



Representativeness of the European social partner organisations: Woodworking sector

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This study provides information designed to aid sectoral social dialogue in the woodworking sector. The study is divided into three parts: a brief overview of the sector's economic and employment background; an analysis of the relevant social partner organisations in all the EU Member States, with special emphasis on their membership, their role in collective bargaining, social dialogue and public policy and their national and European affiliations; and an analysis of the relevant European organisations, particularly their membership composition and their capacity to negotiate. The aim of Eurofound's series of representativeness studies is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus of these studies arises from the European Commission's desire to recognise the representative social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU).

Objectives of the study

The aim of this representativeness study is to identify the relevant national and supranational social actors – the trade unions and employer organisations – in the field of industrial relations in the woodworking sector, and to show how these actors relate to the sector's European interest associations of labour and business. The impetus for this study, and for similar studies in other sectors, arises from the aim of the European Commission to identify the representative social partner associations to be consulted under the provisions of the TFEU. Hence, this study seeks to provide the basic information needed to set up sectoral social dialogue. The effectiveness of the European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States. Only European associations which meet this precondition will be admitted to the European social dialogue.

Concept and methodology

To accomplish these aims, the study first identifies the relevant national social partner organisations in the woodworking sector, via a top-down approach (listing the members of the European affiliations) and a bottom-up approach via the national correspondents from the European Industrial Relations network.

This involves a clarification of the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related'.

The study follows the conceptual and methodological approach of the series of representativeness studies.

A European association is considered a relevant sector-related interest association if:

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

National associations are considered relevant sector-related interest associations if they meet both criteria A and B:

- A. The association's domain relates to the sector.
- B. The association is: (1) either regularly involved in sector-related collective bargaining, and/or (2) affiliated to a 'sector-related' European association of business or labour on the Commission's list of European social partner organisations consulted under Article 154 of the TFEU and/or which participates in the sector-related European social dialogue.

Sector-relatedness (criterion A) is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE), to ensure the cross-national comparability of

the findings. More specifically, the woodworking sector is defined as embracing NACE (Rev. 2) 16. This includes the following activities:

- 16.1 Sawmilling and planing of wood
- 16.2 Manufacture of products of wood, cork, straw and plaiting materials.

Organisations are considered ‘sector related’ if their membership domain relates to the sector in one of the ways displayed in Figure 1. A more detailed description as to how this is established can be found in the methodological annex (Annex 1).

Figure 1: Sector-relatedness of social partner organisations: Domain patterns



As regards criterion B.2, it must be said that taking affiliation to a European social partner organisation as sufficient to determine a national association as a social partner does not necessarily imply that the association is involved in industrial relations in its own country. Although this selection criterion may seem odd at first glance, a national association that is a member of a European social partner organisation will become involved in industrial relations matters through its membership of the European organisation. Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective countries. Affiliation to a European social partner organisation and/or involvement in national collective bargaining are of utmost importance to European social dialogue, since they are the two constituent mechanisms that can systematically connect the national and European levels.

Data have been collected through Eurofound’s network of correspondents, which approached the national organisations with a standard questionnaire. In order to ensure the quality of the information gathered, several verification procedures and feedback loops with the different parties involved (European- and national-level social partner organisations, the European Commission, Eurofound) have been applied.

The activities covered by this representativeness study are classes 16 of NACE Rev. 2. According to this definition, the organisations listed by the European Commission as a social partner organisation consulted under Article 154 of the TFEU are, on the employees’ side, the European Federation of Building and Woodworkers (EFBWW); and on the employers’ side, the European Confederation of Woodworking Industries (CEI-Bois).

In addition, the study considers any other sector-related European associations with sector-related national associations as defined below.

Employment and economic trends

Employment characteristics

According to the European Labour Force Survey (2014), the woodworking sector employs less than 1.5 million people in Europe, of whom 83% are men. The large majority of woodworking workers have employee status and full-time work is predominant. According to the Structural Business Statistics, small companies (with fewer than 10 employees) are predominant, accounting for around 90% of all companies in the sector in Europe.

Long-term trends

The woodworking sector produces a range of different products including sawn, wood-based panels, joinery and carpentry products and packaging. The construction industry is the biggest user of wood products in the EU. In this field, wood competes with products made of other materials (European Commission, 2010). According to the European Commission (2010), one of the main long-term trends observed in the sector is the persistent drop in the demand for wooden goods. Increased access to new export markets and cheaper imported commodities has led to a decline in demand. Other challenges affecting the sector relate to the need to reduce fixed and variable costs in terms of labour, raw material and energy. Moreover, the European Commission (2010) notes that investment in wood working plants, research and developments as well as education, training and skills should be increased to improve competitiveness.

Tables 1 and 2 give a general overview of the development of the sector from 2002 to 2012. They present figures on companies, employment and employees in the sector and in relation to the national economy. Most of the data come from national sources (and are collected by national centres). These figures were collected through Eurofound's network of European correspondents.

Table 1: Total employers and employment in the woodworking sector, 2002 and 2012

	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as % of total employment
AT*	2003	3,503	38,056	n.a.	n.a.	n.a.
AT	2011	2,787	34,112	n.a.	n.a.	0.8
BE	2002	3,036	26,9970	3,064	23,933	0.7
BE	2012	2,759	21,880	2,100	19,780	0.5
BG	2002	n.a.	n.a.	n.a.	n.a.	n.a.
BG	2012	n.a.	n.a.	n.a.	n.a.	n.a.
CY	2002	949	3,175	291	2,884	0.9
CY	2012	1,083	2,963	n.a.	n.a.	0.7
CZ	2002	31,728	52,200	9,800	42,400	n.a.
CZ	2012	37,475	52,600	10,700	41,900	n.a.
DE	2002	n.a.	n.a.	n.a.	n.a.	n.a.
DE	2012	15,442	117,000	20,000	97,000	0.3
DK	2002	678	14,893	2,939	11,954	n.a.
DK	2012	554	8,452	1,619	6,923	n.a.

	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as % of total employment
EE	2002	1,027	18,873	n.a.	n.a.	4.3
EE	2012	1,000	14,341	n.a.	n.a.	3.5
EL	2008	10,839	26,770	1,724	25,045	0.58
EL	2012	8,068	20,004	1,867	18,137	0.48
ES	2002	19,274	124,500	14,700	109,800	0.7
ES	2012	12,707	61,800	8,350	534,50	0.3
FI	2002	2,811	29,179	5,879	23,298	1.2
FI	2012	2,096	21,622	3,815	17,807	0.9
FR	2002	9,257	n.a.	n.a.	n.a.	n.a.
FR	2012	9,048	n.a.	n.a.	n.a.	n.a.
HR	2002	9,000	26,000	3,900	22,100	2.6
HR	2012	7,000	19,700	3,650	16,050	2.5
HU	2002	6,069	85,200	28,500	56,500	2.2
HU	2012	3,641	50,500	15,500	35,000	1.3
IE	2003	317	7,700	n.a.	n.a.	0.4
IE	2013	254	5,400	n.a.	n.a.	0.3
IT	2002	33,382	217,868	54,565	163,303	1
IT	2012	53,675	137,088	26,745	110,343	0.6
LT	2002	1,558	26,000	n.a.	n.a.	2.1
LT	2012	1,194	22,900	n.a.	n.a.	1.8
LU	2002	19	n.a.	n.a.	n.a.	n.a.
LU	2012	22	n.a.	n.a.	n.a.	n.a.
LV	2002	612	31,399	6,292	25,107	3.8
LV	2012	1,451	22,846	5,118	17,728	2.7
MT	2002	116	451	151	298	n.a.
MT	2012	141	266	19	247	n.a.
NL	2001	2,015	n.a.	n.a.	n.a.	n.a.
NL	2011	2,190	n.a.	n.a.	n.a.	n.a.
PL	2002	n.a.	n.a.	n.a.	n.a.	n.a.
PL	2012	35957	159,800	23,500	136,300	1
PT	2002	5,540	62,701	12,434	50,267	1.3
PT	2012	6,121	43,456	8,288	35,168	1
RO	2002	5,931	n.a.	n.a.	n.a.	n.a.
RO	2012	5,202	83,900	n.a.	n.a.	1
SE	2002	2,263	n.a.	n.a.	n.a.	n.a.
SE	2012	1,981	n.a.	n.a.	n.a.	n.a.
SI	2002	1,690	12,340	3,328	9,012	1.5
SI	2012	1,692	7,980	1,937	6,043	0.9
SK	2002	12,365	23,000	6,500	16,500	1.1
SK	2012	12,423	19,400	2,600	16,800	0.8

	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as % of total employment
UK	2002	8,455	80,000	12,500	67,500	0.3
UK	2012	7,785	65,900	7,600	58,300	0.2

Note: * = under-represented

n.a. = not available

Source: National contributions, national statistics.

Table 2: Total employees in the woodworking sector, 2002 and 2012

	Year	Total employees	Female employees	Male employees	Sectoral employees as % of total employees
AT	2003	34,815	n.a.	n.a.	1.1
AT	2011	31,823	n.a.	n.a.	0.9
BE	2002	24,246	2,506	21,740	0.8
BE	2012	19,807	1,693	18,114	0.6
BG	2002	17,440	4,722	12,718	3.5
BG	2012	13,350	3,263	10,087	3.1
CY	2002	n.a.	n.a.	n.a.	n.a.
CY	2012	n.a.	n.a.	n.a.	n.a.
CZ	2002	39,200	9,000	30,200	0.98
CZ	2012	39,100	9,900	29,300	0.98
DE	2002	n.a.	n.a.	n.a.	n.a.
DE	2012	111,082	18,539	92,543	0.3
DK	2002	14,512	2,878	11,634	n.a.
DK	2012	8,281	6,691	1,590	n.a.
EE	2002	18,453	n.a.	n.a.	4.4
EE	2012	14,081	n.a.	n.a.	3.6
EL	2008	15,712	1,187	14,525	0.53
EL	2012	11,651	9,911	1,740	0.49
ES	2002	80,350	13,150	93,500	0.7
ES	2012	47,100	6,900	40,200	0.3
FI	2002	27,998	5,793	22,205	1.4
FI	2012	20,327	3,667	16,600	1
FR	2002	92,530	n.a.	n.a.	n.a.
FR	2012	69,011	n.a.	n.a.	0.29
HR	2002	11,780	3,481	8,289	2.4
HR	2012	10,219	2,877	7,432	0.9
HU	2002	75,900	26,900	49,000	2.3
HU	2012	46,700	15,000	31,700	1.4
IE	2003	n.a.	n.a.	n.a.	n.a.
IE	2013	n.a.	n.a.	n.a.	n.a.

	Year	Total employees	Female employees	Male employees	Sectoral employees as % of total employees
IT	2002	143,884	44,266	99,618	0.9
IT	2012	91,645	17,879	73,766	0.5
LT	2002	27,976	n.a.	n.a.	3.2
LT	2012	19,006	n.a.	n.a.	202
LU	2002	542	59	483	0.18
LU	2012	623	67	556	0.16
LV	2002	31,370	6,286	25,084	3.8
LV	2012	22,541	5,050	17,491	2.7
MT	2002	383	151	232	n.a.
MT	2012	207	18	189	n.a.
NL	2001	18,000	n.a.	n.a.	n.a.
NL	2011	13,000	n.a.	n.a.	n.a.
PL	2002	n.a.	n.a.	n.a.	n.a.
PL	2012	n.a.	n.a.	n.a.	n.a.
PT	2002	48,244	11,286	36,958	1.3
PT	2012	33,206	7,425	25,781	0.9
RO	2002	77,000	19,000	58,000	1.7
RO	2012	49,000	12,000	37,000	1.1
SE	2002	36,289	n.a.	n.a.	0.01
SE	2012	29,539	n.a.	n.a.	0.007
SI	2002	11,544	3,273	8,271	1.6
SI	2012	7,271	1,893	5,378	1
SK	2002	19,300	6,200	13,100	1
SK	2012	15,900	2,500	13,400	0.8
UK	2002	69,400	12,100	57,300	0.3
UK	2012	51,300	5,900	45,400	0.2

Note: n.a. = not available

Source: National contributions, national statistics.

It is notable that the number of companies has decreased since 2002 (or the nearest year with available data) in 18 of the 25 countries where data were available. This generally reflects a drop in employment. In five countries (Czech Republic, Cyprus, Latvia, Malta and Portugal), the number of companies increased. However, in all these countries except the Czech Republic, this growth does not reflect a general expansion of the sector but a process of fragmentation of the sector's company structure. In Slovakia and Slovenia the number of companies has remained stable.

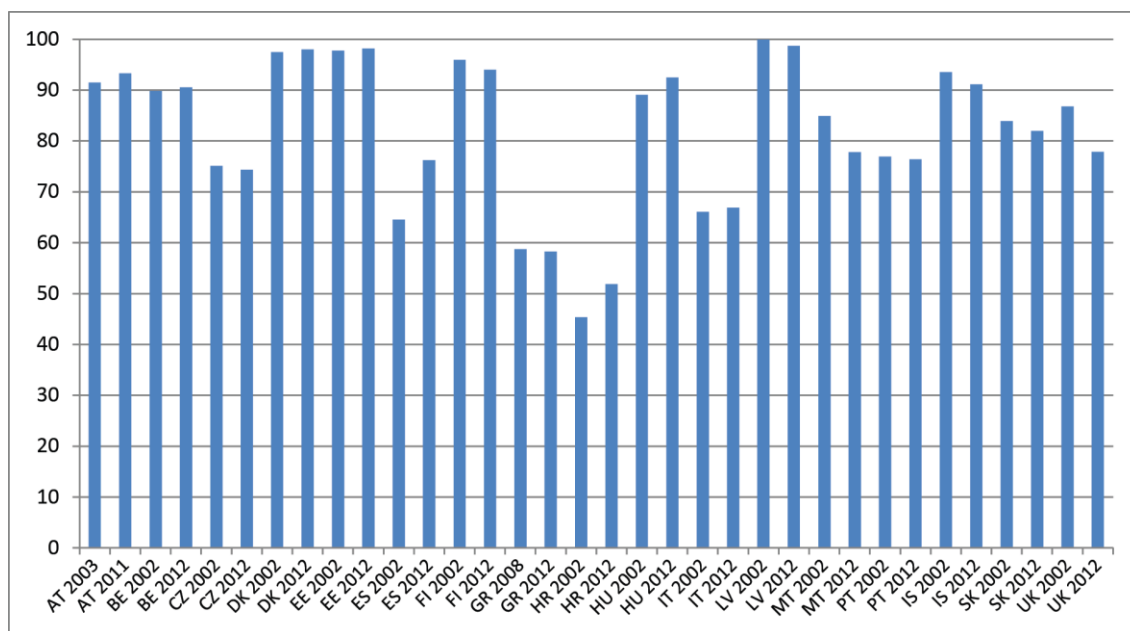
The data in Tables 1 and 2 show that female employment is lower than male employment in all countries with available data.

The tables also show that most of the countries with available data (18 out of 19) record a decrease in overall employment within the sector in the same time period. Only in the Czech Republic has sectoral employment slightly increased. In terms of the number of sectoral employees, the same trend is observed. Twenty-three of the 24 countries – where data were

available – record a decrease in the number of sectoral employees. Only in Luxembourg did the number of sectoral employees increase between 2002 and 2012.

Data provided by the national centres (Figure 2), show the change in the share of employees in employment from 2002 to 2012. According to available data, the share of employees in employment has remained very stable in the majority of countries concerned. Most important changes were recorded in Spain (it increased from 65% to 76%), Malta (it decreased from 85% to 78%) and the United Kingdom (it decreased from 87% to 78%).

