Eurofound

Representativeness of the

European social partner organisations:

Agriculture sector

This study provides information designed to encourage sectoral social dialogue in the agriculture sector. The aim of the studies on representativeness by Eurofound's network of European correspondents is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. Top-down and bottom-up analyses of the agriculture sector in the EU28 shows that EFFAT on the employee side and GEOPA-COPA/COGECA on the employer side are the most important EU-wide representatives of social partners in the sector.

Introduction

Objectives of study

The aim of this representativeness study is 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 agriculture sector, and to show how these actors relate to the sector's European interest associations of labour and business. The impetus for this study, and for similar studies in other sectors, arises from the European Commission's aim to identify the representative social partner associations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU) (1.4MB PDF). Hence, this study seeks to provide basic information needed to assess the existing sectoral social dialogue in the agriculture sector. The effectiveness of European social dialogue depend 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.

To accomplish these aims, the study first identifies the relevant national social partner organisations in the agriculture sector, subsequently analysing the structure of the sector's relevant European organisations and in particular their membership composition. 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' (Table 1).

Table 1: Determining the 'sector-relatedness' of an organisation

Scope	Question in the standardised questionnaire to all correspondents	Possible answers	Notes and explanations
Domain of the organisation within the sector	Does the domain of the trade union/employer organisation potentially cover • the entire agriculture sector, including all of its sub-activities as a whole?	Yes/No	This question refers to the economic sub-activities of the NACE code chosen. Some organisations may delimit their domain to only part of the sub-activities
	• all occupations within the agriculture sector among both blue-collar workers and white-collar workers?	Yes/No	Some trade unions may delimit their domain to certain occupations or categories of workers only

	• all forms and size classes of enterprises (for instance: public ownership, private ownership, multinationals, domestic companies, SMEs, etc. – of course only insofar as they exist in the sector)?	Yes/No	Some organisations may delimit their domain, for instance, to public-sector companies/employees or SMEs only
	• employees/companies, within the sector, in all regions of the country?	Yes/No	Some organisations may delimit their domain to certain regions instead of the entire territory of the country
Domain of the organisation outside the sector	• employees/companies/business activities outside the agriculture sector?	Yes/No	Some organisations may enlarge their domain to other activities not included in the agriculture sector

Source: Standardised questionnaire sent to Eurofound's network of European correspondents (2015)

At both national and European levels, many associations exist which are not considered to be social partner organisations as they do not deal with industrial relations. Thus, there is a need for criteria to distinguish clearly the social partner organisations from other associations.

As regards the national-level associations, classification as a sector-related social partner organisation implies fulfilling one of the following two criteria:

- being a party to 'sector-related' collective bargaining;
- being a member of a 'sector-related' European association of business or labour that is on the 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.

Taking affiliation to a European social partner organisation as a sufficient criterion for determining 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 (through informal communication, consultation procedures and eventually the implementation of agreements concluded by the European social partners at national level).

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.

A European association is considered a relevant sector-related interest organisation if it meets the following criteria:

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

In addition, this study considers any other European association with sector-related national social partner organisations – as defined above – under its umbrella.

Thus, the aim of identifying the sector-related national and European social partner organisations applies both a ‘top-down’ and ‘bottom-up’ approach.

Definitions

For the purpose of this study, the agriculture 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. The NACE code reflects the field of activities covered by the European Sectoral Social Dialogue Committee ‘Agriculture’ as demarcated by the social partners in agreement with the European Commission. More specifically, the agriculture sector is defined as embracing the NACE (Rev. 2) Division 01, consisting of the groups 01.1 to 01.7. This includes the following activities:

NACE Rev. 2	
01.1	Growing of non-perennial crops
01.2	Growing of perennial crops
01.3	Plant propagation
01.4	Animal production
01.5	Mixed farming
01.6	Support activities to agriculture and post-harvest crop activities
01.7	Hunting, trapping and related service activities

The domains of the trade unions and employer organisations and 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 collective agreements which are ‘sector-related’ in terms of any of the following four patterns:

- congruence – the domain of the organisation or purview of the collective agreement is identical to the NACE demarcation;
- sectionalism – the domain or 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 or purview covers the entire sector plus (parts of) one or more other sectors. However, it is important to note that the study does not include general associations which do not deal with sector-specific matters;
- sectional overlap – the domain or purview covers part of the sector plus (parts of) one or more other sectors.

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

Table 2: Domain pattern and purview of the organisation's domain

Domain pattern	Domain of organisation within the sector	Domain of organisation outside the sector
	Does the union's/employer organisation's domain embrace potentially all employees in the agriculture sector?	Does the union/employer organisation also represent potentially members outside the agriculture sector?
Congruence (C)	Yes	No
Sectionalism (S)	No	No
Overlap (O)	Yes	Yes
Sectional overlap (SO)	No	Yes

Sectoral Social Dialogue Committee

At European level, the Sectoral Social Dialogue Committee (SSDC) for the agriculture sector was set up in 1999 following a request by the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) on the employees' side and the Employers' Group of the Professional Agricultural Organisations in the European Union/Committee of Professional Agricultural Organisations in the European Union (GEOPA-COPA) on the employers' side. Affiliation to one of these two European organisations – namely EFFAT and GEOPA-COPA – is a sufficient criterion for classifying a national association of one of the EU28 as a relevant social partner organisation for the purpose of this study. GEOPA-COPA includes the General Confederation of Agricultural Cooperatives in the European Union (COGECA), the European voice of agricultural cooperatives, which is closely tied to COPA with shared offices and organisational infrastructure; although COGECA is, in formal terms, an organisation distinct from COPA, the Commission and the sector-related European social partners jointly decided to also consider COGECA as a relevant European organisation on the employer side when applying the top-down approach.

However, it should be noted that the constituent criterion is one of sector-related membership. This is important, in particular, in the case of EFFAT due to its sector-overlapping membership domain. Thus, the study will include only those affiliates to EFFAT whose domain relates to the agriculture sector, as defined earlier.

Collection of data

The collection of quantitative data, such as those on membership, is essential for investigating the representativeness of the social partner organisations and is done through a bottom-up approach (by Eurofound's network of European correspondents) and also a top-down one (a list of members of European social partners at national level). Unless cited otherwise, this study draws on country reports provided by Eurofound's network of European correspondents. They complete a standard questionnaire by contacting the sector-related social partner organisations in their countries. The contact is generally first made via telephone interviews, but can also be established via email. In the case of unavailability 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, Eurofound's network of European 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.

While the data sources of the economic figures cited in the report are generally official statistics, the figures, in respect of the organisations, are usually either administrative data or estimates. Furthermore, it should be noted that several country studies also present data on trade unions and business associations that do not meet the above definition of a sector-related social partner organisation, in order to give a complete picture of the sector's associational 'landscape'. For the above substantive reasons, as well as for methodological reasons of cross-national comparability, such trade unions and business associations will not be considered in this overview report. However, these organisations can still be found in the national contributions, which are available on demand.

