

ICTWSS Database Version 5.1 – September 2016 - CODEBOOK

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Variable labels, number of observations, minimum and maximum value

| Variable | Label | N | Min. | Max. |
|--------------|---|------|-------|--------|
| country | <none> | | | |
| iso2c | ISO 3166 alpha-2 code | | | |
| COUNTRY_CODE | Country ISO code | 2805 | 32 | 840 |
| year | Year | 2805 | 1960 | 2015 |
| adjcov | Adjusted bargaining coverage rate: proportion of all wage earners with right to bargaining, $WCB*100/(WSEE-wstat)$ (0-100) | 757 | 0.00 | 100.00 |
| agrapplies | Wage clause in central agreement applies in specified year (if agreement covers > year, or implemented in next year) | 1612 | 0.00 | 1.00 |
| agrsign | Agreement between central organisations of trade unions and employers is reached and signed in specified year | 1702 | 0.00 | 3.00 |
| @all | All pact and agreements signed in a given year: Sum of Pactsign + Agrsign | 1661 | 0.00 | 3.00 |
| art | Articulation of enterprise bargaining | 1743 | 0.00 | 3.00 |
| aut_nw | The agreement is autonomously negotiated and implemented by unions and employers, and only regards non-wage issues | 1625 | 0.00 | 1.00 |
| aut_w | The agreement is autonomously negotiated and implemented by unions and employers, including wage settlement | 1625 | 0.00 | 1.00 |
| Auth | Summary measure of formal authority of unions regarding wage setting at peak and sectoral level (0-1) | 1210 | 0.00 | 0.90 |
| Bc | Existence of institutionalised bipartite council of central union and employers organizations for wage setting | 1765 | 0.00 | 1.00 |
| Cent | Summary measure of centralisation of wage bargaining, with union authority and concentration at multiple levels | 1156 | 0.00 | 0.98 |
| Cfagr | Confederal involvement in wage agreements negotiated by its affiliate unions | 1987 | 0.00 | 2.00 |
| Cfappt | Confederal (political) control over appointment of leaders of affiliates | 1986 | 0.00 | 2.00 |
| cfauthority | Authority of confederation over its affiliates, additive measure Cfrep, Cfappt, Cfagr, Cffund, Cfveto, divided by max 10 | 1986 | 0.00 | 0.90 |
| Cffund | Confederal or joint strike fund from which member unions are reimbursed | 2005 | 0.00 | 2.00 |
| Cfrep | Main confederation(s) represent affiliates politically and is routinely involved in consultation with government | 1986 | 0.00 | 2.00 |
| Cfveto | Confederal power over strikes by affiliates | 1986 | 0.00 | 2.00 |
| colcov | Employees covered by collective bargaining and statutory regulations as proportion of all workers $(WCB+wstat) \times 100/WSEE$ | 123 | 0.00 | 100.00 |
| conc | Summary measure of concentration of unions at peak and sectoral level (0-1) | 1154 | 0.10 | 0.63 |
| coord | Coordination of wage-setting | 1837 | 1.00 | 5.00 |
| covpriv | Bargaining (or Union) Coverage, private or market sector: proportion of all wage earners in this sector | 301 | 0.00 | 100.00 |
| covpub | Employees in public sector covered by collective agreement: proportion of all wage earners in employment in sector | 362 | 10.00 | 100.00 |
| cwb | Centralisation of wage bargaining | 1653 | 1.00 | 5.75 |
| deme | External demarcations between union confederations | 1186 | 1.00 | 2.00 |
| demi | Internal demarcations within union confederations | 1180 | 1.00 | 2.00 |
| dr | Derogation | 1603 | 0.00 | 3.00 |
| ed | Employers organisation density, as proportion of employees in employment, $WSEE$ is wage earners in employment $*100/WSEE$ | 176 | 6.00 | 100.00 |
| empl_leg | Pact or agreement contains, or is predicated on, concessions regarding employment protection legislation (labour law) | 1609 | 0.00 | 1.00 |

