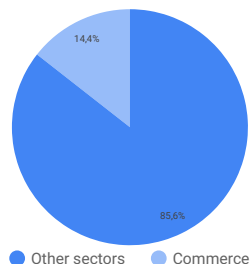


AUSTRIA - Collective Bargaining in Commerce

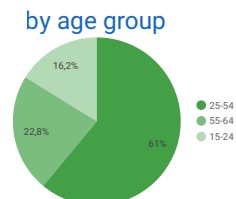
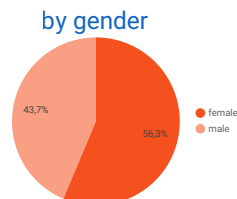
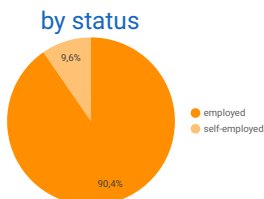
Total employment - 2016

4.142.700



Employment in commerce - 2016

597.900



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. Spar (Multinational Enterprise: Spar (NL))
2. Billa + Penny + Merkur (MNE: REWE Group (DE))
3. Hofer (MNE: Aldi Süd (DE))
4. DM (MNE: DM (DE))
5. Kiki + Leiner (MNE: Steinhoff Int (SA))

Most relevant trade unions in commerce:

- Vida
- GPA-DJP

Most relevant employers organizations in commerce:

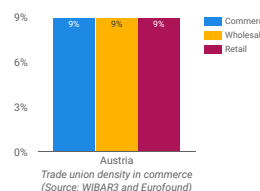
- WKÖ Wirtschaftskammer Österreich

Source: WIBAR3 and Eurofound

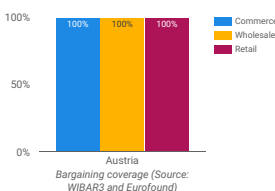
In the commerce sector:
- Bargaining predominantly at industry level.
- Pervasive mandatory extension of collective agreements to non-organized employers.

Source: Eurofound

Trade union density in commerce



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.

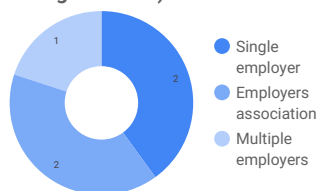
Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Source: ICTWSS Database Version 5.1 - September 2016

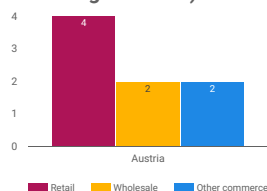
BARCOM project - Analysis of commerce collective agreements

5 collective agreements analysed

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



- KV Angestellte und Lehrlinge in Handelsbetrieb AT 2016 - 2016
- KV Angestellte in pharmazeutischen Großhandel AT 2016 - 2016
- KV für die Angestellten in TABAKTRAFIKEN - 2016
- KV für die Arbeiternehmerinnen und Arbeitnehmer der Garagen-, Tankstellen- und Servicestationsunternehmungen Österreichs - 2016
- KV für die Angestellten des Versandhandels - 2016

Monthly wages (in agreements)

Pay scale	Austria
Highest - MAX	4.084 €
Highest - MIN	2.954 €
Lowest - MAX	1.383 €
Lowest - MIN	1.281 €

The only analysed agreement in Austria containing a clause explicitly providing for **equal pay for work of equal value**: KOLLEKTIVVERTRAG für die Angestellten in TABAKTRAFIKEN - 2016

Content of agreements

- Social security and pensions
- Training / apprenticeship
- Individual employment contracts / job security
- Sickness and disability
- 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



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.

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

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