Quality control

In order to ensure the quality of the information gathered, several verification procedures and feedback loops have been included in the process of drawing up this study.

- First, the coordinators, in collaboration with Eurofound staff, check the consistency of the national contributions.
- Second, Eurofound sends the national contributions to the national members of its Governing Board, as well as to the European-level sector-related social partner organisations. The peak-level organisations then ask their affiliates to verify the information. Feedback received from the sector-related organisations is then taken into account, if it is in line with the methodology of the study.

- Third, the complete study is finally evaluated by the European-level sectoral social partners and Eurofound's Advisory Committee on Industrial Relations, which consists of representatives from both sides of industry, governments and the European Commission.

Structure of report

The study consists of three main parts, beginning with a brief summary of the sector's economic background. The report then analyses the relevant social partner organisations in all EU28. The third part of the analysis analyses the representative associations at European level.

The sections 'National level of interest representation' and 'European level of interest representation' explain the concept of representativeness in greater detail. As representativeness is a complex issue, it requires separate consideration at national and European level for two reasons. First, the method applied by national regulations and practices to capture representativeness has to be taken into account. Second, the national and European organisations differ in their tasks and scope of activities. The concept of representativeness must therefore be adapted to this difference.

Finally, it is important to note the difference between the research and political aspects of this study. While it provides data on the representativeness of the organisations under consideration, the report does not reach any definite conclusion on whether the representativeness of the European social partner organisations and their national affiliates is sufficient for admission to the European social dialogue. The reason for this is that defining criteria for adequate representativeness is, at the end of the day, a matter for political decision rather than an issue of research analysis.

Employment and economic trends

Economic background

The European agriculture sector, as defined in terms of the NACE classification system (see above) for the purpose of this study, is quite large, covering business activities such as growing crops, fruits and vegetables, raising animals, landscape gardening, hunting and related agricultural and animal husbandry service activities. While the number of farms – about 12 million – in the EU is largely undisputed, it is difficult to assess precisely the number of people working in agriculture. EU agriculture is still dominated by family farms, where family members provide labour input at different times of the year. Many farm workers pursue agriculture as a part-time activity often in parallel with other sources of income and there are also considerable seasonal fluctuations in labour demand and thus in the number of workers actually hired in agriculture during the year. For all these reasons, as the European Commission said, in July 2013, 'statistical data sources with different methodologies and purposes reflect all these situations differently, resulting in figures that may differ greatly from one source to another' (543KB PDF). Accordingly, the bandwidth of persons employed in agriculture ranges from around 10 million (which corresponds to about 5% of total employment in the EU) to around 25 million, according to the Eurostat Farm Structure Survey. This data source appears to be the best when a detailed analysis of farm labour force (including family members, part-time workers and casual workers) is required.

In terms of ownership, in 2010, 97% of all holdings in the EU were held by a single natural person; in most cases, the farm holder was also the farm manager of a unit which could be considered to be a family farm. Fewer than 3% were so-called corporate farms held by a legal, rather than a natural, person.

In terms of utilised agricultural area (UAA), the EU recorded 172 million hectares (ha) of agricultural land in 2010. On average, a European farm had slightly more than 14 ha of agricultural production land and generated about €25,000 in standard output in 2010. However, these average figures disguise the fact that there are many small farms with less than 5 ha of agricultural land (70% in the EU in 2010) and relatively few with more than 100 ha (3% in the EU in 2010). According to a 2013 report on rural development by the European Commission, these larger holdings occupied 50% of the agricultural land in the EU in that year (12MB PDF). Over the last decade, the number of holdings has steadily fallen in the EU. Strikingly, those Member States most affected by the economic crisis show a lower rate of decline compared with those countries not so severely hit. This may be explained by the tendency to hold on agricultural activities as a safety net in times of uncertainty when there is a lack of alternative job opportunities. Given that the utilised agricultural area has remained relatively unchanged in Europe over the past decades, declining farm numbers mean that the average farm size has increased, with the average farm size in the 'old' Member States (EU15) more than three times as high as that in the 'new' Member States (EU12). In the period 2005–2010, the total agricultural labour force shrank by 5.2% per year in the EU27, with an even sharper decline in the EU12. This is because, as explained in the 2013 EC report mentioned above, in general economies of scale, a higher degree of mechanisation in larger farms and technical progress have resulted in significant numbers of redundancies.

The sector's most pressing challenges are the global economic crisis, which has again led to a fall in prices for many agricultural commodities, pressure on further trade liberalisation in the framework of the WTO negotiations, as well as climate change. The EU strives to address these current challenges in the frame of the EU's Common Agricultural Policy (CAP), which was launched in 1962 to support Europe's farmers in supplying healthy and affordable food, protecting the environment and preserving the vitality of the countryside. In June 2013, the EU institutions agreed to reform the CAP to try to improve the competitive position of European agriculture (1MB PDF). They set out to strengthen the farmers' position within the food chain; provide better protection against price volatility; encourage better use of natural resources to tackle climate change and safeguard biodiversity; double funding for research and innovation in order to modernise agricultural production; and revitalise the countryside by making the profession of farmers more attractive for young people. Overall, the EU agriculture sector is quite distinct from most other sectors in terms of product and labour market. While production in the European agriculture sector is highly regulated within the CAP framework, the labour market is characterised by a high proportion of self-employed people (and their family members), part-time, seasonal and casual workers, (many of these often commuting from neighbouring countries).

Employment characteristics

Most of the labour force comprises self-employed farmers, aided by family members (often performing informal work) who work only part time and have their main occupation outside agriculture. Dependent employees contribute about one-quarter of the sector's total employment. Another significant feature of the sector is the high incidence of seasonal and casual work, often performed by non-EU workers. Moreover, informal and illegal employment practices are thought to be relatively high in the sector. Employment in the European agriculture sector is also characterised by a clear prevalence of male workers. According to the European Commission's CAP Context Indicators 2014–2020, 65% of the total labour force in the EU28 in 2010 were men (198KB PDF) (in terms of average working units (AWU, corresponding to full-time equivalent jobs). Among the non-family labour force, the proportion of males in agriculture is even higher. The finding that about two-thirds of the sector's labour force is male is corroborated by the national statistics drawn from the national reports of Eurofound's network of European correspondents. Accordingly, in more than half of the countries for which data are available, male employment numbers are at least twice as high as female numbers.