| Variable | Label | N | Min. | Max. |
|-----------|---|------|-------|-----------|
| empl_pol | Pact or agreement contains or is predicated on concessions regarding employment policies (job creation, subsidies) | 1610 | 0.00 | 1.00 |
| enaffcf1 | Effective number of affiliates of confederation 1, defined as the inverse of the Herfindahl-index or $1/H (1-\infty)$ | 1075 | 1.00 | 58.82 |
| enucfs | Effective Number of Union Confederations, defined as the inverse of the Herfindahl-index or $1/H (1-\infty)$ | 1145 | 1.00 | 14.66 |
| etnunions | Effective number of unions, defined as the inverse of the Herfindahl-index or $1/H (0-\infty)$ | 996 | 2.59 | 175.77 |
| ext | Mandatory extension of collective agreements to non-organised employers | 1875 | 0.00 | 3.00 |
| exte | Employees covered as a result of extension orders to non-organized employers (0-100) | 208 | 0.00 | 44.64 |
| faeb | Frequency or scope of additional enterprise bargaining | 1743 | 0.00 | 3.00 |
| govint | Government intervention in wage bargaining | 2178 | 1.00 | 5.00 |
| haff | Membership concentration at the industry level, within confederations (Herfindahl index at sectoral level) (0-1) | 1185 | 0.02 | 0.78 |
| hcf | Membership concentration at central or confederal level (Herfindahl index at central or peak level) (0-1) | 1227 | 0.07 | 1.00 |
| inst_conc | Pact or agreement sets up or changes nation-wide councils for concertation | 1624 | 0.00 | 1.00 |
| length | Average length of (wage clauses in) collective agreements, in years | 1092 | 1.00 | 5.00 |
| level | The predominant level at which wage bargaining takes place | 2208 | 1.00 | 5.00 |
| meb | Multi employer bargaining (perc of employees covered by multi-employer agreements) | 159 | 0.00 | 96.00 |
| memcf1 | Total membership x 1,000 of unions affiliated to confederation 1 | 1324 | 16.18 | 287869.00 |
| memcf2 | Total membership x 1,000 of unions affiliated to confederation 2 | 781 | 3.00 | 60000.00 |
| memcf3 | Total membership x 1,000 of unions affiliated to confederation 3 | 694 | 0.00 | 5745.73 |
| memcf4 | Total membership x 1,000 of unions affiliated to confederation 4 | 498 | 0.00 | 4992.95 |
| memcf5 | Total membership x 1,000 of unions affiliated to confederation 5 | 394 | 2.10 | 6000.00 |
| memcf6 | Total membership x 1,000 of unions affiliated to confederation 6 | 138 | 0.11 | 680.00 |
| memcf7 | Total membership x 1,000 of unions affiliated to confederation 7 | 63 | 0.17 | 1500.00 |
| memcf8 | Total membership x 1,000 of unions affiliated to confederation 8 | 38 | 0.36 | 80.00 |
| mindu | Sum of members of independent or unaffiliated unions (0- ∞) | 859 | 0.00 | 6648.40 |
| naffcf1 | Number of affiliates of confederation 1 | 841 | 1.00 | 1324000 |
| naffcf2 | Number of affiliates of confederation 2 | 435 | 0.79 | 189.00 |
| naffcf3 | Number of affiliates of confederation 3 | 381 | 1.00 | 87.00 |
| naffcf4 | Number of affiliates of confederation 4 | 279 | 1.00 | 150.00 |
| naffcf5 | Number of affiliates of confederation 5 | 203 | 1.00 | 63.00 |
| naffcf6 | Number of affiliates of confederation 6 | 25 | 5.00 | 86.00 |
| naffcf7 | Number of affiliates of confederation 7 | 15 | 3.00 | 13.00 |
| naffcf8 | Number of affiliates of confederation 8 | 6 | 4.00 | 20.00 |
| necks | Number of Employers Confederations (organisations in agriculture are excluded) | 1050 | 0.00 | 13.00 |
| nindu | Number of unaffiliated or independent unions (only national unions or federations) (0- ∞) | 407 | 4.00 | 481.00 |
| nms | Minimum Wage Setting | 2073 | 0.00 | 8.00 |
| nmw | National Minimum Wage | 2164 | 0.00 | 2.00 |
| non_wage | pact or agreement is about non-wage issues | 1616 | 0.00 | 1.00 |
| nucfs | Number of Union Confederations (very small confederations are ignored) (1- ∞) | 1651 | 1.00 | 13.00 |
| num | Net Union Membership: TUM minus union members outside the active, dependent and employed labour force (1- ∞) | 1661 | 36.45 | 287869 |

