**CYPRUS - Collective Bargaining in Commerce**

**Total employment - 2016**

- **353,900**
  - **13.9%** Other sectors
  - **86.1%** Commerce

**Employment in commerce - 2016**

- **63,100**
  - **49.3%** Male
  - **50.7%** Female

**by age group**

- **15-24**
  - **10.1%**
- **25-54**
  - **25.0%**
- **55-64**
  - **64.8%**

**Largest companies in commerce:**
1. ERMES GROUP
2. APAELLINAS EMPORIKI LTD
3. HELLENIC SUPERMARKETS SKLAVENITIS
4. CAC PAPANTONIOU LTD
5. LIDL CYPRUS

**Most relevant trade unions in commerce:**
- **OBIEK – SEK**
- **Cyprus Metalworkers, Mechanics and Electricians Trade Union**
- **Cyprus Private Employees Federation**
- **Cyprus Industry, Commerce and Press-Printing Houses and General Services**
- **Employees’ Federation of Transport, Petroleum and Agriculture**
- **Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union**

**Most relevant employers organizations in commerce:**
- **Cyprus Chamber of Commerce and Industry**
- **SEMO**
- **PASYLE**
- **PSY**
- **CyCPOVEK**

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

**Trade union density in commerce**

<table>
<thead>
<tr>
<th>Country</th>
<th>Total</th>
<th>Commerce</th>
<th>Wholesale</th>
<th>Retail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cyprus</td>
<td>4.5%</td>
<td>0%</td>
<td>0%</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

**Bargaining coverage in commerce**

<table>
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<tr>
<td>Cyprus</td>
<td>100%</td>
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</tr>
</tbody>
</table>

**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: WIBAR3 and Eurofound

**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.