BELGIUM - Collective Bargaining in Commerce

Total employment - 2016
4.540.600

Employment in commerce - 2016
599.600

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 cooperatieve apotheken in Belgie (OPHACO)
- Verbond van Belgische Ondernemingen
- Unie van zelfstandige ondernemers

In the commerce sector:
- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

Most relevant trade unions in commerce:
- IKEA Belgium N.V. - 1989
- Commerce de gros recueil - 2011
- Commerce de detail Accord sectiel - 2015
- Commission Paritaire du Commerce de Detail Indépendant. Accord sectoriel - 2017
- Employeurs des Entreprises Rassortissantes a la Sous-Commission Paritaire pour les Moyennes Entreprises d’Alimentation - 2017
- Commission Paritaire des Grands Entrepries de Vente au Detail. Accord Sectoriel - 2017
- Employeurs de la Commission Paritaire des Grands Magasins - 2017

In the innovative approach of analyzing the content of 116 collective agreements from 22 European countries and relating the results to the sectoral bargaining systems.

BARCOM project - Analysis of commerce collective agreements

8 collective agreements analysed

Bar level (number of agreements)

Employers association
Single employer
Multiple employers

Sub-sectors (number of agreements)

Monthly wages (in agreements)

Content of agreements

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.

Publications and more information about the project are available at: https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom

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With innovative tools for bargaining support in the commerce sector
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