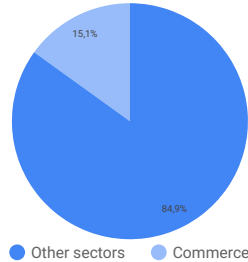


# DENMARK - Collective Bargaining in Commerce

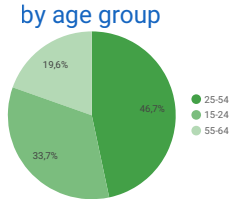
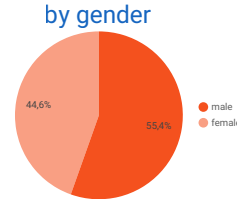
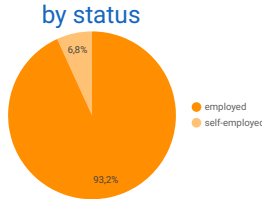
Total employment - 2016

2.747.700



Employment in commerce - 2016

414.000



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Arla Foods
2. Coop Danmark
3. Dansk Supermarked
4. DLG
5. Pandora

Most relevant trade unions in commerce:

- LO
- FTF
- AC
- Danish Food and Allied Workers Union
- Danish Metalworkers Union

Most relevant employers organizations in commerce:

- DI
- Dansk Erhverv
- Brugsforeningernes Arbejdsgiverforening, BA
- SKAD
- Autobranchens Arbejdsgiverforening, ABAF

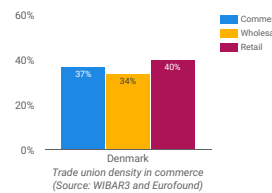
In the commerce sector:

- Bargaining predominantly at industry level.
- No mandatory extension of collective agreements to non-organized employers.

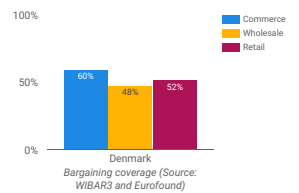
Source: WIBAR3 and Eurofound

Source: Eurofound

Trade union density in commerce



Bargaining coverage in commerce



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

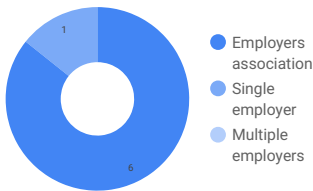
**Adjusted bargaining coverage rate in commerce** is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

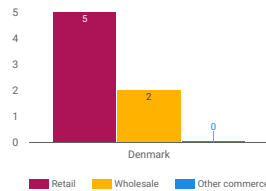
## BARCOM project - Analysis of commerce collective agreements

7 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)

Pay scale	Denmark
Highest - MAX	19.524,00 kr.
Highest - MIN	18.970,00 kr.
Lowest - MAX	18.024,00 kr.
Lowest - MIN	17.470,00 kr.

The only analysed agreement in Denmark providing for **equal opportunities for promotion for women workers**: Dansk Erhverv Arbejdsgiver-HK Privat-HK Handel - 2014.

Average length of validity of analyzed agreements :

36 months

Content of agreements



**BARCOM**

With innovative tools for bargaining support in the commerce sector  
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2016/0106)  
15<sup>th</sup> March 2016 - 15<sup>th</sup> 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.