

THE ECB'S EXPERIMENTAL INDICATOR OF NEGOTIATED WAGES¹

Andrew Kanutin, e-mail: andrew.kanutin@ecb.europa.eu European Central Bank (ECB),
Macroeconomic Statistics, General Economic Statistics Frankfurt am Main, Germany

Abstract

The ECB regularly monitors the possible influence of labour costs on the outlook for price developments and the risks to price stability over the medium term.

Since 2002² the quarterly experimental³ indicator of negotiated wage rates has been compiled by the ECB on the basis of non-harmonised country data. It is designed to capture the outcome of collective bargaining processes and to provide a timely indicator of possible wage pressures (without the effect of wage drift, i.e. the difference between negotiated and actual wages). The euro area data are based on the most suitable and timely available country data (a mixture of monthly and quarterly series): monthly data are available for seven countries (Germany, Spain, Italy, Netherlands, Austria, Portugal and Slovenia, representing 69% of the euro area) and quarterly data for three countries (Belgium, France, Finland, representing 29% of the euro area). The euro area indicator is calculated as the weighted average of the national year-on-year growth rates of collectively agreed wages. Country data are weighted together with moving annual weights of the compensation of employees according to the European System of Accounts and are compiled at a quarterly frequency with a timeliness of about 40-45 days after the reference quarter (usually around the end of February, May, August and November). The target coverage is the 'whole economy', but due to the nature of the data, in practice it is the widest sector coverage for which data on wage negotiation processes are available in the given country.

Despite the non-harmonised underlying data the indicator is a useful tool in the ECB's analysis of the labour costs and is one of the timeliest of such indicators available. The presentation explains

¹ The work presented in this document was developed in conjunction with the Members of the ECB's Working Group on General Economic Statistics.

² See ECB Monthly Bulletin Sep 2002 – "Monitoring wage developments: an indicator of negotiated wages".

³ The ECB defines experimental data using a detailed set of attributes. More information can be found in the paper "Experimental data as part of the ECB's statistical production and dissemination policy" <http://q2012.gr/articlefiles/sessions/26.2-Experimental-statisticsECB-Aurel-Schubert.pdf>

the data in more detail and presents the results. It also concludes that further harmonisation among euro area countries would be highly beneficial and seeks information from NSIs about any indicators that might be additionally used in the compilation of the ECB's indicator of negotiated wages.

Introduction

The quarterly indicator of negotiated wage rates has been compiled by the ECB since 2001 based on non-harmonised country data from euro area Member States. It is designed to capture the outcome of collective bargaining processes and to provide a timely indicator of possible wage pressures (without the effect of wage drift, i.e. the difference between negotiated and actual wages). Time series on 'negotiated' or 'contractual' monthly earnings are provided on a best efforts basis by National Central Banks according to a target definition. The frequency of the national input data is either monthly or quarterly. The timeliness additionally makes the data very useful to monitor and forecast wage evolution both within the ESCB and for the public at large as an early indicator of variables such as compensation per hour worked and the labour cost index (LCI).

The target definition used is that the data should "reflect the increase in basic pay agreed between employers and employees, excluding employers' social security contributions."

Compilation methodology

The euro area data are based on the most suitable and timely available country data (a mixture of monthly and quarterly series): monthly data are available for 7 countries (DE, ES, IT, NL, AT, PT, SI – 69% of the euro area) and quarterly data for 3 countries (BE, FR, FI – 29% of the euro area) Maltese data are available only at an annual frequency. Annex 1 gives full metadata for the series used. Country data are weighted together with moving annual weights from ESA2010 compensation of employees ('D1') and are compiled at a quarterly frequency with a timeliness of about 40-45 days after the reference quarter (usually around the 20th of February, May, August and November). The target industry coverage is 'whole economy', but due to the nature of the data, in practice it refers to the broadest sector coverage for which data on wage negotiation processes are available in the given country. A further area which causes differences between countries is the treatment of bonuses, overtime payments etc. Data are not seasonally adjusted and are currently presented only in the form of annual growth rates, because some country data are available only on growth rate formats (but not as an index).

Data for the euro area starts in 1992 and are updated once a month and published quarterly. It is not currently possible to provide an explicit release calendar for the euro area release as some Member States do not have explicit release timetables for their data-sets..

