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

The only analysed agreement in Croatia providing for daily breastfeeding breaks: Kolektivni Ugovor PHOENIX Farmacija d.o.o - 2016.

BARCOM project - Analysis of commerce collective agreements

6 collective agreements analysed

- Kolektivni Ugovor Konzum d.d. - 2012
- Kolektivni Ugovor Tisak CA - 2015
- Kolektivni Ugovor Ugostiteljstva Pročišćeni Tekst - 2015
- Hrvatski Sindikat Telekomunikacija Kolektivni Ugovor - 2016
- Kolektivni Ugovor PHOENIX Farmacija d.o.o - 2016

Trade union density in commerce

Adjusted bargaining coverage rate 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.

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.

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