PORTUGAL - Collective Bargaining in Commerce

**Total employment - 2016**
4,371,200

**Employment in commerce - 2016**
669,700

**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

**In the commerce sector:**
- Bargaining predominantly at industry level.

**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.

**BARCOM project - Analysis of commerce collective agreements**
- Associação Portuguesa De Empresas De Distribuição (Contrato Coletivo De Trabalho - 2010)
- ACA - Associação Comercial do Distrito de Aveiro - 2014
- Associação dos Comerciantes do Porto - 2014
- Contrato Coletivo Entre A Associação Nacional De Comerciantes E Industriais De Produtos Alimentares (ANCIPA) E A Federação Dos Sindicatos Da Indústria E Serviços - FETESE (Confederação E Conservação De Fruta - Administrativos) - 2016
- Contrato Coletivo Entre A Associação Nacional Das Farmácias - ANF E O Sindicato Nacional Dos Farmacêuticos - 2016
- Contrato coletivo entre a Associação dos Distribuidores de Produtos Alimentares (ADIPA) e outras e o Sindicato dos Trabalhadores e Técnicos de Serviços - SITESE - 2016

**Monthly wages (in agreements)**
- Highest - MAX: 1,075,06 €
- Highest - MIN: 756,09 €
- Lowest - MAX: 530,00 €
- Lowest - MIN: 255,17 €

**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

**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.

**Source:** WIBAR3 and BARCOM

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