

Collective Agreements

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Descriptives of Collective Agreements in Spain

The main purpose of this document is to have an idea of how collective agreements work in Spain.

Setting

Load

The libraries that I will need:

```
library(dplyr)
library(ggplot2)
library(statsr)
library(readxl)
library(expss)
library(stringr)
library(zoo)
```

Define the paths

```
dell <- 0
if (dell == 1) {
  computer <- "C:/Users/jj22684/"
} else {
  computer <- "C:/Users/lenovo/"
}

setwd(paste0(computer, "Dropbox/WORK/data/REGCON/Codes/FIRM/read"))
Main_path   <- paste(computer, "Dropbox/WORK/data/REGCON", sep = "")
raw_path     <- paste(computer, "Dropbox/WORK/data/REGCON/Raw files", sep = "")
```

Load the database

```
load(paste(Main_path, "/Files/FIRM/cleant/regconfirm_cleant.R", sep = ""))
```

Filter

Informed fields

In the database, many obs in the fields publi_date_temp and start_nego_temp are missing, when they are missed usually there rest of the variables are not informed.

- False: observations that are mostly informed

- True: observation that are not informed

The fact that there is no information does not mean that there wasn't a collective agreement.

```
REGCON_FIRM <- REGCON_FIRM %>%
  mutate(informed = (!is.na(dtpubli) == 'TRUE') & (!is.na(dtstrnego) == 'TRUE'))
#val_lab(REGCON_FIRM$informed) = make_labels("1 Yes 0 No")
REGCON_FIRM %>% group_by(informed) %>%
  summarise(val = mean(as.numeric(informed)), n = n(), freq = n() / as.numeric(count(REGCON_FIRM)))

## # A tibble: 2 x 4
##   informed    val     n   freq
##   <lgl>     <dbl> <int> <dbl>
## 1 FALSE      0.428  8937  0.428
## 2 TRUE       0.572 11947  0.572

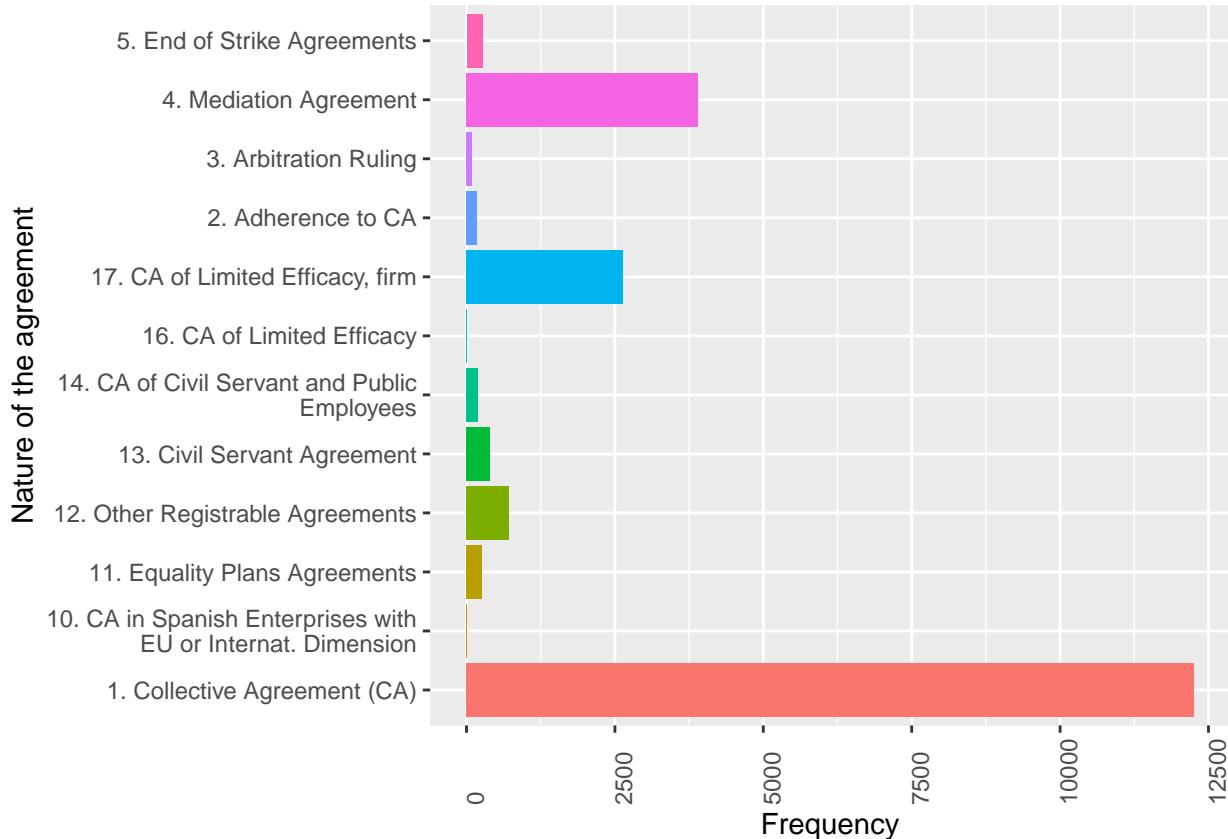
#REGCON_FIRM <- REGCON_FIRM %>%
#  filter(!is.na(publi_date_temp) == 'TRUE', !is.na(start_nego_temp) == 'TRUE')
```

