

The logo for 'ENTIRE VIEW' features the words in a bold, black, sans-serif font. A horizontal yellow bar is positioned above the text, with a small lighthouse icon integrated into the letter 'V' of 'VIEW'.

ENTIRE VIEW

Expert Questionnaire
Codebook

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General codes

-997	Not applicable
-998	Don't know
-999	Blank, no information provided

Countries

AT	Austria
BE	Belgium
BG	Bulgaria
HR	Croatia
CY	Cyprus
CZ	Czech Republic
DK	Denmark
EE	Estonia
FI	Finland
FR	France
DE	Germany
GR	Greece
HU	Hungary
IE	Ireland
IT	Italy
LV	Latvia
LT	Lithuania
LU	Luxembourg
MT	Malta
NL	Netherlands
PL	Poland
PT	Portugal
RO	Romania
SK	Slovakia
SI	Slovenia
ES	Spain
SE	Sweden
UK	United Kingdom

Key

T	Trade Union
T1/	Trade Union 1
T2/	Trade Union 2
T3/	Trade Union 3
E	Employers' Organisation
E1/	Employers' Organisation 1
E2/	Employers' Organisation 2
E3/	Employers' Organisation 3
CB	Collective Bargaining System
WR	Worker Representation

Section A. Part One: Trade Unions – Reword the questions so they become statements?

The system of union confederations

1.1.1

T/UNCF	The name of the union confederation under consideration
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1.1.2

T/DEF	Definition of trade union (confederation or organisation)	1 = Confederation 2 = Organisation
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Organisational properties of union confederations

1.1.3

T/FM	Formal membership domain demarcated according to the federation's constitution
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1.1.4

T/MEM	Membership in the confederation and its affiliates is	1 = Voluntary 2 = Legally compulsory
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1.1.5

T/MEMFC	The share of members (%) who work in companies/establishments which are owned by foreign companies
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1.1.6

T/EMEM	Is the union confederation a member of any European confederations (e.g. European Trade Union Confederation)?	1 = Yes 2 = No
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1.1.6.1

T/EUCON	European confederations identified
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1.1.7 – 1.1.12

T/INFL	
	Notes?
T/INFL1	What level of involvement (if any) does the trade union confederation have in strategic decision making (e.g. on the development of wage policies and strategies) of any European confederation?
T/INFL2	What level of involvement (if any) does the trade union confederation have in operational aspects (e.g. how the European confederation is managed) of any European confederation?
T/INFL3	What level of involvement (if any) does the trade union confederation have in the development of any agreements with European/foreign union confederations?

T/INFL4	What level of involvement (if any) does any European confederation have in strategic decision making (e.g. on the development of wage policies and strategies) of the trade union confederation?
T/INFL5	What level of involvement (if any) does any European confederation have in operational aspects (e.g. how the trade union confederation is managed) of the trade union confederation?
T/INFL6	What level of involvement (if any) does European/foreign trade union confederations have in the development of any agreements with the trade union confederation?
Answers	
	1 = Has strong influence 2 = Has moderate influence 3 = Has no influence at all

1.1.13 – 1.1.15

T/POL	
	Notes?
T/POL1	How important/relevant are agreements between European/transnational trade union confederations and employers confederations for wage determination for the trade union confederation?
T/POL2	How important/relevant are policies by the European Union Commission in/for the trade union confederation? (for example country specific recommendations - CSRs)
T/POL3	How important/relevant are policies by the Government in/for the trade union confederation? (for example increased competitiveness of the economy).
Answers	
	5 = Extremely important 4 = Very important 3 = Moderately important 2 = Slightly important 1 = Not at all important

1.1.17

T/EQWP	Since 1998, has the union confederation pursued a (trans)national (wage) policy aimed at:
T/EQWP1	Equal pay adjusted for differences in price levels (purchasing power parities) for equal work in other countries
T/EQWP2	Equal pay adjusted for differences in price levels (purchasing power parities) for employees with equal qualifications in other countries?
T/EQWP3	Equal pay for equal work in other countries (independent for differences in price levels)
T/EQWP4	Equal pay for equal qualification in other countries (independent for differences in price levels)
T/EQWP5	Strictly equal pay regardless of any differences
T/EQWP6	Equal working conditions and standards for equal work in other countries
T/EQWP7	Equal working conditions and social standards for employees with equal qualifications in other countries
Answers:	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012

	2013 – 2017 2018
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1.1.18 – 1.1.19

