



# Representativeness of the social partners in the European cross-industry social dialogue

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*This study aims to provide an overview of European social partners at the cross-industry level. In common with all the studies in the representativeness study series, it adopts both a bottom-up and a top-down approach. It therefore includes all social partner organisations which are involved in cross-industry industrial relations within each country, including those engaged in collective bargaining, as well as those which take part in consultations on economic and social policies. At the same time, it covers all member organisations of the relevant EU-level social partner organisations which are currently involved in EU cross-industry social dialogue. These include, BUSINESS EUROPE, UEAPME and CEEP on the employer side and ETUC, EUROCADRES and CEC on the employee side. In terms of countries, the study covers all 28 EU Member States.*

## General aim and conceptual remarks

The aim of this EIRO representativeness study is to identify the relevant cross-industry national and European actors in the field of cross-industry industrial relations. The impetus of the series of representativeness studies arises from the goal of the European Commission to find, recognise and assess the representative European associations to be consulted under the Treaty on the Functioning of the European Union (TFEU). Hence, this study is devised to provide basic information needed to support European social dialogue at cross-industry level.

## Definition of cross-industry activities and associations

The scope of the study in terms of activities is the entire national economy, including both private and public sectors. The scope of the study in terms of actors is all cross-industry national and European associations on the two sides of industry.

## Methodology

Representativeness studies have to address two main tasks. The first one is to identify the relevant national associations on both sides of industry. The second one is to analyse the relevant European associations of the two sides of industry. For this purpose, a combined approach is used for screening the relevant interest associations.

- **Bottom-up screening:** this starts with reference to the cross-industry national associations involved in cross-industry collective bargaining and/or direct bipartite or tripartite consultations, and then proceeds to the collection of data on their affiliation to *any* European associations.
- **Top-down screening:** this starts with reference to the current relevant cross-industry European interest associations and then looks at their affiliated members at national level. In the top-down approach, it should be stressed that the analysis focuses only on affiliates in the 28 Member States of the European Union. Members and affiliated associations in other countries are not considered in this study. Moreover, only social partner organisations are taken into consideration; other kinds of member associations with no role in industrial relations and individual enterprises are not covered by the present representativeness study, although they are important national affiliates of some of the relevant cross-industry EU-level organisations included here. It is also worth noting that the membership figures included in this study should be considered as a minimum for the EU-level social partner organisations, since data on membership of some of their national affiliates were not available at the time of compiling this overview report.

Since this study aims to investigate the representativeness of the social partners, the collection of quantitative data is essential. Needless to say, it is often difficult to find quantitative data on such

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issues as membership or collective bargaining coverage. If precise data are not available, estimates may be used which have been collected through the network of [EIRO national centres](#). In many cases, where no official source is present, membership data and density rates are self-reported by the relevant national level organisations included in the study.

### Patterns of domains with regard to the national economy

In the case of cross-industry industrial relations, there are only two conceivable patterns of representational domains of trade union confederations and employers' associations with regard to the entire national economy:

- *Congruence*: the domain is all-encompassing and thus identical with the national economy;
- *Sectionalism*: the domain covers only part of the national economy.

If this distinction is valid in theory, it must be said that, when considering the whole economy, all representational domains tend to be sectional in practice for employers' associations, since the private and the public sectors usually remain separate with distinct actors on the employer side. Such separation is linked notably to the peculiarities which often characterise employment within public administrations. The function and representation of public employers can be taken up directly by political authorities, special agencies or associations. This is also true if public employees are covered by collective bargaining rather than legislative provisions introduced unilaterally by the political authorities, as in the traditional model of public service organisations.

As a consequence, the two patterns of representational domains are of little relevance for employers' associations in the context of the present study. It should be stressed, however, that the separation of the representation structures for public and private sectors involves essentially public administrations. It does not involve publicly owned enterprises or semi-state enterprises which operate in commercial or liberalised activities (as is often the case for many 'general interest' services) which may indeed be members of private sector employers' associations.

Due to this situation, the comprehensiveness of the representational domains of employers' associations – which remains an important dimension – will be measured in the present study by contrasting domains which encompass the whole of either the private or the public sector, as opposed to those which comprise only part of them.

Conversely, the distinction between 'congruence' and 'sectionalism' maintains its relevance for trade union organisations, many of which bring together unions active in both the private and the public sectors.

As a consequence, in the case of trade unions, 'congruent' all-encompassing domains will be distinguished from 'sectional' ones; in the case of employers' associations, the distinction will be between 'encompassing' and 'sectional' domains. Encompassing domains cover the whole of either the private sector or the public sector, and the sectional domains refer to sections of these two broad sectors.

### Relevant interest associations

For representativeness studies, a **European association** is a relevant cross-industry interest organisation if:

- it is on the Commission's list of interest organisations to be consulted in matters of cross-industry social dialogue under Article 154 of the TFEU;
- and/or it participates in the cross-industry European social dialogue;
- and/or it has requested to be consulted under Article 154 of the TFEU.

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A **national association** is a relevant cross-industry national interest organisation if it meets the following criteria:

- The association is
  - either regularly directly or indirectly (through its member organisations) involved in cross-industry collective bargaining (or employment regulation) or directly involved in bipartite/tripartite consultations on cross-industry labour market and industrial relations issues (bottom-up screening);
  - and/or affiliated to a relevant European interest association (top-down screening);
- The association's domain relates to
  - either more than one sector of the economy (at least two sections under the NACE Rev.2 classification system – that is one-digit sectors), thus including associations with a general membership domain;
  - or a group of enterprises or organisations (such as small and medium-sized enterprises (SMEs), cooperatives and public-owned enterprises) across the economy, in the case of employers' organisations, or a category of employees (such as white-collar workers, blue-collar workers or academics) across the economy, in the case of trade union confederations.

In general, such associations will also be peak-level organisations and thus formally independent, in that they are not subordinate members of another organisation at national level. There may be cases where a plurality of social partner organisations participate in cross-industry industrial relations and are actually cross-industry associations, according to the two criteria illustrated above. In these cases, to provide an accurate picture of the national representational landscape, even organisations which are members of higher-level associations will be included.

This happens, for instance, for the employers' organisations in Romania which actively participate in cross-industry tripartite consultations and are members of the Alliance of Romanian Employers' Confederations (ACPR). If inclusion in the study was limited to peak-level organisations, only the ACPR would have been mentioned in the present study.

It should be clear that 'national' relevant interest associations do not need to cover the entire national territory. There might in fact exist national peak associations which organise only some parts of the national territory, such as particular regions or territories, as in the case of the Basque trade union ELA-STV or the Belgian non-profit sector employers' association UNIPSO which organises members in Wallonia and in the French- and German-speaking communities. Similarly, cross-industry collective bargaining/employment regulation need not cover the whole national territory and may concern only certain regions or territories.

In this study, 'collective employment regulation' refers to the situation whereby trade union confederations, when formally excluded from the right to collective bargaining in a genuine sense in certain areas of the economy (mostly public administration or part of it), may nevertheless exert a significant influence over the regulation of employment terms through a recurrent practice of either *de facto* negotiations or consultations.

In practice, this study subsumes genuine collective bargaining, *de facto* negotiations and consultations under collective employment regulation. Any national peak-level or cross-industry trade unions and employers' associations involved in cross-industry collective employment regulation are thus part of this study.

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## National level of interest representation

The national level analysis of interest representation will focus on:

- membership of organisations;
- their role in cross-industry collective bargaining/employment regulation;
- their role in public policy-making through involvement in bipartite or tripartite consultations on cross-industry labour market and industrial relations issues.

The membership and relative strength of the various organisations covered by this study will be identified according to the following indicators, which were collected through the EIRO network of correspondents:

**Table 1: Definitions of membership**

Type of organisation	Membership	Density
<b>Trade union</b>	Number of active members in employment	Density: Number of active members in employment divided by total employment
<b>Employers' organisation</b>	Number of member enterprises Number of employees working in member enterprises	Associational density (enterprises): number of member enterprises divided by the total number of enterprises in the economy Associational density (employees): number of employees working in member enterprises divided by the total number of employees in the economy

This study will concentrate on membership figures in order to provide indications of the relative representativeness of the various organisations included in the study. Density figures of individual organisations are presented in the national reports, when available.

## European cross-industry social dialogue

Social dialogue is a key element in the action of the European Union in the fields of social policy and industrial relations, as the [Treaty on the Functioning of the European Union](#) (TFEU) provides that 'The Union recognises and promotes the role of the social partners' and it 'shall facilitate dialogue between the social partners, respecting their autonomy' (Article 152). In particular, Articles 154 and 155 TFEU introduce a procedure which establishes the involvement of 'management and labour' organised at European level in the process of devising new pieces of European legislation.

Article 154(2) indicates that 'before submitting proposals in the social policy field, the Commission shall consult management and labour on the possible direction of Union action'. Following such consultation, the Commission decides whether further action is advisable and, if so, it consults with management and labour on the specific content of the proposal.

On their side, European-level representatives of management and labour shall submit to the Commission an opinion or a recommendation concerning the content of the proposal. Alternatively, the social partners 'may inform the Commission of their wish to initiate the process provided for in Article 155': that is, they may enter into contractual relations and conclude an agreement on the content of the proposal.

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Should dialogue between the representatives of management and labour at European-level lead to an agreement, they can opt for implementation 'either in accordance with the procedures and practices specific to management and labour and the Member States or, in matters covered by Article 153, at the joint request of the signatory parties, by a Council decision on a proposal from the Commission'. If the social partners do not reach an agreement, the Commission maintains the possibility to carry on the initiative through the ordinary legislative procedure.

Article 155 also recognises the joint actions of the European social partners independently of the initiative of the Commission, so that they can develop bipartite autonomous social dialogue and conclude agreements.

## Representativeness criteria

Due to the importance that social dialogue can play at European level, as illustrated above, the issue of the identification of the relevant social partner organisations which shall be consulted and may act autonomously according to Articles 154 and 155, at both cross-industry and sectoral levels, is crucial. The European Commission has addressed this issue, notably in its [Communication concerning the application of the Agreement on Social Policy \(1.1 MB PDF\)](#) (COM (93) 600 final, Brussels, 14 December 1993) which identifies a set of criteria to assess the representativeness of social partner organisations. In particular, organisations should:

- be cross-industry or relate to specific sectors or categories and be organised at European level;
- consist of organisations which are themselves an integral and recognised part of Member State social partner structures and with the capacity to negotiate agreements, and which are representative of all Member states, as far as possible;
- have adequate structures to ensure their effective participation in the consultation process.

The Commission maintains and regularly updates a [List of European social partners' organisations consulted under Article 154 TFEU \(169 KB PDF\)](#) which comply with these criteria. The latest version of this list, dated November 2013, includes 88 organisations which are divided into five groups:

- general cross-industry organisations ([BUSINESSEUROPE](#), [CEEP](#), [ETUC](#));
- cross-industry organisations representing certain categories of workers or undertakings ([CEC](#), [EUROCADRES](#), [UEAPME](#));
- specific organisations ([Eurochambres](#));
- sectoral organisations representing employers (65 organisations); and
- sectoral European trade union organisations (16 organisations).

The present representativeness study covers social partners involved in [European social dialogue](#) at cross-industry level. According to the list presented above, the cross-industry bipartite European social dialogue takes place between the 'general cross-industry organisations' (CEEP, ETUC, BUSINESSEUROPE) and the 'cross-industry organisations representing certain categories of workers or undertakings' (EUROCADRES, UEAPME, CEC). In particular, EUROCADRES and CEC 'participate in this dialogue as part of the ETUC delegation' (see the [European Commission's web page on cross-industry social dialogue](#)) and UEAPME is integrated in the cross-industry bipartite European social dialogue as a result of a cooperation agreement with BUSINESSEUROPE. These six organisations are the relevant EU-level social partners who have been considered in the 'top-down screening'.

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## Relevant EU-level social partner organisations

BUSINESSEUROPE organises national cross-industry employer confederations and represents companies of all sizes – small, medium and large (source: [BUSINESSEUROPE website](#)). Members include both employer and business associations.

CEEP (European Centre of Employers and Enterprises providing Public services) organises and represents both associations and enterprises and notably ‘enterprises and employers’ organisations with public participation and enterprises carrying out activities of general economic interest, whatever their legal ownership or status’ ([CEEP website](#)). CEEP is organised in national sections, which cover both associations and enterprises (see Annex Table H1 for the complete list of members). CEEP also has a number of European associations among its members. Since the representativeness studies take into consideration only associations and not individual enterprises, this overview includes only CEEP’s member employers’ associations at national level. Member enterprises, which are often quite important national employers, have been excluded, since they do not usually participate in cross-industry industrial relations, which is the focus of the present analysis. However, if some of the member enterprises participate in national-level cross-industry industrial relations (either in collective bargaining or in consultations), this will be noted in the text and/or in the appropriate tables.

UEAPME (the European Association of Craft, Small and Medium-sized Enterprises) organises ‘national, cross-sectoral organisations representing craft activities and/or SME businesses in the different sectors of the economy within the European Union’ ([UEAPME website](#)). UEAPME includes a number of European sectoral organisations among its associated members.

The members of the ETUC (European Trade Union Confederation) include national trade union confederations, which will be considered in this representativeness study, as well as European trade union federations. ETUC represent workers in all sectors of the economy (source: [ETUC website](#)).

EUROCADRES (Council of European Professional and Managerial staff) represents ‘employees holding professional or managerial positions [...] in all sectors of business, in industry as well as in the civil and public services’ ([EUROCADRES website](#)); it is a cross-industry social partner and is affiliated with ETUC. This means that a significant overlap between the two organisations should be expected. This is rather uncommon since, usually, organisations covered by representativeness studies tend to be alternatives in the respective representational domain and it is difficult to find multiple affiliations. Indeed, the formal members of EUROCADRES are mostly national confederations. Only a small number of sectoral member organisations are affiliated to the European industry federations, which are members of EUROCADRES rather than to ETUC. However, this second type of trade union is not covered by this study since they are not cross-industry organisations. As a consequence, within the remit of this study, EUROCADRES shares the same members as ETUC. The only exceptions are those national confederations which are not active within EUROCADRES since they do not organise professional and managerial workers. Among its active members, EUROCADRES includes a number of national federations of professional and managerial workers which cannot be considered in this report because they are not party to cross-industry industrial relations. However, a list of these federations is provided in the Annex (Table G1). To give some indication of the number of professional and managerial staff represented by the members of EUROCADRES, the same table includes membership data for professional and managerial staff provided by affiliated organisations for the 2013 Congress of EUROCADRES.

CEC (European Confederation of Managers) is made up of national and European sectoral federations and represents managers (source: [CEC website](#)).

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As mentioned in the explanation of the methodology of this representativeness study, in the top-down approach we are considering members and affiliated associations in the 28 Member States of the European Union only. Therefore all figures and tables included in the study exclusively refer to EU28 countries. Since all the six relevant EU-level organisations included in this study have members outside the European Union, it should be clear that we are focusing on a particular section of their membership. There are two other reasons for considering only part of the membership and affiliated association of the relevant EU-level organisations.

First, for the purpose of this representativeness study, only national associations are covered and sectoral organisations remain outside the scope of the analysis, although they are present in the cases of CEEP, UEAPME, CEC, ETUC and EUROCADRES.

Secondly, the study focuses on employers' associations and peak level organisations of labour and management and therefore excludes individual enterprises (as already explained for CEEP) and other kinds of affiliated organisations, such as interest associations with no role in industrial relations. This refers, for instance, to the German BDI, which is a member of BUSINESSEUROPE, but it is not active in industrial relations.

Complete membership details for the six relevant EU-level social partner organisations considered in the 'top-down screening' can be found on their individual websites, at the links indicated above.

Finally, a couple of remarks should be stated at this point. First, in the bottom-up approach, where a plurality of social partner organisations participate in cross-industry industrial relations, cross-sector organisations that are members of higher-level associations will be included in order to provide an accurate picture of the national representational landscape.

Secondly, since EU-level associations can also organise or be affiliated to European sectoral federations (as in the cases of CEEP, UEAPME, CEC, EUROCADRES and ETUC), when national associations are members of both the European cross-industry organisations and European sectoral federations, only the former will be considered in the summary tables included in the main text. However, the complete list of affiliations will appear in the detailed tables in the Annex. If national organisations are only members of the European sectoral federations affiliated to the cross-industry associations, membership will be considered as 'indirect' and this will be indicated in the summary tables included in the main text.

## **Outcomes of the European cross-industry social dialogue**

European social dialogue at cross-industry level takes place within the [Social Dialogue Committee](#). Established in 1992, the committee:

- is 'the main body for bipartite social dialogue at European level';
- meets three to four times a year to discuss employer/worker views on various topics, adopt texts negotiated by both parties and plan future initiatives;
- consists of maximum 64 representatives of the social partners, equally divided between the employers' and the workers' representative organisations, and including the EU Secretariats of the cross-industry social partners and representatives from the national member organisations on each side;
- can set up technical working groups to discuss various issues such as labour market challenges and the reconciliation of working and family life;
- adopts and follows up the results of negotiations between employers' and workers' representative bodies;

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- takes part in social dialogue summits – high-level meetings chaired by the President of the Commission.

The [social dialogue texts database](#) maintained by the European Commission contains more than 70 texts produced by cross-industry dialogue. Among the intersectoral agreements, which were either transposed through directives or through the autonomous route, a few specific examples can be mentioned:

- [Council Directive 96/34/EC](#) of 3 June 1996 on the framework agreement on [parental leave](#) concluded by [UNICE](#), [CEEP](#) and [ETUC](#). In 2009, the European social partners agreed on a revision of the parental leave agreement ([EU09070291](#)).
- [Council Directive 97/81/EC](#) of 15 December 1997 concerning the framework agreement on [part-time work](#) concluded by UNICE, CEEP and ETUC.
- [Council Directive 1999/70/EC](#) of 28 June 1999 concerning the framework agreement on [fixed-term work](#) concluded by ETUC, UNICE and CEEP.
- A [framework agreement \(1.36 MB PDF\)](#) on [telework](#) was signed in 2002. This was the first time that the signatory parties implemented an agreement in accordance with the procedures and parties specific to the social partners in the Member States.
- A framework agreement on [work-related stress](#) (2004).
- A framework agreement on [harassment and violence at work](#) (2007).
- A [framework agreement on inclusive labour markets \(2010\) \(863 KB PDF\)](#).

## National cross-industry industrial relations

In the bottom-up approach, it is important to consider which national organisations take part in cross-industry industrial relations within each country covered by this study. In fact, as indicated in the previous section, the representativeness of European-level organisations will depend on the fact that they ‘consist of organisations which are themselves an integral and recognised part of Member State social partner structures and with the capacity to negotiate agreements’. As a consequence, the higher the number of national organisations engaged in national cross-industry industrial relations that are members of EU-level social partners, the higher will be the representativeness of those social partners.

Industrial relations at cross-industry level essentially involves two types of relationship between the social partners and the political authorities, as it is possible to distinguish between contractual relations and agreements on the one hand, and consultations over the introduction of social and economic policies on the other. Alternatively, agreements and consultations can also take place in bipartite or tripartite settings, and consultations can be carried out on an *ad hoc* or regular basis.

## Contractual relations and agreements

The analysis of the national reports shows that cross-industry contractual relations are present, in different forms, in 18 countries out of the 28 (see Annex, Table 2 and Tables D1 and D2). Indeed, the main level of collective bargaining in the European Union is at industry (sectoral) level (Annex, Table F1). However, there are increasing signs of a progressive decentralisation, with a growing emphasis on the definition of important elements of employment and work relationships through decentralised bargaining, particularly at company-level.

It should be pointed out that intersectoral agreements could be quite common, if we opt for a narrow definition of NACE sections (for instance, at two digits), since the demarcation of collective agreements rarely corresponds to specific two-digit NACE codes. As a consequence, in

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this study, our definition of cross-industry industrial relations includes intersectoral agreements which cover macro-sectors, such as the whole private economy or public administrations, while economy-wide agreements are considered to be only those which cover both private and public sectors.

Economy-wide agreements are the exception, as substantive employment matters are usually regulated separately for private and public sectors, since the representation system of public administrations tends to remain distinct even when collective bargaining takes place. Only general regulatory or 'normative' agreements that put in place general rules may, in some cases, cover the whole economy.

The analysis of the national reports shows that only in Belgium and Finland do 'framework collective agreements' encompass the whole of the private economy and set a number of constraints and guidelines for lower-level industry-wide agreements. More common are agreements on minimum wages, present in Bulgaria, Estonia, Greece, Hungary, Latvia and Slovenia. However, these agreements present a different degree of general effectiveness since, in some circumstances, the government remains responsible for the final implementation of minimum wages. The social partners only agree on recommendations which are presented to the political authority.

In the public sector, intersectoral agreements on economic matters are more widespread, although they may in fact cover subgroups of administrations such as central government or local and regional authorities, or special categories of public workers as they do in Denmark (graduate workers) and Estonia (cultural workers). Agreements covering the entire public sector and its various sections can be found in Croatia, Ireland, Malta, Slovenia, and Spain.

General normative agreements can be found in a relatively small set of countries which seem to rely on a diffuse form of social concertation to address issues of general relevance. It is worth repeating that this study refers only to agreements, rather than joint positions or recommendations, which could in fact be common in a broader set of EU countries.

In Austria, such regulatory agreements, while rare, do exist. For instance, they set out the implementation of the reduction of the working week to 40 hours in 1969, and in 1978 detailed the calculation of holidays after the Holiday Act came into force.

In Luxembourg, cross-industry agreements can define specific rules on employment relations or the transposition of European directives; they can also cover the implementation of European voluntary agreements. Examples include the framework agreement on an inclusive labour market (February 2012), the agreement on telework (July 2011), and the agreement on harassment and violence at work (June 2009).

In Italy, France and Spain, intersectoral regulatory agreements seem more common and even in recent years they have covered issues such as employment, competitiveness and industrial relations. It is important to stress that these agreements are generally made in the private sector. They are bilateral and are not of the same kind as 'social pacts' which characterised the experience of many EU countries in the 1990s, but which have become less common lately.

In the public sector, only in Italy was an agreement signed on the system of industrial relations and collective bargaining. Conversely, economy-wide agreements require by definition the involvement of the government and can correspond either to general agreements on industrial relations, where the government acts as the public sector employer (as in the case of Italy's January 2009 agreement on the reform of the bargaining system) or to social partnership agreements, where the government gives its political backing (as with Latvia's 2004 tripartite agreement on socio-economic partnership).

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**Table 2: Cross-industry collective bargaining – coverage and topics, EU28 (2013)**

	<b>Private sector</b>	<b>Public sector</b>	<b>Economy-wide</b>
<b>Economic</b>	<ul style="list-style-type: none"> <li>-Minimum conditions and general guidelines (BE, FI)</li> <li>-Minimum wages (BG*, EE, HU, LV*, SI)</li> <li>-Wage increases (FI, EL)</li> <li>-SMEs (SI)</li> </ul>	<ul style="list-style-type: none"> <li>-Public sector (ES, HR, IE, MT, SI)</li> <li>-State Administration (DE, DK)</li> <li>-Local and Regional Governments (DE, DK)</li> <li>-Occupational groups (DK, EE)</li> </ul>	
<b>Normative</b>	<ul style="list-style-type: none"> <li>-Employment (AT, ES, FR, EL, LU, IT)</li> <li>-Working time (AT)</li> <li>-Competitiveness (ES, FR, IT, LV)</li> <li>-Industrial relations and collective bargaining (ES, IT)</li> </ul>	<ul style="list-style-type: none"> <li>-Industrial relations and collective bargaining (IT)</li> </ul>	<ul style="list-style-type: none"> <li>-Industrial relations and collective bargaining (IT)</li> <li>-Social Partnership (LV)</li> </ul>

\* The government is responsible for the final decision and implementation of the minimum wage.

Source: EIRO (2013)

## Consultation on social and economic policies

The second dimension of cross-industry industrial relations, consultation on social policies, is far more common. It involves almost all countries covered by this study, even if we consider only formal and institutionalised consultation settings embodied in bipartite or tripartite structures (Annex, Table 3 and Table E1). In this analysis, social partner representation is not considered in a number of bodies responsible for running public services or within pension and insurance funds, although it is quite important. The study aims to identify the national social partner organisations which are involved in policy consultations, rather than those which have been assigned a formal ‘guarantee’ and supervisory role in certain services or elements of the public administration.

Even with the adoption of this stricter definition of formal consultations, the only exceptions are Austria and Sweden, where consultations are regular but informal and bilateral, and Estonia, where bilateral talks are held between the government and the social partners on cross-industry issues on an *ad hoc* basis.

The systems of consultation are quite different across countries, but tripartite forums largely prevail. Bipartite bodies are the only reference for consultations in Belgium and Slovenia. Another notable example of a bipartite body which has a key position in the national industrial relations system is the Labour Foundation in the Netherlands. Other bipartite bodies have a consultative and quite general social representation role in Greece (the Economic and Social Council of Greece, OKE) and Italy (the National Council for Economic Affairs and Labour, Cnel, which includes civil society representation). Table 3 shows that single cross-industry consultative bodies are present in seven countries (Ireland, Italy, Lithuania, Latvia, Poland, Portugal and Slovakia). In nine countries, the system is rather complex because it involves at least four

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specialised bodies (Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Finland, France, Greece and Spain).

