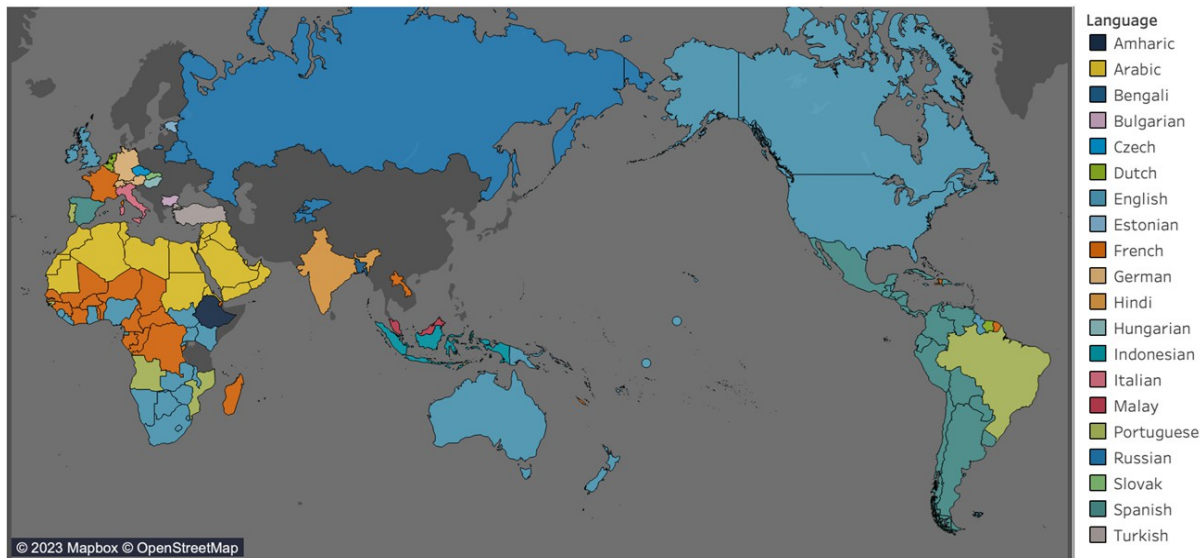
- General CBA data
- Job titles
- Social security and pensions
- Training
- Employment contracts
- Sickness and disability
- Health and medical assistance
- Work/family balance arrangements
- Gender equality issues
- Wages
- Working hours
- Workers' Representation & Conflicts
- New Technologies & Green clauses
- Coverage

The coding scheme is updated to incorporate changes in the world of work, such as COVID-19 clauses or flexible work arrangement, such remote work. In a few cases CBAs already in the database have been coded backward to create time-line series of the same CBAs and point out how the same collective agreement has evolved or improved along the years. The CBAs dataset allows to identify which coding scheme is used for the annotation of each collective agreement. The latest version of the codebook is available here: [Codebook Cecccon and Medas, 2023](#).

## **1.8. The WageIndicator CBA database team**

The annotators working on the CBAs database are skilled and experienced professionals who are able to manage multiple languages. Figure 2 shows the countries potentially covered by all the languages spoken (20) in the group of annotators. If it is necessary, the team can be expanded to include more languages.

*Figure 2 Countries covered by the languages spoken in the group of annotators.*



Source: *WageIndicator Collective Agreements Database (2024)*.

On top of the linguistic skills, all the team members have a deep knowledge and understanding in the field of industrial relations and collective bargaining. All annotators can work remotely from different parts of the world, having the chance to instantly connect online with other team members any time by using an internal communication channel in the database platform. This is used as an opportunity for sharing knowledge, new ideas or doubts regarding the annotation.

## 2. Output and outcomes of the database

### 2.1. CBAs Web pages

The annotated CBAs texts are published on the national WageIndicator websites, in national languages. In these sites users can browse the CBAs in their countries, select relevant clauses, view CBAs visualisations, and read annotations. The list of countries with related web pages can be found here: [Collective Agreements Database](#).

### 2.2. Model Collective Agreements

The database with full texts is used to generate model agreements, with the most optimal clauses per country. The CBA team has made model agreements for Burundi, Colombia, El Salvador, Ghana, Guatemala, Kenya, Rwanda, Tanzania, and Uganda, as well as an agreement focused on improved gender clauses in Spain. See [Model Collective Agreements](#).

### 2.3. Database with full texts and coded topics

A file with the full collective agreements' texts; these texts are annotated, indicating the sentences in the texts relevant for the coding of a topic, as selected by the annotator.

A file with the coded topics; the full list of questions is available in the WageIndicator Collective Agreements Database Codebook. See the latest [Codebook Cecon and Medas, 2023](#).

### 2.4. Monthly data dump for statistical analyses

Each month a data dump of this file with coded topics is generated for statistical analyses, and used in research projects. The datafiles used for specific projects are stored in the publicly accessible data archive Zenodo: <https://zenodo.org/records/5651624>

### 2.5. Comparison tool



The comparison tool permits for easy analysis and comparison of selected topics in collective bargaining agreements captured in the WageIndicator CBAs database, and can easily be accessed through the [national country websites](#).

### 3. Analysis of the Metal sector Collective Agreements in the EU 27 plus candidates countries: findings of the CBAs stipulations

This section of the report will focus on the analysis and data visualisations of the findings coming from the annotation of 134 CBAs from the following metal sector NACE codes:

<b>2400</b>	<b>Manufacture of basic metals</b>
<b>2500</b>	<b>Manufacture of fabricated metal products, except machinery and equipment</b>
<b>2600</b>	<b>Manufacture of computer, electronic and optical products</b>
<b>2700</b>	<b>Manufacture of electrical equipment</b>
<b>2800</b>	<b>Manufacture of machinery and equipment</b>
<b>2900</b>	<b>Manufacture of motor vehicles, trailers and semi-trailers</b>

The European countries' CBAs analysed in this report are the following 19:

1. Bulgaria
2. Denmark
3. Czech Republic
4. France
5. Germany
6. Hungary
7. Italy
8. Lithuania
9. Luxembourg
10. Netherlands
11. Poland
12. Portugal
13. Romania
14. Serbia
15. Slovakia
16. Spain
17. Sweden
18. Switzerland
19. Turkey

The analysis is made according to the following 12 main labour topics and related sub-subjects:

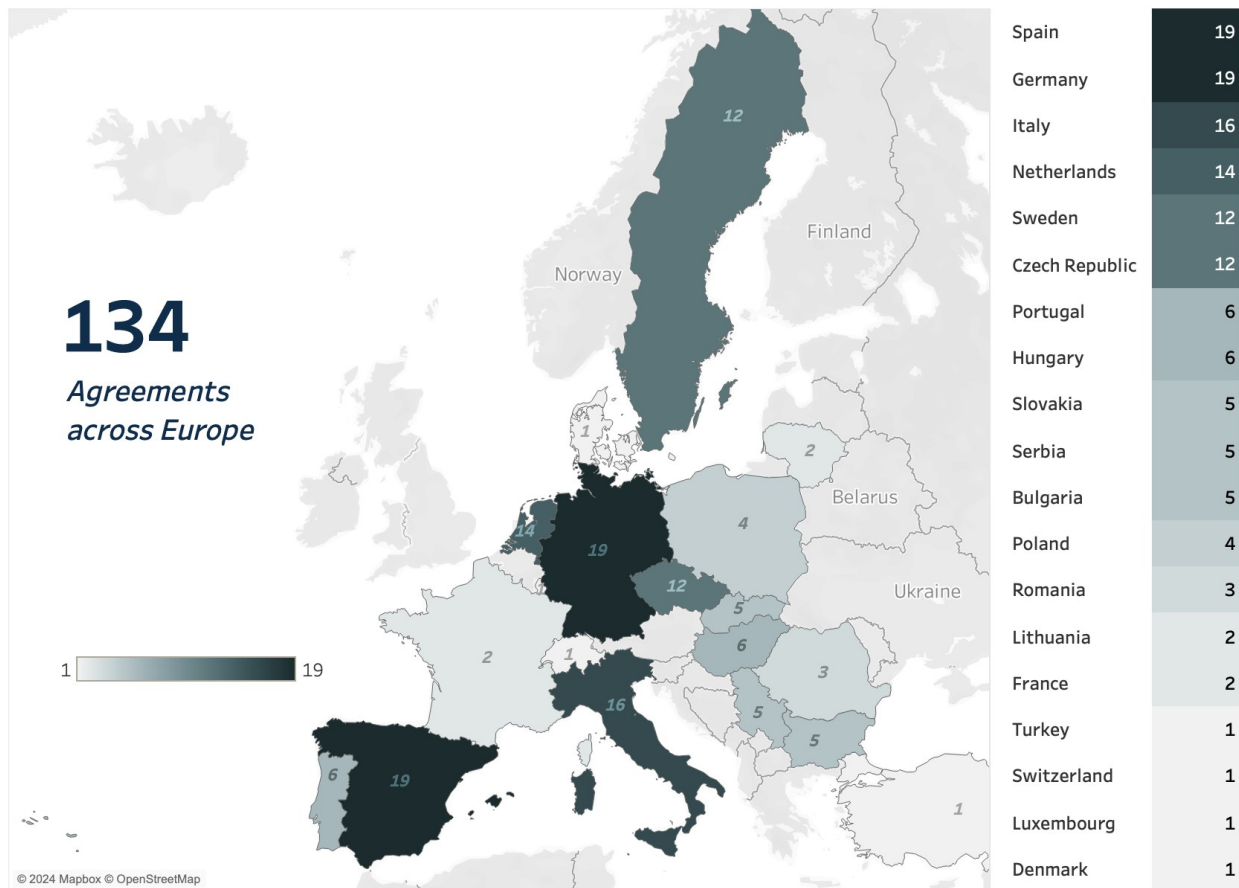
1. **Job titles** (job descriptions and job classification system).
2. **Social security and pensions** (pension, disability, and unemployment funds).
3. **Training** (general training/apprenticeship, training programmes related to remote work, training programmes related to the introduction of green provisions at work, training programmes for the use of advanced technologies at work).

4. **Employment contracts** (trial period, severance pay, dismissal, part-time and temporary agency workers).
5. **Sickness and disability** (sick leave, disability, and work accidents).
6. **Health and medical assistance** (health insurance, health and safety workplace policy, medical checkup or visits provided by the employer, support to funeral/burial costs for employees or their relatives, COVID-19 and HIV related clauses).
7. **Work/family balance arrangements** (maternity leave, pregnancy, and breastfeeding, leave for marriage, death and care of children and relatives).
8. **Gender equality issues** (equal pay for work of equal value, discrimination, violence, and sexual harassment at work).
9. **Wages** (wages pay scales, minimum wage, wages increase, overtimes, premiums, bonuses and extra payments, seniority, hardship shift, transport and meal allowances).
10. **Working hours** (working hours, schedules, rest periods, flexible work arrangements, holidays and days of leave).
11. **Workers' Representation & Conflicts** (i.e., workers participation in the institution of a bilateral commission or a works council, reference to conflicts and/or strikes).
12. **New Technologies & Green clauses** (introduction of advanced technologies including Artificial Intelligence and Algorithmic Management, provisions related to environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace).

Some of the main topics will be further inspected through their related sub-subjects to highlight the most representative findings coming from the CBAs analysis.

### **3.0 Global map of all the metal sector European CBAs in the database**





Source: WageIndicator Collective Agreements Database (2024).

Germany, Spain, Italy, and the Netherlands stand out as the top countries with the most metal sector CBAs (19-14), which might show a good system of social dialogue between employers and unions as well as a good level of transparency regarding the publication and sharing of their collective agreements.