| Variable | Label | N | Min. | Max. |
|---------------|---|------|-------|----------|
| num_s | Union Membership: Union members among dependent labour force as in household surveys or LFS (1- ∞) | 247 | 0.07 | 20986.10 |
| occ | Crisis-related, temporary opening clauses in collective agreement | 1453 | 0.00 | 1.00 |
| ocg | General Opening clauses in collective agreement | 1483 | 0.00 | 1.00 |
| pactapplies | Wage clause in pact applies in specified year (if pact >one year, or when negotiated in year t are valid in year t+1) | 1621 | 0.00 | 1.00 |
| pactneg | A social pact is proposed by government, unions or employers, and negotiations do take place in specified year | 1705 | 0.00 | 1.00 |
| pactscope | Scope of social pact | 1600 | 0.00 | 3.00 |
| pactsign | A social pact between government, unions and/or employers is signed in specified year | 1705 | 0.00 | 2.00 |
| pactstructure | Pact or agreement is negotiated by all or some of the (possible) actors | 1625 | 0.00 | 6.00 |
| pacttype | Type of social pact | 1625 | 0.00 | 3.00 |
| pensions | Pact or agreement contains, and/or is predicated on, concessions regarding (old age, retirement) pensions | 1609 | 0.00 | 1.00 |
| ra_g | Right of Association, government sector | 2627 | 0.00 | 3.00 |
| ra_m | Right of Association, market sector | 2627 | 0.00 | 3.00 |
| rcb_g | Right of Collective bargaining, government sector | 2627 | 0.00 | 3.00 |
| rcb_m | Right of Collective bargaining, market sector | 2627 | 0.00 | 3.00 |
| ri | Routine involvement of unions and employers in government decisions on social and economic policy | 1809 | 0.00 | 2.00 |
| rs_g | Right to Strike, government sector | 2627 | 0.00 | 3.00 |
| rs_m | Right to Strike, market sector | 2627 | 0.00 | 3.00 |
| scf11 | Membership share of Confederation 1 in TUM | 1225 | 0.00 | 1.00 |
| scf12 | Membership share of Confederation 2 in TUM | 834 | 0.00 | 1.00 |
| scf13 | Membership share of Confederation 3 in TUM | 683 | 0.00 | 0.55 |
| scf14 | Membership share of Confederation 4 in TUM | 504 | 0.00 | 0.47 |
| scf15 | Membership share of Confederation 5 in TUM | 384 | 0.00 | 0.73 |
| scf16 | Membership share of Confederation 6 in TUM | 103 | 0.00 | 0.22 |
| scf17 | Membership share of Confederation 7 in TUM | 8 | 0.00 | 0.23 |
| seb | Single employer bargaining (perc of employees covered by firm- or enterprise-level agreements) | 158 | 0.00 | 47.60 |
| sector | Sectoral organization of employment relations | 1564 | 0.00 | 2.00 |
| soc_sec | Pact or agreement contains, and/or is predicated on, concessions regarding social security | 1610 | 0.00 | 1.00 |
| sponsor_nw | The agreement is autonomously negotiated and implemented by unions and employers and includes wage settlement | 1635 | 0.00 | 2.00 |
| sponsor_w | The agreement is negotiated and implemented by unions and employers organisations and includes a settlement on wages | 1489 | 0.00 | 2.00 |
| tax_budget | Pact or agreement contains, and/or is predicated on, concessions regarding taxation and/or budgetary decisions | 1611 | 0.00 | 1.00 |
| tc | Existence of a standard (institutionalized) tripartite council concerning social and economic policy (private sector) | 1954 | 0.00 | 2.00 |
| tnunions | Total Number of Unions (\sum NaffCf1-8 + NindU) (0- ∞) | 789 | 7.00 | 46014.00 |
| training | Pact or agreement contains, and/or is predicated on, concessions regarding vocational training | 1588 | 0.00 | 1.00 |
| tum | Total Union Membership * 1,000 (\sum MemCf1-8 + MindU) | 1488 | 36.84 | 287869 |
| type | Type of coordination of wage setting | 1491 | 1.00 | 6.00 |
| ud | Union density rate, net union membership as a proportion of wage earners in employment (Num*100/WSEE) | 1594 | 4.95 | 100.00 |
| ud_15_to_24 | Union density of workers aged 15-24 | 52 | 2.40 | 69.00 |
| ud_16_to_24 | Union density of workers aged 16-24 | 6 | 4.30 | 7.30 |
| ud_18_to_24 | Union density of workers aged 18-24 | 6 | 8.63 | 56.80 |
| ud_20_to_24 | Union density of workers aged 20-24 | 3 | 4.00 | 9.70 |
| ud_25_to_29 | Union density of workers aged 25-29 | 2 | 61.00 | 81.00 |
| ud_25_to_34 | Union density of workers aged 25-34 | 30 | 6.80 | 78.00 |
| ud_25_to_39 | Union density of workers aged 25-39 | 1 | 16.99 | 16.99 |
| ud_25_to_44 | Union density of workers aged 25-44 | 20 | 17.80 | 31.50 |
| ud_30_to_34 | Union density of workers aged 30-34 | 5 | 72.30 | 81.90 |

| Variable | Label | N | Min. | Max. |
|--------------------|--|-----|-------|--------|
| ud_30_to_39 | Union density of workers aged 30-39 | 3 | 10.30 | 20.10 |
| ud_30_to_44 | Union density of workers aged 30-44 | 7 | 16.20 | 86.00 |
| ud_35_to_54 | Union density of workers aged 35-54 | 29 | 10.70 | 85.00 |
| ud_40_to_49 | Union density of workers aged 40-49 | 6 | 20.42 | 83.50 |
| ud_40_to_54 | Union density of workers aged 40-54 | 3 | 16.00 | 24.90 |
| ud_44_to_64 | Union density of workers aged 44-64 | 16 | 31.40 | 39.40 |
| ud_45_to_54 | Union density of workers aged 45-54 | 9 | 18.50 | 43.60 |
| ud_45_to_64 | Union density of workers aged 45-64 | 2 | 82.00 | 89.00 |
| ud_50_plus | Union density of workers aged 50 plus | 1 | 23.92 | 23.92 |
| ud_50_to_59 | Union density of workers aged 50-59 | 5 | 81.00 | 82.10 |
| ud_54_to_64 | Union density of workers aged 54-64 | 27 | 11.50 | 61.00 |
| ud_55_plus | Union density of workers aged 55 plus | 9 | 17.80 | 35.20 |
| ud_55_to_64 | Union density of workers aged 55-64 | 2 | 77.00 | 82.00 |
| ud_60_to_66 | Union density of workers aged 60-66 | 5 | 68.90 | 72.30 |
| ud_60_to_74 | Union density of workers aged 60-74 | 3 | 11.60 | 22.80 |
| ud_65 | Union density of workers aged 65 and older | 1 | 17.65 | 17.65 |
| ud_65_plus | Union density of workers aged 65-plus | 16 | 7.50 | 25.00 |
| ud_65_to_74 | Union density of workers aged 65-74 | 2 | 7.00 | 16.00 |
| ud_agr | Union density in agriculture | 140 | 1.10 | 100.00 |
| ud_black | Union density of black workers | 11 | 36.18 | 48.10 |
| ud_bussre | Union density in business services and real estate | 93 | 1.90 | 63.00 |
| ud_comm | Union density in commerce | 188 | 2.50 | 67.00 |
| ud_construct | Union density in construction | 195 | 2.00 | 100.00 |
| ud_educ | Union density in education | 89 | 11.50 | 87.00 |
| ud_fem | Union density of females | 466 | 0.00 | 86.10 |
| ud_finance | Union density in finance | 175 | 1.10 | 98.00 |
| ud_foreign | Union density of foreign workers | 18 | 7.50 | 38.20 |
| ud_ft | Union density of fulltime workers | 89 | 6.50 | 62.00 |
| ud_health | Union density in health services and social work | 85 | 6.90 | 86.00 |
| ud_hotels | Union density in hotels, restaurants and catering | 93 | 1.60 | 68.00 |
| ud_immigr | Union density of immigrants | 8 | 7.00 | 30.20 |
| ud_ind | Union density in industry | 61 | 11.15 | 100.00 |
| ud_male | Union density of males | 458 | 0.00 | 87.90 |
| ud_man | Union density of manual workers | 47 | 6.10 | 94.00 |
| ud_manuf | Union density in manufacturing | 197 | 5.00 | 100.00 |
| ud_metal | Union density in metal manufacturing | 23 | 16.10 | 70.00 |
| ud_mining | Union density in mining | 89 | 2.00 | 85.00 |
| ud_native | Union density of native workers | 31 | 21.60 | 77.50 |
| ud_nonman | Union density of non-manual (white-collar) workers | 47 | 8.36 | 87.00 |
| ud_otherserv | Union density in other services (leisure, culture, household) | 101 | 1.00 | 72.00 |
| ud_pa | Union density in public administration (and defense) | 115 | 13.70 | 86.00 |
| ud_perm | Union density of permanent workers (those employed under open-ended Cont) | 37 | 8.80 | 75.00 |
| ud_private | Union density of private sector workers | 239 | 3.40 | 82.10 |
| ud_pt | Union density of part-time workers | 90 | 2.50 | 57.00 |
| ud_public | Union density of public sector workers | 216 | 10.60 | 94.00 |
| ud_s | Union density date, net union membership as proportion wage earners, as in household or LFS: NUM_survey*100/WSEE_survey | 313 | 5.00 | 96.40 |
| ud_serv | Union density in services | 59 | 4.07 | 74.00 |
| ud_size100_larger | Union density in firm size 100 plus | 22 | 8.50 | 85.00 |
| ud_size100_smaller | Union density in firm size 100 min | 22 | 1.10 | 24.00 |
| ud_size50_larger | Union density in firm size 50 plus | 18 | 29.00 | 96.70 |
| ud_size50_smaller | Union density in firm size 50 min | 16 | 3.00 | 45.00 |
| ud_skilled | Union density of skilled workers | 18 | 18.11 | 62.00 |
| ud_socialserv | Union density in social and community services (incl. public sector) | 92 | 6.00 | 84.00 |
| ud_temp | Union density of temporary workers | 41 | 2.40 | 57.00 |
| ud_transport | Union density in transport and communication | 176 | 10.02 | 89.00 |
| ud_unskilled | Union density of unskilled workers | 16 | 20.73 | 53.00 |
| ud_util | Union density in utilities (gas, water and electricity) | 93 | 7.00 | 87.60 |

