



## Representativeness of the European social partner organisations: Chemical sector

Objectives of the study .....	2
Concept and methodology .....	2
Employment and economic trends .....	5
National level of interest representation .....	13
European level of interest representation .....	27
Conclusions .....	34
Bibliography .....	36
Annex 1: Methodological approach .....	37
Annex 2: Individual organisations.....	42
Annex 3: Country codes explained.....	76

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*This study provides information aimed at encouraging sectoral social dialogue in the chemical sector. The study is divided into three parts: a summary of the sector's economic and employment background; an analysis of the social partner organisations in all EU Member States, with emphasis on their membership, their role in collective bargaining, social dialogue and public policy and their national and European affiliations; and finally 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 for these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU). The study was compiled on the basis of individual national reports drawn up by Eurofound's national correspondents in response to a questionnaire.*

## Objectives of the study

The aims of this representativeness study are to:

- identify the relevant national and supranational social actors – that is, the trade unions and employer organisations – in the field of industrial relations in the chemical sector;
- 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 [Treaty on the Functioning of the European Union \(TFEU\)](#). 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 that meet this precondition will be admitted to the European social dialogue.

## Concept and methodology

To accomplish these aims, the study identifies the relevant national social partner organisations in the chemical sector, via a top-down approach (listing the members of the European affiliations) and a bottom-up approach Eurofound's network of national-level correspondents in the EurWORK observatory.

This involves clarifying 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 Eurofound's series of representativeness studies.

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

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

National associations are considered relevant sector-related interest associations if they meet both of the following criteria:

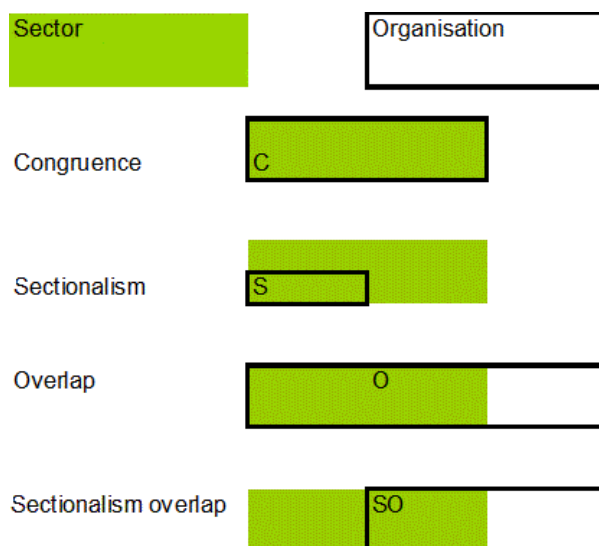
- the association’s domain relates to the sector;
- the association is: either regularly involved in sector-related collective bargaining, and/or affiliated to a ‘sector-related’ European association of business or labour on the European Commission’s list of European social partner organisations consulted under Article 154 of the TFEU and/or participates in the sector-related European social dialogue.

Sector relatedness (the first of the two national criteria) 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 chemical sector falls under NACE (Rev. 2) 20, 21 and 22. This includes the following activities:

- 20 Manufacture of chemicals and chemical products;
- 21 Manufacture of basic pharmaceutical products and pharmaceutical preparation;
- 22 Manufacture of rubber and plastic products.

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 Annex 1.

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



As regards the criterion regarding affiliated to a ‘sector-related’ European association, 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.

Data were collected through Eurofound's network of European 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) were applied.

The activities covered by this representativeness study are classes 20, 21 and 22 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 trade union [IndustriAll Europe](#) and, on the employers' side, the European Chemical Employers Group ([ECEG](#)).

In addition, the study will consider 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 chemical sector employed 3,638,300 people in 2013. By subsectors, the manufacture of chemical and chemical products employed 1,275,900 people; the manufacture of basic pharmaceutical products and pharmaceutical preparations 777,600 people; and the manufacture of rubber and plastic products 1,584,800 people. Some 67% of workers in chemical sector are men. In terms of educational achievement, the majority of employees (around 80%) have medium or high educational levels (European Commission, 2009). In recent years, there has been a growing emergence of so-called ‘flexible forms of work’. However, there is a high degree of variety across Europe in the use of flexible forms of work and atypical contracts (ILO, 2011). Small and medium-sized enterprises (SMEs) account for the greatest share of the EU chemicals industry. Eurostat’s Structural Business Statistics (from 2011) estimates that 97% of all chemical companies have fewer than 250 employees.

### Long-term trends

The ILO (2011) has identified three major trends in employment in the EU27 chemical industry between 2000 and 2010 (at the time of publication of the ILO report, Croatia had not yet joined the EU).

First, between 2000 and 2008, the chemical and chemical products sector lost around 140,000 jobs. Nevertheless, the rubber and plastic products sector lost only 1,600 jobs over the same period. Within this subsector, job losses were compensated for by jobs created in central and eastern European countries.

Second, recent job creation in the chemical industry has been mostly recorded in central and eastern European countries. The global economic crisis has mostly affected western European countries. Central and eastern European countries have been affected to a lesser degree or have even experienced job creation during the crisis.

Third, in 2010, the European chemical industry seems to be recovering from the global economic crisis.

The High Level Group on the Competitiveness of the European Chemicals Industry (European Commission, 2009) also notes that employment in the sector decreased by 2% from 1999 to 2009. Employment reduction is explained by the high increase in labour productivity (3.3%), which was greater than the average annual increase in production.

Tables 1 and 2 give a general overview of the development of the sector from 2002 to 2012 (or the closest year with available data). They present figures on companies, employment and employees in the sector and in relation to the national economy. The definition of ‘employment’ is applicable to employees, self-employed people and family workers. The definition of employees is applicable only to employees. Most of the data come from national sources (and are collected by national centres).

**Table 1: Total employers and employment in the chemical sector, 2002–2012**

	Year	Number of companies	Total employment	Female employment	Male employment	Share of sectoral employment as % of total employment
AT	2002	1,060	40,900	15,400	25,400	1.1
AT	2012	1,025	67,900	23,300	44,600	1.7
BE	2002	4,928	120,654	35,613	85,041	3
BE	2012	4,482	116,853	37,411	79,442	2.6
BG	2008	2,547	na	na	na	na
BG	2012	2,498	47,800	19,700	28,100	1.4
CY	2002	na	3,100	1,500	1,600	1
CY	2012	144	2,900	na	na	0.7
CZ	2002	8,850	113,100	45,200	67,900	2.4
CZ	2012	8,216	121,100	47,600	73,500	2.5
DE	2002	14,679 (2006)	1,384,000	423,000	954,000	3.5
DE	2012	13,983 (2011)	938,500	283,700	641,200	2.3
DK	2002	1,078	50,324	20,654	29,670	1.8
DK	2012	887	42,543	18,308	24,235	1.6
EE	2002	248 (2005)	7,519	na	na	1.7
EE	2012	223	6,529	na	na	1.6
EL	2008	na	45,271	14,507	30,764	1
EL	2012	na	31,778	10,147	21,631	0.8
ES	2002	10,913	293,800	83,900	209,900	1.8
ES	2012	9,213	239,500	77,700	161,800	1.4
FI	2002	1,001	36,536	13,507	23,029	1.6
FI	2012	890	29,671	10,725	18,946	1.2
FR	2002	na	710,800	na	na	na
FR	2012	8,642 (2011)	481,700	179,300	302,400	na
HR	2002	1,150	21,500	7,700	13,800	2
HR	2012	850	19,000	6,900	12,100	1.7
HU	2002	4,357	96,300	38,100	58,100	2.5
HU	2012	3,636	109,900	47,300	66,200	2.8

Representativeness of the European social partner organisations: Chemical sector

	Year	Number of companies	Total employment	Female employment	Male employment	Share of sectoral employment as % of total employment
IE	2006	na	36,399	na	na	1.9
IE	2011	na	36,296	na	na	2
IT	2002	20,746	443,134	130,584	312,550	2
IT	2012	15,920	353,227	104,427	248,800	1.5
LT	2002	477	na	na	na	na
LT	2012	461	na	na	na	na
LU	2002	38	5,208	566	4,642	na
LU	2012	44	4,956	620	4,336	na
LV	2002	175	8,920	4,178	4,742	1
LV	2012	416	7,422	3,476	3,946	0.8
MT	2002	128 (2005)	2,922	774	2,148	2.1
MT	2012	117	2,862	716	2,146	2
NL	2002	900	109,800	23,400	86,300	na
NL	2011	1,765	na	na	na	na
PL	2002	na	na	na	na	na
PL	2012	21,312	295,900	97,600	193,800	1.9
PT	2002	2,035	50,069	17,459	32,610	1.1
PT	2012	1,918	46,605	17,218	29,387	1.1
RO	2002	3,639	na	na	na	na
RO	2012	3,625	99,900	na	na	1.1
SE	2002	1,394	60,800	22,700	38,100	0.02
SE	2012	1,323	43,800	14,900	28,900	0.01
SI	2002	2,667	na	na	na	na
SI	2012	1,235	na	na	na	na
SK	2002	3,788	30,800	9,200	21,600	1.5
SK	2012	2,221	55,700	19,500	36,200	2.4
UK	2002	na	543,000	152,900	390,100	2
UK	2012	8729 (2011)	373,300	109,800	263,300	1.8

Note: na: not available; For guide to country codes, see Table A10 in Annex 3.  
 Source: Eurofound network of correspondents' national contributions, national statistics.

**Table 2: Total employees in the chemical sector, 2002–2012**

	Year	Total employees	Female employees	Male employees	Share of sectoral employees as % of total employees
AT	2002	na	na	na	na
AT	2012	na	na	na	na
BE	2002	120,209	35,498	84,711	3.8
BE	2012	116,629	37,353	79,276	3.4
BG	2008	49,029	20,784	28,245	2
BG	2012	41,585	17,603	23,982	1.9
CY	2002	na	na	na	na
CY	2012	na	na	na	na
CZ	2002	107,900	44,100	63,800	2.7
CZ	2012	116,400	46,500	69,800	2.9
DE	2002	na	na	na	3.2
DE	2012	810,586	238,463	572,123	2.8
DK	2002	50,065	20,598	29,467	2
DK	2012	42,382	24,109	18,273	1.7
EE	2002	7,462	na	na	1.8
EE	2012	6,460	na	na	1.6
EL	2008	42,824	14,064	28,762	1.4
EL	2012	30,291	9,567	20,724	1.3
ES	2002	284,200	83,300	200,900	2.1
ES	2012	229,900	75,400	154,500	1.6
FI	2002	36,455	13,489	22,966	1.8
FI	2012	29,299	10,659	18,640	1.4
FR	2002	na	na	na	na
FR	2012	na	na	na	na
HR	2002	19,745	7,739	12,297	1.9
HR	2012	17,261	6,154	11,107	1.6
HU	2002	92,800	37,600	55,200	2.8
HU	2012	106,100	42,600	63,500	3



	Year	Total employees	Female employees	Male employees	Share of sectoral employees as % of total employees
IE	2002	na	na	na	na
IE	2012	na	na	na	na
IT	2002	411,174	122,448	288,726	2.6
IT	2012	334,813	98,983	235,830	1.9
LT	2002	13,604	na	na	1.6
LT	2012	13,045	na	na	1.5
LU	2002	5,208	566	4,642	1.8
LU	2012	4,956	620	4,336	1.3
LV	2002	8,910	4,174	4,736	1
LV	2012	7,330	3,439	3,891	0.8
MT	2002	na	na	na	na
MT	2012	na	na	na	na
NL	2002	74,000	16,000	58,000	1
NL	2012	136,000	31,000	105,000	1.7
PL	2002	na	na	na	na
PL	2012	na	na	na	na
PT	2002	47,352	16,680	30,671	1.2
PT	2012	43,254	16,220	27,034	1.2
RO	2002	na	na	na	na
RO	2012	89,500	na	na	2
SE	2002	64,165	na	na	0.02
SE	2012	50,569	na	na	0.01
SI	2002	24,632	8,929	15,703	3.5
SI	2012	24,788	9,031	15,757	3.4
SK	2002	30,400	9,200	21,200	1.6
SK	2012	54,500	19,500	35,000	2.8
UK	2002	na	na	na	na
UK	2012	na	na	na	na

Note: na: not available

Source: Eurofound network of correspondents' national contributions, national statistics.

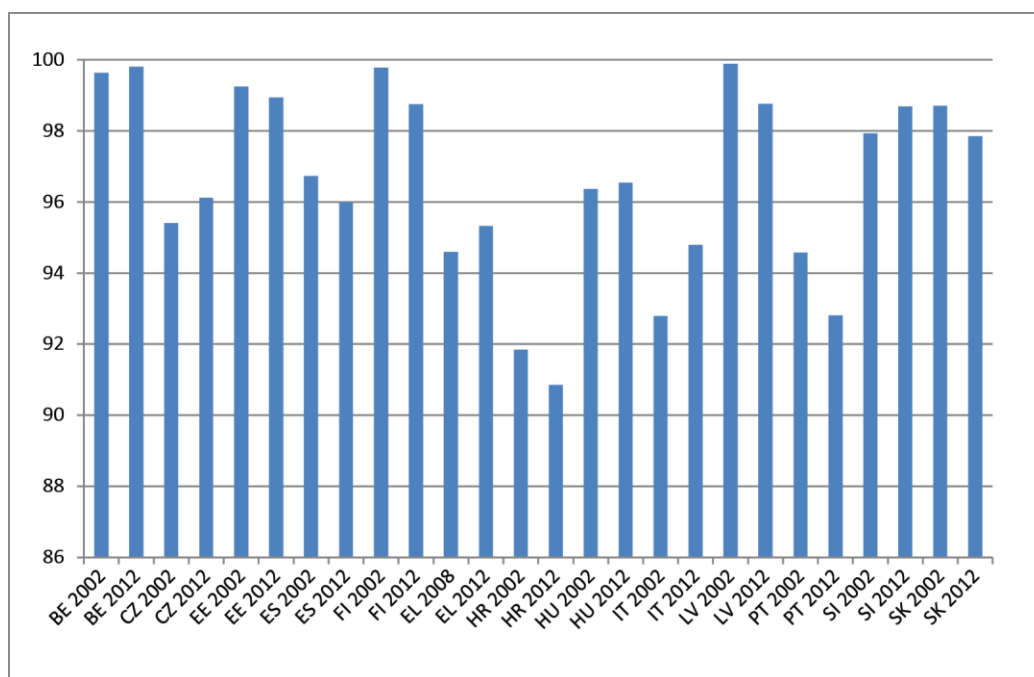
The number of companies has decreased in 19 of the 22 countries where data were available since 2002 or the nearest year with available data. This generally reflects a drop in employment. In three countries (Luxembourg, Latvia and the Netherlands), the number of companies increased. In the Netherlands, this growth may reflect a general expansion of the sector since the number of employees also increased (information on employment is not available). In Latvia and Luxembourg, this growth does not reflect a general expansion of the sector but a process of fragmentation of the sector's company structure.

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 (17 out of 21) record a decrease in overall employment within the sector in the same period. Only in Austria, Hungary, the Czech Republic and Slovakia has sectoral employment increased. In terms of the number of sectoral employees, almost the same trend is observed. Some 14 of the 19 countries (where data were available) record a decrease in the number of sectoral employees. Only in the Czech Republic, Hungary, the Netherlands, Slovenia and Slovakia did the number of sectoral employees increase from 2002 to 2012.

Data provided by the national correspondents, in Figure 2, show the change in the share of employees in employment from 2002 to 2012 – the percentage of self-employment and other non-employee relationships within the overall employment. According to available data, the share of employees in employment has remained very stable in the majority of the countries.

