



With innovative tools for **b**argaining support in the **com**merce sector

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Contents of Collective Bargaining Agreements in Commerce Sector throughout Europe

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The CBA database

The CBA database contains a large number of collective bargaining agreements that are made available online in the original language and coded in a comprehensive and uniform way using the custom made COBRA system (Ceccon et al 2016).

- 116 Collective Bargaining Agreements from the European commerce sector
 - 95 in retail
 - 40 in wholesale
 - 14 in additional (sub)sectors (e.g. catering staff in road stations, or distribution centres in supermarkets)
- Includes information on meta data and nine substantive topics: (1) employment contracts, (2) health and medical assistance, (3) training, (4) sickness and disability, (5) social security and pensions, (6) working hours, (7) gender equality, (8) work-family balance and (9) wages.

The CBA Database II

Meta Data	Single/multi-employer agreement, signatories/parties to the agreement, number of employees covered, geographical scope, start and expiration date, ratification process
Employment Contracts	Clauses on individual employment contracts and job security, as well as questions about trial periods and severance pay
Health and Medical Assistance	Health and safety policies at the workplace, HIV-related policies and health and safety training, health or medical assistance, health insurance of the employees, health insurance coverage of family members
Training	Training and apprenticeships, employer contributions to a training fund
Sickness and Disability	Sickness and disability clauses, pay during periods of sickness, maximum pay during sick leave, maximum days of sick leave, exclusion of some categories of employees for sick leave, pay in case of work related
Social Security and Pensions	Clauses on social security and pensions, employer contributions to pension fund, employer contributions to disability fund, employer contributions to unemployment fund
Working Hours	Clauses on working, schedules, paid and unpaid leave clauses, paid holidays
Gender Equality	Equal pay clauses, discrimination at work, equal opportunities for promotion and training, gender equality trade union officer, sexual harassment and violence at work, special leave victims of violence, support for workers with disabilities
Work-Family Balance	Clauses on work and family arrangements, weeks of paid maternity leave, wage replacement level of paid maternity leave, job protection during maternity leave, care for dependent relatives, employer-provided childcare facilities
Wages	Structure of pay scales, wage-setting processes, minimum wages, wages according to pay scales, premium pay for overtime hours / weekend work / night shift

The BARCOM CBAs

Signatories:

- 50 are signed with single employers (17 cover multinational companies), 59 with employers' associations and 7 with multiple individual employers.
- All agreements except two were concluded with at least one trade union
- and 6 (i.e. 5%) with at least one professional association.

Scope

- Starting date, ranging from 1970 to 2016,
- Both starting and ending dates (70%), ranging from 2012 to 2020.
- Agreements with specified start and end dates are closed for periods between 9 months and 10 years; the average duration is 2.5 years (30 months).
- In 87% of the cases, the agreements cover workers in the sector or firm throughout the country,
- whereas 13% apply only to specific regions;
- 30% of the agreements cover trade union members only.

