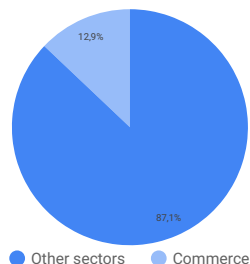


FRANCE - Collective Bargaining in Commerce

Total employment - 2016

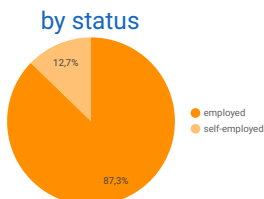
26.243.400



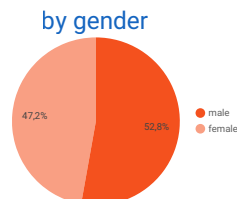
● Other sectors ● Commerce

Employment in commerce - 2016

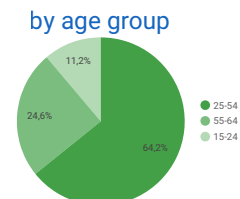
3.393.800



● employed ● self-employed



● male ● female



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Auchan (Multinational Enterprise: Groupe Auchan)
2. Carrefour (MNE: Groupe Carrefour)
3. Cora (MNE: Groupe Louis Delhaize)
4. E. Leclerc
5. Casino (MNE: Groupe Casino)

Most relevant trade unions in commerce:

- CGT
- CFDT
- CGT-FO
- CFTC
- CFE-CGC
- UNSA

Most relevant employers organizations in commerce:

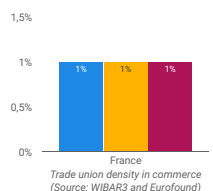
- MEDEF
- CGPME
- CSRP
- CGI

Source: WIBAR3 and Eurofound

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

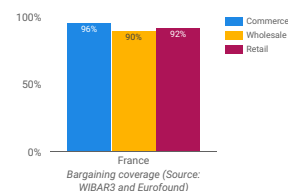
Source: Eurofound

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

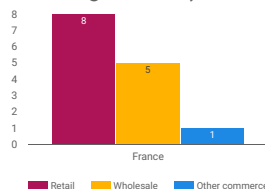
10 collective agreements analysed

Bargaining level (number of agreements)



● Employers association
● Single employer
● Multiple employers

Sub-sectors (number of agreements)



■ Retail ■ Wholesale ■ Other commerce

- 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 commerces rattachés, Syndicat des commerçants en quincaillerie de la région Massif central, Union régionale des quincailliers - 1985
- Chambre syndicale des grossistes en jouets - 1989
- Syndicat national des entreprises de vente à distance - 2001
- Syndicat national des négociants spécialisés en produits alimentaires - 2001
- Fédération nationale de l'habillement, nouveauté et accessoires, Chambre syndicale des chemisiers habilleurs de France - 2004
- Confédération nationale des charcutiers, charcutiers-traiteurs, traiteurs (CNCT) - 2007
- Syndicat de la librairie française, Fédération française syndicale de la librairie - 2011
- 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.

Content of agreements



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.