

OECD/AIAS ICTWSS Database

Codebook



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Foreword

The database on *Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts* (ICTWSS) has been developed by Prof. Jelle Visser at the University of Amsterdam. It was first released in May 2007. In its initial form, the ICTWSS database combined data from various sources and projects with a main focus on trade union in EU and OECD countries (Visser and Ebbinghaus, 2000^[1]; Visser, 1991^[2]; Visser, 2006^[3]), collective bargaining and employment relations in Europe (European Commission, 2004^[4]), and social pacts (Avdagic, Rhodes and Visser, 2011^[5]). After its first release, the database has been updated every second or third year and more variables and countries have been added. According to Prof. Jelle Visser, “*creating this database has been a process of turning texts, like laws, agreements and organisation statutes, as well as descriptions of practices, customs and traditions, into intelligible numbers open to statistical treatment in comparative research and thus adding a third choice to Ronald Coase (1984, p. 230^[6]) famous quote on institutionalism in economics: ‘Nothing to pass on but a mass of descriptive material waiting for a theory or a fire’*”.

In 2021, the ICTWSS database has been rebranded as the OECD/AIAS ICTWSS database. This new name reflects the joint effort by the OECD and AIAS-HSI to ensure the continuation of the database after Prof. Visser’s retirement. The OECD/AIAS ICTWSS database develops and consolidate earlier versions of the ICTWSS database, notably in providing more detailed information on minimum wage settings in OECD and expanding geographical coverage to Western Balkan countries.

The OECD/AIAS ICTWSS database is publicly available at www.oecd.org/employment/ictwss-database.htm. The previous versions of the ICTWSS database (1-6.1) can be found at the following page <https://www.ictwss.org/downloads>.

The first version of the OECD/AIAS ICTWSS database has been released in February 2021 and has been produced with the financial assistance of the European Union Programme for Employment and Social Innovation “EaSI” (2014-2020), VS/2019/0185. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

For any information or correction, please contact CollectiveBargaining@oecd.org.

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Content and organization of the database

The ICTWSS database covers two key elements of modern political economies:

- i. the organisation and coordination of collective bargaining, wage setting, and social pacts, and
- ii. the organisation of employers and representation of employees in trade unions and works councils.

The database presents annual data between 1960 and 2019 for 56 countries: all current OECD and EU members: Australia, Austria, Belgium, Bulgaria, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus¹, the Czech Republic, Denmark, Estonia, Germany, Greece, Finland, France, Hungary, Iceland, Ireland, Israel, Italy, Japan, Korea, Latvia, Lithuania, Luxembourg, Malta, Mexico, the Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Spain, Slovakia, Slovenia, Sweden, Switzerland, Turkey, the United Kingdom and the United States of America – with some additional data for the G20 countries: Argentina, Brazil, China, India, Indonesia, Russia and South Africa; and EU accession and Balkan countries: Albania, Bosnia and Herzegovina, Kosovo, Montenegro, Serbia, North Macedonia.

Note to the reader

The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

The database contains more than 100 variables, organised in 7 groups:

- A. Rights of association, collective bargaining and strikes, private and public sector;
- B. Wage setting: state intervention, coordination, centralisation, conflict resolution, indexation, extension, derogation, etc.;
- C. Social pacts, central agreements and social dialogue;
- D. Works councils and employee representation in the enterprise;
- E. Employer organisations;
- F. Trade union membership and union density;
- G. Collective bargaining coverage.

¹ Note by Turkey: The information in this document with reference to “Cyprus” relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognises the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of the United Nations, Turkey shall preserve its position concerning the “Cyprus issue”.

Note by all the European Union Member States of the OECD and the European Union: The Republic of Cyprus is recognised by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

Codebook

All variables: -88 = missing

A. Rights

RA_m: Right of Association, market sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

RA_g: Right of Association, government sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

CB_m: Right of Collective bargaining, market sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

RCB_g: Right of Collective bargaining, government sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

RS_m: Right to Strike, market sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

RS_g: Right to Strike, government sector

3 = yes

2 = yes, with minor restrictions

1 = yes, with major restrictions

0 = no

B. Wage setting

Minimum wages

Note: The variables on minimum wage setting are only available for 2019.

