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WIBAR Report No. 7 PRELIMINARY CONCLUSIONS AND RECOMMENDATIONS

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1. Introduction

This is a report in the framework of the WIBAR project. This project aims to promote the input of cross-country, comparative analyses at the level of themes and industries using the *WageIndicator* survey data about wages, working conditions and working hours. The Amsterdam Institute of Advanced Labour Studies (AIAS) / University of Amsterdam has developed the WIBAR project in co-operation with the European Trade Union Confederation (ETUC): the project is focused on the European trade union involvement in developing workplace industrial relations and Europe-wide bargaining. ETUC has formulated four major bargaining spearheads and related guidelines for 2006: wages in general and low pay work; working time; gender equality; training and lifelong learning.² For the ETUC, the European industrial secretariats and their national trade unions, the need for detailed and industry-specific comparisons is more urgent than ever. The WIBAR project should produce usable tools and intensify dissemination and debate on Europe-wide bargaining.

This report focuses on summarizing and comparing main outcomes based on *WageIndicator* data for five out of the six preceding WIBAR-reports: Working Time (no 1), Low Pay (no 2), Training (no 3), Collective Bargaining Coverage (no 5), and Work-related Stress (no 6), thus except the Older Workers report (no 4). In this last report outcomes on the other subjects have been interpreted to give an overview of the position of older workers.

In section 2 we deal with the yardsticks chosen for each subject. Section 3 aims at a within-country comparison across industries. In section 4 aims at a comparison across countries. In Section 5 we will present a combination of the two earlier comparisons, a ranking of industries. In Section 6 we will present preliminary conclusions and recommendations.

2. Yardsticks

We have tried to choose per subject one yardstick that most strikingly expresses the problems for workers in case of unfavourable scores. The yardsticks are also chosen from the perspective that they regard all workers notwithstanding their gender, age, education, and pay level. We have chosen the following yardsticks:

Working (Time) over 40 hours	Percentage of workers usually working over 40 hours per week
Relative Low Pay percentage per industry	Percentage of low paid workers in the industry (percentage of workers under 2/3 gross hourly median wage) compared to the national percentage of low-paid workers at national level
No training from employer	Percentage of workers not receiving training from their employer in the previous year
Not covered by bargaining	Percentage of workers not covered by collective bargaining
Score on Work-Related Stress	Average measure of work-stress on five factors (physically exhausting work, mentally exhausting work, work at high speed, work cannot be finished in allocated time, work to tight deadlines) scores on scale ranging from 1=never to 5=daily, recalculated in % (1=0%, 5=100%)

² Keune, 2005; ETUC, 2005.

3. Within-country comparison across industries

Our first step is aiming at a within-country comparison across industries along the five yardsticks. On this behalf we first calculated the median values by country for the industry scores on each subject. The median is the middle in a row of observations. For example the thirteen scores for Belgium on working time (in Table 2) are respectively 6, 7, 9, 10, 11, 12, 12, 12, 13, 15, 17, 17, and 20, which means that the seventh observation, 12, is the median. The higher outcomes (unfavourable for the workers) have been shaded in Table 2. If the reader focuses on the shaded cells, a first problem index pops up.

As a help, Table 1 gives an overview of the national median values on the five subjects.

Table 1 Median values on five subjects, breakdown by country

	BE	DK	FI	GE	NL	PL	ES	UK
Working Time	12%	5%	9%	25%	11%	19%	19%	18%
Low Pay	1%	2%(5)	0%	2%	-4%	-2%	-	-2%
Training	37%	-	33%	46%	44%	-	56%	-
Bargaining Coverage	23%	9%	10%	37%	12%	91%	27%	72%
Work-Related Stress	53%	60%(7)	55%	53%	48%	-	58%	47%

Source: *WageIndicator* data, September 2004-September 2006
Between parentheses the number of observations less than 13.

