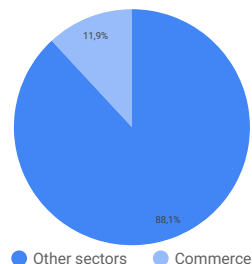


FINLAND - Collective Bargaining in Commerce

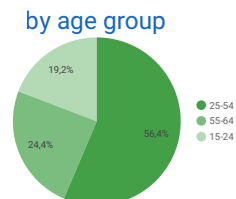
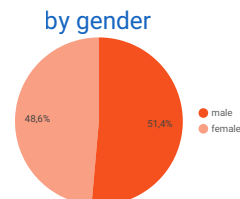
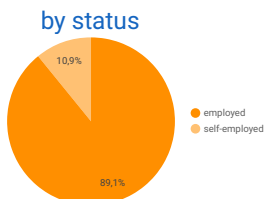
Total employment - 2016

2.379.500



Employment in commerce - 2016

283.300



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Amer Sports
2. HOK Elanto
3. Kesko (Multinational Enterprise: Kesko Food)
4. S-Market (MNE: S-Group)
5. Stockmann

Most relevant trade unions in commerce:

- PAM
- Finnish Industrial Union
- TEAM
- Pro
- SOA
- ERTO

Most relevant employers organizations in commerce:

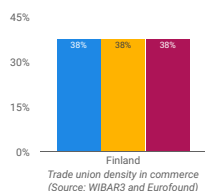
- EK
- Finnish Commerce Federation - Kauppa
- APTA
- Apteekkariliitto
- Autoalan keskusliitto - AKL
- ARL

Source: WIBAR3 and Eurofound

In the commerce sector:
- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

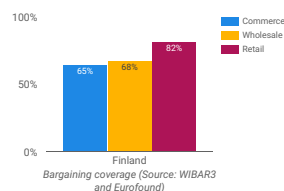
Source: Eurofound

Trade union density in commerce



Trade union density in commerce (Source: WIBAR3 and Eurofound)

Bargaining coverage in commerce



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

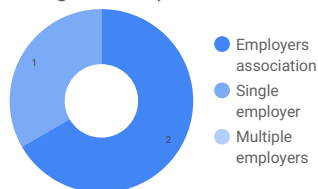
BARCOM project - Analysis of commerce collective agreements

3 collective agreements analysed

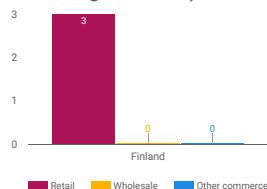


- Suomen Lähikaupan myymäläpäälliköiden työehtosopimus - 2014
- Vähittäiskaupan Esimiesten Työehtosopimus - 2014
- Kaupan Työehtosopimus Ja Palkkaliite - 2014

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)



Pay scale	Finland
Highest - MAX	3.846,00 €
Lowest - MAX	3.645,00 €
Highest - MIN	2.518,00 €
Lowest - MIN	2.395,00 €

The only analysed agreement in Finland addressing **discrimination and violence in the workplace**: Kaupan Työehtosopimus Ja Palkkaliite - 2014

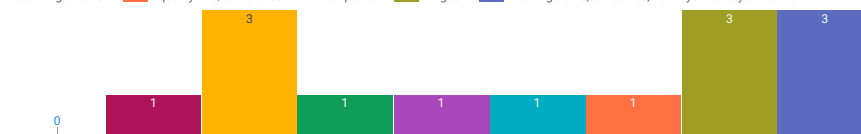
Average length of validity of analyzed agreements :

32

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



Number of agreements with clauses on selected topics



BARCOM

With innovative tools for bargaining support in the commerce sector
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2014/0106)
15th March 2016 - 15th 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.