NMW: Is there a statutory MW in your country?

2 = yes, there is one or more statutory minimum wage rate

1 = yes, the statutory minimum wage(s) cover(s) specific sectors, occupations and/or regions only

0 = no

MW_type: One or multiple rates?

1 = Single

2 = Differentiated rates

This variable only covers different rates, not the fact that some categories of workers may be fully excluded/exempted.

MW_dif: How is the differentiation of the minimum wage structured?

List of differentiations

-99 = not applicable (if MW_type=1 or NMW=0)

MWDif_: Are rates differentiated by *?*

- *_geoar*: geographical area
- *_secto*: sector
- *_occu*: occupation
- *_skillvl*: skill level
- *_exp*: level of experience
- *_urbrur*: urban or rural differences
- *_yngw*: age

- *_domw*: domestic workers
- *_agriw*: agriculture workers
- *_ltunemp*: long term unemployed
- *_app&trai*: apprentices, interns, people in training
- *_migrw*: migrant workers
- *_casuw*: casual workers
- *_disabw*: disabled workers
- *_EPZ*: Export Processing Zones
- *_smfirm*: small firms
- *_other*: other options that could not be categorised
- *_educ*: education levels
- *_risk*: high-risk work

0 = No

1 = Yes

-99 = not applicable

MW_yrset: In which year did the minimum wage come into force?

Yyyy

MW_urate: How is an increase in the minimum wage decided?

1 = by indexation

2 = by a mix of indexation and actor discretion

3 = at the discretion of public institution or the body setting the minimum wage

MW_comm: Is there a permanent committee or body that is involved in the adjustment of the minimum wage?

0 = no

1 = Yes, formulates non-binding advice

2 = Yes, formulates binding advice if unanimous

3 = Yes, formulates binding advice

MW_act_work: What is the role of workers representatives in the committee?

0 = not involved

1 = admin support

2 = consulted, no voting rights

3 = co-determines, voting rights

4 = unilaterally determines, veto right

-99 = not applicable (no committee exists)

MW_act_empl: What is the role of employers representatives in the committee?

0 = not involved

1 = admin support

2 = consulted, no voting rights

3 = co-determines, voting rights

4 = unilaterally determines, veto right

-99 = not applicable (no committee exists)

MW_act_gov: What is the role of government officials in the committee?

0 = not involved

1 = admin support

2 = consulted, no voting rights

3 = co-determines, voting rights

4 = unilaterally determines, veto right

-99 = not applicable (no committee exists)

MW_act_acad: What is the role of independent/academic experts in the committee?

0 = not involved

1 = admin support

2 = consulted, no voting rights

3 = co-determines, voting rights

4 = unilaterally determines, veto right

-99 = not applicable (no committee exists)

MW_act_othe: What is the role of "others" in the committee?

0 = not involved

1 = admin support

2 = consulted, no voting rights

3 = co-determines, voting rights

4 = unilaterally determines, veto right

-99 = not applicable (no committee exists)

Centralisation and organisation of multi-level bargaining

CA_national: Is a cross-sectoral/national collective agreement in force?

1 = yes

0 = no

CA_sectoral: Is a sectoral collective agreement in force?

1 = yes

0 = no

CA_company: Is a company/plant-level collective agreement in force?

1 = yes

0 = no

CA_subnational: Is a sub-national (region/state specific) collective agreement in force?

1 = yes

0 = no

CA_occupation: Is a profession/occupation-specific collective agreement in force?

1 = yes

0 = no

Level: The predominant level at which wage bargaining takes place (in terms of coverage of employees)

5 = wage bargaining predominantly takes place at the central or cross-industry level

4 = wage bargaining intermediates or alternates between the central and industry level;

3 = wage bargaining predominantly takes place at the sector or industry level;

2 = wage bargaining intermediates or alternates between the sector and enterprise level;

1 = bargaining predominantly takes place at the company or enterprise level.