| Variable | Label | N | Min. | Max. |
|---------------------|--|------|-------|-------|
| ud_white | Union density of white people | 11 | 24.92 | 36.26 |
| um_pct_15_to_24 | Percentage of workers aged 15-24 in | 46 | 2.50 | 18.00 |
| um_pct_16_to_24 | Percentage of workers aged 16-24 in TUM | 5 | 4.91 | 8.47 |
| um_pct_18_to_24 | Percentage of workers aged 18-24 in TUM | 1 | 9.44 | 9.44 |
| um_pct_25_to_34 | Percentage of workers aged 25-34 in TUM | 17 | 17.70 | 29.50 |
| um_pct_25_to_39 | Percentage of workers aged 25-39 in TUM | 1 | 37.89 | 37.89 |
| um_pct_25_to_44 | Percentage of workers aged 25-44 in TUM | 20 | 37.30 | 57.40 |
| um_pct_35_to_49 | Percentage of workers aged 35-49 in TUM | 8 | 43.00 | 55.20 |
| um_pct_35_to_54 | Percentage of workers aged 35-54 in TUM | 9 | 48.00 | 58.05 |
| um_pct_40_to_49 | Percentage of workers aged 40-49 in TUM | 1 | 24.84 | 24.84 |
| um_pct_44_to_64 | Percentage of workers aged 44-64 in TUM | 1 | 45.70 | 45.70 |
| um_pct_45_to_54 | Percentage of workers aged 45-54 in TUM | 4 | 28.61 | 30.50 |
| um_pct_45_to_64 | Percentage of workers aged 45-64 in TUM | 15 | 35.10 | 58.20 |
| um_pct_50_plus | Percentage of workers aged 50 plus in TUM | 1 | 27.87 | 27.87 |
| um_pct_50_to_64 | Percentage of workers aged 50-64 in TUM | 8 | 7.60 | 34.50 |
| um_pct_54_to_64 | Percentage of workers aged 54-64 in TUM | 4 | 4.40 | 13.83 |
| um_pct_55_plus | Percentage of workers aged 55 plus in TUM | 4 | 8.99 | 17.10 |
| um_pct_55_to_64 | Percentage of workers aged 55-64 in TUM | 5 | 12.12 | 19.38 |
| um_pct_65_plus | Percentage of workers aged 65 plus in TUM | 37 | 0.10 | 14.32 |
| um_pct_agr | Percentage of workers in agriculture in TUM | 158 | 0.00 | 50.00 |
| um_pct_black | Percentage of black workers in TUM | 3 | 66.00 | 72.00 |
| um_pct_bussre | Percentage of workers in business services and real estate in TUM | 37 | 0.76 | 6.50 |
| um_pct_comm | Percentage of workers in commerce in TUM | 129 | 2.70 | 34.55 |
| um_pct_comserv | Percentage of workers in commercial services in TUM | 5 | 45.30 | 61.06 |
| um_pct_construct | Percentage of workers in construction in TUM | 136 | 0.23 | 14.90 |
| um_pct_educ | Percentage of workers in education in TUM | 84 | 2.35 | 31.80 |
| um_pct_fem | Percentage of females in TUM | 507 | 9.10 | 68.00 |
| um_pct_finance | Percentage of workers in finance in TUM | 115 | 0.54 | 23.00 |
| um_pct_foreign | Percentage of foreign workers in TUM | 26 | 1.50 | 71.20 |
| um_pct_health | Percentage of workers in health services and social work in TUM | 57 | 4.60 | 29.50 |
| um_pct_hotels | Percentage of workers in hotels, restaurants and catering in TUM | 38 | 0.70 | 2.80 |
| um_pct_ind | Percentage of workers in industry in TUM | 149 | 13.30 | 66.10 |
| um_pct_man | Percentage of manual workers in TUM | 63 | 15.50 | 73.40 |
| um_pct_manuf | Percentage of workers in manufacturing in TUM | 136 | 7.03 | 53.80 |
| um_pct_metal | Percentage of workers in metal manufacturing in TUM | 80 | 2.95 | 28.70 |
| um_pct_mining | Percentage of workers in mining in TUM | 104 | 0.00 | 10.58 |
| um_pct_otherserv | Percentage of workers in other services (leisure, culture, household) in TUM | 39 | 0.67 | 5.60 |
| um_pct_pa | Percentage of workers in public administration (and defence) in TUM | 95 | 3.40 | 51.86 |
| um_pct_pt | Percentage of part-time workers in TUM | 61 | 5.10 | 38.30 |
| um_pct_public | Percentage of workers in public sector in TUM | 228 | 5.80 | 77.30 |
| um_pct_serv | Percentage of workers in services in TUM | 140 | 31.48 | 86.50 |
| um_pct_size100_plus | Percentage of workers in firms 100 plus in TUM | 15 | 51.58 | 98.90 |
| um_pct_size50_plus | Percentage of workers in firms 50 plus in TUM | 13 | 16.40 | 80.60 |
| um_pct_skilled | Percentage of skilled worker in TUM | 23 | 10.20 | 78.20 |
| um_pct_socialserv | Percentage of workers in social and community services incl public sect | 124 | 7.60 | 66.38 |
| um_pct_temp | Percentage of temporary workers (workers on fixed duration contracts) in TUM | 29 | 2.90 | 24.42 |
| um_pct_transport | Percentage of workers in transport and communication in TUM | 132 | 3.12 | 16.70 |
| um_pct_util | Percentage of workers in utilities (gas, water, electricity) in TUM | 56 | 0.90 | 7.90 |
| unadjcov | Unadjusted bargaining (or union) coverage rate: proportion of all wage earners, WCB*100/WSEE (0-100) | 398 | 0.80 | 96.00 |
| unagr | Union (affiliate) role in wage bargaining | 1985 | 0.00 | 2.00 |

