



**Representativeness of the European social partner  
organisations:  
Railways and urban public transport**

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*This study provides information designed to encourage sectoral social dialogue in railways and urban public transport. The aim of Eurofound’s series of studies on representativeness is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The study identified the European Transport Workers’ Federation (EFT) (representing employees) and the Community of European Railway and Infrastructure Companies (CER), the International Association of Public Transport (UITP) and European Rail Infrastructure Managers (EIM) (representing employers) as the most important European-level social partner organisations in railways and urban public transport.*

## Country codes

<b>AT</b>	Austria	<b>FI</b>	Finland	<b>NL</b>	Netherlands
<b>BE</b>	Belgium	<b>FR</b>	France	<b>PL</b>	Poland
<b>BG</b>	Bulgaria	<b>HR</b>	Croatia	<b>RO</b>	Romania
<b>CY</b>	Cyprus	<b>HU</b>	Hungary	<b>SE</b>	Sweden
<b>CZ</b>	Czech Republic	<b>IE</b>	Ireland	<b>SI</b>	Slovenia
<b>DE</b>	Germany	<b>IT</b>	Italy	<b>SK</b>	Slovakia
<b>DK</b>	Denmark	<b>LT</b>	Lithuania	<b>UK</b>	United Kingdom
<b>EE</b>	Estonia	<b>LU</b>	Luxembourg		
<b>EL</b>	Greece	<b>LV</b>	Latvia		
<b>ES</b>	Spain	<b>MT</b>	Malta		

## Introduction

The aim of this representativeness study is to identify the relevant national and supranational social actors (that is, trade unions and employer organisations) in railways and urban public transport, and to show how national actors relate to the sector's European interest associations of labour and business. The impetus for this study, and for similar studies in other sectors, arises from the aim of the European Commission to identify the representative social partner associations to be consulted under the provisions of the [Treaty on the Functioning of the European Union](#) (TFEU) and to be eligible for participation in European sectoral social dialogue committees. The effectiveness of the European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States.

### Criteria for inclusion in the study

European associations are analysed via the 'top-down' approach if they:

- are on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 TFEU;
- and/or participate in the sector-related European social dialogue.

The Commission may decide to include other EU sector-related organisations in the study, if relevant: for example, a sector-related organisation that has recently requested to be consulted under Article 154 TFEU.

### Demarcation of railways and urban public transport

Every sector is demarcated in terms of the [Statistical Classification of Economic Activities in the European Community](#) (NACE) (Rev. 2) codes. All existing sectoral social dialogue committees have been demarcated with a NACE code, which defines the scope of economic activities covered by the committee. The NACE code to be applied in each sectoral representativeness study is confirmed by the European Commission after consultation with the social partners. In this study, railways and urban public transport is defined as embracing the activities as per the NACE (Rev. 2) codes listed in Table 1.

**Table 1: NACE demarcation of railways and urban public transport**

NACE (Rev. 2) code	Description	Abbreviation used in the report
<p><b>49.1</b> <b>(Passenger rail transport, interurban)</b></p>	<p>This class includes:</p> <ul style="list-style-type: none"> <li>• rail transportation of passengers using railroad rolling stock on mainline networks, spread over an extensive geographic area;</li> <li>• passenger transport by interurban railways;</li> <li>• operation of sleeping cars or dining cars as an integrated operation of railway companies.</li> </ul> <p>This class excludes:</p> <ul style="list-style-type: none"> <li>• passenger transport by urban and suburban transit systems, see 49.31;</li> <li>• passenger terminal activities, see 52.21;</li> <li>• operation of railroad infrastructure; related activities such as switching and shunting, see 52.21;</li> <li>• operation of sleeping cars or dining cars when operated by separate units, see 55.90, 56.10.</li> </ul>	<p>Rail passenger transport</p>
<p><b>49.2</b> <b>(Freight rail transport)</b></p>	<p>This class includes:</p> <ul style="list-style-type: none"> <li>• freight transport on mainline rail networks as well as short line freight railroads.</li> </ul> <p>This class excludes:</p> <ul style="list-style-type: none"> <li>• warehousing and storage, see 52.10;</li> <li>• freight terminal activities, see 52.21;</li> <li>• operation of railroad infrastructure; related activities such as switching and shunting, see 52.21;</li> <li>• cargo handling, see 52.24.</li> </ul>	<p>Rail freight transport</p>
<p><b>52.21</b> <b>(service activities incidental to land transportation)*</b></p>	<p>This class includes:</p> <ul style="list-style-type: none"> <li>• activities related to land transport of passengers, animals or freight;</li> <li>• <b>operation of terminal facilities</b> such as railway stations, bus stations and stations for the handling of goods.</li> </ul>	<p>Operation of terminal facilities</p>
	<ul style="list-style-type: none"> <li>• <b>operation of railroad infrastructure;</b></li> <li>• operation of roads, bridges (operation of rail bridges and rail tunnels), car parks or garages, bicycle parks, winter storage of caravans;</li> <li>• <b>switching and shunting.</b></li> </ul>	<p>Railroad infrastructure</p>
<p><b>49.31</b> <b>(Urban and suburban passenger land transport)</b></p>	<p>This includes different modes of land transport, such as by motor bus, tramway, streetcar, trolley bus, and underground and elevated railways. The transport is carried out on scheduled routes normally following a fixed time schedule, entailing the picking up and setting down of passengers at</p>	<p>Urban public transport**</p>

NACE (Rev. 2) code	Description	Abbreviation used in the report
	normally fixed stops. This class also includes: <ul style="list-style-type: none"> <li>• town-to-airport or town-to-station lines;</li> <li>• operation of funicular railways, aerial cableways etc. if part of urban or suburban transit systems.</li> </ul> This class excludes: <ul style="list-style-type: none"> <li>• passenger transport by interurban railways, see 49.10.</li> </ul>	
	Other railway sector-related activities	

*Notes: \*Activities highlighted in **bold** are mainly relevant for the railways sector, in particular regarding infrastructure (other activities could of course be also carried out by the relevant companies). The activities listed have not been considered when mapping the organisational domains, but they are in most cases included in the employment figures presented. \*\*Urban public transport (NACE 49.31) was recently also part of the representativeness study on road transport (Eurofound, 2015).*

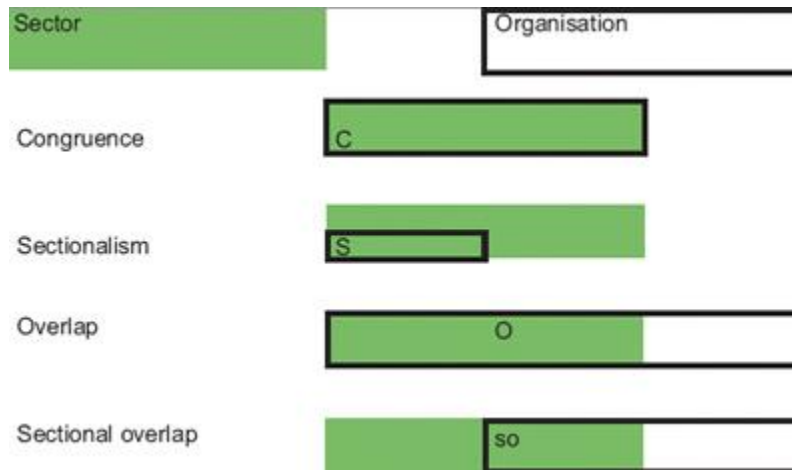
### Carrying out the study

The information presented in the study was collected through 28 national contributions from Eurofound’s Network of European correspondents (see list at beginning of report). These correspondents are required to use their expertise in industrial relations to gather data on all relevant organisations at national level. The approach used is to contact them by telephone or email, using a standardised questionnaire. While the questionnaires are in English, correspondents can interview or contact the organisation in the relevant national language. The questionnaires are completed by the national correspondents.

### Determining sector-relatedness

European and national social partners are considered to be ‘sector-related’ if their membership domain relates to the sector in one of the ways shown in Figure 1. Put simply: any organisation organising membership in the sector is deemed to be sector-related.

**Figure 1: Sector-relatedness of social partner organisations: four possible domain patterns**



### Inclusion of national associations

A national association is considered to be a relevant sector-related interest association if it meets both criteria A and B:

- A. The association’s domain relates to the sector.
- B. The association is either affiliated to a European-level organisation, which is analysed in the study within the top-down approach (independent of their involvement in collective bargaining) or, if not, is regularly involved in sector-related collective bargaining.

### Adaptation of the standard methodology

Two specific conditions of railways and urban public transport led to the decision to include companies in the study also:

1. Given the previously monopolistic structure of the sector, there is an absence of employer organisations in some countries.
2. In several countries, national employer organisations do not represent state-owned railway companies or major urban public transport companies, which represent a high share of employment in the sector and, as a result, European employer associations directly affiliate national companies.

In this sense, at least one major company that is affiliated to a ‘sector-related’ European association has been included because of its relevance to the sector. However, this criterion is restricted to those cases where there is no employer organisation affiliated to a ‘sector-related’ European association in the countries under consideration. For the sake of completeness, Table A3I lists further sector-related companies which are affiliated to social partners on the employers’ side that are members of the relevant European sectoral social dialogue committees.



## About the sector

### Sectoral social dialogue committees

#### *Railways*

The European sectoral social dialogue committee for the railways was created in 1999, although a previous European joint committee was established in 1972. The social partners on the European sectoral social dialogue committee for railways are the European Transport Workers' Federation (ETF) on the employees' side and the Community of European Railway and Infrastructure Companies (CER) and the European Rail Infrastructure Managers (EIM) on the employers' side.

In 2004, ETF and CER concluded the agreement on the European licence for drivers performing a cross-border interoperability service implemented by the Directive 2007/59/EC on the certification of train drivers operating locomotives and trains on the railway system in the Community. Also in 2004, ETF and CER concluded the agreement on certain aspects of the working conditions of railway mobile workers assigned to interoperable cross-border services implemented by Directive 2005/47/EC.

Over the years, the social partners have carried out joint projects leading to the conclusion of the following joint recommendations:

- Better representation and integration of women in the railways sector (2007);
- The concept of employability in the railways sector (2007);
- Promoting security and the feeling of security vis-à-vis third-party violence (2012);
- Identifying and preventing psychosocial risks within the railways sector (2014);

They also issued a joint opinion on 'Social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator' (2013).

#### *Urban public transport as part of the road transport sector*

The urban public transport sector is integrated within the European sectoral Social dialogue committee for the road transport sector, through a specific working group in which ETF on the employees' side and the International Association of Public Transport (UITP) on the employers' side are the social partner representatives. The social partners on the full European sectoral social dialogue committee are ETF and the International Road Transport Union (IRU).

ETF and UITP have produced several joint opinions and recommendations in recent years on training, gender equality and sustainability. In 2014, they concluded a joint statement on the application and further development of Directive 2003/59/EC on the initial qualification and continuous training for professional bus drivers in urban public transport and a joint recommendation on strengthening women's employment in urban public transport. In 2016, ETF and UITP signed a joint statement aiming to foster sustainable urban mobility.

### EU regulation

#### *Railways*

The railways sector was originally organised as a form of state-controlled infrastructure for railways. Since 1991, EU rail legislation has encouraged competitiveness and market opening. Directive 91/440/EC focused on breaking down rail networks' vertical integration by establishing distinct organisation entities for train service operations and infrastructure management. The main goal was to boost market competition by ensuring that:

*... essential functions such as allocation of rail capacity (the 'train paths' that companies need to be able to operate trains on the network), infrastructure charging and licensing must be separated from the operation of transport services and performed in a neutral fashion to give new rail operators fair access to the market.*

(European Commission, 2008, p. 6)

Once most Member States had separated their track managers and service operators at the accounting level, two key directives promoting market liberalisation focused on licensing and infrastructure allocation. Directive 95/18/EC specified a universal licensing process for new railway undertakings while Directive 95/19/EC provided the framework for fair allocation and infrastructure capacity charging for railway undertakings.

In 2001, the Commission adopted the first Railway Package – a suite of European directives – aimed at improving on the initial directives of 1991 and 1995. Directive 2001/12/EC extended Directive 91/440 by establishing clearer requirements for the relationship between the state and the infrastructure manager, and between the infrastructure manager and service operators. In addition, Directive 2001/13/EC introduced additional licensing requirements to those set out in Directive 95/18/EC by bringing in more safety and service quality criteria.

In 2004, the second Railway Package was adopted. This was the EU Council's next step to liberalise the national and international rail transport networks with a focus on upgrading safety and interoperability. Directive 2004/49/EC targeted greater harmonisation of safety requirements for new railway undertakings across Member States, which in turn provided European railway companies with greater opportunities to operate internationally, as well as to enter new markets. In addition, Regulation (EC) No 881/2004 created the European Railway Agency to administrate the common safety principles and boost EU-wide integration of Member States' rail networks. In addition, Directive 2004/51/EC opened up the domestic and international cargo markets – an essential step that brought the liberalisation process to the next level with a free freight transport market.

In 2007, the European Commission adopted the third Railway Package in an effort to further the liberalisation process established in the previous legislative approaches. Directive 2007/58/EC allowed free access to the international market of passenger transport, which could be seen as another vital boost in the opening of railway markets. Finally, passengers' basic rights were ensured and enhanced at an EU-wide level in Regulation (EC) No 1371/2007 (Pham, 2013).

In 2013, the European Commission issued its draft of the fourth Railway Package (European Commission, 2013). This package aims to remove the remaining barriers to the creation of a single European rail area. According to the Council,<sup>1</sup> the proposed legislation would reform the EU's rail sector by encouraging competition and innovation in domestic passenger markets. It would also implement structural and technical reforms. The end result should be higher levels of safety, interoperability and reliability in the European rail network. On 19 April 2016, the European Parliament and the Council reached agreement on the fourth Railway Package.

### *Urban public transport*

Public transport passenger services benefiting from exclusive rights and/or financial compensation are regulated by Regulation (EC) No 1370/2007 on public passenger transport services by rail and by road – the so-called Public Service Obligation (PSO) Regulation. This regulation entered into force on 3 December 2009 and sets the rules for the award of public

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<sup>1</sup> <http://www.consilium.europa.eu/en/policies/4th-railway-package/>

service contracts. It establishes the principle of tendering. However, under specific conditions, competent authorities are allowed to directly award public service contracts to an internal operator.

Competent authorities are also free to establish social criteria such as working conditions or customer rights. In line with the principle of subsidiarity, they can set up criteria to maintain and increase quality standards with regard to those fields, without prejudice to national and EU law, including collective bargaining. If competent authorities demand public service operators to respect certain quality standards, they have to be included in both the tender documents and public service contracts (Recital 16, Article 4 (6), Regulation 1370/2007).

## **Industrial relations in the sectors**

The high share of workers employed in large state-owned companies implies that industrial relations are specific to both railways and urban public transport sectors. Another relevant question for these sectors relates to the implications and effects of liberalisation on industrial relations. Accordingly, the questionnaire included in this study a question on whether the recent liberalisation within the sector (including both railways and urban public transport sectors) also had an impact on the industrial relations landscape – for example, mergers, emergence of new interest organisations, impact on membership structure, newly emerging uncovered parts of the sector, and so on. Table 2 (on p. 13) summarises reported examples from both sectors. It is worth noting that liberalisation has been triggered by different European regulatory frameworks affecting (see previous section), respectively, railways and urban public transport sectors, and that there are still some countries where there is no free competition.

### *Railways*

The Eurofound study (2012) on the railways sector drew attention to three important features.

First, many countries do not have a sector-level employer organisation. Some employer organisations are not specific to the railways sector as they cover the state-owned railway companies and broader segments of the public sector. In other countries, employer organisations only represent the private operators, which represent a low proportion of employment in the sector.

Second, the trade unions for workers in the railways sector are organised in a very fragmented way, but they record a very high sectoral density within the railways sector, which was the focus of the study at the time.

Third, in terms of collective bargaining, single-employer bargaining prevails in many countries. These agreements are therefore concluded by trade unions and companies without the involvement of employer organisations. However, the sector has a high proportion of employees who are covered by collective agreements due to the large share of employment in the sector accounted for by the companies.

These features have been confirmed in this study. Another relevant question for this sector relates to the implications and effects of liberalisation on industrial relations, acknowledging that EU regulation promoting liberalisation has resulted in different national reforms, including countries where liberalisation has not been accompanied by free competition.

Examples of the effects of liberalisation on sectoral industrial relations were reported in a number of countries, in relation to three areas:

- changes in social partners' organisational landscape;
- changes in the collective bargaining structure;
- changes related to the decrease in collective bargaining coverage.

Restructuring of enterprises in this sector has triggered changes in the social partners' organisational landscape, as for example in Germany and Spain.

In **Germany**, the industrial relations landscape changed when the state-run company, Deutsche Bundesbahn, was privatised and the market opened for other operators. Agv MoVe was established to represent companies related to Deutsche Bahn that operate in transportation and constructing and maintaining the infrastructure in the railways sector, as well as providing services for the former. AGVDE generally represents railway companies that had not been part of the former public company Deutsche Bundesbahn or subsidiaries of it. On the trade union side, in 2010, the railways sector union Transnet merged with GDBA, a former member of dbb (union of civil servants), to form EVG.

In **Spain**, the liberalisation of the railways sector has led to the creation of a new sector business organisation, the Employer Association of Private Railway Operators (AEFP). However, the organisation is neither involved in collective bargaining nor affiliated to a European sector-related social partner. Therefore, it does not meet the criteria to be included in the study. Its main goal is to foster a greater role for private operators.

Two different effects on the collective bargaining structure have been reported: recentralisation (three countries) and fragmentation of collective bargaining (one country). In three countries (Austria, France, Italy), liberalisation of the railways sector has meant the negotiation of new multi-employer collective agreements (as opposed to single employer, company-level agreements), thus favouring a recentralisation of the collective bargaining structure.

In **Austria**, 'new' workers employed in the Austrian Federal Railways (ÖBB) since 2005 are covered by a sectoral collective agreement, while 'old staff' are still covered by the General Terms and Conditions for Employment Contracts with ÖBB.

In **France**, the liberalisation, which exists only in freight railway transport and on international lines, has triggered the ongoing negotiation<sup>2</sup> of a national collective agreement for the railways sector. It is expected to be signed in 2018 and it will cover all employees within the sector.

In **Italy**, sectoral social partners agreed with the Ministry of Infrastructure and Transport in 2009 to gradually merge the multi-employer agreement applicable to public local transport workers with the multi-employer agreement for workers of the railway transport service. The agreement was intended to facilitate the simplification of the rules applying to the sector, with a view to supporting the process of liberalisation. In compliance with this agreement, sector-related social partners signed a multi-employer agreement for the transport sector in 2010, establishing the application of most of the rules to both sectors. The agreement settled a common ground for the topics of collective bargaining procedures, union rights and employment relationships.

In contrast, in **Hungary** liberalisation has had the effect of fragmenting collective bargaining with collective bargaining becoming more diverse. The liberalisation of the state-owned company MÁV and its breakdown into three new companies (MÁV-Start, MÁV-Trakció, MÁV-Gépészet) complicated matters for the trade unions since they had to negotiate with three different managements separately in their bid to conclude three collective agreements. Nevertheless, since 2014, this trend has been reversed. On 1 January 2014, the three companies merged and now MÁV-Start Zrt. provides passenger transportation, traction and maintenance. These developments mean that collective bargaining has regained its earlier wider scope in the case of MÁV-Start Zrt., though differentiation still prevails for the other companies. Thus, MÁV Zrt. (a sort of holding company of the MÁV-group as well as the infrastructure provider) and the passenger transporter MÁV-Start Zrt. (owned exclusively by MÁV Zrt.) have distinct collective agreements, as do the

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<sup>2</sup> Five chapters of the national sectoral collective agreements have already been signed, including an agreement to set out the scope of the future national collective agreement for the railway sector, an agreement about labour contracts and work organisation, and an agreement about general provisions.

other smaller private limited companies and subsidiaries within the MÁV-group. The impact has been similar for the freight rail company, GYSEV, although it has resulted in a less fragmented organisational structure. The freight division was separated on 1 January 2011. The GYSEV-group comprises GYSEV Zrt. (passenger transport) and GYSEV Cargo Zrt. (freight transport), with two distinct collective agreements.

In addition, two countries identified a decrease in collective bargaining coverage as an effect of liberalisation (Bulgaria and Hungary).

In **Bulgaria**, liberalisation applied to freight rail transport, resulting in the emergence of nine licensed providers; at present, there is only one company with a collective agreement. According to the national contribution, trade unions expect an employer organisation to be created in this subsector to provide a counterpart for negotiating more comprehensive agreements.

In **Hungary**, new private providers emerged where neither works councils nor trade unions exist, thus challenging the possibility of concluding agreements.

**Table 2: Reported examples of the effects of liberalisation on industrial relations for railways and urban public transport**

	No relevant changes reported	Strike regulation	Organisational landscape	Structure of collective bargaining	
				Fragmentation of collective bargaining/ decrease in coverage	Recentralisation*
AT			UPT		Rail
BE					
BG				Rail (freight)	
CY					
CZ					
DE			Rail		
DK					
EE					
EL					
ES			Rail		
FI					
FR					Rail (only freight and international lines are liberalised)
HR					
HU				Rail	
IE					
IT					Rail/UPT
LT					
LU					
LV					

	No relevant changes reported	Strike regulation	Organisational landscape	Structure of collective bargaining	
				Fragmentation of collective bargaining/ decrease in coverage	Recentralisation*
MT		UPT	UPT		
NL			UPT		
PL					
PT					
RO	Rail		UPT		
SE					
SI					
SK					
UK					

Note: \* Recentralisation indicates the growing importance of multi-employer collective agreements as compared with single-employer agreements.

Source: Authors' own elaboration according to Eurofound's Network of European correspondents' national contributions (2015).

### Urban public transport

As previously mentioned, urban public transport has been affected by EU regulation which established the principle of tendering. The analysis by UITP and the European Transport Workers' Federation (EFT) of the national regulatory frameworks of EU countries found that these laws regulate aspects such as the competences of authorities, conditions for the award of public service contracts and the criteria participating in the tender process (UITP and ETF, 2016).

The same study also found that national countries seldom addressed in national laws social conditions in the processes of contract award; Germany appeared to be an exception to this trend. In the absence of national laws addressing social conditions in the context of tendering, the role played by collective bargaining is crucial. In this sense, the UITP and EFT study observed that in some countries there are sectoral, universally binding collective agreements (Austria, Finland, France, Netherlands) or quasi-binding (Italy, Sweden) regulating social conditions and working conditions that compensate for the lack of laws or regulation on these aspects.

In relation to the direct or indirect effects of EU regulation in the urban public transport sector establishing the principle of tendering, the current study found some examples reported in a number of countries. These make reference to changes in the social partners' landscape, collective bargaining structure and strike regulation

Examples of changes in the social partners' landscape were reported in Austria, Malta, the Netherlands and Romania.

In **Austria**, the process of outsourcing and transforming municipal transport services into private but often publicly owned companies, initiated in the 1990s, is progressively leading the Vida trade union (which represents private employees of most transport systems) to replace the trade union Younion (which represents the public employees of the local state).

The national contribution from **Malta** pointed to the important change occurring in 2011 when urban land transport reform brought about the dissolution of the employer association, the Public



Transport Association (PTA). The 2011 reform adopted a restricted competitive tendering procedure for the public transport bus sector. The winning bidder of this process was the consortium Arriva, which replaced PTA. However, the company operated under significant losses and decided to cut short its 10-year contract in January 2014. Its shares were transferred to the government, which established a new company, Malta Public Transport (MPT), as an interim solution until a new operator was found. In January 2015, the Spanish company Autobuses de Leon bought the company's shares and took over its operations under the same name (that is, MPT).

In the **Netherlands**, two employer organisations were established for collective bargaining purposes in the urban and suburban passenger land transport subsectors after liberalisation: the Association of Employers in Multimodal Public Transport (VWMO) and the Association of Employers in Public Transport (VWOV).

In **Romania**, liberalisation and the emergence of private service providers has led the employer organisations to adopt the form of associations, instead of traditional employer organisation status, to be able to represent both public and private service providers.

Examples of changes in collective bargaining structure were reported in **Germany**, where the public urban transport sector – including privatised urban transport companies run by municipalities – is often represented by one of the 16 municipal employer associations (*Kommunaler Arbeitgeberverband* or KAV), which operate at the level of the federal states. KAVs, together with the trade unions such as ver.di, regularly conclude special collective agreements for their members in the urban transport sector in the respective federal state, with the exception of Hamburg. Membership of a KAV is not mandatory, so public and privatised urban transport companies are free to join other employer associations or none at all. The 16 KAVs themselves are part of their umbrella association VKA, which operates at national level.

A change in strike regulation was reported in **Malta**. In 2011, the government amended Article 64 of the Employment and Industrial Relations Act to ensure that in case of a strike it would be 'necessary to provide service at the level of one-half of the public passenger transport services in Malta and Gozo'. In September 2015, however, GWU still ordered all bus drivers to strike – an action that was eventually deemed illegal in a court ruling as it broke Article 64.

## Economic background

### *Effects of liberalisation on competition in the railways sector*

As previously explained, the railways sector has been subjected to a process of liberalisation fostered by EU regulation. Despite this, a Eurofound study (2012) showed that the sector has maintained its monopoly structure, being in some countries still dominated by one single principal operator, often still state-owned. At the same time, it was noted that competition was more limited for passenger services than for freight transport services. In the infrastructure management subsector, the study showed that although most countries in the EU had a fully state-owned infrastructure manager company, in some countries multiple entities had been established both under the umbrella of the state-owned company and new private companies.

Table 3 lists the number of operators in the railways sector for infrastructure management, passenger transport and freight transport, specifying if there has been an increase in the number of operators as a result of the liberalisation process. There is no information for Cyprus and Malta since these countries do not have railway services. However, it is sometimes not clear as to whether the data cover the main national government agencies only, or companies responsible for the services, or also cover private operators contracted or subcontracted. Bearing this in mind, the data have to be considered as indicative.

**Table 3: Number of operators per country in infrastructure management, freight rail transport and passenger rail transport and effects of liberalisation on the number of providers**

	Number of operators				Increase* in the number of providers as a result of liberalisation	
	Infrastructure	Freight	Passengers	Total	Yes/no	Subsector
AT	na	na	67	Na.	Yes	49.1
BE	1	7	4	12	Yes	49.1 and 49.2
BG	1	9	1	11	Yes	49.2
CY	0	0	0	0	No	
CZ	9	94	22	125	Yes	49.1 and 49.2
DE	1,908**	152	50	2,110	Yes	All
DK	1	3	12	16	No	
EE	2	12–17	2	16–21	Yes	All
EL	1	1	1	3	No	
ES	1	13	1	16	Yes	49.2
FI	2	1	1	4	No	
FR	1***	27	4	32	Yes	49.2
HR	1	several	1	Na.	No	
HU	2	16	2	20	Yes	49.2
IE	1	4	1	6	No	
IT	22	24	20	66	Yes	All
LT	1	1	1	3	No	
LU	1	1	1	3	No	
LV	1	3	2	6	No	
MT	0	0	0	0	No	
NL	1	20	7	28	Yes	49.1 and 49.2
PL	11	68	18	97	Yes	49.2
PT	1	1	1	3	No	
RO	1	72	15	88	Yes	49.1 and 49.2
SE	26	28	23	77	na	
SI	1	10	1	12	Yes	49.2
SK	1	1	3	5	No	
UK	3	7	25	35	Yes	All

Notes: na = not available. \* As the liberalisation process has been explicitly fostered by directives since 1995, the exact years to which the changes are compared cannot



*be provided, as Member States transposed the directives at different times. \*\* The number of infrastructure operators should be much lower. This figure reflects operators related to NACE code 52.21, which comprises all activities incidental to land transportation. According to the national source consulted by the national correspondent (Destatis), disaggregated information for infrastructure operators was not available. \*\*\* SNCF Réseau is the infrastructure manager for almost the entire French railway infrastructure.*

*Source: Authors' own elaboration according to Eurofound's Network of European correspondents' national contributions (2015).*

The information derived from the national contributions shows first that, in most of the countries, a diversity of operators exists in at least in one of the three subsectors analysed, except in Croatia, Greece, Lithuania, Luxembourg and Portugal.

Infrastructure management is the subsector that records a lower degree of competition due to the fact that it is a natural monopoly – otherwise there would be different tracks running in parallel.

Freight rail transport presents a higher degree of competition than in passenger rail transport. In the passenger rail transport subsector, there are 10 countries that only record one operator (Bulgaria, Croatia, Finland, Greece, Ireland, Lithuania, Luxembourg, Portugal, Slovenia and Spain), while in freight rail transport, a lack of competition is recorded in seven countries (Croatia, Finland, Greece, Lithuania, Luxembourg, Portugal and Slovakia).

The countries where the liberalisation process has fostered higher increases in the number of providers and 50 or more providers are recorded are Austria (for the freight rail sector), the Czech Republic (for both passenger and freight rail transport), Germany (especially for the infrastructure management), Italy and Poland (especially for freight rail transport).

### *Operators of town–airport and town–station lines*

Table 4 presents information on the operators of town–airport and town–station lines, showing the extent to which these services are provided by distinct operators or form part of ‘regular’ passenger transport.

In 24 countries, the town–airport and the town–station lines are part of regular passenger transport, including regional companies in Belgium. In some of these countries (Austria, France, Italy, Spain and the UK), there are also private operators providing town–airport transport services.

In contrast, there are distinct operators in Croatia, Cyprus, Hungary and Sweden.

In **Croatia**, bus services operated by national air transport provider, Croatia Airline, are not part of regular passenger transport.

In **Cyprus**, there is one private company that provides passenger transport services between Nicosia and Larnaca International Airport, and between Nicosia and Paphos Airport. It is an independent interurban transport provider offering a limited number of schedule routes on a daily basis and does not operate under a Public Service Operator contract.

In **Hungary**, different bus operators exist to provide the town–airport transport services that are not part of regular passenger transport.

In **Sweden**, commercial operators run specific town–airport lines.

**Table 4: Operators of town–airport and town–station lines**

	Regular passenger transport versus distinct operators			Type of transport			
	Part of regular passenger transport	Distinct operators	Regular + private providers	Rail way	Bus	Metro	Tramway
AT			Private providers				
BE	Some regional companies are part of regular lines						
BG							
CY							
CZ							
DE							
DK							
EE							
EL							
ES			Private bus				
FI							
FR			Private bus				
HR							
HU							
IE			Private bus				
IT			Private providers				
LT							
LU							
LV							
MT							
NL							
PL							
PT							
RO							
SE							
SI							
SK							
UK			Private providers in high-speed service				

Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).

## Employment trends across Europe

### *Railways*

According to figures from the European Commission's fifth rail market monitoring report (European Commission, 2016a), the railways sector directly employed about 900,000 people in Europe at the end of 2014. Sectoral employment decreased by 4% between 2009 and 2014 at EU level.

Data from the fourth rail market monitoring report (European Commission, 2014) highlight the following features.

- Railway undertakings employed 561,000 people and the infrastructure management sector employed 351,000 in 2012, although this employment distribution varied to some extent at national level. The overall percentage of staff in infrastructure management was generally higher in southern and eastern Europe and lower in northern Europe.
- In all EU Member States, the proportion of men working in the railways sector is higher than the male share of the overall active population. The overrepresentation of men is particularly high in southern Member States such as Greece, Italy and Spain, but also in Belgium and Luxembourg.
- Young workers are underrepresented, as the proportion of workers aged over 40 in many companies is greater than 50%. Ageing of the workforce was flagged as a particular concern in countries such as Finland, Finland, Greece, Italy and Spain.