Multilevel: The combination of levels at which collective bargaining over wages takes place

7 = cross-sectoral (entire economy or private sector), with centrally determined binding norms, minima or ceilings to be respected by all further agreements, which can only implement central agreements

6 = cross-sectoral (entire economy or private sector) and sectoral, with sectoral agreements that specify and can deviate from central agreements, guidelines or targets

5 = cross-sectoral (entire economy or private sector), sectoral and company, with company agreements that specify and can deviate from sector agreements, and sector agreements that specify and can deviate from central agreements

4 = cross-sectoral (entire economy or private sector) and company, with company agreements that specify and can deviate from central agreements

3 = sectoral (separate branches of the economy), with sectorally determined binding norms, minima or ceilings to be respected by all further agreements and company or enterprise agreements that can only implement sector agreements

2 = sectoral (separate branches of the economy) and company, with company agreements that specify and can deviate from sectorally agreed norms, guidelines or targets

1 = company (or units thereof).

rAEB: Reach or incidence of additional enterprise bargaining

3 = additional enterprise bargaining on wages is common: more than half of employees covered by sector or central agreements are affected

2 = additional enterprise bargaining on wages occurs only in large firms: between 10 and 50 percent of employees covered by sector or central agreements are affected

1 = additional enterprise bargaining on wages is rare even in large firms: less than 10 percent of employees covered by sector or central agreements are affected

0 = no additional enterprise-level bargaining on wages; this including cases where such bargaining is explicitly forbidden

Note: Where regional agreements are nested within sector agreements, substituting for additional enterprise bargaining in small firms, this is treated as a functional equivalent and thus counted as additional enterprise bargaining.

Central: centralisation of collective bargaining

Central is a summary index of the degree of centralisation of collective bargaining. Starting with the code for the dominant level of bargaining, *Central* takes three additional elements into account: the incidence of and control over additional bargaining at enterprise level (*rAEB*, rescaled to a 3-level measure so that it is the same as *WSSA* and *OCG* by combining codes 1 and 2); the “space” that central or sectoral agreements assign, delegate or allow for such additional bargaining to take place (*WSSA*); and the degree to which agreements can be perforated through the use of “opening clauses” (*OCG*).

In formal terms:

$$Central = Level - (rAEB*2+WSSA+OCG)/8$$

Art: Articulation of enterprise bargaining

1 = articulated: additional enterprise bargaining on wages is recognized and takes place under control of the ‘outside’ union, i.e. the signatory or signatories of sector and company agreements come from the same organisation(s) and are bound by the same rules

2 = partially articulated: additional enterprise bargaining on wages takes place under control of the (non-union) works council; the signatory or signatories of sector and company agreements are bound by different rules and control of the ‘outside’ union is partial

3 = disarticulated bargaining; additional enterprise bargaining on wages when it happens is, formally or informally, also conducted by non-union bodies and not answerable to or under control of the ‘outside’ union

Note: unless stated otherwise, the focus is on the private sector and on manufacturing.

DR: Derogation from the law

1 = it is possible to derogate from terms established by law (and offer less favourable conditions) by means of collective agreement

0 = it is not possible to derogate from the law

FAV: Favourability

3 = favourability is inverted, terms in lower level agreements take precedence

2 = hierarchy between levels is undefined and a matter for the negotiating parties (not fixed in law).

1 = Lower-level agreements must by law offer more favourable terms, but exceptions possible under defined conditions

0 = Hierarchy between agreement-levels is strictly applied and defined in law: lower-level agreements can only offer more favourable terms

-99 = not applicable (no higher level agreements)

WSSA: Wage setting in sectoral agreements

2 = sectoral agreements set the framework or define the default for enterprise bargaining

1 = sectoral agreements define the minimum wage level (and minimum rate changes)

0 = sectoral agreements define the minimum and actual levels (and rate changes) of wages

-99 = not applicable

OCG: Opening clauses in sectoral collective agreements.