| Variable | Label | N | Min. | Max. |
|--------------|---|------|--------|-----------|
| unappt | Union (affiliate) control over appointment of workplace representatives | 1985 | 0.00 | 2.00 |
| unauthority | Authority of union over local branches, additive measure Unagr, Unappt, Unfin, Unfund, Unveto, div by max (=10) | 1985 | 0.00 | 0.90 |
| unfin | Union (affiliate) finances | 1985 | 0.00 | 2.00 |
| unfund | Union (affiliate) strike fund | 2005 | 0.00 | 2.00 |
| union_rights | Pact or agreement contains, or is predicated, concessions regarding union rights | 1610 | 0.00 | 1.00 |
| unioncov | Union coverage of workplaces: Employees in workplaces covered by unions or works councils as proportion of wage earners | 60 | 10.00 | 83.00 |
| unveto | Union (affiliate) power over enterprise strikes | 1985 | 0.00 | 2.00 |
| wage | Pact or agreement is about wage issues | 1620 | 0.00 | 1.00 |
| wage_max | pact or agreement contains a norm or ceiling regarding maximum wage rise | 1609 | 0.00 | 1.00 |
| wage_proc | pact or agreement is about procedure for wage setting, articulation of levels, conflict procedures, etc | 1621 | 0.00 | 1.00 |
| wc | Status of works council | 1582 | 0.00 | 2.00 |
| wc_negot | Involvement of works councils (or similar structures) in wage negotiations | 1590 | 0.00 | 4.00 |
| wc_rights | Rights of works councils | 1582 | 0.00 | 3.00 |
| wc_struct | Structure of works council representation | 1582 | 0.00 | 4.00 |
| wcb | Number of employees covered by collective agreements | 418 | 0.00 | 267197.00 |
| wcol | Number of employees covered by collective agreements or under statutory regulation: WCB+Wstat (1- ∞) | 76 | 786.00 | 22580.00 |
| work_hrs | Pact or agreement contains, and/or is predicated on, concessions regarding working hours | 1610 | 0.00 | 1.00 |
| wsee | Employed wage and salary workers *1,000, source (unless stated otherwise) OECD, Labour Force Statistics | 1975 | 60.30 | 697880.00 |
| wstat | Employees under statutory regulation and excluded from collective bargaining | 221 | 0.00 | 7148.00 |
| Haff_name | Name of confederation for membership concentration | | | |
| SCf11_name | Name of Confederation 1 in TUM | | | |
| SCf12_name | Name of Confederation 2 in TUM | | | |
| SCf13_name | Name of Confederation 3 in TUM | | | |
| SCf14_name | Name of Confederation 4 in TUM | | | |
| SCf15_name | Name of Confederation 5 in TUM | | | |
| SCf16_name | Name of Confederation 6 in TUM | | | |
| SCf17_name | Name of Confederation 7 in TUM | | | |

