UK - Collective Bargaining in Commerce

### Total employment - 2016
- 30,423,800

#### Employment in commerce - 2016
- 4,004,200
  - by status
    - employed: 61.1%
    - self-employed: 9.6%
    - other: 33.3%
  - by gender
    - male: 57.8%
    - female: 42.2%
  - by age group
    - 0-14: 9.8%
    - 15-24: 17.1%
    - 25-54: 47.7%
    - 55-64: 21.9%
    - 65+: 6.6%

### Largest companies in commerce:
1. Asda (Multinational Enterprise: Walmart (US))
2. Co-op (MNE: The Co-operative Group)
3. Morrisons
4. Sainsbury’s
5. Tesco

### Most relevant trade unions in commerce:
- USDAW
- Unite
- GMB

### In the commerce sector:
- Bargaining predominantly at company level.

#### Content of agreements
- Social security and pensions
- Training / apprenticeship
- Individual employment contracts / job security
- Health and medical assistance
- Work-life balance arrangements
- Equality and/or violence in the workplace
- Wages
- Working hours, schedules, holidays and days of leave

#### Number of agreements with clauses on selected topics
- Social security and pensions: 11
- Training / apprenticeship: 2
- Individual employment contracts / job security: 1
- Health and medical assistance: 9
- Work-life balance arrangements: 7
- Equality and/or violence in the workplace: 2
- Wages: 1
- Working hours, schedules, holidays and days of leave: 1

### Trade union density in commerce
- 2016: 52.3%

#### Bargaining coverage in commerce
- 2016: 90.9%

### Trade union density rate in commerce
- The only analysed agreement in UK providing for paid sick leave: TESCO Partnership Agreement with USDAW - 2016.

### Adjusted bargaining coverage rate in commerce
- The proportion of all wage earners with right to bargaining in commerce.

### BARCOM project - Analysis of commerce collective agreements
- 11 collective agreements analysed
- Sub-sectors (number of agreements)
  - Retail: 10
  - Wholesale: 1
  - Other commerce: 9

#### Average length of validity of analyzed agreements
- 24 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.

Publications and more information about the project are available at: [https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom](https://wageindicator.org/main/Wageindicatorfoundation/projects/barcom)