

# BARWAGE



## Introduction to the BARWAGE project

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# About BARWAGE

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- The importance of collective bargaining for wage setting in the European Union (Sept 2022 – Aug 2024)
- Utrecht University (lead), CELSI, FDV & WageIndicator Foundation
- Supported by European Commission, AWWN & ETUI

# About BARWAGE<sub>En(t)d</sub>

BARWAGE is all about wage fixing through collective bargaining

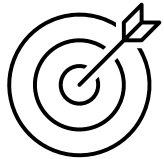
For All Govt. Employees (Federal, Parastatal, KPRA, Bloch) BPS-01 to BPS-22

BPS	Contract Employees				Regular Employees					
	Increas amt 2017	10% increase 2017	10% increase 2018	Total	Increas amt 2017	10% increase 2017	10% increase 2018	Deficit in % B	Total	
01	290	29	29	348	01	290	29	29	00	339
02	330	33	33	396	02	330	33	33	10	386
03	390	39	39	468	03	390	39	39	12	456
04	440	44	44	528	04	440	44	44	13	515
05	500	50	50	600	05	500	50	50	15	585
06	560	56	56	672	06	560	56	56	17	655
07	610	61	61	732	07	610	61	61	18	714
08	670	67	67	804	08	670	67	67	20	794
09	730	73	73	876	09	730	73	73	22	854
10	800	80	80	960	10	800	80	80	24	936
11	880	88	88	1056	11	880	88	88	26	1030
12	960	96	96	1152	12	960	96	96	29	1123
13	1050	105	105	1260	13	1050	105	105	32	1229
14	1170	117	117	1404	14	1170	117	117	35	1369
15	1330	133	133	1596	15	1330	133	133	40	1556
16	1520	152	152	1824	16	1520	152	152	46	1778
17	1700	170	170	2060	17	1700	170	170	60	2091
18	1870	187	187	2244	18	1870	187	187	86	2358
19	2050	205	205	2460	19	2050	205	205	92	2569
20	4510	451	451	5412	20	4510	451	451	135	5277
21	5000	500	500	6000	21	5000	500	500	150	5850
22	5870	587	587	7044	22	5870	587	587	176	6868

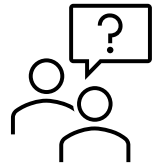




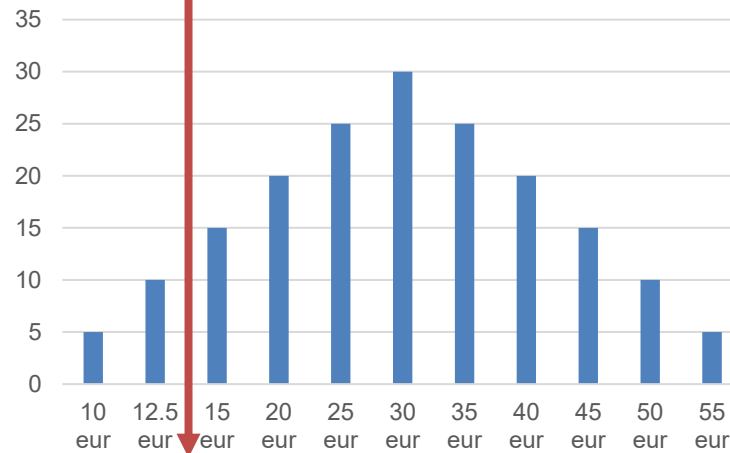
# What's bargaining got to do with it?



Quantify the impact of collective wage bargaining on setting adequate minimum wages for EU workers across countries and sectors by bargaining level.

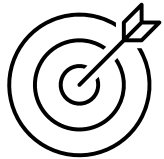


Do sector and enterprise level bargaining help workers earn (substantially) more than the statutory minimum wage?