2 = sectoral agreements contain opening clauses, allowing the renegotiation of contractual wages at enterprise level

1 = sectoral agreements contain opening clauses, allowing the renegotiation of contractual non-wage issues (working hours, working time schedules, unsocial hours, etc.) at enterprise level

0 = sectoral agreements contain no opening clauses

-99 = not applicable (no sectoral agreements)

OCT: Crisis-related, temporary opening clauses in collective agreement

1 = agreements (at any level) contain crisis-related opening clauses, defined as temporary changes, renegotiation or suspension of contractual provisions, under defined hardship conditions

0 = agreements contain no opening clauses

Index: general price indexation or cost-of-living clauses in agreements

1 = (most or many) collective agreements contain (semi-) automatic index or cost-of living escalator clauses, linking wages to prices.

0 = use of index clauses is rare or forbidden

Ext: Mandatory extension of collective agreements to non-organised employers (or a functional equivalent)

3 = extension is virtually automatic and more or less general (including enlargement)

2 = extension is used in many industries, but there are thresholds and Ministers can (and sometimes do) decide not to extend (clauses in) collective agreements

1 = extension is rather exceptional, used in some industries only, because of absence of sector agreements, very high thresholds (supermajorities of 60% or more, public policy criteria, etc.), and/or veto powers of employers

0 = there are neither legal provisions for mandatory extension, nor is there a functional equivalent.

-99 = not applicable (no sectoral agreements)

Length: Length or duration of collective (wage) agreements

(1- ∞) average length of (wage clauses in) collective agreements, in months.

Coordination and government intervention

Coord: Coordination of wage-setting

5 = *Binding norms* regarding maximum or minimum wage rates or wage increases issued as a result of a) centralized bargaining by the central union and employers' associations, with or without government involvement, or b) unilateral government imposition of wage schedule/freeze, with or without prior consultation and negotiations with unions and/or employers' associations.

4 = *Non-binding norms and/or guidelines* (recommendations on maximum or minimum wage rates or wage increases) issued by a) the government or government agency, and/or the central union and employers' associations (acting together or alone), or b) resulting from an extensive, regularized pattern setting coupled with high degree of union concentration and authority.

3 = *Procedural negotiation guidelines* (recommendations on, for instance, wage demand formula relating to productivity or inflation) issued by a) the government or government agency, and/or the central union and employers' associations (together or alone), or based on arbitration awards, or b) resulting from a not yet regularized pattern setting coupled with a medium degree of union concentration and authority.

2 = *Some coordination* of wage setting, based on pattern setting by major companies, sectors, government wage policies in the public sector, judicial awards, or minimum wage policies.

1 = *Fragmented wage bargaining*, confined largely to individual firms or plants, no coordination

Type: Type of coordination of wage setting

6 = Government-imposed bargaining (incl. statutory controls in lieu of bargaining)

5 = Government-sponsored bargaining (this includes social pacts, provided they deal with wages)

4 = Inter-associational by peak associations

3 = Intra-associational ("informal centralisation")

2 = Pattern bargaining

1 = Government sets signals (public sector wages, minimum wage).

0 = No specific mechanism identified

Govint: Government intervention in wage bargaining

5 = the government imposes private sector wage settlements, places a ceiling on bargaining outcomes or suspends bargaining;

4 = the government participates directly in wage bargaining (tripartite bargaining, as in social pacts);

3 = the government influences wage bargaining outcomes indirectly through price-ceilings, indexation, tax measures, minimum wages, and/or pattern setting through public sector wages;

2 = the government influences wage bargaining by providing an institutional framework of consultation and information exchange, by conditional agreement to extend private sector agreements, and/or by providing a conflict resolution mechanism which links the settlement of disputes across the economy and/or allows the intervention of state arbitrators or Parliament;

1 = none of the above.

Conflict resolution and enforcement of agreements

Peace: Do collective agreements imply a peace obligation and/or typically include a peace clause?

2 = strikes may not be called over the terms of the collective agreement while the agreement is in force (which implies a peace clause)

1 = there is no (implicit or explicit) legal obligation, but in practice most (private sector) collective agreements contain a peace clause

0 = no peace obligation or peace clause

CoR: Conflicts of Rights: Do collective agreements typically include a mediation or arbitration procedure for handling grievances?

2 = yes, obligatory

1 = yes, voluntarily

0 = no or very rare.

CoI: Conflicts of Interests: Are arbitration or mediation procedures used in case of conflicts of interest (over new agreements or renewal and change of existing or expired collective agreements)?

