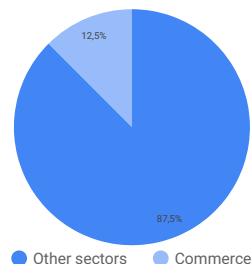


# HUNGARY - Collective Bargaining in Commerce

Total employment - 2016

4.309.400

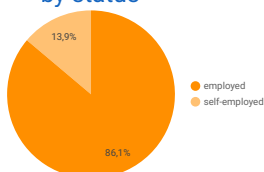


Other sectors Commerce

Employment in commerce - 2016

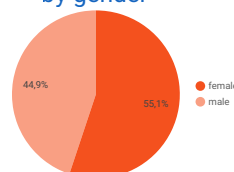
538.300

by status



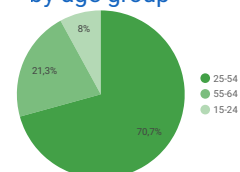
employed self-employed

by gender



female male

by age group



Source: WIBAR3 and BARCOM

## Largest companies in commerce:

1. Auchan Magyarország (Multinational Enterprise: Groupe Auchan (FR))
2. CBA
3. CO-OP Hungary
4. Spar Magyarország (MNE: Spar (NL))
5. Tesco (MNE: Tesco (UK))

## Most relevant trade unions in commerce:

- KASZ
- KDFSZ

## Most relevant employers organizations in commerce:

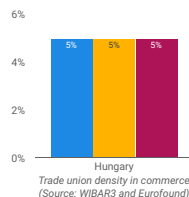
- ÁFEOSZ
- KISOSZ
- OKSZ
- VOSZ

Source: WIBAR3 and Eurofound

In the commerce sector:  
- Bargaining predominantly at company level.  
- No mandatory extension of collective agreements to non-organized employers.

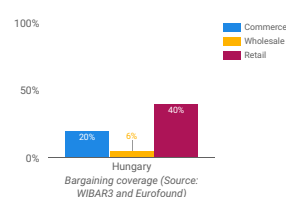
Source: Eurofound

## 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

1

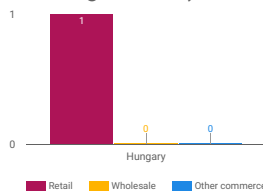
collective agreement analysed

## Bargaining level (number of agreements)



- Single employer
- Employers association
- Multiple employers

## Sub-sectors (number of agreements)



Retail Wholesale Other commerce



PAKS és VIDÉKE ÁFÉSZ Kollektív Szerződés - 2013

## Content of the agreement



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 V5/2016/1106)  
15<sup>th</sup> March 2016 - 15<sup>th</sup> 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.