T/WP	
	Notes?
T/WP1	Since 1998, has the union confederation pursued a (trans)national (wage) policy aimed at maintaining/increasing jobs or employment:
T/WP2	Since 1998, has the union confederation pursued a (trans)national (wage) policy aimed at maintaining/increasing wages:
Answers	
	1 = Completely in their home country 2 = Primarily in their home country with influence from other foreign countries 3 = In their home country and other foreign countries equally 4 = Primarily in other foreign countries with influence from their own country 5 = Completely in foreign countries

1.1.22

T/NCT	National confederal tasks (This refers to real activities rather than to formal tasks as defined by the confederation's constitution). The confederation:
T/NCT1	influences national government or parliamentary bodies with regard to labour market issues
T/NCT2	represents members' labour market interests on national corporatist (i.e. bipartite or tripartite) institutions
T/NCT3	conducts general consultations with employers confederations
T/NCT4	coordinates collective bargaining of affiliates
T/NCT5	negotiates and signs on behalf of its affiliates binding collective wage agreements
T/NCT6	negotiates and signs binding collective agreements on non-wage issues on behalf of its affiliates
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

1.1.23

T/NCTPI	National confederal tasks (This refers to real activities rather than to formal tasks as defined by the confederation's constitution). The confederation:
T/NCTPI1	participates in the formulation of public industrial policy programs
T/NCTPI2	implements public industrial policy programs or participates in implementation
T/NCTPI3	participates in the formulation of public regional development programs
T/NCTPI4	implements public regional development programs or participates in implementation
T/NCTPI5	participates in the formulation of public occupational programs (including apprenticeship) and active labor market policy

T/NCTPI6	implements public occupational training programs (including apprenticeship) and active labor market policy, or participates in implementation
T/NCTPI7	participates in the formulation of public research and development programs
T/NCTPI8	implements public research and development programs or participates in implementation
T/NCTPI9	participates in the formulation of social security issues
T/NCTPI10	implements social security issues
T/NCTPI11	participates in the formulation of digitisation of the economy
T/NCTPI12	implements the digitisation of the economy or participates in implementation
T/NCTPI13	participates in the formulation of robotisation of the economy
T/NCTPI14	implements the robotisation of the economy or participates in implementation
T/NCTPI15	participates in the formulation of internal flexibility strategies (e.g. short-term working schemes or arrangements, Kurzarbeit)
T/NCTPI16	participates in the implementation of internal flexibility strategies (e.g. short-term working schemes or arrangements, Kurzarbeit)
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

1.1.28

T/TCT	Transnational confederal tasks (This refers to real activities rather than to formal tasks as defined by the confederation's constitution).
T/TCT1	influences European Union organisations with regard to labour market issues
T/TCT2	represents members' labour market interests on European Union wide (i.e. bipartite or tripartite) institutions
T/TCT3	represents members' labour market interests on any other transnational institutions
T/TCT4	conducts general consultations with union confederations in other countries
T/TCT5	conducts general consultations with employers' confederations in other countries
T/TCT6	negotiates and signs on behalf of its affiliates binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on wages
T/TCT7	negotiates and signs on behalf of its affiliates any other binding transnational agreements (e.g. bilateral) on wages
T/TCT8	negotiates and signs on behalf of its affiliates non-binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on wages
T/TCT9	negotiates and signs on behalf of its affiliates any other non-binding transnational agreements (e.g. bilateral) on wages
T/TCT10	negotiates and signs on behalf of its affiliates binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on non-wage issues
T/TCT11	negotiates and signs on behalf of its affiliates any other binding transnational agreements (e.g. bilateral) on non-wage issues
T/TCT12	negotiates and signs on behalf of its affiliates non-binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on non-wage issues
T/TCT13	negotiates and signs on behalf of its affiliates any other non-binding transnational agreements (e.g. bilateral) on non-wage issues
T/TCT14	participates or is consulted in the formulation of any public policy programs at transnational or European level (including regional developments, industrial policies, active labour market initiatives, apprenticeships)

Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

1.4

T/LCON	The name of the largest confederation and time period during which it was recorded as the largest confederation
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1.4.1

1.4.2

1.4.3

1.4.4

1.4.5

1.5

T/FP	Formal power of the largest confederation vis-a-vis its direct affiliates (formal power meaning rights as defined by the confederal constitution). The confederation has the right (select whichever is applicable):
T/FP1	to conclude binding collective agreements on behalf of its affiliates (binding according to the confederal constitution, not necessarily mean that collective agreements are legally enforceable)
T/FP2	to receive a share in dues collected by affiliates
T/FP3	to have its own strike fund
T/FP4	to veto collective agreements signed by its affiliates
T/FP5	to veto strikes by its affiliates
T/FP6	to participate in demand formulation and/or bargaining of affiliates
T/FP7	the confederation is normally obliged to submit the ratification of collective agreements to a membership ballot
Answers	
	1 = Yes 2 = No

