GERMANY - Collective Bargaining in Commerce

Total employment - 2016
40,165,100

Employment in commerce - 2016
5,656,000

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

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

Trade union density in commerce

Bargaining coverage in commerce

Most relevant employers organizations in commerce:
- HBB (HDE)
- LGAD
- HDE
- AGA

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ver.di

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- Bargaining predominantly at industry level.
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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.

BARCOM project - Analysis of commerce collective agreements

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

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.

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.

BARCOM project - Analysis of commerce collective agreements

Average length of validity of analyzed agreements:
70.5 months

Monthly wages (in agreements)

Content of agreements