Figure 2: Share of employees in employment, 2002–2012



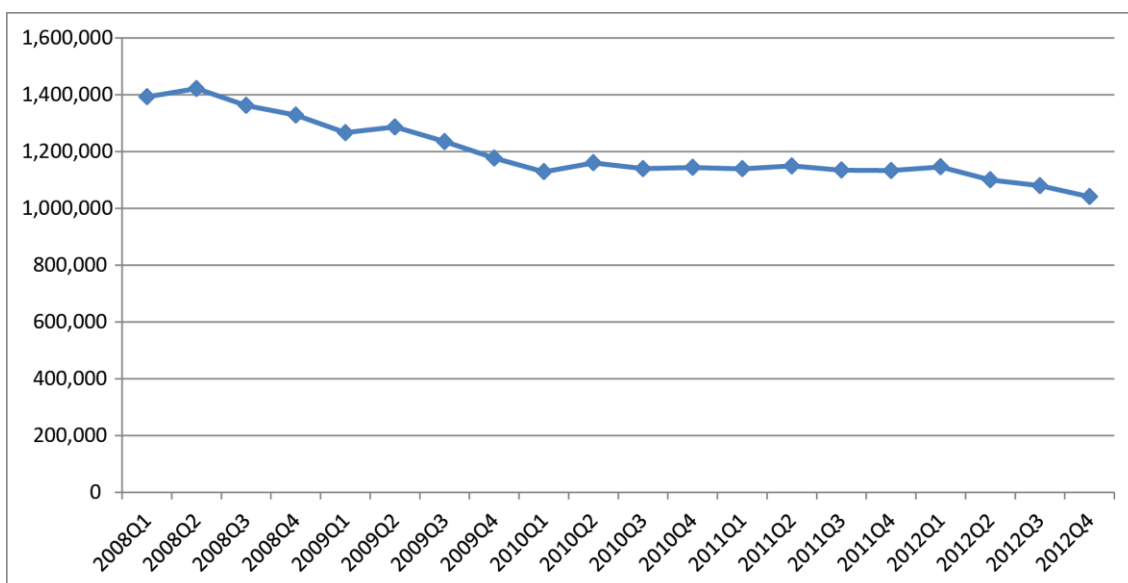
Source: Author’s elaboration based on national contributions.

Recent developments

The general trend in the woodworking sector as a whole from 2008 to 2012 reflects the effects of the economic crisis. Although the situation varies among countries, most of the countries record a drop in employment from 2008 to 2012.

Figure 3 shows that, overall in the European Union, the woodworking sector has been hit by the crisis. Total employment peaked at around 1,400,000 in the second quarter of 2008. Since 2008, employment declined every year. Figure 2 also shows a cyclical development of employment within each year, indicating the seasonal fluctuation of employment within the sector. In every year employment increases slightly in the second quarter except in 2012, when employment decreases in all quarters.

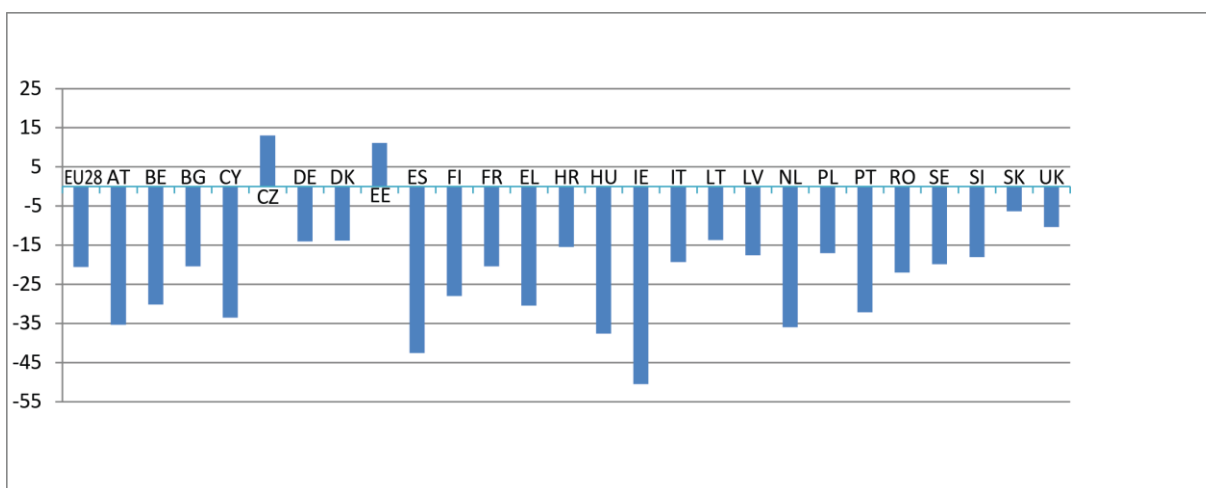
Figure 3: Evolution of employment, 2008–2012



Source: Eurostat, Labour Force Survey

Figure 4 indicates that only Czech Republic and Estonia have recorded an increase in employment. Thus, in most of the EU Member States the sector has been hit by the crisis. Moreover, 12 countries record drops of more than 20% in employment: Austria, Belgium, Bulgaria, Cyprus, Spain, Finland, France, Greece, Hungary, Ireland, Portugal and Romania.

Figure 4: Differences in employment, 2008–2012 (%)

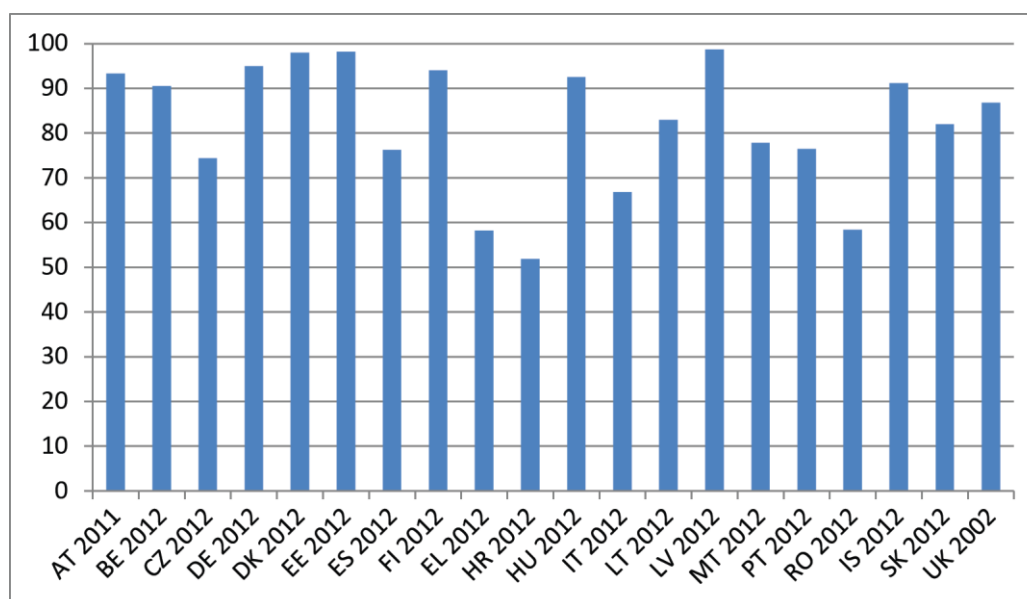


Note: No data available for Malta and Luxembourg.

Source: Eurostat, Labour Force Survey

Figure 5 illustrates the share of employees in employment in the countries with available data for 2012. The figure shows that self-employment and other non-employee relationships (such as apprentices and freelancers) are only widespread in countries such as Greece, Croatia, Italy and Romania, with workers in non-employee relationships accounting for more than 30% of the total. In the other countries, self-employment and other non-employee relationships appear to be low.

Figure 5: Share of employees in employment, 2012 (%)



Source: Author's elaboration based on national contributions.

National level of interest representation

The analysis of the national level of interest representation focuses on:

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

Membership domain and strength

The study uses the quantitative data on membership and relative strength within the woodworking sector, collected through the network of European correspondents from the categories listed in Table 3.

Table 3: Definitions of membership

Type of organisation	Membership	Density
Trade union	Number of active members in employment Number of active members in employment in the woodworking sector	Sectoral density: Number of active members in employment in the woodworking sector divided by the total number of employees in the woodworking sector.
Employer organisation	Number of member companies Number of employees working in member companies Number of member companies in the woodworking sector Number of employees working in member companies in the woodworking sector	Sectoral density (companies): Number of member companies in the woodworking sector divided by the total number of companies in the sector. Sectoral density (employees): Number of employees working in member companies in the woodworking sector divided by the total number of employees in the woodworking sector.

Trade unions or employee interest representation

Tables A2 and A3 in Annex 2 present the employee organisations' data on their domains and membership strength. The tables list all sector-related organisations which are either involved in collective bargaining and/or affiliated to the European Federation of Building and Woodworkers (EFBWW).

All of the countries except Malta record at least one sector-related trade union. In total, 62 sector-related trade unions are identified which fulfil the criteria to be included in the representativeness study. Only 1 sector-related trade union is recorded in 11 countries, 2 in 5 countries and 3 unions are observed in 5 countries, while 6 countries record 4 or more sector-related unions, thus showing a fragmented landscape.

Collective bargaining

In all the countries except Estonia, Lithuania and Sweden all the unions are involved in sector-related collective bargaining (see Table A3 in Annex 2). In Estonia and Lithuania unions included are not involved in collective bargaining while in Sweden one of the unions included is not involved in collective bargaining.

Domain patterns

Only four unions (around 6% of all the unions) demarcate their domain in a way which is congruent with the sectoral definition. This fact implies that statistical definitions of business activities of the sector differ from the lines along which employees identify their interests.

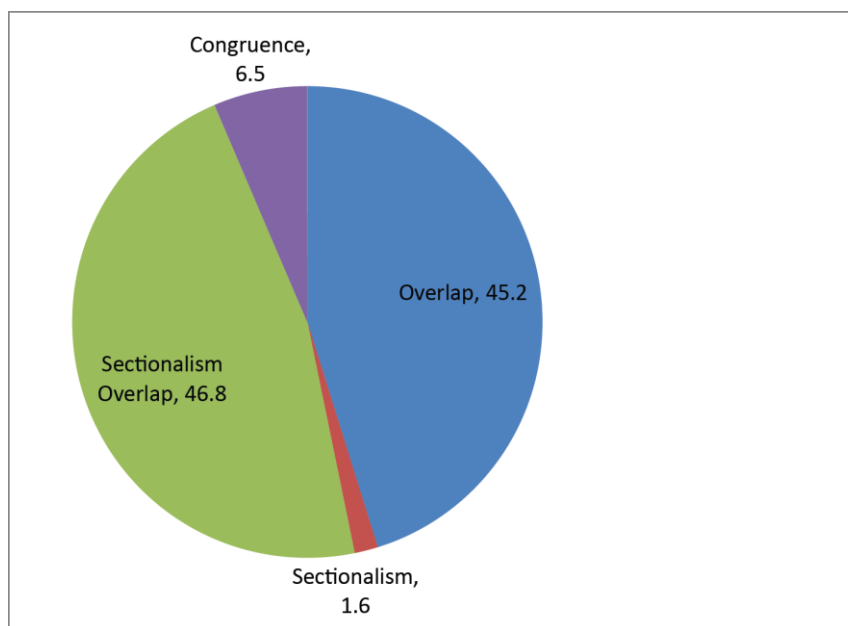
Sectional overlap is the dominant sector-related domain pattern in the woodworking sector, occurring in 47% of cases. This is usually a result of domain demarcations which focus on certain categories of employees which are then organised across several sectors, including activities outside the woodworking sector. Employee categories are specified by various parameters mostly related to employment status, such as white-collar workers (GPA-djp in Austria, Ammattiliitto Pro, Pro in Finland, ZZIT in Poland, SINDCES in Portugal, Unionen, Ledarna, Sveriges ingenjörer in Sweden) or blue-collar workers (GBH in Austria, FGTB-CG/ABVV-AC, CSC-ACV BIE in Belgium, 3F in Denmark, Puuliitto in Finland, UCATT and BATU in Ireland, GS in Sweden). The parameters may also include geographic region, such as ELA-Hainbat (part of Spain). In addition, other trade unions' domains cover parts of the woodworking sector in terms of business activities – rather than in terms of employee categories – in addition to other activities or sectors. Such domains may, for instance, cover the oil industry, textiles, ceramics, the plastic industry and chemicals (FNCFB-CFDT in France), pharmaceuticals, plastics, rubber, cement, glass, textiles, ceramics and forestry (OGBL in Luxembourg) metal, steel, post and telecommunications, energy (LCGB Industrie in Luxembourg) or furniture manufacturing (ÉFÉDOSZSZ in Hungary).

Overlap occurs in 45% of cases. It can be accounted for by two different major modes of demarcation. The first one refers to general or cross-sectoral domains (ACLVB / CGSLB in Belgium, MEDOSZ in Hungary or GMB in the United Kingdom). The second and more frequent mode in the sector relates to various forms of multi-sector domains, covering other sectors apart from woodworking, such as forestry (EMT AÜ in Estonia), metal and construction (MCA-UGT in Spain), construction, ceramic and extractive industries, pulp and paper (FG FO in France), paper industry (FIBOPA in France, SDIPI in Croatia), civil engineering, construction, wood and furniture, extractive industries and building materials (Fédération BATI-MAT-TP CFTC in France), food and textiles (HUSHTD, GUSHTD in Croatia), paper and furniture (GUSDPP in Croatia), construction industry and production of building materials (SBiPD NSZZ 'Solidarność', ZZ 'Budowlani' in Poland) or paper industry, forestry and water management (OZ DLV in Slovakia).

Finally, sectionalism is only recorded in one union (MUFAIP in Hungary).

The domain description of all the unions is presented in Table A4 in Annex 2.

Figure 6: Woodworking sector-related trade unions and their domain patterns (%)



Note: N=62

Source: Author's elaboration based on national contributions (2013)

Domain overlaps and inter-union competition

As mentioned above, in the woodworking sector 16 of the countries have a pluralistic union landscape. Bearing this in mind, Table A2 in Annex 2 shows the overlap of the unions' domain. In 12 out of 16 countries which have more than one sector-related trade union, their domain overlaps with the domain of all or most of the others.

By contrast, in Austria, Finland, Croatia and the Netherlands, the domain of none of the unions overlaps with the domain of the others.

Inter-union competition was only recorded in France, Italy, Luxembourg and Portugal. In France, unions compete for members and their subsequent support in the workplace elections that determine which trade union has a seat on the Works Council and other information and consultation bodies. In Italy there is some rivalry between the three organisations regarding how to deal with the economic crisis at company level. In Luxembourg unions are in competition to represent workers' interests and participate in professional elections. The national report does not provide information about the reasons for competition in Portugal.

However, the existence of inter-union competition in more countries cannot be ruled out since eight other countries (Belgium, Cyprus, Spain, Hungary, Ireland, Poland, Sweden and Slovenia) have a multi-union system with domain overlap (at the Advisory Meeting that evaluated this study it was mentioned that inter-union competition also existed in Spain and Belgium).

Membership figures and organisational strength within the sector

Membership of the sector-related trade union is, in principle, voluntary in the 27 countries under consideration (in Malta no sector-related trade union was recorded).

The numbers of active trade union members differs widely, ranging from around 2,263,707 (the case of IG Metall in Germany) to less than 1,000 (such as EMT AÜ in Estonia). This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain rather than the ability to recruit members. Therefore, density is the measure of membership strength which is more appropriate for comparative analysis. In this context it should be noted that density figures in this section refer to net ratios, which means that they are calculated on the basis of active members (employees) only, rather than taking all union members (those in a job and those who are not) into account.

This is mainly because research usually considers net union densities as more informative compared to gross densities, as the former measure tends to reflect unionisation trends among the employees more quickly and accurately than the latter (only employees are capable of taking industrial action). When looking at sector density (again referring only to active members), it is important to differentiate between the trade unions' sectoral density and their domain density. The domain or overall density must be higher than the sectoral density if a trade union organises a particular part of the sector (that is, where the trade union's membership domain is sectionalist), and equally if a trade union organises the whole sector as it is defined in the study (that is, where the trade union's membership domain is congruent). In this study only the sectoral density is analysed.