2 = yes, obligatory

1 = yes, voluntarily

0 = no or very rare.

C. Social pacts and agreements

SPA_negot: A social pact or central agreement is (publicly) being proposed by one of the parties and negotiations do take place in specified year

0 = No

1 = Yes

(Only 'yes' when negotiations have actually taken place; just a proposal by one of the parties is not enough)

SPA_Sign: A social pact or central agreement is signed in specified year

0 = No

1 = Yes (refers to the year in which the pact or agreement is signed, which needs not be the year in which the pact or agreement is applied)

(If more than one pact or agreement is signed in a given year, only one—the most important one in terms of content—is entered).

SPA_Comp: The composition of the signing parties of the pact is as follows:

-99 = No pact or agreement (SPA_Sign=0)

1 = Tripartite agreement: signed by the government and all (mainstream) union confederations and employers' peak associations

2 = Tripartite agreement, without one or more major union confederation(s)

3 = Tripartite agreement, without one or more major employers peak association(s).

4 = Tripartite (minority) agreement, without one or more major union confederation(s) and without one or more major employers' peak association(s).

5 = Bipartite agreement, signed by all major (mainstream) union confederations and employers' peak associations

6 = Bipartite agreement, without one or more major union confederation(s)

7 = Bipartite agreement, without one or more major employers' peak association(s)

8 = Bipartite (minority) agreement, without one or more major union confederations and without one or more major employers' peak federations

9 = Imposed or commuted by the government

(Refers to the pact or agreement coded in SPA_Sign in case of more than one pact or agreement)

Wage_Proc: Pact or agreement sets rules for wage setting (e.g., articulation of bargaining levels, indexation, opening clauses, conflict mediation, renewal of agreements, etc.)

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Wage_Min: Pact or agreement sets a substantive norm regarding the minimum level or change of wages

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Wage_Max: Pact or agreement sets a substantive norm or ceiling regarding maximum level or change of wages

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

SPA_applies: Wage clause in social pact or central agreement applies in specified year

0 = No

1 = Yes

-99 = not applicable (no social pact or central agreement)

(only when social pact or agreement contains wage a clause on maximum and/or minimum wage increases, i.e. if Wage_Max and/or Wage_Min = 1)

Tax_Budget: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding taxation and/or budget decisions

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Work_Hrs: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding working hours

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Empl_Pol: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding employment policies (job creation, subsidies, etc.)

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Empl_Leg: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding employment protection legislation (employment law)

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Soc_Sec: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding social security (unemployment, sickness, disability, family or children allowances)

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Pensions: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding (old age and/or pre-retirement) pensions

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Training: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding vocational training

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Union_rights: Pact or agreement contains, and/or is predicated on, concessions (or promises) regarding union representation or union recognition, including employee representation, works councils, bargaining rights, etc.

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

Concert: Pact or agreement sets up or changes the nation-wide council for social dialogue or 'concertation'.

0 = No

1 = Yes (to be registered in year in which pact or agreement is signed)

-99 = not applicable (no social pact or central agreement)

TC: Existence of a tripartite council for the purpose of negotiation, consultation or information exchange over social and economic policies.

2 = tripartite council with representation from the trade unions, employers' associations, and independent experts or government (-appointed) representatives;

1 = council with various societal interest representatives, including unions and employers;

0 = no permanent council.

BC: Existence of a bipartite council of central or major union and employers organizations for the purposes of wage setting, economic forecasting and/or conflict settlement.

1 = yes

0 = no

D. Works councils and employee representation in the enterprise

WC: status of works council

2 = existence and rights of works council or structure for (union and non-union based) employee representation within firms or establishments confronting management are mandated by law or established through basic general agreement between unions and employers;

1 = works councils (etc.) are voluntary, i.e. even where they are mandated by law, there are no legal sanctions for non-observance

0 = works council or similar (union or non-union) based institutions of employee representation confronting management do not exist or are exceptional.

WC_type: type of works council

2 = works councils is composed of employees (employee-only council)

1 = works councils is composed of employees and employer (or employer representative), or chaired by (or on behalf of) employers (joint council)

0 = works council does not exist or is most exceptional.