1.5.1

T/SHDUE	Estimate of the share (as a percentage) of total dues collectives by affiliates
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1.5.2

T/SHSF	Estimate of the share of the confederal strike fund as a percentage of total strike funds under the confederations umbrella
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1.5.4

T/FPA	Affiliates are:
T/FPA1	entitled to conclude collective agreements on behalf of their members (binding according to the confederal constitution, not necessarily meaning that collective agreements are legally enforceable)
T/FPA2	entitled to have their own strike fund
T/FPA3	entitled to veto collective agreements signed by any lower-level bargaining unit
T/FPA4	entitled to veto strikes by any lower-level unit
T/FPA5	entitled to participate in demand formulation and/or bargaining of lower-level bargaining units
T/FPA6	normally obliged to submit the ratification of collective agreements to a membership ballot
Answers	
	1 = Yes 2 = No

1.5.6

T/USHOP	<p>Relevance of union shop floor representatives (shop stewards): shop stewards are union bodies and must be distinguished from legally established works councils, even when in practice there are shared positions.</p> <p>The largest union confederation relies on a widespread* system of shop stewards which is separate from existing works councils:</p>	<p>1 = Yes 2 = No</p>
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1.5.8

T/FPSS	Formal power of shop stewards within the largest confederation
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1.5.9

T/SHOPS	Shop stewards are:
T/SHOPS1	entitled to organise strikes
T/SHOPS2	entitled to control their own strike fund
T/SHOPS3	entitled to conclude collective agreements
T/SHOPS4	formally guaranteed representation on that union body which conducts collective bargaining at a sectoral (industry or craft) level
Answers	
	1 = Yes 2 = No

Section A. Part Two: Employers' Organisations

National employers' confederations

2.1.1

E/ECF	Insert the name of the confederation under consideration (also giving any abbreviation of that name, along with the full name in the native language and English translation).
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2.1.2

E/DEF	Is this an employer confederation or organisation?	1 = Confederation 2 = Organisation
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2.1.3

E/OP	Organisational properties of employers confederations. The confederation is a:	1 = Pure EO 2 = Mixed EO
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2.1.4

E/MEM	Membership in the confederation and its affiliates is	1 = Voluntary 2 = Legally compulsory
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2.1.5

E/FM	Formal membership domain demarcated according to the federation's constitution
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2.1.6

E/MEMFC	The share of members (%) who work in companies/establishments which are owned by foreign companies
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2.1.7

E/EMEM	Is the employer confederation a member of any European confederations (e.g. BUSINESSEUROPE)?	1 = Yes 2 = No
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2.1.7.1

E/EUCON	European confederations identified
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2.1.8 – 2.1.13

E/INFL	
	Notes?
E/INFL1	What level of involvement (if any) does the employer confederation have in strategic decision making (e.g. on the development of wage policies and strategies) of any European confederation?

E/INFL2	What level of involvement (if any) does the employer confederation have in operational aspects (e.g. how the European confederation is managed) of any European confederation?
E/INFL3	What level of involvement (if any) does the employer confederation have in the development of agreements with European/foreign employers confederations?
E/INFL4	What level of involvement (if any) does any European confederation have in strategic decision making (e.g. on the development of wage policies and strategies) of the employer confederation?
E/INFL5	What level of involvement (if any) does any European confederation have in operational aspects (e.g. how the European confederation is managed) of the employer confederation?
E/INFL6	What level of involvement (if any) does European/foreign employers confederations have in the development of any agreements with the employer confederation?
Answers	
	1 = Has strong influence 2 = Has moderate influence 3 = Has no influence at all

2.1.14 – 1.1.16

E/POL	
	Notes?
E/POL1	How relevant/important are agreements between employers confederations and European/transnational confederations for wage determination in/for the employer confederation?
E/POL2	How important/relevant are policies by the European Union Commission in/for the employer confederation? (for example country specific recommendations - CSRs)
E/POL3	How important/relevant are policies by the Government in/for the employer confederation? (for example increased competitiveness of the economy)
Answers	
	5 = Extremely important 4 = Very important 3 = Moderately important 2 = Slightly important 1 = Not at all important