Figures 2 and 3 reflect sectoral employment evolution between 2009 and 2014 in railway undertakings and infrastructure management. The two figures contain rail market monitoring scheme (RMMS) data published by the European Commission in December 2016 (European Commission, 2016b) alongside the fifth rail marketing monitoring report (European Commission, 2016a).

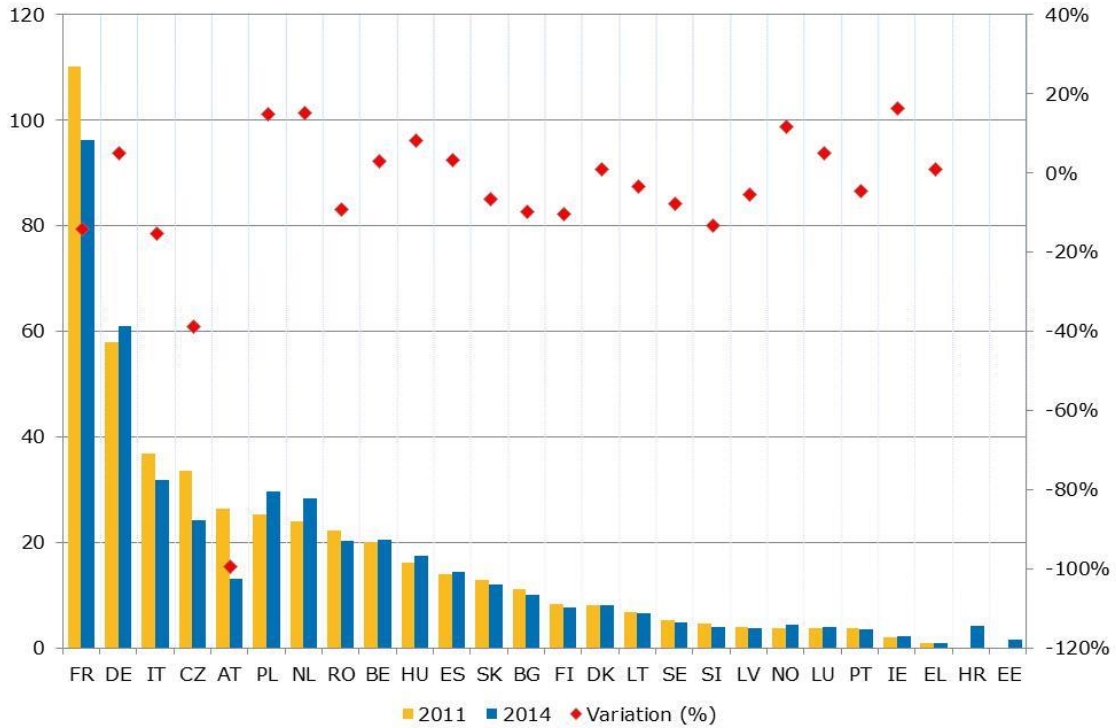
An uneven evolution of employment is observed across sectors (railways undertakings and infrastructure) and countries. With regard to the railway undertakings subsector, the most important drops in employment are recorded in Austria (close to 100% according to RMMS data<sup>3</sup>) and the Czech Republic (40%) while France, Italy and Slovenia recorded employment drops slightly below 20%. In contrast, an increase in employment was recorded in Belgium, Germany, Hungary, Ireland, Luxembourg, the Netherlands, Poland and Spain (Figure 2).

In the infrastructure management subsector, the most important fall in employment from 2009 to 2014, close to 20%, was recorded in Ireland, Portugal and Sweden. In this subsector, Austria, Denmark, Germany, Hungary, Spain and the UK recorded an increase in employment.

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<sup>3</sup> The Austrian CER affiliate estimates this drop to be close to 20%.

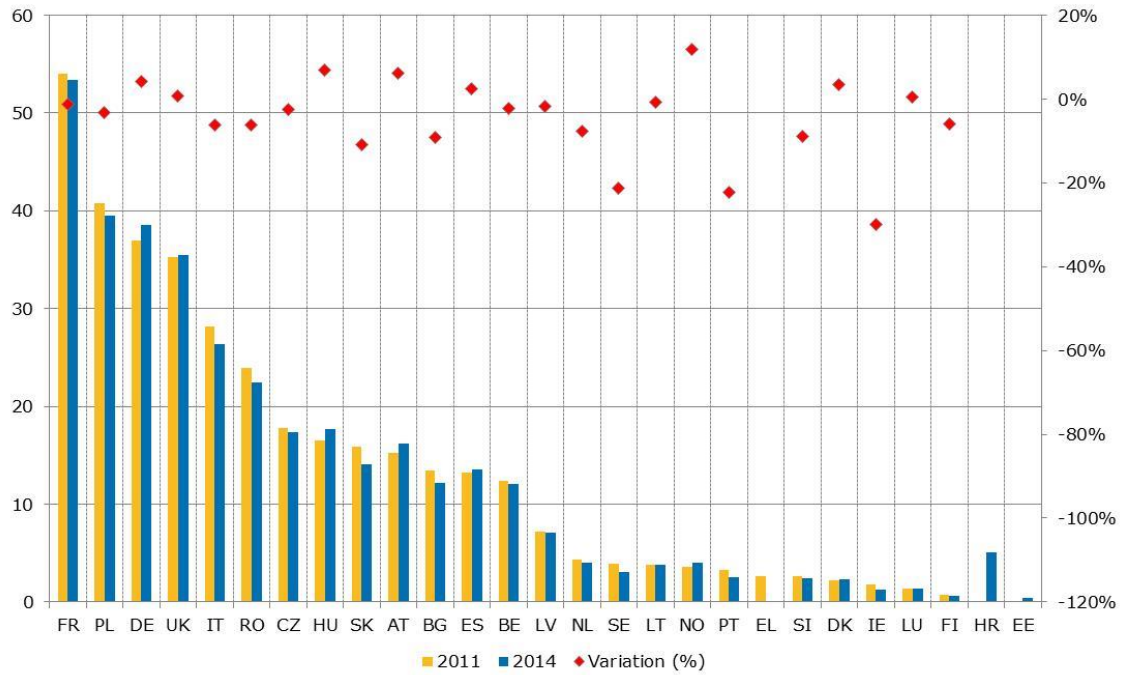
**Figure 2: Staff employed in incumbent railway undertakings, 2011 and 2014 (thousands)**



Notes: UK data are for 2011 and 2014; EE and HR Estonia 2011 data not available; EL data 2012; IE data 2013 for 2014. CZ 2014: whole ČD group. DK 2014: includes DSB, Oresund, private lines and Metro (freight N/A). DE 2011: not including incumbent's infrastructure management and rail-related facilities staff. EE 2014: includes Estonian Railways, GoRail, ELRON Edelaraudtee. NO 2014: includes NSB Personotog (NSB AS and Gjøvikbanen AS), Flytoget AS, CargoNet, Cargo Link, LKAB Malmtrafikk AS and Grenland Rail. NL 2014: includes NS staff outside the country. SE 2014: SJ AB and Green Cargo AB.

Source: European Commission (2016b, Figure 71).

**Figure 3: Staff employed in infrastructure management, 2014 (thousands)**



Notes: Data 2014 not available for EL, data 2011 not available for HR and EE. BE and IE: data 2013 for 2014. EE 2014: Estonian Railways, Edelaraudtee. ES 2014: Adif + Adif AV. FR: RFF and SNCF. NL 2014: ProRail, Keyrail. NO 2011 and 2014: including temporary workers. SI 2014: SŽ-Infrastruktur company.

Source: European Commission (2016b, Figure 72).

### Urban public transport

There is no European-level harmonised statistics available which capture employment in the urban public transport sector. Within national statistics, employment data for the urban public transport sector alone are also difficult to obtain because national statistics mostly cover all types of passenger transport including rail, coach (long distance) and inter-urban transport.

Bearing this in mind, the information provided here is based on the UITP and ETF (2016) study on the urban public transport sector. The data were gathered by professional and employer organisations in the sector via questionnaires and information from their member organisations, and there is some doubt about the extent to which the data cover only the operators of the network or the staff of subcontracted companies as well. Accordingly, the information provided based on this report must be read with caution.

The UITP and ETF study found that the sector is largely male dominated, as the share of female workers represents between 8% and 18%. In terms of contractual relationships, the majority of employees work on permanent and full-time employment contracts (UITP and ETF, 2016).

According to the study, employment levels in the sector are associated and influenced by factors such as the number of passengers and the development of urban zones. In recent years, the financial and economic crisis has had an uneven impact across the EU countries.

Some countries (France, Finland, Netherlands, Sweden) record an increase in the number of drivers. In some countries (Belgium, UK), the number of employees has remained stable overall, with variations over the past years.

In some countries (Czech Republic, Germany, Ireland, Italy), the number of employees in the urban public transport sector has slightly declined. This has affected administrative staff in particular.

Further data from national employment and business statistics are available in Table A5I in Annex 5 or from the national contributions which are available on demand from Eurofound.

## National level of interest representation

The national level analysis of interest representation focuses on:

- membership domain and the strength of organisations;
- their role in collective bargaining;
- their role in public policymaking.

### Membership domain and strength

This study only provides quantitative data on membership in the annexes. Sectoral densities aiming to measure the relative strength of national social partners within railways and urban public transport are not provided. The decision was taken because national data collected through Eurofound's Network of European correspondents do not coincide strictly with the detailed sectoral demarcation used in this study in most of the countries. Generally, national figures include other activities not related to railways and urban public transport such as service activities incidental to different transport subsectors or other passenger land transport. The data that are available also hinder the calculation of sectoral densities for railways and urban public transport and, since national social partners are also organised across these different sectors, sectoral densities calculated taking as a reference railways and urban public transport could provide an erroneous indicator of their actual strength.

### Trade union or employee interest representation

Tables A1I, A1II, A2I and A2II and A2II present the trade unions' data on their domains and membership strength. The tables list all sector-related organisations that are either involved in collective bargaining and/or affiliated to ETF.

A total of 171 sector-related trade unions were identified which fulfil the criteria to be included in the representativeness study. Table A4I gives the abbreviations and full names of these trade unions. All EU28 countries recorded at least one sector-related trade union. Two sector-related trade unions are recorded in 2 countries, 3 unions are recorded in 3 countries, 4 unions are recorded in 7 countries, 5 trade unions are recorded in 3 countries while 13 countries recorded 6 or more sector-related unions, thus showing a fragmented landscape (Table 5).

The extent to which the existence of several trade unions and in the same country is the result of trade unions' sectoral divisions (public–private, operations–infrastructures and so on) is checked when analysing the domain patterns. This makes it possible to see whether several trade unions in a country are active in the same activities or, on the contrary, they specialise in different sectoral segments. Taking this into account, it has to be stressed that the sectoral definition of this study includes activities that may refer to different realities.

**Table 5: Number of sector-related trade unions per country**

Number of trade unions	Countries
2	LV, MT
3	AT, CY, EE
4	BG, CZ, DE, HR, LU, PL, SK
5	IE, LT, UK
6 or more	BE, DK, EL, ES, FI, FR, HU, IT, NL, PT, RO, SE, SK

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

### *Collective bargaining*

A total of 164 trade unions out of the 168 for which information is available are involved in sector-related collective bargaining. Accordingly, most of the trade unions identified in the study (98%) take part in collective bargaining in railways and urban public transport. In all the countries, at least one trade union is involved in collective bargaining related to railways and urban public transport.

### *Domain patterns*

This section analyses how the membership domain of the trade unions relates to railways and urban public transport (Figure 4). Information on this was available for all the trade unions included in the study apart from three (FSCŘ in the Czech Republic, STTAMP in Portugal and FGAMT-CIG in Spain).

Only eight trade unions (around 5% of all the unions) demarcate their domain in a way that is **congruent** with the sectoral definition. This implies that the statistical definitions of business activities in railways and urban public transport differ from the lines along which employees identify their interests.

**Sectionalism** is recorded in 38% of the cases (64 trade unions). It is explained as a result of domain demarcations that cover only some activities or segments. Several trade unions cover only the subsectors of urban and suburban passenger land transport and, generally, some service activities related to the operation of terminal facilities or railroad infrastructure (ACVOD - vervoer/CSC Services publics - Transport in Belgium, DJF in Denmark, AKT in Finland, SEOAST, Unions of OASA, SELMA and SET in Greece, UGL TPL in Italy, BV2002 and VOR in the Netherlands). In other cases, trade unions cover only passenger rail transport, interurban and/or freight rail transport (ACOD Spoor/CGSP Cheminots in Belgium, SSH in Croatia, VSZ in Hungary, FNFMC Bucuresti in Romania) or freight transport and service activities incidental to it (Fédération UNSA-ferroviaire in France). Some trade unions cover the whole sector apart from freight rail transport (TSSA in Ireland, Aslef in the UK). Finally, there are cases where trade unions represent workers from very specific activities or professions such as engine drivers and crews (GdL in Germany), control and administration activities of railway transport (SCF in Spain), workers from metro local companies (SU in Spain) and some service activities related to the operation of terminal facilities, that is, railway stations (RTL in Finland).

**Sectional overlap** occurs in 43% of cases (72 trade unions). In some cases, unions are only active in the subsector of urban and suburban passenger land transport as a result of a general domain

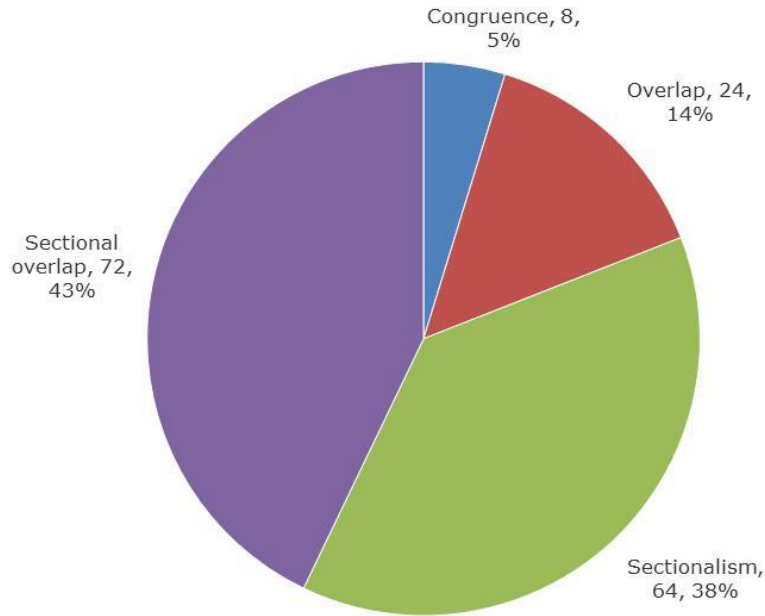


that covers public local employees (Younion in Austria) or workers from public services (NSZZ Solidarność in Poland). In other cases, unions cover only a subsector within railways and urban public transport, coupled with other activities outside and generally related to other transport activities such as water and air transport (Syndicate of Railwaymen in Bulgaria), transport and agriculture (FTPAW-SEK in Cyprus), road transport and construction (DOSIA in the Czech Republic), general road workers (ETTA in Estonia), general transport activities (Fédération UNSA-Transport and CGT Transports in France, RMT in the UK) or freight road transportation and international passenger transport (TDF/LTWF in Lithuania). Finally, in several unions, sectional overlap is the result of domain demarcations which focus on certain categories of employees who are then organised across several sectors, including activities outside railways and urban public transport. Employee categories are specified by various parameters mostly related to employment status, such as white-collar workers (ERTO in Finland, Federmanager in Italy, VHS in the Netherlands), blue-collar workers (DJF in Denmark, JHL in Finland, Kommunal in Sweden) or more specific groups such as white-collar workers in the case of certain regions (LBC/NVK in Belgium).

**Overlap** occurs in 14% of cases (24 trade unions). It is explained due to two main different modes of demarcation. The first one, which is exceptional, refers to general or cross-sectoral domains (vida in Austria, CNV in the Netherlands). The second and more frequent mode relates to various forms of multi-sector domains. Some trade unions cover the whole or most of the transport activities (FTTUB and FTW Podkrepa in Bulgaria, CFTC Transports and FGTE-CFDT in France, FILT CGIL and FIT CISL in Italy, RMT in the UK) or other transport activities such as interurban and international bus routes (LTF in Lithuania). In other cases, trade unions cover very diverse sectors such as: public administration, tourism, telecommunications and information technology (FSC-CCOO in Spain); commerce, communication, hotels and restaurants, gambling and ports (SMC-UGT); fish processing (ERAÜ in Estonia); service and communication industries (Seko in Sweden); and employees within state agencies (ST in Sweden)

The domain description of all the unions is shown in Tables A1I and A2I.

**Figure 4: Railways and urban public transport related trade unions and their domain patterns**



*Note: N = 168 (with available information out of 171).*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

Table 6 shows the domain patterns of the trade unions within railways and urban public transport only. The first aspect to note is that the domain of the trade unions within the sector tends to overlap with another trade union in the case of those countries with a pluralist trade union landscape. This confirms that the trade union landscape is fragmented in railways and urban public transport, with several trade unions in the same country covering the same activities.

With regard to the specific features of those domains within the sector, it is observed that 66 trade unions out of the 169 with available information in 20 countries cover the entire sector, as is defined in this study, or most of it just excluding some types of company or some employee categories. Thus, in most of the countries at least some trade unions have a comprehensive domain with regard to railways and urban public transport, covering all the diverse activities included in the study's definition. However, as railways and urban public transport comprise different sectors, it is likely that these trade unions have separate departments for railways and for urban public transport.

This situation coexists, however, with a high degree of trade union specialisation in particular segments, especially in the urban passenger subsector. Thus, 52 trade unions (31%) in 21 countries are active only in urban and suburban passenger land transport or cover this subsector and some service activities related to operational facilities or railroad infrastructure (or activities outside the sector). It is worth noting that, in some countries, these trade unions also have a specific geographical coverage, being only active in some cities and, on occasions, in some local public companies. This applies to trade unions in Belgium (ACVOD - vervoer/ CSC Services publics - Transport), France (SUD RATP, SNTU-CFDT and SNRTC), Greece (SEOASTH, Union of employees and subsidiary companies of OASA, Union of OASA Employees, SELMA)

and Spain (SU, SPTC and CIM). The fact that urban and suburban passenger land transport is the responsibility of municipalities or local governments as part of ‘public services’ could explain this situation.

Cases of sectoral domain demarcations exclusively focused on freight rail transport are very uncommon (two trade unions in Slovenia). Only in Romania (STB) is there an example of a trade union exclusively focused on passenger rail transport. Finally, three examples of trade unions specialising exclusively in infrastructure management were found in Denmark (DMF), Finland (RTL) and Spain (SCF).

**Table 6: Trade union domain patterns within the railways and urban public transport subsectors**

	Trade union	Subsector					European affiliation
		Passenger	Freight	Terminals	Infra-structure	Urban transport	
		49.1	49.2	52.21	52.21	49.31	
AT	vida						ETF
	Younion						ETF
	GPF						ETF
BE	ACV/CSC Transcom						ETF
	ACVOD - vervoer/CSC Services publics - Transport						ETF
	LBC/NVK						ETF
	ACLVB/CGSLB						ETF
	ACOD Spoor/CGSP Cheminots						ETF
	BBTK/SETCa						ETF
	ABVV BTB/FGTB UBT						ETF
	CNE/GNC						ETF
BG	Syndicate of Railwaymen in Bulgaria						ETF
	FTTUB						ETF
	FTW Podkrepa						ETF
	NURW Podkrepa						ETF
CY	FTPAAW-SEK						ETF
	DEOK						
	SEGDAMELIN- PEO						
CZ	OSD						ETF
	OSŽ						ETF
	DOSIA						
	FSČR						
DE	EVG						ETF
	ver.di						ETF
	GdL						
	dbb						

	Trade union	Subsector					European affiliation
		Passenger	Freight	Terminals	Infra-structure	Urban transport	
		49.1	49.2	52.21	52.21	49.31	
DK	DJF						ETF
	HK T&J						ETF
	3F						ETF
	DMF						ETF
	HK						ETF
	IDA						
	DJØF						
EE	ERAÜ						ETF
	EVAÜ						
	ETTA						ETF
EL	POS						ETF
	SEOASTH						
	Union of employees and subsidiary companies of OASA						
	Union of OASA Employees						
	SELMA						
	Union of ISAP Employees						
ES	SET						
	FSC-CCOO						ETF
	SMC-UGT						ETF
	FGAMT-CIG						ETF
	ELA-GIZALAN						ETF
	SCF						
	CGT						
	SF						
	SU						
	CPTC						
	CIM						
	LAB						
	SEMAF						
FI	JHL						
	VML						ETF
	AKT						ETF
	RVL						
	RTL						
	ERTO						ETF
	VR Akava						
FR	Fédération UNSA-ferroviaire						ETF
	Fédération UNSA-Transport						ETF
	CFTC						ETF

	Trade union	Subsector					European affiliation
		Passenger	Freight	Terminals	Infra-structure	Urban transport	
		49.1	49.2	52.21	52.21	49.31	
	CGT Cheminot						ETF
	CGT Transport						ETF
	FGTE CFDT						ETF
	FO Cheminots						ETF
	FO Transports et logistique						ETF
	SNRTC – CFE-CGC						
	SNTU-CFDT*						
	SUD Rail					x**	
	SUD RATP						
HR	RETUC						ETF
	SZH						ETF
	SPVH						
	SHZ						ETF
HU	VSZ						ETF
	VDSZSZ						ETF
	MOSZ						
	MTSZSZ						
	GYDSZSZ						ETF (via VDSZSZ)
	EKSZ						ETF
	METRO KDSZ						
	Villamos Független Szakszervezet						
	DAKSZ						ETF
	KSZOSZ						ETF
VDSZSZ Solidarity						ETF	
IE	SIPTU						ETF
	NBRU						
	TSSA						
	TEEU						
	Unite						
IT	FILT CGIL						ETF
	FIT CISL						ETF
	UIL Trasporti						ETF
	Federmanager						
	FAISA CISAL						
	UGL TPL						
	UGL TFA						
	SAVT						
	FAST Mobilità						
	CONFSAL						
OR.S.A. Ferrovie							
LT	LGPF						ETF
	LTF						
	LKADPSF						ETF
	TDF/LTWF						ETF

	Trade union	Subsector					European affiliation
		Passenger	Freight	Terminals	Infra-structure	Urban transport	
		49.1	49.2	52.21	52.21	49.31	
	VPS						ETF
LU	FNCTTFEL-Landesverband						ETF
	FCPT-SYPROLUX						ETF
	ACAL						ETF
	LCGB						ETF
LV	LDzSA						ETF
	LAKRS						ETF
MT	GWU						ETF
	UHM						
NL	ABGP						
	BV2002						
	CNV						ETF
	FNV						ETF
	VHS						
	VOR						
	VVMC						
PL	NSZZ Solidarność						ETF
	FZZK						ETF
	NSZZ Solidarność						
	ZZM						
PT	FECTRANS						
	SINDEFER						ETF
	SMAQ						
	SNTSF						
	STRUP						
	SNM						
	SITRA						
	STTAMP						
RO	Transloc, ATU-ROMÂNIA						ETF
	LST						
	FNPMC						ETF
	FNDF						ETF
	AFTF						
	STB						
SE	Kommunal						ETF
	Seko						ETF
	ST						ETF
	TJ						
	Unionen						ETF
	Vision						
	Sveriges Ingenjörer						
	Ledarna						
Jusek							
SI	SDŽDS						

	Trade union	Subsector					European affiliation
		Passenger	Freight	Terminals	Infra-structure	Urban transport	
		49.1	49.2	52.21	52.21	49.31	
	SŽPS						
	SŽTS						ETF
	SŽS						ETF
	SSSLO						ETF
	SVPS						
	SVZVSS						
	SVLM						
	SPS						ETF
	SŽPD						ETF
	SDPZ						
SK	IOZ						
	OŽŽ						ETF
	OZ Kovo						
	FS SR						
UK	Aslef						ETF
	GMB						ETF
	RMT						ETF
	TSSA						ETF
	Unite						ETF



Domain covers the entire subsector.

Domain covers the subsector partially (that is, it does not cover all occupations, all forms and size of enterprise, or all regions of the country).

Domain does not cover the subsector.

Notes: \* SNTU is a member of FGTE-CFDT, but it negotiates with UTP under its name and not FGTE. \*\* 49.31 relates to some parts of the RER (Réseau Express Régional) in the region of Paris. Formally, some parts of the RER are managed by SNCF and are in fact urban transport. In terms of collective bargaining, SUD Rail does not participate in collective bargaining in the urban transport branch. It is understood that, economically speaking, the RER activities managed by SNCF where SUD Rail is active are 'urban transport activities' and should be included in NACE code 49.31; but from an industrial relations point of view, SUD Rail does not cover 49.31.

Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).

### Employer organisations

Tables A1III, A1IV, A2III, A2IV and A2VI present membership data for employer organisations in railways and urban public transport.

Sectoral employer organisations were identified in 20 EU Member States; there are no sector-related employer organisations in Bulgaria, Cyprus, Greece, Croatia, Hungary, Ireland, Lithuania and Malta. However, employer organisations are understood in this study in a very broad sense, including also sector-related organisations with different purposes and goals beyond collective bargaining, including cooperation platforms (see UBTCUR in Belgium).

A total of 45 sector-related employer organisations were identified. Table A4II gives the abbreviations and full names of these employer organisations.

Eight countries recorded only one employer organisation, six countries recorded two employer organisations, two countries recorded three employer organisations and four countries recorded four employer organisations (Table 7).

**Table 7: Number of employer organisations per country**

Number of employer organisations	Countries
1	BE, CZ, EE, FR, LU, LV, PT, RO
2	AT, DK, PL, SI, SK, UK
3	ES, FI
4 or more	DE, IT, NL, SE

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

### *Collective bargaining*

In all the 20 countries, apart from Belgium and the UK where information was not available, some employer organisations are involved in collective bargaining.

Generally, business organisations may also deal with interests other than those related to industrial relations. Organisations specialising in matters other than industrial relations are commonly defined as 'trade associations' (Eurofound, 2004). Bearing this in mind, it could be assumed that all the seven organisations not involved in collective bargaining recorded in Germany, the Netherlands, Poland, Spain and the UK (see Tables A1III and A2III) either primary or exclusively act as trade organisations in their country. All these organisations are members of the sectoral European-level employer organisations. In this sense, it must be stressed that, according to the selection criteria described above, all national organisations affiliated to the European-level employer association are included in this study irrespective of whether or not they are involved in collective bargaining.

### *Domain patterns*

With regard to the domain patterns of the employer organisations, information is available for 42 out of the 45 organisations (Figure 5).

**Sectional overlap** is the most widespread domain pattern. It occurs in 45% of the cases (19 employer organisations). It is usually explained by domain demarcation which excludes some activities or subsectors within railways and urban public transport (that is, urban and suburban passenger land transport, service activities related to operational facilities or railroad infrastructure and so on) or only covers some kind of companies (public municipalities or only private companies) or covers other activities outside the sector such as bus companies operating non-scheduled bus routes (FV-ALS in Austria), local government activities (VKA in Germany), general land transport (AL in Estonia), service sector and logistics (ALT in Finland), international public road transport (ANAV in Italy, FLEAA in Luxembourg) or research institutions and manufacture companies (IGKM in Poland).

**Sectionalism** occurs in 33% of the cases (14 employer organisations). It is caused by domain demarcations which cover only some specific subsectors within railways and urban public

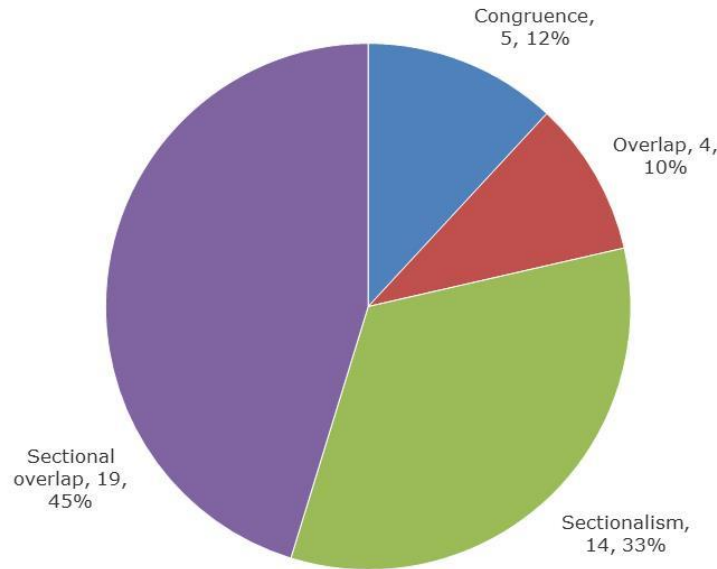


transport such as the urban and suburban passenger land transport (AKT in Denmark, ANEF in Italy, ZZ MHD and ZAD in Slovakia, GZS and ZDS in Slovenia, ATUC in Spain), freight rail transport (KNV Spoorgoedervervoer in the Netherlands) or passenger rail transport (VWMO and VWOV in the Netherlands). In two organisations (PALTA in Finland and RDG in the UK), it is explained as a result of a domain demarcation that covers passenger rail transport and urban and suburban passenger rail transport.

Four cases of domain **overlap** (10% of the cases) are explained by employer organisations that cover different sectors and activities outside railways and urban public transport such as construction and metalworking companies whose business is related to rail infrastructure (FVS in Austria), logistics activities (Agv MoVe in Germany), water and air transport, combined transport, car repair, road management, railway maintenance, rail industry (transport engineering) and research institute sectors (SD ČR in the Czech Republic) and companies that provide assistance to main sectoral activity (ZPK in Poland).

Finally, 12% of the associations (five employer organisations) show a membership domain that is more or less **congruent** with the sector definition. This means that the domain of these organisations largely focuses on railways and urban public transport as defined for the purpose of this study. These organisations are VDV and JA in Denmark, UTP in France, and ASSTRA and AGENS in Italy.

**Figure 5: Railways and urban public transport related organisations/business associations and their domain patterns**



Note: N = 42.

Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).

Table 8 shows the domain patterns of the employer associations within railways and urban public transport only. This table allows the extent to which employer organisations are active in the railways sector in the EU countries to be checked. The fact that state-owned companies operate in the railways sector in many countries may imply that employer organisations are not organising this sector. In this sense, a Eurofound (2012) study found that eight European countries (Belgium,

Estonia, Greece, Hungary, Ireland, Luxembourg, Portugal and Slovenia) did not have a sector-level employer organisation specific to the railways sector in 2012. This is confirmed by the information provided by Eurofound’s Network of European correspondents in 2015; the only exception is Estonia, where one organisation active in the operation of terminal facilities subsector was found. In addition, it was found that Bulgaria and Slovakia also lack employer organisations active in the railways sector or, at least, their organisations do not meet the criteria to be included in this study (that is, being affiliated to a European-level employer association and/or being involved in sector-related collective bargaining). With regard to Spain, there is only one organisation that covers a minor part of the sector, namely auxiliary services to railway activities.

However, 8 employer organisations were found in Austria, the Czech Republic, Denmark, Germany, Italy and Poland that cover the whole sector as defined in this study and 13 organisations were found in Austria, Denmark, Italy, Luxembourg, Poland, Portugal, Slovakia, Slovenia, Spain and Sweden that cover only urban and suburban passenger land transport. Cases of employer organisations only covering passenger rail transport and/or freight rail transport are uncommon and only one example (BI in Sweden) was found of employer organisations exclusively covering railway infrastructure partly because these activities tend to be carried out by state-owned companies.

Attention should be drawn to the case of UTP in France. This employer association is active in the railways sector (also for infrastructure) and in the urban public transport sector. However, it is only affiliated to a European-level employer association in the urban public transport sector.