Furthermore, European agriculture is characterised by an ageing farming population. In 2010, the ratio of farmers younger than 35 years to those older than 55 years was 1:7. Another employment-related feature of the agriculture sector is the relatively low qualifications level of the labour force. While it is likely that non-managerial agriculture workers tend to be less skilled than farm managers, the CAP Context Indicators 2014–2020 indicate – for the latter category of farmers – that in 2010 only about 7% of them had completed a full cycle of agricultural training, whereas 71% of farm managers had learned their profession through practical experience only. Although the qualification levels widely vary between the countries, learning by doing is the predominant form of training in all Member States. In terms of age groups, older farm managers tend to have less agricultural training than farmers under 35 years of age.

Long-term trends

Tables A1 and A2 (data provided by Eurofound's network of European correspondents) give an overview of the development from approximately 2008 to approximately 2013, presenting figures for companies, employment and employees in the sector and in relation to the national economy, stemming from both national sources and Eurostat. In all of the 21 Member States apart from three (Portugal, Slovakia and Sweden) for which related data are available from the Eurofound's network of European correspondents, the number of companies more or less diminished. Although the definition of a company in the context of the agriculture sector may be problematic (many family farms resemble a household unit rather than a company), there is a clear trend of falling numbers of production units/ companies. While the decline in terms of absolute numbers is remarkable in several countries – such as Austria, Bulgaria, the Czech Republic, France, Italy and Lithuania, each of which lost at least 20,000 production units/ companies – Hungary stands out, losing more than one-third of companies within the five-year period.

Some 19 of the 22 countries with available data record a decrease in overall employment within the sector in 2008–2013, while in three countries (Estonia, Sweden and – notably – Hungary, which recorded the sharpest fall in the number of companies) employment grew. Losses in employment in terms of absolute numbers were outstanding in Poland, where more than 300,000 jobs became redundant. Some 16 countries record a fall in the number of sectoral employees, during this period, while eight countries saw an increase (for four countries no comparable data are available). Accordingly, there are some countries, such as Belgium, Germany, Finland, France, Greece and Luxembourg, where the number of sectoral employees increased while the number of sectoral employment fell. This is in line with the tendency outlined above, according to which the overall decline in the number of farms is accompanied by an overall growth of the average farm size, since larger farms are more likely to employ dependent workers than small family farms.

In all countries with available data on both measures, although perhaps with the exception of the Czech Republic, Estonia and Slovakia, the number of employees with a contractual relationship lags far behind the total number of those employed. In four countries, Belgium, Greece, Romania and Slovenia, the total number of people employed in the sector is more than ten times the number of employees with contracts. These findings corroborate the above considerations about the extraordinarily high incidence of self-employment and other forms of non-standard employment arrangements in the agriculture sector.

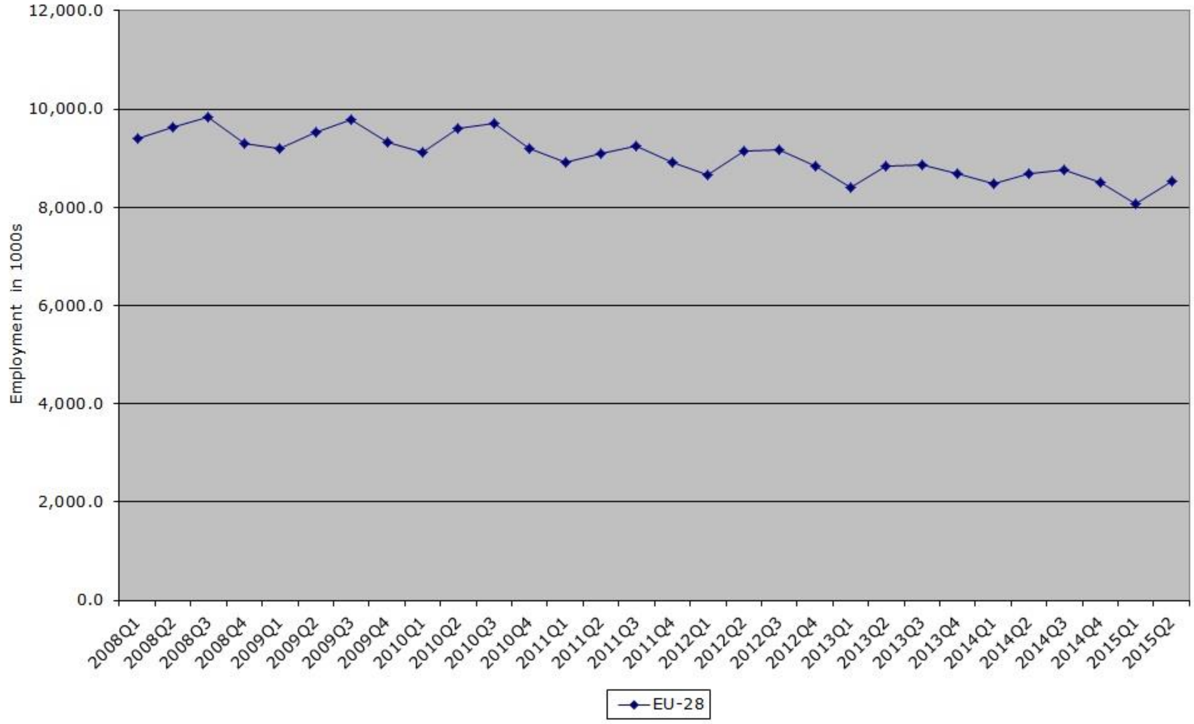
Tables A1 and A2 (in Annex 1) also corroborate the finding that, as outlined above, men represent a clear majority of workers in the agriculture sector. In all countries with available data, men clearly outnumber female employment/employees; representing, in almost all countries with available data, at least 60% of the sector's total workforce. The tables also indicate that the sector is quite large in most Member States. In terms of employment shares, agriculture proved quite dynamic during 2008–2013 in most countries with available data, with six countries showing an upward trend and nine countries showing a downward trend in the ratio of sectoral employment to total employment in a national economy, while in one country (Denmark) this share remained largely unchanged over the five-year period. The fact that this ratio grew in some countries, even though employment in terms of absolute numbers in the sector declined, may be explained by the fact that the overall economy diminished faster than the agriculture sector in these countries. Such a situation applies to Greece, Slovenia and Spain – which were particularly hard hit by the economic crisis and where many farmers kept working simply due to the lack of alternative jobs. The agriculture sector's share in the number of aggregate employment ranges from 1% in the UK to almost 30% (in 2010) in Romania, while for two countries no related data for 2013 (or the most recent year for which data are available) have been reported. In terms of absolute numbers of sectoral workers, there are four countries recording more than one million people who were gainfully employed in the sector in 2013 – that is Germany, France, Poland and Romania (for the latter only 2008 figures are available). France and Poland each recorded more than 1.7 million workers in the sector.

Recent developments

The impact of the recession from 2008 onwards on the agriculture sector varied between countries, according to the national reports provided by Eurofound's network of European correspondents. Overall, at least in terms of employment, the agriculture sector appears to have suffered severely from the recession – and, in several Member States, probably more severely than most other industries.

