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.

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

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

In the commerce sector:
- Intermediate or alternating bargaining between sector and company level.
- No mandatory extension of collective agreements to non-organized employers.

Most relevant employers organizations in commerce:
- BTU

Most relevant trade unions in commerce:
- ITUFECCTCS
- PODKREPA

BARCOM project - Analysis of commerce collective agreements

Total employment - 2016
2,954,300

Employment in commerce - 2016
507,000

Largest companies in commerce:
1. Billa + Penny Market (Multinational Enterprise: REWE Group (DE))
2. Fantastic
3. Kauffland + Lidl Bulgaria (MNE: Lidl (Schwarz Gruppe)(DE))
4. MAKRO Cash & Carry (MNE: Metro Group (DE))
5. Piccadilly + Carrefour (MNE: Groupe Carrefour (FR), franchised to Marinopoulos (GR))

Most relevant trade unions in commerce:
- ITUFECCTCS
- PODKREPA

Employment in commerce:
- By status:
  - Employed
  - Self-employed
  - Unemployed

- By gender:
  - Male
  - Female

Length of validity of the analyzed agreement:
46.6 months

Content of the agreement:
- 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

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