Towards computer-aided collective bargaining: Enhancing the trade unions position under flexicurity

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Abstract

The paper develops a negotiation model for flexicurity-relevant collective bargaining. Flexicurity is a European labour market policy which should compensate the ongoing flexibilization of employment relations by advances in employment security and social security. Flexibility is promoted by employers, whereas trade unions are concerned with security.

First, the opposite interests of negotiating sides are expressed by indicators which evaluate flexibility and security aspects of a collective labour agreement (CLA). A fair agreement should have 0-balance, by analogy with credit–debit 0-balance in finances. Since the flexibility and security indices are expressed in different scales ('in different currencies'), the substitution rate ('exchange rate') should be determined. In our case it is done by regression analysis of flexicurity-relevant CLAs from the past practice. The data are taken from the Dutch computer archive of about 5400 CLAs in years 1995–2007. For a given CLA, a positive deviation from the flexibility–security 0-balance means that flexibilization issues are well compensated by security measures (better than on the average). A negative deviation means that flexibility prevails over security, implying that trade unions are disadvantaged.

The model outputs tables and graphics and can be regarded as a kind of interactive check-list. It shows shortages and advantages of a given collective agreement with several indices, and displays its relative position with regard to all reference CLAs considered, to those of the given year, to those within the branch, or within the branch in the given year. Finally, the total evaluation of the CLA is made in terms of so called flexicurity balance. This approach can be easily extended to issues beyond flexibility and security.

Besides pragmatic goals, the study provides empirical evidence of increasing flexibility at the price of security. This is a serious warning against improper implementation of flexicurity and one-sided use of this policy in favor of employers. The computer tool developed is just aimed at enhancing the position of trade unions to the end of surmounting this negative trend.

Keywords: Trade unions, collective bargaining, collective agreements, labour market, flexicurity, composite indicators, decision support.

JEL Classification: C43—Index Numbers and Aggregation, C51—Model Construction and Estimation, C78—bargaining theory; Matching theory, H55— Social security and Public Pensions, J5—LaborManagement Relations, Trade Unions, and Collective Bargaining, J21—Labor Force and Employment, Size, and Structure, J88—Public Policy

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Contents

1 Introduction

1.1 Flexicurity

In most of post-war Europe, employment relations have been regulated by rather restrictive employment protection legislation and by collective agreements between employers and trade unions. The contradiction between the current flexibilisation pursued by employers and the existing strict labour market regulation, which the trade unions defend, has generated debate on the impact of flexibilisation and employment protection legislation on economic performance and employment. Many policy makers and scholars argue that employment flexibilisation improves the competitiveness of firms and consequently stimulates production, which in turn provides more jobs; see Coats (2006) for criticism of this viewpoint.

The notion of flexicurity was introduced in order to reconcile the public with the increase in flexible employment relationships entailing less job security and reducing eligibility for social security benefits. Wilthagen and Tros (2004) ascribe its conception to a member of the Dutch Scientific Council of Government Policy, Professor Hans Adriaansens, and the Dutch Minister of Social Affairs, Ad Melkert (Labour Party). In the autumn of 1995, Adriaansens launched this catchword in speeches and interviews, having defined it as a shift from job security towards employment security. He suggested compensating the decreasing job security (fewer permanent jobs and easier dismissals) by improving employment opportunities and social security.

For instance, relaxation of the employment protection legislation would be counterbalanced by providing better conditions for temporary and part-time workers, supporting lifelong professional training to facilitate job changes, and introducing more favorable regulation of working time and additional social benefits. In December 1995, Ad Melkert presented a memorandum entitled *Flexibility and Security*, proposing that employment protection legislation be relaxed for permanent employees, provided that temporary workers were granted regular employment status, without, however, adopting the concept of flexicurity as such. By the end of 1997, the Dutch parliament had accepted the flexibility/security proposals and shaped them into laws, which came into force in 1999.

The OECD (2004, p. 97–98) ascribes the origins of flexicurity to Denmark with its traditionally weak employment protection, highly developed social security, and high job availability — see Madsen (2004); Breedgaard et al. (2005). It is often concealed, however, that the role of employment protection legislation in Denmark is in a sense replaced by the intermediation of the trade unions, which are the strongest in Europe with a density of 80% in 2004 (European Foundation 2007, p. 6).

Regardless of the origins of the expression flexicurity, both the Netherlands and Denmark are recognised as 'good-practice examples' (Braun 2001; van Oorschot 2001; Kok et al. 2004) and have inspired the international flexicurity debate. Although some authors still consider flexicurity a specifically Dutch/Danish phenomenon (Gorter 2000), the idea spread throughout Europe within a few years — see Jepsen and Klammer (2004) for a selection of international contributions. The EU referred to this concept at the Lisbon summit in 2000 (Vielle and Walthery 2003, p. 2; Keller and Seifert 2004, p. 227; Kok et al. 2004), and flexicurity became a top theme in the European Commission after the minister meeting in Villach in January 2006 (European Commission 2006).

Recently the European Commission published two strategic documents with argu-

ments in favour of the flexicurity approach to labour market reforms: *Green Paper: Modernising labour law to meet the challenges of the 21st century* (European Commission 2006b) and *Towards Common Principles of Flexicurity: More and Better Jobs Through Flexibility and Security* (European Commission 2007), first published as a Commission's Communication.

The *Common Principles of Flexicurity* are already accepted by the Business Europe-CEEP-CES-UEAPME on November 29, 2007, and by EU Employment and Social Affairs Ministers Council on December 5/6, 2007, whose decision has been endorsed by the European Council on December 14, 2007. After that a public initiative Mission for Flexicurity has been launched for promoting flexicurity as an official European labour market policy (European Commission 2008a). It was followed by the flexicurity-relevant communication *New Skills for New Jobs* by the European Commission (2008b) with the Council Conclusions *New Skills for New Jobs: Anticipating and matching labour market and skills needs* adopted on 9 March 2009. After that the Council of the EU (2009) issued *Council Conclusions on Flexicurity in times of crisis*, and the DG Economic and Financial Affairs joined its voice to promoting flexicurity, having published communication *A Shared Commitment for Employment* (European Commission 2009a).

As one can see flexicurity is adopted seriously and for a long perspective. An official flexicurity webpage has been launched by the European Commission (2009b), and two web pages are dedicated to flexicurity research and are regularly updated (IAB 2009 and Flex Work Research Center 2009); see also Viebrock and Clasen (2009) for a state-of-the-art review.

1.2 Trade-unions response to flexicurity

Demands for flexibilisation have met with strong resistance, especially in countries with a long tradition of struggle for labour rights. With reference to Korver (2001), Wilthagen and Tros (2004, p. 179) report that already the *Green Paper, Partnership for a new organisation of work* (European Commission 1997) 'which promoted the idea of social partnership and balancing flexibility and security' met with a very negative response from French and German trade unions because 'the idea of partnership represents a threat to the independence of unions and a denial of the importance of worker's rights and positions, notably at the enterprise level'. The International Labour Organisation (ILO) has reported that 'the flexibilisation of the labour market has led to a significant erosion of workers' rights in fundamentally important areas which concern their employment and income security and (relative) stability of their working and living conditions' (Ozaki 1999, p. 116).

European trade unions did not express any enthusiasm about adopting the flexicurity concept by the European Commission with no clear definition, with no monitoring instruments, and with no consultation with both social partners. According to the European Trade Union Institute, the European Commission's flexicurity is just a modern label for the long promoted deregulation issue, 'old wine in a fashionable new bottle' (Keane and Jepsen 2007, p. 16). Previous reports of the Hans-Böckler Foundation (affiliated with DGB — the German Confederation of Trade Unions) confirm this opinion empirically. Flexicurity is analyzed from five different viewpoints (1) neo-liberal, (2) trade-unionist, (3) European welfare state, (4) precarious work, (5) decent work and life-long learning. In all the cases a flexibilization bias of flexicurity is revealed; see Seifert and Tangian

(2007–2008) and Tangian (2005–2008a).

During all these debates, flexibilization is propagating all over Europe whereas the proposed security measures, especially employment security ones, do not look sufficiently efficient and sufficiently compensating. A relaxation of employment protection legislation can be done overnight but cannot be that easily compensated by security measures. The latter take much more time and their efficiency is often little predictable, to say nothing about questionable exchangeability of labour rights for security benefits. The European Commission (2009) has still no proposal to compensate flexibilization better than by life-long learning. It is at least naive to think that training of the European aging population can solve employment problems and restrain firms from moving jobs to countries with cheap and young labour. The Commission's arguments about improving the competitiveness of firms due to flexibilization are valid only in case of single privileged firms, but their advantages will vanish as the conditions will be made equal for all.

There are also doubts as to the social fairness of flexicurity. Every step towards a higher level of labour flexibility meets the interests of employers who receive this legislative commodity free of charge, although it provides a number of advantages, including financial advantages. The business world gets rid of restrictions, managers improve performance by rotating and squeezing personnel, and firms gain higher profits. All expenses are covered by the state — costly reforms and additional social security expenditure. This type of flexibilisation scenario therefore turns out to be a long-term indirect government subsidy/gift to firms. Since the state budget originates from taxpayers, employees contribute considerably to this subsidy/gift. From the purely economical viewpoint, such a latent redistribution of income decreases the total demand of the working population, results in overproduction and unemployment, and finally leads to a crisis.

An innovative feature of this type of industrial relations is active intermediation by the state. Industrial relations were formerly restricted to the employer–employee axis. The employer have underpaid workers by purchasing working capacity rather than final products and have used this device to obtain added value. Now industrial relations no longer constitute an axis but a circle employer–employee–state–employer with a sophisticated money loop through legislation, social security and tax systems. Now the relationship between an individual employer and an individual employee is extended to all employer–employee relations, the added value being redistributed through all these systems.

From the trade union viewpoint, sustainable development — the main argument for flexibilisation — is necessary as long as it improves the living and working conditions of employees. If a worker's well-being is not enhanced under 'sustainable development' and better labour market performance (if any) is achieved at the price of stress and lack of confidence in the future, 'sustainable development' can be called into question. Are higher industrial productivity and competitiveness in fact the primary human goals? Why is sustainable development placed above social values? In other words, is it more important to be economically rich rather than to be socially healthy?

1.3   Pragmatic view at flexicurity

According to Pedersini (2008, p. 23), 'flexicurity loses its potential for clearly guiding the social partners: almost any possible topics of negotiation can be interpreted in the framework of flexicurity, from working time to wages or collective dismissals.' The discussions

on flexicurity, consequently, can be used as a starting point to deepen the social dialogue and to improve the trade unions' position.

For instance, the Dutch *Flexibility and Security Act* of 1999 mentioned suggests a new role of trade unions in applying labour laws. According to Houwing (2009), it entails new regulations as only 'three-quarters mandatory', meaning that collective agreements can deviate from legislation norms in either direction. This unique feature of the Dutch flexicurity gives collective bargaining a pivotal role in regulating employment relations and an additional legal room for new trade unions' demands.

The given report suggests an operational instrument to enhance the trade union's position in flexicurity-relevant negotiations with employers and to make their outcomes more transparent. For this purpose, a negotiation model for flexicurity-relevant collective bargaining is developed. First, the opposite interests of negotiating sides are expressed by indicators which evaluate flexibility and security aspects of a collective labour agreement (CLA). A fair agreement should have 0-balance, by analogy with credit–debit 0-balance in finances. Since the flexibility and security indices are expressed in different scales ('in different currencies'), the substitution rate ('exchange rate') should be determined. In our case it is done by regression analysis of flexicurity-relevant agreements from the past practice. The data are taken from the Dutch computer archive of CLAs by Schreuder and Tijdens (2004)which contains standardized coded descriptions of about 5400 CLAs in years 1995–2007. For a given CLA, a positive deviation from the flexibility–security 0-balance means that flexibilization issues are well compensated by security measures (better than on the average). A negative deviation means that flexibility prevails over security, implying that trade unions are disadvantaged.

The model outputs tables and graphics and can be regarded as a kind of interactive check-list. It shows shortages and advantages of a given collective agreement with several indices, and displays its relative position with regard to all reference CLAs considered, to those of the given year, to those within the branch, or within the branch in the given year. Finally, the total evaluation of the CLA is made in terms of so called flexicurity balance. The program itself is written in MATLAB computer environment. The output of this program is a LATEX file which after compilation produces a document of about 120 pages with all tables and figures of this report. The given paper has been written by just adding text to this LATEX template.

The model is general enough to extend this approach to negotiations on issues beyond flexibility and security, as well as to perform analytical tasks. As application, the study provides empirical evidence of increasing flexibility at the price of security. It turns out that numerous security advantages (333 indices of rather small security issues) cannot outbalance a few concessions in flexibility (only 21 flexibilization-relevant variables). A successful trade union policy requires therefore a certain reconsideration of prime and secondary objectives. The 'good practice example', as the Dutch experience is often referred to by the European Commission and the OECD, appears to be not as good as believed. All of these are serious warnings against improper implementation of flexicurity and one-sided use of this policy in favor of employers.

The computer tool developed is just aimed at enhancing the position of trade unions to the end of surmounting these negative trends. Some strategic demands at the level of policy measures could enhance the position of trade unions as well. Some examples of instrumental measures like *flexinsurance* — progressive contribution of employers to social security for atypical contracts, the more flexible the higher the contribution, to cover the

increasing risks of unemployment and to control the flexibilization, — or *workplace-tax* to charge the employers who offer bad working conditions regarded as a 'social pollution' — are discussed elsewhere (Tangian 2007c, 2008a-b, 2009).

Section 2, 'Composite indicators of flexibility and security', describes the construction of composite indicators of flexibility and security for CLAs from the Dutch computer archive. The methodology for constructing similar indicators has been developed in the author's studies cited.

Section 3, 'Analysis of the Dutch CLAs' contains observations about flexibility and security trends, and suggests a way to evaluate flexicurity-relevant CLAs.

Section 4, 'Interactive check-lists for evaluating CLAs', introduces two instruments to visualize the evaluation results, both in tabular and graphical form.

Section 5, 'Conclusions', recapitulates the main statements of the paper and formulates policy implications.

Annex 1 contains a table with the evaluation, variable-by variable, of the flexicurity-relevant CLAs from the Dutch archive.

Annex 2 is the full list of 356 variables used in constructing the indicators of flexibility and security.

2 Composite indicators of flexibility and security

2.1 Idea of composite indicators

We are going to construct composite indicators of flexibility and of security, with which every CLA will be individually evaluated. Recall that a *composite indicator* is a weighted sum of several specifications whose weights reflect their relative importance (= substitution rates). For example, in education written tests are evaluated by the sum of points for single tasks, school-leavers get the (weighted) average score of their records (*Abiturnote* in Germany), etc. A similar method is widespread in multi-discipline sport competitions, in testing consumption goods, in selecting best projects, and in many other situations.

The mathematical reason for summarizing factors is as follows. In the most general form, a composite indicator can be imagined as a formula with n entries, or a function f in n variables, which to each set of input values $x_1, \ldots, x_n$ puts into correspondence the indicator value $y = f(x_1, \ldots, x_n)$. Usually a composite indicator is not expected to abruptly change its *behavior*, meaning the differentiability of f. Then its Taylor expansion in a neighborhood of some reference point $(x_1^0, \ldots, x_n^0)$ gives the *first-order approximation* of f:

$$
\begin{aligned}
f(x_1, \ldots, x_n) &\approx \underbrace{f\left(x_1^0, \ldots, x_n^0\right)}_{\substack{\text{Function value} \\ \text{at } (x_1^0, \ldots, x_n^0)}} + \sum_{i=1}^{n} \underbrace{\frac{\partial f\left(x_1^0, \ldots, x_n^0\right)}{\partial x_i}}_{\substack{\text{Partial derivative} \\ \text{of } f \text{ at } (x_1^0, \ldots, x_n^0)}} \underbrace{\left(x_1 - x_1^0\right)}_{\substack{\text{Argument} \\ \text{increment}}} \\
&= \underbrace{f\left(x_1^0, \ldots, x_n^0\right) - \sum_{i=1}^{n} \frac{\partial f\left(x_1^0, \ldots, x_n^0\right)}{\partial x_i} x_i^0}_{\text{Constant } C} + \underbrace{\sum_{i=1}^{n} \frac{\partial f\left(x_1^0, \ldots, x_n^0\right)}{\partial x_i} x_i}_{\substack{\text{Weighted sum of variables} \\ \sum_{i=1}^{n} a_i^0 x_i}} .
\end{aligned}
$$

Since composite indicators are primarily designed for relative comparisons, the constant C is omitted, and the remainder is a weighted sum of variables. Consequently, every composite indicator, to within its first-order approximation, can be defined as a weighted sum of variables.

2.2 Data structure

The Dutch CLA computer archive (Schreuder and Tijdens 2004) can be imagined as a large table with 5383 rows for 5383 CLAs (observations) and 1216 columns (variables) for their specifications. The collective agreements are from 13 consecutive years 1995–2007. All of them extensively deal with employment security and social security, but only 3483 of them include flexibilization issues. The latter are regarded as flexicurity-relevant and only they are considered in the model.

The archive is built upon 649 numerical variables with which the CLAs are comprehensively characterized. The numerical specifications include the year of agreement, code of industry branch, 1–0 codes for Yes/No answers to numerous questions, and decimal figures like the length of holidays in days, percentages of salary increases, maximal limits for using TWA workers, etc. Most of other variables are coupled with numerical variables, just containing text comments to them. A few other variables contain general descriptions of CLAs, names of negotiators, etc.

Table 1: Data structure for constructing composite indicators of flexibility and of security in collective labour agreements (CLAs); question marks ? show the aggregation of the composite indicators

CLA No. in archive	Classifiers	Flexibility			Security			Partial indices		Aggregate indices	
		1. External flexibility	2. Internal flexibility	...	6. Labour rights	7. In-work income security	...				
	caojr Year	1 tijd17 Peak-slum/ seasonal work, Y/N	4 tijd23 Increase in part-time work, in %	... ...	22 inko56 Equal allowance for part-timers, Y/N	35 inko1 1st structural wage increase, in %	... ...	1. External flexibility ...		Flexi-bility	Secu-rity
1	1995 ...	0 ...	2 ...	...	0 ...	2 ...	... →	? ...	→	?	?
2	1995 ...	1 ...	3 ...	...	1 ...	2.5 ...	... →	? ...	→	?	?
....											
3483	2007 ...	0 ...	1 ...	...	0 ...	4 ...	... →	? ...	→	?	?

We omit some numerical variables, either because they are irrelevant to flexicurity, like milieu1 - milieu5 on environment protection, or because they essentially duplicate each other, like inko25 - inko77 on allowances which are first confirmed by Yes/No and in the next variable expressed in %. Some variables cannot be used, because they are too heterogeneous, like wepr 144 - wepr164 with Seniority days given for some CLAs per week, for others per month, and for the rest per year, all in the same variable. Some numerical variables are aggregated into one, just not to overemphasize them, like 98 similar variables wepr37 - wepr134 on holiday length expressed both in days and in hours for each particular year of age in the range 16–64. Since texts cannot be used in the model, all the text variables are also omitted.

Finally 356 numeric variables are considered in the model, some of them being aggregates of several archive variables. In spite of a seemingly important reduction, all the flexicurity-relevant information of the data set is represented in the model. The data structure after the omission of irrelevant CLAs and variables is illustrated by Table 1. It contains 3483 flexicurity-relevant CLAs, each occupying one row of the table. The selected 356 flexicurity-relevant numerical variables are grouped in several sections.

Classifiers. This section consists of two variables which are not used in constructing the indices of flexibility and security but are necessary to group CLAs by year and/or by industry:

- Year of CLA, 1995–2007
- Industry branch according to the FNV-classification (FNV is the Dutch confederation of trade unions), 33 branches coded by two-decimal numbers. Four branches — 36 Professional football, 44 FNV (trade union) sector, 78 NGOs,

and 99 Others — are represented by a few flexicurity-irrelevant CAOs which are sorted out. Therefore, only 29 of 33 branches are covered by the model.

The following columns of the table contain 354 variables grouped into two main sections, *Flexibility* and *Security*, which in turn fall into five and nine subsections, respectively (Annex 1 shows an extended version of Table 1, and the full list of variables is given in Annex 2):

Flexibility (21 variables)

> 1 *External flexibility* (3 variables)
>
> 2 *Internal flexibility* (7 variables)
>
> 3 *Functional flexibility* (2 variables)
>
> 4 *Wage flexibility* (4 variables)
>
> 5 *Externalization flexibility* (5 variables)

Security (333 variables)

> 6 *Labour rights* (13 variables)
>
> 7 *In-work income* (75 variables)
>
> 8 *Out-of-work income* (69 variables)
>
> 9 *Job security* (12 variables)
>
> 10 *Employability* (30 variables)
>
> 11 *Employment security* (3 variables)
>
> 12 *Social security* (25 variables)
>
> 13 *Social dialogue* (9 variables)
>
> 14 *Work-life balance (combinatorial security)* (98 variables)

It is often argued that flexibility can be desired not only by employers but by employees as well. To avoid ambiguity, 'Flexibility' in our model contains the factors which are desired by employers and are not desired by employees. The flexibility forms which can be desired by employees are included into the security indicator 'Work-life balance'.

The next section of Table 1 contains five partial indicators of flexibility and nine partial indicators of security consecutively numbered 1–14.

The last section of Table 1 contains both second-level aggregate indices of flexibility and of security. The aggregation procedure is described in the next sections.

2.3 Calibration and re-coding

In order to avoid outliers, every variable $x = (x_1, \ldots, x_n)'$, that is, a column of Table 1, is calibrated. For this purpose every variable value is replaced by its caliber — position within a sequence of thresholds. If necessary, the variable is re-coded to reflect the increase of either flexibility, or security.

For example, consider the security variable 26 `tiojd24` *Part-time work: Min working time for eligibility for training, early retirement, etc., hours per week* with the range $0 \leq x \leq 35$. In this case, the higher the value, the less secure is the situation of employees. Therefore, the variable is called *decreasing*, and is re-coded by the model as follows

Code Values				Code Values		
0:	$x =$	0		6:	$x =$	0
1:	$0 < x \leq$	5		5:	$0 < x \leq$	5
2:	$5 < x \leq$	10	Re-coding $\longrightarrow$	4:	$5 < x \leq$	10
3:	$10 < x \leq$	15		3:	$10 < x \leq$	15
4:	$15 < x \leq$	20		2:	$15 < x \leq$	20
5:	$20 < x \leq$	25		1:	$20 < x \leq$	25
6:	$25 < x \leq$	35		0:	$25 < x \leq$	35

2.4 Scaling

Normalizing   The next step in processing is scaling — bringing variables to the common range. Every variable is either *normalized* or *standardized*, depending on the methodology. The normalization brings the range of every variable x to 0 – 100%:

$$ x \quad \longrightarrow \quad \frac{x - x_{\min}}{x_{\max} - x_{\min}} \cdot 100\% \ . $$

The effect of this procedure is that the indicator now takes values between 0 and 100, so that it expresses the percentage of the absolute maximum. For instance, the codes $0, 1, \ldots, 6$ of variable `26 tiojd24` are reduced to 0, $\frac{1}{6} \cdot 100$, $\frac{2}{6} \cdot 100$, $\ldots$, $\frac{6}{6} \cdot 100\%$.

Normalization is not applicable to data with outliers — seldom abnormally large deviations from typical values. In this case normalization makes the typical values almost indistinguishable. For instance, suppose that numerous observations are all located around 0 and a single outlier is equal to 1. Then the normalization clusters most of the observations, attributing them almost equally low values. Calibration, in particular, is aimed at suppressing this effect.

Standardizing   An alternative scaling is *standardization*, that is, reduction of the variable to the zero-mean and making its standard deviation equal to 100%:

$$ x \quad \longrightarrow \quad \frac{x - \mu}{\sigma} \cdot 100\% \quad \text{(standardized variable expressed in \%)} $$

where

$$ \mu \ = \ \frac{1}{n} \sum_{i=1}^{n} x_i \quad \text{(empirical mean)} $$

$$ \sigma \ = \ \sqrt{ \frac{1}{n-1} \sum_{i=1}^{n} (x_i - \mu)^2 } \quad \text{(unbiased empirical standard deviation)} \ . $$

Then 0 corresponds to the mean of variable x, and 100% — to its 'average deviation from the mean'.

Unlike normalization, this method can well discriminate between closely located typical values even in the presence of outliers. Then the small standard deviation factually enlarges the min–max range and 'moves' the typical values from each other.

Standardization implicitly introduces weighting of variables. The variables with a smaller standard deviation (not the range!) get more weight. Thereby 'good' and 'bad' values are relativized. As a consequence, smaller partial indices can result in greater

aggregate index, and vice versa. For a manifestation of this effect see Tangian (2007b, Fig. 2 commented in p. 22). This property of standardization complicates the interpretation of indices. Therefore, calibrated normalized variables look most appropriate and we display primarily the results obtained with this method, although standardized variables are processed in parallel.

2.5   Weighting

In Table 1, the low-level indices of CLAs are summarized along the horizontal dimension of the table. The summation is performed with no weights, except for implicit equalizing weights imposed by standardization. The reason for equal weighting is threefold.

According to OECD–JRC (2005, p. 21), 'most composite indicators rely on equal weighting, i.e., all variables are given the same weight'. Indeed, unequal weights need a special motivation, and we have none. Any deviation from equal weights is a source of debate, and to avoid it equal weights are accepted whenever possible.

Next, if certain variables get higher weights then the employees for whom these variables are of particular importance are overrepresented. For instance, young women with small children may pay more attention to time factors, and middle-aged men may be most interested in salary increases. Therefore, a higher weight for salary increases favors middle-aged men and discriminates women with children. It means that unequal weights of variables result in an inequality of employees, and the problem of weighting variables is linked to weighting employees. Since individual weights are usually assumed equal, regardless of education, experience, or intelligence (one voter — one vote), the weights of variables should be likely assumed equal as well.

Finally, it is a statistical tradition to accept the equal distribution (weights) by default, unless no other information is available; such an assumption satisfies the principle of maximal likelihood; see Kendall and Moran (1963).

Taking into account the large number of variables (354), one can expect that even if in actuality the weights are unequal, the deviations from equal weights statistically annihilate each other so that the equally-weighted composite indicator provides a reasonable approximation.

2.6   Aggregation

The next to last section of Table 1 contains 14 partial indices (first-level aggregates), five of flexibility, and nine of security. Each index is the mean of corresponding variables (= sum with equal weight coefficients). In case of the standardized variables the partial indices are additionally standardized column-by-column.

The last section of Table 1 contains two aggregate indices (second-level aggregates) of flexibility and of security. These two indices are obtained from corresponding partial indices exactly in the same way as partial indices are obtained from variables.

The interpretation of the aggregate indicators is as follows. Under the normalization, an index is simply the mean of the corresponding codes. The index attains 0 or 100 if *all* the codes are lowest or highest, respectively.

Under the standardization, a composite indicator is interpreted as a weighted sum of variables, with the weights being inversely proportional to their standard deviations. The mean is regarded as a norm, and the average deviation is regarded as a scaling factor. As

we shall see, in spite of differences between both scaling methods, the results obtained with them are quite similar.

Finally note that the effective weight of a single variable in the aggregate indicator depends essentially on the indicator structure and on the size of groups of variables for partial indicators. For instance,

$$\text{Effective weight of a variable from } \textit{External flexibility} \;=\; \underbrace{\frac{1}{3}}_{\substack{\text{Number of} \\ \text{variables in} \\ \textit{External} \\ \textit{flexibility}}} \cdot \underbrace{\frac{1}{5}}_{\substack{\text{Number of} \\ \text{partial} \\ \text{indicators} \\ \text{in} \\ \textit{Flexibility}}} = \frac{1}{15}$$

$$\text{Effective weight of a variable from } \textit{Work-life balance} \;=\; \underbrace{\frac{1}{98}}_{\substack{\text{Number of} \\ \text{variables in} \\ \textit{Work-life} \\ \textit{balance}}} \cdot \underbrace{\frac{1}{9}}_{\substack{\text{Number of} \\ \text{partial} \\ \text{indicators} \\ \text{in} \\ \textit{Security}}} = \frac{1}{882}$$

3 Analysis of Dutch CLAs

3.1 Analysis by year

After every CLA has been assigned flexibility and security indices, the CLA with no flexibility issues (flexibility indicator = 0) are sorted out. The remaining 3843 CLAs are regarded as flexicurity-relevant. The totality of 5383 CLAs will be however considered for some comparisons.

The upper plot of Figure 1 displays the flexibility and security indicators of the flexicurity-relevant CLAs averaged on year. These indicators are obtained for normalized variables; for the indices computed for standardized variables see Sheet Z67 of Table 3. In Figure 1, flexibility indices are shown by blue bars (the color of the European Commission), and security — by red (the trade union's color). The dynamical trend of the indicators is shown by the regression lines fitted to 13 yearly indices.

The bottom plot depicts the flexibility-to-security ratios for 13 pairs of yearly indices from the upper graph. Sheet Z67 of Table 3 also contains 13 flexibility-to-security ratios by year. However, these indices are obtained by averaging the ratios of individual CLAs, that is, the 1995 ratio is the average ratio of 78 CLAs of 1995, the 1996 ratio is the average ratio of 118 CLAs of 1996, and so on. Therefore, there is a minor difference between the bottom plot of Figure 1 and the flexibility-to-security ratios in Table 3.

Some observations are of particular interest.

- **(Security decline)**

  The descending red regression line, fitted to security indices, shows a decrease in security. The high $R^2 = 0.6609$ (above the upper plot) confirms a good linear fit, and the negligible significance $P_F = 0.0007$ means that the decrease is statistically certain.

- **(Abrupt drop of flexibility in 2004–2006)**

  The flexibility indices of the years 2004–2006 are visibly lower than that of other years. Indeed, Table 3 lacks 6 of 21 flexibility variables. It can be explained by the fact that the Dutch computer archive had been created by the end of 2003 by Schreuder and Tijdens (2004) and after that might be operated by other persons less experienced in coding CLAs. Figure 4 will show that the CLAs of 2007 are 4.5 times fewer than the CLAs of previous years. It also indicates at some changes in operating the archive after 2003.

- **(Unclear flexibility trend)**

  The blue regression line, fitted to flexibility indices, is also descending. However, the low $R^2 = 0.1237$ and the high significance $P_F = 0.2386$ confirm no statistically significant decrease.

  Eliminate the questionable years 2004–2006. We obtain quite a different picture. Now the flexibility line in Figure 2 is no longer descending but ascending. The statistical goodness is much higher: the R^2's for both regression lines are much higher — 0.8636 and 0.6863 instead of 0.6609 and 0.1237, and P_F's are now 0.0001 and 0.0031, respectively, meaning statistically significant trends. All of these indicate that the data from 2004–2006 are not quite reliable, and that flexibility likely grows rather than decreases.

Figure 1: Flexibility and security indices for 3483 flexicurity-relevant CLAs from totally 5383 by year. Source: Dutch computer archive of collective agreements, author's computations for normalized variables

Regression on 13 security indices: SLOPE = −0.47 R^2 = 0.6609 P_F = 0.0007
Regression on 13 flexibility indices: SLOPE = −0.39 R^2 = 0.1237 P_F = 0.2386

Regression on 13 ratios: SLOPE = −0.00 R^2 = 0.0005 P_F = 0.9419
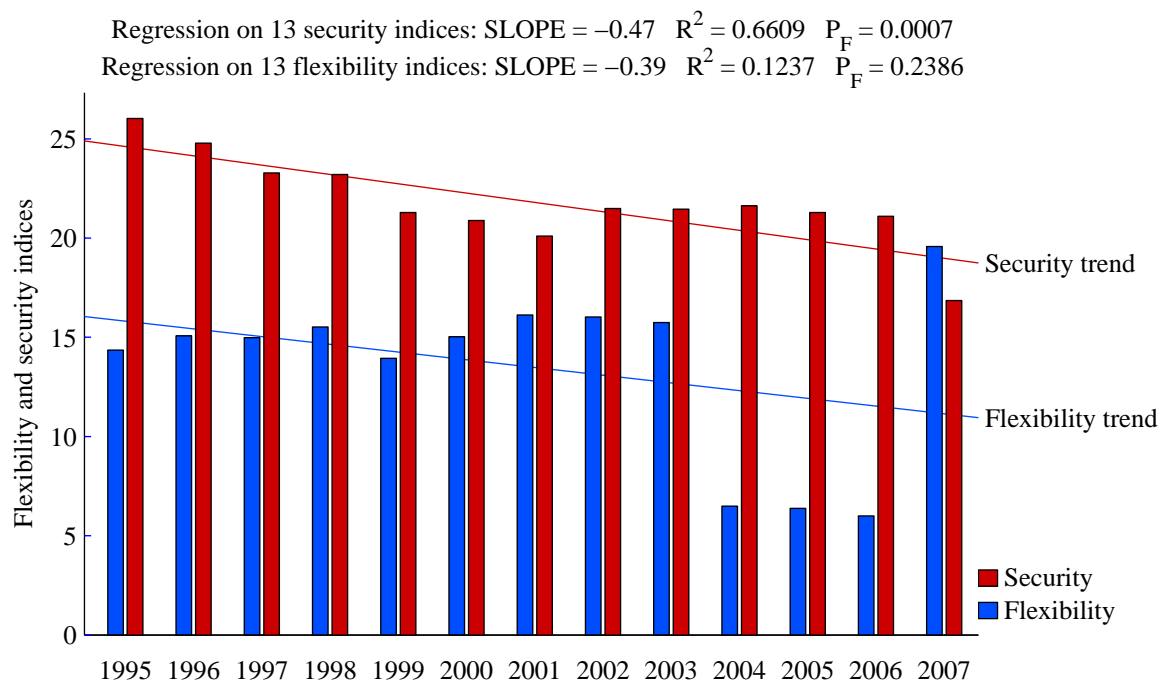
Figure 2: Flexibility and security indices for 2372 flexicurity-relevant CLAs from totally 3878 (with no years 2004–2006). Source: Dutch computer archive of collective agreements, author's computations for normalized variables
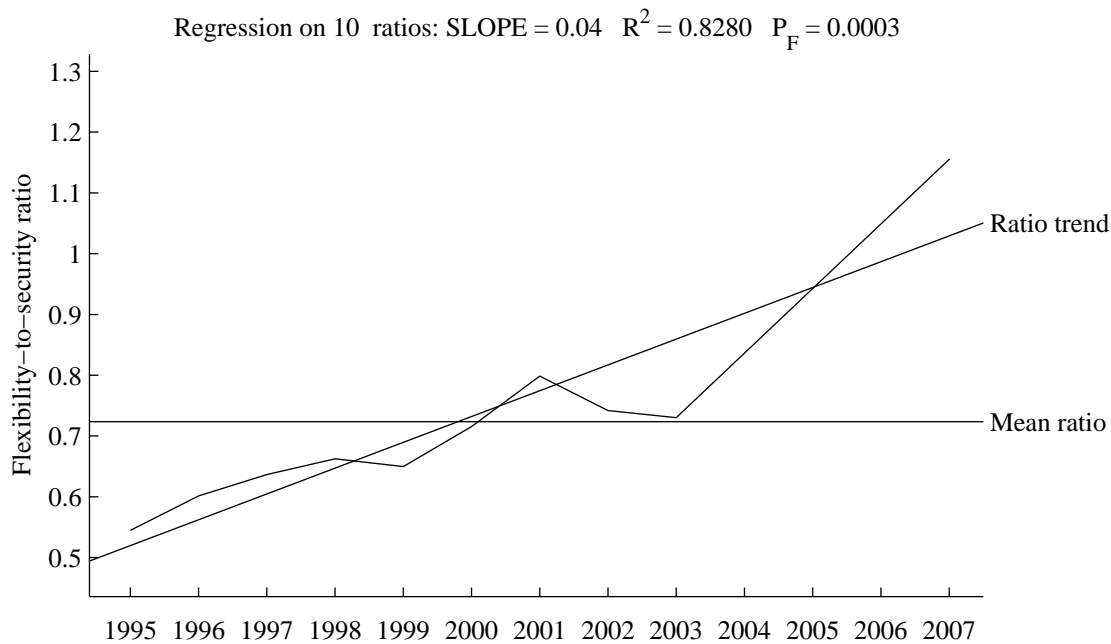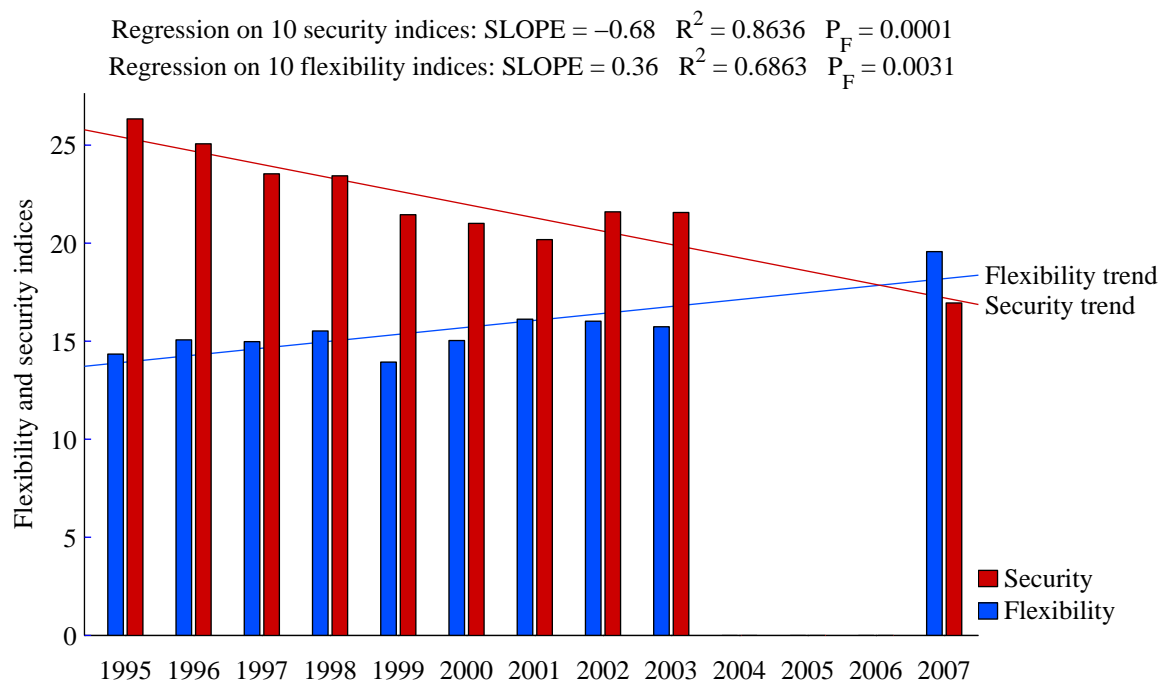
- **(Flexibility-to-security ratio)**

  The trajectory in the bottom plot of Figure 1 has unexplainable large leaps, so that the regression line fitted to the trajectory has a negligible $R^2 = 0.0005$ and high $P_F = 0.9419$, meaning no statistically significant trend. The trend of flexibility-to-security ratio looks much more plausible after the questionable years 2004–2006 have been eliminated, as shown in the bottom plot of Figure 2. Now the trend is statistically certain with $R^2 = 0.8280$ and $P_F = 0.0003$.

- **(Flexibility expansion)**

  Leaving the question about the reliability of data for 2004–2006 (or even 2004–2007) open, let us see how the situation looks like if all the 5383 CLAs of the Dutch archive are considered. Figure 3 displays the computation results for this case.

  The most surprising is that the flexibility in Figure 3 grows, whereas in Figure 1 decreases. How can it be, that adding the CLAs dealing exclusively with security drastically changes the behavior of flexibility indicators without much affecting the security?

  The answer follows from Figure 4 which shows that the share of flexibility-relevant CLAs among all CLAs is increasing more rapidly than the flexibility decreases within the former (see Figure 1). The global effect is that the 'total' flexibility grows, although the 'specific flexibility' in flexicurity-relevant CLAs is decreasing.

Thus, regardless of consideration of questionable years 2004–2006, we establish a gradual growth of flexibility in the Dutch CLAs and a decrease in security.

Figure 3: Flexibility and security indices for all 5383 CLAs from the Dutch data base by year. Source: Dutch computer archive of collective agreements, author's computations for normalized variables
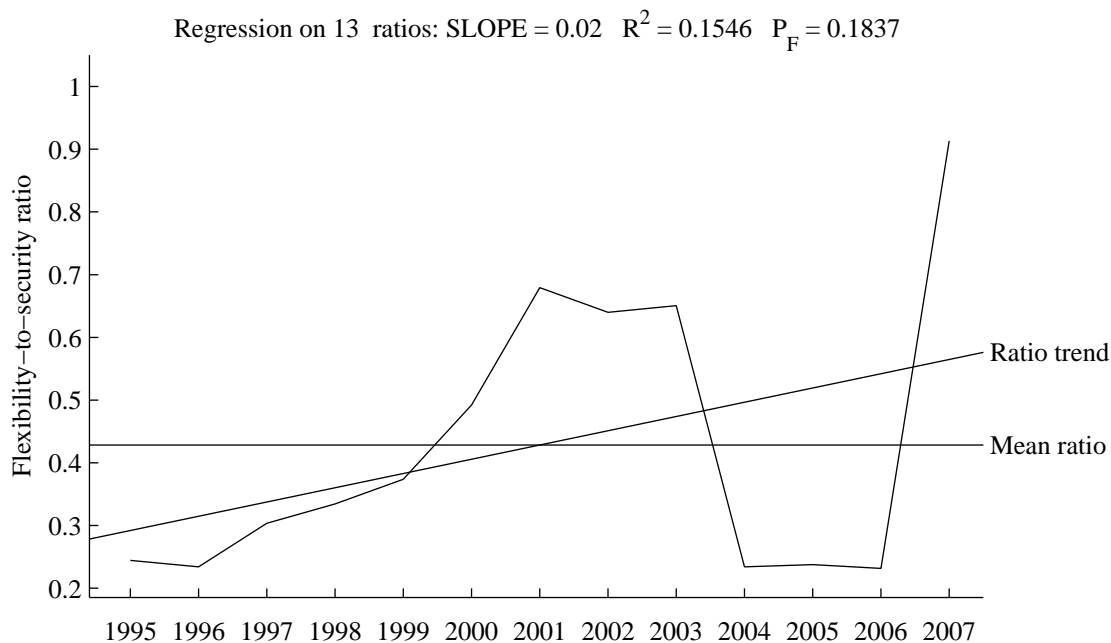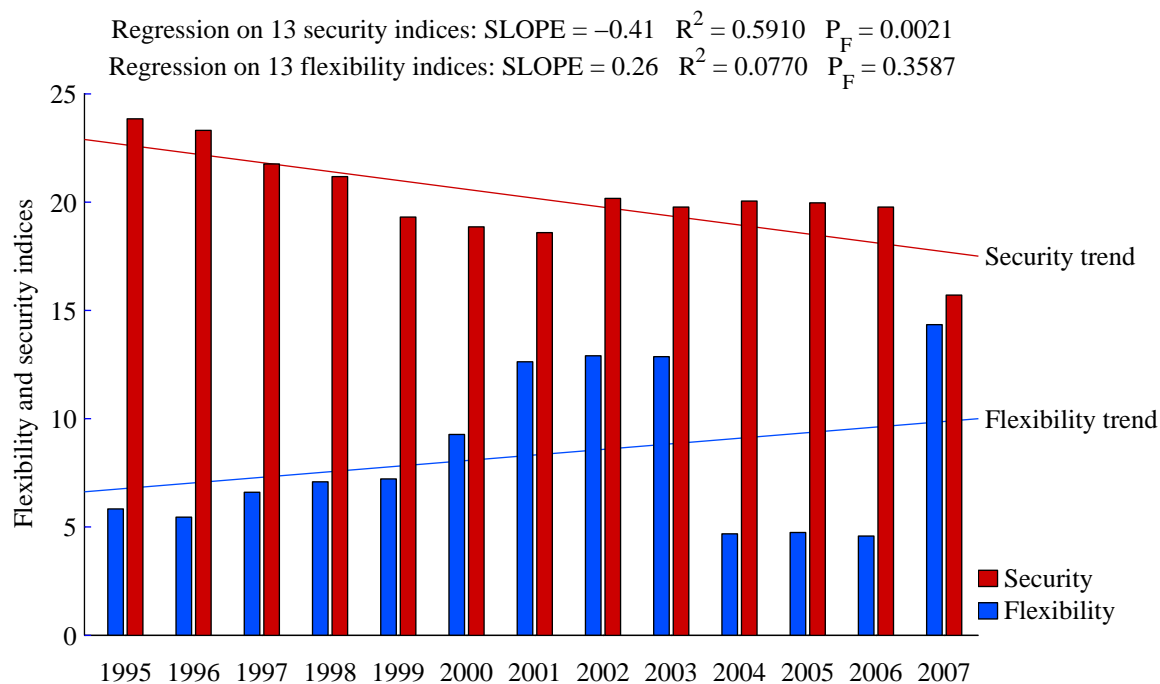
Figure 4: Share of flexicurity-relevant CLAs in all CLAs by year. Source: Dutch computer archive of collective agreements, author's computations
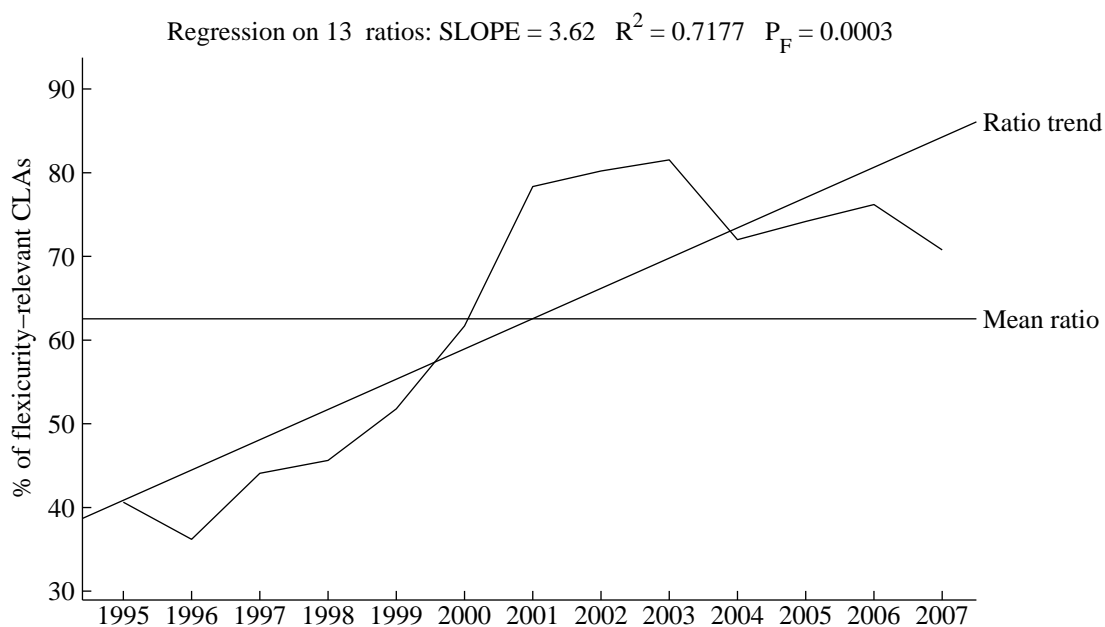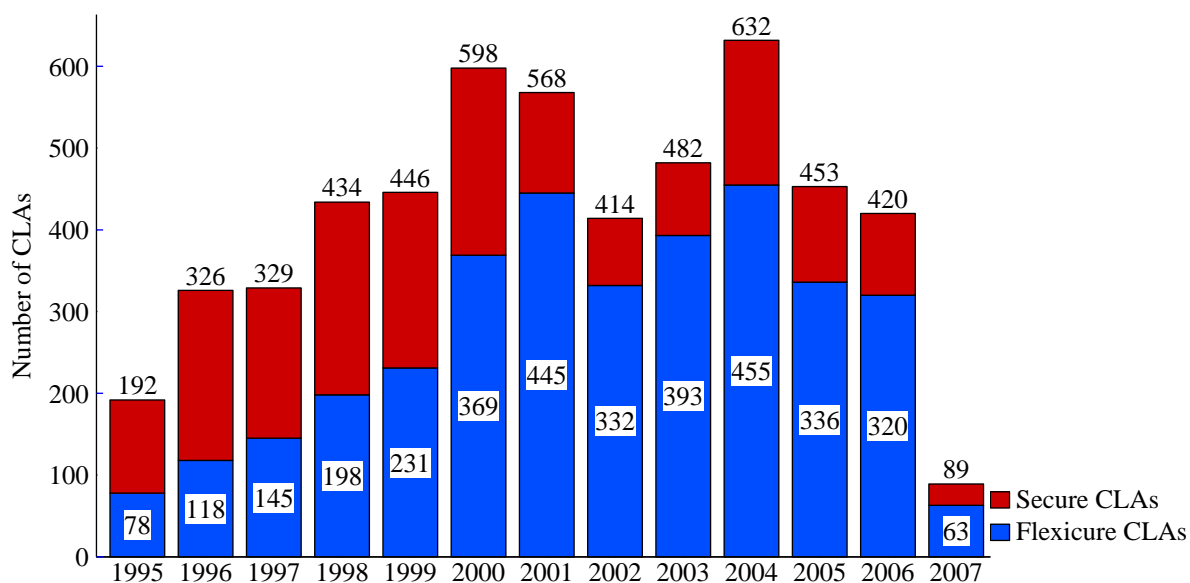
3.2 Analysis by industry

Figure 5 shows the flexibility and security indices of flexicurity-relevant CLAs by industry, according to the Dutch trade union (FNV) classification into 33 branches. Four branches — 36 Professional football, 44 FNV (trade union) sector, 78 NGOs, and 99 Others — are not represented in the flexicurity-relevant CLAs. Thus Figure 5 displays 29 branches in the order of increasing flexibility. One observation merits a remark.

- **(Higher variability of flexibility than that of security)**

  The increase in flexibility along the branches is *more steep* than that in security. It says that the Dutch trade unions are more tolerant to flexibility variations than to security variations. It can result in unequal compensation of flexibility by security in different branches.

As one can see, there are significant differences in flexibility and security norms for different branches as well as in their reciprocal compensation. Therefore, CLAs should be evaluated not only with regard to the totality of CLAs or CLAs of the year, but also with a reference to the norms of the industry branch.
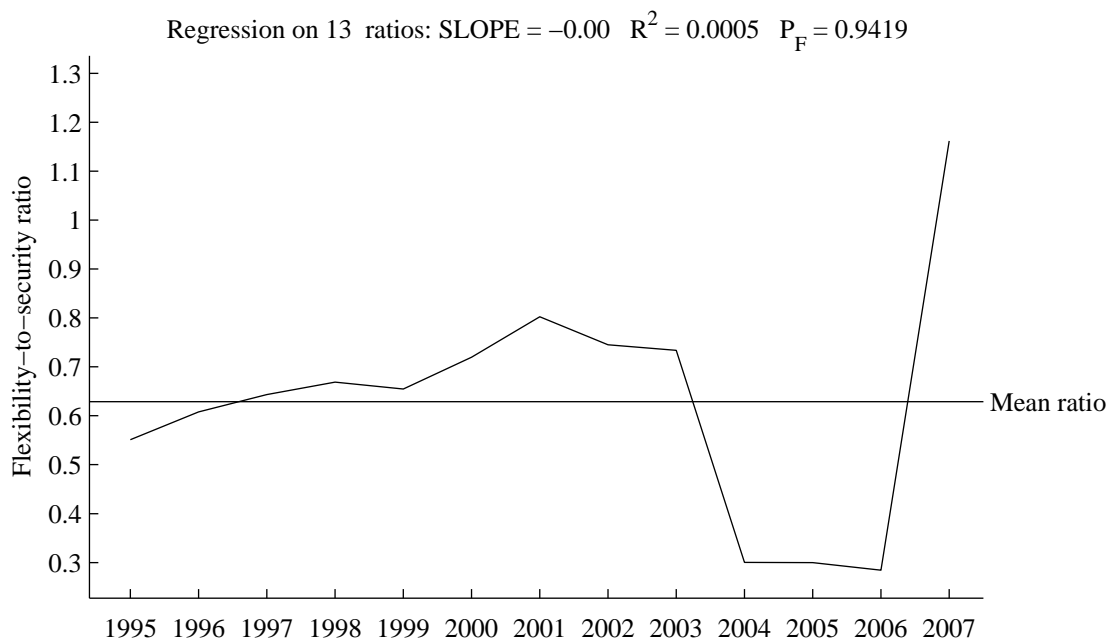
Figure 5: Flexibility and security indices for 3483 flexicurity-relevant CLAs from totally 5383 by FNV industry classification. Source: Dutch computer archive of collective agreements, author's computations for normalized variables
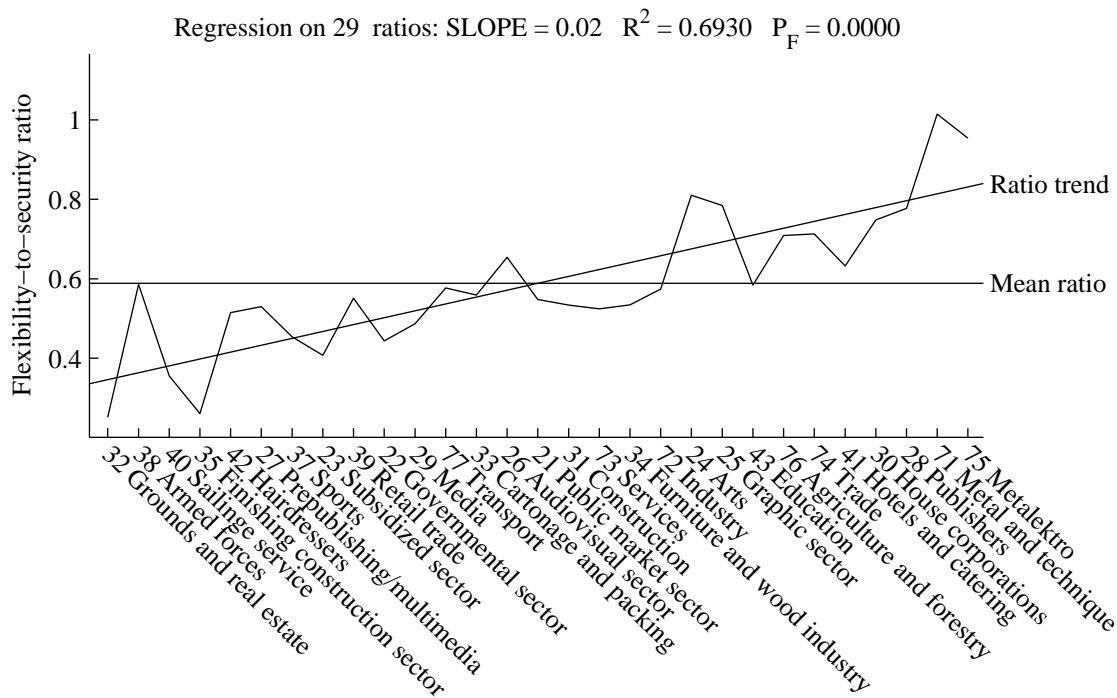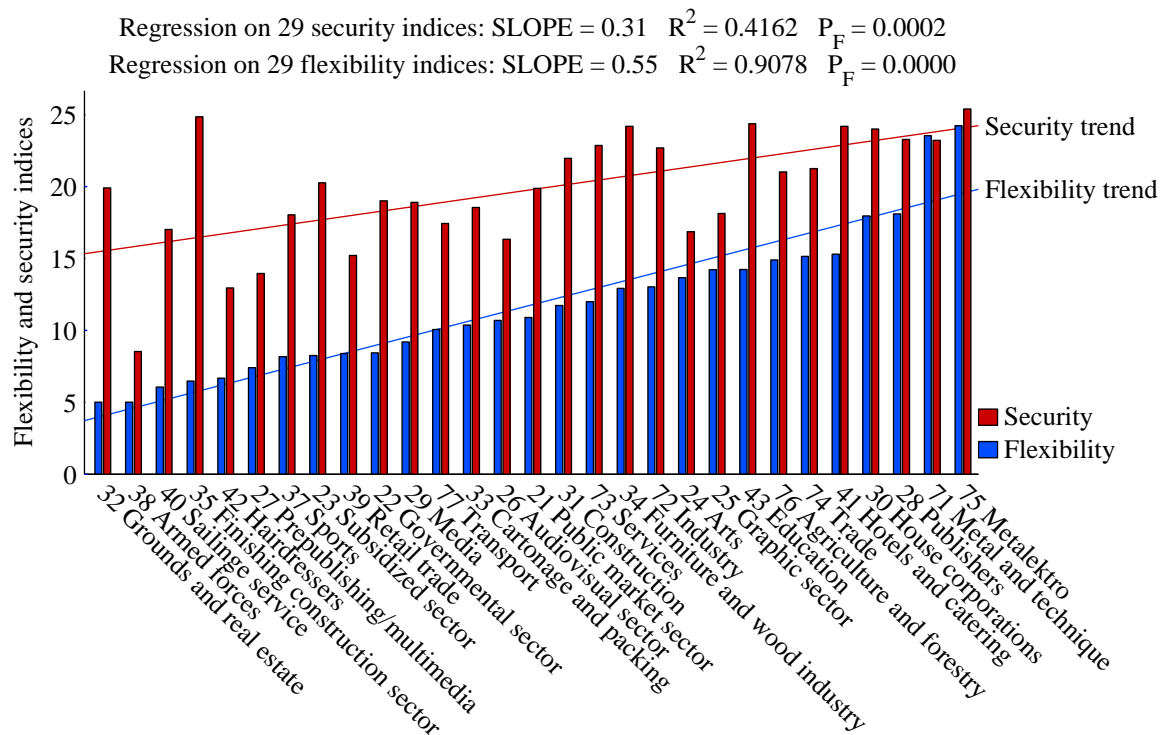
3.3   Flexicurity 0-balance

Up till now we have discussed the interrelation between flexibility and security indicators as their ratio. Now consider a more accurate equation

$$\text{Security} = \beta_0 + \beta_1 * \text{Flexibility} \ ,$$

which means that an *increment* in flexibility is compensated by an *increment* in security. In other words, some amount of security is inherent in CLAs regardless of flexibility, and only additional flexibility is compensated with additional security. This is exactly our case, already because 1900 CLAs of 5383 deal with no flexibility but exclusively with security outcomes. The coefficient β_0 corresponds to this unconditional security, and β_1 corresponds to the 'exchange rate' of flexibility and security increments (measured in our scales).