Figure 2: Proportion of employees in employment, 2002–2012 (%)



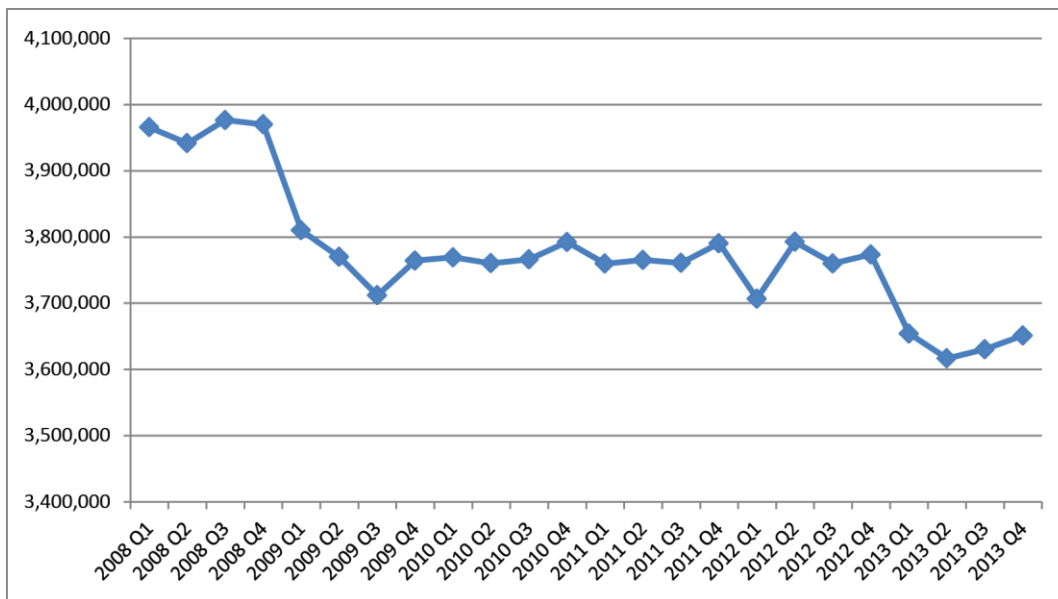
Source: Author's own elaboration based on national contributions.

## Recent developments

The general trend in the chemical 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 recorded a drop in employment from 2008 to 2012.

Figure 3 shows that, overall in the EU, the chemical sector has been hit by the crisis. Total employment peaked at around 3,900,000 in the third quarter of 2008. During 2009, sectoral employment dramatically decreased. In 2010, the European chemical industry started to recover from the global economic crisis. However, during 2013, employment decreased again. Thus, although we can see slight signs of recovery, this trend reversed during 2013.

Figure 3: Evolution of employment 2008–2013



Source: Eurostat, Labour Force Survey.

Figure 4 indicates that, from the countries with reliable figures, only Austria and Germany recorded an increase in employment from 2008 to 2012. Thus, in most of the EU Member States, the sector has been hit by the crisis. Moreover, six countries recorded drops of 20% or more in employment: Belgium, Estonia, Greece, Spain, Slovenia and Sweden.

Figure 4: Differences in employment 2008–2012



Source: Eurostat, Labour Force Survey

## National level of interest representation

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

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

### Membership domain and strength

The present study will focus on the following quantitative data on membership and relative strength within the chemical sector, which were collected through Eurofound's network of correspondents:

**Table 3: Definitions of membership**

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

### Trade unions or employee interest representation

Tables A2 and A3 in Annex 2 present data on trade unions' domains and membership strength. The tables list all sector-related organisations that are either involved in collective bargaining and/or affiliated to IndustriAll Europe.

All of the countries record at least one sector-related trade union. In total, 75 sector-related trade unions that fulfil the criteria to be included in the representativeness study are identified. Only one sector-related trade union is recorded in six countries, two are recorded in 11 countries and three unions are observed in five countries, while six countries record four or more sector-related unions, thus showing a fragmented landscape.

### *Collective bargaining*

In all the countries, all the unions are involved in collective bargaining within the sector (see Table A3 in Annex 2). For Bulgaria, Croatia, Estonia, Lithuania, Luxembourg and the UK there is only company-level collective bargaining and unions are involved in this. For Slovakia, there is no information available on the level at which collective bargaining takes place.

### *Domain patterns*

Only five unions (around 7% of all the unions) demarcate their domain in a way that 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.

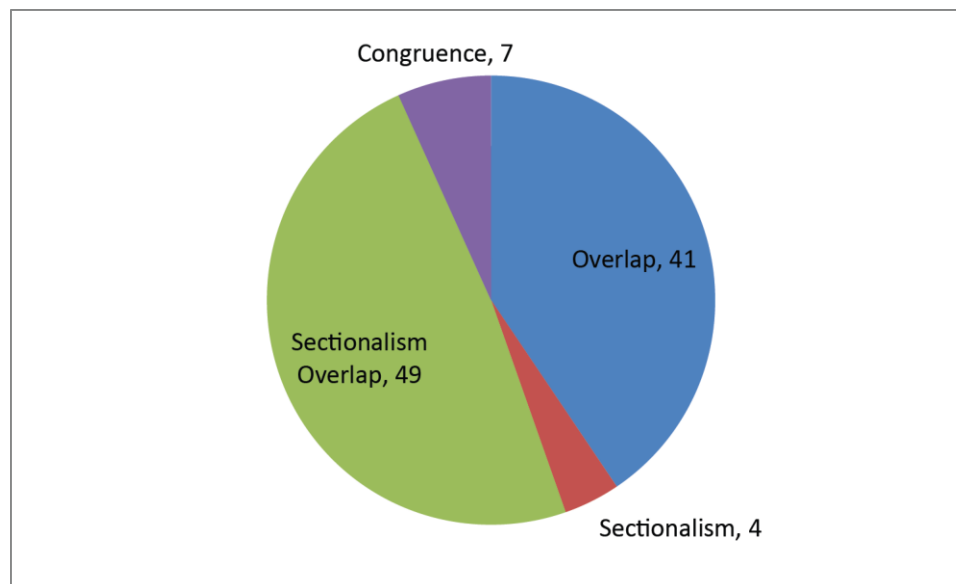
Sectionalism overlap is the dominant sector-related domain pattern in the chemical sector. It occurs in 49% of cases. This is usually a result of domain demarcations that focus on certain categories of employees that are then organised across several sectors, including activities outside the chemical sector. Employee categories are specified by various parameters mostly related to employment status, such as white-collar workers (GPA-djp in Austria, SETCA-BBTK, CNE-GNC in Belgium, Ammattiliitto Pro, Pro, Ylemmät Toimihenkilöt YTN in Finland, CFE-CGC Chimie in France, De Unie in Netherland, Unionen in Sweden) or blue-collar workers (PRO-GE in Austria, FGTB-CG/ABVV-AC, CSC-ACV BIE in Belgium, TEAM in Finland, SIPTU, TEEU, Unite in Ireland, IF Metall in Sweden). The parameters may also include geographic region (LBC-NVK in Belgium, ROSa in the Czech Republic, KJKAÜ in Estonia) or forms and size classes of enterprises (NFL C&I, NF Chemistry CL Podkrepa in Bulgaria, OVIEK, SEVETTYK in Cyprus). Other trade unions' domains also cover part of the chemical 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 medical laboratories, biology laboratories, leather goods, the footwear industry (FO Pharma-Cuir-Habillement in France) or glass, ceramics and paper (FZZPCh, SiC in Poland).

Overlap occurs in 41% of the cases. It is explained by the two main modes of demarcation. The first one refers to general or cross-sectoral domains (ACLVB/CGSLB in Belgium, SIMA in Portugal, Unite the union in the UK). The second and more frequent mode in the sector relates to various forms of multi-sector domains, covering other sectors apart from chemicals, such as the mining sector (IGBCE in Germany), mining, the food and drink industry, and energy (FITAG-UGT in Spain), textiles and leather (FITEQA-CCOO in Spain), the energy sector (ECHOZ in Slovakia), textiles and clothing, the mining and energy sectors (FCE-CFDT, FEDECHIMIE CGT-FO, CMTE CFTC in France, FILCTEM CGIL, FEMCA CISL, UILTEC UIL in Italy), power and non-metal industry (EKN in Croatia), electricity, gas and water supply (LPPSF in Lithuania), woodworking, cement, paper, glass, textile and ceramics (OGBL in Luxembourg) or all branches of manufacturing (FIEQUIMETAL in Portugal).

Finally, sectionalism is recorded in only three unions (around 4% of all the unions). This circumstance derives from unions that focus on certain categories of employees, such as blue-collar workers (OEXBE in Greece) and from unions that cover only some activities or subsectors within the chemical sector such as the manufacture of chemicals and chemical products and the manufacture of rubber and plastic products (ZSSS-KNG in Slovenia) or the manufacture of chemical and chemical products and the manufacture of basic pharmaceutical products (Neodvisnost-KNSS in Slovenia).

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

Figure 5: Domain pattern of chemical sector-related trade unions



Note: N=74

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

### *Domain overlaps and inter-union competition*

As has been mentioned above, in the chemical sector, 22 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 19 out of 22 countries that have more than one sector-related trade union, their domain overlaps with the domain of all or most of the others.

In contrast, in Austria, Finland and Greece, none of the unions' domains overlaps with any of the others.

Inter-union competition is recorded in the Czech Republic, France, Luxembourg and Portugal.

In the Czech Republic, the largest trade union association, OS ECHO, does not want trade union ROSa to represent employees when they negotiate with the employer organisation and with public authorities. In France, the trade unions in the sector compete for members and their subsequent support in the workplace elections that determine the allocation of mandates in the works councils and other information and consultation bodies. In Luxembourg, too, unions are in competition to represent workers' interests and to participate in works council elections. In Portugal, information on the reasons for competition between unions was not provided in the national contribution.

### *Membership figures and organisational strength within the sector*

Membership of the sector-related trade union is, in principle, voluntary in the 28 countries under consideration.

The numbers of active trade union members differ widely, ranging from around 668,000 (the case of IGBCE in Germany) to fewer than 1,000 (such as AVZ CHFP SR in Slovakia). 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 more appropriate measure of membership strength 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 than gross densities, since 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 sectoral density is analysed.

Sectoral density rates are available for only 59% of the sector-related organisations covered (44 out of 75 cases). Statistics show that:

- sectoral density exceeds 20% in some 18% (eight) of the trade unions that document figures on density;
- 34% of the unions (15 in total) claim to represent between 10% and 20% of the sectors' employees;
- 18% (eight) of the trade unions for which data are available claim to organise between 5% and 10% of active employees in the sector;
- 30% of the trade unions (13 in total) record a sector density rate of fewer than 5% of employees in the sector.

Generally, low or very low sectoral densities prevail in the sector. Thus, around half of the unions with available information record low or very low sectoral densities (less than 10%). However, it is worth noting that sectoral densities differ widely between countries. In countries that usually record high union densities at cross-sectoral level, such as Denmark, Finland and Sweden, there are unions recording relatively high sectoral densities (higher than 50%). High sectoral densities are also recorded in Croatia and Luxembourg. In Belgium and Greece, overall union sectoral density varies between 40% and 50%. Low or very low sectoral densities (less than 10%) prevail in some of the Member States that joined the EU after 2004, such as Bulgaria, Cyprus, Estonia, Poland and Slovakia. In addition, some of the 'older' Member States, such as France and Spain, also record low or very low sectoral densities.

## **Employer organisations**

Tables A5 and A6 in Annex 2 present membership data for the employers' organisations in the chemical sector. Sectoral employers' organisations are identified in all EU Member States except Cyprus and Estonia.

In total, 57 sector-related employers' organisations are identified. Some 18 countries record only one employer organisation, two countries record two employer organisations, three countries record three employer organisations and three countries have four or more employer organisations.

### *Collective bargaining*

Employer organisations are involved in collective bargaining in 21 countries. In five countries (Greece, Luxembourg, Latvia, Poland and the UK), sectoral employer associations included in the study are not involved in 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 five 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 do not account for a very significant share of the employer organisations recorded in the study (11% of all employer organisations).

All these organisations are members of the sectoral European-level employer organisations. In this sense, it must be stressed that, according to the selection criteria described above, all national organisations affiliated to the European-level employer association are included in the study, irrespective of whether or not they are involved in collective bargaining.

### *Domain patterns*

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

Sectionalism occurs in 39% of the cases. It is caused by domain demarcations that cover only some specific subsectors within the chemical sector, such as:

- the rubber industry (ADK in Germany);
- manufacture of chemicals and chemical products, manufacture of basic pharmaceutical products and pharmaceutical preparations (FEIQUE in Spain);
- manufacture of chemicals and chemical products and manufacture of rubber and plastic products (UIC in France);
- manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparation and manufacturing of pharmaceutical preparations (FEBEA in France);
- manufacture of rubber and plastic products (UCAPLAST in France, MAGUSZ in Hungary).

It is also caused by domain demarcations that cover the whole sector but focus exclusively on a certain size class of companies, such as SMEs (BICG in Austria).

Sectionalism overlap occurs in 30% of the cases. It is usually explained by domain demarcation that covers only some activities or subsectors within the chemical sector (manufacture of chemicals and chemical products, manufacture of basic pharmaceutical products and pharmaceutical preparations), and covers other activities outside the sector such as:

- gas production and distribution (BCCI in Bulgaria);
- trade companies (BGPharmA in Bulgaria, Federazione Gomma Plastica in Italy);
- research institutes, advisory companies, vocational high schools and colleges (SCHP ČR in the Czech Republic);
- distribution of glue products (AICCS in Portugal).

In other cases it derives from domain demarcations that focus on certain size classes such as SMEs (CONFARTIGIANATO Chimica, Gomma, Plastica E Vetro, CNA Produzion, CASARTIGIANI in Italy).

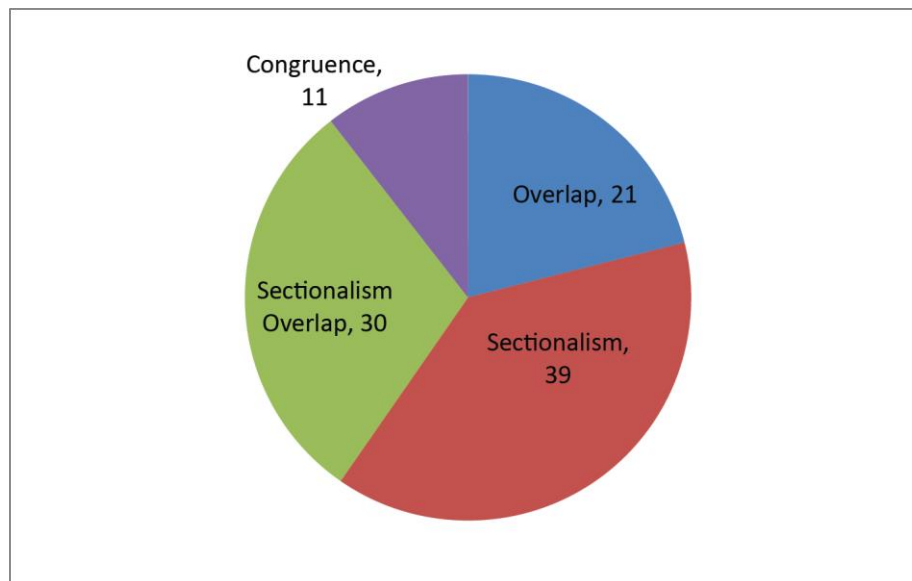
Cases of domain overlap (21%) arise from employer organisations that have a cross-sectoral domain (DI in Denmark) or from organisations that cover different sectors and activities outside the chemical sector such as:

- mineral-oil processing (BAVC in Germany);
- services organisations for the chemical sector (FEDERCHIMICA in Italy);
- commerce (ZCHFP in Slovakia).

Finally, 11% 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 largely focuses on the chemical sector as defined for the purpose of this study.

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

*Figure 6: Domain pattern of chemical sector-related employer organisations/business associations*



Note: N=57

Source: Author's own, based on national contributions (2013).

### *Domain overlaps and inter-employer organisation competition*

In countries with a pluralist structure in relation to employer organisations, organisations have managed to arrive at non-competitive relationships (Bulgaria, France, Hungary, Italy, Portugal and Slovenia).

In other countries, their activities are complementary as a result of inter-associational differentiation by their membership demarcation (as is the case of Austria and Germany).

### *Membership figures and organisational strength within the sector*

As far as the sectoral density of the employer organisations is concerned, figures are available for 38 organisations in terms of companies, and 33 organisations in terms of employees. Generally, sectoral densities are low, with only three employer organisations showing a sectoral domain density in terms of companies that exceed 40%. When information is available for both kinds of densities (27 cases), the sectoral domain densities of companies tends to be lower than the densities in terms of employees. This happens in 23 out of the 27 cases and could indicate a slightly higher propensity of the larger companies to associate, compared with their smaller counterparts.