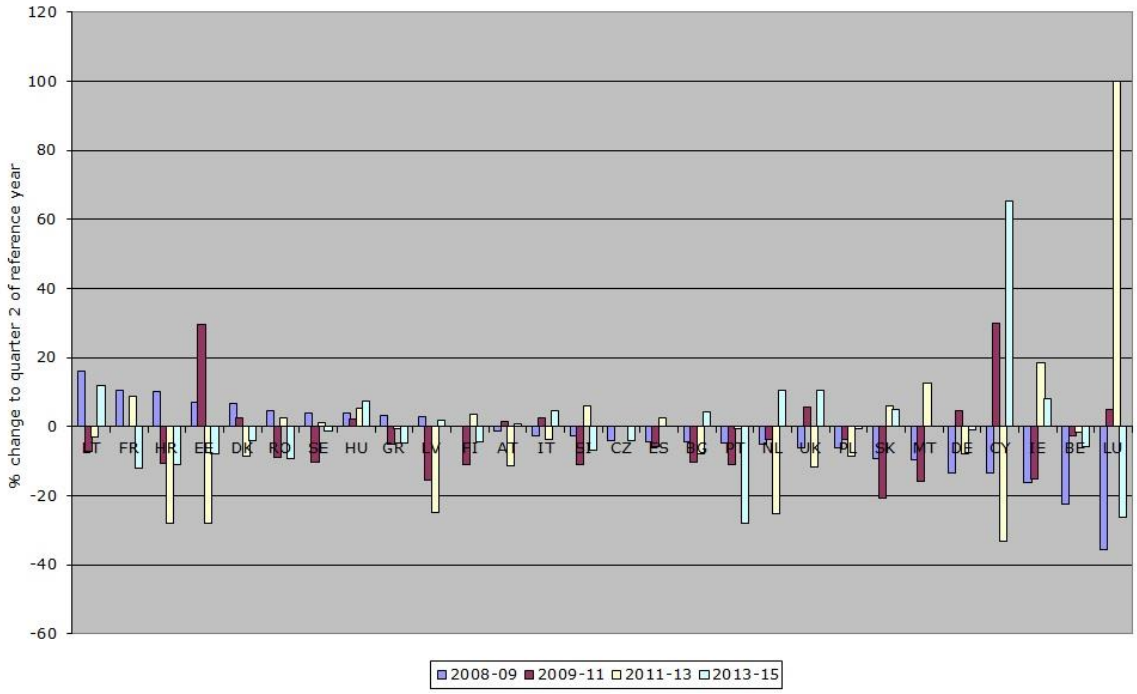
Figure 2 shows that, overall in the European Union, the agriculture sector was – in terms of employment – hard hit by the recession, with employment for the 15–64 age group steadily declining from more than 9.6 million in the second quarter of 2008 to about 8.5 million in the second quarter of 2015. Figure 2 shows that the steady decline in employment over the whole period of observance is coincidently overlaid by a cyclical development in each year. This indicates that employment variations in the sector within a year are caused by seasonal fluctuations, in that employment peaks are regularly observable in the third quarter of every year. This does not come as a surprise, since farming activities are contingent on the climate and tend to increase as the weather gets warm and at harvest time.

Figure 2: Overall development of employment (workforce aged 15–64) during the recession in the EU-28 agriculture sector, total numbers



Source: Eurostat, Labour Force Survey (LFS), 2015

Figure 3: Member States' development of employment (workforce aged 15-64) during the recession in the agriculture sector, percentage change to quarter two of the reference year



Source: Eurostat, Labour Force Survey (LFS), 2015, and own calculations on the basis of LFS data. For two countries, namely Luxembourg and Malta, the data may be unreliable according to Eurostat.

In contrast to Figure 2, which gives a view on the overall development of employment in the agriculture sector for all EU28 on aggregate, Figure 3 provides a picture of employment changes disaggregated by country in this sector. This figure shows the annual or biennial percentage changes of sectoral employment to the second quarter of the reference year for the period 2008–2015 for each individual Member State (2008 in the case of 2009 and then each previous odd-numbered year for the years 2011, 2013 and 2015). Figure 3 indicates that in all Member States but Hungary the sector – to at least some degree – declined in terms of employment in at least one of the four consecutive periods 2008–2009, 2009–2011, 2011–2013 and 2013–2015. According to Figure 3, 10 of the 28 countries recorded an increase in sectoral employment in 2008–2009, whereas a clear majority of 17 countries recorded a decrease (in Finland sectoral employment remained constant). This situation did not change significantly in the subsequent two-year periods 2009–2011, 2011–2013 and 2013–2015; in all these periods a clear majority of countries each recorded decreases in sectoral employment, while no more than 12 Member States (at a maximum) recorded growth in any of these periods. Hence, there is no indication that the impact of the recession on the agriculture sector was substantially stronger at the beginning of the crisis compared with the consecutive years. Only one country, Hungary, records increases for all the four consecutive periods of observation during 2008–2015 and again only one country (France) records increases for three periods of observation. Conversely, three countries (Belgium, Poland and Portugal) can be identified with job losses within the sector in all of the four consecutive periods of observation, while job losses in three periods within the seven-year period can be found in Bulgaria, Croatia, Germany, Greece, the Netherlands and Slovenia. Large-scale declines of more than 20% from one period of observation to the other can be observed in several countries, such as Belgium, Croatia, Cyprus, Estonia, Latvia, Luxembourg, the Netherlands, Portugal and Slovakia. However, Luxembourg data are assessed by Eurostat to be unreliable (as is data from Malta). Moreover, increases in sectoral employment of more than 60% within only two years, as indicated in the cases of Cyprus and Luxembourg, appear to be doubtful and thus in need of explanation. Overall, Figure 3 does not identify any recession-related pattern with regard to the sector's employment development since 2008. In many Member States the employment changes from one period of observation to the other, as documented in Figure 3, do not follow a linear trend but are erratic. This suggests that both the impact of the recession on the sector and its timing may have varied greatly between the Member States. Moreover, it indicates that significant short-term changes in the sector's employment cannot be traced back to only one single cause, that is, the recent recession. Rather, it seems likely that changes in sectoral employment levels within a very short period of time are due to a number of causes including global economic trends and country-specific and sector-specific developments.

National level of interest representation

In many Member States, statutory regulations explicitly refer to the concept of representativeness when assigning certain rights of interest representation and public governance to trade unions and/ or employer organisations. The most important rights addressed by such regulations include:

- formal recognition as a party to collective bargaining;
- extension of the scope of a multi-employer collective agreement to employers not affiliated to the signatory employer organisation;
- participation in public policy and tripartite consultation.

Under these circumstances, representativeness is normally measured by the membership strength of the organisations. For instance, in many countries statutory extension provisions allow for extension of collective agreements to unaffiliated employers only when the signatory trade union and employer association represent 50% or more of the employees within the agreement's domain.

