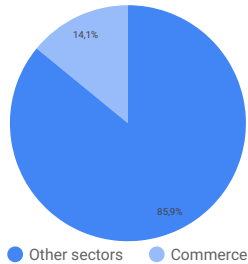


GERMANY - Collective Bargaining in Commerce

Total employment - 2016

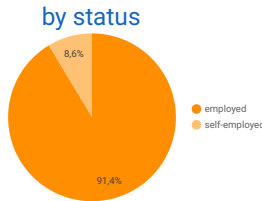
40.165.100



● Other sectors ● Commerce

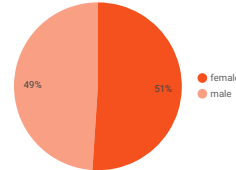
Employment in commerce - 2016

5.656.000



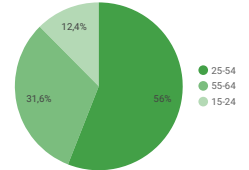
● employed ● self-employed

by gender



● female ● male

by age group



● 25-54 ● 55-64 ● 15-24

Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Aldi Nord + Süd (Multinational Enterprise: Aldi)
2. Edeka
3. Lidl (MNE: Lidl (Schwarz Gruppe))
4. Real, Metro Cash&Carry, Media-Saturn (MNE: Metro Group)
5. REWE, Penny Market, Billa, Baumarkt (MNE: REWE Group)

Most relevant trade unions in commerce:

ver.di

Most relevant employers organizations in commerce:

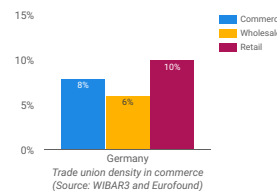
- HBB (HDE)
- LGAD
- HDE
- AGA

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

Source: WIBAR3 and Eurofound

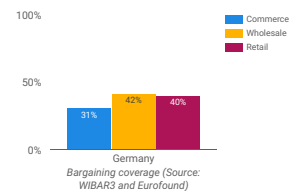
Source: Eurofound

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

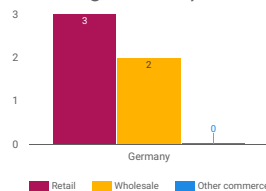
3 collective agreements analysed

Bargaining level (number of agreements)



- Employers association
- Single employer
- Multiple employers

Sub-sectors (number of agreements)



- Tarifverträge Groß- und Außenhandel Nordrhein-Westfalen - 2007
- Retail Nordrhein-Westfalen 2013
- Handelsverband Hessen e.V. - 2015

Monthly wages (in agreements)



Pay scale	Germany
Highest - MAX	4.663,00 €
Highest - MIN	3.194,00 €
Lowest - MAX	2.364,00 €
Lowest - MIN	1.501,00 €

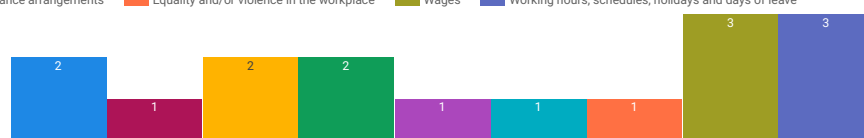
The only analysed agreement in Germany containing a clause explicitly providing for **equal pay for work of equal value, with a special reference to gender:** Tarifverträge Groß- und Außenhandel Nordrhein-Westfalen - 2007.

Average length of validity of analyzed agreements :

70,5 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 V5/2016/0106)
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.