

## 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.

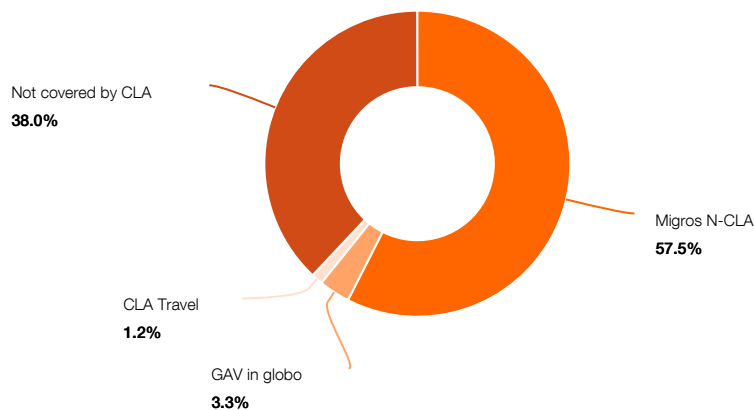
## Collective labour agreements

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

In 2019, 62.0% of employees in the Migros Group were covered by a collective labour agreement – **considerably higher than the average** for the Swiss labour market (about 40%).

## CLA coverage in the Migros Group

in %



## Social partnership

As part of the **multi-level social partnership**, staff representatives have a seat on 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 employee association ghio is the contractual partner. For CLA Travel, the contractual partners are the travel employee association and the personnel policy committees of the Hotelplan Group. 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 2019, the 38 personnel policy committees and delegations consisted of 373 members. As democratically **elected staff representatives**, 151 women and 222 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 84.5% employees, 3.2% trainees and 12.3% executive employees, the personnel policy committees have a balanced and **broad representation**.