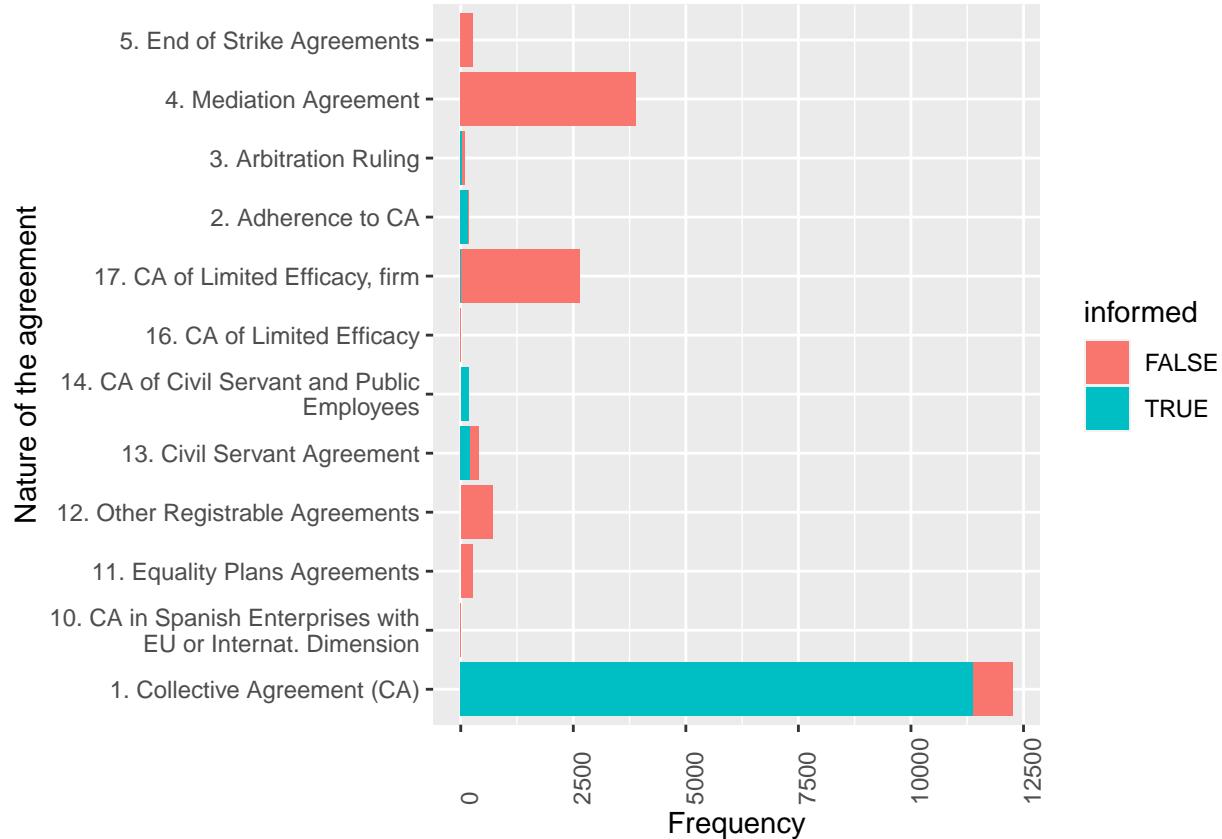
Nature

Most agreements are plain CA at firm level, followed by mediation agreements and limited efficacy.

