

Employees

Social Partnership & CLAs

Migros maintains a multi-level social partnership. Hundreds of elected staff representatives dedicate themselves to the needs of employees on numerous Migros committees.

Collective labour agreements

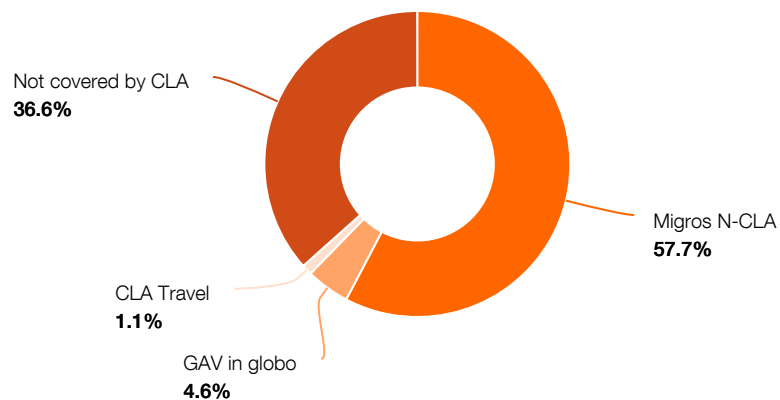
The Migros Group has three comprehensive collective labour agreements (CLA), which cover most of its employees in Switzerland: the Migros National Collective Labour Agreement (N-CLA), CLA in globo and CLA Travel. In 2017, Migros began preparations for renegotiation of the N-CLA in 2018.

In 2017, 63.4% of employees in the Migros Group were covered by a collective labour agreement – **considerably higher than the average** for the Swiss labour market (41.2%).

CLA coverage in the Migros Group

	2017
Migros N-CLA	57.7%
GAV in globo	4.6%
CLA Travel	1.1%
Not covered by CLA	36.6%

in %



Social partnership

As part of the multi-level social partnership, staff representatives have a seat on the boards of directors, the personnel policy committees of the Migros companies and the National Committee of the Migros Group. The latter is also the contractual partner of Migros N-CLA.

For CLA in globo, the employees' association ghio acts as the contractual partner. For Migros N-CLA, the **Swiss Association of Commercial Employees** serves as an external social partner together with Metzgereipersonal-Verband. The Swiss Association of Commercial Employees is also involved with CLA in globo.

Staff participation

In 2017, the 47 personnel policy committees and delegations consisted of 379 members. As democratically **elected staff representatives**, 164 women and 215 men performed a key role with extensive participatory rights at corporate level.

As an occupational social partner of the companies and the regional cooperatives, they represented the social and economic interests of employees in all business units. The **personnel policy committees are democratically authorised** and representative. They also represent the executive employees below director level, who are able to contribute their expertise to the committees.

With a share of 82.1% employees, 3.4% trainees and 14.5% executive employees, the personnel policy committees have a balanced and **broad representation**.