Sectoral density rates are only available for 43% of the sector-related organisations covered (27 out of 62 cases). Statistics show that:

- Sectoral density exceeds 20% in 22% (6) of the trade unions which document figures on density;
- 15% (4) of unions claim to represent between 10% and 20% of the sectors' employees;
- 22% (6) of the trade unions, for which data are available, claim to organise between 5% and 10% of active employees in the sector;
- 41% (11) of the trade unions record a sector density rate of less than 5% of employees in the sector.

More than half of the unions with available information record low and very low sectoral densities (less than 10%). In some countries such as Hungary this may be explained by the existence of a fragmented union landscape, where the domains of the unions overlap with one another. However, there are countries such as Estonia or Lithuania where there is only one union and it records very low sectoral densities. Besides, in a few countries where there are several trade unions whose domains overlap, such as Finland, Slovenia or Luxembourg, some unions record relatively high sectoral densities while some record low sectoral densities. Accordingly, the existence of more than one sectoral union whose domains overlap with each other does not explain the predominance of low densities.

Employer organisations

Tables A5 and A7 in Annex 2 present membership data for the employers' organisations in the woodworking sector. Sectoral employers' organisations are identified in all the European Member States except Bulgaria, Malta and Poland.

In total, 50 sector-related employers' organisations are identified. Ten countries record only one employer organisation, nine countries record two employer organisations, four countries three employer organisations and two countries four or more employer organisations.

Collective bargaining

In five countries (Estonia, Croatia, Lithuania, Luxembourg and the United Kingdom), none of the sectoral employer associations included in the study is party to collective bargaining (see Table A5 in Annex 2). Generally, business organisations may also deal with interests other than those related to industrial relations. Organisations specialised in matters other than industrial relations are commonly defined as 'trade associations'. Bearing this in mind, all the eight organisations not involved in collective bargaining (see Table A5 in Annex 2), either primarily or exclusively act as trade organisations in their country. Such sector-related trade associations thus account for a minor share of the employer organisations recorded in the study (16% of all such organisations).

All these organisations are members of the sectoral European-level employer organisations. In connection with this it must be stressed that, according to the selection criteria described above, all national organisations affiliated to the European-level employer association are included in the study irrespective of whether they are involved in collective bargaining.

Domain patterns

With regard to the domain patterns of the employer organisations, overlap and sectional overlap are the most widespread domain patterns.

Overlap occurs in 44% of cases. Cases of domain overlap arise from the coverage of different sectors and activities outside the woodworking sector such as the manufacture of furniture and textiles (FEDUSTRIA in Belgium), forestry and the furniture industry (SZDP in Czech Republic), the manufacture of furniture (HDH in Germany, FEDERLEGNO ARREDO, CONFARTIGIANATO LEGNO E ARREDO in Italy, AIMMP in Portugal, ASFOR in Romania), forestry (EMPL in Estonia, FNB in France), paper and pulp sector (Metsäteollisuus ry in Finland) or construction (UIB in France).

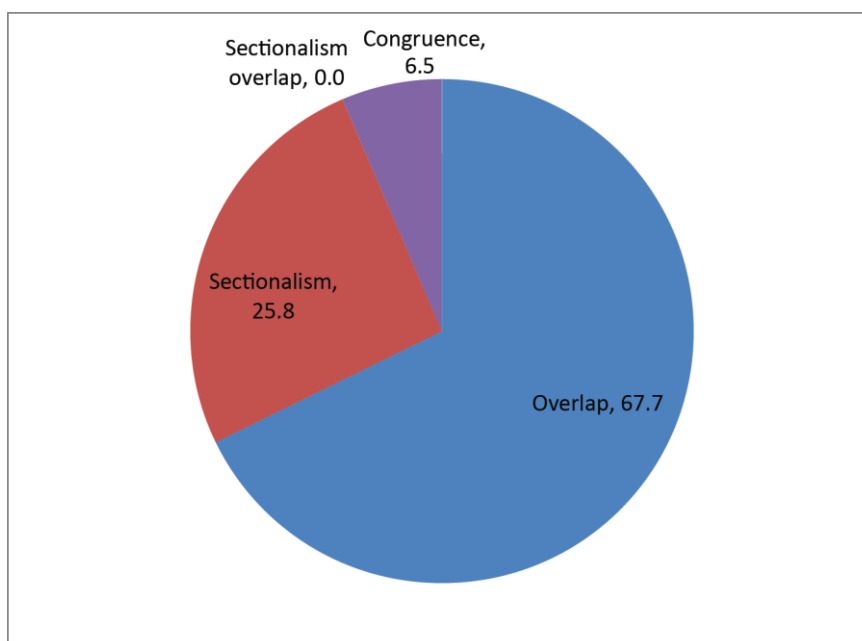
Sectional overlap occurs in 36% of cases. It is usually explained by domain demarcations that focus on certain size classes (SMEs, large companies, etc.) or legal forms of enterprises (for instance: public ownership, private ownership, multinationals, domestic companies) which are then organised across several sectors, including activities outside the woodworking sector (FVHI, BITHGG, BIHB in Austria, Federal guild association of carpenters and joiners in Germany, DHV in Denmark, POVSKX in Greece, OAFSZ in Hungary, CNA PRODUZIONE in Italy, FEDIL, FDA in Luxembourg, Dansk Byggeri in Denmark). In other cases it derives from domain demarcations which only cover some activities or subsectors within the woodworking sector (manufacture of cork, manufacture of wood excepting cork, etc.), and cover other activities outside the woodworking sector such as the manufacture of furniture (CONFEMADERA in Spain), construction (CIF in Ireland) or wholesale of cork products (APCOR in Portugal).

Sectionalism (16% of all the employer organisations) is caused by domain demarcations which only cover some specific sub sectors within the woodworking sector such as manufacturing of cork (AECORK, ASECOR in Spain) or the parquet industry (VPL in the Netherlands). It is also caused by domain demarcations which cover the whole sector but focus exclusively on certain size class of companies such as SMEs (UNEBO/NUHOS in Belgium).

Finally, 4% of the associations show a membership domain that is more or less congruent with the sector definition. This means that the domain of these organisations focuses largely on the woodworking sector as defined for the purpose of this study.

Only in Austria do sector-related employer organisations rely on obligatory membership.

Figure 7: Domain patterns of woodworking sector-related employer organisations/business associations



Note: N=50

Source: Author's elaboration based on national contributions (2013)

Domain overlaps and inter-employer organisations competition

In countries with a pluralist structure in relation to employer organisations, these organisations have usually managed to arrive at non-competitive relationships (Belgium, Denmark, Hungary, Italy, Luxembourg, Romania, Sweden and Slovenia).

Rivalries and competition are reported in France. However, details of rivalries were not provided.

In other countries, their activities are complementary to each other as a result of inter-associational differentiation by their membership demarcation (as in Austria, Germany, Spain, Ireland, Netherlands and Portugal).

Membership figures and organisational strength within the sector

As far as the sectoral density of the employer organisations is concerned, figures are available for 39 organisations in terms of companies and 29 in terms of employees.

Generally, sectoral densities are low, with only one employer organisation showing a sectoral domain density in terms of companies that exceeds 50%. When information is available for both kinds of densities (28 cases), the sectoral domain densities of companies tend to be lower than the densities in terms of employees. This happens in 21 out of the 28 cases and could indicate a slightly higher propensity of the larger companies to associate, as compared to their smaller counterparts.

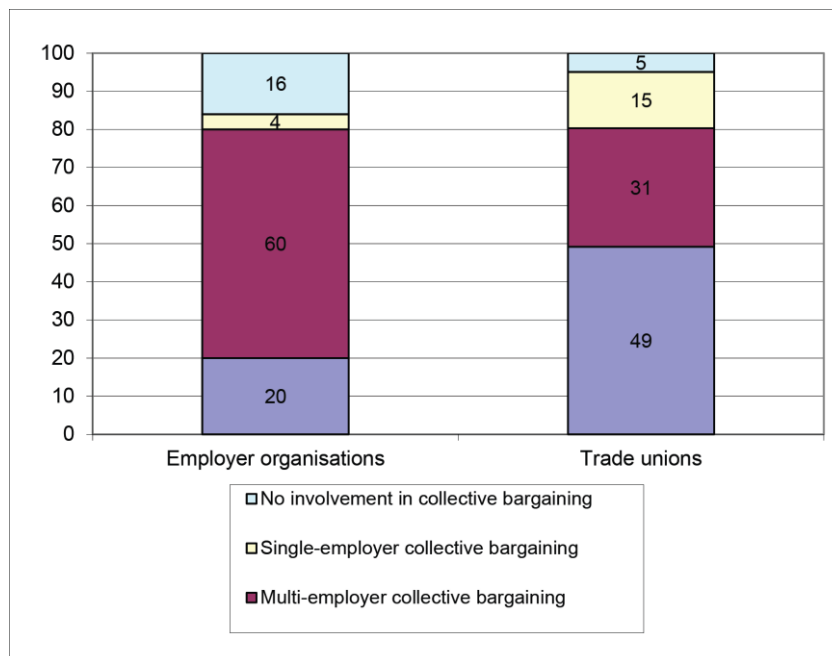
Collective bargaining and its actors

Tables A3 and A6 in Annex 2 list all social partners engaged in sector-related collective bargaining. With regard to the unions, 95% of all sector-related unions record participation in collective bargaining (information is not available for one case). Fifteen per cent record participation in single-employer bargaining, 31% show participation in multi-employer bargaining and 49% show participation in both single and multi-employer bargaining.

From the employers' side, 84% of all the employer organisations record participation in collective bargaining (information is available for all the employer organisations). Four per cent

participate in single-employer bargaining, 60% in multi-employer bargaining and 20% record participation in both single and multi-employer bargaining.

Figure 8: Involvement of organisations in different forms of collective bargaining (% of total organisations included in the study)



Source: Author’s elaboration based on national contributions.

The data presented in Table 4 provide an overview of the system of sector-related collective bargaining in the 28 countries under consideration. The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (see Traxler, Blasche and Kittel, 2001). Accordingly, the sector’s rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

Table 4: System of sectoral collective bargaining, 2013

Country	CBC (%) (estimates)	Share of MEB (%) (estimates)	Extension practices ^a
AT	100	100	1 (to all the employers due to compulsory membership)
BE	100	100	2
BG	60	n.a.	1
CY	n.a.	MEB prevailing	0
CZ	n.a.	n.a.	1
DE	n.a.	MEB prevailing	0
DK	95	85	0
EE	0	0	0
EL	n.a.	n.a.	0
ES	100	99	2
FI	90	100	2
FR	90–10	MEB prevailing	2
HR	50–60		0
HU	10	0	0
IE	n.a.	n.a.	1 ^a
IT	80–100	MEB prevailing	2 de facto (but not de jure)
LT	4.2	0	0
LU	n.a.	n.a.	2
LV	7.5	0	2
MT	0	0	0
NL	100	MEB prevailing	2
PL	n.a.	0	n/a
PT	n.a.	99	1 ^a
RO	65	0	0 ^a
SE	90	90	1
SI	90	n.a.	1
SK	6–7	1	0
UK	13	SEB prevailing	0

Note: CBC = collective bargaining coverage: employees covered as a percentage of the total number of employees in the sector;

MEB = multi-employer bargaining relative to single-employer bargaining;

SEB = single-employer bargaining;

0 = no practice, 1 = limited/exceptional, 2= pervasive;

^a = extension practices abolished or limited in 2011, 2012 or 2013;

n.a. = not available;

n/a = not applicable;

Source: Author's elaboration based on national contributions.

Collective bargaining coverage

In terms of the sector's collective bargaining coverage, the situation differs widely from country to country. Ten of the 20 countries with available data record high rates of collective bargaining coverage, exceeding 80%. These countries are Austria, Belgium, Denmark, Spain, Finland, France, Italy, the Netherlands, Sweden and Slovenia.

A second group of countries record collective bargaining coverage rates that oscillate between 50% and 70%. These countries are Bulgaria, Croatia and Romania.

A third group of countries record very low collective bargaining coverage rates lower than 15%. These countries are Hungary, Lithuania, Latvia, Slovakia and the United Kingdom.

Finally, there are two countries (Malta and Estonia) that do not record sectoral collective bargaining.

Generally, several factors which sometimes interact with each other, such as the predominance of multi-employer bargaining or the existence of pervasive extension practices, explain the highest coverage rates. Indeed, it seems that the most powerful factor that explains high collective bargaining coverage rates is the predominance of multi-employer bargaining. Accordingly, in 9 out of the 10 countries (all except Slovenia) that record rates exceeding 80%, multi-employer is the most important bargaining level. Similarly, predominance of single-employer bargaining and lack of extension practices explain lowest coverage rates. Thus, in the five countries where collective bargaining coverage rates are lower than 15%, single-employer is the sole or the most important bargaining level.

Participation in public policy

Interest associations may influence public policy in two ways:

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

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

Trade unions or interest representations

Thirty-seven of the 47 (79%) sector-related unions with available data are consulted. Authorities consult unions in all the countries except Greece. In Slovakia and Spain information about consultation was not available for all the unions. Unions are regularly consulted in Belgium, Bulgaria, Finland, Croatia, Luxembourg, Poland, Sweden, Slovenia and the United Kingdom.

Since a multi-union system has been established in 16 of the 27 countries that record sector-related trade unions, the authorities favouring certain trade unions over others cannot be ruled out, nor can unions competing for participation rights. In some countries with a multi-union system where a noticeable practice of consultation is observed, any existing trade unions may

take part in the consultation process. By contrast, in France, Croatia, Hungary, Italy and Sweden only some of the sector-related trade unions are consulted.

Employer organisations or business associations

Authorities consult 43 of the 46 (93%) employers' organisations for which relevant data are available. Employers' organisations are consulted by the government in all the countries with sector-related organisations except in Greece. In the case of the employer's organisation from the Czech Republic, information was not available. Organisations are regularly consulted in Belgium, Denmark, Estonia, Spain, France, Croatia, Luxembourg, the Netherlands, Portugal, Sweden, Slovenia and Slovakia.

From the countries with a multi-organisation system where a practice of consultation is recorded – Belgium, Estonia, Finland, France, Hungary, Ireland, Luxembourg, the Netherlands, Romania, Sweden and Slovenia – all the existing employer organisations may take part in the consultation process. By contrast, in Austria, Germany, Italy and Portugal, only some of the existing employer organisations take part in the consultation process.

Tripartite participation

The findings reveal that genuine sector-specific bodies have been established in 10 of the 28 countries under consideration (Table 5). Tripartite bodies have been established in Belgium, Denmark, Spain, France, Croatia, Hungary, Italy, Latvia, Slovenia and the United Kingdom. In Denmark, France and Italy there are several bodies dealing with different issues.

Other countries (Romania and Slovakia) reported general bodies that may deal with woodworking-related issues. However, since they are not genuine sector-specific bodies they have not been included.

Only a few countries report information about the scope of activity of the tripartite and bipartite bodies. When information is available we find bodies dealing with training issues (France and United Kingdom) or bodies in charge of collecting information on the sector (Spain and Italy). Other bodies deal with general social dialogue issues (Croatia).