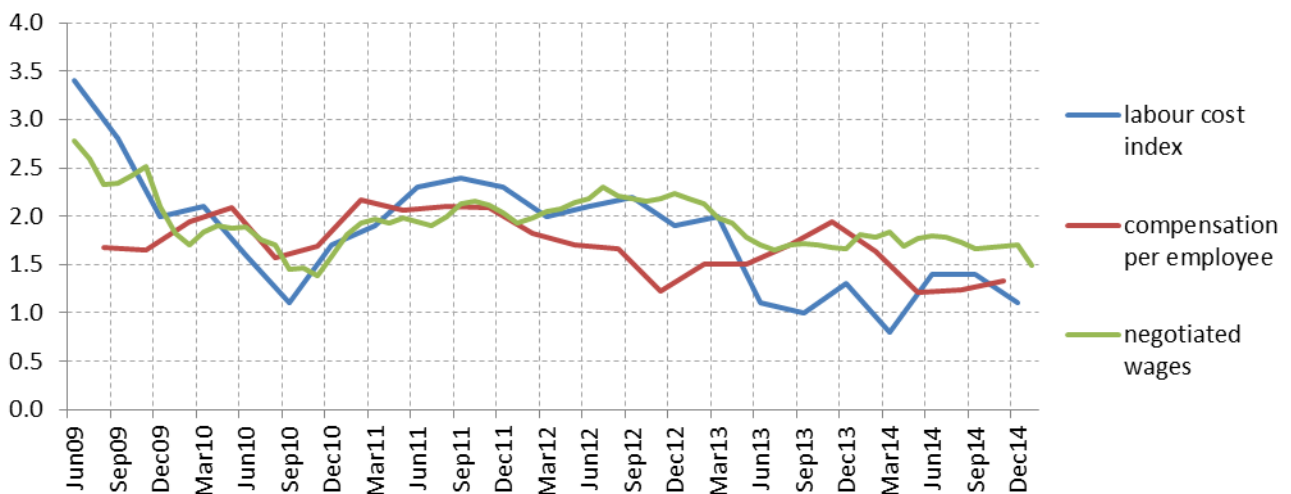
Future plans

Developmental work is underway to try and further increase the harmonisation of the data used. This research includes:

- Based on the LFS scaling up the individual pay negotiations (assuming they are representative for the sector as a whole) so as to reach early estimates for the economy as a whole rather than those within the negotiated process.
- Examining if it is possible to harmonise further the recording practices of the data that is already collected (in some cases the data is only recorded in the month the negotiation is agreed; in other cases it is recorded when the agreement enters into force, including back pay revisions, etc).
- Other, country specific, issues for example moving to a harmonised presentation of the data in indices, etc.

Results

Chart 1 shows the negotiated wage data in conjunction with the Labour Cost Index (LCI) and compensation per employee (CpE). As can be seen the correlation between the indicator and the two variables that it is used to get early information on is relatively good at 0.72 with the LCI and 0.65 with CpE. Nonetheless, given what is known about the (relatively light) harmonisation of the indicators it is likely that with better statistical underpinnings the series could be more useful.



Source: National data and ECB calculations.

Conclusions

While full harmonisation of the underlying country data for the ECB indicator on negotiated wages is a goal that is very difficult to attain in the Central Banking Community, incremental improvements may still be possible. Such improvements are needed in order to allow users a more confident use of the data in economic analysis.

In order to get close to full harmonisation significant efforts from Eurostat and the National Statistical Institutes would be required. Given the call for better data both within the central

banking community, and from trade unions and other interested parties⁴, this would be a very welcome and essential step to address user's needs. The fact that many Member States already collect and publish the data also reflects that the data are useful nationally and suggests that robust international comparisons would be beneficial. It is however, acknowledged that in some Member States the wage bargaining mechanisms are different and, as such, does not make it relevant for the national data to be collected and published.

⁴ See for instance, "Indicators of collectively agreed wages in the Eurozone - A quality report"
https://lirias.kuleuven.be/bitstream/123456789/397677/1/R1495_CAWIE_Paper1_GVanGyes.pdf

ANNEX: Detailed Metadata

(NB draft and currently under review by NCBs)

Frequency	
<i>Highest frequency data are reported at. Please indicate if any interpolations of particular sections are undertaken.</i>	
BE	Three-monthly
DE	Monthly, quarterly, annually
ES	Monthly.
FR	Quarterly
IT	Monthly
MT	Annual
NL	Monthly
AT	Monthly data, available since 2006M01. At highly aggregated levels (total index and some other series) more recent, i. e. reweighted indices can be linked to earlier TLI series.
PT	Monthly
SI	Monthly
FI	Quarterly data
CZ⁵	Data is reported ordinarily once per year, usually in January or, possibly on a second occasion, in the second quarter of the respective year. Reporting frequency depends on the wage negotiation progress in companies and the information needs of the Czech National Bank. Reported data is based on the questions of the Czech National Bank to the Czech-Moravian Confederation of Trade Unions. Interpolations are not made.