Figure 6 shows the flexibility–security plane (negotiation space) with the flexicurity compass and the ascending regression line fitted to grey stars * which denote 3483 flexicurity-relevant CLAs. The line with the slope 0.17 (specified at the top of the plot) displays the above equation with the coefficients estimated. It means that a unit of additional flexibility is on the average compensated with 0.17 units of additional security. Therefore, the regression line is interpreted as the *flexicurity 0-balance.*

The flexicurity 0-balance represents the status quo. The flexicurity 0-balance is derived from available data and is nothing else but a compact analytical representation of the current practice of compensating flexibility by security.

The vertical and horizontal lines in Figure 6 show the mean values of flexibility and security indicators of the 3483 CLAs, respectively. They visualize the location of CLAs in the negotiation space. The asymmetry of location of the CLAs with respect to the line intersection says that the majority of CLAs are in the (relatively) low flexibility and low security domain — just opposite to the flexicurity concept. The indices of these CLAs are however close to the mean values. Much fewer CLAs have flexibility and security indices above average, and their deviation from the mean is visibly larger.

Note that the CLAs in Figure 6 group into vertical stripes. It is explained by fewer variables for flexibility (21) comparing to the number of variables for security (333). Moreover, 18 of 21 flexibility variables take values 0–1 (Yes/No responses) which minimizes their variability. Therefore, flexibility indices are not as homogenously distributed as the security indices.

A similar plot for standardized variables is shown in Figure 7. From now on the values computed for normalized variables are shown by yellow, and for standardized variables — by brown. It relates also to the lines of flexicurity 0-balance in Figures 6–7.

3.4   Evaluation of a CLA in terms of flexicurity balance

Figure 6 shows a sample CLA 555 (555 is the the number of the CLA in the computer archive; it has the FNV-Number 614, dates back to 2004, and belongs to the brunch 72 — 'Industry'). CLA 555 has flexibility and security indices 22.36 and 21.64, respectively, which determine its position in the negotiation space.

The *flexicurity balance* of CLA 555 is the vertical distance to the line of flexicurity 0-balance. The distance −1.53 means that flexibility prevails over security, so that security is under-compensated by 1.53 units. For a given CLA, a positive deviation from the

Figure 6: Negotiation space with flexicurity compass and flexicurity 0-balance computed for 3483 flexicurity-relevant Dutch CLAs (shown by grey stars *) from totally 5383. Flexicurity balance of a sample CLA 555 (FNV-No. 614, 2004, 72 'Industry') and of the flexicurity-best CLA 4219 (FNV-No. 616, 2001, 72 'Industry')—with a positive flexicurity balance and highest flexibility. Source: Dutch computer archive of collective agreements, author's computations for normalized variables

Regression on 3483 CLAs: SLOPE = 0.17 R^2 = 0.0815 P_F = 0.0000
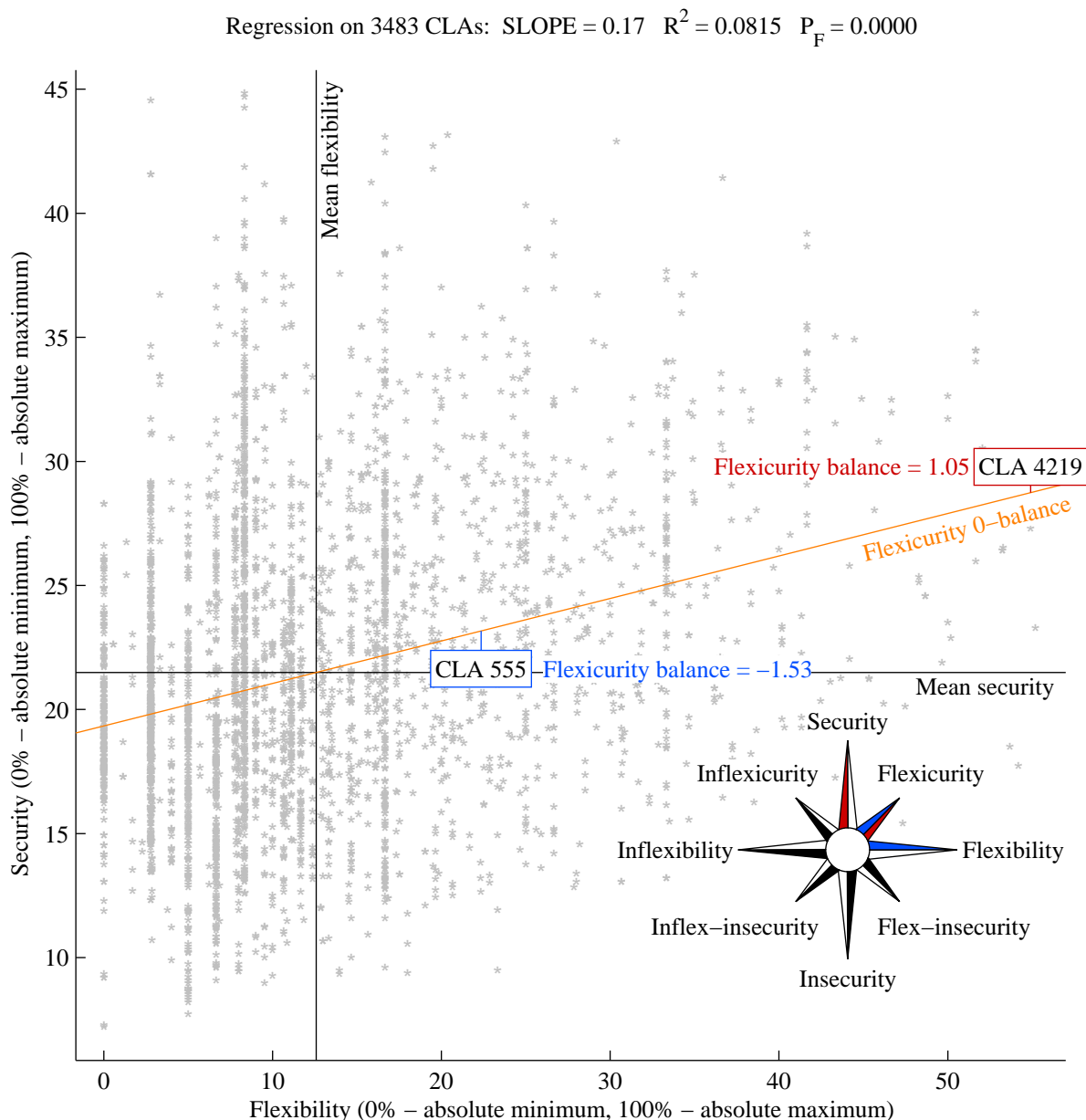
Figure 7: Negotiation space with flexicurity compass and flexicurity 0-balance computed for 3483 flexicurity-relevant Dutch CLAs (shown by grey stars *) from totally 5383. Flexicurity balance of a sample CLA 555 (FNV-No. 614, 2004, 72 'Industry') and of the flexicurity-best CLA 3280 (FNV-No. 1068, 1999, 72 'Industry')—with a positive flexicurity balance and highest flexibility. Source: Dutch computer archive of collective agreements, author's computations for standardized variables

Regression on 3483 CLAs: $\text{SLOPE} = 0.32$ $R^2 = 0.1056$ $P_F = 0.0000$
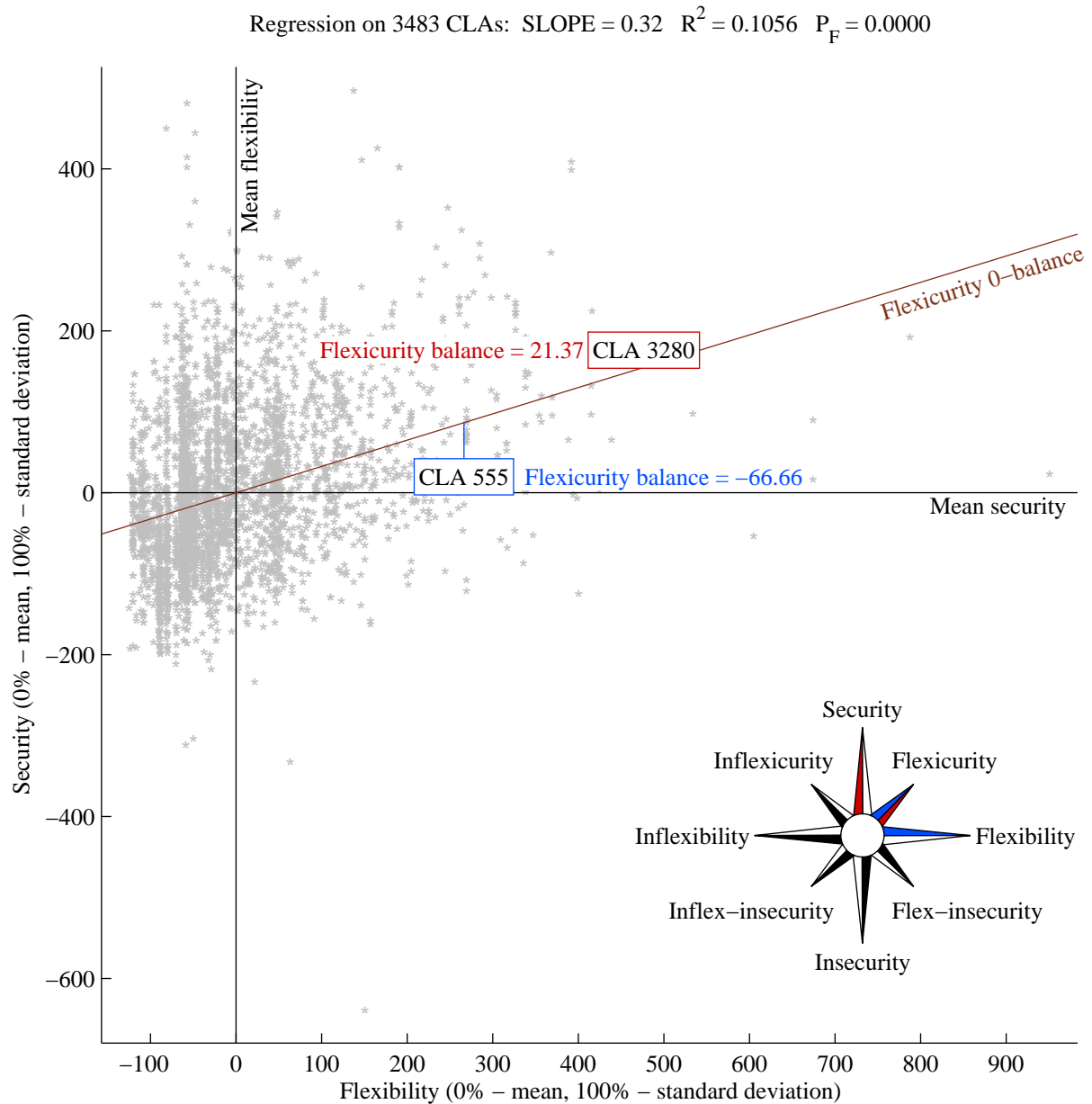
flexicurity 0-balance means that flexibilization issues are well compensated by security measures (better than on the average). A negative deviation, as in case of CLA 555, means that flexibility prevails over security (shown by the blue color of flexibility), implying that trade unions are disadvantaged.

Thus, the half-plane above the line of flexicurity 0-balance contains the CLAs which are advantageous for trade unions (with regard to the actual practice), and the half-plane below this line shows the CLAs advantageous for employers.

3.5   Finding the flexicurity-best CLAs

According to the European Commission's conception, the best flexicurity practices are the cases of high flexibility fairly compensated by security, that is, located on the right-hand side of Figure 6 above the line of flexicurity 0-balance, where the flexicurity balance is positive. A positive flexicurity balance with maximal flexibility is inherent in CLA 4219 with the FNV-Number 616, 2001, from the branch 72 'Industry'. In spite of a higher flexibility than that of CLA 555 it has a positive flexicurity balance = 1.05. Here both employers and trade unions made a good deal.

Figure 7 shows CLA 555 and the flexicurity-best CLA as well. However, due to scaling differences the best-practice CLA is no longer 4219 but 3280 with FNV-Number 1068, 1999, from the branch 72 — 'Industry'. Due to standardization (which does not restrict the values to 0–100%), the range of the indicators in Figure 7 is much larger than in Figure 6. Respectively, the values of flexicurity balance are also larger.

3.6   Flexicurity trends in Dutch CLAs

The trends in the Dutch CLAs in terms of flexicurity balance are displayed in Figure 8. The two upper plots show the flexicurity balance of the Dutch CLAs averaged on year. The plots differ in the way the variables are scaled — by normalization, or by standardization. These plots visualize the time series from the last column of Table 3 (Sheet Z67).

Here, the flexicurity balance of every CLA is computed with regard to the general flexicurity 0-balance obtained for 3483 flexicurity-relevant CLAs over all the years 1995–2007. The upper plot shows a definitive decline (significance 0.0186), whereas the bottom plot shows an increase, which is however not statistically significant (significance level is 0.3687).

Two bottom plots in Figure 8 show the compensation rates of flexibility by security. These rates are the slope of the flexicurity 0-balances computed for every year. They are analogous to the slope of the regression lines in Figures 6–7 with the only difference that now the lines are fitted to much fewer CLAs of the year but not to their totality.

The trends become much clearer and statistically more significant if the questionable years 2004–2006 are excluded from consideration. Figure 9 displays the computational results.

To conclude, the declining flexicurity balance of CLAs over the years (two upper plots in Figures 8–9) is compensated by an improving compensation ratio of flexibility by security (two bottom plots in Figures 8–9). However, the increasing share of flexibility-relevant CLAs (Figure 4) puts the overall compensation in question.

Figure 8: Dynamic of average flexicurity balance of 3483 flexicurity-relevant Dutch CLAs from totally 5383. Source: Dutch computer archive of collective agreements, author's computations for normalized and standardized variables
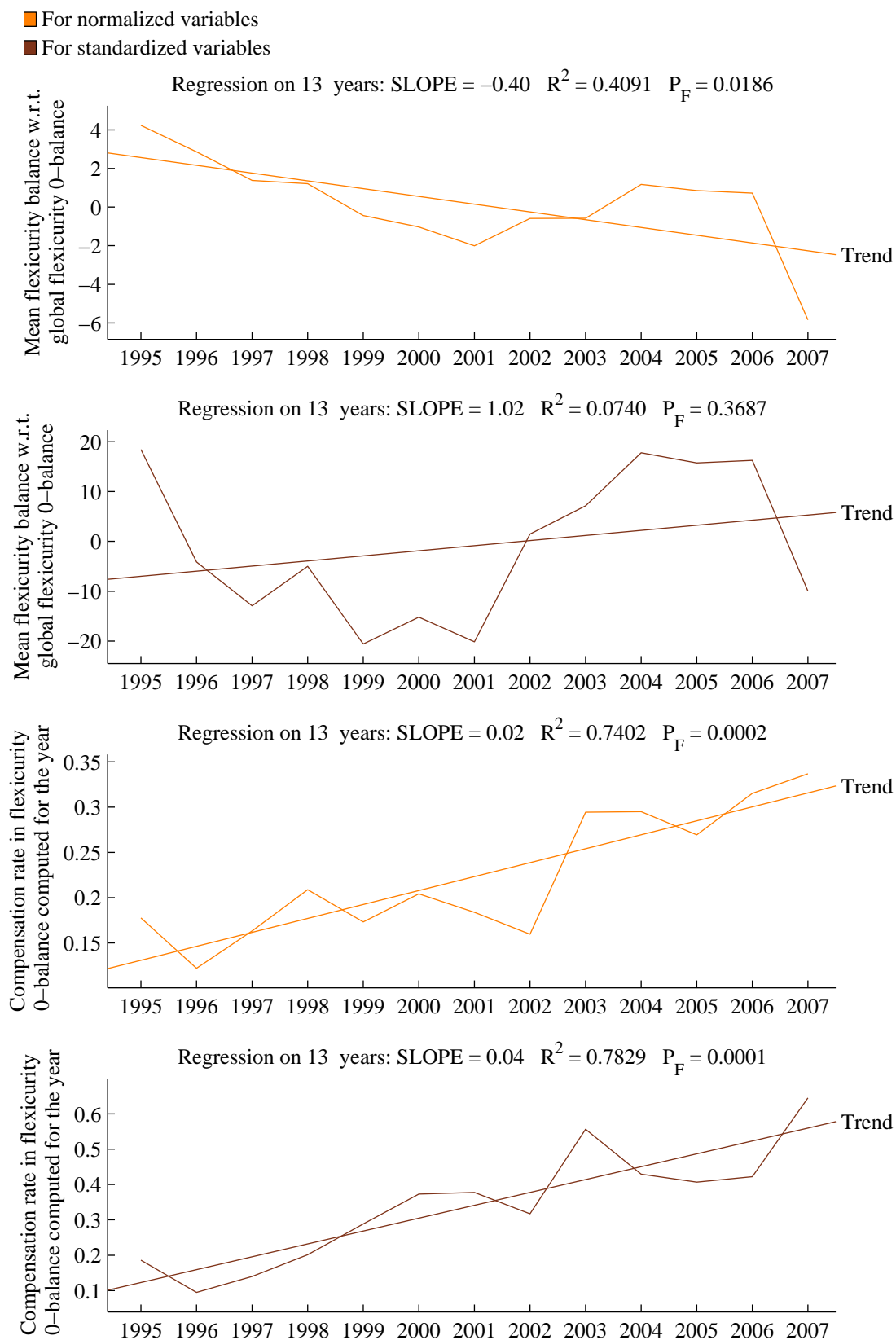
Figure 9: Dynamic of average flexicurity balance of 2372 flexicurity-relevant Dutch CLAs from totally 3878 (with no years 2004–2006). Source: Dutch computer archive of collective agreements, author's computations for normalized and standardized variables

31
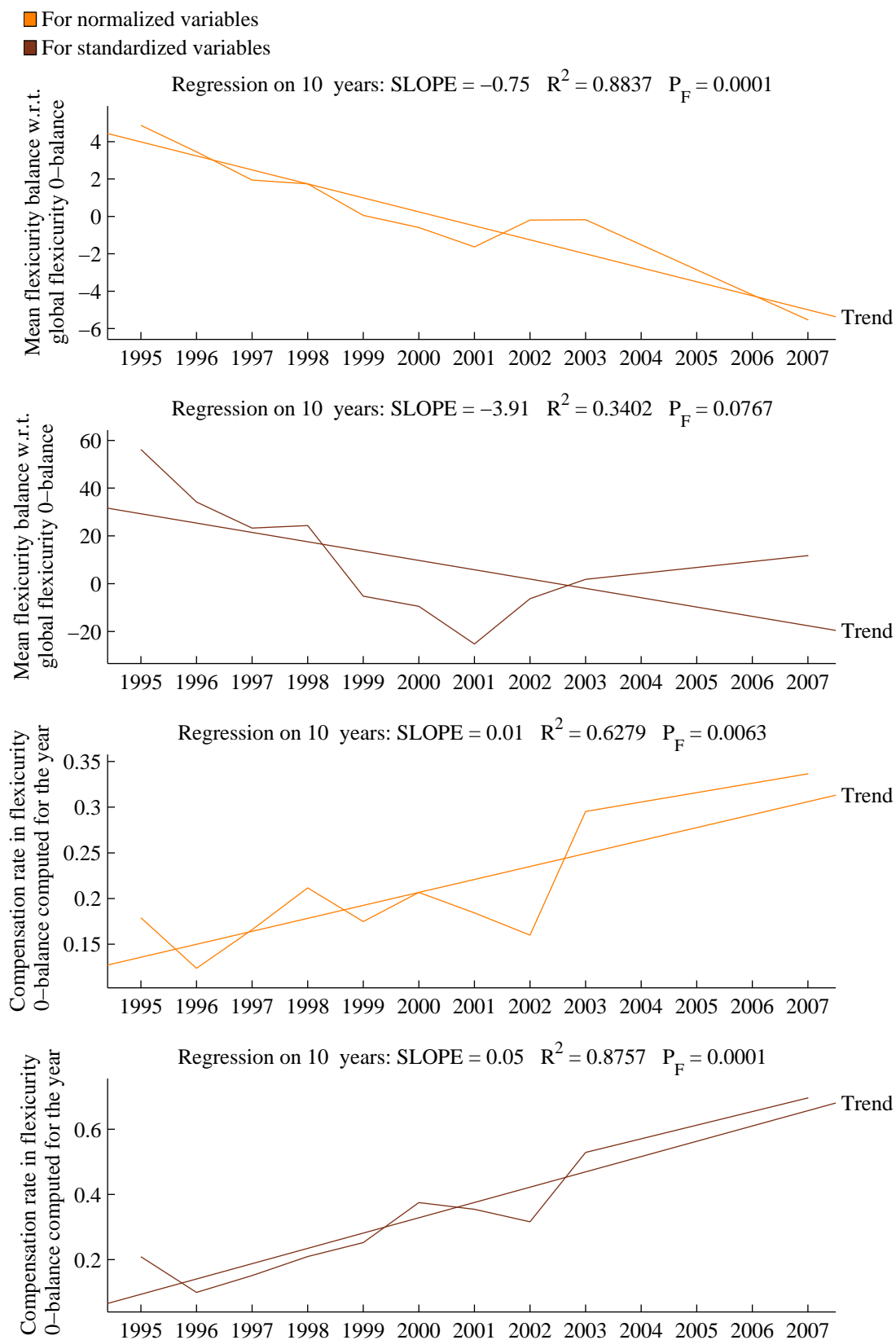
4 Interactive check-lists for evaluating CLAs

Figures 6–7 show the location of a given CLA 555 relative to min–max and mean values of flexibility and security observed (coordinate axes and the horizontal and vertical mean lines) as well as relative to the flexicurity 0-balance (the diagonal line). It may be important to know the location of a CLA relative to partial axes of flexibility and security (for instance, relative to axes of external flexibility and work-life balance), as well as relative to partial flexicurity 0-balance for these two partial axes.

Instead of making numerous graphs for pairs of partial indicators of flexibility and security, we collect the information of interest in two 'check-lists'. The descriptive check-list No. 1 shows the position of CLA 555 relative to min–max and mean values of partial indices of flexibility and security. Drawing analogy to Figures 6–7, it describes the CLA position relative to the coordinate axes and the horizontal and vertical mean lines.

The analytical check-list No. 2 shows the position of CLA 555 relative to the partial flexicurity 0-balances. Drawing analogy to Figures 6–7, it describes the CLA position relative to the diagonal line.

4.1 Flexicurity check-list No. 1 (descriptive)

Check-list No. 1 which contains a table and a figure.

The first column of Sheet A of Table 2 displays the partial indices and **aggregate indices** of CLA 555, both for normalized and standardized variables, as well as the **Flexicurity balance**; the last three indices being illustrated in Figures 6–7. The next three columns of the table provide minimum, maximum, and mean indicator values for the totality of 3483 flexicurity-relevant CLAs (compare with the range of variables and their mean values shown in Figures 6–7).

Sheets B–D of Table 2 show the position of CLA 555 with respect to 455 CLAs of the same year — 2004, or with respect to 1720 CLAs of the same branch — 72 'Industry', or with respect to 239 CLAs of the same branch in the same year. All sheets of Table 2 have the same layout as Sheet A.

Figure 10 with four plots labelled A–D is an overview of Table 2 with Sheets A–D, respectively. Since the indicator values of the CLA are same throughout all the four sheets of the table, they are printed in the first plot only. The visual range of all the indicators is unified, although the actual values are, of course, all different. Thereby the relative location of the CLA in the negotiation space is shown without overburdening the plots with numerous indices.

For instance, CLA 555 has low (below average) indices of *External flexibility*, but relatively high indices of *Wage flexibility* and *Externalization flexibility*. CLA 555 is disadvantageous for trade unions with regard to *In-work income*, *Job security*, and *Social dialogue* which are visibly below the average.

The colors in this and in the next check-list emphasize the gains of either employers, or of trade unions. The bars marked by blue show the gain for employers, the bars marked by red correspond to the gain of trade unions. The predominance of one color over another is a visual indication of an outbalanced CLA.

To conclude, this check-list does not provide information about the compensation of flexibility by security but rather shows the 'strong' and 'weak' sides of the CLA comparing to others.

Table 2: Sheet A. Checklist No. 1 (descriptive). Location of CLA 555 (FNV-No. 614, 2004, branch 72 'Industry') among 3483 flexicurity-relevant CLAs from the Dutch data base. Source: Dutch computer archive of collective agreements, author's computations for normalized variables (upper element of each pair of indices) and standardized variables (lower element)

| | CLA 555 | Reference to all 3483 flexicurity-relevant CLAs | | |
	FNV-No. 614 2004	Min value	Max value	Mean value
External flexibility	0.00 −36.81	0.00 −104.09	100.00 504.06	17.82 0.00
Internal flexibility	20.00 56.29	0.00 −58.03	100.00 1448.17	7.84 −0.00
Functional flexibility	Missed	0.00 −50.67	100.00 825.66	12.12 −0.00
Wage flexibility	25.00 348.31	0.00 −85.42	100.00 1018.03	9.99 −0.00
Externalization flexibility	44.44 172.23	0.00 −106.77	80.00 397.39	16.18 −0.00
Labour rights	30.65 −17.78	0.00 −1506.32	100.00 456.83	34.22 0.00
In-work income	2.73 −116.29	0.00 −239.50	42.38 1027.71	12.15 0.00
Out-of-work income	43.67 151.09	7.41 −575.99	66.80 1636.99	34.19 −0.00
Job security	0.00 −60.95	0.00 −82.85	100.00 640.03	12.15 −0.00
Employability	10.63 4.45	1.19 −528.91	38.25 516.76	12.45 0.00
Employment security	Missed	0.00 −23.93	100.00 768.87	3.51 −0.00
Social security	35.47 127.98	2.78 −379.06	65.91 814.99	25.04 −0.00
Social dialogue	0.00 −72.69	0.00 −155.51	100.00 627.40	23.44 −0.00
Work-life balance	50.00 62.02	13.04 −152.09	66.18 482.30	30.45 −0.00
Aggregate flexibility	**22.36 266.41**	**0.00 −124.86**	**55.33 951.02**	**12.59 −0.00**
Aggregate security	**21.64 19.91**	**6.98 −645.77**	**44.64 491.93**	**21.50 −0.00**
Flexicurity balance	**−1.53 −66.66**	**−24.53 −492.90**	**14.20 694.63**	**−0.00 0.00**

33

Table 2: Sheet B. Checklist No. 1 (descriptive). Location of CLA 555 (FNV-No. 614, 2004, branch 72 'Industry') among 3483 flexicurity-relevant CLAs from the Dutch data base. Source: Dutch computer archive of collective agreements, author's computations for normalized variables (upper element of each pair of indices) and standardized variables (lower element)

	CLA 555	Reference to 455 flexicurity-relevant CLAs of the year		
	FNV-No. 614 2004	Min value	Max value	Mean value
External flexibility	0.00 −36.81	0.00 −41.60	0.00 −32.03	0.00 −36.60
Internal flexibility	20.00 56.29	0.00 −58.03	80.00 426.88	8.00 −10.58
Functional flexibility	Missed	Missed	Missed	Missed
Wage flexibility	25.00 348.31	0.00 −63.03	50.00 759.76	0.97 −39.64
Externalization flexibility	44.44 172.23	0.00 −86.77	77.78 382.58	17.00 47.12
Labour rights	30.65 −17.78	14.29 −119.30	74.81 315.38	37.30 31.85
In-work income	2.73 −116.29	0.00 −149.93	26.56 250.38	10.07 −22.62
Out-of-work income	43.67 151.09	16.61 −181.13	53.50 431.45	35.96 53.99
Job security	0.00 −60.95	0.00 −61.51	100.00 640.03	6.22 −17.66
Employability	10.63 4.45	6.25 −109.10	33.56 368.77	11.67 −6.54
Employment security	Missed	Missed	Missed	Missed
Social security	35.47 127.98	6.67 −147.72	65.91 425.01	25.17 10.64
Social dialogue	0.00 −72.69	0.00 −72.69	42.86 627.40	1.19 −52.02
Work-life balance	50.00 62.02	29.17 −52.47	66.18 170.73	45.33 46.17
Aggregate flexibility	**22.36 266.41**	**0.00 −120.30**	**28.44 416.02**	**6.49 −20.65**
Aggregate security	**21.64 19.91**	**11.70 −195.39**	**44.35 474.32**	**21.63 11.07**
Flexicurity balance	**−4.67 −114.34**	**−23.82 −478.92**	**9.13 257.21**	**−0.00 0.00**

Table 2: Sheet C. Checklist No. 1 (descriptive). Location of CLA 555 (FNV-No. 614, 2004, branch 72 'Industry') among 3483 flexicurity-relevant CLAs from the Dutch data base. Source: Dutch computer archive of collective agreements, author's computations for normalized variables (upper element of each pair of indices) and standardized variables (lower element)

	CLA 555	Reference to 1720 flexicurity-relevant CLAs of the branch		
	FNV-No. 614 2004	Min value	Max value	Mean value
External flexibility	0.00 −36.81	0.00 −104.09	100.00 504.06	15.04 −6.91
Internal flexibility	20.00 56.29	0.00 −58.03	100.00 763.41	7.03 −7.94
Functional flexibility	Missed	0.00 −50.67	100.00 825.66	18.63 20.55
Wage flexibility	25.00 348.31	0.00 −85.42	100.00 1018.03	12.03 8.53
Externalization flexibility	44.44 172.23	0.00 −106.77	80.00 397.39	17.60 8.04
Labour rights	30.65 −17.78	10.99 −918.53	100.00 336.60	36.59 10.20
In-work income	2.73 −116.29	0.00 −216.62	42.38 1027.71	12.72 13.87
Out-of-work income	43.67 151.09	8.33 −389.56	66.80 374.63	35.89 10.91
Job security	0.00 −60.95	0.00 −82.85	100.00 640.03	12.52 4.60
Employability	10.63 4.45	1.19 −528.91	34.58 503.11	12.46 −2.55
Employment security	Missed	0.00 −23.93	100.00 768.87	4.53 6.59
Social security	35.47 127.98	2.78 −379.06	57.69 428.00	25.10 −6.24
Social dialogue	0.00 −72.69	0.00 −155.51	100.00 627.40	26.90 9.48
Work-life balance	50.00 62.02	13.04 −152.09	66.18 482.30	31.59 16.49
Aggregate flexibility	**22.36 266.41**	**0.00 −124.86**	**55.33 473.60**	**13.03 3.44**
Aggregate security	**21.64 19.91**	**6.98 −339.02**	**44.64 392.66**	**22.69 14.24**
Flexicurity balance	**−2.46 −73.36**	**−22.66 −311.77**	**14.97 371.24**	**0.00 −0.00**

35

Table 2: Sheet D. Checklist No. 1 (descriptive). Location of CLA 555 (FNV-No. 614, 2004, branch 72 'Industry') among 3483 flexicurity-relevant CLAs from the Dutch data base. Source: Dutch computer archive of collective agreements, author's computations for normalized variables (upper element of each pair of indices) and standardized variables (lower element)

| | CLA 555 | Reference to 239 flexicurity-relevant CLAs of the branch/year | | |
	FNV-No. 614 2004	Min value	Max value	Mean value
External flexibility	0.00 −36.81	0.00 −41.60	0.00 −32.03	0.00 −36.43
Internal flexibility	20.00 56.29	0.00 −58.03	80.00 426.88	7.09 −17.47
Functional flexibility	Missed	Missed	Missed	Missed
Wage flexibility	25.00 348.31	0.00 −63.03	50.00 759.76	1.15 −34.54
Externalization flexibility	44.44 172.23	0.00 −86.77	77.78 382.58	17.06 46.03
Labour rights	30.65 −17.78	14.29 −119.30	70.91 281.40	38.45 38.27
In-work income	2.73 −116.29	0.00 −147.32	24.98 206.65	9.81 −32.83
Out-of-work income	43.67 151.09	21.07 −143.69	51.67 374.63	35.94 55.03
Job security	0.00 −60.95	0.00 −61.51	100.00 640.03	6.20 −17.84
Employability	10.63 4.45	6.25 −109.10	33.56 368.77	12.00 −1.78
Employment security	Missed	Missed	Missed	Missed
Social security	35.47 127.98	6.67 −147.72	57.69 325.64	23.63 −4.98
Social dialogue	0.00 −72.69	0.00 −72.69	42.86 627.40	0.66 −60.26
Work-life balance	50.00 62.02	32.86 −18.62	66.18 170.73	47.33 55.72
Aggregate flexibility	**22.36** **266.41**	**0.00** **−120.30**	**25.69** **356.90**	**6.33** **−21.99**
Aggregate security	**21.64** **19.91**	**12.09** **−195.39**	**34.89** **275.40**	**21.78** **7.85**
Flexicurity balance	**−4.01** **−68.82**	**−13.54** **−277.42**	**8.17** **201.34**	**−0.00** **−0.00**

Figure 10: Checklist No. 1 (descriptive). Location of CLA 555 (FNV-No. 614, 2004, branch 72 'Industry') among 3483 flexicurity-relevant CLAs from the Dutch data base. Source: Dutch computer archive of collective agreements, author's computations for normalized variables (upper element of each pair of indices) and standardized variables (lower element)
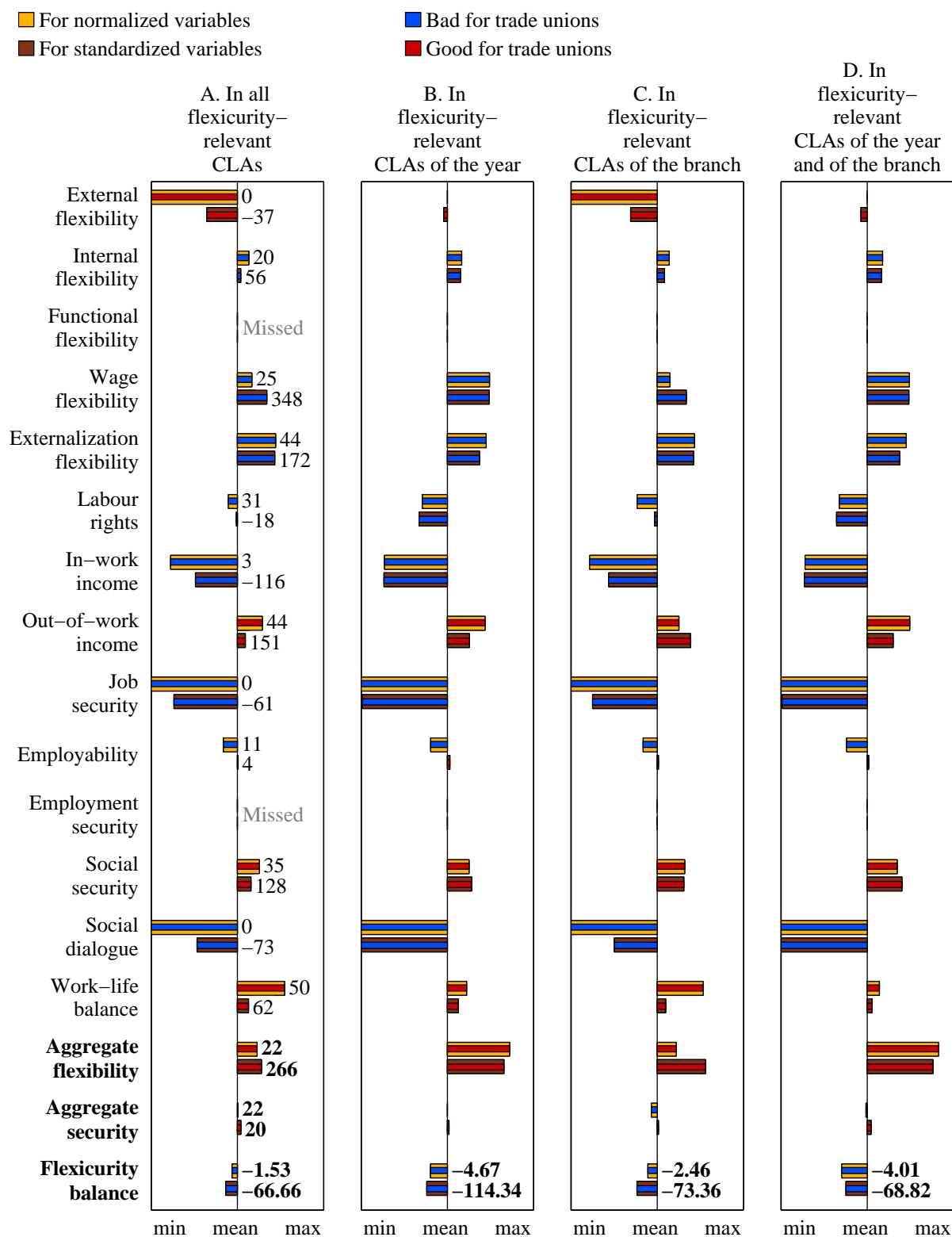
4.2 Flexicurity balance for partial indices of flexibility and security

The idea of flexicurity 0-balance can be extended to partial indices of flexibility and security. For example, instead of *Flexibility* and *Security* axes in Figure 6 one can take axes *Internal flexibility* and *Job security*. The compensation rates (coefficients β_1) for pairs of flexibility–security partial indicators are collected in Figure 11. For example, the compensation of *Internal flexibility* by *Job security* has the rate 0.10, both for normalized and standardized variables. The numbers printed in grey denote the regression coefficients which do not statistically significantly deviate from 0 for the significance level 0.05. The two coefficients in the top-left corner of the plot are the slopes 0.17 and 0.32 of the regression lines in Figures 6–7.

Note that *Work-life balance* is decreasing if the **Aggregate flexibility** is increasing. It is just the opposite to what the Commission proposes, that flexibility should contribute to more convenient personal arrangements.

Figure 11: Compensation of partial aspects of flexibility by partial aspects of security (slope of flexicurity 0-balance for partial indicators) in 3483 flexicurity-relevant CLAs from totally 5383. Source: Dutch computer archive of collective agreements, author's computations for normalized and standardized variables

□ For normalized variables
□ For standardized variables

	Aggregate flexibility	External flexibility	Internal flexibility	Functional flexibility	Wage flexibility	Externalization flexibility
Aggregate security	**0.17** / **0.32**	0.03 / 0.14	0.09 / 0.10	−0.00 / 0.03	−0.23 / −0.03	0.03 / 0.25
Labour rights	0.23 / 0.16	0.02 / 0.06	0.18 / 0.11	0.03 / 0.08	0.02 / −0.03	0.11 / 0.21
In−work income	0.16 / 0.22	0.04 / 0.12	0.09 / 0.15	0.02 / 0.11	0.06 / 0.10	0.06 / 0.09
Out−of−work income	0.05 / 0.09	−0.03 / −0.03	−0.01 / −0.00	0.03 / 0.10	0.06 / 0.03	0.05 / 0.24
Job security	0.44 / 0.17	0.17 / 0.14	0.10 / 0.10	0.05 / 0.12	0.13 / 0.06	0.12 / 0.05
Employability	0.19 / 0.23	0.05 / 0.16	0.08 / 0.14	0.03 / 0.13	0.03 / 0.05	0.09 / 0.15
Employment security	0.00 / 0.00	−0.02 / −0.01	0.01 / 0.01	0.01 / 0.03	0.01 / 0.01	0.02 / 0.03
Social security	0.20 / 0.16	0.03 / 0.06	0.12 / 0.15	0.02 / 0.12	0.07 / 0.03	0.07 / 0.10
Social dialogue	0.94 / 0.20	0.36 / 0.17	0.08 / 0.11	0.05 / 0.07	0.52 / 0.16	0.12 / −0.07
Work−life balance	−0.34 / 0.13	−0.19 / −0.08	0.09 / 0.10	−0.00 / 0.03	−0.23 / −0.03	0.03 / 0.25
	Slope of flexicurity 0−balance	Slope of flexicurity 0−balance	Slope of flexicurity 0−balance	Slope of flexicurity 0−balance	Slope of flexicurity 0−balance	Slope of flexicurity 0−balance

4.3   Flexicurity check-list No. 2 (analytical)

Thus any CLA from the Dutch archive, or any incoming CLA appropriately coded can be put on the plane in Figures 6–7 and evaluated in terms of flexicurity balance. To be specific, take again CLA 555. Consider the so called Check-list No. 2 displayed in Figure 12.

Figure 12 shows all flexicurity balances of CLA 555, aggregate and partial. The aggregate flexicurity balance of CLA 555 for both types of scaling, -1.53 and -66.66 are in the top-left corner of the plot. They are flexicurity balances of CLA 555 in Figures 6–7. CLA 555 has no agreements on *Functional flexibility* and *Employment security*. The corresponding column and row have indications that the data are missed.

Other balances of CLA 555 show the compensation of particular types of flexibility by particular types of security. All the aspects of flexibility are positively compensated by

- *Out-of-work income* (disability insurance, pensions, etc.),

- *Social security* (provisions for child care, parental leave, etc.) and

- *Work-life balance* (different types of leave — Labour Time Reduction Days, leaves for marriages, etc.).

On the other hand, CLA 555 shows an insufficient compensation of flexibility in

- *Labour rights* (equality of atypical workers with normally employed workers),

- *In-work income* (salaries, overtime payments, etc.),

- *Job security* (adaptability of working conditions to aged persons, after a sickness, in reintegration),

- *Employability* (education, training, etc.), and

- *Social dialogue* (provisions for works councils).

Similarly to Check-list No. 1, the colors emphasize the gains of either employers, or of trade unions.

Unlike Check-list No. 1 which is focused on the relative position of a given CLA in the mainstream CLA practice, Check-list No. 2 provides a detailed evaluation of how well flexibility issues are compensated by security. For instance, a CLA with a strong deviation from the mainstream can get a good evaluation from the flexicurity viewpoint.

Figure 12: Checklist No. 2 (analytical). Flexicurity balance of CLA 555 (FNV-No. 614, 2004, 72 'Industry') for aggregate and partial indicators of flexibility and security. Source: Dutch computer archive of collective agreements, author's computations for normalized and standardized variables
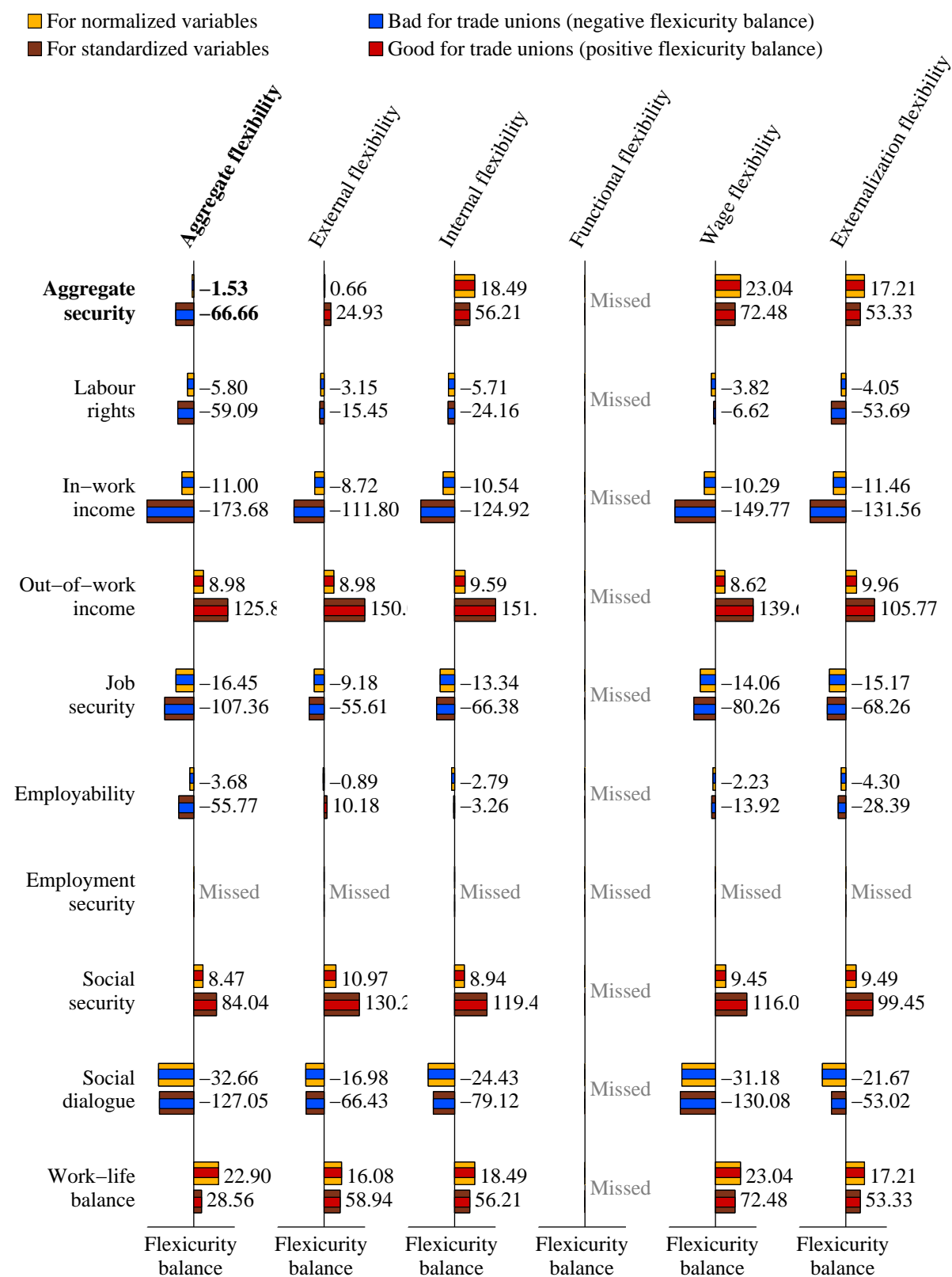
5 Conclusions

1. This progress report describes the first approach to computer-aided collective bargaining under flexicurity. The model is implemented for the Dutch computer archive of collective agreements.

2. The approach is based on indexing every collective agreement from the Dutch data base with indicators of flexibility and security, and the average rate of compensation of flexibility by security is determined for the given scales.

3. It enables to evaluate an existing collective agreement or a new draft agreement with regard to the current practice. The model indicates whether the collective agreement is advantageous or disadvantageous for trade unions and/or for employers, and to which extent.

4. The computational results are visualized by means of tables and graphs which can be regarded as interactive check-lists.

5. The approach can be applied to other forms of negotiations. The only precondition is indexing advantages/disadvantages of the draft agreement from the viewpoint of both negotiation sides and referring to certain compensation rates which, in particular, can be derived from the past practice.

6 Annex 1: Constructing indicators of flexibility and security

6.1 Evaluating CLAs variable-by-variable

Table 3 illustrates two steps in constructing the composite indicators of flexibility and security for Dutch CLAs. Consider the first column of Table 3:

	External flexibility
	1 `tijd17` (increasing) Peak-slum/seasonal work, Y/N
	$0 \leq x \leq 9$ Code Values Cases 0: No 3138 1: Yes 284 Not valid 61
	Total 3483
1995: 78 CLAs	0.13 13 / 5 16 / 5
....	
All years: 3483 CLAs	0.08 8 / 10 0 / 10

The top heading   External flexibility   indicates that the variable is used for constructing the partial indicator *External flexibility*.

The second heading   1 `tijd17`   says that the first variable is the archive variable `tijd17`. The   (increasing)   means that the higher the code, the higher the flexibility (in other cases security), so that the variable should not be re-coded. The variable label is below, in this case   Peak-slum/seasonal work   with Yes/No responses allowed.

The third heading element displays the actual range $0 \leq x \leq 9$ of the variable throughout the archive (not only for flexicurity-relevant but for all CLAs) followed by the coding conventions and frequencies of cases among the 3483 CLAs: 3138 No's coded by 0, 284 Yes' coded by 1, and 61 not valid cases, that is, with codes other than 0 and 1 (cf. with the actual range of the variable 0–9). There are no missed values, otherwise their number would be indicated (see next variables in Table 3). Finally, the total number of cases is provided.

The first table cell at the cross-section of the first row '1995' characterizes 78 flexicurity-relevant CLAs of the year 1995. The top element of the cell 0.13 is the average code of the variable `tijd17` for the year 1995. It is higher than the mean over all the years 0.08 shown in the bottom cell of the column, organized in the same way, but related to the whole selection of CLAs.

The middle element of the first cell displays the average code of the year for the variable normalized in % — 13, and the rank 5 of this year in this column.

The bottom element of the cell is the average code of the year for the variable standardized, also in %. Its value 16 says that the average of 1995 is a little higher than the

average throughout all the 3483 selected CLAs. Note that the average of a standardized variable is always 0. It is the case indicated in the bottom line of the table.

The rankings of normalized and standardized variables is the same, since standardizing does not change the order of values but only the scale.

6.2   Evaluating CLAs with partial and aggregated indices

The layout of Table 3 changes from column 355 in Sheet Z63. Now columns display partial indices of the CLAs of the year (average values of the corresponding CLAs), normalized or standardized, with their ranks in the column. The difference between both rankings is caused by aggregation of variables expressed in different scales; see Section 2.4 for explanations.

The three next to last columns of Table 3 (Sheet Z67) show aggregated indices of flexibility and security and the average flexibility-to-security ratio over the CLAs of the year with their ranks. These three indices are derived not from the preceding yearly figures in Table 3, but directly from aggregate indices of the related CLAs.

The last column in Sheet Z67 of 3 shows the flexicurity balance of CLAs averaged of the CLAs of the year. Two upper plots of Figure 8 visualize these time series.