Table 5: Tripartite and bipartite sector-specific boards of public policy, 2013

	Name of the body and scope of activity	Bipartite/ Tripartite	Origin	Trade unions participating	Employer organisations participating
BE	Joint Committee 126	Both are bipartite	Both statutory	Belgian General Federation of Labour (ABVV-FGTB) General Confederation of Liberal Trade Unions of Belgium (CGSLB/ACLBV) Confederation of Christian Trade Unions (ACV/CSC) building, industry & energy sector	Fedustria Belgian Federation of wood traders

	Name of the body and scope of activity	Bipartite/ Tripartite	Origin	Trade unions participating	Employer organisations participating
	Joint Committee 125.03			Belgian General Federation of Labour (ABVV-FGTB) General Confederation of Liberal Trade Unions of Belgium (CGSLB/ACLVB) Confederation of Christian Trade Unions (ACV/CSC) building, industry & energy sector	Fedustria Belgian Federation of wood traders
DK	Fagligt udvalg for træfagenes byggeuddannelse	Bipartite	Statutory	3F	Dansk Byggeri
	Træindustriens uddannelses-udvalg	Bipartite	Statutory	3F	DI
	Industriens Branchearbejds-miljøråd	Bipartite	Statutory	3F Dansk Metal HK Dansk El-forbund NNF TL	DI Dansk Mode og Tekstil Lederne
	Branchearbejds-miljørådet for Bygge & Anlæg	Bipartite	Statutory	3F Dansk Metal El-Forbundet HK FOA Malerforbundet Blik & Rør	Dansk Byggeri DI DS Håndværk og Industri Asfaltindustriens Arbejdsgivere Danske Malermestre Glarmesterlauget Byggestyrelsen Tekniq

	Name of the body and scope of activity	Bipartite/ Tripartite	Origin	Trade unions participating	Employer organisations participating
ES	National Observatory of the Woodworking sector. Its main aim is to develop studies and reports about the sector	Tripartite	Agreement	FECOMA-CCOO MCA-UGT	CONFEMADERA and FEDIT
FR	OPCA3+ (This body collects funds for professional training)	All Bipartite	Agreement	FNCB, CGT, FO, CFE-CGC, CFTC	UNIFA, FNB
	Commission Paritaire Nationale de l'Emploi (Consultation and collective bargaining on professional training)		n.a.	FNCB, CGT, FO, CFE-CGC, CFTC	IUB, FNB
	Commission nationale paritaire pour l'amélioration des conditions de travail (Bipartite commission to support prevention of arduous work and positive actions within companies)		Agreement	FNB; GPFFB; FNSL; SNPCBCF; SEI FFT; FNIB; UNFFB; FABOMU; UFFEP; FNIMTMB; FNMIAMB; GIFAP CB; SNIELB; SNFMF; SNAPB; FIFAS; SISP; FBT	Fédération BATIMAT-TP CFTC; FO BTP; FIBOPA CFE-CGC
HR	Council for social dialogue in woodworking sector	Bipartite	Agreement	(Autonomous Trade Union of Timber and Wood and Paper-Processing Industry of Croatia, Croatian Trade Association for food, textiles and wood)	Croatian Employers Association's Department for Woodworking Sector

	Name of the body and scope of activity	Bipartite/ Tripartite	Origin	Trade unions participating	Employer organisations participating
HU	Woodworking, Furniture Industry and Forestry Social Dialogue Committee (Faipari, Bútoripari és Erdészeti Alágazati Párbeszéd Bizottság, FBEÁPB)	Bipartite	According to the LXXIV 2009. Law status of representativity decided on 24 February 2010. (február 24- No. 92-3/5-10/2010)	EFDSZ MÉDOSZ, EFEDOSZ (the latter does not use the consultation rights in NACE 16 issues, because they do not have members there) MuFAIP (observer)	FAGOSZ, MBFSZ, OAFSZ (the latter two participate in sectoral policy making by right, but not using the right of participation in NACE 16 issues, because of missing representativity in this NACE)
IT	Table for the Woodworking Production Chain	Tripartite	Statutory	Trade union for the Agricultural sector affiliated with Cgil, Cisl and Uil (FLAI, FAI, UILA)	Federlegno Arredo
	OBL Bilateral Observatory for Woodworking sector	Bipartite	Agreement	Fillea Cgil Filca Cisl Feneal Uil	Federlegno Arredo
	Joint National Committee and Observatory	Bipartite	Agreement	Fillea Cgil Filca Cisl Feneal Uil	Unital Confapi
	ARCO Pension Fund	Bipartite	Agreement	Fillea Cgil Filca Cisl Feneal Uil	Federlegno Arredo Unital Confapi
LV	National Tripartite Cooperation Council (Nacionālās trīspusējās sadarbības padome, NTSP)**	Tripartite	Agreement	The Free Trade Union Confederation of Latvia (Latvijas Brīvo Arodbiedrību savienība, LBAS) (LMNA is a member of LBAS)	Latvian Employers' Confederation (Latvijas Darba Devēju konfederācija, LDDK) (LKF is a member of LDDK)

	Name of the body and scope of activity	Bipartite/ Tripartite	Origin	Trade unions participating	Employer organisations participating
SI	Council for wood processing chain, Svet za lesno verigo	Tripartite (Ministry of Agriculture and the environment)	Agreement	The Wood Processing Industry Trade Union of Slovenia (Sindikat lesarstva Slovenije, SINLES) KNSS – Independence, Confederation of New Trade Unions of Slovenia (KNSS – Neodvisnost, Konfederacija novih sindikatov Slovenije)	Chamber of Commerce and Industry (GZS) Association of Employers of Slovenia (ZDS)
UK	Proskills (skills and training)	Tripartite	Statutory	GMB (though represented on Proskills furniture sector board rather than wood sector board)	TTF

Source: Author's elaboration based on national contributions.

European level of interest representation

At European level, eligibility for consultation and participation in social dialogue are linked to three criteria defined under Article 1 of the European Commission's [communication on adapting and promoting social dialogue at Community level](#). Accordingly, a social partner organisation must have the following attributes:

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

Regarding social dialogue, the constituent feature is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. Accordingly, this section on European associations of the woodworking sector will analyse these organisations' membership domain, the composition of their membership and their ability to negotiate.

As outlined in greater detail below, one sector-related European association on the employee side – the European Federation of Building and Woodworkers (EFBWW), and one on the employers' side – the European Confederation of Woodworking Industries (CEI-Bois), are particularly significant in the woodworking sector; they are members of the European Social Dialogue Committee of the Woodworking sector and are listed by the European Commission as social partner organisations consulted under Article 154 of the TFEU. Hence, the following analysis concentrates on these organisations.

Membership domain

According to its website, the European Federation of Building and Woodworkers (EFBWW) covers the construction industry, the building materials industry, the wood and furniture industry and the forestry industry. It has 72 affiliated unions in 31 countries and represents a total of 2,350,000 members. It is a member organisation of the European Trade Union Confederation (ETUC).

According to its website, the European Confederation of Woodworking Industries (CEI-Bois) represents the interests of the European wood sector. It is an umbrella organisation grouping two categories of members: national associations and branch organisations. It represents 6 European (sub-sector) federations and 21 federations from 18 European countries (including Norway and Switzerland).

Membership composition

Table 6 documents a list of membership-related trade unions for EFBWW drawn from the country reports. This membership list is confined to the sector-related associations of the countries under consideration; hence it does not include trade unions affiliated to the European-level organisations which do not have any members in the woodworking sector. The membership information of the employee organisations was obtained through the membership list provided by the organisations and a further check of the membership lists published on the organisations' web pages.

Table 6: Woodworking trade unions affiliated to EFBWW

Country	Trade union	Collective bargaining	Geographical coverage
AT	GBH	Yes, both multi-employer and single-employer bargaining	The whole country
BE	FGTB-CG/ ABVV-AC	Yes, both multi-employer and single-employer bargaining	The whole country
BE	ACLVB/CGSLB	Yes, multi-employer bargaining only	The whole country
BG	FSOGSDP	Yes, multi-employer bargaining only	The whole country
CY	OOIMSEK SEK	Yes, both multi-employer and single-employer bargaining	The whole country
CZ	OS DLV ČR	Yes, both multi-employer and single-employer bargaining	The whole country
DE	IG Metall	Yes, both multi-employer and single-employer bargaining	The whole country
DK	3F	Yes, both multi-employer and single-employer bargaining	The whole country
EE	EMT	No	The whole country
ES	MCA-UGT	Yes, both multi-employer and single-employer bargaining	The whole country
ES	FECOMA-CCOO	Yes, both multi-employer and single-employer bargaining	The whole country
ES	ELA-Hainbat	n.a.	Only in the Basque Country
FI	Puu- ja erityisalojen liitto	Multi-employer bargaining only	The whole country
FR	FG FO	Yes, both multi-employer and single-employer bargaining	The whole country
FR	FNCB-CFDT	Yes, both multi-employer and single-employer bargaining	The whole country
FR	FNSCBA	Yes, both multi-employer and single-employer bargaining	The whole country
IE	SIPTU	Yes, both multi-employer and single-employer bargaining	The whole country
IT	FeNEAL-UIL	Yes, both multi-employer and single-employer bargaining	The whole country
IT	FILCA-CISL	Yes, both multi-employer and single-employer bargaining	The whole country
IT	FILLEA-CGIL	Yes, both multi-employer and single-employer bargaining	The whole country
LT	LMPS	No	The whole country

Country	Trade union	Collective bargaining	Geographical coverage
LU	OGB-L	Yes, single-employer bargaining only	The whole country
LU	LCGB	Yes, single-employer bargaining only	The whole country
LV	LMNA	Yes, both multi-employer and single-employer bargaining	The whole country
NL	FNV Bouw	Yes, multi-employer bargaining only	The whole country
NL	CNV Vakmensen	Yes, multi-employer bargaining only	The whole country
PL	ZZ 'Budowlani'	Yes, single-employer bargaining only	The whole country
PL	SBiPD NSZZ 'Solidarność'	Yes, single-employer bargaining only	The whole country
PT	SETACCOP	Yes, multi-employer bargaining only	The whole country
RO	FSLIL	Yes, both multi-employer and single-employer bargaining	The whole country
SE	GS	Yes, both multi-employer and single-employer bargaining	The whole country
SE	SEKO (Union of Service and Communication Employees)	No	The whole country
SE	Unionen	Yes, both multi-employer and single-employer bargaining	The whole country
UK	GMB	Yes, single-employer bargaining only	The whole country

In all countries, except Greece, Croatia, Malta and Slovenia, at least one sectoral affiliation to EFBWW is found. (Since 1 July, there is a sector-related affiliate in Greece). In Croatia, Malta and Slovenia unions affiliated to EFBWW are not sector-related; in other words, they do not have members in the woodworking sector.

EFBWW has 34 direct affiliations in the countries under consideration, and 31 of them participate in sectoral collective bargaining. Moreover, all the unions affiliated to EFBWW cover the sector in all the regions of their countries except in the case of ELA-Hainbat in Spain – which is only active in some regions. Therefore, 55% of the unions listed in tables A2 and A3 in Annex 2 are directly affiliated to EFBWW.

Table 7 lists the employer organisations that are members of CEI-Bois. Again, this membership list is confined to the sector-related associations of the countries under consideration; hence it does not include employer organisations affiliated to the European-level organisations which do not have any members in the woodworking sector.

Table 7: Woodworking employer organisations/companies affiliated to CEI-Bois, 2013

Country	Employer organisation	Collective bargaining	Geographical coverage
AT	FVHI	Yes, both multi-employer and single-employer bargaining	The whole country
BE	Fedustria	Yes, multi-employer bargaining only	The whole country
DE	HDH	Yes, multi-employer bargaining only	The whole country
DK	DI – Træets Arbejdsgivere (TA)	Yes, both multi-employer and single-employer bargaining	The whole country
EE	EMPL	No	The whole country
ES	Confemadera	Yes, multi-employer bargaining only	The whole country
FI	Metsäteollisuus ry	Yes, multi-employer bargaining only	The whole country
FR	FNB	Yes, multi-employer bargaining only	The whole country
FR	UIB	Yes, multi-employer bargaining only	The whole country
HU	FAGOSZ	Yes, multi-employer bargaining only	The whole country
IT	Federlegno Arredo	Yes, multi-employer bargaining only	The whole country
LV	LKF	No	The whole country
NL	VNH/ AVIH	Yes, multi-employer bargaining only	The whole country
NL	NBvT	Yes, multi-employer bargaining only	The whole country
PT	AIMMP	Yes, multi-employer bargaining only	The whole country
SE	TMF	Yes, both multi-employer and single-employer bargaining	The whole country
SE	Swedish Forest Industries Federation	Yes, both multi-employer and single-employer bargaining	The whole country
SI	GZS	Yes, multi-employer bargaining only	The whole country
UK	TTF	No	The whole country

CEI-Bois has 19 sectoral affiliations in 16 countries. Sixteen employer organisations (84%) affiliated to CEI-Bois are involved in sectoral collective bargaining. On the other hand, all the employer organisations affiliated to CEI-Bois cover the sector in all the regions of their countries. Therefore, 38% of the employer organisations listed in tables A5 and A6 are directly affiliated to CEI-Bois.

Capacity to negotiate

The third criterion of representativeness at European level refers to the organisations' capacity to negotiate on behalf of their members and to enter into 'contractual relations, including agreements' (Article 155 TFEU), i.e. the capacity to commit themselves and their national affiliates.

In this context, a distinction can be made between two main types of mandates for the European social partner organisations to negotiate on behalf of their members:

1. Organisations can have a written and formal *de jure* mandate to negotiate, set out in the organisations' statutes.
2. Organisations are considered to have a *de facto* mandate, where organisations without a *de jure* mandate do have the capacity to negotiate agreements, as demonstrated by the fact that the organisation was party to a binding agreement in the past, and was able to have the agreement applied by its affiliates.
3. Organisations can have an *ad hoc* mandate: in this case, the mandate is granted to the organisation by its affiliates on a case-by-case basis.

EFBWW and CEI-Bois regulated this issue in a 'Memorandum of understanding on engagement in a social dialogue' (17 June 1994). According to Article 2 of the Memorandum 'both parties proceed on the assumption that final and/or binding declarations will be approved by their respective member organisations before public use'.

Accordingly, EFBWW and CEI-Bois have an *ad hoc* mandate to negotiate on behalf of their members.

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

The affiliations of the trade unions are listed in Table A2 in Annex 2. The table lists several European organisations other than EFBWW. However, there is only one European organisation mentioned that covers at least three countries: IndustriAll European Trade Union (IndustriAll), which covers six countries. The presence of this organisation reflects the overlapping domains of many trade unions, because IndustriAll does not claim to attract unions belonging to the woodworking sector.

A similar review of the membership of the national employer/ business associations can be derived from Table A6. Some of them have different European associations other than CEI-Bois. Thus, there are three European associations which cover at least three countries: the European Panel Federation (EPF), the European Furniture Manufacturers Federation (UEA) and the European Furniture Industries Confederation (EFIC). According to the bottom-up approach, these European organisations are present in three countries (EPF), four countries (UEA) and six countries (EFIC) respectively. EPF is a branch federation of CEI-Bois and UEA and EFIC are active in the furniture manufacturing sector, which falls outside the woodworking sector.

This overview of affiliates underlines the principal status of EFBWW and CEI-Bois as the sector's labour and employer representatives respectively.

Conclusions

A pluralist associational system prevails in the woodworking sector in more than half of the countries covered in this report. In total, 62 sector-related trade unions have been identified. Only one sector-related trade union is recorded in 11 countries, two in five countries and three unions are observed in five countries, while six countries record four or more sector-related unions, thus showing a fragmented landscape.

On the employer side, 50 sector-related employers' organisations are identified. Ten countries record only one employer organisation, nine countries record two employer organisations, four countries three employer organisations and two countries four or more employer organisations.

The domain demarcations of both trade unions and employer organisations are similar. In both cases, overlap and sectional overlap are the most widespread domain patterns, accounting for 80% of all cases. Moreover, only 4% of unions and employers demarcate their domain in a way which is congruent with the sector definition. This fact implies that statistical definitions of business activities of the sector differ from the lines along which employers and employees identify their interests.

With regard to the densities of the trade unions, sectoral density rates are only available for 27 out of the 62 cases. Although the situation differs widely among countries and unions, statistics show that more than half of the unions with available information record low and very low sectoral densities (less than 10%).