2.1.18

E/EQWP	Since 1998, has the employers confederation pursued a (trans)national (wage) policy aimed at:
E/EQWP1	Equal pay adjusted for differences in price levels (purchasing power parities) for equal work in other countries
E/EQWP2	Equal pay adjusted for differences in price levels (purchasing power parities) for employees with equal qualifications in other countries?
E/EQWP3	Equal pay for equal work in other countries (independent for differences in price levels)
E/EQWP4	Equal pay for equal qualification in other countries (independent for differences in price levels)
E/EQWP5	Strictly equal pay regardless of any differences
E/EQWP6	Equal working conditions and standards for equal work in other countries
E/EQWP7	Equal working conditions and social standards for employees with equal qualifications in other countries

Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

2.1.19 – 1.1.20

E/WP	
	Notes?
E/WP1	Since 1998, has the employers confederation pursued a (trans)national (wage) policy aimed at maintaining/increasing jobs or employment:
E/WP2	Since 1998, has the employers confederation pursued a (trans)national (wage) policy aimed at decreasing wages:
Answers	
	1 = Completely in their home country 2 = Primarily in their home country with influence from other foreign countries 3 = In their home country and other foreign countries equally 4 = Primarily in other foreign countries with influence from their own country 5 = Completely in foreign countries

2.1.23

E/NCT	National confederal tasks (This refers to real activities rather than to formal tasks as defined by the confederation's constitution). The confederation:
E/NCT1	influences national government or parliamentary bodies with regard to labour market issues
E/NCT2	represents members' labour market interests on national corporatist (i.e. bipartite or tripartite) institutions
E/NCT3	conducts general consultations with employers confederations
E/NCT4	coordinates collective bargaining of affiliates
E/NCT5	negotiates and signs on behalf of its affiliates binding collective wage agreements
E/NCT6	negotiates and signs binding collective agreements on non-wage issues on behalf of its affiliates
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

2.1.24

E/NCTPI	National confederal tasks (This refers to real activities rather than to formal tasks as defined by the confederation's constitution). The confederation:
E/NCTPI1	participates in the formulation of public industrial policy programs
E/NCTPI2	implements public industrial policy programs or participates in implementation
E/NCTPI3	participates in the formulation of public regional development programs

E/NCTPI4	implements public regional development programs or participates in implementation
E/NCTPI5	participates in the formulation of public occupational programs (including apprenticeship) and active labor market policy
E/NCTPI6	implements public occupational training programs (including apprenticeship) and active labor market policy, or participates in implementation
E/NCTPI7	participates in the formulation of public research and development programs
E/NCTPI8	implements public research and development programs or participates in implementation
E/NCTPI9	participates in the formulation of social security issues
E/NCTPI10	implements social security issues
E/NCTPI11	participates in the formulation of digitisation of the economy
E/NCTPI12	implements the digitisation of the economy or participates in implementation
E/NCTPI13	participates in the formulation of robotisation of the economy
E/NCTPI14	implements the robotisation of the economy or participates in implementation
E/NCTPI15	participates in the formulation of internal flexibility strategies (e.g. short-term working schemes or arrangements, Kurzarbeit)
E/NCTPI16	participates in the implementation of internal flexibility strategies (e.g. short-term working schemes or arrangements, Kurzarbeit)
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

2.1.29

E/TCT	Transnational confederal tasks (this refers to real activities rather than to formal tasks as defined by the confederation's constitution).
E/TCT1	influences European Union organisations with regard to labour market issues
E/TCT2	represents members' labour market interests on European Union wide (i.e. bipartite or tripartite) institutions
E/TCT3	represents members' labour market interests on any other transnational institutions
E/TCT4	conducts general consultations with union confederations in other countries
E/TCT5	conducts general consultations with employers' confederations in other countries
E/TCT6	negotiates and signs on behalf of its affiliates binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on wages
E/TCT7	negotiates and signs on behalf of its affiliates any other binding transnational agreements (e.g. bilateral) on wages
E/TCT8	negotiates and signs on behalf of its affiliates non-binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on wages
E/TCT9	negotiates and signs on behalf of its affiliates any other non-binding transnational agreements (e.g. bilateral) on wages
E/TCT10	negotiates and signs on behalf of its affiliates binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on non-wage issues
E/TCT11	negotiates and signs on behalf of its affiliates any other binding transnational agreements (e.g. bilateral) on non-wage issues
E/TCT12	negotiates and signs on behalf of its affiliates non-binding European (collective) agreements (e.g. in the European Sectoral Social Dialogue) on non-wage issues

