

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.

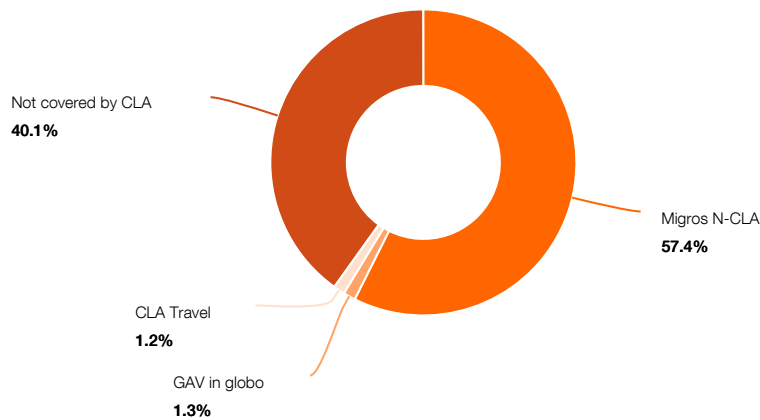
Collective labour agreements

At the end of 2020, the Migros Group had three **comprehensive collective labour agreements (CLAs)**, which cover or covered most of its employees in Switzerland: the Migros National Collective Labour Agreement (N-CLA, CLA Travel and CLA in globo). Due to the sale of Magazine zum Globus AG, one of the collective labour agreements (CLA in globo) has not applied since June.

In 2020, 60% 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 Travel, the employee association Travel and the personnel policy committees of the Hotelplan Group are the contractual partners. The **Swiss Association of Commercial Employees** and Metzgereipersonal-Verband are external social partners of the N-CLA.

Staff participation

In 2020, the 35 personnel policy committees and delegations consisted of 326 members. As democratically **elected staff representatives**, 123 women and 203 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 83.1% employees, 4.6% trainees and 12.3% executive employees, the personnel policy committees have a balanced and **broad representation**.