As outlined previously, the representativeness of the national social partner organisations is of interest to this study in terms of the capacity of their European umbrella organisations for participation in European social dialogue. Hence, the role of the national actors in collective bargaining and public policy-making constitutes another important component of representativeness. The relevance of the European sectoral social dialogue tends to increase with the growing ability of the national affiliates of the European organisations to regulate the employment terms and influence national public policies affecting the sector.

A cross-national comparative analysis shows a generally positive correlation between the bargaining role of the social partners and their involvement in public policy (Traxler, 2004). Social partner organisations that are engaged in multi-employer bargaining are incorporated in state policies to a significantly greater extent than their counterparts in countries where multi-employer bargaining is lacking. This can be attributed to the fact that only multi-employer agreements matter in macroeconomic terms; this in turn gives governments an incentive to persistently seek the cooperation of the social partner organisations. If single-employer bargaining prevails in a country, none of the collective agreements will have a noticeable effect on the economy, due to their limited scope. As a result, the basis for generalised tripartite policy concertation will be limited.

In summary, representativeness is a multi-dimensional concept that embraces three basic elements:

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

Membership domain and strength

The membership domain of an organisation, as formally established by its constitution or name, distinguishes its potential members from other groups which the organisation does not claim to represent. As already explained, this study considers only organisations whose domain relates to the agriculture sector. However, there is insufficient room in this report to delineate the domain demarcations of all the organisations. Instead, the report notes how they relate to the sector by classifying them according to the four patterns of 'sector-relatedness', as specified earlier. A more detailed description of how an organisation may relate to the sector can be found in Figure 1 above.

There is a difference between strength in terms of the absolute number of members and strength in relative terms. Research usually refers to relative membership strength as the density – in other words, the ratio of trade union members (in a sector) to all employees (in the sector).

A difference also arises between trade unions and employer organisations in relation to measuring membership strength. Trade union membership simply means the number of unionised people. Measuring the membership strength of employer organisations is more complex since they organise collective entities, namely companies that employ employees. In this case, there are two possible measures of membership strength – one referring to the companies themselves and the other to the employees working in the member companies of an employer organisation.

For a sector study such as this, measures of membership strength of trade unions and employer organisations generally also have to consider how the membership domains relate to the sector. If a domain is not identical with the sector demarcation, the organisation's total density (that is, the density referring to its overall domain) may differ from sector-specific density (that is, the organisation's density referring to the sector).

This report first presents data on the domains and membership strength of the trade unions and then considers those of the employer organisations. As far as sectoral membership numbers are concerned, sectoral densities can be calculated provided the number of employees within the sector is given.

Trade unions

Table A3 presents data on the trade union domains and membership strength. It lists all trade unions which meet at least one of the two criteria for classification of a sector-related social partner organisation as defined earlier.

All 28 Member States, except Estonia, Greece and Latvia record at least one sector-related trade union. In total, 63 sector-related trade unions could be identified. Information on their membership domain pattern, relative to the agriculture sector, is available for 62 of them. Of these 62 unions, only two (3.2%) have demarcated their domain in a way which is largely congruent relative to the sector as defined according to the NACE classification system, namely FITUA of Bulgaria and CFTC-AGRI of France. This is not surprising, given that even most 'pure' agriculture unions organise workers performing forest and/or fishing activities which do not fall within the purview of this study.

Domain demarcations resulting in overlap relative to the sector occur in 38.7% of the cases for which related information is available. Overlap, by and large, arises from three different modes of demarcation:

- general or at least cross-sectoral (covering several business sectors of the economy) domains (such as ACLVB/CGSLB of Belgium, SIPTU of Ireland, LCGB Services et Commerce of Luxembourg, FNV, CNV Vakmensen and DeUnie of the Netherlands, CNS Cartel Alfa of Romania, USO of Spain and UNITE of the UK);

- domains covering the broader agriculture/agri-industrial and food sectors, including fishing and forestry activities as well as the food/drink and/or the tourism/hotel/restaurant industries (such as FAF of Bulgaria, PPDIV of Croatia, FGA-CFDT and FNAF-CGT of France, FLAI-CGIL, FAI-CISL and UILA-UIL of Italy, OGBL SAH of Luxembourg, SETAA of Portugal, AGROSTAR of Romania and FEAGRA-CCOO and FITAG-UGT of Spain);
- domains including, apart from the agricultural sector, activities not directly related to the agriculture sector, such as construction (see Germany's IG Bau and Lithuania's LZUDPSF) or the services sector (see FGTA-FO of France).

Sectional overlaps prevail in the sector and occur in 56.5% of the cases for which information is available. This mode usually arises from domain demarcations which focus on certain categories of employees, which are then organised across several or all sectors; moreover this mode can be found with trade unions representing employees in segments of the economy sectionalistically overlapping relative to the agriculture sector. Employee categories are specified by various parameters, such as:

- distinct occupations (professionals and managers, see YTN of Finland, SNCEA-CFE-CGC of France, Confederdia of Italy and Naturvetarna and Ledarna of Sweden; or municipality workers, see Finland's JYTY and Sweden's Kommunal);
- employment status (white-collar workers, as is the case of GPA-djp of Austria, Serviceforbundet of Denmark and Unionen and SLF of Sweden; or blue-collar workers, as is the case of PRO-GE of Austria, ABVV/FGTB-Horval and ACV/CSC of Belgium and 3F of Denmark);
- geographic region (Austria's LAK and LFB both representing workers of only a few of the country's nine provinces and Spain's ELA-STV and LAB-Sindikatua both representing Basque workers).

Other trade unions' domains cover part of the agriculture sector in terms of business activities (rather than in terms of employee categories) in addition to (parts of) at least another sector. Such domains may, for instance, cover:

- part of the general public sector (GÖD of Austria);
- part of the private sector (OMEPEGE-SEK and SEGDAMELIN-PEO of Cyprus, PL and MTJL of Finland, GWU of Malta, FESAHT of Portugal and Unionen of Sweden);
- the entire agricultural (including forestry)/agri-industrial sector with the exception of a few particular agricultural activities, such as hunting, trapping and related service activities (OSPZV-ASO CR of the Czech Republic, METO of Finland, SR NSZZ Solidarnosc and ZZPR of Poland, OZ PP of Slovakia and KZI of Slovenia).

There are also a few trade unions which organise only workers of a particular type of undertakings, such as cooperatives, across several sectors (as is the case of UILTUCS-UIL of Italy), or of a certain size class of holdings/undertakings (as is the case of Hungary's MEDOSZ and Poland's SR NSZZ Solidarnosc and ZZPR which all organise only workers of larger farms).