WC_struct: structure of works council representation

3 = single-channel works councils, union-based representation, elected by union members or established by union, based on law or national agreement

2 = dual-channel works councils, union dominated representation, elected by union and non-union members, based on law or national agreement

1 = split-channel works councils, employee elected works councils are mandatory where there is no or insufficient union representation, as a structure supplementary to the union, based on law or national agreement

-99 = not applicable (no works councils)

WC_rights: rights of works councils or employee representatives

3 = economic and social rights, including codetermination on some issues (e.g., mergers, take-overs, restructuring, etc.)

2 = economic and social rights, consultation (advice, with possibility of judicial redress)

1 = information and consultation rights (without judicial redress)

0 = works council or similar (union or non-union) based institutions of employee representation confronting management do not exist or are exceptional.

WC_negot: involvement of works councils (or similar structures) in wage negotiations

4 = works councils (or mandated representatives) formally negotiate (plant-level) collective agreements, alongside or instead of trade unions.

3 = works councils (or mandated representatives) formally negotiate (plant-level) collective agreements, if no union is present (and/or subject to ballot)

2= works councils is formally (by law or agreement) barred from negotiating (plant-level) agreements, but informally negotiate over workplace-related working conditions or 'employment pacts', including pay

1 = works councils is formally (by law or agreement) barred from negotiating (plant-level) agreements and involvement of works councils in negotiating (plant-level) agreements is rare.

-99 = not applicable (no works councils)

UWRep: Do companies have a union workplace representation separate from works council?

0 = no or exceptional

1 = yes, but only in companies/establishments where unions are recognised and have negotiated a collective agreement

2 = yes, this is mandatory or guaranteed under a basic general agreement between unions and employers

E. Employer organisations

NECFs: Number of Employer Confederations (Organisations)

Number of employer confederations (organisations in agriculture are excluded). As a general rule, this indicator refers only to employer organisations (excluding those with the sole purpose is to defend the product market interests of their members) representing at least 5% of employees in firms organised in employer organisations in a particular country. In case, this information is not available, employer organisations that are members of the main tripartite (or bipartite) institutions regulating collective bargaining at sectoral or national level.

ED: Employer organisation density, as a proportion of employees

Employees in firms organised in employer organisations as a proportion of all employees.

EDpriv: Employer organisation density in the private sector, as a proportion of employees in the private sector

Employees in private sector firms organised in employer organisations as a proportion of all private sector employees.

F. Trade union membership and union density

NUCFs: Number of Union Confederations

Number of confederations (very small confederations are ignored and counted as part of the independent, autonomous or unaffiliated union membership). As a general rule, this indicator refers only to peak-level trade (labour) union organisations (e.g. at cross-sectoral or sectoral level) that have affiliate unions and membership that exceeds 5% of total union membership at national level, or in case this information is not available, union confederations that are members of the main tripartite (or bipartite) institution regulating collective bargaining at sectoral, cross-sectoral or national level).

TUM: Total Union Membership

Total sum of trade (labour) union members (including self-employed workers and non-active union members, *i.e.* students, retirees or unemployed) at national level.

NUM: Net trade (labour) Union Membership

Trade (labour) union membership of employees derived for the total (labour) union membership (TUM) and adjusted, if necessary, for trade (labour) union members outside the active, dependent and employed labour force (*i.e.* retired workers, self-employed workers, students, unemployed).

NUM_s: Net trade (labour) Union Membership based on survey data at individual level

Trade (labour) union membership of employees based on (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership in main job.

WSEE: Total number of employees (according to the International Classification of Status in Employment, ICSE-93)

Total number of employees mainly based on national labour force surveys and referring to all employees living in a particular country (national concept). In some countries (Luxembourg and Switzerland), this indicator refers to the number of employees working in the country (domestic concept based on national accounts estimates) to accounting for numerous cross-border employees among employees working in that particular country.

UD: trade Union density

Proportion of employees who are member of a trade union (NUM) among all employees (WSEE): $NUM/WSEE*100$

UD_s: trade Union density based on survey data at individual level

Proportion of employees who are member of a trade union in their main job among all employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership.