In the second graph it is clear that many observations are not informed because the are:

- Mediation agreements: they don't need to fill the information
- Limited efficacy: I need to look further in this





Procedure type

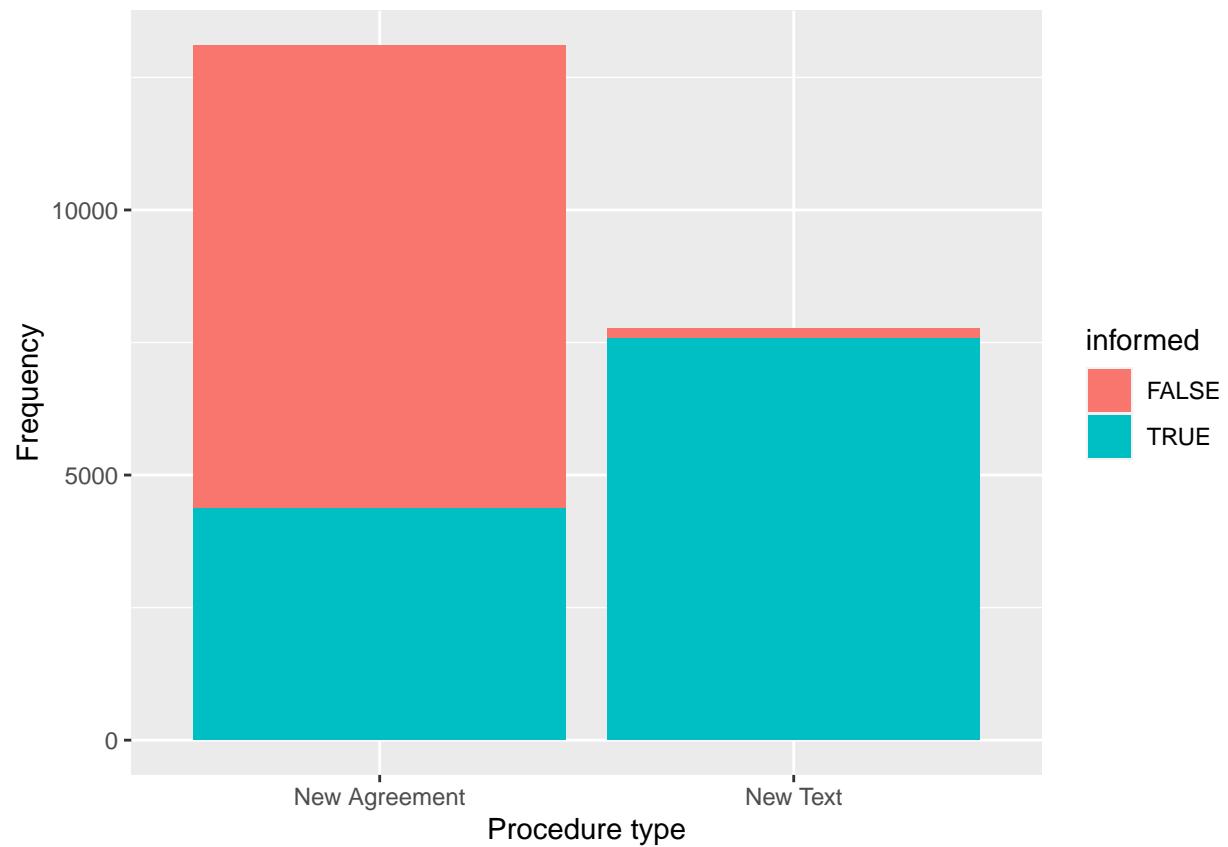
The graph below shows how many CAs have been negotiated, depending on:

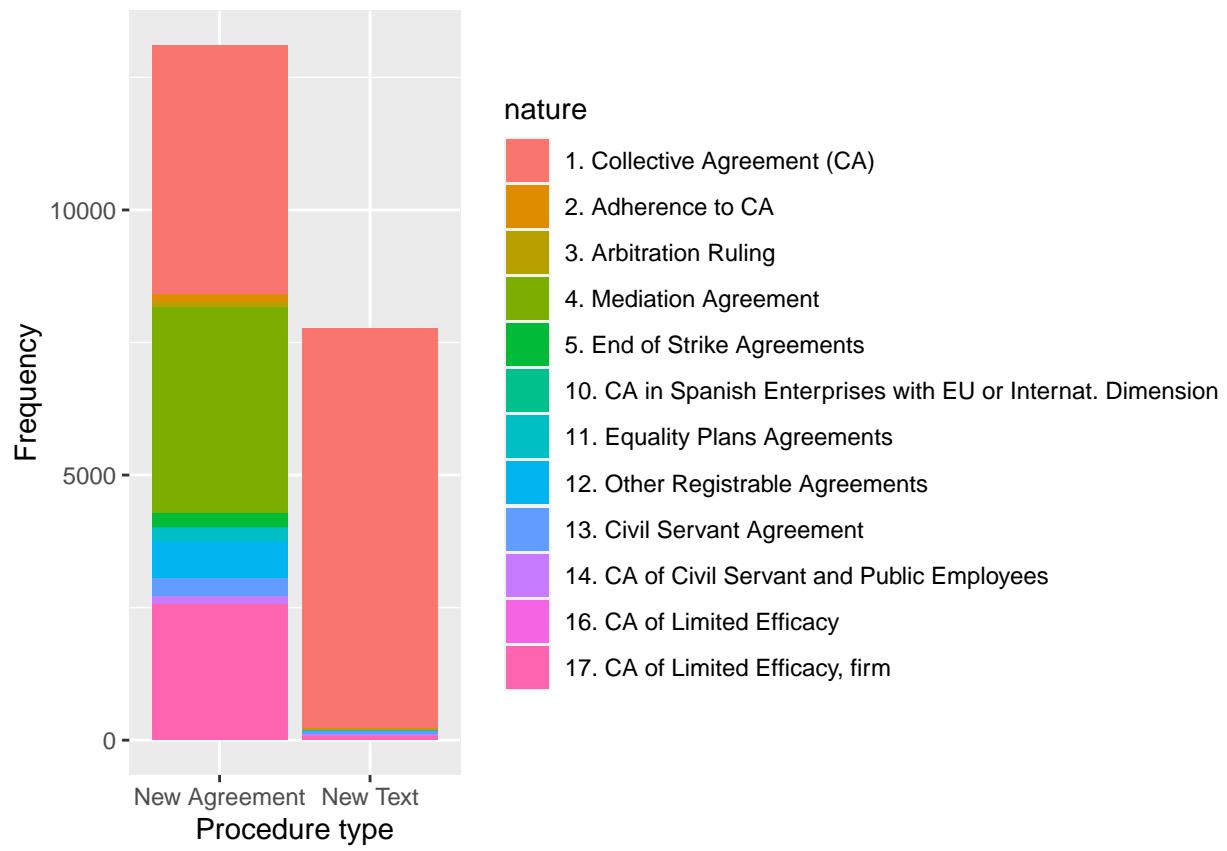
- New agreement: the firm didn't have a CA and now it has
- New text: the firm had a CA in place, and it has been renegotiated

Looking at the first graphs, many agreements are brand new agreements, which are mostly not informed/missed.

The second graph divides the type of procedure into the agreement nature. It seems that there are lots of new agreements but many of them are mediating agreements which are informed in the first place.

In the third graph, we see that it is actually the case.