**Table 8: Domain patterns of employer organisations in railways and urban public transport**

	Employer organisation	Passenger	Freight	Terminals	Infra-structure	Urban transport	European affiliation
		49.1	49.2	52.21	52.21	49.31	
AT	FVS						CER, UITP
	FV-ALS						
BE	UBTCUR*						UITP
CZ	SD ČR						
DE	Agv MoVe						No member, but represents Deutsche Bahn in CER and UITP in respect of collective bargaining/human resource issues
	AGVDE						
	VKA						
	VDV						CER, UITP
	AVN						
DK	JA						UITP
	AKT						UITP
EE	AL						
ES	ATUC						UITP

	Employer organisation	Passenger	Freight	Terminals	Infra-structure	Urban transport	European affiliation
		49.1	49.2	52.21	52.21	49.31	
	AGESFER						
	UNECOFE						
FI	PALTA						
	ALT						UITP
	KT						
FR	UTP						UITP
IT	ASSTRA						UITP
	ANAV						UITP
	ANEF						
	AGENS						
	Assoferr						
	FerCargo						
LU	FLEAA						
LV	LDzDDO						
NL	KNV						UITP
	KNV Spoorgoederenvervoer						
	VWMO						
	VWOV						
	ZPK						
PL	IGKM						UITP
	ANTROP						UITP
RO	URTP						UITP
SE	Almega Tjänsteförbunden					Includes rail-bound transport but not buses	CER
	BI						
	Sveriges Bussföretag						UITP
SI	KFS						
	GZS						
SK	ZDS						
	ZZ MHD						
UK	ZAD						UITP
	RDG					x**	CER
	CPT						UITP



Domain covers the entire subsector.

Domain covers the subsector partially (that is, it does not cover all occupations, all forms and size of enterprise, or all regions of the country).

Domain does not cover the subsector.

Not available

*Notes: \* UBTCUR is a cooperation platform not an employer association. \*\* Some member companies operate in urban/suburban rail services (for example, London Overground) and town-to-airport services (for example, Heathrow Express).*

*Source: Authors' own elaboration according to Eurofound's Network of European correspondents' national contributions (2015).*

## Companies

Tables A1V and A2V present membership data for those companies in railways and urban public transport included exceptionally in this study. Table A4I gives the abbreviations and full names of these companies.

According to the selection criteria, all companies affiliated to a European-level employer association are included in this study irrespective of whether or not they are involved in collective bargaining. However, companies are only included in those cases where there is no employer association affiliated to any of the European-level employer organisations. For the sake of completeness, further sector-related company members of CER, UITP and EIM are listed in Table A3I.

A total of 69 sector-related companies were identified in 24 EU Member States which meet the criteria to be included in this study. No such company was identified in Austria, Cyprus, Germany and Sweden. All the identified companies are members of one of the European employer organisations analysed in this study in line with the methodological criteria adapted for this study as explained in the Introduction.

Most of the companies (57) are public companies or have some private ownership subsidiaries at the most, as is the case with the French national rail company SNCF.

The 12 private companies included in the study were found in Bulgaria, France, Greece, Hungary (2), Ireland, Latvia, Malta, Poland, Romania and the UK (2). Most of these private companies operate in the freight rail transport subsector (Bulmarket in Bulgaria, Eurotunnel in France, Rail Cargo Hungaria and BKV Zrt in Hungary, JSC Baltijas Tranzīta Serviss in Latvia, Rail Polska in Poland, GFR in Romania in Romania). In addition, two of the private companies identified operate in urban and suburban passenger land transport via concession contracts with governments (OASTH in Greece and Transdev Ireland in Ireland). In the UK, Eurostar International operates passenger train services while the company HS1 holds the concession from the UK government to operate, manage and maintain the high-speed railway line and infrastructure from London to the Channel Tunnel in Kent, and the railway stations on route. Finally, attention should be drawn to the case of TrainOSE (Hellenic Company for Rolling Stock Maintenance) in Greece, which is currently in the process of denationalisation (the tendering procedure is in progress).

### *Collective bargaining*

A total of 61 out of the 67 companies with information available are involved in collective bargaining. Of these, 56 are exclusively covered by single-employer bargaining, 2 are covered by both single and multi-employer bargaining (in France and Italy) and 3 organisations (2 in Finland and 1 in Slovenia) are covered only by multi-employer collective bargaining. In these latter cases, the companies are represented by an employer organisation which concludes collective agreements on their behalf.

### *Domain patterns*

The domain pattern of the companies (Figure 6) are conditioned by EU regulation, especially in the railways sector, where the liberalisation processes established in the 1990s demanded the

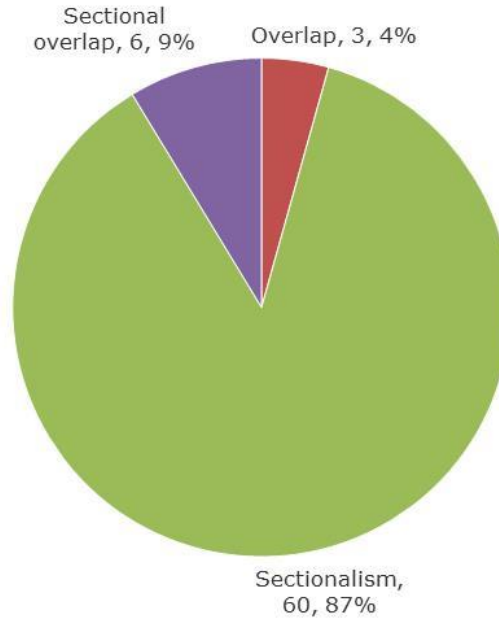
creation of distinct organisational entities for train service operations and infrastructure management. Due to this, it is not possible to find a company recording a congruence domain pattern, that is, covering all railways and urban public transport activities as defined for the purpose of this study.

**Sectionalism** is the most widespread domain as a result of the specialisation of the companies in different segments of railways and urban public transport. It occurs in 60 of the cases (87%). In some cases, this is due to domain demarcations that cover only urban and suburban passenger land transport: EAD in Bulgaria; TLT in Estonia; BKV ZRT in Hungary; Dublin Bus, Transdev Ireland and CIE in Ireland; MPT in Malta; LPP in Slovenia. In several cases the domain pattern is caused by demarcations that cover most subsectors except urban and suburban passenger land transport and infrastructure management (NMBS/SNCB in Belgium, BDZ Holding in Bulgaria, MÁV Zrt and GYSEV Zrt. in Hungary, Irish Rail in Ireland, LDZ in Latvia, LG in Lithuania, Renfe in Spain). Finally, there are several cases where companies cover only a specific subsector such as infrastructure management (Infrabel in Belgium, NRIC in Bulgaria, HŽ Infrastruktura in Croatia, SŽDC in the Czech Republic, Banedanmark in Denmark, Finrail in Finland, OSE in Greece, ZSR in Slovakia, Adif in Spain), passenger rail transport (HŽ–HŽPP in Croatia, DSB in Denmark, NS in the Netherlands, SNTFC ‘CFR CALATORI’ in Romania) or freight rail transport (B Logistics Group in Belgium, HŽ Cargo in Croatia, ČD Cargo in the Czech Republic).

**Overlap** occurs in three cases (4%), being caused by domain demarcations that cover most of the sector plus other activities outside railways and urban public transport related to logistics activities such as cargo handling (SNCF in France, FS Italiane in Italy) or other services related to the sector such as catering service on trains and at stations (VR in Finland).

Finally, six companies (9%) show a **sectional overlap** domain. This is explained by domain demarcations that cover only some activities or subsectors within railways and urban public transport and cover other activities outside such as vocational training (DPP in the Czech Republic), real estate and commerce activities or fibre optics (Adif in Spain), intercounty/regional bus services (CIE in Ireland), travel agency, road transport, cargo handling/logistic and parcel service (CFL in Luxembourg), traffic security and real estate management (LDZ in Latvia) and the construction and maintenance of railways and stations (ProRail in the Netherlands).

**Figure 6: Domain patterns of railways and urban public transport activity-related companies**



Note: N = 69.

Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).

The domain description of all the companies involved in railways and urban public transport as defined in this study is shown in Table 9. As previously described, with the exception of three companies that cover most of railways and urban public transport, most of the companies tend to focus on specific segments such as urban and suburban passenger transport, freight rail transport or infrastructure management.

**Table 9: Domain patterns of companies in railways and urban public transport**

	Abbreviation	Passenger	Freight	Terminals	Infra-structure	Public urban transport	European affiliation
		49.1	49.2	52.21	52.21	49.31	
BE	Infrabel						EIM
	NMBS/SNCB						CER
	B Logistics Group						CER
BG	NRIC						CER
	EAD						UITP
	BRC						CER
	BDZ Holding						CER
	Bulmarket						CER
CZ	DPP						UITP
	ČD					x*	CER
	ČD Cargo						CER

	Abbreviation	Passenger	Freight	Terminals	Infra-structure	Public urban transport	European affiliation
		49.1	49.2	52.21	52.21	49.31	
							(indirectly, through ČD)
	SŽDC						CER
DK	DSB						CER
	Banedanmark						EIM
EE	ER						CER
	TLT						UITP
EL	OSE						CER
	TrainOSE					x**	CER
	EESSTY						
	OASA						UITP
	OSY						UITP
	STASY						UITP
	OASTH						UITP
ES	ADIF						EIM
	RENFE				UTP		CER
FI	VR					X – rail only	CER, UITP
	Finrail						
FR	SNCF					x***	CER, EIM, UITP
	Eurotunnel						EIM
	LISEA						EIM
HR	HŽ Infrastruktura						CER
	HŽ Cargo						CER
	HŽ–HŽPP						CER
HU	MÁV Zrt.						CER
	GYSEV Zrt.						CER
	BKV Zrt.						UITP
	RCH						CER
IE	CIE (holding company)						UITP
	Irish Rail						CER
	Dublin Bus						UITP
	Bus Éireann						UITP
	Transdev Ireland						UITP
IT	FS Italiane					x****	CER
LT	LG						CER
LU	CFL/ CFL Cargo						CER
	Service des autobus de la ville de Luxembourg						UITP
LV	LDZ						CER

	Abbreviation	Passenger	Freight	Terminals	Infra-structure	Public urban transport	European affiliation
		49.1	49.2	52.21	52.21	49.31	
	BTS						CER
	BE						CER
MT	MPT						UITP
NL	NS						CER
	ProRail						EIM
PL	PKP					x*****	CER
	PLK						EIM
	Rail Polska						CER
PT	CP					Metro	CER
	CP Carga						CER
	IP						EIM
RO	SNTFC 'CFR CALATORI'						CER
	CFR Marfă						CER
	CNCF 'CFR'						CER
	GFR						CER
SI	SZ						CER
	LPP						UITP
SK	ZSR						CER
	ZSSK						CER
	ZSSK Cargo						CER
UK	HS1						EIM
	Network Rail						EIM



Domain covers activities in the subsector.

Domain does not cover activities in the subsector.

Notes: \* ČD partly covers urban public transport in Prague in terms of Prague integrated transport using railway lines leading through the city (within the boundaries of the city of Prague). \*\* TrainOSE also covers suburban rail transport. \*\*\* With SNCF as its parent organisation, Keolis is the largest private sector French transport group. It runs passenger railways, tramways, bus networks, funiculars, trolley buses and airport services. \*\*\*\* Busitalia – Sita Nord srl is an important company within the FS Italiane group. It is a subsidiary of FS Italiane S.p.A. Holding (100% controlled by FSI) and operates, also through its own subsidiaries, in local road public transport. It will play a key role in the implementation of the system of integrated mobility that is part of FSI's 2017–2026 business plan. \*\*\*\*\* Suburban and intra-urban railway transport, including town–airport lines, provided by daughter company – SKM w Trójmieście.

This table is not a complete record of direct affiliates to CER, EIM or UITP. It only lists direct affiliates in countries where no employer organisation is a direct member of any of these three. Among the non-listed direct members are for instance the following members of UITP, which are themselves involved in collective bargaining such as RATP in France and HTM and RET in the Netherlands.

Source: Authors' own elaboration according to Eurofound's Network of European correspondents' national contributions (2015).



## Collective bargaining and its actors

All social partners in railways and urban public transport engaged in sector-related collective bargaining are listed in Tables A1II, A1IV, A2II and A2IV. Figure 7 shows the involvement of these organisations in collective bargaining.

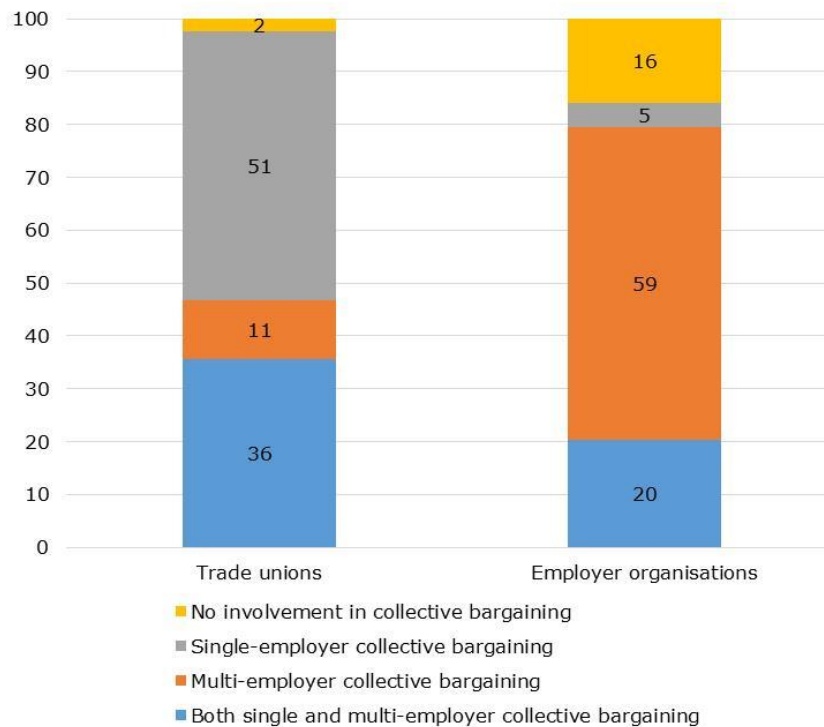
With regard to the sector-related trade unions, 98% with available information recorded participation in collective bargaining:

- 51% recorded participation in single-employer bargaining;
- 36% record participation in both single and multi-employer bargaining;
- 11% record participation in multi-employer bargaining only.

With respect to the employer organisations, 84% with available information recorded participation in collective bargaining:

- 59% recorded participation in multi-employer bargaining;
- 20% recorded participation in both single and multi-employer bargaining;
- 5% recorded participation in single-employer bargaining only.

**Figure 7: Involvement of organisations in different forms of collective bargaining**



*Note: Percentage of total organisations within the study.*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

### System of collective bargaining

Table 10 provides an overview of the system of sector-related collective bargaining in the 28 countries under consideration. The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by

collective bargaining as a proportion of the total number of employees within a certain segment of the economy (see Traxler et al, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

**Table 10: System of sectoral collective bargaining, 2015**

	<b>CBC (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices<sup>a</sup></b>
<b>AT</b>	100*	80	1 (applies to all the employers due to the compulsory membership)
<b>BE</b>	100	0	2
<b>BG</b>	85	SEB prevailing	0
<b>CY</b>	80	0	0
<b>CZ</b>	76–80	29	0
<b>DE</b>	80	80	0
<b>DK</b>	90	20	0
<b>EE</b>	13% (railways)	na	1
<b>EL</b>	100	0	0
<b>ES</b>	Na.	SEB prevailing	2
<b>FI</b>	100	99	2
<b>FR</b>	100	MEB prevailing	2
<b>HR</b>	95	0	0
<b>HU</b>	90	SEB prevailing	0
<b>IE</b>	90	0	0
<b>IT</b>	na	MEB prevailing	2 de facto (but not de jure)
<b>LT</b>	80	0	0
<b>LU</b>	100	75–85	2
<b>LV</b>	58	MEB prevailing for railways SEB urban public transport	2
<b>MT</b>	78	0	0
<b>NL</b>	98	33	2
<b>PL</b>	85 – railways	0	0

	<b>CBC (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices<sup>a</sup></b>
<b>PT</b>	50	50	0
<b>RO</b>	80–90	0	0
<b>SE</b>	100	100	1 (by the so-called 'hängavtal')
<b>SI</b>	100 – railways and urban transport 0 – service activities incidental to land transportation	MEB railway SEB urban transport	1
<b>SK</b>	82	SEB prevailing	1
<b>UK</b>	66	0	0

*Notes: \* Employees of the Austrian Federal Railways (ÖBB) who were hired before 1 Jan 2005 have a specific employment status (65% of the total number of employees) and are excluded from formal collective bargaining, though they fall under a collective agreement. This collective agreement refers to the 'General Terms and Conditions for Employment Contracts with Austrian Federal Railways' (AVB), which are relevant for the working conditions of these employees, but they do not contain regulations on working time. Regulations on working time are generally part of the formal collective bargaining. CBC = collective bargaining coverage: employees covered by a collective agreement as a percentage of the total number of employees in the sector; MEB = multi-employer bargaining; SEB = single-employer bargaining.<sup>a</sup> 0 = no practice, 1 = limited/exceptional, 2 = pervasive. Cases of functional equivalence are in parenthesis. na = not available.*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

### *Collective bargaining coverage*

Information on collective bargaining coverage in railways and urban public transport is difficult to estimate because, as emphasised in several sections of the report, the sectoral definition used in this study is referring to different activities and realities. Accordingly, collective agreements negotiated in the countries are not congruent with the sectoral definition used in this study.

Instead, they tend to be negotiated for different segments and activities (urban public transport, passenger rail, public–private workers and so on) and at different levels (multi-employer, group level or company level). Nevertheless, the national contributions for this study have tended to provide estimates of the collective bargaining coverage for the whole sector. This may imply in some cases an underestimation of the coverage rate of some segments or activities or, in other cases, hidden segments or activities where workers may be not covered by collective bargaining.

A particular feature of the collective bargaining structure is its high degree of decentralisation. However, the fact that some sectoral companies in the railways sector (generally publicly owned) represent a very large proportion of the employees implies that the differentiation between company level and sectoral level collective bargaining becomes somewhat blurred since the company level agreements negotiated cover most of the employees in the railways sector

(Eurofound, 2012). Probably as a consequence of this feature, this study found that a high degree of decentralisation coexists in several countries with very high collective bargaining coverage rates.

Collective bargaining coverage rates higher than 80% are recorded by 22 countries (Table 11). In one country (Sweden), multi-employer is the only bargaining level. In 12 countries, agreements are negotiated at both levels. Multi-employer bargaining prevails in terms of workers covered prevails in five of these countries (Austria, Finland, France, Germany and Luxembourg), while single-employer bargaining is more important in six of them (Bulgaria, the Czech Republic, Denmark, Hungary, the Netherlands and Slovakia). In Slovenia, multi-employer bargaining prevails in the railway subsector and single-employer bargaining in the urban passenger transport sector, while activities related to operational facilities or railroad infrastructure are not covered by any agreement. In the rest of the countries (Belgium, Croatia, Cyprus, Greece, Ireland, Lithuania, Malta, Poland and Romania), collective bargaining takes place only at company level or company group level.

A second small group of three countries (Latvia, Portugal and the UK) record rates of collective bargaining coverage rates that oscillate between 50% and 80%. In the case of the UK, however, it is worth noting that coverage of this sector (66%) is higher than the overall collective bargaining coverage (27.5% in 2014 according to statistics from the Department of Business).

Estonia has the lowest collective bargaining coverage (thought to be higher than 13%), but this only applies to the railways sector; the coverage rate of the urban public transport sector was not available, though drivers of buses, trams and trolley buses are fully covered by a sectoral collective agreement. Nevertheless, collective bargaining coverage of railways sector in Estonia may be underestimated because the sectoral data used to calculate the coverage include activities outside the scope of this study, thus overestimating the number of employees.

With regard to the two countries (Italy and Spain) which did not provide an exact figure, some qualitative information can be added that indicates that both record high collective bargaining coverage rates. In Spain, the national contribution noted that the trade unions consulted for the study estimated that this rate is high, bearing in mind that most of the activities are covered by collective agreements. In Italy, the national contribution explained that coverage should be close to 100% due to the existence of a multi-employer agreement that applies to most sectoral employees. Moreover, the main company-level agreement, the one applicable to employees of the FS Italiane group, integrates provisions of the national collective bargaining agreement applicable to workers of the railway transport service for about 67,000 workers and other large companies active in the sector usually negotiate company-level agreements on top of the wage levels agreed at sectoral level.

**Table 11: Collective bargaining coverage and collective bargaining level, 2015**

	Collective bargaining coverage			
	>80%	Between 50% and 80%	<50%	Not available
<b>Multi-employer collective bargaining</b>	SE			
<b>Both single and multi-employer collective bargaining</b>	AT, BG CZ, DE, DK, FI, FR, HU, LU, NL, SI*, SK	LV, PT	EE (railways)	ES, IT
<b>Single-employer collective bargaining</b>	BE, CY, EL, HR, IE, LT, MT, PL, RO	UK		

*Note: \* Excluding activities related to operational facilities or railroad infrastructure, where coverage is 0%.*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

### Participation in public policy

Interest associations may influence public policy in two ways:

- they may be consulted by the authorities on matters affecting their members;
- they may be represented on 'corporatist' bodies – in other words, tripartite committees and policy consultation boards.

This study considers only cases of consultation and corporatist participation which explicitly relate to sector-specific matters. Consultation processes can be wide-ranging and thus the organisations consulted by the authorities may vary according to issues and also depend on changes in government. Moreover, consultation may be occasional rather than regular.

#### *Trade unions or employee interest representations*

A total of 121 of the 142 (85%) sector-related trade unions with available data are consulted. Authorities consult unions in all the countries except in Malta. Information was not available for Portugal. A total of 55 trade unions reported that they were regularly consulted. Regular consultation happens in all EU Member States countries except for Croatia, Denmark, Estonia, Ireland, Lithuania, Luxembourg, Malta, Portugal, Romania and Spain where there is only ad hoc consultation.

Since a multi-union system has been established in all the countries, the possibility of the authorities favouring certain trade unions over others cannot be ruled out, nor can unions competing for participation rights. In Belgium, Bulgaria, Croatia, Cyprus, Denmark, Finland, France, Hungary, the Netherlands and Sweden, only some of the sector-related trade unions are consulted, that is, there are trade unions that are not consulted. In France, exclusion of some trade unions from public consultation may be explained by the fact that they might not be representative according to national law.

#### *Employer organisations or business associations*

Authorities consult 35 of the 35 (100%) employer organisations for which information is available. Of these, 20 are consulted on a regular basis and the remaining organisations are

consulted on an ad hoc basis. Information was not available for employer organisations in Portugal and Spain.

*Tripartite participation*

The study’s findings reveal that genuine sector-specific bodies have been established in 19 of the 28 countries under consideration (Table 12). Sector-specific bodies, whether bipartite or tripartite, have been established in Belgium, Bulgaria, Croatia, the Czech Republic, Denmark, Germany, Finland, France, Hungary, Italy, Latvia, Lithuania, Luxembourg, the Netherlands, Poland, Slovakia, Spain, Sweden and the UK. In most of the countries there are several bodies dealing with different issues.

Only a few countries reported information about the scope of activity of the tripartite and bipartite bodies. When information is available, bodies are found dealing with:

- social dialogue issues (Croatia, the Czech Republic, Hungary, Slovakia);
- education or training (Denmark, Finland, France, Luxembourg, Netherlands, Sweden, UK);
- collective bargaining (France);
- environmental issues (Denmark);
- industry and competitiveness issues (Spain);
- insurance or pension schemes (France, Italy, Netherlands);
- equal opportunities (Italy);
- work safety (Italy, Luxembourg, UK).

**Table 12: Tripartite and bipartite sector-specific bodies of public policy, 2015**

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
BE	Corporate Prevention Services	na	Bipartite	Statutory	Yes	Yes
BG	Central Council for Cooperation, municipalities	na	Bipartite	Statutory	FTTUB FTW Podkrepa NURW Podkrepa Syndicate of Railwaymen in Bulgaria*	EADJSC JSC Urban Mobility Centre
	Council for Social Cooperation for Urban Transport, Sofia municipality	na	Tripartite	Statutory	FTTUB	EADJSC JSC Urban Mobility Centre
CZ	DPP	Council of Economic and Social Agreement .	Tripartite	Agreement	OSD	ČR ČD
DE	Tariftreuebeiräte der	Advisory	Tripartite	Statutory	na	na

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
	Bundesländer	councils of the federal states on compliance with wage laws and other collectively agreed standards.				
	Vertreterversammlung der gesetzlichen Renten- und Sozialversicherung	Representative assembly of the statutory social security and pension insurance.	Tripartite	Statutory	na	na
DK	Transporterhvervets Uddannelser (Transport Training Board, TUR), hereunder: BU Baneservice	Trade committee for education in rail service.	Bipartite	Statutory	DJF HK Trafik & Jernbane 3F	DI Lokalbanen A/S DSB Metro A/S
	BU Lokomotivfører	Trade committee for education as locomotive driver.	Bipartite	Statutory	DJF	JA DI Lokalbanen A/S
	BAR Transport og engros – Jernbanetransport (The branch working environment council of transport and wholesale – railway transport)	na	Tripartite	Statutory	DJF 3F HK/Denmark	DI
ES	National Council of Road Transport	Body that deals with general sector-specific issues is the National Council of Land Transport, which embraces all	Tripartite	Statutory. Royal-decree 1211/1990	CCOO UGT	National Committee of Transport – made up of representative employer organisations, having 6 votes within the National Council of Road

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
		road transport activities.				Transport.
FI	Centre for Occupational Health's Occupational Safety Sector Group for Car Traffic	Group plans and executes training and information campaigns concerning health and safety in the sector.	Tripartite	Agreement	AKT ERTO	ALT
FR	CPNE	Railways.	Bipartite	Agreement	CFDT CFTC CGT CGT-FO CFE-CGC UNSA	UTP
	Commission mixte paritaire nationale (CMPN) (Collective bargaining / Urban public transport)	Urban public transport.	Tripartite	Statutory	CFDT CFTC CGT CGT-FO CFE-CGC UNSA-transport	UTP
	OPCA transports et services (Professional training – Urban public transport)	Scope of activities relating to both railways and urban public transport.	Bipartite	Agreement	CFDT CFTC CGT CGT-FO CFE-CGC UNSA CFDT CGT UNSA SUD	UTP
	Observatoire prospectif des métiers et des qualifications (OPMQ)	Employment and qualification issues – urban public transport.	Bipartite	Agreement	CFDT CFTC CGT CGT-FO CFE-CGC UNSA	UTP
	CPNE	Employment / urban public transport.	Bipartite	Agreement		
	Commission du statut (Committee for the status)	Railways.	Bipartite	Statutory	CFDT CGT UNSA SUD	SNCF
	Observatoire prospectif des et des	Employment and	Bipartite	Agreement	CFDT CFTC CGT	UTP



	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
	qualifications (OPMQ)	qualification issues – railways.			CGT-FO CFE-CGC UNSA-Ferroviaire SUD Rail	
	OPCA Branche (Agefos-PME, section professionnelle)	Professional training – railways.	Bipartite	Agreement	CFDT CFTC CGT CGT-FO CFE-CGC UNSA-Ferroviaire SUD Rail	UTP
	CMPN	Collective bargaining – railways.	Tripartite	Statutory	CFDT CFTC CGT CGT-FO CFE-CGC UNSA-Ferroviaire SUD Rail	UTP
HR	Sectoral social dialogue council in the transport sector	na	Bipartite	Agreement	SSH RETUC SZH SPVH SHZ	HŽ Cargo HŽ Infrastruktura HŽ–HŽPP**
HU	Subsector Dialogue of the Railways Sector	na	Bipartite	Agreement	VDSZSZ VSZ PVDSZ MTSZSZ MOSZ VFSZSZ	Hungarian Railways Inland Navigation and Civil Aviation Association
IT	National Observatory	Monitoring and research tasks.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti UGL Trasporti FAISA CISAL Fast Mobilità ORSA Ferrovie	AGENS/ Federtrasporto ASSTRA ANAV ANEP
	Equal opportunities Committee	Monitoring and research tasks.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti	AGENS/ Federtrasporto ASSTRA

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
					UGL Trasporti FAISA CISAL Fast Mobilità ORSA Ferrovie	ANAV ANEP
	Committee for work safety	Monitoring tasks.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti UGL Trasporti FAISA CISAL Fast Mobilità ORSA Ferrovie	AGENS/ Federtrasporto ASSTRA ANAV ANEP
	ONIF (National Observatory)	Monitoring, research and training tasks.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti SAVT Trasporti	ANEP
	Previndapi	Supplementary pension fund.	Bipartite	Agreement	Federmanager	ASSTRA
	Fasi	Social security fund.	Bipartite	Agreement	Federmanager	ASSTRA
	Fondo bilaterale di Solidarietà	Income support fund.	Bipartite	Statutory and agreement	FILT CGIL FIT CISL UIL Trasporti UGL Trasporti FAISA CISAL	ASSTRA ANAV
	Priamo	Pension fund.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti	ASSTRA ANAV
	Ebilog	Monitoring, research and training tasks, income	Bipartite	Statutory/ agreement	FILT CGIL FIT CISL UIL Trasporti	ANITA Assologica Confetra Fedespedi

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
		support fund.				FEDIT Trasportounito FIAP Legacoop Servizi Agci Servizi FederLavoro Servizi - Confcooperati ve
	Previlog	Pension fund.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti	ANITA Assiterminal Assologistica Assoporti Confetra Conftrasporto FAI Federagenti Fedespedi FEDIT UNITAI
	Sanilog	Health fund.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti	ANITA Assologistica Confetra Fedespedi FEDIT Trasportounito FIAP Legocoop Servizi Agci Servizi FederLavoro Servizi - Confcooperati ve
	Eurofer (pension fund)	Pension fund.	Bipartite	Agreement	FILT CGIL FIT CISL UIL Trasporti	FS Italiane
	Fondo sostegno al reddito personale FS Italiane (income support fund)	na	Bipartite	Statutory and Agreement	FILT CGIL FIT CISL UIL Trasporti UGL Trasporti	FS Italiane

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
					FAISA CISAL	
	Fondo solidarietà per danni (damage coverage)	na	Bipartite	Statutory and Agreement	FILT CIGL FIT CISL UITRASPOR TI UGL, ORSA, FAST	FS Italiane
LT	Bipartite Commission of the Railways Sector		Bipartite	Agreement	LGPF LGPSS	JSC Lietuvos Gelezinkeliai
	Tripartite Commission of the Railways Sector	na	Tripartite	Agreement	LGPF LGPSS	JSC Lietuvos Gelezinkeliai
LU	Commission paritaire CFL	Employment, training.	Tripartite	Statutory	FNCTTFEL FCPT-Syprolux	CFL
	Commission paritaire CFL Cargo	Employment and training.	Bipartite	Statutory and agreement	OGBL LCGB FNCTTFEL - Landesverband FCPT-Syprolux	CFL Cargo CFL Multimodal
	Comité de pilotage de la sécurité dans les transports	Security.	Tripartite	Statutory	OGBL LCGB FNCTTFEL - Landesverband FCPT-Syprolux	TICE RGTR CFL
	Board of CFL	na	Bipartite	Statutory	FNCTTFEL - Landesverband FCPT-Syprolux	CFL
LV	National Tripartite Cooperation Council	Transportation subcommittee.	Tripartite	Statutory	LBAS	LDDK
NL	SKOV, Stichting Kwaliteitsbevordering Openbaar Vervoer-	Education and training fund for	Bipartite	Agreement	CNV FNV	KNV

	Name	Scope of activity	Bipartite/tripartite	Origin	Trade unions participating	Employer organisations participating
PL	personeel	public transport.			VHS VVMC	
	SPF, Spoorwegpensioenfondsen	Pension fund railways.	Bipartite	Agreement	CNV FNV VHS VVMC	KNV
	SPOV, Stichting Pensioenfonds Openbaar Vervoer	Pension fund public transport.	Bipartite	Agreement	CNV FNV VHS VVMC	
	VCSA, Vaste Commissie Aangelegenheden Openbaar Vervoer	Commission for public transport on collective bargaining related issues.	Bipartite	Agreement	CNV FNV	KNV
	Railways' Tripartite Team	Works out joint statements in relation to important issues from the point of view of the state policy and interests of employees and employers within the sector.	Tripartite	Statutory	PKP NSZZ 'Solidarność' PKP RP NSZZ Solidarność 80 Związek Zawodowy Pracowników Warsztatowych SOK PKP	ZPK
SE	Sector council for a safe workplace – road/rail	Concerns occupational health and safety.	Tripartite	Agreement	Seko Ledarna Unionen Sveriges Ingenjörer	BI
	Sector council for railroad	Sector council run by the Swedish Transport Agency as a forum for sector-	Tripartite	na	na	na

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
		specific questions. Includes social partners, companies, authorities and governmental actors.				
	Committee for change of contractor	Committee for the bus sector to follow labour market effects of changes of contractor.	Bipartite	Agreement	Kommunal	Sveriges Bussföretag
SK	Sectoral Tripartism in Transport – railway and road transport sections	Usually deals with important sector-related business and employment issues.	Tripartite	Agreement	OZŽ IOZ OZ Kovo	ZSR ZSSK ZSSK Cargo DPMB (represents ZZ MHD) and ZAD via membership for Unia dopravy, post a telekomunikací (ÚDPT SR)
	National level tripartite Economic and Social Council (HSR)	Deals with all legislation and relevant business and employment issues (wages, employment conditions) that may also concern the sector.	Tripartite	Agreement	OZŽ IOZ OZ KOVO via membership of KOZ SR	Through membership of railway and urban public transport companies in ÚDPT SR that are members of peak-employer organisation AZZZ SR
UK	Railway Industry Health and Safety Advisory Committee (RIHSAC)	Advises the Office of Rail and Road on health and safety.	Tripartite	Statutory	Aslef RMT TSSA Unite	RDG CPT RFOA (employers represented)

	Name	Scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
						include London Underground and Network Rail)
	People 1st	Sector skills council for hospitality, retail, passenger transport and travel industries (including bus, light rail/tram and rail) dealing with skills and training matters.	Tripartite	Statutory	Unite represented on 'council of members'	CPT and various individual employers (including Arriva, First Group and Translink) represented on 'council of members'
	Rail Safety and Standards Board (RSSB)	Various groups on safety, technical and other issues.	Tripartite	Agreement	Aslef RMT TSSA Unite	RDG and various individual employers

*Notes: \* According to the information provided by the Syndicate of Railwaymen in Bulgaria and NURW Podkrepa, they participate only in those municipalities where they have representatives. \*\* The social committee of the railway transport sector was founded on 30 May 2012, but four years after the abolition of HŽ Vuča and the HŽ holding company, the three new rail companies had not appointed their representatives. na = not available.*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

## Changes in national industrial relations landscape in the railways sector

For the purpose of analysing the changes that have occurred, the main results of the current study outlined in the previous section were compared with the main results of the representativeness study conducted by Eurofound in 2008 for the railways sector (Eurofound, 2008).

