DENMARK - Collective Bargaining in Commerce

Total employment - 2016

2,747,700

Employment in commerce - 2016

414,000

Largest companies in commerce:
1. Arla Foods
2. Coop Danmark
3. Dansk Supermarked
4. DLG
5. Pandora

Most relevant employers organizations in commerce:
- DI
- Dansk Erhverv
- Brugsforeningernes Arbejdsgiverforening, BA
- SKAD
- Autobranchens Arbejdsgiverforening, ABAF

Most relevant trade unions in commerce:
- LO
- FTF
- AC
- Danish Food and Allied Workers Union
- Danish Metalworkers Union

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

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)

Content of agreements

Number of agreements with clauses on selected topics

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

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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With innovative tools for bargaining support in the commerce sector

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Publications and more information about the project are available at: https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom

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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

Source: ICTWSS Database Version 5.1 - September 2016