E/TCT13	negotiates and signs on behalf of its affiliates any other non-binding transnational agreements (e.g. bilateral) on non-wage issues
E/TCT14	participates or is consulted in the formulation of any public policy programs at transnational or European level (including regional developments, industrial policies, active labour market initiatives, apprenticeships)
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

2.4

E/LCON	The name of the largest confederation and time period during which it was recorded as the largest confederation
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2.4.1

2.4.2

2.4.3

2.4.4

2.4.5

2.5

E/FP	Formal power of the largest confederation vis-a-vis its direct affiliates (formal power meaning rights as defined by the confederal constitution). The confederation has the right (select whichever is applicable):
E/FP1	to conclude binding collective agreements on behalf of its affiliates (binding according to the confederal constitution, not necessarily mean that collective agreements are legally enforceable)
E/FP2	to receive a share of dues collected by its affiliates
E/FP3	to have its own fund for industrial action
E/FP4	to veto collective agreements signed by affiliates
E/FP5	to veto lockouts by affiliates
E/FP6	to participate in demand formulation and/or bargaining of its affiliates
E/FP7	the confederation is normally obliged to submit the ratification of collective agreements to a membership ballot
Answers	
	1 = Yes 2 = No

2.5.1

E/SHDUE	Estimate of the share (as a percentage) of total dues collectives by affiliates
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2.5.2

E/SHIAF	Estimate of the share of the confederal industrial action fund as a percentage of total funds for industrial action under the confederations umbrella
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2.5.4

E/FPMA	Formal power of the largest confederation's membership affiliates in relation to their member firms
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2.5.5

E/FPA	Membership affiliates have
E/FPA1	the right to conclude binding collective agreements on behalf of their member firms (binding according to the confederal constitution, not necessarily meaning that collective agreements are legally enforceable)
E/FPA2	the right to have their own fund for industrial action
E/FPA3	the right to veto collective agreements signed by member firms
E/FPA4	the right to veto lockouts by member firms
E/FPA5	to participate in demand formulation and/or bargaining of lower-level units
E/FPA6	the obligation to submit the ratification of collective agreements to a membership ballot
Answers	
	1 = Yes 2 = No

2.5.7

	Formal power of member firms under the umbrella of the largest confederation
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2.5.8

E/FPMF	A member firm is entitled
E/FPMF1	to obtain the status of a "non-conforming" member generally not subject to collective agreements signed by the association
E/FPMF2	to conduct separate negotiations on its own when a collective agreement by the associations is not in line with the firm's interests
E/FPMF3	to autonomously organise industrial action
E/FPMF4	to pay its employees more than the amount fixed by the collective agreement signed by the association
Answers	
	1 = Yes 2 = No

2.5.10

E/HL	The number of hierarchical levels under the largest confederation's umbrella
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Section A. Part Three: Wages???

Section B. Part One: Collective Bargaining System

4.1

CBIf	The legal framework for collective bargaining in the private sector as laid down by labour law
CBIf1	Collective agreements are legally binding (i.e. enforceable)
CBIf2	Collective agreements automatically imply a peace obligation as long as any given agreement is in force
CBIf3	Peace obligations are optional. This means that a collective agreement constitutes a peace obligation only when such a clause is explicitly included in the agreement
CBIf4	The peace obligation is a soft regulation that can be bypassed easily
CBIf5	Collective agreements are not legally enforceable
CBIf6	(Formally-recognized) Unions enjoy the exclusive right to conclude collective agreements, while all other employee groups and representatives are not entitled to do so
CBIf7	(Formally-recognized) Unions enjoy the exclusive right to conclude collective agreements (especially on wage rates), with some non-competitive, complementary negotiation rights attributed to the works councils
CBIf8	(Formally-recognized) Unions enjoy the exclusive right to organize strikes
CBIf9	Higher-level bargaining units are entitled to delegate specific bargaining issues to lower-level units (e.g. works councils) via an "opening clause" endorsed in a "framework agreement". Bargaining outcomes at lower levels must remain within the framework set by the higher-level agreement.
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