UD_hist: Historical trend in trade union density

Variable combining administrative and/or survey data and describing the historical trend in trade union density based on UD and UD_s. Please refer to the methodological note for further details and information on the underlying series used.

UM_female: Percentage share of female union members

Incidence of women among total union membership of employees as derived from administrative data source.

UD_female: Union density rate of females

Proportion of female employees who are member of a trade union among all female employees as derived from administrative data source.

UD_male: Union density rate of males

Proportion of male employees who are member of a trade union among all male employees as derived from administrative data source.

UM_public: Percentage share of union members in the public sector

Incidence of public-sector employees among total union membership of employees as derived from administrative data source.

UD_public: Union density rate of public sector workers

Proportion of public-sector employees who are member of a trade union among public-sector employees as derived from administrative data source.

UD_private: Union density rate of private sector worker

Proportion of private-sector employees who are member of a trade union among private-sector employees as derived from administrative data source.

UM_s_fem: Percentage share of female union members (survey data)

Incidence of women among total union membership of employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership in main job.

UD_s_fem: Union density rate of females (survey data)

Proportion of female employees who are member of a trade union in their main job among all female employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership.

UD_s_male: Union density rate of males (survey data)

Proportion of male employees who are member of a trade union in their main job among all male employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership.

UM_s_parttime: Percentage share of part-time union membership (survey data)

Incidence of part-time jobs among total union membership of employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership in main job. Otherwise noted, part-time employees are those usually working less than 30 hours a week in their main job.

UD_s_parttime: Union density rate of part-time workers (survey data)

Proportion of part-time employees who are member of a trade union in their main job among all part-time employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Otherwise noted, part-time employees are those usually working less than 30 hours a week in their main job.

UD_s_fulltime: Union density rate of fulltime workers (survey data)

Proportion of full-time employees who are member of a trade union in their main job among all full-time employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Otherwise noted, full-time employees are those usually working at least 30 hours a week in their main job.

UM_s_temp: Percentage share of union members on temporary jobs (survey data)

Incidence of temporary contract among total union membership of employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership in main job. Otherwise noted, the definition of temporary employment is consistent with the definition used by the OECD in its Employment Database. For further details, see Table 3 of [Labour Force Statistics in OECD countries: Sources, coverage and Definitions](#).

UD_s_temp: Union density rate of employees with a temporary contract (survey data)

Proportion of employees with a temporary contract who are member of a trade union in their main job among all employees with a temporary contract as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Otherwise noted, the definition of temporary employment is consistent with the definition used by the OECD in its Employment Database. For further details, see Table 3 of [Labour Force Statistics in OECD countries: Sources, coverage and Definitions](#).

UD_s_perm: Union density rate of employees with a permanent contract (survey data)

Proportion of employees with a permanent contract who are member of a trade union in their main job among all employees with a permanent contract as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Otherwise noted, the definition of permanent employment is consistent with the definition used by the OECD in its Employment Database. For further details, see Table 3 of [Labour Force Statistics in OECD countries: Sources, coverage and Definitions](#)

UM_s_public: Percentage share of union members in the public sector (survey data)

Incidence of public-sector employees among total union membership of employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership in main job. Public employment refers to the national definition in use in the survey and may vary across countries.

UD_s_public: Union density rate of public sector workers (survey data)

Proportion of public-sector employees who are member of a trade union in their main job among public-sector employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Public employment refers to the national definition in use in the survey and may vary across countries.

UD_s_private: Union density rate of private sector worker (survey data)

Proportion of private-sector employees who are member of a trade union in their main job among private-sector employees as derived from (household) labour force surveys or any other surveys (as working conditions surveys, social attitudes surveys) asking to respondent about their union membership. Private

G. Collective bargaining coverage

Note: Collective bargaining coverage represents the share of workers covered by valid collective agreements in force. What counts as a valid collective agreement in force is defined by international and national legislations and, in some case, tribunals. The OECD/AIAS database follows the rules and definitions of the ILO (ILO, 2018^[7]). In particular, only agreements negotiated by independent representation, i.e. bona fide trade unions, are considered. However, at this stage, given the limited sources available, it is not possible to fully rule out that, in few instances, the data might also include some agreements negotiated by non-union bodies. But the problem, if confirmed, would be small and not such to put in question the comparability of the estimates.