With respect to the densities of the employer organisations, sectoral densities are low, with only one employer organisation showing a sectoral domain density in terms of companies that exceeds 50%. When information is available for both kinds of densities (28 cases), the sectoral domain densities of companies tend to be lower than the densities in terms of employees. This happens in 21 out of the 28 cases and could indicate a slightly higher propensity of the larger companies to associate, as compared to their smaller counterparts.

In terms of the sector's collective bargaining coverage, the situation differs widely by country. Ten of the 20 countries with available data record high rates of collective bargaining coverage, exceeding 80%. A second group of countries record collective bargaining coverage rates that oscillate between 50% and 70%. A third group of countries record very low collective bargaining coverage rates – lower than 15%. Finally, there are two countries (Malta and Estonia) that do not record sectoral collective bargaining. The most powerful factor that explains high collective bargaining coverage rates is the predominance of multi-employer bargaining. Similarly, predominance of single-employer bargaining and lack of extension practices explain the lowest coverage rates.

As far as participation in public policy is concerned, a high proportion of unions (79%) and employer organisations (93%) are consulted. On the other hand, the study reveals that genuinely sector-specific bodies have been established in 10 of the 27 countries under consideration.

According to [Commission Decision annexed to COM\(98\)322 final](#), organisations that are eligible to be consulted shall:

(a) (...) relate to specific sectors or categories and be organized at European level; (b) (...) consist of organizations which are themselves an integral and recognized part of Member States' social partner structures and have the capacity to negotiate agreements, and which are representative of several Member States; (c) (...) have adequate structures to ensure their effective participation in the work of the Committees.

The two European social partners under consideration, EFBWW and CEI-Bois, clearly fulfill the above criteria.

As seen from the bottom-up mapping of individual organisations, EFBWW has 34 direct affiliations from the countries under consideration, and 31 of them participate in sectoral collective bargaining. CEI-Bois has 19 sectoral affiliations in 16 countries, and 16 are involved in sectoral collective bargaining.

Top-down and bottom-up analyses of the woodworking sector in the EU28 show that EFBWW for employees and CEI-Bois for employers ought to be regarded as the most important EU-wide representatives of the employers and employees within the sector.

References

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Annex 1: Methodological approach

To accomplish its aims, the study first identifies the relevant national social partner organisations in the woodworking sector, and then analyses the structure of the sector's relevant European organisations, in particular their membership composition.

This involves clarification of the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related'.

Conceptual framework

The study follows the conceptual and methodological approach of the series of representativeness studies.

A European association is considered a relevant sector-related interest association if:

- it is on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 TFEU;
- and/or it participates in the sector-related European Social Dialogue;
- and/or it has requested to be consulted under Article 154 TFEU.

National associations are considered a relevant sector-related interest association if they meet both criteria A and B:

A. The association's domain relates to the sector.

B. The association is:

1. either regularly involved in sector-related collective bargaining,
2. and/or affiliated to a 'sector-related' European association of business or labour on the Commission's list of European social partner organisations consulted under Article 154 of the TFEU and/or which participates in the sector-related European social dialogue.

Demarcation of the sector

For the purpose of this study, the woodworking sector is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE), to ensure the cross-national comparability of the findings. More specifically, the woodworking sector is defined as embracing NACE (Rev. 2) 16. This includes the following activities:

- 16.1 Sawmilling and planing of wood
- 16.2 Manufacture of products of wood, cork, straw and plaiting materials.

The domains of the trade unions and employer organisations and the scope of the relevant collective agreements are likely to vary from this precise NACE definition. The study therefore includes all trade unions, employer organisations and multi-employer collective agreements which are 'sector-related' in terms of any of the following four patterns:

- Congruence: the domain/purview is identical to the NACE classification
- Sectionalism: the domain/purview only covers a certain part of the sector as demarcated by NACE classification, while no group outside the sector is covered
- Overlap: the domain/purview covers the entire sector plus (parts of) one or more other sectors
- Sectional overlap: the domain/purview covers part of the sector plus (parts of) one or more other sector.

Figure AI: Sector-relatedness of social partner organisations: Domain patterns



As regards criterion A, the domains of the associations are likely to vary from the precise NACE demarcation of the woodworking sector. To ascertain whether the domain of an association relates to the sector, the following questions must be answered by the national correspondent based on interviews conducted with the respective national organisations.

Table A1: Determining the woodworking 'sector-relatedness' of an organisation

Scope	Question: Does the association's domain...	Notes and explanations
Domain of the organisation within the sector	...cover the 'whole' woodworking sector in terms of economic activities (i.e. including all sub-activities)	This question refers to the economic sub-activities of the NACE code chosen. Some organisations may limit their domain to some of the sub-activities.
	... cover employees in all (legal) forms of enterprises (for instance: public ownership, private ownership, multinationals, domestic companies, etc.) (of course, only insofar as they exist in the sector)?	Some organisations may limit, for instance, their domain to public sector companies/employees only.
	... cover employees in enterprises of all sizes in the woodworking sector?	Some organisations (notably employer organisations) may limit their domain to enterprises by size class (such as SMEs only).
	... cover the woodworking sector in all the regions?	This question refers to geographical coverage. Some organisations may not be national in scope and limit their domain to some of the regions.
	...cover all occupations in the woodworking sector?	Some organisations (notably trade unions) delimit their domain to certain occupations only.
	...cover blue-collar and white-collar employees in the woodworking sector?	Some organisations (notably trade unions) delimit their domain to either blue-collar or white-collar employees
	.. cover employees with other than standard employment contracts in the woodworking sector? (self-employed, temporary agency workers, fixed-term contracts...)	Some organisations (notably trade unions) cannot potentially cover certain types of workers, like self-employed, freelancers, temporary agency workers, etc.
Domain of the organisation outside the sector	...also cover employees or enterprises outside the woodworking sector?	Some organisations may enlarge their domain to other activities not included in the woodworking sector.

Note: For all questions, the possible answers that may be provided are 'Yes' or 'No'.

Source: Standardised questionnaire sent to national correspondents.

As regards criterion B.2, it must be said that taking affiliation to a European social partner organisation as sufficient to determine a national association as a social partner does not necessarily imply that the association is involved in industrial relations in its own country. Although this selection criterion may seem odd at first glance, a national association that is a member of a European social partner organisation will become involved in industrial relations matters through its membership of the European organisation. Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective countries. Affiliation to a European social partner organisation and/or involvement in national collective bargaining are of utmost importance to

the European social dialogue, since they are the two constituent mechanisms that can systematically connect the national and European levels.

Collective bargaining

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes which widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation. Extension regulations targeting the employees are therefore not included in the research. Regulations concerning the employees are not significant to this analysis for two reasons:

- Extending a collective agreement to employees who are not unionised in a company covered by the collective agreement is a standard rule of the International Labour Organization, aside from any national legislation.
- If employers did not extend a collective agreement concluded by them, even when not formally obliged to do so, they would set an incentive for their workforce to unionise.

Collection of data

The collection of quantitative data is essential for investigating the representativeness of the social partner organisations is done two-fold through a bottom up (network of correspondents) and a top-down approach (list of members of European social partners at national level). Unless cited otherwise, this study draws on country studies provided by Eurofound's network of European correspondents, based on a standard questionnaire, which they complete through contacting the sector-related social partner organisations in their countries. The contact is generally made via telephone interviews in the first place, but might also be established by email. In case of non-availability of any representative, the national correspondents are asked to fill out the relevant questionnaires based on secondary sources, such as information given on the social partner's website, or derived from previous research studies.

It is often difficult to find precise quantitative data. In such cases, the national centres are requested to provide rough estimates rather than leaving a question blank, given the practical and political relevance of this study. However, if there is any doubt over the reliability of an estimate, this will be noted.

In principle, quantitative data may stem from three sources:

- official statistics and representative survey studies;
- administrative data, such as membership figures provided by the respective organisations, which are then used for calculating the density rate on the basis of available statistical figures on the potential membership of the organisation;
- personal estimates made by representatives of the respective organisations.

Quality control

To ensure the quality of the information gathered, several verification procedures and feedback loops are foreseen in the series of representativeness studies:

- First, the coordinators, in collaboration with Eurofound, will check the consistency of the national contributions.
- Second, Eurofound sends the national contributions to both their national members of governing board, as well as to the European-level sector-related social partner organisations. The peak-level organisations then ask their affiliates to verify the information. Feedback received from the sector-related organisations is then taken into account, if it is in line with the methodology of the study.
- Third, the complete study is finally evaluated by the European-level sectoral social partners and Eurofound's Advisory Committee on Industrial Relations, which consists of representatives from both sides of industry, governments and the European Commission.

Annex 2: Individual organisations

Employee organisations

Table A2: Domain coverage and membership of employee organisations in the woodworking sector, 2013

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
AT	GBH	Sectional overlap	Voluntary	11,6376	n.a.
AT	GPA-djp	Sectional overlap	Voluntary	172,000	1,500
BE	FGTB-CG/ ABVV-AC*	Sectional overlap	Voluntary	411,000	7,100
BE	ACLVB/ CGSLB*	Overlap	Voluntary	290,000	n.a.
BE	CSC-ACV BIE*	Sectional overlap	Voluntary	n.a.	n.a.
BG	FSOGSDP	Congruence	Voluntary	4,000	4,000
CY	OOIMSEK-SEK*	Sectional overlap	Voluntary	5,750	300
CY	Construction Workers Union-PEO*	Sectional overlap	Voluntary	n.a.	n.a.
CZ	OS DLV	Overlap	Voluntary	12,178	n.a.
DE	IG Metall	Overlap	Voluntary	2,263,707	n.a.
DK	3F	Sectional overlap	Voluntary	n.a.	n.a.
EE	EMT AÜ	Overlap	Voluntary	400	200
EL	Ομοσπονδία Οικοδόμων και Συναφών Επαγγελματιών Ελλάδας	Sectional overlap	Voluntary	105,000	n.a.

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
ES	MCA-UGT*	Overlap	Voluntary	n.a.	n.a.
ES	FECOMA-CCOO*	Overlap	Voluntary	75,000	20,000
ES	ELA-Hainbat*	Sectional overlap	Voluntary	19,990	n.a.
FI	Ammattiliitto Pro, Pro	Sectional overlap	Voluntary	110,000	1,900
FI	Puuliitto	Sectional overlap	Voluntary	29,000	18,000
FR	FG FO*	Overlap	Voluntary	n.a.	n.a.
FR	FNCB-CFDT*	Sectional overlap	Voluntary	24,000	2,600
FR	FNSCBA*	Congruence	Voluntary	20,000	1,500
FR	FIBOPA*	Overlap	Voluntary	680	125
FR	Fédération BATI-MAT-TP CFTC*	Overlap	Voluntary	680	n.a.
HR	HUSHTD	Overlap	Voluntary	2,300	1,100
HR	SDIPI	Overlap	Voluntary	3,100	1,400
HR	GUSHTD	Overlap	Voluntary	650	400
HR	GUSDPP	Overlap	Voluntary	260	140
HU	EFDSZ*	Sectional overlap	Voluntary	1,490	300
HU	MUFAIP*	Sectionalism	Voluntary	300	300

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
HU	ÉFÉDOSZSZ*	Sectional overlap	Voluntary	1,850	900
HU	MEDOSZ*	Overlap	Voluntary	4,000	50
IE	UCATT*	Sectional overlap	Voluntary	n.a.	8,750
IE	BATU*	Sectional overlap	Voluntary	1,600	n.a.
IE	SIPTU*	Sectional overlap	Voluntary	199,881	n.a.
IT	FILLEA CGIL*	Overlap	Voluntary	353,975	38,791
IT	FILCA CISL*	Overlap	Voluntary	302,067	26,575
IT	FeNEAL UIL*	Congruence	Voluntary	162,017	11,000
LT	LMPS	Overlap	Voluntary	1,677	18
LU	OGBL*	Sectional overlap	Voluntary	3600	n.a.
LU	OGBL*	Sectional overlap	Voluntary	n.a.	n.a.
LU	LCGB Industrie*	Sectional overlap	Voluntary	n.a.	n.a.
LU	LCGB Construction et artisanat*	Sectional overlap	Voluntary	9,000	600
LV	LMNA	Overlap	Voluntary	1,751	n.a.
NL	CNV Vakmensen	Overlap	Voluntary	125,000	1,250
NL	FNV Bouw	Overlap	Voluntary	4,090	4,090

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
PL	SBiPD NSZZ 'Solidarność'*	Overlap	Voluntary	8,800	3,000
PL	ZZ 'Budowlani'*	Overlap	Voluntary	12,000	946
PL	ZZIT*	Sectional overlap	Voluntary	10,500	n.a.
PT	SETACCOP*	Sectional overlap	Voluntary	11,705	2,240
PT	FEVICCOM*	Overlap	Voluntary	30,000	n.a.
PT	SINDCES*	Sectional overlap	Voluntary	1,200	n.a.
PT	SINDEQ*	Overlap	Voluntary	n.a.	n.a.
RO	Federația Sindicatelor Libere din Industria Lemnului (FSLIL)	Overlap	Voluntary	46,500	20,000
SE	GS	Sectional overlap	Voluntary	43,000	18,000
SE	Unionen*	Sectional overlap	Voluntary	549,000	5,200
SE	Ledarna*	Sectional overlap	Voluntary	90,500	8,000
SE	Sveriges ingenjörer*	Sectional overlap	Voluntary	119,000	250
SE	SEKO	Sectional overlap	Voluntary	121,000	872
SI	SINLES*	Congruence	Voluntary	3,990	3,990
SI	KNSS*	Overlap	Voluntary	n.a.	n.a.
SK	OZ DLV	Overlap	Voluntary	13,246	872

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
UK	GMB	Overlap	Voluntary	613,384	2,000

Note: * = Domain overlap with other sector-related trade unions;

n.a. = not available;

There is a more detailed description of the trade unions' membership domain with regard to sector in Table A1 in Annex 1.