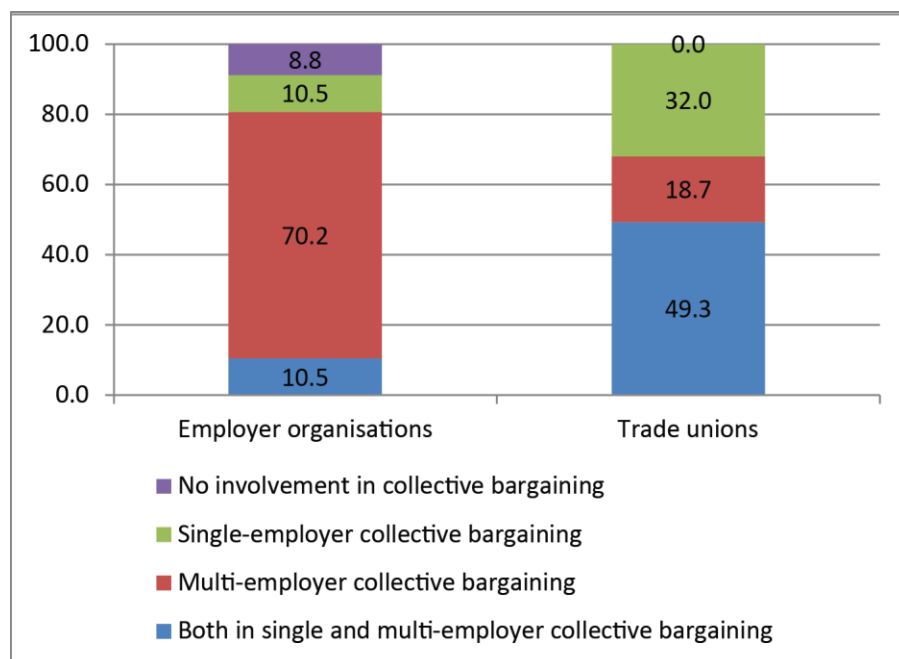
## Collective bargaining

Tables A3 and A6 list all social partners engaged in sector-related collective bargaining. The involvement of the organisations will be dealt with in Figure 7, followed by a country-by-country analysis in Table 4.

All sector-related unions record participation in collective bargaining. Some 49% show participation in both single and multi-employer bargaining, 32% record participation in single-employer bargaining and 19% record participation in multi-employer bargaining.

Some 91% of all employer organisations record participation in collective bargaining, with 70% participating in multi-employer bargaining, 11% participating both in single and multi-employer bargaining and 9% participating in single-employer bargaining.

*Figure 7: Involvement of included organisations in different forms of collective bargaining, percentage of all organisations in the study*



Source: Author's own, based on national contributions (2013).

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

**Table 4: System of sectoral collective bargaining, 2013**

	<b>CBC (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices</b>
<b>AT</b>	100	98%	1 (to all the employers due to the compulsory membership)
<b>BE</b>	100	MEB prevailing	2
<b>BG</b>	11	0	0
<b>CY</b>	79	SEB prevailing	0
<b>CZ</b>	41	22	0
<b>DE</b>	70	85	0
<b>DK</b>	50	80	0
<b>EE</b>	16	0	0
<b>EL</b>	na	na	0 <sup>a</sup>
<b>ES</b>	100	MEB prevailing	2
<b>FI</b>	100	MEB prevailing	2
<b>FR</b>	100	72	2
<b>HR</b>	45–50	0	2
<b>HU</b>	80	MEB prevailing	0
<b>IE</b>	na	0%	0
<b>IT</b>	90–95	MEB prevailing	2 in practice, but not by law
<b>LT</b>	16	0	n/a
<b>LU</b>	70	0	n/a
<b>LV</b>	na	0%	2
<b>MT</b>	70	70	2
<b>NL</b>	94	100	n/a
<b>PL</b>	na	0%	n/a
<b>PT</b>	66	96	2
<b>RO</b>	na	na	0 <sup>a</sup>
<b>SE</b>	90	85	0
<b>SI</b>	100	MEB prevailing	1
<b>SK</b>	17–18	na	0

	<b>CBC (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices</b>
<b>UK</b>	80–85	0	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;*

*<sup>a</sup> = extension practices abolished or limited in 2011, 2012 or 2013*

*na = not available*

*n/a = not applicable*

*Source: Author's own elaboration, based on national contributions.*

### *Collective bargaining coverage*

The sector's collective bargaining coverage widely differs by country. One group of 12 countries out of 23 countries with available data records high rates of collective bargaining coverage, exceeding 80%. These countries are Austria, Belgium, Cyprus, Finland, France, Hungary, Italy, Netherlands, Slovenia, Spain, Sweden and the UK.

A second group of seven countries records a rate of collective bargaining coverage that varies between 40% and 70%. These countries are Croatia, the Czech Republic, Denmark, Germany, Luxembourg, Malta and Portugal.

A third group of four countries records collective bargaining coverage rates lower than 20%. This group is entirely made up of Member States that joined the EU after 2004 (Bulgaria, Estonia, Lithuania and Slovakia).

**Table 5: Collective bargaining coverage and collective bargaining level, 2013**

	<b>Coverage &gt;80%</b>	<b>Coverage between 40% and 70%</b>	<b>Coverage below 20%</b>
<b>Multi-employer collective bargaining</b>	AT, NL		
<b>Both single- and multi-employer collective bargaining</b>	BE, CY, ES, FI, FR, HU, IT, SE, SI	DK, DE, MT, PT, CZ	
<b>Single-employer collective bargaining</b>	UK	HR, LU	BG, EE, LT
<b>Not available</b>			SK

*Source: Author's own elaboration according to EIRO national contributions.*

Generally, several factors that sometimes interact with each other explain differences in collective bargaining coverage rates. In most of the countries that record high collective bargaining coverage rates (10 out of 12), multi-employer bargaining is the dominant level. Moreover, in the majority of these countries, there are extension practices, whether pervasive or limited. In contrast, the countries that record low collective bargaining coverage rates are characterised by the predominance of single-employer bargaining. Thus, in four of the five countries where collective bargaining coverage rates are lower than 20%, the single-employer level is the sole or the most important bargaining level. Accordingly, it seems that the most powerful factor to explain high collective bargaining coverage rates in the sector is the predominance of multi-employer bargaining.

## Participation in public policy

Interest associations may influence public policy by being:

- consulted by the authorities on matters affecting their members;
- represented on ‘corporatist’ (in other words, tripartite) committees and policy consultation boards.

This study considers only cases of consultation and corporatist participation that explicitly relates 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 depend on changes in government. Moreover, consultation may be occasional rather than regular.

### *Trade unions or interest representations*

Some 52 of the 62 sector-related unions with available data (or 84%) are consulted. Authorities consult unions in all countries except Estonia, Greece and Slovenia. Unions are regularly consulted in Belgium, Finland, France, Germany, Latvia, Malta, Poland, Slovakia and the UK. Since a multi-union system has been established in 22 of the 28 Member States, it cannot be ruled out that the authorities favour certain trade unions over others, nor that the unions compete 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 the Czech Republic, Germany, Greece, Slovakia, Slovenia, Spain and Sweden, only part of the sector-related trade unions are consulted.

### *Employer organisations or business associations*

Authorities consult 40 of the 42 employer organisations for which related data are available (or 95%). Employer organisations are consulted by the government in all countries with sector-related organisations, except Greece. In Portugal, information was not available. Organisations are regularly consulted in Austria, Finland, Latvia, Malta, Poland, Slovakia, Slovenia and the UK. In countries with a multi-organisation system where a practice of consultation is recorded (such as Austria, Bulgaria, France, Hungary and Slovenia), all the existing employer organisations may take part in the consultation process. In contrast, in Germany and Italy, 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 13 of the 28 countries under consideration (Table 6). Sector-specific bodies, whether bipartite or tripartite, have been established in Belgium, Bulgaria, Denmark, Finland, France, Germany, Hungary, Italy,

Latvia, Malta, Poland, Spain and the UK. In Belgium, Bulgaria, Denmark, Finland, France, Germany, Hungary, Italy and Malta, there are several bodies dealing with different issues.

Other countries, such as Romania, reported general bodies that may deal with chemical-related issues. However, since they are not genuine sector-specific bodies, they have not been included.

Only some countries report information about the scope of activity of the tripartite and bipartite bodies. When information is available one can find bodies dealing with;

- health and safety (Bulgaria);
- environmental protection (Denmark, Germany and Poland);
- pension funds (Germany and Italy);
- vocational training (Denmark, France, Italy and the UK).

In countries such as Spain, the aim of the bodies is to develop and improve the knowledge on the sector by carrying out studies and writing reports.

**Table 6: Tripartite and bipartite sector-specific boards of public policy, 2013**

	<b>Body and scope of activity</b>	<b>Bipartite/ tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
<b>BE</b>	Joint Committee 116	Bipartite	Statutory	Confederation of Christian Trade Unions ACV-CSC (construction, industry and energy); Federation of Liberal Trade Unions of Belgium	Essenscia
	Joint Committee 207	Bipartite	Statutory	Federation of Liberal Trade Unions of Belgium, CGSLB/ACLVB; Employees, Technicians and Managers Union, SETCA/BBTK; National Clerks Union; National union of Managerial Staff; National Employee Federation	Essenscia
	High-level group on competitiveness of the chemical industry	Bipartite	Agreement	None (only employer association and government)	Essenscia

	<b>Body and scope of activity</b>	<b>Bipartite/ tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
<b>BG</b>	Sectoral Tripartite Council for Social Cooperation in Chemical Industry  (has not met for three years)	Tripartite	Statutory	NFL C&I;.NF Chemistry CL Podkrepa	BCCI, BGPharmA, NBCT, BNAEOPC, BCPTEO, ACPI, BIAPM
	Tripartite Council for Health and Safety in Chemical Industry	Tripartite	Statutory	NFL C&I;.NF Chemistry CL Podkrepa	BCCI, BGPharmA, BIAPM
<b>DE</b>	Chemical sector foundation Social Partner Academy	Bipartite	Agreement	IGBCE	BAVC
	Society for informing works council members on environmental protection in the chemical industry	Bipartite	Agreement	IGBCE	BAVC
	Social Support Organisation	Bipartite	Agreement	IGBCE	BAVC
	Chemical Pension Fund	Bipartite	Agreement	IGBCE	BAVC
<b>DK</b>	The joint committee of Industry. Vocational training committee	Tripartite	Statutory	3F	DI
	The branch working environment council of industry	Tripartite	Statutory	Dansk Metal, 3F, HK Privat, Dansk El-Forbund Fødevareforbundet NNF, Teknisk Landsforbund	DI, Dansk Mode & Textil
<b>ES</b>	Chemical Industry Observatory – its main aim is to undertake studies and reports about the sector	Tripartite	Agreement	FITAG-UGT and FIEQA-CCOO	FEIQUE and FEDIT



	Body and scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
FI	There are 15 sector-specific bodies based on the collective agreements concerning: enhancing cooperation and negotiation; development of local (company-level) bargaining; use of external workforce (agency work); balancing work and family life; helping employment of the young; and well-being at work.	Bipartite	Agreements	Industrial Union TEAM Trade Union Pro The Federation of Professional and Managerial Staff (YTN)	The Chemical Industry Federation
FR	OPCA Défi (This body collects funds for professional training)	All are Bipartite	Agreement 22 October 2010	-CFE-CGC, CGT-FO, CMTE-CFTC, FCE-CFDT, FNIC-CGT	-UIC, FIPEC, FEBEA, FNCG, Fédération de la plasturgie + others from petrol sector
	Employment and qualification observatory of the chemical industry		Agreement November 2004	-CFE-CGC, CGT-FO, CMTE-CFTC, FCE-CFDT, FNIC-CGT	UIC, FIPEC, FEBEA, FNCG
	Collective bargaining on professional training		na	-CFE-CGC, CGT-FO, CMTE-CFTC, FCE-CFDT, FNIC-CGT	-UIC, FIPEC, FEBEA, FNCG
	Collective bargaining on professional training		na	FCE-CFDT, CMTE-CFTC, FNIC-CGT, CFE-CGC Chimie, FO Pharma	LEEM
	Employment and qualification observatory of the rubber industry		Agreement 23 February 2004	FCE-CFDT, CMTE-CFTC, FNIC-CGT, CFE-CGC Chimie, FO Chimie	SNCP, UCAPLAST

	Body and scope of activity	Bipartite/tripartite	Origin	Trade unions participating	Employer organisations participating
HU	Chemical industrial Social Dialogue Committee	Bipartite	Statutory(A ccording to the LXXIV 2009. law status of representati vity decided on 24 February 2010. (február 24- No. 92-3/5-10/2010)	VDSZ	MAVESZ, MAGYOSZ, MAGOSZ HUNGAMOSZ
	Subcommittee Pharmaceutical Social Dialogue Committee	Bipartite	Statutory (According to the LXXIV 2009. law status of representati vity decided on 24 February 2010 (február 24- No. 92-3/5-10/2010)	VDSZ	MAGYOSZ
IT	FONCHIM. Pension Fund for the Chemical-Pharmaceutical sector	Bipartite	Agreement	Filctem Cgil, Femca Cisl, Uiltec Uil, Ugl Chimici, Failc Confail, Fialc Cisol	Federchimica, Farmindustria, Assovetro, Anicta
	FASCHIM. Health Fund	Bipartite	All agreement	Filctem Cgil, Femca Cisl, Uiltec Uil, Ugl Chimici, Failc Confail, Fialc Cisol	Federchimica, Farmindustria
	FONDO GOMMA PLASTICA. Pension Fund for the Rubber and plastics sector	Bipartite	Agreement	Filctem Cgil, Femca Cisl, Uiltec Uil	Federazione Gomma-plastica
	OBC. Bilateral Body in the Chemical Sector for continuous vocational training	Bipartite	Agreement	Filctem Cgil, Femca Cisl, Uiltec Uil, Ugl Chimici, Failc Confail, Fialc Cisol	Federchimica, Farmindustria

	Body and scope of activity	Bipartite/ tripartite	Origin	Trade unions participating	Employer organisations participating
LV	National Tripartite Cooperation Council	Tripartite	Agreement	LBAS ( LIA is member of LBAS)	LDDK (LAKIFA is member of LDDK)
MT	MCSD	Tripartite	Statutory	na	na
	Employment Relations Board	Tripartite	Statutory	na	na
PL	Tripartite Team for Chemical Industry. All of matters important for the chemical sector such as climate protection regulations (CO2 limits), restructuring, bridging pensions for chemical sectors employees etc.	Tripartite	Statutory	SPCH NSZZ 'Solidarność', FZZPCh, SiC, ZZIT, OZZZPRC, ZAK SA, Międzyzakładowy NSZZ Pracowników ZCh Police SA, NSZZ Pracowników ZAT SA, Branża Przemysłu i Ochrony Środowiska, Niezależny Samorządny Związek Zawodowy 'Solidarność 80'	PIPC
UK	COGENT (Skills council for chemical industry)	Bipartite	Agreement	na	na

Source: Author's own 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:

- 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 chemical sector will analyse:

- these organisations’ membership domain;
- the composition of their membership;
- their ability to negotiate.

As outlined in greater detail below, one sector-related European employee association, IndustriAll Europe, and one employers’ association, the European Chemical Employers Group (ECEG), are particularly significant in the chemical sector; they are members of the European Social Dialogue Committee of the chemical sector and are listed by the European Commission as social partner organisations consulted under Article 154 of the TFEU. Hence, the following analysis will concentrate on these organisations.

### Membership domain

IndustriAll Europe is affiliated to the European Trade Union Confederation (ETUC) and organises workers from the manufacturing, mining and energy sectors at European level. It represents 194 national organisations and more than seven million workers from 39 European countries in the sectors mentioned.

The European Chemical Employers Group (ECEG) works closely with BUSSINESSEUROPE. It represents 22 national employers’ federations in 22 European countries and, through its national members’ federations, ECEG represents some 10,000 companies in the chemical industry.

