Resolution concerning statistics of collective agreements,
adopted by the Third International Conference of Labour Statisticians
(October 1926)

In each country information concerning collective agreements and their principal contents should be collected and published in a summary form at appropriate intervals.

It is desirable that any statistics compiled on the basis of this information should be compiled in accordance with the following general principles:

1. The collective agreement should be defined, for the purposes of statistics, as a written agreement concluded between one or more employers or an employers' organisation on the one hand, and one or more workers' organisations of any kind on the other, with a view to determining the conditions of individual employment and, in certain cases, to the regulation of other questions relative to employment.

2. The number of collective agreements should be recorded at annual intervals according to the following scheme:

(a) number of agreements in force at the beginning of the period of registration;

(b) number of agreements concluded during the period of registration;

(c) number of agreements expired within the period of registration;

(d) number of agreements in force at the end of the period of registration.

3. The importance of each collective agreement should be measured by ascertaining the numerical strength of the contracting parties, i.e. the number of establishments covered, the total number of workers employed in these establishments, and the number of workers covered by each agreement.

The extent to which workers are covered by collective agreements should be indicated by calculating the number of workers covered by agreements as a percentage of the total number of workers in the various industries.

4. The collective agreements, together with the number of establishments and of workers covered, should be classified according to their principal legal and social characteristics on the following lines:

A. Nature of contracting parties. The agreements should be classified according to the nature of the contracting parties as follows:

(a) agreements concluded between an employer and his workers;

(b) agreements concluded between one or more employers and one or more workers' organisations;

(c) agreements concluded between employers' organisations and workers' organisations.

B. Scope of application. The agreements should be classified according to the extent of the area in which they are applicable, as follows:

(a) shop agreements, i.e. agreements applicable to a single establishment;

(b) local agreements, i.e. agreements applicable to several or all establishments of similar kind situated in the same locality;

(c) district agreements, i.e. agreements applicable to several or all establishments of similar kind situated in several or all localities belonging to a district forming an economic or an administrative unit;

(d) national agreements, i.e. agreements applicable to several or all establishments of similar kind in several districts or in the country as a whole.

C. Subjects regulated. The agreements should be classified in the following two principal groups:

(a) agreements regulating individual conditions of employment only;

(b) agreements regulating — in addition to individual conditions of employment — general matters relative to employment.

In group (b) the number of agreements providing for special procedures for the enforcement of the agreement may be shown separately.

The statistics should also indicate the number of agreements which regulate each subject of importance, e.g. wages, hours of work, holidays, conditions of apprenticeship, labour exchanges, works councils, conciliation and arbitration.

D. Duration of validity. The agreements should be classified according to the period for which they are concluded, as follows:

(a) 3 months or less;

(b) 3 to 6 months;

(c) 6 months to 1 year;

(d) 1 to 2 years;

(e) 2 to 3 years;

(f) more than 3 years;

(g) indefinite period.

E. Method of conclusion. The agreements should be classified according to the method of the conclusion of the agreement and according to the method of negotiation as follows:

(a) collective agreements concluded as a consequence of an industrial dispute -

(i) by direct negotiations;

(ii) through the intervention of a third party;

(b) collective agreements concluded as a consequence of peaceful discussion -

(i) by direct negotiations;

(ii) through the intervention of a third party.

F. Industries covered. The agreements should be classified according to the principal industrial groups. The classification may be left to the domain of national statistics.

G. Industrial importance. The agreements should be classified according to their industrial importance, as defined in clause 3.

(a) Classification of agreements by the number of establishments covered:

(i) agreements covering one establishment;

(ii) agreements covering 2 to 20 establishments;

(iii) agreements covering 21 to 100 establishments;

(iv) agreements covering more than 100 establishments.

(b) Classification of agreements according to the number of workers covered:

(i) agreements covering less than 100 workers;

(ii) agreements covering 100 to 1,000 workers;

(iii) agreements covering 1,001 to 10,000 workers;

(iv) agreements covering 10,001 to 100,000 workers;

(v) agreements covering more than 100,000 workers.

A distinction should also be made between workers who are members of the organisation which is a party to the agreement and other workers to whom the agreement applies in practice.