4.2

CBmeconw	Macroeconomic coordination of bargaining over wages
CBmeconw1	overt peak-level coordination* based on binding agreement with a ban on subsequent lower-level bargaining
CBmeconw2	overt peak-level coordination* based on binding agreement (including framework agreements) with a peace obligation for subsequent lower-level bargaining
CBmeconw3	overt peak-level coordination* based on non-binding recommendations for lower-level bargaining
CBmeconw4	overt peak-level coordination* based on internal coordination of affiliates by both the peak associations of unions and employer organisations
CBmeconw5	covert and unilateral peak-level coordination* based on internal coordination of affiliates only by the union confederation
CBmeconw6	covert and unilateral peak-level coordination* based on internal coordination of affiliates only by the employers confederation
CBmeconw7	covert coordination via peace-setting bargaining by lower-level bargaining units
CBmeconw8	no macroeconomic conditions at all
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007

	2008 – 2012 2013 – 2017 2018
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4.3

CBmeconnw	Macroeconomic coordination of bargaining over wages
CBmeconnw1	overt peak-level coordination* based on binding agreement with a ban on subsequent lower-level bargaining
CBmeconnw2	overt peak-level coordination* based on binding agreement (including framework agreements) with a peace obligation for subsequent lower-level bargaining
CBmeconnw3	overt peak-level coordination* based on non-binding recommendations for lower-level bargaining
CBmeconnw4	overt peak-level coordination* based on internal coordination of affiliates by both the peak associations of unions and employer organisations
CBmeconnw5	covert and unilateral peak-level coordination* based on internal coordination of affiliates only by the union confederation
CBmeconnw6	covert and unilateral peak-level coordination* based on internal coordination of affiliates only by the employers confederation
CBmeconnw7	covert coordination via peace-setting bargaining by lower-level bargaining units
CBmeconnw8	no macroeconomic conditions at all
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

4.4

CBlwageb	Level of collective wage bargaining. What are the levels at which collective wage bargaining is usually conducted (private sector only)?
CBlwageb1	Inter-industry*, whereby all employees bargain jointly
CBlwageb2	Inter-industry*, whereby white and blue-collar workers bargain separately
CBlwageb3	Industry, whereby all workers bargain jointly
CBlwageb4	Industry, whereby different crafts of the industry's employees bargain separately
CBlwageb5	Industry, whereby white and blue-collar workers bargain separately
CBlwageb6	Company/plant, whereby all employees bargain jointly
CBlwageb7	Company/plant, whereby distinct employee groups bargain separately
CBlwageb8	Combination of industry and company bargaining, whereby all employers bargain jointly
CBlwageb9	Combination of industry and company bargaining, whereby distinct employee groups bargain separately
Answers	
	a = Exclusively existing/single-level bargaining (98% to 100%); b = Most important/predominant (67% to 97%); c = Important; (33% to 66%) d = Not important but existing; (0% to 32%); e = Non-existing;

	1 = 1998 – 2002 2 = 2003 – 2007 3 = 2008 – 2012 4 = 2013 – 2017 5 = 2018
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4.5

CBinvwageb	Degree of state involvement in wage bargaining in the private sector
CBinvwageb1	tripartite bargaining: state agencies (e.g. the government) directly participate in peak-level bargaining without authoritatively imposing an agreement
CBinvwageb2	tripartite bargaining whereby the state (e.g. the government) and the peak associations of employers organizations and unions reach an agreement which is then implemented authoritatively with state power
CBinvwageb3	bipartite bargaining whereby the state (e. g. the government) and the peak association(s) of employers reach an agreement which is then implemented authoritatively with state power
CBinvwageb4	bipartite bargaining whereby the state (e. g. the government) and the peak association(s) of employers reach an agreement which is then implemented without authoritatively exerting state power
CBinvwageb5	bipartite bargaining whereby the state (e. g. the government) and the union confederation(s) reach an agreement which is then implemented authoritatively with state power
CBinvwageb6	bipartite bargaining whereby the state (e. g. the government) and the union confederation(s) reach an agreement which is then implemented without authoritatively exerting state power
CBinvwageb7	state arbitration, whereby state agencies (e.g. government, parliament) authoritatively impose a peak-level agreement after a deadlock in collective wage bargaining. This arbitration is binding for all lower-level bargaining units
CBinvwageb8	state arbitration, whereby state agencies authoritatively impose a peak-level agreement after a deadlock in collective wage bargaining. This arbitration is not binding for lower-level bargaining units
CBinvwageb9	state arbitration, whereby state agencies authoritatively impose an agreement for important industries after a deadlock in collective wage bargaining. This arbitration is binding for all lower-level bargaining units
CBinvwageb10	state arbitration, whereby state agencies authoritatively impose an agreement for important industries after a deadlock in collective wage bargaining. This arbitration is non-binding for all lower-level bargaining units
CBinvwageb11	regular arbitration at peak level, in the sense that wage determination is a formal task of the state (i.e. labor courts/tribunals). The peak associations of unions and employers organizations are party to this procedure. Arbitration is binding for lower-level units.
CBinvwageb12	regular arbitration at peak level in the sense that wage determination is a formal task of the state (i.e. labor courts/tribunals). The peak associations of unions and employers organizations are party to this procedure. Arbitration is non-binding for lower-level units
CBinvwageb13	regular arbitration at the level of industries and crafts, in the sense that wage determination is a formal task of the state (i.e. labor courts/tribunals). The