**Table 3: Cross-industry consultations on public policies – main formal tripartite and bipartite bodies, EU28 (2013)**

Country	No. of bodies	Bipartite	Tripartite
AT	0	-	-
BE	4	4	0
BG	6	0	6
CY	5	0	5
CZ	4	0	4
DE	2	0	2
DK	4	0	4
EE	0	-	-
ES	4	0	4
FI	4	0	4
FR	5	0	5
EL	4	1	3
HR	3	0	3
HU	2	0	2
IE	1	0	1
IT	1	1	0
LT	1	0	1
LU	3	0	2
LV	1	0	1
MT	2	0	2
NL	2	1	1
PL	1	0	1
PT	1	0	1
RO	3	0	3
SE	0	-	-
SI	3	2	1
SK	1	0	1

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Country	No. of bodies	Bipartite	Tripartite
UK	3	0	3
<i>Total</i>	<i>70</i>	<i>9</i>	<i>61</i>
<i>Number of countries</i>	<i>25</i>	<i>5</i>	<i>23</i>

Source: EIRO (2013)

## National-level organisations

Following the analysis of national cross-industry industrial relations illustrated in previous section ('bottom-up' screening) and considering the members of EU-level organisations ('top-down' screening), a total of 108 trade union organisations and 134 employers' associations have been included in the present study. This analysis was carried out according to the selection criteria discussed in the section above 'Relevant interest associations' on the basis of the information collected by the EIRO national centres and the feedback received from European social partner organisations. Tables 4 and 5 present some summary indicators about such national organisations.

## National cross-industry trade unions

In almost all countries it is possible to find more than one trade union organisation involved in cross-industry industrial relations. The only exceptions are Latvia and Ireland, where the Free Trade Union Confederation of Latvia (LBAS) and the Irish Congress of Trade Unions (ICTU) are the only trade union confederations to be part of cross-industry negotiations and consulted on cross- sector policies and issues.

The remaining countries present different levels of union pluralism. The highest numbers of trade union organisations covered by this study can be found in Italy (12), Slovenia (7), Spain (7), France and Hungary (6), and Croatia and Romania (5). Such pluralism is due to the following factors: the presence of traditional ideological cleavages between the main trade unions (in Italy and France); the process of trade union renewal in central and eastern European countries after the transition to democracy and a market economy since the 1990s (Slovenia, Hungary, Croatia and Romania); the inclusion in cross-industry negotiations of autonomous trade union confederations (Italy); and the inclusion of occupational unions (Italy) and regional unions (Spain).

Of the 108 trade unions considered in this study, 56% are economy-wide, all-encompassing organisations which cover the whole of the private and public sectors. The remaining 44% have a representational domain which is limited to some subsectors (generally the private or the public sectors), certain occupations (blue- or white-collar unions, technicians, and managers – and it should be noted that the sectional representation of professionals and managers is a constituent part of the membership of CEC), or certain regions.

**Table 4: Trade unions involved in cross-industry industrial relations – collective bargaining and formal consultations, EU28 (2013)**

	Total	Economy-wide*	Sectional	MS CB	CI CB	Consultation	Tripartite bodies**	Bipartite bodies**
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AT	2	1	1	1	1	1	0	0
BE	4	3	1	4	3	3	0	3
BG	2	2	0	2	0	2	2	0
CY	3	0	3	3	0	3	3	0
CZ	2	0	2	2	0	2	2	0
DE	3	1	2	3	2	3	3	0
DK	4	0	4	4	4	4	4	0
EE	2	2	0	2	2	2	0	0
ES	7	3	4	7	3	6	4	0
FI	3	0	3	3	3	3	3	0
FR	6	5	1	6	5	5	5	0
EL	4	0	4	2	1	2	2	0
HR	5	4	1	5	5	5	5	0
HU	6	2	4	6	6	6	5	0
IE	1	1	0	1	1	1	1	0
IT	12	8	4	12	11	11	0	9
LT	3	3	0	3	0	3	3	0
LU	3	2	1	3	0	3	3	0
LV	1	1	0	1	1	1	1	0
MT	3	2	1	3	1	3	3	0
NL	3	3	0	3	0	3	3	3
PL	3	3	0	3	0	3	3	0
PT	3	3	0	3	0	2	2	0
RO	5	5	0	5	0	5	5	0
SE	4	0	4	4	0	4	0	0
SI	7	5	2	7	6	7	6	0
SK	3	2	1	3	3	1	1	0
UK	4	0	4	4	1	3	1	0
<i>Tot al</i>	<i>108</i>	<i>61</i>	<i>47</i>	<i>105</i>	<i>59</i>	<i>97</i>	<i>70</i>	<i>15</i>

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*Notes:*

*MS CB = multi-sector collective bargaining; the union takes part directly or through its affiliates in collective bargaining in at least two different sectors.*

*CI CB = cross-industry collective bargaining, the union participates directly in cross-industry collective bargaining.*

*\*All-encompassing, including both the private sector and the public sector.*

*\*\*Only formal tripartite and bipartite bodies as for Table E1.*

*Source: EIRO (2013)*

It is important to note that while many unions may not cover the whole economy, the majority engage in multi-sectoral collective bargaining (separate collective bargaining in at least two different sectors, 105 unions or 97%) and are effectively integrated in the cross-industry industrial relations systems. Some 55% of unions (59 unions) are involved in cross-industry bargaining and almost 90% (97 unions) in consultations. This is usually carried out in formal tripartite bodies (70 unions or 65%), while a minority participate in bipartite structures (15 or 14%). As mentioned above, this reflects that fact the national industrial relations systems usually rely on tripartite fora to organise formal social dialogue on social and economic policies. The remaining 12 organisations (11%) are involved in consultations in bilateral talks, generally on an ad hoc basis.

### **National cross-industry employers' associations**

For the 134 employers' associations mapped in this study, as with unions, pluralism is the rule. In all countries there are at least two employers' organisations. Italy and Romania have the highest number of employers' organisations (15 and 14 respectively). Other countries with a relatively high number of organisations are Hungary (7), Sweden and France (6) and Belgium (5). Representation pluralism is usually linked to sectional representation, which typically includes specialised associations for the private and public sectors, for large and smaller enterprises, and for special types of firms such as crafts or cooperatives. Ideological or traditional cleavages within the same representational domain can further complicate the picture, as in the case of Italy. While membership in the vast majority of employer associations is voluntary for employers, in the case of a few organisations membership is mandatory. The latter includes public sector organisations and some specialised agencies, as well as the system of chambers of commerce, especially for SMEs, and notably Austria with its Federal Economic Chamber (WKÖ).

Employers' associations, even peak organisations, tend to be focused on specific interests and this often encourages relatively narrow representational domains. This is reflected in the prevalence of sectional domains, so that just around 40% of the employers' associations included in the study have encompassing domains (covering the whole private or public sector). About 60% of the associations concentrate on sections of the production system. Despite this, involvement in multi-sector bargaining (separate collective bargaining in at least two different sectors), directly or through members, is almost universal (89% and 119 associations). Participation in cross-industry collective bargaining is also significant (34% or 45 organisations). Again, the great majority of organisations are involved in consultations about public policy concerns (90% or 120 associations), which generally takes place within tripartite bodies (57% or 76 organisations), with a direct link to the evidence about trade unions, since by definition the two sides of industry participate together in tripartite consultations and social dialogue.

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**Table 5: Employers' associations involved in cross-industry industrial relations, EU28 (2013)**

	Total	Mand.	Encom.	Sect.	MS CB	CI CB	Consul.	Tripartite bodies*	Bipartite bodies*
AT	3	1	0	3	1	1	3	0	0
BE	5	0	1	4	5	1	5	0	5
BG	5	0	3	2	5	0	5	4	0
CY	2	0	2	0	2	0	2	2	0
CZ	4	0	1	3	4	0	4	2	0
DE	5	0	1	4	5	2	4	2	0
DK	5	3	0	5	4	3	5	5	0
EE	5	0	3	2	5	1	5	0	0
ES	5	0	0	5	5	3	3	3	0
FI	5	3	1	4	3	4	5	5	0
FR	6	1	1	5	5	3	6	5	0
EL	3	0	1	2	2	2	2	2	0
HR	2	1	1	1	2	0	2	1	0
HU	7	0	1	6	7	7	7	3	0
IE	3	0	1	2	1	0	2	1	0
IT	15	1	3	12	15	13	10	0	8
LT	3	0	3	0	3	0	3	3	0
LU	5	1	2	3	5	0	5	5	0
LV	2	0	1	1	1	1	1	1	0
MT	3	0	2	1	1	0	3	3	0
NL	3	0	1	2	2	0	3	2	2
PL	4	0	3	1	4	0	4	4	0
PT	4	0	2	2	3	0	2	2	0
RO	14	0	12	2	14	0	14	14	0
SE	6	1	2	4	5	0	5	0	0
SI	4	0	2	2	4	4	4	4	0
SK	2	0	2	0	2	0	2	2	0
UK	4	0	1	3	4	0	4	1	0
<i>Total</i>	<i>134</i>	<i>12</i>	<i>53</i>	<i>81</i>	<i>119</i>	<i>45</i>	<i>120</i>	<i>76</i>	<i>15</i>

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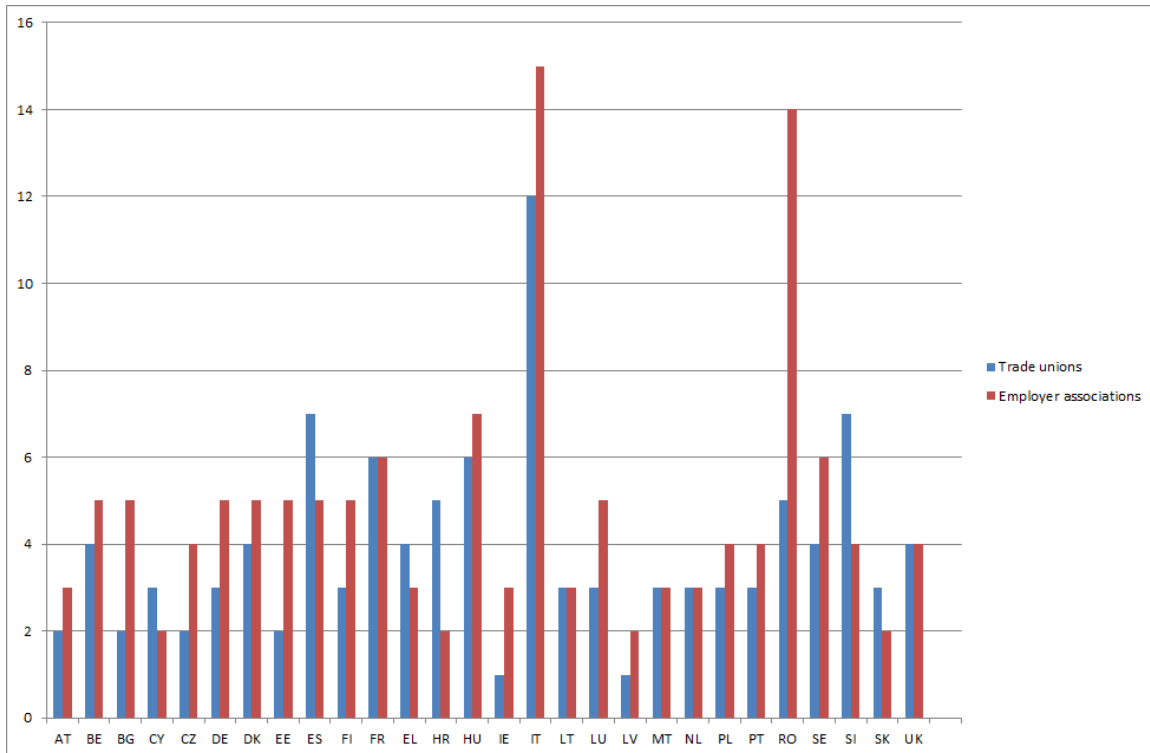
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Notes: Mand. = Mandatory Encom. = Encompassing membership, that is, including the whole private sector or public sector; Sect. = Sectional; MS CB = multi-sector collective bargaining; the employers' association takes part directly or through its affiliates in collective bargaining in at least two different sectors; CI CB = cross-industry collective bargaining; the employers' association participates directly in cross-industry collective bargaining; Consul. = Consultation.

\*Only formal tripartite and bipartite bodies (Annex, Table E1)

Source: EIRO (2013)

Figure 1: Trade unions and employers' associations involved in cross-industry industrial relations, EU28 (2013)



Source: EIRO (2013)

## EU-level organisations

Table 6 shows the general picture regarding the affiliation of the national organisations. The social Partner organisations that are currently part of the EU-level cross-industry dialogue confirm their relevance.

### EU-level cross-industry trade unions

ETUC, EUROCADRES and CEC together represent almost 80% of all listed national trade union organisations. On the employee side, a certain number of organisations are affiliated to no EU-level organisations (12 unions or 11%). Other organisations not included in the current list of EU-level social partner organisations to be consulted at cross-industry level have eight affiliated national organisations (7%) in seven countries.

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**Table 6: National organisations by EU-level affiliation (2013)**

	ETUC	E C	CEC	O	None	NA	B. E.	UEAP ME	CEEP	O	None	N A
AT	1	1	1	0	0	0	1	1	1	0	0	0
BE	3	3	1	0	0	0	1	2	2	0	0	0
BG	2	2	0	0	0	0	1	1	1	1	1	0
CY	2	0	0	0	1	0	1	1	0	0	0	0
CZ	1	1	0	0	1	0	1	0	0	0	3	0
DE	1	1	1	1	0	0	1	1	3	0	0	0
DK	3	2	1	0	0	0	1	1	3	0	0	0
EE	2	0	0	0	0	0	1	1	0	0	1	2
ES	4	2	1	1	0	1	1	4	0	0	0	0
FI	3	2	0	0	0	0	1	1	3	0	0	0
FR	5	5	1	0	0	0	1	3	1	1	0	0
EL	2	1	2	0	0	0	1	1	1	0	0	0
HR	2	0	0	0	3	0	1	2	0	0	0	0
HU	6	1	0	0	0	0	1	1	1	2	2	0
IE	1	1	0	0	0	0	1	2	0	0	0	0
IT	3	3	2	2	1	4	1	3	2	4	1	4
LT	3	0	0	0	0	0	1	1	0	1	0	0
LU ** **	2	2	0	1	0	0	1	2	0	0	1	0
LV	1	0	0	0	0	0	1	1	0	0	0	0
M T	3	1	0	0	0	0	1	1	1	0	0	0
NL	3	3	0	0	0	0	1	1	1	0	0	0
PL	3	2	0	0	0	0	1	1	1	0	1	0
PT	2	2	0	1	0	0	2	1	1	1	0	0
RO	4	2	0	1	0	0	1	1	2	0	10	0
SE	3	2	1	0	0	0	1	1	4	0	0	0
SI	2	0	1	0	4	0	1	1	0	1	1	0
SK	1	0	0	1	1	0	1	0	0	0	1	0

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UK	2	1	1	0	1	0	1	0	1	1	1	0
<i>Total</i>	70*	40*	13	8**	12	5	29** *	36***	29	12 *	23	6
<i>Count ries</i>	28	21	11	7	7	2	28	25	17	8	11	2

Notes:

E C = EUROCADRES; B.E. = BUSINESSEUROPE; O = Other

\* All members of EUROCADRES included in this study are members of ETUC.

\*\* Organisations affiliated exclusively to other EU-level associations.

\*\*\* BUSINESSEUROPE and UEAPME have two common members.

\*\*\*\* UEL is not included in this table, because it is a joint organisation of a number of employers' associations covering the private sector including clc, Fedil, FDA and CDM, which are individually covered by this study and have different or no EU affiliations. For more details on UEL, see Annex Table C3 note, and the national report.

Source: EIRO (2013)

These features stand out more clearly if we analyse the distribution of national organisations across the social partners considered in this study.

As indicated in Table 7, ETUC is by far the peak level trade union organisation which associates more national organisations (70 out of 108, or 65%) with comprehensive representational domains (48 out of 61, or 79%) and those which are more prominent in national cross-industry industrial relations (38 out of 59 in collective bargaining – 64% – and 68 out of 97 in consultations – 70%).

EUROCADRES' member associations, as mentioned above, are a subsection of ETUC's members and therefore are often all-encompassing unions.

CEC, which is independent of ETUC although it participates in cross-industry social dialogue within the ETUC delegation, presents only sectional representational domains.

Data on trade union membership is available for three-quarters of the surveyed organisations (83 out of 108). Some 36.2 million active workers are affiliated to the unions included in this study for which membership data were available.

According to this data, at least 32.4 million workers are members of ETUC through its national affiliates in the EU28 (data on 59 national trade union organisations out of 70 affiliates). This corresponds to almost 90% of the overall membership included in this study.

EUROCADRES has similarly high membership because its members are a subsection of the same trade union confederations affiliated to ETUC. Member organisations of CEC have at least 600,000 affiliated workers (data for nine cases out of 13) or 2% of the overall membership.

Other European organisations not included in the study give total membership figures of 1.8 million (5% of the total). This figure refers essentially to CESI, but its membership is concentrated in two of the three organisations for which data are available (of the seven surveyed in this study) in Italy (Confsal) and Romania (CSN Meridian).

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As a general indication of professional and managerial staff membership in EUROCADRES' affiliated trade unions, self-reported data provided for the 2013 Congress indicate a total of some 4.1 million workers (Annex, Table G.1).

National organisations affiliated to the EU relevant social partners are in some cases also affiliated to other European associations, usually of a regional character such as the Council of Nordic Trade Unions (NFS), the Baltic Sea Trade Union Network (BASTUN), and the Baltic Trade Union Council (BTUC). This involves ETUC affiliates in eleven cases.

**Table 7: National trade unions – main features and affiliation to EU-level organisations, EU28 (2013)**

	Total	Economy-wide*	Sect.	MS CB	CI CB	Cons.	Tri.	Bi.	% Memb.	N
ETUC	70**	48	22	70	38	68	54	9	89.5	59
EURO CADRES	40	31	9	40	23	39	30	9	73.1	33
CEC	13	0	13	10	3	8	3	1	1.6	9
Other	8	4	4	8	5	6	3	1	4.9	4
None	12	7	5	12	9	11	9	1	3.8	10
Not available	5	2	3	5	4	4	1	3	0.2	1
Total	108	61	47	105	59	97	70	15	100.0	83

*Notes: Sect. = Sectoral; MS CB = multi-sector collective bargaining, the union takes part directly or through its affiliates in collective bargaining in at least two different sectors; CI CB = cross-industry collective bargaining, the union participates directly in cross-industry collective bargaining; Cons. = Consultation; Tri. = Tripartite; Bi = Bipartite; % Memb. = % of total members as for data collected for this study; N = number of cases included in the calculation of membership*

*\*All-encompassing, that is including both the private sector and the public sector*

*\*\* Including two indirect members: PERGAM in Slovenia, through UNI Europa and IndustriALL, and NIC ICTU in Northern Ireland, through ICTU*

*Source: EIRO (2013)*

## EU-level cross-industry employers' associations

The three current EU-level cross-industry employers' associations, BUSINESSEUROPE, UEAPME and CEEP, represent almost 70% of all national-level organisations. The area of non-affiliation concerns 17% of all national employers' associations (23 organisations). EU-level organisations other than those covered by this study affiliate 12 national organisations (9%).

Among these other EU-level associations, those which have members in more than one country are often sectoral organisations, rather than competing peak-level cross-industry organisations, as well as the international system of the Chambers of Commerce. These include Eurocommerce (three exclusive members in three countries) and Eurochambres (two exclusive members in two countries).

BUSINESSEUROPE, UEAPME, and CEEP are the EU-level employers' associations which affiliate most of the national organisations involved in national cross-industry industrial relations

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(Table 8). **BUSINESSEUROPE** tends to have a broader representational domain, whereas **UEAPME** and **CEEP** have members which tend to have sectional representation; **UEAPME** is focused on SMEs and **CEEP** on public services.

Data on membership of the employers' organisations included in this study (134 organisations) are available for 106 organisations in the case of firms (79%) and for 82 organisations in the case of employees (61%). In total, the national organisations included in this study for which data are available group at least 11.9 million affiliated firms, which employ at least 107.8 million workers.

At least 3.8 million firms (32%) are affiliated with **BUSINESSEUROPE** through its national members (data for 26 cases out of 29); they employ at least 60.1 million workers (56%, data for 22 cases out of 29).

**UEAPME** affiliates through its national members (data for 27 cases out of 36) at least 6.1 million firms (52% ) with at least 16 million employees (15%, data for 16 cases out of 36).

**CEEP** affiliates at least 193,000 firms (2% ) – which in this case can actually be public sector administrations in accordance with its representational domain – through its national members (data for 27 cases out of 29); these administrations and enterprises together have at least 19.7 million employees (18%, data for 24 cases out of 29).

These differences reflect the distinct membership bases, and notably the focus of **UEAPME** on small firms and of **CEEP** on public services. In particular, **CEEP** covers public administrations, services of general interest including network services, and publicly owned firms. These organisations are usually among the largest employers in each country and can group, under one single formal organisation, a very large number of local branches and establishments. For instance, the UK section includes 22 organisations covering five million employees.

The other EU-level organisations not expressly included in this study affiliate 10% of firms through their national affiliates (data for 11 cases out of 12) covering 6% of employees (data for 8 cases out of 12, 67%). As in the case of trade unions, most of the firms and employees covered by other organisations are in fact concentrated in one (Eurocommerce) and in a very small number of cases: three cases for firms and two cases for workers, and two in particular (Confcommercio in Italy and CCP in Portugal).

As with trade unions, some national members of the relevant EU social partners are also affiliated to other European organisations, including Eurocommerce and Eurochambres, and the Council of European Municipalities and Regions (CEMR). This involves members affiliated to **BUSINESSEUROPE** (one case), **UEAPME** (three) and **CEEP** (six).

**Table 8: National employers' associations – main features and affiliation to EU-level organisations, EU28 (2013)**

	Total	Mand.	Encom.	Sect.	MS CB	CI CB	Cons.
BUSINESS EUROPE	29	0	23	6	27	10	28
UEAPME	36	4	6	30	29	11	31
CEEP	29	8	5	24	24	11	24
Other (exclusive)	12	0	4	8	11	7	11
None	23	0	13	10	23	4	23
Not available *	7	0	4	3	7	2	4

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<i>Total</i>	<i>134</i>	<i>12</i>	<i>53</i>	<i>81</i>	<i>119</i>	<i>45</i>	<i>120</i>
	<b>Tripartite</b>	<b>Bipartite</b>	<b>% Firms</b>	<b>N.F</b>	<b>% Emp.</b>	<b>N.E</b>	
BUSINESS EUROPE	23	3	31.8	26	55.8	22	
UEAPME	18	6	51.7	27	14.8	16	
CEEP	12	3	1.6	27	18.3	24	
Other (exclusive)	7	2	10.4	11	6.3	8	
None	16	0	4.6	15	5.2	13	
Not available *	1	1	0.0	1	0.0	0	
<i>Total</i>	<i>76</i>	<i>15</i>	<i>100.0</i>	<i>106</i>	<i>100.0</i>	<i>82</i>	

*Notes: Mand. = Mandatory membership; Encom. = Encompassing membership, that is including the whole private sector or public sector; Sect. = Sectional; MS CB = multi-sector collective bargaining, the employers' association takes part directly or through its affiliates in collective bargaining in at least two different sectors; CI CB = cross-industry collective bargaining, the employers' associations participates directly in cross-industry collective bargaining; Cons. = Consultation; % Firms = % of total firms as for data collected for this study; % Emp. = % of total employees as for data collected for this study; N.F = number of cases included in the calculation of membership in terms of firms; N.E = number of cases included in the calculation of membership in terms of employees*

*\* Includes UEL of Luxembourg (not applicable), see note to Table 6*

*Source: EIRO (2013)*

Finally, it should be noted that ETUC and BUSINESSEUROPE are the only organisations with affiliated members in each country.

## Capacity to negotiate

Another important criterion of representativeness at European level is the organisations' capacity to negotiate on behalf of their members. All of the EU-level organisations considered in this study have specific procedures to define the positions to be presented within the European social dialogue framework.

For BUSINESSEUROPE, the mandate to negotiate agreements within the European social dialogue is decided by the Council of the Presidents, with a quorum of two-thirds of members affected by the agreement and a qualified majority of 80%. The mandate is entrusted to a negotiating team comprising a representative from each affected federation. The team reports to the Social Affairs Political Committee which designates the employers' chief negotiator. The decision on the outcome of the European Social Dialogue is also taken by the Council of Presidents. A consensus of all members with voting rights and whose country is affected by the agreement in question is required for approval of an agreement negotiated with trade unions at EU-level.

Within CEEP, the mandate for the European social dialogue is approved by the General Assembly, which is the competent decision-making body. The General Assembly can decide on

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these matters with a qualified two-thirds majority if at least half of its sections are present. The CEEP's Social Affairs Board then takes part in the negotiations. The outcome of the European social dialogue must again be approved by the General Assembly with the same procedure and voting requirements.

Similarly, in UEAPME the mandate for the European social dialogue is approved by the General Assembly which is the competent decision-making body. The General Assembly decides on these matters with a simple majority. The mandate is entrusted to the UEAPME Social Affairs Committee. The outcome of the European social dialogue must be approved again by the General Assembly with the same procedure and voting requirements.

On the employee side, ETUC's Executive Committee approves a mandate for the European social dialogue with a two-thirds majority and decides the composition of the social dialogue delegation. The negotiating party for ETUC is the Secretariat, which operates in close consultation with the affiliated national trade union confederations and European Industry Federations. The Executive Committee decides both the draft agreement and the outcome of the social dialogue procedure. A two-thirds majority is needed for the adoption of a final agreement.

For EUROCADRES, its Executive Committee has overall responsibility for all activities and policies, and it approves matters concerning the European social dialogue. The President, in cooperation with the Vice-Presidents and the Executive Officer, represents EUROCADRES.

For CEC, its Steering Committee is its executive body and it decides the positions to be adopted in the European social dialogue. These decisions are executed by the President (legal representative), the Secretary General (as operative officer) and the Deputy Secretary General (in cooperation with the Secretary General).

## Developments since the earlier representativeness studies

This section briefly presents relevant developments that have occurred since the previous studies on the representativeness of the social partners included in this one were carried out.