A first aspect to note is that while the Eurofound 2008 study covered 24 EU countries (Croatia, Cyprus, Lithuania and Malta were not covered) and only the railways sector,<sup>4</sup> the current study covers the current 28 EU Member States and, in terms of sectoral activities, includes both the railways and urban public transport sectors. As a result, the comparison focuses exclusively on the railways sector and excludes Croatia and Lithuania from the analysis (there is no railways sector in Cyprus and Malta). As far as the methodological approach is concerned, both studies

<sup>4</sup> The railway operations sector (passenger rail transport and freight rail transport, NACE Rev. 1 code 60.1) was included in part 1 and infrastructure management in part 2 of the 2008 report.

followed the same criteria except in relation to the inclusion of companies. The Eurofound 2008 study included only social partners and trade organisations.

Comparison between the two studies shows that the national organisational landscape has remained stable. On the trade union side, a pluralist structure in most of the countries existed in 2008 as has been found in the current study. In 2008, it was found that 10 of the 24 countries under consideration in that study recorded 6 or more sector-related trade unions while the current study found that 13 of the 28 countries studied recorded 6 or more trade unions. Although the previous Eurofound study did not provide exact figures on the extension of the different domain demarcations patterns, it noted that a very large number of trade unions had a sectionalist domain demarcation. Similarly, the current study detected that 38% of the trade unions have a sectionalism domain and 42% a sectional overlap domain.

On the employer side, the 2008 study found that only 12 of the 24 EU countries under consideration registered employer organisations in the railways sector. Employer organisations fulfilling the criteria to be included were not found in Belgium, Bulgaria, the Czech Republic, Estonia, Greece, France, Hungary, Ireland, Lithuania, Luxembourg, Portugal and Slovenia. Showing a high degree of continuity, the current study has found that 11 out of the 20 countries recording employer organisations do not have a sector-level employer organisation specific to the railways sector that fulfils the criteria to be included in this study. However, the current study detected that some countries now record employer organisations active in the railways sector, namely the Czech Republic, France and Lithuania. However, it also found that Slovakia does not record any employer organisations that meet the criteria to be included in the railways sector in contrast to 2008.

With regard to the domain patterns, the Eurofound 2008 study found that overlap was the most frequent domain as a result of demarcations that included other activities of the transport sector. This is to some extent confirmed in the current study, where most of the organisations covered different activities to those classified within the railways sector.

Finally, the comparison reveals a high degree of continuity with regard to collective bargaining coverage and structure. In both studies, collective coverage appeared to be very high and single-employer bargaining was the predominant level in most of the countries.

Accordingly, it can be stated that the industrial relations landscape shows continuity and stability.



## European-level of interest representation

At European level, eligibility for consultation and participation in social dialogue is linked to three criteria laid down in Commission Decision 98/500/EC. Accordingly, social partner organisations must have the following attributes.<sup>5</sup>

- They must relate to specific sectors or categories and be organised at European level.
- They must consist of organisations that are themselves an integral and recognised part of Member States' social partner structures, have the capacity to negotiate agreements, and be representative of several Member States.
- They must have adequate structures to ensure their effective participation in the work of the committees.

In terms of social dialogue, the constituent feature is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. This chapter analyses the membership domain of these organisations, the composition of their membership, and their capacity to negotiate.

As explained below, the study presents detailed data on three sector-related European associations which are members of the European Social Dialogue Committee for railways, namely:

- European Transport Workers' Federation (ETF) on the employee side;
- Community of European Railway and Infrastructure Companies (CER) and European Rail Infrastructure Managers (EIM) on the employer side

As far as public urban transport is concerned, this sector is integrated, through a specific working group, within the European Sectoral Social Dialogue Committee for the road transport sector. It has recently requested to be consulted under Article 154 of the TFEU. The International Association of Public Transport (UITP) is a member of the European Sectoral Social Dialogue Committee for the road transport sector and chairs the public sector transport working group.

Hence, the analysis below concentrates on these four organisations.

### Membership domain

**ETF** represents, according to its website, more than 3.5 million transport workers from more than 230 transport unions and 41 European countries in the following sectors: railways, road transport and logistics; maritime transport; inland waterways; civil aviation; ports and docks; tourism; and fisheries. Its principal activity is to represent and defend the interests of transport workers throughout Europe. It formulates and coordinates trade union transport and social policy, organises concerted industrial activities, engages in education and training and conducts innovative research on a variety of subjects from workers' health and safety to employment impact studies.

**CER** represents the interests of European railway operators and railway infrastructure companies. As in some countries these railway undertakings operate also urban public transport, CER is also active in this sector. It supports its members on the EU policymaking scene, focusing on improving the business and regulatory environment for them. It represents a diversity of members ranging from long-established bodies to new entrants and both private and public sector

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<sup>5</sup> The criteria in the original French text are as follows:

- a) appartenir à des secteurs ou catégories spécifiques et être organisées au niveau européen;*
- b) être composées d'organisations elles-mêmes reconnues comme faisant partie intégrante des structures des partenaires sociaux des États membres et avoir la capacité de négocier des accords et être représentatives dans plusieurs États membres;*
- c) disposer de structures adéquates leur permettant de participer de manière efficace au processus de consultation.*

organisations. According to its website, it represents more than 70 members and partners, representing 73% of the European rail network length, 80% of the European rail freight business and 96% of rail passenger operations in Europe.

**EIM** represents the common interests of independent European rail infrastructure managers. It has 12 full and 2 associate members which accounts for 11 European countries (1 in Norway). As noted in its website, EIM members are dedicated to improving railway infrastructure management and the service they provide to their customers.

**UITP** represents public transport authorities and operators, policy decision-makers, research institutes, and the public transport supply and service industry. UITP aims to enhance quality of life and economic well-being by supporting and promoting sustainable transport in urban areas worldwide. Table 13 summarises the domain patterns of the European social partners within railways and urban public transport, based on the domain descriptions of the websites of the EU organisations and their scope of activity in terms of social dialogue. CER’s domain overlaps with EIM’s domain – both organisations cover railway infrastructure. CER and UITP represent different activities. CER represents mainline railway passenger transport, including suburban conventional rail, and UITP represents urban public transport. Accordingly, there is no overlap between CER and UITP as far as the social dialogue is concerned.

**Table 13: European social partners’ domain patterns within the railways and urban public transport sectors\***

European social partner	Subsector				
	Passenger	Freight	Terminals	Infrastructure	Urban transport
	49.1	49.2	52.21	52.21	49.31
ETF					
CER					
EIM					
UITP					



*Domain covers the entire subsector.*

*Domain does not cover the subsector.*

*Note: \* based on the domain descriptions of the websites of the EU organisations and scope of activity in terms of social dialogue.*

*Source: Authors’ own elaboration according to European social partners’ domain description.*

## Membership composition

### ETF

Table 14 presents a list of membership-related trade unions for ETF drawn from the country reports. This membership list is confined to the sector-related associations of the countries under consideration and thus does not include trade unions affiliated to European-level organisations that do not have any members in railways and urban public transport. The membership of the

employee organisations is obtained through the membership lists provided by the organisations and a further check of the membership lists published on the organisation's websites.

**Table 14: Railways and urban public transport activity trade unions affiliated to ETF**

	Organisation	Collective bargaining	Geographical coverage
<b>AT</b>	Younion	Yes, single-employer bargaining	Whole country
	Vida	Yes, both multi-employer and single-employer bargaining	Whole country
	GPF	No	Whole country
<b>BE</b>	ACV/CSC Transcom	Yes, both multi-employer and single-employer bargaining	Whole country
	ACVOD - vervoer/CSC Services publics – Transport	Yes, both multi-employer and single-employer bargaining	Whole country
	ACLVB/CGSLB	Yes, both multi-employer and single-employer bargaining	Whole country
	ACOD Spoor/CGSP Cheminots	Yes, both multi-employer and single-employer bargaining	Whole country
	LBC/NVK	Yes, both multi-employer and single-employer bargaining	Only Flanders Region
	BBTK/SETCa	Yes, both multi-employer and single-employer bargaining	Whole country
	ABVV BTB/FGTB UBT	Yes, both multi-employer and single-employer bargaining	Whole country
	CNE/GNC	Yes, both multi-employer and single-employer bargaining	Only Walloon Region
<b>BG</b>	FTTUB	Yes, both multi-employer and single-employer bargaining	Whole country
	NURW Podkrepa	Yes, both multi-employer and single-employer bargaining	Whole country
	FTW Podkrepa	Yes, both multi-employer and single-employer bargaining	Whole country
	Syndicate of Railwaymen in Bulgaria	Yes, single-employer bargaining	Whole country
<b>CY</b>	FTPAW-SEK	Yes, single-employer bargaining	Whole country
<b>CZ</b>	OSŽ	Yes, single-employer bargaining	Whole country
	OSD	Yes, both multi-employer and single-employer bargaining	Whole country
<b>DE</b>	EVG	Yes, both multi-employer and single-employer bargaining	Whole country
	ver.di	Yes, both multi-employer and single-employer bargaining	Whole country

	<b>Organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>DK</b>	3F	Yes, multi-employer bargaining	Whole country
	DJF	Yes, both multi-employer and single-employer bargaining	Whole country
	DMF	Yes, single-employer bargaining	Whole country
	HK	Yes, both multi-employer and single-employer bargaining	Whole country
	HKT&J	Yes, both multi-employer and single-employer bargaining	Whole country
<b>EE</b>	ERAÜ	Yes, single-employer bargaining	Whole country
	ETTA	Yes, both multi-employer and single-employer bargaining	Whole country
<b>EL</b>	FPdC - Panhellenique (POS)	Yes, single-employer bargaining	Whole country
<b>ES</b>	ELA	na	Only the Basque Country
	FGAMT-CIG	Na.	No, only Galicia
	FSC - CCOO	Yes, both multi-employer and single-employer bargaining	Whole country
	SMC - UGT	Yes, both multi-employer and single-employer bargaining	Whole country
<b>FI</b>	JHL ry	Yes, multi-employer bargaining	Whole country
	VML	Yes, multi-employer bargaining	Whole country
	AKT	Yes, both multi-employer and single-employer bargaining	Whole country
	ERTO	Yes, multi-employer bargaining	Whole country
<b>FR</b>	CFTC	Yes, both multi-employer and single-employer bargaining	Whole country
	CGT Cheminots	Yes, both multi-employer and single-employer bargaining	Whole country
	Federation UNSA-Ferrovieere	Yes, both multi-employer and single-employer bargaining	Whole country
	Fédération UNSA-Transport	Yes, both multi-employer and single-employer bargaining	Whole country
	FGTE-CFDT	Yes, both multi-employer and single-employer bargaining	Whole country
	FO Cheminots	Yes, both multi-employer and single-employer bargaining	Whole country
	Fédération Nationales des Syndicats de Transport CGT	Yes, both multi-employer and single-employer bargaining	Whole country
	FO Transport et logistique	Yes, both multi-employer and single-	Whole country

	<b>Organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
		employer bargaining	
<b>HR</b>	RETUC	Yes, single-employer bargaining	Whole country
	SPVH	Yes, single-employer bargaining	Whole country
	SZH	Yes, single-employer bargaining	Whole country
<b>HU</b>	VSZ	Yes, single-employer bargaining	Whole country
	DAKSZ	Yes, single-employer bargaining	Whole country
	EKSZ	Yes, single-employer bargaining	Only some regions (not specified)
	VDSZSZ	Yes, single-employer bargaining	Whole country
	KSZOSZ	Yes, single-employer bargaining	Whole country
	VDSZSZ Solidarity	Yes, single-employer bargaining	Whole country
<b>IE</b>	SIPTU	Yes, single-employer bargaining	Whole country
<b>IT</b>	FILT CGIL	Yes, both multi-employer and single-employer bargaining	Whole country
	FIT- CISL	Yes, both multi-employer and single-employer bargaining	Whole country
	UIL Trasporti	Yes, both multi-employer and single-employer bargaining	Whole country
<b>LT</b>	LGPF	Yes, single-employer bargaining	Whole country
	TDF/LTWF	Yes, single-employer bargaining	Whole country
	LKADPSF	Yes, single-employer bargaining	Whole country
	VPS	No	Whole country
<b>LU</b>	FCPT-SYPROLUX	Yes, single-employer bargaining	Whole country
	FNCTTFEL	Yes, single-employer bargaining	Whole country
	ACAL (member of ÖGB-L)	Yes, both multi-employer and single-employer bargaining	Whole country
	LCGB	Yes, both multi-employer and single-employer bargaining	Whole country
<b>LV</b>	LDzSA	Yes, multi-employer bargaining	Whole country
	LAKRS	Yes, multi-employer bargaining	Whole country
<b>MT</b>	GWU	Yes, single-employer bargaining	Whole country
<b>NL</b>	CNV	Yes, both multi-employer and single-employer bargaining	Whole country
	FNV	Yes, both multi-employer and single-employer bargaining	Whole country
<b>PL</b>	NSZZ Solidarność	Yes, single-employer bargaining	Whole country

	Organisation	Collective bargaining	Geographical coverage
	FZZK-PKP	Yes, single-employer bargaining	Whole country
<b>PT</b>	SINDEFER	Yes, single-employer bargaining	Whole country
<b>RO</b>	FNFMFC	Yes, single-employer bargaining	Whole country
	FNDF	Yes, single-employer bargaining	Whole country
	Transloc, ATU-ROMÂNIA	Yes, single-employer bargaining	Whole country
<b>SE</b>	ST	Yes, multi-employer bargaining	Whole country
	Seko	Yes, multi-employer bargaining	Whole country
	Kommunal	Yes, multi-employer bargaining	Whole country
	Unionen	Yes, multi-employer bargaining	Whole country
<b>SI</b>	SŽPD	No	Only costal region
	SŽTS	Yes, single-employer bargaining	Whole country
	SSSLO	Yes, single-employer bargaining	Whole country
	SŽS	Yes, single-employer bargaining	Whole country
	SPS	No	Only costal region
<b>SK</b>	OZŽ	Yes, single-employer bargaining	Whole country
<b>UK</b>	Aslef	Yes, single-employer bargaining	Whole country
	RMT	Yes, single-employer bargaining	Whole country
	TSSA	Yes, single-employer bargaining	Whole country
	Unite the Union	Yes, single-employer bargaining	Whole country

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

At least one sectoral affiliation to ETF is found in all EU Member States. ETF has 93 direct affiliations from the 28 countries under consideration which fulfil the criteria to be included in this study. Therefore, 54% of the trade unions listed in Tables A2I and A2II are directly affiliated to ETF. ETF records affiliations in all the activities included in the sectoral definition used in this study

A total of 87 trade unions affiliated to ETF are involved in sectoral collective bargaining; 4 are not involved (GPF in Austria, VPS in Lithuania, SŽPD and SPS in Slovenia) and information was not available for 2 trade unions (FGAMT-CIG and ELA in Spain).

With regard to its geographical coverage, all the unions affiliated to ETF cover the sector in all the regions of their countries apart from two trade unions in Belgium (LBC-NVK and CNE), one in Hungary (EKSZ), two in Slovenia (SŽPD and SPS) and two unions in Spain (FGAMT-CIG and ELA). Information on this was not available for KSZOSZ in Hungary.

The coverage of organisations recorded by ETF (54%) in railways and urban public transport is slightly below the average recorded by other European trade unions present in other sectoral

social dialogue committees in the Eurofound representativeness studies, for example, those on agriculture (71%), furniture (67%), construction (62%), woodworking (55%), chemical (57%) and textile and clothing (62%). For this reason, it is relevant to check if some major national trade unions are not covered. For this purpose, it can be assumed that major trade unions are those that are active in the whole country, conduct collective bargaining, have a relatively high level of membership and/or have opportunities to intervene in the national decision-making process.

An analysis of those organisations that are not affiliated to ETF reveals that there are 79 trade unions not covered in 22 countries. All these organisations are involved in collective bargaining and are active in the whole country.

### CER

Table 15 lists the employer organisations and companies that are members of CER. Again, this membership list is confined to the sector-related associations of the countries under consideration; hence it does not include employer organisations or companies affiliated to those European-level organisations that do not have any members in railways and urban public transport.

**Table 15: Railway and urban public transport activity employer organisations and companies affiliated to CER**

	<b>Employer organisation/ company</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>AT</b>	WKÖ (FVS)	Yes, multi-employer bargaining	Whole country
<b>BE</b>	NMBS/SNCB (company)	Yes, single-employer bargaining	Whole country
	B Logistics Group	Yes, single-employer bargaining	Whole country
<b>BG</b>	NRIC (company)	Yes, single-employer bargaining	Whole country
	Bulmarket (company)	No	Whole country
	BRC (company)	Yes, single-employer bargaining	Whole country
	BDZ Holding (company)	Yes, single-employer bargaining	Whole country
<b>CZ</b>	SŽDC (company)	Yes, single-employer bargaining	Whole country
	ČD (company)	Yes, single-employer bargaining	Whole country
<b>DE</b>	VDV	No	Whole country
<b>DK</b>	DSB (company)	Yes, single-employer bargaining	Whole country
<b>EE</b>	ER (company)	Yes, single-employer bargaining	Whole country
<b>EL</b>	OSE (company)	Yes, single-employer bargaining	Whole country
	TrainOSE (company)	Yes, single-employer bargaining	Whole country
<b>ES</b>	RENFE (company)	Yes, single-employer bargaining	Whole country
<b>FI</b>	VR Group (company)	No	Baltic states, Russia and Sweden
<b>FR</b>	SNCF (company)	Yes, single-employer bargaining and multi-employer bargaining (indirectly)	It has subsidiaries in 120 countries.
<b>HR</b>	HŽ Cargo (company)	Yes, single-employer bargaining	Whole country
	HŽ Infrastructure	Yes, single-employer bargaining	Whole country

	<b>Employer organisation/ company</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
	(company)		
	HŽ Passenger Transport (company)	Yes, single-employer bargaining	Whole country
<b>HU</b>	GySEV Zrt. (company)	Yes, single-employer bargaining	Austria and Hungary
	RCH (company)	Yes, single-employer bargaining	Austria, Czech Republic, Hungary, Slovakia and Slovenia
	MÁV Zrt. (company)	Yes, single-employer bargaining	Whole country
<b>IE</b>	Irish Rail (company)	Yes, single-employer bargaining	Whole country
<b>IT</b>	FS Italiane (company)	Yes, single-employer bargaining and multi-employer bargaining (indirectly)	Austria, Denmark, Finland, France, Germany, Greece, Netherlands, Norway, Sweden, Switzerland and UK
<b>LT</b>	LG (company)	Yes, single-employer bargaining	Whole country
<b>LU</b>	CFL (company)	Yes, single-employer bargaining	Denmark, France, Germany and Sweden
<b>LV</b>	LDZ (company)	Yes, single-employer bargaining	Whole country
	BTS (company)	Yes, single-employer bargaining	Whole country
	BE (company)	Yes, single-employer bargaining	na
<b>NL</b>	NS (company)	Yes, single-employer bargaining	Germany, Netherlands, UK
<b>PL</b>	PKP (company)	Yes, single-employer bargaining	Whole country
	Rail Polska (company)	na	Estonia – AS Baltic Rail Poland Ukraine – Rail World Ukraine
<b>PT</b>	CP (company)	Yes, single-employer bargaining	Whole country
<b>RO</b>	CFR Calatori (company)	Yes, single-employer bargaining	Whole country
	CFR Marfă (company)	Yes, single-employer bargaining	Whole country
	CNCF CFR (company)	Yes, single-employer bargaining	Whole country
	GFR (company)	No	Austria, Bulgaria, Germany, Hungary,



	<b>Employer organisation/ company</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
			Montenegro, Republic of Moldova, Romania, Serbia and Ukraine
<b>SE</b>	Almega	Yes, multi-employer bargaining	Whole country
<b>SI</b>	SZ (company)	Yes, multi-employer bargaining	Whole country
<b>SK</b>	ZSR (company)	Yes, single-employer bargaining	Whole country
	ZSSK (company)	Yes, single-employer bargaining	Whole country
	ZSSK Cargo (company)	Yes, single-employer bargaining	Whole country
<b>UK</b>	RDG	No	Whole country

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

Based on the methodology criteria followed in this study, CER records 44 sectoral affiliations in 26 countries, of which 40 are companies and 4 are employer organisations. Affiliations were not found in Cyprus and Malta. Affiliated employer organisations were found in Austria, Germany, Sweden and the UK. Accordingly, the railway companies affiliated to CER from these countries were not included in the study. CER records affiliations in all the subsectors included in the sectoral definition followed in this study. This is because, in some countries, railway undertakings affiliated to CER also operate urban public transport.

Two employer organisations affiliated to CER (WKÖ in Austria, Almega in Sweden) are involved in collective bargaining while the other two employer organisations do not take part (VDV in Germany, RDG in the UK). With respect to the companies, 36 out of 39 with information available are involved in single-employer bargaining; 2 of them are also covered by multi-employer bargaining.

### *EIM*

Table 16 lists the companies that are members of EIM.

**Table 16: Railway and public transport activity companies affiliated to EIM**

	<b>Organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>BE</b>	Infrabel (company)	Yes, single-employer bargaining	Not available
<b>DK</b>	Banedanmark (company)	Yes, single-employer bargaining	Whole country
<b>ES</b>	ADIF (company)	Yes, single-employer bargaining	Whole country
<b>FR</b>	Eurotunnel (company)	Yes, single-employer bargaining	France, UK
	SNCF (company)	Yes, both multi-employer and single-employer bargaining	SNCF Group has subsidiaries in 120 countries worldwide.
	LISEA* (company, public-private partnership)	No	Not available

	Organisation	Collective bargaining	Geographical coverage
NL	ProRail (company)	Yes, single-employer bargaining	Whole country
PL	PKP-PLK (company)	Yes, single-employer bargaining	Whole country
PT	IP (company)	No	Whole country
UK	HS1 (company)	No	London to the Channel Tunnel in Kent, and the railway stations on the route.
	Network Rail (company)	Yes, single-employer bargaining	UK It also has small-scale operations in Australia, New Zealand, Saudi Arabia and the USA.

*Notes: \* LISEA is a public–private partnership with a value of €7.8 billion, consisting of VINCI concessions, CDC Infrastructure, Meridam and Ardian. In 2011, LISEA entered into a 50-year long concession with RFF for financing, designing, building and operating the new high-speed line between Tours and Bordeaux, covering more than 300 km of south-western France. It has 3–5 employees. LISEA is possibly covered by the UTP national agreement.*

*Source: Authors' own elaboration according to national contributions from Eurofound's Network of European correspondents (2015).*

EIM has 11 companies affiliated in 8 countries (3 companies were recorded in France and 2 in the UK) according to the criteria followed in this study. The company Trafikverket from Sweden, which is also affiliated to EIM, was not included because it is a government agency. EIM also has an affiliation in Finland, the Finnish Transport Agency (FTA), which was not included because it is a public authority.

The definition of EIM's domain membership focuses exclusively on the operation of railroad infrastructure subsector (52.21). Accordingly, all the companies affiliated recorded in this study are active in this subsector. At the same time, seven of them also embrace other activities. Thus, Banedanmark in Denmark, ProRail in the Netherlands, PLK in Poland, HS1 and Network Rail in the UK also cover the operation of terminal facilities subsector (52.21). In addition, Eurotunnel in France covers the operation of terminal facilities subsector (52.22) and freight transport, while SNCF in France covers the whole railways and urban public transport sector.

All the affiliations included in the study apart from three (LISEA in France, IP in Portugal, HS1 in the UK) are involved in single-employer bargaining. SNCF and LISEA in France are also covered by multi-employer bargaining.

### UITP

Table 17 lists the employer organisations and companies that are members of UITP and which fulfil the criteria to be included into the study.

**Table 17: Railway and urban public transport activity employer organisations/companies affiliated to UITP**

	Organisation	Collective bargaining	Geographical coverage
<b>AT</b>	FVS	Yes, multi-employer bargaining	Whole country
<b>BE</b>	UBTCUR	Not applicable – UBTCUR is a cooperation platform of UITP members De Lijn, STIB-MIVB and TEC. These Belgian operators are themselves involved in single-employer collective bargaining.	na
<b>BG</b>	No national representation Stolichen Electrotransport EAD (company)	Yes, single-employer bargaining	Whole country
<b>CZ</b>	No national representation		
	DPP	Yes, single-employer bargaining	Whole country
<b>DE</b>	VDV	No	Whole country
<b>DK</b>	No national representation		
	JA	Yes, multi-employer bargaining	Whole country
	AKT	Yes, multi-employer bargaining	Whole country
<b>EE</b>	No national representation		
	TLT (company)	Yes, single-employer bargaining	Whole country
<b>EL</b>	No national representation		
	Stasy (company)	Yes, single-employer bargaining	na
	OASA (company)	Yes, single-employer bargaining	na
	OASTH (company)	Yes, single-employer bargaining	na
	OSY (company)	Yes, single-employer bargaining	na
<b>ES</b>	ATUC	No	Whole country
<b>FI</b>	ALT	Yes, multi-employer bargaining	Whole country
	VR Group (company)	Yes, multi-employer bargaining	Baltic states, Finland, Russia and Sweden
<b>FR</b>	UTP	Yes, multi-employer bargaining	Whole country
	SNCF (company)	Yes, both multi-employer and single-employer bargaining	SNCF Group has subsidiaries in 120 countries

	<b>Organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b> worldwide.
<b>HU</b>	No national representation		
	BKV (company)	Yes, single-employer bargaining	Budapest
	MÁV (company)	Yes, single-employer bargaining	Whole country
<b>IE</b>	No national representation		
	CIE (holding company)	No	na
	Bus Éireann (company)	Yes, single-employer bargaining	Whole country
	Dublin Bus (company)	Yes, single-employer bargaining	na
	Irish Rail (company)	Yes, single-employer bargaining	na
	Transdev Ireland (company)	Yes, single-employer bargaining	21 countries
<b>IT</b>	ASSTRA	Yes, both multi-employer and single-employer bargaining	Whole country
	ANAV	Yes, both multi-employer and single-employer bargaining	Whole country
<b>LU</b>	Service des autobus de la ville de Luxembourg (company)	No	Luxembourg City
<b>NL</b>	KNV	No	Whole country
<b>MT</b>	MPT	Yes	Whole country
<b>PL</b>	IGKM	No	Whole country
<b>PT</b>	ANTROP	Yes, multi-employer bargaining	Whole country
<b>RO</b>	URTP	Yes, single-employer bargaining	Whole country
<b>SI</b>	No national trade representation		
	LPP (company)	Yes, multi-employer bargaining	Whole country
<b>SK</b>	No national trade representation		
	ZAD Bus Association	Yes, multi-employer bargaining	Whole country
<b>SE</b>	Sveriges Bussföretag	Yes, multi-employer bargaining	Whole country
<b>UK</b>	CPT	No	Whole country

Notes: UITP does not have national representations and no member public transport companies in Croatia, Cyprus, Latvia and Lithuania. na = not available.

Source: Authors' own elaboration according to Eurofound's Network of European correspondents' national contributions (2015).

UITP records 36 sector-related affiliations in 24 countries which fulfil the criteria to be included into this study. UITP does not have affiliations in urban public transport in Croatia, Cyprus, Latvia and Lithuania. In Latvia, UITP has a sector-related affiliation (Riga City Council) which was not included in this study because it is a public authority. In Lithuania, UITP's affiliation (JSC Smiltynes Perkela) is not sector-related, as according to information obtained, it operates only in the water transport sector (NACE 50). In Croatia, UITP has no national affiliations though it does have local affiliations.

A total of 18 out of the 36 affiliations recorded are public companies, while MPT in Malta is a private company. In Finland and France, one company and one employer organisation were included in the study because, in both cases, they were members of a European employer association that did not affiliate employer organisations (CER for VR Group in Finland and SNCF in France, and EIM for SNCF). A total of 17 out of the 19 companies recorded take part in collective bargaining. CIE in Ireland and Service des autobus de la ville de Luxembourg are not involved in collective bargaining.