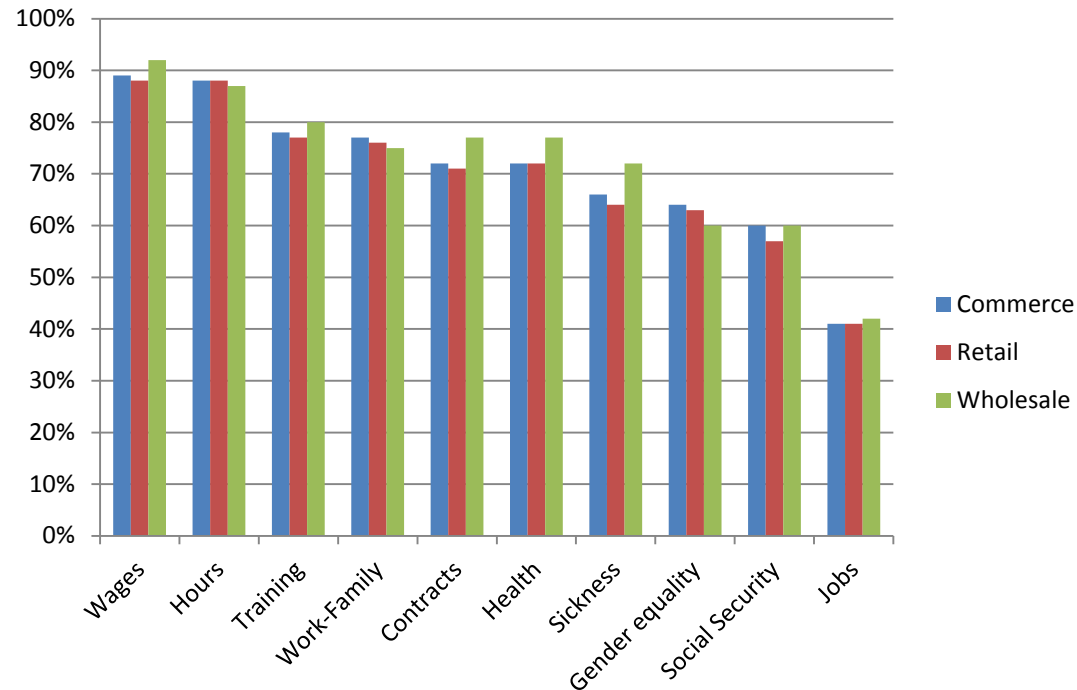
Who is excluded?

Some agreements limit the scope of the CBA by excluding groups of workers from some or all provisions:

- 3 agreements exclude part-time workers from provisions regarding working hours and severance pay;
- 10 specifically exclude apprentices, students, or mini-jobs from the scope of the CBA (3), severance pay (5), or social security (1).
- Twelve agreements have some kind of mention of temporary agency workers; two exclude agency workers from the agreement, whereas others either limit the use of agency work, require certification from the agencies they work with, or eliminate inequality in pay and working conditions.

What is included?

- Wages and working hours are almost always included in commerce CBAs
- Often included are training, work-family arrangements, employment contracts and health
- Social security and sick leave, are less commonly determined through collective bargaining
- Least included topic is that of job descriptions or occupations



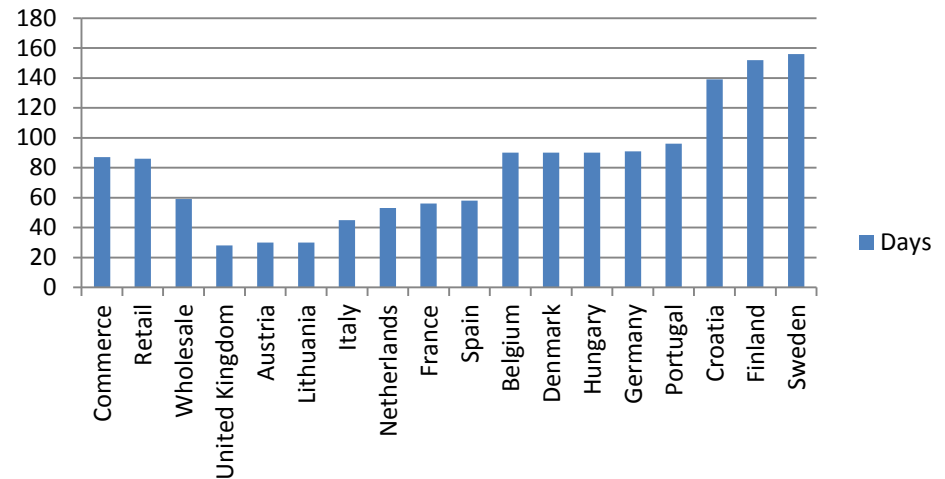
Contracts

Of the 116 commerce CBAs, 84 contain clauses on individual employment contracts. Of those CBAs, two thirds contain clauses on severance pay, mostly in relation to years of tenure. Over half (57%) the CBAs with severance clauses offer severance pay in days, whereas 43% pay out a percentage of the regular wage.