### 3.0.1. Countries and number of metal sector CBAs analysed in this report (in alphabetical order)

Country	Number of CBAs
Bulgaria	5
Czech Republic	12
Denmark	1
France	2
Germany	19
Hungary	6
Italy	16
Lithuania	2
Luxembourg	1
Netherlands	14
Poland	4
Portugal	6
Romania	3
Serbia	5
Slovakia	5
Spain	19
Sweden	12
Switzerland	1
Turkey	1

Source: WageIndicator Collective Agreements Database (2024).

### 3.0.2. Time range of the CBAs involved in the report analysis



Source: WageIndicator Collective Agreements Database (2024).

The time range of all the Collective Agreements investigated in this report covers the years from 2004 to 2023. The sample is quite recent, as most of the CBAs that have been taken into consideration were signed between 2017 and 2023. Most of the CBAs (29) were signed in 2021.

### 3.1. Job titles (only the main question) \_ Does the CBA include job descriptions or refers to a job classification system?

\*A job description generally includes duties, purpose, responsibilities, scope, and/or working conditions of a job along with the job's title.



Source: WageIndicator Collective Agreements Database (2024).

In Spain, 17 out of 19 CBAs include job descriptions, highlighting a strong focus on job clarity. This ensures everyone has a clear understanding of roles and expectations. The Netherlands, Italy and Sweden also emphasise job descriptions in all their CBAs, possibly showing they value clear agreements. However, countries like France and Denmark don't mention job descriptions in their CBAs, suggesting they might rely on workplace customs or rules to define job roles. All the 5 Serbian agreements of the database contain clauses regarding the main topic.

### 3.2. Social security and pensions (only the main question) \_Does the agreement have clauses on social security and pensions?



Source: WageIndicator Collective Agreements Database (2024).

Spain stands out as a leader by including these benefits in 15 agreements, almost twice as many as Germany, the second leading country with the most CBAs. This could mean there's a strong emphasis on social security and pensions in Spanish negotiations. Also, Italy,

Netherlands and Sweden include clauses on social security and pension in almost 100% of their collective agreements. Interestingly, some countries like Finland and Norway take a moderate approach, with 4-9 agreements mentioning these benefits. However, the absence of such clauses in some countries' CBAs needs further exploration. They could have different social security systems or rely on national pension plans, showing the diverse approaches European countries take to ensure social security and pensions for their workers.

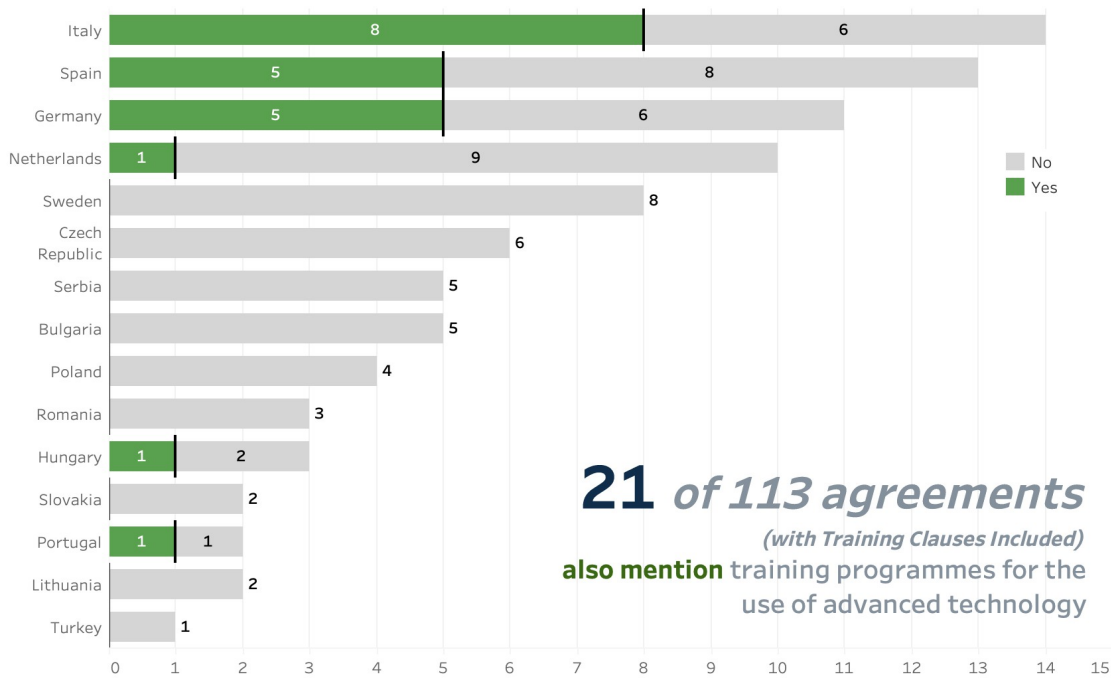
### 3.3. Training (main question) \_ Does the agreement provide for training/apprenticeship?



Source: WageIndicator Collective Agreements Database (2024).

Germany leads in the provision of training and apprenticeship opportunities, boasting 17 agreements. Italy, with all the 16 agreements including training and apprenticeship components closely follows. Spain, Netherland, and Sweden also include such topics in most of their agreements. Notably, several Eastern European countries consistently prioritise training and apprenticeship across all agreements. These countries include Slovakia, Serbia, Bulgaria, Poland, Romania, Lithuania, and Turkey.

#### 3.3.1. Training: Sub-question: Does the agreement contain clauses on training programmes for the use of advanced technologies at work?

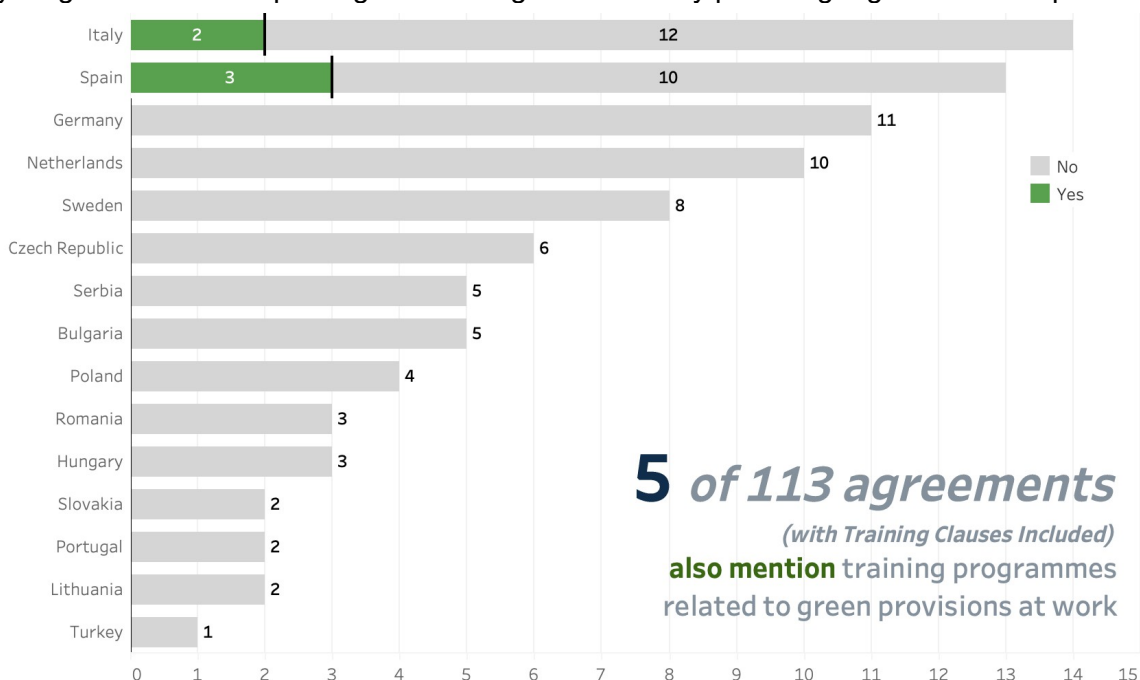


Source: WageIndicator Collective Agreements Database (2024).

Between 113 agreements that include clauses regarding training and apprenticeship, it shows that only 21 agreements specifically address training programs related to the utilisation of advanced technologies. Among these agreements, only six countries have included clauses concerning training on new technology: Italy leads with eight agreements, followed by Spain, Germany, the Netherlands, Hungary, and Portugal. Therefore, there is a pressing need for more widespread implementation of training programs focused on these advanced technologies across all countries.

### 3.3.2. Training: Sub-question: Does the agreement contain clauses on training programmes related to the introduction of green provisions at work?

\*Green provisions are provisions related to environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace.



Source: WageIndicator Collective Agreements Database (2024).

Much less in numbers, between 113 agreements that include clauses regarding training and apprenticeship, only 5 agreements specifically address training programs related to green provisions at work, environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace. Among these agreements, only two countries have included these clauses, which are Italy and Spain. This highlights that, despite the growing emphasis on environmental issues and climate change at work, the adoption of training programs regarding green provisions in various sectors is still limited. Therefore, there is an urgent call for broader implementation of initiatives aimed at involving the employees in such training initiatives across all countries.

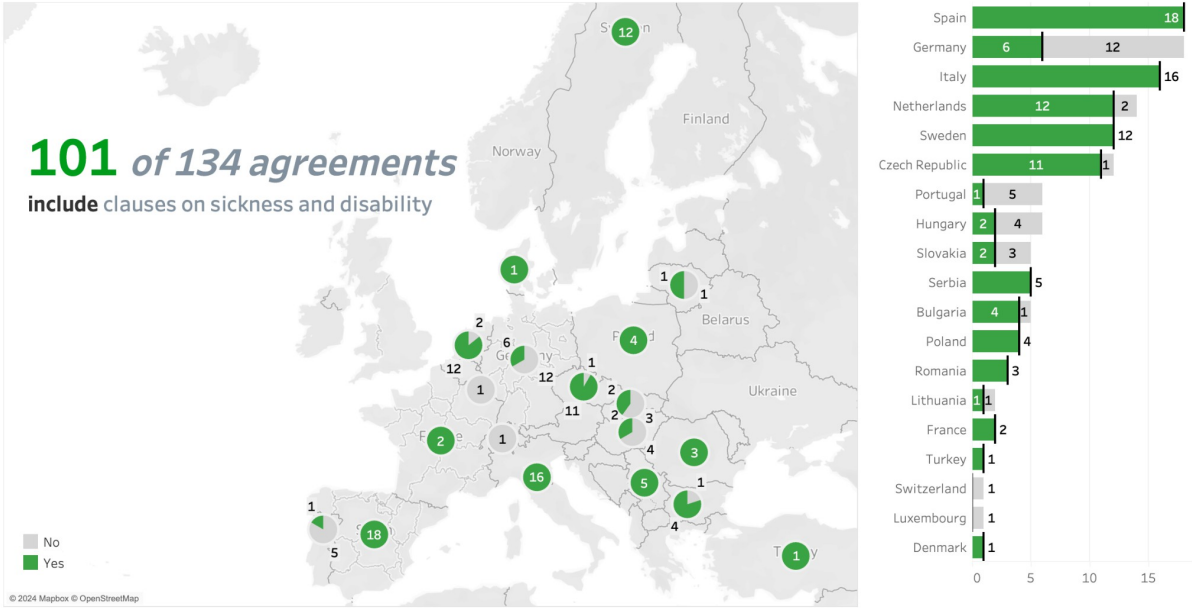
### 3.4. Employment contracts (only the main question) \_Does the agreement have clauses on individual employment contracts and job security?



Source: WageIndicator Collective Agreements Database (2024).

Spain leads with all 18 agreements including clauses on individual employment contracts and job security, setting a strong example. Following closely, Italy, the Netherlands, and Sweden also include these clauses in every agreement available. Despite Germany having the most CBAs overall, it doesn't take the lead in most topics. Interestingly, even with fewer CBAs (ranging from 1 to 6), Hungary, Slovakia, Serbia, Romania, Lithuania, Turkey, and Denmark consistently include these clauses in all their agreements, showing a shared commitment to ensuring job security and individual employment rights. The inclusion of clauses related to job security and individual employment rights is a widespread practice across European labour agreements, with both larger and smaller countries demonstrating a commitment to these essential aspects of workplace fairness and stability.