WCB: Employees covered by collective (wage) agreements in force (including agreements negotiated in earlier years but still valid)

Number of employees covered by collective (wage) agreements in force.

WCB_s: Employees covered by collective (wage) agreements in force (including agreements negotiated in earlier years but still valid) derived from survey data

Number of employees covered by collective (wage) agreement in force derived from firm-level data (Structure of Earnings Surveys for example) or labour Force surveys.

ExtE: Estimate of collective bargaining coverage due to extension

Number of employees covered by collective (wage) agreements in force as a result of extension orders to non-organized employers, as a proportion of employees with the right to bargain (WSEE-Wstat)

WCB_new: Employees covered by (new) collective agreements negotiated in a particular year

Number of employees covered by new collective (wage) agreements concluded or renewed in a particular year.

Wstat: Employees covered by statutory regulation and excluded from collective bargaining as stated by law or national regulations

Proportion of employees covered by statutory regulation and excluded from collective bargaining.

Wstat_s: Employees covered by statutory regulation and excluded from collective bargaining as stated by law or national regulations derived from survey data

Proportion of employees covered by statutory regulation and excluded from collective bargaining.

UnadjCov: Unadjusted bargaining (or union) coverage rate

Number of employees covered by collective (wage) agreements in force as a proportion of all employees
 $WCB/WSEE*100$

UnadjCov_s: Unadjusted bargaining (or union) coverage rate derived from survey data

Proportion of employees covered by collective (wage) agreements in force among employees as derived from survey data.

AdjCov: Adjusted bargaining (or union) coverage rate

Number of employees covered by collective (wage) agreements in force as a proportion of all employees with the right to bargain defined as the proportion of employees who are not excluded from collective bargaining: $WCB/(WSEE - WStat)*100$.

AdjCov_s: Adjusted bargaining (or union) coverage rate derived from survey data

Proportion of employees covered by collective (wage) agreements in force among employees with the right to bargain as derived from survey data.

AdjCov_hist: Historical trend in the adjusted bargaining (or union) coverage rate

Proportion of employees covered by collective (wage) agreements in force among employees with the right to bargain based on combined administrative and/or survey data sources (AdjCov and AdjCov_s). Please refer to the methodological note for further details and information on the underlying series used.

newCov: Bargaining coverage rate of newly concluded agreements

Number of employees covered by new collective (wage) agreements concluded or renewed in a particular year, as a proportion of employees with the right to bargain: $WCB_new/(WSEE-Wstat)*100$

CovPriv: Bargaining (or Union) Coverage in the private or market sector

Number of employees in the private or market sector covered by collective (wage) agreements as a proportion of all employees with the right to bargain in the private or market sector.

For the definition of the private-sector employment, see CovPub.

CovPriv_s: Bargaining (or Union) Coverage in the private sector derived from survey data

Proportion of private-sector employees covered by collective (wage) agreements among private-sector employees with the right to bargain as derived from survey data.

CovPub: Bargaining (or Union) Coverage in the public or government sector

Number of employees in the public or government sector covered by collective (wage) agreements as a proportion of all employees with the right to bargain in the public or government sector.

Definition of public sector employment vary widely across countries and may include or not public-owned corporations. In the absence of directly available estimate of the public-sector employment, this statistics can be derived from employment statistics by industry. Public-sector employment is then defined as the total number of employees in the public administration, defense and compulsory social security, Education and Human health and social work activities (coded, respectively as O, P and Q) of the International Standard Industry Classification (ISIC) revision 2 or another international or national classification (ANZSIC, NAICS, etc.) with comparable industries.

CovPub_s: Bargaining (or Union) Coverage in the public sector derived from survey data

Proportion of public-sector employees covered by collective (wage) agreements among public-sector employees with the right to bargain as derived from survey data.

Employment refers to the national definition in use in the survey and may vary across countries.

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