Mean amount of severance pay in days or percentage wage

	Days	Percentage	n
Commerce	58	158	27
Retail	56	189	21
Wholesale	86	111	8

Mean duration of trial period



Jobs and wages

Of the 116 commerce CBAs, 48 make reference to a job classification system or include job descriptions; 29 include actual job descriptions, including a lot of sales functions, unskilled workers, shop assistants, cashiers, lorry drivers, clerks and forklift drivers. Additionally, 42 refer to a job classification system.

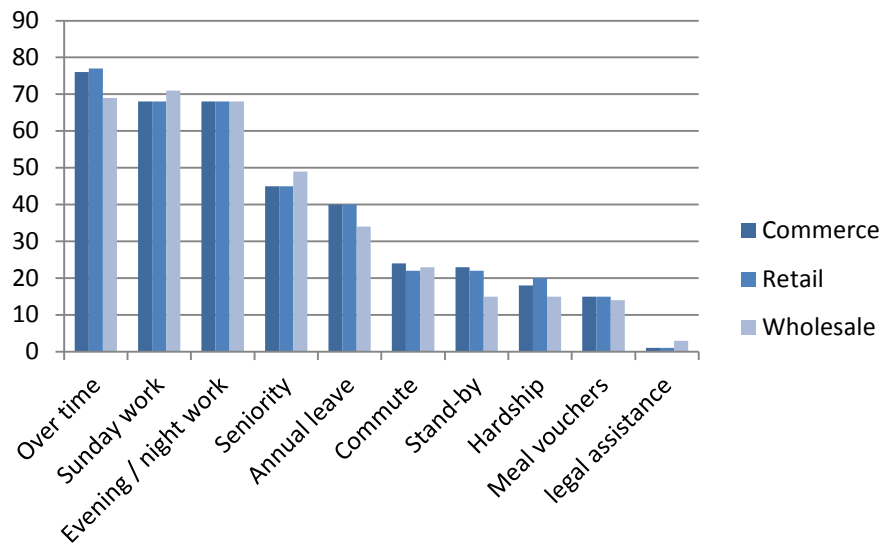
- Most agreements (89%) include clauses on wages.
- Wages are determined at the individual (37%), company (28%), sector (23%), regional (3%), or national (7%) level.
- Sixty-four agreements specify at least the minimum payable wages
- 42 agreements determine wages based on pay scales
- 2 determine pay scales according to workers' skill levels, 14 according to job title and 6 based on a combination of skill level and job titles.

- Seventy-two collective agreements contained a wage increase. Incl. 27 out of 36 wholesale agreements & 58 out of 73 retail agreements
- 25 contain structural pay rises, 22 once-only pay rises and 25 agreements containing both a structural and a once-only pay hike.
- 59% of pay rises were negotiated as a percentage of the current wage. Twenty-two CBAs paid out a lump sum increase and seven a combination of a lump sum and a percentage increase.
- Percentage pay rises varied from 0.1% to 5% and lump sums between €250 and €500.