**3.5. Sickness and disability: (main question) \_Does the agreement have clauses on sickness and disability?**

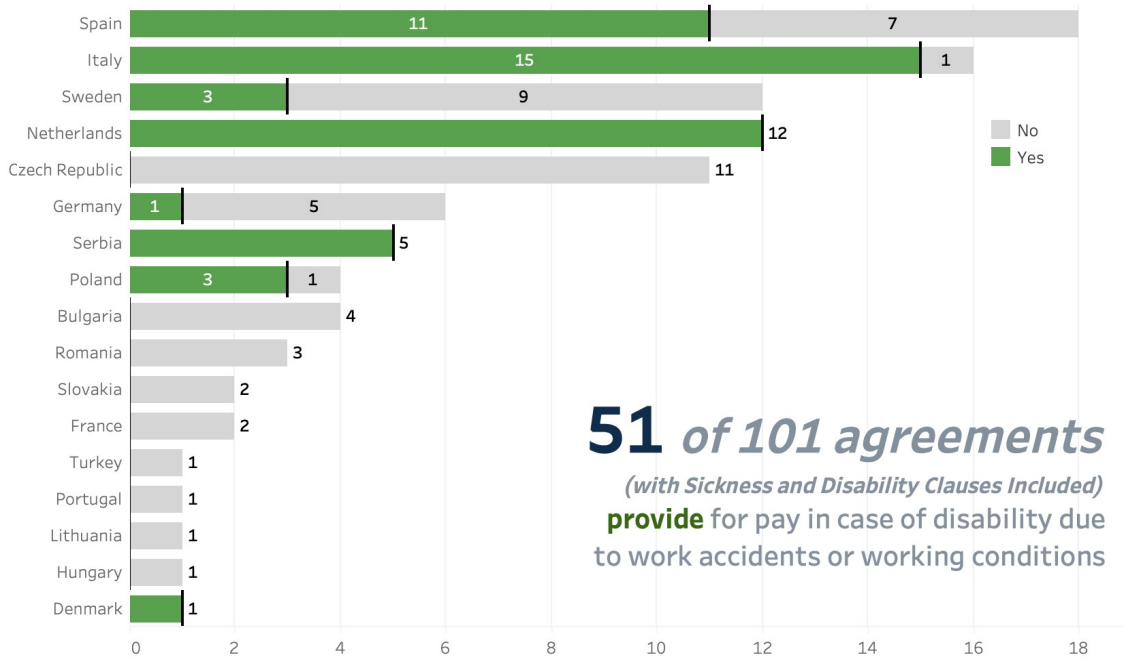


Source: WageIndicator Collective Agreements Database (2024).

Across 19 European countries surveyed, a significant majority of agreements, specifically 101 out of 134, include clauses addressing sickness and disability. Once more, Spain leads with all 18 of its agreements including such clauses, followed by Italy and Sweden, which also include them in all their agreements. It's noteworthy that most countries have clauses covering sickness and disability, with the exceptions being Switzerland and Luxembourg. Additionally, despite having fewer CBAs (ranging from 1 to 6), Serbia, Poland, France, Turkey, and Denmark consistently include these clauses in all available agreements. This data underscores the widespread recognition of the importance of addressing sickness and disability in workplace agreements across Europe.

**3.5.1. Sickness and disability\_Sub question: Does the agreement provide for pay in case of disability due to work accidents or working conditions?**





**51 of 101 agreements**  
*(with Sickness and Disability Clauses Included)*  
 provide for pay in case of disability due to work accidents or working conditions

Source: WageIndicator Collective Agreements Database (2024).

Out of 101 agreements that include clauses addressing sickness and disability, 51 agreements specifically tackle pay in cases of disability resulting from work accidents or working conditions. Despite Spain having the highest number of CBAs incorporating sickness and disability clauses, it doesn't lead in this topic; instead, Italy takes the lead with 15 out of 16 agreements including this provision. Among the 19 countries examined, only 8 have this clause in their agreements: Spain, Italy, Sweden, the Netherlands, Germany, Serbia, Poland, and Denmark. Interestingly, the Netherlands includes this clause in all its agreements. Even with a smaller number of CBAs (ranging from 1 to 6), Serbia and Denmark consistently include this clause in all available agreements. This highlights the varying degrees of attention given to addressing sickness, disability, and associated pay provisions across European collective agreements.

### 3.6. Health and medical assistance: (main question) Does the agreement provide for health or medical assistance for employees?

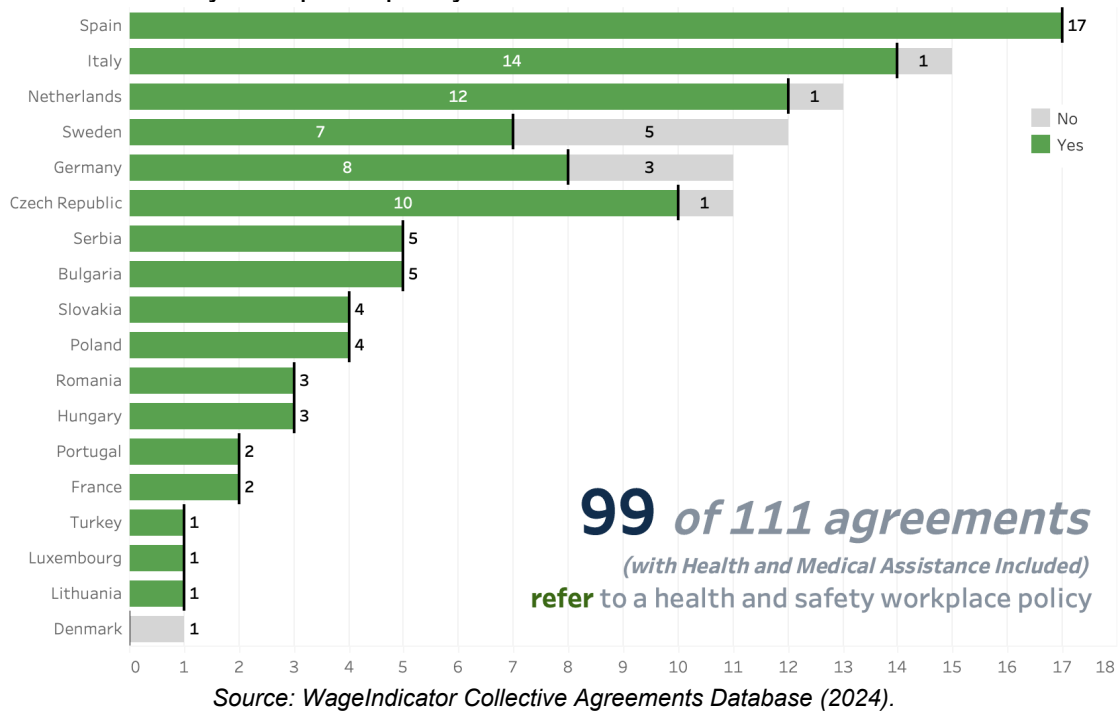




Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements examined across 19 European countries, a significant majority, specifically 111 agreements, include clauses pertaining to health and medical assistance for employees. Once again, Spain leads in this aspect, with all 17 of its agreements featuring such clauses, followed by Sweden, which includes them in all its 12 agreements. It's notable that most countries have clauses addressing health and medical assistance, except for Switzerland. Additionally, despite having fewer CBAs (ranging from 1 to 6), Serbia, Bulgaria, Poland, France, Turkey, Luxembourg, and Denmark consistently incorporate this clause in all available agreements. This underscores the widespread recognition of the importance of providing health and medical assistance to employees across European labour agreements.

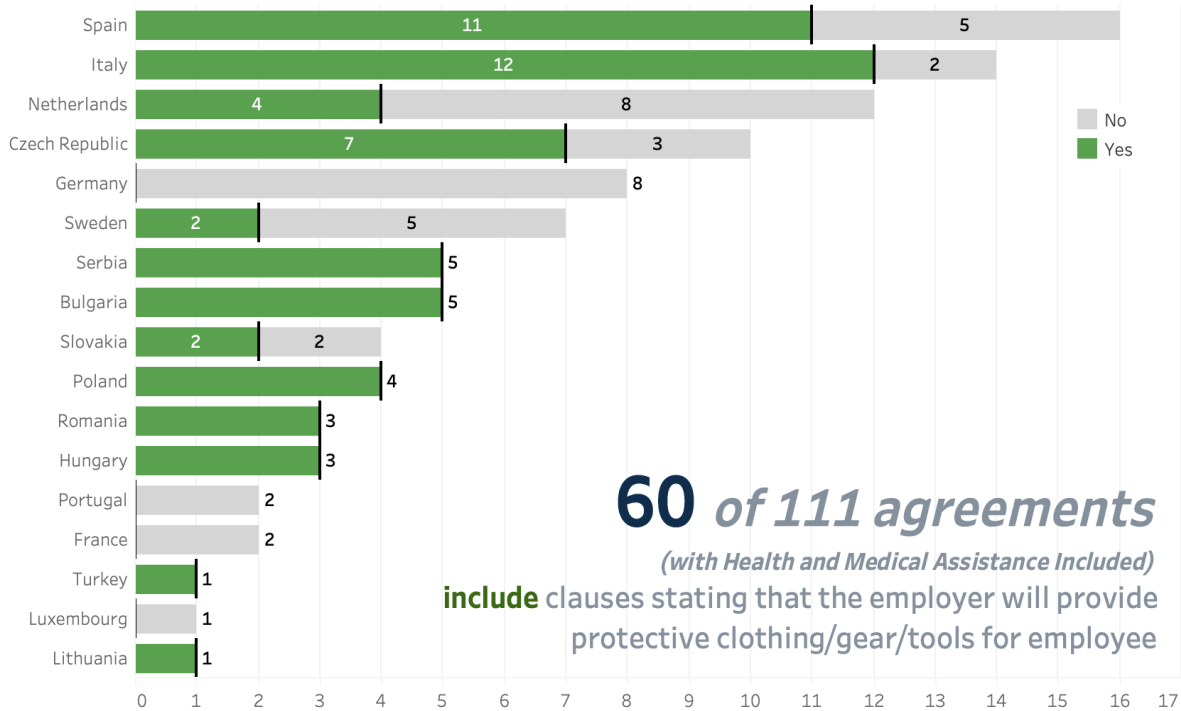
### 3.6.1. Health and medical assistance\_Sub question: Does the agreement refer to a health and safety workplace policy?



Out of 111 agreements featuring clauses regarding health and medical assistance across various European countries, 99 agreements specifically include establishment of a health and safety workplace policy. Spain takes the lead in this aspect, including it in all its 17 agreements, paralleling its status as the country with the highest number of CBAs containing health and medical assistance clauses. Italy, the Netherlands, and the Czech Republic follow suit in prioritising the inclusion of health and safety workplace policies in their agreements. Notably, every country that includes clauses pertaining to health and medical assistance also references a health and safety workplace policy, apart from Denmark. This emphasises the widespread recognition of the importance of establishing comprehensive health and safety

measures in European labour agreements, ensuring the well-being of employees across various sectors.

