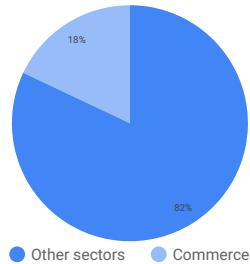


GREECE - Collective Bargaining in Commerce

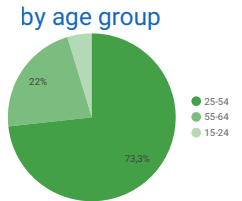
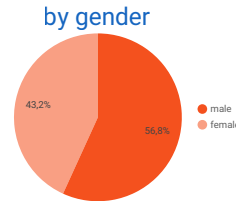
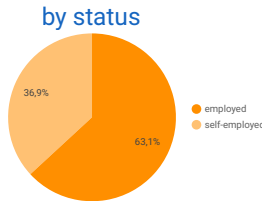
Total employment - 2016

3.610.300



Employment in commerce - 2016

649.000



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Sklavenitis Group
2. A-B Vasilopoulos
3. METRO AEBE Group
4. MASOUTIS S.A.
5. LIDL HELLAS

Most relevant trade unions in commerce:

- OIYE
- Trade union of employees in ESTEE LAUDER
- Trade union of employees in LIDL

Most relevant employers organizations in commerce:

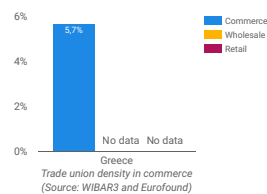
- ESEE
- GSEVEE
- H.R.B.A.

In the commerce sector:
 - Intermediate or alternating bargaining between sector and company level.
 - No mandatory extension of collective agreements to non-organized employers.

Source: WIBAR3 and Eurofound

Source: Eurofound

Trade union density in commerce



Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

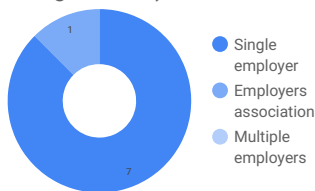
Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

8 collective agreements analysed

- VIVECHROM DR ST. D. PATERAS S.A. - 2014
- VEROPOULOI BROS S.A. - 2015
- FF COSMETICS SA - 2016
- LIDL HELLAS & CO. O.E. - 2016
- OLYMPIC BREWERY SA - 2016
- SEV-Hellenic Federation of Enterprises - ΣΕΒ, Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE), Hellenic Confederation of Trade and Entrepreneurship (ESEE), Association of Greek Tourism Enterprises (SETE) - 2016
- Rinfresco PALLINIS Ltd. - 2016
- LOREAL HELLAS S.A. - 2016

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)

Pay scale	Greece
Highest - MIN	1.421,99 €
Highest - MAX	1.421,99 €
Lowest - MIN	819,80 €
Lowest - MAX	819,80 €

The only analysed agreement in Greece providing for **30 days of paid leave per year to care for relatives** (including children): FF COSMETICS SA - 2016.

Average length of validity of analyzed agreements :

23,25 months

Content of agreements

- Social security and pensions
- Work-life balance arrangements
- Training / apprenticeship
- Equality and/or violence in the workplace
- Individual employment contracts / job security
- Wages
- Sickness and disability
- Working hours, schedules, holidays and days of leave
- Health and medical assistance



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.