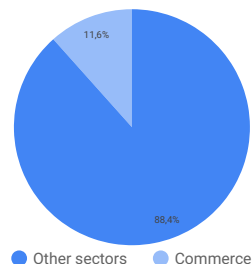


SWEDEN - Collective Bargaining in Commerce

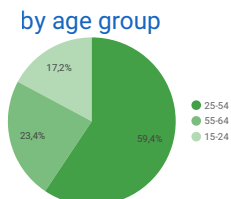
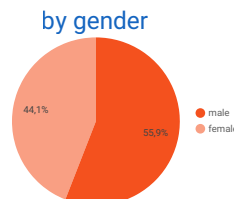
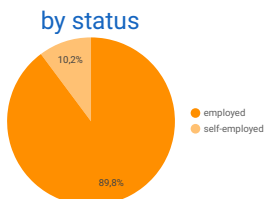
Total employment - 2016

4.735.600



Employment in commerce - 2016

549.800



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Axfood
2. Coop Sverige
3. Dometic Group
4. H&M
5. ICA (Multinational Enterprise: ICA Gruppen)

Most relevant trade unions in commerce:

- LO
- TCO
- Handels
- Unionen
- Ledarna
- IF Metall

Most relevant employers organizations in commerce:

- KFO
- Almega
- Svensk Handel
- Teknikgrossisterna Arbetsgivareförening
- Livsmedelsföretagen

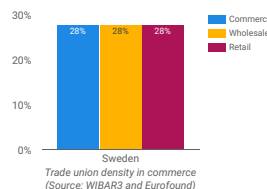
Source: WIBAR3 and Eurofound

In the commerce sector:

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

Source: Eurofound

Trade union density in commerce

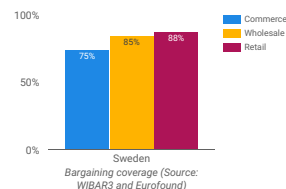


Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

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

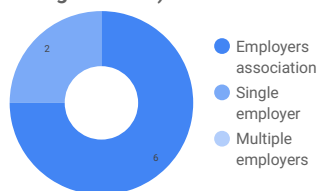
Bargaining coverage in commerce



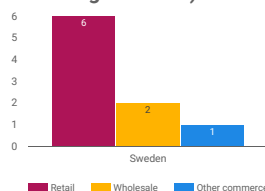
BARCOM project - Analysis of commerce collective agreements

8 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



- KOLLEKTIVAVTAL mellan a ena sidan SVENSK HANDEL och a andra sidan HANDELSANSTÄLLDAS FÖRBUND avseende lagerpersonal vid postorder och e-handelsföretag - 2016
- KOLLEKTIVAVTAL mellan a ena sidan SVENSK HANDEL och a andra sidan HANDELSANSTÄLLDAS FÖRBUND avseende lagerpersonal och chaufförer inom partihandeln - 2016
- KOLLEKTIVAVTAL mellan a ena sidan svensk handel och a andra sidan HANDELSANSTÄLLDAS FÖRBUND avseende NO - 2016
- Tjänstemannaavtal 265 avtalstryck 2016-2017 Svensk Handel Unionen - 2016
- Avtal mellan Svensk Handel och Unionen gällande allmänna bestämmelser för tjänstemän inom detaljhandeln - 2016
- Avtal mellan Svensk Handel och Unionen gällande allmänna bestämmelser för tjänstemän inom detaljhandeln - 2017
- Avtal mellan Svensk Handel och Handelsanställdas förbund - 2017
- KOLLEKTIVAVTAL mellan a ena sidan SVENSK HANDEL och a andra sidan HANDELSANSTÄLLDAS FÖRBUND avseende Lager och E-handel - 2017

The only analysed agreement in Sweden providing for **health and safety training for the employees**: Avtal mellan Svensk Handel och Handelsanställdas förbund - 2017.

Average length of validity of analyzed agreements :

11,6 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 V5/2016/1106)
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.