The organisations included in the present study were the subject of two different reports prepared at the end of the 1990s by the Institut des Sciences du Travail – Université Catholique de Louvain: the first [report](#) dealt with European social partner organisations at cross-industry level, excluding trade unions for professional and managerial workers – these were covered in the second report.

The 1999 study on European social partner organisations at cross-industry level is significantly different from the present study. This is primarily because it set out to cover all potential EU-level organisations representing labour and management, beginning with a top-down approach, so that in practice it considered many more organisations.

The present study, as described in the introduction and methodology section, adopts a top-down approach only in the case of the presently recognised EU-level organisations. It is firmly rooted in a bottom-up approach, which assigns particular importance to representative national organisations, through the identification of trade unions and employers' associations which take part into cross-industry collective bargaining and consultations at national level. This approach highlights a fundamental element of representativeness: the fact that EU-level social partners ought to 'consist of organisations, which are themselves an integral and recognised part of Member State social partner structures and with the capacity to negotiate agreements'. In other words, they should bring together organisations which are recognised as representative at national level, even though this may be according to different criteria such as density rates, elections results for representative bodies (essentially for unions) or even mutual recognition. The practical

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consequence of this methodology is to concentrate attention on the organisations which have the broadest membership. As illustrated by the results of this study, this presently holds for the currently recognised EU-level cross-industry social partner organisations, since no other relevant EU organisations were identified through the bottom-up approach.

The second difference concerns the enlargement of the EU that has taken place since the late 1990s from 15 Member States to the current 28. This makes the comparison of data particularly complex. Membership data are not always available, and if present, they are sometimes general estimates. Problems with data were also raised in the previous studies and data availability and reliability does not seem to have improved significantly in the meantime. If anything, the broadening of the reference basis to 28 countries has made the collection and validation of data more complex. For this reason, no direct comparison of the membership levels of the organisations can be performed on a methodologically sound basis.

Despite these difficulties, the indicators identified by the previous studies are to a large extent comparable, since they also included the identification of national members, the scrutiny of their role in cross-industry collective bargaining and in cross-industry consultations, and the collection of available data on membership.

Taking into consideration these basic indicators, the present study substantially confirms the results of the previous ones. ETUC and BUSINESSEUROPE (then UNICE) remain the organisations with affiliated members in all Member States, with comparatively more national affiliates participating in cross-industry collective bargain and consultations and with the largest membership.

CEEP, despite the changes introduced by liberalisation processes, maintains an important role as the EU-level association of public service employers, especially where civil servants are covered by collective bargaining rather than unilateral regulation by public authorities, and where public sector bodies are organised in associations or agencies rather than being represented directly by political authorities such as central government ministries. Important publicly owned firms, which mostly operate in public utilities and services of general interest, are also among CEEP's members. In the latter case, the firms may also have membership in employers' associations which represent private sector firms, but such situations cannot be identified without further research. This type of overlap may be of limited relevance for the assessment of the representativeness of CEEP, since it could denote the specific interest representation of public-owned enterprises in these particular sectors.

EUROCADRES and CEC were covered in the second of the earlier afore-mentioned studies. EUROCADRES continues to be characterised by a combination of national confederations as formal members and a number of active members, often national sectoral federations. The representativeness of EUROCADRES remains linked to its representation of professional and managerial staff within a broader membership. If the presence of the main national confederations among its members may be regarded as strengthening EUROCADRES' representativeness, it means that the role of professional and managerial staff, both at national and European level, depends on the capacity to bring forward their interests in the framework of general collective bargaining and consultations. In this sense, the inclusion within the employees' delegation of a representation of professional and managerial staff fulfils the objective of ensuring a specific consideration of the interests of this section of the workforce. CEC maintains representation of professional and managerial staff in a number of EU Member States and this confirms its relevance at EU-level.

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## Conclusions

The data collected for this study show that the European social partners currently involved in cross-industry social dialogue affiliate the great majority of national organisations which have a role in cross-industry industrial relations in the EU28 Member States and cover about 90% of member employees and firms. Specifically, the national members of ETUC, EUROCADRES and CEC organise 91% of all employees and the national affiliated organisations of BUSINESSEUROPE, UEAPME and CEEP organise 85% of firms which employ 89% of workers.

On the employee and the employer sides, ETUC and BUSINESSEUROPE are respectively the organisations with the more encompassing representational domains, the most prominent role in cross-industry collective bargaining and tripartite consultations, as well as the highest membership share in terms of employees. They are also the only two organisations with members in each of the 28 countries covered by this study. CEEP represents public employers (where it remains the only general cross-industry organisation) and providers of services of general interest. In this field, national members are relevant players in cross-industry industrial relations in EU Member States.

UEAPME represents craft enterprises and SMEs. In this field, national members are relevant players in cross-industry industrial relations in EU Member States.

EUROCADRES and CEC are relevant social partner organisations for managerial and professional staff with national affiliated members that have a clear role in cross-industry bargaining and consultations. In this respect, EUROCADRES certainly benefits from sharing members with ETUC.

Together, ETUC, EUROCADRES, CEC and BUSINESSEUROPE, UEAPME, CEEP cover three-quarters of the national social partner organisations which participate in cross-industry industrial relations across the EU. They also affiliate through their national members the great majority of unionised workers and firms affiliated to employers' associations. With their specificities in terms of representation, according to the result of this study, they are to be regarded as the most important EU-wide representatives of the labour and management at cross-industry level.

Roberto Pedersini, Università degli Studi di Milano, and Christian Welz, Eurofound

## Annex

**Table A1: List of trade unions**

Country	Organisation	Full name	Full name (English)
AT	ÖGB	Österreichischer Gewerkschaftsbund	Austrian Trade Union Federation
AT	WdF	Wirtschaftsforum der Führungskräfte	Austrian Managers Association
BE	CGSLB- ACLVB	Centrale Générale des Syndicats Libéraux de Belgique, CGSLB/Algemene Centrale der Liberale Vakbonden van België, ACLVB	General Central of Liberal Trade Union of Belgium

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Country	Organisation	Full name	Full name (English)
BE	CNC-NCK	Confédération Nationale des Cadres	National Executive Confederation
BE	CSC/ACV	Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond	Confederation of Christian Trade Unions
BE	FGTB-ABVV	Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond	Belgian Trade Union Federation
BG	CITUB	Конфедерация на независимите синдикати в България	Confederation of Independent Trade Unions in Bulgaria
BG	Podkrepa CL	Конфедерация на труда „Подкрепа”	Confederation of Labour Podkrepa
CY	DEOK	Δημοκρατική Εργατική Ομοσπονδία Κύπρου	Democratic Labour Federation of Cyprus
CY	PEO	Παγκύπρια Εργατική Ομοσπονδία	Pancyprian Federation of Labour
CY	SEK	Συνομοσπονδία Εργαζομένων Κύπρου	Cyprus Employee Confederation
CZ	ASO ČR	Asociace samostatných odborů České republiky	Association of Autonomous Trade Unions of Czech Republic
CZ	ČMKOS	Českomoravská konfederace odborových svazů	Czech-Moravian Confederation of Trade Unions
DE	dbb Tarifunion	Deutscher Beamtenbund und Tarifunion	The German Civil Service Association
DE	DGB	Deutscher Gewerkschaftsbund	Confederation of German Trade Unions
DE	ULA	Deutscher Führungskräfteverband	German Confederation of Managers and Executives
DK	AC	Akademikernes Centralorganisation	Confederation of Professional Associations
DK	FTF	FTF	Confederation of Professionals in Denmark
DK	LH	Ledernes Hovedorganisation	Danish Association of Managers and Executives
DK	LO	Landsorganisationen i Danmark	Danish Trade Union Confederation
EE	EAKL	Eesti Ametiühingute Kesклиit	Estonian Trade Union Confederation
EE	TALO	Teenistujate Ametiliitude Organisatsioon	Estonian Employees' Unions' Confederation

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Country	Organisation	Full name	Full name (English)
ES	CCOO	Comisiones Obreras	Trade Union Confederation of Workers' Commissions
ES	CCP	Confederación de Cuadros y Profesionales	Confederation of Managers and Professionals
ES	CIG	Confederación Intersindical Gallega/ Confederación Intersindical Galega	Federation of Galician Interunion Confederation
ES	CSI-F	Central Sindical Independiente y de Funcionarios	Independent Trade Union Confederation of Public Servants
ES	ELA-STV	Solidaridad de los Trabajadores Vascos/ Euskal Sindikatua Zerbitzuak	Basque Workers' Solidarity
ES	UGT	Unión General de Trabajadores	General Workers' Confederation
ES	USO	Unión Sindical Obrera	Workers' Trade Unionist Confederation
FI	AKAVA	AKAVA	Confederation of Unions for Professional and Managerial Staff in Finland
FI	SAK	Suomen Ammattiliittojen Keskusjärjestö	Central Organisation of Finnish Trade Unions
FI	STTK	Toimihenkilökeskusjärjestö	Finnish Confederation of Professionals
FR	CFDT	Confédération française Démocratique du travail	French Democratic Confederation of Labour
FR	CFE-CGC	Confédération Française de l'Encadrement CGC	French Confederation of Professional and Managerial Staff
FR	CFTC	Confédération Française des Travailleurs Chrétiens	French Confederation of Christians Workers
FR	CGT	Confédération Générale du Travail	General Confederation of Labour
FR	CGT-FO	Confédération Générale du Travail-Force Ouvrière	General Confederation of Labour-Force Ouvrière
FR	UNSA	Union Nationale des Syndicats Autonomes	National Union of Autonomous Unions
EL	ADEDY	Ανώτατη Διοίκηση Ενώσεων Δημοσίων Υπαλλήλων	Supreme Administration of Greek Civil Servants Trade Unions

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Country	Organisation	Full name	Full name (English)
EL	EASE	Εταιρεία Ανώτατων Στελεχών Επιχειρήσεων	Association of Chief Executive Officers
EL	EEDE	Ελληνική Εταιρία Διοικήσεως Επιχειρήσεων	Hellenic Management Association
EL	GSEE	Γενική Συνομοσπονδία Εργατών Ελλάδος	Greek General Confederation of Labour
HR	HUS	Hrvatska udruga sindikata	Croatian Trade Unions Association
HR	MATICA	MATICA HRVATSKIH SINDIKATA	MATICA - Association of Croatian Trade Unions
HR	NHS	Nezavisni hrvatski sindikati	Independent Trade Unions of Croatia
HR	SSSH	Savez samostalnih sindikata Hrvatske	Union of Autonomous Trade Unions of Croatia
HR	URSH	Udruga radničkih sindikata Hrvatske	Association of Workers Trade Unions of Croatia
HU	ASZSZ	Autonóm Szakszervezetek Szövetsége	Autonomous Trade Unions Confederation
HU	ÉSzt	Értelmiségi Szakszervezeti Tömörülés	Trade Union Confederation of Professionals
HU	Liga	Független Szakszervezetek Demokratikus Ligája	Democratic League of Independent Trade Unions
HU	MSZOSZ	Magyar Szakszervezetek Országos Szövetsége	National Confederation of Hungarian Trade Unions
HU	Munkástanácsok	Munkástanácsok Országos Szövetsége	National Confederation of Workers' Councils
HU	SZEF	Szakszervezetek Együttműködési Fóruma	Forum for the Co-operation of Trade Unions
IE	ICTU	Irish Congress of Trade Unions	Irish Congress of Trade Unions
IT	Cgil	Confederazione Generale Italiana del Lavoro	The General Confederation of Italian Workers
IT	Cida	Manager e Alte Professionalità per l'Italia	Italian Confederation of Managers and High Professionals
IT	Cisal	Confederazione Italiana Sindacati Autonomi Lavoratori	Italian Confederation of Workers' Autonomous Trade Unions
IT	Cisl	Confederazione Italiana Sindacati Lavoratori	Italian Confederation of Workers' Union

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Country	Organisation	Full name	Full name (English)
IT	CIU Unionquadri	Confederazione Italiana Unionquadri	Italian Confederation UNIONQUADRI
IT	Confedir	Confederazione dei sindacati dei funzionari direttivi, dirigenti e delle elevate professionalità della funzione pubblica	Confederation of Trade Unions of Directors, Managers and High Professionals in Public Service
IT	Confisal	Confederazione Generale dei Sindacati Autonomi dei Lavoratori	General Confederation of the Autonomous Trade Unions of the Workers
IT	Cuq	Confederazione Unitaria Quadri	Unitary Confederation of Professional and Managerial Staff
IT	Ugl	Unione Generale del Lavoro	General Union of Workers
IT	Uil	Unione Italiana del Lavoro	Union of Italian Workers
IT	Usae	Unione sindacati autonomi europei	Union of Autonomous European Trade Unions
IT	Usb	Unione sindacale di base	USB trade union confederation
LT	LDF	Lietuvos darbo federacija	Lithuanian Labour Federation
LT	LPS 'Solidarumas'	Lietuvos profesinė sąjunga 'Solidarumas'	Lithuanian Trade Union 'Solidarumas'
LT	LPSK	Lietuvos profesinių sąjungų konfederacija	Lithuanian Trade Union Confederation
LU	LCGB	Lëtzebuerger Chrëschtleche Gewerkschafts-Bond	Luxembourg Confederation of Christian Unions in Luxembourg
LU	OGB-L	Onofhängege Gewerkschaftsbond Lëtzebuerg	Independent Trade Union Confederation of Luxembourg
LU	CGFP	Confédération Générale de la Fonction Publique-Perspectives Lëtzebuerger Chrëschtleche Gewerkschafts-Bond	General Confederation of Public Service
LV	LBAS	Latvijas Brīvo Arodbiedrību savienība	Free Trade Union Confederation of Latvia
MT	CMTU	Konfederazzjoni Maltija tat-Trade Unions	Confederation of Malta Trade Unions
MT	ForUM	Forum Unions Maltin	Forum Maltese Unions
MT	GWU	General Workers' Union	General Workers' Union
NL	CNV	Christelijk Nationaal Vakverbond	Christian Trade Union Federation

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Country	Organisation	Full name	Full name (English)
NL	FNV	Federatie Nederlandse Vakbeweging	Dutch Trade Union Federation
NL	MHP-De Unie	Middelbaar en Hoger personeel/De Unie	Union for Middle and Higher Personnel
PL	FZZ	Forum Związków Zawodowych	Trade Unions Forum
PL	NSZZ Solidarność	Niezależny Samorządny Związek Zawodowy Solidarność	Independent Self-Governing Trade Union Solidarity
PL	OPZZ	Ogólnopolskie Porozumienie Związków Zawodowych	All-Poland Alliance of Trade Unions
PT	CGTP-IN	Confederação Geral dos Trabalhadores Portugueses-Intersindical Nacional	General Confederation of Portuguese Workers
PT	UGT	União Geral de Trabalhadores	General Union of Workers
PT	USI	União de Sindicatos Independentes	Confederation of Independent Trade Unions
RO	BNS	Blocul Național Sindical	National Trade Union Bloc
RO	CNS 'Cartel Alfa'	Confederația Națională Sindicală 'Cartel Alfa'	National Trade Unions Confederation 'Cartel Alfa'
RO	CNSLR Frăția	Confederația Națională a Sindicatelor Libere din România Frăția	National Confederation of Free Trade Unions from Romania Frăția
RO	CSDR	Confederația Sindicatelor Democratice din România	Confederation of Democratic Trade Unions in Romania
RO	CSN Meridian	Confederația Sindicală Națională Meridian	National Trade Union Confederation Meridian
SE	Ledarna	Ledarna	Sweden's organization for managers
SE	LO	Landsorganisationen i Sverige	Swedish Trade Union Confederation
SE	SACO	Sveriges Akademikers Centralorganisation	Swedish Confederation of Professional Associations
SE	TCO	Tjänstemännens Centralorganisation	Swedish Confederation for Professional Employee
SI	KNSS	Konfederacija novih sindikatov Slovenije	Confederation of New Trade Unions of Slovenia
SI	Konfederacija '90	Konfederacija sindikatov '90 Slovenije	Confederation of Trade Unions '90 of Slovenia
SI	KSJS	Konfederacija sindikatov javnega sektorja Slovenije	Confederation of Public Sector Trade Unions

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Country	Organisation	Full name	Full name (English)
SI	PERGAM	Konfederacija sindikatov Pergam Slovenije	Confederation of Trade Unions of Slovenia Pergam
SI	Solidarnost	Zveza delavskih sindikatov Slovenije–Solidarnost	Association of Workers Trade Unions of Slovenia–Solidarity
SI	Združenje Manager	Združenje Manager	Managers' Association of Slovenia
SI	ZSSS	Zveza svobodnih sindikatov Slovenije	Union of Free Trade Unions of Slovenia
SK	KOZ SR	Konfederácia odborových zväzov Slovenskej republiky	Confederation of Trade Unions of the Slovak Republic
SK	NKOS	Nezávislé kresťanské odbory Slovenska	Independent Christian Trade Unions of Slovakia
SK	VSOZ	Všeobecný slobodný odborový zväz	Independent Free Trade Union Association
UK	MPA	Managerial and Professional Staff Association	Managerial and Professional Staff Association
UK	NIC ICTU	Northern Ireland Committee Irish Congress of Trade Unions Northern Ireland	Northern Ireland Committee Irish Congress of Trade Unions Northern Ireland
UK	STUC	Scottish Trades Union Congress	Scottish Trades Union Congress
UK	TUC	Trades Union Congress	Trades Union Congress

**Table A2: List of employers' associations**

Country	Organisation	Full name	Full name (English)
AT	WKÖ	Wirtschaftskammer Österreich	Federal Economic Chamber
AT	IV	Industriellenvereinigung	Austrian Federation of Industry
AT	VÖWG	Verband der Öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs	The Austrian Association for Public and Social Economy
BE	FEB/VBO	Fédération des Entreprises de Belgique / Verbond van Belgische Ondernemingen	Federation of Enterprises in Belgium
BE	UCM	Union des Classes Moyennes	Union of the Self- Employed (French language)
BE	UNIZO	Unie van Zelfstandige Ondernemers	Flemish Organisation of the Self-Employed
BE	UNISOC	Union des ntreprises à profit social	Confederation of Social Profit Enterprises

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BE	UNIPSO	Union des Entreprises à Profit Social	Union of For-Profit Social Enterprises
BG	BIA	Българска стопанска камара	Bulgarian Industrial Association
BG	BICA	Асоциацията на индустриалния капитал в България	Bulgarian Industrial Capital Association
BG	CEIBG	Кжонфедерация на работодателите и индустриалците в България	Confederation of Employers and Industrialists in Bulgaria
BG	BCCI	Българска търговско промишлена палата	Bulgarian Chamber of Commerce and Industry
BG	UPEE	Съюз за стопанска инициатива	Union for Economic Initiative
CY	CCCI	Εμπορικό και Βιομηχανικό Επιμελητήριο Κύπρου	Cyprus Chamber of Commerce and Industry
CY	OEB	Ομοσπονδία Εργοδοτών και Βιομηχάνων Κύπρου	Cyprus Employers and Industrialists Federation
CZ	SP ČR	Svaz průmyslu a dopravy ČR	Confederation of Industry of the Czech Republic
CZ	KZPS ČR	Konfederace zaměstnavatelských a podnikatelských svazů ČR	Confederation of Employer and Entrepreneur Associations of the Czech Republic
CZ	AMSP-ČR	Asociace malých a středních podniků a živnostníků České republiky	Association of Small and Medium sized Enterprises and Crafts of the Czech Republic
CZ	HK ČR	Hospodářská komora České republiky	Czech Chamber of Commerce
DE	BDA	Bundesvereinigung der Deutschen Arbeitgeberverbände	German Confederation of Employers' Associations
DE	ZDH and UDH	Zentralverband des Deutschen Handwerks	German Confederation of Skilled Crafts
DE	bvöD	Bundesverband Öffentliche Dienstleistungen	Federal Association of Public Services
DE	TdL	Tarifgemeinschaft deutscher Länder	Employers' Association of German Länder
DE	VKA	Vereinigung der kommunalen Arbeitgeberverbände	Municipal Employers' Association
DK	DA	Dansk Arbejdsgiverforening	Confederation of Danish Employers
DK	Moderniseringsstyrelsen	Moderniseringsstyrelsen	Agency for the Modernisation of Public Administration
DK	KL	Kommunernes Landsforening	Local Government Denmark

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DK	Danske Regioner	Danske Regioner	Danish Regions
DK	HVR	Håndværksrådet	The Danish Federation of Small and Medium-Sized Enterprises
EE	ETTK	Eesti Tööandjate Keskliit	Estonian Employers' Confederation
EE	ESIA	Eesti Teenusmajanduse Koda	Estonian Service Industry Association
EE	EVEA	Eesti Väike- ja Keskmiste Ettevõtjate Assotsiatsioon	Estonian Association of SMEs
EE	ECCI	Eesti Kaubandus- Tööstuskoda	Estonian Chamber of Commerce and Industry
EE	ESEA	Eesti Suurettevõtjate Assotsiatsioon	Estonian Business Association
ES	CEOE	Confederación Española de Organizaciones Empresariales	Spanish Confederation of Employers' Organisations
ES	CEPYME	Confederación Española de la Pequeña y Mediana Empresa	Spanish Confederation of Small and Medium-Sized Enterprises
ES	CEAT	Federación Española de Autónomos	Spanish Federation of Self-employed
ES	PIMEC	Micro, petita i mitjana empresa de Catalunya	Micro, Small and Medium Enterprises of Catalonia
ES	PIMEB	Confederació de la Petita i Mitjana Empresa de Balears	Confederation of Small and Medium Enterprises of Balearic Islands
FI	EK	Elinkeinoelämän keskusliitto	Confederation of Finnish Industries
FI	KT	Kuntatyönantajat	Local Government Employers' Association
FI	VTML	Valtion työmarkkinailaitos	State Employer's Office
FI	SY/FFE	Suomen Yrittäjät	Federation of Finnish Enterprises
FI	KiT	Kirkon työmarkkinailaitos	Church Employers
FR	MEDEF	Mouvement des Entreprises de France	Movement of French Enterprises
FR	CGPME	Confédération Générale des Petites et Moyennes Entreprises	General Confederation of Small and Medium sized Enterprises
FR	UPA	Union Professionnelle Artisanale	Craft Employers' Union
FR	UNAPL	Union Nationale des professions	National Union of Self-

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		Libérales	employed Workers
FR	APCMA	Assemblée Permanente des Chambres de Métiers et de l'Artisanat	Permanent Assembly of Chambers of Trade and Craft
FR	CEEP France	Centre Européen des Entreprises à Participation Publique et des Entreprises d'Intérêt Economique Général-France	European Centre of Enterprises with Public Participation and Enterprises of General Economic Interest-France
EL	SEV	Σύνδεσμος Επιχειρήσεων και Βιομηχανιών	Hellenic Federation of Enterprises
EL	GSEVEE	Γενική Συνομοσπονδία Επαγγελματιών, Βιοτεχνών, Εμπόρων Ελλάδος	Greek General Confederation of Professionals, Craftsmen and Merchants
EL	KEDEO	Κέντρο Ελληνικών Δημόσιων Επιχειρήσεων και Οργανισμών Δημόσιου Συμφέροντος	Centre of Enterprises of Public Interest
HR	HUP	Hrvatska udruga poslodavaca	Croatian Employers Association
HR	HOK	Hrvatska obrtnička komora	Croatian Chamber of Trades and Crafts
HU	ÁFEOSZ-KÉSZ	Általános Fogyasztási Szövetkezetek és Kereskedelmi Társaságok Országos Szövetsége	Hungarian National Federation of Consumer Co-operative Societies and Trade Associations
HU	KISZOSZ	Kereskedők és Vendéglátók Országos Érdekvéletpolitikai Szövetsége	National Federation of Traders and Caterers
HU	OKISZ	Magyar Iparszövetség	Hungarian Industrial Association
HU	IPOSZ	Ipartestületek Országos Szövetsége	National Federation of Craftsmen Boards
HU	MGYOSZ	Munkaadók és Gyáriparosok Országos Szövetsége	Confederation of Hungarian Employers and Industrialists, Business Hungary
HU	STRATOSZ	Stratégiai és Közszolgáltató Társaságok Országos Szövetsége	National Association of Strategic and Public Utility Companies
HU	VOSZ	Vállalkozók és Munkáltatók Országos Szövetsége	National Association of Entrepreneurs and Employers
IE	IBEC	Irish Business and Employers Confederation	Irish Business and Employers Confederation
IE	SFA	Small Firms Association	Small Firms Association

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IE	ISME	Irish Small and Medium Enterprises Association	Irish Small and Medium Enterprises Association
IT	Aran	Agenzia per la Rappresentanza Negoziale delle Pubbliche Amministrazioni	State Bargaining Agency
IT	Confindustria	Confederazione Generale dell'Industria Italiana	General Confederation of Italian Industry
IT	Confapi	Confederazione Italiana della Piccola e media Industria	Italian Confederation of Small and Medium-sized Industry
IT	Confesercenti	Confederazione Italiana Esercenti Attività Commerciali, Turistiche e dei Servizi	Italian Confederation of Commerce, Tourism and Service Activities
IT	Confcommercio	Confederazione Generale Italiana del Commercio e del Turismo	General Italian Confederation of Commerce and Tourism
IT	Confartigianato	Confederazione Generale Italiana dell'Artigianato	General Italian Confederation of Artisans
IT	Cna	Confederazione Nazionale dell'Artigianato e della Piccola e Media Impresa	National Confederation for the Craft Sector and Small and Medium Enterprise
IT	Claai	Confederazione delle Libere Associazioni Artigiane Italiane	Confederation of Italian Free Crafts Associations
IT	Casartigiani	Confederazione Autonoma Sindacati Artigiani	Autonomous Confederation of Artisan Unions
IT	Agci	Associazione Generale Cooperative Italiane	General Association of Italian Co-operatives
IT	Legacoop	Lega Nazionale delle Cooperative	National League of Cooperatives
IT	Confcooperative	Confederazione Cooperative Italiane	Confederation of Italian Cooperatives
IT	Unci	Unione Nazionale Cooperative Italiane	National Union of Italian Cooperatives
IT	Federterziario	Confederazione Italiana del Terziario, dei Servizi, del Lavoro autonomo, della Piccola Impresa Industriale, Commerciale e Artigiana	Italian Confederation of Tertiary, Services, Autonomous Work, Small Industrial, Commercial and Artisan Enterprises
IT	Confservizi	Confederazione dei Servizi Pubblici Locali	Confederation of the Local Public Services
LT	LPK	Lietuvos pramoninkų konfederacija	Lithuanian Confederation of Industrialists
LT	LVDK	Lietuvos verslo darbdavių konfederacija	Lithuanian Business Employers' Confederation