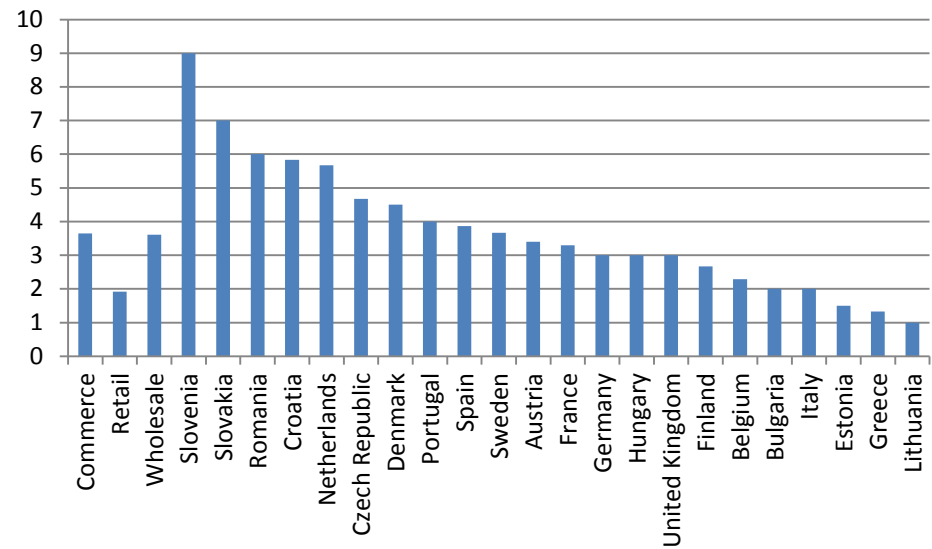
Pay increases in CBAs by country					
	n	pay hike	structural pay hike	equalising pay hike	
Austria	5	4	3	3	3
Belgium	7	7	6	6	6
Bulgaria	1	0	0	0	0
Croatia	6	6	5	2	2
Czech Republic	3	2	1	1	1
Denmark	5	4	3	4	4
Estonia	3	1	1	1	1
Finland	3	2	2	1	1
France	10	7	3	0	0
Germany	3	2	2	2	2
Greece	7	6	4	2	2
Hungary	1	1	0	0	0
Italy	8	7	1	1	1
Lithuania	1	1	0	0	0
Netherlands	9	9	8	1	1
Portugal	1	1	1	0	0
Romania	1	1	0	1	1
Slovakia	2	1	1	0	0
Slovenia	1	0	0	0	0
Spain	8	7	6	2	2
Sweden	7	2	2	1	1
United Kingdom	1	1	1	1	1
Total	93	72	50	29	

Premiums and allowances

Incidence of premiums and allowances in collective bargaining agreements in the commerce, retail and wholesale sectors



Average number of allowances and premiums included in collective bargaining agreements by sub-sector and country



Working hours and leaves

- 86% of CBAs foresee 5 day working weeks
- 90% of CBAs set working hours between 36 and 40 hours per week
- Allowed overtime varies from 2 to 20 hours per week
- Paid annual leave varies from 10 to 36 days
- Only 10 agreements limit the number of consecutive Sundays that can be worked