Table 3: Sheet A. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	External flexibility			Internal flexibility
	1 `tijd17` (increasing) Peak-slum/seasonal work, Y/N	2 `cont1` (increasing) Flexible contracts: Temporary contracts, Y/N	3 `cont3` (increasing) Flexible contracts: Temporary help contracts, Y/N	4 `tijd23` (increasing) Increase in part-time jobs, in %
	$0 \leq x \leq 9$	$0 \leq x \leq 750$	$0 \leq x \leq 45$	$0 \leq x \leq 50$
	Code Values Cases 0: No 3138 1: Yes 284 Not valid 61 Total 3483	Code Values Cases 0: No 969 1: Yes 1240 Not valid 2 Missed 1272 Total 3483	Code Values Cases 0: No 2664 1: Yes 150 Not valid 12 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 2277 1: $0<x\leq 5$ 0 2: $5<x\leq 10$ 1 3: $10<x\leq 20$ 5 4: $20<x\leq 40$ 2 5: $40<x\leq 50$ 1 Missed 1197 Total 3483
1995: 78 CLAs	0.13 13 / 5 16 / 5	0.20 20 / 11 −73 / 11	0.00 0 / 9 −24 / 10	0.04 1 / 4 12 / 4
1996: 118 CLAs	0.15 15 / 1 25 / 1	0.40 40 / 9 −33 / 9	0.00 0 / 9 −24 / 10	0.04 1 / 2 14 / 2
1997: 145 CLAs	0.13 13 / 4 17 / 4	0.35 35 / 10 −43 / 10	0.00 0 / 9 −24 / 10	0.08 2 / 1 29 / 1
1998: 198 CLAs	0.13 13 / 3 18 / 3	0.43 43 / 8 −26 / 8	0.04 4 / 8 −5 / 8	0.04 1 / 3 13 / 3
1999: 231 CLAs	0.09 9 / 9 1 / 9	0.50 50 / 7 −12 / 7	0.06 6 / 6 4 / 6	0.00 0 / 7 −6 / 7
2000: 369 CLAs	0.12 12 / 7 13 / 7	0.61 61 / 4 10 / 4	0.07 7 / 5 7 / 5	0.01 0 / 6 −2 / 6
2001: 445 CLAs	0.13 13 / 6 16 / 6	0.57 57 / 5 2 / 5	0.08 8 / 4 12 / 4	0.00 0 / 7 −6 / 7
2002: 332 CLAs	0.11 11 / 8 11 / 8	0.63 63 / 3 14 / 3	0.08 8 / 3 14 / 3	0.00 0 / 7 −6 / 7
2003: 393 CLAs	0.13 13 / 2 18 / 2	0.65 65 / 1 18 / 1	0.09 9 / 2 16 / 2	0.00 0 / 7 −6 / 7
2004: 455 CLAs	0.00 0 / 11 −30 / 11	No data	0.00 0 / 9 −24 / 9	No data
2005: 336 CLAs	0.00 0 / 11 −30 / 11	No data	0.00 0 / 9 −24 / 10	No data
2006: 320 CLAs	0.00 0 / 11 −30 / 11	No data	0.00 0 / 9 −24 / 10	No data
2007: 63 CLAs	0.00 0 / 11 −30 / 11	0.63 63 / 2 15 / 2	0.35 35 / 1 132 / 1	No data
All years: 3483 CLAs	0.08 8 / 10 0 / 10	0.56 56 / 6 0 / 6	0.05 5 / 7 0 / 7	0.01 0 / 5 0 / 5

45

Table 3: Sheet B. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Internal flexibility			
	5 `tijd31-tijd30` (increasing) Min–max contracts: Working time bandwidth (max–min), hours per week	6 `tijd64` (increasing) Non-standard regulation of working time schedules, Y/N	7 `tijd65` (increasing) Regulation of working time schedules upon consultation, Y/N	8 `cont2` (increasing) Flexible contracts: 0-hours contracts (on-call), Y/N
	$-20 \le x \le 2196$ Code Values Cases 0: $x = 0$ 2812 1: $0 < x \le 4$ 26 2: $4 < x \le 8$ 35 3: $8 < x \le 16$ 114 4: $16 < x \le 30$ 83 5: $30 < x \le 168$ 216 Not valid 187 Missed 10 Total 3483	$0 \le x \le 1$ Code Values Cases 0: No 2434 1: Yes 329 Missed 720 Total 3483	$0 \le x \le 1$ Code Values Cases 0: No 2419 1: Yes 344 Missed 720 Total 3483	$0 \le x \le 90$ Code Values Cases 0: No 2691 1: Yes 125 Not valid 10 Missed 657 Total 3483
1995: 78 CLAs	0.74 15 / 4 12 / 4	0.00 0 / 11 −37 / 11	0.00 0 / 12 −38 / 12	0.00 0 / 9 −22 / 9
1996: 118 CLAs	0.56 11 / 6 0 / 6	0.00 0 / 11 −37 / 11	0.00 0 / 12 −38 / 12	0.00 0 / 9 −22 / 9
1997: 145 CLAs	0.93 19 / 1 25 / 1	0.00 0 / 11 −37 / 11	0.05 5 / 11 −23 / 11	0.00 0 / 9 −22 / 9
1998: 198 CLAs	0.87 17 / 2 21 / 2	0.04 4 / 9 −24 / 9	0.10 10 / 7 −6 / 7	0.02 2 / 8 −11 / 8
1999: 231 CLAs	0.82 16 / 3 18 / 3	0.03 3 / 10 −29 / 10	0.11 11 / 6 −6 / 6	0.04 4 / 6 −0 / 6
2000: 369 CLAs	0.69 14 / 5 9 / 5	0.06 6 / 6 −17 / 6	0.15 15 / 4 8 / 4	0.02 2 / 7 −11 / 7
2001: 445 CLAs	0.53 11 / 9 −2 / 9	0.06 6 / 7 −19 / 7	0.19 19 / 1 21 / 1	0.07 7 / 2 14 / 2
2002: 332 CLAs	0.43 9 / 12 −9 / 12	0.07 7 / 5 −14 / 5	0.18 18 / 2 18 / 2	0.06 6 / 4 8 / 4
2003: 393 CLAs	0.44 9 / 11 −8 / 11	0.06 6 / 8 −19 / 8	0.17 17 / 3 15 / 3	0.07 7 / 3 13 / 3
2004: 455 CLAs	0.46 9 / 10 −7 / 10	0.20 20 / 3 25 / 3	0.06 6 / 9 −18 / 9	0.00 0 / 9 −22 / 9
2005: 336 CLAs	0.37 7 / 13 −14 / 13	0.21 21 / 2 29 / 2	0.07 7 / 8 −17 / 8	0.00 0 / 9 −22 / 9
2006: 320 CLAs	0.54 11 / 8 −2 / 8	0.23 23 / 1 33 / 1	0.05 5 / 10 −23 / 10	0.00 0 / 9 −22 / 9
2007: 63 CLAs	0.00 0 / 14 −39 / 14	No data	No data	0.51 51 / 1 225 / 1
All years: 3483 CLAs	0.56 11 / 7 0 / 7	0.12 12 / 4 0 / 4	0.12 12 / 5 0 / 5	0.04 4 / 5 0 / 5

Table 3: Sheet C. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Internal flexibility		Functional flexibility	
	9 cont4 (increasing) Flexible contracts: min–max contracts (variable hours within min–max limits), Y/N	10 cont14 (increasing) Special regulation of work on holidays, Y/N	11 cont5 (increasing) Flexible contracts: Regulation of (variable) tasks, Y/N	12 cont6 (increasing) Flexible contracts: Contracts for travelling, Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: No 1626 1: Yes 66 Missed 1791 Total 3483	Code Values Cases 0: No 2667 1: Yes 96 Missed 720 Total 3483	Code Values Cases 0: No 1404 1: Yes 288 Missed 1791 Total 3483	Code Values Cases 0: No 825 1: Yes 6 Missed 2652 Total 3483
1995: 78 CLAs	0.00 0 / 9 −20 / 9	0.00 0 / 11 −19 / 11	0.00 0 / 9 −45 / 9	No data
1996: 118 CLAs	0.00 0 / 9 −20 / 9	0.00 0 / 11 −19 / 11	0.00 0 / 9 −45 / 9	0.00 0 / 5 −9 / 5
1997: 145 CLAs	0.00 0 / 9 −20 / 9	0.00 0 / 11 −19 / 11	0.00 0 / 9 −45 / 9	0.00 0 / 5 −9 / 5
1998: 198 CLAs	0.04 4 / 3 1 / 3	0.02 2 / 9 −8 / 9	0.04 4 / 8 −34 / 8	0.00 0 / 5 −9 / 5
1999: 231 CLAs	0.02 2 / 8 −11 / 8	0.03 3 / 7 −5 / 7	0.06 6 / 7 −29 / 7	0.00 0 / 5 −9 / 5
2000: 369 CLAs	0.05 5 / 2 5 / 2	0.02 2 / 8 −6 / 8	0.11 11 / 6 −16 / 6	0.04 4 / 2 43 / 2
2001: 445 CLAs	0.03 3 / 7 −6 / 7	0.03 3 / 6 −2 / 6	0.17 17 / 5 −1 / 5	0.00 0 / 5 −9 / 5
2002: 332 CLAs	0.04 4 / 5 −1 / 5	0.06 6 / 1 12 / 1	0.19 19 / 3 6 / 3	0.00 0 / 5 −9 / 5
2003: 393 CLAs	0.03 3 / 6 −6 / 6	0.02 2 / 10 −8 / 10	0.19 19 / 2 6 / 2	0.00 0 / 4 −5 / 4
2004: 455 CLAs	No data	0.04 4 / 3 1 / 3	No data	No data
2005: 336 CLAs	No data	0.03 3 / 5 −1 / 5	No data	No data
2006: 320 CLAs	No data	0.05 5 / 2 8 / 2	No data	No data
2007: 63 CLAs	0.22 22 / 1 95 / 1	No data	0.57 57 / 1 107 / 1	0.06 6 / 1 66 / 1
All years: 3483 CLAs	0.04 4 / 4 0 / 4	0.03 3 / 4 0 / 4	0.17 17 / 4 0 / 4	0.01 1 / 3 0 / 3

47

Table 3: Sheet D. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Wage flexibility			
	13 `inko70` (increasing) Profit share scheme, Y/N	14 `inko81` (increasing) Function classification system: setting-up variable wage, Y/N	15 `inko82` (increasing) Function classification system: variable wage according to evaluation, Y/N	16 `tijd35` (increasing) Vari-time: Salary based on the time actually worked, Y/N
	$0 \le x \le 135000$	$0 \le x \le 7330$	$0 \le x \le 1$	$0 \le x \le 184$
	Code Values Cases 0: No 2403 1: Yes 775 Not valid 299 Missed 6 Total 3483	Code Values Cases 0: No 2972 1: Yes 74 Not valid 434 Missed 3 Total 3483	Code Values Cases 0: No 2991 1: Yes 492 Total 3483	Code Values Cases 0: No 3429 1: Yes 44 Not valid 8 Missed 2 Total 3483
1995: 78 CLAs	0.62 62 / 1 87 / 1	0.04 4 / 5 9 / 5	0.15 15 / 8 4 / 8	0.00 0 / 13 −11 / 13
1996: 118 CLAs	0.48 48 / 2 56 / 2	0.03 3 / 7 1 / 7	0.12 12 / 10 −6 / 10	0.01 1 / 8 −4 / 8
1997: 145 CLAs	0.39 39 / 3 35 / 3	0.04 4 / 3 11 / 3	0.18 18 / 5 11 / 5	0.01 1 / 9 −5 / 9
1998: 198 CLAs	0.37 37 / 4 29 / 4	0.01 1 / 9 −9 / 9	0.18 18 / 6 10 / 6	0.01 1 / 12 −7 / 12
1999: 231 CLAs	0.33 33 / 6 20 / 6	0.05 5 / 2 15 / 2	0.16 16 / 7 4 / 7	0.01 1 / 7 −4 / 7
2000: 369 CLAs	0.30 30 / 7 14 / 7	0.03 3 / 6 6 / 6	0.18 18 / 4 12 / 4	0.01 1 / 11 −6 / 11
2001: 445 CLAs	0.29 29 / 8 11 / 8	0.05 5 / 1 18 / 1	0.24 24 / 3 27 / 3	0.01 1 / 5 −1 / 5
2002: 332 CLAs	0.26 26 / 9 4 / 9	0.04 4 / 4 10 / 4	0.24 24 / 2 29 / 2	0.01 1 / 10 −6 / 10
2003: 393 CLAs	0.35 35 / 5 24 / 5	0.00 0 / 10 −14 / 10	0.27 27 / 1 36 / 1	0.01 1 / 6 −2 / 6
2004: 455 CLAs	0.00 0 / 11 −57 / 11	0.00 0 / 11 −16 / 11	0.01 1 / 13 −38 / 13	0.02 2 / 2 10 / 2
2005: 336 CLAs	0.00 0 / 11 −57 / 11	0.00 0 / 11 −16 / 11	0.01 1 / 12 −38 / 12	0.03 3 / 1 13 / 1
2006: 320 CLAs	0.00 0 / 11 −57 / 11	0.00 0 / 11 −16 / 11	0.01 1 / 11 −38 / 11	0.02 2 / 3 5 / 3
2007: 63 CLAs	0.00 0 / 11 −57 / 12	0.00 0 / 11 −16 / 11	0.00 0 / 14 −41 / 14	0.00 0 / 13 −11 / 13
All years: 3483 CLAs	0.24 24 / 10 0 / 10	0.02 2 / 8 0 / 8	0.14 14 / 9 0 / 9	0.01 1 / 4 0 / 4

48

Table 3: Sheet E. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Externalization flexibility			
	17 cont7 (increasing) Agreement on using TWA, Y/N	18 cont8 (increasing) Temporary work only through TWA, Y/N	19 cont11 (increasing) Maximal % of personnel from TWA, %	20 cont13 (increasing) Temporary agency work: SMU-provisions (Stichting Meldingsbureau Uitzendbranche), Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 40$	$0 \leq x \leq 1$
	Code Values Cases 0: No 996 1: Yes 696 Missed 1791 Total 3483	Code Values Cases 0: No 1515 1: Yes 179 Missed 1789 Total 3483	Code Values Cases 0: $x = 0$ 1961 1: $0 < x \leq 10$ 790 2: $10 < x \leq 20$ 6 3: $20 < x \leq 40$ 6 Missed 720 Total 3483	Code Values Cases 0: No 2211 1: Yes 552 Missed 720 Total 3483
1995: 78 CLAs	0.50 50 / 2 18 / 2	0.00 0 / 10 −34 / 10	0.00 0 / 9 −62 / 9	0.25 25 / 6 13 / 6
1996: 118 CLAs	0.75 75 / 1 69 / 1	0.13 13 / 1 6 / 1	0.00 0 / 9 −62 / 9	0.38 38 / 1 44 / 1
1997: 145 CLAs	0.19 19 / 10 −45 / 10	0.05 5 / 8 −19 / 8	0.00 0 / 9 −62 / 9	0.24 24 / 7 10 / 7
1998: 198 CLAs	0.33 33 / 8 −16 / 8	0.10 10 / 6 −0 / 6	0.00 0 / 9 −62 / 9	0.10 10 / 10 −24 / 10
1999: 231 CLAs	0.24 24 / 9 −35 / 9	0.04 4 / 9 −20 / 9	0.00 0 / 9 −62 / 9	0.25 25 / 5 14 / 5
2000: 369 CLAs	0.41 41 / 7 −0 / 7	0.09 9 / 7 −6 / 7	0.10 3 / 5 −40 / 5	0.21 21 / 8 2 / 8
2001: 445 CLAs	0.43 43 / 5 4 / 5	0.12 12 / 4 4 / 4	0.02 1 / 8 −58 / 8	0.31 31 / 3 28 / 3
2002: 332 CLAs	0.48 48 / 3 14 / 3	0.12 12 / 2 6 / 2	0.03 1 / 7 −56 / 7	0.33 33 / 2 32 / 2
2003: 393 CLAs	0.46 46 / 4 9 / 4	0.12 12 / 3 5 / 3	0.05 2 / 6 −51 / 6	0.30 30 / 4 24 / 4
2004: 455 CLAs	No data	0.00 0 / 10 −34 / 10	0.69 23 / 1 83 / 1	0.10 10 / 11 −26 / 11
2005: 336 CLAs	No data	No data	0.68 23 / 2 81 / 2	0.07 7 / 12 −33 / 12
2006: 320 CLAs	No data	0.00 0 / 10 −34 / 10	0.64 21 / 3 73 / 3	0.06 6 / 13 −36 / 13
2007: 63 CLAs	0.05 5 / 11 −74 / 11	0.05 5 / 8 −19 / 8	No data	No data
All years: 3483 CLAs	0.41 41 / 6 0 / 6	0.11 11 / 5 0 / 5	0.30 10 / 4 0 / 4	0.20 20 / 9 0 / 9

Table 3: Sheet F. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Externalization flexibility	Labour rights		
	21 `cont15` (increasing) Special conditions for contracting self-employed, Y/N	22 `inko56` (increasing) Equal allowance for part-timers, Y/N	23 `inko57` (increasing) Equal allowance for temporary workers, Y/N	24 `inko58` (increasing) Equal allowance for holiday workers, Y/N
	$0 \leq x \leq 3$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2606 1: Yes 219 Not valid 1 Missed 657 Total 3483	Code Values Cases 0: No 1413 1: Yes 218 Missed 1852 Total 3483	Code Values Cases 0: No 2549 1: Yes 277 Missed 657 Total 3483	Code Values Cases 0: No 2703 1: Yes 123 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 9 −29 / 9	0.00 0 / 9 −39 / 9	0.00 0 / 12 −33 / 12	0.00 0 / 12 −21 / 12
1996: 118 CLAs	0.00 0 / 9 −29 / 9	0.00 0 / 9 −39 / 9	0.00 0 / 12 −33 / 12	0.00 0 / 12 −21 / 12
1997: 145 CLAs	0.00 0 / 9 −29 / 9	0.00 0 / 9 −39 / 9	0.00 0 / 12 −33 / 12	0.00 0 / 12 −21 / 12
1998: 198 CLAs	0.00 0 / 9 −29 / 9	0.08 8 / 7 −15 / 7	0.04 4 / 8 −19 / 8	0.02 2 / 10 −11 / 10
1999: 231 CLAs	0.00 0 / 9 −29 / 9	0.06 6 / 8 −21 / 8	0.02 2 / 11 −27 / 11	0.02 2 / 11 −13 / 11
2000: 369 CLAs	0.00 0 / 8 −28 / 8	0.11 11 / 6 −8 / 6	0.03 3 / 10 −21 / 10	0.02 2 / 9 −11 / 9
2001: 445 CLAs	0.02 2 / 5 −21 / 5	0.13 13 / 5 −1 / 5	0.05 5 / 7 −17 / 7	0.04 4 / 7 −2 / 7
2002: 332 CLAs	0.02 2 / 6 −23 / 6	0.17 17 / 2 11 / 2	0.08 8 / 6 −7 / 6	0.05 5 / 5 2 / 5
2003: 393 CLAs	0.01 1 / 7 −26 / 7	0.16 16 / 3 7 / 3	0.04 4 / 9 −20 / 9	0.03 3 / 8 −8 / 8
2004: 455 CLAs	0.18 18 / 2 39 / 2	1.00 100 / 1 255 / 1	0.16 16 / 3 22 / 3	0.06 6 / 2 9 / 2
2005: 336 CLAs	0.20 20 / 1 44 / 1	1.00 100 / 1 255 / 1	0.16 16 / 4 21 / 4	0.05 5 / 3 3 / 3
2006: 320 CLAs	0.16 16 / 3 32 / 3	No data	0.18 18 / 2 28 / 2	0.05 5 / 4 3 / 4
2007: 63 CLAs	0.00 0 / 9 −29 / 9	No data	0.22 22 / 1 42 / 1	0.13 13 / 1 41 / 1
All years: 3483 CLAs	0.08 8 / 4 0 / 4	0.13 13 / 4 0 / 4	0.10 10 / 5 0 / 5	0.04 4 / 6 0 / 6

50

Table 3: Sheet G. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Labour rights			
	25 `tijd18` (increasing) Right to part-time, Y/N	26 `tijd24` (decreasing) Part-time work: Min working time for eligibility for training, early retirement, etc., hours per week	27 `tijd25` (increasing) Legal position part-time = full-time, Y/N	28 `tijd26` (increasing) Overtime allowance for part time as for full time, Y/N
	$0 \leq x \leq 1$ Code Values Cases 0: No 1905 1: Yes 1578 Total 3483	$0 \leq x \leq 35$ Code Values Cases 0: $x = 0$ 3472 1: $0 < x \leq 5$ 0 2: $5 < x \leq 10$ 0 3: $10 < x \leq 15$ 0 4: $15 < x \leq 20$ 8 5: $20 < x \leq 25$ 0 6: $25 < x \leq 35$ 3 Total 3483	$0 \leq x \leq 20$ Code Values Cases 0: No 2921 1: Yes 552 Not valid 10 Total 3483	$0 \leq x \leq 1$ Code Values Cases 0: No 2852 1: Yes 631 Total 3483
1995: 78 CLAs	0.64 64 / 3 38 / 3	0.00 100 / 1 6 / 1	0.21 21 / 6 13 / 6	0.08 8 / 13 −27 / 13
1996: 118 CLAs	0.54 54 / 8 18 / 8	0.03 99 / 7 −8 / 7	0.14 14 / 10 −6 / 10	0.08 8 / 11 −25 / 11
1997: 145 CLAs	0.57 57 / 7 24 / 7	0.00 100 / 1 6 / 1	0.14 14 / 9 −4 / 9	0.08 8 / 12 −26 / 12
1998: 198 CLAs	0.58 58 / 6 25 / 6	0.05 99 / 9 −14 / 9	0.17 17 / 7 3 / 7	0.08 8 / 14 −27 / 14
1999: 231 CLAs	0.58 58 / 6 25 / 6	0.03 100 / 6 −4 / 6	0.23 23 / 4 20 / 4	0.10 10 / 10 −21 / 10
2000: 369 CLAs	0.59 59 / 5 27 / 5	0.01 100 / 2 1 / 2	0.22 22 / 5 16 / 5	0.12 12 / 9 −15 / 9
2001: 445 CLAs	0.63 63 / 4 36 / 4	0.02 100 / 5 −1 / 5	0.27 27 / 3 32 / 3	0.13 13 / 8 −13 / 8
2002: 332 CLAs	0.70 70 / 1 49 / 1	0.01 100 / 3 1 / 3	0.29 29 / 1 36 / 1	0.15 15 / 6 −7 / 6
2003: 393 CLAs	0.67 67 / 2 43 / 2	0.04 99 / 8 −8 / 8	0.28 28 / 2 34 / 2	0.13 13 / 7 −12 / 7
2004: 455 CLAs	0.13 13 / 11 −65 / 11	0.00 100 / 1 6 / 1	0.00 0 / 11 −43 / 11	0.31 31 / 2 34 / 2
2005: 336 CLAs	0.13 13 / 12 −66 / 12	0.00 100 / 1 6 / 1	0.00 0 / 11 −43 / 11	0.28 28 / 4 26 / 4
2006: 320 CLAs	0.10 10 / 13 −72 / 13	0.00 100 / 1 6 / 1	0.00 0 / 11 −43 / 11	0.31 31 / 3 32 / 3
2007: 63 CLAs	0.14 14 / 10 −62 / 10	0.00 100 / 1 6 / 1	0.00 0 / 11 −43 / 11	0.35 35 / 1 44 / 1
All years: 3483 CLAs	0.45 45 / 9 0 / 9	0.01 100 / 4 0 / 4	0.16 16 / 8 0 / 8	0.18 18 / 5 0 / 5

Table 3: Sheet H. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Labour rights			
	29 `tijd39` (decreasing) Standard working time (as in CLA), gross hours per week	30 `tijd40` (increasing) Labour Time Reduction days, in days per year	31 `tijd43` (increasing) Labour Time Reduction days for part-timers, Y/N	32 `tijd63` (increasing) Working time schedules in-line with law (standard), Y/N
	$0 \le x \le 384$	$0 \le x \le 92$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: $x = 0$ 744 1: $0 < x \le 32$ 17 2: $32 < x \le 35$ 38 3: $35 < x \le 38$ 990 4: $38 < x \le 40$ 988 5: $40 < x \le 48$ 20 6: $48 < x \le 60$ 25 7: $60 < x \le 168$ 3 Not valid 1 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 922 1: $0 < x \le 10$ 229 2: $10 < x \le 20$ 589 3: $20 < x \le 30$ 183 4: $30 < x \le 40$ 885 5: $40 < x \le 92$ 18 Missed 657 Total 3483	Code Values Cases 0: No 2553 1: Yes 210 Missed 720 Total 3483	Code Values Cases 0: No 1630 1: Yes 1125 Missed 728 Total 3483
1995: 78 CLAs	3.75 46 / 14 −71 / 14	1.00 20 / 12 −59 / 12	0.00 0 / 11 −29 / 11	0.00 0 / 11 −83 / 11
1996: 118 CLAs	3.00 57 / 6 −26 / 6	1.38 28 / 5 −36 / 5	0.00 0 / 11 −29 / 11	0.00 0 / 11 −83 / 11
1997: 145 CLAs	3.48 50 / 13 −55 / 13	1.10 22 / 11 −53 / 11	0.00 0 / 11 −29 / 11	0.00 0 / 11 −83 / 11
1998: 198 CLAs	3.25 54 / 12 −41 / 12	1.10 22 / 10 −53 / 10	0.02 2 / 10 −21 / 10	0.06 6 / 10 −70 / 10
1999: 231 CLAs	3.12 55 / 11 −33 / 11	0.89 18 / 13 −65 / 13	0.04 4 / 9 −15 / 9	0.10 10 / 9 −63 / 9
2000: 369 CLAs	3.02 57 / 7 −27 / 7	1.26 25 / 8 −43 / 8	0.08 8 / 4 0 / 4	0.13 13 / 8 −56 / 8
2001: 445 CLAs	3.09 56 / 8 −31 / 8	1.23 25 / 9 −45 / 9	0.08 8 / 5 0 / 5	0.17 17 / 6 −49 / 6
2002: 332 CLAs	3.12 55 / 10 −33 / 10	1.26 25 / 7 −43 / 7	0.08 8 / 7 −0 / 7	0.20 20 / 5 −41 / 5
2003: 393 CLAs	3.10 56 / 9 −32 / 9	1.29 26 / 6 −41 / 6	0.09 9 / 2 4 / 2	0.17 17 / 7 −49 / 7
2004: 455 CLAs	1.94 72 / 4 39 / 4	3.17 63 / 2 72 / 2	0.08 8 / 3 0 / 3	0.79 79 / 1 78 / 1
2005: 336 CLAs	1.94 72 / 3 39 / 3	3.36 67 / 1 83 / 1	0.07 7 / 8 −1 / 8	0.78 78 / 2 76 / 2
2006: 320 CLAs	1.93 72 / 2 39 / 2	2.97 59 / 3 60 / 3	0.09 9 / 1 7 / 1	0.76 76 / 3 72 / 3
2007: 63 CLAs	0.16 98 / 1 147 / 1	0.60 12 / 14 −83 / 14	No data	No data
All years: 3483 CLAs	2.58 63 / 5 0 / 5	1.98 40 / 4 0 / 4	0.08 8 / 6 0 / 6	0.41 41 / 4 0 / 4

Table 3: Sheet I. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Labour rights		In-work income	
	33 wepr12 (increasing) Birth leave for fathers in line with Law on Work and Care, Y/N	34 wepr229 (increasing) Regulation of leave savings, Y/N	35 inko1 (increasing) 1st structural wage increase in %	36 inko3 (increasing) 2nd structural wage increase in %
	$0 \le x \le 5$	$0 \le x \le 14$	$0 \le x \le 225$	$0 \le x \le 5$
	Code Values Cases 0: No 2276 1: Yes 232 Not valid 26 Missed 949 Total 3483	Code Values Cases 0: No 535 1: Yes 171 Not valid 1 Missed 2776 Total 3483	Code Values Cases 0: $x=$ 0 1130 1: $0 < x \le$ 2 1071 2: $2 < x \le$ 5 1245 3: $5 < x \le$ 10 2 4: $10 < x \le$ 20 0 5: $20 < x \le$ 40 0 6: $40 < x \le$ 80 1 7: $80 < x \le 160$ 0 8: $160 < x \le 225$ 1 Missed 33 Total 3483	Code Values Cases 0: $x=$ 0 2067 1: $0 < x \le$ 2 1006 2: $2 < x \le$ 5 380 Missed 30 Total 3483
1995: 78 CLAs	0.00 0 / 11 −32 / 11	No data	0.78 10 / 11 −30 / 11	0.60 30 / 8 13 / 8
1996: 118 CLAs	0.00 0 / 11 −32 / 11	0.00 0 / 5 −56 / 5	1.10 14 / 5 8 / 5	0.73 36 / 1 32 / 1
1997: 145 CLAs	0.00 0 / 11 −32 / 11	No data	0.97 12 / 9 −8 / 9	0.70 35 / 3 28 / 3
1998: 198 CLAs	0.00 0 / 11 −32 / 11	No data	1.07 13 / 7 4 / 7	0.67 33 / 7 23 / 7
1999: 231 CLAs	0.01 1 / 10 −29 / 10	0.00 0 / 5 −56 / 5	1.09 14 / 6 6 / 6	0.72 36 / 2 30 / 2
2000: 369 CLAs	0.02 2 / 8 −24 / 8	0.00 0 / 5 −56 / 5	1.38 17 / 3 41 / 3	0.70 35 / 4 28 / 4
2001: 445 CLAs	0.02 2 / 9 −26 / 9	0.15 15 / 4 −22 / 4	1.42 18 / 2 46 / 2	0.69 35 / 5 26 / 5
2002: 332 CLAs	0.21 21 / 2 42 / 2	0.31 31 / 1 15 / 1	1.60 20 / 1 66 / 1	0.68 34 / 6 25 / 6
2003: 393 CLAs	0.27 27 / 1 61 / 1	0.27 27 / 2 7 / 2	1.25 16 / 4 25 / 4	0.30 15 / 12 −30 / 12
2004: 455 CLAs	0.05 5 / 5 −15 / 5	No data	0.24 3 / 14 −95 / 14	0.10 5 / 14 −60 / 14
2005: 336 CLAs	0.05 5 / 4 −14 / 4	No data	0.65 8 / 13 −47 / 13	0.34 17 / 11 −26 / 11
2006: 320 CLAs	0.04 4 / 6 −16 / 6	No data	0.86 11 / 10 −21 / 10	0.49 25 / 10 −3 / 10
2007: 63 CLAs	0.03 3 / 7 −23 / 7	0.00 0 / 5 −56 / 5	0.73 9 / 12 −36 / 12	0.12 6 / 13 −57 / 13
All years: 3483 CLAs	0.09 9 / 3 0 / 3	0.24 24 / 3 0 / 3	1.04 13 / 8 0 / 8	0.51 26 / 9 0 / 9

53

Table 3: Sheet J. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	37 inko5 (increasing) 3rd structural wage increase in %	38 inko7 (increasing) 4th structural wage increase in %	39 inko9 (increasing) 5th structural wage increase in %	40 inko11 (increasing) 6th structural wage increase in %
	$0 \leq x \leq 4.35$	$0 \leq x \leq 3$	$0 \leq x \leq 4.25$	$0 \leq x \leq 3.75$
	Code Values Cases 0: $x = 0$ 3006 1: $0 < x \leq 2$ 348 2: $2 < x \leq 5$ 116 Missed 13 Total 3483	Code Values Cases 0: $x = 0$ 3306 1: $0 < x \leq 2$ 162 2: $2 < x \leq 3$ 9 Missed 6 Total 3483	Code Values Cases 0: $x = 0$ 3447 1: $0 < x \leq 2$ 30 2: $2 < x \leq 5$ 3 Missed 3 Total 3483	Code Values Cases 0: $x = 0$ 3474 1: $0 < x \leq 2$ 8 2: $2 < x \leq 4$ 1 Total 3483
1995: 78 CLAs	0.19 10 / 6 6 / 6	0.05 3 / 10 −0 / 10	0.00 0 / 12 −9 / 12	0.00 0 / 8 −5 / 8
1996: 118 CLAs	0.24 12 / 3 15 / 3	0.10 5 / 2 21 / 2	0.02 1 / 4 6 / 4	0.00 0 / 8 −5 / 8
1997: 145 CLAs	0.21 10 / 5 9 / 5	0.11 6 / 1 25 / 1	0.01 1 / 6 3 / 6	0.00 0 / 8 −5 / 8
1998: 198 CLAs	0.19 10 / 7 5 / 7	0.07 3 / 6 6 / 6	0.03 1 / 2 14 / 2	0.01 0 / 4 4 / 4
1999: 231 CLAs	0.26 13 / 2 21 / 2	0.08 4 / 4 13 / 4	0.02 1 / 3 6 / 3	0.01 0 / 1 10 / 1
2000: 369 CLAs	0.32 16 / 1 34 / 1	0.09 5 / 3 17 / 3	0.03 1 / 1 15 / 1	0.00 0 / 7 −0 / 7
2001: 445 CLAs	0.19 9 / 8 4 / 8	0.05 3 / 8 1 / 8	0.01 0 / 8 −3 / 8	0.01 0 / 2 7 / 2
2002: 332 CLAs	0.22 11 / 4 12 / 4	0.08 4 / 5 10 / 5	0.01 0 / 9 −4 / 9	0.00 0 / 5 0 / 5
2003: 393 CLAs	0.05 3 / 13 −26 / 13	0.02 1 / 11 −15 / 11	0.01 0 / 10 −5 / 10	0.00 0 / 8 −5 / 8
2004: 455 CLAs	0.05 3 / 12 −25 / 12	0.01 1 / 12 −18 / 12	0.00 0 / 11 −7 / 11	0.00 0 / 8 −5 / 8
2005: 336 CLAs	0.10 5 / 11 −14 / 11	0.00 0 / 13 −21 / 13	0.00 0 / 12 −9 / 12	0.00 0 / 8 −5 / 8
2006: 320 CLAs	0.16 8 / 10 −1 / 10	0.06 3 / 7 5 / 7	0.02 1 / 5 5 / 5	0.01 0 / 3 6 / 3
2007: 63 CLAs	0.04 2 / 14 −28 / 14	0.00 0 / 14 −22 / 14	0.00 0 / 12 −9 / 12	0.00 0 / 8 −5 / 8
All years: 3483 CLAs	0.17 8 / 9 0 / 9	0.05 3 / 9 0 / 9	0.01 1 / 7 0 / 7	0.00 0 / 6 0 / 6

Table 3: Sheet K. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	41 `inko13` (increasing) 7th structural wage increase in %	42 `inko15` (increasing) 8th structural wage increase in %	43 `inko17` (increasing) One-off wage increase in %	44 `inko26` (increasing) Allowance for day–evening shift standard in %
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 750$	$0 \leq x \leq 125$
	Code Values Cases 0: $x=$ 0 3482 1: $0 < x \leq$ 1 1 Total 3483	Code Values Cases 0: $x=$ 0 3480 1: $0 < x \leq$ 1 3 Total 3483	Code Values Cases 0: $x=$ 0 2931 1: $0 < x \leq$ 2 227 2: $2 < x \leq$ 5 11 3: $5 < x \leq$ 10 5 4: $10 < x \leq$ 20 1 5: $20 < x \leq$ 40 11 6: $40 < x \leq$ 80 1 7: $80 < x \leq$ 160 0 8: $160 < x \leq$ 750 5 Missed 291 Total 3483	Code Values Cases 0: $x=$ 0 1187 1: $0 < x \leq$ 10 143 2: $10 < x \leq$ 20 907 3: $20 < x \leq$ 40 46 4: $40 < x \leq$ 80 2 5: $80 < x \leq$ 125 1 Missed 1197 Total 3483
1995: 78 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.19 2 / 4 14 / 4	1.32 26 / 1 40 / 1
1996: 118 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.19 2 / 3 15 / 3	1.07 21 / 2 15 / 2
1997: 145 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.21 3 / 1 17 / 1	0.99 20 / 5 6 / 5
1998: 198 CLAs	0.01 1 / 1 28 / 1	0.01 1 / 1 14 / 1	0.11 1 / 8 −1 / 8	0.83 17 / 8 −9 / 8
1999: 231 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.10 1 / 9 −3 / 9	0.72 14 / 10 −20 / 10
2000: 369 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 3 6 / 3	0.09 1 / 11 −5 / 11	0.80 16 / 9 −12 / 9
2001: 445 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.10 1 / 10 −3 / 10	0.92 18 / 7 −0 / 7
2002: 332 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 2 7 / 2	0.08 1 / 12 −6 / 12	0.99 20 / 4 7 / 4
2003: 393 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.18 2 / 5 11 / 5	0.99 20 / 3 7 / 3
2004: 455 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.03 0 / 14 −15 / 14	No data
2005: 336 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.08 1 / 13 −7 / 13	No data
2006: 320 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.14 2 / 6 4 / 6	No data
2007: 63 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 5 −3 / 5	0.20 2 / 2 15 / 2	No data
All years: 3483 CLAs	0.00 0 / 2 0 / 2	0.00 0 / 4 0 / 4	0.12 1 / 7 0 / 7	0.92 18 / 6 0 / 6

55

Table 3: Sheet L. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	45 inko29 (increasing) Allowance for day–evening–night shift standard in %	46 inko32 (increasing) Allowance for continuous shift standard (33.6 hours/week) in %	47 inko34 (increasing) Allowance for Mo-Fr standby/on-call readiness in %	48 inko36 (increasing) Allowance for Saturday standby/on-call readiness in %
	$0 \leq x \leq 75$	$0 \leq x \leq 100$	$0 \leq x \leq 160$	$0 \leq x \leq 400$
	Code Values Cases 0: $x = 0$ 1305 1: $0 < x \leq 10$ 26 2: $10 < x \leq 20$ 665 3: $20 < x \leq 40$ 265 4: $40 < x \leq 75$ 25 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 1634 1: $0 < x \leq 10$ 6 2: $10 < x \leq 20$ 24 3: $20 < x \leq 40$ 607 4: $40 < x \leq 80$ 10 5: $80 < x \leq 100$ 5 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 1479 1: $0 < x \leq 10$ 723 2: $10 < x \leq 20$ 17 3: $20 < x \leq 40$ 30 4: $40 < x \leq 80$ 11 5: $80 < x \leq 160$ 26 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 2542 1: $0 < x \leq 10$ 794 2: $10 < x \leq 20$ 41 3: $20 < x \leq 40$ 32 4: $40 < x \leq 80$ 32 5: $80 < x \leq 160$ 11 6: $160 < x \leq 400$ 23 Missed 8 Total 3483
1995: 78 CLAs	1.33 33 / 1 29 / 1	1.15 23 / 1 23 / 1	0.40 8 / 7 −6 / 7	0.37 6 / 8 −0 / 8
1996: 118 CLAs	1.09 27 / 2 9 / 2	0.85 17 / 6 −0 / 6	0.43 9 / 5 −2 / 5	0.49 8 / 4 14 / 4
1997: 145 CLAs	1.01 25 / 5 2 / 5	0.76 15 / 7 −7 / 7	0.24 5 / 10 −26 / 10	0.25 4 / 10 −15 / 10
1998: 198 CLAs	0.87 22 / 9 −9 / 9	0.66 13 / 9 −14 / 9	0.34 7 / 9 −13 / 9	0.37 6 / 9 −0 / 9
1999: 231 CLAs	0.84 21 / 10 −13 / 10	0.63 13 / 10 −16 / 10	0.35 7 / 8 −13 / 8	0.40 7 / 6 3 / 6
2000: 369 CLAs	0.92 23 / 8 −6 / 8	0.66 13 / 8 −14 / 8	0.40 8 / 6 −6 / 6	0.44 7 / 5 9 / 5
2001: 445 CLAs	0.96 24 / 7 −2 / 7	0.91 18 / 4 5 / 4	0.48 10 / 3 4 / 3	0.52 9 / 3 18 / 3
2002: 332 CLAs	1.08 27 / 3 8 / 3	1.02 20 / 2 12 / 2	0.58 12 / 1 16 / 1	0.59 10 / 1 26 / 1
2003: 393 CLAs	1.03 26 / 4 4 / 4	1.00 20 / 3 11 / 3	0.54 11 / 2 12 / 2	0.57 10 / 2 24 / 2
2004: 455 CLAs	No data	No data	No data	0.16 3 / 12 −25 / 12
2005: 336 CLAs	No data	No data	No data	0.15 2 / 13 −27 / 13
2006: 320 CLAs	No data	No data	No data	0.20 3 / 11 −21 / 11
2007: 63 CLAs	No data	No data	No data	0.00 0 / 14 −45 / 14
All years: 3483 CLAs	0.98 25 / 6 0 / 6	0.85 17 / 5 0 / 5	0.45 9 / 4 0 / 4	0.37 6 / 7 0 / 7

56

Table 3: Sheet M. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	49 inko38 (increasing) Allowance for Sunday standby/on-call readiness in %	50 inko40 (increasing) Allowance for holiday standby/on-call readiness in %	51 inko42 (increasing) Allowance for a scheduled day standby/on-call readiness in %	52 inko45 (increasing) Allowance for holiday work in %
	$0 \leq x \leq 400$	$0 \leq x \leq 400$	$0 \leq x \leq 240$	$0 \leq x \leq 370$
	Code Values Cases 0: $x=$ 0 2560 1: $0 < x \leq$ 10 768 2: $10 < x \leq$ 20 47 3: $20 < x \leq$ 40 31 4: $40 < x \leq$ 80 21 5: $80 < x \leq 160$ 22 6: $160 < x \leq 400$ 26 Missed 8 Total 3483	Code Values Cases 0: $x=$ 0 2680 1: $0 < x \leq$ 10 683 2: $10 < x \leq$ 20 39 3: $20 < x \leq$ 40 23 4: $40 < x \leq$ 80 17 5: $80 < x \leq 160$ 11 6: $160 < x \leq 400$ 23 Missed 7 Total 3483	Code Values Cases 0: $x=$ 0 2917 1: $0 < x \leq$ 10 114 2: $10 < x \leq$ 20 11 3: $20 < x \leq$ 40 10 4: $40 < x \leq$ 80 5 5: $80 < x \leq 160$ 2 6: $160 < x \leq 240$ 6 Missed 418 Total 3483	Code Values Cases 0: $x=$ 0 1600 1: $0 < x \leq$ 10 55 2: $10 < x \leq$ 20 0 3: $20 < x \leq$ 40 5 4: $40 < x \leq$ 80 31 5: $80 < x \leq 160$ 122 6: $160 < x \leq 370$ 62 Missed 1608 Total 3483
1995: 78 CLAs	0.37 6 / 8 −0 / 8	0.32 5 / 8 1 / 8	0.00 0 / 11 −17 / 11	0.00 0 / 9 −38 / 9
1996: 118 CLAs	0.45 7 / 5 9 / 5	0.45 7 / 3 17 / 3	0.17 3 / 1 21 / 1	0.00 0 / 9 −38 / 9
1997: 145 CLAs	0.25 4 / 10 −15 / 10	0.22 4 / 10 −12 / 10	0.00 0 / 11 −17 / 11	0.24 4 / 8 −23 / 8
1998: 198 CLAs	0.37 6 / 9 −1 / 9	0.32 5 / 7 1 / 7	0.00 0 / 11 −17 / 11	0.34 6 / 7 −17 / 7
1999: 231 CLAs	0.42 7 / 6 5 / 6	0.37 6 / 5 7 / 5	0.06 1 / 9 −4 / 9	0.46 8 / 6 −10 / 6
2000: 369 CLAs	0.47 8 / 4 11 / 4	0.36 6 / 6 6 / 6	0.02 0 / 10 −13 / 10	0.56 9 / 5 −4 / 5
2001: 445 CLAs	0.57 9 / 3 22 / 3	0.44 7 / 4 16 / 4	0.07 1 / 7 −1 / 7	0.77 13 / 1 9 / 1
2002: 332 CLAs	0.61 10 / 1 27 / 1	0.45 8 / 2 18 / 2	0.07 1 / 8 −1 / 8	0.63 11 / 3 0 / 3
2003: 393 CLAs	0.59 10 / 2 25 / 2	0.47 8 / 1 20 / 1	0.09 2 / 5 4 / 5	0.72 12 / 2 6 / 2
2004: 455 CLAs	0.14 2 / 12 −27 / 12	0.15 3 / 12 −21 / 12	0.11 2 / 3 8 / 3	No data
2005: 336 CLAs	0.15 2 / 11 −26 / 11	0.15 3 / 11 −21 / 11	0.10 2 / 4 6 / 4	No data
2006: 320 CLAs	0.14 2 / 13 −27 / 13	0.15 2 / 13 −22 / 13	0.12 2 / 2 9 / 2	No data
2007: 63 CLAs	0.00 0 / 14 −44 / 14	0.05 1 / 14 −34 / 14	0.00 0 / 11 −17 / 11	No data
All years: 3483 CLAs	0.38 6 / 7 0 / 7	0.31 5 / 9 0 / 9	0.08 1 / 6 0 / 6	0.63 10 / 4 0 / 4

Table 3: Sheet N. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	53 inko48 (increasing) Allowance for holiday shift work in %	54 inko51 (increasing) Allowance for evening shifts in %	55 inko54 (increasing) Allowance for night shifts in %	56 inko62 (increasing) Vacation allowance in %
	$0 \leq x \leq 1000$	$0 \leq x \leq 100$	$0 \leq x \leq 140$	$0 \leq x \leq 13.7$
	Code Values Cases 0: $x=$ 0 1769 1: $0 < x \leq$ 10 69 2: $10 < x \leq$ 20 0 3: $20 < x \leq$ 40 2 4: $40 < x \leq$ 80 2 5: $80 < x \leq$ 160 25 6: $160 < x \leq$ 400 7 Not valid 1 Missed 1608 Total 3483	Code Values Cases 0: $x=$ 0 1505 1: $0 < x \leq$ 10 22 2: $10 < x \leq$ 20 31 3: $20 < x \leq$ 40 56 4: $40 < x \leq$ 80 13 5: $80 < x \leq$ 100 2 Missed 1854 Total 3483	Code Values Cases 0: $x=$ 0 1477 1: $0 < x \leq$ 10 32 2: $10 < x \leq$ 20 13 3: $20 < x \leq$ 40 58 4: $40 < x \leq$ 80 45 5: $80 < x \leq$ 140 4 Missed 1854 Total 3483	Code Values Cases 0: $x=$ 0 146 1: $0 < x \leq 10$ 2139 2: $10 < x \leq 14$ 1 Missed 1197 Total 3483
1995: 78 CLAs	0.00 0 / 8 −19 / 8	0.00 0 / 8 −27 / 8	0.00 0 / 8 −30 / 8	0.99 49 / 1 21 / 1
1996: 118 CLAs	0.00 0 / 8 −19 / 8	0.00 0 / 8 −27 / 8	0.00 0 / 8 −30 / 8	0.91 45 / 10 −12 / 10
1997: 145 CLAs	0.00 0 / 8 −19 / 8	0.00 0 / 8 −27 / 8	0.00 0 / 8 −30 / 8	0.92 46 / 8 −5 / 8
1998: 198 CLAs	0.01 0 / 7 −17 / 7	0.15 3 / 7 −7 / 7	0.17 3 / 7 −11 / 7	0.95 48 / 2 7 / 2
1999: 231 CLAs	0.01 0 / 6 −17 / 6	0.15 3 / 6 −6 / 6	0.25 5 / 4 −1 / 4	0.92 46 / 9 −8 / 9
2000: 369 CLAs	0.09 1 / 5 −6 / 5	0.20 4 / 2 1 / 2	0.25 5 / 5 −1 / 5	0.92 46 / 7 −5 / 7
2001: 445 CLAs	0.15 2 / 3 2 / 3	0.19 4 / 4 −1 / 4	0.26 5 / 3 −0 / 3	0.93 47 / 6 −3 / 6
2002: 332 CLAs	0.19 3 / 2 8 / 2	0.27 5 / 1 11 / 1	0.36 7 / 1 10 / 1	0.95 47 / 4 4 / 4
2003: 393 CLAs	0.22 4 / 1 12 / 1	0.16 3 / 5 −4 / 5	0.24 5 / 6 −3 / 6	0.95 48 / 3 6 / 3
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	0.13 2 / 4 0 / 4	0.19 4 / 3 0 / 3	0.27 5 / 2 0 / 2	0.94 47 / 5 0 / 5

58

Table 3: Sheet O. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	57 `inko73` (increasing) 13th-month salary, Y/N	58 `inko76` (increasing) End-of-year benefit in % to monthly earnings	59 `inko78` (increasing) 14th-period salary, Y/N	60 `inko88` (increasing) Overtime allowance Mon–Fra in %
	$0 \leq x \leq 1$	$0 \leq x \leq 787.762$	$0 \leq x \leq 896.216$	$0 \leq x \leq 200$
	Code Values Cases 0: No 2472 1: Yes 1011 Total 3483	Code Values Cases 0: $x=$ 0 2624 1: $0 < x \leq$ 10 392 2: $10 < x \leq$ 20 1 3: $20 < x \leq$ 40 0 4: $40 < x \leq$ 80 2 5: $80 < x \leq$ 160 1 6: $160 < x \leq$ 788 50 Missed 413 Total 3483	Code Values Cases 0: No 3017 1: Yes 30 Not valid 24 Missed 412 Total 3483	Code Values Cases 0: $x=$ 0 769 1: $0 < x \leq$ 10 841 2: $10 < x \leq$ 20 274 3: $20 < x \leq$ 40 446 4: $40 < x \leq$ 80 306 5: $80 < x \leq$ 160 175 6: $160 < x \leq$ 200 7 Missed 665 Total 3483
1995: 78 CLAs	0.15 15 / 11 −30 / 11	0.00 0 / 12 −28 / 12	0.00 0 / 7 −10 / 7	3.75 62 / 1 128 / 1
1996: 118 CLAs	0.12 12 / 13 −38 / 13	0.00 0 / 12 −28 / 12	0.00 0 / 7 −10 / 7	3.63 60 / 2 120 / 2
1997: 145 CLAs	0.17 17 / 10 −26 / 10	0.10 2 / 11 −16 / 11	0.00 0 / 7 −10 / 7	1.71 29 / 10 −1 / 10
1998: 198 CLAs	0.13 13 / 12 −35 / 12	0.10 2 / 10 −16 / 10	0.00 0 / 7 −10 / 7	2.33 39 / 5 38 / 5
1999: 231 CLAs	0.08 8 / 14 −46 / 14	0.15 2 / 9 −10 / 9	0.00 0 / 6 −6 / 6	2.51 42 / 3 49 / 3
2000: 369 CLAs	0.18 18 / 9 −23 / 9	0.22 4 / 8 −1 / 8	0.01 1 / 5 −4 / 5	2.32 39 / 6 37 / 6
2001: 445 CLAs	0.21 21 / 8 −18 / 8	0.25 4 / 3 3 / 3	0.02 2 / 3 13 / 3	2.30 38 / 7 36 / 7
2002: 332 CLAs	0.21 21 / 7 −17 / 7	0.26 4 / 2 3 / 2	0.02 2 / 1 14 / 1	2.27 38 / 8 35 / 8
2003: 393 CLAs	0.21 21 / 6 −17 / 6	0.28 5 / 1 7 / 1	0.02 2 / 2 13 / 2	2.50 42 / 4 49 / 4
2004: 455 CLAs	0.49 49 / 3 44 / 3	0.25 4 / 4 2 / 4	0.00 0 / 7 −10 / 7	0.82 14 / 13 −58 / 13
2005: 336 CLAs	0.51 51 / 2 49 / 2	0.23 4 / 6 0 / 6	0.00 0 / 7 −10 / 7	0.82 14 / 12 −57 / 12
2006: 320 CLAs	0.56 56 / 1 59 / 1	0.24 4 / 5 2 / 5	0.00 0 / 7 −10 / 7	0.88 15 / 11 −53 / 11
2007: 63 CLAs	0.43 43 / 4 30 / 4	0.00 0 / 12 −28 / 12	0.00 0 / 7 −10 / 7	0.79 13 / 14 −59 / 14
All years: 3483 CLAs	0.29 29 / 5 0 / 5	0.23 4 / 7 0 / 7	0.01 1 / 4 0 / 4	1.73 29 / 9 0 / 9

Table 3: Sheet P. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	61 inko91 (increasing) Overtime allowance on Sat in %	62 inko94 (increasing) Overtime allowance on Sun in %	63 inko97 (increasing) Overtime allowance on holidays in %	64 inko100 (increasing) Overtime allowance on scheduled day in %
	$0 \leq x \leq 300$	$0 \leq x \leq 300$	$0 \leq x \leq 315$	$0 \leq x \leq 200$
	Code Values — Cases 0: $x = 0$ — 305 1: $0 < x \leq 10$ — 375 2: $10 < x \leq 20$ — 11 3: $20 < x \leq 40$ — 82 4: $40 < x \leq 80$ — 478 5: $80 < x \leq 160$ — 282 6: $160 < x \leq 300$ — 96 Missed — 1854 Total — 3483	Code Values — Cases 0: $x = 0$ — 350 1: $0 < x \leq 10$ — 360 2: $10 < x \leq 20$ — 2 3: $20 < x \leq 40$ — 56 4: $40 < x \leq 80$ — 89 5: $80 < x \leq 160$ — 592 6: $160 < x \leq 300$ — 180 Missed — 1854 Total — 3483	Code Values — Cases 0: $x = 0$ — 466 1: $0 < x \leq 10$ — 333 2: $10 < x \leq 20$ — 4 3: $20 < x \leq 40$ — 36 4: $40 < x \leq 80$ — 74 5: $80 < x \leq 160$ — 443 6: $160 < x \leq 315$ — 273 Missed — 1854 Total — 3483	Code Values — Cases 0: $x = 0$ — 1465 1: $0 < x \leq 10$ — 30 2: $10 < x \leq 20$ — 1 3: $20 < x \leq 40$ — 36 4: $40 < x \leq 80$ — 57 5: $80 < x \leq 160$ — 34 6: $160 < x \leq 200$ — 6 Missed — 1854 Total — 3483
1995: 78 CLAs	3.00 50 / 3 11 / 3	3.00 50 / 6 −1 / 6	3.25 54 / 2 17 / 2	0.00 0 / 8 −31 / 8
1996: 118 CLAs	4.38 73 / 1 79 / 1	4.75 79 / 1 75 / 1	5.38 90 / 1 104 / 1	0.00 0 / 8 −31 / 8
1997: 145 CLAs	2.05 34 / 10 −37 / 10	2.38 40 / 10 −28 / 10	2.14 36 / 10 −28 / 10	0.00 0 / 8 −31 / 8
1998: 198 CLAs	2.69 45 / 8 −5 / 8	2.96 49 / 7 −3 / 7	2.60 43 / 9 −9 / 9	0.65 11 / 1 26 / 1
1999: 231 CLAs	3.11 52 / 2 16 / 2	3.22 54 / 3 8 / 3	3.00 50 / 4 7 / 4	0.62 10 / 2 24 / 2
2000: 369 CLAs	2.91 49 / 4 6 / 4	3.31 55 / 2 13 / 2	3.07 51 / 3 10 / 3	0.48 8 / 3 12 / 3
2001: 445 CLAs	2.60 43 / 9 −9 / 9	2.86 48 / 9 −7 / 9	2.69 45 / 7 −6 / 7	0.30 5 / 6 −4 / 6
2002: 332 CLAs	2.73 46 / 7 −3 / 7	2.88 48 / 8 −6 / 8	2.67 45 / 8 −6 / 8	0.24 4 / 7 −10 / 7
2003: 393 CLAs	2.89 48 / 5 5 / 5	3.09 52 / 4 3 / 4	2.90 48 / 5 3 / 5	0.33 6 / 5 −2 / 5
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	2.79 46 / 6 0 / 6	3.03 50 / 5 0 / 5	2.82 47 / 6 0 / 6	0.35 6 / 4 0 / 4