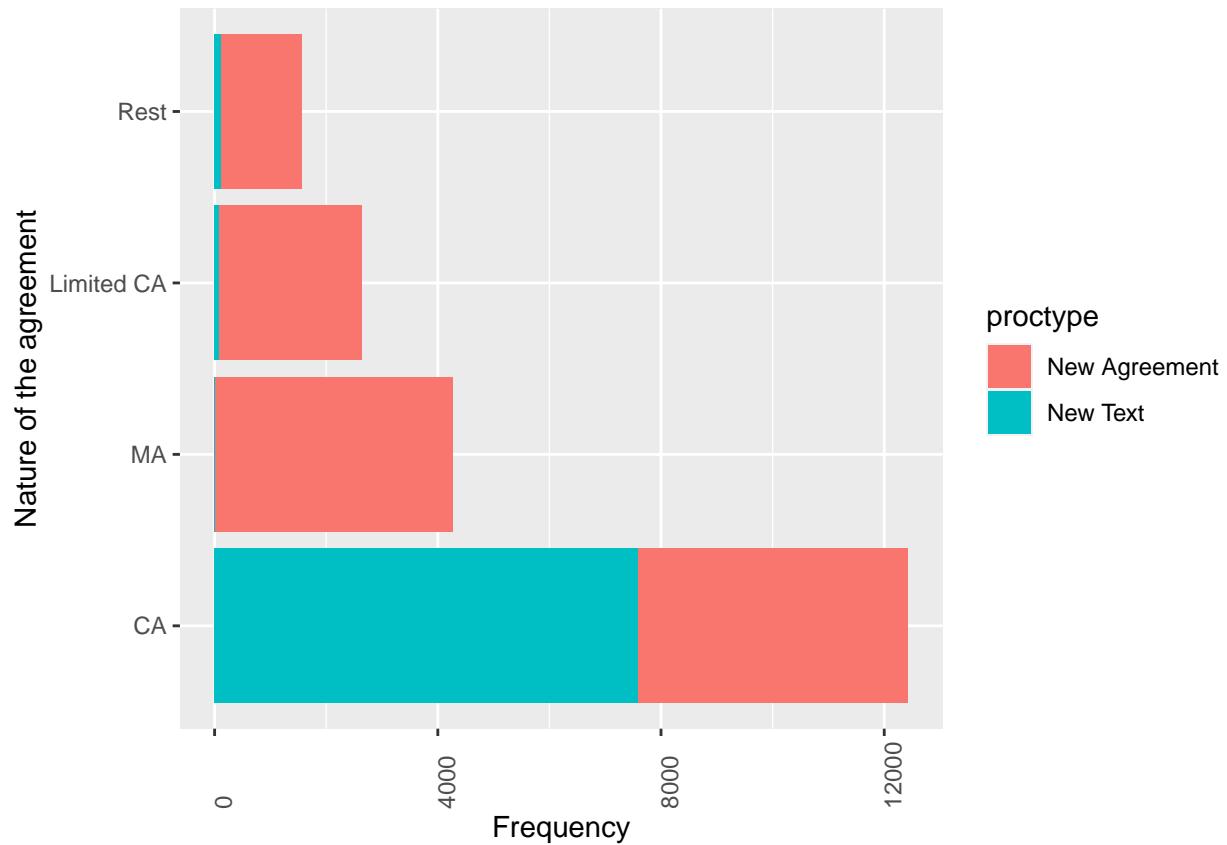


The nature of agreements could be grouped in 4 categories:

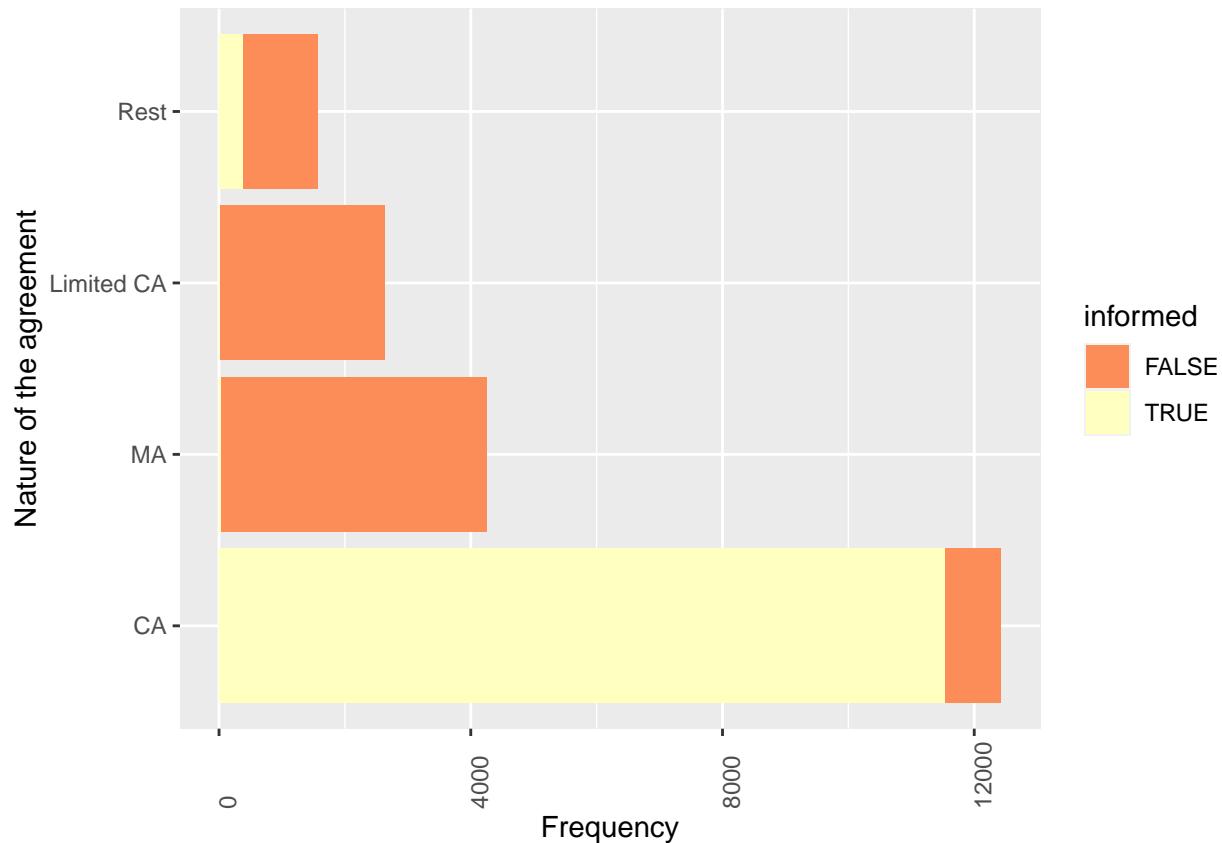
- CA: collective agreements and adherence to CA
- MA: mediating agreements, end strike agree., and arbitration agree.,
- Limited: CA of limited efficacy, and CA of limited efficacy firm,
- And the rest.