Timeliness	
<i>Number of days after reporting period that data are published or become available at NCB.</i>	
BE	1-2 weeks
DE	t+45
ES	10 days.
FR	"Preliminary figures in June year+1; Revised figures in September year+1."
IT	between 20 and 30 days after the end of the reported month
MT	T+2months
NL	first Thursday of the month results of previous months are published
AT	Preliminary index: m + 15d (the preliminary index for a month m is published 15 days after the end of the respective month); final index: m + 105 d (i. e. approximately 3 months after the publication of the preliminary index).
PT	There is not a fixed release calendar. By the end of each month Banco de Portugal receives the information referring to the contracts published in that month in the Bulletin of Labour and Employment.
SI	t+45
FI	30–60 days, release dates for a calendar year are communicated in advance.
CZ	Data becomes available practically immediately after the questions are made and it serves only for Czech National Bank purposes. Therefore, data is not openly published.

⁵ Although not a Member of the euro area the Czech Republic provided this information on a voluntary basis.

Source	
<i>Please also add any link to methodological information, if available.</i>	
BE	French : http://www.emploi.belgique.be/moduleDefault.aspx?id=7390 Dutch: http://www.werk.belgie.be/moduleDefault.aspx?id=7390
DE	Own calculations. Information from original collective wage agreements, social partners, WSI (Institute for Economic and Social Research, Hans-Boeckler Foundation).
ES	Data set is based on administrative data sources (collective agreements signed by unions and companies) and recorded by the Ministry of Employment and Social Security (royal Decree 713/2010 of May 28 on registration and deposit of labour collective agreements). Methodological information available at: http://www.empleo.gob.es/estadisticas/cct/Notas_Metodologicas.pdf
FR	http://travail-emploi.gouv.fr/etudes-recherches-statistiques-de,76/statistiques,78/salaires-et-epargne-salariale,86/fiches-statistiques-sur-les,2126/fiches-statistiques-sur-les,14576.html
IT	Istat (http://www.istat.it/it/files/2013/10/Nota-informativa.pdf?title=Retribuzioni+contrattuali+-+24%2Fott%2F2013+-+Nota+informativa.pdf) the methodological information is in Italian. Other information are here: http://www.istat.it/it/archivio/21571 . Short release in English: http://www.istat.it/en/archive/collective+agreements
MT	The collective agreement deposited at the Department of Industrial and Employment Relations. The Employment and Industrial Relations Act states that "Where the conditions of employment are prescribed in a collective agreement, the employer or employers being a party thereto shall, within fifteen days of the signing of such agreement, send to the Director a copy thereof duly authenticated". The CBM has permission to collect these collective agreements as long as no confidential information is divulged to third parties and only aggregated data are published.
NL	The Netherlands has over 900 cao agreements. The indices of collective wages contain more than 250 collective agreements, including employment agreements that apply to the government. These are basically all major collective agreements (from 2500 workers) and a sample of smaller agreements. About 95 percent of all collective labour employees are directly represented by the results.
AT	"Statistics Austria. Detailed German Documentation (no English version available): http://www.statistik.at/web_de/wcmsprod/groups/gd/documents/stdok/029909.pdf#pagemode=bookmarks . Information in English is available from the IMF website (see sections 2. - 5.): http://dsbb.imf.org/Pages/SDDS/DQAFBase.aspx?ctycode=AUT&catcode=WOE00 ."
PT	Ministry of Solidarity, Employment and Social Security - Directorate General of Employment and Labour Relations. The website of the Directorate General is currently undergoing maintenance (http://www.dgert.mtss.gov.pt/). Thus, no link for methodological information is available.
SI	"In Slovene only: http://www.ajpes.si/Statistike/Place/Predlozitev/Splosno "
FI	Statistics Finland (the NSO). Methodological information in English available only on the "Index of wage and salary earnings" which is based on the negotiated wage indices and wage drifts: http://www.tilastokeskus.fi/til/ati/index_en.html
CZ	The Czech- Moravian Confederation of Trade Unions. The detailed methodological information is not available so far.