### Membership composition

Table 7 documents a list of membership-related trade unions for IndustriAll Europe 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 that do not have any members in the chemical sector. The membership of the employee organisations is obtained through the membership list provided by the organisations and a further check of the membership lists published on the organisations’ webpages.

**Table 7: Chemical trade unions affiliated to IndustriAll Europe**

	Trade union	Collective bargaining	Geographical coverage
AT	PRO-GE	Multi-employer bargaining	All regions
BE	FGTB-CG/ABVV-AC	Both multi-employer and single-employer	All regions
BE	ACLVB/CGSLB	Both multi-employer and single-employer	All regions
BE	CSC-ACV BIE	Both multi-employer and single-employer	All regions
BE	SETCA-BBTK	Both multi-employer and single-employer	All regions

	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>BE</b>	CNE-GNC	Both multi-employer and single-employer	French-speaking area
<b>BE</b>	LBC-NVK	Both multi-employer and single-employer	dutch-speaking area
<b>BG</b>	NF Chemistry CL Podkrepa	Single-employer bargaining	All regions
<b>BG</b>	NFL C&I	Single-employer bargaining	All regions
<b>CZ</b>	OS ECHO	Both multi-employer and single-employer	All regions
<b>DE</b>	IG BCE	Both multi-employer and single-employer	All regions
<b>DK</b>	CO Industri	Multi-employer bargaining	All regions
<b>ES</b>	FITAG-UGT,	Both multi-employer and single-employer	All regions
<b>ES</b>	FITEQA CC.OO	Both multi-employer and single-employer	All regions
<b>FI</b>	Ammattiliitto Pro, Pro	Multi-employer bargaining	All regions
<b>FI</b>	TEAM	Multi-employer bargaining	All regions
<b>FR</b>	FCE-CFDT,	Both multi-employer and single-employer	All regions
<b>FR</b>	FEDECHIMIE CGT-FO	Both multi-employer and single-employer	All regions
<b>FR</b>	FNIC-CGT	Both multi-employer and single-employer	All regions
<b>FR</b>	CMTE CFTC	Both multi-employer and single-employer	All regions
<b>HR</b>	EKN	Single-employer bargaining	All regions
<b>HU</b>	VDSZ	Both multi-employer and single-employer	All regions
<b>IE</b>	SIPTU	Single-employer bargaining	All regions

	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>IT</b>	FEMCA-CISL	Both multi-employer and single-employer	All regions
<b>IT</b>	FILCTEM CGIL	Both multi-employer and single-employer	All regions
<b>IT</b>	UILTEC	Both multi-employer and single-employer	All regions
<b>LT</b>	LPPSF	Both multi-employer and single-employer	All regions
<b>LU</b>	OGB-L	Single-employer bargaining	All regions
<b>LU</b>	LCGB Industrie	Single-employer bargaining	All regions
<b>MT</b>	GWU	Single-employer bargaining	All regions
<b>NL</b>	CNV Vakmensen	Single-employer bargaining	All regions
<b>NL</b>	FNV Bondgenoten	Single-employer bargaining	All regions
<b>PL</b>	SPCH NSZZ “Solidarność”	Single-employer bargaining	All regions
<b>PL</b>	FZZPCh,SiC	Single-employer bargaining	All regions
<b>PT</b>	SIMA	Both multi-employer and single-employer	All regions
<b>PT</b>	SINDEQ	Both multi-employer and single-employer	All regions
<b>PT</b>	FIEQUIMETAL	Both multi-employer and single-employer	All regions
<b>RO</b>	FSLCP	Both multi-employer and single-employer	All regions
<b>SE</b>	IFMETALL	Multi-employer bargaining	All regions
<b>SE</b>	UNIONEN	Both multi-employer and single-employer	All regions
<b>SK</b>	ECHOZ	Both multi-employer and single-employer	All regions
<b>UK</b>	GMB	Single-employer bargaining	All regions

	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>UK</b>	UNITE the UNION	Single-employer bargaining	All regions

*Source: Author's own elaboration, based on national contributions.*

In all countries, except Cyprus, Estonia, Greece, Latvia and Slovenia, there is at least one sectoral affiliation to IndustriAll Europe.

IndustriAll Europe has 43 direct affiliations from the countries under consideration and all of them are involved in sectoral collective bargaining. Moreover, all the unions affiliated to IndustriAll Europe cover the sector in all the regions of their countries except in the case of CNE-GNC and LBC-NVK in Belgium, which are active only in some regions. Therefore, 57% of the 75 unions listed in Tables A2 and A3 in Annex 2 are directly affiliated to IndustriAll Europe.

Table 8 lists the employer organisations' members of ECEG. 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 that do not have any members in the chemical sector.

**Table 8: Chemical employer organisations affiliated to ECEG (2013)**

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>AT</b>	FCIO	Multi-employer bargaining	All regions
<b>BE</b>	Essenscia	Multi-employer bargaining	All regions
<b>BG</b>	BCCI	Single-employer bargaining	All regions
<b>CZ</b>	SCHP ČR	Both multi-employer and single-employer	Plzeňský region is not covered.
<b>DE</b>	BAVC	Multi-employer bargaining	All regions
<b>DK</b>	DI	Multi-employer bargaining	All regions
<b>ES</b>	FEIQUE	Multi-employer bargaining	All regions
<b>FI</b>	Kemianteollisuus ry	Multi-employer bargaining	All regions
<b>FR</b>	UIC	Multi-employer bargaining	All regions
<b>HR</b>	HUP-UKI	Single-employer bargaining	All regions
<b>HU</b>	MAVESZ	Multi-employer bargaining	All regions

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>IT</b>	FEDERCHIMICA	Multi-employer bargaining	All regions
<b>LT</b>	ALCHIE	Both multi-employer and single-employer	All regions
<b>NL</b>	VNCI	Single-employer bargaining	All regions
<b>PL</b>	PIPC	No	All regions
<b>SE</b>	IKEM)	Multi-employer bargaining	All regions
<b>SK</b>	ZCHFP	Multi-employer bargaining	All regions
<b>UK</b>	Chemical Industries Association (CIA)	Single-employer bargaining	All regions

Source: Author's own elaboration based on national contributions.

ECEG has 18 sectoral affiliations in 18 countries. Some 17 employer organisations affiliated to ECEG are involved in sectoral collective bargaining. On the other hand, all the employer organisations affiliated to ECEG cover the sector in all the regions of their countries, except SCHP ČR, which is active only in some regions. Therefore, 32% of the 57 employer organisations listed in tables A5 and A6 in Annex 2 are directly affiliated to ECEG.

**Table 9: Chemical employer organisations/trade unions affiliated to IndustriAll Europe and ECEG**

<b>National social partner organisations</b>	<b>Affiliates of European social partner organisations</b>		
75 trade unions	IndustriAll Europe	42	56%
57 employer organisations	ECEG	18	32%

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

### Capacity to negotiate

The second criterion of the European Commission for EU-level social partners to be consulted under Article 154 TFEU states that they: ‘shall consist of organisations, which are themselves an integral and recognised part of Member State social partner structures; have the capacity to negotiate agreements (as referred to in Article 155 TFEU); and be representative of several Member States’. (In the original French text, the criterion reads as follows: ‘être composées d’organisations elles-mêmes reconnues comme faisant partie intégrante des structures des partenaires sociaux des États membres et avoir la capacité de négocier des accords et être représentatives dans plusieurs États membres’ (European Commission, 1998).



The European sectoral social partners should hence be able to prove their capacity to negotiate on behalf of their members and to enter into ‘contractual relations, including agreements’ (Article 155 TFEU), for example, the capacity to commit themselves and their national affiliates. It is worth stressing that this criterion does indeed refer to the negotiation of agreements as provided for in Article 155 TFEU; negotiating other types of joint texts (such as joint opinions, frameworks of action, and guidelines) – as valuable as they may be – is not considered to be sufficient in this context.

This capacity to negotiate entails the existence of a mandating procedure of the member associations to the EU-level organisation.

The mandate/mandating procedure can be ‘**statutory**’, laid down in the statutes (constitution) of the organisation or annexed to them; or it can be ‘**non-statutory**’, laid down in secondary (formal) documents, such as rules of procedures, memoranda of understanding or decisions by the governing bodies of the organisation.

If no such formal mandating procedure can be identified, it should be considered that the condition concerned is not fulfilled.

Where a mandate exists, it can be further described or qualified as regards the **conditions and procedure** for the European social partner organisation to be given the authorisation to enter into a specific negotiation, as well as for the ratification of a possible agreement. In this respect, specific attention is paid to the type of applicable decision procedures (such as unanimity or different types of majority voting).

In most cases, the relevant provisions can be expected to lay down information, consultation and decision-making mechanisms before and during the negotiation process and who is entitled to sign resulting agreements on behalf of the organisation and its affiliates.

The frequency of use of the provided mandating procedure and/or the number of concluded agreements are expressions of the real capacity to negotiate of social partner organisations. This will therefore also be analysed in the context of representativeness studies.

For IndustriAll Europe, a second annex to its statutes clarifies in detail its internal mandating procedure for negotiations. These procedures are different for negotiations at sector and at company level. They involve: information and consultation of affiliates before and during the negotiations; how negotiators are delegated; and how they can negotiate and come to an agreement. It is also foreseen how agreements are to be implemented and what to do if no agreement can be reached. Hence, IndustriAll Europe has a general mandate to negotiate on behalf of its members.

This is not the case for ECEG. According to its statutes (Article 3), the activities of the association will not commit the chemical industry and it will not negotiate on questions pertaining to national-level collective bargaining agreements, unless otherwise decided (unanimously) by its General Assembly. Hence, ECEG has an ad hoc mandate to negotiate on behalf of its members.

ECEG and IndustriAll Europe have already agreed on a number of joint positions and declarations, as well as on a so-called process-oriented text, namely the European Framework Agreement on Competence Profiles for Process Operators and First Line Supervisors in the chemical Industry (2011, framework of actions). All texts agreed between ECEG and IndustriAll Europe are available in the [European Commission database of social dialogue texts](#).

## Other European organisations

As final proof of the weight of IndustriAll Europe and ECEG, 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 A3. In this sense, we find several European organisations other than IndustriAll Europe. According to the bottom-up approach, there are four European organisations mentioned here, which cover at least three countries: the European Federation of Public Service Union (EPSU); the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT); Uni Europa; and the European Federation of Managers in the Chemical and Allied Industries (FECCIA). EFFAT is present in five countries while EPSU, Uni Europa and FECCIA are present in three countries. (It is worth noting that the bottom-up approach might have underestimated the number of organisations affiliated to those European trade unions.) The presence of these organisations reflects the overlapping domains of many trade unions, because they do not claim to attract unions belonging to the chemical sector. The exception is FECCIA, which claims to attract managers from the chemical sector.

A similar review of the membership of the national employer or business associations can be derived from Table A6 in Annex 2. Some of them have European associations other than ECEG. Thus, there are two European associations that cover at least three countries: the European Chemical Industry Council (CEFIC) and the European Federation of Pharmaceutical Industries and Associations (EFPIA). According to the bottom-up approach, these European organisations, which claim to attract companies from the chemical sector, are present in 13 countries (CEFIC) and five countries (EFPIA). (It should be noted that the bottom-up approach might have underestimated the number of organisations affiliated to CEFIC. Indeed, CEFIC is present in 22 EU countries.) These organisations have no formal statutory links with ECEG. However, affiliates of ECEG are also affiliated to CEFIC and both organisations cooperate on specific issues. Besides, it is worth noting that CEFIC is a trade association that deals with interests other than those related to industrial relations

## Conclusions

With regard to the trade unions, a pluralist associational system prevails in 22 of the EU Member States in the chemical sector. In total, 75 sector-related trade unions have been identified. Only one sector-related trade union is recorded in six countries, two in 11 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, 57 sector-related employers' organisations are identified. Some 18 countries record only one employer organisation, two countries record two employer organisations, three countries three employer organisations and three countries more than four employer organisations. Thus, a pluralist associational system exists to a lesser extent on the employer side.

As far as the domain demarcation is concerned, differences are found between trade unions and employer associations. For the trade unions, sectionalism overlap (49%) and overlap (41%) prevail. For the employer organisations, domain tends to be narrower. Thus, sectionalism is the most widespread domain pattern (39%).

With regard to the densities of the trade unions, sectoral density rates are available for 44 out of the 75 cases. Statistics show that more than half of the unions with available information record low or very low sectoral densities (less than 10%). Sectoral densities differ widely between countries. Nordic countries record relatively high sectoral densities while most of the Member States that joined after 2004 record low sectoral densities (less than 10%).

Sectoral densities of the employer organisations are low, with only three employer organisations showing a sectoral domain density in terms of companies that exceed 40%. When information is available for both kinds of densities, the sectoral domain densities of companies tend to be lower than the densities in terms of employees. That could indicate a slightly higher propensity of the larger companies to associate, compared with their smaller counterparts.

In terms of the sector's collective bargaining coverage, the situation differs widely by country. One group of 12 countries out of 23 countries with available data record high rates of collective bargaining coverage, exceeding 80%. A second group of six countries records collective bargaining coverage rates that vary between 40% and 70%. Finally, a third group of four countries record collective bargaining coverage rates lower than 20%. The most powerful factor that explains high collective bargaining coverage rates is the predominance of multi-employer bargaining. Similarly, the predominance of single-employer bargaining explains the lowest coverage rates.

As far as participation in public policy is concerned, a high proportion of unions (84%) and employer organisations (95%) are consulted. On the other hand, the study reveals that genuinely sector-specific bodies have been established in 13 of the 28 countries under consideration.

According to the [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.*

As seen from the bottom-up mapping of individual organisations, IndustriAll Europe has 43 direct affiliations in 23 of the countries under consideration and all of them participate in sectoral collective bargaining. ECEG has 18 sectoral affiliations in 18 countries, and 17 are involved in sectoral collective bargaining. However, IndustriAll Europe and ECEG have been given a general mandate to negotiate on behalf of their members.

Top-down and bottom-up analyses of the chemical sector in the EU28 show that IndustriAll Europe (for the employees) and ECEG (for the employers) ought to be regarded as the most important EU-wide representatives of the employers and employees within the sector.

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## Annex 1: Methodological approach

The study first identifies the relevant national social partner organisations in the chemical sector, subsequently analysing the structure of the sector's relevant European organisations, in particular their membership composition.

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'.

### Conceptual framework

The study follows the conceptual and methodological approach of the Eurofound 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

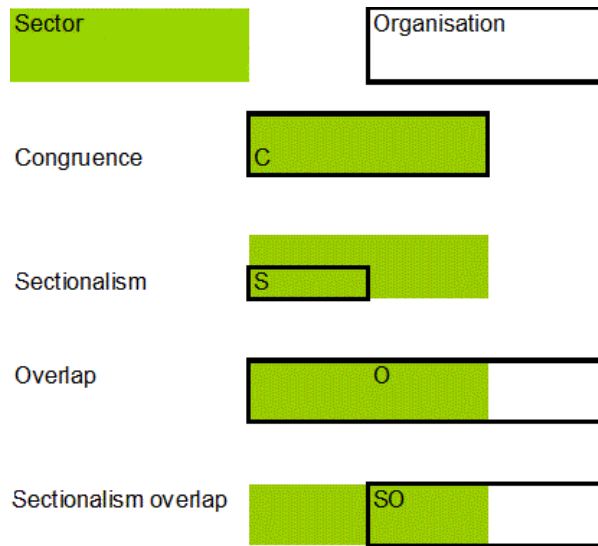
For the purpose of this study, the chemical sector is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE), to ensure the cross-national comparability of the findings. More specifically, the chemical sector is defined as embracing NACE (Rev. 2) 20, 21 and 22. This includes the following activities:

- 20 Manufacture of chemicals and chemical products;
- 21 Manufacture of basic pharmaceutical products and pharmaceutical preparations;
- 22 Manufacture of rubber and plastic products.

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 that 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 covers only 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.
- Sectionalism overlap: the domain/purview covers part of the sector plus (parts of) one or more other sector.