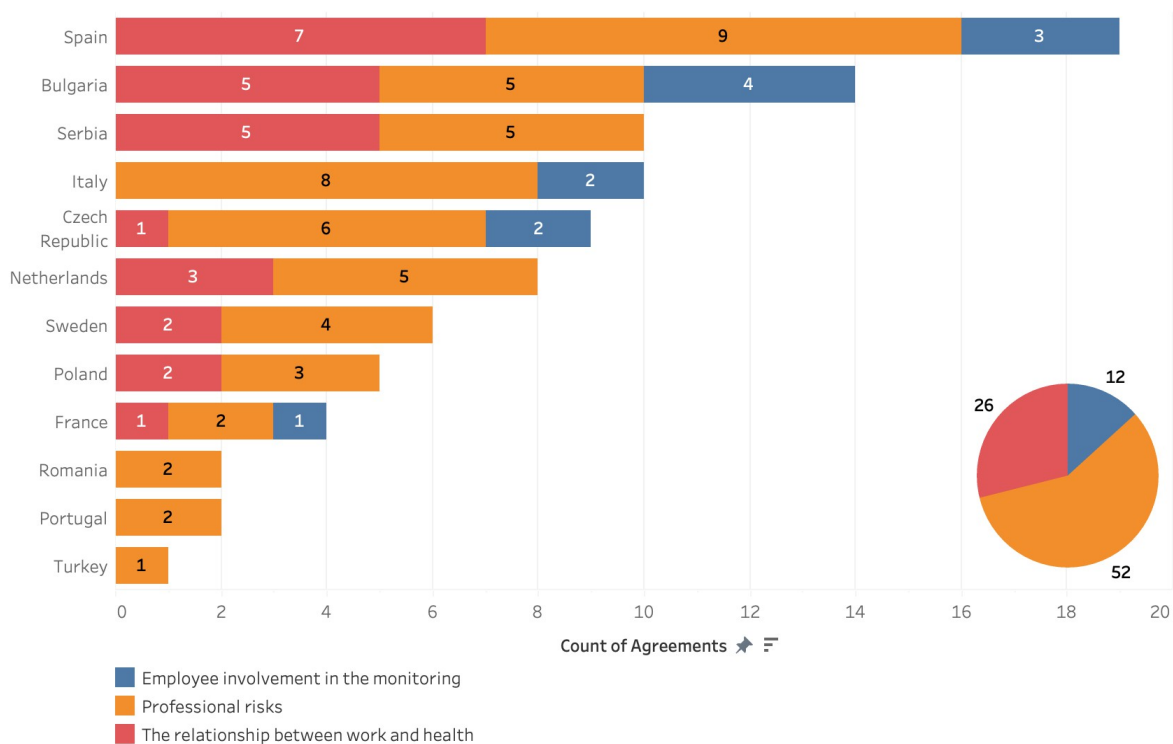
**3.6.2. Health and medical assistance**\_Sub question: Does the agreement contain clauses stating that the employer will provide protective clothing/gear/tools for employees (for example, steel capped boots or wet weather gear)?



Source: WageIndicator Collective Agreements Database (2024).

Out of 111 agreements incorporating clauses related to health and medical assistance across various European countries, 60 agreements specifically include provisions regarding protective clothing, gear, or tools for employees. Interestingly, despite Spain having the highest number of CBAs containing health and medical assistance clauses, it doesn't lead in this aspect; Italy takes the lead with 12 out of 14 agreements including this provision. Among the 17 countries examined, only 4 do not have this clause in their available agreements: Germany, Portugal, France, and Luxembourg. This highlights the varying degrees of attention given to the provision of protective equipment for employees across European labour agreements.

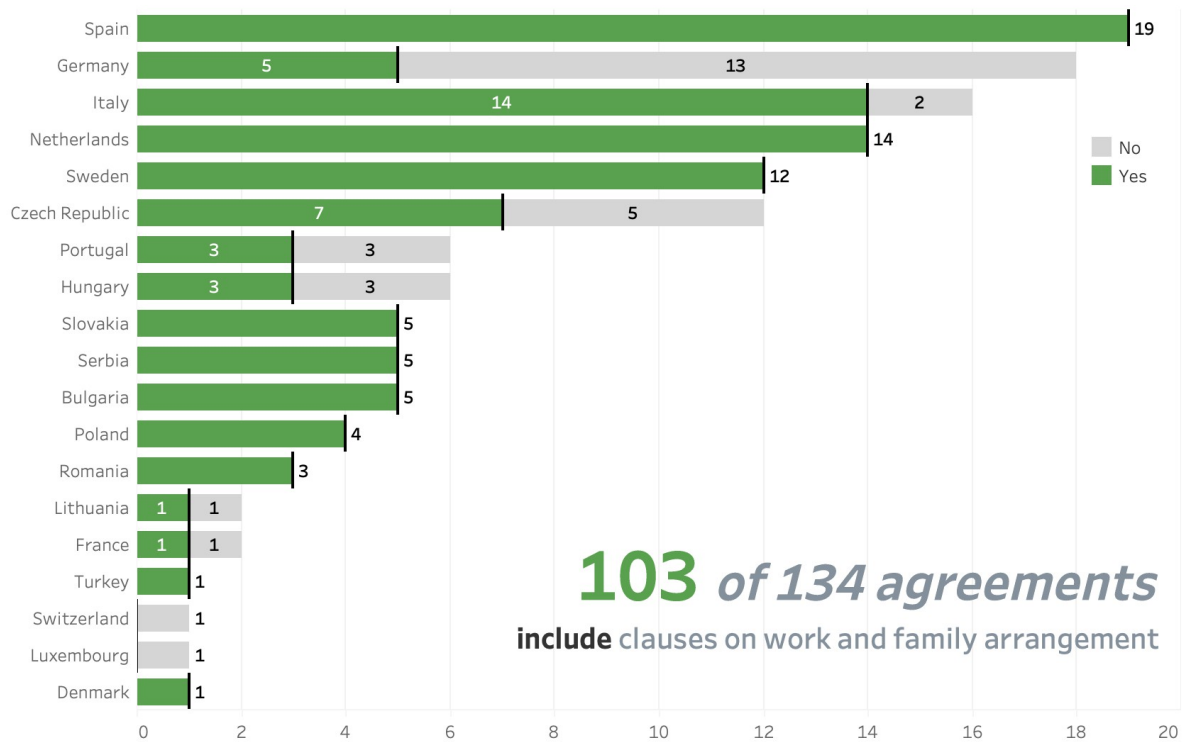
**3.6.3. Health and medical assistance**\_Sub question: Does the agreement contain clauses for monitoring one of the following? (Musculoskeletal solicitation of workstations, Professional risks, Relationship between work and health, Employee involvement in the monitoring)



Source: WageIndicator Collective Agreements Database (2024).

Out of the 111 agreements featuring clauses related to sickness and disability across various European countries, a significant majority, specifically 90 agreements, address monitoring on professional risks, the relationship between work and health, and employee involvement in the monitoring process. Among the 17 countries examined, 12 include clauses about monitoring. Once again, Spain leads in this aspect, including it in all its agreements, mirroring its status as the country with the highest number of CBAs containing health and medical assistance clauses. Following Spain, Bulgaria, Serbia, and Italy also prioritise the inclusion of monitoring clauses in their agreements. The majority of monitoring topics focus on professional risks, followed by the relationship between work and health, and finally, employee involvement in the monitoring process. This underscores the importance placed on monitoring and addressing workplace-related health risks and employee well-being across European labour agreements.

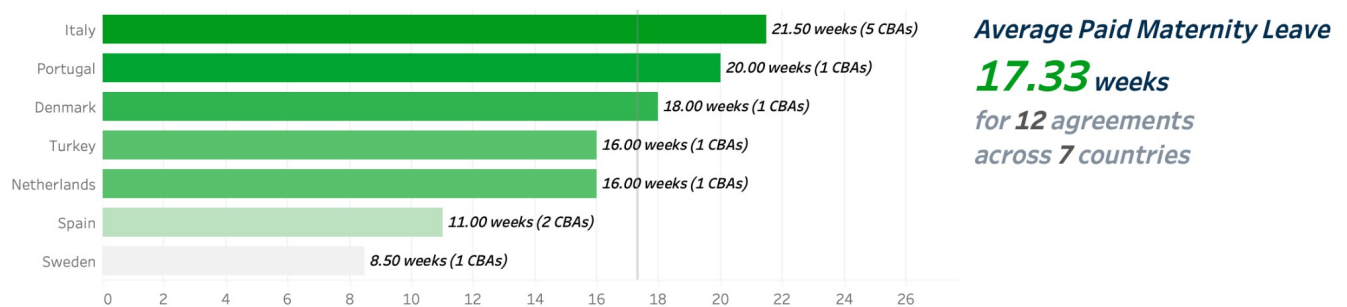
**3.7. Work/family balance arrangements:** (main question) Does the agreement contain clauses on work and family arrangements (including pregnancy, maternity/paternity leave and childcare)?



Source: WageIndicator Collective Agreements Database (2024).

Among 134 agreements reviewed across 19 European countries, a significant majority (103 agreements) include clauses concerning work and family arrangements. Spain stands out as a leader in this regard, with all 19 of its agreements featuring such clauses, closely followed by the Netherlands and Sweden, which also include them in all their agreements. Interestingly, despite Germany having the highest number of CBAs overall, it doesn't take the lead in most topics, including this one. It's worth noting that most countries include clauses addressing sickness and disability, with the exceptions being Switzerland and Luxembourg. Furthermore, even with fewer CBAs (ranging from 1 to 6), Slovakia, Serbia, Bulgaria, Poland, Romania, Turkey, and Denmark consistently include this clause in all available agreements. This underscores the widespread recognition of the importance of work-life balance and family-friendly policies across European labour agreements.

### 3.7.1 Work/family balance arrangements \_Sub question: What is the total duration of maternity leave in consecutive WEEKS?

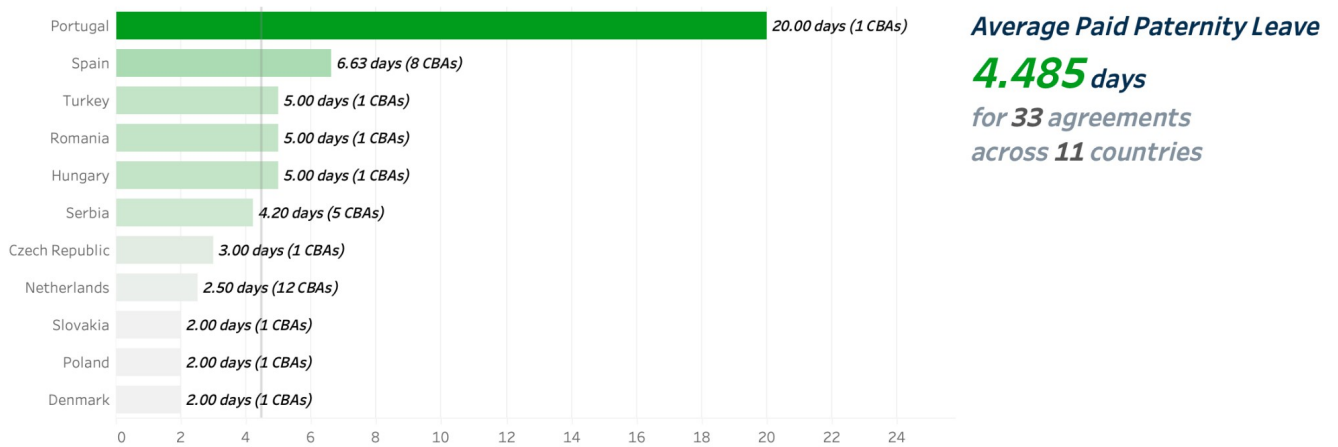


Source: WageIndicator Collective Agreements Database (2024).

Among 17 countries that include clauses on work and health arrangements, only 7 specifically mention paid maternity leave and its duration. Notably, the average duration of maternity leave across these agreements is 17.33 weeks. Italy leads with the longest average duration at 21.5 weeks across 5 agreements, followed by Portugal and Denmark, both exceeding the overall average duration. These findings highlight the diversity in

maternity leave policies across European countries, reflecting different approaches to supporting working mothers.