	unions and employers organizations are party to this procedure. Arbitration is binding for lower- level units
CBinvwageb14	regular arbitration at the level of industries and crafts, in the sense that wage determination is a formal task of the state (i.e. labor courts/tribunals). The unions and employers organizations are party to this procedure. Arbitration is non-binding for lower-level units
CBinvwageb15	unilateral state control at peak level: the state authoritatively imposes a wage rate which was not negotiated by the peak associations of unions and employers organizations. This decision is binding for lower-level bargaining units
CBinvwageb16	unilateral state control at peak level: the state authoritatively imposes a wage rate which was not negotiated by the peak associations of unions and employers organizations. This decision is non-binding for lower-level bargaining units
CBinvwageb17	unilateral state control at the level of important industries and crafts: the state authoritatively imposes a wage rate which was not negotiated by the unions and employers organizations. This decision is binding for lower-level bargaining units
CBinvwageb18	unilateral state control at the level of important industries and crafts: the state authoritatively imposes a wage rate which was not negotiated by the unions and employers organizations. This decision is non-binding for lower-level bargaining units
CBinvwageb19	Mediation/conciliation at peak- (i.e. central-) level
CBinvwageb20	Mediation/conciliation concerning important industries
CBinvwageb21	Not any form of state involvement in collective wage bargaining
Answers	
	(Multiple possible) 1998 – 2002 2003 – 2007 2008 – 2012 2013 – 2017 2018

4.6

CBwagedpub	Wage determination in the public sector. The following questions refer solely to the mode of wage determination which may differ from how the other employment terms are determined in the public sector.
CBwagedpub1	Central state, whereby all employees bargain jointly
CBwagedpub2	Central state, whereby different occupations and/or sectors (e.g. public administration, health, education) bargain separately
CBwagedpub3	Member states (Länder, Kantone, provinces, etc.) or regions, whereby different occupations and/or sectors bargain separately
CBwagedpub4	Member states or regions whereby all employees bargain jointly
CBwagedpub5	Community, whereby all employees bargain jointly
CBwagedpub6	Community, whereby different occupations and/or sectors bargain separately
CBwagedpub7	Departmental (local) level,* whereby different occupations bargain separately
CBwagedpub8	Departmental (local) level,* whereby all employees bargain jointly
CBwagedpub9	All member states/communities, whereby all employees bargain jointly
CBwagedpub10	All member states/communities, whereby different occupations and/or sectors bargain separately
Answers	
	a = Exclusively existing/single-level bargaining (98% to 100%); b = Most important/predominant (67% to 97%); c = Important; (33% to 66%)

	<p>d = Not important but existing; (0% to 32%); e = Non-existing;</p> <p>1 = 1998 – 2002 2 = 2003 – 2007 3 = 2008 – 2012 4 = 2013 – 2017 5 = 2018</p>
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4.7

CBstatneg	In the case of formal unilateral state decisions combined with de facto negotiations: what are the levels of negotiations?
CBstatneg1	Central state, whereby all employees negotiate jointly
CBstatneg2	Central state, whereby different occupations and/or sectors (e.g. public administration, health, education) negotiate separately
CBstatneg3	Member states (Länder, Kantone, provinces, etc.) or regions, whereby all employees negotiate jointly
CBstatneg4	Member states, whereby different occupations and/or sectors negotiate separately
CBstatneg5	Community, whereby all employees negotiate jointly
CBstatneg6	Community, whereby different occupations and/or sectors negotiate separately
CBstatneg7	Departmental (local) level,* whereby all employees negotiate jointly
CBstatneg8	Departmental (local) level,* whereby different occupations negotiate separately
CBstatneg9	All member states/communities, whereby all employees bargain jointly
CBstatneg10	All member states/communities, whereby different occupations and/or sectors bargain separately
Answers	
	<p>a = Exclusively existing/single-level bargaining (98% to 100%); b = Most important/predominant (67% to 97%); c = Important; (33% to 66%) d = Not important but existing; (0% to 32%); e = Non-existing;</p> <p>1 = 1998 – 2002 2 = 2003 – 2007 3 = 2008 – 2012 4 = 2013 – 2017 5 = 2018</p>

