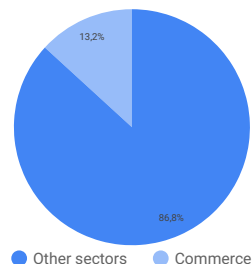


BELGIUM - Collective Bargaining in Commerce

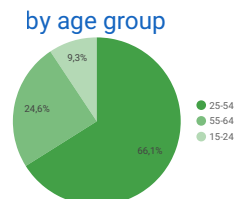
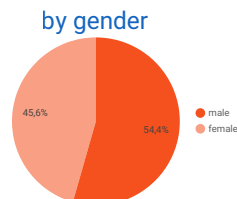
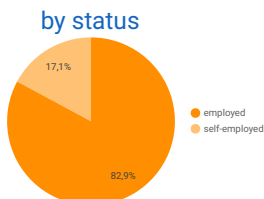
Total employment - 2016

4.540.600



Employment in commerce - 2016

599.600



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Aldi (Multinational Enterprise: Aldi (DE))
2. Carrefour (MNE: Groupe Carrefour (FR))
3. Colruyt
4. Delhaize
5. Lidl (MNE: Lidl (Schwarz Gruppe)(DE))

Most relevant trade unions in commerce:

- ABVV
- ACV
- ACLVB

Most relevant employers organizations in commerce:

- Belgische Federatie Handel en Diensten (COMEOS)
- Nationale Centrale voor de Kleine en Middelgrote Levensmiddelenbedrijven
- Vereniging der coöperatieve apotheken in België (OPHACO)
- Verbond van Belgische Ondernemingen
- Unie van zelfstandige ondernemers

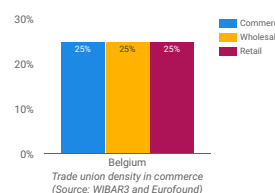
Source: WIBAR3 and Eurofound

In the commerce sector:

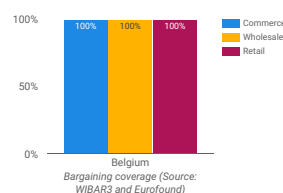
- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

Source: Eurofound

Trade union density in commerce



Bargaining coverage in commerce



Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

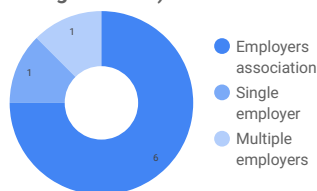
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

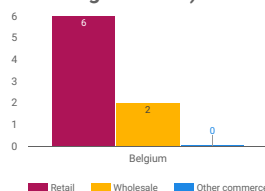
BARCOM project - Analysis of commerce collective agreements

8 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



- IKEA Belgium N.V. - 1989
- Commerce de gros recueil - 2011
- Commerce de détail Accord sectoriel - 2015
- Commission Paritaire du Commerce de Détail Indépendant. Accord sectoriel - 2017
- Employeurs des Entreprises Ressortissantes à la Sous-Commission Paritaire pour les Moyennes Entreprises d'Alimentation - 2017
- Commission Paritaire des Grandes Entreprises de Vente au Détail. Accord Sectoriel - 2017
- Commission Paritaire des Employés du Commerce de Détail Alimentaire. Accord Sectoriel - 2017
- Employeurs de la Commission Paritaire des Grands Magasins - 2017

Monthly wages (in agreements)



| Pay scale | Belgium |
|---------------|------------|
| Highest - MAX | 3.251,76 € |
| Highest - MIN | 2.273,11 € |
| Lowest - MAX | 1.895,61 € |
| Lowest - MIN | 1.630,56 € |

The only analysed agreement in Belgium containing a clause explicitly prohibiting any form of discrimination related to maternity: Commerce de gros recueil - 2011.

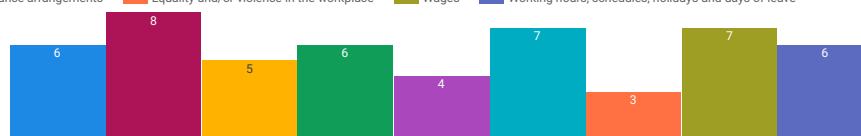
Average length of validity of analyzed agreements :

23

months

Content of agreements

- Social security and pensions
- Training / apprenticeship
- Individual employment contracts / job security
- Sickness and disability
- Health and medical assistance
- Work-life balance arrangements
- Equality and/or violence in the workplace
- Wages
- Working hours, schedules, holidays and days of leave



Number of agreements with clauses on selected topics



BARCOM

With innovative tools for bargaining support in the commerce sector
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2016/1106)
15th March 2016 - 15th March 2018

BARCOM is a research project improving expertise in industrial relations in the commerce sector by the innovative approach of analyzing the content of 116 collective agreements from 22 European countries and relating the results to the sectoral bargaining systems.