Value labels

| Variable | Value | Label |
|------------|-------|--|
| agrapplies | 0 | No |
| | 1 | Yes |
| agrsign | 0 | No |
| | 1 | Yes |
| | 2 | Two agreements in same year |
| | 3 | Three agreements in same year etcetera |
| art | 4 | four, ... |
| | 0 | Does not apply (level = 1) |
| | 1 | Disarticulated bargaining; additional enterprise bargaining on wages is also conducted by non-union bodies |
| | 2 | Articulated bargaining: additional enterprise bargaining on wages is recognized and under control of union |
| aut_nw | 3 | Disarticulated bargaining: additional enterprise bargaining on wages is informal and restricted by law |
| | 0 | No |
| aut_w | 1 | Yes |
| | 0 | No |

| Variable | Value | Label |
|----------|-------|---|
| | 1 | Yes |
| bc | 0 | No |
| | 1 | Yes |
| cfagr | .0 | Confederation has no mandate to negotiate agreements |
| | 1.0 | Confederation has mandate to negotiate agreement with employers and/or government on non-wage issues |
| | 2.0 | Confederation has mandate to negotiate agreement with employers and/or government on wage issues |
| cfappt | 0 | Confederation has no control over appointment process |
| | 1 | Affiliates and confederations share control |
| | 2 | Confederation appoints or has veto (directly or through government approval) |
| cffund | .0 | No joint strike or resistance fund held by confederation |
| | 1.0 | Joint strike or resistance fund is limited (< 50 percent of total union expenditure on official strikes) |
| | 1.5 | BELGIUM two main confederations differ on this (2+1)/2 |
| | 2.0 | Joint strike or resistance fund has significant size (>=50 percent of total union expenditure on official strikes) |
| cfrep | 0 | Score 0 on RI (routine involvement in consultation) |
| | 1 | Score 1 on RI (routine involvement in consultation) |
| | 2 | Score 2 on RI (routine involvement in consultation) |
| cfveto | 0 | Confederation has no power over strikes organised by its affiliates |
| | 1 | Confederation can end strikes through central procedures of conflict settlement (arbitration) |
| | 2 | All strikes need prior approval from confederation |
| coord | 1 | Fragmented wage bargaining, confined largely to individual firms or plants |
| | 2 | Mixed industry and firm-level bargaining, weak government coordination through MW setting or wage indexation |
| | 3 | Negotiation guidelines based on centralized bargaining |
| | 4 | Wage norms based on centralized bargaining by peak associations with or without government involvement |
| | 5 | Maximum or minimum wage rates/increases based on centralized bargaining |
| deme | 1.0 | No cleavages – united confederation |
| | 1.5 | Moderate (occupational, regional, linguistic, religious) cleavages, limited competition |
| | 2.0 | Sharp (political, ideological, organisational) cleavages associated with conflict and competition |
| demi | 1.0 | No cleavages (single jurisdictions – industry unions or enterprise unions) |
| | 1.5 | Moderate (occupational or skill-related) cleavages, limited competition (multiple unionism in same plant or company) |
| | 2.0 | Sharp cleavages associated with conflict and competition (multiple unions within same plant or company) |
| dr | 0 | Favourability is inverted, enterprise agreements favoured over higher-order agreements |
| | 1 | Relationship between agreements is matter for contracting parties (not defined in law) |
| | 2 | Favourability principle is anchored in law, derogation possible under conditions |
| | 3 | Favourability is anchored in law and strictly applied, no derogation |
| empl_leg | 0 | No |
| | 1 | Yes |
| empl_pol | 0 | No |
| | 1 | Yes |
| ext | 0 | There are neither legal provisions for mandatory extension, nor is there a functional equivalent |
| | 1 | Extension is exceptional, used in some industries only, because of absence of sector agreements, very high thresholds |
| | 2 | Extension is used in many industries, but with thresholds and Ministers can decide not to extend agreements |
| | 3 | Extension is virtually automatic and more or less general (including enlargement) |
| faeb | 0 | No additional enterprise-level bargaining on wages (or does not apply, if level=1) |
| | 1 | Additional enterprise bargaining on wages is rare even in large firms |
| | 2 | Additional enterprise bargaining on wages occurs only in large firms |
| | 3 | Additional enterprise bargaining on wages is common |
| govint | 1 | No government influence over wage bargaining |