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LT	LPPARA	Lietuvos pramonės, prekybos ir amatų rūmų asociacija	Association of Lithuanian Chambers of Commerce, Industry and Crafts
LU	UEL	Union des Entreprises Luxembourgeoises	Union of Luxembourg Enterprises
LU	Fedil	Fedil	Business Federation Luxembourg
LU	FDA	Fédération des Artisans	Union of Craftsmen
LU	CDM	Chambres des Métiers du Grand Duché de Luxembourg	Chamber of Crafts
LU	clc	Confédération Luxembourgeoise du Commerce	Luxembourg Confederation of Trade
LV	LDDK	Latvijas Darba devēju konfederācija	Employers' Confederation of Latvia
LV	LAK	Latvijas Amatniecības kamera	Latvian Chamber of Crafts
MT	MEA	Malta Employers Association	Malta Employers Association
MT	MCCEI	Kamra Maltija tal-Kummerċ, l-Intrapriża u l-Industrija	Malta Chamber of Commerce, Enterprise and Industry
MT	ELTU	Kamra Maltija tan-Negozji Zghar u Medji	General Retailers and Traders Union
NL	VNO-NCW	Verbond Nederlandse Ondernemingen–Nederlands Christelijk Werkgeversverbond	Association Dutch Employers–Dutch Christian Employers
NL	MKB-Nederland	Midden en Kleinbedrijf Nederland	The Dutch Federation of Small and Medium-Sized Enterprises
NL	VNG	Vereniging van Nederlandse Gemeenten	Union of Dutch Municipalities
PL	PKPP-Lewiatan	Polska Konfederacja Pracodawców Prywatnych Lewiatan	Polish Confederation of Private Employers Lewiatan
PL	Pracodawcy RP	Pracodawcy Rzeczypospolitej Polskiej	Employers of Poland
PL	ZP BCC	Związek Pracodawców Business Centre Club	Employer's Association Business Centre Club
PL	ZRP	Związek Rzemiosła Polskiego	Polish Craft Association
PT	CIP	Confederação Empresarial de Portugal	Confederation of Portuguese Business
PT	CCP	Confederação do Comércio e Serviços de Portugal	Portuguese Commerce and Services Confederation

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PT	CEEP-Portugal	Associação CEEP Portugal– Serviços de Interesse Geral	Association CEEP Portugal– Services of General Interest
PT	AIP-CCI	Associação Industrial Portuguesa– Câmara de Comércio e Indústria	Portuguese Industrial Association–Chamber of Commerce and Industry
RO	PR	Patronatul Român	Romanian Employers Organisation
RO	UGIR 1903	Uniunea Generală a Industriaşilor din România 1903	General Union of Romanian Industrialists 1903
RO	CONPIROM	Confederația Patronală din Industria României	Employer Confederation of Romanian Industry
RO	UNPR	Uniunea Națională a Patronatului Român	National Union of Romanian Employers
RO	CNPR	Confederația Națională a Patronatului Român	National Confederation of Romanian Employers
RO	ACPR	Alianța Confederațiilor Patronale din România	Alliance of Romanian Employers' Confederations
RO	CNIPMMR	Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România	National Council of Private Small and Medium Enterprises
RO	UGIR	Uniunea Generală a Industriaşilor din România	General Union of Romanian Industrialists
RO	CoNPR	Consiliul Național al Patronilor din România	National Council of Romanian Employers
RO	PNR	Patronatul Național Român	Romanian National Employers
RO	CPISC	Confederația Patronala a Industriei, Serviciilor și a Comerțului	Employers Confederation for Industry, Services and Commerce
RO	UNPCPR	Uniunea Națională a Patronatelor cu Capital Privat din România	National Union of Employers with Private Capital in Romania
RO	CP CONCORDIA	Confederația Patronală CONCORDIA	CONCORDIA Employers Confederation
RO	FNPSPR	Federația Națională a Patronatelor Serviciilor Publice din România	National Employers' Federation of the Public Services Operators of Romania
SE	Svenskt Näringsliv	Svenskt Näringsliv	Confederation of Swedish Enterprise
SE	Företagarna	Företagarna	Federation of Business Owners

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SE	SALAR	Sveriges Kommuner och Landsting	Swedish Association of Local Authorities and Regions
SE	KFS	Kommunala Företagens Samorganisation	Swedish Organisation for Local Enterprises
SE	SAGE	Arbetsgivarverket	Swedish Agency for Government Employers
SE	Pacta	Arbetsgivarförbundet Pacta	Employers' Association for Local Federations of Local Authorities and Enterprises
SI	GZS	Gospodarska Zbornica Slovenije	Chamber of Commerce and Industry of Slovenia
SI	OZS	Obrtno-podjetniska zbornica Slovenije	Chamber of Craft and Small Business of Slovenia
SI	ZDOPS	Združenje delodajalcev obrti in podjetnikov Slovenije	Association of Employers in Craft and Small Business of Slovenia
SI	ZDS	Združenje delodajalcev Slovenije	Association of Employers of Slovenia
SK	AZZZ SR	Asociácia zamestnávateľských zväzov a združení Slovenskej republiky	Federation of Employers Associations of the Slovak republic
SK	RÚZ SR	Republiková únia zamestnávateľov	National Union of Employers
UK	CBI	Confederation of British Industry	Confederation of British Industry
UK	CEEP UK	CEEP UK	CEEP UK
UK	FSB	Federation of Small Business	Federation of Small Business
UK	FPB	Forum of Private Business	Forum of Private Business

**Table B1: Trade unions involved in cross-sector industrial relations – representational domains, EU28 (2013)**

	Organisation	Sectors	Employers	Occupations	Territory	Domain*
AT	ÖGB	Economy	All employers	All occupations	National	Economy-wide
AT	WdF	Economy	All employers	Managers	National	Sectional
BE	CGSLB- ACLVB	Economy	All employers	All occupations	National	Economy-wide
BE	CNC-NCK	Economy	All employers	Managers	National	Sectional
BE	CSC/ACV	Economy	All employers	All occupations	National	Economy-wide
BE	FGTB-ABVV	Economy	All employers	All occupations	National	Economy-wide
BG	CITUB	Economy	All employers	All occupations	National	Economy-wide
BG	Podkrepa CL	Economy	All employers	All occupations	National	Economy-wide

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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Occupations</b>	<b>Territory</b>	<b>Domain*</b>
CY	DEOK	Private and semi-public sectors	Private and semi-public firms	All occupations	National	Sectional
CY	PEO	Private and semi-public sectors	Private and semi-public firms	All occupations	National	Sectional
CY	SEK	Private and semi-public sectors	Private and semi-public firms	All occupations	National	Sectional
CZ	ASO ČR	Economy, except manufacturing	All employers	All occupations	National	Sectional
CZ	ČMKOS	Economy, except agriculture	All employers	All occupations	National	Sectional
DE	dbb Tarifunion	Public sector	Public employers	Public employees	National	Sectional
DE	DGB	Economy	All employers	All occupations	National	Economy-wide
DE	ULA	Economy	All employers	Managers	National	Sectional
DK	AC	Economy	All employers	University graduates	National	Sectional
DK	FTF	Economy	All employers	White-collar, except university graduates	National	Sectional
DK	LH	Private sector	All employers	Managers	National	Sectional
DK	LO	Economy, except the financial sector	All employers	All occupations, except university graduates	National	Sectional
EE	EAKL	Economy	All employers	All occupations	National	Economy-wide
EE	TALO	Economy	All employers	All occupations	National	Economy-wide
ES	CCOO	Economy	All employers	All occupations	National	Economy-wide
ES	CCP	Private sector	Private firms	Managers	National	Sectional
ES	CIG	Economy	All employers	All occupations	Galicia	Sectional
ES	CSI-F	Public sector	Public firms	All occupations	National	Sectional
ES	ELA-STV	Economy	All employers	All occupations	País Vasco	Sectional
ES	UGT	Economy	All employers	All occupations	National	Economy-wide
ES	USO	Economy	All employers	All occupations	National	Economy-wide
FI	AKAVA	Economy	All employers	University graduates	National	Sectional
FI	SAK	Economy	All employers	Blue-collar workers	National	Sectional
FI	STTK	Economy	All employers	White-collar workers	National	Sectional
FR	CFDT	Economy	All employers	All occupations	National	Economy-wide
FR	CFE-CGC	Economy	All employers	Managers	National	Sectional
FR	CFTC	Economy	All employers	All occupations	National	Economy-wide
FR	CGT	Economy	All employers	All occupations	National	Economy-wide

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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Occupations</b>	<b>Territory</b>	<b>Domain*</b>
FR	CGT-FO	Economy	All employers	All occupations	National	Economy-wide
FR	UNSA	Economy	All employers	All occupations	National	Economy-wide
EL	ADEDY	Public sector	Public employers	Civil servants	National	Sectional
EL	EASE	Economy	All employers	Managers	National	Sectional
EL	EEDE	Economy	All employers	Managers	National	Sectional
EL	GSEE	Private and semi-public sectors	Private and semi-public firms	Private employees, including in public-owned companies	National	Sectional
HR	HUS	Economy	All employers	All occupations	National	Economy-wide
HR	MATICA	Public sector (mainly)	All employers	All occupations	National	Sectional
HR	NHS	Economy	All employers	All occupations	National	Economy-wide
HR	SSSH	Economy	All employers	All occupations	National	Economy-wide
HR	URSH	Economy	All employers	All occupations	National	Economy-wide
HU	ASZSZ	Private sector	Private firms	All occupations	National	Sectional
HU	ÉSzt	Economy	All employers	All occupations	National	Economy-wide
HU	Liga	Economy	All employers	All occupations	National	Economy-wide
HU	MSZOSZ	Private sector	Private firms	All occupations	National	Sectional
HU	Munkástanácsok	Private sector	Private firms	All occupations	National	Sectional
HU	SZEF	Public sector	Public firms	All occupations	National	Sectional
IE	ICTU	Economy	All employers	All occupations	National	Economy-wide
IT	Cgil	Economy	All employers	All occupations	National	Economy-wide
IT	Cida	Economy	All employers	Managers	National	Sectional
IT	Cisal	Economy	All employers	All occupations	National	Economy-wide
IT	Cisl	Economy	All employers	All occupations	National	Economy-wide
IT	CIU Unionquadri	Economy	All employers	Managers	National	Sectional
IT	Confedir	Public sector	Public employers	Managers	National	Sectional
IT	Confsal	Economy	All employers	All occupations	National	Economy-wide
IT	Cuq	Private sector	Medium and large firms	Managers	National	Sectional
IT	Ugl	Economy	All employers	All occupations	National	Economy-wide
IT	Uil	Economy	All employers	All occupations	National	Economy-wide
IT	Usae	Economy	All employers	All occupations	National	Economy-wide
IT	Usb	Economy	All employers	All occupations	National	Economy-wide
LT	LDF	Economy	All employers	All occupations	National	Economy-wide

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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Occupations</b>	<b>Territory</b>	<b>Domain*</b>
LT	LPS ‘Solidarumas’	Economy	All employers	All occupations	National	Economy-wide
LT	LPSK	Economy	All employers	All occupations	National	Economy-wide
LU	LCGB	Economy	All employers	All occupations	National	Economy-wide
LU	OGB-L	Economy	All employers	All occupations	National	Economy-wide
LU	CGFP	Public sector	Central and local administrations	Civil servants and public employees	National	Sectional
LV	LBAS	Economy	All employers	All occupations	National	Economy-wide
MT	CMTU	Economy	All employers	All occupations	National	Economy-wide
MT	ForUM	Service sectors	All employers	Certain occupations	National	Sectional
MT	GWU	Economy	All employers	All occupations	National	Economy-wide
NL	CNV	Economy	All employers	All occupations	National	Economy-wide
NL	FNV	Economy	All employers	All occupations	National	Economy-wide
NL	MHP-De Unie	Economy	All employers	All occupations	National	Economy-wide
PL	FZZ	Economy	All employers	All occupations	National	Economy-wide
PL	NSZZ Solidarność	Economy	All employers	All occupations	National	Economy-wide
PL	OPZZ	Economy	All employers	All occupations	National	Economy-wide
PT	CGTP-IN	Economy	All employers	All occupations	National	Economy-wide
PT	UGT	Economy	All employers	All occupations	National	Economy-wide
PT	USI	Economy	All employers	All occupations	National	Economy-wide
RO	BNS	Economy	All employers	All occupations	National	Economy-wide
RO	CNS ‘Cartel Alfa’	Economy	All employers	All occupations	National	Economy-wide
RO	CNSLR Frăția	Economy	All employers	All occupations	National	Economy-wide
RO	CSDR	Economy	All employers	All occupations	National	Economy-wide
RO	CSN Meridian	Economy	All employers	All occupations	National	Economy-wide
SE	Ledarna	Economy	All employers	White-collar workers	National	Sectional
SE	LO	Economy	All employers	Blue-collar workers	National	Sectional
SE	SACO	Economy	All employers	Graduate workers	National	Sectional
SE	TCO	Economy	All employers	White-collar workers	National	Sectional
SI	KNSS	Economy	All employers	All occupations	National	Economy-wide

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	Organisation	Sectors	Employers	Occupations	Territory	Domain*
SI	Konfederacija '90	Economy	All employers	All occupations	National	Economy-wide
SI	KSJS	Public sector	Public employers	All occupations	National	Sectional
SI	PERGAM	Economy	All employers	All occupations	National	Economy-wide
SI	Solidarnost	Economy	All employers	All occupations	National	Economy-wide
SI	Združenje Manager	Economy	All employers	Managers	National	Sectional
SI	ZSSS	Economy	All employers	All occupations	National	Economy-wide
SK	KOZ SR	Economy	All employers	All occupations	National	Economy-wide
SK	NKOS	Economy	All employers	All occupations	National	Economy-wide
SK	VSOZ	Public sector	Public employers	All occupations	National	Sectional
UK	MPA	Various sectors	All employers	Managers	National	Sectional
UK	NIC ICTU	Economy	All employers	All occupations	Regional	Sectional
UK	STUC	Economy	All employers	All occupations	Regional	Sectional
UK	TUC	Economy	All employers	All occupations	Regional	Sectional

\* 'Economy-wide' refers to all-encompassing representational domains, that is including both the private sector and the public sector

Source: EIRO (2013)

**Table B2: Trade unions involved in cross-sector industrial relations – role in national cross-industry industrial relations and members, EU28 (2013)**

	Organisation	CI RD	MS CB	CI CB	Cons.	Tripartite	Bipartite	Members	EU affiliations
AT	ÖGB	Yes	Yes	Yes	Yes	No	No	n.a.	ETUC, EUROCADRES
AT	WdF	Yes	No	No	No	:	:	3,000	CEC
BE	CGSLB-ACLVB	Yes	Yes	Yes	Yes	No	Yes	274,000	ETUC, UNI Europa, EUROCADRES
BE	CNC-NCK	No	Yes	No	No	:	:	12,000	CEC
BE	CSC/ACV	Yes	Yes	Yes	Yes	No	Yes	1,182,304	ETUC, EUROCADRES
BE	FGTB-ABVV	Yes	Yes	Yes	Yes	No	Yes	1,517,538	ETUC, EUROCADRES
BG	CITUB	Yes	Yes	No	Yes	Yes	No	275,762	ETUC, EUROCADRES
BG	Podkrepa CL	Yes	Yes	No	Yes	Yes	No	88,329	ETUC, EUROCADRES
CY	DEOK	Yes	Yes	No	Yes	Yes	No	9,407	ETUC
CY	PEO	Yes	Yes	No	Yes	Yes	No	83,132	None
CY	SEK	Yes	Yes	No	Yes	Yes	No	70,322	ETUC
CZ	ASO ČR	Yes	Yes	No	Yes	Yes	No	150,000	None
CZ	ČMKOS	Yes	Yes	No	Yes	Yes	No	407,000	ETUC, EUROCADRES
DE	dbb Tarifunion	Yes	Yes	Yes	Yes	Yes	No	n.a.	CESI

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	Organisation	CI RD	MS CB	CI CB	Cons.	Tripartite	Bipartite	Members	EU affiliations
DE	DGB	Yes	Yes	Yes	Yes	Yes	0	n.a.	ETUC, EUROCADRES
DE	ULA	Yes	Yes	No	Yes	Yes	No	54,000	CEC
DK	AC	Yes	Yes	Yes	Yes	Yes	No	n.a.	ETUC, EUROCADRES, EPSU, UNI Europa
DK	FTF	Yes	Yes	Yes	Yes	Yes	No	360,000	ETUC, EUROCADRES
DK	LH	Yes	Yes	Yes	Yes	Yes	No	97,000	CEC
DK	LO	Yes	Yes	Yes	Yes	Yes	No	n.a.	ETUC, NFS (Council of Nordic Trade Unions)
EE	EAKL	Yes	Yes	Yes	Yes	No	No	30,190	ETUC, BASTUN
EE	TALO	Yes	Yes	Yes	Yes	No	No	3,143	ETUC, BASTUN, NFS, BTUC
ES	CCOO	Yes	Yes	Yes	Yes	Yes	No	1,150,000	ETUC, EUROCADRES
ES	CCP	No	Yes	No	Yes	No	:	20,220	CEC
ES	CIG	Yes	Yes	No	Yes	Yes	:	74,000	n.a.
ES	CSI-F	No	Yes	Yes	Yes	No	No	n.a.	CESI
ES	ELA-STV	Yes	Yes	No	Yes	Yes	:	109,318	ETUC
ES	UGT	Yes	Yes	Yes	Yes	Yes	No	1,200,000	ETUC, EUROCADRES
ES	USO	No	Yes	No	No	:	:	n.a.	ETUC
FI	AKAVA	Yes	Yes	Yes	Yes	Yes	No	430,000	ETUC, NFS, EUROCADRES
FI	SAK	Yes	Yes	Yes	Yes	Yes	No	728,000	ETUC, NFS, EUROCADRES
FI	STTK	Yes	Yes	Yes	Yes	Yes	No	383,818	ETUC, NFS, EUROCADRES
FR	CFDT	Yes	Yes	Yes	Yes	Yes	No	863,674	ETUC, EUROCADRES
FR	CFE-CGC	Yes	Yes	Yes	Yes	Yes	No	115,000	CEC
FR	CFTC	Yes	Yes	Yes	Yes	Yes	No	142,000	ETUC, EUROCADRES
FR	CGT	Yes	Yes	Yes	Yes	Yes	No	685,695	ETUC, EUROCADRES
FR	CGT-FO	Yes	Yes	Yes	Yes	Yes	No	300,000	ETUC, EUROCADRES
FR	UNSA	Yes	Yes	No	No	No	No	360,000	ETUC, EUROCADRES
EL	ADEDY	Yes	Yes	No	Yes	Yes	No	450,000	ETUC, EPSU
EL	EASE	No	No	No	No	:	:	471	CEC
EL	EEDE	No	No	No	No	:	:	n.a.	CEC
EL	GSEE	Yes	Yes	Yes	Yes	Yes	No	470,000	ETUC, EUROCADRES
HR	HUS	Yes	Yes	Yes	Yes	Yes	No	56,442	None
HR	MATICA	Yes	Yes	Yes	Yes	Yes	No	64,000	None
HR	NHS	Yes	Yes	Yes	Yes	Yes	No	117,000	ETUC
HR	SSSH	Yes	Yes	Yes	Yes	Yes	No	110,000	ETUC
HR	URSH	Yes	Yes	Yes	Yes	Yes	No	35,000	None
HU	ASZSZ	Yes	Yes	Yes	Yes	No	No	70,000	ETUC

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	Organisation	CI RD	MS CB	CI CB	Cons.	Tripartite	Bipartite	Members	EU affiliations
HU	ÉSzt	Yes	Yes	Yes	Yes	Yes	No	52,300	ETUC, EUROCADRES
HU	Liga	Yes	Yes	Yes	Yes	Yes	No	112,000	ETUC
HU	MSZOSZ	Yes	Yes	Yes	Yes	Yes	No	125,000	ETUC
HU	Munkástanácsok	Yes	Yes	Yes	Yes	Yes	No	50,000	ETUC
HU	SZEF	Yes	Yes	Yes	Yes	Yes	No	92,000	ETUC
IE	ICTU	Yes	Yes	Yes	Yes	Yes	No	583,054	ETUC, EUROCADRES
								2,650,528	ETUC, EUROCADRES
IT	Cgil	Yes	Yes	Yes	Yes	No	Yes		ETUC, EUROCADRES
IT	Cida	Yes	Yes	Yes	Yes	No	Yes	117,000	CEC
IT	Cisal	Yes	Yes	Yes	Yes	No	No	n.a.	CESI
								1,990,000	ETUC, EUROCADRES
IT	Cisl	Yes	Yes	Yes	Yes	No	Yes		ETUC, EUROCADRES
	CIU							n.a.	n.a.
IT	Unionquadri	Yes	Yes	Yes	Yes	No	Yes		n.a.
IT	Confedir	Yes	Yes	Yes	Yes	No	Yes	n.a.	n.a.
IT	Confisal	Yes	Yes	Yes	Yes	No	Yes	1,401,545	CESI
IT	Cuq	Yes	Yes	No	Yes	No	No	100,000	CEC
IT	Ugl	Yes	Yes	Yes	Yes	No	Yes	n.a.	n.a.
								1,328,583	ETUC, EUROCADRES
IT	Uil	Yes	Yes	Yes	Yes	No	Yes		ETUC, EUROCADRES
IT	Usae	Yes	Yes	Yes	n.a.	:	:	n.a.	n.a.
IT	Usb	Yes	Yes	Yes	Yes	No	Yes	250,000	None
LT	LDF	Yes	Yes	No	Yes	Yes	No	n.a.	ETUC, BASTUN
LT	LPS 'Solidarumas'	Yes	Yes	No	Yes	Yes	No	10,000	ETUC
LT	LPSK	Yes	Yes	No	Yes	Yes	No	56,700	ETUC
LU	LCGB	Yes	Yes	No	Yes	Yes	No	40,000	ETUC, EUROCADRES
LU	OGB-L	Yes	Yes	No	Yes	Yes	No	57,500	ETUC, EUROCADRES
LU	CGFP	Yes	Yes	No	Yes	Yes	No	28,000	CESI
LV	LBAS	Yes	Yes	Yes	Yes	Yes	No	99,284	ETUC, BTUC, BASTUN
MT	CMTU	Yes	Yes	No	Yes	Yes	No	26,896	ETUC
MT	ForUM	Yes	Yes	No	Yes	Yes	No	n.a.	ETUC
MT	GWU	Yes	Yes	Yes	Yes	Yes	No	37,488	ETUC, EUROCADRES
NL	CNV	Yes	Yes	No	Yes	Yes	Yes	n.a.	ETUC, EUROCADRES
NL	FNV	Yes	Yes	No	Yes	Yes	Yes	n.a.	ETUC, EUROCADRES
NL	MHP-De Unie	Yes	Yes	No	Yes	Yes	Yes	n.a.	ETUC, EUROCADRES
PL	FZZ	Yes	Yes	No	Yes	Yes	No	300,000	ETUC, EUROCADRES
PL	NSZZ Solidarność	Yes	Yes	No	Yes	Yes	No	562,226	ETUC, EUROCADRES
PL	OPZZ	Yes	Yes	No	Yes	Yes	No	792,503	ETUC
PT	CGTP-IN	Yes	Yes	No	Yes	Yes	No	555,500	ETUC, EUROCADRES
PT	UGT	Yes	Yes	No	Yes	Yes	No	520,000	ETUC, EUROCADRES
PT	USI	Yes	Yes	No	No	:	:	n.a.	CESI

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	Organisation	CI RD	MS CB	CI CB	Cons.	Tripartite	Bipartite	Members	EU affiliations
RO	BNS	Yes	Yes	No	Yes	Yes	No	254,527	ETUC
RO	CNS 'Cartel Alfa'	Yes	Yes	No	Yes	Yes	No	301,785	ETUC, EUROCADRES
RO	CNSLR Frăția	Yes	Yes	No	Yes	Yes	No	306,486	ETUC, EUROCADRES
RO	CSDR	Yes	Yes	No	Yes	Yes	No	200,000	ETUC, EUROCADRES
RO	CSN Meridian	Yes	Yes	No	Yes	Yes	No	320,204	CESI
SE	Ledarna	Yes	Yes	No	Yes	No	No	89,700	CEC
SE	LO	Yes	Yes	No	Yes	No	No	1,500,000	ETUC, NFS
SE	SACO	Yes	Yes	No	Yes	No	No	475,274	ETUC, EUROCADRES
SE	TCO	Yes	Yes	No	Yes	No	No	968,866	ETUC, EUROCADRES
SI	KNSS	Yes	Yes	Yes	Yes	Yes	No	n.a.	None
SI	Konfederacija '90	Yes	Yes	Yes	Yes	Yes	No	25,000	None
SI	KSJS	Yes	Yes	Yes	Yes	Yes	No	74,000	None
SI	PERGAM	Yes	Yes	Yes	Yes	Yes	No	72,000	ETUC: indirectly through UNI Europa, IndustriALL
SI	Solidarnost	Yes	Yes	Yes	Yes	Yes	No	n.a.	None
SI	Združenje Manager	No	Yes	No	Yes	No	No	1,200	CEC
SI	ZSSS	Yes	Yes	Yes	Yes	Yes	No	250,000	ETUC
SK	KOZ SR	Yes	Yes	Yes	Yes	Yes	No	300,000	ETUC
SK	NKOS	Yes	Yes	Yes	No	:	:	11,000	None
SK	VSOZ	Yes	Yes	Yes	No	:	:	5,400	Eurofedop
UK	MPA	Yes	Yes	No	No	:	:	n.a.	CEC
UK	NIC ICTU	Yes	Yes	No	Yes	No	No	215,000	ETUC: indirectly through ICTU
UK	STUC	Yes	Yes	No	Yes	No	No	632,253	None
UK	TUC	Yes	Yes	Yes	Yes	Yes	No	6,000,000	ETUC, EUROCADRES

