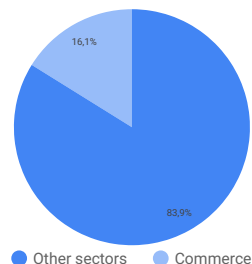


PORTUGAL - Collective Bargaining in Commerce

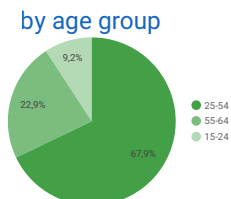
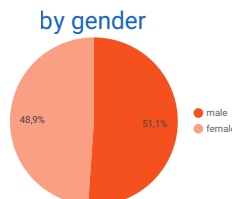
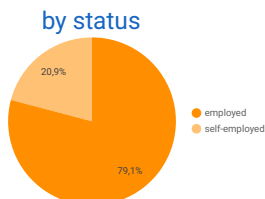
Total employment - 2016

4.371.200



Employment in commerce - 2016

669.700



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Aldi (Multinational Enterprise: Aldi (DE))
2. Continente (MNE: Sonae SGPS)
3. Jumbo, Pão de Açúcar (MNE: Groupe Auchan (FR))
4. Minipreço (MNE: DIA (ES))
5. Pingo Doce (MNE: Jeronimo Martins / Ahold (NL))

Most relevant trade unions in commerce:

- CGTP-IN
- UGT
- SITESE
- CESP

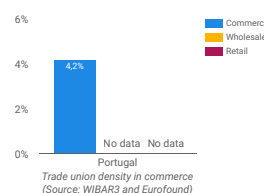
Most relevant employers organizations in commerce:

APED

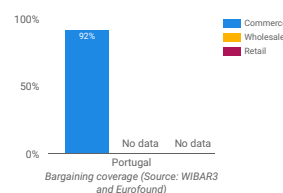
In the commerce sector:

- Bargaining predominantly at industry level.

Trade union density in commerce



Bargaining coverage in commerce



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

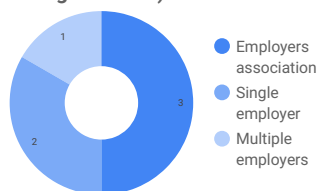
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

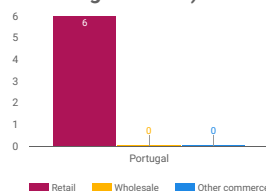
BARCOM project - Analysis of commerce collective agreements

6 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)



Pay scale	Portugal
Highest - MAX	1.975,35 €
Highest - MIN	756,09 €
Lowest - MAX	530,00 €
Lowest - MIN	355,17 €

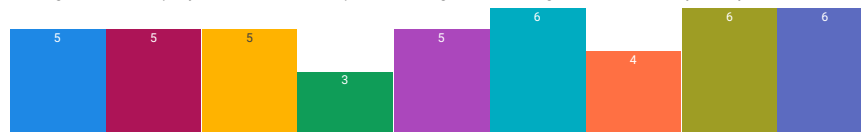
The only analysed agreement in Portugal containing a clause explicitly providing for **equal pay for work of equal value**: Contrato Coletivo Entre A Associação Nacional De Comerciantes E Industriais De Produtos Alimentares (ANCIPA) E A Federação Dos Sindicatos Da Indústria E Serviços - FETESE (Confeitaria E Conservação De Fruta - Administrativos) - 2016.

Average length of validity of analyzed agreements :

27,7 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 V/5/2016/1106)
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.