*Figure A1: Sector-relatedness of social partner organisations: Domain patterns*



As regards criterion A (under ‘Conceptual framework’, above), the domains of the associations are likely to vary from the precise NACE demarcation of the chemical 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 chemical ‘sector-relatedness’ of an organisation**

Scope	Question: Does the association’s domain...	Possible answers	Notes and explanations
<b>Domain of the organisation within the sector</b>	...cover the ‘whole’ chemical sector in terms of economic activities, (i.e. including all sub-activities)	Yes/No	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)?	Yes/No	Some organisations may limit, for instance, their domain to public sector companies/employees only.
	...cover employees in enterprises of all sizes in the chemical sector?	Yes/No	Some organisations (notably employer organisations) may limit their domain to enterprises by size class (such as SMEs only).
	...cover the chemical sector in all the regions?	Yes/No	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 chemical sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to certain occupations only.
	...cover blue-collar and white-collar employees in the chemical sector?	Yes/No	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 chemical sector? (self-employed, temporary-agency workers, fixed-term contracts)	Yes/No	Some organisations (notably trade unions) cannot potentially cover certain types of workers, like self-employed, freelancers, temporary-agency workers, etc.
<b>Domain of the organisation outside the sector</b>	...also cover employees or enterprises outside the chemical sector?	Yes/No	Some organisations may enlarge their domain to other activities not included in the chemical sector.

*Source: Standardised questionnaire sent to national correspondents.*

As regards criterion B.2 (under ‘Conceptual framework’, above), 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 country. 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 that 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 and is done two-fold through a bottom up approach (through the network of correspondents) and a top-down approach (through a list of members of European social partners at national level). Unless cited otherwise, this study draws on country studies provided by the network of European correspondents (national industrial relations experts), based on a standard questionnaire, which they complete through contacting the sector-related social partner organisations in their countries. The contact is generally made by telephone interview in the first place, but might also be established through 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 correspondents 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**

In order to ensure the quality of the information gathered, several verification procedures and feedback loops are already foreseen in the series of representativeness studies.

- First, the coordinators, in collaboration with Eurofound, 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 partners'



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

### Trade unions

**Table A2: Domain coverage and membership of trade unions in the chemical sector 2013**

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
AT	PRO-GE	Sectionalism Overlap	Voluntary	205,000	11,000
AT	GPA-djp	Sectionalism Overlap	Voluntary	172,000	na
BE	ACLVB/CGSLB*	Overlap	Voluntary	130,574	4,807
BE	SETCA-BBTK*	Sectionalism Overlap	Voluntary	340,729	9,203
BE	LBC-NVK*	Sectionalism Overlap	Voluntary	323,000	12,000
BE	FGTB-CG/ABVV-AC*	Sectionalism Overlap	Voluntary	330,000	16,539
BE	CNE-GNC*	Sectionalism Overlap	Voluntary	na	na
BE	CSC-ACV BIE*	Sectionalism Overlap	Voluntary	172,000	19,000
BG	NFL C&I*	Sectionalism Overlap	Voluntary	2,620	2,100
BG	NF Chemistry CL Podkrepa*	Sectionalism Overlap	Voluntary	2,200	1,400
CY	OVIK*	Sectionalism Overlap	Voluntary	7,400	833
CY	SEVETTYK*	Sectionalism Overlap	Voluntary	12,248	460
CZ	Odborový svaz ECHO (OS ECHO)*	Congruence	Voluntary	21,584	21,584
CZ	ROSa*	Sectionalism Overlap	Voluntary	1,110	400
DE	IGBCE*	Overlap	Voluntary	668,982	na
DE	VAA*	Sectionalism Overlap	Voluntary	30,000	na
DE	IG Metall*	Sectionalism Overlap	Voluntary	2,265,859	na
DE	ver.di*	Sectionalism Overlap	Voluntary	2,064,541	na
DK	CO-industri	Sectionalism Overlap	Voluntary	225,310	27,100
EE	KJKAÜ	Sectionalism Overlap	Voluntary	463	320

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
ES	FITAG-UGT*	Overlap	Voluntary	111,878	6,614
ES	FITEQA-CCOO*	Overlap	Voluntary	52,896	15,005
FI	TEAM	Sectionalism Overlap	Voluntary	38,000	17,000
FI	Ammattiliitto Pro, Pro	Sectionalism Overlap	Voluntary	110,000	8,600
FI	Ylemmät Toimihenkilöt YTN	Sectionalism Overlap	Voluntary	120,000	4,300
FR	CFE-CGC Chimie*	Overlap	Voluntary	7,000	4,400
FR	FCE-CFDT*	Overlap	Voluntary	40,000	11,000
FR	FEDECHIMIE CGT-FO*	Overlap	Voluntary	na	na
FR	FO Pharma-Cuir- Habillement	Sectionalism Overlap	Voluntary	na	na
FR	FNIC CGT*	Overlap	Voluntary	na	na
FR	CMTE CFTC*	Overlap	Voluntary	na	na
FR	UNSA CP*	Overlap	Voluntary	3,500	1,500
FR	SUD Chimie Pharma*	Congruence	Voluntary	na	na
EL	OEXBE	Sectionalism	Voluntary	9,000	9,000
EL	OEFSEE	Congruence	Voluntary	4,000	4,000
HR	EKN	Overlap	Voluntary	8,500	4,500
HU	VDSZ	Overlap	Voluntary	na	15,000
IE	SIPTU*	Sectionalism Overlap	Voluntary	199,881	6,300
IE	TEEU*	Sectionalism Overlap	Voluntary	39,000	na
IE	Unite*	Sectionalism Overlap	Voluntary	23,851	na
IT	FILCTEM CGIL*	Overlap	Voluntary	72,000	33,000
IT	FEMCA CISL*	Overlap	Voluntary	58,000	48,000
IT	UILTEC UIL*	Overlap	Voluntary	120,901	na
LT	LPPSF	Overlap	Voluntary	4,800	530
LU	OGBL*	Overlap	Voluntary	3,600	2,400
LU	LCGB Industrie*	Sectionalism Overlap	Voluntary	na	na
LV	LIA	Overlap	Voluntary	4,226	na
MT	GWU*	Sectionalism Overlap	Voluntary	50,000	7,000

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
MT	Unjoni Haddiema Maghqudin - UHM*	na	Voluntary	26,273	na
NL	FNV Bondgenoten*	Overlap	Voluntary	475,000	32,733
NL	CNV Vakmensen*	Overlap	Voluntary	135,000	6,750
NL	De Unie*	Sectionalism Overlap	Voluntary	72,000	6,500
PL	SPCH NSZZ 'Solidarność' *	Overlap	Voluntary	26,642	6,978
PL	FZZPCh,SiC*	Sectionalism Overlap	Voluntary	5,550	na
PL	ZZIT*	Sectionalism Overlap	Voluntary	10,500	na
PL	OZZZPRC*	Sectionalism Overlap	Voluntary	16,000	2,000
PT	FIEQUIMETAL*	Overlap	Voluntary	na	na
PT	SIMA*	Overlap	Voluntary	na	na
PT	SINDEQ*	Overlap	Voluntary	na	na
PT	FETESE*	Overlap	Voluntary	na	na
PT	SITESE*	Overlap	Voluntary	na	na
RO	FSLCP*	Congruence	Voluntary	10,550	10,550
RO	FNSCP 'Lazăr Edeleanu'*	Overlap	Voluntary	6,865	na
SE	IF Metall*	Sectionalism Overlap	Voluntary	350,000	24,000
SE	Unionen*	Sectionalism Overlap	Voluntary	560,000	20,000
SE	Ledarna*	Sectionalism Overlap	Voluntary	90,000	3,000
SE	The Swedish Association of Graduate Engineers*	Sectionalism Overlap	Voluntary	120,000	8,000
SE	The Swedish Association of Professional Scientists*	Sectionalism Overlap	Voluntary	33,000	4,000
SL	ZSSS-KNG*	Sectionalism	Voluntary	9,000	7,200
SL	Neodvisnost-KNSS*	Sectionalism	Voluntary	na	na
SK	ECHOZ*	Overlap	Voluntary	12,300	7,000
SK	AVZ CHFP SR*	Congruence	Voluntary	817	817

	Trade union	Domain coverage	Type of membership	Active members total	Active members in the sector
UK	Unite the union*	Overlap	Voluntary	1,200,000	50,000
UK	GMB*	Overlap	Voluntary	na	20,000
UK	USDAW*	Sectionalism Overlap	Voluntary	433,000	8,500

Notes: \*= Domain overlap with other sector-related trade unions.

na = not available.

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

**Table A3: Density, collective bargaining, consultation and affiliations of trade union organisations in the chemical sector, 2013**

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
AT	PRO-GE	16.2	Yes, multi-employer bargaining only	Yes	As necessary	IndustriAll Global Union ILO (International Labour Organization) ITUC-CSI-IGB (International Trade Union Confederation) IUF – UITA – IUL (Uniting Food, Farm and Hotel Workers World-Wide) TUAC (Trade Union Advisory Committee to the OECD) IndustriAll European Trade Union EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions) ETUC (European Trade Union Confederation), ÖGB (Austrian Trade Union Federation)
AT	GPA-djp	na	Yes, multi-employer bargaining only	na	na	IndustriAll Global Union ITUC-CSI-IGB (International Trade Union Confederation) UNI global union (Union Network International) WOW (World Organisation of Workers) 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, ÖGB (Austrian Trade Union Federation)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
BE	ACLVB/CGSLB	4.1	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International Trade Union Confederation (ITUC) International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) European Trade Union Confederation (ETUC) Formerly: European Mine, Chemical and Energy Workers' Federation (EMCEF), which has now merged into IndustriAll in 2012. CGSLB/ACLVB is affiliated to IndustriAll. None. CGSLB/ACLVB is an umbrella organisation.
BE	SETCA-BBTK	7.9	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll Global Union - IUF – UNI Global Union – IBB – IFP industriAll Europe – EFFAT – UNI Europa – EFBWW – FSESP - ETUCFGTB
BE	LBC-NVK	10.3	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll Global, IndustriAll Europe ACV-CSC
BE	FGTB-CG/ABVV-AC	14.2	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll Global Union - IUF – UNI Global Union – IBB – IFP industriAll Europe – EFFAT – UNI Europa – EFBWW – FSESP - ETUCFGTB
BE	CNE-GNC	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll – CSC-ACV
BE	CSC-ACV BIE	16.3	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll Global Union UNI Global BWI IndustriAll - Europe UNI Europe EFBWW CSC-ACV
BG	NFL C&I	4.4	Yes, single-employer bargaining only	Yes	As necessary	ICEM, IndustriAll EuropeConfederation of Independent Trade Unions in Bulgaria - CITUB
BG	NF Chemistry CL Podkrepa	2.9	Yes, single-employer bargaining only	Yes	As necessary	ICEMIndustriAll EuropeConfederation of Labour Podkrepa – CL Podkrepa
CY	OVIK	0.0	Yes, single-employer bargaining only	Yes	As necessary On an ad-hoc basis	IMF, IUFECE, ITGL, IFG, ICEMEMF, ECF, ETUF/TCL, EGF Cyprus Workers Confederation (SEK)
CY	SEVETTYK	15.9	Yes, single-employer bargaining only	Yes	As necessary	Pancyprian Federation of Labour (PEO)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
CZ	OS ECHO	17.8	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll - European Trade Union IndustriAll - European Trade Union Českomoravská konfederace odborových svazů (ČMKOS)
CZ	ROSa	0.3	Yes, single-employer bargaining only	No	na	Asociace samostatných odborů ČR (ASO ČR)
DE	IGBCE	na	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll DGB
DE	VAA	na	Yes, multi-employer bargaining only	Yes	On a regular basis	Ficcia CEC, Feccia ULA
DE	IG Metall	na	Yes, both multi-employer and single bargaining	No	na	IndustriAll DGB
DE	ver.di	na	Yes, multi-employer bargaining only	No	na	UNI Europe, EPSU UNIDGB
DK	CO-industri	63.7	Yes, multi-employer bargaining only	Yes	As necessary	IndustriAll Global, IndustriAll Europe Danish Confederation of Trade Unions (LO)
EE	KJKAÜ	4.9	Yes, single-employer bargaining only	Yes	On a regular basis	None
ES	FITAG-UGT	2.8	Yes, both multi-employer and single bargaining	No	na	IndustriAll
ES	FITEQA-CCOO	6.3	Yes, both multi-employer and single bargaining	No	na	EFFAT, IndustriAll
FI	TEAM	57.3	Yes, multi-employer bargaining only	Yes	On a regular basis	IndustriAll, European trade union, Central Organisation of Finnish Trade Unions (SAK)
FI	Ammattiliitto Pro, Pro	29.0	Yes, multi-employer bargaining only	na	On a regular basis	IndustriAll, European trade union, Finnish Confederation of Salaried Employees (STTK).
FI	Ylemmät Toimihenkilöt YTN	14.5	Yes, multi-employer bargaining only	Yes	As necessary	IndustriAll Europe (via the Union of Professional Engineers in Finland (UIL), The Confederation of Unions for Professional and Managerial Staff (AKAVA)
FR	CFE-CGC Chimie	0.9	Yes, both multi-employer and single bargaining	Yes	As necessary	CIC - CEC European Managers (CEC) European Federation of Managerial staff in the Chemical and Allied Industries (FECCIA) Confédération Française de l'encadrement – Confédération générale des cadres (CFE-CGC)

## Representativeness of the European social partner organisations: Chemical sector

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
FR	FCE-CFDT	2.3	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll
FR	FEDECHIMIE CGT-FO	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll, FO
FR	FO Pharma-Cuir-Habillement	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll, FO
FR	FNIC CGT	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll, Confédération générale du travail (CGT)
FR	CMTE CFTC	na	Yes, both multi-employer and single bargaining	na	na	IndustriAll, Confédération Française des Travailleurs Chrétiens (CFTC)
FR	UNSA CP	0.3	Yes, both multi-employer and single bargaining	Yes	As necessary	European Trade Union Confederation (ETUC)
FR	SUD Chimie Pharma	na	Yes, both multi-employer and single bargaining	Yes	As necessary	Union Syndicales Solidaires (SUD)
EL	OEXBE	28.3	Yes, multi-employer bargaining only	No	na	None
EI	OEFSEE	12.6	Yes, multi-employer bargaining only	No	na	World Federation of Trade Unions (WFTU)
HR	EKN	23.7	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll, EuropaSavez samostalnih sindikata Hrvatske (Autonomous Trade Union of Croatia) Krešimirov trg 2, Zagreb
HU	VDSZ	13.6	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll Europe, Global IndustriAll and MSZOSZ Confederations (both)
IE	SIPTU	17.4	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll Europe, Irish Congress of Trade Unions (ICTU)
IE	TEEU	na	Yes, single-employer bargaining only	na	na	ICTU
IE	Unite	na	Yes, single-employer bargaining only	na	na	IndustriAll, ICTU
IT	FILCTEM CGIL	9.3	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll Europe, IndustriAll Global The General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro, CGIL)