UITP records 17 employer associations, understood in a broad sense (social partners, trade associations, cooperation platforms and so on), in Austria, Belgium, Denmark, Finland, France, Germany, Italy, the Netherlands, Poland, Portugal, Romania, Slovakia, Spain, Sweden and the UK. All of them cover the whole country and 11 of them are involved in collective bargaining; information was not available for UBTCUR in Belgium.

The definition of UITP's domain membership focuses on urban and suburban/regional public transport. Three companies affiliated to UITP (DPP in the Czech Republic, SNCF in France, CIE in Ireland) were found that are active in one of the remaining activities included in the sectoral definition followed in this study. In addition, the following employer organisations are also active in more sectors beyond urban public transport (49.31): FVS in Austria; JA in Denmark; VDV in Germany; ALT in Finland; UTP in France; ASSTRA and ANAV in Italy; KNV in the Netherlands; URTP in Romania; and CPT in the UK. Nevertheless, it is worth noting that, from a social dialogue point of view, UITP focuses on urban public transport (NACE code 49.31).

## Capacity to negotiate

European sectoral social partners should be able to prove their capacity to negotiate on behalf of their members and to enter into 'contractual relations, including agreements' (Article 155 TFEU), that is, the capacity to commit themselves and their national affiliates. This criterion refers to the capacity to negotiate agreements as provided for in Article 155 TFEU; negotiating other types of joint texts such as joint opinions, frameworks for action and guidelines is not considered to be sufficient in this context.

A European organisation has the capacity to negotiate such an agreement if it has received a mandate to do so from its affiliates, or if it can receive such a mandate in accordance with a given mandating procedure.

The mandate/mandating procedure can be either statutory, that is, laid down in the statutes (constitution) of the organisation or annexed to them, or non-statutory, that is, laid down in secondary (formal) documents such as rules of procedures, memoranda of understanding or decisions by the governing bodies of the organisation. The mandate will be described in terms of the conditions and procedure for the European social partner organisation to be given the authorisation to enter into a specific negotiation, as well as for the ratification of a possible agreement. If no such formal mandating procedure can be identified, it should be considered that the condition concerned is not fulfilled.

In order to check this criterion, European social partners from railways and urban public transport (that is, ETF, CER, EIM and UITP) were asked to provide proof of their statutes or any other

written documentation describing their mandate and capacity to negotiate as well as the ratification procedures in place.

### **ETF**

ETF's constitution establishes that the Executive Committee, which is the governing body of the ETF between congresses, decides the guidelines governing the procedure for negotiations and agreements between social partners in the EU (Article 13), being therefore the negotiation of agreements included among the scope of its activities. These guidelines are subject to ratification by the affiliated organisations from EU countries represented at congress. The ETF section concerned (that is, the ETF institution each affiliated union has the right to participate in, to the extent that it represents workers from the sector concerned) adopts a negotiation mandate and strategy. The section president, who is a member of the Executive Committee, keeps the Executive Committee informed about the progress of the negotiations and the final results. In practice, it is the section concerned that ratifies possible agreements. Accordingly, ETF has a statutory mandating procedure that implies that the Executive Committee establishes the guidelines governing the procedure for negotiation and the ETF section concerned sets up the negotiation mandate and strategy.

ETF has used this mandate in the past to conclude the following agreements with CER:

- the agreement on working conditions of mobile workers in interoperable cross-border services in the railways sector, which was transformed into Council Directive 2005/47/EC of 18 July 2005;
- the agreement on driving licences concluded by ETF and CER for drivers performing out a cross-border interoperability service.

### **CER**

CER has a general voting procedure regulated in its constitution. However, the constitution does not explicitly mention if the voting mandate can be used to conclude agreements.

Article 10 of CER's statutes provides that:

*the General Assembly shall have full powers in fulfilling the Association's purpose. It shall consist of full and associate members, represented by persons with the status of Chairman or Director General or equivalent, or by other executives with adequate ranking, such as board member or head of international relations, explicitly designated by them to this end.*

Article 12 states that:

*the number of votes of full and associate members at the General Assembly shall correspond in each case to the percentage that an individual fee represents of the total fees for the current financial period at the date of the General Assembly meeting. The right to vote is linked to the payment of the annual service fee. Members that have not settled the invoiced membership fee will lose their right to vote until their debt towards the Association is settled.*

Finally, Article 14 provides that:

*decisions of the General Assembly shall be adopted based on a two-thirds majority of votes cast, without taking abstentions into account.*

CER has used its general voting procedure to conclude the two agreements with ETF noted above.

### *EIM*

EIM's legal statutes establish in Article 3.1 that:

*its main objective is to assist in improving and developing the European rail infrastructure thereby contributing to the improvement and development of the rail transport mode as a whole for the benefit of the customers.*

Article 3.1 states that:

*its main activities and statutory aim are to examine and take action on all issues relating to European Union action and intentions in the field of transport, in particular from the point of view of the rail sector, to analyse problems in relation to such issues and, where appropriate, to devise and implement solutions; to represent its members' interests effectively to the European authorities by interfacing with European institutions, service providers and other stakeholders; and to provide a forum for the exchange of best business practices and the management of joint activities for improving Europe's rail infrastructure. The Association shall carry out its aim by, in particular, developing policy positions, responding to queries from the European Institutions, participating in events organised by the European institutions, holding regular meetings of expert committees, maintaining a website and publishing a newsletter and position papers.*

Thus, the negotiation of agreements with the trade unions is not reflected among its objectives and activities.

Article 10.1 of EIM's legal statutes establishes that:

*the General Assembly is responsible for defining the general policy orientations of the Association; deciding on all major strategic and financial matters of the Association; and overseeing the Board of Directors and the operational management by the Executive Director. It shall have full powers for fulfilling the Association's purpose.*

Article 10.2 provides that:

*the General Assembly shall consist of all members; each member is entitled to participate in the discussions of the meetings. Only National and Non-National Only National and Non-National Members shall have voting rights.*

With respect to voting rights, Article 12.1 says that:

*each National and Non-National Member shall have one vote. However, the total votes cast by the Non-National Members shall not be taken into account for more than one third (1/3) of the total votes cast by the National Members. In the event of a reduction of the votes of the Non-*



*National Members as a result of the application of this rule, the vote of each Non-National Member will be reduced to a fraction of its vote in an equal manner for all Non-National Members, by dividing the maximum permissible reduced votes by the number of Non-National Members present or represented at the General Assembly. In the event that a vote is by e-mail, all members will be deemed to be present.*

Finally, Article 14 provides that:

*General Assembly decisions require unanimity for the Dissolution of the Association as well as any amendment to Article 11, four-fifths majority of votes for amendments with regard to the objectives of the organisation, the membership fees and the voting rights. Any other amendments to the Statutes shall be adopted on a three fourth majority of the votes and any other decision of the General Assembly shall be adopted on a simple majority of votes.*

Bearing this in mind, it can be said that EIM has a general voting procedure. However, it is not clear if this mandating procedure can be used for the negotiation or ratification of agreements with European trade unions.

## **UITP**

UITP has a common statutory mandating and ratification procedure for all kinds of initiatives. In this sense, Article 1 of legal statutes states that:

*in order to reach its objectives, it promotes the interests of its Members and may represent them vis-à-vis other organisations, including vis-à-vis the international trade union organisations subject to a specific mandate in such a last case by the competent body of the association.*

The procedures to mandate on a common action between the European Committee of UITP and European trade unions represented by ETF (and specifically the Committee of Urban Transport of ETF) as well as to ratify a common text must be agreed unanimously between the members of the European committee of UITP. The internal regulation of the European Committee of UITP, Article 6 regarding the decision procedure says (in French):

*As a general rule, the decision of the Committee is taken following oral voting, but can also be adopted via written correspondence regarding a motion on the basis of former exchange of documents. Each Member State of the European Union disposes of one vote ... Each member presents the opinion of its country after previous consultation. The committee aims as much as possible to reach unanimity between the Member States on questions regarding the European Union ...*

UITP has not signed any agreements to date.

## **Other European organisations**

As final proof of the weight of the European social partners analysed, it is useful to look at the other European organisations to which the sector-related trade unions and employer organisations are affiliated.



Several European trade unions other than ETF are found in the list of the affiliations of the trade unions in the urban public transport sector in Table A2II. According to the bottom-up approach, there are six European organisations mentioned in this table which cover at least three countries:

- European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) (four countries);
- IndustriAll (four countries);
- UNI Europa (four countries);
- European Federation of Public Service Union (EPSU) (eight countries);
- Public Services International (PSI) (eight countries);
- Autonomous' Train Drivers' Unions of Europe (ALE) (10 countries).

It is worth noting that the bottom-up approach can be expected to underestimate the number of organisations affiliated to those European trade unions. According to the information provided on the organisations' websites, they are present in more countries than the bottom-up approach may suggest. The presence of UNI Europa, EFFAT and IndustriAll reflects the overlapping domains of many trade unions, because these organisations do not claim to attract unions belonging to railways and urban public transport.

In contrast, EPSU and PSI, which represent public services trade union at European and international level, respectively, may potentially cover all the activities included in the sectoral definition, bearing in mind the high presence of publicly owned companies in the railways sector and in the urban public transport sector in some countries. Nevertheless, it is likely that these European-level organisations were identified because multi-sector national trade unions also organise other public sectors and activities. It is also worth noting that, at European level, trade unions have a clear domain demarcation, being organised, for social dialogue purposes, across different sectors. As a result, European trade unions' domains do not overlap in terms of social dialogue. Thus, even if European social partners can have similar affiliations at national level (for instance, ETF and EPSU) because of multi-sectoral domain demarcations of national trade unions, sectoral demarcations at European level are clearly demarcated and there is no overlap and competition.

Finally, attention should be drawn to the case of ALE, which represents train drivers and therefore aims to represent sector-related trade unions from the rail passenger transport and rail freight transport subsectors. This trade union has 13 members in the EU (as reflected on its website) and this study includes 10 of them. The reason why the other three are not included is because either they do not meet the criteria to be included (that is, being regularly involved in sector-related collective bargaining and/or being affiliated to ETF) or it was not possible to confirm the fulfilment of some of those criteria, namely, their involvement in collective bargaining. Accordingly, the trade union SACT-ASTB in Belgium was not included because it was not involved in collective bargaining. In the case of Panelinia Enossi Prosopikou Elxis (P.E.P.E.) in Greece and Fast Mobilità in Italy, there is no available information on their involvement in collective bargaining. Thus, the bottom-up approach used in this study found that ALE records 10 sectoral members.

A similar review of the membership of European organisations of the national employer/business associations in the urban public transport sector can be derived from Table A2IV. In this case, the bottom-up approach showed that only the European Centre of Employers and Enterprises providing Public Services (CEEP) appears to be relatively important, recording sector-related affiliates in three countries (Finland, Germany and Sweden). As noted for EPSU and PSI, this European organisation could potentially cover all the activities included in the sectoral definition as a result of the high presence of publicly owned companies active in both the railways sector and the urban public transport subsector. However, it should be noted that this is only the

outcome of the bottom-up approach. CEEP represents employers and enterprises providing services of general interest in 14 countries plus Benelux. The reason for not including the other 11 organisations in this study is that they do not meet the criteria for inclusion adopted by this study (that is, being sector-related, regularly involved in sector-related collective bargaining and/or being affiliated to CER, EIM or UITP).

Other European-level organisations present in a substantial number of Member States, with affiliates being involved in sector-related collective bargaining<sup>6</sup> did not appear via the bottom-up approach.

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<sup>6</sup> In addition, the membership list of the European Rail Freight Association (ERFA) obtained from its website on 13 January 2017 was crosschecked against the organisations mapped within this study. Despite substantial company-level membership in rail freight, there is no indication of ERFA covering sector-related employer organisations which are themselves an integral part of the sector-related industrial relations systems in Member States as evidenced by their involvement in collective bargaining. The only member organisation of ERFA fulfilling this criterion was FerCargo in Italy. Other sector-related affiliates of ERFA (IBS and Netzwerk Bahnen in Germany; IGTL and ZNPK in Poland) were found not to be involved in collective bargaining or seemed to be themselves European-level interest representations (RailcargoEurope, Ferrmed) rather than national-level employer organisations and therefore did not fulfil the criteria to be included in this study.

## Conclusions

Top-down and bottom-up analyses of railways and urban public transport in the 28 EU Member States show that ETF on the employee side and CER, EIM and UITP on the employer side are the most important European-level social partners organisations within railways and urban public transport based on their membership. However, some differences appear in this regard on the employer side related to sectoral and country coverage.

CER, which represents the interests of railway operators and railway infrastructure companies, has 44 sectoral affiliations in 26 countries which fulfil the criteria to be included in this study, of which 40 are railway companies and 4 are employer organisations. Only in Cyprus and Malta, where there is no railways sector, were affiliations not found. As railway undertakings also operate urban public transport in some countries, CER is also active in this subsector. As a result, CER records affiliations in all the subsectors included in the sectoral definition followed in this study.

EIM, which represents independent European rail infrastructure managers, has 11 sector-related companies affiliated in 8 countries (3 sector-related companies were recorded in France and 2 in the UK which fulfil the criteria to be included into this study). Although EIM's domain membership definition focuses exclusively on the operation of railroad infrastructure subsector (NACE Rev. 2 code 52.21), seven companies affiliated to it also embrace other activities, mostly included in the operation of terminal facilities subsector (NACE Rev. 2 code 52.21).

UITP, which represents urban public transport authorities and operators, policy decision-makers, research institutes, and the public transport supply and service industry, has 36 affiliations which fulfil the criteria to be included into this study in all the 28 EU countries apart from Cyprus, Latvia and Lithuania. Four company and 10 employer organisation affiliates fulfil the criteria to be included into the study and are also active in one of the remaining activities included in the sectoral definition followed in this study. However, it is worth noting that from a social dialogue point of view, UITP always only focuses on urban public transport (NACE Rev. 2 code 49.31).

Analysis of the legal statutes reveals that all four organisations have a general voting procedure. ETF can use this procedure to negotiate agreements as per Article TFEU 155 according to a procedure laid out in its constitution. UITP can use its voting procedure for all kinds of initiatives, which includes the negotiation and ratification of agreements. For EIM, it is not clear if its voting procedure can be used for the negotiation or ratifications of agreements as per Article TFEU 155. CER does not explicitly mention in its legal statutes if the voting mandate can be used to conclude agreements, despite having already concluded two agreements with ETF.

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## Annex 1: Individual organisations covering the railways sector

Data for the different organisation are provided separately here in relation to the subsector they cover. Railways-related organisations are listed in Annex 1, while urban public transport related organisations are listed in Annex 2.

When the domain of several organisations covers both the railway and the urban public transport, the following approach was taken.

- If the domain covers 52.21 and 49.31, the organisations were recorded as belonging to the urban public transport sector.
- If the domain covers 49.1 and/or 49.2 and 49.31, the organisations were included in both sections (railways and urban public transport)
- For those companies that only cover 52.21, they were included in the railways section.

Note in this context that the data provided on domain coverage, type of membership, number of members in the sector always relate to ‘railways and urban public transport’ as one entity. No separate figures are available for the different parts of the sector.

### Trade unions

**Table A1I: Overall domain coverage and total membership of trade unions with members in the railways sector, 2015**

	Trade union	Domain coverage	Type of membership	Active members total	Active members in railways and urban public transport
AT	vida	Overlap	Voluntary	137,553	35,000–40,000
BE	ACV-CSC Transcom	Sectional overlap	Voluntary	90,000	11,000
BE	LBC-NVK	Sectional overlap	Voluntary	315,000	250
BE	ACLVB-CGSLB	Sectional overlap	Voluntary	295,000	na
BE	ACOD Spoor – CGSP Cheminots	Sectionalism	Voluntary	na	na
BE	BBTK-SETCa	Sectional overlap	Voluntary	na	na
BE	ABVV BTB – FGTVB UBT	Sectionalism	Voluntary	43,886	17,671
BE	CNE	Sectional overlap	Voluntary	170,000	na
BG	Syndicate of Railwaymen in Bulgaria	Sectional overlap	Voluntary	15,000	14,000
BG	FTTUB	Overlap	Voluntary	10,014	6,695
BG	FTW Podkrepa	Overlap	Voluntary	5,000	4,000
BG	NURW Podkrepa	Sectional overlap	Voluntary	1,600	1,050
CZ	OSŽ	Overlap	Voluntary	37,000	34,000
DE	EVG	Sectional overlap	Voluntary	111	111
DE	ver.di	Sectional overlap	Voluntary	2,039,931	77,000
DE	GdL	Sectionalism	Voluntary	34,000	34,000
DE	dbb	Sectionalism	Voluntary	1,280,000	na
DK	DJF	Sectionalism	Voluntary	5,200	5,200
DK	HK T&J	Sectionalism	Voluntary	2,235	2,235
DK	DMF	Sectional overlap	Voluntary	81,130	1,100
DK	HK	Sectional overlap	Voluntary	193,547	na

	Trade union	Domain coverage	Type of membership	Active members total	Active members in railways and urban public transport
DK	IDA	Sectional overlap	Voluntary	58,665	382
DK	DJØF	Sectional overlap	Voluntary	55,526	160
EE	ERAÜ	Sectional overlap	Voluntary	1,364	1,186
EE	EVAÜ	Congruence	Voluntary	50,000	43,000
EL	POS	Congruence	Voluntary	7,460	7,460
ES	FSC-CCOO	Overlap	Voluntary	na	14,000
ES	SMC-UGT	Overlap	Voluntary	160,000	52,000
ES	ELA-GIZALAN	Sectional overlap	Mixed	30,017	na
ES	SCF	Sectionalism	Voluntary	1,600	1,600
ES	CGT	Sectional overlap	Mixed	na	na
ES	SF	Sectionalism	Mixed	na	na
ES	SEMAF	Sectional overlap	Voluntary	na	na
FI	JHL	Sectionalism	Voluntary	13,000	6,000
FI	VML	Sectionalism	Voluntary	1,347	1,347
FI	RVL	Sectionalism	Voluntary	844	800
FI	RTL	Sectionalism	Voluntary	500	500
FI	VR Akava	Sectionalism	Voluntary	13,000	6,000
FR	Fédération UNSA-ferroviaire	Sectionalism	Voluntary	na	na
FR	Fédération UNSA-Transport	Sectional overlap	Voluntary	na	na
FR	CFTC	Overlap	Voluntary	5,600	na
FR	CGT Cheminot	Sectional overlap	Voluntary	25,500	25,000
FR	CGT Transport	Sectional overlap	Voluntary	34,500	na
FR	FGTE CFDT	Overlap	Voluntary	48,000	10,000
FR	FO Cheminots	Congruence	Voluntary	na	na
FR	SUD Rail	Congruence	Voluntary	na	na
HR	RETUC	Sectionalism	Voluntary	1,500	1,500
HR	SZH	Sectional overlap	Voluntary	2,300	2,100
HR	SPVH	Sectionalism	Voluntary	1,700	1,700
HR	SHZ	Sectional overlap	Voluntary	400	380
HU	VSZ	Sectionalism	Voluntary	12,000	12,000
HU	VDSZSZ	Sectionalism	Voluntary	700	700
HU	MOSZ	Sectionalism	Voluntary	4,500	4,500
HU	MTSZSZ	Sectionalism	Voluntary	2,602	2,602
HU	GYDSZSZ	Sectionalism	Voluntary	1,000	1,000
HU	KSZOSZ	Sectionalism	Voluntary	16,000	16,000
HU	VDSZSZ Solidarity	Sectionalism	Voluntary	7,795	7,795
IE	SIPTU	Overlap	Voluntary	155,000	1,000
IE	NBRU	Sectionalism	Voluntary	na	na
IE	TSSA	Congruence	Voluntary	849	849
IE	TEEU	Sectional overlap	Voluntary	39,000	100,000
IE	Unite	Sectional overlap	Voluntary	23,851	100
IT	FILT CGIL	Overlap	Voluntary	152,318	480,100
IT	FIT CISL	Overlap	Voluntary	121,577	15,259
IT	UIL Trasporti	Overlap	Voluntary	117,846	36,200

	Trade union	Domain coverage	Type of membership	Active members total	Active members in railways and urban public transport
IT	Federmanager	Sectional overlap	Voluntary	80,775	1,200
IT	FAISA CISAL	Overlap	Voluntary	na	na
IT	UGL TFA	Sectional overlap	Voluntary	na	na
IT	SAVT	Sectional overlap	Voluntary	5,500	350
IT	FAST Mobilità CONFESAL	Overlap	Voluntary	na	na
IT	OR.S.A. Ferrovie	Sectional overlap	Voluntary	na	na
LT	LGPF	Sectionalism	Voluntary	4,500	4,500
LT	LTF	Overlap	Voluntary	1,000	900
LT	VPS	Sectional overlap	Voluntary	1,800	300
LU	FNCTTFEL- Landesverband	Overlap	Voluntary	4,200	2,800
LU	FCPT-SYPROLUX	Congruence	Voluntary	1,800	1,800
LU	ACAL	Sectional overlap	Voluntary	3,104	900
LU	LCGB	Sectional overlap	Voluntary	700	na
LV	LDzSA	Sectional overlap	Voluntary	12,635	na
NL	ABGP	Sectional overlap	Voluntary	4,500	1,100
NL	CNV	Overlap	Voluntary	341,000	2,300
NL	FNV	Overlap	Voluntary	900,000	5,000
NL	VHS	Sectional overlap	Voluntary	257	200
NL	VVMC	Sectionalism	Voluntary	4,100	4,100
PL	NSZZ Solidarność	Congruence	Voluntary	26,700	26,700
PL	FZZK	Congruence	Voluntary	30,000	30,000
PL	ZZM	Sectionalism	Voluntary	na	na
PT	FECTRANS	Overlap	Voluntary	na	na
PT	SINDEFER	Sectional overlap	Voluntary	na	na
PT	SMAQ	Sectionalism	Voluntary	na	na
PT	SNTSF	Sectional overlap	Voluntary	2,718	2,446
RO	Transloc, ATU- ROMÂNIA	Sectionalism	Voluntary	22,537	na
RO	FNFCM	Sectionalism	Voluntary	20,014	na
RO	FNDF	Sectionalism	Voluntary	10,649	10,649
RO	STB	Sectionalism	Voluntary	11,040	na
SE	Seko	Overlap	Voluntary	90,000	15,000
SE	ST	Overlap	Voluntary	70,000	3,150
SE	TJ	Overlap	Voluntary	3,421	na
SE	Unionen	Sectional overlap	Voluntary	500,000	1,250
SE	Sveriges Ingenjörer	Sectional overlap	Voluntary	na	279
SE	Ledarna	Sectional overlap	Voluntary	90,000	363
SI	SDŽDS	Sectionalism	Voluntary	Na	na
SI	SŽPS	Sectionalism	Voluntary	na	na
SI	SŽTS	Sectionalism	Voluntary	na	na
SI	SŽS	Sectionalism	Voluntary	na	na
SI	SSSLO	Sectional overlap	Voluntary	1,600	1,600
SI	SVPS	Sectionalism	Voluntary	na	na
SI	SVZVSS	Sectionalism	Voluntary	na	na
SI	SVLM	Sectionalism	Voluntary	na	na



	Trade union	Domain coverage	Type of membership	Active members total	Active members in railways and urban public transport
SI	SPS	Sectionalism	Voluntary	na	na
SI	SŽPD	Sectionalism	Voluntary	na	na
SK	FS SR	Sectionalism	Voluntary	1,950	1,950
SK	OZŽ	Sectionalism	Voluntary	11,369	11,369
UK	Aslef	Sectionalism	Voluntary	18,870	18,870
UK	GMB	Sectional overlap	Voluntary	625,643	700
UK	RMT	Overlap	Voluntary	82,278	48,000
UK	TSSA	Sectional overlap	Voluntary	18,663	16,712
UK	Unite	Overlap	Voluntary	1,100,000	70,000

**Table A1II: Collective bargaining, consultation and affiliations of trade unions in the railways sector, 2015**

	Trade union	Collective bargaining	Consultation		National European International affiliations
AT	vida	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ÖGB, ETF, EFFAT, UNI Europa, EPSU, International Transport Workers' Federation (ITF), IUL, UNI Global, PSI
BE	ACV-CSC Transcom	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ACV-CSC, ETF, ITF
BE	LBC-NVK	Yes, both multi-employer and single bargaining	No	na	ACV-CSC Uni, IndustriAll, EFFAT, ETF, EPSU UNI, IndustriAll, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers (IUF), ITF
BE	ACLVB-CGSLB	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETF
BE	ACOD Spoor – CGSP Cheminots	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ABVV-FGTB, ETF, ITF
BE	BBTK-SETCa	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ABVV-FGTB, ETF, ITF
BE	ABVV BTB – FGTB UBT	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	ABVV-FGTB, ETF, ITF
BE	CNE	Yes, both multi-employer and single bargaining	No	na	ACV-CSC Uni, IndustriAll, EFFAT, ETF, EPSU UNI, IndustriAll, IUF, ITF
BG	Syndicate of Railwaymen in Bulgaria	Yes, single-employer bargaining only	Yes	On an ad hoc basis	CITUB, ETF, ITF
BG	FTTUB	Yes, both multi-	Yes	On a	CITUB, ETF, ALE (Union of



	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer and single bargaining		regular basis	Locomotive Drivers in Bulgaria ULDB, affiliated to FTTUB), ITF
<b>BG</b>	FTW Podkrepa	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CL Podkrepa, ETF, ITF
<b>BG</b>	NURW Podkrepa	Yes, both multi-employer and single bargaining	No	na	CL Podkrepa, ETF, ITF
<b>CZ</b>	OSŽ	Yes, single-employer bargaining only	Yes	On a regular basis	Asociace samostatných odborů ČR (ASO ČR), ETF, Fédération Internationale des Sociétés Artistiques et Intellectuelles de Cheminots (FISAIC), ITF, Union Sportive Internationale des Cheminots (USIC) – International Railway Sports Association
<b>DE</b>	EVG	Yes, both multi-employer and single bargaining	Yes	On a regular basis	DGB, ETF, ITF
<b>DE</b>	ver.di	Yes, both multi-employer and single bargaining	Yes	On a regular basis	DGB, ETF, EPSU, ITF, UNI
<b>DE</b>	GdL	Yes, both multi-employer and single bargaining	Yes	na	dbb, ALE, CESI
<b>DE</b>	dbb	Yes, both multi-employer and single bargaining	Yes	na	CESI
<b>DK</b>	DJF	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Danish Confederation of Trade Unions (LO), ETF, ITF
<b>DK</b>	HK T&J	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	LO, ETF, ITF
<b>DK</b>	DMF	Yes, single-employer bargaining only	No	na	LO, ETF, Industry All Europe, ITF, Industry All Global
<b>DK</b>	HK	Yes, both multi-employer and single bargaining	No	na	LO, ETF, ITF
<b>DK</b>	IDA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Akademikerne, Industry All Europe, Industry All Global Union
<b>DK</b>	DJØF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Akademikerne, EPSU
<b>EE</b>	ERAÜ	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Estonian Trade Unions Confederation, ETF, ITF
<b>EE</b>	EVAÜ	Yes, single-	Yes	On an ad	Estonian Trade Unions

	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer bargaining only		hoc basis	Confederation
EL	POS	Yes, single-employer bargaining only	Yes	On a regular basis	GSEE, ETF
ES	FSC-CCOO	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	CCOO, ETF, ITF
ES	SMC-UGT	Yes, both multi-employer and single bargaining	Yes	na	UGT, ETF, ITF
ES	ELA-GIZALAN	na	na	na	ETF, ITF
ES	SCF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	
ES	CGT	Yes, single-employer bargaining only	na	na	CGT
ES	SF	Yes, single-employer bargaining only	na	na	
ES	SEMAF	Yes, single-employer bargaining only	na	na	ALE
FI	JHL	Yes, multi-employer bargaining only	Yes	On a regular basis	ETF, Nordic Transport Workers' Federation (NTF), ITF
FI	VML	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Central Organisation of Finnish Trade Unions, SAK, ETF, ITF, NTF
FI	RVL	Yes, multi-employer bargaining only	Yes	On a regular basis	Trafik- och järnvägsanställdas nordiska sammanslutning (TJNS, Nordic Federation of Traffic and Railway Employees), ITF
FI	RTL	Yes, multi-employer bargaining only	Yes	On a regular basis	Finnish Confederation of Professionals (STTK)
FI	VR Akava	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	All members of VR Akava also have to be members of a union within the peak-level Confederation of Unions for Professional and Managerial Staff in Finland (Akava). However, the organisation itself is independent
FR	Fédération UNSA-ferroviaire	Yes, both multi-employer and single bargaining	No	na	Union nationale des syndicats autonomes (UNSA), ETF (through the Fédération Autonome des Transports UNSA), ITF

	Trade union	Collective bargaining	Consultation		National European International affiliations
					(through the Fédération Autonome des Transports UNSA)
FR	Fédération UNSA-Transport	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Union nationale des syndicats autonomes (UNSA), ETF, ITF
FR	CFTC	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	French Christian Workers' Confederation (Confédération française des travailleurs chrétiens, CFTC), ETF, ITF
FR	CGT Cheminot	Yes, both multi-employer and single bargaining	Yes	On a regular basis	General Confederation of Labour (Confédération générale du travail, CGT), ETF, ITF
FR	CGT Transport	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	ETF, European Trade Unions Confederation (ETUC), International trade union organisation (ITUC), ITF
FR	FGTE CFDT	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	French Democratic Confederation of Labour (Confédération française démocratique du travail, CFDT), ETF, ITF
FR	FO Cheminots	Yes, both multi-employer and single bargaining	Yes	On a regular basis	General Labour Union – FO (Confédération générale du Travail - Force Ouvrière), ETF, ITF
FR	SUD Rail	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Union Solidaires transports – SUD Solidaires
HR	RETUC	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ALE- The Autonomous Train Drivers' Unions of Europe (Sindicatos Autónomos de Maquinistas de Europa), ETF, ITF
HR	SZH	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Nezavisni hrvatski sindikati (Independent Union of Croatia), ETF, ITF
HR	SPVH	Yes, single-employer bargaining only	No	na	Hrvatska udruga radnickih sindikata – HURS (Croatian Association of Workers' Trade Union), ETUC - road transport and logistics section
HR	SHZ	Yes, single-employer bargaining only	No	na	Hrvatski nezavisni sindikati (Independent Trade Union of Croatia)
HU	VSZ	Yes, single-employer bargaining only	Yes	On a regular basis	Hungarian Trade Union Confederation (Magyar Szakszervezeti Szövetség, MaSZSZ), ETF

	Trade union	Collective bargaining	Consultation		National European International affiliations
HU	VDSZSZ	Yes, single-employer bargaining only	Yes	On a regular basis	Democratic League of Independent Trade Unions (LIGA Szakszervezetek, LIGA), ETF, ITF
HU	MOSZ	Yes, single-employer bargaining only	Yes	On a regular basis	Democratic League of Independent Trade Unions (LIGA Szakszervezetek, LIGA)
HU	MTSZSZ	Yes, single-employer bargaining only	Yes	On a regular basis	Democratic League of Independent Trade Unions (LIGA Szakszervezetek, LIGA)
HU	GYDSZSZ	Yes, single-employer bargaining only	No	na	Democratic League of Independent Trade Unions (LIGA Szakszervezetek, LIGA), ETF
HU	KSZOSZ	Yes, single-employer bargaining only	No	na	ETF
HU	VDSZSZ Solidarity	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ETF, ITF
IE	SIPTU	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU, ETF, IFT
IE	NBRU	Yes, single-employer bargaining only	Yes	On an ad hoc basis	
IE	TSSA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU
IE	TEEU	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU
IE	Unite	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU
IT	FILT CGIL	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CGIL – Confederazione Generale Italiana del Lavoro, ETF, ITF
IT	FIT CISL	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CISL – Confederazione Italiana Sindacati dei Lavoratori , ETF, ITF
IT	UIL Trasporti	Yes, both multi-employer and single bargaining	Yes	On a regular basis	UIL – Unione Italiana del Lavoro, ETF, ITF
IT	Federmanager	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CEC – European Managers, FICT – European Managers in the Transport Industry, CIC - International Confederation of Managers
IT	FAISA CISAL	Yes, both multi-	na	na	CISAL - Confederazione