Most of the MA, limited and the rest of agreements are ‘new agreements’. In the case of MA makes sense since they are agreements to solve interpretational disputes about CA at a firm level.

```
## Warning in as.numeric(REGCON_FIRM$nature) != c(1, 2, 3, 4, 5, 16, 17): longitud
## de objeto mayor no es múltiplo de la longitud de uno menor
```



In the next graph we see that those new agreements coincide with those that are not informed, which usually happen in agreements that are not CA at a firm level, and I will drop them from the analysis for now.

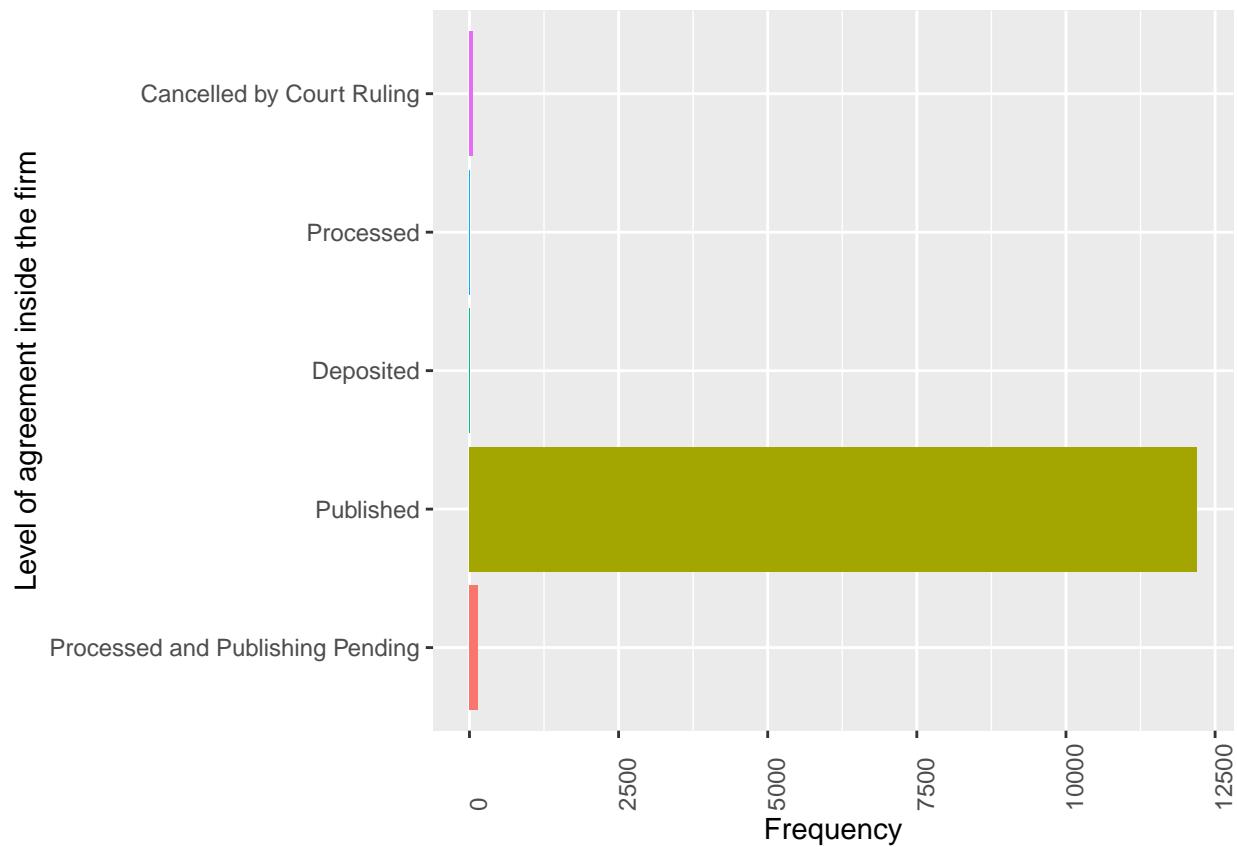


```
## # A tibble: 4 x 2
##   nature2     n
##   <fct>     <int>
## 1 CA        12426
## 2 MA         4260
## 3 Limited CA 2634
## 4 Rest       1564
```