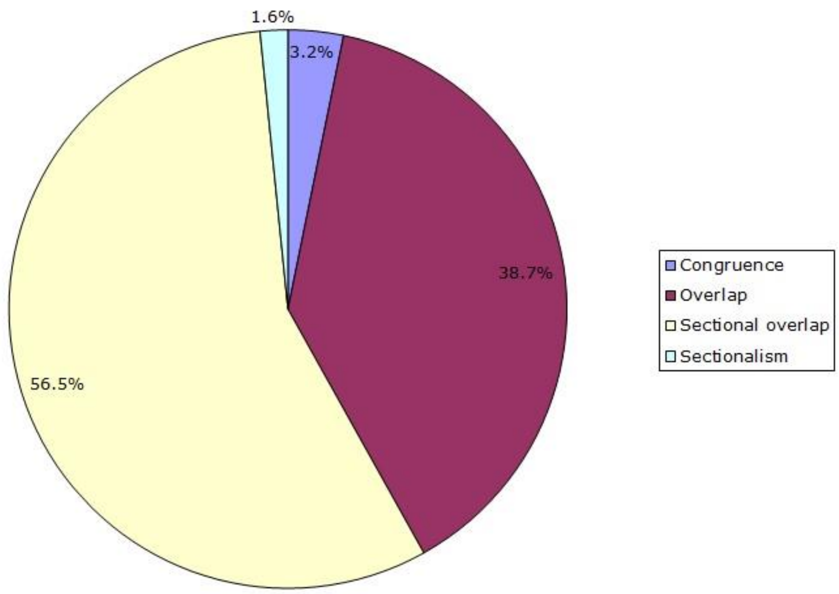
Last, but not least, only one case (1.6% of trade unions for which related information is available) of a trade union with a sectionalist domain can be found; Sinalcap of Italy. This union organises and represents only workers of farmers' unions (in most cases agricultural cooperatives).

Trade unions, whose membership domain does not cover the entire agriculture sector, have limited their domain primarily in terms of economic activities and occupations rather than (legal) form, or size of enterprise and region. The vast majority of the trade unions with a domain sectionalist or sectionally overlapping relative to the sector have a domain which does not cover either all occupations or all economic activities within the sector. Some 29.5% and 25.8% of all sector-related trade unions, with available information, have a domain which does not cover, respectively, all economic activities and all occupations within the sector. Only Austria and Spain record two trade unions each which have demarcated their membership in terms of geographic region (Spain) or do not organise workers of certain provinces (Austria). Trade union membership domains explicitly demarcated in terms of (legal) form or size of enterprise can be found in eight countries:

- Austria, where GÖD organises only public-sector agriculture workers;
- Cyprus, where OMEPEGE-SEK and SEGDAMELIN-PEO organise only private-sector workers;
- Finland, where the same holds true for PL and MTJL;
- Hungary, where MEDOSZ claims to represent only agriculture workers of larger farms not managed by the owner/family;
- Malta, where GWU's membership domain is confined to private-law enterprises;
- Poland, where SR NSZZ Solidarnosc and ZZPR organise only publicly owned and large private farms of strategic importance;
- Portugal, where FESAHT's domain covers private-sector employees and workers of that part of the public sector with financial and administrative autonomy;
- Slovakia, where OZ PP's membership domain excludes workers of agricultural cooperatives.

Although a clear majority of sector-related trade unions have a domain that does not include the entire agriculture sector and thus specialises within the sector (either by business activity, type of enterprise, employee group or region), one cannot infer that most unions would have a narrow membership domain. This is because – concomitantly – for about 95% of trade unions a domain overlap emerges, also covering food-processing, but also forestry, tourism, construction and woodworking activities. Alternatively, overlaps also arise due to cross-sectoral (general) domains of trade unions. Sectionalism, in most instances, means that trade unions largely organise the entire agriculture sector with the exception of only small delimited segments (such as hunting, trapping, support activities to agriculture) or that a particular employee group is not organised. Hence, it appears from the national reports that the unions' domains tend to be relatively broad (see Figure 4 and also Table A3).

Figure 4: Distribution of membership domain patterns of sector-related trade unions with regard to the agriculture sector (N=62)



Source: Eurofound's network of European correspondents

Note: Percentages are rounded

Overall, rather general membership domains are widely considered as obstructive to high unionisation (Müller-Jentsch, 1988, pp. 177–178). According to contextual rather than explicit information provided in the national reports, and due to the high incidence of migrant, seasonal, casual and informal work, self-employment as well as the high proportion of small and family enterprises in the sector (factors all deemed unfavourable to member recruitment), it is likely that unionisation rates tend to be relatively low in agriculture. Gender effects on union density are generally highly disputed among industrial relations experts (Schnabel, 2013). At least, in the case of the agriculture sector, the predominance of male workers obviously does not ensure high densities.

Membership of the sector-related trade unions is voluntary in all cases but one; the Chambers for Agricultural Employees (LAK) in Austria. Strictly speaking, these LAK are not trade unions but statutory representational bodies at provincial (Land) level. Membership is obligatory for all employees in agriculture. Such chambers exist in all provinces, with the exception of Vienna and Burgenland, and are engaged in single-employer and multi-employer collective bargaining.
The absolute numbers of trade union members differ widely, ranging from more than 1.2 million (in the case of UK's Unite) to only slightly more than 300 (in the case of Finland's MTJL). This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain rather than the ability to attract members. Hence, density is the measure of membership strength which is more appropriate to a comparative analysis. This holds true despite the fact that the density figures gathered and calculated for the purpose of this study may in some cases be unreliable. Therefore, this report considers densities referring to the sector (*sectoral* density), given that both a trade union's membership within the sector and the number

of employees in the sector are provided. *Sectoral* density figures refer to net ratios, which means that they are calculated on the basis of active employees only, rather than taking all union members (those in 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 active workforce quicker and more appropriately (only the active workforce is capable of taking industrial action, and active members tend to pay higher membership fees than retired members, the unemployed and students).

Two-thirds of the 27 voluntary trade unions with available data record a sectoral density (calculated as the ratio of the number of members within the sector to the total number of employees within the sector) of lower than 10%. Almost 30% of these trade unions record a sectoral density between 10% and 49%, whereas there is only one trade union with a sectoral density higher than 50% (OGBL SAH of Luxembourg). There are two possible explanations for the very low overall sectoral densities of the sector-related trade unions:

- low densities with regard to the unions' sectoral domain;
- their generally small size (in terms of sectoral membership domain) in relation to the sector.

(It must be noted that the sectoral domain density – in contrast to the sectoral density – is the density referring only to that part of the sector as covered by the union's membership domain.) While no information is available for the former measure, the latter appears to apply to at least part of the sector-related trade unions. This is indicated by two interrelated facts: First, almost 60% of the unions have a membership domain which is sectionalist or sectionally overlapping relative to the sector, and thus covers only part of the sector (even though, in most cases, this is the preponderant part of the sector). Second, no fewer than 63 sector-related trade unions could be identified, with 15 Member States recording a pluralist associational system on the side of organised labour in the sector. Sectoral densities of individual associations tend to fall with the emergence and growing numbers of sectoral competitors and, thus, become less significant as a measure for individual organisational strength relative to the sector. Overall, since sectoral density data can be calculated for clearly less than half of the 63 sector-related trade unions, conclusions from the available figures on sectoral density have to be drawn with the utmost caution.

