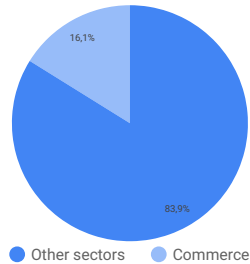
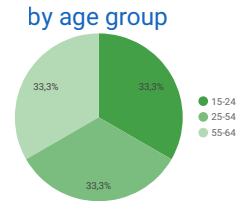
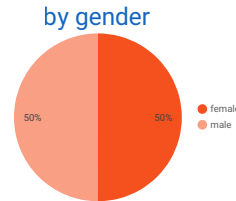
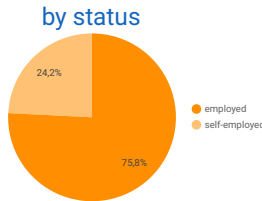


SPAIN - Collective Bargaining in Commerce

Total employment - 2016
18.182.700



Employment in commerce - 2016
2.936.200



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. DIA S.A. (Multinational Enterprise: DIA)
2. Eroski (MNE: Eroski Group)
3. El Corte Ingles S.A. (MNE: El Corte Ingles)
4. Inditex S.A. (MNE: Inditex)
5. Mercadona

Most relevant trade unions in commerce:

- Unión General de Trabajadores (UGT)
- CC.OO. (Comisiones Obreras)
- SMC-UGT
- Servicios CC.OO
- FETICO
- FASGA

Most relevant employers organizations in commerce:

- CEOE (Confederación Española de Organizaciones Empresariales)
- FEDIFAR

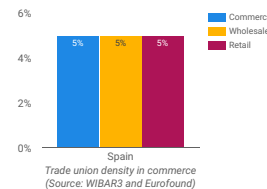
In the commerce sector:

- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

Source: WIBAR3 and Eurofound

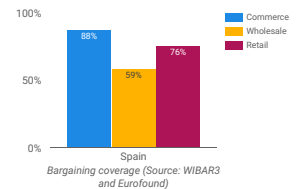
Source: Eurofound

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.

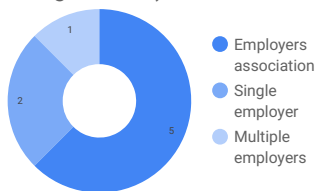
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

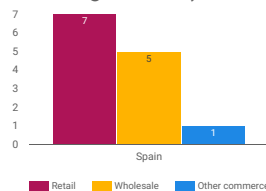
BARCOM project - Analysis of commerce collective agreements

8 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)

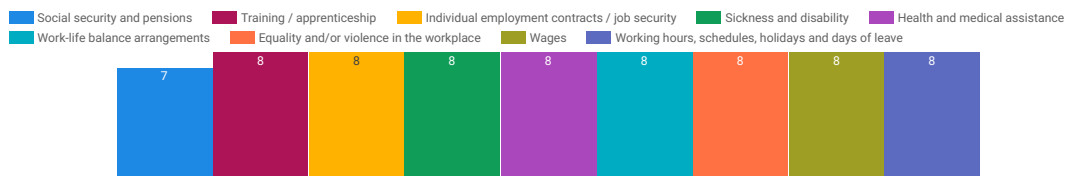
Pay scale	Spain
Highest - MAX	1.565,29 €
Highest - MIN	1.076,50 €
Lowest - MAX	836,44 €
Lowest - MIN	667,43 €

The only analysed agreement in Spain providing for a **special commission to monitor gender and equality issues within the company**: Mercadona S.A., Forns Valencians Forva, S.A. Unipersonal, Mena Supermercados, S.L., Saskibe S.L. - 2014.

Average length of validity of analyzed agreements :

46,6
months

Content of agreements



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 V5/2016/0106)
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.