Sector coverage (NACE Rev 2. A10)	
<i>Please indicate which sectors are covered. Indicate any breakdowns that are available as separate series. Please indicate whether you could break down the economy wide indicator into a breakdown of (mainly) public and (mainly) private sector.</i>	
BE	All private sectors, public sector not included. Since Q1 2014 the index is available in nace Rev2. A21
DE	Agriculture (A), coal mining and quarrying of stone (B), manufacturing (C), energy supply and waste management industry (D+E), construction (F), wholesale and retail trade (G), telecommunication (J), financing and insurance (K), business related services firms (M,N), public services (O-Q), other service activities (R,S), total economy excluding public services (A-N, Q-S) as proxy for private economy.
ES	Market economy. Breakdown available by CNAE-2009 (NACE REV 2.), two-digit numerical code.
FR	Metal sector, construction sector and general sector. For each of 278 industries, an indicator of hierarchical wage, monthly guaranteed wage and annually guaranteed wage is broken down into 4 occupational groups and 2 skill levels. There is no mention of a economy wide indicator, and the public sector is likely not included.
IT	The negotiated wages series are based on a total of 74 collective contracts which are monitored, chosen according to a "prevalent" or "more relevant" criterion by sector (59 in the private sector, 15 in the public sector). Time series at the contractual level are available at http://rivaluta.istat.it/Rivaluta/ (which is an official reference in Italy). Istat publishes the breakdown between private and public sectors.
MT	The data are available into 3 broad categories based on NACE : (i) Sector A: NACE 1-4 , (ii) Sector B: NACE 5- 44 and (iii) Sector C: Nace 45-99. The data are also split by government sector and other sectors.
NL	Not available, only Nace Rev. 1. In 2015 Nace Rev.2 is available (with 2010=100)
AT	NACE 2003: sections A, C to O. NACE 2008: sections A to D, F to L, O to Q. Detailed series (2 digit level) are also available. Moreover, sectoral information according to the classification used by the Austrian Chamber of Commerce (Wirtschaftskammer Österreich, WKO) is provided. The WKO classification is also present in older versions of the TLI while the NACE classification was only introduced with the TLI 2006. A public / private sector breakdown is available. For the public sector a more detailed breakdown into the different layers of government, i. e. federal government, state government and municipalities exists. Moreover, private sector series are provided for blue-collar and white-collar workers separately (also within NACE sectors).
PT	Covers all activities excluding the general government. Breakdown available by CAE rev. 3, two-digit numerical code (Portuguese nomenclature of economic activities, which is similar to NACE rev. 2).
SI	See sheet "coverage".
FI	Separate indices of NACE Rev 2. sections available to the Bank of Finland at the moment: C, D+E, F, G, I and K. Other sections are available on request from the Statistics Finland. Breakdown to public and private sector is available.
CZ	Reported data covers those economic branches which are associated with the Czech-Moravian Confederation of Trade Unions. Therefore, these branches do not need to cover the sectors according to NACE Rev2. The economic branches are as follows: chemical industry, power engineering, electrical engineering, aeronautical production, foundry industry, construction, mining and oil industry, commerce and tourist industry, forestry industry, water industry, wood processing industry, paper and wood-pulp industry, textile, clothing and leather industry, post and telecommunications, road transport, banks and insurance companies. No further breakdown is made.