In conclusion, the study reveals that, in the agriculture sector, a number of occupational trade unions coexist with quite a number of trade unions with multi-sector, and thus relatively broad, domain demarcations. This means that only part of the unions may pursue a particularistic representation of collective interests on behalf of small professional groups – a strategy which is generally deemed favourable for member recruitment. In line with that, neither the quantitative data gathered in this study nor the anecdotal evidence drawn from the national reports indicate high unionisation rates in the agriculture sector. This may be partly because of the shortcomings in relation to data availability and the existing data set. Relatively low densities within the sector can be explained by a range of factors, such as the small size of many holdings, the spread of atypical employment (including part-time, seasonal, migrant and casual work as well as informal and illegal employment) and the high incidence of self-employment.

Employer organisations

Tables A5 and A6 present membership data for the employer/business organisations in the agriculture sector. Overall, 100 sector-related employer/business organisations have been identified, much more than the 63sector-related trade unions. There is at least one sector-related employer organisation documented in all EU28. In six countries, (France, Greece, Luxembourg, Malta, Romania and Slovakia), only one sector-related employer organisation, matching at least one of the two criteria for inclusion (see above) has been identified. There are pluralist associational systems in the remaining 22 countries, meaning that at least two sector-related employer/business organisations can be found.

Some 21 Member States record one or more employer/business organisations which are not a party to collective bargaining (see Table 8). These associations not involved in sector-related collective bargaining are classified as social partner organisations in this report only because of their affiliation to the sector-related European-level employer organisation GEOPA-COPA. Conversely, in 18 of the EU28 at least one of them is engaged in sector-related collective bargaining. Generally, business interest 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' (Eurofound, 2004). Such sector-related trade associations also exist in the agriculture sector. In terms of their *national* scope of activities all of the associations, which are not involved in collective bargaining according to Table 8, either primarily or exclusively act as trade associations in their country. (Put very simply, trade associations' main reference is the 'product' market – where business has interests in relation to customers and suppliers – rather than the labour market.) It is only the conceptual decision to include all associational affiliates to GEOPA-COPA, regardless of whether they have a role in national bargaining, which gives them, as a work hypothesis, the status of a social partner organisation within the framework of this study.

Of the 100 employer/business organisations listed in Tables A5 and A6, 43 organisations belong to this group of trade associations. As outlined above, in six out of the 28 Member States only one single organisation (in the meaning of a social partner organisation as defined before) has been established. Thus, compared with the situation on the labour side, where pluralist associational systems exist in 15 of the 25 Member States recording at least one sector-related trade union, on the employer side the incidence of pluralist associational systems is significantly higher (with 22 of the 28 Member States recording at least one employer organisation). This is in line with the fact that the number of sector-related employer/business organisations across the Member States outweighs the number of sector-related trade unions by far. Overall, as is the case on the trade union side, the employer/business organisations are relatively unevenly distributed among the Member States. In six countries only one sector-related employer/business organisation is recorded, whereas in five countries (such as Italy, the Netherlands, Poland, Portugal and Spain) six or more of such organisations have been established.

The employer/business organisations' membership domains tend to be clearly narrower than those of the sector-related trade unions. In contrast to organised labour, where membership domains which are sectionalist, relative to the sector, are almost non-existent, this mode is the second most common among the employer organisations, with a share of 30.9% of the cases for which related information is available. Some29.8% and 31.9% of the associations rest on overlapping and sectionally overlapping domains respectively, relative to the sector. Interestingly, no organisation in the sector records a domain which is cross-sectoral (general). Alternatively, most cases of domain overlaps (in the case of organisations with domains either overlapping or sectionally overlapping relative to the sector) are caused by domains covering:

- the broader defined 'green' sector, including – alongside agriculture – forestry and/or fishing activities (as is the case of LKÖ and OALF of Austria; EKA, NFU, Panagrotikos and PEK of Cyprus; ZS CR of the Czech Republic; GLS-A of Denmark; ETKL of Estonia; MTK and SLC of Finland; GLFA and DBV of Germany; Confagricoltura, Coldiretti and CIA of Italy; ZUR of Lithuania; KGZS of Slovenia; and SLA and LRF of Sweden) or the rural tourism sector (as is the case of ZS CR of the Czech Republic; LOSP of Latvia; and ASAJA of Spain);
- the broader defined 'agri-food' sector, including – alongside agriculture – the food-processing industry and related services, such as the storage and trade of foodstuff (as is the case of

CEA-Food and Agriculture of Croatia; AK CR of the Czech Republic; DAFC of Denmark; EPK and EPKK of Estonia; AGAVLG and DRV of Germany; Agrarkamara of Hungary; ICOS of Ireland; LZUBA of Lithuania; CPL of Luxembourg; FBZPR of Poland; PRO AGRO of Romania; SPPK of Slovakia; and GZS-ZKZP and ZZS of Slovenia);

- only part of the agriculture sector in terms of business activities (which is nevertheless the core of the representational domain), with an additional focus on banking and financial services (see ÖRV of Austria; DRV of Germany; and PLANTUM of the Netherlands) or on construction (see MTA of Finland; and CUMELA of the Netherlands).

There are also several employer/business organisations whose domain is focused on a certain subgroup of producers within agriculture, such as cooperatives. Sectional overlaps ensue from the fact that most of these cooperatives also represent activities other than agriculture, such as banking (see ÖRV of Austria; and DRV of Germany), food-processing (see AGAVLG of Germany; ICOS of Ireland; and ZZS of Slovenia) or trade and other services (see Pellervo of Finland; PASEGES of Greece; AGCI Agrital, Fedagri and ANCA Legacoop of Italy; LLKA of Latvia; and KM of Malta).