Table 3: Sheet Q. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	65 inko103 (increasing) Overtime: time-for-time payment, Y/N	66 inko105 (increasing) Overtime: time-for-time payment with %, %	67 inko106 (increasing) Overtime: hourly payment, Y/N	68 inko107 (increasing) Overtime: hourly payment + allowance, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 200$	$0 \leq x \leq 200$	$0 \leq x \leq 1$
	Code Values Cases 0: No 982 1: Yes 647 Missed 1854 Total 3483	Code Values Cases 0: $x = 0$ 1601 1: $0 < x \leq 10$ 10 2: $10 < x \leq 20$ 0 3: $20 < x \leq 30$ 3 4: $30 < x \leq 50$ 3 5: $50 < x \leq 100$ 2 6: $100 < x \leq 200$ 10 Missed 1854 Total 3483	Code Values Cases 0: No 2412 1: Yes 400 Not valid 14 Missed 657 Total 3483	Code Values Cases 0: No 2100 1: Yes 726 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 8 −81 / 8	0.00 0 / 7 −11 / 7	0.00 0 / 12 −41 / 12	0.00 0 / 13 −59 / 13
1996: 118 CLAs	0.00 0 / 8 −81 / 8	0.00 0 / 7 −11 / 7	0.00 0 / 12 −41 / 12	0.00 0 / 13 −59 / 13
1997: 145 CLAs	0.00 0 / 8 −81 / 8	0.00 0 / 7 −11 / 7	0.05 5 / 8 −27 / 8	0.05 5 / 12 −48 / 12
1998: 198 CLAs	0.19 19 / 7 −43 / 7	0.00 0 / 7 −11 / 7	0.13 13 / 7 −5 / 7	0.08 8 / 11 −40 / 11
1999: 231 CLAs	0.25 25 / 6 −31 / 6	0.01 0 / 6 −10 / 6	0.19 19 / 5 15 / 5	0.12 12 / 10 −31 / 10
2000: 369 CLAs	0.34 34 / 5 −11 / 5	0.06 1 / 4 −1 / 4	0.20 20 / 4 16 / 4	0.20 20 / 9 −13 / 9
2001: 445 CLAs	0.42 42 / 3 6 / 3	0.08 1 / 2 3 / 2	0.25 25 / 2 32 / 2	0.29 29 / 3 7 / 3
2002: 332 CLAs	0.45 45 / 2 10 / 2	0.03 1 / 5 −5 / 5	0.25 25 / 3 32 / 3	0.29 29 / 2 7 / 2
2003: 393 CLAs	0.47 47 / 1 14 / 1	0.10 2 / 1 6 / 1	0.28 28 / 1 41 / 1	0.28 28 / 4 5 / 4
2004: 455 CLAs	No data	No data	0.00 0 / 11 −40 / 11	0.26 26 / 5 1 / 5
2005: 336 CLAs	No data	No data	0.00 0 / 10 −40 / 10	0.25 25 / 8 −2 / 8
2006: 320 CLAs	No data	No data	0.00 0 / 9 −40 / 9	0.31 31 / 1 12 / 1
2007: 63 CLAs	No data	No data	0.00 0 / 12 −41 / 12	0.25 25 / 7 −1 / 7
All years: 3483 CLAs	0.40 40 / 4 0 / 4	0.06 1 / 3 0 / 3	0.14 14 / 6 0 / 6	0.26 26 / 6 0 / 6

61

Table 3: Sheet R. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	69 inko108 (increasing) Overtime: payment type on one's choice, Y/N	70 inko109 (increasing) Overtime: possibility for savings, Y/N	71 inko103-inko108 (increasing) Overtime: Ways of payment, in ranks	72 inko110 (increasing) Overtime: allowance for part-timers, Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 600$	$0 \le x \le 1$
	Code Values Cases 0: No 2188 1: Yes 638 Missed 657 Total 3483	Code Values Cases 0: No 2435 1: Yes 391 Missed 657 Total 3483	Code Values Cases 0: No payment 1325 1: By time 121 2: By time + % 200 3: Hourly payment 145 4: Hourly payment+allowance 387 5: Hourly payment on one's choice 634 Not valid 14 Missed 657 Total 3483	Code Values Cases 0: No 2489 1: Yes 337 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 12 −54 / 12	0.00 0 / 12 −40 / 12	0.00 0 / 13 −94 / 13	0.00 0 / 12 −37 / 12
1996: 118 CLAs	0.00 0 / 12 −54 / 12	0.00 0 / 12 −40 / 12	0.00 0 / 13 −94 / 13	0.00 0 / 12 −37 / 12
1997: 145 CLAs	0.00 0 / 12 −54 / 12	0.00 0 / 12 −40 / 12	0.19 4 / 12 −86 / 12	0.00 0 / 12 −37 / 12
1998: 198 CLAs	0.08 8 / 11 −34 / 11	0.02 2 / 10 −34 / 10	0.73 15 / 11 −60 / 11	0.04 4 / 11 −24 / 11
1999: 231 CLAs	0.09 9 / 10 −33 / 10	0.02 2 / 11 −35 / 11	0.96 19 / 10 −49 / 10	0.04 4 / 10 −23 / 10
2000: 369 CLAs	0.13 13 / 9 −24 / 9	0.04 4 / 9 −29 / 9	1.47 29 / 9 −26 / 9	0.06 6 / 9 −17 / 9
2001: 445 CLAs	0.19 19 / 8 −9 / 8	0.08 8 / 7 −17 / 7	2.01 40 / 8 −1 / 8	0.17 17 / 3 15 / 3
2002: 332 CLAs	0.20 20 / 7 −7 / 7	0.07 7 / 8 −19 / 8	2.11 42 / 6 5 / 6	0.18 18 / 2 18 / 2
2003: 393 CLAs	0.22 22 / 6 −1 / 6	0.12 12 / 6 −6 / 6	2.17 43 / 5 7 / 5	0.19 19 / 1 21 / 1
2004: 455 CLAs	0.29 29 / 3 16 / 3	0.22 22 / 4 23 / 4	2.20 44 / 4 9 / 4	0.09 9 / 7 −10 / 7
2005: 336 CLAs	0.29 29 / 4 15 / 4	0.22 22 / 3 25 / 3	2.22 44 / 3 9 / 3	0.07 7 / 8 −14 / 8
2006: 320 CLAs	0.31 31 / 2 21 / 2	0.26 26 / 1 34 / 1	2.47 49 / 1 21 / 1	0.11 11 / 5 −4 / 5
2007: 63 CLAs	0.33 33 / 1 26 / 1	0.24 24 / 2 29 / 2	2.38 48 / 2 17 / 2	0.10 10 / 6 −7 / 6
All years: 3483 CLAs	0.23 23 / 5 0 / 5	0.14 14 / 5 0 / 5	2.02 40 / 7 0 / 7	0.12 12 / 4 0 / 4

Table 3: Sheet S. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	73 inko112 (increasing) Travel expenses: public transportation arrangement, Y/N	74 inko113 (increasing) Travel expenses: standard leagal km-arrangement, Y/N	75 inko114 (increasing) Travel expenses: additional to standard leagal km-arrangement, Y/N	76 inko115 (increasing) Travel expenses: car pool arrangement, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 168.756$	$0 \leq x \leq 168.756$
	Code Values Cases 0: No 2116 1: Yes 690 Missed 677 Total 3483	Code Values Cases 0: No 1619 1: Yes 1207 Missed 657 Total 3483	Code Values Cases 0: No 2164 1: Yes 632 Not valid 30 Missed 657 Total 3483	Code Values Cases 0: No 2636 1: Yes 159 Not valid 21 Missed 667 Total 3483
1995: 78 CLAs	0.75 75 / 1 117 / 1	1.00 100 / 1 116 / 1	0.00 0 / 12 −51 / 12	0.00 0 / 12 −20 / 12
1996: 118 CLAs	0.13 13 / 10 −28 / 10	0.38 38 / 12 −11 / 12	0.00 0 / 12 −51 / 12	0.13 13 / 1 66 / 1
1997: 145 CLAs	0.33 33 / 8 20 / 8	0.38 38 / 10 −9 / 10	0.00 0 / 12 −51 / 12	0.00 0 / 12 −20 / 12
1998: 198 CLAs	0.46 46 / 2 49 / 2	0.38 38 / 12 −11 / 12	0.01 1 / 10 −49 / 10	0.04 4 / 4 9 / 4
1999: 231 CLAs	0.41 41 / 6 39 / 6	0.35 35 / 13 −15 / 13	0.00 0 / 11 −51 / 11	0.04 4 / 2 11 / 2
2000: 369 CLAs	0.39 39 / 7 32 / 7	0.38 38 / 11 −10 / 11	0.05 5 / 6 −38 / 6	0.01 1 / 11 −12 / 11
2001: 445 CLAs	0.42 42 / 5 40 / 5	0.41 41 / 8 −4 / 8	0.01 1 / 9 −48 / 9	0.04 4 / 3 10 / 3
2002: 332 CLAs	0.43 43 / 4 42 / 4	0.40 40 / 9 −5 / 9	0.02 2 / 7 −47 / 7	0.03 3 / 7 −1 / 7
2003: 393 CLAs	0.44 44 / 3 45 / 3	0.42 42 / 7 −2 / 7	0.01 1 / 8 −48 / 8	0.04 4 / 5 8 / 5
2004: 455 CLAs	0.00 0 / 13 −56 / 13	0.43 43 / 5 0 / 5	0.46 46 / 2 64 / 2	0.02 2 / 10 −5 / 10
2005: 336 CLAs	0.01 1 / 12 −55 / 12	0.45 45 / 4 5 / 4	0.45 45 / 3 61 / 3	0.02 2 / 8 −3 / 8
2006: 320 CLAs	0.00 0 / 14 −57 / 14	0.52 52 / 3 19 / 3	0.50 50 / 1 75 / 1	0.02 2 / 9 −4 / 9
2007: 63 CLAs	0.02 2 / 11 −53 / 11	0.56 56 / 2 26 / 2	0.32 32 / 4 29 / 4	0.00 0 / 12 −20 / 12
All years: 3483 CLAs	0.25 25 / 9 0 / 9	0.43 43 / 6 0 / 6	0.20 20 / 5 0 / 5	0.03 3 / 6 0 / 6

Table 3: Sheet T. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	77 inko116 (increasing) Special allowances: for cruise ships, Y/N	78 inko117 (increasing) Special allowances: for cargo ships, Y/N	79 inko118 (increasing) Special allowances: for maritime towing service, Y/N	80 inko119 (increasing) Special allowances: for diploma, Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: No 1911 1: Yes 49 Missed 1523 Total 3483	Code Values Cases 0: No 1943 1: Yes 2 Missed 1538 Total 3483	Code Values Cases 0: No 1942 1: Yes 3 Missed 1538 Total 3483	Code Values Cases 0: No 1943 1: Yes 2 Missed 1538 Total 3483
1995: 78 CLAs	No data	No data	No data	No data
1996: 118 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
1997: 145 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
1998: 198 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
1999: 231 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
2000: 369 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.04 4 / 1 117 / 1
2001: 445 CLAs	0.00 0 / 6 −16 / 6	0.01 1 / 1 31 / 1	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
2002: 332 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 2 9 / 2	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
2003: 393 CLAs	0.00 0 / 6 −16 / 6	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 2 5 / 2
2004: 455 CLAs	0.04 4 / 3 7 / 3	0.00 0 / 4 −3 / 4	0.00 0 / 2 2 / 2	0.00 0 / 4 −3 / 4
2005: 336 CLAs	0.04 4 / 2 13 / 2	0.00 0 / 4 −3 / 4	0.01 1 / 1 11 / 1	0.00 0 / 4 −3 / 4
2006: 320 CLAs	0.05 5 / 1 16 / 1	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
2007: 63 CLAs	0.03 3 / 4 5 / 4	0.00 0 / 4 −3 / 4	0.00 0 / 4 −4 / 4	0.00 0 / 4 −3 / 4
All years: 3483 CLAs	0.03 3 / 5 0 / 5	0.00 0 / 3 0 / 3	0.00 0 / 3 0 / 3	0.00 0 / 3 0 / 3

Table 3: Sheet U. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	81 `inko120` (increasing) Special allowances: for tanker ships, Y/N	82 `tijd26` (increasing) Overtime allowance for part time as for full time, Y/N	83 `tijd34` (increasing) Vari-time: Salary based on standard time	84 `tijd36` (increasing) Vari-time: Provisions on vari-time
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 52$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1942 1: Yes 3 Missed 1538 Total 3483	Code Values Cases 0: No 2852 1: Yes 631 Total 3483	Code Values Cases 0: No 3315 1: Yes 60 Not valid 44 Missed 64 Total 3483	Code Values Cases 0: No 2439 1: Yes 41 Missed 1003 Total 3483
1995: 78 CLAs	No data	0.08 8 / 13 −27 / 13	0.05 5 / 1 26 / 1	No data
1996: 118 CLAs	0.00 0 / 5 −4 / 5	0.08 8 / 11 −25 / 11	0.02 2 / 10 −1 / 10	0.00 0 / 11 −13 / 11
1997: 145 CLAs	0.00 0 / 5 −4 / 5	0.08 8 / 12 −26 / 12	0.02 2 / 7 2 / 7	0.00 0 / 11 −13 / 11
1998: 198 CLAs	0.00 0 / 5 −4 / 5	0.08 8 / 14 −27 / 14	0.03 3 / 3 9 / 3	0.08 8 / 1 47 / 1
1999: 231 CLAs	0.00 0 / 5 −4 / 5	0.10 10 / 10 −21 / 10	0.03 3 / 5 6 / 5	0.00 0 / 11 −13 / 11
2000: 369 CLAs	0.04 4 / 1 94 / 1	0.12 12 / 9 −15 / 9	0.04 4 / 2 13 / 2	0.02 2 / 6 0 / 6
2001: 445 CLAs	0.00 0 / 5 −4 / 5	0.13 13 / 8 −13 / 8	0.02 2 / 6 4 / 6	0.03 3 / 3 9 / 3
2002: 332 CLAs	0.00 0 / 5 −4 / 5	0.15 15 / 6 −7 / 6	0.03 3 / 4 7 / 4	0.02 2 / 5 4 / 5
2003: 393 CLAs	0.00 0 / 3 3 / 3	0.13 13 / 7 −12 / 7	0.02 2 / 8 0 / 8	0.03 3 / 4 9 / 4
2004: 455 CLAs	0.00 0 / 5 −4 / 5	0.31 31 / 2 34 / 2	0.00 0 / 11 −13 / 11	0.01 1 / 8 −8 / 8
2005: 336 CLAs	0.00 0 / 2 4 / 2	0.28 28 / 4 26 / 4	0.00 0 / 11 −13 / 11	0.01 1 / 9 −8 / 9
2006: 320 CLAs	0.00 0 / 5 −4 / 5	0.31 31 / 3 32 / 3	0.00 0 / 11 −13 / 11	0.00 0 / 10 −11 / 10
2007: 63 CLAs	0.00 0 / 5 −4 / 5	0.35 35 / 1 44 / 1	No data	0.05 5 / 2 24 / 2
All years: 3483 CLAs	0.00 0 / 4 0 / 4	0.18 18 / 5 0 / 5	0.02 2 / 9 0 / 9	0.02 2 / 7 0 / 7

Table 3: Sheet V. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	85 `wepr137` (increasing) Paid leave for marriage of the employee, number of days	86 `wepr138` (increasing) Paid leave for marriage of a relative of the employee, number of days	87 `wepr139` (increasing) Paid leave in case of death of a relative of 1st degree of the employee, number of days	88 `wepr140` (increasing) Paid leave for arrangements (of funerals) of a relative of 1st degree of the employee, number of days
	$0 \leq x \leq 352$	$0 \leq x \leq 183$	$0 \leq x \leq 43.2$	$0 \leq x \leq 183$
	Code Values Cases 0: $x=0$ 1357 1: $0<x\leq 1$ 69 2: $1<x\leq 2$ 871 3: $2<x\leq 3$ 129 4: $3<x\leq 5$ 106 5: $5<x\leq 7$ 2 Not valid 292 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 800 1: $0<x\leq 1$ 1092 2: $1<x\leq 2$ 35 3: $2<x\leq 3$ 2 4: $3<x\leq 5$ 31 5: $5<x\leq 7$ 7 Not valid 859 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 900 1: $0<x\leq 1$ 71 2: $1<x\leq 2$ 158 3: $2<x\leq 3$ 11 4: $3<x\leq 5$ 473 5: $5<x\leq 10$ 16 6: $10<x\leq 44$ 1 Missed 1853 Total 3483	Code Values Cases 0: $x=0$ 1719 1: $0<x\leq 1$ 29 2: $1<x\leq 2$ 22 3: $2<x\leq 3$ 3 4: $3<x\leq 5$ 189 5: $5<x\leq 10$ 12 6: $10<x\leq 15$ 2 Not valid 850 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 10 −86 / 11	0.00 0 / 13 −93 / 13	0.00 0 / 9 −82 / 9	0.00 0 / 13 −37 / 13
1996: 118 CLAs	0.00 0 / 10 −86 / 11	0.00 0 / 13 −93 / 13	0.00 0 / 9 −82 / 9	0.00 0 / 13 −37 / 13
1997: 145 CLAs	0.10 2 / 9 −78 / 9	0.05 1 / 12 −87 / 12	0.10 2 / 8 −76 / 8	0.19 3 / 8 −21 / 8
1998: 198 CLAs	0.75 15 / 8 −24 / 8	0.29 6 / 8 −53 / 8	0.58 10 / 7 −49 / 7	0.08 1 / 11 −30 / 11
1999: 231 CLAs	0.88 18 / 6 −13 / 6	0.43 9 / 7 −34 / 7	0.70 12 / 6 −43 / 6	0.07 1 / 12 −31 / 12
2000: 369 CLAs	1.45 29 / 4 34 / 4	0.66 13 / 6 −2 / 6	1.57 26 / 2 6 / 2	0.17 3 / 10 −23 / 10
2001: 445 CLAs	1.66 33 / 3 51 / 3	0.75 15 / 4 11 / 4	1.49 25 / 4 1 / 4	0.36 6 / 6 −8 / 6
2002: 332 CLAs	1.86 37 / 1 67 / 1	0.82 16 / 2 20 / 2	1.55 26 / 3 5 / 3	0.63 10 / 3 13 / 3
2003: 393 CLAs	1.76 35 / 2 60 / 2	0.80 16 / 3 18 / 3	1.77 29 / 1 16 / 1	0.85 14 / 2 31 / 2
2004: 455 CLAs	0.00 0 / 10 −86 / 10	0.12 2 / 10 −77 / 10	No data	0.25 4 / 7 −17 / 7
2005: 336 CLAs	0.00 0 / 10 −86 / 11	0.26 5 / 9 −57 / 9	No data	0.47 8 / 4 1 / 4
2006: 320 CLAs	0.00 0 / 10 −86 / 11	0.05 1 / 11 −86 / 11	No data	0.18 3 / 9 −23 / 9
2007: 63 CLAs	0.78 16 / 7 −22 / 7	1.98 40 / 1 181 / 1	No data	1.06 18 / 1 48 / 1
All years: 3483 CLAs	1.04 21 / 5 0 / 5	0.67 13 / 5 0 / 5	1.47 25 / 5 0 / 5	0.46 8 / 5 0 / 5

66

Table 3: Sheet W. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	89 `wepr141` (increasing) Short leave in case of death of a relative of 2nd degree of the employee, number of days	90 `wepr144` (increasing) Paid sabbatical leave (with no specific reason), Y/N	91 `wepr165` (increasing) Seniority: no obligatory overtime, min age in years	92 `wepr166` (increasing) Seniority: no obligatory shift work, min age in years
	$0 \leq x \leq 43.2$	$0 \leq x \leq 4$	$0 \leq x \leq 340$	$0 \leq x \leq 74$
	Code Values Cases 0: $x = 0$ 585 1: $0 < x \leq 1$ 759 2: $1 < x \leq 2$ 327 3: $2 < x \leq 3$ 13 4: $3 < x \leq 5$ 7 5: $5 < x \leq 10$ 1 Not valid 6 Missed 1785 Total 3483	Code Values Cases 0: No 1619 1: Yes 72 Not valid 1 Missed 1791 Total 3483	Code Values Cases 0: $x = 0$ 1638 1: $0 < x \leq 40$ 208 2: $40 < x \leq 50$ 153 3: $50 < x \leq 55$ 699 4: $55 < x \leq 60$ 92 5: $60 < x \leq 65$ 2 Not valid 34 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 1887 1: $0 < x \leq 40$ 394 2: $40 < x \leq 50$ 52 3: $50 < x \leq 55$ 411 4: $55 < x \leq 60$ 75 5: $60 < x \leq 65$ 6 Not valid 1 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 10 −113 / 10	0.00 0 / 7 −21 / 7	1.50 30 / 5 31 / 5	0.00 0 / 14 −60 / 14
1996: 118 CLAs	0.00 0 / 10 −113 / 10	0.00 0 / 7 −21 / 7	1.63 33 / 4 40 / 4	1.25 25 / 1 43 / 1
1997: 145 CLAs	0.05 1 / 9 −107 / 9	0.00 0 / 7 −21 / 7	0.62 12 / 11 −32 / 11	0.29 6 / 13 −37 / 13
1998: 198 CLAs	0.35 7 / 7 −67 / 7	0.00 0 / 7 −21 / 7	1.31 26 / 8 17 / 8	0.46 9 / 8 −22 / 8
1999: 231 CLAs	0.53 11 / 6 −45 / 6	0.00 0 / 7 −21 / 7	1.40 28 / 7 24 / 7	0.68 14 / 6 −4 / 6
2000: 369 CLAs	0.83 17 / 5 −6 / 5	0.04 4 / 6 −2 / 6	1.48 30 / 6 29 / 6	0.63 13 / 7 −8 / 7
2001: 445 CLAs	0.95 19 / 3 9 / 3	0.04 4 / 3 1 / 3	1.70 34 / 3 45 / 3	1.09 22 / 4 30 / 4
2002: 332 CLAs	1.05 21 / 1 22 / 1	0.04 4 / 5 −2 / 5	1.77 35 / 1 50 / 1	1.11 22 / 3 32 / 3
2003: 393 CLAs	1.01 20 / 2 17 / 2	0.07 7 / 1 12 / 1	1.72 34 / 2 47 / 2	1.19 24 / 2 38 / 2
2004: 455 CLAs	No data	No data	0.23 5 / 12 −60 / 12	0.37 7 / 12 −29 / 12
2005: 336 CLAs	No data	No data	0.21 4 / 14 −62 / 14	0.38 8 / 11 −29 / 11
2006: 320 CLAs	No data	No data	0.22 4 / 13 −61 / 13	0.38 8 / 10 −29 / 10
2007: 63 CLAs	0.32 6 / 8 −72 / 8	0.05 5 / 2 3 / 2	0.84 17 / 10 −16 / 10	0.40 8 / 9 −27 / 9
All years: 3483 CLAs	0.88 18 / 4 0 / 4	0.04 4 / 4 0 / 4	1.07 21 / 9 0 / 9	0.73 15 / 5 0 / 5

67

Table 3: Sheet X. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	93 `wepr167` (increasing) Seniority: right to stop shif work, min age in years	94 `wepr172` (increasing) Pregnancy and birth leave: leave beyond legal duration, number of weeks	95 `wepr176` (increasing) Calamity leave: continued payment, Y/N	96 `wepr177` (increasing) Calamity leave: continued payment, % of earnings
	$0 \leq x \leq 63$	$0 \leq x \leq 63$	$0 \leq x \leq 100$	$0 \leq x \leq 100$
	Code Values Cases 0: $x = 0$ 1426 1: $0 < x \lesssim 40$ 11 2: $40 < x \lesssim 50$ 22 3: $50 < x \lesssim 55$ 188 4: $55 < x \lesssim 60$ 44 5: $60 < x \lesssim 63$ 3 Missed 1789 Total 3483	Code Values Cases 0: $x = 0$ 2277 1: $0 < x \lesssim 20$ 109 2: $20 < x \lesssim 50$ 41 3: $50 < x \lesssim 63$ 399 Missed 657 Total 3483	Code Values Cases 0: No 2056 1: Yes 758 Not valid 12 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 2577 1: $0 < x \lesssim 20$ 126 2: $20 < x \lesssim 50$ 1 3: $50 < x \lesssim 70$ 13 4: $70 < x \lesssim 100$ 109 Missed 657 Total 3483
1995: 78 CLAs	1.00 20 / 1 46 / 1	0.00 0 / 11 −46 / 11	0.00 0 / 10 −61 / 10	0.00 0 / 11 −26 / 11
1996: 118 CLAs	0.88 18 / 2 35 / 2	0.00 0 / 11 −46 / 11	0.00 0 / 10 −61 / 10	0.00 0 / 11 −26 / 11
1997: 145 CLAs	0.29 6 / 9 −17 / 9	0.00 0 / 11 −46 / 11	0.00 0 / 10 −61 / 10	0.00 0 / 11 −26 / 11
1998: 198 CLAs	0.21 4 / 10 −24 / 10	0.04 1 / 9 −42 / 9	0.00 0 / 10 −61 / 10	0.00 0 / 11 −26 / 11
1999: 231 CLAs	0.32 6 / 8 −14 / 8	0.02 1 / 10 −45 / 10	0.03 3 / 9 −55 / 9	0.13 3 / 6 −10 / 6
2000: 369 CLAs	0.37 7 / 7 −9 / 7	0.09 3 / 5 −37 / 5	0.08 8 / 7 −43 / 7	0.22 6 / 4 1 / 4
2001: 445 CLAs	0.51 10 / 5 2 / 5	0.07 2 / 8 −40 / 8	0.07 7 / 8 −46 / 8	0.24 6 / 3 3 / 3
2002: 332 CLAs	0.54 11 / 4 6 / 4	0.09 3 / 7 −38 / 7	0.30 30 / 5 6 / 5	0.38 10 / 2 21 / 2
2003: 393 CLAs	0.59 12 / 3 10 / 3	0.09 3 / 6 −38 / 6	0.33 33 / 4 13 / 4	0.42 11 / 1 26 / 1
2004: 455 CLAs	1.00 20 / 1 46 / 1	1.10 37 / 2 57 / 2	0.43 43 / 2 36 / 2	0.12 3 / 8 −12 / 8
2005: 336 CLAs	1.00 20 / 1 46 / 1	1.26 42 / 1 73 / 1	0.43 43 / 1 37 / 1	0.13 3 / 7 −11 / 7
2006: 320 CLAs	No data	1.06 35 / 3 54 / 3	0.42 42 / 3 34 / 3	0.07 2 / 10 −18 / 10
2007: 63 CLAs	0.14 3 / 11 −30 / 11	0.00 0 / 11 −46 / 11	0.00 0 / 10 −61 / 10	0.10 2 / 9 −15 / 9
All years: 3483 CLAs	0.48 10 / 6 0 / 6	0.49 16 / 4 0 / 4	0.27 27 / 6 0 / 6	0.21 5 / 5 0 / 5

68

Table 3: Sheet Y. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	97 `wepr178` (decreasing) Calamity leave: limited duration of leave, Y/N	98 `wepr179` (increasing) Calamity leave: max duration, days	99 `wepr180` (increasing) Calamity leave: subsidies from CLA fund, Y/N	100 `wepr189` (increasing) Short care leave: continued payment, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 14$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1511 1: Yes 118 Missed 1854 Total 3483	Code Values Cases 0: $x=$ 0 2753 1: $0<x\leq$ 3 56 2: $3<x\leq$ 7 11 3: $7<x\leq$ 14 6 Missed 657 Total 3483	Code Values Cases 0: No 2793 1: Yes 33 Missed 657 Total 3483	Code Values Cases 0: No 2598 1: Yes 165 Missed 720 Total 3483
1995: 78 CLAs	0.00 100 / 1 28 / 1	0.00 0 / 11 −15 / 11	0.00 0 / 9 −11 / 9	0.00 0 / 11 −25 / 11
1996: 118 CLAs	0.00 100 / 1 28 / 1	0.00 0 / 11 −15 / 11	0.00 0 / 9 −11 / 9	0.00 0 / 11 −25 / 11
1997: 145 CLAs	0.00 100 / 1 28 / 1	0.00 0 / 11 −15 / 11	0.00 0 / 9 −11 / 9	0.00 0 / 11 −25 / 11
1998: 198 CLAs	0.04 96 / 3 12 / 3	0.00 0 / 11 −15 / 11	0.00 0 / 9 −11 / 9	0.02 2 / 7 −16 / 7
1999: 231 CLAs	0.03 97 / 2 18 / 2	0.02 1 / 8 −7 / 8	0.00 0 / 9 −11 / 9	0.04 4 / 6 −10 / 6
2000: 369 CLAs	0.09 91 / 7 −6 / 7	0.03 1 / 4 −1 / 4	0.01 1 / 7 −4 / 7	0.06 6 / 5 −0 / 5
2001: 445 CLAs	0.05 95 / 4 8 / 4	0.03 1 / 6 −2 / 6	0.00 0 / 9 −11 / 9	0.09 9 / 3 14 / 3
2002: 332 CLAs	0.08 92 / 6 −2 / 6	0.05 2 / 2 7 / 2	0.00 0 / 8 −8 / 8	0.14 14 / 1 32 / 1
2003: 393 CLAs	0.10 90 / 8 −12 / 8	0.07 2 / 1 15 / 1	0.01 1 / 6 −4 / 6	0.10 10 / 2 17 / 2
2004: 455 CLAs	No data	0.03 1 / 5 −1 / 5	0.04 4 / 1 24 / 1	0.02 2 / 8 −17 / 8
2005: 336 CLAs	No data	0.03 1 / 7 −3 / 7	0.01 1 / 4 0 / 4	0.02 2 / 9 −18 / 9
2006: 320 CLAs	No data	0.01 0 / 10 −9 / 10	0.02 2 / 3 4 / 3	0.01 1 / 10 −21 / 10
2007: 63 CLAs	No data	0.02 1 / 9 −8 / 9	0.02 2 / 2 4 / 2	No data
All years: 3483 CLAs	0.07 93 / 5 0 / 5	0.03 1 / 3 0 / 3	0.01 1 / 5 0 / 5	0.06 6 / 4 0 / 4

69

Table 3: Sheet Z. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	101 `wepr190` (increasing) Short care leave: continued payment, % of earnings	102 `wepr191` (increasing) Short care leave: subsidies from CLA fund, Y/N	103 `wepr202` (increasing) Long care leave: continued pay, Y/N	104 `wepr203` (increasing) Long care leave: continued payment, % of earnings
	$0 \leq x \leq 100$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 100$
	Code Values Cases 0: $x = 0$ 2711 1: $0 < x \leq 20$ 1 2: $20 < x \leq 50$ 3 3: $50 < x \leq 70$ 53 4: $70 < x \leq 100$ 58 Missed 657 Total 3483	Code Values Cases 0: No 2394 1: Yes 432 Missed 657 Total 3483	Code Values Cases 0: No 1602 1: Yes 27 Missed 1854 Total 3483	Code Values Cases 0: $x = 0$ 2785 1: $0 < x \leq 20$ 33 2: $20 < x \leq 50$ 5 3: $50 < x \leq 70$ 0 4: $70 < x \leq 100$ 3 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 9 −42 / 9	0.00 0 / 7 −13 / 7	0.00 0 / 9 −10 / 9
1996: 118 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 9 −42 / 9	0.00 0 / 7 −13 / 7	0.00 0 / 9 −10 / 9
1997: 145 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 9 −42 / 9	0.00 0 / 7 −13 / 7	0.00 0 / 9 −10 / 9
1998: 198 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 9 −42 / 9	0.02 2 / 2 3 / 2	0.00 0 / 9 −10 / 9
1999: 231 CLAs	0.11 3 / 6 −5 / 6	0.00 0 / 9 −42 / 9	0.00 0 / 7 −13 / 7	0.00 0 / 9 −10 / 9
2000: 369 CLAs	0.14 4 / 4 0 / 4	0.01 1 / 6 −39 / 6	0.01 1 / 6 −4 / 6	0.01 0 / 7 −3 / 7
2001: 445 CLAs	0.16 4 / 3 3 / 3	0.00 0 / 8 −42 / 8	0.02 2 / 5 −1 / 5	0.01 0 / 8 −6 / 8
2002: 332 CLAs	0.45 11 / 1 44 / 1	0.00 0 / 9 −42 / 9	0.02 2 / 3 1 / 3	0.02 0 / 6 −1 / 6
2003: 393 CLAs	0.32 8 / 2 25 / 2	0.00 0 / 7 −42 / 7	0.03 3 / 1 7 / 1	0.02 1 / 4 0 / 4
2004: 455 CLAs	0.00 0 / 7 −20 / 7	0.36 36 / 3 59 / 3	No data	0.02 1 / 3 3 / 3
2005: 336 CLAs	0.00 0 / 8 −20 / 8	0.38 38 / 2 63 / 2	No data	0.04 1 / 1 9 / 1
2006: 320 CLAs	0.00 0 / 8 −20 / 8	0.40 40 / 1 70 / 1	No data	0.03 1 / 2 6 / 2
2007: 63 CLAs	0.00 0 / 8 −20 / 8	0.06 6 / 5 −25 / 5	No data	0.00 0 / 9 −10 / 9
All years: 3483 CLAs	0.14 4 / 5 0 / 5	0.15 15 / 4 0 / 4	0.02 2 / 4 0 / 4	0.02 0 / 5 0 / 5

Table 3: Sheet Z1. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income			
	105 `wepr204` (increasing) Long care leave: subsidies from CLA fund, Y/N	106 `wepr205` (increasing) Long care leave: employer's contribution to UVI-benefits, Y/N	107 `wepr226` (increasing) Leave saving scheme: Bonus of employer, Y/N	108 `jong3` (increasing) Youth: Bonus for diploma, EUR
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 2000$	$0 \le x \le 2200$
	Code Values Cases 0: No 2684 1: Yes 142 Missed 657 Total 3483	Code Values Cases 0: No 2777 1: Yes 49 Missed 657 Total 3483	Code Values Cases 0: No 2812 1: Yes 13 Not valid 1 Missed 657 Total 3483	Code Values Cases 0: $x=$ 0 2160 1: $0 < x \le$ 100 102 2: $100 < x \le$ 300 46 3: $300 < x \le$ 800 39 4: $800 < x \le$ 2200 2 Missed 1134 Total 3483
1995: 78 CLAs	0.00 0 / 9 −23 / 9	0.00 0 / 9 −13 / 9	0.00 0 / 7 −7 / 7	0.18 4 / 2 8 / 2
1996: 118 CLAs	0.00 0 / 9 −23 / 9	0.00 0 / 9 −13 / 9	0.00 0 / 7 −7 / 7	0.09 2 / 9 −8 / 9
1997: 145 CLAs	0.00 0 / 9 −23 / 9	0.00 0 / 9 −13 / 9	0.00 0 / 7 −7 / 7	0.16 4 / 4 4 / 4
1998: 198 CLAs	0.00 0 / 9 −23 / 9	0.00 0 / 9 −13 / 9	0.00 0 / 7 −7 / 7	0.16 4 / 3 5 / 3
1999: 231 CLAs	0.00 0 / 9 −23 / 9	0.00 0 / 9 −13 / 9	0.00 0 / 7 −7 / 7	0.09 2 / 10 −9 / 10
2000: 369 CLAs	0.01 1 / 6 −20 / 6	0.00 0 / 8 −11 / 8	0.00 0 / 5 −2 / 5	0.20 5 / 1 12 / 1
2001: 445 CLAs	0.00 0 / 7 −21 / 7	0.00 0 / 9 −13 / 9	0.00 0 / 6 −3 / 6	0.12 3 / 8 −4 / 8
2002: 332 CLAs	0.00 0 / 9 −23 / 9	0.01 1 / 6 −9 / 6	0.01 1 / 2 2 / 2	0.13 3 / 7 −2 / 7
2003: 393 CLAs	0.00 0 / 8 −22 / 8	0.01 1 / 7 −9 / 7	0.01 1 / 3 1 / 3	0.13 3 / 6 −1 / 6
2004: 455 CLAs	0.13 13 / 1 34 / 1	0.04 4 / 3 14 / 3	0.00 0 / 7 −7 / 7	No data
2005: 336 CLAs	0.12 12 / 2 33 / 2	0.04 4 / 2 16 / 2	0.00 0 / 7 −7 / 7	No data
2006: 320 CLAs	0.12 12 / 3 30 / 3	0.04 4 / 1 18 / 1	0.00 0 / 7 −7 / 7	No data
2007: 63 CLAs	0.03 3 / 5 −8 / 5	0.03 3 / 4 11 / 4	0.11 11 / 1 157 / 1	0.05 1 / 11 −17 / 11
All years: 3483 CLAs	0.05 5 / 4 0 / 4	0.02 2 / 5 0 / 5	0.00 0 / 4 0 / 4	0.14 3 / 5 0 / 5

Table 3: Sheet Z2. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	In-work income	Out-of-work income		
	109 `cont52` (increasing) Layered CLAs: saving arrangements, Y/N	110 `tijd24` (decreasing) Part-time work: Min hours a week to be eligibile for training, early retirement, etc.	111 `wepr224` (increasing) Accumulation of benefits during leave saving scheme, Y/N	112 `socze6` (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act), Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 35$	$0 \leq x \leq 365$	$0 \leq x \leq 60$
	Code Values Cases 0: No 1660 1: Yes 32 Missed 1791 Total 3483	Code Values Cases 0: $x=0$ 3472 1: $0<x\leq 5$ 0 2: $5<x\leq 10$ 0 3: $10<x\leq 15$ 0 4: $15<x\leq 20$ 8 5: $20<x\leq 25$ 0 6: $25<x\leq 35$ 3 Total 3483	Code Values Cases 0: No 2742 1: Yes 40 Not valid 44 Missed 657 Total 3483	Code Values Cases 0: No 958 1: Yes 1383 Not valid 7 Missed 1135 Total 3483
1995: 78 CLAs	0.00 0 / 7 −14 / 7	0.00 100 / 1 6 / 1	0.00 0 / 8 −12 / 8	0.77 77 / 1 36 / 1
1996: 118 CLAs	0.00 0 / 7 −14 / 7	0.03 99 / 7 −8 / 7	0.00 0 / 8 −12 / 8	0.68 68 / 2 18 / 2
1997: 145 CLAs	0.00 0 / 7 −14 / 7	0.00 100 / 1 6 / 1	0.00 0 / 8 −12 / 8	0.60 60 / 5 2 / 5
1998: 198 CLAs	0.00 0 / 7 −14 / 7	0.05 99 / 9 −14 / 9	0.00 0 / 8 −12 / 8	0.60 60 / 7 1 / 7
1999: 231 CLAs	0.00 0 / 7 −14 / 7	0.03 100 / 6 −4 / 6	0.01 1 / 7 −5 / 7	0.55 55 / 10 −7 / 10
2000: 369 CLAs	0.01 1 / 6 −6 / 6	0.01 100 / 2 1 / 2	0.02 2 / 4 3 / 4	0.61 61 / 4 3 / 4
2001: 445 CLAs	0.03 3 / 2 9 / 2	0.02 100 / 5 −1 / 5	0.01 1 / 6 −3 / 6	0.59 59 / 9 −0 / 9
2002: 332 CLAs	0.02 2 / 5 −3 / 5	0.01 100 / 3 1 / 3	0.03 3 / 3 16 / 3	0.60 60 / 6 2 / 6
2003: 393 CLAs	0.02 2 / 3 1 / 3	0.04 99 / 8 −8 / 8	0.04 4 / 2 18 / 2	0.61 61 / 3 4 / 3
2004: 455 CLAs	No data	0.00 100 / 1 6 / 1	0.00 0 / 8 −12 / 8	No data
2005: 336 CLAs	No data	0.00 100 / 1 6 / 1	0.00 0 / 8 −12 / 8	No data
2006: 320 CLAs	No data	0.00 100 / 1 6 / 1	0.00 0 / 8 −12 / 8	No data
2007: 63 CLAs	0.03 3 / 1 9 / 1	0.00 100 / 1 6 / 1	0.06 6 / 1 41 / 1	0.00 0 / 11 −120 / 11
All years: 3483 CLAs	0.02 2 / 4 0 / 4	0.01 100 / 4 0 / 4	0.01 1 / 5 0 / 5	0.59 59 / 8 0 / 8

72

Table 3: Sheet Z3. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	113 socze7 (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employer's contribution in the current year, % of salaries	114 socze8 (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employer's contibution in the next year, % of salaries	115 socze9 (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employee's contribution in the current year, % of salaries	116 socze10 (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employee's contribution in the next year, % of salaries
	$0 \le x \le 100$	$0 \le x \le 100$	$0 \le x \le 1000$	$0 \le x \le 100$
	Code Values Cases 0: $x=$ 0 2098 1: $0 < x \le$ 2 110 2: $2 < x \lesssim$ 10 25 3: $10 < x \lesssim$ 50 69 4: $50 < x \le$ 100 47 Missed 1134 Total 3483	Code Values Cases 0: $x=$ 0 1808 1: $0 < x \le$ 2 34 2: $2 < x \lesssim$ 10 11 3: $10 < x \lesssim$ 50 23 4: $50 < x \le$ 100 17 Missed 1590 Total 3483	Code Values Cases 0: $x=$ 0 1833 1: $0 < x \le$ 2 272 2: $2 < x \lesssim$ 10 123 3: $10 < x \lesssim$ 50 47 4: $50 < x \le$ 100 70 Not valid 4 Missed 1134 Total 3483	Code Values Cases 0: $x=$ 0 1764 1: $0 < x \le$ 2 89 2: $2 < x \lesssim$ 10 9 3: $10 < x \lesssim$ 50 18 4: $50 < x \le$ 100 13 Missed 1590 Total 3483
1995: 78 CLAs	0.31 8 / 1 9 / 1	0.15 4 / 1 10 / 1	0.49 12 / 1 10 / 1	0.12 3 / 4 1 / 4
1996: 118 CLAs	0.17 4 / 9 −8 / 9	0.08 2 / 7 −3 / 7	0.42 10 / 4 2 / 4	0.12 3 / 3 1 / 3
1997: 145 CLAs	0.22 6 / 7 −2 / 7	0.12 3 / 2 4 / 2	0.38 10 / 8 −2 / 8	0.07 2 / 9 −9 / 9
1998: 198 CLAs	0.16 4 / 11 −9 / 11	0.07 2 / 9 −6 / 9	0.34 9 / 9 −6 / 9	0.08 2 / 8 −7 / 8
1999: 231 CLAs	0.17 4 / 10 −9 / 10	0.07 2 / 8 −5 / 8	0.31 8 / 10 −10 / 10	0.09 2 / 7 −4 / 7
2000: 369 CLAs	0.27 7 / 5 4 / 5	0.11 3 / 4 1 / 4	0.40 10 / 7 −0 / 7	0.10 3 / 6 −2 / 6
2001: 445 CLAs	0.27 7 / 4 4 / 4	0.11 3 / 3 2 / 3	0.46 12 / 2 7 / 2	0.14 3 / 2 5 / 2
2002: 332 CLAs	0.21 5 / 8 −3 / 8	0.11 3 / 5 1 / 5	0.45 11 / 3 6 / 3	0.14 4 / 1 6 / 1
2003: 393 CLAs	0.27 7 / 3 5 / 3	No data	0.41 10 / 5 1 / 5	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.29 7 / 2 6 / 2	No data	0.00 0 / 11 −44 / 11	No data
All years: 3483 CLAs	0.24 6 / 6 0 / 6	0.10 3 / 6 0 / 6	0.40 10 / 6 0 / 6	0.11 3 / 5 0 / 5

Table 3: Sheet Z4. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	117 socze11 (increasing) Additional disability collective (reduced) insurance beyond WAO benefits (Invalidity Insurance Act), Y/N	118 socze12 (increasing) Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act), Y/N	119 socze13 (increasing) Additional disability voluntary insurance beyond WAO benefits restricted to 70% of income (Invalidity Insurance Act), Y/N	120 socze14 (increasing) Additional disability insurance beyond WAO benefits restricted to 70% of income (Invalidity Insurance Act), % of coverage
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 100$	$0 \leq x \leq 100$
	Code Values Cases 0: No 1454 1: Yes 895 Missed 1134 Total 3483	Code Values Cases 0: No 1983 1: Yes 366 Missed 1134 Total 3483	Code Values Cases 0: No 1643 1: Yes 699 Not valid 1 Missed 1140 Total 3483	Code Values Cases 0: $x = 0$ 2964 1: $0 < x \leq 2$ 11 2: $2 < x \leq 10$ 13 3: $10 < x \leq 50$ 138 4: $50 < x \leq 100$ 294 Missed 63 Total 3483
1995: 78 CLAs	0.50 50 / 1 24 / 1	0.12 12 / 10 −11 / 10	0.47 47 / 1 38 / 1	0.71 18 / 1 19 / 1
1996: 118 CLAs	0.40 40 / 4 4 / 4	0.11 11 / 11 −13 / 11	0.32 32 / 2 5 / 2	0.38 10 / 11 −8 / 11
1997: 145 CLAs	0.33 33 / 10 −10 / 10	0.14 14 / 7 −3 / 7	0.32 32 / 4 4 / 4	0.43 11 / 8 −4 / 8
1998: 198 CLAs	0.34 34 / 8 −9 / 8	0.15 15 / 6 −1 / 6	0.26 26 / 10 −9 / 10	0.34 8 / 12 −11 / 12
1999: 231 CLAs	0.33 33 / 9 −10 / 9	0.12 12 / 9 −10 / 9	0.28 28 / 9 −4 / 9	0.32 8 / 13 −12 / 13
2000: 369 CLAs	0.41 41 / 3 5 / 3	0.15 15 / 4 −1 / 4	0.30 30 / 6 0 / 6	0.41 10 / 9 −5 / 9
2001: 445 CLAs	0.39 39 / 6 1 / 6	0.15 15 / 5 −1 / 5	0.30 30 / 5 1 / 5	0.41 10 / 10 −5 / 10
2002: 332 CLAs	0.41 41 / 2 6 / 2	0.14 14 / 8 −5 / 8	0.30 30 / 8 −1 / 8	0.44 11 / 7 −3 / 7
2003: 393 CLAs	0.40 40 / 5 3 / 5	0.16 16 / 2 1 / 2	0.32 32 / 3 5 / 3	0.46 12 / 6 −1 / 6
2004: 455 CLAs	No data	No data	No data	0.66 17 / 2 15 / 2
2005: 336 CLAs	No data	No data	No data	0.58 15 / 3 8 / 3
2006: 320 CLAs	No data	No data	No data	0.51 13 / 4 3 / 4
2007: 63 CLAs	0.19 19 / 11 −39 / 11	0.57 57 / 1 115 / 1	0.00 0 / 11 −65 / 11	No data
All years: 3483 CLAs	0.38 38 / 7 0 / 7	0.16 16 / 3 0 / 3	0.30 30 / 7 0 / 7	0.48 12 / 5 0 / 5

74

Table 3: Sheet Z5. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	121 socze15 (increasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): tax-free yearly payments by employees EUR	122 socze16 (decreasing) Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act): age dependence, Y/N	123 socze17 (decreasing) Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): contributions up to age limit age in years	124 socze21 (increasing) Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act): general extension requested, Y/N
	$0 \leq x \leq 14929.37$	$0 \leq x \leq 1$	$0 \leq x \leq 65$	$0 \leq x \leq 60$
	Code Values Cases 0: $x = 0$ 3169 1: $0 < x \lesssim 2$ 14 2: $2 < x \lesssim 10$ 9 3: $10 < x \lesssim 50$ 99 4: $50 < x \lesssim 100$ 2 Not valid 128 Missed 62 Total 3483	Code Values Cases 0: No 3185 1: Yes 181 Missed 117 Total 3483	Code Values Cases 0: $x = 0$ 2932 1: $0 < x \lesssim 27$ 145 2: $27 < x \lesssim 55$ 0 3: $55 < x \lesssim 58$ 262 4: $58 < x \lesssim 65$ 27 Missed 117 Total 3483	Code Values Cases 0: No 2922 1: Yes 554 Not valid 7 Total 3483
1995: 78 CLAs	0.00 0 / 12 −19 / 12	0.06 94 / 9 −5 / 9	0.71 82 / 13 −45 / 13	0.08 8 / 5 −23 / 5
1996: 118 CLAs	0.00 0 / 12 −19 / 12	0.04 96 / 4 5 / 4	0.46 89 / 12 −17 / 12	0.04 4 / 6 −32 / 6
1997: 145 CLAs	0.04 1 / 5 −11 / 5	0.07 93 / 10 −7 / 10	0.37 91 / 8 −7 / 8	0.03 3 / 10 −34 / 10
1998: 198 CLAs	0.02 0 / 8 −16 / 8	0.09 91 / 13 −16 / 13	0.36 91 / 7 −6 / 7	0.04 4 / 8 −32 / 8
1999: 231 CLAs	0.01 0 / 10 −17 / 10	0.06 94 / 7 −3 / 7	0.29 93 / 3 2 / 3	0.03 3 / 9 −34 / 9
2000: 369 CLAs	0.03 1 / 6 −13 / 6	0.06 94 / 6 −2 / 6	0.35 91 / 6 −4 / 6	0.04 4 / 7 −32 / 7
2001: 445 CLAs	0.01 0 / 9 −16 / 9	0.07 93 / 12 −9 / 12	0.39 90 / 9 −9 / 9	0.02 2 / 12 −37 / 12
2002: 332 CLAs	0.01 0 / 11 −17 / 11	0.07 93 / 11 −8 / 11	0.40 90 / 10 −10 / 10	0.02 2 / 13 −38 / 13
2003: 393 CLAs	0.02 0 / 7 −16 / 7	0.06 94 / 8 −4 / 8	0.43 89 / 11 −14 / 11	0.02 2 / 11 −37 / 11
2004: 455 CLAs	0.29 7 / 1 36 / 1	0.02 98 / 1 14 / 1	0.06 99 / 1 29 / 1	0.45 45 / 2 78 / 2
2005: 336 CLAs	0.24 6 / 3 25 / 3	0.02 98 / 2 13 / 2	0.08 98 / 2 26 / 2	0.45 45 / 1 78 / 1
2006: 320 CLAs	0.27 7 / 2 31 / 2	0.03 97 / 3 11 / 3	0.30 93 / 4 1 / 4	0.40 40 / 3 66 / 3
2007: 63 CLAs	No data	No data	No data	0.00 0 / 14 −44 / 14
All years: 3483 CLAs	0.10 3 / 4 0 / 4	0.05 95 / 5 0 / 5	0.31 92 / 5 0 / 5	0.16 16 / 4 0 / 4

Table 3: Sheet Z6. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	125 socze22 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, Duration in months	126 socze23 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, % of salary	127 socze24 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration under WAO, months	128 socze25 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary
	$0 \leq x \leq 112$	$0 \leq x \leq 100$	$0 \leq x \leq 1200$	$0 \leq x \leq 100$
	Code Values Cases 0: $x=$ 0 1164 1: $0 < x \leq$ 3 211 2: $3 < x \leq$ 12 1372 3: $12 < x \leq$ 24 65 4: $24 < x \leq$ 112 14 Missed 657 Total 3483	Code Values Cases 0: $x=$ 0 174 1: $0 < x \leq$ 60 0 2: $60 < x \leq$ 70 39 3: $70 < x \leq$ 80 10 4: $80 < x \leq$ 90 9 5: $90 < x \leq$ 100 1397 Missed 1854 Total 3483	Code Values Cases 0: $x=$ 0 1431 1: $0 < x \leq$ 3 7 2: $3 < x \leq$ 12 1046 3: $12 < x \leq$ 24 120 4: $24 < x \leq$ 1200 159 Missed 720 Total 3483	Code Values Cases 0: $x=$ 0 500 1: $0 < x \leq$ 60 0 2: $60 < x \leq$ 70 36 3: $70 < x \leq$ 80 74 4: $80 < x \leq$ 90 136 5: $90 < x \leq$ 100 946 Missed 1791 Total 3483
1995: 78 CLAs	1.50 38 / 9 36 / 9	3.00 60 / 10 −87 / 10	2.00 50 / 2 70 / 2	3.00 60 / 8 −13 / 8
1996: 118 CLAs	2.00 50 / 1 86 / 1	5.00 100 / 1 39 / 1	2.13 53 / 1 80 / 1	4.13 83 / 1 38 / 1
1997: 145 CLAs	1.95 49 / 2 81 / 2	4.38 88 / 5 0 / 5	1.10 27 / 10 −2 / 10	2.48 50 / 10 −37 / 10
1998: 198 CLAs	1.90 47 / 3 76 / 3	4.58 92 / 2 13 / 2	1.73 43 / 3 49 / 3	3.79 76 / 2 23 / 2
1999: 231 CLAs	1.80 45 / 7 66 / 7	4.25 85 / 9 −8 / 9	1.31 33 / 8 15 / 8	2.91 58 / 9 −17 / 9
2000: 369 CLAs	1.70 43 / 8 56 / 8	4.42 88 / 4 3 / 4	1.54 39 / 6 33 / 6	3.66 73 / 3 17 / 3
2001: 445 CLAs	1.83 46 / 5 69 / 5	4.34 87 / 7 −2 / 7	1.50 37 / 7 30 / 7	3.25 65 / 7 −2 / 7
2002: 332 CLAs	1.80 45 / 6 66 / 6	4.25 85 / 8 −8 / 8	1.57 39 / 5 36 / 5	3.42 68 / 5 6 / 5
2003: 393 CLAs	1.89 47 / 4 75 / 4	4.51 90 / 3 8 / 3	1.62 40 / 4 40 / 4	3.59 72 / 4 13 / 4
2004: 455 CLAs	0.18 4 / 12 −95 / 12	No data	0.49 12 / 12 −50 / 12	No data
2005: 336 CLAs	0.18 5 / 11 −94 / 11	No data	0.45 11 / 13 −53 / 13	No data
2006: 320 CLAs	0.17 4 / 13 −95 / 13	No data	0.54 14 / 11 −46 / 11	No data
2007: 63 CLAs	0.13 3 / 14 −100 / 14	No data	No data	0.00 0 / 11 −148 / 11
All years: 3483 CLAs	1.13 28 / 10 0 / 10	4.38 88 / 6 0 / 6	1.12 28 / 9 0 / 9	3.29 66 / 6 0 / 6