ECB-UNRESTRICTED

Definition / calculation method	
<p><i>Discuss the details of the calculation method. For instance whether the data include only agreed percentage increases in base wages or also agreed one-off fixed-sum payments. If one-off payments only apply to specific sectors and pay levels, is this accounted for? How are the data aggregated up to a whole economy or other aggregate estimate?</i></p>	
BE	Includes the wage increase due to the automatic wage indexation, and wage increase agreed by the social partners. In order to obtain the total for the private sector as a whole, the indices of each commission are weighted with wages.
DE	"The Bundesbank indices for individual economic sectors are computed from the euro values through scaling with the corresponding euro values of the base year 2010. The sectoral results are aggregated, using the sectors' shares in the total number of employees as weighting factors, to form an index for the overall economy. As the number of employees is adjusted annually, this methodological approach enables a direct comparison with actual earnings data of national accounts, yielding consistent figures for the wage drift. // The negotiated wage level is usually calculated on the basis of monthly earnings. The calculation does not only cover the regular remuneration, but also takes into consideration all one-off payments and fringe benefits (notably holiday pay, the Christmas bonus and saving subsidies) in the months in which they are payable according to the collective wage agreement. Additionally, figures for the negotiated wages are available on the basis of hourly earnings also. Finally, there are three versions of collectively agreed wages: (i) Negotiated wages, overall; (ii) Negotiated wages, excl. one-off payments; (iii) Negotiated wages, basic wages.
ES	The annual average wage increase considered is the % increase in the base salary (without bonus). The data in the series are cumulative from month to month and are obtained by pooling agreements. Bargains fill in a statistical sheet where they have to indicate the annual wage increase within a collective agreement and the number of employees covered. This information is used to obtain the average increases, weighted by the number of workers in each agreement. The Spanish approach is very sensitive to the cumulative number of workers, so the data for the opening months of the year provides information of little significance.
FR	"Hierarchical wage : basis wage, bonuses related to production or individual performance; Guaranteed wage : can also include bonuses based on seniority or working conditions (the basis varies from an industry to another); No mention of aggregation : at the industry/occupational group/skill level, the conventional wage is calculated by weighting increases for each skill by the number of employees at that level"
IT	In the negotiated wage pinned down in the Istat series there are 14 items: 10 describe the monthly wage; 4 are once-in-a-year items which are added pro-rata to the monthly wage. Among the 10 there are: a number of items "frozen" in the early 90's, matured seniority in the job position (usually averaged at 8 years), specific additional items for some jobs (risk, night shifts, etc.). Occasional components as one-off payments, payments delayed from previous periods (if not permanently included in the wage), etc. are not included.
MT	All collective agreements deposits at the Department of Industrial and Employment Relations are collected by the Central Bank of Malta. From each collective agreement, information on the maximum and minimum weekly basic salary for each job title are collated/calculated. Each job title has to be classified according to a job category (ie., labourer, technical, clerk and managerial). Moreover, the basic salary has to be increased by the Cost of Living Adjustment (if not included in the basic wage). Each maximum and minimum wage are weighted by the number of employees of the companies that are covered by a collective agreement. Fixed weights based on the wage dynamics survey are used in order to aggregate all job categories and for each Nace group defined above. Then all NACE groups are weighted based on the number of employees in order to get the total economy negotiated wages increases.
NL	Data are disseminated as an index (2000=100) of wage rates based on hourly wages of all employees in all activities. The data relate to wage rates fixed by or in pursuance of law or regulations, collective agreements or arbitral awards, for hours normally worked including guaranteed allowances (e.g. holiday allowances). The statistic is described in detail in the Socio-economic monthly statistics for July 2003, page 30 and following pages. In addition a statement is available on the calculation of the contractual wage (only available in Dutch).
AT	The TLI is a Laspeyres-Index of a fixed set of collectively agreed minimum wages levels. The current version of the TLI refers to 2006 as the base year. Wages in kind (like employers' social security contributions), "overpayment" (when an employer pays more than the minimum wage),

ECB-UNRESTRICTED

	<p>irregular and individual bonuses and premiums are not included, neither are wages of apprentices. The TLI does not include one-off payments. The basis of the index are monthly wage levels for 1,075 index positions (which refer to occupations within sectors) of 295 collective agreements (which refer mostly to sectors, sometimes to large individual firms). The selection of individual collective agreements happens as follows: For each detailed branch of economic activity (according to the WKO classification which is also relevant for the sectoral structure of how collective bargaining is organised) the largest collective agreements are selected until at least 75% of the total employment of the branch are covered. As regards occupations, a similar rule is applied while trying at the same time not to underrepresent higher-paid occupations. This should ensure a high degree of representativeness. The weights are based on administrative employment data. As Austria has a high union coverage (approximately 95%), the TLI and the evolution of actual wages and salaries (according to national accounts) tend to be closely correlated (low wage drift). The data are not seasonally adjusted.</p>
PT	<p>Each month Banco de Portugal receives the information of the contracts published in that month in the Bulletin of Labour and Employment. The dataset received includes information on the number of workers covered by each agreement, the CAE code, the date at which the contract starts, the wage growth between the current agreement and the previous one, the duration of the previous agreement, and an annualised wage rate based on the duration of the previous agreement. The wages in the agreements are the minimum-level wages, i.e., companies cannot pay below that level, but can pay above. The wage concept is the base wage. Other payments, either regular or irregular, are excluded. The agreement-level data are aggregated using the number of employees covered by the agreement.</p>
SI	<p>"We divide earnings (paid by the employer) with number of workers. Gross earnings are payments paid out to persons in paid employment for working full time, part time or overtime. They also cover all other payments set out on this basis: income for overtime, supplements for annual leave, paid leave up to 7 days, national holidays, sickness pay for up to 30 days, job training, slowdown through no fault of the persons in paid employment, paid absence and similar, earnings and supplements of earnings for previous months, income for past work, incentive bonuses, awards, premiums, and bonuses after periodic and final accounts."</p>
FI	<p>Includes both agreed percentage increases in base wages and agreed one-off fixed-sum or percentage-of-monthly-salary payments. One-off payments applying only to specific industries are accounted for. Wage and salary earner groups by industry are weighted for aggregation with weights based on wage and salary sums.</p>
CZ	<p>It does not specifically differentiate whether the data includes only the base wages or any other bonuses. The sectoral data is aggregated to the whole economy by the means of a weighting system based on the number of employees or branch receipts.</p>