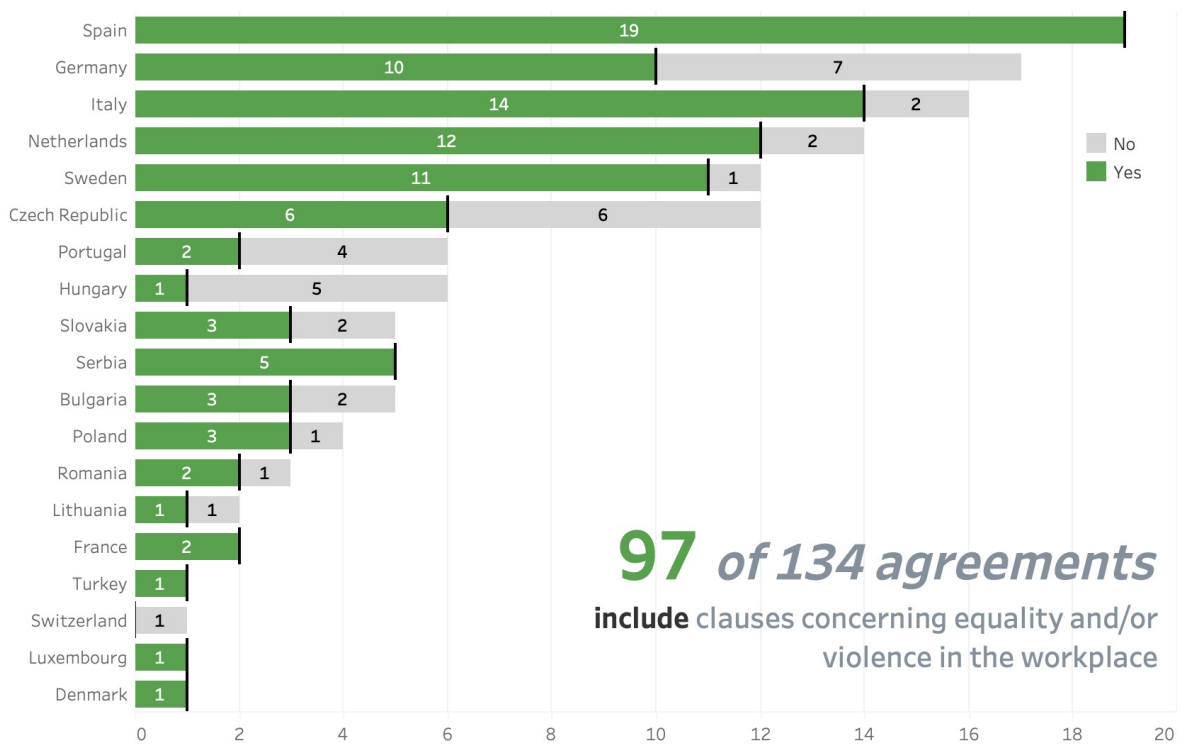
### 3.7.2 Work/family balance arrangements \_Sub question: What is the total duration in days of paid paternity leave at the time of delivery?



Source: WageIndicator Collective Agreements Database (2024).

Out of the 17 countries including clauses on work and health arrangements, only 11 explicitly address paid paternity leave and its duration. Notably, the average duration of paternity leave across these agreements is 4.485 days. Portugal leads with an impressive average duration of 20 days for just one agreement, followed closely by Spain, Turkey, Romania, and Hungary, all exceeding the overall average duration. These findings underscore the varying approaches to paternity leave policies across European countries, with some nations offering more extensive provisions than others. While there's a growing recognition of the importance of paternity leave, there remains significant diversity in its implementation among European nations, reflecting differing priorities and societal norms regarding parental support in the workplace.

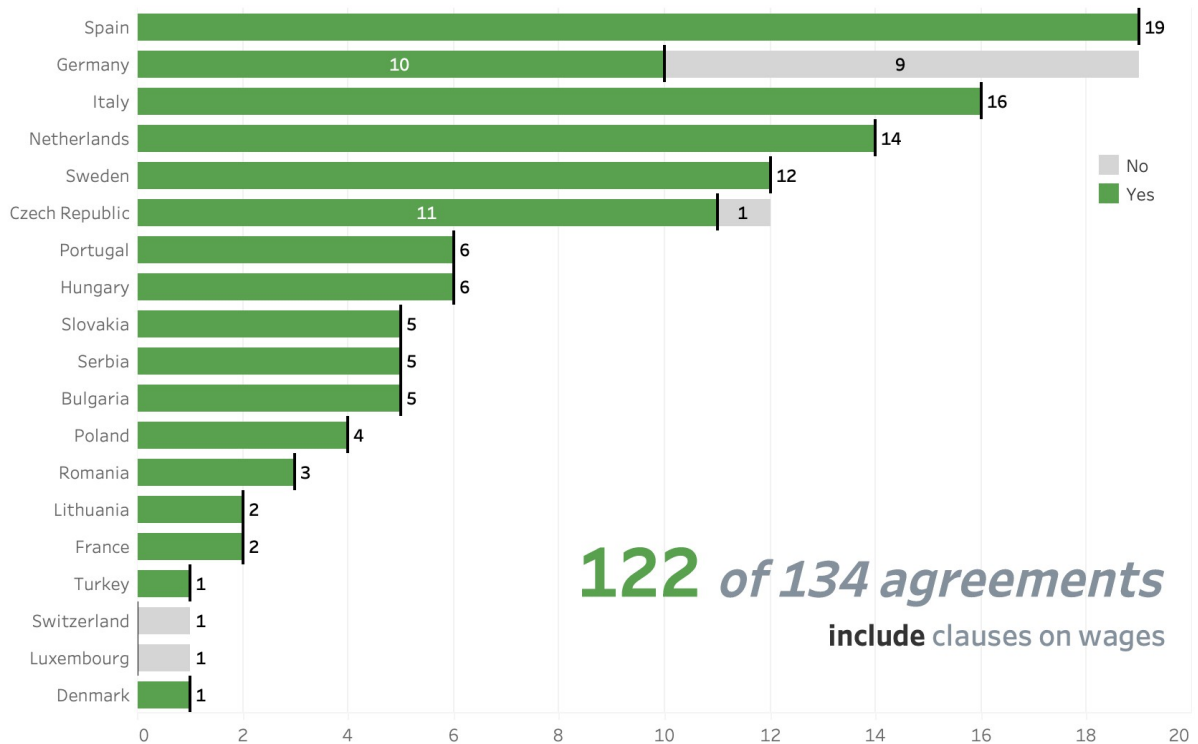
### 3.8. Gender equality issues (only the main question) \_Does the agreement contain any clauses concerning equality and/or violence in the workplace?



Source: WageIndicator Collective Agreements Database (2024).

Out of the 134 agreements analysed across 19 European countries, a significant majority (97 agreements) include clauses addressing equality and/or violence in the workplace. Spain emerges as a standout leader in this aspect, with all 19 agreements featuring such clauses. Serbia and France also demonstrate strong commitment, including these clauses in all their agreements. Notably, most countries include clauses addressing equality. These findings underscore the widespread acknowledgment of the importance of promoting equality and preventing workplace violence across the European labour agreements. In conclusion, while there is substantial recognition of these issues, there is room for improvement in ensuring comprehensive coverage and enforcement of these clauses across all countries.

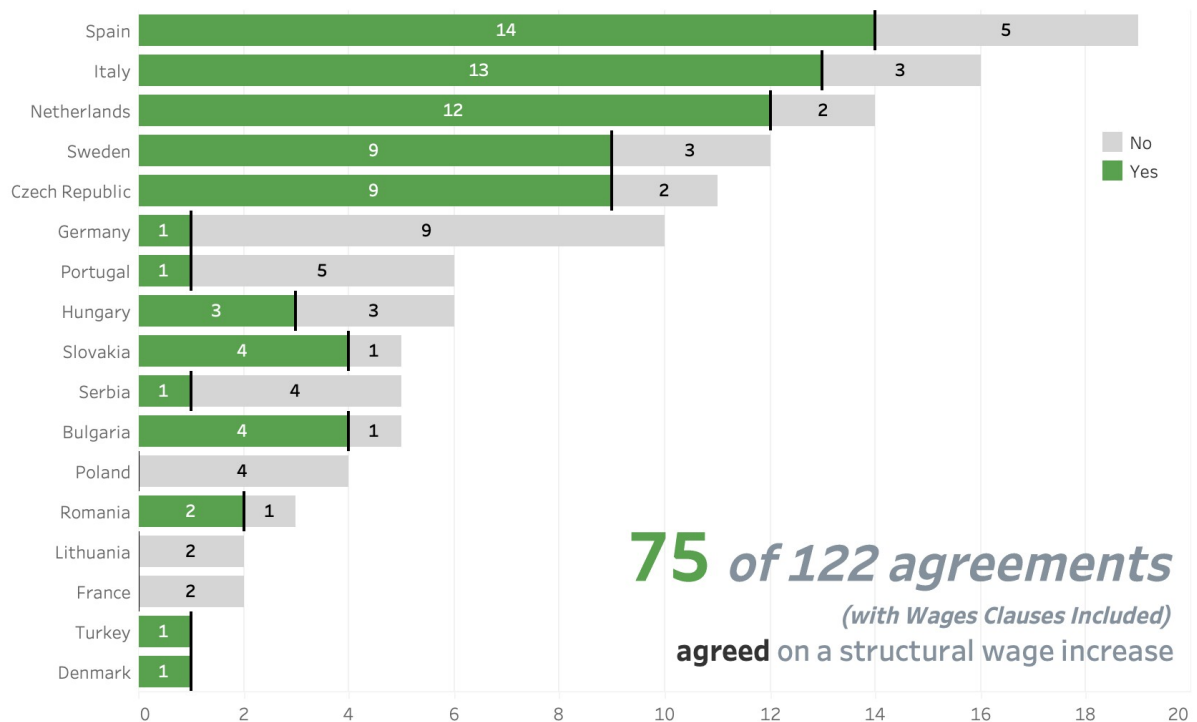
### 3.9. Wages (main question) \_Does the agreement have clauses on wages?



Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements examined across 19 European countries, a significant majority (122 agreements) include clauses related to wages. Spain leads in this aspect, with all 19 of its agreements featuring such clauses, closely followed by Italy, the Netherlands, and Sweden, which also include them in all their agreements. Interestingly, despite Germany having the highest number of CBAs overall, it doesn't lead in most topics, including this one. It's worth noting that most countries include clauses on wages, except for Switzerland and Luxembourg. Almost all countries include this clause in all their agreements except Germany and the Czech Republic. This underscores the widespread recognition of the importance of fair wages across European labour agreements.

**3.9.1. Wages**\_Sub question: Is a structural wage increase agreed? (=an increase that increases the basic pay on a permanent basis)



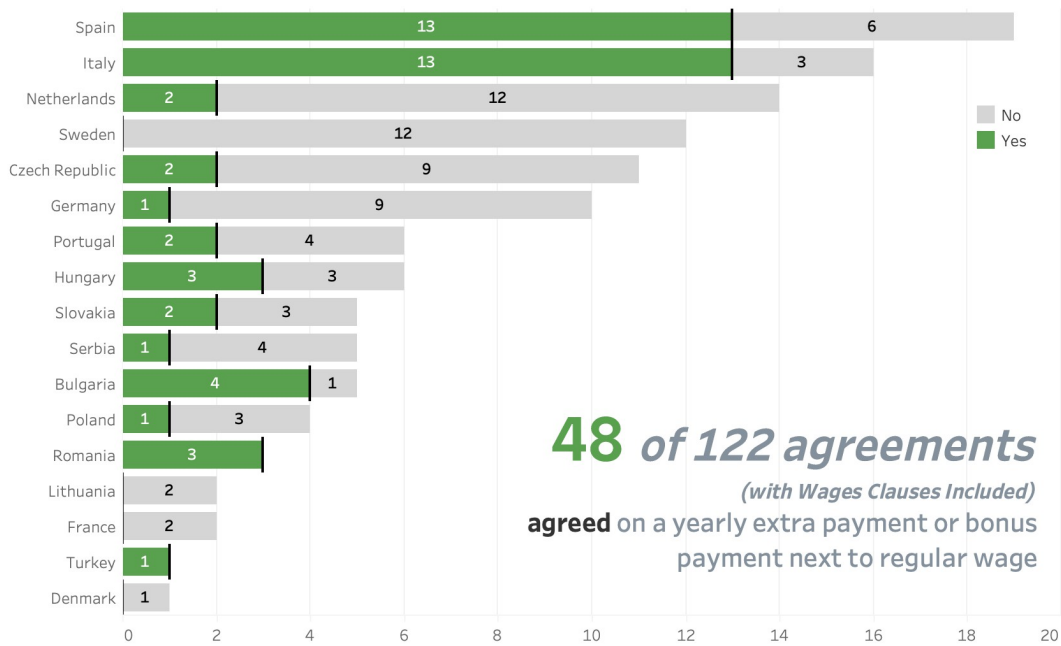
Source: WageIndicator Collective Agreements Database (2024).