## Representativeness of the European social partner organisations: Chemical sector

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
IT	FEMCA CISL	13.6	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll Global, IndustriAll Europe, The Italian Confederation of Workers' Unions (Confederazione Italiana Sindacati Lavoratori, CISL)
IT	UILTEC UIL	na	Yes, both multi-employer and single bargaining	Yes	na	IndustriAll Global, IndustriAll Europe, The Italian Labour Union (Unione Italiana del Lavoro, UIL)
LT	LPPSF	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll Europe, EPSU Lithuanian Trade Union Confederation, LPSK
LU	OGBL	88.9	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll Global, IndustriAll Europe, OGBL
LU	LCGB Industrie	na	Yes, single-employer bargaining only	na	na	IndustriAll Europe, LCGB
LV	LIA	na	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM), International Textile, Garment and Leather Workers' Federation (ITGLWF) IUF EFFAT LBAS
MT	GWU	na	Yes, single-employer bargaining only	Yes	On a regular basis	IndustriAll Europe
MT	Unjoni Haddiema Maghqudin - UHM	na	Yes, single-employer bargaining only	Yes	On a regular basis	na
NL	FNV Bondgenoten	na	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll Global, IndustriAll Europe, FNV
NL	CNV Vakmensen	na	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll Global, IndustriAll Europe, CNV
NL	De Unie	na	Yes, single-employer bargaining only	Yes	As necessary	IndustriAll Global, IndustriAll Europe, CMHP/UOV
PL	SPCH NSZZ "Solidarność"	2.4	Yes, single-employer bargaining only	Yes	On a regular basis	IndustriAll Global IndustriAll Europe; SPCH is a part of a unitary trade union NSZZ "Solidarność" which is a national organisation covering approximately 650,000 workers in all sectors of economy
PL	FZZPCh,SiC	na	Yes, single-employer bargaining only	Yes	On a regular basis	IndustriAll Europe, All-Poland Alliance of Trade Unions, (Ogólnopolskie Zrzeszenie Związków Zawodowych, OPZZ)
PL	ZZIT	na	Yes, single-employer bargaining only	Yes	On a regular basis	Forum Związków Zawodowych (Trade Unions Forum, FZZ)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
					On a regular basis	
PL	OZZZPRC	0.7	Yes, single-employer bargaining only	Yes	On a regular basis	Forum Związków Zawodowych (Trade Unions Forum, FZZ)
PT	FIEQUIMETAL	na	Yes, both multi-employer and single bargaining	na	na	IndustriAll Europe CGTP-IN – General Confederation of Portuguese Workers – Intersindical Nacional (Confederação Geral dos Trabalhadores Portugueses – Intersindical Nacional)
PT	SIMA	na	Yes, both multi-employer and single bargaining	na	na	IndustriAll Global, IndustriAll Europe
PT	SINDEQ	na	Yes, both multi-employer and single bargaining	na	na	IndustriAll Europe, UGT - General Union of Workers (União Geral de Trabalhadores)
PT	FETESE	na	Yes, both multi-employer and single bargaining	na	na	UGT - General Union of Workers (União Geral de Trabalhadores)
PT	SITese	na	Yes, both multi-employer and single bargaining	na	na	UNI Europa, UGT - General Union of Workers (União Geral de Trabalhadores)
RO	FSLCP	10.6	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll, CNS, Cartel Alfa
RO	FNSCP 'Lazăr Edeleanu'	na	Yes, both multi-employer and single bargaining	Yes	As necessary	IndustriAll, CNSLR, Frăția
SE	IF Metall	54.8	Yes, multi-employer bargaining only	Yes	As necessary	International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) IndustriALL Europa The Swedish Trade Union Confederation (Landsorganisationen, LO) Facken inom industrin
SE	Unionen	45.7	Yes, both multi-employer and single bargaining	No	na	IndustriAll Europe, Facken inom industrin, The Swedish Confederation for Professional Employees (TCO)
SE	Ledarna	6.8	Yes, multi-employer bargaining only	Yes	As necessary	CEC European Managers, European Federation of Managerial staff in the Chemical and Allied Industries (FECCIA)
SE	The Swedish Association of Graduate Engineers	18.3	Yes, multi-employer bargaining only	Yes	As necessary	UNI Global Union, IndustriAll Europe, Industrianställda i Norden (IN), Facken inom industrin
SE	The Swedish Association of Professional Scientists	9.1	Yes, both multi-employer and single bargaining	na	na	The Swedish Confederation of Professional Associations (SACO), Council of Nordic Trade Unions (NFS)

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		National, European, international affiliations
SL	ZSSS-KNG	28.7	Yes, both multi-employer and single bargaining	No	na	IndustriAll, ZSSS (Association of Free Trade Unions of Slovenia)
SL	Neodvisnost-KNSS	na	Yes, multi-employer bargaining only	na	na	na
SK	ECHOZ	12.6	Yes, both multi-employer and single bargaining	Yes	On a regular basis	IndustriAll, KOZ SR
SK	AVZ CHFP SR	1.5	Yes, both multi-employer and single bargaining	No	na	na
UK	Unite the union	13.4	Yes, single-employer bargaining only	Yes	On a regular basis	IndustriAll, Workers Uniting, TUC
UK	GMB	5.4	Yes, single-employer bargaining only	Yes	On a regular basis	IndustriAll Europe, TUC
UK	Union of Shop, Distributive and Allied Workers (USDAW)	2.3	Yes, single-employer bargaining only	Yes	On a regular basis	IUF (International Union of Food and Allied Workers' Associations) UNI Global Union ITF (International Transport Federation) IndustriAll ETF (European Transport Federation) EFFAT (European Federation of Food, Agriculture and Tourism) ETUC (via TUC) TUC

Note: \* Affiliation of sectoral/branch unions to the ETUC and/or ITUC is not direct. Only national (cross-sectoral) confederations are directly affiliated to these two organisations.

**Table A4: Domain coverage descriptions of trade union organisations, 2013**

National association	Domain coverage	Domain description
<b>PRO-GE</b>	Sectionalism Overlap	Blue-collar employees in the private sector from the following industries: electricity, metalworking, mining, energy (other than electricity), agriculture, food-processing, tobacco, chemicals, glass production, paper, textile and clothing, vulcanisation, mineral oil and gas, waste and temporary agency workers.
<b>GPA-djp</b>	Sectionalism Overlap	White-collar employees in all sectors of the private economy, as well as retirees, apprentices and the unemployed
<b>ACLVB/CGSLB</b>	Overlap	Cross-sector domain
<b>SETCA-BBTK</b>	Sectionalism Overlap	White-collar workers in the chemical sector and other sectors not specified
<b>LBC-NVK</b>	Sectionalism Overlap	Workers in SME with fewer than 25 workers in the Dutch-speaking part of Belgium in the chemical sector and other sectors
<b>FGTB-CG/ABVV-AC</b>	Sectionalism Overlap	Blue-collar workers in the chemical sector and other sectors
<b>CNE-GNC</b>	Sectionalism Overlap	All white-collar workers in the French speaking area of Belgium
<b>CSC-ACV BIE</b>	Sectionalism Overlap	All blue-collar workers in chemical, buildings, industry and energy sectors
<b>NFL C&amp;I</b>	Sectionalism Overlap	Employees in private companies in the chemical sector, gas distribution, trade with chemical products, minerals and materials for chemical production
<b>NF Chemistry CL Podkrepa</b>	Sectionalism Overlap	Employees in private companies in the chemical sector gas production and distribution and glass production
<b>OVIEK</b>	Sectionalism Overlap	Employees in the private sector
<b>SEVETTYK</b>	Sectionalism Overlap	Employees in the private sector
<b>OS ECHO</b>	Congruence	All workers in the chemical sector
<b>ROSa</b>	Sectionalism Overlap	Workers in Moravian-Silesian and Olomouc Region in part of the chemical sector
<b>IGBCE</b>	Overlap	All workers in chemical, energy and the mining sector
<b>VAA</b>	Sectionalism Overlap	Managers, executives and positions held by academics in the chemical sector and other sectors
<b>IG Metall</b>	Sectionalism Overlap	Workers in manufacture of rubber products, manufacture of plastic products and metal sector
<b>ver.di</b>	Sectionalism Overlap	Workers in manufacturing of paper and cardboard packaging) and manufacturing of plastic packaging
<b>CO-industri</b>	Sectionalism Overlap	Both blue-collar and white-collar, but not engineers or industrial chemists in the whole manufacturer sector

National association	Domain coverage	Domain description
<b>KJKAÜ</b>	Sectionalism Overlap	Workers in manufacture of chemicals and chemical products, transport, mining, repairing and energy sectors
<b>FITAG-UGT</b>	Overlap	Workers in the chemical sector, mining, food and drink industry and energy sector
<b>FITEQA-CCOO</b>	Overlap	Workers in the chemical, textile and leather sectors
<b>TEAM</b>	Sectionalism Overlap	Blue-collar workers in 13 different industrial sectors.
<b>Ammattiliitto Pro, Pro</b>	Sectionalism Overlap	White-collar workers in technology industries
<b>Ylemmät Toimihenkilöt YTN</b>	Sectionalism Overlap	Senior salaried employees work in specialist, supervisory and managerial positions in several sectors
<b>CFE-CGC Chimie</b>	Overlap	Workers in chemical, glass industry, textile, ceramic and plastic industry
<b>FCE-CFDT</b>	Overlap	Workers in chemical, gas, electricity and petrol
<b>FEDECHIMIE CGT-FO</b>	Overlap	Workers in chemical, oil industry, nuclear industry, textile, leather and skin and glass industry
<b>FO Pharma-Cuir-Habillement</b>	Sectionalism Overlap	Workers in manufacture of pharmaceutical preparations, medical laboratories, biology laboratories; leather goods, cobblers, shoe industry and pharmacy.
<b>FNIC CGT</b>	Overlap	Workers in chemical, oil industry, pharmacy, recreational boating manufacturing, biological laboratory and pharmaceutical distribution
<b>CMTE CFTC</b>	Overlap	Workers in the chemical, textile and clothing, mining and energy sectors
<b>UNSA CP</b>	Overlap	Workers in the chemical, biomedical analysis laboratories, retail sales of cosmetics, pharmacies and pharmaceutical wholesalers
<b>SUD Chimie Pharma</b>	Congruence	Workers in the chemical sector
<b>OEXBE</b>	Sectionalism	Workers in the chemical sector except in the manufacture of pharmaceutical preparation subsector
<b>OEFSEE</b>	Congruence	Workers in the chemical sector
<b>EKN</b>	Overlap	Workers in the chemical sector and in other sectors
<b>VDSZ</b>	Overlap	Workers in the chemical sector and in other sectors
<b>SIPTU</b>	Sectionalism Overlap	Workers in general operatives and a small number of craft workers in most of the sectors
<b>TEEU</b>	Sectionalism Overlap	Craft workers in all areas of the private and public sectors.
<b>Unite</b>	Sectionalism Overlap	Craft workers in most of the sectors
<b>FILCTEM CGIL</b>	Overlap	Workers in the chemical sector and in textiles, energy and footwear
<b>FEMCA CISL</b>	Overlap	Workers in the chemical sector and in textiles, energy and footwear

National association	Domain coverage	Domain description
<b>UILTEC UIL</b>	Overlap	Workers in the chemical sector and in textiles, energy and footwear
<b>LPPSF</b>	Overlap	Workers in the chemical sector, electricity, gas, water supply and other sectors
<b>OGBL</b>	Overlap	Workers in the chemical sector, woodworking, cement, paper, glass, textiles and ceramics
<b>LCGB Industrie</b>	Sectionalism Overlap	Workers in chemical sector, metal, steel, post and telecommunication and energy
<b>LIA</b>	Overlap	Workers in the chemical sector and other sectors
<b>GWU</b>	Sectionalism Overlap	Workers in part of the chemical sector and other sectors
<b>Unjoni Haddiema Maghqudin - UHM</b>	na	na
<b>FNV Bondgenoten</b>	Overlap	Workers in the chemical sector and other sectors
<b>CNV Vakmensen</b>	Overlap	Workers in the chemical sector and other sectors
<b>De Unie</b>	Sectionalism Overlap	Middle and higher personnel in the chemical sector and other sectors
<b>SPCH NSZZ "Solidarność"</b>	Overlap	Workers in the chemical sector, paper industry, glass industry, textile industry, oil and gas industry and ceramic industry
<b>FZZPCh,SiC</b>	Sectionalism Overlap	Workers in the chemical sector except manufacture of basic pharmaceutical products and workers in companies manufacturing glass, ceramics and paper
<b>ZZIT</b>	Sectionalism Overlap	Qualified workers with at least secondary education in the chemical sector and in a great variety of other sectors.
<b>OZZZPRC</b>	Sectionalism Overlap	Workers employed under the system of continuous working in the chemical sector, electricity industry, metallurgy and mining industry
<b>FIEQUIMETAL</b>	Overlap	Workers in all branches of manufacturing (except textiles, clothing, shoes and leather), energy and mining
<b>SIMA</b>	Overlap	Workers in all the sectors
<b>SINDEQ</b>	Overlap	Workers in the chemical sector, energy textiles and others
<b>FETESE</b>	Overlap	Workers in all sectors of the economy
<b>SITESE</b>	Overlap	Workers in all sectors of the economy
<b>FSLCP</b>	Congruence	Workers in the chemical sector
<b>FNSCP 'Lazăr Edeleanu'</b>	Overlap	Workers in the chemical sector and petrochemistry
<b>IF Metall</b>	Sectionalism Overlap	Blue-collar workers within the industrial sector
<b>Unionen</b>	Sectionalism Overlap	White-collar workers within most sectors
<b>Ledarna</b>	Sectionalism Overlap	White-collar workers within most sectors

National association	Domain coverage	Domain description
<b>The Swedish Association of Graduate Engineers</b>	Sectionalism Overlap	Graduate engineers within all sectors
<b>The Swedish Association of Professional Scientists</b>	Sectionalism Overlap	Professional scientists in most sectors
<b>ZSSS-KNG</b>	Sectionalism	Workers in the chemical sector, except in the manufacturing of pharmaceutical products
<b>Neodvisnost-KNSS</b>	Sectionalism	Workers in the chemical sector except manufacturing of rubber and plastic products
<b>ECHOZ</b>	Overlap	Workers in the chemical sector and in the energy sector
<b>AVZ CHFP SR</b>	Congruence	Workers in the chemical sector
<b>Unite the union</b>	Overlap	Workers in most of the sectors
<b>GMB</b>	Overlap	Workers in most of the sectors
<b>USDAW</b>	Sectionalism Overlap	Workers in manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations, manufacture of other chemical products and man-made fibres, manufacture of pharmaceutical preparations, retail, food and pharmaceutical wholesale, distribution, transport, travel, call centres, funeral care and service sectors

## Employer organisations

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

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in sector	total	in sector
AT	FCIO	Sectionalism	Compulsory	273	273	43,491	43,491
AT	BICG	Sectionalism Overlap	Compulsory	105,000	1,000	65,000	20,000
AT	BIKFT	Sectionalism Overlap	Compulsory	6,300	118	20,000	400
BE	Essenscia	Congruence	Voluntary	780	780	90,000	90,000
BG	BCCI*	Sectionalism Overlap	Voluntary	45	35	10,000	8,000
BG	BGPharmA*	Sectionalism Overlap	Voluntary	19	16	na	na
CZ	SCHP ČR	Sectionalism Overlap	Voluntary	na	57	30,000	25,500
DE	BAVC	Overlap	Voluntary	1,900	988	550,000	na
DE	ADK	Sectionalism	Voluntary	100	100	25,000	25,000
DE	HDH	Sectionalism Overlap	Voluntary	2,100	na	na	na
DK	DI	Overlap	Voluntary	10,000	na	50,000	na
EL	SfEE	Sectionalism Overlap	Voluntary	69	na	13,600	na
ES	FEIQUE	Sectionalism	Voluntary	1,485	1,485	134,728	134,728
FI	Kemianteollisuus ry	Congruence	Voluntary	400	400	28,000	28,000
FR	UIC*	Congruence	Voluntary	na	na	90,000	90,000
FR	LEEM*	Sectionalism	Voluntary	270	270	85,000	85,000
FR	Fédération de la plasturgie*	Sectionalism	Voluntary	2,050	2050	80,000	80,000
FR	FNCG*	Sectionalism Overlap	Voluntary	200	200	10,000	10,000
FR	FIPEC*	Sectionalism	Voluntary	160	160	17,000	80,000
FR	FEBEA*	Sectionalism	Voluntary	370	370	35,000	35,000
FR	SNCP*	Sectionalism	Voluntary	90	90	40,000	40,000
FR	UCAPLAST*	Sectionalism	Voluntary	90	90	na	na
HR	HUP-UKI	Congruence	Voluntary	6,500	40	394,739	2,800
HU	MAGUSZ	Sectionalism	Voluntary	80	80	28,000	28,000
HU	MAGYOSZ*	Sectionalism	Voluntary	36	23	14,500	14,000
HU	MAVESZ*	Overlap	Voluntary	49	7	na	na
IE	PharmaChemical Ireland (Ibec)	Overlap	Voluntary	7,500	60	na	na
IT	FEDERCHIMICA*	Overlap	Voluntary	1,373	1,335	87,617	87,480