ECB-UNRESTRICTED

Statistical unit	
<i>What statistical unit is measured?</i>	
BE	Wage increase (minimum wages)
ES	Annual average wage increase.
FR	Sector-level collective agreement
IT	Negotiated wages for main contractual groupings and NACE sectors (3 digit)
MT	Companies that deposited that collective agreement at the DIER
NL	Data are disseminated on an index (2000=100) of wages of all employees in all economic activities.
PT	Minimum-level base wage in a collective agreement.
SI	Observation units are legal persons of public and private sector or their units registered for performing activity in the Republic of Slovenia.
FI	Effect of collective agreements on wage and salary earners' average earnings for regular working hours, index, 2005=100 or 1995=100.

Unit of measure	
<i>How the statistical unit is measured?</i>	
BE	Index (base year = 2010)
ES	Annual cumulative growth rate.
FR	Levels and increases in the minimum conventional wage
IT	Index 2010 = 100
NL	the current series uses 4700 salary points laid down in 250 collective agreements out of a total of over 900 agreements
PT	Percentage change.
SI	<p>The statistical survey Monthly Report on Earnings by Legal Persons covers persons in paid employment who signed employment contracts (contract work is not taken into consideration). All persons in paid employment, employed for fixed or unspecified period of time, irrespective of whether they work full time or part time, are taken into consideration.</p> <p>Individual private entrepreneurs and persons employed by them, own account workers, workers in employment promotion schemes, posted workers and farmers are not covered.</p>
FI	Actual unit of measure hourly wages or salaries.

ECB-UNRESTRICTED

Treatment of retroactive payments	
<i>Please describe how retroactive payments are treated in your series. Are they allocated to the month for which they are negotiated (in which case the series might be revised backwards) or for the month in which they will be actually paid out (typically a month in the future of the date of agreement).</i>	
BE	Not included
DE	All collectively agreed wage changes are booked exactly in the months in which they are payable according to the collective wage agreement.
ES	Retroactive payments are not considered. [Annual series of "revised average wage increase" is the result of incorporating the impact of revisions on account of "wage guarantee clauses" to the agreed wage increase for the period.]
IT	Retroactive payments are excluded from the monthly series. They are however included in the yearly series ("Levels in euro of yearly contractual wages", both cash and accrual-basis for main contractual groupings, released between 20 and 30 days after the end of the reported year).
NL	These are treated as a single payment, that will be distributed over the complete period of the agreement.
AT	Retroactive payments occur if there is a delay in the settlement of a collective bargaining agreement. Delays happen regularly but they tend to be short. Hence, they can be considered within the period until the final index is published.
PT	Retroactive payments occur if a contract is published in month T but started earlier, say in T-k. The wage growth implicit in the new contract will be assigned to the observation of month T-k, when the contract is said to have started.
SI	Included when they are actually paid.
FI	Agreed one-off fixed-sum or percentage-of-monthly-salary payments are added by distributing them evenly to the quarters of a calendar year during which the one-off sums are to be paid.
CZ	Retroactive payments are not considered.

