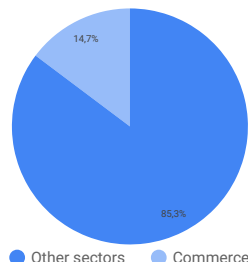


NETHERLANDS - Collective Bargaining in Commerce

Total employment - 2016

8.223.400

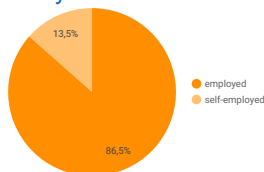


Other sectors Commerce

Employment in commerce - 2016

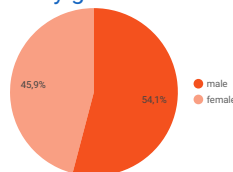
1.212.900

by status



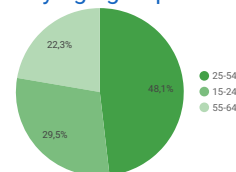
employed self-employed

by gender



male female

by age group



25-54 15-24 55-64

Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Albert Heijn +Albert (Multinational Enterprise: Ahold)
2. Media-Saturn, MAKRO Cash & Carry (MNE: Metro Group (DE))
3. Blokker, Bart Smit (MNE: Blokker Holding)
4. Dekamarkt, Dirk (MNE: Detailresult Groep)
5. Jumbo

Most relevant trade unions in commerce:

- FNV
- CNV Vakmensen
- Unie

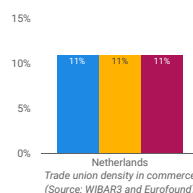
Most relevant employers organizations in commerce:

- UNETO-VNI
- VGL
- INretail
- HIBIN
- Frugi Venta
- Federatie Groothandel in Levensmiddelen
- Werkgevers Technische Groothandel

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

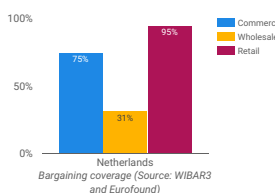
Source: Eurofound

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.

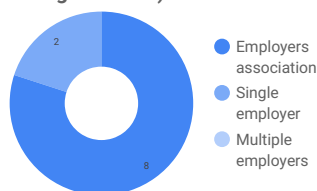
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

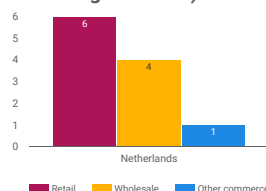
10 collective agreements analysed

Bargaining level (number of agreements)



Employers association Single employer Multiple employers

Sub-sectors (number of agreements)



Retail Wholesale Other commerce

Monthly wages (in agreements)



Pay scale	Netherlands
Highest - MAX	6.134,15 €
Highest - MIN	1.971,63 €
Lowest - MAX	1.792,21 €
Lowest - MIN	1.477,83 €

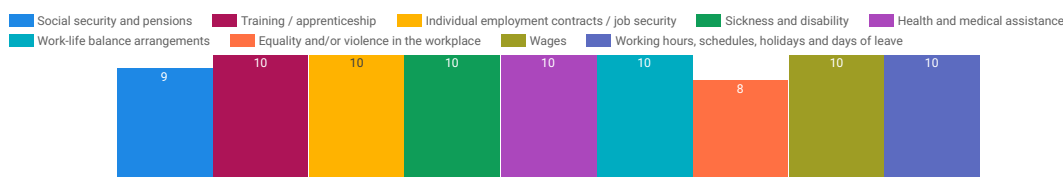
The only analysed agreement in The Netherlands providing for **15 days of paid leave per year to care for relatives (including children)**: IKEA Nederland BV, IKEA Systems BV - 2014.

Average length of validity of analyzed agreements :

26,5

months

Content of agreements



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.