Table A3: Density, collective bargaining, consultation and affiliations of employee organisations in the woodworking sector, 2013

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
AT	GBH	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: Austrian Trade Union Federation (ÖGB) European: European Federation of Building and Woodworkers (EFBWV) International: Building and Wood Workers' International (BWI)
AT	GPA-djp	6.9	Yes, multi-employer bargaining only	Yes	On an ad hoc basis	National: ÖGB (Austrian Trade Union Federation) European: none International: none Other European and International affiliations not sector-related: IndustriAll European Trade Union ETUC (European Trade Union Confederation) EPSU (European Public Services Union) EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions) EFJ (European Federation of Journalists) UNI Europa, IndustriAll Global Union ITUC-CSI-IGB (International Trade Union Confederation) UNI global union (Union Network International) WOW (World Organisation of Workers)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
BE	FGTB-CG/ ABVV-AC	32.4	Yes, both multi-employer and single-employer bargaining	Yes	On a regular basis	National: FGTB-ABVV European: European Federation of Building and Woodworkers (EFBWW) International: none Other European and International affiliations not sector-related: IndustriAll Europe; Internationaal Bouw en Hout IndustriAll Global Union UNI Global Union
BE	ACLVB / CGSLB	n.a.	n.a.	Yes	On a regular basis	National: none European: EFBWW International: none Other European and International affiliations not sector-related: European Trade Union Confederation (ETUC) International Trade Union Confederation (ITUC)
BE	CSC-ACV BIE	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: CSC-ACV European: none International: none Other European and International affiliations not sector-related: IndustriAll
BG	FSOGSDP	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	National: KNSB/CITUB European: European Federation of Building and Woodworkers (EFBWW) International: none
CY	OIMSEK-SEK	10.1	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: SEK European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
CY	Construction Workers Union-PEO	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: EO European: none International: none

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
CZ	OS DLV	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	<p>National: Czech-Moravian Confederation of Trade Unions (Českomoravská konfederace odborových svazů, ČMKOS)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>
DE	IG Metall	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	<p>National: DGB</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: International Federation of Building and Woodworkers</p>
DK	3F	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	<p>National: Central Organisation of Industrial Workers (CO-industri) Danish Confederation of Trade Unions (LO)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: ETF, IndustriAll, EFFAT, UNI, EPSUITF, PSI, Uni-global, IndustriAll Global</p>
EE	EMT AÜ	1.4	No	Yes	n.a.	<p>National: Estonian Trade Union Confederation (EAKL)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p>
EL	Ομοσπονδία Οικοδόμων και Συναφών Επαγγελματιών Ελλάδας	n.a.	Yes, multi-employer bargaining only	No	n.a.	<p>National: Greek General Confederation of Labour (GSEE)</p> <p>International: Trade Unions International of Workers of the Building Materials Industries (UITBB)</p>

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
ES	MCA-UGT	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: none European: EFBWW International: Building and Woodworkers' International (BWI)
ES	FECOMA-CCOO	32.4	Yes, both multi-employer and single-employer bargaining	No	n.a.	National: none European: EFBWW International: Building and Woodworkers' International (BWI)
ES	ELA-Hainbat	n.a.	n.a.	n.a.	n.a.	National: none European: EFBWW International: Building and Woodworkers' International (BWI)
FI	Ammattiliitto Pro, Pro	8.8	Yes, multi-employer bargaining only	Yes	On a regular basis	National: Finnish Confederation of Salaried Employees (STTK). European: none International: none Other European and International affiliations not sector-related: IndustriAll – European trade union, EX-ETUF:TCLICEM
FI	Puuliitto	83.2	Yes, multi-employer bargaining only	Yes	On a regular basis	National: The Finnish Trade Union Confederation European: European Federation of Building and Woodworkers (EFBWW) International: Building and Woodworkers' International (BWI) Other European and International affiliations not sector-related: European Federation of Food, Agriculture and Tourism (EFFAT), and the European Trade Union Confederation (ETUC), Nordic Federation of Building and Woodworkers (NFBWW)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
FR	FG FO	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: CGT-FO European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
FR	FNCB-CFDT	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: Confédération Française Démocratique du Travail (CFDT) European: European Federation of Building and Woodworkers (EFBWW) International: none Other European and International affiliations not sector-related: IBB
FR	FNSCBA	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: CGT European: European Federation of Building and Woodworkers (EFBWW) International: none Other European and International affiliations not sector-related: ETUC, FIBB
FR	FIBOPA	n.a.	Yes, both multi-employer and single-employer bargaining	No	n.a.	National: CFE-CGC European: none International: none
FR	Fédération BATI-MAT-TP CFTC	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: CFTC European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
HR	HUSHTD	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On a regular basis	National: Udruga radničkih sindikata Hrvatske (Worker`s Trade Union Association of Croatia), Ulica kralja Držislava 4, Zagreb European: none International: none

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
HR	SDIPI	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On a regular basis	National: Savez samostalnih sindikata Hrvatske (Autonomous Trade Union of Croatia) Krešimirov trg 2, Zagreb
HR	GUSHTD	n.a.		No	On a regular basis	National: none European: none International: none
HR	GUSDPP	n.a.		Yes	On a regular basis	National: Savez samostalnih sindikata Hrvatske (Authonomous Trade Union of Croatia) Krešimirov trg 2, Zagreb European: none International: none
HU	EFDSZ	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	National: Értelmiségi Szakszervezeti Tömörülés (ÉSZT) European: none International: none Other European and International affiliations not sector-related: ETUC, FIBB Council of European Foresters (CEF)
HU	MUFAIP	n.a.	Yes, multi-employer bargaining only	No	n.a.	National: Workers Councils (MOSZ-Munkástanács) European: none International: none
HU	ÉFÉDOSZSZ	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	National: MSZOSZ European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
HU	MEDOSZ	n.a.	Yes, multi-employer bargaining only	No	n.a.	National: MSZOSZ European: none International: none Other European and International affiliations not sector-related: EFFAT, IUF
IE	UCATT	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	Yes	National: ICTU European: none International: none

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
IE	BATU	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: ICTU European: none International: none
IE	SIPTU	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	National: ICTU European: European Federation of Building and Woodworkers (EFBWW) International: none
IT	FILLEA CGIL	n.a.	Yes, both multi-employer and single-employer bargaining	No	On an ad-hoc basis	National: The General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro, CGIL) European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
IT	FILCA CISL	19.4	Yes, both multi-employer and single-employer bargaining	No	n.a.	National: The Italian Confederation of Workers' Union (Confederazione Italiana Sindacati Lavoratori, CISL) European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
IT	FeNEAL UIL	8.0	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	National: The Union of Italian Work (Unione Italiana del Lavoro, UIL) European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
LT	LMPS	0.1	No	Yes	On an ad-hoc basis	National: Lithuanian Trade Union Confederation, LPSK European: European Federation of Building and Woodworkers (EFBWW) International: none

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
LU	OGBL	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: OGBL European: none International: none Other European and International affiliations not sector-related: IndustriAll Trade Union Europe IndustriAll Global Union
LU	OGBL	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: OGBL European: European Federation of Building and Woodworkers (EFBWW) International: Building and Wood Workers' International (BWI)
LU	LCGB Industrie	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	National: LCGB European: none International: none Other European and International affiliations not sector-related: IndustriAll Trade Union Europe
LU	LCGB Construction et artisanat	0.1	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: LCGB European: European Federation of Building and Woodworkers (EFBWW) International: none
LV	LMNA	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On a regular basis	National: LBAS European: European Federation of Building and Woodworkers (EFBWW) International: International Federation of Building and Woodworkers (IFBWW) Other European and International affiliations not sector-related: International Federation of Chemical, Energy, Mine and General Workers Union (ICEM)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
NL	CNV Vakmensen	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	<p>National: National Federation of Christian Trade Unions in the Netherlands (CNV)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>
NL	FNV Bouw	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	<p>National: Dutch Trade Union Federation (FNV)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>
PL	SBiPD NSZZ 'Solidarność'	1.9	Yes, single-employer bargaining only	Yes	On a regular basis	<p>National: NSZZ 'Solidarność'</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>
PL	ZZ 'Budowlani'	0.6	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	<p>National: All-Poland Alliance of Trade Unions, (Ogólnopolskie Zrzeszenie Związków Zawodowych, OPZZ)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>
PL	ZZIT	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	<p>National: Forum Związków Zawodowych (Trade Unions Forum, FZZ)</p> <p>European: none</p> <p>International: none</p>
PT	SETACCOP	5.15	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	<p>National: UGT – General Union of Workers (União Geral de Trabalhadores)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
PT	FEVICCOM	n.a.	Yes, both multi-employer and single-employer bargaining	n.a.	n.a.	<p>National: CGTP-IN – General Confederation of Portuguese Workers – Intersindical Nacional (Confederação Geral dos Trabalhadores Portugueses – Intersindical Nacional)</p> <p>European: none</p> <p>International: UITBB – section EUROPEUITBB – Trades Union International of Workers in the Building, Wood, Building Materials and Allied Industries (Union internationale des syndicats des travailleurs du bâtiment, du bois et des matériaux de construction)</p>
PT***	SINDCES	n.a.	Yes, multi-employer bargaining only	n.a.	n.a.	<p>National: UGT – General Union of Workers (União Geral dos Trabalhadores)</p> <p>European: none</p> <p>International: none</p>
PT	SINDEQ	na	Yes, multi-employer bargaining only	na	na	<p>National: UGT – General Union of Workers (União Geral de Trabalhadores)</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: IndustriAll</p>
RO	Federația Sindicatelor Libere din Industria Lemnului (FSLIL)	23.84	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	<p>National: CNSLR Frăția</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: International Federation of Building and Woodworkers (IFBWW)</p>
SE	GS	n.a.	Yes, both multi-employer and single-employer bargaining	No	n.a.	<p>National: The Swedish Trade Union Confederation (Landsorganisationen, LO)</p> <p>European: The European Federation of Building and Wood Workers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p>

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
SE	Unionen	n.a.	Yes, both multi-employer and single-employer bargaining	Yes	On an ad-hoc basis	<p>National: none</p> <p>European: The European Federation of Building and Woodworkers (EFBWW)</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: IndustriAll UNI Global Union</p>
SE	Ledarna	n.a.	Yes, multi-employer bargaining only	No	n.a.	<p>National: none</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: Confédération Européenne Des Cadres (CEC) Union of European Foresters (UEF)UNI Union Network International</p>
SE	Sveriges ingenjörer	n.a.	Yes, multi-employer bargaining only	n.a.	n.a.	<p>National: The Swedish Confederation of Professional Associations (SACO)</p> <p>European: none</p> <p>International: none</p>
SE	SEKO	n.a.	No	Yes	On a regular basis	<p>National: The Swedish Trade Union Confederation (Landsorganisationen, LO)</p> <p>European: The European Federation of Building and Woodworkers (EFBWW)</p> <p>International: none</p>
SI	SINLES	50	Yes, multi-employer bargaining only	Yes	On a regular basis	<p>National: ZSSS (Association of Free Trade Unions of Slovenia)</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: ETUC</p>
SI	KNSS	n.a.	Yes, multi-employer bargaining only	n.a.	On an ad-hoc basis	<p>National: none</p> <p>European: none</p> <p>International: none</p>

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
SK	OZ DLV	5.5	Yes, both multi-employer and single-employer bargaining	Yes	On a regular basis	<p>National: KOZ SR (Confederation of Trade Unions of the Slovak Republic)</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: European Federation of Public Service Unions (EPSU)</p>
UK	GMB	3.0	Yes, single-employer bargaining only	n.a.	n.a.	<p>National: Trades Union Congress (TUC)</p> <p>European: European Federation of Building and Woodworkers (EFBWW)</p> <p>International: Building and Wood Workers' International (BWI)</p> <p>Other European and International affiliations not sector-related:, European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), European Federation of Public Service Unions (EPSU), European Transport Workers' Federation (ETF), IndustriAll European Trade Union, UNI Europa. IndustriAll Global Union, International Transport Workers' Federation (ITF), International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers (IUF), Public Services International (PSI), UNI Global Union.</p>

Note: n.a= not available

Table A4: Employee organisations, domain coverage domain description in relation to woodworking sector, 2013

Trade union	Domain coverage	Domain description
GBH	Sectional overlap	Blue-collar workers in the woodworking sector and in the following sectors: building construction and civil engineering sector; color processing trades; natural, cast and concrete stone producing and processing trade and industry; ceramic and brick industries; commercial plastics processing industry; chimney sweeping; button and zipper industry; mountain torrent and avalanche control; and divers
GPA-djp	Sectional overlap	White-collar employees in all sectors of the private economy
FGTB-CG/ ABVV-AC	Sectional overlap	Blue-collar workers in most of the sectors
ACLVB / CGSLB	Overlap	It is a cross-industry trade union which covers all occupations and industries at Belgian national level
CSC-ACV BIE	Sectional overlap	Blue-collar workers in woodworking, buildings, industry and energy sectors
FSOGSDP	Congruence	Woodworking sector
OOIMSEK-SEK	Sectional overlap	It represents all kind of workers in most of the private sector. It does not represent public workers
Construction Workers Union-PEO	Sectional overlap	Construction industry, including woodworking, mining and all relevant sub-sectors.
OS DLV	Overlap	Employees working in the woodworking, furniture industry, paper sector, forestry and management of water.
IG Metall	Overlap	Not specified
3F	Sectional overlap	It is the largest union in Denmark and covers skilled and unskilled in almost all sectors except typical white-collar sectors
EMT AÜ	Overlap	Employees in the woodworking and forestry
MCA-UGT	Overlap	Workers in woodworking, metal and construction sectors
FECOMA-CCOO	Overlap	Workers in woodworking and construction sector
ELA-Hainbat	Sectional overlap	Workers in woodworking, chemical, metal, graphic arts, fish, ports, energy, construction, telecommunication and ceramic sectors in the Basque Country region

Trade union	Domain coverage	Domain description
Ammattiliitto Pro, Pro	Sectional overlap	White-collar employees in the woodworking sector and in technology industries.
Puuliitto	Sectional overlap	Blue-collar employees in the mechanical forest industry, the woodworking industry, the forestry and harvesting industries, the boat-building industry and the agricultural industries
FG FO	Overlap	Workers in woodworking, construction, ceramic, career and extractive industries, pulp and paper
FNCB-CFDT	Sectional overlap	Workers in the woodworking sector except sawmilling and planing of wood and oil industry, glass industry, textile, ceramic, plastic industry, chemical industry, pharmaceutical industry
FNSCBA	Congruence	Workers in the woodworking sector
FIBOPA	Overlap	Workers in the woodworking, paper and pulp sectors
Fédération BATI-MAT-TP CFTC	Overlap	Workers in the woodworking sector, wood trading and materials, civil engineering, construction, career, tiles and bricks, lime and cement, ceramics and porcelain, architect, surveyor, economist, social housing
Ομοσπονδία Οικοδόμων και Συναφών Επαγγελματιών Ελλάδας	Sectional overlap	Blue-collar workers in woodworking sector and other technical specialties related to construction and furniture
HUSHTD	Overlap	Workers in the woodworking, food and textile sectors
SDIPI	Overlap	Workers in woodworking and paper-processing industry
GUSHTD	Overlap	Workers in the woodworking, food and textile sectors
GUSDPP	Overlap	Workers in woodworking, paper and furniture industry
EFDSZ	Sectional overlap	Workers in the woodworking sector except 16.23 and workers in the forestry sector
MUFAIP	Sectionalism	Some categories of workers within the woodworking sector
ÉFÉDOSZSZ	Sectional overlap	Private workers in the woodworking and furniture sectors
MEDOSZ	Overlap	Workers in woodworking and other sectors such as other sectors agriculture, food or forestry

Trade union	Domain coverage	Domain description
UCATT	Sectional overlap	Blue-collar workers in the woodworking sector and painters and allied trades in health, local authority and other Government departments.
BATU	Sectional overlap	Blue-collar workers in the woodworking sector and other grades within the construction sector, such as bricklayers
SIPTU	Sectional overlap	Part of woodworking sector and many different sectors
FILLEA CGIL	Overlap	Not specified
FILCA CISL	Overlap	Workers in the woodworking, construction, cement and stone.
FeNEAL UIL	Congruence	Workers in the woodworking sector
LMPS	Overlap	Not specified
OGBL	Sectional overlap	Workers in the woodworking sector except manufacture of other builders' carpentry and joinery and workers in pharmaceutical, plastics, rubber, cement, paper, glass, textile and ceramics
OGBL	Sectional overlap	Workers in the woodworking sector except sawmilling and planing of wood and workers in the construction sector
LCGB Industriej	Sectional overlap	Workers in the woodworking sector except sawmilling and planing of wood and workers in metal, steel, post and telecommunication and energy sectors
LCGB Construction et artisanat	Sectional overlap	Craftwork of joinery and carpentry, Sawmilling and planing of wood and construction sector
LMNA	Overlap	Workers in the woodworking sector, paper and pulp industry
CNV Vakmensen	Overlap	Not specified
FNV Bouw	Overlap	Not specified
SBiPD NSZZ 'Solidarność'	Overlap	Workers in the woodworking sector, construction industry and production of building materials
ZZ 'Budowlani'	Overlap	Workers in the woodworking, construction industry, furniture industry, production of building materials, cooperative housing, forestry
ZZIT	Sectional overlap	Qualified workers with at least secondary education in a wide range of sectors

Trade union	Domain coverage	Domain description
SETACCOP	Sectional overlap	Workers in the woodworking sector except manufacture of articles of straw and plaiting materials and workers in the following sectors: construction and public works, services, wood and furniture industries, concrete, ceramics and stone products
FEVICCOM	Overlap	Workers in the following sectors: ceramic, concrete and glass manufacturing, construction and public works, wood manufacturing and similar activities, quarrying and cork production.
SINDCES	Sectional overlap	White-collar workers in all sectors.
SINDEQ	Overlap	All salaried workers in woodworking, energy, chemical, pharmaceutical, textiles and 'diverse' industries as well as in complementary activities.
FSLIL	Overlap	Workers in woodworking and related activities
GS	Sectional overlap	Blue-collar workers within woodworking, forestry, furniture and graphical industry, packaging and newspaper printing.
Unionen	Sectional overlap	White-collar workers within most sectors
Ledarna	Sectional overlap	White-collar workers within traditional industry and services.
Sveriges ingenjörer	Sectional overlap	Graduate engineers within most sectors
SEKO	Sectional overlap	Workers within correctional treatment, working with wood processing and employees within postal services, energy, telecommunication and transport
SINLES	Congruence	Workers in the woodworking sector
KNSS	Overlap	Workers in metal and electrical industry, manufacturing of chemical products and wood products, postal services, air and city traffic, urban facilities, manufacturing of leather and in two occupations: cashiers and flight attendants.
OZ DLV	Overlap	Workers in the woodworking, paper industry, forestry and water management.
GMB	Overlap	It is a general union whose potential domain covers the whole economy.

