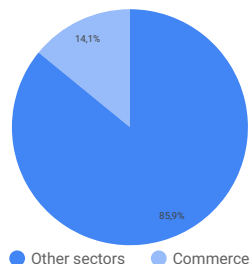


ITALY - Collective Bargaining in Commerce

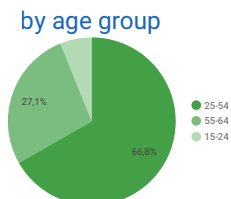
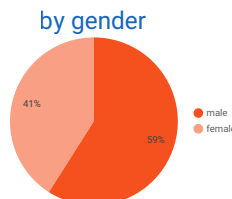
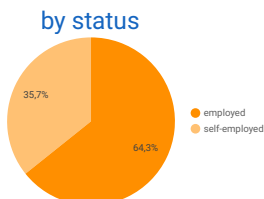
Total employment - 2016

22.241.100



Employment in commerce - 2016

3.133.500



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Carrefour Italia (Multinational Enterprise: Groupe Carrefour (FR))
2. CONAD
3. Coop Italia
4. Esselunga S.p.A.
5. Selex Gruppo Commerciale S.p.A.

Most relevant trade unions in commerce:

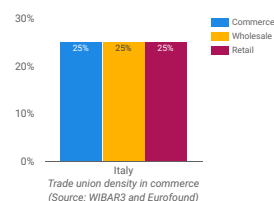
- CGIL (Confederazione Generale Italiana del Lavoro)
- CISL (Confederazione Italiana Sindacato Lavoratori)
- UIL (Unione Italiana del Lavoro)
- UGL (Unione Generale del Lavoro)

Most relevant employers organizations in commerce:

- Confcommercio
- Confesercenti
- Federdistribuzione
- Alleanza delle cooperative italiane (Legacoop, Confcooperative, AGCI)
- A.S.SO.FARM. Farmacie comunali Aziende e servizi socio-farmaceutici
- FEDERFARMA Federazione Nazionale Unitaria Titolari di Farmacia

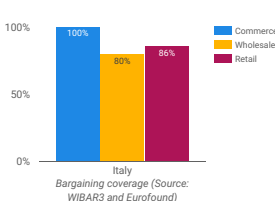
Source: WIBAR3 and Eurofound

Trade union density in commerce



Source: WIBAR3 and Eurofound

Bargaining coverage in commerce



Source: WIBAR3 and Eurofound

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

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.

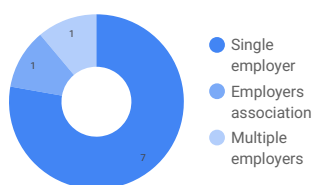
Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

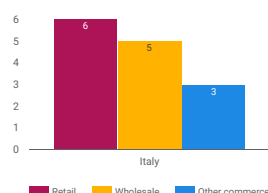
9 collective agreements analysed

- IKEA - 2015
- GS SpA, SSC Srl, Dipendi Srl, Carrefour Property Srl, Carrefour Italia Finance Srl, Carrefour Banque SA - 2016
- CONFCOMMERCIO - Confederazione Generale Italiana del Commercio, del Turismo, dei Servizi, delle Professioni e delle P.M.I. - 2015
- Eataly Distribuzione Srl - 2015
- Comifar Distribuzione S.p.A - 2015
- Autogrill S.p.A. - 2015
- Zara Italia Srl - 2015
- Canon Italia Spa CONFCOMMERCIO - Confederazione Generale Italiana del Commercio, del Turismo, dei Servizi, delle Professioni e delle P.M.I. - 2016
- METRO Italia Cash & Carry S.p.A - 2016

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)



Pay scale		Italy
Highest - MAX		1.896,64 €
Highest - MIN		1.775,11 €
Lowest - MAX		758,62 €
Lowest - MIN		710,00 €

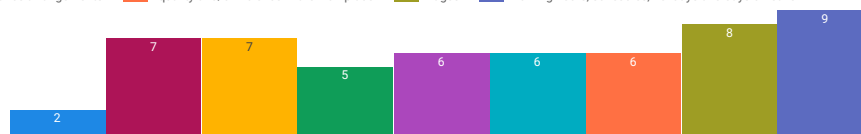
The only analysed agreement in Italy providing for 16 hours leave to take kids to their first days of kindergarten: Eataly Distribuzione Srl - 2015

Average length of validity of analyzed agreements :

36,2
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 V5/2016/1106)
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.