	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer and single bargaining			Italiana Sindacati Autonomi Lavoratori
IT	UGL TFA	Yes, both multi-employer and single bargaining	na	na	UGL - Unione Generale del Lavoro
IT	SAVT	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETUC (observer), CSIR - Consiglio Sindacale Interregionale Alpi/Arco Lemano, PSNSE - Plateforme des Syndicats des Nations Sans Etat
IT	FAST Mobilità CONFISAL	Yes, both multi-employer and single bargaining	na	na	CONFISAL - Confederazione Generale dei Sindacati Autonomi dei Lavoratori, ALE - The Autonomous Train Drivers' Unions of Europe
IT	OR.S.A. Ferrovie	Yes, both multi-employer and single bargaining	na	na	OR.S.A. - Organizzazione Sindacati Autonomi e di Base, OR.S.A. Trasporti
LT	LGPF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Lithuanian Trade Union Confederation (LPSK), ETF, ITF
LT	LTF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Lithuanian Trade Union Confederation (LPSK), ITF
LT	VPS	No	Yes	On an ad hoc basis	Trade Union 'Solidarumas', ETF
LU	FNCTTFEL-Landesverband	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Strong partnership with OGBL, ETF, ITF
LU	FCPT-SYPROLUX	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Fédération Chrétienne du Personnel des Transports, ETF, ITF
LU	ACAL	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	OGBL, ETF, ITF
LU	LCGB	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Lëtzebuurger Chrëschtliche Gewerkschafts-Bond (LCGB), ETF
LV	LDzSA	Yes, multi-employer bargaining only	Yes	On a regular basis	LBAS, ETF, ITF
NL	ABGP	Yes, single-employer bargaining only	No	na	Ambtenarencentrum
NL	CNV	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	ETF, ITF
NL	FNV	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETF, ITF
NL	VHS	Yes, single-	Yes	On an ad	CMHF, Centrale van

	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer bargaining only		hoc basis	Middelbare en Hogere Functionarissen (Union of Middle and Higher Staff)
NL	VVMC	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ALE (European Independent Train Drivers Union)
PL	NSZZ Solidarność	Yes, single-employer bargaining only	Yes	On a regular basis	NSZZ Solidarność, ETF
PL	FZZK	Yes, single-employer bargaining only	Yes	On a regular basis	FZZ, ETF, ITF
PL	ZZM	Yes, single-employer bargaining only	Yes	On a regular basis	OPZZ (not directly –through Konfederacja Kolejowych Związków Zawodowych), ALE
PT	FECTRANS	Yes, both multi-employer and single bargaining	na	na	
PT	SINDEFER	Yes, single-employer bargaining only	na	na	ETF
PT	SMAQ	Yes, single-employer bargaining only	na	na	ALE
PT	SNTSF	Yes, single-employer bargaining only	na	na	FECTRANS, CGTP-IN
RO	Transloc, ATU-ROMÂNIA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Sindicatelor Reunite ale Transportatorilor din SUA și Canada (ATU), ITF, Federația Serviciilor Publice Internaționale (PSI)
RO	FNFMC	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ETF
RO	FNDF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	CNSLR Frăția (Confederația Națională a Sindicatelor Libere ‘Frăția’), CNSTR, ANSF, ETF, ITF
RO	STB	Yes, single-employer bargaining only	Yes	On an ad hoc basis	
SE	Seko	Yes, multi-employer bargaining only	Yes	On a regular basis	The Swedish Trade Union Confederation (LO), ETF, ITF, The Nordic Transport Workers’ Federation (NTF)
SE	ST	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	The Swedish Confederation of Professional Employees (TCO), ETF, ITF, NTF
SE	TJ	Yes, multi-employer	Yes	On an ad hoc basis	The Swedish Confederation of Professional Associations

	Trade union	Collective bargaining	Consultation		National European International affiliations
		bargaining only			(Saco)
SE	Unionen	Yes, multi-employer bargaining only	No	na	TCO, The Council for Negotiation and Co-operation (Förhandlings- och samverkansrådet, PTK), The unions in industry (Facken inom industrin), ETF, ITF
SE	Sveriges Ingenjörer	Yes, multi-employer bargaining only	No	na	Saco, PTK, The unions in industry (Facken inom industrin), IndustriAll Europe, UNI Europa, UNI Global
SE	Ledarna	Yes, multi-employer bargaining only	na	na	CEC European Managers (CEC)
SI	SDŽDS	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa)
SI	SŽPS	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa)
SI	SŽTS	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa), ETF, ITF
SI	SŽS	Yes, single-employer bargaining only	Yes	On a regular basis	Zveza delavskih sindikatov Slovenije- Solidarnost (Worker's Trade Union Federation - Solidarnost), ETF
SI	SSSLO	Yes, single-employer bargaining only	Yes	On a regular basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa), ETF, ITF
SI	SVPS	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa)
SI	SVZVSS	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-Alternativa)
SI	SVLM	Yes, single-employer bargaining only	Yes	On an ad hoc basis	
SI	SPS	No	Yes	On an ad hoc basis	ETF
SI	SŽPD	No	na	na	Slovenska zveza sindikatov-Alternativa (Slovenian Trade Union Federation-

	Trade union	Collective bargaining	Consultation		National European International affiliations
					Alternativa), ETF
SK	OZŽ	Yes, single-employer bargaining only	Yes	On a regular basis	KOZ SR, ETF
SK	FS SR	Yes, single-employer bargaining only	No	na	ALE
UK	Aslef	Yes, single-employer bargaining only	Yes	On an ad hoc basis	TUC, ETF, ITF
UK	GMB	Yes, single-employer bargaining only	na	na	TUC, ETF, European Federation of Building and Woodworkers (EFBWW), EFFAT, EPSU, IndustriAll European Trade Union, UNI Europa, ITF, IndustriAll Global Union, Building and Wood Workers' International (BWI), IUF, PSI, UNI Global
UK	RMT	Yes, single-employer bargaining only	Yes	na	TUC, ETF, ITF
UK	TSSA	Yes, single-employer bargaining only	Yes	On a regular basis	TUC, ETF, ITF
UK	Unite	Yes, single-employer bargaining only	Yes	On a regular basis	TUC, ETF, EFBWW, EFFAT, EPSU, IndustriAll European Trade Union, UNI Europa, ITF, IndustriAll Global Union, BWI, IUF, PSI, UNI Global

## Employer organisations

**Table A1III: Overall domain coverage and total membership of employer/business organisations with members in the railways sector, 2015**

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in railways and urban public transport	total	in railways and urban public transport
AT	FVS	Overlap	Compulsory	100	90	50,000	48,000
CZ	SD ČR	Overlap	Voluntary	106	14	89,391	54,000
DE	Agv MoVe	Overlap	Voluntary	59	na	198,000	na
DE	AGVDE	Sectional Overlap	Voluntary	108	na	na	na
DE	VDV	Congruence	Voluntary	607	607	212,308	212,308
DE	AVN	Sectionalism	Voluntary	65	65	18,000	18,000



	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in railways and urban public transport	total	in railways and urban public transport
DK	JA	Congruence	Voluntary	11	11	921	921
ES	AGESFER	na	na	na	na	na	na
FI	PALTA	Sectionalism	Voluntary	1,725	2	150,000	6,000
FR	UTP	Congruence	Voluntary	167	167 (thereof 17 in railways)	na	na
IT	ASSTRA	Congruence	Voluntary	142	142	70,000	70,000
IT	AGENS	Congruence	Voluntary	20	20	na	na
IT	Assoferr	Sectional Overlap	Voluntary	40	na	2,000	na
IT	FerCargo	Sectionalism	Voluntary	16	16	1,700	1,700
LV	LDzDDO	Sectional Overlap	Voluntary	10	10	na	
NL	KNV	Sectional Overlap	Voluntary	na	na	na	na
NL	KNV Spoor-goederenvervoer	Sectionalism	Voluntary	10	10	na	
NL	VWMO	Sectionalism	Voluntary	3	3	1,037	1,037
NL	VWOV	Sectionalism	Voluntary	6	6	11,749	11,749
PL	ZPK	Overlap	Voluntary	31	26	90,000	85,000
RO	URTP	Sectional Overlap	Voluntary	46	19	na	18,580
SE	Almega Tjänsteförbunden	Sectional Overlap	Voluntary	3,900	87	155,000	20,700
SE	BI	Sectional Overlap	Voluntary	3,300	65	120,000	
UK	RDG	Sectionalism	Voluntary	25	25	50,000	50,000

**Table A1IV: Collective bargaining, consultation and affiliations of employer organisations in the railways sector, 2015**

	Employer organisation	Collective bargaining	Consultation		National European International affiliations
			Yes	On a regular basis	
AT	FVS	Yes, multi-employer bargaining only	Yes	On a regular basis	WKÖ, CER, UITP
DE	Agv MoVe	Yes, both multi-employer and single bargaining	Yes	On a regular basis	Federation of German Industries (BDI), German Confederation of Employers' Associations (BDA), CER (indirectly, via DB)
DE	AGVDE	Yes, both multi-employer and single bargaining	na	na	BDA
DE	VKA	Yes, multi-	Yes	On an ad hoc	CEEP (via German section)

	<b>Employer organisation</b>	<b>Collective bargaining</b> employer bargaining only	<b>Consultation</b>		<b>National European International affiliations</b> bvöd)
				basis	
<b>DE</b>	VDV	No	Yes	On an ad hoc basis	CIT, CER, UITP, BVÖD, German section of CEEP
<b>DE</b>	AVN	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Vereinigung der Arbeitgeberverbände energie- und versorgungswirtschaftlicher Unternehmungen (VAEU)
<b>DK</b>	JA	Yes, multi-employer bargaining only	Yes	On a regular basis	Confederation of Danish Industry (DI), UITP
<b>DK</b>	AKT	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Confederation of Danish Industry (DI), UITP
<b>ES</b>	AGESFER	Yes, multi-employer bargaining only	na	na	
<b>FI</b>	PALTA	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Confederation of the Finnish Industries (EK)
<b>FR</b>	UTP	Yes, multi-employer bargaining only	Yes	On a regular basis	MEDEF, UITP
<b>IT</b>	ASSTRA	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Federtrasporto (Confindustria) , UITP
<b>IT</b>	AGENS	Yes, both multi-employer and single bargaining	Yes	na	Federtrasporto (Confindustria)
<b>IT</b>	Assoferr	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Confetra, International Union of Wagon Keepers (UIP)
<b>IT</b>	FerCargo	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Conftrasporto; Confcommercio; ERFA
<b>LV</b>	LDzDDO	Yes, multi-employer bargaining only	Yes	na	LDDK
<b>NL</b>	KNV	No	Yes	On a regular basis	VNO-NCW, UITP
<b>NL</b>	KNV Spoorgoedere nvervoer	No	na	na	KNV, UITP (indirectly, via KNV)
<b>NL</b>	VWMO	Yes, multi-employer bargaining only	na	na	KNV, UITP (indirectly, via KNV)
<b>NL</b>	VWOV	Yes, multi-employer bargaining only	na	na	KNV, UITP (indirectly, via KNV)
<b>PL</b>	ZPK	Yes, single-employer bargaining only	Yes	On a regular basis	

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National European International affiliations</b>
<b>RO</b>	URTP	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ASRO - Asociația de Standardizare din România, ITS Romania - Sisteme de Transport Inteligente , F.N.P.S.P.R. - Federația Națională a Patronatelor Serviciilor Publice din România, AGIR - Asociația Generalăa Inginerilor din România, AGER - Asociația Generalăa A Economiştilor din România, UITP, POLIS - Asociația pentru Promovarea Tehnologiilor Moderne în orașele și eegiunile europene, VDV - Uniunea de Transport Public din Germania, CALYPSO Networks Association
<b>SE</b>	Almega Tjänsteförbundet	Yes, multi-employer bargaining only	Yes	On a regular basis	Confederation of Swedish Enterprise (Svenskt Näringsliv), The employer organisation is part of the umbrella organisation Employers' Organisation for the Swedish Service Sector (Almega), CER
<b>SE</b>	BI	Yes, multi-employer bargaining only	Yes	On a regular basis	The Confederation of Swedish Enterprise (Svenskt Näringsliv), The European Construction Industry Federation (FIEC), The Nordic Road Association (NVF)
<b>UK</b>	RDG	No	Yes	On an ad hoc basis	CBI, CER, UIC

## Companies

**Table A1V: Overall domain coverage and total employees of companies with business activities in the railways sector, 2015**

	Company	Domain coverage	Total employees in the country in railways and urban public transport
BE	Infrabel	Sectionalism	11,858
BE	NMBS/SNCB	Sectionalism	20,341
BE	B Logistics	Sectionalism	20,341
BG	NRIC	Sectionalism	11,768
BG	EAD	Sectionalism	2,083
BG	BRC	Sectionalism	299
BG	BDZ Holding	Sectionalism	na
BG	Bulmarket	Sectionalism	na
CZ	DPP	Sectionalism	15,225
CZ	ČD	Sectional overlap	10,678
CZ	ČD Cargo	Sectionalism	7,127
CZ	SŽDC	Sectionalism	17,331
DK	DSB	Sectionalism	7,807
DK	Banedanmark	Sectionalism	2,263
EE	ER	Sectionalism	809
EL	OSE	Sectionalism	1,595
EL	TrainOSE	Sectionalism	800
EL	EESSTY	Sectionalism	643
ES	ADIF	Sectional overlap	13,480
ES	RENFE	Sectionalism	14,430
FI	VR	Sectional overlap	8,300
FI	Finrail	Sectionalism	460
FR	SNCF	Overlap	150,960
FR	Eurotunnel	Sectionalism	3,949
FR	LISEA (holding company, public-private partnership)	Sectionalism	3-5
HR	HŽ Infrastruktura	Sectionalism	6,448
HR	HŽ Cargo	Sectionalism	2,000
HR	HŽ-HŽPP	Sectionalism	1,700
HU	MÁV Zrt.	Sectionalism	17,100
HU	GYSEV Zrt.	Sectionalism	1,500
HU	RCH	Sectionalism	2,800
IE	CIE (holding company)	Sectional overlap	8,500
IE	(Irish Rail)	Sectionalism	3,770
IT	FS Italiane	Overlap	67,000
LT	LG	Sectionalism	10,100
LU	CFL/CFL Cargo	Sectional overlap	4,060
LV	LDZ	Sectional overlap	11,818
LV	BTS	Sectionalism	na
LV	BE	Sectionalism	na
NL	NS	Sectionalism	23,000
NL	ProRail	Sectional overlap	4,000
PL	PKP	Sectionalism	2,600

	<b>Company</b>	<b>Domain coverage</b>	<b>Total employees in the country in railways and urban public transport</b>
<b>PL</b>	PLK	Sectionalism	39,303
<b>PL</b>	Rail Polska	Sectionalism	na
<b>PT</b>	CP	Sectionalism	2,696
<b>PT</b>	CP Carga	Sectionalism	540
<b>PT</b>	IP	Sectionalism	na
<b>RO</b>	SNTFC 'CFR CALATORI'	Sectionalism	13,056
<b>RO</b>	CFR Marfă	Sectionalism	6,746
<b>RO</b>	CNCF 'CFR'	Sectionalism	22,472
<b>RO</b>	GFR	Sectionalism	2,133
<b>SI</b>	SZ	Sectionalism	4,832
<b>SK</b>	ZSR	Sectionalism	1,411
<b>SK</b>	ZSSK	Sectionalism	5,841
<b>SK</b>	ZSSK Cargo	Sectionalism	6,103
<b>UK</b>	HS1	Sectionalism	37
<b>UK</b>	Network Rail	Sectionalism	37,155

**Table A1VI: Collective bargaining and affiliations of companies in the railways sector, 2015**

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>National European International affiliations</b>
<b>BE</b>	Infrabel	Yes, single-employer bargaining only	EIM, RailNetEurope (RNE), EUG, UIC
<b>BE</b>	NMBS/SNCB	Yes, single-employer bargaining only	CER, CEEP, UIC, CIT
<b>BE</b>	B Logistics	Yes, single-employer bargaining only	CER, CEEP
<b>BG</b>	NRIC	Yes, single-employer bargaining only	Bulgarian Association for People Management, CER, RNE, The International Union of Railways (UIC)
<b>BG</b>	EAD	Yes, single-employer bargaining only	FTTUB, Association of Companies From The City Electric Transport, UITP, ITF
<b>BG</b>	BRC	Yes, single-employer bargaining only	Confederation of Employers and Industrialists in Bulgaria (CEIB), FTTUB, CER
<b>BG</b>	BDZ Holding	Yes, single-employer bargaining only	SERG, UIC, The International Rail Transport Committee (CIT), Organisation of Railways Cooperation (OSJD), CER
<b>BG</b>	Bulmarket	No	CER
<b>CZ</b>	DPP	Yes, single-employer bargaining only	Sdružení dopravních podniků ČR (Association of transport companies of the Czech Republic), HK hlavního města Prahy (Economic Chamber of the City of Prague), Svaz dopravy, UITP
<b>CZ</b>	ČD	Yes, single-employer bargaining only	CER, Organisation for Co-operation between Railways (OSJD), UIC
<b>CZ</b>	ČD Cargo	Yes, single-employer bargaining only	CER (indirectly, through ČD)
<b>CZ</b>	SŽDC	Yes, single-employer bargaining only	Svaz dopravy ČR (SD ČR), CER, UIC

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>National European International affiliations</b>
<b>DK</b>	DSB	Yes, single-employer bargaining only	CER
<b>DK</b>	Banedanmark	Yes, single-employer bargaining only	EIMRAIL
<b>EE</b>	ER	Yes, single-employer bargaining only	CER, UIC, CIS Railway Transport Council (SOVET)
<b>EL</b>	OSE	Yes, single-employer bargaining only	CER
<b>EL</b>	TrainOSE	Yes, single-employer bargaining only	CER, Forum Train Europe UIC, CIT
<b>EL</b>	EESSTY	Yes, single-employer bargaining only	SYSTRA
<b>ES</b>	ADIF	Yes, single-employer bargaining only	RNE, EIM Rail, UIC, ALAF
<b>ES</b>	RENFE	Yes, single-employer bargaining only	CER
<b>FI</b>	VR	Yes, multi-employer bargaining only	The Confederation of Finnish Industries (EK), Service Sector Employers PALTA, Finnish Business & Society, CER, UITP, UIC, CIT, OSJD (observer member), CIS Railway Transport Council (SOVET), Coordinating Council for Trans-Siberian Transportation
<b>FI</b>	Finrail	Yes, multi-employer bargaining only	Confederation of Finnish Industries (EK)
<b>FR</b>	SNCF	Yes, both multi-employer and single bargaining	UTP, CER, EIM, UITP, UIC
<b>FR</b>	Eurotunnel	Yes, single-employer bargaining only	UTP, MEDEF, EIM RAIL; Association européenne du fret ferroviaire (ERFA) indirectly through its subsidiary Europort
<b>FR</b>	LISEA	No	UTP, EIM
<b>HR</b>	HŽ Infrastruktura	Yes, single-employer bargaining only	HGK – Croatian Chamber of Commerce, HDZI –Croatian Association of Railway Engineers, IPC – Intermodal Promotion Centre, CER, UIC
<b>HR</b>	HŽ Cargo	Yes, single-employer bargaining only	HGK – Croatian Chamber of Commerce, HDZI –Croatian Association of Railway Engineers, IPC – Intermodal Promotion Centre, CER
<b>HR</b>	HŽ–HŽPP	Yes, single-employer bargaining only	HGK – Croatian Chamber of Commerce, HDZI –Croatian Association of Railway Engineers, IPC – Intermodal Promotion Centre, CER
<b>HU</b>	MÁV Zrt.	Yes, single-employer bargaining only	CER
<b>HU</b>	GYSEV Zrt.	Yes, single-employer bargaining only	CER
<b>HU</b>	RCH	Yes, single-employer bargaining only	MLSZKSZ, CER, CIT
<b>IE</b>	CIE (holding company)	No	UITP

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>National European International affiliations</b>
<b>IE</b>	(Irish Rail)	Yes, single-employer bargaining only	CER, UITP
<b>IT</b>	FS Italiane	Yes, both multi-employer and single bargaining	CER, CIT, UIC
<b>LT</b>	LG	Yes, single-employer bargaining only	Lithuanian Confederation of Industrialists (LPK), CER, CIT, UIC
<b>LU</b>	CFL/CFL Cargo	Yes, single-employer bargaining only	FEDIL (for its subsidiaries CFL Cargo, CFL Multimodal), CER, UIC
<b>LV</b>	LDZ	Yes, single-employer bargaining only	LDDK, CER
<b>LV</b>	BTS	Yes, single-employer bargaining only	CER
<b>LV</b>	BE	Yes, single-employer bargaining only	CER
<b>NL</b>	NS	Yes, single-employer bargaining only	AWVN, Algemene Werkgeversvereniging Nederland (General Employers' Association of the Netherlands), CER
<b>NL</b>	ProRail	Yes, single-employer bargaining only	AWVN, EIM
<b>PL</b>	PKP	Yes, single-employer bargaining only	ZPK, CER, UIC
<b>PL</b>	PLK	Yes, single-employer bargaining only	ZPK, EIM
<b>PL</b>	Rail Polska	na	CER
<b>PT</b>	CP	Yes, single-employer bargaining only	AMTC - Associação para o Museu dos Transportes e Comunicações, CER, European Training Centre for Railways (ETCR), European Rail Operating Community Consortium (EUROC), European Rail Research Advisory Council (ERRAC), UIC, EURAIL Group – manager agency of EURAIL and InterRail, COLPOFER - Collaboration of Railway Police and Security Services, FIP'S - Group for International Travel Facilities for Railway Staff
<b>PT</b>	CP Carga	Yes, single-employer bargaining only	APNCF - Associação Portuguesa para a Normalização e Certificação Ferroviária, CER, UIC, CIT
<b>PT</b>	IP	No	CEEP Portugal, EIM
<b>RO</b>	SNTFC 'CFR CALATORI'	Yes, single-employer bargaining only	CER, CET, UIC
<b>RO</b>	CNCF 'CFR'	Yes, single-employer bargaining only	CER, RNE, UIC, OCCF
<b>RO</b>	CFR Marfă	Yes, single-employer bargaining only	CER
<b>RO</b>	GFR	No	UIC, OCCF, CIT, GCU (AVV), CER, GFR a devenit membru afiliat la Uniunea Internațională a Căilor Ferate (UIC), membru OSJD și membru asociat al Organizației de Colaborare a Căilor Ferate (OCCF)

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>National European International affiliations</b>
<b>SI</b>	SZ	Yes, single-employer bargaining only	CER
<b>SK</b>	ZSR	Yes, single-employer bargaining only	AZZZ SR (via ÚDPT SR), CER, UIC
<b>SK</b>	ZSSK	Yes, single-employer bargaining only	AZZZ SR (via membership in ÚDPT SR), CER
<b>SK</b>	ZSSK Cargo	Yes, single-employer bargaining only	AZZZ SR (via membership in ÚDPT SR), CER
<b>UK</b>	HS1	No	Rail Freight Group (RFG), EIM, UIC
<b>UK</b>	Network Rail	Yes, single-employer bargaining only	RSSB, EIM, UIC



## Annex 2: Individual organisations covering the urban public transport sector

Data for the different organisation are provided separately here in relation to the subsector they cover. Railways-related organisations are listed in Annex 1, while urban public transport related organisations are listed in Annex 2.

When the domain of several organisations covers both the railway and the urban public transport, the following approach was taken:

- if the domain covers 52.21 and 49.31, organisations were recorded as belonging to the urban public transport sector.
- if the domain covers 49.1 and/or 49.2 and 49.31, organisations were included in both sections (railways and urban public transport)

Companies that only cover 52.21 were included in the railways section.

Note that, in this context, the data provided on domain coverage, type of membership and number of members in the sector always relate to ‘railways and urban public transport’ as one entity. No separate figures are available for the different parts of the sector.

### Trade unions

**Table A2I: Overall domain coverage and total membership of trade unions with members in the urban public transport sector, 2015**

	Trade union	Overall domain coverage	Type of membership	Active members total	Active members in urban public transport and railways sector or urban public transport sector
AT	vida	Overlap	Voluntary	137,553	35,000–40,000
AT	Younion	Sectional overlap	Voluntary	150,394	na
AT	GPF	Sectional overlap	Voluntary	23,900	3,500
BE	ACVOD - vervoer/CSC Services publics - Transport	Sectionalism	Voluntary	170,000	10,000
BE	ACLVB/CGSLB	Sectional overlap	Voluntary	295,000	na
BE	ACOD Spoor/CGSP Cheminots	Sectionalism	Voluntary	na	na
BE	ABVV BTB/FGTB UBT	Sectionalism	Voluntary	43,886	17,671
BG	Syndicate of Railwaymen in Bulgaria	Sectional overlap	Voluntary	15,000	14,000
BG	FTTUB	Overlap	Voluntary	10,014	6,695
BG	FTW Podkrepa	Overlap	Voluntary	5,000	4,000
CY	FTPAW-SEK	Sectional overlap	Voluntary	5,661	620
CY	DEOK	Sectional overlap	Voluntary	2,593	41
CY	SEGDA MELIN-PEO	Sectional overlap	Voluntary	6,804	445
CZ	OSD	Sectional	Voluntary	10,300	na

	Trade union	Overall domain coverage	Type of membership	Active members total	Active members in urban public transport and railways sector or urban public transport sector
		overlap			
CZ	OSŽ	Overlap	Voluntary	37,000	34,000
CZ	DOSIA	Sectional overlap	Voluntary	13,826	8,443
DE	EVG	Sectional overlap	Voluntary	111,000	111,000
DE	ver.di	Sectional overlap	Voluntary	2,039,931	77,000
DE	dbb	Sectionalism	Voluntary	1,280,000	na
DK	DJF	Sectionalism	Voluntary	5,200	5,200
DK	HK T&J	Sectionalism	Voluntary	2,235	2,235
DK	3F	Sectional overlap	Voluntary	25,343	7,000
DK	IDA	Sectional overlap	Voluntary	58,665	382
DK	DJØF	Sectional overlap	Voluntary	55,526	160
EE	EVAÜ	Congruence	Voluntary	50,000	43,000
EE	ETTA	Sectional overlap	Voluntary	2,624	1,160
EL	POS	Congruence	Voluntary	7,460	7,460
EL	SEOASTH	Sectionalism	Voluntary	2,300	2,300
EL	Union of employees and subsidiary companies of OASA	Sectionalism	Voluntary	4,800	4,800
EL	Union of OASA Employees	Sectionalism	Voluntary	91	91
EL	SELMA	Sectionalism	Voluntary	1,200	1,200
EL	Union of ISAP Employees	Sectionalism	Voluntary	600	600
EL	SET	Sectionalism	Voluntary	550	550
ES	FSC-CCOO	Overlap	Voluntary	na	14,000
ES	SMC-UGT	Overlap	Voluntary	160,000	52,000
ES	ELA-GIZALAN	Sectional overlap	Mixed	30,017	na
ES	CGT	Sectional overlap	Mixed	na	na
ES	SU	Sectionalism	Voluntary	500	500
ES	CPTC	Sectionalism	Mixed	na	na
ES	CIM	Sectionalism	Mixed	na	na
ES	LAB	Sectional overlap	Mixed	na	na
ES	SEMAF	Sectional overlap	Voluntary	na	na
FI	JHL	Sectionalism	Voluntary	13,000	6,000
FI	VML	Sectionalism	Voluntary	1,347	1,347

	Trade union	Overall domain coverage	Type of membership	Active members total	Active members in urban public transport and railways sector or urban public transport sector
FI	AKT	Sectional overlap	Voluntary	50,000	3,900
FI	RVL	Sectionalism	Voluntary	844	800
FI	ERTO	Sectional overlap	Voluntary	17,000	na
FI	VR Akava	Sectionalism	Voluntary	13,000	6,000
FR	Fédération UNSA-Transport	Sectional overlap	Voluntary	na	na
FR	CFTC	Overlap	Voluntary	5,600	na
FR	CGT Transport	Sectional overlap	Voluntary	34,500	na
FR	FGTE CFDT	Overlap	Voluntary	48,000	10,000
FR	FO Transports et logistique	Sectional overlap	Voluntary	na	na
FR	SNRTC-CFE-CGC	Sectionalism	Voluntary	na	na
FR	SNTU-CFDT	Sectional overlap	Voluntary	na	na
FR	SUD Rail*	Congruence	Voluntary	na	na
FR	SUD RATP	Sectional overlap	Voluntary	1,000	1,000
HU	EKSZ	Sectionalism	Voluntary	1,200	1,200
HU	METRO KDSZ	Sectionalism	Voluntary	1,340	1,340
HU	Villamos Független Szakszervezet	Sectionalism	Voluntary	1,700	1,700
HU	DAKSZ	Sectionalism	Voluntary	na	na
IE	SIPTU	Overlap	Voluntary	155,000	1,000
IE	NBRU	Sectionalism	Voluntary	na	na
IE	TSSA	Congruence	Voluntary	849	849
IT	FILT CGIL	Overlap	Voluntary	152,318	48,010
IT	FIT CISL	Overlap	Voluntary	121,577	15,259
IT	UILTrasporti	Overlap	Voluntary	117,846	36,200
IT	Federmanager	Sectional overlap	Voluntary	80,775	1,200
IT	FAISA CISAL	Overlap	Voluntary	na	na
IT	UGL TPL	Sectionalism	Voluntary	na	na
IT	SAVT	Sectional overlap	Voluntary	5,500	350,000
IT	FAST Mobilità CONFSAI	Overlap	Voluntary	na	na
LT	LTF	Overlap	Voluntary	1,000	900
LT	LKADPSF	Sectional overlap	Voluntary	1,200	600
LT	TDF/LTWF	Sectional overlap	Voluntary	1,800	1,700
LU	FNCTTFEL-Landesverband	Overlap	Voluntary	4,200	2,800
LU	FCPT-SYPROLUX	Congruence	Voluntary	1,800	1,800
LU	ACAL	Sectional	Voluntary	3,104	900

	Trade union	Overall domain coverage	Type of membership	Active members total	Active members in urban public transport and railways sector or urban public transport sector
		overlap			
LU	LCGB	Sectional overlap	Voluntary	700	na
LV	LAKRS	Sectional overlap	Voluntary	6,858	na
MT	GWU	Sectional overlap	Voluntary	40,491	550
MT	UHM	Sectional overlap	Voluntary	22,483	800
NL	ABGP	Sectional overlap	Voluntary	4,500	1,100
NL	BV2002	Sectionalism	Voluntary	na	na
NL	CNV	Overlap	Voluntary	341,000	2,300
NL	FNV	Overlap	Voluntary	900,000	5,000
NL	VOR	Sectionalism	Voluntary	700	700
PL	NSZZ Solidarność	Congruence	Voluntary	26,700	26,700
PL	FZZK	Congruence	Voluntary	30,000	30,000
PL	NSZZ Solidarność	Sectional overlap	Voluntary	30,500	8,800
PL	ZZM	Sectionalism	Voluntary	na	na
PT	FECTRANS	Overlap	Voluntary	na	na
PT	SMAQ	Sectionalism	Voluntary	na	na
PT	STRUP	Sectional overlap	Voluntary	na	na
PT	SNM	Sectional overlap	Voluntary	na	na
PT	SITRA	Sectional overlap	Voluntary	5,000	na
PT	STTAMP	na	Voluntary	na	na
RO	Transloc, ATU-ROMÂNIA	Sectionalism	Voluntary	22,537	na
RO	LST	Sectional overlap	Voluntary	20,466	na
RO	AFTF	Sectionalism	Voluntary	13,078	13,078
SE	Kommunal	Sectional overlap	Voluntary	500,000	16,000
SE	Seko	Overlap	Voluntary	90,000	15,000
SE	ST	Overlap	Voluntary	70,000	3,150
SE	TJ	Overlap	Voluntary	3,421	na
SE	Unionen	Sectional overlap	Voluntary	500,000	1,250
SE	Vision	Sectional overlap	Voluntary	175,000	222
SE	Sveriges Ingenjörer	Sectional overlap	Voluntary	na	279
SE	Ledarna	Sectional	Voluntary	90,000	363