Employer organisations

Table A5: Domain coverage and membership of employer/business organisations in the woodworking sector, 2013

	Employer organisation	Domain coverage	Type of membership	Firms		Employees	
				total	in sector	total	in sector
AT	FVHI	Sectional overlap	Compulsory	1,500	1,400	27,500	19,000
AT	BITHGG	Sectional overlap	Compulsory	10,043	665	40,000	3,500
AT	BIHB	Sectional overlap	Compulsory	2,100	50	10,000	500
BE	Houtunie Houtbewerkers*	Sectionalism	Voluntary	280	280	3,500	3,500
BE	FEDUSTRIA*	Overlap	Voluntary	610	312	29,522	11,671
BE	UNEBO/NUHOS*	Sectionalism	Voluntary	230	230	3,100	3,100
CY	PASYXEV	Congruence	Voluntary	94	94	1,000	1,000
CZ	SZDP	Overlap	Voluntary	17	7	500	n.a.
DE	HDH	Overlap	Voluntary	2100	1,100	n.a.	90,000
DE	Federal guild association of carpenters and joiners	Sectional overlap	Voluntary	15,000	n.a.	150,000	n.a.
DK	Dansk Byggeri*	Sectional overlap	Voluntary	5,635	n.a.	67,700	n.a.
DK	DI – Træets Arbejdsgivere (TA)*	Sectional overlap	Voluntary	10,000	n.a.	750,000	n.a.
DK	DHV*	Sectional overlap	Voluntary	725	n.a.	2,800	n.a.
EE	EMPL	Overlap	Voluntary	58	35,000	12,050	4,427
EL	POVSKX	Sectional overlap	Voluntary	4,500	n.a.	n.a.	n.a.
ES	CONFEMADERA	Sectional overlap	Voluntary	25,973	n.a.	127,724	n.a.
ES	AECORK	Sectionalism	Voluntary	35	35	1,000	1,000
ES	ASECOR	Sectionalism	Voluntary	50	50	700	700
FI	Metsäteollisuus ry	Overlap	Voluntary	150	120	35,000	18,000

	Employer organisation	Domain coverage	Type of membership	Firms		Employees	
				total	in sector	total	in sector
FR	FNB*	Overlap	Voluntary	1,750	n.a.	50,000	n.a.
FR	UIB*	Overlap	Voluntary	651	651	16,219	16,219
HR	HUP	Congruence	Voluntary	31	31	3,550	3,550
HU	OAFSZ*	Sectional overlap	Voluntary	400	n.a.	n.a.	n.a.
HU	FAGOSZ*	Overlap	Voluntary	100	14	9,615	409
IE	CIF	Sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IE	Ibec – The IFFPA branch (Irish Forest and Forestry Products Association)	Sectional overlap	Voluntary	7,500	7	n.a.	n.a.
IT	FEDERLEGNO ARREDO*	Overlap	Voluntary	2,750	978	7,700	23,780
IT	CONFARTIGIANA TO LEGNO E ARREDO*	Overlap	Voluntary	26,000	13,000	52,000	26,000
IT	CNA PRODUZIONE*	Sectional overlap	Voluntary	40,000	n.a.	n.a.	n.a.
IT	CASARTIGIANI*	Sectional overlap	Voluntary	18,000	5,780	90,000	2,900
IT	CLAAI*	Sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	Unital Confapi*	Overlap	Voluntary	n.a.	1,300	n.a.	33,000
LT	LM	Overlap	Voluntary	70	24	n.a.	n.a.
LU	FEDIL*	Sectional overlap	Voluntary	540	13	113,700	550
LU	FDA*	Sectional overlap	Voluntary	540	180	113,700	2,000
LV	LKF	Overlap	Voluntary	140	100	n.a.	n.a.
NL	NBvT	Sectionalism	Voluntary	200	200	6,000	6,000
NL	VNH/ AVIH	Sectionalism	Voluntary	84	84	2,941	2,941
NL	VPL	Sectionalism	Voluntary	122	122	523	523
NL	EVP	Sectionalism	Voluntary	43	43	960	960
PT	AIMMP	Overlap	Voluntary	500	400	17,500	12,500
PT	APCOR	Sectional overlap	Voluntary	274	274	5,977	5,977
RO	ASFOR*	Overlap	Voluntary	657	n.a.	n.a.	n.a.

	Employer organisation	Domain coverage	Type of membership	Firms		Employees	
				total	in sector	total	in sector
RO	APMR*	Overlap	Voluntary	n.a.	n.a.	33,140	5,438
SE	TMF*	Overlap	Voluntary	800	750	36,000	28,000
SE	Swedish Forest Industries Federation*	Overlap	Voluntary	265	124	30,400	9,100
SI	GZS*	Overlap	Voluntary	82	43	4,080	2,034
SI	ZDS*	Overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
SK	ZSD SR	Overlap	Voluntary	110	56	4,000	1,200
UK	Timber Trade Federation	Overlap	Voluntary	250	200	n.a.	n.a.

Note: *= Domain overlap with other sector-related trade unions;

n.a. = not available;

A more detailed description of the trade unions' membership domain with regard to the sector is given in Table A1 in Annex 1.

Table A6: Density, collective bargaining, consultation and affiliations of employer/business organisations in the woodworking sector, 2013

	Employer organisation	Sectoral density (%) Companies	Sectoral density (%), employees	Collective bargaining	Consultation		National, European, international affiliations
AT	FVHI	50.2	55.7	Yes, both multi-employer and single-employer bargaining	Y	On an ad hoc basis	<p>National: none</p> <p>European: CEI-Bois (European Confederation of woodworking industries) EPF (European Panel Federation)</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: EOS (European Organisation of the Sawmill Industry), EFIC (European Furniture Industries Confederation) FEMB (European Federation of Office Furniture) FEP (European Federation of the Parquet Industry) GLULAM (Glued Laminated Timber Association) VEH (Verband der Europäischen Hobelindustrie) Federal Economic Chamber (WKO)--</p>

AT	BITHGG	23.9	10.3	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: CEIB (provided by BITHGG, no further information found on the organisation) Federal Economic Chamber (WKO) European: none International: none
AT	BIHB	1.8	1.5	Yes, multi-employer bargaining only	N	n.a.	National: Federal Economic Chamber (WKO) European: none International: none Other European and International affiliations not sector-related: European Federation of Timber Construction (EVH)
BE	Houtunie Houtbewerker s	10.1	16.0	Yes, both multi-employer and single-employer bargaining	Y	On a regular basis	National: UNIZO and Bouwunie European: none International: none
BE	FEDUSTRIA	11.3	53.3	Yes, multi-employer bargaining only	Y	On a regular basis	National: EFICFEB/VBO (Fédération des Entreprises de Belgique/ Verbond van Belgische Ondernemingen) European: CEI-Bois, EPF, FEFPEB International: none

BE	UNEBO/ NUHOS	8.3	14.2	Yes, multi- employer bargaining only	Y	On a regular basis	FEBO/ETTF ENFEFEB/VOB , UNIZO, UCM
CY	PASYXEY	8.7	33.7	Yes, multi- employer bargaining only	Y	On an ad-hoc basis	National: Cyprus Employers and Industrialists Federation (OEB) European: none International: none Other European and International affiliations not sector-related: European Furniture Manufacturers Federation (UEA)
CZ	SZDP	0.0	n.a.	Yes, multi- employer bargaining only	na.	On an ad-hoc basis	National: none European: none International: none
DE	HDH	7.1	76.9	Yes, multi- employer bargaining only	Y	On an ad-hoc basis	National: German Confederation of Employers' Associations (BDA) European: CEI- Bois Other European and International affiliations not sector-related: European Furniture Industries Confederation (EFIC)
DE	Federal guild association of carpenters and joiners	0.0	n.a.	Yes, multi- employer bargaining only	Y	On a regular basis	National: German Association of Skilled Crafts Confederations (UDH) European: none International: none

DK	Dansk Byggeri	n.a.	n.a.	Yes, both multi-employer and single-employer bargaining	Y	On an ad-hoc basis	National: The Confederation of Danish Employers (DA) European: none International: none
DK	DI – Træets Arbejdsgivere (TA)	n.a.	n.a.	Yes, both multi-employer and single-employer bargaining	Y	On an ad-hoc basis	National: The Confederation of Danish Employers (DA) European: CEI-Bois International: none
DK	DHV	n.a.	n.a.	Yes, single-employer bargaining only	N	On an ad-hoc basis	National: Federation of Small and Medium-sized Enterprises (Håndværksrådet, HVR) European: none International: none
EE	EMPL	35.0	0.3	No	Y	On a regular basis	National: Estonian Employers' Confederation (EAKL) Estonian Forest Society (EMS) European: CEI-Bois
EL	POVSKX	n.a.	n.a.	Yes, multi-employer bargaining only	N	na	National: GSEVEE European: none International: none
ES	CONFEMAD ERA	n.a.	n.a.	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: CEOE-CEPYME, CEPCO, AENOR European: CEI-Bois International: none Other European and International affiliations not sector-related: EFIC

ES	AECORK	0.3	0.0	Yes, multi-employer bargaining only	Y	On a regular basis	<p>National: Foment del Treball</p> <p>European: European Cork Confederation, CELIEGE</p> <p>International: none</p>
ES	ASECOR	0.4	1.5	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	<p>National: CEOE</p> <p>European: European Cork Confederation, CELIEGE</p> <p>International: none</p>
FI	Metsäteollisuus ry	5.8	83.2	Yes, multi-employer bargaining only	Y	On a regular basis	<p>National: The Confederation of Finnish Industries (EK)</p> <p>European: CEI-Bois (European Confederation of Woodworking Industries)</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: CEPI (Confederation of European Paper Industries); ICFPA (International Council of Forest and Paper Associations)</p>
FR	FNB	n.a.	n.a.	Yes, multi-employer bargaining only	Y	On a regular basis	<p>National: MEDEF</p> <p>European: European Confederation of woodworking industries (CEI-Bois)</p> <p>International: none</p>

FR	UIB	7.2	n.a.	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: none European: European Confederation of woodworking industries (CEI-Bois) International: none
HR	HUP	0.4	22.1	No	Y	On a regular basis	National: Croatian Employers Association European: none International: none Other European and International affiliations not sector-related: Business Europe, European Furniture Manufacturers Federation, IOE, ICC
HU	OAFSZ	n.a.	n.a.	No	Y	On an ad-hoc basis	National: OKISZ, IPOSZ European: none International: none
HU	FAGOSZ	0.3	0.9	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: MGYOSZ European: CEI-Bois International: none
IE	CIF	n.a.	n.a.	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: None European: none International: none
IE	Ibec. The IFFPA branch (Irish Forest and Forestry Products Association)	2.8	n.a.	Yes, single-employer bargaining only	Y	On an ad-hoc basis	National: none European: none International: none

IT	FEDERLEGN O ARREDO	2.9	25.9	Yes, multi- employer bargaining only	Y	On an ad-hoc basis	<p>National: The General Confederation of Italian Industry (Confederazione Generale dell'Industria Italiana, CONFINDUSTRIA)</p> <p>European: European Confederation of woodworking industries, CEI-Bois</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: European Poplar Association, PRO POPULUS</p>
IT	CONFARTIG IANATO LEGNO E ARREDO	38.9	28.4	Yes, multi- employer bargaining only	Y	On an ad-hoc basis	<p>National: The General Italian Confederation of Artisans (Confederazione Generale Italiana dell'Artigianato, CONFARTIGIANATO)</p> <p>The Network of Italian Enterprises, RETE IMPRESE ITALIA</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: European Association of Craft, Small and Medium-sized Enterprises, UEAPME</p>

IT	CNA PRODUZIONE	n.a.	n.a.	Yes, multi-employer bargaining only	n.a.	n.a.	National: RETE IMPRESE ITALIA European: none International: none
IT	CASARTIGIANI	17.3	3.2	Yes, both multi-employer and single-employer bargaining	Y	On an ad-hoc basis	National: none European: none International: none
IT	CLAAI	n.a.	n.a.	Yes, both multi-employer and single-employer bargaining	na	na	National: none European: none International: none
IT	Unital Confapi	3.9	36.0	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	National: The Italian Confederation of Small and Medium-sized Industry (Confederazione Italiana della Piccola e media Industria, CONFAPI) European: none International: none
LT	LM	2.0	n.a.	No	Y	On an ad-hoc basis	National: none European: CEI-Bois International: n.a. Other European and International affiliations not sector-related: European Furniture Confederation (UEA)

LU	FEDIL	0.1	n.a.	No	Y	On an ad-hoc basis	National: Union des entreprises luxembourgeoises (UEL) European: none International: none Other European and International affiliations not sector-related: BUSINESSSEUR OPE
LU	FDA	0.8	n.a.	No	Y	On an ad-hoc basis	National: none European: none International: none
LV	LKF	7.0	n.a.	No	Y	On a regular basis	National: LDDK European: CEI-Bois International: none
NL	NBvT	9.1	46.2	Yes, multi-employer bargaining only	Y	On a regular basis	National: NBvT European: CEI-Bois International: none
NL	VNH/ AVIH	3.8	22.6	Yes, multi-employer bargaining only	Y	On a regular basis	National: VNH (as AVIH) European: CEI-Bois International: none
NL	VPL	5.6	4.0	Yes, multi-employer bargaining only	Y	On a regular basis	National: VPL European: none International: none
NL	EVP	2.0	7,4	Yes, multi-employer bargaining only	Y	On a regular basis	National: none European: none International: none

PT	AIMMP	6.5	37,6	Yes, multi-employer bargaining only	n.a.	n.a.	<p>National: Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal) CPCI – Portuguese Confederation of Construction and Real Estate (Confederação Portuguesa da Construção e do Imobiliário) EMBAR – National Association of Recovery and Recycling of Wood packages and Residues (Associação Nacional de Recuperação e Reciclagem de Embalagens e Resíduos de Madeira) Employer</p> <p>European: CEI-Bois FEFPEB – – European Federation of Wooden Pallet and Packaging Manufacturers EPF – European Panel Federation</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: EFIC – European Furniture Industries Confederation CIP</p>
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PT	APCOR	4.5	18.0	Yes, multi-employer bargaining only	Y	On a regular basis	National: CIP Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal) European: European Cork Confederation, CELIEGE International: none
RO	ASFOR	n.a.	n.a.	Yes, both multi-employer and single-employer bargaining	Y	On an ad-hoc basis	National: CONPIROM European: CEI-Bois International: none Other European and International affiliations not sector-related: European Organisation of the Sawmill Industry (EOS), European Network Of Forest Entrepreneurs (ENFE) European Arboricultural Council (EAC)
RO	Asociația Producătorilor de Mobilă din România (APMR)	n.a.	6.5	Yes, both multi-employer and single-employer bargaining	Y	On an ad-hoc basis	National: CONPIROM European: none International: none Other European and International affiliations not sector-related: European Furniture Manufacturers Federation (UEA)