ECB-UNRESTRICTED

Treatment of sectors without pay increases	
<i>Are sectors and regions without negotiated pay increases and without any new collective wage contracts (i.e. follow-on agreement) also included?</i>	
ES	Yes. Sectors and regions without pay increases, or with a negative one, are included; multi-year agreements, that were concluded earlier in time with economics effects in the year in question and registered so far, are included.
FR	All 278 industries are included even if there is no wage increase and no new negotiation
IT	Yes.
MT	All employers has to give to their employees the cost of living adjustment at least.
NL	Are included and treated as a 0% increase when the results become final. (A= Normal value).
PT	The series on the wage changes only includes workers for which there were new contracts with pay changes for the reference month.
FI	Yes.

Needs for revisions	
<i>Please describe whether by construction your series may be prone to backward revisions. One example would be the backward accounting of retroactive payments, another would be strong differences in the timeliness of different sectoral sub-series.</i>	
BE	Once published, the data cannot be changed, since it is used in several contracts
DE	By construction usually there is no reason for backward revisions. Motives for backward revisions may be changes in the definition of aggregates or new information.
ES	Monthly data is not revised. [Annual series are provisional and are revised monthly, becoming definitive 18 months after the end of the reference year.]
IT	Not prone to backward revisions
MT	yes, as companies send their collective agreement late to the DIER or the collective agreement is backdated.
NL	N.A. Every 10 or 15 years a new series (index) is started based upon the most current distribution of wages.
AT	Backward revisions practically never occur.
PT	Typically, the data released for a specific contract is not subject to revisions. Backward revisions may occur if a contract is published in month T but started earlier, retroactively, say in T-k. Then this information will be assigned to the observation of month T-k.
FI	No backward revisions by construction.
CZ	Reported data is not revised.

ECB-UNRESTRICTED

Are all workers in the sector covered?	
<i>If possible, please indicate the number of workers covered by the agreement (either absolute numbers or a percentage of the total). Please do so for any sub-sector that goes into your negotiated wage indicator.</i>	
BE	Information is not readily available. Note that since the negotiated wages relates to the minimum wage for the relevant category (blue or white collar) in each branch, it means that in the practice this wage rarely applies.
DE	Altogether around 19 m. which is about half of all employees. No further information about sectors available.
ES	All workers affected by registered collective agreements are covered. Series about the number of workers affected by collective agreements are available. (10,7 million workers in 2011)
FR	In 2008, 13,8 millions of employees belonged to one of the 278 industries: 2/3 of employees in private sector
IT	The total series of contractual wages covers about 12.9 million workers. Only nation-wide agreements are covered neither territory-linked nor firm-level). The indexes are insensitive to changes in composition. For a finer breakdown of number of workers please see page 12 of http://www.istat.it/it/files/2013/10/Nota-informativa.pdf?title=Retribuzioni+contrattuali+-+24%2Fott%2F2013+-+Nota+informativa.pdf
MT	In 2013, the number of employees covered was approx. 55,000
NL	The data cover about 250 labor collective agreements (25% of total) covering about 80% of all employees in 2000. All collective agreements that account for at least 2500 employees are included
AT	Due to high representativeness of the TLI for individual sectors and due to the high relevance of collective agreements (i. e. the high union coverage) each sectoral TLI series should represent the vast majority of workers in the respective sector. By definition, the TLI does not cover workers in firms where no collective agreement is applicable. This mostly relevant in service sectors such as "information and consulting" and in the liberal professions where the bargaining coverage is merely around 80%). The TLI does also cover by definition regular contracts. Hence, "atypical" employment such as "false" freelance workers that are in fact dependent workers is not captured by the TLI.
PT	Using the information from the Ministry of Solidarity, Employment and Social Security we cannot assess the coverage rate of collective agreements because we only have the number of workers that in a given month had a new contract with pay changes. In the recent years, the annual figure for the employees covered by the Ministry's data has decreased quite substantially - from about 1.4 million on average in 1995-2011 to about 150 thousand on average in 2012-2013 - suggesting that the period of time between negotiations has increased. However, using information from Quadros de Pessoal, a yearly mandatory survey to companies, we can say that the coverage of collective agreements is about 85 per cent for the whole economy in 2012 (the most recent year available). This coverage has decreased progressively, being above 95 per cent in the early 80's (see Graph 1 in Sheet 2). For the coverage rate by sector please see Graph 2 in Sheet 2.
SI	"All persons in paid employment, employed for fixed or unspecified period of time, irrespective of whether they work full time or part time, are taken into consideration.
FI	The degree of organization of employers in Finland is close to 100 percent and the data is based mainly on registered data of the employers, so the index is considered highly comprehensive. Approximately 75 percent of the employees are organized, but big part of the residual also receives the raises agreed on collective agreements concerning their industries. Please find number of all employees by industry (based on the LFS) in Finland on Sheet2.
CZ	Only those workers are covered who are employed within the respective branches.