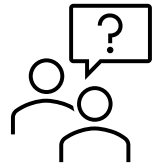




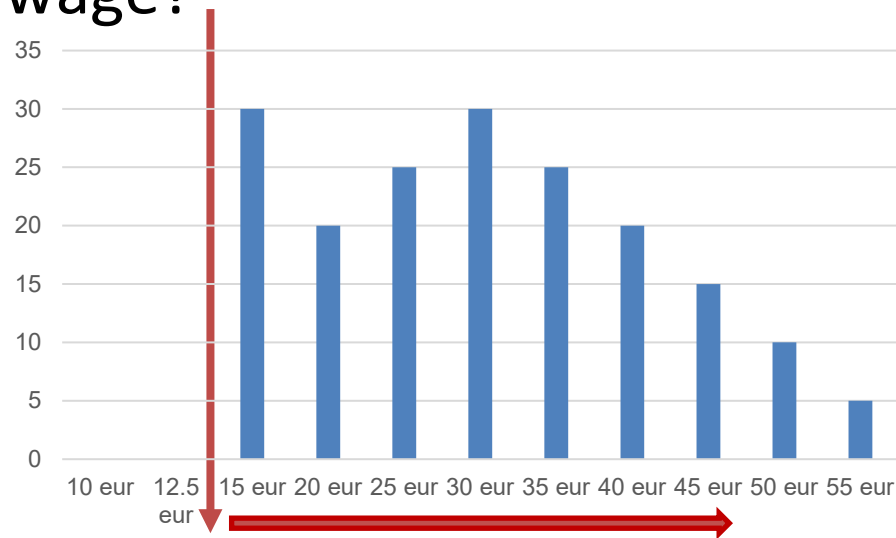
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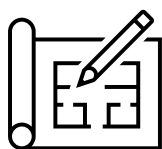
Do sector and enterprise level bargaining help workers earn (substantially) more than the statutory minimum wage?



# At what level are wages fixed?



Determine to what extent and how CBAs from nine EU countries (AT, BG, CZ, EE, ES, IT, FR, NL, PT) set wage levels and wage increases, and whether patterns by industry and bargaining level can be identified per country.



Code 400 CBAs from Estonia, Bulgaria, Czech Republic and Portugal and add them to the WageIndicator CBA Database.




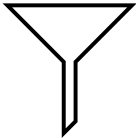
Where do 900 CBAs set wages? And how?

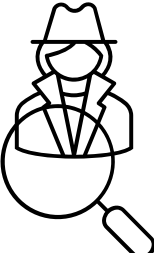
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# Where can I find the wages?

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 Determine which arenas are important for wage setting in industries across nine EU countries in cases where wages are not set by pay scale tables in CBAs.

 We look at those CBAs that did not include any pay scale tables.

 We use a combination of natural language processing techniques and online interviews to determine where wages are set.

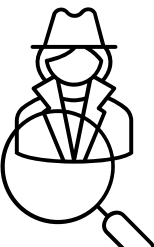
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# Whose wages are included in CBAs

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 Determine for which workers pay scales included in CBAs set wages in industries across nine EU countries.

 We look at those CBAs that included any pay scale tables.

 We match microdata on wages to CBA pay scales. Can we estimate how employees are distributed across the pay rates?

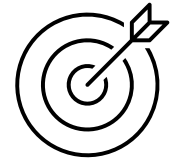
- Case studies in Italy and the Netherlands



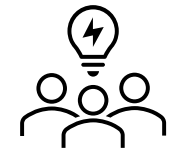
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# Four wage setting arenas

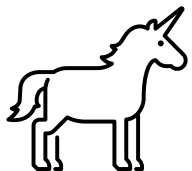
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Determine to what extent are wages set through collective bargaining, broken down by country, industry and bargaining level.



Summarizes the outcomes of the project



Use the findings from the first four research objectives to quantify the size of the national, sectoral, enterprise and individual wage setting arenas

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- Want to get more closely involved?
  - Reach out to Janna Besamusca ([J.W.Besamusca@uu.nl](mailto:J.W.Besamusca@uu.nl)) or Paulien Osse ([paulienosse@wageindicator.org](mailto:paulienosse@wageindicator.org))