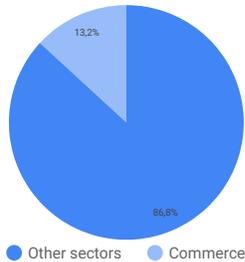


UK - Collective Bargaining in Commerce

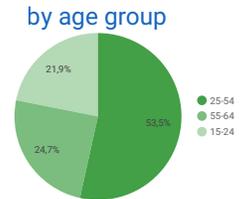
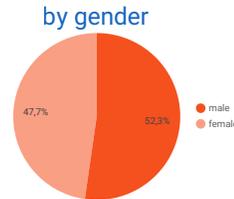
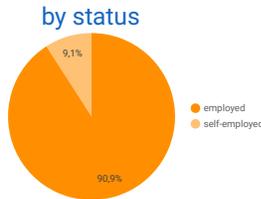
Total employment - 2016

30.423.800



Employment in commerce - 2016

4.004.200



Source: WIBAR3 and BARCOM

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:

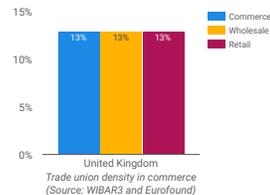
- USDAW
- Unite
- GMB

Most relevant employers organizations in commerce:

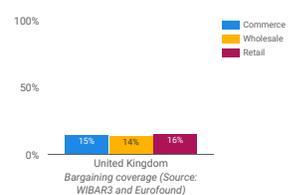
British Retail Consortium

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

Trade union density in commerce



Bargaining coverage 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: WIBAR3 and Eurofound

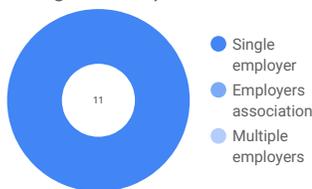
Source: Eurofound

Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

11 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



- Sainsbury's Supermarkets Limited - 2001
- Ikea (UK) Limited - 2008
- ASDA Store Limited - 2010
- Poundland Limited (Retail) - 2013
- WM Morrison Supermarkets Plc - 2013
- Poundland Limited (Distribution) - 2014
- Argos - 2015
- Primark GB - 2015
- B&M Retail Limited - 2015
- Primark Northern Ireland - 2015
- TESCO Partnership Agreement with USDAW - 2016

The only analysed agreement in UK providing for paid sick leave: TESCO Partnership Agreement with USDAW - 2016.

Average length of validity of analyzed agreements :

24 months

Content of agreements



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.