**POLAND - Collective Bargaining in Commerce**

**Total employment - 2016**

15,901,800

- 16.5% Other sectors
- 83.5% Commerce

**Employment in commerce - 2016**

2,322,300

- 17.8% employed
- 82.2% self-employed

**by gender**

- Female 43.4%
- Male 56.6%

**by age group**

- 55-64 15.9%
- 25-54 72%
- 15-24 11.4%

**Largest companies in commerce:**

1. Auchan Polska (Multinational Enterprise: Groupe Auchan (FR))
2. Biedronka (MNE: Jeronimo Martins (PT))
3. Carrefour Poland (MNE: Groupe Carrefour (FR))
4. Grupa Muszkieterów (MNE: Les Mousquetaires(FR))
5. Tesco Poland (MNE: Tesco (UK))

**Most relevant trade unions in commerce:**

- Federation of Trade Unions of Employees in Co-operatives, Production, Commerce and Services in Poland - NSZZ

**Most relevant employers organizations in commerce:**

- Polish Organisation of Commerce and Distribution
- Polish Trade Forum
- Polish Chamber of Commerce

**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.

**Bargaining coverage in commerce**

- 100%
- No data

**Trade union density** in commerce

Source: Eurofound

**Basic data**

- Total employment - 2016
- Employment in commerce - 2016

**Source:** WIBAR3 and BARCOM

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.

Publications and more information about the project are available at: [https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom](https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom)

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