**Representativeness of the European social partner organisations: Chemical sector**

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in sector	total	in sector
IT	FARMINDUSTRIA*	Sectionalism	Voluntary	200	200	63,500	63,500
IT	FEDERAZIONE GOMMA PLASTICA*	Sectionalism Overlap	Voluntary	577	na	48,626	na
IT	AIRP*	Sectionalism	Voluntary	45	45	na	na
IT	CONFARTIGIANATO* CHIMICA, GOMMA, PLASTICA E VETRO*	Sectionalism Overlap	Voluntary	na	na	35,000	na
IT	CNA PRODUZIONE*	Sectionalism Overlap	Voluntary	40,000	na	na	na
IT	CASARTIGIANI*	Sectionalism Overlap	Voluntary	180,000	3615	90,000	2,100
IT	CLAAI*	Sectionalism Overlap	Voluntary	na	na	na	na
IT	UNIONCHIMICA CONFAPI*	Sectionalism	Voluntary	na	na	na	na
LT	ALCHIE	Sectionalism Overlap	Voluntary	20	10	5,092	3,000
LU	FEDIL	Sectionalism Overlap	Voluntary	540	43	113,700	8,200
LV	LAKIFA	Overlap	Voluntary	42	21	na	na
MT	Malta Employers Association – MEA	Overlap	Voluntary	600	20	55,000	7,000
NL	VNCI	Congruence	Voluntary	1,300	na	na	na
PL	PIPC	Sectionalism	Voluntary	78	78	30,000	30,000
PT	APEQ*	Sectionalism	Voluntary	39	39	4,309	4,309
PT	APIFARMA	Sectionalism Overlap	Voluntary	120	na	8,600	na
PT	AICCS*	Sectionalism Overlap	Voluntary	17	na	na	na
PT	ANIPLA*	Sectionalism	Voluntary	13	13	na	na
PT	ANIRP*	Sectionalism	Voluntary	na	19	500	500
PT	APIB*	Sectionalism	Voluntary	19	19	2,600	2,600
PT	APIP*	Sectionalism	Voluntary	130	na	9,000	130
PT	APT*	Sectionalism	Voluntary	38	38	na	na
PT	FIOVDE*	Sectionalism	Voluntary	na	163	6,000	6,000
RO	Federația Patronatelor din Chimie și Petrochimie (FEPACHIM)	Overlap	Voluntary	na	na	52763	na
SE	IKEM	Overlap	Voluntary	1,200	900	69,200	55,600
SL	ZDS*	Overlap	Voluntary	na	na	na	na
SL	GZS-ZKI*	Overlap	Voluntary	na	na	na	na

	Employer organisation	Domain coverage	Type of membership	Companies		Employees	
				total	in sector	total	in sector
<b>SK</b>	ZCHFP	Overlap	Voluntary	52	24	15,200	10,900
<b>UK</b>	Chemical Industries Association (CIA)	Congruence	Voluntary	150	150	150,000	150,000

<sup>a</sup> = Please find a more detailed description of the trade unions' membership domain with regard to the sector in Table A1 in Annex 1.

\*= Domain overlap with other sector-related trade unions.

na = not available

**Table A6: Density, collective bargaining, consultation and affiliations of employer organisations, 2013**

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
<b>AT</b>	FCIO	26.6	64.1	Yes, multi-employer bargaining only	Y	On a regular basis	WKO (Federal Economic Chamber) ECEG (European Chemical Employers Group) CEFIC (The European Chemical Industry Council) CEPE (Paints, printing inks and artists' colours in Europe) Cosmetics Europe ECPA (European Crop Protection ) EFPIA (European Federation of Pharmaceutical Industries and Associations) EuPC (European Plastics Converters) EuropaBio (Biotechnology industry) Plastics Europe Teppfa (The European Plastic Pipes and Fittings Association) AISE (International Association for Soaps, Detergents and Maintenance Products)
<b>AT</b>	BICG	97.6	29.5	Yes, multi-employer bargaining only	Y	On a regular basis	WKOCEPA (Confederation of European Pest Control Associations)--
<b>AT</b>	BIKFT	11.5	0.6	Yes, multi-employer bargaining only	Y	As necessary	WKOBIPAVÉR (Bureau International Permanents des Associations de Vendeurs et Rechaumeurs de Pneumatiques)

**Representativeness of the European social partner organisations: Chemical sector**

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
<b>BE</b>	Essenscia	18.3	77.2	Yes, multi-employer bargaining only	Y	As necessary	VBOCEFIC and ECEGnone
<b>BG</b>	BCCI	1.4	16.7	Yes, single-employer bargaining only	Y	As necessary	Bulgarian Industrial Association, ECEG
<b>BG</b>	BGPharmA	0.6	na	Yes, single-employer bargaining only	Y	As necessary	Bulgarian Industrial Association, ECEG
<b>CZ</b>	SCHP ČR	0.2	21.1	Yes, both multi-employer and single bargaining	Y	na	Svaz průmyslu a dopravy ČR (SP ČR) The European Chemical Employers Group (ECEG) The European Chemical Industry Council (CEFIC) The International Council of Chemical Associations (ICCA)
<b>DE</b>	BAVC	7.1	na	Yes, multi-employer bargaining only	Y	As necessary	Employers' Labour Relations Committee (LRC), ECEG, BDA
<b>DE</b>	ADK	0.7	2.7	Yes, multi-employer bargaining only	na	na	BDA
<b>DE</b>	HDH	na	na	Yes, multi-employer bargaining only	N	na	European Furniture Industries Confederation (EFIC), CEI-Bois, BDA
<b>DK</b>	DI	na	na	Yes, multi-employer bargaining only	Y	As necessary	Confederation of Danish Employers (DA)ECEG, Business EuropeBIAC
<b>ES</b>	FEIQUE	16.1	56.3	Yes, multi-employer bargaining only	Y	As necessary	Confederation of Danish Employers (DA)ECEG, Business EuropeBIAC
<b>FI</b>	Kemiantollisuus ry	44.9	94.4	Yes, multi-employer bargaining only	Y	On a regular basis	The Chemical Industry Federation is a member association of the Confederation of Finnish Industries (EK). ECEG and CEFIC (the European Chemical Industry Council) Global cooperation takes place via ICCA, International Council of Chemical Associations. The Chemical Industry Federation is also a member in the Business and Industry Advisory Committee of the OECD.

Representativeness of the European social partner organisations: Chemical sector

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
FR	UIC	na	18.7	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF) The European Chemical Industry Council (CEFIC) European Chemical Employers Group (ECEG) ICCA (International Council of Chemical Associations)
FR	LEEM	3.1	17.6	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF), Fédération Française des Industries de Santé (FEFIS – not a social partner), Fédération Européenne d'Associations et d'Industries Pharmaceutiques (EFPIA), International Federation of Pharmaceutical Manufacturers and Associations (IFPMA)
FR	Fédération de la plasturgie	23.7	16.6	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF) and Confédération générale du patronat des petites et moyennes entreprises (CGPME), EuPC (Confédération européenne de la Plasturgie), International Federation of Pharmaceutical Manufacturers and Associations (IFPMA)
FR	FNCG	2.3	2.1	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF) and Confédération générale du patronat des petites et moyennes entreprises (CGPME), EU Vegetable Oil and Proteinmeal Industry (FEBIOL) (not a social partner)
FR	FIPEC	1.9	3.5	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF)
FR	FEBEA	4.3	7.3	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF), Cosmetics Europe
FR	SNCP	1.0	8.3	Yes, multi-employer bargaining only	Y	As necessary	Mouvement des Entreprises de France (MEDEF), European Tyre and Rubber Manufacturers' association (ETRMA)

Representativeness of the European social partner organisations: Chemical sector

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
FR	UCAPLAST	1.0	na	Yes, multi-employer bargaining only	Y	As necessary	Confédération générale du patronat des petites et moyennes entreprises (CGPME), Union Professionnelle de l'Artisanat (UPA)
EL	SfEE	na	na	No	N	na	Hellenic Association Of Pharmaceutical Companies, SEV (Hellenic Federation of Enterprises), EFPIA (European Federation of Pharmaceutical Industries and Associations)
HR	HUP-UKI	na	8.8	Yes, single-employer bargaining only	Y	As necessary	Croatian Employers Association, ECEG
HU	MAGUSZ	2.2	25.5	Yes, both multi-employer and single bargaining	Y	As necessary	MGYOSZ
HU	MAGYOSZ	0.6	12.7	Yes, multi-employer bargaining only	Y	As necessary	MGYOSZ, Association of the European Self-Medication Industry, AESGP
HU	MAVESZ	0.2	na	Yes, multi-employer bargaining only	Y	As necessary	MGYOSZECEG and the European Chemical Industry Council (CEFIC)-
IE	PharmaChemical Ireland (Ibec)	na	na	Yes, single-employer bargaining only	Y	As necessary	Ibec
IT	FEDERCHIMICA	8.4	24.8	Yes, multi-employer bargaining only	Y	As necessary	General Confederation of Italian Industry (Confederazione Generale dell'Industria Italiana, CONFINDUSTRIA), ECEG, European Chemical Industry Council (CEFIC), Labour Relations Committee (LRC)
IT	FARMINDUSTRI A	1.3	18.0	Yes, multi-employer bargaining only	Y	As necessary	CONFINDUSTRIA, European Federation of Pharmaceutical Industries and Associations (EFPIA), International Federation of Pharmaceutical Manufacturers and Associations (IFPMA)
IT	FEDERAZIONE GOMMA PLASTICA	na	na	Yes, multi-employer bargaining only	Y	As necessary	CONFINDUSTRIA, European Tyre and Rubber Manufacturers' Association (ETRMA), European Plastics Converters (EuPC)

Representativeness of the European social partner organisations: Chemical sector

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
IT	AIRP	0.3	na	Yes, multi-employer bargaining only	na	na	None
IT	CONFARTIGIANATO CHIMICA, GOMMA, PLASTICA E VETRO	na	na	Yes, multi-employer bargaining only	na	na	General Italian Confederation of Artisans (Confederazione Generale Italiana dell'Artigianato, CONFARTIGIANATO)
IT	CNA PRODUZIONE	na	na	Yes, multi-employer bargaining only	na	na	National Confederation for the Craft Sector and Small and Medium Enterprise (Confederazione Nazionale dell'Artigianato e della Piccola e Media Impresa, CNA)
IT	CASARTIGIANI	22.7	0.6	Yes, both multi-employer and single bargaining	Y	As necessary	The Network of Italian Enterprises (Rete Imprese Italia)
IT	CLAAI	na	na	Yes, both multi-employer and single bargaining	na	na	None
IT	UNIONCHIMICA CONFAPI	na	na	Yes, multi-employer bargaining only	na	na	The Italian Confederation of Small and Medium-sized Industry (Confederazione Italiana della Piccola e media Industria, CONFAPI)
LT	ALCHIE	2.2		Yes, both multi-employer and single bargaining	Y	As necessary	Lithuanian Confederation of Industrialists, LPK ECEG
LU	FEDIL	97.7	na	No	Y	As necessary	Union des entreprises luxembourgeoises (UEL), BusinessEurope
LV	LAKIFA	na	na	No	Y	On a regular basis	LDDK ECEG
MT	Malta Employers Association – MEA	17.1	na	Yes, single-employer bargaining only	Y	On a regular basis	CEEP, International Organisation of Employers (IOE)
NL	VNCI	na	na	Yes, single-employer bargaining only	Y	As necessary	VNCI represents the national level, Cefic ECEG; Cefic, through Cefic: ICCA

## Representativeness of the European social partner organisations: Chemical sector

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
					Y	On a regular basis	
PL	PIPC	0.4	10.1	No	Y	On a regular basis	Polish Confederation of Private Employers (Polska Konfederacja Pracodawców Prywatnych Lewiatan, PKPP Lewiatan), Polish Chamber of Commerce (Krajowa Izba Gospodarcza, KIG), Forum of Energy and Gas Consumers (Forum Odbiorców Energii Elektrycznej i Gazu, FOEEiG)ECEG, CEFIC, Fertilizers Europe,
PT	APEQ	1.9	9.2	Yes, multi-employer bargaining only	na	na	CIP – Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal), Cefic – European Chemical Industry Council
PT	APIFARMA	na	na	Yes, multi-employer bargaining only	na	na	CIP – Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal); EFPIA – European Federation of Pharmaceutical Industries and Associations; IFPMA – International Federation of Pharmaceutical Manufacturers and Associations
PT	AICCS	na	na	Yes, multi-employer bargaining only	na	na	FEICA - Fédération Européenne des Industries de Colles et Adhésifs
PT	ANIPLA	0.6	na	Yes, multi-employer bargaining only	na	na	European Crop Protection Association
PT	ANIRP	0.9	1.1	Yes, multi-employer bargaining only	na	na	None
PT	APIB	0.9	5.6	Yes, multi-employer bargaining only	na	na	CIP – Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal)
PT	APIP	na	0.3	Yes, multi-employer bargaining only	na	na	CIP – Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal)
PT	APT	1.9	na	Yes, multi-employer bargaining only	na	na	CEPE - Conseil Européen de l'Industrie des Peintures, des Encres d'Imprimerie et des Couleurs d'Art

Representativeness of the European social partner organisations: Chemical sector

	Employer organisation	Sectoral density (%) companies	Sectoral density (%) employees	Collective bargaining	Consultation		International, European and national affiliations
<b>PT</b>	FIOVDE	8.0	12.9	Yes, multi-employer bargaining only	na	na	CIP – Entrepreneurial Confederation of Portugal (Confederação Empresarial de Portugal)
<b>RO</b>	Federația Patronatelor din Chimie și Petrochimie (FEPACHIM)	na	na	Yes, both multi-employer and single bargaining	Y	As necessary	UGIR 1903, ECEG
<b>SE</b>	IKEM	68.0	na	Yes, multi-employer bargaining only	Y	As necessary	The Confederation of Swedish Enterprise (Svenskt Näringsliv), The European Chemical Employers Group (ECEG), European Association of Flexible Polyurethane Foam Blocks Manufacturers (EUROPUR), European Plastic Converters (EUPC), Plastics Europe, European Association of Chemical Distributors (FECC), The European Plastic Pipes and Fittings Association (TEPPFA)
<b>SL</b>	ZDS	na	na	Yes, multi-employer bargaining only	Y	As necessary	BUSINESSEUROPE IOE, BIAC.
<b>SL</b>	GZS-ZKI	na	na	Yes, multi-employer bargaining only	Y	On a regular basis	GZSCEFIC, AISE, FEICA, Cosmetics Europe
<b>SK</b>	ZCHFP	1.1	19.6	Yes, multi-employer bargaining only	Y	On a regular basis	AZZZ SRECEG, CEFIC – the European Chemical Industry Council, Plastics Europe.
<b>UK</b>	Chemical Industries Association (CIA)	1.7	40.2	No	Y	On a regular basis	CBI, CEFIC, ECEG

Note: Y= yes; N= no.