Table 3: Sheet Z7. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	129 socze26 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration in months	130 socze27 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary	131 socze28 (decreasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Reduction of benefits over time, Y/N	132 socze29 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Compensation of holidays, Y/N
	$0 \leq x \leq 48$	$0 \leq x \leq 100$	$0 \leq x \leq 100$	$0 \leq x \leq 24$
	Code Values Cases 0: $x = 0$ 1307 1: $0 < x \leq 3$ 4 2: $3 < x \leq 12$ 325 3: $12 < x \leq 24$ 18 4: $24 < x \leq 48$ 38 Missed 1791 Total 3483	Code Values Cases 0: $x = 0$ 2291 1: $0 < x \leq 60$ 87 2: $60 < x \leq 70$ 35 3: $70 < x \leq 80$ 141 4: $80 < x \leq 90$ 111 5: $90 < x \leq 100$ 98 Missed 720 Total 3483	Code Values Cases 0: No 2324 1: Yes 266 Not valid 236 Missed 657 Total 3483	Code Values Cases 0: No 2570 1: Yes 197 Not valid 59 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 10 −52 / 10	0.00 0 / 13 −41 / 13	0.25 75 / 10 −49 / 10	0.25 25 / 1 70 / 1
1996: 118 CLAs	1.00 25 / 1 50 / 1	1.50 30 / 1 72 / 1	0.00 100 / 1 34 / 1	0.00 0 / 12 −28 / 12
1997: 145 CLAs	0.48 12 / 9 −3 / 9	0.95 19 / 3 30 / 3	0.14 86 / 4 −13 / 4	0.00 0 / 12 −28 / 12
1998: 198 CLAs	0.54 14 / 4 3 / 4	0.98 20 / 2 32 / 2	0.15 85 / 5 −14 / 5	0.08 8 / 5 5 / 5
1999: 231 CLAs	0.51 13 / 5 0 / 5	0.94 19 / 5 29 / 5	0.09 91 / 2 5 / 2	0.03 3 / 11 −17 / 11
2000: 369 CLAs	0.61 15 / 2 10 / 2	0.95 19 / 4 30 / 4	0.16 84 / 6 −19 / 6	0.06 6 / 8 −6 / 8
2001: 445 CLAs	0.49 12 / 7 −2 / 7	0.81 16 / 7 19 / 7	0.16 84 / 7 −19 / 7	0.05 5 / 9 −7 / 9
2002: 332 CLAs	0.48 12 / 8 −3 / 8	0.78 16 / 8 17 / 8	0.19 81 / 9 −29 / 9	0.06 6 / 7 −3 / 7
2003: 393 CLAs	0.56 14 / 3 5 / 3	0.90 18 / 6 26 / 6	0.16 84 / 8 −20 / 8	0.05 5 / 10 −8 / 10
2004: 455 CLAs	No data	0.08 2 / 11 −35 / 11	0.00 100 / 1 34 / 1	0.11 11 / 2 13 / 2
2005: 336 CLAs	No data	0.09 2 / 10 −34 / 10	0.00 100 / 1 34 / 1	0.10 10 / 3 11 / 3
2006: 320 CLAs	No data	0.06 1 / 12 −36 / 12	0.00 100 / 1 34 / 1	0.08 8 / 4 5 / 4
2007: 63 CLAs	0.00 0 / 10 −52 / 10	No data	0.00 100 / 1 34 / 1	0.00 0 / 12 −28 / 12
All years: 3483 CLAs	0.51 13 / 6 0 / 6	0.55 11 / 9 0 / 9	0.10 90 / 3 0 / 3	0.07 7 / 6 0 / 6

77

Table 3: Sheet Z8. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	133 socze30 (decreasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Waiting days, Y/N	134 socze31 (increasing) General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Growth of benefits over time, Y/N	135 socze32 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Min age limit, years of age	136 socze33 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, Duration in months
	$0 \leq x \leq 1$	$0 \leq x \leq 100$	$0 \leq x \leq 65$	$0 \leq x \leq 714$
	Code Values Cases 0: No 2401 1: Yes 362 Missed 720 Total 3483	Code Values Cases 0: No 2671 1: Yes 148 Not valid 7 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 2449 1: $0<x\leq1$ 38 2: $1<x\leq50$ 18 3: $50<x\leq60$ 310 4: $60<x\leq65$ 11 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 1449 1: $0<x\leq3$ 17 2: $3<x\leq12$ 1257 3: $12<x\leq24$ 53 4: $24<x\leq714$ 50 Missed 657 Total 3483
1995: 78 CLAs	0.25 75 / 13 −35 / 13	0.00 0 / 11 −24 / 11	0.75 19 / 2 39 / 2	0.50 13 / 6 −48 / 6
1996: 118 CLAs	0.00 100 / 1 39 / 1	0.00 0 / 11 −24 / 11	1.13 28 / 1 77 / 1	0.25 6 / 11 −71 / 11
1997: 145 CLAs	0.10 90 / 3 11 / 3	0.00 0 / 11 −24 / 11	0.29 7 / 10 −9 / 10	0.10 2 / 13 −85 / 13
1998: 198 CLAs	0.08 92 / 2 14 / 2	0.06 6 / 4 4 / 4	0.65 16 / 5 28 / 5	0.40 10 / 10 −57 / 10
1999: 231 CLAs	0.11 89 / 4 8 / 4	0.05 5 / 6 0 / 6	0.37 9 / 9 −0 / 9	0.18 5 / 12 −77 / 12
2000: 369 CLAs	0.12 88 / 5 4 / 5	0.05 5 / 8 −0 / 8	0.44 11 / 7 7 / 7	0.42 10 / 9 −55 / 9
2001: 445 CLAs	0.15 85 / 12 −4 / 12	0.07 7 / 2 7 / 2	0.61 15 / 6 25 / 6	0.42 11 / 8 −55 / 8
2002: 332 CLAs	0.12 88 / 6 2 / 6	0.07 7 / 3 6 / 3	0.73 18 / 3 37 / 3	0.51 13 / 5 −47 / 5
2003: 393 CLAs	0.13 87 / 7 0 / 7	0.08 8 / 1 12 / 1	0.70 18 / 4 34 / 4	0.46 12 / 7 −51 / 7
2004: 455 CLAs	0.13 87 / 10 −1 / 10	0.03 3 / 9 −9 / 9	0.03 1 / 13 −35 / 13	1.93 48 / 3 83 / 3
2005: 336 CLAs	0.15 85 / 11 −4 / 11	0.05 5 / 5 0 / 5	0.03 1 / 12 −35 / 12	1.99 50 / 1 89 / 1
2006: 320 CLAs	0.13 87 / 9 −0 / 9	0.03 3 / 10 −12 / 10	0.01 0 / 14 −37 / 14	1.98 50 / 2 88 / 2
2007: 63 CLAs	No data	0.00 0 / 11 −24 / 11	0.21 5 / 11 −17 / 11	0.08 2 / 14 −86 / 14
All years: 3483 CLAs	0.13 87 / 8 0 / 8	0.05 5 / 7 0 / 7	0.37 9 / 8 0 / 8	1.02 26 / 4 0 / 4

Table 3: Sheet Z9. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	137 socze34 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, % of salary	138 socze35 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration under WAO, months	139 socze36 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary	140 socze37 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration in months
	$0 \le x \le 100$	$0 \le x \le 108$	$0 \le x \le 100$	$0 \le x \le 108$
	Code Values Cases 0: $x = 0$ 1306 1: $0 < x \le 60$ 0 2: $60 < x \le 70$ 32 3: $70 < x \le 80$ 88 4: $80 < x \le 90$ 45 5: $90 < x \le 100$ 1292 Missed 720 Total 3483	Code Values Cases 0: $x = 0$ 1557 1: $0 < x \le 3$ 4 2: $3 < x \le 12$ 1122 3: $12 < x \le 24$ 54 4: $24 < x \le 108$ 26 Missed 720 Total 3483	Code Values Cases 0: $x = 0$ 1619 1: $0 < x \le 60$ 1 2: $60 < x \le 70$ 166 3: $70 < x \le 80$ 145 4: $80 < x \le 90$ 246 5: $90 < x \le 100$ 649 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 2486 1: $0 < x \le 3$ 1 2: $3 < x \le 12$ 263 3: $12 < x \le 24$ 15 4: $24 < x \le 108$ 59 Missed 659 Total 3483
1995: 78 CLAs	1.25 25 / 5 −52 / 5	0.75 19 / 5 −15 / 5	1.25 25 / 5 −24 / 5	0.00 0 / 13 −35 / 13
1996: 118 CLAs	1.00 20 / 9 −63 / 10	0.38 9 / 6 −50 / 6	0.50 10 / 11 −58 / 11	0.00 0 / 13 −35 / 13
1997: 145 CLAs	0.38 8 / 11 −88 / 12	0.10 2 / 12 −77 / 12	0.24 5 / 12 −71 / 12	0.10 2 / 11 −23 / 11
1998: 198 CLAs	0.98 20 / 10 −63 / 11	0.38 9 / 6 −50 / 6	0.69 14 / 7 −50 / 7	0.15 4 / 7 −17 / 7
1999: 231 CLAs	0.37 7 / 12 −88 / 13	0.14 4 / 11 −73 / 11	0.24 5 / 13 −71 / 13	0.05 1 / 12 −28 / 12
2000: 369 CLAs	1.02 20 / 8 −62 / 8	0.36 9 / 7 −52 / 7	0.79 16 / 6 −45 / 6	0.16 4 / 6 −15 / 6
2001: 445 CLAs	1.00 20 / 9 −63 / 9	0.31 8 / 10 −57 / 10	0.58 12 / 10 −55 / 10	0.14 4 / 8 −17 / 8
2002: 332 CLAs	1.11 22 / 7 −58 / 7	0.36 9 / 8 −52 / 8	0.69 14 / 8 −50 / 8	0.14 3 / 9 −18 / 9
2003: 393 CLAs	1.12 22 / 6 −58 / 6	0.31 8 / 9 −57 / 9	0.58 12 / 9 −55 / 9	0.13 3 / 10 −18 / 10
2004: 455 CLAs	4.62 92 / 3 86 / 3	1.69 42 / 3 74 / 3	3.44 69 / 3 77 / 3	0.55 14 / 1 32 / 1
2005: 336 CLAs	4.83 97 / 2 95 / 2	1.81 45 / 2 85 / 2	3.65 73 / 2 87 / 2	0.50 13 / 2 26 / 2
2006: 320 CLAs	4.94 99 / 1 99 / 1	1.91 48 / 1 94 / 1	3.72 74 / 1 90 / 1	0.43 11 / 4 18 / 4
2007: 63 CLAs	No data	No data	0.02 0 / 14 −81 / 14	0.46 11 / 3 21 / 3
All years: 3483 CLAs	2.52 50 / 4 0 / 4	0.91 23 / 4 0 / 4	1.77 35 / 4 0 / 4	0.29 7 / 5 0 / 5

79

Table 3: Sheet Z10. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	141 socze38 (increasing) Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary	142 socze39 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 1, for partial disability up to certain %, % of disability	143 socze40 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 1, for partial disability up to certain %, additional benefit in % to basic benefit	144 socze41 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 2, for partial disability up to certain %, % of disability
	$0 \leq x \leq 100$ Code Values Cases 0: $x = 0$ 2432 1: $0 < x \leq 60$ 0 2: $60 < x \leq 70$ 25 3: $70 < x \leq 80$ 118 4: $80 < x \leq 90$ 106 5: $90 < x \leq 100$ 82 Missed 720 Total 3483	$0 \leq x \leq 100$ Code Values Cases 0: $x = 0$ 2640 1: $0 < x \leq 20$ 175 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 0 4: $60 < x \leq 80$ 0 5: $80 < x \leq 100$ 11 Missed 657 Total 3483	$0 \leq x \leq 80$ Code Values Cases 0: $x = 0$ 1627 1: $0 < x \leq 20$ 1 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 0 4: $60 < x \leq 80$ 1 Missed 1854 Total 3483	$0 \leq x \leq 100$ Code Values Cases 0: $x = 0$ 1682 1: $0 < x \leq 20$ 0 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 0 4: $60 < x \leq 80$ 6 5: $80 < x \leq 100$ 4 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 12 −36 / 12	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
1996: 118 CLAs	0.00 0 / 12 −36 / 12	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
1997: 145 CLAs	0.24 5 / 7 −17 / 7	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
1998: 198 CLAs	0.27 5 / 6 −14 / 6	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
1999: 231 CLAs	0.09 2 / 11 −29 / 11	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
2000: 369 CLAs	0.29 6 / 5 −12 / 5	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
2001: 445 CLAs	0.24 5 / 8 −17 / 8	0.01 0 / 7 −18 / 7	0.00 0 / 3 −3 / 3	0.01 0 / 4 −5 / 4
2002: 332 CLAs	0.19 4 / 10 −20 / 10	0.00 0 / 8 −21 / 8	0.00 0 / 3 −3 / 3	0.00 0 / 5 −8 / 5
2003: 393 CLAs	0.22 4 / 9 −18 / 9	0.04 1 / 6 −11 / 6	0.01 0 / 1 9 / 1	0.03 1 / 2 1 / 2
2004: 455 CLAs	0.91 18 / 1 37 / 1	0.15 3 / 3 17 / 3	No data	No data
2005: 336 CLAs	0.75 15 / 2 24 / 2	0.18 4 / 2 26 / 2	No data	No data
2006: 320 CLAs	0.63 13 / 3 15 / 3	0.15 3 / 4 17 / 4	No data	No data
2007: 63 CLAs	No data	0.56 11 / 1 121 / 1	No data	0.44 9 / 1 123 / 1
All years: 3483 CLAs	0.45 9 / 4 0 / 4	0.08 2 / 5 0 / 5	0.00 0 / 2 0 / 2	0.03 1 / 3 0 / 3

Table 3: Sheet Z11. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	145 socze42 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 2, for partial disability up to certain %, additional benefit in % to basic benefit	146 socze43 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 3, for partial disability up to certain %, % of disability	147 socze44 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 3, for partial disability up to certain %, additional benefit in % to basic benefit	148 socze45 (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 4, for partial disability up to certain %, % of disability
	$0 \leq x \leq 65$	$0 \leq x \leq 65$	$0 \leq x \leq 50$	$0 \leq x \leq 90$
	Code Values Cases 0: $x = 0$ 2618 1: $0 < x \leq 20$ 144 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 0 4: $60 < x \leq 65$ 1 Missed 720 Total 3483	Code Values Cases 0: $x = 0$ 2720 1: $0 < x \leq 20$ 102 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 0 4: $60 < x \leq 65$ 4 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 1627 1: $0 < x \leq 20$ 1 2: $20 < x \leq 40$ 0 3: $40 < x \leq 50$ 1 Missed 1854 Total 3483	Code Values Cases 0: $x = 0$ 1687 1: $0 < x \leq 20$ 0 2: $20 < x \leq 40$ 0 3: $40 < x \leq 60$ 4 4: $60 < x \leq 80$ 0 5: $80 < x \leq 90$ 1 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
1996: 118 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
1997: 145 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
1998: 198 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
1999: 231 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
2000: 369 CLAs	0.01 0 / 6 −18 / 6	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
2001: 445 CLAs	0.00 0 / 7 −23 / 7	0.01 0 / 6 −14 / 6	0.00 0 / 3 −3 / 3	0.01 0 / 4 −2 / 4
2002: 332 CLAs	0.00 0 / 7 −23 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 3 −3 / 3	0.00 0 / 5 −5 / 5
2003: 393 CLAs	0.01 0 / 5 −17 / 5	0.03 1 / 5 −5 / 5	0.01 0 / 1 10 / 1	0.02 0 / 2 7 / 2
2004: 455 CLAs	0.13 3 / 1 33 / 1	0.09 2 / 3 20 / 3	No data	No data
2005: 336 CLAs	0.12 3 / 2 29 / 2	0.09 2 / 2 21 / 2	No data	No data
2006: 320 CLAs	0.12 3 / 3 29 / 3	0.09 2 / 1 22 / 1	No data	No data
2007: 63 CLAs	No data	0.00 0 / 7 −17 / 7	No data	0.08 2 / 1 37 / 1
All years: 3483 CLAs	0.05 1 / 4 0 / 4	0.04 1 / 4 0 / 4	0.00 0 / 2 0 / 2	0.01 0 / 3 0 / 3

81

Table 3: Sheet Z12. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	149 `socze46` (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 4, for partial disability up to certain %, additional benefit in % to basic benefit	150 `socze47` (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 5, for partial disability up to certain %, % of disability	151 `socze48` (increasing) WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 5, for partial disability up to certain %, additional benefit in % to basic benefit	152 `tijd24` (decreasing) Part-time work: Min hours a week to be eligibile for training, early retirement, etc. hours
	$0 \leq x \leq 1200$	$0 \leq x \leq 90$	$0 \leq x \leq 1200$	$0 \leq x \leq 35$
	Code Values Cases 0: $x=$ 0 2539 1: $0<x\leq$ 20 151 2: $20<x\leq$ 40 39 3: $40<x\leq$ 60 5 4: $60<x\leq$ 80 8 5: $80<x\leq$ 100 4 Not valid 17 Missed 720 Total 3483	Code Values Cases 0: $x=$ 0 1687 1: $0<x\leq$ 20 0 2: $20<x\leq$ 40 0 3: $40<x\leq$ 60 4 4: $60<x\leq$ 80 0 5: $80<x\leq$ 90 1 Missed 1791 Total 3483	Code Values Cases 0: $x=$ 0 2599 1: $0<x\leq$ 20 124 2: $20<x\leq$ 40 25 3: $40<x\leq$ 60 6 4: $60<x\leq$ 80 4 Not valid 5 Missed 720 Total 3483	Code Values Cases 0: $x=$ 0 3472 1: $0<x\leq$ 5 0 2: $5<x\leq$ 10 0 3: $10<x\leq$ 15 0 4: $15<x\leq$ 20 8 5: $20<x\leq$ 25 0 6: $25<x\leq$ 35 3 Total 3483
1995: 78 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.00 100 / 1 6 / 1
1996: 118 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.03 99 / 7 −8 / 7
1997: 145 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.00 100 / 1 6 / 1
1998: 198 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.05 99 / 9 −14 / 9
1999: 231 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.03 100 / 6 −4 / 6
2000: 369 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.01 100 / 2 1 / 2
2001: 445 CLAs	0.00 0 / 6 −24 / 6	0.01 0 / 4 −2 / 4	0.00 0 / 6 −22 / 6	0.02 100 / 5 −1 / 5
2002: 332 CLAs	0.00 0 / 6 −24 / 6	0.00 0 / 5 −5 / 5	0.00 0 / 6 −22 / 6	0.01 100 / 3 1 / 3
2003: 393 CLAs	0.01 0 / 5 −22 / 5	0.02 0 / 2 7 / 2	0.01 0 / 5 −20 / 5	0.04 99 / 8 −8 / 8
2004: 455 CLAs	0.26 5 / 3 35 / 3	No data	0.18 4 / 3 30 / 3	0.00 100 / 1 6 / 1
2005: 336 CLAs	0.26 5 / 2 35 / 2	No data	0.19 5 / 1 34 / 1	0.00 100 / 1 6 / 1
2006: 320 CLAs	0.28 6 / 1 38 / 1	No data	0.19 5 / 2 33 / 2	0.00 100 / 1 6 / 1
2007: 63 CLAs	No data	0.08 2 / 1 37 / 1	No data	0.00 100 / 1 6 / 1
All years: 3483 CLAs	0.11 2 / 4 0 / 4	0.01 0 / 3 0 / 3	0.08 2 / 4 0 / 4	0.01 100 / 4 0 / 4

82

Table 3: Sheet Z13. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	153 oud1 (decreasing) Early retirement, min age	154 oud2 (decreasing) Early retirement, min number of service years	155 oud3 (decreasing) Early retirement, one-time, min age	156 oud4 (decreasing) Early retirement,one-time, min number of service years
	$0 \leq x \leq 64$	$0 \leq x \leq 40$	$0 \leq x \leq 63$	$0 \leq x \leq 40$
	Code Values Cases 0: $x = 0$ 850 1: $0 < x \leq 55$ 2 2: $55 < x \leq 59$ 83 3: $59 < x \leq 60$ 352 4: $60 < x \leq 61$ 171 5: $61 < x \leq 62$ 334 6: $62 < x \leq 63$ 86 7: $63 < x \leq 64$ 15 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1649 1: $0 < x \leq 10$ 228 2: $10 < x \leq 15$ 6 3: $15 < x \leq 20$ 0 4: $20 < x \leq 30$ 1 5: $30 < x \leq 40$ 9 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1879 1: $0 < x \leq 55$ 2 2: $55 < x \leq 59$ 0 3: $59 < x \leq 60$ 6 4: $60 < x \leq 61$ 4 5: $61 < x \leq 62$ 1 6: $62 < x \leq 63$ 1 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1888 1: $0 < x \leq 10$ 2 2: $10 < x \leq 15$ 1 3: $15 < x \leq 20$ 0 4: $20 < x \leq 30$ 0 5: $30 < x \leq 40$ 2 Missed 1590 Total 3483
1995: 78 CLAs	3.53 50 / 9 −60 / 9	0.10 98 / 1 10 / 1	0.09 99 / 6 −21 / 6	0.03 99 / 5 −11 / 5
1996: 118 CLAs	3.22 54 / 8 −46 / 8	0.18 96 / 9 −5 / 9	0.27 95 / 7 −80 / 7	0.05 99 / 6 −25 / 6
1997: 145 CLAs	2.54 64 / 7 −15 / 7	0.15 97 / 5 0 / 5	0.00 100 / 1 8 / 1	0.00 100 / 1 4 / 1
1998: 198 CLAs	2.39 66 / 6 −8 / 6	0.17 97 / 7 −3 / 7	0.01 100 / 2 6 / 2	0.01 100 / 2 1 / 2
1999: 231 CLAs	1.89 73 / 1 15 / 1	0.14 97 / 3 2 / 3	0.01 100 / 4 4 / 4	0.02 100 / 4 −8 / 4
2000: 369 CLAs	2.03 71 / 3 9 / 3	0.17 97 / 8 −4 / 8	0.01 100 / 3 4 / 3	0.00 100 / 1 4 / 1
2001: 445 CLAs	1.89 73 / 2 15 / 2	0.15 97 / 4 0 / 4	0.00 100 / 1 8 / 1	0.00 100 / 1 4 / 1
2002: 332 CLAs	2.17 69 / 4 2 / 4	0.14 97 / 2 4 / 2	0.00 100 / 1 8 / 1	0.00 100 / 1 4 / 1
2003: 393 CLAs	No data	No data	No data	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	2.22 68 / 5 0 / 5	0.15 97 / 6 0 / 6	0.02 100 / 5 0 / 5	0.01 100 / 3 0 / 3

Table 3: Sheet Z14. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	157 oud5 (increasing) Early retirement with 40 years of service, Y/N	158 oud8 (increasing) Early retirement premium is paid completely by employer, Y/N	159 oud9 (increasing) Early retirement premium in the current calendar year: employer's contribution, in % of salary	160 oud10 (increasing) Early retirement premium in the next calendar year: employer's contribution, in % of salary
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 85$	$0 \leq x \leq 87.5$
	Code Values Cases 0: No 1667 1: Yes 226 Missed 1590 Total 3483	Code Values Cases 0: No 1663 1: Yes 230 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1470 1: $0 < x \leq 25$ 394 2: $25 < x \leq 50$ 9 3: $50 < x \leq 75$ 2 4: $75 < x \leq 85$ 18 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1717 1: $0 < x \leq 25$ 172 2: $25 < x \leq 50$ 3 3: $50 < x \leq 75$ 0 4: $75 < x \leq 88$ 1 Missed 1590 Total 3483
1995: 78 CLAs	0.10 10 / 8 −5 / 8	0.23 23 / 1 33 / 1	0.37 9 / 2 20 / 2	0.10 3 / 2 2 / 2
1996: 118 CLAs	0.16 16 / 2 13 / 2	0.19 19 / 2 22 / 2	0.37 9 / 1 20 / 1	0.10 3 / 3 2 / 3
1997: 145 CLAs	0.11 11 / 6 −3 / 6	0.13 13 / 4 3 / 4	0.27 7 / 4 2 / 4	0.09 2 / 7 −2 / 7
1998: 198 CLAs	0.18 18 / 1 18 / 1	0.13 13 / 3 3 / 3	0.33 8 / 3 13 / 3	0.12 3 / 1 8 / 1
1999: 231 CLAs	0.12 12 / 5 −1 / 5	0.11 11 / 7 −3 / 7	0.21 5 / 9 −9 / 9	0.09 2 / 9 −3 / 9
2000: 369 CLAs	0.12 12 / 3 2 / 3	0.09 9 / 9 −11 / 9	0.25 6 / 7 −2 / 7	0.09 2 / 8 −2 / 8
2001: 445 CLAs	0.10 10 / 7 −5 / 7	0.11 11 / 8 −3 / 8	0.21 5 / 8 −9 / 8	0.09 2 / 6 −1 / 6
2002: 332 CLAs	0.10 10 / 9 −7 / 9	0.11 11 / 6 −2 / 6	0.26 6 / 6 −0 / 6	0.10 2 / 4 0 / 4
2003: 393 CLAs	No data	No data	No data	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	0.12 12 / 4 0 / 4	0.12 12 / 5 0 / 5	0.26 6 / 5 0 / 5	0.10 2 / 5 0 / 5

84

Table 3: Sheet Z15. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	161 oud11 (decreasing) Early retirement premium in the current calendar year: employee's contribution, in % of salary	162 oud12 (decreasing) Early retirement premium in the next calendar year: employee's contribution, in % of salary	163 oud13 (decreasing) Early retirement, min age for part-timers in years	164 oud14 (increasing) Early retirement for part-timers, Y/N
	$0 \leq x \leq 100$	$0 \leq x \leq 50$	$0 \leq x \leq 62.5$	$0 \leq x \leq 1$
	Code Values Cases 0: $x = 0$ 1469 1: $0 < x \leq 25$ 410 2: $25 < x \leq 50$ 9 3: $50 < x \leq 75$ 0 4: $75 < x \leq 100$ 5 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1724 1: $0 < x \leq 25$ 166 2: $25 < x \leq 50$ 3 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 1653 1: $0 < x \leq 54$ 0 2: $54 < x \leq 57$ 19 3: $57 < x \leq 60$ 159 4: $60 < x \leq 61$ 33 5: $61 < x \leq 62$ 26 6: $62 < x \leq 63$ 3 Missed 1590 Total 3483	Code Values Cases 0: No 1485 1: Yes 408 Missed 1590 Total 3483
1995: 78 CLAs	0.29 93 / 9 −12 / 9	0.08 96 / 1 5 / 1	0.67 89 / 9 −22 / 9	0.32 32 / 2 26 / 2
1996: 118 CLAs	0.27 93 / 6 −7 / 6	0.09 95 / 5 −1 / 5	0.49 92 / 7 −6 / 7	0.32 32 / 1 26 / 1
1997: 145 CLAs	0.28 93 / 7 −8 / 7	0.10 95 / 7 −2 / 7	0.32 95 / 2 8 / 2	0.18 18 / 8 −9 / 8
1998: 198 CLAs	0.29 93 / 8 −11 / 8	0.11 95 / 9 −5 / 9	0.62 90 / 8 −17 / 8	0.25 25 / 3 9 / 3
1999: 231 CLAs	0.22 95 / 2 4 / 2	0.10 95 / 8 −3 / 8	0.29 95 / 1 11 / 1	0.17 17 / 9 −10 / 9
2000: 369 CLAs	0.23 94 / 3 2 / 3	0.08 96 / 2 4 / 2	0.44 93 / 6 −1 / 6	0.18 18 / 7 −8 / 7
2001: 445 CLAs	0.19 95 / 1 10 / 1	0.09 96 / 3 1 / 3	0.38 94 / 3 4 / 3	0.21 21 / 6 −2 / 6
2002: 332 CLAs	0.25 94 / 5 −3 / 5	0.09 95 / 6 −1 / 6	0.39 94 / 4 3 / 4	0.22 22 / 4 1 / 4
2003: 393 CLAs	No data	No data	No data	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	0.24 94 / 4 0 / 4	0.09 95 / 4 0 / 4	0.42 93 / 5 0 / 5	0.22 22 / 5 0 / 5

Table 3: Sheet Z16. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	165 oud22 (increasing) Pension premium paid completely by employer, Y/N	166 oud23 (increasing) Pension premium in the current calendar year: employer's contribution, in % of salary	167 oud24 (increasing) Pension premium in the next calendar year; employer's contribution, in % of salary	168 oud25 (decreasing) Pension premium in the current calendar year: employee's contribution, in % of salary
	$0 \leq x \leq 1$	$0 \leq x \leq 75$	$0 \leq x \leq 25$	$0 \leq x \leq 70$
	Code Values Cases 0: No 1684 1: Yes 44 Missed 1755 Total 3483	Code Values Cases 0: $x=0$ 1610 1: $0 < x \leq 25$ 101 2: $25 < x \leq 50$ 5 3: $50 < x \leq 75$ 12 Missed 1755 Total 3483	Code Values Cases 0: $x=0$ 1692 1: $0 < x \leq 25$ 36 Missed 1755 Total 3483	Code Values Cases 0: $x=0$ 1572 1: $0 < x \leq 5$ 107 2: $5 < x \leq 10$ 33 3: $10 < x \leq 25$ 0 4: $25 < x \leq 50$ 14 5: $50 < x \leq 70$ 2 Missed 1755 Total 3483
1995: 78 CLAs	0.07 7 / 1 28 / 1	0.03 1 / 9 −14 / 9	0.03 3 / 2 10 / 2	0.07 99 / 1 13 / 1
1996: 118 CLAs	0.03 3 / 3 4 / 3	0.11 4 / 2 8 / 2	0.05 5 / 1 19 / 1	0.11 98 / 2 5 / 2
1997: 145 CLAs	0.04 4 / 2 8 / 2	0.17 6 / 1 24 / 1	0.02 2 / 8 −1 / 8	0.21 96 / 9 −13 / 9
1998: 198 CLAs	0.02 2 / 6 −2 / 6	0.08 3 / 6 −2 / 6	0.02 2 / 5 1 / 5	0.12 98 / 4 3 / 4
1999: 231 CLAs	0.02 2 / 7 −2 / 7	0.10 3 / 3 3 / 3	0.02 2 / 6 1 / 6	0.16 97 / 8 −4 / 8
2000: 369 CLAs	0.02 2 / 8 −3 / 8	0.08 3 / 7 −2 / 7	0.02 2 / 4 2 / 4	0.15 97 / 7 −3 / 7
2001: 445 CLAs	0.03 3 / 4 4 / 4	0.06 2 / 8 −6 / 8	0.01 1 / 9 −8 / 9	0.13 97 / 5 2 / 5
2002: 332 CLAs	0.02 2 / 9 −5 / 9	0.09 3 / 4 1 / 4	0.03 3 / 3 4 / 3	0.12 98 / 3 4 / 3
2003: 393 CLAs	No data	No data	No data	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	0.03 3 / 5 0 / 5	0.09 3 / 5 0 / 5	0.02 2 / 7 0 / 7	0.14 97 / 6 0 / 6

Table 3: Sheet Z17. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	169 oud26 (decreasing) Pension premium in the next calendar year: employee's contribution, in % of salary	170 oud28 (increasing) Partner pension, Y/N	171 oud29 (increasing) Pension ANW-gap insurance, Y/N	172 oud30 (increasing) Pension ANW-gap insurance obligatory (collective), Y/N
	$0 \leq x \leq 6.5$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: $x = 0$ 1655 1: $0 < x \leq 5$ 66 2: $5 < x \leq 7$ 7 Missed 1755 Total 3483	Code Values Cases 0: No 1568 1: Yes 160 Missed 1755 Total 3483	Code Values Cases 0: No 1612 1: Yes 116 Missed 1755 Total 3483	Code Values Cases 0: No 1676 1: Yes 52 Missed 1755 Total 3483
1995: 78 CLAs	0.07 97 / 9 −10 / 9	0.10 10 / 2 4 / 2	0.00 0 / 9 −27 / 9	0.00 0 / 9 −18 / 9
1996: 118 CLAs	0.03 98 / 2 6 / 2	0.13 13 / 1 13 / 1	0.03 3 / 8 −14 / 8	0.02 2 / 7 −8 / 7
1997: 145 CLAs	0.02 99 / 1 12 / 1	0.09 9 / 5 1 / 5	0.07 7 / 4 −0 / 4	0.02 2 / 6 −7 / 6
1998: 198 CLAs	0.05 97 / 7 −2 / 7	0.10 10 / 4 1 / 4	0.06 6 / 6 −2 / 6	0.01 1 / 8 −11 / 8
1999: 231 CLAs	0.04 98 / 4 1 / 4	0.07 7 / 9 −7 / 9	0.06 6 / 7 −4 / 7	0.03 3 / 3 3 / 3
2000: 369 CLAs	0.06 97 / 8 −8 / 8	0.10 10 / 3 3 / 3	0.08 8 / 1 7 / 1	0.03 3 / 2 3 / 2
2001: 445 CLAs	0.05 98 / 6 −0 / 6	0.09 9 / 7 −0 / 7	0.07 7 / 5 −1 / 5	0.03 3 / 4 2 / 4
2002: 332 CLAs	0.04 98 / 3 4 / 3	0.09 9 / 8 −2 / 8	0.08 8 / 2 3 / 2	0.04 4 / 1 4 / 1
2003: 393 CLAs	No data	No data	No data	No data
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	No data
All years: 3483 CLAs	0.05 98 / 5 0 / 5	0.09 9 / 6 0 / 6	0.07 7 / 3 0 / 3	0.03 3 / 5 0 / 5

Table 3: Sheet Z18. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income			
	173 `oud31` (increasing) Pension ANW-gap insurance voluntary (individual), Y/N	174 `oud32` (increasing) Build-up pension arrangement, % per year	175 `wepr25` (decreasing) Pension premium during parental leave (employee's contribution), Y/N	176 `wepr26` (increasing) Pension premium during parental leave (employer's contribution), Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 287.6$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1681 1: Yes 47 Missed 1755 Total 3483	Code Values Cases 0: $x =$ 0 1421 1: $0 < x \leq$ 3 39 2: $3 < x \leq$ 50 0 3: $50 < x \leq$ 75 17 4: $75 < x \leq$ 288 5 Missed 2001 Total 3483	Code Values Cases 0: No 2589 1: Yes 237 Missed 657 Total 3483	Code Values Cases 0: No 2068 1: Yes 758 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 9 −17 / 9	0.00 0 / 8 −18 / 8	0.00 100 / 1 30 / 1	0.00 0 / 14 −61 / 14
1996: 118 CLAs	0.02 2 / 8 −7 / 8	0.17 4 / 1 22 / 1	0.00 100 / 1 30 / 1	0.38 38 / 3 24 / 3
1997: 145 CLAs	0.02 2 / 7 −5 / 7	0.00 0 / 8 −18 / 8	0.00 100 / 1 30 / 1	0.38 38 / 2 25 / 2
1998: 198 CLAs	0.03 3 / 2 4 / 2	0.01 0 / 7 −15 / 7	0.02 98 / 2 23 / 2	0.29 29 / 8 5 / 8
1999: 231 CLAs	0.02 2 / 6 −3 / 6	0.03 1 / 6 −9 / 6	0.03 97 / 4 21 / 4	0.34 34 / 6 17 / 6
2000: 369 CLAs	0.04 4 / 1 6 / 1	0.08 2 / 3 2 / 3	0.02 98 / 3 21 / 3	0.36 36 / 5 21 / 5
2001: 445 CLAs	0.02 2 / 5 −2 / 5	0.11 3 / 2 9 / 2	0.04 96 / 5 16 / 5	0.33 33 / 7 14 / 7
2002: 332 CLAs	0.03 3 / 4 −0 / 4	0.06 2 / 5 −3 / 5	0.07 93 / 6 5 / 6	0.36 36 / 4 22 / 4
2003: 393 CLAs	No data	No data	0.08 92 / 8 −0 / 8	0.39 39 / 1 27 / 1
2004: 455 CLAs	No data	No data	0.12 88 / 11 −13 / 11	0.17 17 / 10 −23 / 10
2005: 336 CLAs	No data	No data	0.12 88 / 10 −12 / 10	0.12 12 / 12 −33 / 12
2006: 320 CLAs	No data	No data	0.11 89 / 9 −10 / 9	0.16 16 / 11 −25 / 11
2007: 63 CLAs	No data	No data	0.37 63 / 12 −101 / 12	0.02 2 / 13 −57 / 13
All years: 3483 CLAs	0.03 3 / 3 0 / 3	0.07 2 / 4 0 / 4	0.08 92 / 7 0 / 7	0.27 27 / 9 0 / 9

Table 3: Sheet Z19. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Out-of-work income		Job security	
	177 `wepr27` (increasing) Pension premium during parental leave (CLA fund contribution), Y/N	178 `wepr223` (increasing) Continuation of pension building during the leave savings, Y/N	179 `wepr168` (increasing) Seniority: arrangements for changing the occupation (e.g. training), Y/N	180 `wepr169` (increasing) Plan-based approach, Y/N
	$0 \le x \le 1$	$0 \le x \le 1825$	$0 \le x \le 384$	$0 \le x \le 104$
	Code Values Cases 0: No 1660 1: Yes 32 Missed 1791 Total 3483	Code Values Cases 0: No 2743 1: Yes 52 Not valid 31 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 2295 1: $0 < x \le 1$ 270 Not valid 261 Missed 657 Total 3483	Code Values Cases 0: $x=0$ 2277 1: $0 < x \le 1$ 268 Not valid 281 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 8 −14 / 8	0.00 0 / 8 −14 / 8	0.25 25 / 1 48 / 1	0.00 0 / 12 −34 / 12
1996: 118 CLAs	0.00 0 / 8 −14 / 8	0.00 0 / 8 −14 / 8	0.13 13 / 7 7 / 7	0.00 0 / 12 −34 / 12
1997: 145 CLAs	0.00 0 / 8 −14 / 8	0.00 0 / 8 −14 / 8	0.14 14 / 5 13 / 5	0.00 0 / 12 −34 / 12
1998: 198 CLAs	0.02 2 / 4 1 / 4	0.00 0 / 8 −14 / 8	0.13 13 / 7 7 / 7	0.02 2 / 11 −27 / 11
1999: 231 CLAs	0.01 1 / 7 −7 / 7	0.01 1 / 7 −7 / 7	0.11 11 / 8 3 / 8	0.03 3 / 10 −25 / 10
2000: 369 CLAs	0.03 3 / 1 6 / 1	0.02 2 / 4 2 / 4	0.13 13 / 6 10 / 6	0.05 5 / 9 −19 / 9
2001: 445 CLAs	0.02 2 / 6 −2 / 6	0.02 2 / 5 1 / 5	0.16 16 / 4 18 / 4	0.07 7 / 8 −10 / 8
2002: 332 CLAs	0.02 2 / 3 2 / 3	0.04 4 / 3 17 / 3	0.16 16 / 3 19 / 3	0.10 10 / 6 0 / 6
2003: 393 CLAs	0.02 2 / 2 3 / 2	0.05 5 / 1 22 / 1	0.18 18 / 2 23 / 2	0.11 11 / 4 4 / 4
2004: 455 CLAs	No data	0.00 0 / 8 −14 / 8	0.01 1 / 11 −31 / 11	0.13 13 / 3 11 / 3
2005: 336 CLAs	No data	0.00 0 / 8 −14 / 8	0.00 0 / 13 −34 / 13	0.14 14 / 2 13 / 2
2006: 320 CLAs	No data	0.00 0 / 8 −14 / 8	0.00 0 / 12 −33 / 12	0.11 11 / 5 2 / 5
2007: 63 CLAs	0.00 0 / 8 −14 / 8	0.05 5 / 2 21 / 2	0.11 11 / 9 2 / 9	0.38 38 / 1 93 / 1
All years: 3483 CLAs	0.02 2 / 5 0 / 5	0.02 2 / 6 0 / 6	0.10 10 / 10 0 / 10	0.10 10 / 7 0 / 7

Table 3: Sheet Z20. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Job security			
	181 `wepr170` (increasing) Arrangements for seniority policy, Y/N	182 `arbo1` (increasing) Loads of sick/disabled employees as prescribed by law with respect to physical working conditions, Y/N	183 `arbo3` (increasing) Loads of sick/disabled employees as prescribed by law with respect to organisational circumstances, Y/N	184 `arbo5` (increasing) Policy on sickness absence: Actual sickness absence, % in one year
	$0 \leq x \leq 2$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 40$
	Code Values Cases 0: $x=$ 0 1102 1: $0 < x \leq$ 1 590 Not valid 2 Missed 1789 Total 3483	Code Values Cases 0: No 1827 1: Yes 459 Missed 1197 Total 3483	Code Values Cases 0: No 2125 1: Yes 161 Missed 1197 Total 3483	Code Values Cases 0: $x=$ 0 2194 1: $0 < x \leq$ 5 81 2: $5 < x \leq$ 10 51 3: $10 < x \leq$ 20 18 4: $20 < x \leq$ 40 5 Missed 1134 Total 3483
1995: 78 CLAs	0.50 50 / 1 32 / 1	0.21 21 / 4 1 / 4	0.06 6 / 7 −2 / 7	0.24 6 / 2 29 / 2
1996: 118 CLAs	0.25 25 / 8 −21 / 8	0.14 14 / 10 −14 / 10	0.03 3 / 9 −18 / 9	0.15 4 / 3 9 / 3
1997: 145 CLAs	0.19 19 / 10 −33 / 10	0.16 16 / 9 −11 / 9	0.02 2 / 10 −19 / 10	0.08 2 / 8 −6 / 8
1998: 198 CLAs	0.40 40 / 2 10 / 2	0.19 19 / 6 −2 / 6	0.06 6 / 8 −6 / 8	0.08 2 / 10 −6 / 10
1999: 231 CLAs	0.23 23 / 9 −25 / 9	0.19 19 / 7 −3 / 7	0.07 7 / 6 −0 / 6	0.08 2 / 9 −6 / 9
2000: 369 CLAs	0.32 32 / 7 −6 / 7	0.16 16 / 8 −10 / 8	0.08 8 / 3 4 / 3	0.10 3 / 6 −2 / 6
2001: 445 CLAs	0.37 37 / 5 5 / 5	0.22 22 / 3 5 / 3	0.08 8 / 2 5 / 2	0.09 2 / 7 −3 / 7
2002: 332 CLAs	0.39 39 / 4 8 / 4	0.24 24 / 1 9 / 1	0.07 7 / 4 1 / 4	0.13 3 / 4 5 / 4
2003: 393 CLAs	0.39 39 / 3 9 / 3	0.22 22 / 2 6 / 2	0.09 9 / 1 6 / 1	0.07 2 / 11 −8 / 11
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.08 8 / 11 −56 / 11	No data	No data	0.37 9 / 1 55 / 1
All years: 3483 CLAs	0.35 35 / 6 0 / 6	0.20 20 / 5 0 / 5	0.07 7 / 5 0 / 5	0.11 3 / 5 0 / 5

Table 3: Sheet Z21. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Job security			
	185 `arbo6` (increasing) Loads of sick employees as prescribed by the Policy on Sickness Absence, Y/N	186 `arbo8` (increasing) Reintegration after long sickness: Loads in line with WAO (Invalidity Insurance Act) with respect to internal redeployment, Y/N	187 `arbo12` (increasing) Reintegration after long sickness: Involvement of an expert service, Y/N	188 `arbo14` (increasing) Study on workload strains, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1864 1: Yes 422 Missed 1197	Code Values Cases 0: No 1960 1: Yes 326 Missed 1197	Code Values Cases 0: No 1355 1: Yes 538 Missed 1590	Code Values Cases 0: No 1218 1: Yes 177 Missed 2088
	Total 3483	Total 3483	Total 3483	Total 3483
1995: 78 CLAs	0.23 23 / 2 12 / 2	0.13 13 / 6 −4 / 6	0.33 33 / 2 11 / 2	No data
1996: 118 CLAs	0.19 19 / 4 0 / 4	0.07 7 / 10 −21 / 10	0.35 35 / 1 14 / 1	0.00 0 / 10 −38 / 10
1997: 145 CLAs	0.14 14 / 9 −12 / 9	0.07 7 / 9 −21 / 9	0.24 24 / 9 −9 / 9	0.33 33 / 1 62 / 1
1998: 198 CLAs	0.21 21 / 3 7 / 3	0.12 12 / 7 −8 / 7	0.29 29 / 4 2 / 4	0.08 8 / 9 −15 / 9
1999: 231 CLAs	0.13 13 / 10 −13 / 10	0.11 11 / 8 −10 / 8	0.28 28 / 6 −1 / 6	0.12 12 / 6 −1 / 6
2000: 369 CLAs	0.18 18 / 6 −1 / 6	0.15 15 / 3 3 / 3	0.28 28 / 7 −1 / 7	0.12 12 / 7 −2 / 7
2001: 445 CLAs	0.18 18 / 7 −2 / 7	0.14 14 / 5 −0 / 5	0.26 26 / 8 −5 / 8	0.11 11 / 8 −6 / 8
2002: 332 CLAs	0.17 17 / 8 −3 / 8	0.17 17 / 2 9 / 2	0.30 30 / 3 4 / 3	0.14 14 / 3 4 / 3
2003: 393 CLAs	0.23 23 / 1 13 / 1	0.19 19 / 1 15 / 1	No data	0.14 14 / 4 2 / 4
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	No data	No data	No data	0.16 16 / 2 10 / 2
All years: 3483 CLAs	0.18 18 / 5 0 / 5	0.14 14 / 4 0 / 4	0.28 28 / 5 0 / 5	0.13 13 / 5 0 / 5

91

Table 3: Sheet Z22. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Job security		Employability	
	189 `arbo15` (increasing) Loads with respect to workload strains, Y/N	190 `cont9` (increasing) Possibility to convert TWA work into permanent employment	191 `tijd24` (decreasing) Part-time work: Min working hours for eligibility for training, early retirement, etc., hours per week	192 `jong4` (increasing) Youth: Provisions for internship in the Netherlands, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 35$	$0 \leq x \leq 27$
	Code Values Cases 0: No 1301 1: Yes 94 Missed 2088 Total 3483	Code Values Cases 0: No 1356 1: Yes 336 Missed 1791 Total 3483	Code Values Cases 0: $x=0$ 3472 1: $0<x\leq 5$ 0 2: $5<x\leq 10$ 0 3: $10<x\leq 15$ 0 4: $15<x\leq 20$ 8 5: $20<x\leq 25$ 0 6: $25<x\leq 35$ 3 Total 3483	Code Values Cases 0: No 2760 1: Yes 40 Not valid 3 Missed 680 Total 3483
1995: 78 CLAs	No data	0.00 0 / 11 −50 / 11	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
1996: 118 CLAs	0.00 0 / 9 −27 / 9	0.13 13 / 9 −18 / 9	0.03 99 / 7 −8 / 7	0.00 0 / 7 −12 / 7
1997: 145 CLAs	0.00 0 / 9 −27 / 9	0.19 19 / 6 −2 / 6	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
1998: 198 CLAs	0.08 8 / 3 4 / 3	0.38 38 / 1 44 / 1	0.05 99 / 9 −14 / 9	0.02 2 / 4 6 / 4
1999: 231 CLAs	0.08 8 / 1 6 / 1	0.29 29 / 2 23 / 2	0.03 100 / 6 −4 / 6	0.00 0 / 7 −12 / 7
2000: 369 CLAs	0.06 6 / 6 −2 / 6	0.25 25 / 3 13 / 3	0.01 100 / 2 1 / 2	0.03 3 / 2 13 / 2
2001: 445 CLAs	0.06 6 / 7 −5 / 7	0.18 18 / 7 −5 / 7	0.02 100 / 5 −1 / 5	0.02 2 / 5 5 / 5
2002: 332 CLAs	0.08 8 / 2 5 / 2	0.16 16 / 8 −10 / 8	0.01 100 / 3 1 / 3	0.03 3 / 3 11 / 3
2003: 393 CLAs	0.07 7 / 4 2 / 4	0.19 19 / 5 −1 / 5	0.04 99 / 8 −8 / 8	0.03 3 / 1 16 / 1
2004: 455 CLAs	No data	No data	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
2005: 336 CLAs	No data	No data	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
2006: 320 CLAs	No data	No data	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
2007: 63 CLAs	0.05 5 / 8 −8 / 8	0.10 10 / 10 −26 / 10	0.00 100 / 1 6 / 1	0.00 0 / 7 −12 / 7
All years: 3483 CLAs	0.07 7 / 5 0 / 5	0.20 20 / 4 0 / 4	0.01 100 / 4 0 / 4	0.01 1 / 6 0 / 6

Table 3: Sheet Z23. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	193 jong5 (increasing) Youth: Provisions for internship abroad, Y/N	194 jong6 (increasing) Youth: Study grants, Y/N	195 jong7 (increasing) Youth: Continued pay-offs for days in educa-tion/training, Y/N	196 jong8 (increasing) Special provisions for young people for work on holidays, Y/N
	$0 \leq x \leq 4$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2792 1: Yes 12 Not valid 2 Missed 677 Total 3483	Code Values Cases 0: No 1591 1: Yes 101 Missed 1791 Total 3483	Code Values Cases 0: No 1387 1: Yes 305 Missed 1791 Total 3483	Code Values Cases 0: No 1382 1: Yes 81 Missed 2020 Total 3483
1995: 78 CLAs	0.00 0 / 7 −7 / 7	0.00 0 / 8 −25 / 8	0.25 25 / 1 18 / 1	No data
1996: 118 CLAs	0.00 0 / 7 −7 / 7	0.00 0 / 8 −25 / 8	0.25 25 / 1 18 / 1	0.00 0 / 8 −24 / 8
1997: 145 CLAs	0.00 0 / 7 −7 / 7	0.00 0 / 8 −25 / 8	0.10 10 / 9 −22 / 9	0.00 0 / 8 −24 / 8
1998: 198 CLAs	0.00 0 / 7 −7 / 7	0.00 0 / 8 −25 / 8	0.13 13 / 8 −14 / 8	0.00 0 / 8 −24 / 8
1999: 231 CLAs	0.00 0 / 7 −7 / 7	0.03 3 / 7 −14 / 7	0.14 14 / 7 −10 / 7	0.04 4 / 6 −9 / 6
2000: 369 CLAs	0.01 1 / 3 5 / 3	0.04 4 / 6 −8 / 6	0.17 17 / 6 −4 / 6	0.04 4 / 7 −9 / 7
2001: 445 CLAs	0.00 0 / 5 0 / 5	0.07 7 / 3 3 / 3	0.21 21 / 2 7 / 2	0.04 4 / 5 −7 / 5
2002: 332 CLAs	0.01 1 / 2 7 / 2	0.05 5 / 5 −5 / 5	0.19 19 / 3 2 / 3	0.06 6 / 2 1 / 2
2003: 393 CLAs	0.01 1 / 4 1 / 4	0.08 8 / 2 9 / 2	0.19 19 / 4 2 / 4	0.04 4 / 4 −6 / 4
2004: 455 CLAs	0.00 0 / 7 −7 / 7	No data	No data	No data
2005: 336 CLAs	0.00 0 / 7 −7 / 7	No data	No data	No data
2006: 320 CLAs	0.00 0 / 7 −7 / 7	No data	No data	No data
2007: 63 CLAs	0.05 5 / 1 66 / 1	0.14 14 / 1 35 / 1	0.06 6 / 10 −30 / 10	0.33 33 / 1 122 / 1
All years: 3483 CLAs	0.00 0 / 6 0 / 6	0.06 6 / 4 0 / 4	0.18 18 / 5 0 / 5	0.06 6 / 3 0 / 3

93

Table 3: Sheet Z24. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	197 arbmk1 (increasing) Provisions for working and learning schemes, Y/N	198 arbmk2 (increasing) Reintegration jobs (after unemployment), number of jobs	199 arbmk3 (increasing) Reintegration jobs (after unemployment): employer's share, in EUR	200 arbmk4 (increasing) Company-level or sector-level training plan, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 600$	$0 \leq x \leq 136000$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2011 1: Yes 338 Missed 1134 Total 3483	Code Values Cases 0: $x =$ 0 2235 1: $0 < x \leq$ 5 78 2: $5 < x \leq$ 20 21 3: $20 < x \leq 100$ 12 4: $100 < x \leq 600$ 3 Missed 1134 Total 3483	Code Values Cases 0: $x =$ 0 3329 1: $0 < x \leq$ 1 144 2: $1 < x \leq$ 30000 7 3: $30000 < x \leq 136000$ 3 Total 3483	Code Values Cases 0: No 2676 1: Yes 807 Total 3483
1995: 78 CLAs	0.09 9 / 10 −15 / 10	0.21 5 / 2 37 / 2	0.00 0 / 11 −20 / 11	0.21 21 / 11 −6 / 11
1996: 118 CLAs	0.09 9 / 9 −14 / 9	0.18 4 / 3 29 / 3	0.00 0 / 11 −20 / 11	0.21 21 / 9 −5 / 9
1997: 145 CLAs	0.07 7 / 11 −21 / 11	0.09 2 / 5 5 / 5	0.04 1 / 6 −3 / 6	0.21 21 / 10 −6 / 10
1998: 198 CLAs	0.13 13 / 7 −5 / 7	0.10 3 / 4 8 / 4	0.04 1 / 7 −5 / 7	0.28 28 / 5 12 / 5
1999: 231 CLAs	0.11 11 / 8 −10 / 8	0.06 2 / 8 −2 / 8	0.01 0 / 8 −15 / 8	0.23 23 / 7 0 / 7
2000: 369 CLAs	0.14 14 / 6 −1 / 6	0.04 1 / 9 −9 / 9	0.00 0 / 11 −20 / 11	0.27 27 / 6 9 / 6
2001: 445 CLAs	0.17 17 / 3 8 / 3	0.07 2 / 7 −1 / 7	0.00 0 / 10 −19 / 10	0.36 36 / 4 30 / 4
2002: 332 CLAs	0.16 16 / 4 4 / 4	0.02 1 / 11 −13 / 11	0.00 0 / 11 −20 / 11	0.40 40 / 2 41 / 2
2003: 393 CLAs	0.18 18 / 2 9 / 2	0.04 1 / 10 −9 / 10	0.01 0 / 9 −17 / 9	0.37 37 / 3 32 / 3
2004: 455 CLAs	No data	No data	0.13 4 / 2 35 / 2	0.05 5 / 13 −43 / 13
2005: 336 CLAs	No data	No data	0.14 5 / 1 41 / 1	0.07 7 / 12 −39 / 12
2006: 320 CLAs	No data	No data	0.11 4 / 3 28 / 3	0.05 5 / 14 −44 / 14
2007: 63 CLAs	0.24 24 / 1 27 / 1	0.25 6 / 1 51 / 1	0.05 2 / 5 −0 / 5	0.46 46 / 1 54 / 1
All years: 3483 CLAs	0.14 14 / 5 0 / 5	0.07 2 / 6 0 / 6	0.05 2 / 4 0 / 4	0.23 23 / 8 0 / 8