Table 2 'Problem index' 1: scores on five issues, breakdown by country and industry, above-median per issue scores shaded

	BE	DK	FI	GE	NL	PL	ES	UK
1. Agriculture etc.								
Working Time	20%	5%	38%	32%	19%	15%	21%	38%
Low Pay	20%	15%	0%	12%	7%	20%	-	34%
Training	49%	-	100%	74%	59%	-	59%	-
Bargaining Coverage	32%	13%	-	44%	12%	100%	30%	67%
Work-Related Stress	48%	48%	85%	48%	48%	-	53%	55%
Average (unweighted)	34%	20%	56%	42%	29%	42%	41%	49%
4. Manufacturing								
Working Time	12%	3%	8%	21%	12%	20%	19%	19%
Low Pay	-6%	-2%	-1%	-3%	-4%	-6%	-	-3%
Training	42%	-	40%	48%	45%	-	59%	-
Bargaining Coverage	18%	9%	9%	36%	20%	82%	27%	77%
Work-Related Stress	50%	65%	53%	53%	48%	-	58%	42%
Average (unweighted)	29%	19%	22%	31%	24%	32%	41%	34%
5. Utilities								
Working Time	12%	3%	7%	22%	10%	16%	24%	14%
Low Pay	-4%	-	0%	-6%	-12%	-11%	-	-11%
Training	20%	-	12%	41%	19%	-	42%	-
Bargaining Coverage	10%	4%	0%	27%	12%	41%	22%	44%
Work-Related Stress	48%	-	58%	50%	45%	-	55%	63%
Average (unweighted)	17%	4%	15%	27%	15%	15%	31%	28%
6. Construction								
Working Time	17%	3%	10%	32%	13%	27%	28%	24%
Low Pay	1%	-	3%	3%	-5%	-3%	-	-6%
Training	56%	-	47%	64%	46%	-	69%	-
Bargaining Coverage	31%	8%	10%	54%	8%	100%	43%	89%
Work-Related Stress	53%	53%	50%	58%	48%	-	58%	47%
Average (unweighted)	32%	21%	24%	42%	22%	41%	50%	39%
7. Wholesale / retail								
Working Time	11%	8%	10%	25%	12%	30%	23%	23%
Low Pay	12%	8%	7%	10%	16%	8%	-	11%
Training	47%	-	41%	58%	49%	-	66%	-
Bargaining Coverage	35%	28%	16%	51%	21%	96%	38%	86%
Work-Related Stress	55%	63%	55%	53%	48%	-	58%	42%
Average (unweighted)	32%	27%	26%	40%	29%	45%	46%	41%
8. Hotels, restaurants, catering								
Working Time	15%	18%	13%	34%	13%	40%	22%	33%
Low Pay	27%	-	8%	36%	24%	31%	-	24%
Training	60%	-	46%	72%	57%	-	73%	-
Bargaining Coverage	28%	32%	13%	45%	7%	100%	38%	93%
Work-Related Stress	58%	-	63%	60%	48%	-	63%	50%
Average (unweighted)	38%	25%	29%	49%	30%	57%	49%	50%
9. Transport, communication								
Working Time	17%	11%	15%	27%	20%	21%	17%	32%
Low Pay	1%	0%	2%	3%	5%	-3%	-	-2%
Training	43%	-	43%	51%	44%	-	54%	-
Bargaining Coverage	18%	7%	12%	30%	20%	73%	24%	60%
Work-Related Stress	55%	50%	58%	53%	48%	-	58%	47%
Average (unweighted)	27%	17%	26%	33%	27%	30%	38%	34%

