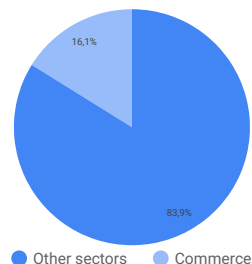


ROMANIA - Collective Bargaining in Commerce

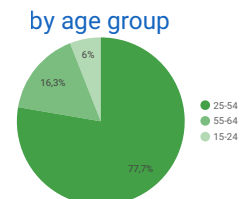
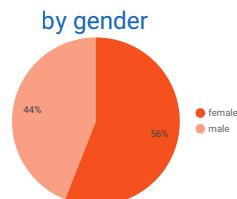
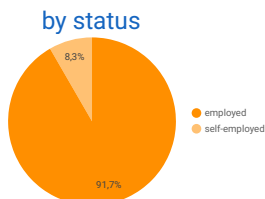
Total employment - 2016

8.166.100



Employment in commerce - 2016

1.173.600



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Auchan + Real (Multinational Enterprise: Groupe Auchan (FR))
2. Billa, Penny Market, XXL Mega (MNE: REWE Group (DE))
3. Carrefour, Artima (MNE: Groupe Carrefour (FR))
4. Mega Image (MNE: Delhaize Group (BE))
5. Kaufland Romania (MNE: Lidl (Schwarz Gruppe)(DE))

Most relevant trade unions in commerce:

FSC

Most relevant employers organizations in commerce:

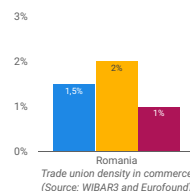
- FPC
- Federația Patronală a Rețelelor de Comerț (FPRC)
- Asociația Marilor Rețele Comerciale din România (AMRCR)

Source: WIBAR3 and Eurofound

In the commerce sector:
- Bargaining predominantly at company level.
- No mandatory extension of collective agreements to non-organized employers.

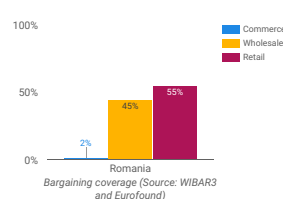
Source: Eurofound

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

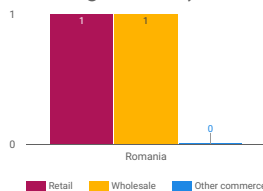
BARCOM project - Analysis of commerce collective agreements

Bargaining level (number of agreements)



- Employers association
- Single employer
- Multiple employers

Sub-sectors (number of agreements)



1 collective agreement analysed

FEDERATIA PATRONATELOR DE COMERT DIN ROMANIA - 2010

Content of the agreement



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 V5/2016/1106)
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.