**Notes:**

*CI RD = Cross-industry representational domain; the union represents workers in at least two sectors or more;*

*MS CB = multi sector collective bargaining; the union takes part directly or through its affiliates in collective bargaining in at least two sectors or more*

*CI CB = cross-industry collective bargaining; the union participates directly in cross-industry collective bargaining;*

*Cons. = Consultation.*

*Source: EIRO (2013)*

**Table C1: Employer associations involved in cross-sector industrial relations – representational domains, EU28 (2013)**

	Organisation	Sectors	Employers	Territory	Domain*
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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Territory</b>	<b>Domain*</b>
AT	WKO	Private sector except agriculture, energy supply and liberal professions	Private firms	National	Sectional
AT	IV	Industry	Private firms	National	Sectional
AT	VÖWG	Services of General Interest	Services of General Interest firms	National	Sectional
BE	FEB/VBO	Private sector	Private firms	National	Encompassing
BE	UCM	Private sector	SMEs and self-employed	Regional (Bruxelles and Wallonie)	Sectional
BE	UNIZO	Private sector	SMEs	Regional (Brusseles and Flanders)	Sectional
BE	UNISOC	Non-profit sector	Non-profit firms	National	Sectional
BE	UNIPSO	Non-profit sector	Non-profit firms	Regional (Wallonie, French- and German-speaking communities)	Sectional
BG	BIA	Private sector	Private firms and SMEs	National	Encompassing
BG	BICA	Private sector	Private firms	National	Encompassing
BG	CEIBG	Private sector	Cooperatives and SMEs	National	Sectional
BG	BCCI	Private sector	Private firms and SMEs	National	Encompassing
BG	UPEE	Private sector	SMEs	National	Sectional
CY	CCCI	Private sector	Private firms	National	Encompassing
CY	OEB	Private sector	Private firms	National	Encompassing
CZ	SP ČR	Private sector excluding culture, education, health services, construction, textile and leather industries	Private firms	National	Sectional
CZ	KZPS ČR	Private and public sectors, weak in industry	Private firms, public administrations, cooperatives	National	Sectional
CZ	AMSP-ČR	Private sector, except retail, tourism (hotels, restaurants, etc.), manufacturing of food and drinks	Private firms	National	Sectional
CZ	HK ČR	Private sector	Private firms	National	Encompassing
DE	BDA	Private sector	Private firms	National	Encompassing
DE	ZDH and UDH	Crafts	Crafts firms	National	Sectional
DE	bvöD	Public service sector	Public service employers	National	Sectional
DE	TdL	Local government sector	Local governments	National	Sectional
DE	VKA	Local government sector	Local governments	National	Sectional
DK	DA	Private non-financial sector	Private firms	National	Sectional
DK	Moderniserings styrelsen	State sector	Central administrations	National	Sectional
DK	KL	Local government sector	Local governments	National	Sectional
DK	Danske Regioner	Local government sector	Local governments	National	Sectional

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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Territory</b>	<b>Domain*</b>
DK	HVR	Private sector	SMEs	National	Sectional
EE	ETTK	Private sector	Private firms	National	Encompassing
EE	ESIA	Private service sector	Private firms	National	Sectional
EE	EVEA	Private sector	Firms employing up to 250 people	National	Sectional
EE	ECCI	Private sector	Private firms	National	Encompassing
EE	ESEA	Private sector	Private firms	National	Encompassing
ES	CEOE	Private sector	Private firms, except SMEs	National	Sectional
ES	CEPYME	Private sector	SMEs	National	Sectional
ES	CEAT	Private sector	Self-employed	National	Sectional
ES	PIMEC	Private sector	SMEs	Catalunya	Sectional
ES	PIMEB	Private sector	SMEs	Balearic Islands	Sectional
FI	EK	Private sector	Private firms	National	Encompassing
FI	KT	Local government sector	Local governments	National	Sectional
FI	VTML	State sector	Central administrations	National	Sectional
FI	SY/FFE	Private sector	SMEs	National	Sectional
FI	KiT	Religious ONGs	Lutherian Church of Finland	National	Sectional
FR	MEDEF	Private sector	Private firms	National	Encompassing
FR	CGPME	Private sector	SMEs	National	Sectional
FR	UPA	Private sector	Crafts firms	National	Sectional
FR	UNAPL	Private sector	Liberal professions	National	Sectional
FR	APCMA	Private sector	Crafts firms	National	Sectional
FR	CEEP France	Multi-sector (local public firms, social housing firms, public utilities, services of general interest)	All firms	National	Sectional
EL	SEV	Private sector	Private firms	National	Encompassing
EL	GSEVEE	Private sector	Crafts firms	National	Sectional
EL	KEDEO	Services of General Interest	Services of General Interest firms	National	Sectional
HR	HUP	Private sector	Private firms	National	Encompassing
HR	HOK	Crafts sector	Crafts firms	National	Sectional
HU	ÁFEOSZ-KÉSZ	Private services	Private firms	National	Sectional
HU	KISZOSZ	Commerce and HORECA	SMEs and self-employed	National	Sectional
HU	OKISZ	Agriculture and mining	Domestic private firms	National	Sectional
HU	IPOSZ	Crafts and services	SMEs and individual entrepreneurs	National	Sectional
HU	MGYOSZ	Private sector, except agriculture	Private firms	National	Sectional
HU	STRATOSZ	Public utilities	Large firms	National	Sectional
HU	VOSZ	Private sector	Private firms	National	Encompassing
IE	IBEC	Private sector	Private firms	National	Encompassing
IE	SFA	Private sector	SMEs	National	Sectional
IE	ISME	Private sector	SMEs	National	Sectional
IT	Aran	Public sector	Public employers	National	Encompassing
IT	Confindustria	Private sector	Private firms	National	Encompassing
IT	Confapi	Private sector	SMEs	National	Sectional

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	<b>Organisation</b>	<b>Sectors</b>	<b>Employers</b>	<b>Territory</b>	<b>Domain*</b>
IT	Confesercenti	Private service sector	Private firms	National	Sectional
IT	Confcommercio	Private service sector	Private firms	National	Sectional
IT	Confartigianato	Crafts sector	SMEs	National	Sectional
IT	Cna	Crafts sector	SMEs	National	Sectional
IT	Claai	Crafts sector	SMEs	National	Sectional
IT	Casartigiani	Crafts sector	SMEs	National	Sectional
IT	Agci	Private sector	Cooperatives	National	Sectional
IT	Legacoop	Private sector	Cooperatives	National	Sectional
IT	Confcooperative	Private sector	Cooperatives	National	Sectional
IT	Unci	Private sector	Cooperatives	National	Sectional
IT	Federterziario	Private sector	Private firms	National	Encompassing
IT	Confservizi	Local public services	Local public service firms	National	Sectional
LT	LPK	Private sector	Private firms	National	Encompassing
LT	LVDK	Private sector	Private firms	National	Encompassing
LT	LPPARA	Private sector	Private firms	National	Encompassing
LU	UEL	Private sector	Private firms	National	Encompassing
LU	Fedil	Private manufacturing and service sectors	Private firms	National	Sectional
LU	FDA	Craft and service sectors	Private firms	National	Sectional
LU	CDM	Private sector	Private firms	National	Encompassing
LU	clc	Commerce and services	Private firms	National	Sectional
LV	LDDK	Private sector	Private firms	National	Encompassing
LV	LAK	Crafts sector	Crafts firms	National	Sectional
MT	MEA	Private sector	Private firms	National	Encompassing
MT	MCCEI	Private sector	Private firms	National	Encompassing
MT	GRTU	Private service sector	SMEs and self-employed	National	Sectional
NL	VNO-NCW	Private sector	Private firms	National	Encompassing
NL	MKB-Nederland	Private sector	SMEs	National	Sectional
NL	VNG	Public sector	Municipalities	National	Sectional
PL	PKPP-Lewiatan	Private sector	Private firms	National	Encompassing
PL	Pracodawcy RP	Private sector	Private firms	National	Encompassing
PL	ZP BCC	Private sector	Private firms	National	Encompassing
PL	ZRP	Crafts sector	Crafts firms	National	Sectional
PT	CIP	Private sector	Private firms	National	Encompassing
PT	CCP	Private service sector	Private firms	National	Sectional
PT	CEEP-Portugal	Services of General Interest	Services of General Interest firms	National	Sectional
PT	AIP-CCI	Private sector	Private firms	National	Encompassing
RO	PR	Private sector	Private firms	National	Encompassing
RO	UGIR 1903	Private sector	Private firms	National	Encompassing
RO	CONPIROM	Private sector	Private firms	National	Encompassing
RO	UNPR	Private sector	Private firms	National	Encompassing
RO	CNPR	Private sector	Private firms	National	Encompassing
RO	ACPR	Private sector	Private firms	National	Encompassing

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	Organisation	Sectors	Employers	Territory	Domain*
RO	CNIPMMR	Private sector	SMEs	National	Sectional
RO	UGIR	Private sector	Private firms	National	Encompassing
RO	CoNPR	Private sector	Private firms	National	Encompassing
RO	PNR	Private sector	Private firms	National	Encompassing
RO	CPISC	Private sector	Private firms	National	Encompassing
RO	UNPCPR	Private sector	Private firms	National	Encompassing
RO	CP CONCORDIA	Private sector	Private firms	National	Encompassing
RO	FNPSPR	Public service sector	Public service employers	National	Sectional
SE	Svenskt Näringsliv	Private sector	Private firms	National	Encompassing
SE	Företagarna	Private sector	Private firms	National	Encompassing
SE	SALAR	Local government sector	Local governments	National	Sectional
SE	KFS	Local enterprise sector, except health	Private firms	National	Sectional
SE	SAGE	State sector	Central administrations	National	Sectional
SE	Pacta	Private sector, excluding manufacturing, agri-food, retail, finance, HORECA	Private firms	National	Sectional
SI	GZS	Private sector	Private firms	National	Encompassing
SI	OZS	Private sector	SMEs and crafts	National	Sectional
SI	ZDOPS	Private sector	SMEs and crafts	National	Sectional
SI	ZDS	Private sector	Private firms	National	Encompassing
SK	AZZZ SR	Private sector	Private firms	National	Encompassing
SK	RÚZ SR	Private sector	Private firms	National	Encompassing
UK	CBI	Private sector	Private firms	National	Encompassing
UK	CEEP UK	Services of General Interest	Services of General Interest firms	National	Sectional
UK	FSB	Private sector	SMEs	National	Sectional
UK	FPB	Private sector	SMEs	Regional	Sectional

\*'Encompassing' refers to representational domains including either the whole private sector or the whole public sector

Source: EIRO (2013)

**Table C2: Employer associations involved in cross-sector industrial relations – role in national cross-industry industrial relations, EU28 (2013)**

	Organisation	CI RD	MS CB	CI CB	Consultation	Tripartite	Bipartite
AT	WKO	Yes	Yes	Yes	Yes	No	No
AT	IV	Yes	No	No	Yes	No	No
AT	VÖWG	Yes	No	No	Yes	No	No
BE	FEB/VBO	Yes	Yes	Yes	Yes	No	Yes
BE	UCM	Yes	Yes	No	Yes	No	Yes
BE	UNIZO	Yes	Yes	No	Yes	No	Yes
BE	UNISOC	No	Yes	No	Yes	No	Yes
BE	UNIPSO	No	Yes	No	Yes	No	Yes
BG	BIA	Yes	Yes	No	Yes	Yes	No
BG	BICA	Yes	Yes	No	Yes	Yes	No
BG	CEIBG	Yes	Yes	No	Yes	Yes	No

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	Organisation	CI RD	MS CB	CI CB	Consultation	Tripartite	Bipartite
BG	BCCI	Yes	Yes	No	Yes	Yes	No
BG	UPEE	No	Yes	No	Yes	No	No
CY	CCCI	Yes	Yes	No	Yes	Yes	No
CY	OEB	Yes	Yes	No	Yes	Yes	No
CZ	SP ČR	Yes	Yes	No	Yes	Yes	No
CZ	KZPS ČR	Yes	Yes	No	Yes	Yes	No
CZ	AMSP-ČR	Yes	Yes	No	Yes	No	No
CZ	HK ČR	No	Yes	No	Yes	No	No
DE	BDA	Yes	Yes	No	Yes	Yes	No
DE	ZDH and UDH	Yes	Yes	No	Yes	Yes	No
DE	bvöd	Yes	Yes	No	Yes	No	No
DE	TdL	Yes	Yes	Yes	No	:	:
DE	VKA	Yes	Yes	Yes	Yes	No	No
DK	DA	Yes	Yes	No	Yes	Yes	No
DK	Moderniseringsstyrelsen	Yes	Yes	Yes	Yes	Yes	No
DK	KL	Yes	Yes	Yes	Yes	Yes	No
DK	Danske Regioner	Yes	Yes	Yes	Yes	Yes	No
DK	HVR	Yes	No	No	Yes	Yes	No
EE	ETTK	Yes	Yes	Yes	Yes	No	No
EE	ESIA	Yes	Yes	No	Yes	No	No
EE	EVEA	No	Yes	No	Yes	No	No
EE	ECCI	No	Yes	No	Yes	No	No
EE	ESEA	No	Yes	No	Yes	No	No
ES	CEOE	Yes	Yes	Yes	Yes	Yes	No
ES	CEPYME	Yes	Yes	Yes	Yes	Yes	No
ES	CEAT	No	Yes	No	n.a.	:	:
ES	PIMEC	Yes	Yes	Yes	Yes	Yes	:
ES	PIMEB	Yes	Yes	No	n.a.	:	:
FI	EK	Yes	Yes	Yes	Yes	Yes	No
FI	KT	Yes	Yes	Yes	Yes	Yes	No
FI	VTML	Yes	Yes	Yes	Yes	Yes	No
FI	SY/FFE	Yes	No	No	Yes	Yes	No
FI	KiT	No	No	Yes	Yes	Yes	No
FR	MEDEF	Yes	Yes	Yes	Yes	Yes	No
FR	CGPME	Yes	Yes	Yes	Yes	Yes	No
FR	UPA	Yes	Yes	Yes	Yes	Yes	No
FR	UNAPL	Yes	No	No	Yes	Yes	No
FR	APCMA	Yes	Yes	No	Yes	No	No
FR	CEEP France	Yes	Yes	No	Yes	Yes	No
EL	SEV	Yes	Yes	Yes	Yes	Yes	No
EL	GSEVEE	Yes	Yes	Yes	Yes	Yes	No
EL	KEDEO	No	No	No	No	:	:
HR	HUP	Yes	Yes	No	Yes	Yes	No
HR	HOK	Yes	Yes	No	Yes	No	No
HU	ÁFEOSZ-KÉSZ	Yes	Yes	Yes	Yes	Yes	No
HU	KISZOSZ	No	Yes	Yes	Yes	No	No
HU	OKISZ	Yes	Yes	Yes	Yes	No	No
HU	IPOSZ	Yes	Yes	Yes	Yes	No	No
HU	MGYOSZ	Yes	Yes	Yes	Yes	Yes	No
HU	STRATOSZ	Yes	Yes	Yes	Yes	No	No
HU	VOSZ	Yes	Yes	Yes	Yes	Yes	No
IE	IBEC	Yes	Yes	No	Yes	Yes	No
IE	SFA	No	No	No	Yes	No	No
IE	ISME	Yes	No	No	No	:	:

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	Organisation	CI RD	MS CB	CI CB	Consultation	Tripartite	Bipartite
IT	Aran	Yes	Yes	Yes	No	:	:
IT	Confindustria	Yes	Yes	Yes	Yes	No	Yes
IT	Confapi	Yes	Yes	Yes	Yes	No	No
IT	Confesercenti	Yes	Yes	Yes	Yes	No	Yes
IT	Confcommercio	Yes	Yes	Yes	Yes	No	No
IT	Confartigianato	Yes	Yes	Yes	Yes	No	Yes
IT	Cna	Yes	Yes	Yes	Yes	No	Yes
IT	Claai	Yes	Yes	Yes	n.a.	:	:
IT	Casartigiani	Yes	Yes	Yes	Yes	No	Yes
IT	Agci	Yes	Yes	Yes	Yes	No	No
IT	Legacoop	Yes	Yes	Yes	Yes	No	Yes
IT	Confcooperative	Yes	Yes	Yes	Yes	No	Yes
IT	Unci	Yes	Yes	No	n.a.	:	:
IT	Federterziario	Yes	Yes	No	n.a.	:	:
IT	Confservizi	Yes	Yes	Yes	Yes	No	Yes
LT	LPK	Yes	Yes	No	Yes	Yes	No
LT	LVDK	Yes	Yes	No	Yes	Yes	No
LT	LPPARA	Yes	Yes	No	Yes	Yes	No
LU	UEL	Yes	Yes	No	Yes	Yes	No
LU	Fedil	Yes	Yes	No	Yes	Yes	No
LU	FDA	Yes	Yes	No	Yes	Yes	No
LU	CDM	Yes	Yes	No	Yes	Yes	No
LV	LDDK	Yes	Yes	Yes	Yes	Yes	No
LV	LAK	Yes	No	No	No	:	:
LU	clc	Yes	Yes	No	Yes	Yes	No
MT	MEA	Yes	Yes	No	Yes	Yes	No
MT	MCCEI	Yes	No	No	Yes	Yes	No
MT	GRTU	Yes	No	No	Yes	Yes	No
NL	VNO-NCW	Yes	Yes	No	Yes	Yes	Yes
NL	MKB-Nederland	Yes	Yes	No	Yes	Yes	Yes
NL	VNG	No	No	No	Yes	No	No
PL	PKPP-Lewiatan	Yes	Yes	No	Yes	Yes	No
PL	Pracodawcy RP	Yes	Yes	No	Yes	Yes	No
PL	ZP BCC	Yes	Yes	No	Yes	Yes	No
PL	ZRP	Yes	Yes	No	Yes	Yes	No
PT	CIP	Yes	Yes	No	Yes	Yes	No
PT	CCP	Yes	Yes	No	Yes	Yes	No
PT	CEEP-Portugal	Yes	No	No	No	:	:
PT	AIP-CCI	Yes	Yes	No	No	:	:
RO	PR	Yes	Yes	No	Yes	Yes	No
RO	UGIR 1903	Yes	Yes	No	Yes	Yes	No
RO	CONPIROM	Yes	Yes	No	Yes	Yes	No
RO	UNPR	Yes	Yes	No	Yes	Yes	No
RO	CNPR	Yes	Yes	No	Yes	Yes	No
RO	ACPR	Yes	Yes	No	Yes	Yes	No
RO	CNIPMMR	Yes	Yes	No	Yes	Yes	No
RO	UGIR	Yes	Yes	No	Yes	Yes	No
RO	CoNPR	Yes	Yes	No	Yes	Yes	No
RO	PNR	Yes	Yes	No	Yes	Yes	No
RO	CPISC	Yes	Yes	No	Yes	Yes	No
RO	UNPCPR	Yes	Yes	No	Yes	Yes	No
RO	CP CONCORDIA	Yes	Yes	No	Yes	Yes	No
RO	FNPSPR	Yes	Yes	No	Yes	Yes	No
SE	Svenskt Näringsliv	Yes	Yes	No	Yes	No	No
SE	Företagarna	Yes	No	No	Yes	No	No

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	Organisation	CI RD	MS CB	CI CB	Consultation	Tripartite	Bipartite
SE	SALAR	Yes	Yes	No	Yes	No	No
SE	KFS	Yes	Yes	No	Yes	No	No
SE	SAGE	Yes	Yes	No	Yes	No	No
SE	Fastigo	No	No	No	No	:	:
SE	Pacta	Yes	Yes	No	No	:	:
SI	GZS	Yes	Yes	Yes	Yes	Yes	No
SI	OZS	Yes	Yes	Yes	Yes	Yes	No
SI	ZDOPS	Yes	Yes	Yes	Yes	Yes	No
SI	ZDS	Yes	Yes	Yes	Yes	Yes	No
SK	AZZZ SR	Yes	Yes	No	Yes	Yes	No
SK	RÚZ SR	Yes	Yes	No	Yes	Yes	No
UK	CBI	Yes	Yes	No	Yes	Yes	No
UK	CEEP UK	Yes	Yes	No	Yes	No	No
UK	FSB	Yes	Yes	No	Yes	No	No
UK	FPB	Yes	Yes	No	Yes	No	No

*Notes: CI RD = Cross-industry representational domain; the employer association represents firms in at least two sectors or more;*

*MS CB = multi sector collective bargaining; the employer association takes part directly or through its affiliates in collective bargaining in at least two sectors or more;*

*CI CB = cross-industry collective bargaining; the employer association participates directly in cross-industry collective bargaining*

*Source: EIRO (2013)*

**Table C3: Employer associations involved in cross-sector industrial relations – type of membership and members, EU28 (2013)**

	Organisation	Membership	Member firms	Employees covered	EU affiliations
AT	WKO	Mandatory	439,477	2,257,417	UEAPME, Eurochambres
AT	IV	Voluntary	4,200	n.a.	BUSINESSEUROPE
AT	VÖWG	Voluntary	110	100,000	CEEP
BE	FEB/VBO	Voluntary	50,000	2,000,000	BUSINESSEUROPE
BE	UCM	Voluntary	70,000	n.a.	UEAPME
BE	UNIZO	Voluntary	87,500	n.a.	UEAPME
BE	UNISOC	Voluntary	27,428	659,454	CEEP
BE	UNIPSO	Voluntary	9,000	190,000	CEEP
BG	BIA	Voluntary	13,082	644,723	BUSINESSEUROPE
BG	BICA	Voluntary	6,616	335,085	CEEP
BG	CEIBG	Voluntary	5,336	504,984	None
BG	BCCI	Voluntary	21,977	665,714	AECCI
BG	UPEE	Voluntary	4,646	152,840	UEAPME
CY	CCCI	Voluntary	n.a.	n.a.	UEAPME, Eurochambres, Eurocommerce
CY	OEB	Voluntary	6,000	130,000	BUSINESSEUROPE
CZ	SP ČR	Voluntary	1,550	800,000	BUSINESSEUROPE
CZ	KZPS ČR	Voluntary	23,000	982,000	None
CZ	AMSP-ČR	Voluntary	254,000	240,000	None (formerly UEAPME, affiliation terminated as for 31/12/2012)
CZ	HK ČR	Voluntary	14,000	n.a.	None (formerly UEAPME, affiliation terminated as for 31/12/2012)
DE	BDA	Voluntary	1,000,000	20,000,000	BUSINESSEUROPE

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	Organisation	Membership	Member firms	Employees covered	EU affiliations
DE	ZDH and UDH	Voluntary	1,150,000	5,100,000	UEAPME
DE	bvöD	Voluntary	6,000	500,000	CEEP
DE	TdL	Voluntary	15	750,000	CEEP
DE	VKA	Voluntary	100,000	2,280,000	CEEP
DK	DA	Voluntary	25,000	771,000	BUSINESSEUROPE
DK	Moderniseringsstyrelsen	Mandatory	1,400	184,000	CEEP
DK	KL	Mandatory	98	524,000	CEEP, CEMR, CLRAE
DK	Danske Regioner	Mandatory	5	139,000	CEEP, CEMR, CLRAE, HOPE, HOSPEEM, Council of Europe (Local and Regional Authorities)
DK	HVR	Voluntary	20,000	n.a.	UEAPME
EE	ETTK	Voluntary	1,500	145,000	BUSINESSEUROPE
EE	ESIA	Voluntary	200	14,000	None
EE	EVEA	Voluntary	1,000	n.a.	UEAPME
EE	ECCI	Voluntary	3,200	n.a.	n.a.
EE	ESEA	Voluntary	n.a.	n.a.	n.a.
ES	CEOE	Voluntary	1,200,000	12,000,000	BUSINESSEUROPE
ES	CEPYME	Voluntary	1,200,000	n.a.	UEAPME
ES	CEAT	Voluntary	n.a.	n.a.	UEAPME
ES	PIMEC	Voluntary	n.a.	n.a.	UEAPME
ES	PIMEB	Voluntary	8,920	37,353	UEAPME
FI	EK	Voluntary	16,000	950,000	BUSINESSEUROPE
FI	KT	Mandatory	481	441,000	CEEP, CEMR-EP, HOSPEEM, EFEE
FI	VTML	Mandatory	140	83,000	CEEP, Nordic Council
FI	SY/FFE	Voluntary	115,000	450,000	UEAPME
FI	KiT	Mandatory	300	21,000	CEEP
FR	MEDEF	Voluntary	780,000	n.a.	BUSINESSEUROPE
FR	CGPME	Voluntary	n.a.	n.a.	UEAPME
FR	UPA	Voluntary	n.a.	n.a.	UEAPME
FR	UNAPL	Voluntary	n.a.	n.a.	CEPLIS
FR	APCMA	Mandatory	1,069,000	3,100,000	UEAPME
FR	CEEP France	Voluntary	32	n.a.	CEEP
EL	SEV	Voluntary	n.a.	n.a.	BUSINESSEUROPE
EL	GSEVEE	Voluntary	120,000	250,000	UEAPME
EL	KEDEO	Voluntary	31	n.a.	CEEP
HR	HUP	Voluntary	5,584	394,739	BUSINESSEUROPE, UEAPME
HR	HOK	Mandatory	83,714	188,871	UEAPME
HU	ÁFEOSZ-KÉSZ	Voluntary	8,300	n.a.	Eurocoop
HU	KISZOSZ	Voluntary	40,000	250,000	UEAPME
HU	OKISZ	Voluntary	1,951	27,415	UEAPME
HU	IPOSZ	Voluntary	60,000	200,000	UEAPME
HU	MGYOSZ	Voluntary	6,000	1,200,000	BUSINESSEUROPE
HU	STRATOSZ	Voluntary	10,000	100,000	CEEP
HU	VOSZ	Voluntary	53,000	n.a.	Eurocommerce
IE	IBEC	Voluntary	7,500	n.a.	BUSINESSEUROPE
IE	SFA	Voluntary	8,000	n.a.	UEAPME
IE	ISME	Voluntary	8,750	n.a.	UEAPME
IT	Aran	Mandatory	20,000	2,700,000	CEEP, EFEE, HOSPEEM
IT	Confindustria	Voluntary	149,288	5,516,975	BUSINESSEUROPE
IT	Confapi	Voluntary	120,000	2,300,000	UEAPME
IT	Confesercenti	Voluntary	352,666	600,000	UEAPME