Table 2 'Problem index' 1: scores on five issues, breakdown by country and industry, above-median per issue scores shaded (cont'd)								
	BE	DK	FI	GE	NL	PL	ES	UK
10. Finance								
Working Time	10%	6%	7%	23%	7%	20%	15%	15%
Low Pay	-10%	-	-3%	-7%	-5%	-7%	-	-3%
Training	26%	-	10%	32%	22%	-	42%	-
Bargaining Coverage	12%	14%	4%	22%	29%	94%	11%	72%
Work-Related Stress	53%	-	50%	55%	48%	-	58%	55%
Average (unweighted)	18%	10%	14%	25%	20%	36%	32%	35%
11. Other commercial services								
Working Time	13%	4%	9%	26%	9%	19%	20%	18%
Low Pay	-1%	2%	-1%	0%	-2%	-3%	-	-4%
Training	33%	-	33%	46%	34%	-	56%	-
Bargaining Coverage	35%	39%	18%	70%	54%	92%	36%	85%
Work-Related Stress	53%	60%	55%	53%	48%	-	58%	50%
Average (unweighted)	27%	26%	23%	39%	29%	36%	43%	37%
12. Public administration								
Working Time	9%	3%	5%	24%	5%	11%	8%	14%
Low Pay	1%	-	-4%	-4%	-13%	16%	-	-5%
Training	23%	-	14%	32%	22%	-	44%	-
Bargaining Coverage	31%	2%	4%	14%	3%	91%	15%	17%
Work-Related Stress	45%	-	50%	45%	43%	-	48%	50%
Average (unweighted)	22%	2%	14%	22%	15%	39%	29%	19%
13. Education								
Working Time	7%	5%	9%	27%	11%	8%	6%	12%
Low Pay	-4%	-	-1%	-4%	-7%	-2%	-	-1%
Training	30%	-	26%	42%	31%	-	55%	-
Bargaining Coverage	18%	8%	5%	31%	10%	67%	25%	41%
Work-Related Stress	50%	-	58%	55%	48%	-	55%	33%
Average (unweighted)	20%	7%	19%	30%	19%	24%	35%	21%
14. Health and social work								
Working Time	6%	2%	7%	19%	3%	15%	13%	11%
Low Pay	2%	-	2%	3%	-4%	21%	-	2%
Training	28%	-	23%	40%	28%	-	55%	-
Bargaining Coverage	10%	7%	3%	37%	5%	79%	21%	58%
Work-Related Stress	50%	-	55%	55%	45%	-	60%	47%
Average (unweighted)	19%	5%	18%	31%	16%	38%	38%	30%
15. Other community and social services								
Working Time	12%	7%	10%	23%	8%	14%	13%	17%
Low Pay	1%	-	1%	2%	11%	17%	-	2%
Training	37%	-	32%	47%	45%	-	67%	-
Bargaining Coverage	23%	14%	23%	50%	30%	81%	37%	74%
Work-Related Stress	53%	63%	55%	55%	50%	-	55%	42%
Average (unweighted)	25%	28%	24%	35%	29%	41%	43%	34%

Source: *WageIndicator* data September 2004 – September 2006

4. A comparison across countries

Our second step is mainly aiming at a comparison across countries. In Table 3, we have shaded per row the scores above the median, which mostly means shading the four most negative outcomes in a row of eight. For example, under 1. Agriculture, row Working Time the scores for FI (Finland), GE (Germany), ES (Spain) and the UK are shaded, showing that in these countries respectively 38%, 32%, 21%, and 38% of the workers usually worked over 40 hours per week. The unweighted average shows the country average for the industry at stake.

Table 3 'Problem index' 2: scores on five issues, breakdown by country and industry, above-national median scores per industry shaded

