CZECH REP. - Collective Bargaining in Commerce
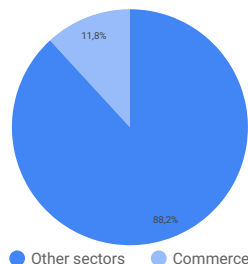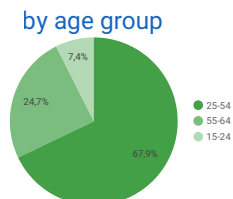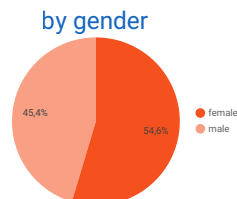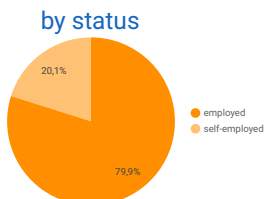
Total employment - 2016
5.015.900

11,8%
88,2%

● Other sectors ● Commerce

Employment in commerce - 2016
593.800

by status
20,1%
79,9%
● employed
● self-employed

by gender
45,4%
54,6%
● female
● male

by age group
7,4%
24,7%
67,9%
● 25-54
● 55-64
● 15-24

Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Albert + Spar (Multinational Enterprise: Ahold (NL))
2. Billa + Penny Market (MNE: REWE Group (DE))
3. Globus (MNE: Globus Holding (DE))
4. Lidl + Kaufland Česká Republika (MNE: Lidl (Schwarz Gruppe)(DE))
5. Tesco Stores ČR (MNE: Tesco (UK))

Most relevant trade unions in commerce:

OSPO

Most relevant employers organizations in commerce:

- SOCR ČR
- The Transport Union
- Asociace českého tradičního obchodu (AČTO)
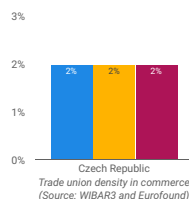- APEK (Asociace pro elektronickou komerci)

Source: WIBAR3 and Eurofound

In the commerce sector:
- Bargaining predominantly at company level.
- No mandatory extension of collective agreements to non-organized employers.
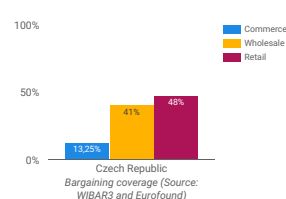
Source: Eurofound

Trade union density in commerce
3%
2%
1%
0%
Czech Republic
2% 2% 2%
● Commerce ● Wholesale ● Retail
Trade union density in commerce (Source: WIBAR3 and Eurofound)

Bargaining coverage in commerce
100%
50%
0%
Czech Republic
13,25% 41% 48%
● Commerce ● Wholesale ● Retail
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.
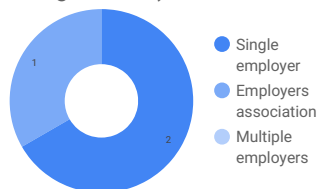
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

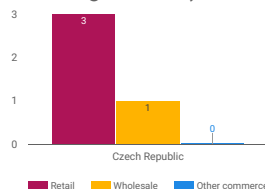Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

3 collective agreements analysed

- Svaz obchodu a cestovnÃho ruchu ÄŒR - 2015
- Penny Market, spol. s r.o. - 2016
- BILLA, spol. s r.o. - 2016

Bargaining level (number of agreements)
1
2
● Single employer
● Employers association
● Multiple employers

Sub-sectors (number of agreements)
3
2
1
0
Czech Republic
3 1 0
● Retail ● Wholesale ● Other commerce

The only analysed agreement in in Czech Republic addressing **sexual harassment in the workplace**: BILLA, spol. s r.o. - 2016.

Average length of validity of analyzed agreements:
23
months

Content of agreements

● 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

3 1 2 1 2 2 3 3 3

Number of agreements with clauses on selected topics