94

Table 3: Sheet Z25. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	201 `arbmk5` (increasing) One-time training plan, Y/N	202 `arbmk6` (increasing) Individual training plans (POP), Y/N	203 `arbmk7` (increasing) General training (not function-specific), Y/N	204 `arbmk8` (increasing) Outplacement training (in another enterprise), Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 500$
	Code Values Cases 0: No 3326 1: Yes 157 Total 3483	Code Values Cases 0: No 2785 1: Yes 558 Missed 140 Total 3483	Code Values Cases 0: No 2970 1: Yes 373 Missed 140 Total 3483	Code Values Cases 0: No 2745 1: Yes 27 Not valid 54 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 12 −22 / 13	0.07 7 / 9 −27 / 9	0.00 0 / 13 −35 / 13	0.00 0 / 11 −10 / 11
1996: 118 CLAs	0.01 1 / 10 −18 / 10	0.05 5 / 10 −32 / 10	0.00 0 / 13 −35 / 13	0.00 0 / 11 −10 / 11
1997: 145 CLAs	0.01 1 / 11 −18 / 11	0.05 5 / 11 −32 / 11	0.02 2 / 12 −30 / 12	0.05 5 / 1 39 / 1
1998: 198 CLAs	0.02 2 / 9 −14 / 9	0.11 11 / 8 −16 / 8	0.07 7 / 10 −14 / 10	0.04 4 / 2 33 / 2
1999: 231 CLAs	0.02 2 / 8 −13 / 8	0.13 13 / 7 −10 / 7	0.06 6 / 11 −16 / 11	0.01 1 / 9 −1 / 9
2000: 369 CLAs	0.04 4 / 5 −1 / 5	0.22 22 / 5 16 / 5	0.08 8 / 8 −9 / 8	0.02 2 / 4 11 / 4
2001: 445 CLAs	0.02 2 / 6 −11 / 6	0.29 29 / 4 32 / 4	0.09 9 / 7 −8 / 7	0.01 1 / 6 2 / 6
2002: 332 CLAs	0.02 2 / 7 −12 / 7	0.32 32 / 1 41 / 1	0.08 8 / 9 −11 / 9	0.01 1 / 10 −4 / 10
2003: 393 CLAs	0.00 0 / 12 −22 / 12	0.31 31 / 3 39 / 3	0.10 10 / 5 −2 / 5	0.01 1 / 7 0 / 7
2004: 455 CLAs	0.11 11 / 2 29 / 2	0.03 3 / 14 −36 / 14	0.17 17 / 3 18 / 3	0.00 0 / 11 −10 / 11
2005: 336 CLAs	0.11 11 / 1 30 / 1	0.04 4 / 12 −35 / 12	0.20 20 / 1 28 / 1	0.00 0 / 11 −10 / 11
2006: 320 CLAs	0.10 10 / 3 25 / 3	0.03 3 / 13 −36 / 13	0.18 18 / 2 21 / 2	0.01 1 / 5 4 / 5
2007: 63 CLAs	0.00 0 / 12 −22 / 13	0.32 32 / 2 40 / 2	0.10 10 / 6 −5 / 6	0.03 3 / 3 22 / 3
All years: 3483 CLAs	0.05 5 / 4 0 / 4	0.17 17 / 6 0 / 6	0.11 11 / 4 0 / 4	0.01 1 / 8 0 / 8

95

Table 3: Sheet Z26. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	205 `arbmk9` (increasing) Personal training budget, % to salary	206 `arbmk10` (increasing) Personal training budget, EUR	207 `arbmk11` (increasing) Training fund, Y/N	208 `arbmk12` (increasing) Training fund: employer's contribution, % to salary
	$0 \leq x \leq 2$	$0 \leq x \leq 3200$	$0 \leq x \leq 1$	$0 \leq x \leq 100$
	Code Values Cases 0: $x=$ 0 918 1: $0 < x \leq$ 2 3 Missed 2562 Total 3483	Code Values Cases 0: $x=$ 0 1580 1: $0 < x \leq$ 1 463 2: $1 < x \leq$ 250 4 3: $250 < x \leq$ 3200 8 Missed 1428 Total 3483	Code Values Cases 0: No 3024 1: Yes 430 Missed 29 Total 3483	Code Values Cases 0: $x=$ 0 2881 1: $0 < x \leq$ 1 121 2: $0.5 < x \leq$ 1 424 3: $1 < x \leq$ 2 9 4: $2 < x \leq$ 100 11 Missed 37 Total 3483
1995: 78 CLAs	No data	No data	0.06 6 / 11 -18 / 11	0.01 0 / 13 -40 / 13
1996: 118 CLAs	0.00 0 / 5 -6 / 5	0.00 0 / 9 -53 / 9	0.11 11 / 9 -4 / 9	0.06 2 / 12 -34 / 12
1997: 145 CLAs	0.00 0 / 5 -6 / 5	0.00 0 / 9 -53 / 9	0.07 7 / 10 -16 / 10	0.08 2 / 11 -30 / 11
1998: 198 CLAs	0.00 0 / 5 -6 / 5	0.00 0 / 9 -53 / 9	0.13 13 / 7 0 / 7	0.11 3 / 10 -27 / 10
1999: 231 CLAs	0.00 0 / 5 -6 / 5	0.00 0 / 9 -53 / 9	0.19 19 / 5 21 / 5	0.13 3 / 7 -24 / 7
2000: 369 CLAs	0.00 0 / 5 -6 / 5	0.08 3 / 5 -35 / 5	0.18 18 / 6 16 / 6	0.12 3 / 9 -26 / 9
2001: 445 CLAs	0.01 1 / 1 7 / 1	0.00 0 / 9 -53 / 9	0.22 22 / 2 29 / 2	0.15 4 / 5 -21 / 5
2002: 332 CLAs	0.00 0 / 2 1 / 2	0.06 2 / 6 -39 / 6	0.22 22 / 3 28 / 3	0.12 3 / 8 -25 / 8
2003: 393 CLAs	0.00 0 / 4 -1 / 4	0.03 1 / 8 -46 / 8	0.22 22 / 4 28 / 4	0.14 3 / 6 -23 / 6
2004: 455 CLAs	No data	0.37 12 / 3 29 / 3	0.00 0 / 12 -38 / 12	0.69 17 / 1 55 / 1
2005: 336 CLAs	No data	0.44 15 / 1 44 / 1	0.00 0 / 12 -38 / 12	0.68 17 / 3 54 / 3
2006: 320 CLAs	No data	0.44 15 / 2 43 / 2	0.00 0 / 12 -38 / 12	0.69 17 / 2 55 / 2
2007: 63 CLAs	0.00 0 / 5 -6 / 5	0.05 2 / 7 -42 / 7	0.24 24 / 1 34 / 1	0.00 0 / 14 -42 / 14
All years: 3483 CLAs	0.00 0 / 3 0 / 3	0.24 8 / 4 0 / 4	0.12 12 / 8 0 / 8	0.30 8 / 4 0 / 4

96

Table 3: Sheet Z27. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	209 `arbmk16` (increasing) Labour market project: Target figures, Y/N	210 `arbmk17` (increasing) Labour market project: Number of jobs, number of jobs	211 `arbmk19` (increasing) Labour market project: Target groups, Y/N	212 `arbmk21` (increasing) Labour market project: Budget in EUR, EUR
	$0 \le x \le 34000$	$0 \le x \le 1000$	$0 \le x \le 1999$	$0 \le x \le 227000$
	Code Values Cases 0: No 3217 1: Yes 83 Not valid 23 Missed 160 Total 3483	Code Values Cases 0: $x=$ 0 3024 1: $0 < x \le$ 1 264 2: $1 < x \le$ 5 22 3: $5 < x \le$ 50 14 4: $50 < x \le$ 300 12 5: $300 < x \le 1000$ 5 Missed 142 Total 3483	Code Values Cases 0: No 2162 1: Yes 47 Not valid 4 Missed 1270 Total 3483	Code Values Cases 0: $x=$ 0 2195 1: $0 < x \le$ 10000 6 2: $10000 < x \le$ 80000 5 3: $80000 < x \le 227000$ 3 Missed 1274 Total 3483
1995: 78 CLAs	0.10 10 / 1 48 / 1	0.13 3 / 4 1 / 4	0.00 0 / 9 −15 / 9	0.00 0 / 9 −7 / 9
1996: 118 CLAs	0.02 2 / 11 −6 / 11	0.03 1 / 13 −20 / 13	0.00 0 / 9 −15 / 9	0.02 1 / 3 3 / 3
1997: 145 CLAs	0.05 5 / 5 13 / 5	0.09 2 / 9 −7 / 9	0.00 0 / 9 −15 / 9	0.00 0 / 9 −7 / 9
1998: 198 CLAs	0.04 4 / 6 7 / 6	0.04 1 / 12 −19 / 12	0.01 1 / 6 −11 / 6	0.03 1 / 1 12 / 1
1999: 231 CLAs	0.02 2 / 10 −5 / 10	0.04 1 / 11 −19 / 11	0.00 0 / 7 −12 / 7	0.00 0 / 7 −5 / 7
2000: 369 CLAs	0.06 6 / 2 22 / 2	0.11 2 / 7 −3 / 7	0.00 0 / 8 −13 / 8	0.01 0 / 6 −2 / 6
2001: 445 CLAs	0.02 2 / 9 −5 / 9	0.03 1 / 14 −20 / 14	0.02 2 / 5 −1 / 5	0.00 0 / 8 −6 / 8
2002: 332 CLAs	0.05 5 / 3 19 / 3	0.11 2 / 6 −3 / 6	0.03 3 / 3 8 / 3	0.01 0 / 4 0 / 4
2003: 393 CLAs	0.03 3 / 7 5 / 7	0.08 2 / 10 −11 / 10	0.05 5 / 2 19 / 2	0.02 1 / 2 7 / 2
2004: 455 CLAs	0.00 0 / 12 −16 / 12	0.21 4 / 3 18 / 3	No data	No data
2005: 336 CLAs	0.00 0 / 12 −16 / 12	0.24 5 / 2 24 / 2	No data	No data
2006: 320 CLAs	0.00 0 / 12 −16 / 12	0.26 5 / 1 28 / 1	No data	No data
2007: 63 CLAs	0.05 5 / 4 14 / 4	0.11 2 / 8 −3 / 8	0.08 8 / 1 40 / 1	0.00 0 / 9 −7 / 9
All years: 3483 CLAs	0.03 3 / 8 0 / 8	0.13 3 / 5 0 / 5	0.02 2 / 4 0 / 4	0.01 0 / 5 0 / 5

97

Table 3: Sheet Z28. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	213 `arbmk22` (increasing) Labour market project: Link to public employment service, Y/N	214 `arbmk23` (increasing) Provisions for work-training schemes, Y/N	215 `socze1` (increasing) Health care provisions, Y/N	216 `socze2` (increasing) Health care: employer's contribution in the current year, % of salaries
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 100$
	Code Values Cases 0: No 2183 1: Yes 26 Missed 1274 Total 3483	Code Values Cases 0: No 1426 1: Yes 266 Missed 1791 Total 3483	Code Values Cases 0: No 2098 1: Yes 1383 Missed 2 Total 3483	Code Values Cases 0: $x =$ 0 2014 1: $0 < x \leq$ 30 26 2: $30 < x \leq$ 50 207 3: $50 < x \leq$ 100 100 Missed 1136 Total 3483
1995: 78 CLAs	0.00 0 / 8 −11 / 8	0.00 0 / 9 −43 / 9	0.45 45 / 8 11 / 8	0.08 3 / 10 −30 / 10
1996: 118 CLAs	0.00 0 / 8 −11 / 8	0.00 0 / 9 −43 / 9	0.38 38 / 10 −3 / 10	0.19 6 / 8 −15 / 8
1997: 145 CLAs	0.00 0 / 8 −11 / 8	0.00 0 / 9 −43 / 9	0.48 48 / 7 17 / 7	0.28 9 / 7 −5 / 7
1998: 198 CLAs	0.01 1 / 7 −6 / 7	0.06 6 / 8 −26 / 8	0.58 58 / 3 37 / 3	0.28 9 / 6 −5 / 6
1999: 231 CLAs	0.02 2 / 1 9 / 1	0.10 10 / 6 −17 / 6	0.57 57 / 5 36 / 5	0.18 6 / 9 −17 / 9
2000: 369 CLAs	0.02 2 / 2 8 / 2	0.09 9 / 7 −18 / 7	0.56 56 / 6 32 / 6	0.29 10 / 5 −3 / 5
2001: 445 CLAs	0.02 2 / 3 8 / 3	0.18 18 / 3 7 / 3	0.62 62 / 2 46 / 2	0.39 13 / 3 9 / 3
2002: 332 CLAs	0.01 1 / 5 −5 / 5	0.19 19 / 2 8 / 2	0.58 58 / 4 36 / 4	0.42 14 / 1 13 / 1
2003: 393 CLAs	0.01 1 / 6 −6 / 6	0.19 19 / 1 9 / 1	0.65 65 / 1 52 / 1	0.40 13 / 2 11 / 2
2004: 455 CLAs	No data	No data	0.04 4 / 13 −73 / 13	No data
2005: 336 CLAs	No data	No data	0.04 4 / 14 −73 / 14	No data
2006: 320 CLAs	No data	No data	0.06 6 / 12 −69 / 12	No data
2007: 63 CLAs	0.00 0 / 8 −11 / 8	0.17 17 / 4 5 / 4	0.07 7 / 11 −68 / 11	0.07 2 / 11 −31 / 11
All years: 3483 CLAs	0.01 1 / 4 0 / 4	0.16 16 / 5 0 / 5	0.40 40 / 9 0 / 9	0.32 11 / 4 0 / 4

Table 3: Sheet Z29. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employability			
	217 socze3 (increasing) Health care: employer's contribution in the next year, % of salaries	218 socze4 (increasing) Health care: employee's contribution in the current year, % of salaries	219 socze5 (increasing) Health care: employee's contribution in the next year, % of salaries	220 cont12 (increasing) Training TWA personnel, Y/N
	$0 \leq x \leq 75$	$0 \leq x \leq 100$	$0 \leq x \leq 60$	$0 \leq x \leq 1$
	Code Values Cases 0: $x = 0$ 1805 1: $0 < x \leq 30$ 10 2: $30 < x \leq 50$ 59 3: $50 < x \leq 75$ 19 Missed 1590 Total 3483	Code Values Cases 0: $x = 0$ 2174 1: $0 < x \leq 30$ 37 2: $30 < x \leq 50$ 129 3: $50 < x \leq 100$ 7 Missed 1136 Total 3483	Code Values Cases 0: $x = 0$ 1831 1: $0 < x \leq 30$ 24 2: $30 < x \leq 50$ 35 3: $50 < x \leq 60$ 3 Missed 1590 Total 3483	Code Values Cases 0: No 2532 1: Yes 231 Missed 720 Total 3483
1995: 78 CLAs	0.04 1 / 7 −13 / 7	0.08 3 / 8 −12 / 8	0.05 2 / 4 −1 / 4	0.25 25 / 1 60 / 1
1996: 118 CLAs	0.03 1 / 9 −16 / 9	0.07 2 / 10 −14 / 10	0.02 1 / 7 −12 / 7	0.00 0 / 13 −30 / 13
1997: 145 CLAs	0.05 2 / 6 −11 / 6	0.08 3 / 7 −10 / 7	0.04 1 / 6 −4 / 6	0.24 24 / 2 56 / 2
1998: 198 CLAs	0.04 1 / 8 −14 / 8	0.08 3 / 9 −12 / 9	0.01 0 / 9 −14 / 9	0.06 6 / 11 −8 / 11
1999: 231 CLAs	0.06 2 / 5 −8 / 5	0.11 4 / 5 −4 / 5	0.04 1 / 5 −4 / 5	0.07 7 / 9 −5 / 9
2000: 369 CLAs	0.07 2 / 4 −6 / 4	0.09 3 / 6 −9 / 6	0.01 0 / 8 −13 / 8	0.07 7 / 8 −4 / 8
2001: 445 CLAs	0.19 6 / 1 20 / 1	0.20 7 / 2 13 / 2	0.11 4 / 1 19 / 1	0.10 10 / 4 6 / 4
2002: 332 CLAs	0.12 4 / 2 6 / 2	0.20 7 / 1 14 / 1	0.07 2 / 2 6 / 2	0.09 9 / 5 1 / 5
2003: 393 CLAs	No data	0.16 5 / 3 4 / 3	No data	0.12 12 / 3 12 / 3
2004: 455 CLAs	No data	No data	No data	0.08 8 / 7 −2 / 7
2005: 336 CLAs	No data	No data	No data	0.07 7 / 10 −7 / 10
2006: 320 CLAs	No data	No data	No data	0.05 5 / 12 −12 / 12
2007: 63 CLAs	No data	0.00 0 / 11 −27 / 11	No data	No data
All years: 3483 CLAs	0.10 3 / 3 0 / 3	0.13 4 / 4 0 / 4	0.05 2 / 3 0 / 3	0.08 8 / 6 0 / 6

Table 3: Sheet Z30. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Employment security			Social security
	221 arbo10 (increasing) Reintegration after long sickness: Loads in line with WAO — Invalidity Insurance Act with respect to external placement, Y/N	222 arbo16 (increasing) Reintegration after long sickness: Obligation to employ a disable worker in other enterprise, if necessary, Y/N	223 arbo17 (increasing) Reintegration after long sickness: Cooperation with public employment offices, Y/N	224 wepr1 (increasing) Child care provisions, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2183 1: Yes 103 Missed 1197 Total 3483	Code Values Cases 0: No 895 1: Yes 26 Missed 2562 Total 3483	Code Values Cases 0: No 835 1: Yes 36 Missed 2612 Total 3483	Code Values Cases 0: No 2118 1: Yes 1329 Missed 36 Total 3483
1995: 78 CLAs	0.00 0 / 10 −22 / 10	No data	No data	0.42 42 / 8 8 / 8
1996: 118 CLAs	0.03 3 / 6 −9 / 6	0.00 0 / 6 −17 / 6	0.00 0 / 6 −21 / 6	0.37 37 / 10 −3 / 10
1997: 145 CLAs	0.01 1 / 8 −15 / 8	0.00 0 / 6 −17 / 6	0.00 0 / 6 −21 / 6	0.43 43 / 7 9 / 7
1998: 198 CLAs	0.03 3 / 7 −10 / 7	0.00 0 / 6 −17 / 6	0.00 0 / 6 −21 / 6	0.48 48 / 5 20 / 5
1999: 231 CLAs	0.01 1 / 9 −15 / 9	0.00 0 / 6 −17 / 6	0.00 0 / 6 −21 / 6	0.45 45 / 6 13 / 6
2000: 369 CLAs	0.04 4 / 5 −4 / 5	0.00 0 / 6 −17 / 6	0.00 0 / 6 −21 / 6	0.58 58 / 4 39 / 4
2001: 445 CLAs	0.04 4 / 4 −2 / 4	0.02 2 / 5 −4 / 5	0.01 1 / 5 −14 / 5	0.61 61 / 3 46 / 3
2002: 332 CLAs	0.07 7 / 2 12 / 2	0.04 4 / 1 5 / 1	0.04 4 / 3 1 / 3	0.68 68 / 2 61 / 2
2003: 393 CLAs	0.09 9 / 1 22 / 1	0.03 3 / 3 0 / 3	0.05 5 / 2 7 / 2	0.71 71 / 1 67 / 1
2004: 455 CLAs	No data	No data	No data	0.01 1 / 13 −78 / 13
2005: 336 CLAs	No data	No data	No data	0.01 1 / 14 −78 / 14
2006: 320 CLAs	No data	No data	No data	0.01 1 / 12 −77 / 12
2007: 63 CLAs	No data	0.03 3 / 2 2 / 2	0.08 8 / 1 18 / 1	0.05 5 / 11 −69 / 11
All years: 3483 CLAs	0.05 5 / 3 0 / 3	0.03 3 / 4 0 / 4	0.04 4 / 4 0 / 4	0.39 39 / 9 0 / 9

100

Table 3: Sheet Z31. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

		Social security			
		225 wepr2-wepr3 (increasing) Childcare provisions, in grades	226 wepr6 (increasing) Child care: max age of children, in years	227 wepr7 (increasing) Child care: CLA-fund, Y/N	228 wepr8 (increasing) Child care: employer's contribution maximized, Y/N
		$0 \leq x \leq 2$	$0 \leq x \leq 567225$	$0 \leq x \leq 13$	$0 \leq x \leq 1$
		Code Values Cases 0: No 1731 1: Only for women 85 2: For all 1667 Total 3483	Code Values Cases 0: $x = 0$ 0 1: $x = 3$ 2 2: $3 < x \leq 8$ 125 3: $8 < x \leq 13$ 191 Not valid 2445 Missed 720 Total 3483	Code Values Cases 0: No 2173 1: Yes 78 Not valid 512 Missed 720 Total 3483	Code Values Cases 0: No 2393 1: Yes 370 Missed 720 Total 3483
1995:	78 CLAs	0.42 21 / 12 −57 / 12	No data	0.00 0 / 7 −19 / 7	0.00 0 / 11 −39 / 11
1996:	118 CLAs	0.42 21 / 13 −57 / 13	No data	0.00 0 / 7 −19 / 7	0.00 0 / 11 −39 / 11
1997:	145 CLAs	0.46 23 / 11 −53 / 11	No data	0.00 0 / 7 −19 / 7	0.00 0 / 11 −39 / 11
1998:	198 CLAs	0.50 25 / 9 −49 / 9	2.00 50 / 7 −118 / 7	0.00 0 / 7 −19 / 7	0.06 6 / 9 −21 / 9
1999:	231 CLAs	0.49 25 / 10 −49 / 10	2.33 67 / 6 −52 / 6	0.01 1 / 6 −14 / 6	0.04 4 / 10 −26 / 10
2000:	369 CLAs	0.76 38 / 7 −23 / 7	2.47 74 / 5 −25 / 5	0.03 3 / 4 −4 / 4	0.10 10 / 7 −10 / 7
2001:	445 CLAs	0.72 36 / 8 −26 / 8	2.67 83 / 1 14 / 1	0.03 3 / 5 −4 / 5	0.14 14 / 3 2 / 3
2002:	332 CLAs	0.77 38 / 6 −22 / 6	2.57 78 / 4 −6 / 4	0.07 7 / 2 19 / 2	0.17 17 / 2 10 / 2
2003:	393 CLAs	0.81 41 / 5 −17 / 5	2.61 81 / 2 4 / 2	0.09 9 / 1 28 / 1	0.25 25 / 1 33 / 1
2004:	455 CLAs	1.60 80 / 3 63 / 3	No data	0.00 0 / 7 −19 / 7	0.10 10 / 8 −10 / 8
2005:	336 CLAs	1.73 87 / 2 76 / 2	No data	0.00 0 / 7 −19 / 7	0.11 11 / 6 −8 / 6
2006:	320 CLAs	1.74 87 / 1 77 / 1	No data	0.00 0 / 7 −19 / 7	0.12 12 / 5 −5 / 5
2007:	63 CLAs	0.29 14 / 14 −70 / 14	No data	No data	No data
All years: CLAs	3483	0.98 49 / 4 0 / 4	2.59 80 / 3 0 / 3	0.03 3 / 3 0 / 3	0.13 13 / 4 0 / 4

101

Table 3: Sheet Z32. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social security			
	229 wepr11 (increasing) Birth leave for fathers, Y/N	230 wepr13 (increasing) Birth leave for fathers on weekdays, days per week	231 wepr14 (increasing) Birth leave for fathers on weekdays, hours per week	232 wepr16 (increasing) Birth leave for fathers: continued payments, in % to earnings
	$0 \leq x \leq 1$	$0 \leq x \leq 7$	$0 \leq x \leq 216$	$0 \leq x \leq 100$
	Code Values Cases 0: No 2898 1: Yes 295 Missed 290 Total 3483	Code Values Cases 0: $x=$ 0 2027 1: $0 < x \leq$ 1 127 2: $1 < x \leq$ 2 245 3: $2 < x \leq$ 4 28 4: $4 < x \leq$ 7 9 Missed 1047 Total 3483	Code Values Cases 0: $x=$ 0 1671 1: $0 < x \leq$ 4 19 2: $4 < x \leq$ 8 0 3: $8 < x \leq$ 16 0 4: $16 < x \leq$ 32 1 Not valid 1 Missed 1791 Total 3483	Code Values Cases 0: $x=$ 0 0 1: $3 < x \leq$ 20 0 2: $20 < x \leq$ 50 0 3: $50 < x \leq$ 75 3 4: $75 < x \leq$ 100 260 Not valid 1429 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 11 −32 / 11	0.00 0 / 11 −42 / 11	0.00 0 / 4 −9 / 4	No data
1996: 118 CLAs	0.00 0 / 11 −32 / 11	0.00 0 / 11 −42 / 11	0.00 0 / 4 −9 / 4	No data
1997: 145 CLAs	0.00 0 / 11 −32 / 11	0.00 0 / 11 −42 / 11	0.00 0 / 4 −9 / 4	4.00 100 / 1 11 / 1
1998: 198 CLAs	0.00 0 / 11 −32 / 11	0.04 1 / 10 −36 / 10	0.00 0 / 4 −9 / 4	4.00 100 / 1 11 / 1
1999: 231 CLAs	0.00 0 / 10 −30 / 10	0.11 3 / 7 −26 / 7	0.00 0 / 4 −9 / 4	4.00 100 / 1 11 / 1
2000: 369 CLAs	0.01 1 / 9 −29 / 9	0.19 5 / 5 −16 / 5	0.00 0 / 4 −9 / 4	4.00 100 / 1 11 / 1
2001: 445 CLAs	0.04 4 / 8 −17 / 8	0.25 6 / 4 −8 / 4	0.01 0 / 3 −3 / 3	4.00 100 / 1 11 / 1
2002: 332 CLAs	0.27 27 / 2 63 / 2	0.71 18 / 1 56 / 1	0.00 0 / 4 −9 / 4	3.97 97 / 4 −14 / 4
2003: 393 CLAs	0.26 26 / 3 59 / 3	0.62 15 / 2 44 / 2	0.00 0 / 4 −9 / 4	3.99 99 / 3 −2 / 3
2004: 455 CLAs	0.07 7 / 5 −9 / 5	0.10 3 / 8 −28 / 8	No data	No data
2005: 336 CLAs	0.07 7 / 6 −9 / 6	0.10 2 / 9 −28 / 9	No data	No data
2006: 320 CLAs	0.06 6 / 7 −11 / 7	0.12 3 / 6 −26 / 6	No data	No data
2007: 63 CLAs	0.37 37 / 1 96 / 1	No data	0.30 8 / 1 201 / 1	No data
All years: 3483 CLAs	0.09 9 / 4 0 / 4	0.30 8 / 3 0 / 3	0.01 0 / 2 0 / 2	3.99 99 / 2 0 / 2

102

Table 3: Sheet Z33. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social security			
	233 `wepr17` (increasing) Birth leave for fathers: CLA-fund, Y/N	234 `wepr18` (increasing) Birth leave for male partners, Y/N	235 `wepr19` (increasing) Parental leave: compensation for a leave beyond the legal duration of leave, Y/N	236 `wepr20` (increasing) Parental leave: compensation for a leave beyond the legal duration of leave, in weeks
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 52$
	Code Values Cases 0: No 1672 1: Yes 20 Missed 1791 Total 3483	Code Values Cases 0: No 1585 1: Yes 122 Missed 1776 Total 3483	Code Values Cases 0: No 2027 1: Yes 259 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 3122 1: $0 < x \leq 2$ 299 2: $2 < x \leq 8$ 39 3: $8 < x \leq 24$ 21 4: $24 < x \leq 52$ 2 Total 3483
1995: 78 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 10 −28 / 10	0.01 1 / 9 −32 / 9	0.00 0 / 10 −31 / 10
1996: 118 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 10 −28 / 10	0.01 1 / 10 −33 / 10	0.00 0 / 10 −31 / 10
1997: 145 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 10 −28 / 10	0.06 6 / 8 −16 / 8	0.00 0 / 10 −31 / 10
1998: 198 CLAs	0.00 0 / 7 −11 / 7	0.02 2 / 8 −20 / 8	0.12 12 / 4 1 / 4	0.00 0 / 10 −31 / 10
1999: 231 CLAs	0.00 0 / 7 −11 / 7	0.01 1 / 9 −24 / 9	0.10 10 / 7 −3 / 7	0.00 0 / 10 −31 / 10
2000: 369 CLAs	0.01 1 / 3 −4 / 3	0.03 3 / 7 −17 / 7	0.16 16 / 1 14 / 1	0.01 0 / 8 −28 / 8
2001: 445 CLAs	0.00 0 / 6 −9 / 6	0.03 3 / 6 −16 / 6	0.11 11 / 6 −0 / 6	0.01 0 / 9 −28 / 9
2002: 332 CLAs	0.01 1 / 4 −5 / 4	0.07 7 / 5 −1 / 5	0.12 12 / 3 2 / 3	0.11 3 / 5 −6 / 5
2003: 393 CLAs	0.01 1 / 5 −6 / 5	0.13 13 / 3 25 / 3	0.14 14 / 2 9 / 2	0.09 2 / 6 −10 / 6
2004: 455 CLAs	No data	1.00 100 / 1 360 / 1	No data	0.34 8 / 2 50 / 2
2005: 336 CLAs	No data	1.00 100 / 1 360 / 1	No data	0.35 9 / 1 51 / 1
2006: 320 CLAs	No data	1.00 100 / 1 360 / 1	No data	0.30 8 / 3 41 / 3
2007: 63 CLAs	0.21 21 / 1 180 / 1	0.14 14 / 2 28 / 2	No data	0.08 2 / 7 −12 / 7
All years: 3483 CLAs	0.01 1 / 2 0 / 2	0.07 7 / 4 0 / 4	0.11 11 / 5 0 / 5	0.13 3 / 4 0 / 4

Table 3: Sheet Z34. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social security			
	237 `wepr21` (increasing) Parental leave: compensation for non-worked hours, Y/N	238 `wepr22` (increasing) Parental leave: compensation for non-worked hours, in % of earnings	239 `wepr23` (decreasing) Parental leave: obligation to work min hours, Y/N	240 `wepr24` (decreasing) Parental leave: obligation to work min hours, hours per week
	$0 \leq x \leq 1$	$0 \leq x \leq 415$	$0 \leq x \leq 1$	$0 \leq x \leq 50$
	Code Values Cases 0: No 2145 1: Yes 141 Missed 1197 Total 3483	Code Values Cases 0: $x=0$ 3166 1: $0 < x \leq 25$ 275 2: $25 < x \leq 50$ 25 3: $50 < x \leq 75$ 9 4: $75 < x \leq 100$ 6 Not valid 2 Total 3483	Code Values Cases 0: No 2048 1: Yes 238 Missed 1197 Total 3483	Code Values Cases 0: $x=0$ 3358 1: $0 < x \leq 8$ 13 2: $8 < x \leq 16$ 20 3: $16 < x \leq 20$ 84 4: $20 < x \leq 50$ 8 Total 3483
1995: 78 CLAs	0.05 5 / 8 −4 / 8	0.00 0 / 11 −28 / 11	0.05 95 / 1 17 / 1	0.12 97 / 8 −4 / 8
1996: 118 CLAs	0.06 6 / 6 −1 / 6	0.00 0 / 11 −28 / 11	0.11 89 / 8 −2 / 8	0.31 92 / 13 −40 / 13
1997: 145 CLAs	0.07 7 / 3 3 / 3	0.00 0 / 11 −28 / 11	0.07 93 / 2 12 / 2	0.18 96 / 10 −16 / 10
1998: 198 CLAs	0.05 5 / 9 −7 / 9	0.00 0 / 11 −28 / 11	0.14 86 / 9 −11 / 9	0.26 93 / 12 −32 / 12
1999: 231 CLAs	0.06 6 / 4 1 / 4	0.01 0 / 10 −25 / 10	0.08 92 / 3 7 / 3	0.09 98 / 4 1 / 4
2000: 369 CLAs	0.06 6 / 7 −2 / 7	0.04 1 / 9 −17 / 9	0.14 86 / 10 −13 / 10	0.18 95 / 11 −17 / 11
2001: 445 CLAs	0.07 7 / 1 5 / 1	0.07 2 / 7 −9 / 7	0.09 91 / 4 5 / 4	0.07 98 / 3 5 / 3
2002: 332 CLAs	0.04 4 / 10 −8 / 10	0.06 1 / 8 −13 / 8	0.10 90 / 5 2 / 5	0.13 97 / 9 −6 / 9
2003: 393 CLAs	0.07 7 / 2 5 / 2	0.09 2 / 6 −4 / 6	0.11 89 / 7 −1 / 7	0.11 97 / 6 −2 / 6
2004: 455 CLAs	No data	0.27 7 / 1 42 / 1	No data	0.00 100 / 2 18 / 2
2005: 336 CLAs	No data	0.22 6 / 2 29 / 2	No data	0.00 100 / 1 19 / 1
2006: 320 CLAs	No data	0.21 5 / 3 26 / 3	No data	0.00 100 / 1 19 / 1
2007: 63 CLAs	No data	0.10 2 / 5 −3 / 5	No data	0.11 97 / 7 −3 / 7
All years: 3483 CLAs	0.06 6 / 5 0 / 5	0.11 3 / 4 0 / 4	0.10 90 / 6 0 / 6	0.10 98 / 5 0 / 5

Table 3: Sheet Z35. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social security			
	241 `wepr28` (increasing) Parental leave supported by CLA fund, Y/N	242 `wepr29` (increasing) Parental leave: max age of children, years	243 `wepr30` (increasing) Parental leave: max age of child for (partrial) pay-offs, years	244 `wepr32` (increasing) Parental leave: possibility to divide, Y/N
	$0 \leq x \leq 415$	$0 \leq x \leq 12$	$0 \leq x \leq 12$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2776 1: Yes 1 Not valid 49 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 2545 1: $0 < x \leq 1$ 125 2: $1 < x \leq 4$ 21 3: $4 < x \leq 8$ 126 4: $8 < x \leq 12$ 9 Missed 657 Total 3483	Code Values Cases 0: $x = 0$ 1618 1: $0 < x \leq 8$ 8 2: $8 < x \leq 12$ 3 Missed 1854 Total 3483	Code Values Cases 0: No 2271 1: Yes 555 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 11 −30 / 11	0.00 0 / 7 −8 / 7	0.00 0 / 11 −49 / 11
1996: 118 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 11 −30 / 11	0.00 0 / 7 −8 / 7	0.00 0 / 11 −49 / 11
1997: 145 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 11 −30 / 11	0.00 0 / 7 −8 / 7	0.00 0 / 11 −49 / 11
1998: 198 CLAs	0.00 0 / 3 −2 / 3	0.00 0 / 11 −30 / 11	0.00 0 / 7 −8 / 7	0.00 0 / 11 −49 / 11
1999: 231 CLAs	0.00 0 / 3 −2 / 3	0.19 5 / 6 −2 / 6	0.01 0 / 4 0 / 4	0.01 1 / 10 −47 / 10
2000: 369 CLAs	0.00 0 / 1 17 / 1	0.22 5 / 4 2 / 4	0.01 0 / 6 −1 / 6	0.07 7 / 6 −32 / 6
2001: 445 CLAs	0.00 0 / 3 −2 / 3	0.33 8 / 2 18 / 2	0.01 0 / 3 0 / 3	0.02 2 / 9 −44 / 9
2002: 332 CLAs	0.00 0 / 3 −2 / 3	0.23 6 / 3 3 / 3	0.01 0 / 2 0 / 2	0.03 3 / 8 −41 / 8
2003: 393 CLAs	0.00 0 / 3 −2 / 3	0.38 9 / 1 25 / 1	0.01 1 / 1 1 / 1	0.05 5 / 7 −36 / 7
2004: 455 CLAs	0.00 0 / 3 −2 / 3	0.12 3 / 8 −12 / 8	No data	0.42 42 / 2 57 / 2
2005: 336 CLAs	0.00 0 / 3 −2 / 3	0.09 2 / 9 −17 / 9	No data	0.46 46 / 1 65 / 1
2006: 320 CLAs	0.00 0 / 3 −2 / 3	0.12 3 / 7 −12 / 7	No data	0.40 40 / 3 50 / 3
2007: 63 CLAs	0.00 0 / 3 −2 / 3	0.06 2 / 10 −20 / 10	No data	0.32 32 / 4 30 / 4
All years: 3483 CLAs	0.00 0 / 2 0 / 2	0.21 5 / 5 0 / 5	0.01 0 / 5 0 / 5	0.20 20 / 5 0 / 5

Table 3: Sheet Z36. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social security			Social dialogue
	245 `wepr37-wepr53` (increasing) Average length of holidays, in days	246 `wepr55-wepr115` (increasing) Average length of holidays, in days	247 `wepr117-wepr133` (increasing) Average length of holidays, in days	248 `zeg1` (increasing) Works councils: publicity rights, Y/N
	$0 \leq x \leq 195$	$0 \leq x \leq 275.0645$	$0 \leq x \leq 313.5556$	$0 \leq x \leq 90$
	Code Values Cases 0: $x = 0$ 1015 1: $0 < x \leq 5$ 214 2: $5 < x \leq 10$ 3 3: $10 < x \leq 15$ 3 4: $15 < x \leq 20$ 28 5: $20 < x \leq 30$ 1187 6: $30 < x \leq 40$ 17 7: $40 < x \leq 60$ 5 8: $60 < x \leq 100$ 4 9: $100 < x \leq 195$ 287 Missed 720 Total 3483	Code Values Cases 0: $x = 0$ 1120 1: $0 < x \leq 5$ 99 2: $5 < x \leq 10$ 13 3: $10 < x \leq 15$ 5 4: $15 < x \leq 20$ 9 5: $20 < x \leq 30$ 1192 6: $30 < x \leq 40$ 28 7: $40 < x \leq 60$ 10 8: $60 < x \leq 100$ 1 9: $100 < x \leq 276$ 287 Missed 719 Total 3483	Code Values Cases 0: $x = 0$ 1135 1: $0 < x \leq 5$ 49 2: $5 < x \leq 10$ 46 3: $10 < x \leq 15$ 7 4: $15 < x \leq 20$ 6 5: $20 < x \leq 30$ 881 6: $30 < x \leq 40$ 324 7: $40 < x \leq 60$ 21 8: $60 < x \leq 100$ 2 9: $100 < x \leq 314$ 293 Missed 719 Total 3483	Code Values Cases 0: No 981 1: Yes 1367 Not valid 1 Missed 1134 Total 3483
1995: 78 CLAs	5.00 56 / 1 57 / 1	5.00 56 / 1 57 / 1	5.25 58 / 1 59 / 1	0.64 64 / 4 12 / 4
1996: 118 CLAs	4.88 54 / 2 53 / 2	5.00 56 / 1 57 / 1	5.13 57 / 2 55 / 2	0.67 67 / 1 18 / 1
1997: 145 CLAs	3.76 42 / 8 16 / 8	4.00 44 / 3 25 / 3	4.38 49 / 5 32 / 5	0.56 56 / 8 −5 / 8
1998: 198 CLAs	4.08 45 / 3 27 / 3	4.29 48 / 2 34 / 2	4.58 51 / 4 38 / 4	0.58 58 / 7 −0 / 7
1999: 231 CLAs	3.54 39 / 9 9 / 9	3.68 41 / 8 14 / 8	3.89 43 / 10 16 / 10	0.55 55 / 9 −6 / 9
2000: 369 CLAs	3.90 43 / 5 21 / 5	3.95 44 / 5 23 / 5	4.17 46 / 6 25 / 6	0.59 59 / 5 1 / 5
2001: 445 CLAs	3.81 42 / 6 18 / 6	3.90 43 / 6 21 / 6	4.10 46 / 8 23 / 8	0.55 55 / 10 −7 / 10
2002: 332 CLAs	3.95 44 / 4 23 / 4	3.97 44 / 4 24 / 4	4.16 46 / 7 25 / 7	0.64 64 / 2 13 / 2
2003: 393 CLAs	3.76 42 / 7 16 / 7	3.85 43 / 7 20 / 7	4.05 45 / 9 21 / 9	0.64 64 / 3 12 / 3
2004: 455 CLAs	2.58 29 / 11 −23 / 11	2.40 27 / 10 −28 / 10	2.43 27 / 12 −30 / 12	No data
2005: 336 CLAs	2.10 23 / 13 −39 / 13	1.93 21 / 12 −43 / 12	1.97 22 / 14 −45 / 14	No data
2006: 320 CLAs	2.53 28 / 12 −24 / 12	2.34 26 / 11 −30 / 11	2.34 26 / 13 −33 / 13	No data
2007: 63 CLAs	No data	5.00 56 / 1 57 / 1	5.00 56 / 3 51 / 3	0.00 0 / 11 −118 / 11
All years: 3483 CLAs	3.27 36 / 10 0 / 10	3.24 36 / 9 0 / 9	3.38 38 / 11 0 / 11	0.58 58 / 6 0 / 6

Table 3: Sheet Z37. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social dialogue			
	249 **zeg2** (increasing) Works councils: right to use working time for general issues, Y/N	250 **zeg3** (increasing) Works councils: availability of meeting facilities (room), Y/N	251 **zeg4** (increasing) Works councils: rights to attend co-determination training, Y/N	252 **zeg5** (increasing) Works councils: regulation in line with the Law on Works Councils, Y/N
	$0 \le x \le 100$	$0 \le x \le 100$	$0 \le x \le 90$	$0 \le x \le 90$
	Code Values Cases 0: No 1812 1: Yes 1599 Not valid 72 Total 3483	Code Values Cases 0: No 2167 1: Yes 1241 Not valid 12 Missed 63 Total 3483	Code Values Cases 0: No 1258 1: Yes 1090 Not valid 1 Missed 1134 Total 3483	Code Values Cases 0: No 2898 1: Yes 575 Not valid 10 Total 3483
1995: 78 CLAs	0.71 71 / 4 47 / 4	0.55 55 / 4 39 / 4	0.38 38 / 10 −16 / 10	0.17 17 / 9 0 / 9
1996: 118 CLAs	0.69 69 / 5 44 / 5	0.67 67 / 1 63 / 1	0.44 44 / 8 −5 / 8	0.19 19 / 5 8 / 5
1997: 145 CLAs	0.66 66 / 7 39 / 7	0.50 50 / 8 29 / 8	0.46 46 / 7 −0 / 7	0.19 19 / 6 7 / 6
1998: 198 CLAs	0.68 68 / 6 42 / 6	0.53 53 / 6 33 / 6	0.52 52 / 1 11 / 1	0.16 16 / 11 −2 / 11
1999: 231 CLAs	0.65 65 / 8 37 / 8	0.53 53 / 5 35 / 5	0.52 52 / 2 10 / 2	0.18 18 / 8 4 / 8
2000: 369 CLAs	0.63 63 / 9 33 / 9	0.46 46 / 9 21 / 9	0.50 50 / 3 8 / 3	0.19 19 / 7 6 / 7
2001: 445 CLAs	0.73 73 / 1 52 / 1	0.51 51 / 7 30 / 7	0.47 47 / 5 2 / 5	0.26 26 / 4 25 / 4
2002: 332 CLAs	0.72 72 / 3 50 / 3	0.58 58 / 2 46 / 2	0.43 43 / 9 −7 / 9	0.30 30 / 2 36 / 2
2003: 393 CLAs	0.73 73 / 2 52 / 2	0.58 58 / 3 45 / 3	0.49 49 / 4 5 / 4	0.28 28 / 3 31 / 3
2004: 455 CLAs	0.00 0 / 11 −94 / 11	0.00 0 / 11 −76 / 11	No data	0.00 0 / 12 −45 / 12
2005: 336 CLAs	0.00 0 / 11 −94 / 12	0.00 0 / 11 −76 / 11	No data	0.00 0 / 12 −45 / 12
2006: 320 CLAs	0.00 0 / 11 −94 / 12	0.00 0 / 11 −76 / 11	No data	0.00 0 / 12 −45 / 12
2007: 63 CLAs	0.00 0 / 11 −94 / 13	No data	0.00 0 / 11 −93 / 11	0.71 71 / 1 148 / 1
All years: 3483 CLAs	0.47 47 / 10 0 / 10	0.36 36 / 10 0 / 10	0.46 46 / 6 0 / 6	0.17 17 / 10 0 / 10

107

Table 3: Sheet Z38. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Social dialogue			
	253 `zeg6` (increasing) Works councils: rights to work on collective labour agreements during working hours, Y/N	254 `int8` (increasing) Agreement at the European level, Y/N	255 `int9` (increasing) Agreement at the world level, Y/N	256 `int10` (increasing) Agreement at the concern level, Y/N
	$0 \le x \le 65$	$0 \le x \le 3$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: No 2998 1: Yes 333 Not valid 12 Missed 140 Total 3483	Code Values Cases 0: No 2780 1: Yes 33 Not valid 1 Missed 669 Total 3483	Code Values Cases 0: No 2789 1: Yes 35 Missed 659 Total 3483	Code Values Cases 0: No 2781 1: Yes 43 Missed 659 Total 3483
1995: 78 CLAs	0.07 7 / 10 −11 / 10	0.00 0 / 11 −11 / 11	0.00 0 / 10 −11 / 10	0.00 0 / 12 −12 / 12
1996: 118 CLAs	0.05 5 / 11 −17 / 11	0.00 0 / 11 −11 / 11	0.00 0 / 10 −11 / 10	0.00 0 / 12 −12 / 12
1997: 145 CLAs	0.12 12 / 5 6 / 5	0.00 0 / 11 −11 / 11	0.00 0 / 10 −11 / 10	0.00 0 / 12 −12 / 12
1998: 198 CLAs	0.07 7 / 9 −10 / 9	0.00 0 / 11 −11 / 11	0.00 0 / 10 −11 / 10	0.04 4 / 2 22 / 2
1999: 231 CLAs	0.10 10 / 8 −2 / 8	0.02 2 / 4 5 / 4	0.00 0 / 10 −11 / 10	0.03 3 / 4 9 / 4
2000: 369 CLAs	0.11 11 / 6 5 / 6	0.00 0 / 9 −8 / 9	0.00 0 / 9 −8 / 9	0.00 0 / 11 −10 / 11
2001: 445 CLAs	0.16 16 / 4 18 / 4	0.01 1 / 7 −5 / 7	0.01 1 / 7 −5 / 7	0.01 1 / 7 −3 / 7
2002: 332 CLAs	0.17 17 / 3 22 / 3	0.00 0 / 10 −8 / 10	0.01 1 / 6 −3 / 6	0.01 1 / 8 −5 / 8
2003: 393 CLAs	0.17 17 / 2 24 / 2	0.01 1 / 8 −6 / 8	0.01 1 / 8 −7 / 8	0.01 1 / 10 −6 / 10
2004: 455 CLAs	0.00 0 / 12 −33 / 12	0.02 2 / 2 12 / 2	0.03 3 / 2 15 / 2	0.03 3 / 3 13 / 3
2005: 336 CLAs	0.00 0 / 12 −33 / 12	0.02 2 / 3 6 / 3	0.02 2 / 3 5 / 3	0.01 1 / 9 −5 / 9
2006: 320 CLAs	0.00 0 / 12 −33 / 12	0.02 2 / 5 4 / 5	0.02 2 / 4 3 / 4	0.02 2 / 5 0 / 5
2007: 63 CLAs	0.73 73 / 1 210 / 1	0.04 4 / 1 26 / 1	0.03 3 / 1 18 / 1	0.07 7 / 1 41 / 1
All years: 3483 CLAs	0.10 10 / 7 0 / 7	0.01 1 / 6 0 / 6	0.01 1 / 5 0 / 5	0.02 2 / 6 0 / 6

Table 3: Sheet Z39. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	257 `tijd1` (decreasing) Standard day and evening shifts: gross hours per week	258 `tijd2` (increasing) Standard day and evening shifts: Compensation by Labour Time Reduction Days, in days per year	259 `tijd3` (increasing) Standard day and evening shifts: Compensation by Labour Time Reduction Days, in hours per year	260 `tijd4` (increasing) Standard day and evening shifts: Duration of holidays (if not standard), in days per year
	$0 \leq x \leq 55$	$0 \leq x \leq 55$	$0 \leq x \leq 208$	$0 \leq x \leq 208$
	Code Values Cases 0: $x = 0$ 2550 1: $0 < x \lesssim 35$ 11 2: $35 < x \lesssim 38$ 263 3: $38 < x \lesssim 40$ 638 4: $40 < x \lesssim 55$ 1 Missed 20 Total 3483	Code Values Cases 0: $x = 0$ 2241 1: $0 < x \lesssim 5$ 45 2: $5 < x \lesssim 10$ 72 3: $10 < x \lesssim 15$ 391 4: $15 < x \lesssim 25$ 152 5: $25 < x \lesssim 40$ 575 6: $40 < x \lesssim 55$ 3 Missed 4 Total 3483	Code Values Cases 0: $x = 0$ 2226 1: $0 < x \lesssim 50$ 5 2: $50 < x \lesssim 100$ 10 3: $100 < x \lesssim 150$ 15 4: $150 < x \lesssim 208$ 30 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 2749 1: $0 < x \lesssim 20$ 7 2: $20 < x \lesssim 30$ 682 3: $30 < x \lesssim 100$ 17 4: $100 < x \lesssim 208$ 28 Total 3483
1995: 78 CLAs	1.49 63 / 13 −64 / 14	1.40 23 / 6 −0 / 6	0.00 0 / 7 −16 / 7	1.05 26 / 1 70 / 1
1996: 118 CLAs	1.10 72 / 10 −32 / 11	0.96 16 / 8 −22 / 8	0.00 0 / 7 −16 / 7	0.81 20 / 2 43 / 2
1997: 145 CLAs	1.06 74 / 8 −29 / 9	0.94 16 / 10 −23 / 10	0.00 0 / 7 −16 / 7	0.66 17 / 3 25 / 3
1998: 198 CLAs	0.98 75 / 7 −23 / 8	0.88 15 / 12 −26 / 12	0.00 0 / 7 −16 / 7	0.63 16 / 4 21 / 4
1999: 231 CLAs	0.82 80 / 5 −9 / 6	0.69 11 / 14 −35 / 14	0.02 1 / 6 −12 / 6	0.48 12 / 8 5 / 8
2000: 369 CLAs	0.92 77 / 6 −18 / 7	0.77 13 / 13 −31 / 13	0.10 3 / 3 3 / 3	0.48 12 / 9 4 / 9
2001: 445 CLAs	1.07 73 / 9 −29 / 10	0.96 16 / 9 −22 / 9	0.13 3 / 2 8 / 2	0.58 14 / 6 16 / 6
2002: 332 CLAs	1.17 71 / 11 −38 / 12	0.93 16 / 11 −23 / 11	0.08 2 / 5 −0 / 5	0.56 14 / 7 14 / 7
2003: 393 CLAs	1.23 69 / 12 −43 / 13	1.08 18 / 7 −16 / 7	0.17 4 / 1 16 / 1	0.62 15 / 5 20 / 5
2004: 455 CLAs	0.00 100 / 2 58 / 3	2.27 38 / 2 44 / 2	No data	0.17 4 / 11 −31 / 11
2005: 336 CLAs	0.01 100 / 3 58 / 4	2.64 44 / 1 62 / 1	No data	0.14 3 / 12 −35 / 12
2006: 320 CLAs	0.00 100 / 1 59 / 2	2.17 36 / 3 39 / 3	No data	0.11 3 / 13 −38 / 13
2007: 63 CLAs	0.00 100 / 1 59 / 1	1.86 31 / 4 23 / 4	No data	0.05 1 / 14 −45 / 14
All years: 3483 CLAs	0.71 82 / 4 0 / 5	1.40 23 / 5 0 / 5	0.08 2 / 4 0 / 4	0.44 11 / 10 0 / 10