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	Organisation	Membership	Member firms	Employees covered	EU affiliations
IT	Confcommercio	Voluntary	700,000	2,800,000	Eurocommerce
IT	Confartigianato	Voluntary	700,000	n.a.	UEAPME
IT	Cna	Voluntary	371,000	2,000,000	UEAPME
IT	Claii	Voluntary	n.a.	n.a.	n.a.
IT	Casartigiani	Voluntary	n.a.	n.a.	n.a.
IT	Agci	Voluntary	7,832	91,000	Cooperatives Europe, CECOP
IT	Legacoop	Voluntary	15,000	n.a.	Cooperatives Europe, CECOP
IT	Confcooperative	Voluntary	20,358	544,400	Cooperatives Europe, CECOP
IT	Unci	Voluntary	n.a.	n.a.	n.a.
IT	Federterziario	Voluntary	n.a.	n.a.	n.a.
IT	Confservizi	Voluntary	843	189,000	CEEP
LT	LPK	Voluntary	2,105	169,000	BUSINESSEUROPE
LT	LVDK	Voluntary	1,800	n.a.	UEAPME
LT	LPPARA	Voluntary	1,500	132,000	Eurochambres
LU	UEL	Voluntary	n.a.	n.a.	Not applicable*
LU	Fedil	Voluntary	550	110,000	BUSINESSEUROPE
LU	FDA	Voluntary	2,700	n.a.	UEAPME
LU	CDM	Mandatory	6,000	80,000	UEAPME
LU	clc	Voluntary	11,000	60,000	None
LV	LDDK	Voluntary	5,000	255,000	BUSINESSEUROPE
LV	LAK	Voluntary	n.a.	n.a.	UEAPME
MT	MEA	Voluntary	400	50,000	CEEP
MT	MCCEI	Voluntary	1,300	35,000	BUSINESSEUROPE, Eurochambres
MT	GRTU	Voluntary	7,973	n.a.	UEAPME
NL	VNO-NCW	Voluntary	115,000	4,300,000	BUSINESSEUROPE
NL	MKB-Nederland	Voluntary	150,000	n.a.	UEAPME
NL	VNG	Voluntary	508	170,000	CEEP, CEMR
PL	PKPP-Lewiatan	Voluntary	3,700	750,000	BUSINESSEUROPE
PL	Pracodawcy RP	Voluntary	7,500	4,000,000	CEEP
PL	ZP BCC	Voluntary	716	353,804	None
PL	ZRP	Voluntary	n.a.	700,000	UEAPME
PT	CIP	Voluntary	80,000	1,000,000	BUSINESSEUROPE
PT	CCP	Voluntary	200,000	1,200,000	Eurocommerce
PT	CEEP-Portugal	Voluntary	30	n.a.	CEEP
PT	AIP-CCI	Voluntary	n.a.	n.a.	BUSINESSEUROPE, UEAPME
RO	PR	Voluntary	2,329	303,431	None
RO	UGIR 1903	Voluntary	n.a.	n.a.	CEEP
RO	CONPIROM	Voluntary	n.a.	n.a.	None
RO	UNPR	Voluntary	n.a.	n.a.	None (formerly partner of SME Union, now disbanded)
RO	CNPR	Voluntary	6,513	n.a.	None
RO	ACPR	Voluntary	n.a.	n.a.	BUSINESSEUROPE
RO	CNIPMMR	Voluntary	n.a.	n.a.	UEAPME
RO	UGIR	Voluntary	n.a.	n.a.	None
RO	CoNPR	Voluntary	n.a.	n.a.	None
RO	PNR	Voluntary	n.a.	n.a.	None
RO	CPISC	Voluntary	n.a.	n.a.	None
RO	UNPCPR	Voluntary	n.a.	n.a.	None
RO	CP CONCORDIA	Voluntary	n.a.	n.a.	None
RO	FNPSPR	Voluntary	n.a.	n.a.	CEEP
SE	Svenskt Näringsliv	Voluntary	60,000	1,700,000	BUSINESSEUROPE
SE	Företagarna	Voluntary	70,000	320,000	UEAPME

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	Organisation	Membership	Member firms	Employees covered	EU affiliations
SE	SALAR	Voluntary	310	1,000,000	CEEP, CEMR-EP, HOSPEEM, EFEE
SE	KFS	Voluntary	578	32,300	CEEP
SE	SAGE	Mandatory	250	250,000	CEEP, EFEE
SE	Pacta	Voluntary	590	52,000	CEEP
SI	GZS	Voluntary	9,600	200,000	Eurochambres
SI	OZS	Voluntary	51,651	96,880	UEAPME
SI	ZDOPS	Voluntary	20,000	97,000	None
SI	ZDS	Voluntary	1,400	n.a.	BUSINESSEUROPE
SK	AZZZ SR	Voluntary	5,000	330,000	None
SK	RÚZ SR	Voluntary	1,300	230,000	BUSINESSEUROPE
UK	CBI	Voluntary	240,000	7,000,000	BUSINESSEUROPE
UK	CEEP UK	Voluntary	22	5,000,000	CEEP
UK	FSB	Voluntary	200,000	1,120,000	European Small Business Alliance
UK	FPB	Voluntary	18,000	150,000	None (formerly part of UEAPME)

*Note: \*Since June 2000, UEL has included a number of employer associations covering the private sector including clc, Fedil, FDA and CDM. The other members of UEL are sectoral organisations (Association des Banques et Banquiers Luxembourg, ABBL; Association des Compagnies d'Assurances, A.C.A; Fédération Nationale des Hôteliers, Restaurateurs et Cafetiers du Grand-Duché de Luxembourg (Horesca) and the Chamber of Commerce. UEL is involved in cross-industry social dialogue and can sign agreements at cross-industry level, including transposition of European Directives and European framework agreements signed by the EU-level social partners. For instance, UEL signed cross-industry agreements on harassment and violence at work (2009), on telework (2011) and on inclusive labour markets (2012)*

*Source: EIRO (2013)*

**Table D1: Cross-industry collective bargaining, EU28 (2013)**

	Private sector	Public sector	Economy-wide	Notes
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	<b>Private sector</b>	<b>Public sector</b>	<b>Economy-wide</b>	<b>Notes</b>
AT	Rare. Signatories: WKO and OGB. Framework agreements. Signatories: sectoral sections of WKO and union federations			National general agreements (Generalkollektivverträge) can be concluded on very specific issues between the WKO and the OGB. They are extremely rare and they concern very important issues, for instance, the reduction of the working week to 40 hours in 1969 or the calculation of vacation pay upon the implementation of the Holiday Act in 1978). They cover in practice all of the private sector. In addition, framework agreements (Rahmenkollektivverträge) can be signed at intersectoral level for sectors with large similarities, for instance for the whole manufacturing sector, and they set basic terms of employment which can then be supplemented and specified by industry level deals (Zusatzkollektivverträge). However, they are signed by the sectoral union federations and the WKO subsections, rather than by the peak organisations directly
BE	Biennial negotiations on wage issues. Signatories: FEB/VBO, Boerenbond, and CGSLB/ACLVB, FGVB/ABVV, CSC/ACV	No	No	Every two years, social partners negotiate the cross-sectoral agreements in which, wage issues are discussed. The Government implements it within the Belgian law. The latest cross-sectoral negotiations for 2011-2012 failed and no agreement was reached between the parties. As a consequence, the government proceeded unilaterally, by taking into considerations the Social Partners' positions emerged during the negotiations
BG	Minimum wages are negotiate annually within the NTC, but the final decision pertains to the government	No	No	Minimum wages are negotiate annually within the NTC, but the final decision pertains to the government

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	Private sector	Public sector	Economy-wide	Notes
DE	No	Yes, in the public sector. Signatories: VKA and ver.di and Dbb Tarifunion; TdL and ver.di, GEW, GdP, Dbb Tarifunion (federal states except Hesse covered by a separate agreement)	No	
DK	No	Yes, in the public sector. KTO is a bargaining association made prevalently of unions affiliated to FTF and some independent organisations, including LH. Signatories: Moderniseringsstyrelsen and CFU (State); KL and KTO, KL and Sundhedskartellet (Local administrations); Danish Regions and KTO, AC, SHK, and FOA (Regions); Moderniseringsstyrelsen, KL, Danish Regions and AC (Academic graduates)	No	
EE	Yes, on minimum wage. Signatories: ETTK and EAKL	Yes, on minimum wage. Signatories: TALO and The Ministry of Culture (for culture workers)		The National minimum wage agreement is signed annually since 1992. Culture workers are covered by an additional agreement since 2011
ES	Yes. Signatories: CEOE, CEPYME, CCOO and UGT	Yes, in the public sector. Signatories: The government, CCOO, UGT and CSI-F		General framework agreements signed since 2010 for the whole private sector which include wage guidelines. Both national and territorial (comunidades). Territorial agreements are on qualitative elements and must respect national ones. Public sector agreements are inter-sectoral as they cover multiple NACE sectors
FI	Yes. Signatories: EK, KT, VTML, KiT and SAK, STTK, AKAVA			The central framework agreement (FA) covers almost the whole Finnish economy (some 94% of employees). Construction is excluded
FR	Yes. Signatories include: CGT, FO, CFDT, CFTC, CFE-CGC, MEDEF, CGPME, UPA			National agreements on different issues: <i>sécurisation professionnelle</i> (2011), supplementary pensions (2011), generation contract (2012), partial unemployment (2012). Bargaining parties vary with the different agreement

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	<b>Private sector</b>	<b>Public sector</b>	<b>Economy-wide</b>	<b>Notes</b>
EL	Yes. National General Collective Agreement (NGCA, or EGSEE). Since 2013, the wage conditions set in the NGCA cover only the signatory parties, whereas the non-wage elements cover all workers. SEV did not sign the 2013 agreement and does not consider it as a National General Collective Agreement. SEV was party to the former NGCAs. Signatories: GSEE, GSEVEE, ESEE, SETE			Since 2013, a new law introduced legal minimum wages which apply to workers not covered by the NGCA. The legal minimum wage is set by the government after consultation with the social partners.
HR		Yes. Signatories: Government and trade unions		General Collective Agreement for Employees in the Public Service 2012-2016
HU	Yes. Signatories: AMSZ, ÁFEOSZ-KÉSZ, IPOSZ, KISOSZ, OKISZ, MOSZ, MGYOSZ, STRATOSZ, VOSZ, ASZSZ, ÉSZT, LIGA, MSZOSZ, Munkástanácsok, SZEF			Agreement on minimum wages
IE		Public service agreement 2010-2014. Parties: ICTU, the Government, Public sector management		

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	<b>Private sector</b>	<b>Public sector</b>	<b>Economy-wide</b>	<b>Notes</b>
IT	Yes. Signatories: Cgil, Cisl, Uil, Ugl, Cisl, Confsal, Sin.Pa, Confindustria, Confcommercio, Confesercenti, Confapi, Confservizi, Confetra, Confartigianato, Cna, Casartigiani, Claii, Confagricoltura, Coldiretti, Cia, Confcooperative, Agci, CIU Unionquadri, Confail, Confprofessioni	Yes. Signatories: Aran, Cgil, Cisl, Uil, Cida, Cisl, Confsal, Rdb Cub (Usb), Confedir, Usae	Yes. Signatories include for the private sector: Cgil, Cisl, Uil, Confindustria, Confartigianato, Cna, Casartigiani, Claii, Confapi, Confcommercio, Confesercenti, Legacoop, Confcooperative, Unci, Agci, CIU Unionquadri, Confedir; for the public sector: Aran, Cgil, Cisl, Uil, Cida, Cisl, Confsal, Rdb Cub (Usb), Confedir, Usae	An economy-wide agreement was signed in January 2009 experimental reform of the bargaining structure. Different intersectoral deals were signed on various issues, such as the application of the collective bargaining reform, representativeness (2011 and 2013), and productivity (2012). Signatories vary according to the sectors involved (See Table D2 for details)
LU	Yes. Signatories: UEL, LCGB, OGBL	No	No	The agreements can concern the definition of specific rules on employment relations or the transposition of European directives as well as the implementation of European voluntary agreements: framework agreement on inclusive labour markets (2012), Agreement on telework (2011), Agreement on harassment and violence at work (2009), Agreement on individual access to continuing vocational training (2003)
LV	Yes. Signatories: LDDK, LBAS, the Government (social partnership); LDDK, LBAS (competitiveness and social peace)		Yes. Signatories: LDDK, LBAS, the Government	Agreements on socio-economic partnership (2004), on cooperation in creating favourable economic environment and social peace (2011), on minimum wages (but in this case the final decision is in the hands of the Government)
MT		Yes. Signatories: Government, GWU, MUMN, MAM, MUPP, MUT, UHM, UPISP		Agreement for the public sector (2011-2016)

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	Private sector	Public sector	Economy-wide	Notes
SI	Yes. Signatories for minimum wages: Government; Trade unions: ZSSS, KSJS, Pergam, Konfederacija90, KNSS, Solidarnost, SZS Alternativa; Employers: GZS, OZS, ZDS, TZS and ZDOPS. Signatories for SMEs: ZSSS and ZDOPS, SODS-ZSSS and PTZ-GZS	Yes. Signatories: Government and 21 trade unions		Agreement on minimum wage; Intersectoral agreement for civil service; Intersectoral agreements for SMEs

Source: EIRO (2013)

**Table D2: Cross-industry collective bargaining – list of agreements, EU28 (2013)**

	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
BE	Economy-wide	Cross-sectoral framework agreements	National	All sectors	FEB /VBO, Boerenbond, CGSLB/ACLVB, FGTB/ABVV, CSC/ACV	All employees
DE	Inter-sectoral	TVöD	National	Municipalities. Public administration; air ports, waste disposal care facilities, hospitals, social and educational services, savings banks are covered by TVöD supplements	VKA, ver.di, German Teachers' Union, Dbb Tarifunion	2,017,000 employees at municipal level
DE	Inter-sectoral	TV-L	Federal states (Bundesländer) apart from Hesse and Berlin, which are covered by special agreements (TV-B, TV-H)	Public employees; teachers and employees in care services are covered by special agreements	TdL, ver.di, GEW, GdP, Dbb Tarifunion	700,000

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
DK	Inter-sector	CFU forling 2011-2013 (State Agreement)	National	State sector: central administration, police, defence, judicial system, Labour Court, universities, etc.	Moderniseringsstyrelsen i.e. the state employer's authority under the Ministry of Finance and the Danish Central Federation of State Employees' Organisations, CFU	184,000
DK	Inter-sector	KTO forling 2011-2013 (Local government agreement)	National	Local government sector: municipal primary and lower secondary school, health care, social services, administration, local railways etc.	Local Government Denmark, KL, and the Association of Local Government Employees' Organisations, KTO (including LH), and KL and the Health Cartel (Sundhedskartellet) – consisting of 11 unions in the health care sector, not members of KTO	524,000
DK	Inter-sector	Generelt forling 2011-2013 (Regional agreement)	National	Regional sector: hospitals, special education, environment, etc.	Danish Regions and KTO, AC, SHK and FOA	139,000
DK	Inter-sector	AC-fællesoverenskomst i staten, i kommunerne og i regionerne 2011-2013 (Three joint, but individual, academic agreements in the state, local government and the regions respectively negotiated by AC on behalf of the member organisations)	National	State sector, Local government, Regions	Moderniseringsstyrelsen and AC, KL and AC, Danish Regions and AC	86,000
EE	Economy wide	National minimum wage agreement (annually set since 1992)	national	All sectors	ETTK and EAKL	557,700 employees

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
EE	Inter-sectoral	National minimum wage agreement for culture workers (since 2001)	national	All sectors	TALO and The Ministry of Culture	n.a
ES	Economy-wide	National agreement for employment and collective bargaining 2012-2014	National	All employees covered by a collective agreement should be covered	CEOE, CEPYME, CCOO and UGT	9,005,222
ES	Inter-sector within public administration	Agreement for the public workers	National	All public workers	The government, CCOO, UGT and CSI-F	
FI	Centralised national agreement, 25-month	Framework Agreement (FA)	National	FA is covering almost all sectors (the construction sector is outside the FA); it is economy-wide agreement	The Confederation of Finnish Industries (EK); KT Local government employers; State Employer's Office, (VTML) and Church Employers (Kirkon työmarkkinalaitos, KiT; the Central Organisation of Finnish Trade Unions (SAK); the Finnish Confederation of Professionals (STTK) and the Confederation of Unions for Professional and Managerial Staff in Finland (AKAVA)	FA is covering about 94% of Finnish employees
FR	Economy wide	For a new economic and social model for the competitiveness of business and securing employment and career paths of employees – January, 2013	National	Private sector	CFDT, CFTC, CFE-CGC, MEDEF, CGPME, UPA	All employees, but this agreement shall be implemented by law to be generally binding

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
FR	Economy wide	National agreement of 31 May 2011 relating to the contract for securing careers ('contrat de sécurisation professionnelle')	National	Private sector	CGT, FO, CFDT, CFTC, CFE-CGC, MEDEF, CGPME, UPA	All employees
FR	Economy wide	National agreement on partial unemployment of January 13, 2012	National	Private sector	FO, CFDT, CFTC, CFE-CGC, MEDEF, CGPME, UPA	All employees
FR	Economy wide	National agreement on supplementary pensions of March 18, 2011	National	Private sector	CFDT, CFTC, MEDEF, CGPME, UPA	All employees
FR	Economy wide	National agreement on the 'contract of generation' of October 19, 2012	National	Private sector	CGT, FO, CFDT, CFTC, CFE-CGC, MEDEF, CGPME, UPA	All employees
EL	Economy wide	NGCA (National General Collective Agreement) for 2010-2012	National	All sectors, undertakings	GSEE, SEV, GSEVEE, ESEE	All employees
EL	Economy wide	NGCA (National General Collective Agreement) of May 14, 2013	National	All sectors, undertakings	GSEE, GSEVEE, ESEE, SETE	For wages, only the signatory parties; for non-wage conditions, all employees of affiliated signatory parties

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
HR	Inter-sectoral	General Collective Agreement for Employees in Public Services, 2012-2016	The collective agreement is being implemented on the whole territory of Croatia	Public service – health service, culture, social welfare, primary /secondary /higher education and science, state and local officials and employees	Croatian Government and trade unions (Autonomous Trade Union in Health Service and Social Protection Service of Croatia, Croatian Union of Employees in Culture, Union of Employees in Social Welfare of Croatia, Croatian Doctor's Union, Independent Union of Employees in Croatian Health Insurance, Trade Union of State and Local Government Employees of Croatia	185,000
HU	Economy wide	Agreement on minimum wages, 2011	National	All sectors, undertakings	AMSZ, ÁFEOSZ-KÉSZ, IPOSZ, KISOSZ, OKISZ, MOSZ, MGYOSZ, STRATOSZ, VOSZ, ASZSZ, ÉSZT, LIGA, MSZOSZ, Munkástanácsok, SZEK	All employees
HU	Economy wide	Wage increase agreed in VKF, but government has not decided it yet	National	All sectors, undertakings	MGYOSZ, ÁFÉOSZ, VOSZ, LIGA, MSZOSZ, Munkástanácsok	All employees
IE	Inter-sectoral	Public Service Agreement 2010-2014	National	Public sector	Irish Congress of Trade Unions (Public Services Committee), Government, Public sector management	Circa 380,000
IT	Inter-sector	Programmatic guidelines for the growth of competitiveness and productivity in Italy, 16 November 2012	National	Private sector	Cisl, Uil, Ugl, Confindustria, Abi, Confcommercio, Confesercenti, Confartigianato, Cna, Casartigiani, Claii	All private employees
IT	Inter-sector	National framework agreements for public administration (2007-2008)	National	Public sector	Aran, Cgil, Cisl, Uil, Cida, Cisl, Confsal, Rdb Cub (Usb), Confedir, Usae	3,400,000

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
IT	Inter-sector	Cross-sector on representativene ss, 28 June 2011 and 31 May 2013	National	Private sector	Cgil, Cisl, Uil, Confindustria	5,000,000
IT	Economy wide	Agreement on collective bargaining reform, 22 January 2009. Implemented in the public sector through the agreement of 30 April 2009)	National	All sectors	Cisl, Uil, Ugl, Cisl, Confsal, Sin.Pa, Confindustria, Confcommercio, Confesercenti, Confapi, Confservizi, Confetra, Confartigianato, Cna, Casartigiani, Claii, Confagricoltura, Coldiretti, Cia, Confcooperative, Agci, CIU Unionquadri, Confail, Confprofessioni For the implementation in the public sector: Cisl, Uil, Cida, Cisl, Confedir, Confsal, Ugl, Usae	All employees
IT	Inter-sector	New bargaining system for artisans, 21 November 2008	National	Artisan sector	Confartigianato, Cna, Casartigiani, Claii, Cisl, Uil	1,600,000
IT	Inter-sector	Protocol regarding wage and employment policy, the bargaining system, labour policies and support of the production system, 23 July 1993	National	Private sector	Confindustria, Confapi, Confcommercio, Confesercenti, Legacoop, Confcooperative, Cna, Casa, Claii, Confartigianato, Unci, Agci, Cgil, Cisl Uil, Cida, Unionquadri (ora CIU Unionquadri), Confedir	All private employees
LU	Inter-sector	Agreement on inclusive labour markets (Accord-cadre sur les marchés de travail inclusifs), 15 February 2012	National	Private sector	UEL, LCGB, OGBL	All private employees

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
LU	Inter-sector	Agreement on telework (Convention relative au régime juridique du télétravail), 15 July 2011	National	Private sector	UEL, LCGB, OGBL	All private employees
LU	Inter-sector	Agreement on harassment and violence at the workplace (Convention-cadre relative au harcèlement et à la violence au travail), 25 June 2009	National	Private sector	UEL, LCGB, OGBL	All private employees
LU	Inter-sector	Agreement on the access to professional training, Convention relative à l'accès individuel à la formation professionnelle continue, 2 May 2003	National	Private sector	UEL, LCGB, OGBL	All private employees
LV	Economy wide	Tripartite agreement on socio-economic partnership, (concluded on 1 October 2004)	National	All sectors, occupations and undertakings	LDDK, LBAS, Government	All employees
LV	Economy wide	Agreement on cooperation in creation of favourable economic environment and social peace (general approach), August 2011	National	All sectors, occupations and undertakings	LDDK, LBAS	All employees
LV	Economy wide	Agreement on minimum wage in frameworks of national level social dialogue at NTSP (annual)	National	All sectors, occupations and undertakings	LDDK, LBAS, Government	All employees

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
MT	Inter - sector	Collective Agreement for the Public sector, 2011-2016	National	Public Service	Government, General Workers Union (GWU), Malta Union of Midwives and Nurses (MUMN), Medical Association of Malta (MAM), Malta Union of Professional Psychologists (MUPP), Malta Union of Teachers (MUT), Malta Workers' Union (UHM), Union of Public Services Architects and Engineers (UPISP)	38,948
SI	Economy wide	Law on minimum wage 2010	National	All	Government; Trade unions: ZSSS, KSJS, Pergam, Konfederacija90, KNSS, Solidarnost, SZS Alternativa; Employers: GZS, OZS, ZDS, TZS and ZDOPS	About 800,000

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
SI	Inter-sectoral	Civil service in Slovenia is covered by the intersectoral Collective Agreement for the Public Sector, concluded in June 2008.	National	All civil services in Slovenia are covered by the intersectoral Collective Agreement for the Public Sector and 7 sectoral collective agreements	Government (Minister of Public Administration, MJU, and Minister of Finance, MF).and 21 trade unions: Police Trade Union of Slovenia (PSS),Trade Union of Customs Officials of Slovenia (SCS), Trade Union of the Government Agency of Slovenia (SVAS),Trade Union of State and Societal Bodies of Slovenia (SDDO), Trade Union of Health and Social Services of Slovenia (SZSVS), Trade Union of Health and Social Welfare (SZSSS), Social Insurance Trade Union (SSZS), Nursing Workers' Trade Union of Slovenia (SDZNS), Trade Union of Justice Workers (SDP), Trade Union of Doctors and Dentists of Slovenia (FIDES), Trade Union of Culture of Slovenia (GLOSA), Association of Trade Unions in Health-Pergam, Trade Union of Professional Fireman of Slovenia (SPGS), Union of Pharmacists of Slovenia (SIFARM), Slovenian Union of Journalists (SNS), Union of Cultural and Artistic Creators of RTV Slovenia (SKUU RTVS), The Trade Union of Laboratory Medicine of Slovenia (SILMES), Trade Union of Veterinaries of Slovenia (KVS), Trade Union of Social Work Centres-Pergam, Trade Union Confederation KS 90 and Union of	All employees