**Table A7: Domain coverage descriptions of employer organisations, 2013**

Country	National association	Domain coverage	Domain description
AT	FCIO	Sectionalism	Private-law companies that are industrial enterprises in the chemical sector
AT	BICG	Sectionalism Overlap	Private-law companies of the 'trade' kind in the chemical sector except manufacture of plastic products. It also covers companies in the monument, facade and industrial cleaning sector.
AT	BIKFT	Sectionalism Overlap	Parts of manufacture of rubber activities and motor vehicle technician sector
BE	Essenscia	Congruence	All the companies in the chemical sector
BG	BCCI	Sectionalism Overlap	Companies in the chemical sector except manufacture of basic pharmaceutical products and gas production and distribution, chemical institutes and trade companies for chemicals
BG	BGPharma	Sectionalism Overlap	Manufacture of pharmaceutical preparations, trade companies and institutes
CZ	SCHP ČR	Sectionalism Overlap	Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparation in all the regions except Plzeňský. It also covers research institutes, advisory companies, vocational high schools and colleges.
DE	BAVC	Overlap	Companies in the chemical sector and other sectors such as mineral oil processing or industrial park operators
DE	ADK	Sectionalism	Companies in the rubber industry
DE	HDH	Sectionalism Overlap	Companies processing (but not manufacturing) plastics for package material, coverings or daily use articles. It also covers the woodworking sector.
DK	DI	Overlap	It is the largest employer organisation in DK and covers all manufacturing industry besides transport, service and energy.
EL	SfEE	Sectionalism Overlap	Companies commercialising and manufacturing pharmaceutical preparations
ES	FEIQUE	Sectionalism	Companies in the chemical sector except manufacture of rubber and plastic products
FI	Kemianteollisuus ry	Congruence	All the companies in the chemical sector
FR	UIC	Congruence	All the companies in the chemical sector
FR	LEEM	Sectionalism	Pharmaceutical industry
FR	Fédération de la plasturgie	Sectionalism	Manufacture of plastics products

Country	National association	Domain coverage	Domain description
FR	FNCG	Sectionalism Overlap	Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparations, manufacture of other chemical products and man-made fibres and part of the food industry
FR	FIPEC	Sectionalism	Manufacture of paints, varnishes and similar coatings, printing ink and mastics
FR	FEBEA	Sectionalism	Manufacture of soap and detergents, cleaning and polishing preparations, perfumes and toilet preparation, manufacture of pharmaceutical preparations
FR	SNCP	Sectionalism	rubber industry
FR	UCAPLAST	Sectionalism	Rubber industry and plastics industry
HR	HUP-UKI	Congruence	All the companies in the chemical sector
HU	MAGUSZ	Sectionalism	Manufacture rubber products and plastics products
HU	MAGYOSZ	Sectionalism	Manufacture of pharmaceutical preparations
HU	MAVESZ	Overlap	Part of the manufacture chemical sector and distribution, commerce, consultation of chemical products
IE	PharmaChemical Ireland (Ibec)	Overlap	Companies in all sectors
IT	FEDERCHIMICA	Overlap	Companies in the chemical sector and service enterprises for the chemical sector
IT	FARMINDUSTRIA	Sectionalism	pharmaceutical enterprise
IT	FEDERAZIONE GOMMA PLASTICA	Sectionalism Overlap	Companies in the manufacture of rubber products and enterprises which trade with primary materials or products
IT	AIRP	Sectionalism	Tyre rebuilding and retreading industries
IT	CONFARTIGIANATO CHIMICA, GOMMA, PLASTICA E VETRO	Sectionalism Overlap	Small and medium-sized enterprise in the chemical sector and glass
IT	CNA PRODUZIONE	Sectionalism Overlap	Artisan, small and medium enterprises in the chemical sector and furniture, woodworking and nautical sectors
IT	CASARTIGIANI	Sectionalism Overlap	Small enterprises and artisan concerns in part of the chemical sector and other sectors
IT	CLAAI	Sectionalism Overlap	Small, medium and artisan enterprises in chemical and other sectors
IT	UNIONCHIMICA CONFAPI	Sectionalism	Small and medium enterprises in the chemical sector
LT	ALCHIE	Sectionalism Overlap	Companies in the chemical sector except manufacture of basic pharmaceutical products pharmaceutical preparations and retail traders of chemical products, university, manufacturers of petroleum products, other

Country	National association	Domain coverage	Domain description
LU	FEDIL	Sectionalism Overlap	Private companies in most of the sectors
LV	LAKIFA	Overlap	Companies in most of the sectors
MT	Malta Employers Association – MEA	Overlap	Companies in most of the sectors
NL	VNCI	Congruence	Companies in the chemical sector
PL	PIPC	Sectionalism	Companies in the chemical sector except pharmaceutical companies
PT	APEQ	Sectionalism	Companies in the chemical sector except manufacture of basic pharmaceutical products and pharmaceutical preparations
PT	APIFARMA	Sectionalism Overlap	Companies in the pharmaceutical industry and distribution
PT	AICCS	Sectionalism Overlap	Companies in the manufacture and distribution of glue
PT	ANIPLA	Sectionalism	Companies in the manufacturing of products for plant protection
PT	ANIRP	Sectionalism	Companies manufacturing of repair of rubber tires
PT	APIB	Sectionalism	Companies manufacturing of rubber products
PT	APIP	Sectionalism	Companies in part of the chemical sector
PT	APT	Sectionalism	Companies manufacturing paint products
PT	FIOVDE	Sectionalism	Companies manufacturing vegetable oils and derivates / equivalents
RO	Federația Patronatelor din Chimie și Petrochimie (FEPACHIM)	Overlap	Companies in the chemical sector and Petro chemistry
SE	IKEM	Overlap	Companies in the chemical sector and within glass, oil, stone, sugar, leather goods and recycling.
SI	ZDS	Overlap	Companies in chemical sector and a great variety of other sectors
SI	GZS-ZKI	Overlap	Companies in the chemical sector and other sectors
SK	ZCHF P	Overlap	Companies in the chemical sector, commerce, building, assembly and maintenance company in the sector and R&D.
UK	Chemical Industries Association (CIA)	Congruence	Companies in the chemical sector

**Organisation names and abbreviations****Table A8: Abbreviated trade union names**

<b>Country</b>	<b>Abbreviation</b>	<b>Full association name</b>
AT	PRO-GE	Manufacturing union
AT	GPA-djp	Union of Salaried Employees, Journalists and Graphical Workers
BE	ACLVB/CGSLB	General Confederation of Liberal Trade Unions of Belgium
BE	SETCA-BBTK	Employees, Technicians and Executives
BE	LBC-NVK	National Clerk's Union – National Union of Managerial Staff
BE	FGTB-CG/ABVV-AC	Belgian General Federation of Labour – Central Federation
BE	CNE-GNC	National Federation of white-collar workers and managers
BE	CSC-ACV BIE	Confederation of Christian Trade Unions – building, industry and energy
BG	NFL C&I	National Federation of Labour 'Chemistry and Industry'
BG	NF Chemistry CL Podkrepa	National Federation of Chemical Workers
CY	OVIEK	Cyprus Industrial Workers Federation
CY	SEVETTYK	Cyprus Industrial Workers Federation
CZ	OS ECHO	Trade Union of Chemical and Energy Workers
CZ	ROSa	Regional Trade Union ROSa
DE	IGBCE	Mining, Chemicals and Energy Industrial Union
DE	VAA	Chemical Managers
DE	IG Metall	Metalworkers Union
DE	ver.di	United Services Union

Country	Abbreviation	Full association name
DK	CO-industri	Central Organisation of Industrial Employees in Denmark
EE	KJKAÜ	Kohtla-Järve Chemists Trade Union
EL	OEXBE	Federation of Chemical Industry Workers of Greece
EL	OEFSEE	Federation of Workers in Pharmaceutical and Related Professions of Greece
ES	FITAG-UGT	Federation of Industry and Farmer Workers of the General Workers' Unions
ES	FITEQA-CCOO	Federation of Textile-leather, Chemical and Sector Related Industries of the Trade Union Confederation of Workers' Commissions
FI	TEAM	Industrial Union TEAM
FI	Ammattiliitto Pro, Pro	Trade Union Pro
FI	Ylemmät Toimihenkilöt YTN	The Federation of Professional and Managerial Staff (YTN)
FR	CFE-CGC Chimie	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff – Chemical
FR	FCE-CFDT	Chemical Energy Federation – French Democratic Confederation of Labour
FR	FEDECHIMIE CGT-FO	National Federation of Workers in the nuclear industry, rubber, chemicals, leathers and skins, oil, plastics, textiles and glass CGT FO
FR	FO Pharma-Cuir-Habillement	Federation of Pharmacy trades and Laboratories of Analysis and Medical Biology, Leather and Clothing CGT FO
FR	FNIC CGT	National Federation of Chemical Industries (English translation)
FR	CMTE CFTC	Federation Chemicals, Mining, Textile, Energy CFTC
FR	UNSA CP	National Union of Autonomous Trade Unions Chemistry Pharmacy
FR	SUD Chimie Pharma	Union of the Trade Unions of the Chemical and Pharmaceutical industry
HR	EKN	Autonomous Trade Union in Power Industry, Chemistry and Non-Metal Industry Croatia

Country	Abbreviation	Full association name
HU	VDSZ	Federation of Chemical Workers of Hungary
IE	SIPTU	Services Industrial Professional and Technical Union
IE	TEEU	Technical Engineering and Electrical Union
IE	Unite	Unite
IT	FILCTEM CGIL	The Italian Federation of the Chemical, Textiles, Energy and Manufacture Workers
IT	FEMCA CISL	The Federation of Energy, Fashion, Chemical and Related Sector Workers
IT	UILTEC UIL	The Italian Union of Textile, Energy and Chemical Workers
LT	LPPSF	Lithuanian Federation of Industrial Trade Unions
LU	OGBL	Independent Trade Union Confederation of Luxembourg
LU	LCGB Industrie	Luxembourg Confederation of Christian Unions in Luxembourg
LV	LIA	Latvian Industrial Workers Trade Union
MT	GWU	General Workers' Union
MT	Unjoni Haddiema Maghqudin – UHM	Combined Workers' Union
NL	FNV Bondgenoten	Allied Unions
NL	CNV Vakmensen	Christian Union for Craftsmen
NL	De Unie	The Union
PL	SPCH NSZZ “Solidarność”	Secretariat of Chemical Industry of the Independent Self-Governing Trade Union ‘Solidarity’
PL	FZZPCh, SiC	Trade Union Federation of Chemical, Glass and Ceramic Industries in Poland
PL	ZZIT	Trade Union of Engineers and Technicians

Country	Abbreviation	Full association name
PL	OZZZPRC	Nationwide Alliance of Trade Unions of Continuous Process Industry Employees
PT	FIEQUIMETAL	Inter-Union Federation of Metal, Chemical, Electrical, Pharmaceutical, Paper, Graphic and Printing Industries and Energy and Mining
PT	SIMA	Union of Metal and Related Industries
PT	SINDEQ	Democratic Union of Energy, Chemical and Textile and diverse Industries
PT	FETESE	Federation of Unions of Manufacturing and Services
PT	SITESE	Union of Workers and Qualified Staff in Services
RO	FSLCP	Chemical and Petrochemical Free Trade Union Federation (FSLCP)
RO	FNSCP 'Lazăr Edeleanu'	Lazăr Edeleanu Chemical and Petrochemical National Trade Union Federation
SE	IF Metall	IF Metall
SE	Unionen	Unionen
SE	Ledarna	Ledarna
SE	The Swedish Association of Graduate Engineers	Swedish Association of Graduate Engineers
SE	The Swedish Association of Professional Scientists	Swedish Association of Professional Scientists
SI	ZSSS-KNG	Chemical, Non-Metal and Rubber Industries Trade Union of Slovenia
SI	Neodvisnost-KNSS	Chemical and Pharmaceutical Industry Trade Union of Slovenia
SK	ECHOZ	Energy-chemical Trade Union Association
SK	AVZ CHFP SR	Association of Employees in Managerial Position in Chemical and Pharmaceutical Industry of the Slovak Republic
UK	Unite the union	Unite the union
UK	GMB	GMB

<b>Country</b>	<b>Abbreviation</b>	<b>Full association name</b>
<b>UK</b>	Union of Shop, Distributive and Allied Workers (USDAW)	Union of Shop, Distributive and Allied Workers (USDAW)



**Table A9: Abbreviated employer organisation names**

	<b>Abbreviation</b>	<b>Full association name</b>
<b>AT</b>	FCIO	Federal Association of the Austrian Chemical Industry
<b>AT</b>	BICG	Federal Association of chemical trades, monument, facade and industrial cleaning
<b>AT</b>	BIKFT	Federal Association of motor vehicle technicians
<b>BE</b>	Essenscia	Essenscia
<b>BG</b>	BCCI	Bulgarian Chamber of Chemical Industry
<b>BG</b>	BGPharmA	Bulgarian Generic Pharmaceutical Association
<b>CZ</b>	SCHP ČR	Association of Chemical Industry of the Czech Republic
<b>DE</b>	BAVC	German Federation of Chemical Employers' Associations
<b>DE</b>	ADK	Employer organisation for the German rubber industry
<b>DE</b>	HDH	Federal association for the woodworking industry and plastics
<b>DK</b>	DI	Confederation of Danish Industry
<b>EL</b>	SfEE	Hellenic Association of Pharmaceutical Companies
<b>ES</b>	FEIQUE	Employer Federation of the Chemical Spanish Industry
<b>FI</b>	Kemianteollisuus ry	The Chemical Industry Federation of Finland
<b>FR</b>	UIC	Union of the chemicals industries
<b>FR</b>	LEEM	Employer organisation's name, English Translation
<b>FR</b>	Fédération de la plasturgie	Federation of the plastics industry
<b>FR</b>	FNCG	National Federation of the vegetable and animal oils and fats industry
<b>FR</b>	FIPEC	Federation of the Industries of Painters, Ink, Pain, Glues and adhesives, Wood preservation
<b>FR</b>	FEBEA	French Federation of Beauty Enterprises
<b>FR</b>	SNCP	National Union of rubber and polymers
<b>FR</b>	UCAPLAST	Union of SMEs' unions of the rubber and plastics industry
<b>HR</b>	HUP-UKI	Croatian Employers' Association – Chemistry Industry Association

	<b>Abbreviation</b>	<b>Full association name</b>
HU	MAGUSZ	Association of the Hungarian Rubber Industry
HU	MAGYOSZ	Hungarian Pharmaceutical Industry Association
HU	MAVESZ	Hungarian Chemical Industry Association
IE	PharmaChemical Ireland (Ibec)	PharmaChemical Ireland (Ibec)
IT	FEDERCHIMICA	National Federation of the Chemical Industry
IT	FARMINDUSTRIA	Association of Pharmaceutical Industries
IT	FEDERAZIONE GOMMA PLASTICA	National Federation of Industries in Rubber, Electric Cable and similar products, Manufacture of plastic sector
IT	AIRP	Italian Association of Tyre Rebuilding and Retreading Industries
IT	CONFARTIGIANATO CHIMICA, GOMMA, PLASTICA E VETRO	General Italian Confederation of Artisans for Chemical, rubber, plastic products and glass
IT	CNA PRODUZIONE	National Confederation Artisans - Production sector
IT	CASARTIGIANI	Autonomous Confederation of Artisan Unions
IT	CLAAI	Confederation of Free Associations Italian Artisans
IT	UNIONCHIMICA CONFAPI	National Association of Small and Medium Industries in the Chemical, Plastic, Rubber and Similar Product sectors
LT	ALCHIE	Association of Lithuanian Chemical Industry Enterprises
LU	FEDIL	Fedil - Business Federation Luxembourg
LV	LAKIFA	Association of Latvian Chemical and pharmaceutical industry
MT	Malta Employers Association – MEA	Malta Employers Association
NL	VNCI	Association Dutch Chemical Industry
PL	PIPC	Polish Chamber of Chemical Industry
PT	APEQ	Portuguese Association of Chemical Companies
PT	APIFARMA	Portuguese Association of the Pharmaceutical Industry
PT	AICCS	Association of Manufacturing and Commerce of Glue and Similar Products
PT	ANIPLA	National Association of Industries for the Protection of Plants

	<b>Abbreviation</b>	<b>Full association name</b>
<b>PT</b>	ANIRP	National Association of Rubber Tire Repair
<b>PT</b>	APIB	Portuguese Association of Rubber Manufacturing
<b>PT</b>	APIP	Portuguese Association of Plastic Manufacturers
<b>PT</b>	APT	Portuguese Association of Paints
<b>PT</b>	FIOVDE	Federation of Vegetable Oil Industries, Derivates and Equivalents
<b>RO</b>	Federația Patronatelor din Chimie și Petrochimie (FEPACHIM)	Employer Federation from Chemistry and Petrochemistry
<b>SE</b>	IKEM	Innovation and Chemical Industries in Sweden
<b>SI</b>	ZDS	Association of Employers of Slovenia
<b>SI</b>	GZS-ZKI	Association of Chemical Industries of Slovenia
<b>SK</b>	ZCHFP	Association of Chemical and Pharmaceutical Industry of the Slovak Republic
<b>UK</b>	Chemical Industries Association (CIA)	Chemical Industries Association (CIA)

## Annex 3: Country codes explained

**Table A10: Country codes**

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

EF/14/68