	Trade union	Overall domain coverage	Type of membership	Active members total	Active members in urban public transport and railways sector or urban public transport sector
		overlap			
<b>SE</b>	Jusek	Sectional overlap	Voluntary	65,000	na
<b>SI</b>	SDPZ	Sectionalism	Voluntary	na	na
<b>SK</b>	IOZ	Sectional overlap	Voluntary	10,159	1,193
<b>SK</b>	OZ Kovo	Sectional overlap	Voluntary	71,000	na
<b>UK</b>	Aslef	Sectionalism	Voluntary	18,870	18,870
<b>UK</b>	GMB	Sectional overlap	Voluntary	625,643	700
<b>UK</b>	RMT	Overlap	Voluntary	82,278	48,000
<b>UK</b>	TSSA	Sectional overlap	Voluntary	18,663	16,712
<b>UK</b>	Unite	Overlap	Voluntary	1,100,000	70,000

*Notes: \* 49.31 relates to some parts of the RER in the region of Paris. Formally, some parts of RER are managed by SNCF and are in fact urban transport. In terms of collective bargaining, SUD Rail do not participate in collective bargaining in the urban transport branch. It is understood that, economically speaking, the RER activities managed by SNCF where SUD Rail is implemented are 'urban transport activities' and should be included in the NACE code 49.31; from an industrial relation point of view, SUD Rail does not cover 49.31.*

**Table A2II: Collective bargaining, consultation and affiliations of trade unions in the urban public transport sector, 2015**

	Trade union	Collective bargaining	Consultation		National European International affiliations
AT	vida	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ÖGB, ETF, EFFAT, UNI Europa, EPSU, ITF, IUL, UNI Global, PSI
AT	Younion	Yes, single-employer bargaining only	Yes	On a regular basis	ÖGB, EPSU, ETF, EFJ, UNI Europa, PSI, ITF, FIM (Federation of International Musicians), FIA (Federation of International Actors), IFJ (International Federation of Journalists), UNI Global, FIFPRO, CESI
AT	GPF	No	na	na	ÖGB, ETF, UNI Europa, Post & Logistics
BE	ACVOD - vervoer/CSC Services publics - Transport	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ACV-CSC, ETF, ITF
BE	ACLVB/ CGSLB	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETF
BE	ACOD Spoor/ CGSP Cheminots	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ABVV-FGTB, ETF, ITF
BE	ABVV BTB/ FGTB UBT	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	ABVV-FGTB, ETF, ITF
BG	Syndicate of Railwaymen in Bulgaria	Yes, single-employer bargaining only	Yes	On an ad hoc basis	CITUB, ETF, ITF
BG	FTTUB	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CITUB, ETF, ALE (Union of Locomotive Drivers in Bulgaria ULDB, affiliated to FTTUB), ITF
BG	FTW Podkrepa	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CL Podkrepa, ETF, ITF
CY	FTPAW-SEK	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Cyprus Workers Confederation (SEK), ETF, EFFAT, ITF, IUF
CY	DEOK	Yes, single-employer bargaining only	No	na	Democratic Labour Federation of Cyprus (DEOK)
CY	SEGDAMELIN-PEO	Yes, single-employer bargaining only	Yes	On a regular basis	Pancyprian Federation of Labour (PEO)
CZ	OSD	Yes, both multi-	Yes	On an ad	Českomoravská konfederace

	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer and single bargaining		hoc basis	odborových svazů (ČMKOS), ETF, ITF
CZ	OSŽ	Yes, single-employer bargaining only	Yes	On a regular basis	Asociace samostatných odborů ČR (ASO ČR), ETF, Fédération Internationale des Sociétés Artistiques et Intellectuelles de Cheminots (FISAIC), ITF, Union Sportive Internationale des Cheminots (USIC)
CZ	DOSIA	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	
DE	EVG	Yes, both multi-employer and single bargaining	Yes	On a regular basis	DGB, ETF, ITF
DE	ver.di	Yes, both multi-employer and single bargaining	Yes	On a regular basis	DGB, ETF, EPSU, UNI, ITF
DE	dbb	Yes, both multi-employer and single bargaining	Yes	na	CESI
DK	DJF	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	LO ,ETF, ITF
DK	HK T&J	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	LO ,ETF, ITF
DK	3F	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	LO, ETF, NTF, EFFAT, UNI Europa, EFBWW, EPSU, ITF, PSI, UNI Global, BWI
DK	IDA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Akademikerne, Industry All Europe , Industry All Global Union
DK	DJØF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Akademikerne, EPSU
EE	EVAÜ	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Estonian Trade Unions Confederation
EE	ETTA	Yes, both multi-employer and single bargaining	Yes	na	European Trade Union Institute (ETUI), ETF, ITF
EL	POS	Yes, single-employer bargaining only	Yes	On a regular basis	GSEE, ETF

	Trade union	Collective bargaining	Consultation		National European International affiliations
EL	SEOASTH	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Thessaloniki Labour Centre (a secondary trade union body) which in turn belongs to GSEE
EL	Union of employees and subsidiary companies of OASA	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Athens Labour Centre (a secondary trade union body) which in turn belongs to GSEE
EL	Union of OASA Employees	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Athens Labour Centre (a secondary trade union body) which in turn belongs to GSEE
EL	SELMA	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Athens Labour Centre (a secondary trade union body) which in turn belongs to GSEE
EL	Union of ISAP Employees	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Piraeus Labour Centre (a secondary trade union body) which in turn belongs to GSEE
EL	SET	Yes, single-employer bargaining only	Yes	On a regular basis	As a primary trade union body/company-level union, this union belongs to the Athens Labour Centre (a secondary trade union body) which in turn belongs to GSEE
ES	FSC-CCOO	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	CCOO, ETF, ITF
ES	SMC-UGT	Yes, both multi-employer and single bargaining	Yes	na	UGT, ETF, ITF
ES	ELA-GIZALAN	na	na	na	ETF, ITF
ES	CGT	Yes, single-employer bargaining only	na	na	CGT
ES	SU	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Coordinadora Sindical del Transporte
ES	CPTC	Yes, single-	na	na	



	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer bargaining only			
ES	CIM	Yes, single-employer bargaining only	na	na	
ES	LAB	Yes, single-employer bargaining only	na	na	
ES	SEMAF	Yes, single-employer bargaining only	na	na	ALE
FI	JHL	Yes, multi-employer bargaining only	Yes	On a regular basis	ETF, Nordic Transport Workers' Federation (NTF), ITF
FI	VML	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Central Organisation of Finnish Trade Unions, SAK, ETF, ITF, NTF
FI	AKT	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Central Organisation of Finnish Trade Unions, SAK, ETF, ITF, NTF
FI	RVL	Yes, multi-employer bargaining only	Yes	On a regular basis	Trafik- och järnvägsanställdas nordiska sammanslutning (TJNS, Nordic Federation of Traffic and Railway Employees), ITF
FI	ERTO	Yes, multi-employer bargaining only	No	On a regular basis	ETF, NTF, ITF
FI	VR Akava	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	All members of VR Akava also have to be members of a union within the peak-level Confederation of Unions for Professional and Managerial Staff in Finland (Akava). However, the organisation itself is independent.
FR	Fédération UNSA-Transport	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Union nationale des syndicats autonomes (UNSA), ETF, ITF
FR	CFTC	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	French Christian Workers' Confederation (Confédération française des travailleurs chrétiens, CFTC), ETF, ITF
FR	CGT Transport	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	ETF, ETUC, ITUC, ITF
FR	FGTE CFDT	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	French Democratic Confederation of Labour (Confédération française démocratique du travail, CFDT), ETF, ITF, International du service public
FR	FO Transports et	Yes, both multi-	na	na	General Labour Union – FO

	Trade union	Collective bargaining	Consultation		National European International affiliations
	logistique	employer and single bargaining			(Confédération générale du Travail - Force Ouvrière), ETF, ITF
FR	SNRTC – CFE-CGC	Single-employer bargaining (plant and company) and multi-employer bargaining (Urban transport)	No	Not relevant	Fédération des transports CFE-CGC
FR	SNTU-CFDT	Both, single-employer bargaining (plant/company /group agreements) and multi-employer bargaining (on sectoral level :Public and Urban Transport sector)	No	Not applicable	French Democratic Confederation of Labour (Confédération f General Federation of Transports and Equipment – French Democratic Confederation of Labour rançaise démocratique du travail, CFDT)
FR	SUD Rail	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Union Solidaires transports – SUD Solidaires
FR	SUD RATP	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Union Solidaires transports
HU	EKSZ	Yes, single-employer bargaining only	Yes	na	Hungarian Trade Union Confederation (Magyar Szakszervezeti Szövetség, MaSZSZ), ETF
HU	METRO KDSZ	Yes, single-employer bargaining only	Yes	na	Hungarian Trade Union Confederation (Magyar Szakszervezeti Szövetség, MaSZSZ)
HU	Villamos Független Szakszervezet	Yes, single-employer bargaining only	No	na	
HU	DAKSZ	Yes, single-employer bargaining only	Yes	On a regular basis	Democratic League of Independent Trade Unions (LIGA Szakszervezetek, LIGA), ETF
IE	SIPTU	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU, ETF, IFT
IE	NBRU	Yes, single-employer	Yes	On an ad hoc basis	

	Trade union	Collective bargaining	Consultation		National European International affiliations
		bargaining only			
IE	TSSA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ICTU
IT	FILT CGIL	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CGIL – Confederazione Generale Italiana del Lavoro, ETF, ITF
IT	FIT CISL	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CISL – Confederazione Italiana Sindacati dei Lavoratori, ETF, ITF
IT	UILTrasporti	Yes, both multi-employer and single bargaining	Yes	On a regular basis	UIL – Unione Italiana del Lavoro, ETF, ITF
IT	Federmanager	Yes, both multi-employer and single bargaining	Yes	On a regular basis	CEC – European Managers, FICT – European Managers in the Transport Industry, CIC - International Confederation of Managers
IT	FAISA CISAL	Yes, both multi-employer and single bargaining	na	na	CISAL - Confederazione Italiana Sindacati Autonomi Lavoratori
IT	UGL TPL	Yes, both multi-employer and single bargaining	na	na	UGL – Unione Generale del Lavoro
IT	SAVT	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETUC (observer), CSIR - Consiglio Sindacale Interregionale Alpi/Arco Lemano ,PSNSE - Plateforme des Syndicats des Nations Sans Etat
IT	FAST Mobilità CONFESAL	Yes, both multi-employer and single bargaining	na	na	CONFESAL - Confederazione Generale dei Sindacati Autonomi dei Lavoratori, ALE
LT	LTF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Lithuanian Trade Union Confederation (LPSK), ITF
LT	LKADPSF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Lithuanian Trade Union Confederation (LPSK), ETF
LT	TDF/LTWF	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Lithuanian Trade Union Solidarumas, ETF, ITF
LU	FNCTTFEL-Landesverband	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Strong partnership with OGBL, ETF, ITF
LU	FCPT-SYPROLUX	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Fédération Chrétienne du Personnel des Transports, ETF, ITF

	Trade union	Collective bargaining	Consultation		National European International affiliations
LU	ACAL	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	OGBL, ETF, ITF
LU	LCGB	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Lëtzebuerger Chrëschtliche Gewerkschafts-Bond (LCGB), ETF
LV	LAKRS	Yes, multi-employer bargaining only	Yes	On a regular basis	LBAS, EPSU, ETF, EFFAT, UNI Europa, PSI, ITF, IUF, UNI Global
MT	GWU	Yes, single-employer bargaining only	No	na	ETUC, ETUC Youth, ETF, EFFAT, EPSU, European Trade Union Federation - Textile Clothing and Leather (ETUF-TCL), Eurocadres (Professional Employees), European Metalworkers' Federation (EMF), European Mine, Chemical and Energy Workers' Federation (EMCEF), European Union Network (UNI Europa), European Workers' Education Association (EURO WEA), Federation of Europe Retired Personnel Association (FERPA), European Central Banks Federation (SCECBU), ILO, ITUC, ITF, IUF, IndustriAll, PSI, International Textile, Garment and Leather Workers' Federation (ITGLWF) Union Network International (UNI), International Federation of Musicians International Federation of Workers' Education (IFWEA)
MT	UHM	Yes, single-employer bargaining only	No	na	Confederation of Malta Trade Unions (CMTU), ETUC, ITUC, European Centre for Workers' (EZA), EUROFEDOP, European Federation of Retired and Older People (FERPA), International Secretariat of the World Organization of Workers (WOW)
NL	ABGP	Yes, single-employer bargaining only	No	na	Ambtenarencentrum
NL	BV2002	Yes, single-employer bargaining only	na	na	
NL	CNV	Yes, both multi-employer and single	Yes	On an ad hoc basis	ETF, ITF

	Trade union	Collective bargaining	Consultation		National European International affiliations
		bargaining			
NL	FNV	Yes, both multi-employer and single bargaining	Yes	On a regular basis	ETF, ITF
NL	VOR	Yes, single-employer bargaining only	na	na	
PL	NSZZ Solidarność	Yes, single-employer bargaining only	Yes	On a regular basis	NSZZ Solidarność, ETF
PL	FZZK	Yes, single-employer bargaining only	Yes	On a regular basis	FZZ, ETF, ITF
PL	NSZZSolidarność	Yes, single-employer bargaining only	Yes	On a regular basis	NSZZ Solidarność, EPSU
PL	ZZM	Yes, single-employer bargaining only	Yes	On a regular basis	OPZZ (not directly –through Konfederacja Kolejowych Związków Zawodowych), ALE
PT	FECTRANS	Yes, both multi-employer and single bargaining	na	na	
PT	SMAQ	Yes, single-employer bargaining only	na	na	ALE
PT	STRUP	Yes, both multi-employer and single bargaining	na	na	FECTRANS, CGTP-IN
PT	SNM	Yes, both multi-employer and single bargaining	na	na	
PT	SITRA	Yes, both multi-employer and single bargaining	na	na	UGT
PT	STTAMP	Yes, both multi-employer and single bargaining	na	na	
RO	Transloc, ATU-ROMÂNIA	Yes, single-employer bargaining only	Yes	On an ad hoc basis	Sindicatelor Reunite ale Transportatorilor din SUA și Canada (ATU), ITF, Federația Serviciilor Publice Internaționale (PSI)
RO	LST	Yes, single-employer bargaining only	Yes	On an ad hoc basis	
RO	AFTF	Yes, single-employer	Yes	On an ad hoc basis	Blocul Național Sindical (BNS) to ALE

	Trade union	Collective bargaining	Consultation		National European International affiliations
		bargaining only			
SE	Kommunal	Yes, multi-employer bargaining only	Yes	On a regular basis	NTF, ETF, ITF
SE	Seko	Yes, multi-employer bargaining only	Yes	On a regular basis	The Swedish Trade Union Confederation (LO), NTF, ETF, ITF
SE	ST	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	TCO, NTF, ETF, ITF
SE	TJ	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Saco
SE	Unionen	Yes, multi-employer bargaining only	No	na	TCO, PTK, The unions in industry (Facken inom industrin), ETF, ITF
SE	Vision	Yes, multi-employer bargaining only	No	na	TCO, ETUC, EPSU, ITUC, PSI, Council of Nordic Trade Unions (NFS), Nordic Public Service Unions (NOFS), Nordic Council of Salaried Employees (Nordiska Tjänstemannarådet, NTR)
SE	Sveriges Ingenjörer	Yes, multi-employer bargaining only	No	na	Saco, PTK, The unions in industry (Facken inom industrin), IndustriALL Europe, UNI Europa, UNI Global
SE	Ledarna	Yes, multi-employer bargaining only	na	na	CEC European Managers (CEC)
SE	Jusek	Yes, multi-employer bargaining only	na	na	Saco
SI	SDPZ	Yes, multi-employer bargaining only	Yes	na	ZSSS
SK	IOZ	Yes, both multi-employer and single bargaining	Yes	On a regular basis	KOZ SR, EFBWW, IndustryAll BWI (Employees in Building and Woodworking Industry)
SK	OZ Kovo	Yes, both multi-employer and single bargaining	Yes	On a regular basis	KOZ SR, IndustryAll Europe, EPSU, EMF, PSI
UK	Aslef	Yes, single-employer bargaining only	Yes	On an ad hoc basis	TUC, ETF, ITF
UK	GMB	Yes, single-employer bargaining only	na	na	TUC, ETF, EFBWW, EFFAT, EPSU, IndustriAll European Trade Union, UNI Europa, ITF, IndustriAll Global Union, BWI, IUF, PSI, UNI Global
UK	RMT	Yes, single-	Yes	na	TUC, ETF, ITF

	Trade union	Collective bargaining	Consultation		National European International affiliations
		employer bargaining only			
UK	TSSA	Yes, single-employer bargaining only	Yes	On a regular basis	TUC, ETF, ITF
UK	Unite	Yes, single-employer bargaining only	Yes	On a regular basis	TUC, ETF, EFBWW, EFFAT, EPSU, IndustriAll European Trade Union, UNI Europa, ITF, IndustriAll Global Union, BWI, IUF, PSI, UNI Global

## Employer organisations

**Table A2III: Overall domain coverage and total membership of employer/business organisations with members in the urban public transport sector, 2015**

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in railways and urban public transport	total	in railways and urban public transport
AT	FVS	Overlap	Compulsory	100	90	50,000	48,000
AT	FV-ALS	Sectional overlap	Compulsory	1,300	na	15	na
CZ	SD ČR	Overlap	Voluntary	106	14	89,391	54,000
DE	Agv MoVe	Overlap	Voluntary	59	na	198	na
DE	AGVDE	Sectional overlap	Voluntary	108	na	na	na
DE	VKA	Sectional overlap	Voluntary	16	na	2,100,000	na
DE	VDV	Congruence	Voluntary	607	607	212,308	212,308
DE	AVN	Sectionalism	Voluntary	65	65	18,000	18,000
DK	JA	Congruence	Voluntary	11	11	921	921
DK	AKT	Sectionalism	Voluntary	34	34	8,356	8,356
EE	AL	Sectional overlap	Voluntary	74	1	3,000	1,000
ES	ATUC	Sectionalism	Voluntary	73	73	40,611	40,611
FI	PALTA	Sectionalism	Voluntary	1,725	2	150,000	6,000
FI	ALT	Sectional overlap	Voluntary	727	158	25,000	8,373
FI	KT	Sectional overlap	Compulsory	425	8	429,000	1,327
FR	UTP	Congruence	Voluntary	167	167	n.a.	n.a. (whereby 52,000 work in urban public transport companies)

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in railways and urban public transport	total	in railways and urban public transport
IT	ASSTRA	Congruence	Voluntary	142	142	70,000	70,000
IT	ANAV	Sectional overlap	Voluntary	600	450	22,000	17,000
IT	ANEF	Sectionalism	Voluntary	250	250	11,000	11,000
IT	AGENS	Congruence	Voluntary	20	20	na	na
LU	FLEAA	Sectional overlap	Voluntary	33	33	2,900	2,900
NL	KNV	Sectional overlap	Voluntary	na	na	na	na
NL	VWMO	Sectionalism	Voluntary	3	3	1,037	1,037
NL	VWVOV	Sectionalism	Voluntary	6	6	11,749	11,749
PL	ZPK	Overlap	Voluntary	31	26	90,000	85,000
PL	IGKM	Sectional overlap	Voluntary	210	115	na	na
PT	ANTROP	Sectional overlap	Voluntary	82	na	na	na
RO	URTP	Sectional overlap	Voluntary	46	19	na	1,858
SE	Almega Tjänsteförbunden	Sectional overlap	Voluntary	3,900	87	155,000	20,700
SE	Sveriges Bussföretag	Sectional overlap	Voluntary	370	340	26,000	25,500
SE	KFS	Sectional overlap	Voluntary	570	7	30,000	2,800
SI	GZS	Sectionalism	Voluntary	na	na	na	Na
SI	ZDS	Sectionalism	Voluntary	na	na	na	Na
SK	ZZ MHD	Sectionalism	Voluntary	3	3	4,131	4,131
SK	ZAD	Sectionalism	Voluntary	14	14	6,000	4,000
UK	RDG	Sectionalism	Voluntary	25	25	50,000	50,000
UK	CPT	Sectional overlap	Voluntary	1,000	200	na	



**Table A2IV: Collective bargaining, consultation and affiliations of employer organisations in the urban public transport sector, 2015**

	Employer organisation	Collective bargaining	Consultation		National European International affiliations
AT	FVS	Yes, multi-employer bargaining only	Yes	On a regular basis	WKÖ, CER, UITP
AT	FV-ALS	Yes, multi-employer bargaining only	Yes	On a regular basis	WKÖ
CZ	SD ČR	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Svaz průmyslu a dopravy ČR (SP ČR)
DE	Agv MoVe	Yes, both multi-employer and single bargaining	Yes	On a regular basis	Federation of German Industries (BDI), German Confederation of Employers' Associations (BDA)
DE	AGVDE	Yes, both multi-employer and single bargaining	na	na	BDA
DE	VKA	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	None – CEEP (via German section bvöd)
DE	VDV	No	Yes	On a regular basis	bvöd (German section of CEEP), UITP, CER, CIT
DE	AVN	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Vereinigung der Arbeitgeberverbände energie- und versorgungswirtschaftlicher Unternehmungen (VAEU)
DK	JA	Yes, multi-employer bargaining only	Yes	On a regular basis	Confederation of Danish Industry (DI), UITP
DK	AKT	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	DI, UITP
EE	AL	Yes, multi-employer bargaining only	Yes	On a regular basis	
ES	ATUC	No	na	na	CEOE, UITP
FI	PALTA	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	Confederation of the Finnish Industries (EK)
FI	ALT	Yes, multi-employer bargaining only	Yes	On a regular basis	EK, European Transport Training Association (EuroTra), UITP
FI	KT	Yes, multi-employer bargaining only	na	On an ad hoc basis	CEEP, Council of European Municipalities and Regions (CEMR)
FR	UTP	Yes, multi-employer bargaining only	Yes	On a regular basis	MEDEF, UITP
IT	ASSTRA	Yes, both multi-employer and single bargaining	Yes	On an ad hoc basis	Confindustria, UITP
IT	ANAV	Yes, both multi-	Yes	On a regular	Federturismo, IRU, UITP

	Employer organisation	Collective bargaining	Consultation		National European International affiliations
		employer and single bargaining		basis	
IT	ANEF	Yes, both multi-employer and single bargaining	Yes	On a regular basis	OITAF - Organizzazione Internazionale Trasporti a Fune, FIANET - Fédération Internationale des Associations Nationales d'exploitation de telepheriques
IT	AGENS	Yes, both multi-employer and single bargaining	Yes	na	Federtrasporto (Confindustria)
LU	FLEAA	Yes, multi-employer bargaining only	Yes	On a regular basis	Confédération luxembourgeoise du commerce (CLC), IRU
NL	KNV	No	Yes	On a regular basis	VNO-NCW, UITP
NL	VWMO	Yes, multi-employer bargaining only	na	na	KNV, UITP (indirectly, via KNV)
NL	VWOV	Yes, multi-employer bargaining only	na	na	KNV, UITP (indirectly, via KNV)
PL	ZPK	Yes, single-employer bargaining only	Yes	On a regular basis	
PL	IGKM	No	Yes	On an ad hoc basis	UITP
PT	ANTROP	Yes, multi-employer bargaining only	na	na	UITP, IRU, AITBUS - Associação Ibero-Americana de Transporte em Autocarro
RO	URTP	Yes, single-employer bargaining only	Yes	On an ad hoc basis	ASRO - Asociația de Standardizare din România, ITS Romania - Sisteme de Transport Inteligente, F.N.P.S.P.R. - Federația Națională a Patronatelor Serviciilor Publice din România, AGIR - Asociația Generală a Inginerilor din România, AGER - Asociația Generală a Economiştilor din România, UITP, POLIS - Asociația pentru Promovarea Tehnologiilor Moderne în orașele și regiunile europene, VDV - Uniunea de Transport Public din Germania, CALYPSO Networks Association
SE	Almega Tjänsteförbundet	Yes, multi-employer bargaining only	Yes	On a regular basis	Confederation of Swedish Enterprise (Svenskt Näringsliv) – the employer organisation is part of the umbrella organisation Employers' Organisation for the

	Employer organisation	Collective bargaining	Consultation		National European International affiliations
					Swedish Service Sector (Almega), CER
SE	Sveriges Bussföretag	Yes, multi-employer bargaining only	Yes	On a regular basis	UITP, IRU
SE	KFS	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	CEEP
SI	GZS	Yes, multi-employer bargaining only	Yes	On a regular basis	
SI	ZDS	Yes, multi-employer bargaining only	Yes	On a regular basis	
SK	ZZ MHD	Yes, multi-employer bargaining only	Yes	On a regular basis	Indirectly via ÚDPT, which is member of Federation of Association of Employers (AZZZ SR)
SK	ZAD	Yes, multi-employer bargaining only	Yes	On a regular basis	UITP
UK	RDG	No	Yes	On an ad hoc basis	CBI, CER, UIC
UK	CPT	No	Yes	na	UITP, IRU

## Companies

**Table A2V: Overall domain coverage and total employees of companies with business activities in the urban public transport sector, 2015**

	Company	Domain coverage in relation to railways and urban public transport	Total employees in the country in relation to urban public transport and railways or urban public transport
BG	EAD	Sectionalism	2,083
CZ	DPP	Sectionalism	15,225
CZ	ČD	Sectional overlap	10,678
EE	TLT	Sectionalism	1,800
EL	TrainOSE	Sectionalism	800
EL	OASA	Sectionalism	91
EL	OSY	Sectionalism	5,442
EL	STASY	Sectionalism	2,416
EL	OASTH	Sectionalism	2,600
FI	VR	Overlap	8,300
FR	SNCF*	Overlap	150,960
HU	BKV Zrt.	Sectional overlap	11,000
IE	CIE (holding company)	Sectional overlap	8,500
IE	Dublin Bus	Sectionalism	3,313
IE	Bus Éireann	Sectionalism	2,520
IE	Transdev Ireland	Sectionalism	280
IT	FS Italiane**	Overlap	67,000
LU	CFL/CFL Cargo	Overlap	4,060

	Company	Domain coverage in relation to railways and urban public transport	Total employees in the country in relation to urban public transport and railways or urban public transport
LU	Service des autobus	Sectionalism	509
MT	MPT	Sectionalism	1,300
PL	PKP	Sectionalism	2,600
PT	CP	Sectionalism	2,696
SI	LPP	Sectionalism	886

Notes: \* SNCF is listed in this table because of their urban public transport related activities via their subsidiary Keolis. \*\* FS Italiane is listed in this table, because of their subsidiary Busitalia – Sita Nord srl, (100% controlled by FSI) and operates, also through its own subsidiaries, in local road public transport. It employed 3,660 employees in 2015.

**Table A2VI: Collective bargaining, and affiliations of companies in the urban public transport sector, 2015**

	Employer organisation	Collective bargaining	National European International affiliations
BG	EAD	Yes, single-employer bargaining only	FTTUB, Association Of Companies from the City Electric Transport, UITP, ITF
CZ	DPP	Yes, single-employer bargaining only	Sdružení dopravních podniků ČR (Association of transport companies of the Czech Republic), HK hlavního města Prahy (Economic Chamber of the City of Prague), Svaz dopravy, UITP
CZ	ČD	Yes, single-employer bargaining only	CER, OSJD, UIC
EE	TLT	Yes, single-employer bargaining only	UITP
EL	TrainOSE	Yes, single-employer bargaining only	CER, Forum Train Europe UIC, CIT
EL	OASA	Yes, single-employer bargaining only	UITP
EL	OSY	Yes, single-employer bargaining only	UITP
EL	STASY	Yes, single-employer bargaining only	UITP
EL	OASTH	Yes, single-employer bargaining only	UITP
FI	VR	Yes, multi-employer bargaining only	The Confederation of Finnish Industries (EK), Service Sector Employers PALTA, Finnish Business & Society, CER, UITP, UIC, CIT, OSJD (observer member), CIS Railway Transport Council (SOVET), Coordinating Council for Trans-Siberian Transportation
FR	SNCF*	Yes, both multi-employer and single bargaining	UTP, CER, EIM, UITP, UIC

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>National European International affiliations</b>
<b>HU</b>	BKV Zrt.	Yes, single-employer bargaining only	UITP
<b>IE</b>	CIE (holding company)	No	UITP
<b>IE</b>	(Dublin Bus)	Yes, single-employer bargaining only	UITP
<b>IE</b>	(Bus Éireann)	Yes, single-employer bargaining only	UITP
<b>IE</b>	Transdev Ireland	Yes, single-employer bargaining only	UITP
<b>IT</b>	FS Italiane**	Yes, both multi-employer and single bargaining	CER, CIT, UIC
<b>LU</b>	CFL/CFL Cargo	Yes, single-employer bargaining only	FEDIL (for its subsidiaries CFL Cargo, CFL Multimodal), CER, UIC
<b>LU</b>	Service des autobus	No	UITP
<b>MT</b>	MPT	Yes, single-employer bargaining only	MEA, UITP
<b>PL</b>	PKP	Yes, single-employer bargaining only	ZPK, CER, UIC
<b>PT</b>	CP	Yes, single-employer bargaining only	AMTC - Associação para o Museu dos Transportes e Comunicações, CER, ETCR, EUROCC, ERRAC, UIC, EURAIL Group – manager agency of EURAIL and InterRail, COLPOFER - Collaboration of Railway Police and Security Services, FIP'S - Group for International Travel Facilities for Railway Staff
<b>SI</b>	LPP	Yes, multi-employer bargaining only	UITP

Notes: \* SNCF is listed in this table because of its urban public transport related activities via its subsidiary Keolis. \*\* Busitalia – Sita Nord (Gruppo FS Italiane), a subsidiary of FS Italiane, is involved in single-employer bargaining, and via FS Italiane affiliated to CER-CIT-UIC.

