FINLAND - Collective Bargaining in Commerce

Total employment - 2016
2,379,500

Employment in commerce - 2016
283,300

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

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

Most relevant employers organizations in commerce:
- EK
- Finnish Commerce Federation - Kauppa
- APTA
- Apteekkariliitto
- Autoalan keskusliitto – AKL
- ARL

Trade union density 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: Eurofound

Bargaining coverage in commerce

BARCOM project - Analysis of commerce collective agreements

3 collective agreements analysed

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

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

Monthly wages (in agreements)

Content of agreements

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.

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

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