109

Table 3: Sheet Z40. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	261 `tijd5` (increasing) Standard day and evening shifts: Duration of holidays (if not standard), in hours per year	262 `tijd6` (decreasing) Standard day, evening, and night shifts: gross hours per week	263 `tijd7` (increasing) Standard day, evening, and night shifts: Compensation by Labour Time Reduction Days, in days per year	264 `tijd8` (increasing) Standard day, evening, and night shifts: Compensation by Labour Time Reduction Days, in hours per year
	$0 \leq x \leq 200$	$0 \leq x \leq 200$	$0 \leq x \leq 169$	$0 \leq x \leq 208$
	Code Values Cases 0: $x = 0$ 2257 1: $0 < x \leq 150$ 0 2: $150 < x \leq 200$ 29 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 2671 1: $0 < x \leq 35$ 30 2: $35 < x \leq 38$ 239 3: $38 < x \leq 40$ 519 4: $40 < x \leq 168$ 5 Not valid 19 Total 3483	Code Values Cases 0: $x = 0$ 2374 1: $0 < x \leq 5$ 20 2: $5 < x \leq 10$ 79 3: $10 < x \leq 15$ 370 4: $15 < x \leq 25$ 136 5: $25 < x \leq 40$ 493 6: $40 < x \leq 60$ 3 Not valid 3 Missed 5 Total 3483	Code Values Cases 0: $x = 0$ 2235 1: $0 < x \leq 50$ 11 2: $50 < x \leq 100$ 5 3: $100 < x \leq 150$ 7 4: $150 < x \leq 208$ 31 Missed 1194 Total 3483
1995: 78 CLAs	0.00 0 / 7 −11 / 7	1.23 69 / 11 −55 / 12	1.15 19 / 6 −5 / 6	0.00 0 / 8 −14 / 8
1996: 118 CLAs	0.00 0 / 7 −11 / 7	0.96 76 / 9 −31 / 10	0.93 16 / 8 −16 / 8	0.00 0 / 8 −14 / 8
1997: 145 CLAs	0.00 0 / 7 −11 / 7	0.82 79 / 5 −19 / 6	0.80 13 / 12 −23 / 12	0.00 0 / 8 −14 / 8
1998: 198 CLAs	0.01 1 / 6 −7 / 6	0.88 78 / 6 −25 / 7	0.88 15 / 9 −19 / 9	0.00 0 / 8 −14 / 8
1999: 231 CLAs	0.00 0 / 7 −11 / 7	0.70 83 / 3 −8 / 4	0.66 11 / 14 −30 / 14	0.00 0 / 7 −14 / 7
2000: 369 CLAs	0.05 3 / 1 12 / 1	0.79 80 / 4 −16 / 5	0.77 13 / 13 −25 / 13	0.10 3 / 4 6 / 4
2001: 445 CLAs	0.04 2 / 2 9 / 2	0.91 77 / 7 −27 / 8	0.84 14 / 10 −21 / 10	0.11 3 / 3 8 / 3
2002: 332 CLAs	0.01 1 / 5 −6 / 5	0.95 76 / 8 −30 / 9	0.83 14 / 11 −21 / 11	0.06 1 / 6 −3 / 6
2003: 393 CLAs	0.04 2 / 3 5 / 3	1.05 74 / 10 −39 / 11	0.97 16 / 7 −14 / 7	0.15 4 / 2 15 / 2
2004: 455 CLAs	No data	0.00 100 / 1 53 / 2	2.02 34 / 2 40 / 2	1.00 25 / 1 185 / 1
2005: 336 CLAs	No data	0.00 100 / 1 53 / 2	2.28 38 / 1 54 / 1	1.00 25 / 1 185 / 1
2006: 320 CLAs	No data	0.00 100 / 1 53 / 2	1.84 31 / 3 31 / 3	No data
2007: 63 CLAs	No data	0.00 100 / 1 53 / 1	1.47 24 / 4 12 / 4	No data
All years: 3483 CLAs	0.03 1 / 4 0 / 4	0.60 85 / 2 0 / 3	1.24 21 / 5 0 / 5	0.07 2 / 5 0 / 5

110

Table 3: Sheet Z41. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	265 `tijd9` (increasing) Standard day, evening, and night shifts: Duration of holidays (if not standard), in days per year	266 `tijd10` (increasing) Standard day, evening, and night shifts: Duration of holidays (if not standard), in hours per year	267 `tijd11` (decreasing) Standard continuous shifts (33.6 hours a week): gross hours per week	268 `tijd12` (increasing) Standard continuous shifts (33.6 hours a week): Compensation by Labour Time Reduction Days, in days per year
	$0 \leq x \leq 208$	$0 \leq x \leq 200$	$0 \leq x \leq 200$	$0 \leq x \leq 151.5$
	Code Values Cases 0: $x = 0$ 2845 1: $0 < x \leq 20$ 4 2: $20 < x \leq 30$ 599 3: $30 < x \leq 100$ 12 4: $100 < x \leq 208$ 23 Total 3483	Code Values Cases 0: $x = 0$ 2261 1: $0 < x \leq 150$ 2 2: $150 < x \leq 200$ 23 Missed 1197 Total 3483	Code Values Cases 0: $x = 0$ 2821 1: $0 < x \leq 35$ 546 2: $35 < x \leq 38$ 48 3: $38 < x \leq 40$ 54 4: $40 < x \leq 168$ 2 Not valid 12 Total 3483	Code Values Cases 0: $x = 0$ 2969 1: $0 < x \leq 5$ 6 2: $5 < x \leq 10$ 36 3: $10 < x \leq 15$ 58 4: $15 < x \leq 25$ 27 5: $25 < x \leq 40$ 360 6: $40 < x \leq 60$ 12 Not valid 2 Missed 13 Total 3483
1995: 78 CLAs	0.85 21 / 1 56 / 1	0.00 0 / 7 −10 / 7	0.37 91 / 11 −25 / 11	0.19 3 / 10 −28 / 10
1996: 118 CLAs	0.69 17 / 2 38 / 2	0.00 0 / 7 −10 / 7	0.31 92 / 8 −14 / 8	0.07 1 / 14 −36 / 14
1997: 145 CLAs	0.54 13 / 5 19 / 5	0.00 0 / 7 −10 / 7	0.34 92 / 9 −19 / 9	0.22 4 / 5 −26 / 5
1998: 198 CLAs	0.58 15 / 3 24 / 3	0.01 1 / 5 −5 / 5	0.35 91 / 10 −21 / 10	0.12 2 / 12 −32 / 12
1999: 231 CLAs	0.44 11 / 9 7 / 9	0.00 0 / 7 −10 / 7	0.30 93 / 7 −12 / 7	0.20 3 / 8 −27 / 8
2000: 369 CLAs	0.46 11 / 8 9 / 8	0.05 2 / 1 13 / 1	0.27 93 / 6 −7 / 6	0.19 3 / 9 −28 / 9
2001: 445 CLAs	0.48 12 / 7 12 / 7	0.03 2 / 3 6 / 3	0.38 91 / 12 −26 / 12	0.22 4 / 6 −26 / 6
2002: 332 CLAs	0.50 13 / 6 15 / 6	0.00 0 / 6 −9 / 6	0.39 90 / 14 −29 / 14	0.18 3 / 11 −28 / 11
2003: 393 CLAs	0.54 14 / 4 20 / 4	0.04 2 / 2 7 / 2	0.39 90 / 13 −29 / 13	0.22 4 / 7 −26 / 7
2004: 455 CLAs	0.13 3 / 11 −31 / 11	No data	0.00 100 / 2 42 / 2	1.55 26 / 2 56 / 2
2005: 336 CLAs	0.12 3 / 12 −32 / 12	No data	0.00 100 / 3 42 / 3	1.88 31 / 1 76 / 1
2006: 320 CLAs	0.07 2 / 13 −38 / 13	No data	0.01 100 / 4 41 / 4	1.41 23 / 3 47 / 3
2007: 63 CLAs	0.05 1 / 14 −41 / 14	No data	0.00 100 / 1 42 / 1	0.10 2 / 13 −34 / 13
All years: 3483 CLAs	0.38 10 / 10 0 / 10	0.02 1 / 4 0 / 4	0.23 94 / 5 0 / 5	0.64 11 / 4 0 / 4

111

Table 3: Sheet Z42. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	269 `tijd13` (increasing) Standard continuous shifts (33.6 hours a week): Compensation by Labour Time Reduction Days, in hours per year	270 `tijd14` (increasing) Standard continuous shifts (33.6 hours a week): Duration of holidays (if not standard), in days per year	271 `tijd15` (increasing) Standard continuous shifts (33.6 hours a week): Duration of holidays (if not standard), in hours per year	272 `tijd16` (decreasing) Standard continuous shifts (33.6 hours a week): Presence days in a year
	$0 \le x \le 92$ Code Values Cases 0: $x = 0$ 2282 1: $0 < x \le 50$ 0 2: $50 < x \le 92$ 4 Missed 1197 Total 3483	$0 \le x \le 92$ Code Values Cases 0: $x = 0$ 3040 1: $0 < x \le 20$ 8 2: $20 < x \le 30$ 431 3: $30 < x \le 92$ 4 Total 3483	$0 \le x \le 209.04$ Code Values Cases 0: $x = 0$ 2276 1: $0 < x \le 150$ 0 2: $150 < x \le 200$ 7 Not valid 3 Missed 1197 Total 3483	$0 \le x \le 209.04$ Code Values Cases 0: $x = 0$ 3002 1: $0 < x \le 5$ 39 2: $5 < x \le 10$ 13 3: $10 < x \le 20$ 6 4: $20 < x \le 210$ 12 Missed 411 Total 3483
1995: 78 CLAs	0.00 0 / 5 −4 / 5	0.65 22 / 1 60 / 1	0.00 0 / 6 −6 / 6	0.00 100 / 1 13 / 1
1996: 118 CLAs	0.00 0 / 5 −4 / 5	0.47 16 / 2 32 / 2	0.00 0 / 6 −6 / 6	0.00 100 / 1 13 / 1
1997: 145 CLAs	0.00 0 / 5 −4 / 5	0.39 13 / 5 21 / 5	0.00 0 / 6 −6 / 6	0.00 100 / 1 13 / 1
1998: 198 CLAs	0.00 0 / 5 −4 / 5	0.43 14 / 3 26 / 3	0.00 0 / 6 −6 / 6	0.00 100 / 1 13 / 1
1999: 231 CLAs	0.01 0 / 2 6 / 2	0.31 10 / 8 9 / 8	0.00 0 / 6 −6 / 6	0.03 99 / 3 2 / 3
2000: 369 CLAs	0.01 0 / 3 3 / 3	0.30 10 / 9 7 / 9	0.01 0 / 4 −0 / 4	0.02 99 / 2 6 / 2
2001: 445 CLAs	0.00 0 / 5 −4 / 5	0.38 13 / 6 19 / 6	0.01 1 / 1 7 / 1	0.04 99 / 4 2 / 4
2002: 332 CLAs	0.01 1 / 1 10 / 1	0.34 11 / 7 14 / 7	0.01 1 / 2 5 / 2	0.05 99 / 7 −2 / 7
2003: 393 CLAs	0.00 0 / 5 −4 / 5	0.41 14 / 4 23 / 4	0.01 0 / 5 −1 / 5	0.06 99 / 9 −5 / 9
2004: 455 CLAs	No data	0.01 0 / 11 −36 / 11	No data	0.04 99 / 5 0 / 5
2005: 336 CLAs	No data	0.00 0 / 13 −38 / 13	No data	0.07 98 / 10 −8 / 10
2006: 320 CLAs	No data	0.01 0 / 12 −37 / 12	No data	0.06 99 / 8 −4 / 8
2007: 63 CLAs	No data	0.00 0 / 13 −38 / 13	No data	0.00 100 / 1 13 / 1
All years: 3483 CLAs	0.00 0 / 4 0 / 4	0.25 8 / 10 0 / 10	0.01 0 / 3 0 / 3	0.04 99 / 6 0 / 6

112

Table 3: Sheet Z43. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	273 `tijd20` (increasing) Part-time work: Obligation to work min number of hours, Y/N	274 `tijd21` (decreasing) Part-time work: Min obligatory working time, hours per week	275 `tijd27` (increasing) Workers involvement for scheduling part-time work	276 `tijd28` (increasing) Possibility to save for time-offs for part-timers
	$0 \leq x \leq 1$	$0 \leq x \leq 1819$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2780 1: Yes 703 Total 3483	Code Values Cases 0: $x = 0$ 2089 1: $0 < x \leq 6$ 30 2: $6 < x \leq 12$ 44 3: $12 < x \leq 18$ 54 4: $18 < x \leq 24$ 51 5: $24 < x \leq 30$ 7 6: $30 < x \leq 60$ 5 Not valid 7 Missed 1196 Total 3483	Code Values Cases 0: No 3122 1: Yes 361 Total 3483	Code Values Cases 0: No 3093 1: Yes 250 Missed 140 Total 3483
1995: 78 CLAs	0.05 5 / 14 −38 / 14	0.17 97 / 3 9 / 3	0.10 10 / 6 −0 / 6	0.00 0 / 14 −28 / 14
1996: 118 CLAs	0.06 6 / 13 −36 / 13	0.11 98 / 2 15 / 2	0.04 4 / 13 −20 / 13	0.02 2 / 12 −22 / 12
1997: 145 CLAs	0.12 12 / 7 −19 / 7	0.32 95 / 11 −10 / 11	0.06 6 / 12 −16 / 12	0.01 1 / 13 −25 / 13
1998: 198 CLAs	0.11 11 / 10 −24 / 10	0.27 95 / 10 −4 / 10	0.04 4 / 14 −21 / 14	0.02 2 / 11 −21 / 11
1999: 231 CLAs	0.10 10 / 12 −25 / 12	0.25 96 / 8 −1 / 8	0.06 6 / 11 −13 / 11	0.04 4 / 10 −14 / 10
2000: 369 CLAs	0.13 13 / 6 −17 / 6	0.22 96 / 4 2 / 4	0.09 9 / 9 −6 / 9	0.06 6 / 9 −6 / 9
2001: 445 CLAs	0.11 11 / 8 −22 / 8	0.27 96 / 9 −3 / 9	0.08 8 / 10 −7 / 10	0.08 8 / 6 1 / 6
2002: 332 CLAs	0.11 11 / 9 −23 / 9	0.24 96 / 7 −0 / 7	0.09 9 / 8 −3 / 8	0.11 11 / 2 13 / 2
2003: 393 CLAs	0.10 10 / 11 −24 / 11	0.23 96 / 5 1 / 5	0.09 9 / 7 −3 / 7	0.10 10 / 3 9 / 3
2004: 455 CLAs	0.38 38 / 3 45 / 3	No data	0.15 15 / 3 16 / 3	0.10 10 / 4 8 / 4
2005: 336 CLAs	0.40 40 / 1 51 / 1	No data	0.16 16 / 2 19 / 2	0.08 8 / 5 2 / 5
2006: 320 CLAs	0.37 37 / 4 41 / 4	0.00 100 / 1 28 / 1	0.14 14 / 4 11 / 4	0.07 7 / 8 −1 / 8
2007: 63 CLAs	0.40 40 / 2 49 / 2	No data	0.19 19 / 1 28 / 1	0.14 14 / 1 26 / 1
All years: 3483 CLAs	0.20 20 / 5 0 / 5	0.24 96 / 6 0 / 6	0.10 10 / 5 0 / 5	0.07 7 / 7 0 / 7

113

Table 3: Sheet Z44. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	277 tijd29 (increasing) Possibility to extend hours for part-time work	278 tijd33 (increasing) Validity time of overtime hours for take-offs, in number of weeks	279 tijd42 (increasing) Labour Time Reduction days: free use, Y/N	280 oud27 (increasing) Flexible pensions
	$0 \leq x \leq 1$	$-38 \leq x \leq 52$	$0 \leq x \leq 208$	$0 \leq x \leq 1$
	Code Values Cases 0: No 2308 1: Yes 289 Missed 886 Total 3483	Code Values Cases 0: $x = 0$ 2151 1: $0 < x \leq 4$ 28 2: $4 < x \leq 8$ 25 3: $8 < x \leq 24$ 44 4: $24 < x \leq 52$ 37 Not valid 1 Missed 1197 Total 3483	Code Values Cases 0: No 2556 1: Yes 98 Not valid 109 Missed 720 Total 3483	Code Values Cases 0: No 1559 1: Yes 169 Missed 1755 Total 3483
1995: 78 CLAs	No data	0.18 5 / 4 4 / 4	0.00 0 / 8 −20 / 8	0.00 0 / 9 −33 / 9
1996: 118 CLAs	0.00 0 / 12 −35 / 12	0.10 3 / 8 −8 / 8	0.00 0 / 8 −20 / 8	0.05 5 / 7 −17 / 7
1997: 145 CLAs	0.00 0 / 12 −35 / 12	0.27 7 / 1 16 / 1	0.00 0 / 8 −20 / 8	0.04 4 / 8 −20 / 8
1998: 198 CLAs	0.06 6 / 11 −16 / 11	0.22 6 / 2 10 / 2	0.04 4 / 4 3 / 4	0.06 6 / 6 −12 / 6
1999: 231 CLAs	0.09 9 / 9 −7 / 9	0.09 2 / 9 −10 / 9	0.04 4 / 6 −1 / 6	0.13 13 / 1 9 / 1
2000: 369 CLAs	0.09 9 / 8 −7 / 8	0.20 5 / 3 7 / 3	0.02 2 / 7 −7 / 7	0.12 12 / 2 9 / 2
2001: 445 CLAs	0.10 10 / 6 −3 / 6	0.16 4 / 5 0 / 5	0.08 8 / 1 22 / 1	0.11 11 / 3 3 / 3
2002: 332 CLAs	0.10 10 / 7 −5 / 7	0.08 2 / 10 −11 / 10	0.06 6 / 3 12 / 3	0.10 10 / 5 −0 / 5
2003: 393 CLAs	0.16 16 / 2 16 / 2	0.16 4 / 7 −0 / 7	0.08 8 / 2 21 / 2	No data
2004: 455 CLAs	0.11 11 / 5 −0 / 5	No data	0.00 0 / 8 −20 / 8	No data
2005: 336 CLAs	0.09 9 / 10 −8 / 10	No data	0.00 0 / 8 −20 / 8	No data
2006: 320 CLAs	0.12 12 / 3 1 / 3	No data	0.00 0 / 8 −20 / 8	No data
2007: 63 CLAs	0.17 17 / 1 20 / 1	No data	No data	No data
All years: 3483 CLAs	0.11 11 / 4 0 / 4	0.16 4 / 6 0 / 6	0.04 4 / 5 0 / 5	0.10 10 / 4 0 / 4

114

Table 3: Sheet Z45. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	281 wepr142 (increasing) Short leave provision: unpaid leave (with no specific reason), Y/N	282 wepr143 (increasing) Short leave provision: unpaid leave (with no specific reason), max number of days	283 wepr181 (decreasing) Calamity leave: subtraction from Labour Time Reduction days, Y/N	284 wepr182 (decreasing) Calamity leave: subtraction from Labour Time Reduction days, %
	$0 \le x \le 120$	$0 \le x \le 182$	$0 \le x \le 1$	$0 \le x \le 0$
	Code Values Cases 0: No 2138 1: Yes 559 Not valid 66 Missed 720 Total 3483	Code Values Cases 0: $x=$ 0 1585 1: $0 < x \le$ 5 57 2: $5 < x \le$ 10 31 3: $10 < x \le$ 30 13 4: $30 < x \le$ 182 6 Missed 1791 Total 3483	Code Values Cases 0: No 2710 1: Yes 33 Missed 740 Total 3483	Code Values Cases 0: $x=$ 0 1692 Missed 1791 Total 3483
1995: 78 CLAs	0.50 50 / 1 72 / 1	0.00 0 / 9 −23 / 9	0.00 100 / 1 11 / 1	0.00 50 / 1 5000 / 1
1996: 118 CLAs	0.38 38 / 5 41 / 5	0.00 0 / 9 −23 / 9	0.00 100 / 1 11 / 1	0.00 50 / 1 5000 / 1
1997: 145 CLAs	0.43 43 / 4 55 / 4	0.00 0 / 9 −23 / 9	0.00 100 / 1 11 / 1	0.00 50 / 1 5000 / 1
1998: 198 CLAs	0.44 44 / 3 57 / 3	0.04 1 / 7 −14 / 7	0.00 100 / 1 11 / 1	0.00 50 / 1 5000 / 1
1999: 231 CLAs	0.46 46 / 2 61 / 2	0.08 2 / 6 −6 / 6	0.02 98 / 10 −5 / 10	0.00 50 / 1 5000 / 1
2000: 369 CLAs	0.31 31 / 8 26 / 8	0.08 2 / 5 −6 / 5	0.01 99 / 3 4 / 3	0.00 50 / 1 5000 / 1
2001: 445 CLAs	0.32 32 / 7 27 / 7	0.14 4 / 1 8 / 1	0.01 99 / 4 1 / 4	0.00 50 / 1 5000 / 1
2002: 332 CLAs	0.30 30 / 9 22 / 9	0.11 3 / 4 −0 / 4	0.02 98 / 7 −3 / 7	0.00 50 / 1 5000 / 1
2003: 393 CLAs	0.34 34 / 6 33 / 6	0.13 3 / 2 4 / 2	0.02 98 / 8 −3 / 8	0.00 50 / 1 5000 / 1
2004: 455 CLAs	0.00 0 / 13 −50 / 13	No data	0.02 98 / 9 −3 / 9	50 / 1 5000 / 1
2005: 336 CLAs	0.01 1 / 12 −49 / 12	No data	0.01 99 / 5 0 / 5	50 / 1 5000 / 1
2006: 320 CLAs	0.01 1 / 11 −48 / 11	No data	0.01 99 / 2 5 / 2	50 / 1 5000 / 1
2007: 63 CLAs	No data	0.02 0 / 8 −19 / 8	No data	0.00 50 / 1 5000 / 1
All years: 3483 CLAs	0.21 21 / 10 0 / 10	0.11 3 / 3 0 / 3	0.01 99 / 6 0 / 6	0.00 50 / 1 5000 / 1

Table 3: Sheet Z46. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	285 `wepr183` (decreasing) Calamity leave: subtraction from holidays, Y/N	286 `wepr184` (decreasing) Calamity leave: subtraction from holidays, %	287 `wepr186` (decreasing) Care leave: confirmity to the Law of Work and Care, Y/N	288 `wepr187` (decreasing) Care leave: number of days if more than 10 days, days
	$0 \le x \le 1$	$0 \le x \le 100$	$0 \le x \le 30$	$0 \le x \le 60$
	Code Values Cases 0: No 1614 1: Yes 15 Missed 1854 Total 3483	Code Values Cases 0: $x=0$ 2674 1: $0 < x \le 50$ 36 2: $50 < x \le 100$ 116 Missed 657 Total 3483	Code Values Cases 0: No 1448 1: Yes 228 Not valid 16 Missed 1791 Total 3483	Code Values Cases 0: $x=0$ 1529 1: $0 < x \le 14$ 155 2: $14 < x \le 60$ 8 Missed 1791 Total 3483
1995: 78 CLAs	0.00 100 / 1 10 / 1	0.00 100 / 1 23 / 1	0.00 100 / 1 40 / 1	0.00 100 / 1 32 / 1
1996: 118 CLAs	0.00 100 / 1 10 / 1	0.00 100 / 1 23 / 1	0.00 100 / 1 40 / 1	0.00 100 / 1 32 / 1
1997: 145 CLAs	0.00 100 / 1 10 / 1	0.00 100 / 1 23 / 1	0.00 100 / 1 40 / 1	0.00 100 / 1 32 / 1
1998: 198 CLAs	0.00 100 / 1 10 / 1	0.00 100 / 1 23 / 1	0.00 100 / 1 40 / 1	0.00 100 / 1 32 / 1
1999: 231 CLAs	0.01 99 / 3 0 / 3	0.00 100 / 1 23 / 1	0.00 100 / 1 40 / 1	0.03 99 / 2 24 / 2
2000: 369 CLAs	0.01 99 / 2 2 / 2	0.00 100 / 1 23 / 1	0.01 99 / 2 36 / 2	0.05 98 / 3 18 / 3
2001: 445 CLAs	0.01 99 / 4 0 / 4	0.00 100 / 1 23 / 1	0.04 96 / 3 27 / 3	0.07 96 / 5 9 / 5
2002: 332 CLAs	0.01 99 / 7 −3 / 7	0.00 100 / 2 22 / 2	0.26 74 / 5 −36 / 5	0.15 92 / 7 −17 / 7
2003: 393 CLAs	0.01 99 / 6 −1 / 6	0.00 100 / 1 23 / 1	0.30 70 / 6 −49 / 6	0.18 91 / 8 −24 / 8
2004: 455 CLAs	No data	0.22 89 / 6 −30 / 6	No data	No data
2005: 336 CLAs	No data	0.20 90 / 5 −26 / 5	No data	No data
2006: 320 CLAs	No data	0.20 90 / 4 −26 / 4	No data	No data
2007: 63 CLAs	No data	0.56 72 / 7 −112 / 7	0.00 100 / 1 40 / 1	0.06 97 / 4 12 / 4
All years: 3483 CLAs	0.01 99 / 5 0 / 5	0.09 95 / 3 0 / 3	0.14 86 / 4 0 / 4	0.10 95 / 6 0 / 6

116

Table 3: Sheet Z47. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	289 `wepr188` (decreasing) Care leave: number of days if fewer than 10 days, days	290 `wepr192` (decreasing) Short care leave limited to lifethreatening/terminal deseases, Y/N	291 `wepr193` (decreasing) Short care leave: permission of employer required, Y/N	292 `wepr194` (decreasing) Short care leave: subtraction from Labour Time Reduction days, Y/N
	$0 \leq x \leq 10$	$0 \leq x \leq 1$	$0 \leq x \leq 60$	$0 \leq x \leq 10$
	Code Values Cases 0: $x =$ 0 2763 1: $0 < x \leq$ 2 11 2: $2 < x \leq$ 5 34 3: $5 < x \leq$ 10 18 Missed 657 Total 3483	Code Values Cases 0: No 2481 1: Yes 345 Missed 657 Total 3483	Code Values Cases 0: No 2529 1: Yes 82 Not valid 215 Missed 657 Total 3483	Code Values Cases 0: No 2760 1: Yes 24 Not valid 42 Missed 657 Total 3483
1995: 78 CLAs	0.00 100 / 1 14 / 1	0.00 100 / 1 37 / 1	0.00 100 / 1 18 / 1	0.00 100 / 1 9 / 1
1996: 118 CLAs	0.00 100 / 1 14 / 1	0.00 100 / 1 37 / 1	0.00 100 / 1 18 / 1	0.00 100 / 1 9 / 1
1997: 145 CLAs	0.00 100 / 1 14 / 1	0.00 100 / 1 37 / 1	0.00 100 / 1 18 / 1	0.00 100 / 1 9 / 1
1998: 198 CLAs	0.02 99 / 2 8 / 2	0.00 100 / 1 37 / 1	0.00 100 / 1 18 / 1	0.00 100 / 1 9 / 1
1999: 231 CLAs	0.03 99 / 3 6 / 3	0.00 100 / 1 37 / 1	0.01 99 / 2 13 / 2	0.00 100 / 1 9 / 1
2000: 369 CLAs	0.08 97 / 7 −11 / 7	0.01 99 / 3 34 / 3	0.03 97 / 5 −2 / 5	0.01 99 / 6 2 / 6
2001: 445 CLAs	0.06 98 / 6 −3 / 6	0.02 98 / 4 32 / 4	0.05 95 / 6 −9 / 6	0.00 100 / 4 4 / 4
2002: 332 CLAs	0.13 96 / 9 −24 / 9	0.01 99 / 2 35 / 2	0.05 95 / 7 −13 / 7	0.02 98 / 9 −10 / 9
2003: 393 CLAs	0.09 97 / 8 −13 / 8	0.02 98 / 5 32 / 5	0.08 92 / 8 −27 / 8	0.02 98 / 10 −15 / 10
2004: 455 CLAs	0.00 100 / 1 14 / 1	0.27 73 / 8 −44 / 8	0.00 100 / 1 18 / 1	0.00 100 / 2 7 / 2
2005: 336 CLAs	0.00 100 / 1 14 / 1	0.31 69 / 10 −57 / 10	0.00 100 / 1 18 / 1	0.00 100 / 3 6 / 3
2006: 320 CLAs	0.00 100 / 1 14 / 1	0.29 71 / 9 −52 / 9	0.00 100 / 1 18 / 1	0.01 99 / 5 2 / 5
2007: 63 CLAs	0.03 99 / 4 5 / 4	0.10 90 / 6 8 / 6	0.02 98 / 3 9 / 3	0.02 98 / 8 −8 / 8
All years: 3483 CLAs	0.05 98 / 5 0 / 5	0.12 88 / 7 0 / 7	0.03 97 / 4 0 / 4	0.01 99 / 7 0 / 7

117

Table 3: Sheet Z48. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	293 `wepr195` (decreasing) Short care leave: subtraction from holidays, Y/N	294 `wepr196` (increasing) Short care leave: permitted for residents, Y/N	295 `wepr197` (increasing) Short care leave: permitted for non-residents, Y/N	296 `wepr198` (increasing) Short care leave: permitted for relatives of 1st degree, Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: No 2772 1: Yes 54 Missed 657	Code Values Cases 0: No 1607 1: Yes 85 Missed 1791	Code Values Cases 0: No 1660 1: Yes 32 Missed 1791	Code Values Cases 0: No 1593 1: Yes 99 Missed 1791
	Total 3483	Total 3483	Total 3483	Total 3483
1995: 78 CLAs	0.00 100 / 1 14 / 1	0.00 0 / 9 −23 / 9	0.00 0 / 7 −14 / 7	0.00 0 / 9 −25 / 9
1996: 118 CLAs	0.00 100 / 1 14 / 1	0.00 0 / 9 −23 / 9	0.00 0 / 7 −14 / 7	0.00 0 / 9 −25 / 9
1997: 145 CLAs	0.00 100 / 1 14 / 1	0.00 0 / 9 −23 / 9	0.00 0 / 7 −14 / 7	0.00 0 / 9 −25 / 9
1998: 198 CLAs	0.00 100 / 1 14 / 1	0.02 2 / 6 −13 / 6	0.00 0 / 7 −14 / 7	0.02 2 / 7 −16 / 7
1999: 231 CLAs	0.01 99 / 2 8 / 2	0.01 1 / 7 −19 / 7	0.00 0 / 7 −14 / 7	0.03 3 / 6 −14 / 6
2000: 369 CLAs	0.01 99 / 6 4 / 6	0.01 1 / 8 −20 / 8	0.00 0 / 6 −11 / 6	0.03 3 / 5 −10 / 5
2001: 445 CLAs	0.01 99 / 5 4 / 5	0.04 4 / 5 −7 / 5	0.01 1 / 5 −6 / 5	0.04 4 / 4 −6 / 4
2002: 332 CLAs	0.02 98 / 7 3 / 7	0.05 5 / 3 0 / 3	0.02 2 / 4 −1 / 4	0.05 5 / 3 −2 / 3
2003: 393 CLAs	0.03 97 / 10 −5 / 10	0.11 11 / 1 28 / 1	0.02 2 / 2 3 / 2	0.12 12 / 1 26 / 1
2004: 455 CLAs	0.02 98 / 8 1 / 8	No data	No data	No data
2005: 336 CLAs	0.01 99 / 3 5 / 3	No data	No data	No data
2006: 320 CLAs	0.01 99 / 4 5 / 4	No data	No data	No data
2007: 63 CLAs	0.19 81 / 11 −125 / 11	0.06 6 / 2 6 / 2	0.17 17 / 1 114 / 1	0.02 2 / 8 −18 / 8
All years: 3483 CLAs	0.02 98 / 9 0 / 9	0.05 5 / 4 0 / 4	0.02 2 / 3 0 / 3	0.06 6 / 2 0 / 2

Table 3: Sheet Z49. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	297 `wepr199` (increasing) Short care leave: permitted for relatives of 2nd degree, Y/N	298 `wepr200` (increasing) Short care leave: permitted for partner, Y/N	299 `wepr201` (increasing) Long care leave: max duration, in weeks	300 `wepr206` (decreasing) Long care leave limited to lifethreatening/terminal deseases, Y/N
	$0 \le x \le 1$	$0 \le x \le 26$	$0 \le x \le 216$	$0 \le x \le 1$
	Code Values Cases 0: No 1647 1: Yes 45 Missed 1791 Total 3483	Code Values Cases 0: No 1599 1: Yes 92 Not valid 1 Missed 1791 Total 3483	Code Values Cases 0: $x=0$ 1656 1: $0 < x \le 26$ 33 2: $26 < x \le 52$ 0 3: $52 < x \le 100$ 2 Not valid 1 Missed 1791 Total 3483	Code Values Cases 0: No 2679 1: Yes 147 Missed 657 Total 3483
1995: 78 CLAs	0.00 0 / 8 −17 / 8	0.00 0 / 8 −24 / 8	0.00 0 / 7 −13 / 7	0.00 100 / 1 23 / 1
1996: 118 CLAs	0.00 0 / 8 −17 / 8	0.00 0 / 8 −24 / 8	0.00 0 / 7 −13 / 7	0.00 100 / 1 23 / 1
1997: 145 CLAs	0.00 0 / 8 −17 / 8	0.00 0 / 8 −24 / 8	0.00 0 / 7 −13 / 7	0.00 100 / 1 23 / 1
1998: 198 CLAs	0.00 0 / 8 −17 / 8	0.02 2 / 7 −15 / 7	0.00 0 / 7 −13 / 7	0.00 100 / 1 23 / 1
1999: 231 CLAs	0.01 1 / 7 −11 / 7	0.04 4 / 5 −9 / 5	0.00 0 / 7 −13 / 7	0.00 100 / 1 23 / 1
2000: 369 CLAs	0.02 2 / 6 −7 / 6	0.02 2 / 6 −14 / 6	0.02 1 / 6 −5 / 6	0.00 100 / 2 22 / 2
2001: 445 CLAs	0.02 2 / 4 −1 / 4	0.04 4 / 4 −7 / 4	0.02 1 / 3 1 / 3	0.01 99 / 3 20 / 3
2002: 332 CLAs	0.02 2 / 5 −5 / 5	0.05 5 / 3 −1 / 3	0.02 1 / 5 −1 / 5	0.01 99 / 4 19 / 4
2003: 393 CLAs	0.03 3 / 2 2 / 2	0.12 12 / 1 29 / 1	0.04 1 / 2 7 / 2	0.01 99 / 5 19 / 5
2004: 455 CLAs	No data	No data	No data	0.12 88 / 10 −31 / 10
2005: 336 CLAs	No data	No data	No data	0.12 88 / 9 −29 / 9
2006: 320 CLAs	No data	No data	No data	0.12 88 / 8 −29 / 8
2007: 63 CLAs	0.17 17 / 1 92 / 1	0.00 0 / 8 −24 / 8	0.05 2 / 1 14 / 1	0.08 92 / 7 −12 / 7
All years: 3483 CLAs	0.03 3 / 3 0 / 3	0.05 5 / 2 0 / 2	0.02 1 / 4 0 / 4	0.05 95 / 6 0 / 6

Table 3: Sheet Z50. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	301 wepr207 (decreasing) Long care leave: permission of employer required, Y/N	302 wepr208 (increasing) Long care leave: permitted for residents, Y/N	303 wepr209 (increasing) Long care leave: permitted for non-residents, Y/N	304 wepr210 (increasing) Long care leave: permitted for relatives of 1st degree, Y/N
	$0 \le x \le 72$	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 1$
	Code Values Cases 0: No 2731 1: Yes 60 Not valid 35 Missed 657 Total 3483	Code Values Cases 0: No 2769 1: Yes 57 Missed 657 Total 3483	Code Values Cases 0: No 1686 1: Yes 6 Missed 1791 Total 3483	Code Values Cases 0: No 1666 1: Yes 26 Missed 1791 Total 3483
1995: 78 CLAs	0.00 100 / 1 15 / 1	0.00 0 / 10 −14 / 10	0.00 0 / 5 −6 / 5	0.00 0 / 8 −12 / 8
1996: 118 CLAs	0.00 100 / 1 15 / 1	0.00 0 / 10 −14 / 10	0.00 0 / 5 −6 / 5	0.00 0 / 8 −12 / 8
1997: 145 CLAs	0.00 100 / 1 15 / 1	0.00 0 / 10 −14 / 10	0.00 0 / 5 −6 / 5	0.00 0 / 8 −12 / 8
1998: 198 CLAs	0.00 100 / 1 15 / 1	0.00 0 / 10 −14 / 10	0.00 0 / 5 −6 / 5	0.00 0 / 8 −12 / 8
1999: 231 CLAs	0.01 99 / 2 9 / 2	0.00 0 / 10 −14 / 10	0.00 0 / 5 −6 / 5	0.01 1 / 7 −5 / 7
2000: 369 CLAs	0.02 98 / 3 3 / 3	0.01 1 / 9 −9 / 9	0.00 0 / 5 −6 / 5	0.01 1 / 6 −3 / 6
2001: 445 CLAs	0.04 96 / 6 −15 / 6	0.01 1 / 8 −5 / 8	0.00 0 / 4 −2 / 4	0.01 1 / 4 −2 / 4
2002: 332 CLAs	0.04 96 / 5 −14 / 5	0.02 2 / 6 −4 / 6	0.00 0 / 5 −6 / 5	0.01 1 / 5 −3 / 5
2003: 393 CLAs	0.05 95 / 7 −17 / 7	0.03 3 / 4 4 / 4	0.01 1 / 2 3 / 2	0.02 2 / 2 6 / 2
2004: 455 CLAs	0.00 100 / 1 15 / 1	0.03 3 / 3 4 / 3	No data	No data
2005: 336 CLAs	0.00 100 / 1 15 / 1	0.01 1 / 7 −4 / 7	No data	No data
2006: 320 CLAs	0.00 100 / 1 15 / 1	0.05 5 / 1 19 / 1	No data	No data
2007: 63 CLAs	0.05 95 / 8 −18 / 8	0.03 3 / 2 8 / 2	0.05 5 / 1 74 / 1	0.05 5 / 1 26 / 1
All years: 3483 CLAs	0.02 98 / 4 0 / 4	0.02 2 / 5 0 / 5	0.00 0 / 3 0 / 3	0.02 2 / 3 0 / 3

Table 3: Sheet Z51. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	305 `wepr211` (increasing) Long care leave: permitted for relatives of 2nd degree, Y/N	306 `wepr212` (increasing) Long care leave: permitted for partner, Y/N	307 `wepr213` (increasing) Mourning leave provisions, Y/N	308 `wepr214` (increasing) Leave saving scheme: from gross wage, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 10$
	Code Values Cases 0: No 1686 1: Yes 6 Missed 1791 Total 3483	Code Values Cases 0: No 1657 1: Yes 35 Missed 1791 Total 3483	Code Values Cases 0: No 1521 1: Yes 171 Missed 1791 Total 3483	Code Values Cases 0: No 1545 1: Yes 143 Not valid 4 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 6 −6 / 6	0.00 0 / 8 −15 / 8	0.00 0 / 9 −34 / 9	0.00 0 / 8 −30 / 8
1996: 118 CLAs	0.00 0 / 6 −6 / 6	0.00 0 / 8 −15 / 8	0.00 0 / 9 −34 / 9	0.00 0 / 8 −30 / 8
1997: 145 CLAs	0.00 0 / 6 −6 / 6	0.00 0 / 8 −15 / 8	0.00 0 / 9 −34 / 9	0.00 0 / 8 −30 / 8
1998: 198 CLAs	0.00 0 / 6 −6 / 6	0.00 0 / 8 −15 / 8	0.04 4 / 8 −20 / 8	0.04 4 / 6 −15 / 6
1999: 231 CLAs	0.00 0 / 6 −6 / 6	0.01 1 / 7 −8 / 7	0.06 6 / 7 −13 / 7	0.02 2 / 7 −24 / 7
2000: 369 CLAs	0.00 0 / 6 −6 / 6	0.01 1 / 6 −7 / 6	0.07 7 / 6 −10 / 6	0.06 6 / 5 −9 / 5
2001: 445 CLAs	0.00 0 / 5 −2 / 5	0.01 1 / 5 −5 / 5	0.10 10 / 5 −1 / 5	0.09 9 / 3 0 / 3
2002: 332 CLAs	0.00 0 / 3 −1 / 3	0.02 2 / 4 −2 / 4	0.14 14 / 1 11 / 1	0.12 12 / 1 14 / 1
2003: 393 CLAs	0.00 0 / 4 −2 / 4	0.02 2 / 3 −0 / 3	0.12 12 / 2 7 / 2	0.11 11 / 2 10 / 2
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.05 5 / 1 74 / 1	0.17 17 / 1 108 / 1	0.11 11 / 3 3 / 3	0.00 0 / 8 −30 / 8
All years: 3483 CLAs	0.00 0 / 2 0 / 2	0.02 2 / 2 0 / 2	0.10 10 / 4 0 / 4	0.08 8 / 4 0 / 4

Table 3: Sheet Z52. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	309 `wepr225` (increasing) Leave saving scheme: taking the leave on one's choice, Y/N	310 `wepr227` (increasing) Leave saving scheme: other provisions, Y/N	311 `wepr228` (increasing) Leave saving scheme: leave 'basket' — cumulation with other leaves, Y/N	312 `wepr230` (decreasing) Compensation of sailing days (particularly for a holiday): min sailing days to get the benefit number of days
	$0 \le x \le 1$	$0 \le x \le 220$	$0 \le x \le 1$	$0 \le x \le 14$
	Code Values Cases 0: No 1625 1: Yes 67 Missed 1791 Total 3483	Code Values Cases 0: No 2758 1: Yes 55 Not valid 13 Missed 657 Total 3483	Code Values Cases 0: No 894 1: Yes 27 Missed 2562 Total 3483	Code Values Cases 0: $x = 0$ 766 1: $0 < x \le 10$ 0 2: $10 < x \le 14$ 2 Missed 2715 Total 3483
1995: 78 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 8 −14 / 8	No data	No data
1996: 118 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 8 −14 / 8	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
1997: 145 CLAs	0.00 0 / 8 −20 / 8	0.00 0 / 8 −14 / 8	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
1998: 198 CLAs	0.00 0 / 8 −20 / 8	0.04 4 / 3 16 / 3	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
1999: 231 CLAs	0.02 2 / 6 −11 / 6	0.00 0 / 8 −14 / 8	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
2000: 369 CLAs	0.03 3 / 5 −7 / 5	0.02 2 / 5 3 / 5	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
2001: 445 CLAs	0.03 3 / 4 −3 / 4	0.03 3 / 4 7 / 4	0.00 0 / 3 −17 / 3	0.02 99 / 3 −16 / 3
2002: 332 CLAs	0.06 6 / 1 11 / 1	0.05 5 / 1 19 / 1	0.00 0 / 3 −17 / 3	0.00 100 / 1 5 / 1
2003: 393 CLAs	0.06 6 / 2 8 / 2	0.04 4 / 2 17 / 2	0.00 0 / 3 −17 / 3	0.01 100 / 2 0 / 2
2004: 455 CLAs	No data	0.00 0 / 8 −14 / 8	No data	No data
2005: 336 CLAs	No data	0.00 0 / 8 −14 / 8	No data	No data
2006: 320 CLAs	No data	0.00 0 / 8 −14 / 8	No data	No data
2007: 63 CLAs	0.02 2 / 7 −12 / 7	0.02 2 / 7 −3 / 7	0.43 43 / 1 237 / 1	No data
All years: 3483 CLAs	0.04 4 / 3 0 / 3	0.02 2 / 6 0 / 6	0.03 3 / 2 0 / 2	0.01 100 / 2 0 / 2

Table 3: Sheet Z53. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	313 wepr231 (increasing) Compensation of sailing days (particularly for a holiday), gain of days of leave, number of days	314 wepr232 (decreasing) Compensation of sailing days (particularly for second holiday): min sailing days to get the benefit number of days	315 wepr233 (increasing) Compensation of sailing days (particularly for second holiday), gain of days of leave, number of days	316 wepr234 (decreasing) Compensation of sailing days (particularly for third holiday): min sailing days to get the benefit number of days
	$0 \leq x \leq 14$	$0 \leq x \leq 25$	$0 \leq x \leq 27$	$0 \leq x \leq 4$
	Code Values Cases 0: $x = 0$ 1889 1: $0 < x \leq 10$ 74 2: $10 < x \leq 14$ 2 Missed 1518 Total 3483	Code Values Cases 0: $x = 0$ 1894 1: $0 < x \leq 10$ 4 2: $10 < x \leq 20$ 2 3: $20 < x \leq 25$ 2 Missed 1581 Total 3483	Code Values Cases 0: $x = 0$ 827 1: $0 < x \leq 10$ 0 2: $10 < x \leq 20$ 2 3: $20 < x \leq 27$ 2 Missed 2652 Total 3483	Code Values Cases 0: $x = 0$ 766 1: $0 < x \leq 2$ 0 2: $2 < x \leq 4$ 2 Missed 2715 Total 3483
1995: 78 CLAs	No data	No data	No data	No data
1996: 118 CLAs	0.00 0 / 7 −20 / 7	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.00 100 / 1 5 / 1
1997: 145 CLAs	0.00 0 / 7 −20 / 7	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.00 100 / 1 5 / 1
1998: 198 CLAs	0.00 0 / 7 −20 / 7	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.00 100 / 1 5 / 1
1999: 231 CLAs	0.00 0 / 7 −20 / 7	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.00 100 / 1 5 / 1
2000: 369 CLAs	0.00 0 / 7 −20 / 7	0.11 96 / 6 −81 / 6	0.22 7 / 1 116 / 1	0.00 100 / 1 5 / 1
2001: 445 CLAs	0.02 1 / 5 −9 / 5	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.02 99 / 4 −16 / 4
2002: 332 CLAs	0.00 0 / 7 −20 / 7	0.00 100 / 1 6 / 1	0.00 0 / 4 −7 / 4	0.01 100 / 3 −2 / 3
2003: 393 CLAs	0.01 0 / 6 −17 / 6	0.01 100 / 5 −5 / 5	0.01 0 / 2 1 / 2	0.00 100 / 1 5 / 1
2004: 455 CLAs	0.07 4 / 2 15 / 2	0.00 100 / 2 2 / 2	No data	No data
2005: 336 CLAs	0.06 3 / 3 8 / 3	0.01 100 / 3 1 / 3	No data	No data
2006: 320 CLAs	0.07 4 / 1 16 / 1	0.00 100 / 1 6 / 1	No data	No data
2007: 63 CLAs	0.00 0 / 7 −20 / 7	No data	0.00 0 / 4 −7 / 4	No data
All years: 3483 CLAs	0.04 2 / 4 0 / 4	0.01 100 / 4 0 / 4	0.01 0 / 3 0 / 3	0.01 100 / 2 0 / 2

123

Table 3: Sheet Z54. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	317 wepr235 (increasing) Compensation of sailing days (particularly for third holiday), gain of days of leave, number of days	318 wepr22 (increasing) Leave saving scheme: provisions for, Y/N	319 cont16 (increasing) CLA à la carte	320 cont17 (increasing) CLA à la carte (benifits to exchange): Holiday days beyond the legal number, Y/N
	$0 \leq x \leq 24$	$0 \leq x \leq 415$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: $x = 0$ 1910 1: $0 < x \leq 1$ 4 2: $1 < x \leq 2$ 2 Not valid 29 Missed 1538 Total 3483	Code Values Cases 0: No 3166 1: Yes 272 Not valid 45 Total 3483	Code Values Cases 0: No 2445 1: Yes 361 Missed 677 Total 3483	Code Values Cases 0: No 2077 1: Yes 749 Missed 657 Total 3483
1995: 78 CLAs	No data	0.00 0 / 7 −29 / 7	0.00 0 / 10 −38 / 10	0.00 0 / 11 −60 / 11
1996: 118 CLAs	0.00 0 / 7 −5 / 7	0.00 0 / 7 −29 / 7	0.00 0 / 10 −38 / 10	0.00 0 / 11 −60 / 11
1997: 145 CLAs	0.00 0 / 7 −5 / 7	0.00 0 / 7 −29 / 7	0.00 0 / 10 −38 / 10	0.00 0 / 11 −60 / 11
1998: 198 CLAs	0.00 0 / 7 −5 / 7	0.00 0 / 7 −29 / 7	0.02 2 / 7 −32 / 7	0.02 2 / 10 −55 / 10
1999: 231 CLAs	0.00 0 / 7 −5 / 7	0.00 0 / 7 −29 / 7	0.02 2 / 8 −33 / 8	0.00 0 / 11 −60 / 11
2000: 369 CLAs	0.00 0 / 7 −5 / 7	0.01 1 / 6 −25 / 6	0.09 9 / 6 −10 / 6	0.09 9 / 9 −39 / 9
2001: 445 CLAs	0.02 1 / 1 23 / 1	0.00 0 / 7 −29 / 7	0.16 16 / 3 10 / 3	0.10 10 / 8 −37 / 8
2002: 332 CLAs	0.01 0 / 2 5 / 2	0.00 0 / 7 −29 / 7	0.29 29 / 2 47 / 2	0.19 19 / 7 −16 / 7
2003: 393 CLAs	0.00 0 / 7 −5 / 7	0.00 0 / 7 −29 / 7	0.40 40 / 1 80 / 1	0.25 25 / 5 −2 / 5
2004: 455 CLAs	0.00 0 / 6 −3 / 6	0.27 27 / 1 70 / 1	0.00 0 / 10 −38 / 11	0.45 45 / 2 42 / 2
2005: 336 CLAs	0.00 0 / 5 −2 / 5	0.22 22 / 2 52 / 2	0.00 0 / 9 −38 / 9	0.46 46 / 1 43 / 1
2006: 320 CLAs	0.01 0 / 3 3 / 3	0.21 21 / 3 47 / 3	0.00 0 / 10 −38 / 11	0.44 44 / 3 39 / 3
2007: 63 CLAs	0.00 0 / 7 −5 / 7	0.10 10 / 4 6 / 4	0.14 14 / 4 4 / 4	0.21 21 / 6 −13 / 6
All years: 3483 CLAs	0.00 0 / 4 0 / 4	0.08 8 / 5 0 / 5	0.13 13 / 5 0 / 5	0.27 27 / 4 0 / 4

Table 3: Sheet Z55. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	321 cont18 (increasing) CLA à la carte (benifits to exchange): scheduled free days or Labour Reduction days, Y/N	322 cont19 (increasing) CLA à la carte (benifits to exchange): Overtime compensable by time, Y/N	323 cont20 (increasing) CLA à la carte (benifits to exchange): Overtime compensable by money, Y/N	324 cont21 (increasing) CLA à la carte (benifits to exchange): Consignment compensable by time, Y/N
	$0 \le x \le 1$	$0 \le x \le 1$	$0 \le x \le 20$	$0 \le x \le 1$
	Code Values Cases 0: No 2509 1: Yes 317 Missed 657 Total 3483	Code Values Cases 0: No 2448 1: Yes 378 Missed 657 Total 3483	Code Values Cases 0: No 2687 1: Yes 119 Not valid 20 Missed 657 Total 3483	Code Values Cases 0: No 1646 1: Yes 46 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 12 −36 / 12	0.00 0 / 10 −39 / 10	0.00 0 / 7 −21 / 7	0.00 0 / 7 −17 / 7
1996: 118 CLAs	0.00 0 / 12 −36 / 12	0.00 0 / 10 −39 / 10	0.00 0 / 7 −21 / 7	0.00 0 / 7 −17 / 7
1997: 145 CLAs	0.00 0 / 12 −36 / 12	0.00 0 / 10 −39 / 10	0.00 0 / 7 −21 / 7	0.00 0 / 7 −17 / 7
1998: 198 CLAs	0.02 2 / 10 −29 / 10	0.00 0 / 10 −39 / 10	0.00 0 / 7 −21 / 7	0.00 0 / 7 −17 / 7
1999: 231 CLAs	0.01 1 / 11 −33 / 11	0.00 0 / 10 −39 / 10	0.00 0 / 7 −21 / 7	0.00 0 / 7 −17 / 7
2000: 369 CLAs	0.07 7 / 8 −15 / 8	0.09 9 / 8 −14 / 8	0.03 3 / 6 −5 / 6	0.00 0 / 6 −14 / 6
2001: 445 CLAs	0.10 10 / 5 −5 / 5	0.09 9 / 7 −13 / 7	0.06 6 / 4 10 / 4	0.02 2 / 3 −3 / 3
2002: 332 CLAs	0.17 17 / 2 17 / 2	0.11 11 / 6 −7 / 6	0.06 6 / 3 10 / 3	0.02 2 / 5 −7 / 5
2003: 393 CLAs	0.21 21 / 1 31 / 1	0.14 14 / 4 1 / 4	0.09 9 / 2 22 / 2	0.02 2 / 4 −7 / 4
2004: 455 CLAs	0.12 12 / 3 1 / 3	0.19 19 / 3 16 / 3	0.00 0 / 7 −21 / 7	No data
2005: 336 CLAs	0.10 10 / 6 −5 / 6	0.20 20 / 2 19 / 2	0.00 0 / 7 −21 / 7	No data
2006: 320 CLAs	0.08 8 / 7 −9 / 7	0.21 21 / 1 23 / 1	0.00 0 / 7 −21 / 7	No data
2007: 63 CLAs	0.06 6 / 9 −15 / 9	0.02 2 / 9 −35 / 9	0.43 43 / 1 192 / 1	0.38 38 / 1 217 / 1
All years: 3483 CLAs	0.11 11 / 4 0 / 4	0.13 13 / 5 0 / 5	0.04 4 / 5 0 / 5	0.03 3 / 2 0 / 2

Table 3: Sheet Z56. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	325 cont22 (increasing) CLA à la carte (benifits to exchange): Consignment compensable by money, Y/N	326 cont23 (increasing) CLA à la carte (benifits to exchange): Seniority days, Y/N	327 cont24 (increasing) CLA à la carte (benifits to exchange): Time savings, Y/N	328 cont25 (increasing) CLA à la carte (benifits to exchange): End-of-year payment, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1649 1: Yes 43 Missed 1791	Code Values Cases 0: No 1622 1: Yes 70 Missed 1791	Code Values Cases 0: No 1584 1: Yes 108 Missed 1791	Code Values Cases 0: No 1636 1: Yes 56 Missed 1791
	Total 3483	Total 3483	Total 3483	Total 3483
1995: 78 CLAs	0.00 0 / 8 −16 / 8	0.00 0 / 7 −21 / 7	0.00 0 / 7 −26 / 7	0.00 0 / 7 −18 / 7
1996: 118 CLAs	0.00 0 / 8 −16 / 8	0.00 0 / 7 −21 / 7	0.00 0 / 7 −26 / 7	0.00 0 / 7 −18 / 7
1997: 145 CLAs	0.00 0 / 8 −16 / 8	0.00 0 / 7 −21 / 7	0.00 0 / 7 −26 / 7	0.00 0 / 7 −18 / 7
1998: 198 CLAs	0.02 2 / 5 −3 / 5	0.00 0 / 7 −21 / 7	0.00 0 / 7 −26 / 7	0.00 0 / 7 −18 / 7
1999: 231 CLAs	0.00 0 / 8 −16 / 8	0.00 0 / 7 −21 / 7	0.00 0 / 7 −26 / 7	0.00 0 / 7 −18 / 7
2000: 369 CLAs	0.01 1 / 7 −9 / 7	0.02 2 / 6 −11 / 6	0.03 3 / 6 −12 / 6	0.03 3 / 4 −2 / 4
2001: 445 CLAs	0.02 2 / 3 −0 / 3	0.03 3 / 5 −4 / 5	0.05 5 / 5 −7 / 5	0.03 3 / 2 0 / 2
2002: 332 CLAs	0.02 2 / 4 −1 / 4	0.05 5 / 3 6 / 3	0.09 9 / 3 11 / 3	0.03 3 / 5 −2 / 5
2003: 393 CLAs	0.02 2 / 6 −3 / 6	0.06 6 / 2 7 / 2	0.10 10 / 2 17 / 2	0.06 6 / 1 13 / 1
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.19 19 / 1 105 / 1	0.16 16 / 1 59 / 1	0.11 11 / 1 19 / 1	0.02 2 / 6 −10 / 6
All years: 3483 CLAs	0.03 3 / 2 0 / 2	0.04 4 / 4 0 / 4	0.06 6 / 4 0 / 4	0.03 3 / 3 0 / 3