Out of the 17 countries that include clauses on wages, 14 explicitly agreed on a structural wage increase. Among the 122 agreements containing this clause, only 75 specifically endorsed a structural wage increase. Spain leads in this aspect, including it in 14 out of 19 agreements, reflecting its status as the country with the highest number of CBAs containing wage clauses. Italy, the Netherlands, Sweden, and the Czech Republic also prioritise the inclusion of structural wage increases in their agreements. Interestingly, every country that includes clauses pertaining to wages also agreed on a structural wage increase, except for Poland, Lithuania, and France. This highlights a widespread tendency among European nations to link wage clauses in agreements with structural increases.

### 3.9.2. Wages\_Sub question: Is there a yearly extra payment or bonus payment agreed next to the regular wage?

\*For example, 13th month, 14th month, Christmas bonus.



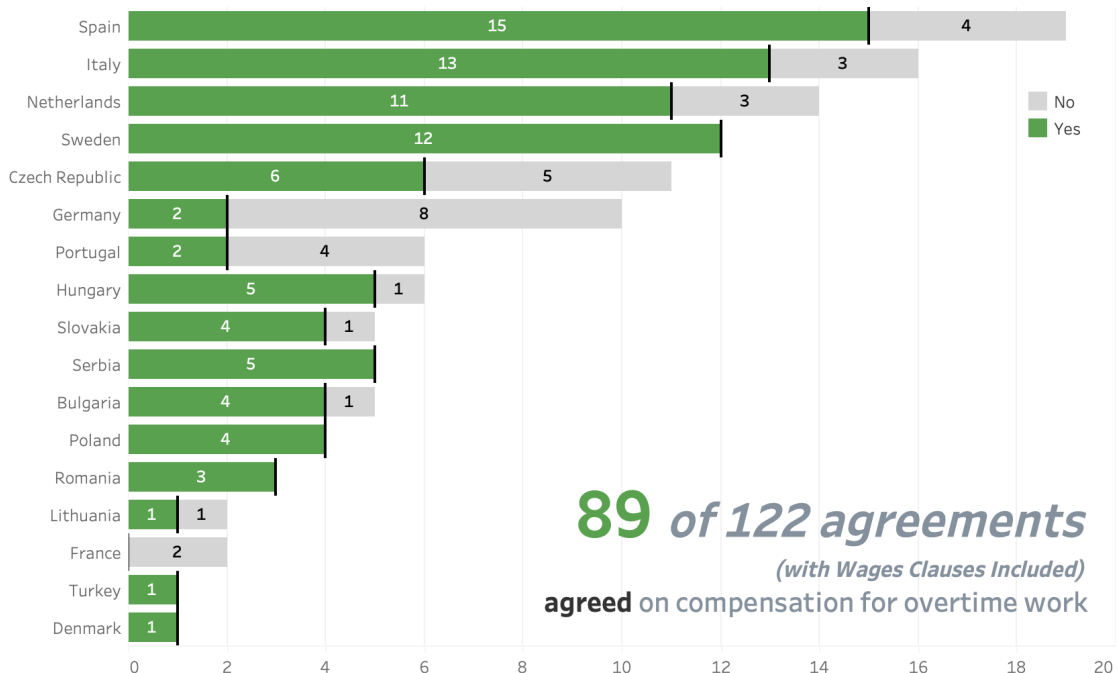


**48 of 122 agreements**  
*(with Wages Clauses Included)*  
 agreed on a yearly extra payment or bonus payment next to regular wage

Source: WageIndicator Collective Agreements Database (2024).

Out of the 17 countries that have clauses on wages, 13 explicitly agreed on providing a yearly extra payment or bonus alongside regular wages. Among the 122 agreements containing this clause, only 48 specifically endorsed this practice. Spain and Italy once again lead in this aspect, including it in 13 out of all their agreements. Spain, particularly, reflects its status as the country with the highest number of CBAs containing wage clauses. In this specific area, Bulgaria closely follows with 4 agreements out of 5, while Hungary and Romania have 3 agreements each. Yearly extra payments don't seem to be widely spread, especially in the Netherlands, Sweden, and the Czech Republic, which are among the top 5 countries (alongside Spain and Italy) with the most CBAs including wage clauses. Overall, these findings underscore the variations in approaches to supplemental payments across European labour agreements.

### 3.9.3. Wages\_Sub question: Is there compensation for overtime work?



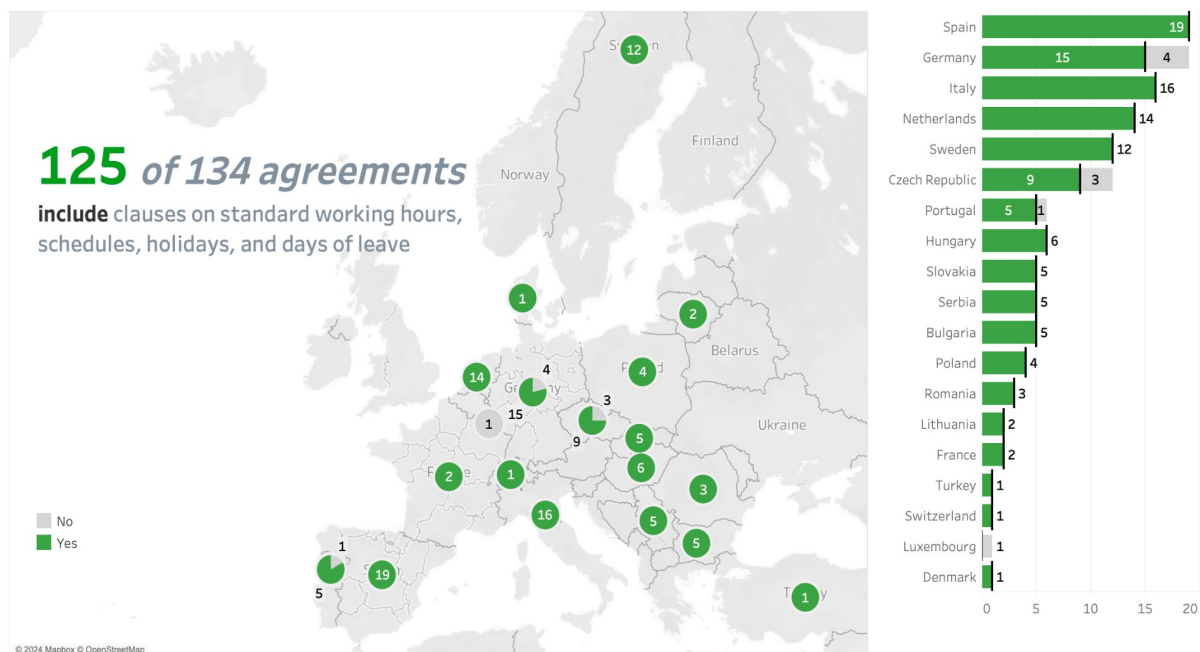
**89 of 122 agreements**  
*(with Wages Clauses Included)*  
 agreed on compensation for overtime work

Source: WageIndicator Collective Agreements Database (2024).

Out of the 17 countries with clauses on wages, almost all explicitly agreed on compensation for overtime work, except for France. Among the 122 agreements containing this clause, only 48 specifically endorsed this practice. Spain once again leads in this aspect, including it in 15 out of 19 agreements, reflecting its status as the country with the highest number of CBAs containing wage clauses. In this specific area, Italy, Sweden, and the Netherlands closely follow, with Sweden including it in all its agreements. Despite having fewer CBAs, Serbia, Poland, Romania, Turkey, and Denmark also explicitly agreed on compensation for overtime work in all their agreements. These findings highlight the widespread recognition of compensating for overtime work across European labour agreements, with Spain being particularly prominent in this regard.

### 3.10. Working hours (main question) \_Does the agreement have clauses on standard working hours, schedules, holidays, and days of leave?

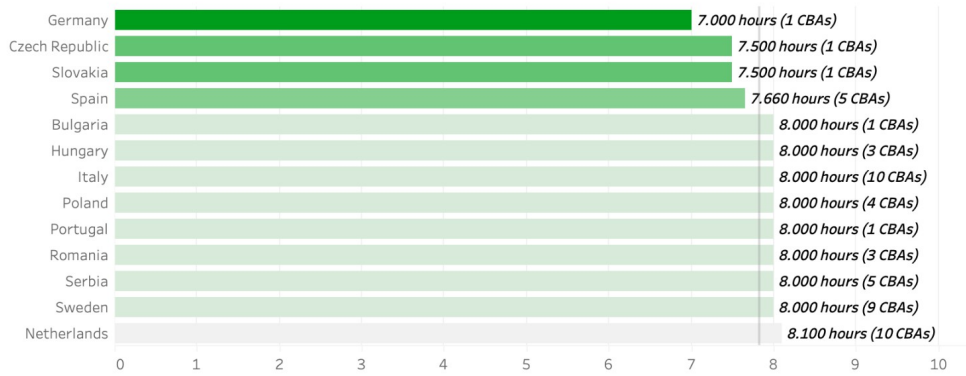
\*This section includes clauses on flexible work arrangements and remote work



Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements reviewed across 19 European countries, a significant majority (125 agreements) include clauses related to standard working hours, schedules, holidays, and days of leave. Spain takes the lead in this aspect, with all 19 of its agreements featuring such clauses, closely followed by Italy, the Netherlands, and Sweden, which also include them in all their agreements. It's noteworthy that most countries incorporate clauses on wages in all their agreements, except for Germany, the Czech Republic, Portugal, and Luxembourg. These observations underline the widespread attention given to essential work-related matters in European labour agreements, with Spain demonstrating particularly comprehensive coverage.

#### 3.10.1. Working hours \_Sub question: How many working hours per day are agreed?



Average Work Hours per Day

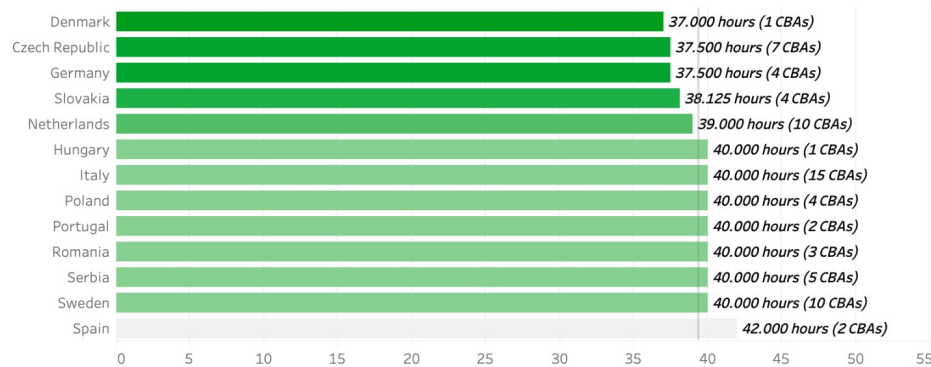
**7.950** hours

for 54 agreements  
across 13 countries

Source: WageIndicator Collective Agreements Database (2024).