| Variable | Value | Label |
|---------------|-------|--|
| | 2 | Government influences wage bargaining by providing an institutional framework of consultation and information exchange |
| | 3 | Government influences wage bargaining indirectly through price-ceilings, indexation, tax measures, minimum wages |
| | 4 | The government participates directly in wage bargaining (tripartite bargaining, as in social pacts) |
| | 5 | The government imposes private sector wage settlements, places a ceiling on bargaining outcomes or suspends bargaining |
| inst_conc | 0 | No |
| | 1 | Yes |
| level | 1.0 | Bargaining predominantly takes place at the local or company level |
| | 2.0 | Intermediate or alternating between sector and company bargaining |
| | 3.0 | Bargaining predominantly takes place at the sector or industry level |
| | 3.5 | FINLAND only first half of year covered by pact |
| | 4.0 | Intermediate or alternating between central and industry bargaining |
| | 5.0 | Bargaining predominantly takes place at central or cross-industry level with binding norms for lower level agreements |
| nms | 0 | No statutory minimum wage, no sectoral or national agreements |
| | 1 | Minimum wages are set by (sectoral) collective agreement or tripartite wage boards in (some) sectors |
| | 2 | Minimum wages are set by national agreement (autonomous agreement) between unions and employers |
| | 3 | National minimum wage is set by agreement (as in 1 or 2) but extended and made binding by law or Ministerial decree |
| | 4 | National minimum wage is set through tripartite negotiations |
| | 5 | National minimum wage is set by government, but after (non-binding) tripartite consultations |
| | 6 | Minimum wage set by judges or expert committee, as in award-system |
| | 7 | Minimum wage is set by government but government is bound by fixed rule (index-based minimum wage) |
| | 8 | Minimum wage is set by government, without fixed rule |
| nmw | 0 | No statutory minimum wage |
| | 1 | Statutory minimum wage in some sectors (occupations, regions/states) only |
| | 2 | Statutory national (cross-sectoral or inter-occupational) minimum wage exists |
| non_wage | 0 | No |
| | 1 | Yes |
| occ | 0 | Agreements contain no opening clauses |
| | 1 | Agreements contain crisis-related opening clauses, defined as temporary change of contractual provisions, under hardship |
| ocg | 0 | Agreements contain no opening clauses |
| | 1 | Agreements contain general opening clauses, defined as renegotiation of contractual provisions at lower levels |
| pactapplies | 0 | No |
| | 1 | Yes |
| pactneg | 0 | No |
| | 1 | Yes |
| pactscope | 0 | No pact |
| | 1 | Narrow pacts, dealing with one issue and not extending into lower-level (firm or public administration) decision making |
| | 2 | Broad pacts, dealing with several issues |
| | 3 | Pact is declaratory or symbolic e.g. declares that henceforth concertation shall apply, etc |
| pactsign | 0 | No |
| | 1 | Yes |
| | 2 | Two pacts in same year |
| | 3 | Three pacts in same year |
| | 4 | four, ... |
| pactstructure | 0 | No pact or agreement |
| | 1 | Pact is negotiated by government, all (mainstream) union confederations and employers peak associations |
| | 2 | Pact is negotiated without major (mainstream) union(s) |

| Variable | Value | Label |
|------------|-------|---|
| | 3 | Pact is negotiated without major (mainstream) employers association(s) |
| | 4 | Pact is negotiated between unions and employers, but with heavy involvement of the government in negotiations |
| | 5 | Agreement is negotiated between unions and employers, but implemented through legislation (or prepared for legislation) |
| | 6 | Agreement is negotiated between unions and employers and implemented without government involvement (autonom agreement) |
| pacttype | 0 | No pact |
| | 1 | Tax-based incomes policy |
| | 2 | Regulatory or reform pact |
| | 3 | Neither category, unknown or symbolic |
| pensions | 0 | No |
| | 1 | Yes |
| ra_g | 0 | No |
| | 1 | Yes, with major restrictions (e.g. monopoly union, government authorization, major groups excluded) |
| | 2 | Yes, with minor restrictions (e.g. recognition procedures, thresholds, only military, as per ILO convention) |
| | 3 | Yes |
| ra_m | .0 | No |
| | 1.0 | Yes, with major restrictions (e.g. monopoly union, prior authorization, major groups excluded) |
| | 2.0 | Yes, with minor restrictions (e.g. recognition procedures, workplace elections, thresholds) |
| | 2.5 | CHILE Freire govt allOws unionization of agriculture, Inclusion of agr labour force is dramatic change |
| | 3.0 | Yes |
| rcb_g | 0 | No |
| | 1 | Yes, with major restrictions (e.g. monopoly union, government authorization, major groups excluded) |
| | 2 | Yes, with minor restrictions (e.g. registration, thresholds, only military, as per ILO convention) |
| | 3 | Yes |
| rcb_m | 0 | No |
| | 1 | Yes, with major restrictions (e.g. monopoly union, government authorization, major groups excluded) |
| | 2 | Yes, with minor restrictions (e.g. registration, thresholds) |
| | 3 | Yes |
| ri | 0 | No concertation, involvement is rare or absent |
| | 1 | Partial concertation, irregular and infrequent involvement |
| | 2 | Full concertation, regular and frequent involvement |
| rs_g | 0 | No |
| | 1 | Yes, with major restrictions (e.g. monopoly union, compulsory arbitration or conciliation, major groups excluded) |
| | 2 | Yes, with minor restrictions (e.g. recognized union, balloting, proportionality, only military, as per ILO convention) |
| | 3 | Yes |
| rs_m | 0 | No |
| | 1 | Yes, with major restrictions (e.g. monopoly union, compulsory arbitration, major groups excluded) |
| | 2 | Yes, with minor restrictions (e.g. recognized union, balloting, proportionality, respect of peace obligation) |
| | 3 | Yes |
| sector | 0 | Weak, or none |
| | 1 | Medium (only one side, no joint institutions) |
| | 2 | Strong institutions (both employers and unions, some joint institutions) |
| soc_sec | 0 | No |
| | 1 | Yes |
| sponsor_nw | 0 | No |
| | 1 | Yes |

