BARCOM project - Analysis of commerce collective agreements

**Largest companies in commerce:**
1. Billa (Multinational Enterprise: REWE Group (DE))
2. CBA Slovakia (MNE: CBA (HU))
3. Lidl + Kaufland Slovenska Rep. (MNE: Lidl (Schwarz Gruppe)(DE))
4. METRO Cash&Carry SR (MNE: Metro Group (DE))
5. Tesco Stores SR (MNE: Tesco (UK))

**Most relevant trade unions in commerce:**
- OZPOCR

**In the commerce sector:**
- Intermediate or alternating bargaining between sector and company level.
- No mandatory extension of collective agreements to non-organized employers.

**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

**Trade union density in commerce**
- 87.5% (Commerce)
- 62% (Wholesale)
- 70.5% (Retail)

**Bargaining coverage in commerce**
- 100% (Commerce)
- 95% (Wholesale)
- 92% (Retail)

**Trade union density rate in commerce**
- 82.9% (Commerce)
- 78.9% (Wholesale)
- 76% (Retail)

**Adjusted bargaining coverage rate in commerce**
- 94.4% (Commerce)
- 91% (Wholesale)
- 89.4% (Retail)

**Average length of validity of analyzed agreements:**
- 29 months

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.