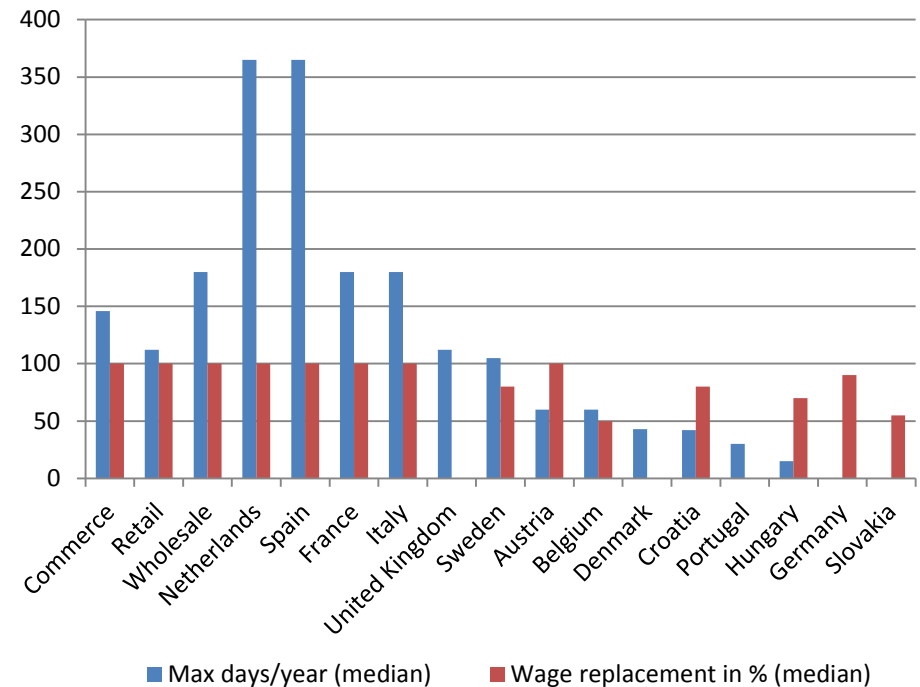
	Weekly working hours	Allowed over hours	Annual Leave (days)
Commerce	39 (79)	8 (29)	24 (58)
Retail	39 (64)	8 (23)	24 (48)
Wholesale	39 (23)	7 (8)	26 (19)
Austria	41 (4)	14 (1)	25 (3)
Belgium	32 (4)		
Bulgaria			20 (1)
Croatia	42 (6)	12 (5)	21 (6)
Czech Republic	40 (3)	8 (2)	20 (1)
Denmark	37 (7)	8 (4)	26 (4)
Estonia	40 (2)		20 (2)
Finland	37 (2)		21 (2)
France	38 (5)	7 (3)	27 (6)
Germany	42 (3)		36 (2)
Greece	36.5 (4)		22 (3)
Hungary	40 (1)		20 (1)
Italy	39 (4)	5 (1)	18 (2)
Lithuania	48 (1)	3 (1)	
Netherlands	39 (10)	8 (3)	24 (10)
Portugal	40 (6)	7 (6)	22 (5)
Romania	40 (1)		
Slovakia	40 (2)	8 (1)	
Slovenia	40 (1)	16 (1)	20 (1)
Spain	40 (5)		28 (7)
Sweden	39 (8)	5 (1)	25 (2)

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Health, sickness and disability

- 75% of CBAs have at least one clause on health and safety issues. 26% of those agreements provide access to free or subsidised medical assistance; while only 5 agreements include relatives in coverage for medical assistance.
- 75% CBAs have clauses on disability and sick leave. Wage replacement during the first six months for a worker with at least five years of service is at full wages in 56% of the cases and is at least half the regular wage in 90% of the agreements.