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	Type	Name and years covered)	National/Territorial	Covered sectors, occupations, undertakings	Bargaining parties	Number of employees covered
SI	SME	The Collective Agreement for Craft and Business	National	Different activities, services, production, craft and business	ZDOPS, ZSSS	About 97,000
SI	SME	The Collective Agreement between Workers and Small Companies	National	80 different activities commerce, production, services and other activities	PTZ-GZS, SODS-ZSSS	About 40,000

Source: EIRO (2013)

**Table E1: Cross-industry social dialogue at national level, EU28 (2013)**

	Name of body and scope of activity	Bipartite/Tripartite	Trade unions	Employer association
BE	Labour National Council (Conseil National du Travail - CNT/ Nationale Arbeidsraad - NAR)	Bipartite	CGSLB/ACLVB, FGTB/ABVV, CSC /ACV	FEB /VBO, UNIZO (Flanders) and UCM (Wallonia), Boerenbond
BE	Central Economic Council (Conseil Central de l'Economie - CCE / Centrale Raad voor het Bedrijfsleven - CRB)	Bipartite	CGSLB/ACLVB, FGTB/ABVV, CSC /ACV, FEBECOOP + ARCOFIN	FEB /VBO, UNIZO (Flanders) and UCM (Wallonia), Boerenbond, National Federation of Board of Trade and Industry in Belgium, Walloon Federation of Agriculture, Fédération Wallonne de l'agriculture, Het Boerenfront, UNISOC, Belgian Regal Company of Forest
BE	Group of Ten (Groupe des dix / Groep van Tien)	Bipartite	CGSLB/ACLVB, FGTB/ABVV, CSC /ACV	FEB /VBO, UNIZO (Flanders) and UCM (Wallonia), Boerenbond and the Walloon Federation of Agriculture
BE	High Health and Safety Committee (Conseil Supérieur pour la Prévention et la Protection au Travail – CSPPT/ Hoge Raad voor Preventie en Bescherming op het Werk – HRPBW)	Bipartite	CGSLB/ACLVB, FGTB/ABVV, CSC /ACV	FEB /VBO, UNIZO (Flanders) and UCM (Wallonia), Boerenbond and the UNISOC
BG	National Council for Tripartite Cooperation – labour and social security legislation, industrial relation regulation, wages and incomes and living standards, budget policy	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI

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	<b>Name of body and scope of activity</b>	<b>Bipartite/Tripartite</b>	<b>Trade unions</b>	<b>Employer association</b>
BG	National Council for Employment – discusses National Plans for Employment and measures for increasing employment	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI
BG	National Council for Vocational Education - discuss legislation and issues on vocational educations	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI
BG	National Council for Lifelong Learning - discuss legislation and issues on lifelong learning	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI
BG	National Council for Health and Safety in Work - discuss legislation on health and safety	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI
BG	National Council for Gender Equality - discuss issues on gender equality	Tripartite	CITUB, Podkrepa CL	BIA, CEIBG, BICA, BCCI
CY	Labour Advisory Board (LAB)	Tripartite	DEOK, PEO, SEK	CCCI, OEB
CY	Social Insurance Council	Tripartite	DEOK, PEO, SEK, PASYDY	CCCI, OEB
CY	Occupational Pension Council	Tripartite	DEOK, PEO, SEK	CCCI, OEB
CY	National Council on Health and Safety	Tripartite	DEOK, PEO, SEK	CCCI, OEB
CY	National Council for Disabilities	Tripartite	DEOK, PEO, SEK	CCCI, OEB
CZ	Council of Economic and Social Agreement of the Czech Republic (Rada hospodářské a sociální dohody ČR, RHSD ČR)	Tripartite	ČMKOS, ASO ČR	SP ČR, KZPS ČR
CZ	The Government Council for Safety, Hygiene and Health at Work (Rada vlády pro ochranu zdraví při práci)	Tripartite	ČMKOS, ASO ČR	SP ČR, KZPS ČR
CZ	Government Council for Equal Opportunities for Women and Men (Rada vlády pro rovné příležitosti žen a mužů)	Tripartite	ČMKOS, ASO ČR	SP ČR, KZPS ČR
CZ	Government Council for Seniors and Population Ageing (Rada vlády pro seniory a stárnutí populace)	Tripartite	ČMKOS, ASO ČR	SP ČR, KZPS ČR
DE	Committee on recommending the introduction of minimum wages at the Federal Ministry of Labour and Social Affairs (para. 2 of the Act on Minimum Working Standards)	Tripartite	n.a.	n.a.
DE	Committee on the extension on collective agreements at the Federal Ministry of Labour and Social Affairs	Tripartite	n.a.	n.a.
DK	Beskæftigelsesrådet (BER), The National Employment Council	Tripartite	LO, FTF, AC, LH, Disabled Peoples Organisations Denmark (an NGO)	DA, KL

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	<b>Name of body and scope of activity</b>	<b>Bipartite/Tripartite</b>	<b>Trade unions</b>	<b>Employer association</b>
DK	Arbejdsmiljørådet, The Danish Working Environment Council	Tripartite	LO, FTF, AC, LH	DA, The Employers' Association for the Financial Sector (FA), KL, Danske Regioner, Moderniseringsstyrelsen (Ministry of Finance)
DK	Rådet for Voksen- og Efteruddannelse (VEU-rådet), Council for continuing vocational training)	Tripartite	LO, FTF	DA, KL, Danske Regioner, Moderniseringsstyrelsen (Ministry of Finance)
DK	Det Økonomiske Råd, The Economic Council	Tripartite	LO, FTF, AC	DA, the Federation of Small and Medium-Sized Enterprises, HVR
ES	Social and Economic Council	Tripartite	CCOO, UGT, ELA-STV and CIG	CEOE and CEPYME
ES	Council of the National Employment System	Tripartite	CCOO, UGT, ELA-STV and CIG	CEOE
ES	General Council of Vocational Training	Tripartite	CCOO and UGT	CEOE
ES	National Commission on Collective Bargaining	Tripartite	CCOO, UGT, ELA-STV and CIG	CEOE, CEPYME
FI	The Economic Council of Finland	Tripartite	SAK, STTK, AKAVA	EK, KT, VTML, KiT,
FI	Joint Round Table of Productivity	Tripartite	SAK, STTK, AKAVA	EK, KT, VTML, KiT, FFE, MTK
FI	Information Committee on Cost and Income Developments	Tripartite	SAK, STTK, AKAVA	EK, KT, VTML, KiT
FI	Joint Round Table of Equality	Tripartite	SAK, STTK, AKAVA	EK, KT, VTML, KiT
FR	National Collective Bargaining Commission (Commission nationale de la négociation collective, CNNC) for reforms concerning industrial relations	Tripartite	CGT, CFDT, FO, CFE-CGC, CFTC	MEDEF, CGPME, UPA, FNSEA, CNMCA, UNAPL
FR	National Employment Committee (Comité national de l'emploi, CNE) for reforms in relation to employment	Tripartite	CGT, CFDT, FO, CFTC, CFE-CGC	MEDEF, CGPME, UPA, UNAPL, FNSEA
FR	National Council for Lifelong Vocational Training (Conseil national de la formation professionnelle tout au long de la vie, CNFPTLV) for reforms with regard to training	Tripartite	CGT, CFDT, FO, CFTC, CFE-CGC	MEDEF, CGPME, UPA, UNAPL, FNSEA
FR	High Council of Social dialogue (Haut conseil du dialogue social). Its mission is to adopt every four years the list of the representative trade unions at national and cross-sector level. It is also responsible for submitting to the Minister of Labour the lessons it draws from the application of the Act to amending the trade union representativeness	Tripartite	CGT, CFDT, FO, CFTC, CFE-CGC	MEDEF, CGPME, UPA, UNAPL, FNSEA

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	<b>Name of body and scope of activity</b>	<b>Bipartite/Tripartite</b>	<b>Trade unions</b>	<b>Employer association</b>
FR	Comité de Dialogue Social pour les questions Européennes et Internationales (CDSEI)	Tripartite	CGT, CFDT, FO, CFTC, CFE-CGC	MEDEF, CGPME, UPA, UNAPL, FNSEA, CEEP FR
EL	National Committee of Social Dialogue	Tripartite	GSEE	SEV, ESEE, GSEVEE, SETE
EL	National Committee of Social Security	Tripartite	GSEE	SEV, ESEE, GSEVEE, SETE
EL	National Committee of Employment	Tripartite	GSEE	SEV, ESEE, GSEVEE, SETE
EL	Economic and Social Council of Greece (OKE)	Bipartite (consultative social representation)	GSEE, ADEDY	SEV, ESEE, GSEVEE, SETE
HR	Economic and Social Council. Advisory body on economic policy, prices and salaries, employment, pension and health insurance, education, safety at work, collective bargaining, labour law, labour disputes and all other issues of interest of social partners	Tripartite	NHS, SSSH, MATICA, HUS, URSH	CEA
HR	National Council for Protection at Work (advises Government on protection at work)	tripartite	NHS, SSSH	CEA
HR	National Competitiveness Council (advises Government on competitiveness)	tripartite	NHS, SSSH, MATICA, HUS, URSH	CEA
HU	VKF. Strengthening co-operation between interest representatives and government, promoting economic development, improving competitiveness, developing business environment, and strengthening social dialogue within the industry	Tripartite	Liga, Munkástanácsok, MSZOSZ	VOSZ, MGYOSZ, ÁFEOSZ-KÉSZ

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	<b>Name of body and scope of activity</b>	<b>Bipartite/Tripartite</b>	<b>Trade unions</b>	<b>Employer association</b>
HU	National Interest Reconciliation Council of the Public Sector (Országos Közzszolgálati Érdekegyeztető Tanács, OKÉT)	Tripartite	The national trade union confederations representing mainly public servants in several areas and professions of the public sector working related to legal relations and uniting several sectoral or professional unions (trade union federation) having the right to participate in the national reconciliation (SZEZ, ÉSZT, FRDÉS are regular members ; MSZOSZ, Liga have the status of regular guest)	The national interest representatives of local governments
IE	Labour Relations Commission (LRC). The mission of the LRC is: 'To promote the development and improvement of Irish industrial relations policies, procedures and practices through the provision of appropriate, timely and effective services to employers, trade unions and employees'	Tripartite	ICTU	IBEC
IT	National Council for Economic Affairs and Labour (Consiglio Nazionale dell'Economia e del Lavoro, CNEL). Constitutional body for social representations which includes other types of organisations (social ONGs, for instance)	Bipartite	Cgil, Cisl, Uil, Cida, Ciu, Confedir, Confsal, Cub (Usb), Ugl	Confindustria, Confartigianato, Cna, Casartigiani, Confcommercio, Confesercenti, Confcooperative, Legacoop
LT	LRTT – the main national tripartite social dialogue institution	Tripartite	LPSK, LDF, LPS 'Solidarumas'	LPK, LVDK, LPPARA, LRŽŪR
LU	Tripartite Co-ordination Committee (Comité de coordination tripartite)	Tripartite	OGBL, LCGB, CGFP	All sectoral employers associations and employers' chambers
LU	Comité Permanent du Travail et de l'Emploi (CPTE)	Tripartite	OGBL, LCGB, CGFP	Representatives are proposed by UEL within its members: ABBL (Bankers' Association), AFA (Insurers' Association), clc, FDA, Fedil, CDM, Horesca

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	<b>Name of body and scope of activity</b>	<b>Bipartite/Tripartite</b>	<b>Trade unions</b>	<b>Employer association</b>
LU	Conseil Economique et Social (CES)	Tripartite	OGBL, LCGB, CGFP, FGFC (Fédération Générale de la Fonction Communale)	ABBL (Bankers' Association), AFA (Insurers' Association), clc, FDA, Fedil, CDM, UEL
LV	National Tripartite Cooperation Council (Nacionālās trīspusējās sadarbības padome, NTSP)	Tripartite	LBAS	LDDK
MT	Malta Council for Economic and Social Development (MCESD). An advisory council that issues opinions and recommendations to the Maltese government on matters of economic and social relevance	Tripartite	GWU, CMTU, ForUM,	MEA, MCCEI, GRTU, MHRA
MT	Employment Relations Board (ERB). Makes recommendations to the Minister responsible for labour as to any national minimum standard conditions of employment for eventual inclusion in a national standard order.	Tripartite	GWU, CMTU, ForUM, UHM,	MEA, GRTU, MHRA
NL	Social Economic Council, Sociaal-Economische Raad, SER advises government, supervises community boards; co-governance and promoting businesses	Tripartite	FNV, CNV, MHP, Union ZZPers	VNO-NCW, MKB-Nederland, LTO-Nederland, Platform ZZPers
NL	Central Labour Foundation, Stichting van de Arbeid, STAR consultation between employers and employees on a daily basis; Recommendations to businesses; bi-annual consultation with government	Bipartite	FNV, CNV, MHP	VNO-NCW, MKB-Nederland, LTO-Nederland
PL	Tripartite Commission for Social and Economic Affairs (Trójstronna Komisja ds. Społeczno Gospodarczych, TK)	Tripartite	NSZZ Solidarność, OPZZ, FZZ	BCC, PKPP Lewiatan, Pracodawcy RP, ZRP
PT	CPCS: Standing Committee for Social Concertation (Comissão Permanente de Concertação Social)	Tripartite	CGTP-IN, UGT	CIP, CCP, CTP, CAP
RO	Economic and Social Council (Consiliul Economic și Social, CES)	Tripartite	All national trade union confederations	All employer organisations representative at national level
RO	National Tripartite Council for Social Dialogue (Consiliul Național Tripartit pentru Dialog Social, CNTDS)	Tripartite	All national trade union confederations	All employer organisations representative at national level
RO	National Council of Qualifications (Consiliul Național al Calificărilor, CNC) under the aegis of National Authority for Qualifications (Autoritatea Națională pentru Calificări, ANC)	Tripartite	One representative for all national trade union confederations	One representative for all employer organisations representative at national level

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	Name of body and scope of activity	Bipartite/Tripartite	Trade unions	Employer association
SI	Economic and Social Council. All issues related to the labour market, social security, pensions, health and safety. Specific issues are discuss at ad-hoc established working groups	Tripartite	ZSSS, KSJS, Pergam, Konfederacija90, KNSS, Solidarnost, SZS Alternativa	GZS, ZDS, OZS, ZDOPS, TZS
SI	Competitiveness Council of the Government of the Republic of Slovenia	Bipartite		GZS, OZS
SI	Sustainable Development Council	Bipartite		ZDOPS
SK	Economic and Social Council (HSR)	Tripartite	KOZ SR	RÚZ SR, AZZZ SR
UK	Health and Safety Executive	Tripartite	TUC	CBI
UK	Low Pay Commission	Tripartite	TUC	CBI
UK	Equality and Human Rights Commission	Tripartite	TUC	CBI

Source: EIRO (2013)

**Table F1: Collective bargaining coverage\* and structure, extension mechanisms and regulation of representativeness, EU28 (2013)**

	CB coverage rate (%)*	Dominant level	CS CB	Extension	Regulation of representativeness
AT	95	Sectoral	Yes	Yes	Yes
BE	95	Sectoral	Yes	Yes	Yes
BG	33	Sectoral	Yes	Yes	Yes
CY	n.a.	Company	No	No	No
CZ	34	Company	No	Yes	No
DE	Sectoral: 54 (W), 37 (E), company: 7 (W), 11 (E)	Sectoral	No	Yes	No
DK	80	Sectoral	No	No	No
EE	Minimum wages 100, collective bargaining 33	Company	Yes	No, except the minimum wage agreement	No
ES	Overall: 60, Provincial sectoral: 50, National sectoral: 25, Company: 10	Provincial sectoral agreements	Yes	Yes	Yes
FI	90	Sectoral	Yes	Yes	No
FR	Almost 100	Sectoral	Yes	Yes	Yes, only for trade unions
EL	n.a.	Sectoral	Yes	No	Yes, only for trade unions
HR	60 (Public 100, Private 44)	Sectoral	Yes	Yes	Yes, only for trade unions. For employers, concerning consultations on public policies
HU	n.a.	Company	Yes	Yes	Yes, only for collective bargaining

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	<b>CB coverage rate (%)*</b>	<b>Dominant level</b>	<b>CS CB</b>	<b>Extension</b>	<b>Regulation of representativeness</b>
IE	n.a. (public sector 100)	Company	Yes	No	No (but employer associations and unions need to obtain a 'bargaining license')
IT	80 (public sector, approximately 100)	Sectoral	Yes	No	Yes, only for trade unions in the public sector
LT	15-20	Company	No	Yes, but not applied	No
LU	40-60	Sectoral	No	Yes	Yes, only for trade unions
LV	12	Company	Yes	Yes	No
MT	48 (public sector 100, private sector 27)	Company	Yes	No	No
NL	80	Sectoral	Yes	Yes	Yes (established jointly by the social partners within SER)
PL	27	Company	No	Yes, but not applied	Yes
PT	9 (public sector 0, private sector 11)	Sectoral	No	Yes, but since 2012 very limited due to the introduction of 50% threshold for employers' representativeness	No
RO	70	Sectoral	No	No	Yes
SE	91	Sectoral	Yes	No	No
SI	90 (public sector 100, private sector 80)	Sectoral	Yes	Yes	Yes
SK	30	Sectoral and company, depending on the sector	Yes	Yes	Yes
UK	32	Company	No	No	No

*Note: \*Adjusted collective bargaining coverage rate: 'the adjusted rate is defined as the number of employees covered by a collective agreement as a proportion of the number of employees equipped with the right to bargain (ie the total number of employees minus the number of employees excluded from the right to bargain) (Traxler and Beherens (2002) Collective bargaining coverage and extension procedures, available at*

*<http://www.eurofound.europa.eu/eiro/2002/12/study/tn0212102s.htm>)*

*Source: EIRO (2013)*

**Table G1: EUROCARES – national active members and membership among professional and managerial staff (2013 EUROCARES Congress figures), EU28 (2013)**

	<b>Formal members actively involved in EUROCARES</b>	<b>Active federations specifically covering P&amp;M staff</b>	<b>P&amp;M staff members (2013 EUROCARES Congress figures)</b>
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	Formal members actively involved in EUROCADRES	Active federations specifically covering P&M staff	P&M staff members (2013 EUROCADRES Congress figures)
AT	OGB	GPA-djp	204,000
BE	ABVV/FGTB	BBTK-SETCa	53,482
BE	ACLVB-CGSLB		32,858
BE	ACV-CSC	LBC-NVK/CNE-GNC	127,160
BG	CITUB	KNSB	n.a.
BG	Podkrepa		n.a.
CZ	CMKOS	OS ECHO	20,000
CZ	CMKOS	OS PKOP	
CZ	CMKOS	OS PVV	
DE	DGB	Verdi	n.a.
DK	AC		145,348
DK	FTF		352,800
DK	LO-DK	TL	n.a.
ES	CCOO	PTC-CCOO	150,000
ES	UGT	UTC-UGT	124,197
FI	AKAVA		402,519
FI	STTK		80,000
FR	CFDT	CFDT Cadres	80,000
FR	CFTC	UGICA CFTC	22,000
FR	CGT	UGICT CGT	42,000
FR	FO	FO Cadres	37,500
FR	FSU (ETUCE)		34,000
FR	UNSA		40,000
EL	GSEE	OTOE	n.a.
HR	NSZ (ETUCE)		n.a.
HR	SZH (ETF)		232
HU	ESZT		70,000
IE	ICTU	Impact	n.a.
IT	CGIL	Agenquadri	175,126
IT	CISL		171,282
IT	FABI (UNI Europa)		40,000
IT	UIL		160,212
LU	LCGB		n.a.
LU	OGBL		7,500
MT	GWU		353
NL	CNV		51,150
NL	FNV		179,550
NL	MHP		130,000
PL	FZZ Forum	ZZIT	2,000
PL	NSZZ Solidarnosc		110,000
PT	CGTP-IN		65,000
PT	UGT		65,000
RO	CARTEL ALFA	FNSA	n.a.
RO	CSDR	FSLCPR-CSDR	3,750
SE	SACO		475,300
SE	TCO		442,641
UK	TUC	PCS	43,700
UK	TUC	Prospect	n.a.

*Note: \*If a federation or body specifically covering professional and managerial workers is active within EUROCADRES, the formal member confederation usually delegates such federation or body to participate in EUROCADRES' activities*

*Source: EUROCADRES (2013)*

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**Table H1: CEEP – national sections and members, EU28 (2013)**

Section	Organisation
AT	Verband der öffentlichen Wirtschaft und Gemeinwirtschaft Österreich (VÖWG)
AT	AG der Wiener Lokalbahnen - <a href="http://www.wlb.at">www.wlb.at</a>
AT	Allgemeines Krankenhaus der Stadt Linz - <a href="http://www.akh.linz.at">www.akh.linz.at</a>
AT	AMS Arbeitsmarktservice Österreich – <a href="http://www.ams.at">www.ams.at</a>
AT	ANKÜNDER – Steierm. Ankundigungs-GmbH - <a href="http://www.ankuender.com">www.ankuender.com</a>
AT	ARGE Österreichischer Abfall- Wirtschaftsverbände
AT	ARWAG Holding AG - <a href="http://www.arwag.at">www.arwag.at</a>
AT	ASFINAG - <a href="http://www.asfinag.at">www.asfinag.at</a>
AT	AUSTRO CONTROL GmbH - <a href="http://www.austrocontrol.at">www.austrocontrol.at</a>
AT	Bank Austria AG - <a href="http://www.bankaustria.at">www.bankaustria.at</a>
AT	BEWAG – Burgenländische Elektrizitätswirtschafts AG - <a href="http://www.bewag.at">www.bewag.at</a>
AT	ebswien hauptkläranlage GmbH - <a href="http://www.ebs.co.at">www.ebs.co.at</a>
AT	ebswien tierservice GmbH - <a href="http://www.tkb-wien.at">www.tkb-wien.at</a>
AT	Elektrizitätswerk Wels AG - <a href="http://www.eww.at">www.eww.at</a>
AT	ENERGIEALLIANZ Austria GmbH
AT	Energiecomfort GmbH - <a href="http://www.energiecomfort.at">www.energiecomfort.at</a>
AT	Ennskraftwerke AG - <a href="http://www.ennskraft.at">www.ennskraft.at</a>
AT	EVN Netz GmbH - <a href="http://www.evn-netz.at">www.evn-netz.at</a>
AT	EVN - Wasser GmbH – <a href="http://www.evnwasser.at">www.evnwasser.at</a>
AT	Fernwärme Wien GmbH - <a href="http://www.fernwaermewien.at">www.fernwaermewien.at</a>
AT	Flughafen Wien AG - <a href="http://www.viennaairport.com">www.viennaairport.com</a>
AT	FORSCHUNG AUSTRIA - <a href="http://www.forschungautria.ac.at">www.forschungautria.ac.at</a>
AT	GESIBA – Gemeinn. Siedlungs- und Bau – AG - <a href="http://www.gesiba.at">www.gesiba.at</a>
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AT	GEWOG – Gemeinn. Wohnungs- und Siedlungs- GesmbH der Wiener Stadtwerke - <a href="http://www.gewog-wohnen.at">www.gewog-wohnen.at</a>
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AT	KELAG / Kärntner Elektrizitäts – AG - <a href="http://www.kelag.at">www.kelag.at</a>
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AT	Linzer Lokalbahn AG
AT	Magistrat der Landeshauptstadt Linz – Wirtschaftsservice - <a href="http://www.linz.at">www.linz.at</a>
AT	Magistrat der Stadt Graz - <a href="http://www.graz.at">www.graz.at</a>
AT	Mürztaler Verkehrsgesellschaft mbH - <a href="http://www.mvg-kapfenberg.com">www.mvg-kapfenberg.com</a>