	BE	DK	FI	GE	NL	PL	ES	UK
1. Agriculture etc.								
Working Time	20%	5%	38%	32%	19%	15%	21%	38%
Low Pay	20%	15%	0%	12%	7%	20%	-	34%
Training	49%	-	100%	74%	59%	-	59%	-
Bargaining Coverage	32%	13%	-	44%	12%	100%	30%	67%
Work-Related Stress	48%	48%	85%	48%	48%	-	53%	55%
4. Manufacturing								
Working Time	12%	3%	8%	21%	12%	20%	19%	19%
Low Pay	-6%	-2%	-1%	-3%	-4%	-6%	-	-3%
Training	42%	-	40%	48%	45%	-	59%	-
Bargaining Coverage	18%	9%	9%	36%	20%	82%	27%	77%
Work-Related Stress	50%	65%	53%	53%	48%	-	58%	42%
5. Utilities								
Working Time	12%	3%	7%	22%	10%	16%	24%	14%
Low Pay	-4%	-	0%	-6%	-12%	-11%	-	-11%
Training	20%	-	12%	41%	19%	-	42%	-
Bargaining Coverage	10%	4%	0%	27%	12%	41%	22%	44%
Work-Related Stress	48%	-	58%	50%	45%	-	55%	63%
6. Construction								
Working Time	17%	3%	10%	32%	13%	27%	28%	24%
Low Pay	1%	-	3%	3%	-5%	-3%	-	-6%
Training	56%	-	47%	64%	46%	-	69%	-
Bargaining Coverage	31%	8%	10%	54%	8%	100%	43%	89%
Work-Related Stress	53%	53%	50%	58%	48%	-	58%	47%
7. Wholesale / retail								
Working Time	11%	8%	10%	25%	12%	30%	23%	23%
Low Pay	12%	8%	7%	10%	16%	8%	-	11%
Training	47%	-	41%	58%	49%	-	66%	-
Bargaining Coverage	35%	28%	16%	51%	21%	96%	38%	86%
Work-Related Stress	55%	63%	55%	53%	48%	-	58%	42%
8. Hotels, restaurants, catering								
Working Time	15%	18%	13%	34%	13%	40%	22%	33%
Low Pay	27%	-	8%	36%	24%	31%	-	24%
Training	60%	-	46%	72%	57%	-	73%	-
Bargaining Coverage	28%	32%	13%	45%	7%	100%	38%	93%
Work-Related Stress	58%	-	63%	60%	48%	-	63%	50%

Table 3 'Problem index' 2: scores on five issues, breakdown by country and industry, above-national median scores per industry shaded (cont'd)

9. Transport, commun.								
	BE	DK	FI	GE	NL	PL	ES	UK
Working Time	17%	11%	15%	27%	20%	21%	17%	32%
Low Pay	1%	0%	2%	3%	5%	-3%	-	-2%
Training	43%	-	43%	51%	44%	-	54%	-
Bargaining Coverage	18%	7%	12%	30%	20%	73%	24%	60%
Work-Related Stress	55%	50%	58%	53%	48%	-	58%	47%
10. Finance								
Working Time	10%	6%	7%	23%	7%	20%	15%	15%
Low Pay	-10%	-	-3%	-7%	-5%	-7%	-	-3%
Training	26%	-	10%	32%	22%	-	42%	-
Bargaining Coverage	12%	14%	4%	22%	29%	94%	11%	72%
Work-Related Stress	53%	-	50%	55%	48%	-	58%	55%
11. Other commercial services								
Working Time	13%	4%	9%	26%	9%	19%	20%	18%
Low Pay	-1%	2%	-1%	0%	-2%	-3%	-	-4%
Training	33%	-	33%	46%	34%	-	56%	-
Bargaining Coverage	35%	39%	18%	70%	54%	92%	36%	85%
Work-Related Stress	53%	60%	55%	53%	48%	-	58%	50%
12. Public administration								
Working Time	9%	3%	5%	24%	5%	11%	8%	14%
Low Pay	1%	-	-4%	-4%	-13%	16%	-	-5%
Training	23%	-	14%	32%	22%	-	44%	-
Bargaining Coverage	31%	2%	4%	14%	3%	91%	15%	17%
Work-Related Stress	45%	-	50%	45%	43%	-	48%	50%
13. Education								
Working Time	7%	5%	9%	27%	11%	8%	6%	12%
Low Pay	-4%	-	-1%	-4%	-7%	-2%	-	-1%
Training	30%	-	26%	42%	31%	-	55%	-
Bargaining Coverage	18%	8%	5%	31%	10%	67%	25%	41%
Work-Related Stress	50%	-	58%	55%	48%	-	55%	33%
14. Health and social work								
Working Time	6%	2%	7%	19%	3%	15%	13%	11%
Low Pay	2%	-	2%	3%	-4%	21%	-	2%
Training	28%	-	23%	40%	28%	-	55%	-
Bargaining Coverage	10%	7%	3%	37%	5%	79%	21%	58%
Work-Related Stress	50%	-	55%	55%	45%	-	60%	47%
15. Other community and social services								
Working Time	12%	7%	10%	23%	8%	14%	13%	17%
Low Pay	1%	-	1%	2%	11%	17%	-	2%
Training	37%	-	32%	47%	45%	-	67%	-
Bargaining Coverage	23%	14%	23%	50%	30%	81%	37%	74%
Work-Related Stress	53%	63%	55%	55%	50%	-	55%	42%

