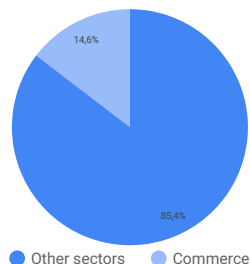


# POLAND - Collective Bargaining in Commerce

Total employment - 2016

15.901.800

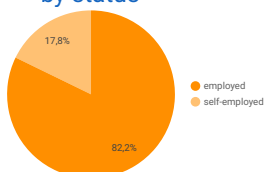


● Other sectors ● Commerce

Employment in commerce - 2016

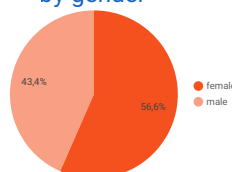
2.322.300

by status



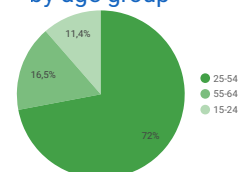
● employed  
● self-employed

by gender



● female  
● male

by age group



Source: WIBAR3 and BARCOM

## 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

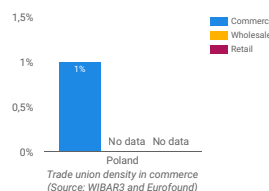
Source: WIBAR3 and Eurofound

## In the commerce sector:

- Bargaining predominantly at company level.

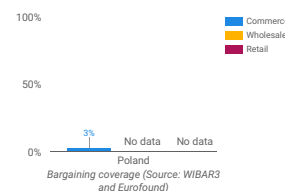
Source: Eurofound

## 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**

With innovative tools for bargaining support in the commerce sector  
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2014/0106)  
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.