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.

**Most relevant employers organizations in commerce:**
- MEDEF
- CGPME
- CSRiP
- CGI

**Most relevant trade unions in commerce:**
- CGT
- CFDT
- CGT-FO
- CFTC
- CFCE-GC
- UNSA

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

**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.

**FRANCE - Collective Bargaining in Commerce**

**Total employment - 2016**
26,243,400

**Employment in commerce - 2016**
3,393,800

**Bar level (number of agreements)**

**Sub-sectors (number of agreements)**

**Number of agreements with clauses on selected topics**

**BARCOM project - Analysis of commerce collective agreements**

- Convention collective nationale de commerces de gros - 1970
- Fédération nationale des agents immobiliers et mandataires en vente de fonds de commerce (F.N.A.I.M.) - 1971
- Union Rhône-Alpes des syndicats de quincaillerie, des fournitures industrielles, de l’équipement ménager et des commerce rattachés, Syndicat des commerçants en quincaillerie de la région Massif central, Union régionale des quincaillers - 1985
- Confédération nationale des charcutiers, charcutiers-traiteurs, traiteurs (CNCT) - 2007
- Fédération des entreprises du commerce et de la distribution - 2012

The only analysed agreement in France providing for 14 days of paternity leave: Fédération des entreprises du commerce et de la distribution - 2012.