### Annex 3: Additional companies and their abbreviations

**Table A3I: Companies affiliated to European employer associations not included in the study**

	<b>Company</b>	<b>Affiliation</b>
AT	ÖBB-Holding AG	CER
AT	SLB	CER
AT	Wiener Linien	UITP
BE	STIB-MIVB	UITP
BE	De Lijn	UITP
BE	TEC	UITP
DE	Deutsche Bahn	CER, UITP
DE	BVG	UITP
DE	Stuttgarter Strassenbahnen AG	UITP
DE	Bogestran Strassenbahnen AG	UITP
DK	Movia	UITP
DK	Arriva Denmark	UITP
ES	TMB	UITP
ES	Globalvia	UITP
ES	Metro de Madrid	UITP
ES	Empresa Municipal de Transportes de Madrid	UITP
FI	Helsingin Kaupungin - HKL	UITP
FI	Suomenlinnan liikenne	UITP
FI	Transdev Finland	UITP
FR	RATP	UITP
IT	ATAC	UITP
NL	HTM	UITP
NL	GVB	UITP
NL	Transdev Nederland	UITP
NL	Arriva Nederland	UITP
NL	Connexiön Holding	UITP
PL	Metro Warszaw	UITP
PL	MZA Warsaw	UITP
PL	TW Warsaw	UITP
PL	Arriva Poland	UITP
PT	Metro Lisbon	UITP
PT	Carris	UITP
PT	TST	UITP
PT	Metro Porto	UITP
PT	STCP	UITP
PT	TUB	UITP
RO	RATB	UITP
RO	Metrorex	UITP
SE	MTR	UITP
SE	Göteborgs Spårvägar	UITP
SE	Arriva Sweden	UITP
SE	Keolis	UITP
SK	Arriva services S.R.O.	UITP
UK	Eurostar International	CER
UK	HS2	CER
UK	TfL	UITP
UK	Crossrail	UITP

	<b>Company</b>	<b>Affiliation</b>
<b>UK</b>	MTR London	UITP
<b>UK</b>	Arriva Plc	UITP
<b>UK</b>	First Group Plc	UITP
<b>UK</b>	Transdev UK	UITP

## Annex 4: Organisation names and abbreviations

**Table A4I: Abbreviated trade union organisation names**

	<b>Abbreviation</b>	<b>Full association name</b>
<b>AT</b>	vida	Vida Trade Union
<b>AT</b>	Younion	Younion Trade Union
<b>AT</b>	GPF	Union of Postal and Telecommunications Employees
<b>BE</b>	ACV/CSC Transcom	Christian Trade Union - Transcom
<b>BE</b>	ACVOD - vervoer/CSC Services publics - Transport	Christian Trade Union - Public Services - Transport
<b>BE</b>	LBC/NVK	Christian Trade Union for White-collar workers and executive staff
<b>BE</b>	ACLVB/CGSLB	Liberal Trade Union
<b>BE</b>	ACOD Spoor/CGSP Cheminots	Socialist Trade Union - Railways
<b>BE</b>	BBTK/SETCa	Socialist Trade Union for Office Workers, Technicians and Executive Staff
<b>BE</b>	ABVV BTB/FGTB UBT	Belgian Transport Union
<b>BE</b>	CNE/GNE	Christian Trade Union for White-collar Workers and Executive Staff
<b>BG</b>	Syndicate of Railwaymen in Bulgaria	Syndicate of Railwaymen in Bulgaria
<b>BG</b>	FTTUB	Federation of Transport Trade Unions in Bulgaria
<b>BG</b>	FTW Podkrepa	Federation of Transport Workers Podkrepa
<b>BG</b>	NURW Podkrepa	National Union Railway Workers Podkrepa
<b>CY</b>	FTPAAW-SEK	Federation of Transport, Petroleum and Agriculture Workers of Cyprus
<b>CY</b>	DEOK	Democratic Worker-Employee Union of Commercial and Industrial Employees
<b>CY</b>	SEGDA MELIN-PEO	Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union
<b>CZ</b>	OSD	Transport Workers' Union
<b>CZ</b>	OSŽ	Trade Union of Railway Workers
<b>CZ</b>	DOSIA	Trade Union of Workers of transport, road management and car repair of Bohemia and Moravia
<b>CZ</b>	FSCŘ	FEDERACE STROJVŮDCŮ ČESKÉ REPUBLIKY
<b>DE</b>	EVG	Railway and Transport Union
<b>DE</b>	ver.di	United Services Union
<b>DE</b>	GdL	German Engine Drivers' Union
<b>DE</b>	dbb	German Civil Servants Union and Wage Union
<b>DK</b>	DJF	Danish Railway Workers Union
<b>DK</b>	HK T&J	HK Traffic & Railways
<b>DK</b>	3F	United Federation of Danish Workers
<b>DK</b>	DMF	Danish Metalworkers' Union
<b>DK</b>	HK	The Union of Commercial and Clerical Workers in Denmark
<b>DK</b>	IDA	The Danish Society of Engineers
<b>DK</b>	DJØF	The Association of Danish Lawyers and Economists
<b>EE</b>	ERAÜ	Estonian Railway Employees' Trade Union
<b>EE</b>	EVAÜ	Estonian Locomotive Workers' Trade Union
<b>EE</b>	ETTA	Estonian Transport and Road Workers Trade Union



	<b>Abbreviation</b>	<b>Full association name</b>
<b>EL</b>	POS	Panhellenic Railwaymen Federation
<b>EL</b>	SEOASTH	Union of Thessaloniki Urban Transport Organisation Employees
<b>EL</b>	Union of employees and subsidiary companies of OASA	Union of employees and subsidiary companies of OASA
<b>EL</b>	Union of OASA Employees	Union of OASA Employees
<b>EL</b>	SELMA	Union of Athens Metro Employees
<b>EL</b>	Union of ISAP Employees	Union of ISAP Employees
<b>EL</b>	SET	Union of Tram Employees
<b>ES</b>	FSC-CCOO	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
<b>ES</b>	SMC-UGT	Services for the Mobility and Consumption of the General Workers' Confederation
<b>ES</b>	FGAMT-CIG	Federation of Food, Sea, Transport, textile and Telecommunications of the Galician Inter-union Confederation
<b>ES</b>	ELA-GIZALAN	Basque Workers' Solidarity
<b>ES</b>	SCF	Railway Trade Union
<b>ES</b>	CGT	General Workers' Confederation
<b>ES</b>	SF	Railway Trade Union of the Inter Union Confederation
<b>ES</b>	SU	Unit Union
<b>ES</b>	CPTC	Collective of Trains Staff in Catalonia
<b>ES</b>	CIM	Independent Collective of Metro in Bilbao
<b>ES</b>	LAB	Abertzales Workers Commission Public Services
<b>ES</b>	SEMAF	Spanish Trade Unions of Train Divers and Assistances
<b>FI</b>	JHL	Trade Union for the Public and Welfare Sectors JHL/Joint Organisation of Rail Professionals JHL (unofficial translation)
<b>FI</b>	VML	Locomotive Drivers' Union
<b>FI</b>	AKT	Finnish Transport Workers' Union
<b>FI</b>	RVL	Railway Officials' Union (unofficial translation)
<b>FI</b>	RTL	Railways Sector Technical Union (unofficial translation)
<b>FI</b>	ERTO	Federation of Special Service and Clerical Employees
<b>FI</b>	VR Akava	VR Akava
<b>FR</b>	Fédération UNSA-ferroviaire	National Union of Autonomous Trade Unions- Railways
<b>FR</b>	Fédération UNSA-Transport	National Union of Autonomous Trade Unions- Transport
<b>FR</b>	CFTC	General federation of transports CFTC
<b>FR</b>	CGT Cheminot	CGT Railwaymen's Federation
<b>FR</b>	CGT Transport	Transports' federation CGT
<b>FR</b>	FGTE CFTD	General Federation of Transports and Equipment – French Democratic Confederation of Labour
<b>FR</b>	FO Cheminots	Railwaymen FO
<b>FR</b>	FO Transports et logistique	National Federation of Transport and Logistics Force Ouvrière - UNCP
<b>FR</b>	SNRTC – CFE-CGC	Syndicat national des réseaux de transports en commun – CFE-CGC - National trade union of urban transport network
<b>FR</b>	SNTU-CFDT	Syndicat National Transport Urbain - National Union of Urban Transport – French Democratic Confederation of Labour

	<b>Abbreviation</b>	<b>Full association name</b>
FR	SUD Rail	Trade Union Solidarity Railways
FR	SUD RATP	Trade Union Solidarity RATP
HR	RETUC	Railroad Engineer Trade Union of Croatia
HR	SZH	Railway Workers' Trade Union of Croatia
HR	SPVH	Union of Croatian Train Dispatchers
HR	SHZ	Trade Union of Croatia Railway Workers
HU	VSZ	Trade Union of Hungarian Railwaymen
HU	VDSZSZ	Free Trade Union of Railway Workers
HU	MOSZ	Engine Drivers' Trade Union
HU	MTSZSZ	The free trade union of engineers and technicians
HU	GYDSZSZ	The Free Trade Union of Workers of GySEV
HU	EKSZ	Single Transport Union
HU	METRO KDSZ	Transport Workers' Union of the METRO
HU	Villamos Független Szakszervezet	Independent Trade Union Of Electricity
HU	DAKSZ	The Transport Union of Dél-Alföld
HU	KSZOSZ	National Federation of Transport Trade Unions
HU	VDSZSZ Solidarity	Free Trade Union of Railway Workers Solidarity
IE	SIPTU	Services Industry Professional & Technical Union
IE	NBRU	National Bus and Rail Union
IE	TSSA	Transport Salaries Staff's Association
IE	TEEU	Technical Engineering and Electrical Union
IE	Unite	Unite the Union
IT	FILT CGIL	Italian Transport Workers' Federation
IT	FIT CISL	Italian Transport Federation
IT	UILTrasporti	Italian Transport Workers' Union
IT	Federmanager	Federmanager
IT	FAISA CISAL	Italian Autonomous Federation of Public Transport Workers
IT	UGL TPL	UGL – Public Local Transport Workers Union
IT	UGL TFA	UGL – Railway Transport Workers Union
IT	SAVT	Aosta Valley Independent Workers' Union
IT	FAST Mobilità CONFSAI	Autonomous Federation of Transport Unions - Transport
IT	OR.S.A. Ferrovie	Federation of Autonomous Unions - Railways
LT	LGPF	Federation of Railway Workers' Trade Union of Lithuania
LT	LTF	Lithuanian Transport Federation
LT	LKADPSF	Vehicular traffic and road workers union federation
LT	TDF/LTWF	Transport Workers' Federation (
LT	VPS	Carriers' trade union 'Solidarumas'
LU	FNCTTFEL-Landesverband	Union's National Federation of Railway, Transport Workers, Civil servants and employees Luxembourg - Landesverband
LU	FCPT-SYPROLUX	Christian Federation of Transports' staff - SYPROLUX
LU	ACAL	Road Transport Union / ACAL
LU	LCGB	Luxembourg Confederation of Christian Unions in Luxembourg - Transports
LV	LDzSA	Latvian Railway and Transport Industry Trade Union
LV	LAKRS	Latvian Trade Union of Public Service and Transport Workers LAKRS
MT	GWU	General Workers Union
MT	UHM	Union Haddiema Maghqudin
NL	ABGP	ABGP, the independent union organisation

	<b>Abbreviation</b>	<b>Full association name</b>
NL	BV2002	Conscientiously Onward 2002
NL	CNV	National Federation of Christian Trade Unions
NL	FNV	Federation of Dutch Trade Unions
NL	VHS	Association for Higher Railway-related Personnel
NL	VOR	Trade Union Independent RET Personnel
NL	VVMC	Union for Train Drivers
PL	NSZZ Solidarność	National Section of Railwaymen NSZZ Solidarność
PL	FZZK	Trade Union Federation of Polish State Railways employees
PL	NSZZSolidarność	Public Services' Secretariat of NSZZ Solidarność
PL	ZZM	Trade Union of Train Drivers in Poland
PT	FECTRANS	Federação dos Sindicatos de Transportes e Comunicações
PT	SINDEFER	Sindicato Nacional Democrático da Ferrovia
PT	SMAQ	National Trade Union of Machinists of Portuguese Railway
PT	SNTSF	Sindicato Nacional dos Trabalhadores do Sector Ferroviário
PT	STRUP	Sindicato dos Trabalhadores de Transportes Rodoviários e Urbanos de Portugal
PT	SNM	National Drivers' Union
PT	SITRA	Union of Transport Workers
PT	STTAMP	Union of Transport Workers of the Metropolitan Area of Porto
RO	Transloc, ATU-ROMÂNIA	The Trade Unions Federation from the Transport Transloc and Public Services ATU Romania
RO	LST	Romanian Transportation Union League
RO	FNPMC Bucuresti	National Federation of Railway 'Mișcare-Comercial', Bucharest
RO	FNDF Bucuresti	The National Railway Federation 'Drum de Fier'- FNDF Bucharest
RO	AFTF	Railway Technical Alliance Federations – AFTF
RO	STB	Transportation Union in Bucharest, STB
SE	Kommunal	Swedish Municipal Workers' Union
SE	Seko	The Union of Service and Communication Employees
SE	ST	The Union of Civil Servants
SE	TJ	Saco Union for Traffic and Railroad
SE	Unionen	Unionen
SE	Vision	Vision
SE	Sveriges Ingenjörer	The Swedish Association of Graduate Engineers
SE	Ledarna	Confederation of Executives and Managerial Staff
SE	Jusek	Jusek
SI	SDŽDS	The Railway Activity Union of Slovenia
SI	SŽPS	The Railway Traffic Union of Slovenia
SI	SŽTS	The Railway Transport Union of Slovenia
SI	SŽS	The Railway Workers' Union of Slovenia
SI	SSSLO	The Locomotive Drivers' Union of Slovenia
SI	SVPS	The Railway Carriage Inspectors' Union of Slovenia
SI	SVZVSS	The Railway Rolling Stock Maintenance Workers' Union of Slovenia
SI	SVLM	The Locomotive Maintenance Workers' Union Moste
SI	SPS	Seamen's Union of Slovenia
SI	SŽPD	Crane Operators of the Port of Koper

	<b>Abbreviation</b>	<b>Full association name</b>
<b>SI</b>	SDPZ	Trade Union of Workers in Transport and Communications
<b>SK</b>	IOZ	Integrated Trade Union Association
<b>SK</b>	OZŽ	Railway Workers Trade Union Association
<b>SK</b>	OZ Kovo	Metal Trade Union Association
<b>SK</b>	FS SR	Engine Drivers' Union of the Slovak Republic
<b>UK</b>	Aslef	Associated Society of Locomotive Engineers and Firemen
<b>UK</b>	GMB	GMB
<b>UK</b>	RMT	National Union of Rail, Maritime and Transport Workers
<b>UK</b>	TSSA	Transport Salaried Staffs' Association
<b>UK</b>	Unite	Unite the Union

**Table A4II: Abbreviated employer organisation names**

	<b>Abbreviation</b>	<b>Full association name</b>
<b>AT</b>	FVS	Federal Association of Austrian Railways and Public Transport
<b>AT</b>	FV-ALS	Federal Association of Austrian Bus, Air and Water Transport
<b>BE</b>	UBTCUR	Belgium Union of Regional Public Transports
<b>CZ</b>	SD ČR	Transport Union of the Czech Republic
<b>DE</b>	Agv MoVe	Employers' Associations of Transportation Companies
<b>DE</b>	AGVDE	Employers' Association of German Railway Enterprises
<b>DE</b>	VKA	Confederation of Municipal Employers' Associations
<b>DE</b>	VDV	Association of German Transport Companies
<b>DE</b>	AVN	Employers' Association local transport
<b>DK</b>	JA	Danish Railways Employers' Association
<b>DK</b>	AKT	Danish Public Transport Operators
<b>EE</b>	AL	Autoettevõtete Liit
<b>ES</b>	ATUC	Association of Urban Public Transport Operators
<b>ES</b>	AGESFER	Association of Railway Services
<b>ES</b>	UNECOFE	UNECOFE
<b>FI</b>	PALTA	Service Sector Employers PALTA
<b>FI</b>	ALT	Employers' Federation of Road Transport
<b>FI</b>	KT	KT Local government employers
<b>FR</b>	UTP	Employers' Association of Railway and Urban Public Transport
<b>IT</b>	ASSTRA	Transport Association
<b>IT</b>	ANAV	National Association of Passenger Road Transport
<b>IT</b>	ANEF	National Association of Cableway operators
<b>IT</b>	AGENS	Confederal Organisation of Transport providers
<b>IT</b>	Assoferr	Association of Railway and Intermodal Transport Operators
<b>IT</b>	FerCargo	FerCargo
<b>LU</b>	FLEAA	Luxembourg Federation of bus and coach operators
<b>LV</b>	LDzDDO	Latvian Railways Sector Employers' Organisation
<b>NL</b>	KNV	Royal Dutch Transport
<b>NL</b>	KNV Spoorgoederenvervoer	Royal Dutch Transport Freight rail transport
<b>NL</b>	VWMO	Association of Employers in Multimodal Public Transport
<b>NL</b>	VWOV	Association of Employers in Public Transport
<b>PL</b>	ZPK	The Railway Employers' Union

	<b>Abbreviation</b>	<b>Full association name</b>
<b>PL</b>	IGKM	Economic Chamber of Urban Transport
<b>PT</b>	ANTROP	National Association of Operators in Heavy Road Passenger Transport
<b>RO</b>	URTP	Romanian Association of Public Transport, URTP
<b>SE</b>	Almega Tjänsteförbunden	Almega Service Associations
<b>SE</b>	BI	The Swedish Construction Federation
<b>SE</b>	Sveriges Bussföretag	The Swedish Bus and Coach Federation
<b>SE</b>	KFS	The Swedish Organisation for Local Enterprises
<b>SI</b>	GZS	Association for Transport and Communications, Chamber of Commerce and Industry of Slovenia
<b>SI</b>	ZDS	Section for Transport and Communications, Association of Employers of Slovenia
<b>SK</b>	ZZ MHD	Employer Association of Urban Public Transport
<b>SK</b>	ZAD	Bus Transport Association
<b>UK</b>	RDG (formerly ATOC)	Rail Delivery Group (formerly the Association of Train Operating Companies)
<b>UK</b>	CPT	Confederation of Passenger Transport UK

**Table A4III: Abbreviated company names**

	<b>Abbreviation</b>	<b>Full association name</b>
<b>BE</b>	Infrabel	Infrabel
<b>BE</b>	NMBS/SNCB	NMBS/SNCB
<b>BE</b>	B Logistics Group	B Logistics Group
<b>BG</b>	NRIC	National railway infrastructure company
<b>BG</b>	EAD	Stolichen Electrotransport EAD
<b>BG</b>	BRC	Bulgarian Railway Company
<b>BG</b>	BDZ Holding	BDZ Holding EAD
<b>BG</b>	Bulmarket	Bulmarket DM Lrd
<b>CZ</b>	DPP (Dopravní podnik hlavního města Praha, a.s.)	Prague Public Transit Company
<b>CZ</b>	ČD (České dráhy, a.s.)	Czech Railways, joint stock company
<b>CZ</b>	ČD Cargo (Člen skupiny České dráhy a.s.)	Czech Railways, freight
<b>CZ</b>	(SŽDC) (Správa železniční dopravní cesty, s.o.)	Railway Infrastructure Administration, state organisation (RIA)
<b>DK</b>	DSB	Danish Railways
<b>DK</b>	Banedanmark	Rail Net Denmark
<b>EE</b>	ER	Estonian Railways Ltd
<b>EE</b>	TLT	Tallinna Linnatranspordi AS
<b>EL</b>	OSE	Railways Organisation of Greece
<b>EL</b>	TrainOSE	Hellenic Company for Rolling Stock Maintenance
<b>EL</b>	EESSTY	Hellenic Company for Rolling Stock Maintenance
<b>EL</b>	OASA	Athens Urban Transport Organisation
<b>EL</b>	OSY	Road Transport
<b>EL</b>	STASY	Urban Rail Transport
<b>EL</b>	OASTH	Thessaloniki Urban Transport Organisation
<b>ES</b>	ADIF	ADIF
<b>ES</b>	RENFE	RENFE
<b>FI</b>	VR	VR Group Ltd
<b>FI</b>	Finrail Oy	Finrail Ltd
<b>FR</b>	SNCF	French national rail company

	<b>Abbreviation</b>	<b>Full association name</b>
FR	Eurotunnel	Eurotunnel
FR	LISEA	High Speed Line South Europe Atlantic
HR	HŽ Infrastruktura	HŽ Infrastructure LLC
HR	HŽ Cargo	HŽ Cargo
HR	HŽ–HŽPP	HŽ Passenger Transport Ltd
HU	MÁV Zrt.	Hungarian Railway Company Ltd
HU	GYSEV Zrt.	Győr-Sopron-Ebenfurt Railway Company
HU	BKV Zrt.	Budapest Transport Company
HU	RCH	Rail Cargo Hungaria
IE	CIE (holding company)	Coras Iompair Éireann
IE	Irish Rail	Iarnroid Éireann
IE	Dublin Bus	Dublin Bus
IE	Bus Éireann	Bus Éireann
IE	Transdev Ireland	Transdev Ireland
IT	FS Italiane	FS Italiane
LT	LG	JSC Lithuanian Railways
LU	CFL/CFL Cargo	National company of the Luxembourgish railways / CFL Cargo
LU	Service des autobus	Autobus network of the city of Luxembourg
LV	LDZ	SJSC 'Latvijas dzelzceļš'
LV	BTS	Baltijas Tranzīta Serviss
LV	BE	Baltijas Ekspresis
MT	MPT	Malta Public Transport Service (Operations) Ltd
NL	NS	Dutch Railways
NL	ProRail	ProRail
PL	PKP	Polish State Railways SA
PL	PLK	Polish Railway Line JSC
PL	Rail Polska	Rail Polska
PT	CP	Comboios de Portugal
PT	CP Carga	CP Carga – Railway Logistics and Transports
PT	IP	Infraestruturas de Portugal
RO	SNTFC 'CFR Calatori'	The National Society of Railway Passenger Transport 'CFR Calatori'- S.A.
RO	CFR Marfă	National Society of Freight Railway Transport 'CFR Marfă' S.A.
RO	GFR	Romanian Railway Group
RO	CNCF 'CFR'	The National Company of Railways 'CFR' S.A.
SI	SZ (Slovenske železnice, d.o.o.)	Slovenian Railways
SI	LPP (Ljubljanski potniški promet d.o.o.)	Ljubljana Public Transport
SK	ZSR	Slovak Railways
SK	ZSSK	ZSSK Slovak Rail
SK	ZSSK Cargo	Slovak Railway Company - Cargo
UK	HS1	High Speed 1 Ltd
UK	Network Rail	Network Rail

## Annex 5: National sectoral data extracted from national contributions

**Table A5I: Employment in railways and urban public transport, 2014**

	Total	Difference 2008-2014 (%)	Female employment as % of total employment in the sector	Share of employees in sector (%)	Share of sectoral employment as % of total employment in the economy	Source and data
<b>AT-2013</b>	49,719	-5.6	N.A.	99.3	1.2	Statistik Austria: StatCUBE, Leistungs- und Strukturstatistik 2015 <i>Figures include all people employed in NACE (Rev.2) classes 49.10, 49.20, 52.21 and 49.31. Activities not related to railways and urban public transport cannot be singled out.</i>
<b>BE-2013</b>	36,481	-6.2	12.5	100	1	DWH AMSB – DWH MTPS <i>Only NACE Rev.2 49.1, 49.2 – figures not freely available at four-digit level.</i>
<b>BG</b>	39,857	-21.8	25.3	98.1	1.8	National Statistical Institute (NSI)
<b>CY</b>	1,539	48.8	N.A.	N.A.	0.5	Business Register <i>Business Register is published annually by the Statistical Service of Cyprus (CYSTAT) and provides information on: the number of enterprises by economic activity and size group NACE (Rev. 2).</i>
<b>CZ</b>	N.A.	N.A.	N.A.	N.A.	2.3	Transport yearbook by Ministry of Transport <i>Disaggregated three digits, employees only.</i>
<b>DE</b>	1,297,000	NA	21.66	65.7	2.8	Federal Statistical Office and Federal Employment Agency <i>Figures are only available for three-digit NACE code, i.e. 49.1 and 49.2, 49.3 and 52.2.</i>
<b>DK-2013</b>	18,913	-14.7	22.5	98.6	0.7	Statistics Denmark, RAS.



	Total	Difference 2008-2014 (%)	Female employment as % of total employment in the sector	Share of employees in sector (%)	Share of sectoral employment as % of total employment in the economy	Source and data
						<i>NACE Rev.2 49.1, 49.2, 52.21, 49.31.</i>
<b>EE-2012</b>	17,329	-1.04	N.A.	97.2	4	Statistics Estonia on the basis of the annual questionnaire 'EKOMAR'. <i>Data covers NACE 49.1, 49.2, 49.3 and 52.2, hence data includes some subsectors outside the scope of the study (NACE 49.32, 49.39, 52.22, 52.23, 52.24, 52.29).</i>
<b>EL</b>	4,318	-57.0	6.1	94.9	0.1	Hellenic Statistical Authority <i>The figures are only for NACE codes 49.1 and 49.2, because in Greece there is no four-digit code for economic activity.</i>
<b>FI</b>	13,278	-4.7	N.A.	N.A.	0.6	Official Statistics of Finland (OSF) <i>NACE 49.1, 49.2, 49.31 and 52.21.</i>
<b>FR</b>	498,868 211,000 (according to UTP, for urban public transport)	N.A.	14.0	N.A.	N.A.	Déclaration annuelle de données sociales (données d'entreprises) (DADS - INSEE)UTP <i>Only employees NACE 49.1, 49.2, 49.31 and 52.21.</i>
<b>HR</b>	25,718	45.0	19.1	97.5	2.3	Croatian Bureau of Statistics
<b>HU</b>	37,000	-17.8	N.A.	N.A.	0.8	www.mav.hu <i>Data for main company group.</i>
<b>IE</b>	N.A.	N.A.	N.A.	N.A.	3.2	CSO Quarterly National Household Survey



	Total	Difference 2008-2014 (%)	Female employment as % of total employment in the sector	Share of employees in sector (%)	Share of sectoral employment as % of total employment in the economy	Source and data
						(QNHS) <i>Only employees, QNHS does not refine further than two digits.</i>
<b>IT-2013</b>	207,124	-12.5	13.1	95.5	1	National Institute of Statistics (Istituto Nazionale di Statistica, ISTAT), National Structural Business Statistics <i>49.1, 49.2, 52.21, 49.31.</i>
<b>LT-2013</b>	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>LU</b>	N.A.	N.A.	N.A.	N.A.	N.A.	STATEC <i>According to Statec, data are confidential.</i>
<b>LV</b>	22,204	-12.9	36.7	99.9	2.2	Central Statistical Bureau of Latvia
<b>MT-2013</b>	1,304	23.4	N.A.	87.5	0.7	NSO
<b>NL-2013</b>	58,000	-5.7	19	88.4	0.7	CBS Statline <i>The numbers were available only for 2009 and 2013. Male and female employment based on the percentages of male and female employment for the entire NACE sectors 49 and 52, because more detailed data were not available.</i>
<b>PL</b>	N.A.	N.A.	N.A.	N.A.	1.7	Ocena Funkcjonowania Rynku Kolejowego w 2014 <i>Only employees. Estimation Urban Transport.</i>
<b>PT</b>	118,015	-14.0	N.A.	93.4	4.5	Quadros de Pessoal <i>Aggregated data for all transports (NACE 49, 50, 51 and 52). No disaggregated data available..</i>
<b>RO</b>	148,929	-17.3	N.A.	88.7	3.3	INSSE
<b>SE-2013</b>	N.A.	N.A.	N.A.	N.A.	1.1	Statistics Sweden, Statistical Business

	Total	Difference 2008-2014 (%)	Female employment as % of total employment in the sector	Share of employees in sector (%)	Share of sectoral employment as % of total employment in the economy	Source and data
						Register Only employees, It is not possible to exclude liquefaction of gas for transport purposes.
<b>SI</b>	6,816	-18.8	13.6	97.4	0.9	Statistical Register of Employment (SRDAP) No data for 49.1.
<b>SK</b>	41,700	-22.2	19.9	100	1.8	Slovak Statistical Office
<b>UK</b>	288,500	0.9	20.7	97.5	0.9	ONS Labour Force Survey

Note: N.A.= not available.

Source: National contributions from Eurofound's Network of European correspondents (2014), national statistics.

**Table A5II: Number of companies in freight and passenger transport operations, 2014**

	Number of companies 2014	Difference 2008–2014 (%)	Source	Sectoral definition
<b>AT – 2013</b>	450	-2.0%	Statistik Austria, StatCUBE, Leistungs- und Strukturstatistik 2015	Figures include all companies and self-employed in the NACE (Rev. 2) classes 49.10, 49.20, 52.21 and 49.31. Activities not related to railways and urban public transport cannot be singled out.
<b>BE</b>	10	N.A.	FOD Mobilité – SPF Mobilité List of companies with a security certificate	49.1, 49.2, 49.31
<b>BG</b>	740	-28.8%	National Statistical Institute (NSI)	
<b>CY</b>	106	-46.4%	Business Register is published annually by the Statistical Service of Cyprus (CYSTAT)	Statistical Service of Cyprus (CYSTAT) provides information on: the number of enterprises by economic activity and size group NACE (Rev. 2)
<b>CZ</b>	745	-43.9%	Czech Statistical Office (ČSÚ)	

<b>DE – 2013</b>	4,830	11.5%	Company register by the Federal Statistical Office	
<b>DK – 2013</b>	226	-19.6%	Statistics Denmark	
<b>EE – 2012</b>	1,545	33.6%	Statistics Estonia on the basis of the annual questionnaire 'EKOMAR'	Data covers NACE 49.1, 49.2, 49.3 and 52.2, hence data includes some subsectors outside the scope of the study (NACE 49.32, 49.39, 52.22, 52.23, 52.24, 52.29).
<b>EL</b>	221	12.7%	Hellenic Statistical Authority	The figures are only for NACE codes 49.1 and 49.2, because in Greece there is no four-digit code for economic activity
<b>ES</b>	79,848	-6.9%	DIRCE	49.1, 49.2, 49.31, 52.2
<b>FI</b>	304	10.9%	Official Statistics of Finland (OSF)	All companies included in NACE 49.1, 49.2, 49.31 and 52.21
<b>FR – 2011</b>	2,085	21.7%	Déclaration annuelle de données sociales (données d'entreprises) (DADS - INSEE)	NACE 49.1, 49.2, 49.31, 52.21
<b>HR</b>	343	48.5%	Register of the Croatian Bureau of Statistics	
<b>HU</b>	32	100%	www.hungrail.hu	
<b>IE</b>	At least 6	N.A.		
<b>IT – 2013</b>	9,643	2.0%	National Structural Business Statistics	
<b>LT – 2013</b>	563	2.2%	Eurostat, annual detailed enterprise statistics for services	NACE Rev.2 49.1, 49.2, 52.21, 49.31 are included
<b>LU</b>	24	N.A.	STATEC - Répertoire des entreprises 2015	
<b>LV</b>	668	16.2%	Central Statistical Bureau of Latvia	
<b>MT – 2013</b>	158	49.3%	NSO (business register)	Public Transport
<b>NL – 2013</b>	1,225	46.7%	CBS Statline	Numbers may be somewhat inflated because it was not possible to filter out support activities for transportation exclusively for the sector

				under investigation
<b>PL</b>	103	N.A.	Ocena Funkcjonowania Rynku Kolejowego w 2014	Railways: only big licensed providers, no data concerning micro- and small companies.
<b>PT</b>	1,494	88.2%	www.ine.pt	Includes 49.1, 49.2, 49.3. Does not include 52.21 (only aggregated data for 52.2 available)
<b>RO</b>	3,863	12.5%	INSSE	
<b>SE</b>	1,245	13.0%	Statistics Sweden, Statistical Business Register	It is not possible to exclude liquefaction of gas for transport purposes
<b>SI</b>	6,816	-18.8%	SURS, Statistical Register of Employment	
<b>SK</b>	1,712	13.1%	Slovak Statistical Office (SU SR) Company registry	
<b>UK</b>	3,480	10.3%	ONS UK Business	

Note: N.A.= not available.

Source: National contributions from Eurofound's Network of European correspondents (2015), national statistics.

**EF/17/06**