ECB-UNRESTRICTED

Interpretation of data point in T	
<i>(Please discuss which interpretation a particular data point T has: i) it reflects the percentage increase of wages and salaries for T based on an agreement that has been EARLIER in time; ii) it refers to the percentage increase of the agreement that was concluded in T. iii) other (please elaborate)).</i>	
BE	i): based on the 3 months previous to the publication date
DE	iii) it reflects the percentage increase of negotiated wages for T according to the collective wage contract. The collective contract can be agreed on in T or before.
ES	iii) it reflects the annual average growth rate of negotiated wages for agreements with economics effects in the year in question and recorded up to T (cumulative) .
FR	Level and quarterly evolution of the minimum conventional wage
IT	iii) it reflects the percentage increase of wages and salaries for T based on an agreement that has been EARLIER in time and it could include the effects already in T of agreements reached in T, but only for the part of the agreement that is relative to T (i.e. if the agreements implies an increase of zero in T, and 2% in T+2, then in T zero is recorded)
MT	It reflects the percentage increase of wages and salaries for T based on T-1. (year on year increase)
NL	Index number of point T is the index compared to the base year (in our case 2000=100). E.G. Monthly cao wages excl. special payments in July 2014 are 129.9. This means that the average cao wage is 29.9% higher than that it was in 2000.
AT	The TLI is an index which refers to the weighted average of minimum wage levels across sectors. Changes in the TLI (e. g. y-o-y) can be interpreted as the change in collectively agreed minimum wages for the whole economy (or whatever subset of the economy a more detailed series refers to).
PT	In each month T, the data point released by Banco de Portugal in the Monthly Indicators/Statistical Bulletin and transmitted to the BIS (to be clear, this is not the indicator reported to the WGF) corresponds to the weighted average of the annualised growth rate of minimum-level base wages between successive collective agreements, having the current agreement started in month T. The weights are derived from the number of workers covered by each agreement. If no contracts start in that particular month, then that observation will be empty.
SI	i)
FI	Option i).
CZ	Wages negotiated in the collective contracts concern the year in which they have been settled.

Forward looking data	
<i>Do you have any other forward looking data available, i.e. information on wage increases in the future based on negotiations made now? Are additional detailed data on the length of individual sectoral contracts available?</i>	
DE	Yes. We have all information on future wage increases according to the collective agreements in each sector. But we do not have a detailed series of the length of each contract.
ES	Forward looking data (i.e. information on wage increases in the future based on negotiations made now; information on the length of multi-year collective bargaining agreements) can be directly collected from the statistical sheets available at http://explotacion.mtin.gob.es/regcon/index.htm
FR	A change is mentioned in the data at the date it becomes effective, and are reported on an annual basis (June and September of year+1) : no forward looking data available
IT	The negotiated wages data release of Istat includes a six-month ahead projection of the index based on negotiations made until T (under the hypothesis of no contract renewal). To evaluate the representativeness of the projection the data include also the share of expiring wage contracts.
MT	Typically a collective agreement covers more than one year and thus the data for future years are taken on board for the BMPE wage questionnaire.
AT	No forward looking data are available. Additional information on individual collective agreements are available from the Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund, ÖGB).
PT	If a contract is published in month T but only starts sometime in the future, say T+k, then that information will be reported in the series released in month T, i.e. observation for month T+k will comprise the information on this specific contract. However, up until now, this situation seldom occurs. We do not receive any information on the duration of each contract. Some contracts have that information; others don't. Regardless of that, the Ministry does not compile any series with that information.
SI	No.
FI	No official data. Additional detailed forward looking data and data on the length of individual contracts can be compiled from different sources. This is not done at the Bank of Finland on a regular basis.
CZ	Other forward-looking data on wages and salaries is collected by way of the Statistical Survey of the Czech National Bank and the Confederation of Industry of the Czech Republic in non-financial companies. Respondents are asked to communicate to us at a quarterly frequency their expectations about year-on-year changes in average salaries, i.e. over the next quarter, over the whole current year, over the whole following year.