SE	TMF	37.9	94.8	Yes, both multi-employer and single-employer bargaining	Y	On a regular basis	<p>National: The Confederation of Swedish Enterprise (Svenskt Näringsliv)</p> <p>European: The European Confederation of Woodworking Industries (CEI-Bois)</p> <p>International: none</p>
SE	Swedish Forest Industries Federation	6.3	30.8	Yes, both multi-employer and single-employer bargaining	Y	On a regular basis	<p>National: The Confederation of Swedish Enterprise (Svenskt Näringsliv)</p> <p>European: The European Confederation of Woodworking Industries (CEI-Bois)</p>
SI	GZS	2.5	28.0	Yes, multi-employer bargaining only	Y	On a regular basis	<p>National: none</p> <p>European: CEI-Bois</p> <p>International: none</p>
SI	ZDS	n.a.	n.a.	Yes, multi-employer bargaining only	Y	On an ad-hoc basis	<p>National: none</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: IOE, BIAC, BUSINESSSEUR OPE</p>

SK	ZSD SR	0.5	4.7	Yes, multi-employer bargaining only	Y	On a regular basis	<p>National: RÚZ SR</p> <p>European: none</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: EFIC (till 2012) and EUMABOIS Europäischer Fertighausverband EFV</p>
UK	Timber Trade Federation	2.6	n.a.	No	Y	On an ad-hoc basis	<p>National: CBI, Construction Products Association (CPA).</p> <p>European: CEI-Bois, European Timber Trade Federation (ETTF).</p> <p>International: none</p> <p>Other European and International affiliations not sector-related: Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification (PEFC)</p>

Note: 'Y'= Yes, 'N'= No

Table A7: Employer organisations, domain coverage domain description in relation to woodworking sector, 2013

	Employer organisation	Domain coverage	Domain description
AT	FVHI	Sectional overlap	Large companies in the woodworking industry, the furniture industry and the ski industry
AT	BITHGG	Sectional overlap	Small-scale craft production companies of the 'trade' kind (Gewerbe) in part of the woodworking sector and in the following sectors: boatbuilding, modelmaking, flooring, production of roller shutters and blinds
AT	BIHB	Sectional overlap	Small-scale craft production companies of the 'trade' kind (Gewerbe) in part of the woodworking sector and in the sector 'specialised construction activities'
BE	Houtunie Houtbewerkers	Sectionalism	All the companies in the woodworking sector except those involved in the following activities: Sawmilling and planing of wood, Manufacture of veneer sheets and wood-based pane
BE	FEDUSTRIA	Overlap	All the companies in the woodworking sector, furniture and textile industries
BE	UNEBO/NUHOS	Sectionalism	Only domestic companies and SMEs in the woodworking sector
CY	PASYXEY	Congruence	All the companies in the woodworking sector
CZ	SZDP	Overlap	All the companies in woodworking, forestry and furniture industry
DE	HDH	Overlap	All the companies in woodworking, manufacturing furniture and interior construction
DE	Federal guild association of carpenters and joiners	Sectional overlap	Private national and multinational companies in part of the woodworking sector and construction or morticians
DK	Dansk Byggeri	Sectional overlap	Private companies in the woodworking sector, furniture industry and construction
DK	DI – Træets Arbejdsgivere (TA)	Sectional overlap	Private companies in many sectors
DK	DHV	Sectional overlap	SMEs in many different sectors

EE	EMPL	Overlap	All companies in the woodworking and forestry sectors
EL	POVSKX	Sectional overlap	SMEs in woodworking including furniture manufacturing
ES	CONFEMADERA	Sectional overlap	All the companies in part of the woodworking sector and manufacture of furniture
ES	AECORK	Sectionalism	Manufacturer of cork in the region of Catalonia
ES	ASECOR	Sectionalism	Manufacturers of cork in Spain (normally not in Catalonia)
FI	Metsäteollisuus ry	Overlap	All the companies in the woodworking, paper and pulp sectors
FR	FNB	Overlap	All the companies in the woodworking and forestry industry
FR	UIB	Overlap	All the companies in the woodworking construction sector (agriculture construction)
HR	HUP	Congruence	All the companies in the woodworking sector
HU	OAFSZ	Sectional overlap	Micro, small and medium companies in woodworking, transport supplying woodworking companies
HU	FAGOSZ	Overlap	All the companies in the woodworking sector, forestry, commerce, one public professional school, one higher education institute for forestry
IE	CIF	Sectional overlap	Companies in the construction sector only
IE	Ibec (IFFPA branch)	Sectional overlap	Large companies in sawmilling and wood based panel products manufacturing only. Forestry development companies as well
IT	FEDERLEGNO ARREDO	Overlap	All the companies in the woodworking and furniture sector
IT	CONFARTIGIANATO LEGNO E ARREDO	Overlap	All the companies in the woodworking and furniture sector
IT	CNA PRODUZIONE	Sectional overlap	Artisan, small and medium enterprises in woodworking, furniture, chemical and nautical sectors
IT	CASARTIGIANI	Sectional overlap	Small, individual and artisan enterprises in many different sectors
IT	CLAAI	Sectional overlap	Small, individual and artisan enterprises in many different sectors
IT	Unital Confapi	Overlap	Not specified

LT	LM	Overlap	Not specified
LU	FEDIL	Sectional overlap	Multisectoral business federation representing private companies in the industry, construction and business services sectors
LU	FDA	Sectional overlap	Craft workers in many different sectors
LV	LKF	Overlap	Not specified
NL	NBvT	Sectionalism	Not specified
NL	VNH/ AVIH	Sectionalism	Companies in part of the woodworking sector
NL	VPL	Sectionalism	Parquet industry companies
NL	EVP	Sectionalism	Parquet industry companies
PT	AIMMP	Sectional overlap	Part of the woodworking sector and manufacture of furniture and mattresses.
PT	APCOR	Sectional overlap	Private companies within manufacturing and wholesale of cork products
RO	ASFOR	Overlap	All companies in woodworking and manufacturing industry
RO	APMR	Overlap	All companies in woodworking and manufacturing industry
SE	TMF	Overlap	All companies in woodworking and manufacturing industry
SE	Swedish Forest Industries Federation	Overlap	All companies in woodworking pulp and paper industry
SI	GZS	Overlap	All companies in woodworking and manufacturing industry
SI	ZDS	Overlap	All companies in woodworking and other sectors (Agriculture and Food, Technology, Energy, Construction Industry, Trade, Catering, Transport and Communications, Services, Textile and Leather, Wood and Paper, Chemistry and Metals sector)
SK	ZSD SR	Overlap	Companies in woodworking sector and manufacturing and selling furniture, suppliers of materials and wood processing technologies and manufacturing of wooden buildings
UK	Timber Trade Federation	Overlap	Members in the woodworking sector and members that supply the timber trade with goods and services

Organisation names and abbreviations

Table A8: Abbreviated and full employee organisation names

	Abbreviation	Full association name
AT	GBH	Union of Construction and Wood Workers
AT	GPA-djp	Union of Salaried Employees, Journalists and Graphical Workers
BE	FGTB-CG/ ABVV-AC	Belgian Federation of Labour – Central federation
BE	ACLVB / CGSLB	General Confederation of Liberal Trade Unions of Belgium (unofficial translation)
BE	CSC-ACV BIE	Confederation of Christian Trade Unions, build, industry & energy
BG	FSOGSDP	Federation of Trade Union Organisations in Forestry and Woodworking Industry in Bulgaria (FSOGSDP)
CY	OOIMSEK-SEK	Federation of Builders and Miners and Relevant Professions
CY	Construction Workers Union – PEO	Construction Workers, Carpenters, Metal Workers and General Workers Trade Union
CZ	OS DLV	Trade Union of Workers in Woodworking Industry, Forestry and Management of Water Supplies
DE	IG Metall	Metalworkers' Union
DK	3F	United Federation of Danish Workers
EE	EMT AÜ	Estonian Forest Workers' Trade Union
EL	Ομοσπονδία Οικοδόμων και Συναφών Επαγγελματιών Ελλάδας	Greek Federation of Builders and Related Professions
ES	MCA-UGT	Federation of Metal, Construction and Related Activities of the General Workers' Unions
ES	FECOMA-CCOO	Federation of Construction, Wood and Sector Related Activities of the of the Trade Union Confederation of Workers' Commissions
ES	ELA-Hainbat	Basque Workers' Solidarity
FI	Ammattiliitto Pro, Pro	Trade Union Pro
FI	Puuliitto	The Wood and Allied Workers' Union
FR	FG FO	General Federation FO Building, Wood, Pulp and Paper, Ceramic
FR	FNCB-CFDT	National Federation of Building and Wood Workers
FR	FNSCBA	National Federation of Building, Wood and Furniture workers

FR	FIBOPA	General Confederation of Professional and Managerial Staff – French Confederation of Professional and Managerial Staff (FIBOPA-CGC-CFE)
FR	Fédération BATI-MAT-TP CFTC	Civil engineering, construction, wood and furniture, extractive industries and buildings materials French federation of unions CFTC
HR	HUSHTD	Croatian Trade Association for food, textile and wood
HR	SDIPI	Autonomous Trade Union of Timber and Wood and Paper-Processing Industry of Croatia
HR	GUSHTD	Branch Trade Association for food, textile and wood
HR	GUSDPP	Branch Trade Association for Wood, Paper and Furniture
HU	EFDSZ	Trade union of Forestry and Wood workers
HU	MUFAIP	Wood Industry Federation of Workers' Councils
HU	ÉFÉDOSZSZ	Building, Wood and Building Material Workers' Unions
HU	MEDOSZ	Agricultural, Food, Forestry and Water Management Workers' Trade Union
IE	UCATT	Union of Construction, Allied Trades and Technicians
IE	BATU	Building and Allied Trades Union
IE	SIPTU	Services Industry Professional and Technical Union
IT	FILLEA CGIL	The Italian Federation of Wood and Construction
IT	FILCA CISL	The Italian Federation of Workers in Construction and similar activities
IT	FeNEAL UIL	The National Federation of Construction and Wood Workers
LT	LMPS	Lithuanian Forest and Wood Workers Federation
LU	OGBL	Woodworking, Rubber, Ceramics, Chemicals, Cement, Paper, Plastic, Textiles and Glass Union – Independent Trade Union Confederation of Luxembourg
LU	OGBL	Construction, Construction Crafts and Metallic constructions Union, Independent Trade Union Confederation of Luxembourg
LU	LCGB Industrie	Federation Industries – Luxembourg Confederation of Christian Unions in Luxembourg
LU	LCGB Construction et artisanat	Luxembourg Confederation of Christian Unions – Craft and Construction Section

LV	LMNA	Forest Sphere Trade Union of Latvia
NL	CNV Vakmensen	CNV Craftsmen
NL	FNV Bouw	FNV Construction
PL	SBiPD NSZZ ‘Solidarność’	Secretariat of Construction and Wood Industry of the Independent Self-Governing Trade Union ‘Solidarity’
PL	ZZ ‘Budowlani’	Trade Union ‘Budowlani’
PL	ZZIT	Trade Union of Engineers and Technicians
PT	SETACCOP	Union of Construction, Public Works and Services
PT	FEVICCOM	Portuguese Federation of Construction, Ceramics and Glass Unions
PT	SINDCES	Democratic Union of Commerce, Administrative Workers and Services
PT	SINDEQ	Democratic Union of Chemical, Energy, Textiles and Diverse Industries
RO	FSLIL	Wood Industry Free Trade Unions Federation
SE	GS	GS – Union of Forestry, wood and graphical workers
SE	Unionen	Unionen
SE	Ledarna	Ledarna
SE	Sveriges ingenjörer	The Swedish Association of Graduate Engineers
SE	SEKO	SEKO – Union of Service and Communication Employees
SI	SINLES	The Wood Processing Industry Trade Union of Slovenia
SI	KNSS	KNSS – Independence, Confederation of New Trade Unions of Slovenia
SK	OZ DLV	Trade Union of Wood, Forestry and Water Management
UK	GMB	Britain's General Union

Table A9: Abbreviated and full employer organisation names

	Abbreviation	Full association name*
AT	FVHI	Federal Association of the Austrian Wood Industry
AT	BITHGG	Federal Association of Carpenters and Wood Forming Trades
AT	BIHB	Federal Association Timber Construction
BE	Houtunie Houtbewerkers	Employers' association of wood working companies
BE	FEDUSTRIA	Federation of the textile, wood and furniture industries
BE	UNEBO/NUHOS	National Union of Wood Companies (Belgian Federation of wood traders)
CY	PASYXEV	Cyprus Furniture and Woodworking Industry Association
CZ	SZDP	Union of Employers in Wood Processing Industries
DE	HDH	Federal association for the woodworking industry and plastics
DE	Federal guild association of carpenters and joiners	Federal guild of the carpenters craft
DK	Dansk Byggeri	Danish Construction Association
DK	DI – Træets Arbejdsgivere (TA)	Confederation of Danish Industry – Association of Danish Woodworking Industries
DK	DHV	Danish Craft
EE	EMPL	Estonian Forest and Wood Industries Association
EL	POVSKX	Pan-Hellenic Federation of Craft Woodworking Associations (POVSKX)
ES	CONFEMADERA	Confederation of Spanish Wood Companies
ES	AECORK	Employer Association of Cork Manufacturers from Catalonia
ES	ASECOR	Cork Cluster
FI	Metsäteollisuus ry	The Finnish Forest Industries Federation
FR	FNB	Woodworking Employers Federation
FR	UIB	Association of Wood Industries
HR	HUP	Croatian Employers Association's Department for Woodworking and Paper
HU	OAFSZ	Hungarian Joiners Association

HU	FAGOSZ	Wood Industries Federation
IE	CIF	Construction Industry Federation
IE	IBEC (Irish Forestry and Forest Products Association (IFFPA) branch)	Irish Business Employers Confederation
IT	FEDERLEGNO ARREDO	The Italian Federation of wood-cork-furniture industries
IT	CONFARTIGIANATO LEGNO E ARREDO	The General Italian Confederation of Artisans – wood and furniture sectors
IT	CNA PRODUZIONE	National Confederation Artisans – Production sector
IT	CASARTIGIANI	The Autonomous Confederation of Artisan Unions
IT	CLAAI	Confederation of Free Associations of Italian Artisans
IT	Unital Confapi	Union of Italian Furniture and Wood Industries
LT	LM	Lithuanian Wood Association
LU	FEDIL	Business Federation Luxembourg
LU	FDA	Federation of Craft Workers
LV	LKF	Latvian Forest Industry Federation
NL	NBvT	Dutch Association for joinery works/carpentry industry
NL	VNH/ AVIH	Association of Dutch Wood Industry/ General Association of native Wood
NL	VPL	Association for Parquet industry
NL	EVP	Dutch Association for the Wooden packaging and Pallet industry
PT	AIMMP	Association of Wood and Furniture Industries of Portugal
PT	APCOR	Portuguese Cork Association
RO	ASFOR	Romanian Association of Forest Entrepreneurs
RO	APMR	Association of Furniture Manufacturers from Romania

SE	TMF	TMF – Swedish Federation of Wood and Furniture Industry
SE	Swedish Forest Industries Federation	Swedish Forest Industries Federation
SI	GZS	CCIS – Wood Processing and Furniture Association
SI	ZDS	Association of Employers of Slovenia
SK	ZSD SR	Wood-processing employers of the Slovak Republic
UK	Timber Trade Federation	Timber Trade Federation

*Note: * Please note that not all organisation names have an official English translation.*

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