Median sick leave days and wage replacement by subsector and country



Social security

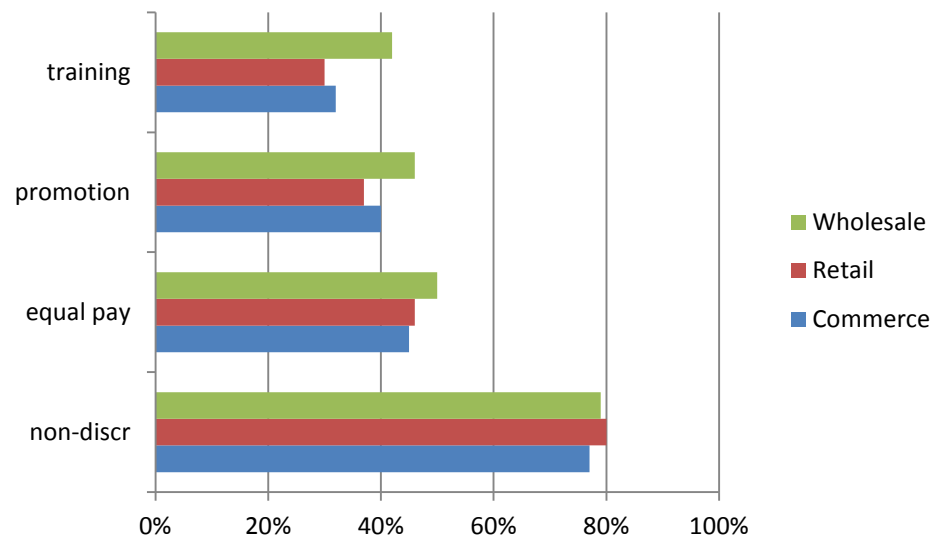
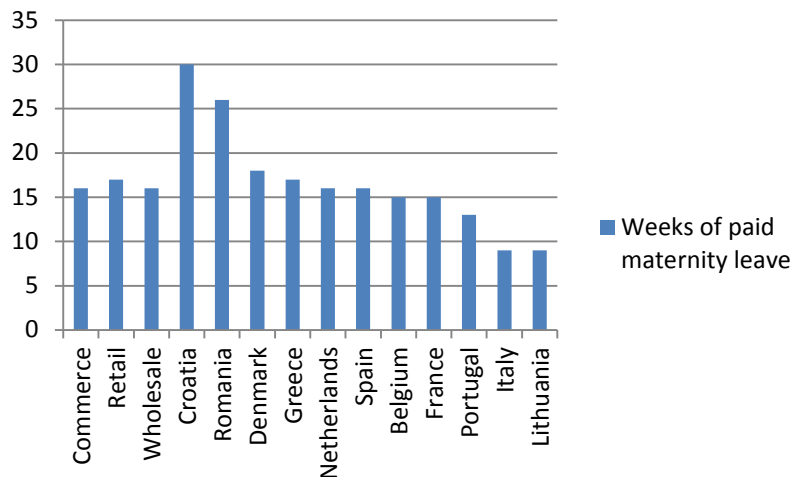
- 60% of CBAs contain clauses on social security and/or pensions.
- 46 contain employer contributions to employees' pensions, 33 to disability funds and 19 to an unemployment fund.
- Contributions to pension funds are more common in wholesale, whereas disability and unemployment funds are more common in retail.
- No social security clauses are found at all in Estonian, Finnish or Lithuanian CBAs.
- In three other countries, no contributions are found to any of the three funds (Austria, Bulgaria, Hungary).
- In twelve of the 19 countries with social security clauses, no CBA is found with clauses on employer contributions to an unemployment fund.

	Pension	Disability	Unemployment
Commerce	46 (54)	33 (66)	19 (65)
Retail	35 (42)	28 (52)	17 (51)
Wholesale	18 (19)	11 (24)	5 (24)
Austria	0 (2)	0 (2)	0 (2)
Belgium	4 (5)	3 (5)	4 (5)
Bulgaria	0 (1)	0 (1)	0 (1)
Croatia	2 (3)	4 (5)	0 (5)
Czech Republic	3 (3)	0 (3)	0 (3)
Denmark	6 (6)	4 (6)	4 (6)
France	10 (10)	6 (10)	7 (10)
Germany	1 (1)	1 (2)	1 (2)
Greece	1 (1)	0 (1)	0 (1)
Hungary	0 (1)	0 (1)	0 (1)
Italy	1 (1)	1 (2)	1 (2)
Netherlands	8 (8)	3 (9)	0 (9)
Portugal	2 (4)	4 (4)	1 (3)
Romania	1 (1)	0 (1)	0 (1)
Slovakia	2 (2)	1 (2)	1 (2)
Slovenia	1 (1)	1 (1)	0 (1)
Spain	2 (3)	5 (7)	0 (7)
Sweden	1 (1)	0 (3)	0 (3)
United Kingdom	1 (1)	0 (1)	0 (1)

Gender and Equality bargaining

73 CBAs contain at least one clause regarding gender equality or violence in the workplace; 33 specifically mention equal pay for work of equal value; 89 CBAs contain clauses of work-family arrangements. Two-thirds of those agreements contain at least one clause on paid maternity leave. The prescribed period of paid maternity leave lasts between 9 and 30 weeks. In nine out of ten cases, wage replacement is at 100% of the basic wage, in the rest of the CBAs it's at 80% (3%) or 90% (7%).

Weeks of paid maternity leave





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Thank you for your attention



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