SPAIN - Collective Bargaining in Commerce

Total employment - 2016
18,182,700

Employment in commerce - 2016
2,936,200

Largest companies in commerce:
1. DIA S.A. (Multinational Enterprise: DIA)
2. Eroski (MNE: Eroski Group)
4. Inditex S.A. (MNE: Inditex)
5. Mercadona

Unipersonal, Mena Supermercados, S.L., Saskibe S.L.

Most relevant employers organizations in commerce:
- CEOE (Confederación Española de Organizaciones Empresariales)
- FEDIFAR

Most relevant trade unions in commerce:
- Unión General de Trabajadores (UGT)
- CC.OO. (Comisiones Obreras)
- SMC-UGT
- Servicios CC.OO
- FETICO
- FASGA

In the commerce sector:
- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

Trade union density in commerce

Bargaining coverage in commerce

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

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)

Content of agreements

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

Source: WIBAR3 and Eurofound

Source: Eurofound

Source: KTWSS Database Version 5.1 - September 2016

Source: ICTWSS Database Version 5.1 - September 2016

With innovative tools for bargaining support in the commerce sector Supported by the European Commission - Horizon 2020 and Social Dialogue Programme VETDIGNITY

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Publications and more information about the project are available at: https://wageindicator.org/main/WageIndicatorFoundation/projects/barcom

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