4.8

CBstatdc	In the case of purely unilateral state decisions: what are the levels of regulation?
CBstatdc1	Central state on behalf of all employees
CBstatdc2	Central state differentiated according to different occupations and/or regions
CBstatdc3	Member states (Länder, Kantone, provinces, etc.) or regions on behalf of all employees
CBstatdc4	Member states differentiated according to different occupations and/or regions
CBstatdc5	Community on behalf of all employees
CBstatdc6	Community differentiated according to different occupations and/or regions
CBstatdc7	Departmental (local) level* on behalf of all employees

CBstatdc8	Departmental (local) level* differentiated according to different occupations and/or regions
CBstatdc9	All member states/communities on behalf of all employees
CBstatdc10	All member states/communities differentiated according to different occupations and/or regions
Answers	<p>a = Exclusively existing/single-level bargaining (98% to 100%); b = Most important/predominant (67% to 97%); c = Important; (33% to 66%) d = Not important but existing; (0% to 32%); e = Non-existing;</p> <p>1 = 1998 – 2002 2 = 2003 – 2007 3 = 2008 – 2012 4 = 2013 – 2017 5 = 2018</p>

4.8.5

CBnempwd	Estimate the average number of employees covered by each mode of wage determination as a percentage of the total number of public employees
Answers:	<p>1 = Collective bargaining 2 = De facto negotiations 3 – Purely unilateral state decision</p> <p>*(Add percentage to answer)</p>

4.8.6

CBstrike	Are public employees formally entitled to strike? (A formal entitlement to strike is based on law or on a court decision).	<p>1 = All public employees have the right to strike 2 = Some public employees have the right to strike* 3 = Whether public employees have the right to strike is not formally clarified 4 = All public employees are formally excluded from the right to strike</p>
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4.8.6.1

CBnestrrike	Estimate of the number of public employees entitled to strike as a percentage of the total number of public employees
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Section B. Part Two: Worker Representation

5.1

WRentr	Worker representation on enterprise/plant level. Worker representation on enterprise/plant level is based on:
WRentr1	union shop stewards or union committees who/which may be formally established by sectoral/local peak level collective agreement
WRentr2	union shop stewards or union committees who/which may be formally established by law
WRentr3	joint committees (consisting of employees and the employer) which are established by peak-level collective agreement
WRentr4	joint committees (consisting of employees and the employer) which are established by law
WRentr5	union committees (consisting only of employees) which are established by peak-level collective agreement
WRentr6	union committees (consisting only of employees) which are established by law
WRentr7	works councils which are established by labor law*
WRentr8	no notable system of worker representation on enterprise/plant level exists
Answers	
	1 = 1998 – 2002 2 = 2003 – 2007 3 = 2008 – 2012 4 = 2013 – 2017 5 = 2018

5.2

WRproc	Worker representation on enterprises/plants: electoral procedures and union presence. Worker representatives in the company/plant are
WRproc1	elected by union members only
WRproc2	elected by all employees of the company/plant
WRproc3	appointed by higher-level union officials
Answers	elected by union members only
	1 = Yes 2 = No

5.3

WRformr	Formal rights and obligations of worker representatives. Worker representatives on company / plant level have:
WRformr1	no formally-specified rights and competences
WRformr2	the formal right to organise strikes
WRformr3	the formal right to conclude collective agreements on standard wage rates (including collective agreements concluded under peace obligation)
WRformr4	the formal right to conclude collective agreements on certain non-wage issues (including collective agreements concluded under peace obligation)
WRformr5	the formal right to be informed by the employer on all issues concerning the employees
WRformr6	the formal obligation to cooperate with the employer in mutual trust and to take steps to ensure the company's/plant's well-being and prosperity
WRformr7	no formally-specified obligations in relation to the employer
Answers	
	1 = Yes 2 = No

5.3.1

WRformrveto	Worker representatives on company/plant level have the formal right to veto employer's decisions concerning:
WRformrveto1	employee recruitment
WRformrveto2	dismissal
WRformrveto3	payment systems
WRformrveto4	work organisation
WRformrveto5	job demarcation
WRformrveto6	company-specific training
WRformrveto7	new technologies
WRformrveto8	working time schedules
Answers	
	1 = Yes 2 = No