Source: *WageIndicator* data September 2004 – September 2006

5. A problem ranking of industries

Our third step is to combine the two previous tables combining the comparison across industries and the comparison across countries. This results in Table 4, in which only the cells are shaded that were shaded in both previous tables, showing a third 'problem-index'. From both perspectives, across industries and across countries, these scores are above the medians.

Table 4 'Problem index' 3: scores on five issues, breakdown by country and industry, combined above-median per issue and above-national median scores per industry shaded

	BE	DK	FI	GE	NL	PL	ES	UK
1. Agriculture etc.								
Working Time	20%	5%	38%	32%	19%	15%	21%	38%
Low Pay	20%	15%	0%	12%	7%	20%	-	34%
Training	49%	-	100%	74%	59%	-	59%	-
Bargaining Coverage	32%	13%	-	44%	12%	100%	30%	67%
Work-Related Stress	48%	48%	85%	48%	48%	-	53%	55%
4. Manufacturing								
Working Time	12%	3%	8%	21%	12%	20%	19%	19%
Low Pay	-6%	-2%	-1%	-3%	-4%	-6%	-	-3%
Training	42%	-	40%	48%	45%	-	59%	-
Bargaining Coverage	18%	9%	9%	36%	20%	82%	27%	77%
Work-Related Stress	50%	65%	53%	53%	48%	-	58%	42%
5. Utilities								
Working Time	12%	3%	7%	22%	10%	16%	24%	14%
Low Pay	-4%	-	0%	-6%	-12%	-11%	-	-11%
Training	20%	-	12%	41%	19%	-	42%	-
Bargaining Coverage	10%	4%	0%	27%	12%	41%	22%	44%
Work-Related Stress	48%	-	58%	50%	45%	-	55%	63%
6. Construction								
Working Time	17%	3%	10%	32%	13%	27%	28%	24%
Low Pay	1%	-	3%	3%	-5%	-3%	-	-6%
Training	56%	-	47%	64%	46%	-	69%	-
Bargaining Coverage	31%	8%	10%	54%	8%	100%	43%	89%
Work-Related Stress	53%	53%	50%	58%	48%	-	58%	47%
7. Wholesale / retail								
Working Time	11%	8%	10%	25%	12%	30%	23%	23%
Low Pay	12%	8%	7%	10%	16%	8%	-	11%
Training	47%	-	41%	58%	49%	-	66%	-
Bargaining Coverage	35%	28%	16%	51%	21%	96%	38%	86%
Work-Related Stress	55%	63%	55%	53%	48%	-	58%	42%
8. Hotels, restaurants, catering								
Working Time	15%	18%	13%	34%	13%	40%	22%	33%
Low Pay	27%	-	8%	36%	24%	31%	-	24%
Training	60%	-	46%	72%	57%	-	73%	-
Bargaining Coverage	28%	32%	13%	45%	7%	100%	38%	93%
Work-Related Stress	58%	-	63%	60%	48%	-	63%	50%
9. Transport, commun.								
Working Time	17%	11%	15%	27%	20%	21%	17%	32%
Low Pay	1%	0%	2%	3%	5%	-3%	-	-2%
Training	43%	-	43%	51%	44%	-	54%	-
Bargaining Coverage	18%	7%	12%	30%	20%	73%	24%	60%
Work-Related Stress	55%	50%	58%	53%	48%	-	58%	47%