126

Table 3: Sheet Z57. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	329 cont26 (increasing) CLA à la carte (benifits to exchange): Premiums, Y/N	330 cont27 (increasing) CLA à la carte (benifits to exchange): Profit share payments, Y/N	331 cont28 (increasing) CLA à la carte (benifits to exchange): Contractual savings, Y/N	332 cont29 (increasing) CLA à la carte (benifits to exchange): On-time reward elements Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 2$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1659 1: Yes 33 Missed 1791 Total 3483	Code Values Cases 0: No 1675 1: Yes 17 Missed 1791 Total 3483	Code Values Cases 0: No 1659 1: Yes 33 Not valid 1 Missed 1790 Total 3483	Code Values Cases 0: No 1655 1: Yes 37 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 7 −14 / 7	0.00 0 / 7 −10 / 7	0.00 0 / 7 −14 / 7	0.00 0 / 6 −15 / 6
1996: 118 CLAs	0.00 0 / 7 −14 / 7	0.00 0 / 7 −10 / 7	0.00 0 / 7 −14 / 7	0.00 0 / 6 −15 / 6
1997: 145 CLAs	0.00 0 / 7 −14 / 7	0.00 0 / 7 −10 / 7	0.00 0 / 7 −14 / 7	0.00 0 / 6 −15 / 6
1998: 198 CLAs	0.00 0 / 7 −14 / 7	0.00 0 / 7 −10 / 7	0.00 0 / 7 −14 / 7	0.00 0 / 6 −15 / 6
1999: 231 CLAs	0.00 0 / 7 −14 / 7	0.00 0 / 7 −10 / 7	0.00 0 / 7 −14 / 7	0.00 0 / 6 −15 / 6
2000: 369 CLAs	0.01 1 / 6 −6 / 6	0.02 2 / 2 5 / 2	0.01 1 / 6 −6 / 6	0.02 2 / 5 −5 / 5
2001: 445 CLAs	0.02 2 / 3 1 / 3	0.00 0 / 6 −6 / 6	0.02 2 / 5 −1 / 5	0.02 2 / 4 −3 / 4
2002: 332 CLAs	0.02 2 / 2 1 / 2	0.01 1 / 5 −1 / 5	0.02 2 / 4 −1 / 4	0.02 2 / 2 2 / 2
2003: 393 CLAs	0.03 3 / 1 10 / 1	0.01 1 / 3 3 / 3	0.02 2 / 2 2 / 2	0.04 4 / 1 15 / 1
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.02 2 / 5 −3 / 5	0.05 5 / 1 38 / 1	0.11 11 / 1 66 / 1	0.00 0 / 6 −15 / 6
All years: 3483 CLAs	0.02 2 / 4 0 / 4	0.01 1 / 4 0 / 4	0.02 2 / 3 0 / 3	0.02 2 / 3 0 / 3

127

Table 3: Sheet Z58. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	333 cont30 (increasing) CLA à la carte (benifits to exchange): Premium contractual savings, Y/N	334 cont31 (increasing) CLA à la carte (benifits to exchange): Extra leave days, Y/N	335 cont32 (increasing) CLA à la carte (benifits to gain): Extra leave days, Y/N	336 cont33 (increasing) CLA à la carte (benifits to gain): Continued pay for career break, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1687 1: Yes 5 Missed 1791	Code Values Cases 0: No 1336 1: Yes 59 Missed 2088	Code Values Cases 0: No 1502 1: Yes 190 Missed 1791	Code Values Cases 0: No 1583 1: Yes 109 Missed 1791
	Total 3483	Total 3483	Total 3483	Total 3483
1995: 78 CLAs	0.00 0 / 5 −5 / 5	No data	0.00 0 / 8 −36 / 8	0.00 0 / 7 −26 / 7
1996: 118 CLAs	0.00 0 / 5 −5 / 5	0.00 0 / 7 −21 / 7	0.00 0 / 8 −36 / 8	0.00 0 / 7 −26 / 7
1997: 145 CLAs	0.00 0 / 5 −5 / 5	0.00 0 / 7 −21 / 7	0.00 0 / 8 −36 / 8	0.00 0 / 7 −26 / 7
1998: 198 CLAs	0.00 0 / 5 −5 / 5	0.00 0 / 7 −21 / 7	0.02 2 / 7 −29 / 7	0.00 0 / 7 −26 / 7
1999: 231 CLAs	0.00 0 / 5 −5 / 5	0.00 0 / 7 −21 / 7	0.00 0 / 8 −36 / 8	0.00 0 / 7 −26 / 7
2000: 369 CLAs	0.00 0 / 5 −5 / 5	0.01 1 / 6 −18 / 6	0.06 6 / 5 −15 / 5	0.03 3 / 6 −14 / 6
2001: 445 CLAs	0.00 0 / 5 −5 / 5	0.03 3 / 5 −5 / 5	0.10 10 / 4 −3 / 4	0.06 6 / 5 −3 / 5
2002: 332 CLAs	0.00 0 / 3 0 / 3	0.05 5 / 2 5 / 2	0.13 13 / 2 6 / 2	0.08 8 / 3 6 / 3
2003: 393 CLAs	0.01 1 / 2 9 / 2	0.07 7 / 1 12 / 1	0.20 20 / 1 29 / 1	0.11 11 / 1 20 / 1
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.02 2 / 1 24 / 1	0.05 5 / 3 3 / 3	0.03 3 / 6 −26 / 6	0.08 8 / 2 6 / 2
All years: 3483 CLAs	0.00 0 / 4 0 / 4	0.04 4 / 4 0 / 4	0.11 11 / 3 0 / 3	0.06 6 / 4 0 / 4

128

Table 3: Sheet Z59. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	337 cont34 (increasing) CLA à la carte (benifits to gain): Continued pay for extra parental leave, Y/N	338 cont35 (increasing) CLA à la carte (benifits to gain): Extra education leave, Y/N	339 cont36 (increasing) CLA à la carte (benifits to gain): Reimbursement of study costs, Y/N	340 cont37 (increasing) CLA à la carte (benifits to gain): Savings for early retirement, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1624 1: Yes 68 Missed 1791 Total 3483	Code Values Cases 0: No 1623 1: Yes 69 Missed 1791 Total 3483	Code Values Cases 0: No 1640 1: Yes 52 Missed 1791 Total 3483	Code Values Cases 0: No 1516 1: Yes 176 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 7 −20 / 7	0.00 0 / 8 −21 / 8	0.00 0 / 8 −18 / 8	0.00 0 / 7 −34 / 7
1996: 118 CLAs	0.00 0 / 7 −20 / 7	0.00 0 / 8 −21 / 8	0.00 0 / 8 −18 / 8	0.00 0 / 7 −34 / 7
1997: 145 CLAs	0.00 0 / 7 −20 / 7	0.00 0 / 8 −21 / 8	0.00 0 / 8 −18 / 8	0.00 0 / 7 −34 / 7
1998: 198 CLAs	0.00 0 / 7 −20 / 7	0.02 2 / 7 −10 / 7	0.04 4 / 2 6 / 2	0.00 0 / 7 −34 / 7
1999: 231 CLAs	0.00 0 / 7 −20 / 7	0.00 0 / 8 −21 / 8	0.00 0 / 8 −18 / 8	0.00 0 / 7 −34 / 7
2000: 369 CLAs	0.03 3 / 5 −7 / 5	0.04 4 / 4 0 / 4	0.03 3 / 3 2 / 3	0.05 5 / 6 −17 / 6
2001: 445 CLAs	0.04 4 / 2 0 / 2	0.04 4 / 6 −2 / 6	0.02 2 / 6 −6 / 6	0.11 11 / 4 1 / 4
2002: 332 CLAs	0.04 4 / 4 −1 / 4	0.04 4 / 3 1 / 3	0.03 3 / 5 −2 / 5	0.12 12 / 3 5 / 3
2003: 393 CLAs	0.07 7 / 1 17 / 1	0.06 6 / 2 9 / 2	0.02 2 / 7 −9 / 7	0.17 17 / 1 22 / 1
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.02 2 / 6 −12 / 6	0.06 6 / 1 11 / 1	0.27 27 / 1 138 / 1	0.13 13 / 2 8 / 2
All years: 3483 CLAs	0.04 4 / 3 0 / 3	0.04 4 / 5 0 / 5	0.03 3 / 4 0 / 4	0.10 10 / 5 0 / 5

Table 3: Sheet Z60. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	341 cont38 (increasing) CLA à la carte (benifits to gain): Increase in the pre-pension, Y/N	342 cont39 (increasing) CLA à la carte (benifits to gain): Additional health insurance, Y/N	343 cont40 (increasing) CLA à la carte (benifits to gain): Fill in the disability benefits gap, Y/N	344 cont41 (increasing) CLA à la carte (benifits to gain): Fill in the pension gap for surviving relative, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1617 1: Yes 75 Missed 1791 Total 3483	Code Values Cases 0: No 1661 1: Yes 31 Missed 1791 Total 3483	Code Values Cases 0: No 1662 1: Yes 30 Missed 1791 Total 3483	Code Values Cases 0: No 1666 1: Yes 26 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 7 −22 / 7	0.00 0 / 8 −14 / 8	0.00 0 / 8 −13 / 8	0.00 0 / 8 −12 / 8
1996: 118 CLAs	0.00 0 / 7 −22 / 7	0.00 0 / 8 −14 / 8	0.00 0 / 8 −13 / 8	0.00 0 / 8 −12 / 8
1997: 145 CLAs	0.00 0 / 7 −22 / 7	0.00 0 / 8 −14 / 8	0.00 0 / 8 −13 / 8	0.00 0 / 8 −12 / 8
1998: 198 CLAs	0.00 0 / 7 −22 / 7	0.02 2 / 3 2 / 3	0.04 4 / 1 18 / 1	0.02 2 / 2 4 / 2
1999: 231 CLAs	0.00 0 / 7 −22 / 7	0.00 0 / 8 −14 / 8	0.00 0 / 8 −13 / 8	0.00 0 / 8 −12 / 8
2000: 369 CLAs	0.01 1 / 6 −16 / 6	0.03 3 / 2 6 / 2	0.01 1 / 7 −8 / 7	0.00 0 / 7 −9 / 7
2001: 445 CLAs	0.02 2 / 5 −11 / 5	0.01 1 / 7 −4 / 7	0.02 2 / 5 2 / 5	0.01 1 / 6 −7 / 6
2002: 332 CLAs	0.06 6 / 3 8 / 3	0.02 2 / 6 −0 / 6	0.02 2 / 3 3 / 3	0.02 2 / 4 −0 / 4
2003: 393 CLAs	0.10 10 / 1 25 / 1	0.02 2 / 4 2 / 4	0.02 2 / 4 2 / 4	0.01 1 / 5 −4 / 5
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.06 6 / 2 9 / 2	0.05 5 / 1 22 / 1	0.03 3 / 2 11 / 2	0.19 19 / 1 142 / 1
All years: 3483 CLAs	0.04 4 / 4 0 / 4	0.02 2 / 5 0 / 5	0.02 2 / 6 0 / 6	0.02 2 / 3 0 / 3

Table 3: Sheet Z61. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	345 cont42 (increasing) CLA à la carte (benifits to gain): Reduction of own contribution to the lease-car, Y/N	346 cont43 (increasing) CLA à la carte (benifits to gain): Reduction of own contribution to child care, Y/N	347 cont44 (increasing) CLA à la carte (benifits to gain): Reduction of own contribution for using telephone, Y/N	348 cont45 (increasing) CLA à la carte (benifits to gain): Share plan, Y/N
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1673 1: Yes 19 Missed 1791	Code Values Cases 0: No 1633 1: Yes 59 Missed 1791	Code Values Cases 0: No 1683 1: Yes 9 Missed 1791	Code Values Cases 0: No 1679 1: Yes 13 Missed 1791
	Total 3483	Total 3483	Total 3483	Total 3483
1995: 78 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 7 −19 / 7	0.00 0 / 8 −7 / 8	0.00 0 / 6 −9 / 6
1996: 118 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 7 −19 / 7	0.00 0 / 8 −7 / 8	0.00 0 / 6 −9 / 6
1997: 145 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 7 −19 / 7	0.00 0 / 8 −7 / 8	0.00 0 / 6 −9 / 6
1998: 198 CLAs	0.00 0 / 7 −11 / 7	0.00 0 / 7 −19 / 7	0.00 0 / 8 −7 / 8	0.00 0 / 6 −9 / 6
1999: 231 CLAs	0.02 2 / 2 6 / 2	0.00 0 / 7 −19 / 7	0.01 1 / 2 5 / 2	0.00 0 / 6 −9 / 6
2000: 369 CLAs	0.01 1 / 3 0 / 3	0.04 4 / 3 2 / 3	0.01 1 / 3 3 / 3	0.01 1 / 3 4 / 3
2001: 445 CLAs	0.00 0 / 7 −11 / 7	0.03 3 / 5 −1 / 5	0.00 0 / 6 −1 / 6	0.00 0 / 6 −9 / 6
2002: 332 CLAs	0.01 1 / 5 −5 / 5	0.03 3 / 6 −1 / 6	0.01 1 / 4 1 / 4	0.01 1 / 5 −2 / 5
2003: 393 CLAs	0.01 1 / 6 −6 / 6	0.05 5 / 1 9 / 1	0.00 0 / 7 −4 / 7	0.02 2 / 1 12 / 1
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.16 16 / 1 140 / 1	0.05 5 / 2 7 / 2	0.02 2 / 1 15 / 1	0.02 2 / 2 9 / 2
All years: 3483 CLAs	0.01 1 / 4 0 / 4	0.03 3 / 4 0 / 4	0.01 1 / 5 0 / 5	0.01 1 / 4 0 / 4

131

Table 3: Sheet Z62. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance			
	349 cont46 (increasing) CLA à la carte (benifits to gain): Earnings in kind, Y/N	350 cont47 (increasing) CLA à la carte (benifits to gain): Reduction of own contribution for the private PC, Y/N	351 cont48 (increasing) CLA à la carte (benifits to gain): Compensation of holidays in money, Y/N	352 cont49 (increasing) Layered CLAs: decentralized agreements
	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$	$0 \leq x \leq 1$
	Code Values Cases 0: No 1667 1: Yes 25 Missed 1791 Total 3483	Code Values Cases 0: No 1333 1: Yes 48 Missed 2102 Total 3483	Code Values Cases 0: No 1343 1: Yes 38 Missed 2102 Total 3483	Code Values Cases 0: No 1644 1: Yes 48 Missed 1791 Total 3483
1995: 78 CLAs	0.00 0 / 6 −12 / 6	No data	No data	0.00 0 / 9 −17 / 9
1996: 118 CLAs	0.00 0 / 6 −12 / 6	0.00 0 / 7 −19 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 9 −17 / 9
1997: 145 CLAs	0.00 0 / 6 −12 / 6	0.00 0 / 7 −19 / 7	0.00 0 / 7 −17 / 7	0.00 0 / 9 −17 / 9
1998: 198 CLAs	0.00 0 / 6 −12 / 6	0.00 0 / 7 −19 / 7	0.00 0 / 7 −17 / 7	0.02 2 / 7 −5 / 7
1999: 231 CLAs	0.00 0 / 6 −12 / 6	0.00 0 / 7 −19 / 7	0.00 0 / 7 −17 / 7	0.01 1 / 8 −12 / 8
2000: 369 CLAs	0.00 0 / 5 −9 / 5	0.01 1 / 5 −16 / 5	0.01 1 / 6 −13 / 6	0.03 3 / 2 3 / 2
2001: 445 CLAs	0.02 2 / 3 3 / 3	0.00 0 / 6 −17 / 6	0.01 1 / 5 −10 / 5	0.03 3 / 3 2 / 3
2002: 332 CLAs	0.02 2 / 1 8 / 1	0.03 3 / 4 −0 / 4	0.03 3 / 2 4 / 2	0.02 2 / 6 −4 / 6
2003: 393 CLAs	0.02 2 / 2 5 / 2	0.07 7 / 2 21 / 2	0.05 5 / 1 16 / 1	0.03 3 / 4 1 / 4
2004: 455 CLAs	No data	No data	No data	No data
2005: 336 CLAs	No data	No data	No data	No data
2006: 320 CLAs	No data	No data	No data	No data
2007: 63 CLAs	0.00 0 / 6 −12 / 6	0.10 10 / 1 33 / 1	0.02 2 / 4 −7 / 4	0.06 6 / 1 21 / 1
All years: 3483 CLAs	0.01 1 / 4 0 / 4	0.03 3 / 3 0 / 3	0.03 3 / 3 0 / 3	0.03 3 / 5 0 / 5

132

Table 3: Sheet Z63. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Work-life balance		Partial indices	
	353 cont50 (increasing) Layered CLAs: working time / schedules	354 cont51 (increasing) Layered CLAs: leave arrangements	355 External flexibility	356 Internal flexibility
	$0 \le x \le 1$	$0 \le x \le 1$	Mean score, %	Mean score, %
	Code Values Cases 0: No 1655 1: Yes 37 Missed 1791 Total 3483	Code Values Cases 0: No 1651 1: Yes 41 Missed 1791 Total 3483		
1995: 78 CLAs	0.00 0 / 7 −15 / 7	0.00 0 / 8 −16 / 8	15 / 11 10 / 7	7 / 8 11 / 4
1996: 118 CLAs	0.00 0 / 7 −15 / 7	0.00 0 / 8 −16 / 8	23 / 8 27 / 3	6 / 14 5 / 5
1997: 145 CLAs	0.00 0 / 7 −15 / 7	0.00 0 / 8 −16 / 8	21 / 9 0 / 8	9 / 2 32 / 2
1998: 198 CLAs	0.00 0 / 7 −15 / 7	0.02 2 / 6 −2 / 6	26 / 6 −4 / 11	9 / 4 13 / 3
1999: 231 CLAs	0.00 0 / 7 −15 / 7	0.00 0 / 8 −16 / 8	25 / 7 −4 / 10	7 / 12 −5 / 9
2000: 369 CLAs	0.02 2 / 6 −5 / 6	0.02 2 / 5 −1 / 5	27 / 4 18 / 6	7 / 10 −5 / 8
2001: 445 CLAs	0.03 3 / 2 7 / 2	0.03 3 / 2 3 / 2	26 / 5 19 / 5	7 / 11 −5 / 10
2002: 332 CLAs	0.02 2 / 5 −3 / 5	0.02 2 / 7 −4 / 7	28 / 3 23 / 4	7 / 9 −3 / 7
2003: 393 CLAs	0.03 3 / 3 2 / 3	0.03 3 / 3 1 / 3	29 / 2 29 / 2	6 / 13 −10 / 12
2004: 455 CLAs	No data	No data	0 / 12 −37 / 13	8 / 5 −11 / 13
2005: 336 CLAs	No data	No data	0 / 12 −37 / 12	8 / 6 −11 / 14
2006: 320 CLAs	No data	No data	0 / 12 −37 / 14	9 / 3 −6 / 11
2007: 63 CLAs	0.05 5 / 1 18 / 1	0.08 8 / 1 36 / 1	34 / 1 65 / 1	29 / 1 188 / 1
All years: 3483 CLAs	0.02 2 / 4 0 / 4	0.02 2 / 4 0 / 4	18 / 10 0 / 9	8 / 7 0 / 6

133

Table 3: Sheet Z64. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Partial indices			
	357 Functional flexibility	358 Wage flexibility	359 Externalization flexibility	360 Labour rights
	Mean score, %	Mean score, %	Mean score, %	Mean score, %
1995: 78 CLAs	0 / 9 −51 / 11	20 / 1 42 / 1	15 / 8 −39 / 10	47 / 1 11 / 4
1996: 118 CLAs	0 / 9 −48 / 9	16 / 2 23 / 4	25 / 1 2 / 4	42 / 2 −19 / 11
1997: 145 CLAs	0 / 9 −50 / 10	16 / 4 25 / 3	10 / 13 −56 / 13	42 / 3 −11 / 9
1998: 198 CLAs	4 / 8 −37 / 8	14 / 6 13 / 9	11 / 11 −52 / 11	40 / 4 −21 / 12
1999: 231 CLAs	6 / 7 −30 / 7	14 / 8 18 / 7	11 / 12 −52 / 12	36 / 7 −19 / 10
2000: 369 CLAs	11 / 5 −12 / 6	13 / 9 13 / 8	14 / 9 −30 / 9	31 / 11 −23 / 13
2001: 445 CLAs	15 / 2 1 / 4	15 / 5 27 / 2	18 / 4 −22 / 8	28 / 14 −25 / 14
2002: 332 CLAs	13 / 3 6 / 2	14 / 7 19 / 6	19 / 2 −17 / 6	31 / 12 2 / 6
2003: 393 CLAs	10 / 6 3 / 3	16 / 3 22 / 5	18 / 3 −21 / 7	30 / 13 −4 / 8
2004: 455 CLAs	No data	1 / 12 −40 / 12	17 / 5 47 / 1	37 / 5 32 / 1
2005: 336 CLAs	No data	1 / 11 −38 / 11	16 / 6 45 / 2	36 / 6 28 / 2
2006: 320 CLAs	No data	1 / 13 −43 / 13	14 / 10 32 / 3	35 / 8 24 / 3
2007: 63 CLAs	32 / 1 105 / 1	0 / 14 −57 / 14	3 / 14 −76 / 14	31 / 10 7 / 5
All years: 3483 CLAs	12 / 4 0 / 5	10 / 10 0 / 10	16 / 7 0 / 5	34 / 9 0 / 7

134

Table 3: Sheet Z65. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Partial indices			
	361 In-work income	362 Out-of-work income	363 Job security	364 Employability
	Mean score, %	Mean score, %	Mean score, %	Mean score, %
1995: 78 CLAs	12 / 6 15 / 3	46 / 1 −7 / 5	17 / 1 26 / 2	13 / 3 −29 / 12
1996: 118 CLAs	11 / 8 5 / 5	44 / 2 −24 / 10	13 / 9 −0 / 9	12 / 7 −39 / 14
1997: 145 CLAs	10 / 10 −14 / 12	41 / 3 −20 / 8	11 / 11 −17 / 11	12 / 13 −29 / 13
1998: 198 CLAs	10 / 11 −11 / 10	39 / 4 −28 / 12	16 / 4 9 / 6	12 / 8 −16 / 10
1999: 231 CLAs	10 / 12 −29 / 14	35 / 8 −33 / 13	14 / 7 −1 / 10	11 / 14 −18 / 11
2000: 369 CLAs	12 / 4 −2 / 8	34 / 10 −17 / 6	14 / 6 4 / 7	12 / 10 −4 / 8
2001: 445 CLAs	15 / 3 13 / 4	31 / 12 −26 / 11	16 / 5 10 / 5	13 / 2 20 / 2
2002: 332 CLAs	15 / 1 28 / 1	31 / 11 −23 / 9	17 / 2 19 / 4	13 / 5 17 / 3
2003: 393 CLAs	15 / 2 26 / 2	28 / 13 −20 / 7	17 / 3 24 / 3	14 / 1 17 / 4
2004: 455 CLAs	10 / 13 −23 / 13	36 / 6 54 / 1	6 / 12 −18 / 12	12 / 12 −7 / 9
2005: 336 CLAs	11 / 9 −13 / 11	36 / 5 54 / 2	6 / 13 −21 / 13	12 / 9 1 / 5
2006: 320 CLAs	11 / 7 0 / 6	36 / 7 47 / 3	4 / 14 −31 / 14	12 / 11 −2 / 7
2007: 63 CLAs	9 / 14 −10 / 9	15 / 14 −78 / 14	14 / 8 31 / 1	13 / 4 33 / 1
All years: 3483 CLAs	12 / 5 0 / 7	34 / 9 0 / 4	12 / 10 0 / 8	12 / 6 0 / 6

135

Table 3: Sheet Z66. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Partial indices			
	365 Employment security	366 Social security	367 Social dialogue	368 Work-life balance
	Mean score, %	Mean score, %	Mean score, %	Mean score, %
1995: 78 CLAs	0 / 11 −24 / 11	29 / 1 −47 / 12	47 / 2 35 / 2	23 / 9 157 / 1
1996: 118 CLAs	3 / 7 −8 / 7	27 / 4 −66 / 14	48 / 1 43 / 1	22 / 13 142 / 2
1997: 145 CLAs	1 / 9 −15 / 9	28 / 2 −45 / 11	42 / 3 29 / 6	22 / 14 116 / 3
1998: 198 CLAs	3 / 8 −8 / 8	27 / 3 −47 / 13	39 / 4 24 / 9	23 / 12 85 / 4
1999: 231 CLAs	1 / 10 −16 / 10	25 / 9 −31 / 10	36 / 5 24 / 7	23 / 10 17 / 8
2000: 369 CLAs	3 / 5 −2 / 6	25 / 10 −8 / 9	30 / 8 14 / 10	25 / 6 −27 / 10
2001: 445 CLAs	3 / 6 −2 / 5	23 / 13 2 / 6	30 / 9 24 / 8	23 / 11 −90 / 13
2002: 332 CLAs	5 / 2 13 / 2	25 / 6 27 / 3	32 / 7 31 / 5	24 / 8 −93 / 14
2003: 393 CLAs	6 / 1 17 / 1	27 / 5 39 / 2	32 / 6 33 / 4	25 / 5 −86 / 12
2004: 455 CLAs	No data	25 / 7 11 / 4	1 / 12 −52 / 12	45 / 2 46 / 5
2005: 336 CLAs	No data	24 / 12 −0 / 8	1 / 14 −61 / 14	45 / 1 46 / 6
2006: 320 CLAs	No data	24 / 11 4 / 5	1 / 13 −60 / 13	45 / 3 44 / 7
2007: 63 CLAs	4 / 3 12 / 3	20 / 14 96 / 1	21 / 11 34 / 3	25 / 7 −43 / 11
All years: 3483 CLAs	4 / 4 0 / 4	25 / 8 0 / 7	23 / 10 0 / 11	30 / 4 0 / 9

Table 3: Sheet Z67. Flexibility and security in 3483 Dutch collective labour agreements by year: first element — average codes of valid values; second element — average of normalized codes in %; the third element — average of standardized codes in %. Their ranks in the given column are shown after the slash. The section 'Aggregated indices' contains the second and third elements only

	Aggregated indices			
	369 Flexibility	370 Security	371 Flexibility-to-security ratio	372 Flexicurity balance
	Mean score, %	Mean score, %	Mean	Mean
1995: 78 CLAs	14 / 9 41 / 2	26 / 1 32 / 1	0.56 / 11 1.59 / 3	4.23 / 1 18.43 / 1
1996: 118 CLAs	15 / 6 36 / 3	25 / 2 8 / 6	0.64 / 9 −23.21 / 14	2.87 / 2 −4.13 / 8
1997: 145 CLAs	15 / 8 33 / 4	23 / 3 −2 / 10	0.68 / 8 −2.45 / 12	1.38 / 3 −12.92 / 11
1998: 198 CLAs	16 / 5 5 / 8	23 / 4 −3 / 11	0.69 / 6 −0.43 / 6	1.21 / 4 −4.99 / 9
1999: 231 CLAs	14 / 10 −13 / 11	21 / 10 −25 / 14	0.69 / 7 −1.02 / 9	−0.44 / 9 −20.57 / 14
2000: 369 CLAs	15 / 7 −0 / 10	21 / 12 −15 / 12	0.73 / 5 −0.35 / 5	−1.03 / 12 −15.18 / 12
2001: 445 CLAs	16 / 2 7 / 7	20 / 13 −18 / 13	0.81 / 2 2.00 / 2	−2.00 / 13 −20.14 / 13
2002: 332 CLAs	16 / 3 10 / 5	21 / 7 5 / 8	0.77 / 3 −5.14 / 13	−0.59 / 11 1.46 / 6
2003: 393 CLAs	16 / 4 9 / 6	21 / 8 10 / 4	0.75 / 4 0.57 / 4	−0.58 / 10 7.13 / 5
2004: 455 CLAs	6 / 12 −21 / 12	22 / 5 11 / 3	0.29 / 12 −0.99 / 8	1.18 / 5 17.78 / 2
2005: 336 CLAs	6 / 13 −21 / 13	21 / 9 9 / 5	0.29 / 13 −1.34 / 10	0.86 / 6 15.73 / 4
2006: 320 CLAs	6 / 14 −27 / 14	21 / 11 7 / 7	0.28 / 14 −0.75 / 7	0.73 / 7 16.23 / 3
2007: 63 CLAs	20 / 1 88 / 1	17 / 14 19 / 2	1.11 / 1 3.64 / 1	−5.84 / 14 −9.99 / 10
All years: 3483 CLAs	13 / 11 0 / 9	21 / 6 0 / 9	0.60 / 10 −1.41 / 11	0.00 / 8 0.00 / 7

7 Annex 2: List of variables

Flexibility

1 External flexibility (3 variables)

    1 `tijd17` Peak-slum/seasonal work, Y/N

    2 `cont1` Flexible contracts: Temporary contracts, Y/N

    3 `cont3` Flexible contracts: Temporary help contracts, Y/N

2 Internal flexibility (7 variables)

    4 `tijd23` Increase in part-time jobs, in %

    5 `tijd31-tijd30` Min–max contracts: Working time bandwidth (max–min), hours per week

    6 `tijd64` Non-standard regulation of working time schedules, Y/N

    7 `tijd65` Regulation of working time schedules upon consultation, Y/N

    8 `cont2` Flexible contracts: 0-hours contracts (on-call), Y/N

    9 `cont4` Flexible contracts: min–max contracts (variable hours within min–max limits), Y/N

    10 `cont14` Special regulation of work on holidays, Y/N

3 Functional flexibility (2 variables)

    11 `cont5` Flexible contracts: Regulation of (variable) tasks, Y/N

    12 `cont6` Flexible contracts: Contracts for travelling, Y/N

4 Wage flexibility (4 variables)

    13 `inko70` Profit share scheme, Y/N

    14 `inko81` Function classification system: setting-up variable wage, Y/N

    15 `inko82` Function classification system: variable wage according to evaluation, Y/N

    16 `tijd35` Vari-time: Salary based on the time actually worked, Y/N

5 Externalization flexibility (5 variables)

    17 `cont7` Agreement on using TWA, Y/N

    18 `cont8` Temporary work only through TWA, Y/N

    19 `cont11` Maximal % of personnel from TWA, %

    20 `cont13` Temporary agency work: SMU-provisions (Stichting Meldingsbureau Uitzendbranche), Y/N

    21 `cont15` Special conditions for contracting self-employed, Y/N

Security

6 Labour rights (13 variables)

22 `inko56` Equal allowance for part-timers, Y/N

23 `inko57` Equal allowance for temporary workers, Y/N

24 `inko58` Equal allowance for holiday workers, Y/N

25 `tijd18` Right to part-time, Y/N

26 `tijd24` Part-time work: Min working time for eligibility for training, early retirement, etc., hours per week

27 `tijd25` Legal position part-time = full-time, Y/N

28 `tijd26` Overtime allowance for part time as for full time, Y/N

29 `tijd39` Standard working time (as in CLA), gross hours per week

30 `tijd40` Labour Time Reduction days, in days per year

31 `tijd43` Labour Time Reduction days for part-timers, Y/N

32 `tijd63` Working time schedules in-line with law (standard), Y/N

33 `wepr12` Birth leave for fathers in line with Law on Work and Care, Y/N

34 `wepr229` Regulation of leave savings, Y/N

7 In-work income (75 variables)

35 `inko1` 1st structural wage increase in %

36 `inko3` 2nd structural wage increase in %

37 `inko5` 3rd structural wage increase in %

38 `inko7` 4th structural wage increase in %

39 `inko9` 5th structural wage increase in %

40 `inko11` 6th structural wage increase in %

41 `inko13` 7th structural wage increase in %

42 `inko15` 8th structural wage increase in %

43 `inko17` One-off wage increase in %

44 `inko26` Allowance for day–evening shift standard in %

45 `inko29` Allowance for day–evening–night shift standard in %

46 `inko32` Allowance for continuous shift standard (33.6 hours/week) in %

47 `inko34` Allowance for Mo-Fr standby/on-call readiness in %

48 `inko36` Allowance for Saturday standby/on-call readiness in %

49 `inko38` Allowance for Sunday standby/on-call readiness in %

50 `inko40` Allowance for holiday standby/on-call readiness in %

51 `inko42` Allowance for a scheduled day standby/on-call readiness in %

52 `inko45` Allowance for holiday work in %

53 `inko48` Allowance for holiday shift work in %

54 `inko51` Allowance for evening shifts in %

55 `inko54` Allowance for night shifts in %

56 `inko62` Vacation allowance in %

57 `inko73` 13th-month salary, Y/N

58 `inko76` End-of-year benefit in % to monthly earnings

59 `inko78` 14th-period salary, Y/N

60 `inko88` Overtime allowance Mon–Fra in %

61 `inko91` Overtime allowance on Sat in %

62 `inko94` Overtime allowance on Sun in %

63 `inko97` Overtime allowance on holidays in %

64 `inko100` Overtime allowance on scheduled day in %

65 `inko103` Overtime: time-for-time payment, Y/N

66 `inko105` Overtime: time-for-time payment with %, %

67 `inko106` Overtime: hourly payment, Y/N

68 `inko107` Overtime: hourly payment + allowance, Y/N

69 `inko108` Overtime: payment type on one's choice, Y/N

70 `inko109` Overtime: possibility for savings, Y/N

71 `inko103-inko108` Overtime: Ways of payment, in ranks

72 `inko110` Overtime: allowance for part-timers, Y/N

73 `inko112` Travel expenses: public transportation arrangement, Y/N

74 `inko113` Travel expenses: standard leagal km-arrangement, Y/N

75 `inko114` Travel expenses: additional to standard leagal km-arrangement, Y/N

76 `inko115` Travel expenses: car pool arrangement, Y/N

77 `inko116` Special allowances: for cruise ships, Y/N

78 `inko117` Special allowances: for cargo ships, Y/N

79 `inko118` Special allowances: for maritime towing service, Y/N

80 `inko119` Special allowances: for diploma, Y/N

81 `inko120` Special allowances: for tanker ships, Y/N

82 `tijd26` Overtime allowance for part time as for full time, Y/N

83 `tijd34` Vari-time: Salary based on standard time

84 `tijd36` Vari-time: Provisions on vari-time

85 `wepr137` Paid leave for marriage of the employee, number of days

86 `wepr138` Paid leave for marriage of a relative of the employee, number of days

87 `wepr139` Paid leave in case of death of a relative of 1st degree of the employee, number of days

88 `wepr140` Paid leave for arrangements (of funerals) of a relative of 1st degree of the employee, number of days

89 `wepr141` Short leave in case of death of a relative of 2nd degree of the employee, number of days

90 `wepr144` Paid sabbatical leave (with no specific reason), Y/N

91 `wepr165` Seniority: no obligatory overtime, min age in years

92 `wepr166` Seniority: no obligatory shift work, min age in years

93 `wepr167` Seniority: right to stop shif work, min age in years

94 `wepr172` Pregnancy and birth leave: leave beyond legal duration, number of weeks

95 `wepr176` Calamity leave: continued payment, Y/N

96 `wepr177` Calamity leave: continued payment, % of earnings

97 `wepr178` Calamity leave: limited duration of leave, Y/N

98 `wepr179` Calamity leave: max duration, days

99 `wepr180` Calamity leave: subsidies from CLA fund, Y/N

100 `wepr189` Short care leave: continued payment, Y/N

101 `wepr190` Short care leave: continued payment, % of earnings

102 `wepr191` Short care leave: subsidies from CLA fund, Y/N

103 `wepr202` Long care leave: continued pay, Y/N

104 `wepr203` Long care leave: continued payment, % of earnings

105 `wepr204` Long care leave: subsidies from CLA fund, Y/N

106 `wepr205` Long care leave: employer's contribution to UVI-benefits, Y/N

107 `wepr226` Leave saving scheme: Bonus of employer, Y/N

108 `jong3` Youth: Bonus for diploma, EUR

109 `cont52` Layered CLAs: saving arrangements, Y/N

8 Out-of-work income (69 variables)

110 `tijd24` Part-time work: Min hours a week to be eligibile for training, early retirement, etc.

111 `wepr224` Accumulation of benefits during leave saving scheme, Y/N

112 `socze6` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act), Y/N

113 `socze7` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employer's contibution in the current year, % of salaries

114 `socze8` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employer's contibution in the next year, % of salaries

115 `socze9` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employee's contibution in the current year, % of salaries

116 `socze10` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): employee's contibution in the next year, % of salaries

117 `socze11` Additional disability collective (reduced) insurance beyond WAO benefits (Invalidity Insurance Act), Y/N

118 `socze12` Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act), Y/N

119 `socze13` Additional disability voluntary insurance beyond WAO benefits restricted to 70% of income (Invalidity Insurance Act), Y/N

120 `socze14` Additional disability insurance beyond WAO benefits restricted to 70% of income (Invalidity Insurance Act), % of coverage

121 `socze15` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): tax-free yearly payments by employees EUR

122 `socze16` Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act): age dependence, Y/N

123 `socze17` Additional disability insurance beyond WAO benefits (Invalidity Insurance Act): contributions up to age limit age in years

124 `socze21` Additional disability voluntary insurance beyond WAO benefits (Invalidity Insurance Act): general extension requested, Y/N

125 `socze22` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, Duration in months

126 `socze23` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, % of salary

127 `socze24` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration under WAO, months

128 `socze25` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary

129 `socze26` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration in months

130 `socze27` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary

131 `socze28` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Reduction of benefits over time, Y/N

132 `socze29` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Compensation of holidays, Y/N

133 `socze30` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Waiting days, Y/N

134 `socze31` General ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Growth of benefits over time, Y/N

135 `socze32` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): Min age limit, years of age

136 `socze33` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, Duration in months

137 `socze34` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): ZW-benefit with guaranteed % of earnings, % of salary

138 `socze35` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration under WAO, months

139 `socze36` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary

140 `socze37` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, Duration in months

141 `socze38` Old workers' ZW/WAO insurance (Sickness Benefits Act/Invalidity Insurance Act): WAO-benefit, % of salary

142 `socze39` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 1, for partial disability up to certain %, % of disability

143 `socze40` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 1, for partial disability up to certain %, additional benefit in % to basic benefit

144 `socze41` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 2, for partial disability up to certain %, % of disability

145 `socze42` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 2, for partial disability up to certain %, additional benefit in % to basic benefit

146 `socze43` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 3, for partial disability up to certain %, % of disability

147 `socze44` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 3, for partial disability up to certain %, additional benefit in % to basic benefit

148 `socze45` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 4, for partial disability up to certain %, % of disability

149 `socze46` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 4, for partial disability up to certain %, additional benefit in % to basic benefit

150 `socze47` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 5, for partial disability up to certain %, % of disability

151 `socze48` WAO (Invalidity Insurance Act)incapacity benefit table for variable benefits, supplement 5, for partial disability up to certain %, additional benefit in % to basic benefit

152 `tijd24` Part-time work: Min hours a week to be eligibile for training, early retirement, etc. hours

153 `oud1` Early retirement, min age

154 `oud2` Early retirement, min number of service years

155 `oud3` Early retirement, one-time, min age

156 `oud4` Early retirement,one-time, min number of service years

157 `oud5` Early retirement with 40 years of service, Y/N

158 `oud8` Early retirement premium is paid completely by employer, Y/N

159 `oud9` Early retirement premium in the current calendar year: employer's contribution, in % of salary

160 `oud10` Early retirement premium in the next calendar year: employer's contribution, in % of salary

161 `oud11` Early retirement premium in the current calendar year: employee's contribution, in % of salary

162 `oud12` Early retirement premium in the next calendar year: employee's contribution, in % of salary

163 `oud13` Early retirement, min age for part-timers in years

164 `oud14` Early retirement for part-timers, Y/N

165 `oud22` Pension premium paid completely by employer, Y/N

166 `oud23` Pension premium in the current calendar year: employer's contribution, in % of salary

167 `oud24` Pension premium in the next calendar year; employer's contribution, in % of salary

168 `oud25` Pension premium in the current calendar year: employee's contribution, in % of salary

169 `oud26` Pension premium in the next calendar year: employee's contribution, in % of salary

170 `oud28` Partner pension, Y/N

171 `oud29` Pension ANW-gap insurance, Y/N

172 `oud30` Pension ANW-gap insurance obligatory (collective), Y/N

173 `oud31` Pension ANW-gap insurance voluntary (individual), Y/N

174 `oud32` Build-up pension arrangement, % per year

175 `wepr25` Pension premium during parental leave (employee's contribution), Y/N

176 `wepr26` Pension premium during parental leave (employer's contribution), Y/N

177 `wepr27` Pension premium during parental leave (CLA fund contribution), Y/N

178 `wepr223` Continuation of pension building during the leave savings, Y/N

9 Job security (12 variables)

179 `wepr168` Seniority: arrangements for changing the occupation (e.g. training), Y/N

180 `wepr169` Plan-based approach, Y/N

181 `wepr170` Arrangements for seniority policy, Y/N

182 `arbo1` Loads of sick/disabled employees as prescribed by law with respect to physical working conditions, Y/N

183 `arbo3` Loads of sick/disabled employees as prescribed by law with respect to organisational circumstances, Y/N

184 `arbo5` Policy on sickness absence: Actual sickness absence, % in one year

185 `arbo6` Loads of sick employees as prescribed by the Policy on Sickness Absence, Y/N

186 `arbo8` Reintegration after long sickness: Loads in line with WAO (Invalidity Insurance Act) with respect to internal redeployment, Y/N

187 `arbo12` Reintegration after long sickness: Involvement of an expert service, Y/N

188 `arbo14` Study on workload strains, Y/N

189 `arbo15` Loads with respect to workload strains, Y/N

190 `cont9` Possibility to convert TWA work into permanent employment

10 Employability (30 variables)

191 `tijd24` Part-time work: Min working hours for eligibility for training, early retirement, etc., hours per week

192 `jong4` Youth: Provisions for internship in the Netherlands, Y/N

193 `jong5` Youth: Provisions for internship abroad, Y/N

194 `jong6` Youth: Study grants, Y/N

195 `jong7` Youth: Continued pay-offs for days in education/training, Y/N

196 `jong8` Special provisions for young people for work on holidays, Y/N

197 `arbmk1` Provisions for working and learning schemes, Y/N

198 `arbmk2` Reintegration jobs (after unemployment), number of jobs

199 `arbmk3` Reintegration jobs (after unemployment): employer's share, in EUR

200 `arbmk4` Company-level or sector-level training plan, Y/N

201 `arbmk5` One-time training plan, Y/N

202 `arbmk6` Individual training plans (POP), Y/N

203 `arbmk7` General training (not function-specific), Y/N

204 `arbmk8` Outplacement training (in another enterprise), Y/N

205 `arbmk9` Personal training budget, % to salary

206 `arbmk10` Personal training budget, EUR

207 `arbmk11` Training fund, Y/N

208 `arbmk12` Training fund: employer's contribution, % to salary

209 `arbmk16` Labour market project: Target figures, Y/N

210 `arbmk17` Labour market project: Number of jobs, number of jobs

211 `arbmk19` Labour market project: Target groups, Y/N

212 `arbmk21` Labour market project: Budget in EUR, EUR

213 `arbmk22` Labour market project: Link to public employment service, Y/N

214 `arbmk23` Provisions for work-training schemes, Y/N

215 `socze1` Health care provisions, Y/N

216 `socze2` Health care: employer's contribution in the current year, % of salaries

217 `socze3` Health care: employer's contribution in the next year, % of salaries

218 `socze4` Health care: employee's contribution in the current year, % of salaries

219 `socze5` Health care: employee's contribution in the next year, % of salaries

220 `cont12` Training TWA personnel, Y/N

11 Employment security (3 variables)

221 `arbo10` Reintegration after long sickness: Loads in line with WAO — Invalidity Insurance Act with respect to external placement, Y/N

222 `arbo16` Reintegration after long sickness: Obligation to employ a disable worker in other enterprise, if necessary, Y/N

223 `arbo17` Reintegration after long sickness: Cooperation with public employment offices, Y/N

12 Social security (24 variables)

224 `wepr1` Child care provisions, Y/N

225 `wepr2-wepr3` Childcare provisions, in grades

226 `wepr6` Child care: max age of children, in years

227 `wepr7` Child care: CLA-fund, Y/N

228 `wepr8` Child care: employer's contribution maximized, Y/N

229 `wepr11` Birth leave for fathers, Y/N

230 `wepr13` Birth leave for fathers on weekdays, days per week

231 `wepr14` Birth leave for fathers on weekdays, hours per week

232 `wepr16` Birth leave for fathers: continued payments, in % to earnings

233 `wepr17` Birth leave for fathers: CLA-fund, Y/N

234 `wepr18` Birth leave for male partners, Y/N

235 `wepr19` Parental leave: compensation for a leave beyond the legal duration of leave, Y/N

236 `wepr20` Parental leave: compensation for a leave beyond the legal duration of leave, in weeks

237 `wepr21` Parental leave: compensation for non-worked hours, Y/N

238 `wepr22` Parental leave: compensation for non-worked hours, in % of earnings

239 `wepr23` Parental leave: obligation to work min hours, Y/N

240 `wepr24` Parental leave: obligation to work min hours, hours per week

241 `wepr28` Parental leave supported by CLA fund, Y/N

242 `wepr29` Parental leave: max age of children, years

243 `wepr30` Parental leave: max age of child for (partrial) pay-offs, years

244 `wepr32` Parental leave: possibility to divide, Y/N

245 `wepr37-wepr53` Average length of holidays, in days

246 `wepr55-wepr115` Average length of holidays, in days

247 `wepr117-wepr133` Average length of holidays, in days

13 Social dialogue (9 variables)

248 `zeg1` Works councils: publicity rights, Y/N

249 `zeg2` Works councils: right to use working time for general issues, Y/N

250 `zeg3` Works councils: availability of meeting facilities (room), Y/N

251 `zeg4` Works councils: rights to attend co-determination training, Y/N

252 `zeg5` Works councils: regulation in line with the Law on Works Councils, Y/N

253 `zeg6` Works councils: rights to work on collective labour agreements during working hours, Y/N

254 `int8` Agreement at the European level, Y/N

255 `int9` Agreement at the world level, Y/N

256 `int10` Agreement at the concern level, Y/N

14 Work-life balance (98 variables)

257 `tijd1` Standard day and evening shifts: gross hours per week

258 `tijd2` Standard day and evening shifts: Compensation by Labour Time Reduction Days, in days per year

259 `tijd3` Standard day and evening shifts: Compensation by Labour Time Reduction Days, in hours per year

260 `tijd4` Standard day and evening shifts: Duration of holidays (if not standard), in days per year

261 `tijd5` Standard day and evening shifts: Duration of holidays (if not standard), in hours per year

262 `tijd6` Standard day, evening, and night shifts: gross hours per week

263 `tijd7` Standard day, evening, and night shifts: Compensation by Labour Time Reduction Days, in days per year

264 `tijd8` Standard day, evening, and night shifts: Compensation by Labour Time Reduction Days, in hours per year

265 `tijd9` Standard day, evening, and night shifts: Duration of holidays (if not standard), in days per year

266 `tijd10` Standard day, evening, and night shifts: Duration of holidays (if not standard), in hours per year

267 `tijd11` Standard continuous shifts (33.6 hours a week): gross hours per week

268 `tijd12` Standard continuous shifts (33.6 hours a week): Compensation by Labour Time Reduction Days, in days per year

269 `tijd13` Standard continuous shifts (33.6 hours a week): Compensation by Labour Time Reduction Days, in hours per year

270 `tijd14` Standard continuous shifts (33.6 hours a week): Duration of holidays (if not standard), in days per year

271 `tijd15` Standard continuous shifts (33.6 hours a week): Duration of holidays (if not standard), in hours per year

272 `tijd16` Standard continuous shifts (33.6 hours a week): Presence days in a year

273 `tijd20` Part-time work: Obligation to work min number of hours, Y/N

274 `tijd21` Part-time work: Min obligatory working time, hours per week

275 `tijd27` Workers involvement for scheduling part-time work

276 `tijd28` Possibility to save for time-offs for part-timers

277 `tijd29` Possibility to extend hours for part-time work

278 `tijd33` Validity time of overtime hours for take-offs, in number of weeks

279 `tijd42` Labour Time Reduction days: free use, Y/N

280 `oud27` Flexible pensions

281 `wepr142` Short leave provision: unpaid leave (with no specific reason), Y/N

282 `wepr143` Short leave provision: unpaid leave (with no specific reason), max number of days

283 `wepr181` Calamity leave: subtraction from Labour Time Reduction days, Y/N

284 `wepr182` Calamity leave: subtraction from Labour Time Reduction days, %

285 `wepr183` Calamity leave: subtraction from holidays, Y/N

286 `wepr184` Calamity leave: subtraction from holidays, %

287 `wepr186` Care leave: confirmity to the Law of Work and Care, Y/N

288 `wepr187` Care leave: number of days if more than 10 days, days

289 `wepr188` Care leave: number of days if fewer than 10 days, days

290 `wepr192` Short care leave limited to lifethreatening/terminal deseases, Y/N

291 `wepr193` Short care leave: permission of employer required, Y/N

292 `wepr194` Short care leave: subtraction from Labour Time Reduction days, Y/N

293 `wepr195` Short care leave: subtraction from holidays, Y/N

294 `wepr196` Short care leave: permitted for residents, Y/N

295 `wepr197` Short care leave: permitted for non-residents, Y/N

296 `wepr198` Short care leave: permitted for relatives of 1st degree, Y/N

297 `wepr199` Short care leave: permitted for relatives of 2nd degree, Y/N

298 `wepr200` Short care leave: permitted for partner, Y/N

299 `wepr201` Long care leave: max duration, in weeks

300 `wepr206` Long care leave limited to lifethreatening/terminal deseases, Y/N

301 `wepr207` Long care leave: permission of employer required, Y/N

302 `wepr208` Long care leave: permitted for residents, Y/N

303 `wepr209` Long care leave: permitted for non-residents, Y/N

304 `wepr210` Long care leave: permitted for relatives of 1st degree, Y/N

305 `wepr211` Long care leave: permitted for relatives of 2nd degree, Y/N

306 `wepr212` Long care leave: permitted for partner, Y/N

307 `wepr213` Mourning leave provisions, Y/N

308 `wepr214` Leave saving scheme: from gross wage, Y/N

309 `wepr225` Leave saving scheme: taking the leave on one's choice, Y/N

310 `wepr227` Leave saving scheme: other provisions, Y/N

311 `wepr228` Leave saving scheme: leave 'basket' — cumulation with other leaves, Y/N

312 `wepr230` Compensation of sailing days (particularly for a holiday): min sailing days to get the benefit number of days

313 `wepr231` Compensation of sailing days (particularly for a holiday), gain of days of leave, number of days

314 `wepr232` Compensation of sailing days (particularly for second holiday): min sailing days to get the benefit number of days

315 `wepr233` Compensation of sailing days (particularly for second holiday), gain of days of leave, number of days

316 `wepr234` Compensation of sailing days (particularly for third holiday): min sailing days to get the benefit number of days

317 `wepr235` Compensation of sailing days (particularly for third holiday), gain of days of leave, number of days

318 `wepr22` Leave saving scheme: provisions for, Y/N

319 `cont16` CLA à la carte

320 `cont17` CLA à la carte (benifits to exchange): Holiday days beyond the legal number, Y/N

321 `cont18` CLA à la carte (benifits to exchange): scheduled free days or Labour Reduction days, Y/N

322 `cont19` CLA à la carte (benifits to exchange): Overtime compensable by time, Y/N

323 `cont20` CLA à la carte (benifits to exchange): Overtime compensable by money, Y/N

324 `cont21` CLA à la carte (benifits to exchange): Consignment compensable by time, Y/N

325 `cont22` CLA à la carte (benifits to exchange): Consignment compensable by money, Y/N

326 `cont23` CLA à la carte (benifits to exchange): Seniority days, Y/N

327 `cont24` CLA à la carte (benifits to exchange): Time savings, Y/N

328 `cont25` CLA à la carte (benifits to exchange): End-of-year payment, Y/N

329 `cont26` CLA à la carte (benifits to exchange): Premiums, Y/N

330 `cont27` CLA à la carte (benifits to exchange): Profit share payments, Y/N

331 `cont28` CLA à la carte (benifits to exchange): Contractual savings, Y/N

332 `cont29` CLA à la carte (benifits to exchange): On-time reward elements Y/N

333 `cont30` CLA à la carte (benifits to exchange): Premium contractual savings, Y/N

334 `cont31` CLA à la carte (benifits to exchange): Extra leave days, Y/N

335 `cont32` CLA à la carte (benifits to gain): Extra leave days, Y/N

336 `cont33` CLA à la carte (benifits to gain): Continued pay for career break, Y/N

337 `cont34` CLA à la carte (benifits to gain): Continued pay for extra parental leave, Y/N

338 `cont35` CLA à la carte (benifits to gain): Extra education leave, Y/N

339 `cont36` CLA à la carte (benifits to gain): Reimbursement of study costs, Y/N

340 `cont37` CLA à la carte (benifits to gain): Savings for early retirement, Y/N

341 `cont38` CLA à la carte (benifits to gain): Increase in the pre-pension, Y/N

342 `cont39` CLA à la carte (benifits to gain): Additional health insurance, Y/N

343 `cont40` CLA à la carte (benifits to gain): Fill in the disability benefits gap, Y/N

344 `cont41` CLA à la carte (benifits to gain): Fill in the pension gap for surviving relative, Y/N

345 `cont42` CLA à la carte (benifits to gain): Reduction of own contribution to the lease-car, Y/N

346 `cont43` CLA à la carte (benifits to gain): Reduction of own contribution to child care, Y/N

347 `cont44` CLA à la carte (benifits to gain): Reduction of own contribution for using telephone, Y/N

348 `cont45` CLA à la carte (benifits to gain): Share plan, Y/N

349 `cont46` CLA à la carte (benifits to gain): Earnings in kind, Y/N

350 `cont47` CLA à la carte (benifits to gain): Reduction of own contribution for the private PC, Y/N

351 `cont48` CLA à la carte (benifits to gain): Compensation of holidays in money, Y/N

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