| Variable | Value | Label |
|--------------|-------|--|
| sponsor_w | 0 | No |
| | 1 | Yes |
| tax_budget | 0 | No |
| | 1 | Yes |
| tc | 0 | No permanent council |
| | 1 | Council with various societal interest representatives, including unions and employers, but also other groups |
| | 2 | Tripartite council with representation from trade unions, employers associations, independent or government representati |
| training | 0 | No |
| | 1 | Yes |
| type | 1 | Uncoordinated bargaining. |
| | 2 | Pattern bargaining |
| | 3 | Intra-associational (informal centralisation) |
| | 4 | Inter-associational by peak associations |
| | 5 | State-sponsored bargaining (this includes pacts) |
| | 6 | State-imposed bargaining (incl. Statutory controls in lieu of bargaining) |
| unagr | 0 | Union does not negotiate sector agreements |
| | 1 | Union negotiates agreements at sector level allowing enterprise or company branches to vary within limits |
| | 2 | Union negotiates enforceable agreement at sector level and has veto power over company agreements |
| unappt | 0 | Union (affiliate) has no control over appointment or election of workplace representatives |
| | 1 | Union (affiliate) can veto candidates for workplace representation |
| | 2 | Union (affiliate) appoints workplace representatives |
| unfin | 0 | National union (affiliates) depend on financial contribution from constitutive branches and local unions |
| | 1 | Local and workplace branches have autonomous funds from direct member or employers contributions |
| | 2 | Local and workplace branches are financed by the national union (affiliate) |
| unfund | 0 | Union (affiliate) has no strike fund |
| | 1 | Union (affiliate) has small strike funds from which some reimbursement (<70 percent of the base wage) is guaranteed |
| | 2 | Union (affiliate) has large strike fund from which striking members are reimbursed >70PCT of base wage for strike day |
| union_rights | 0 | No |
| | 1 | Yes |
| unveto | 0 | Union (affiliate) cannot veto or end enterprise strike |
| | 1 | Union (affiliate) can end enterprise strikes through central procedure of conflict settlement (arbitration) |
| | 2 | Union (affiliate) has veto over enterprise strikes |
| wage | 0 | No |
| | 1 | Yes |
| wage_max | 0 | No |
| | 1 | Yes |
| wage_proc | 0 | No |
| | 1 | Yes |
| wc | 0 | Works council or similar institutions of employee representation confronting management do not exist or are exceptional |
| | 1 | Works councils are voluntary, i.e. even where they are mandated by law, there are no legal sanctions for non-observance |
| | 2 | Existence and rights of works council or structure for employee representation within firms or establishments |
| wc_negot | 0 | Does not apply; works councils or similar institutions do not exist or are exceptional |
| | 1 | Works councils formally barred from negotiating agreements and works councils negotiating agreements is rare |
| | 2 | Works councils formally, by law or agreement, barred from negotiating agreements, but informally negotiate issues, inclu |

| Variable | Value | Label |
|--------------|-------|--|
| | 3 | Works councils or mandated representatives formally negotiate collective agreements if no union is present |
| | 4 | Works councils or mandated representatives formally negotiate collective agreements alongside or instead of trade unions |
| wc_rights | 0 | Works council or similar institutions of employee representation confronting management do not exist or are exceptional |
| | 1 | Information and consultation rights (without judicial redress) |
| | 2 | Economic and social rights, consultation (advice, with possibility of judicial redress) |
| | 3 | Economic and social rights, including codetermination on some issues (e.g., mergers, take-overs, restructuring, etc) |
| wc_struct | 0 | Works council or similar institutions of employee representation confronting management do not exist or are exceptional |
| | 1 | Single-channel works councils, union-based representation, no legal provisions for representation |
| | 2 | Split-channel works councils, employee elected works councils mandatory with no union representation, based on law |
| | 3 | Dual-channel works councils, union dominated representation, elected, based on law or national agreement |
| | 4 | Single-channel works councils, union-based representation, elected by union members, based on law or national agreement |
| work_hrs | 0 | No |
| | 1 | Yes |
| COUNTRY_CODE | 32 | Argentina |
| | 36 | Australia |
| | 40 | Austria |
| | 56 | Belgium |
| | 76 | Brazil |
| | 100 | Bulgaria |
| | 124 | Canada |
| | 152 | Chile |
| | 156 | China |
| | 191 | Croatia |
| | 196 | Cyprus |
| | 203 | Czech Republic |
| | 208 | Denmark |
| | 233 | Estonia |
| | 246 | Finland |
| | 250 | France |
| | 276 | Germany |
| | 300 | Greece |
| | 348 | Hungary |
| | 352 | Iceland |
| | 356 | India |
| | 360 | Indonesia |
| | 372 | Ireland |
| | 376 | Israel |
| | 380 | Italy |
| | 392 | Japan |
| | 410 | South Korea |
| | 428 | Latvia |
| | 440 | Lithuania |
| | 442 | Luxembourg |
| | 458 | Malaysia |
| | 470 | Malta |
| | 484 | Mexico |
| | 528 | Netherlands |
| | 554 | New Zealand |
| | 578 | Norway |
| | 608 | Philippines |

| Variable | Value | Label |
|----------|-------|--------------------|
| | 616 | Poland |
| | 620 | Portugal |
| | 642 | Romania |
| | 643 | Russian Federation |
| | 702 | Singapore |
| | 703 | Slovak Republic |
| | 705 | Slovenia |
| | 710 | South Africa |
| | 724 | Spain |
| | 752 | Sweden |
| | 756 | Switzerland |
| | 792 | Turkey |
| | 826 | United Kingdom |
| | 840 | United States |