Descriptives

State of the agreement

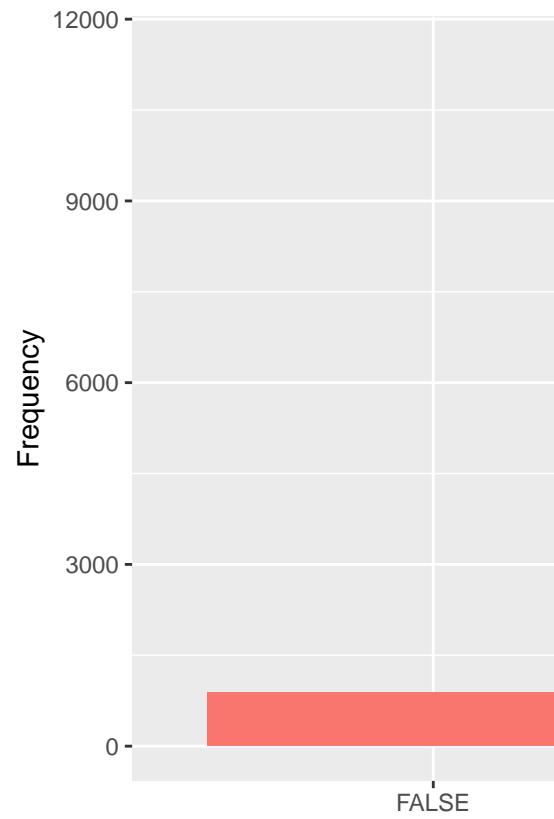
Those that are cancelled by a court ruling should not have validity, and I will drop them.



```

## # A tibble: 5 x 2
##   state          n
##   <fct>     <int>
## 1 Processed and Publishing Pending    150
## 2 Published            12197
## 3 Deposited           10
## 4 Processed            2
## 5 Cancelled by Court Ruling      67
##
## #> #> ProcesaPP Published Deposited Processed GuaraaARO CancelbCR
## #> 1.CollectiA(       149     12028      10        2        0       67
## #> 2.AdherenctC      1       169        0        0        0       0
##
## #> #> ProcesaPP Published Deposited Processed GuaraaARO CancelbCR
## #> FALSE        150      728       10        2        0       0
## #> TRUE         0      11469       0        0        0       67
##
## #> #> 2010 2011 2012 2013 2014 2015 2016 2017 2018
## #> FALSE      6     19    259   234    85    44    23    21   199
## #> TRUE      15    740   1056  1689  1534  1379  1532  1754  1837

```



Finally, for those that are not informed are dropped since all the info is missing.

```
## # A tibble: 2 x 4
##   informed    val     n   freq
##   <lgl>     <dbl> <int>  <dbl>
## 1 FALSE       0     890  0.0720
## 2 TRUE        1   11469  0.928
```

In the end we end up with 11469 CA at a firm level.