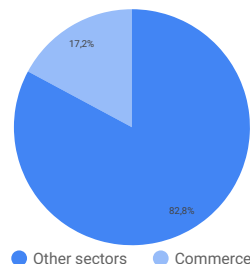


BULGARIA - Collective Bargaining in Commerce

Total employment - 2016

2.954.300

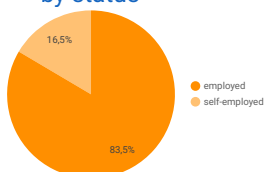


Other sectors Commerce

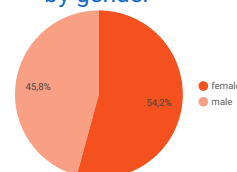
Employment in commerce - 2016

507.000

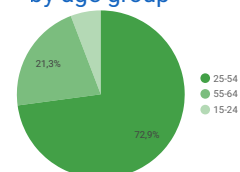
by status



by gender



by age group



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Billa + Penny Market (Multinational Enterprise: REWE Group (DE))
2. Fantastico
3. Kaufland + 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

Most relevant employers organizations in commerce:

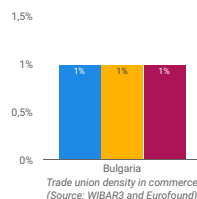
BTU

Source: WIBAR3 and Eurofound

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

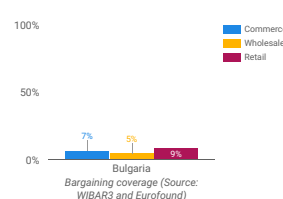
Source: Eurofound

Trade union density in commerce



Trade union density in commerce (Source: WIBAR3 and Eurofound)

Bargaining coverage in commerce



Bargaining coverage (Source: WIBAR3 and Eurofound)



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

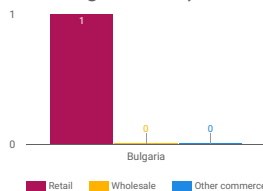
BARCOM project - Analysis of commerce collective agreements

Bargaining level (number of agreements)



- Multiple employers
- Single employer
- Employers association

Sub-sectors (number of agreements)



1

collective agreement analysed



ДОКЛЕТИВЕН ТРУДОВ ДОГОВОР - 2016

Length of validity of the analyzed agreement :

46,6 months

Content of the agreement



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.