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AT	Österreichische Verkehrskreditbank AG - <a href="http://www.verkehrskreditbank.at">www.verkehrskreditbank.at</a>
AT	Österreichischer Gemeindebund - <a href="http://www.gemeindebund.at">www.gemeindebund.at</a>
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AT	Österreichischer Städtebund – Landesgruppe Niederösterreich
AT	Österreichischer Städtebund – Landesgruppe Oberösterreich
AT	Österreichischer Verband Gemeinn. Bauvereinigungen – Revisionsverband - <a href="http://www.gbv.at">www.gbv.at</a>
AT	Österreichisches Gesellschafts- und Wirtschaftsmuseum – <a href="http://www.wirtschaftsmuseum.at">www.wirtschaftsmuseum.at</a>
AT	Österreichisches Rotes Kreuz - <a href="http://www.rotekreuz.at">www.rotekreuz.at</a>
AT	Raab-Oedenburg-Ebenfurter Eisenbahn AG - <a href="http://www.raaerbahn.com">www.raaerbahn.com</a>
AT	Salzburg AG für Energie, Verkehr und Telekommunikation - <a href="http://www.salzburg.at">www.salzburg.at</a>
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AT	Stadtgemeinde Gmünd – Bestattung
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AT	Stadt Villach - <a href="http://www.villach.at">www.villach.at</a>
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AT	Stadtwerke Bregenz GmbH / Gas-Wasser-Bäder-Stadtbuss
AT	Stadtwerke Kapfenberg - <a href="http://www.stadtwerke-kapfenberg.at">www.stadtwerke-kapfenberg.at</a>
AT	Stadtwerke Klagenfurt AG - <a href="http://www.stw.at">www.stw.at</a>
AT	Stadtwerke St. Pölten - <a href="http://www.st-poelten.gv.at">www.st-poelten.gv.at</a>
AT	TIWAG - Tiroler Wasserkraft AG - <a href="http://www.tiwag.at">www.tiwag.at</a>
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AT	Vereinigte Bühnen Wien GmbH - <a href="http://www.vbw.at">www.vbw.at</a>
AT	Verkehrsverbund Ost-Region GmbH - <a href="http://www.vor.at">www.vor.at</a>
AT	Volkshilfe Wien - <a href="http://www.volkshilfe-wien.at">www.volkshilfe-wien.at</a>
AT	Volkstheater GmbH - <a href="http://www.volkstheater.at">www.volkstheater.at</a>
AT	Wasserleitungsverband Nördliches Burgenland - <a href="http://www.wasserleitungsverband.at">www.wasserleitungsverband.at</a>
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AT	WH Medien GmbH
AT	Wien Holding GmbH - <a href="http://www.wienholding.at">www.wienholding.at</a>
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AT	Wien Energie Gasnetz GmbH - <a href="http://www.wiengas.at">www.wiengas.at</a>
AT	Wien Energie Stromnetz GmbH - <a href="http://www.wienenergie-stromnetz.at">www.wienenergie-stromnetz.at</a>
AT	Wiener Linien GmbH - <a href="http://www.wienerlinien.at">www.wienerlinien.at</a>
AT	Bestattung Wien GmbH - <a href="http://www.bestattungwien.at">www.bestattungwien.at</a>
AT	WOGEM – Gemeinn. Wohn-, Bau- und Siedlungsgesellschaft für Gemeindebedienstete - <a href="http://www.wogem.at">www.wogem.at</a>
AT	Wohnbauvereinigung für Privatangestellte - <a href="http://www.wbv-gpa.at">www.wbv-gpa.at</a>
AT	Wohnfonds Wien - <a href="http://www.wohnfonds.wien.at">www.wohnfonds.wien.at</a>
Benelux	AquaFlanders - <a href="http://www.aquaflanders.be">www.aquaflanders.be</a>
Benelux	De Lijn - Vlaamse Vervoermaatschappij - <a href="http://www.delijn.be">www.delijn.be</a>
Benelux	Ethias - <a href="http://www.ethias.be">www.ethias.be</a>
Benelux	Intermixt - <a href="http://www.intermixt.be">www.intermixt.be</a>
Benelux	INTER-REGIES – <a href="http://www.inter-regies.be">www.inter-regies.be</a>
Benelux	Nederlandse Centrale Overheidswerkgever
Benelux	NMBS – SNCB - Société Nationale des Chemins de Fer Belges - Nationale Maatschappij der Belgische Spoorwegen - <a href="http://www.b-rail.be">www.b-rail.be</a>
Benelux	NMP – SNTC - Nationale Maatschappij der Pijpleidingen - Société Nationale de Transport par Canalisations
Benelux	SPGE - Société Publique de Gestion de l'eau - <a href="http://www.spge.be">www.spge.be</a>
Benelux	UNIPSO – Union des Entreprises à Profit Social – <a href="http://www.unipso.be">www.unipso.be</a>
Benelux	UNISOC – <a href="http://www.unisoc.be">www.unisoc.be</a>
Benelux	UVW – Unie van Waterschappen – <a href="http://www.uvw.nl">www.uvw.nl</a>
Benelux	VEWIN - Vereniging van Exploitanten van Waterleidingbedrijven In Nederland - <a href="http://www.vewin.nl">www.vewin.nl</a>
Benelux	VNG - Vereniging van Nederlandse Gemeenten - <a href="http://www.vng.nl">www.vng.nl</a>
BG	BICA – Bulgarian Industrial Capital Association <a href="http://www.bica-bg.org">www.bica-bg.org</a>
CY	EAC – Electricity Authority Cyprus
DE	Bundesverband Öffentliche Dienstleistungen – BVÖD
DE	Abfallwirtschaftsbetrieb München <a href="http://www.awm-muenchen.de">www.awm-muenchen.de</a>
DE	Beratungsgesellschaft für Beteiligungsverwaltung Leipzig GmbH - <a href="http://www.bbvl.de">www.bbvl.de</a>
DE	Berliner Stadtreinigungsbetriebe, AöR <a href="http://www.bsr.de">www.bsr.de</a>
DE	Berliner Verkehrsbetriebe, AöR - <a href="http://www.bvg.de">www.bvg.de</a>
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DE	Bochum-Gelsenkirchener Straßenbahnen AG <a href="http://www.bogestra.de">www.bogestra.de</a>
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DE	DB Regio AG, Sparte Bus - <a href="http://www.bahn.de/dbregiobus">www.bahn.de/dbregiobus</a>
DE	Dortmunder Stadtwerke AG <a href="http://www.dsw.de">www.dsw.de</a>

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DE	Kommunale Wasserwerke Leipzig GmbH <a href="http://www.wasser-leipzig.de">www.wasser-leipzig.de</a>
DE	KPMG Prüfungs- und Beratungsgesellschaft für den Öffentlichen Sektor AG <a href="http://www.kpmg.de">www.kpmg.de</a>
DE	Leipziger Verkehrsbetriebe (LVB) GmbH <a href="http://www.lvb.de">www.lvb.de</a>
DE	Leipziger Versorgungs- und Verkehrsgesellschaft mbH <a href="http://www.lvz.de">www.lvz.de</a>
DE	Mainova AG <a href="http://www.mainova.de">www.mainova.de</a>
DE	Rheinbahn AG <a href="http://www.rheinbahn.de">www.rheinbahn.de</a>
DE	Rostocker Straßenbahn AG <a href="http://www.rsag-online.de">www.rsag-online.de</a>
DE	Ruhrverband <a href="http://www.ruhrverband.de">www.ruhrverband.de</a>
DE	Senatsverwaltung für Wirtschaft, Technologie und Frauen <a href="http://www.berlin.de/sen/wtf">www.berlin.de/sen/wtf</a>
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DE	Allianz der öffentlichen Wasserwirtschaft (AöW) e.V. - <a href="http://www.aow.de">www.aow.de</a>
DE	AKA Arbeitsgemeinschaft kommunale und kirchliche Altersversorgung e.V. - <a href="http://www.aka.de">www.aka.de</a>
DE	BDEW Bundesverband der Energie- und Wasserwirtschaft e.V. <a href="http://www.bdew.de">www.bdew.de</a>
DE	BG Energie Textil Elektro, Medienerzeugnisse, Branchenverwaltung Energie- und Wasserwirtschaft (BG ETEM – B-EW) <a href="http://www.bgetem.de">www.bgetem.de</a>

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DE	Deutscher Städtetag <a href="http://www.staedtetag.de">www.staedtetag.de</a>
DE	Deutscher Städte- und Gemeindebund <a href="http://www.dstgb.de">www.dstgb.de</a>
DE	GdW Bundesverband deutscher Wohnungs- und Immobilienunternehmen e.V. <a href="http://www.gdw.de">www.gdw.de</a>
DE	Tarifgemeinschaft deutscher Länder – <a href="http://www.tdl-online.de">www.tdl-online.de</a>
DE	Verband Deutscher Verkehrsunternehmen e.V. <a href="http://www.vdv.de">www.vdv.de</a>
DE	Verband kommunaler Unternehmen e.V. <a href="http://www.vku.de">www.vku.de</a>
DE	Vereinigung der kommunalen Arbeitgeberverbände <a href="http://www.vka.de">www.vka.de</a>
DK	Danish Regions - <a href="http://www.regioner.dk">www.regioner.dk</a>
DK	Local Government Denmark - <a href="http://www.kl.dk">www.kl.dk</a>
DK	State Employers' Authority – <a href="http://www.modst.dk">www.modst.dk</a>
ES	Administrador de Infraestructuras Ferroviarias (ADIF) - <a href="http://www.adif.es">www.adif.es</a>
ES	Aeropuertos Españoles y Navegación Aérea (AENA) - <a href="http://www.aena.es">www.aena.es</a>
ES	Consortio Regional de Transportes Publicos Regulares de Madrid- <a href="http://www.ctm-madrid.es">www.ctm-madrid.es</a>
ES	Dirección General Patrimonio del Estado
ES	Entidad Pública Empresarial de Suelo (SEPES) - <a href="http://www.sepes.es">www.sepes.es</a>
ES	Entidad Pública Empresarial Renfe Operadora - <a href="http://www.renfe.es">www.renfe.es</a>
ES	Fábrica Nacional de Moneda y Timbre, S.A. (FNMT) - <a href="http://www.fnmt.es">www.fnmt.es</a>
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ES	Fundacion ONCE, S.A. (FUNDOSA) – <a href="http://www.grupofundosa.es">www.grupofundosa.es</a>
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ES	Organismo Público Puertos del Estado - <a href="http://www.puertos.es">www.puertos.es</a>
ES	Red Eléctrica de España, S.A. (REE) - <a href="http://www.ree.es">www.ree.es</a>
ES	Red de Empresas Locales de Interés General (ELIGE) - <a href="http://www.redelige.com">www.redelige.com</a>
ES	Sociedad Estatal Correos y Telégrafos, S.A. (CORREOS) - <a href="http://www.correos.es">www.correos.es</a>
ES	Sociedad Estatal de Participaciones Industriales (SEPI) - <a href="http://www.sepi.es">www.sepi.es</a>
FI	KT Local Government Employers - <a href="http://www.kuntatyonantajat.fi">www.kuntatyonantajat.fi</a>
FI	Commission for Church Employers - <a href="http://www.evl.fi">www.evl.fi</a>
FI	Office for the Government as Employer – <a href="http://www.vm.fi">www.vm.fi</a>
FR	Agence française de développement (AFD) - <a href="http://www.afd.fr">www.afd.fr</a>
FR	Air France Groupe - <a href="http://www.airfrance.net">www.airfrance.net</a>
FR	Association nationale des régies de services publics et des organismes constitués par les collectivités locales ou avec leur participation (ANROC) - <a href="http://www.anroc.com">www.anroc.com</a>
FR	Bureau des recherches géologiques et minières (BRGM) - <a href="http://www.brgm.fr">www.brgm.fr</a>
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FR	Electricité de France (EDF) - <a href="http://www.edf.fr">www.edf.fr</a>
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FR	Fédération des EPL - <a href="http://www.lesepl.fr">www.lesepl.fr</a>
FR	Fédération nationale des collectivités concédantes et des régions (FNCCR) - <a href="http://www.fnccr.asso.fr">www.fnccr.asso.fr</a>
FR	Fédération nationale des offices Habitations à Loyer Modéré (FNOHLM) - <a href="http://www.offices-hlm.org">www.offices-hlm.org</a>
FR	France Télécom - <a href="http://www.francetelecom.com">www.francetelecom.com</a>
FR	Groupe Société Nationale Immobilière (SNI-SCET) - <a href="http://www.groupe-sni.fr">www.groupe-sni.fr</a>
FR	La Cité internationale des Congrès Nantes-Métropole – <a href="http://www.lacite-nantes.fr">www.lacite-nantes.fr</a>
FR	Nantes Métropole Aménagement - <a href="http://www.nantes-amenagement.fr">www.nantes-amenagement.fr</a>
FR	Sem d'aménagement de la ville de Paris (SEMAVIP) - <a href="http://www.semavip.fr">www.semavip.fr</a>
FR	Société d'économie mixte d'aménagement de l'est parisien (SEMAEST) - <a href="http://www.semaest.fr">www.semaest.fr</a>
FR	SEM du TCSP de Brest - <a href="http://www.lettram-brest.fr">www.lettram-brest.fr</a>
FR	SEMITAN (SEM des transports en commun de l'agglomération nantaise) - <a href="http://www.tan.fr">www.tan.fr</a>
FR	SEMIV (SEM immobilière de Vélizy) - <a href="http://www.semiv-velizy.fr">www.semiv-velizy.fr</a>
FR	SIDR (Société immobilière du département de la Réunion) - <a href="http://www.sidr.fr">www.sidr.fr</a>
FR	SNCF (Société nationale des chemins de fer français) - <a href="http://www.sncf.fr">www.sncf.fr</a>
FR	Société d'équipement du Rhône et de Lyon (SERL) - <a href="http://www.serl.fr">www.serl.fr</a>
FR	Société d'exploitation de la Tour Eiffel (SETE) - <a href="http://www.tour-eiffel.fr">www.tour-eiffel.fr</a>
FR	Société immobilière de Nouvelle-Calédonie (SIC) - <a href="http://www.sic.nc">www.sic.nc</a>
FR	SOGARIS - <a href="http://www.sogaris.fr">www.sogaris.fr</a>
FR	Union sociale pour l'habitat (USH) - <a href="http://www.union-habitat.org">www.union-habitat.org</a>
FR	UPPFP (Union des Professionnels du Pôle Funéraire Public) - <a href="http://uppfp.free.fr">http://uppfp.free.fr</a>
FR	La Folle Journée de Nantes - <a href="http://www.follejournee.fr">http://www.follejournee.fr</a>
FR	Sipea (Société anonyme immobilière d'économie mixte de la ville de Poitiers) - <a href="http://www.sipea-poitiers.fr">http://www.sipea-poitiers.fr</a>
EL	KEDEO
EL	Athens Urban Transport Organisation SA (OASA), <a href="http://www.oasa.gr">www.oasa.gr</a>
EL	Attica Bank, <a href="http://www.atticabank.gr">www.atticabank.gr</a>
EL	Stable urban transports STASY SA, <a href="http://www.ametro.gr">www.ametro.gr</a> , <a href="http://www.isap.gr">www.isap.gr</a> & <a href="http://www.tramsa.gr">www.tramsa.gr</a>
EL	ERGOSE SA – railway infrastructure company, <a href="http://www.ergose.gr">www.ergose.gr</a>
EL	ILPAP SA – electric transport company, <a href="http://www.athens-trolley.gr">www.athens-trolley.gr</a>
EL	National Sports' Centre Aghios Kosmas
EL	Port Authority of Patras SA, <a href="http://www.patrasport.gr">www.patrasport.gr</a>
EL	School Building Organisation SA (SBO –OSK), <a href="http://www.osk.gr">www.osk.gr</a>
EL	International Fair of Thessalonica, <a href="http://www.tif.gr">www.tif.gr</a>
EL	Hellenic Aerospace Industry, <a href="http://www.haicorp.com">www.haicorp.com</a>
EL	Hellenic Defence Systems, <a href="http://www.eas.gr">www.eas.gr</a>
EL	Athens Road Transport OSY, <a href="http://www.ethel.gr">www.ethel.gr</a>
EL	Organization of SMEs and Handicraft (EOMMEX), <a href="http://www.eommex.gr">www.eommex.gr</a>
EL	Athens Water Supply and Sewerage Company (EYDAP) <a href="http://www.eydap.gr">www.eydap.gr</a>

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EL	Public Material Management Organisation (ODDY), <a href="http://www.oddv.gr">www.oddv.gr</a>
EL	OAED - workforce employment organisation, <a href="http://www.oaed.gr">www.oaed.gr</a>
EL	OPAP SA – betting organization, <a href="http://www.opap.gr">www.opap.gr</a>
EL	Port of Igoumenitsa, <a href="http://www.olig.gr">www.olig.gr</a>
EL	Thessaloniki Port Authority SA, <a href="http://www.thpa.gr">www.thpa.gr</a>
EL	Lavrion Port Authority, <a href="http://www.oll.gr">www.oll.gr</a>
EL	OSE - Greek railway organisation, <a href="http://www.osenet.gr">www.osenet.gr</a>
EL	Thessaloniki's Integrated Transport Authority (SASTH), <a href="http://www.sasth.gr">www.sasth.gr</a>
EL	TEO – national road construction fund, <a href="http://www.teo.org.gr">www.teo.org.gr</a>
EL	Fund of securities and loans, <a href="http://www.tpd.gr">www.tpd.gr</a>
EL	Helexpo, <a href="http://www.helexpo.gr">www.helexpo.gr</a>
EL	Export Credit Insurance Organisation (ECIO - OAEP), <a href="http://www.oaep.gr">www.oaep.gr</a>
EL	NAFSOLP - naval repairing zone reconstruction, <a href="http://www.nazo.gr">www.nazo.gr</a>
EL	Asprofos SA – engineering company, <a href="http://www.asprofos.gr">www.asprofos.gr</a>
HU	National Association of Strategic and Public Utility Companies (STRATOSZ):
HU	Hungarian State Holding Company (MNV Zrt.)
HU	Hungarian Post Office Co. Ltd.
HU	Hungarian Railway Enterprises Union
HU	HUNGRAIL Hungarian Rail Association
HU	MÁV Hungarian State Railways Co. Ltd.
HU	MÁV-START Railway Passenger Transport Co.
HU	CER Hungary Co. (CER Hungary Central European Railway Cargo, Trading and Services Privately Held Company Limited by Shares)
HU	KÖZGÉP Steel Structure-and-Construction Co.
HU	Volán Professional Association
HU	Agria Volán Bus Traffic Co. Ltd.
HU	Alba Volán Bus Traffic Co. Ltd.
HU	Bakony Volán Bus Traffic Co. Ltd.
HU	Balaton Volán Bus Traffic Co. Ltd.
HU	Borsod Volán Bus Traffic Co. Ltd.
HU	Gemenc Volán Bus Traffic Co. Ltd.
HU	Hajdú Volán Bus Traffic Co. Ltd.
HU	Hatvani Volán Bus Traffic Co. Ltd.
HU	Jászkun Volán Bus Traffic Co. Ltd.
HU	Kapos Volán Bus Traffic Ltd.
HU	Kisalföld Volán Bus Traffic Co. Ltd.
HU	Kőrös Volán Bus Traffic Co. Ltd.
HU	Kunság Volán Bus Traffic Co. Ltd.
HU	Mátra Volán Bus Traffic Co. Ltd.
HU	Nógrád Volán Bus Traffic Co. Ltd.

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HU	Pannon Volán Bus Traffic Co. Ltd.
HU	Somló Volán Bus Traffic Co. Ltd.
HU	Szabolcs Volán Bus Traffic Co. Ltd.
HU	Tisza Volán Bus Traffic Co. Ltd.
HU	Vasi Volán Bus Traffic Co. Ltd.
HU	Vértes Volán Bus Traffic Co. Ltd.
HU	Zala Volán Bus Traffic Co. Ltd.
HU	Volánbusz Transport Company Ltd.
HU	GOMI Ltd.
HU	Raaberlog Ltd
IE	HSE Employers Agency - <a href="http://www.hsea.ie">www.hsea.ie</a>
IT	ARAN - Agenzia per la Rappresentanza Negoziale delle Pubbliche Amministrazioni - <a href="http://www.aranagenzia.it">www.aranagenzia.it</a>
IT	CONFSERVIZI (Confederazione Italiana dei Servizi Pubblici Locali – Asstra – Federambiente - Federutility) - <a href="http://www.confservizi.net">www.confservizi.net</a>
IT	ENAC (Ente nazionale per l'Aviazione Civile) <a href="http://www.enac.gov.it">www.enac.gov.it</a>
MT	Malta's Employers' Association (MEA) - <a href="http://www.maltaemployers.com">www.maltaemployers.com</a>
PL	Pracodawcy RP
PL	Ogólnopolski Związek Pracodawców Transportu Samochodowego
PL	Domik Sp. z o.o.
PL	Centrum Medyczne Mavit
PL	Polska Agencja Prasowa
PL	Kompania Węglowa S.A.
PL	Lubelski Związek Pracodawców
PL	Polskie Górnictwo Naftowe i Gazownictwo S.A.
PL	Fabryka Tarcz Ściernych
PL	Polskie Przymierze Gospodarcze
PL	PKP CARGO S.A – <a href="http://www.pkp-cargo.pl">www.pkp-cargo.pl</a>
PL	Centrum Szkoleniowo-Konferencyjne Sp. z o.o
PT	AdP – Águas de Portugal, Sgps, SA - <a href="http://www.adp.pt">www.adp.pt</a>
PT	APA – Administração do Porto de Aveiro, SA - <a href="http://www.portodeaveiro.pt">www.portodeaveiro.pt</a>
PT	APL – Administração do Porto de Lisboa, SA - <a href="http://www.portodelisboa.pt">www.portodelisboa.pt</a>
PT	APS – Administração do Porto de Sines, SA - <a href="http://www.portodesines.pt">www.portodesines.pt</a>
PT	Baía do Tejo, SA - <a href="http://www.baiadotejo.pt">www.baiadotejo.pt</a>
PT	Banco BPI, SA - <a href="http://www.bancobpi.pt">www.bancobpi.pt</a>
PT	Companhia Carris de Ferro de Lisboa, SA - <a href="http://www.carris.pt">www.carris.pt</a>
PT	EEM – Empresa de Electricidade da Madeira, SA - <a href="http://www.eem.pt">www.eem.pt</a>
PT	EP – Estradas de Portugal, E.P.E. - <a href="http://www.estradasdeportugal.pt">www.estradasdeportugal.pt</a>
PT	EPUL – Empresa Pública de Urbanização de Lisboa, EP - <a href="http://www.epul.pt">www.epul.pt</a>
PT	GEBALIS – Gestão dos Bairros Municipais de Lisboa, EEM - <a href="http://www.gebalis.pt">www.gebalis.pt</a>
PT	IEFP – Instituto do Emprego e Formação Profissional, IP - <a href="http://www.iefp.pt">www.iefp.pt</a>

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PT	INCI – Instituto da Construção e do Imobiliário, IP - <a href="http://www.inci.pt">www.inci.pt</a>
PT	INCM – Imprensa Nacional - Casa da Moeda, SA - <a href="http://www.incm.pt">www.incm.pt</a>
PT	INE – Instituto Nacional de Estatística, IP - <a href="http://www.ine.pt">www.ine.pt</a>
PT	METROPOLITANO DE LISBOA, EPE - <a href="http://www.metrolisboa.pt">www.metrolisboa.pt</a>
PT	MONTEPIO GERAL - <a href="http://www.montepiogeral.pt">www.montepiogeral.pt</a>
PT	TAP – AIR PORTUGAL, SA - <a href="http://www.tap.pt">www.tap.pt</a>
PT	TRANSTEJO – Transportes do Tejo, SA - <a href="http://www.transtejo.pt">www.transtejo.pt</a>
RO	Romanian Water Employers Association (ARA)
RO	Romanian District Heating Employers Association (ASER)
RO	Public Services Employers Association (PSP)
RO	National Employers' Federation of Public Utilities of Romania (FNPSPR)
RO	Liga Citadina (Cities League)
RO	The National Federation of Family Doctors of Romania
RO	The National Federation of Solid Waste Management Operators of Romania
RO	The National Association of the Urban Electrical Illumination Operators of Romania
SE	FASTIGO - Employers' Association for the Property Sector - <a href="http://www.fastigo.se">www.fastigo.se</a>
SE	KFS - Swedish Organisation for Local Enterprises - <a href="http://www.kfs.net">www.kfs.net</a>
SE	PACTA - Employers' Association of Local Federations of Local Authorities and Enterprises - <a href="http://www.pacta.org.se">www.pacta.org.se</a>
SE	SAGE - Swedish Agency for Government Employers - <a href="http://www.arbetsgivarverket.se">www.arbetsgivarverket.se</a>
SE	SALAR - Swedish Association of Local Authorities and Regions (Sveriges Kommuner och Landsting) - <a href="http://www.skl.se">www.skl.se</a>
UK	Local Government Group - <a href="http://www.local.gov.uk">www.local.gov.uk</a>
UK	The NHS Confederation – <a href="http://www.nhsconfed.org">www.nhsconfed.org</a>
UK	The Cabinet Office, c/o Department for Business, Innovation & Skills (BIS) – <a href="http://www.bis.gov.uk">www.bis.gov.uk</a>
UK	National Association of Regional Employers (NARE):
UK	South East Employers <a href="http://www.seemp.co.uk">www.seemp.co.uk</a>
UK	South West Employers <a href="http://www.southwest-ra.gov.uk">www.southwest-ra.gov.uk</a>
UK	London Councils <a href="http://www.londoncouncils.gov.uk">www.londoncouncils.gov.uk</a>
UK	East Midlands Councils <a href="http://www.emcouncils.gov.uk">www.emcouncils.gov.uk</a>
UK	East of England Local Government Association – <a href="http://www.eelga.gov.uk">www.eelga.gov.uk</a>
UK	North West Employers Organisation <a href="http://www.nwemployers.org.uk">www.nwemployers.org.uk</a>
UK	North East Regional Employers <a href="http://www.nereo.gov.uk">www.nereo.gov.uk</a>
UK	Local Government Yorkshire and Humber <a href="http://www.lgyh.gov.uk">www.lgyh.gov.uk</a>
UK	Northern Ireland Local Government Association <a href="http://www.nilga.org">www.nilga.org</a>
UK	Welsh Local Government Association <a href="http://www.wlga.gov.uk">www.wlga.gov.uk</a>
UK	West Midlands Councils <a href="http://www.wmcouncils.org.uk">www.wmcouncils.org.uk</a>
UK	Transport for London - <a href="http://www.tfl.gov.uk">www.tfl.gov.uk</a>
UK	Universities and Colleges Employers' Association - <a href="http://www.ucea.ac.uk">www.ucea.ac.uk</a>
UK	Association of Chartered Certified Accountants - <a href="http://www.accaglobal.com">www.accaglobal.com</a>
UK	Lindsey Marsh Drainage Board - <a href="http://www.lmdb.co.uk">www.lmdb.co.uk</a>

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UK	Scape System Builds Limited - <a href="http://www.scapebuild.co.uk">www.scapebuild.co.uk</a>
UK	Eversheds - <a href="http://www.eversheds.com">www.eversheds.com</a>
UK	PPMA - <a href="http://www.ppma.org.uk/">http://www.ppma.org.uk/</a>

*Note: See also the CEEP reports Mapping of the public services and Mapping evolutions in public services in Europe, available at <http://www.ceep.eu/> and <http://www.mappingpublicservices.eu>.*

*Source: CEEP (2013)*

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