Table 5 'Problem index' 3: scores on five issues, breakdown by country and industry, combined above-median per issue and above-national median scores per industry shaded (cont'd)

	BE	DK	FI	GE	NL	PL	ES	UK
10. Finance								
Working Time	10%	6%	7%	23%	7%	20%	15%	15%
Low Pay	-10%	-	-3%	-7%	-5%	-7%	-	-3%
Training	26%	-	10%	32%	22%	-	42%	-
Bargaining Coverage	12%	14%	4%	22%	29%	94%	11%	72%
Work-Related Stress	53%	-	50%	55%	48%	-	58%	55%
11. Other commercial services								
Working Time	13%	4%	9%	26%	9%	19%	20%	18%
Low Pay	-1%	2%	-1%	0%	-2%	-3%	-	-4%
Training	33%	-	33%	46%	34%	-	56%	-
Bargaining Coverage	35%	39%	18%	70%	54%	92%	36%	85%
Work-Related Stress	53%	60%	55%	53%	48%	-	58%	50%
12. Public administration								
Working Time	9%	3%	5%	24%	5%	11%	8%	14%
Low Pay	1%	-	-4%	-4%	-13%	16%	-	-5%
Training	23%	-	14%	32%	22%	-	44%	-
Bargaining Coverage	31%	2%	4%	14%	3%	91%	15%	17%
Work-Related Stress	45%	-	50%	45%	43%	-	48%	50%
13. Education								
Working Time	7%	5%	9%	27%	11%	8%	6%	12%
Low Pay	-4%	-	-1%	-4%	-7%	-2%	-	-1%
Training	30%	-	26%	42%	31%	-	55%	-
Bargaining Coverage	18%	8%	5%	31%	10%	67%	25%	41%
Work-Related Stress	50%	-	58%	55%	48%	-	55%	33%
14. Health and social work								
Working Time	6%	2%	7%	19%	3%	15%	13%	11%
Low Pay	2%	-	2%	3%	-4%	21%	-	2%
Training	28%	-	23%	40%	28%	-	55%	-
Bargaining Coverage	10%	7%	3%	37%	5%	79%	21%	58%
Work-Related Stress	50%	-	55%	55%	45%	-	60%	47%
15. Other community and social services								
Working Time	12%	7%	10%	23%	8%	14%	13%	17%
Low Pay	1%	-	1%	2%	11%	17%	-	2%
Training	37%	-	32%	47%	45%	-	67%	-
Bargaining Coverage	23%	14%	23%	50%	30%	81%	37%	74%
Work-Related Stress	53%	63%	55%	55%	50%	-	55%	42%

Source: *WageIndicator* data September 2004 – September 2006

We are now able to construct an overall ranking of industries based on their scores on all three problem-indexes. The three rankings derived from the Tables 2, 3, and 4 are quite consistent, notably at the high and the low ends. Hotels / restaurants / catering are on top in all three rankings, followed by Agriculture, Wholesale / retail, and Construction. A middle category is made up of four industries: Other community & social services, Transport / communication, Other commercial services, and Manufacturing. These four industries show some mutual changes in the three rankings. A third category is made up of five industries, with consistently lower overall scores on the problem-indexes: Finance, Health and social work, Education, Public administration, and Utilities. Except mostly Finance and sometimes Utilities, these industries are part of the public sector.