Out of the 18 countries including clauses on working hours, only 13 explicitly address working hours per day across 54 agreements. Notably, the average working hours per day across these agreements is around 8 hours (7.950 hours). Germany leads with the shortest working hours per day with 7 hours. Followed closely by the Czech Republic, Slovakia, and Spain. Germany's notably shorter working hours of 7 hours per day contribute to its renowned work-life balance culture. Despite these reduced hours, Germany maintains high productivity levels, a testament to the effectiveness of prioritising employee well-being in the workplace.

### 3.10.2. Working hours\_Sub question: How many working hours per week are agreed?



Average Work Hours per Week

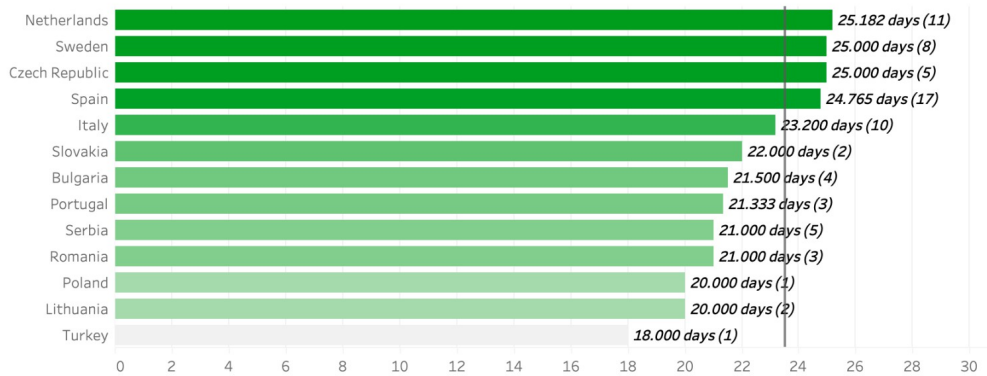
**39.35** hours

for 68 agreements  
across 13 countries

Source: WageIndicator Collective Agreements Database (2024).

Out of the 18 countries with clauses on working hours, only 13 explicitly address working hours per week within 68 agreements. Notably, the average working hours per week across these agreements is 39.35 hours. Denmark stands out with the shortest working hours per week, at just 37 hours, closely followed by the Czech Republic, Germany, and Slovakia. Denmark's shorter workweek is part of its national emphasis on work-life balance, contributing to its reputation as one of the happiest countries in the world. In conclusion, these findings underscore the diverse approaches to working hours across European countries, with some prioritising shorter workweeks to enhance employee well-being.

### 3.10.3. Working hours\_Sub question: How many days for paid annual leave are agreed for a worker with one year of service?

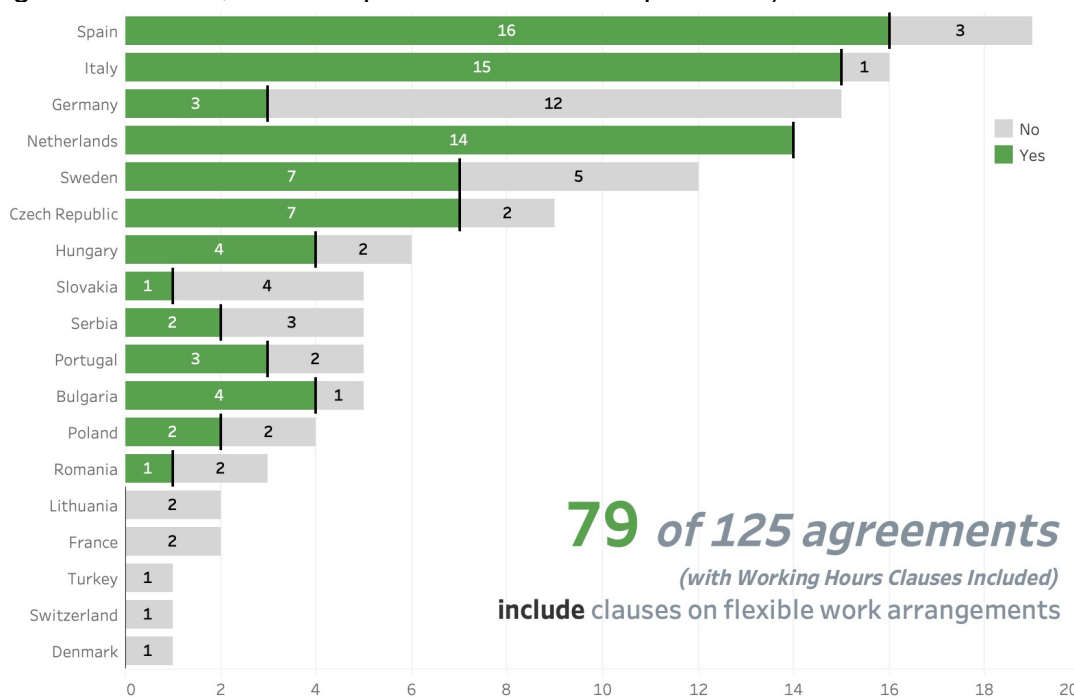


**Average Paid Annual Leave**  
**23.54 days**  
 for 72 agreements  
 across 13 countries

Source: WageIndicator Collective Agreements Database (2024).

Out of the 18 countries with clauses on working hours, only 13 explicitly address paid annual leave and its duration within 72 agreements. Notably, the average paid annual leave duration across these agreements is approximately 24 days. The Netherlands stands out with the longest paid annual leave days, at 25 days, closely followed by Sweden, the Czech Republic, and Spain. The Netherlands' generous paid annual leave policy contributes to its reputation for a healthy work-life balance, a key factor in its high quality of life rankings. These findings highlight the varying approaches to paid annual leave across European nations, with some prioritising ample time off to promote employee well-being and satisfaction.

### 3.10.4. Working hours\_Sub question: Does the agreement have clauses on flexible work arrangements? (Extended leave, Remote work, Job share, Flexible hours, Change work-status, for example from full-time to part-time)



**79 of 125 agreements**  
 (with Working Hours Clauses Included)  
 include clauses on flexible work arrangements

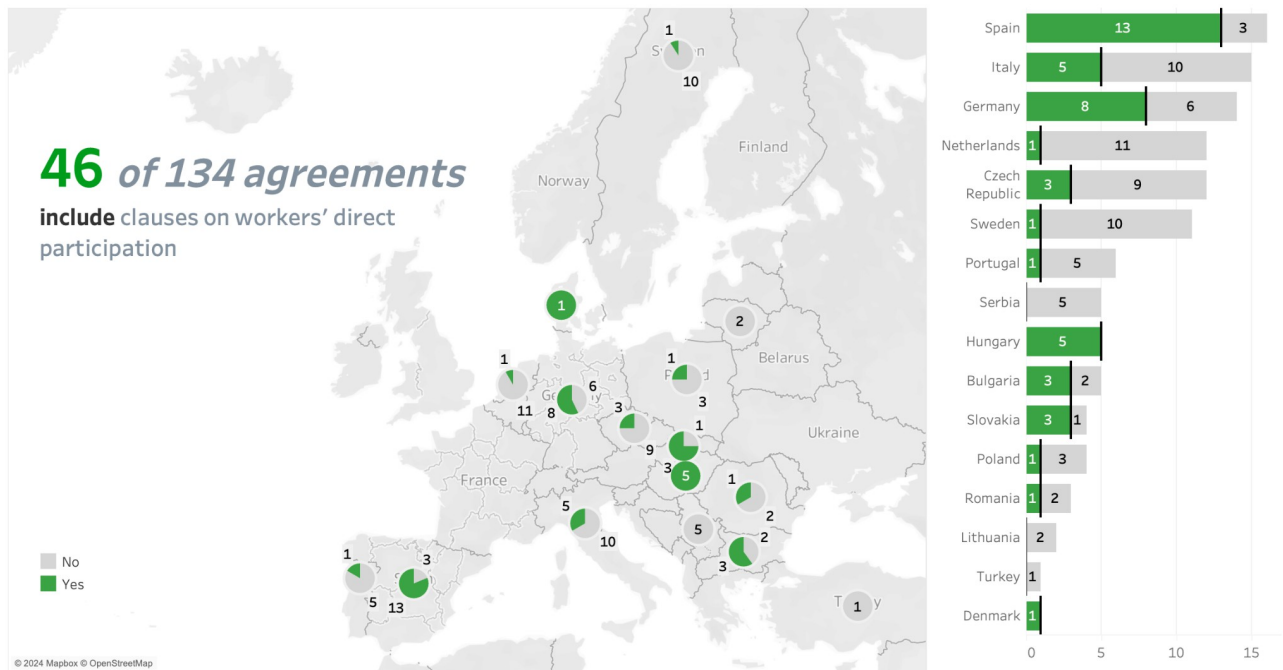
Source: WageIndicator Collective Agreements Database (2024).

Out of the 18 countries with clauses on working hours, 13 of them also include clauses on flexible work arrangements, excluding Lithuania, France, Turkey, Switzerland, and Denmark. Among the 125 agreements containing this clause, only 79 specifically include it. Spain once

again leads in this aspect, featuring it in 16 out of 19 agreements, highlighting its position as the country with the highest number of CBAs containing wage clauses. In this specific area, Italy and the Netherlands closely follow, with the Netherlands being the only country to include it in all its agreements. The Netherlands' widespread inclusion of clauses on flexible work arrangements reflects its progressive approach to workplace flexibility, contributing to its reputation as a leader in work-life balance initiatives.

### 3.11. Workers' Representation & Conflicts (main question) \_Does the agreement provide clauses on workers' direct participation?

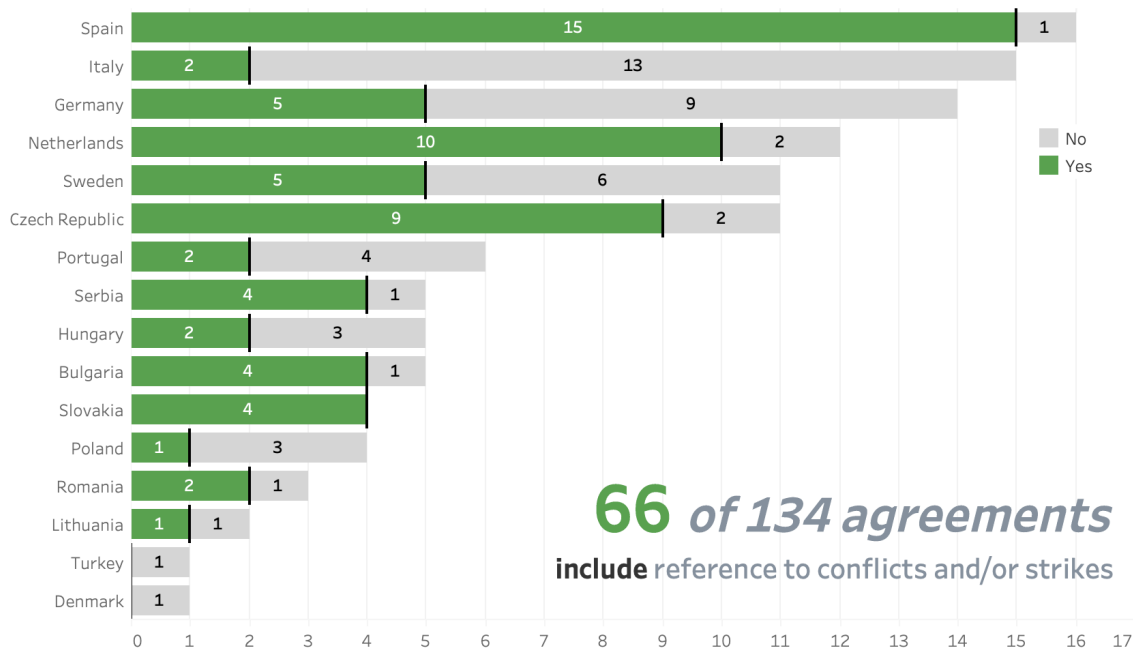
\*For example, clauses about the institution of a bilateral commission or a works council.



Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements examined across 19 European countries, only 46 agreements include clauses on workers' direct participation. Spain leads in this aspect, with 13 out of 19 agreements featuring such clauses, closely followed by Germany and Italy. It's worth noting that most countries include clauses on wages in all their agreements, except for Serbia, Lithuania, and Turkey. Spain's emphasis on workers' direct participation reflects its commitment to fostering employee engagement and empowerment in the workplace, contributing to a more collaborative and inclusive work environment.

### 3.11.1 Workers' Representation & Conflicts \_Sub question: Does the agreement make any reference to conflicts and/or strikes?



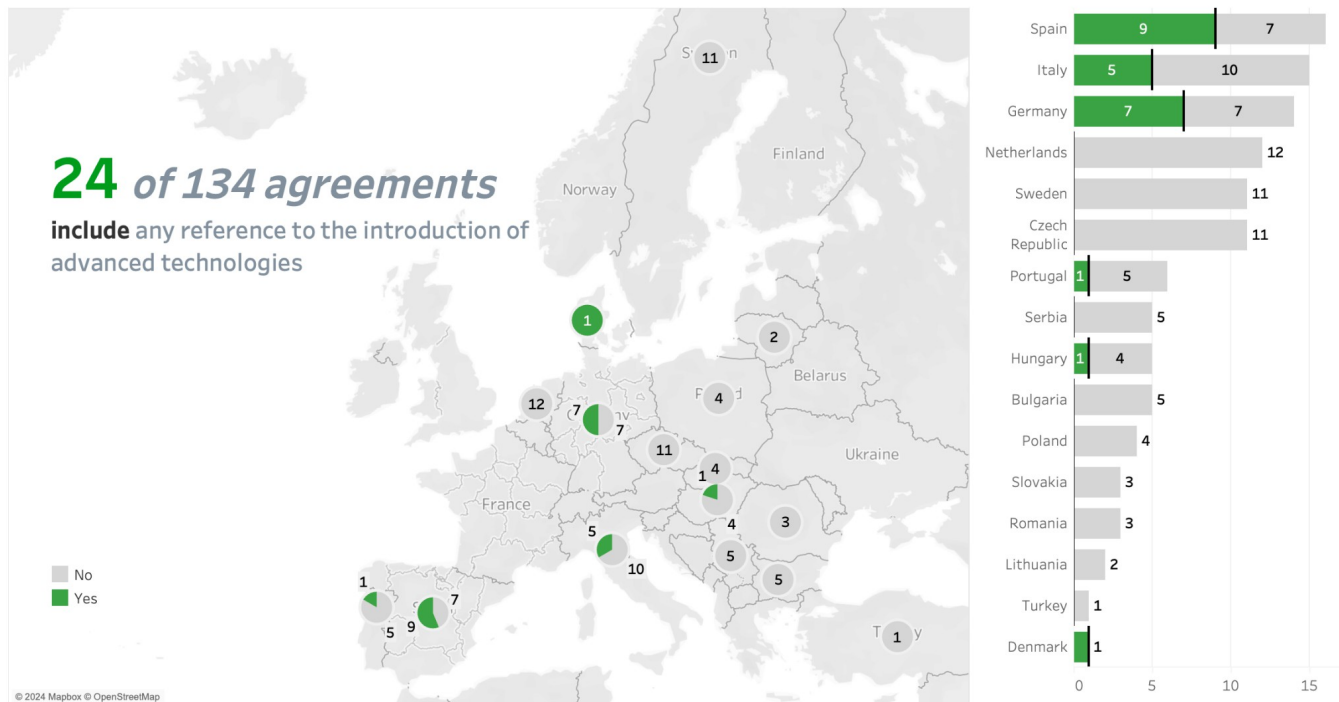
Source: WageIndicator Collective Agreements Database (2024).

Out of all 19 countries, 14 of them also include references to conflicts and/or strikes, excluding Turkey and Denmark. Among all 134 agreements, only 66 specifically include it. Spain once again leads in this aspect, featuring it in 15 out of 19 agreements, highlighting its position as the country with the highest number of CBAs. In this specific area, the Netherlands and the Czech Republic closely follow. Slovakia is the only country to include it in all its agreements, with 4 of them. Slovakia's consistent inclusion of references to conflicts and strikes in all its agreements underscores its commitment to addressing and managing labour disputes effectively, contributing to stable industrial relations in the country.

### 3.12. New Technologies & Green clauses (main question) \_Does the agreement make any reference to the introduction of advanced technologies (including Artificial Intelligence and Algorithmic Management) at work?

\*By AI (Artificial Intelligence) we refer broadly to any machine-based system that can make predictions, recommendations, or decisions with only limited human input/ oversight. By AM (Algorithmic Management) we refer to the delegation of managerial functions to algorithmic and automated systems.





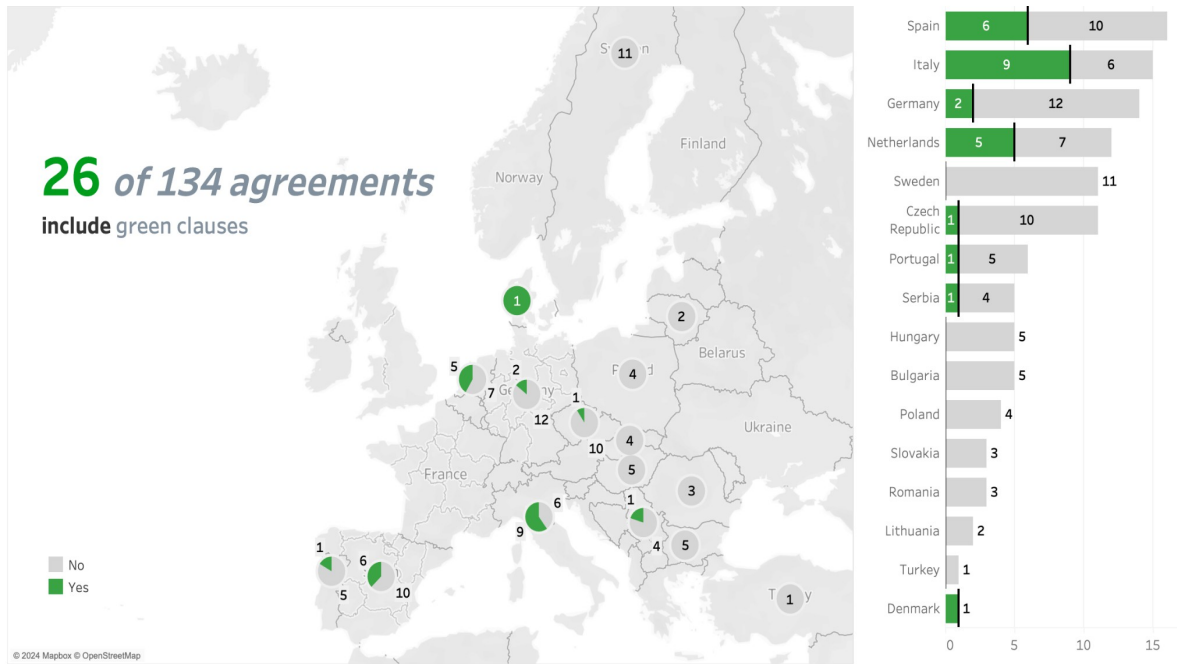
Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements reviewed across 19 European countries, only 24 agreements across 6 countries include any reference to the introduction of advanced technologies. Spain leads in this aspect, with 9 out of 19 agreements featuring such clauses, closely followed by Germany and Italy. It's worth noting that most countries don't include clauses on introduction of advanced technologies in all their agreements, except for Spain, Italy, Germany, Portugal, Hungary, and Denmark. Spain's significant inclusion of references to the introduction of advanced technologies in its agreements reflects its proactive approach to embracing innovation in the workplace, positioning itself as a leader in technological advancement within the European labour landscape.

The metal manufacturing sector in Europe is undergoing a significant transformation with the introduction of new technologies aimed at enhancing productivity and competitiveness. In Germany, Magna International Stanztechnik GmbH's future collective agreement (2022-2025) emphasizes a strategic shift towards technology 4.0, stating, "MSZ will underpin all of this with a future strategy that primarily includes climate-neutral production, a transformation to technology 4.0 and a corresponding training and further education offer for all employees." Similarly, the collective bargaining agreement in Spain (Dürr Systems, 2021-2023) and ESP Tekniker Foundation (2023) underscores the integration of new technologies into the workplace. Dürr Systems commits to "complying with group rules and the legal regulations in force at all times regarding the protection of personal data, and the right to digital disconnection," while ESP Tekniker Foundation focuses on "incorporation of new technologies that may affect employment, working conditions, occupational health or training." These initiatives are echoed in Denmark's skilled workers' agreement (2020-2023), which recognizes "sweeping changes in connection with the green transition, a changing labor market with the introduction of, among other things, new technology."

### 3.12.1. New Technologies & Green clauses\_Sub question: Does the agreement contain green clauses?

\*Green clauses contain provisions related to environmental issues, climate change and/or anything that aims at improving the working conditions by providing a greener workspace.



Source: WageIndicator Collective Agreements Database (2024).

Out of 134 agreements examined across 19 European countries, 26 agreements in 8 countries include provisions related to environmental issues, climate change and/or any provision that aims at improving the working conditions by providing a greener workspace. Italy leads in this aspect, with 9 out of 16 agreements featuring such clauses, closely followed by Spain and the Netherlands. It's worth noting that most countries don't include this clause in all their agreements, except for Spain, Italy, Germany, the Netherlands, the Czech Republic, Portugal, Serbia, and Denmark. These countries' inclusion of provisions related to environmental issues and climate change in their agreements reflects their commitment to sustainability and eco-friendly practices in the workplace within the European labour landscape.

European metal manufacturing sectors are also focusing on sustainable practices to achieve climate-neutral production. Magna International Stanztechnik GmbH in Germany has outlined a future strategy (2022-2025) that includes "climate-neutral production" as a key element. In Italy, the collective bargaining agreement for the gold, silver, and jewellery sector (2021-2024) mandates that *"the business association will also provide global information on initiatives implemented by companies for the purpose of protecting and improving the internal and external environment."* Spain's agreements, such as those of Dürr Systems (2021-2023) and ESP Tekniker Foundation (2023), emphasize environmental factors in their planning and organizational strategies, with Dürr Systems aiming to *"plan prevention, seeking a coherent set that integrates technique, work organization, working conditions, social relationships and the influence of environmental factors."* Additionally, ESP Ford Espana SL (2022) proposes "measures related to environmental problems within the company" and establishes "occupational risk prevention committees." These collective efforts demonstrate a strong commitment to integrating green practices within the metal manufacturing sector across Europe.



## ANNEX 1: Codebook

### **Codebook WageIndicator Collective Agreements Database - Version 6 - 2023**

The WageIndicator CBAs database coding scheme has been conceived as an international tool in continuous evolution, updated to incorporate the most recent changes in the labour world, such as Industry 4.0, COVID-19 clauses, flexible work arrangements, such as remote work, AI/AM (Artificial Intelligence and Algorithmic Management clauses). In a few cases CBAs already in the database have been coded backward. The CBAs dataset allows to identify which coding scheme is used for the CBAs analysis.

The full version of the latest codebook (2023) is available here: [Codebook Ceccon and Medas, 2023](#).

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