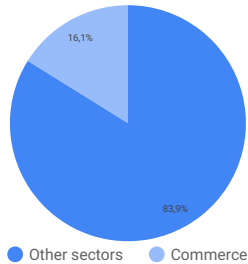


LITHUANIA - Collective Bargaining in Commerce

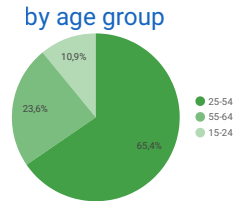
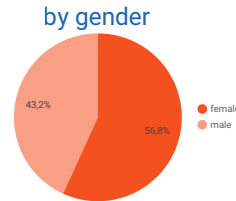
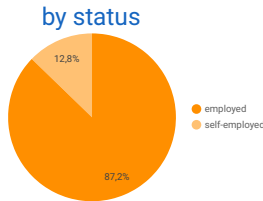
Total employment - 2016

1.317.700



Employment in commerce - 2016

229.500



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. IKI (Multinational Enterprise: REWE Group (DE))
2. Maxima LT (MNE: Maxima Grupe)
3. Norfos Mažmena, Rivona (MNE: NORFA Group)
4. Rimi Lietuva (MNE: ICA Gruppen (SE))
5. Sanitex (MNE: JSC Sanitex)

Most relevant trade unions in commerce:

- Lithuanian Service Workers Trade Union
- Lithuanian Trade Union of Commercial and Cooperative Employees
- SAMPRO

Most relevant employers organizations in commerce:

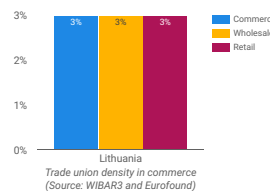
LPIA

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

Source: WIBAR3 and Eurofound

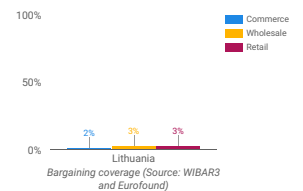
Source: Eurofound

Trade union density in commerce



Trade union density in commerce (Source: WIBAR3 and Eurofound)

Bargaining coverage in commerce



Bargaining coverage (Source: WIBAR3 and Eurofound)



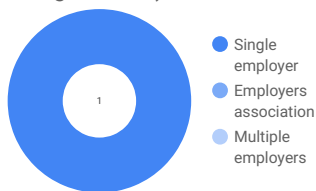
Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

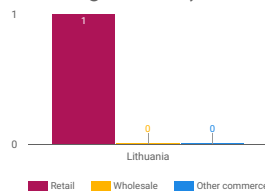
Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



collective agreement analysed



STATOIL FUEL & RETAIL LIETUVA, UAB (STATOIL FUEL & RETAIL LITHUANIA, Ltd.) - 2014

Length of validity of the analyzed agreement :

23 months

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 V5/2016/0106)
 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.