Table 5 Ranking of industries by scores on problem indexes 1, 2 and 3

Overall ranking		Index 1		Index 2		Index 3	
		ranking	score	ranking	score	ranking	score
1	Hotels, restaurants, catering	1	91%	1	41%	1	55%
2	Agriculture etc.	2	75%	2	39%	2	47%
3	Wholesale / retail	2	75%	3	36%	3	43%
4	Construction	4	57%	4	34%	4	35%
5	Other community & social services	5	50%	6	32%	5	26%
6	Transport, communication	6	47%	7	29%	5	26%
7	Other commercial services	7	39%	5	33%	8	17%
8	Manufacturing	8	31%	7	29%	7	20%
9	Finance	9	21%	9	24%	9	15%
10	Health and social work	9	21%	9	24%	10	12%
11	Education	11	12%	11	22%	10	12%
12	Public administration	12	9%	12	20%	12	9%
13	Utilities	12	9%	13	19%	12	9%

Index 1: share of cells shaded (above median values) on all cells with a value

Index 2: total average (unweighted) of all industries per country

Index 3: share of cells shaded (above median values) on all cells with a value

6. Preliminary conclusions and recommendations

A major finding of the WIBAR study is that across the eight countries most widely studied, the ranking of industries according to various indexes of work-related problems is largely similar. The usual suspects pop up in each country. This indicates that national variations in working conditions have rather limited impact on the intensity of problems encountered by workers in various industries. This finding strongly supports the necessity of an international exchange of union experiences and policy views by industry. At this backdrop we recommend that the upcoming WIBAR conference in Amsterdam will be dedicated to a substantial part to such an exchange.

Closer scrutiny of the evidence presented particularly in Table 4 as well as in the underlying WIBAR reports shows the following picture of (clusters of) problems, which deserve attention of in the Amsterdam conference. In order of the industry ranking in Table 5:

- Hotels / restaurants / catering shows a cumulation of problems concerning working time, low pay, training, and work-related stress, and in most countries accompanied by low bargaining coverage. Problems are except for work-related stress lower in Finland. It may be interesting to look at union policies in this country.
- Agriculture shows, though to a slightly lesser extent, also a cumulation of problems concerning working time, low pay, training, combined with substantial problems of bargaining coverage. In most countries work-related stress is not a particular problem here.
- Wholesale / retail is the third industry revealing the combination of problems with working time, low pay, training, and bargaining coverage, with in some countries work-related stress as well.
- Construction is characterised by substantial working time and training problems, while in most countries bargaining coverage turns out to be astonishingly low.

Especially the outcomes for the German construction industry point at large problems in every respect.

5. Other community & social services reveal notably problems with training and work-related stress. Bargaining coverage is rather low, even in countries with an overall high coverage.
6. Transport / communication shows considerable problems concerning working time and training, and in some countries concerning bargaining coverage and work-related stress too.
7. Other commercial services reveal in most countries long working weeks. Bargaining coverage is very low, even in countries with an overall high coverage.
8. Manufacturing reveals in most countries quite long working weeks and low training levels. Average pay levels are comparatively good: in all countries above the median wage.
9. Finance shows rather long working weeks as well as high levels of work-related stress in some countries. Bargaining coverage is rather low in this industry.
10. Health and social work is characterized by more variation across countries than the other industries. Notably in Germany, Poland and the UK comparatively low pay is combined with low collective bargaining rates.
11. Education is characterized by comparatively low training levels, and in most countries high levels of work-related stress. Remarkably are the long working weeks in Germany.
12. Public administration is the second industry with an above average variation in scores across countries. Notably in Poland, low pay and low bargaining coverage go hand in hand.
13. Utilities show in some countries quite long working weeks and deficiencies in training. Average pay levels are comparatively high, but in some countries work-related stress levels are high too.