Sectionalism is caused by domain demarcations that focus on a particular subsegment of the agriculture industry, without covering areas of business activity outside the sector. Such subsectors or subsegments may be defined by:

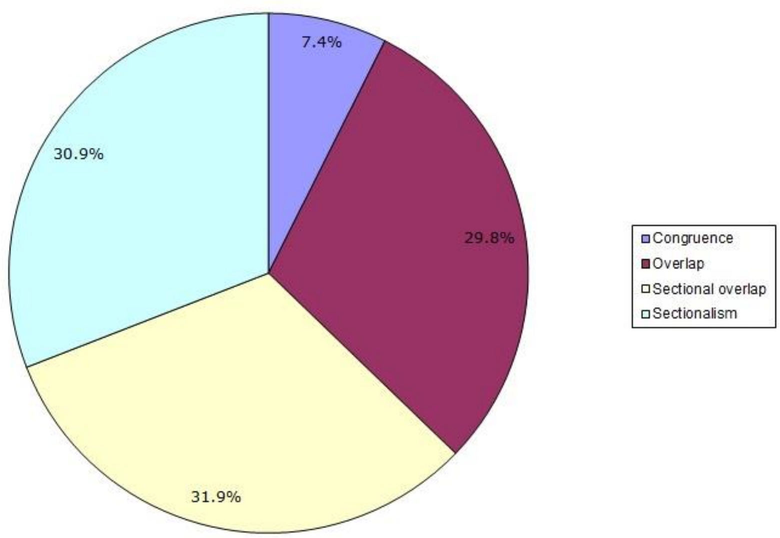
- specialisation in terms of business activities within the agriculture sector, such as horticulture activities (see AgA of Germany), stock farming activities (see AIA of Italy; and FPAS of Portugal) or fruit production activities (see NFO of the Netherlands); in most cases, however, the organisations' domains cover the entire agriculture sector with the exception of only small segments, such as hunting and trapping (see LTO of the Netherlands; NSZZRI Solidarnosc, KRIR, ZZT Samoobrona and ZZR Ojczyzna of Poland; and COAG of Spain) or other segments of the sector (see CBAO of Bulgaria; ASZ CR of the Czech Republic; and LTO Glaskracht of the Netherlands;
- firm size, as is the case of MOSZ of Hungary which organises only larger holdings and UPA and JARC of Spain which both specialise in SMEs;
- type of enterprise, such as cooperatives (see NUACB of Bulgaria; MAGOSZ of Hungary; Assocap of Italy; LZUKA of Lithuania; CONFAGRI of Portugal; and CAA of Spain);
- geographic region (as is the case of FWA and BB of Belgium, representing farmers of Wallonia/Brussels and Flanders, respectively; UP, JARC and IACSI of Spain, all organising their respective members in Catalonia only; and NFU and UFU of the UK, representing farmers of England/Wales and Northern Ireland, respectively).

Finally, 7.4% of the associations show a membership domain that is more or less congruent with the sector definition. This means that the domain of these organisations largely focuses on the agriculture sector as defined for the purpose of this study.

In several countries, the sectoral employers have managed to establish specific employer/business organisations as a particular voice of narrow and clearly distinct business activities within the agriculture sector. Accordingly, almost 40% of the employer/business organisations with available information (and most of these organisations with a domain sectional or sectionally overlapping relative to the sector) have delimited their domain in terms of business activities, such that they do not cover all activities within the agriculture sector. Moreover, almost 38% of the organisations for which information has been provided do not represent all (legal) forms of companies in the sector (in most cases focusing either on cooperatives or particular size classes of enterprises), while domain demarcations in terms of territorial coverage tend to occur less frequently. In countries with a highly fragmented and differentiated associational 'landscape' on the employer side, such as Finland, Germany, Italy, Latvia, the Netherlands, Poland, Portugal and

Spain, the associations' domains tend to be tailor-made for a particular sub-group of employers and businesses within the sector. In contrast to the side of organised labour, this may enable these associations to perform a particularistic interest representation on behalf of their members, although their membership strength may widely vary from one organisation to the other. Such a fragmented associational configuration tends to favour the (bargaining) power of organised business in small segments of the economy.

Figure 5: Distribution of membership domain patterns of sector-related employer organisations with regard to the agriculture sector (N=94)



Source: Eurofound's network of European correspondents

Note: Percentages are rounded

In Austria, two types of employer organisations in agriculture can be found: the Chambers of Agriculture, which are based on obligatory membership, and voluntary associations. Their respective national peak associations are the Chamber of Agriculture of Austria (LKÖ) and the Standing Committee of the Presidents of the Employers' Associations of Agriculture (OALF). The latter consists of both voluntary employer organisations and two provincial Chambers of Agriculture (which rely on obligatory membership) and thus has a mixed membership structure. The National Council of Agricultural Chambers (KRIR) of Poland and the Chamber of Agriculture and Forestry (KGZS) of Slovenia can also rely on obligatory membership; this is due to their public law status as chamber units. All other sector-related employer/business organisations are – as far as related information has been provided – voluntary associations.

As the figures on membership totals (Table A5) and density (Table A6) indicate, membership strength in terms of both companies and employees widely varies with regard to both the membership domain in general and the sector. Again, as outlined earlier in the context of the trade unions, density figures rather than absolute membership numbers are informative in terms of membership strength. In the case of the sector-related employer/business organisations, sectoral densities, in terms of companies and employees (employed by these companies), can be calculated. However, due to a lack of absolute numbers of sectoral members in terms of both companies and employees in the case of many associations (and due to a lack of sectoral company and employment data in some countries), sectoral densities can be calculated only for a relatively small part of them. According to the figures available, about 70% and about 24%, respectively, of the employer/business organisations record a sectoral density in terms of companies and employees of 10% or below. While the median of the organisations' sectoral densities in terms of companies lies at 3.7%, the corresponding median in terms of employees stands at 27.3%. This does not necessarily allow inferences on overall relatively low densities of the sector-related employer/business organisations in the sector, since sectoral densities of individual associations tend to decline with increasing levels of associational fragmentation. (In European agriculture, with 100 sector-related employer/business organisations across the EU 28, the level of associational fragmentation is relatively high.) Higher sectoral densities in terms of employees compared to those in terms of companies indicate a higher propensity of the larger companies to associate, as compared to their smaller counterparts.

Collective bargaining and its actors

The data presented in Table A7 provide an overview of the system of sector-related collective bargaining in the 28 countries. 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.

To delineate the bargaining system, two further indicators are used: The first indicator refers to the relevance of multi-employer bargaining, compared with single-employer bargaining. Multi-employer bargaining is defined as being conducted by an employer organisation on behalf of the employer side. In the case of single-employer bargaining, the company or its divisions is the party to the agreement. This includes cases where two or more companies jointly negotiate an agreement. The relative importance of multi-employer bargaining, measured as a percentage of the total number of employees covered by a collective agreement, therefore provides an indication of the impact of the employer organisations on the overall collective bargaining process.

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes which widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation; extension regulations targeting the employees are therefore not included in the research. Regulations concerning the employees are not significant to this analysis for two reasons. On the one hand, extending a collective agreement to employees who are not unionised in the company covered by the collective agreement is standard in most European countries. Secondly, employers have good reason to extend a collective agreement concluded by them, even when they are not formally obliged to do so; otherwise, they would set an incentive for their workforce to unionise.

In comparison with employee-related extension procedures, schemes that target the employers are far more significant for the strength of collective bargaining in general and multi-employer bargaining in particular. This is because the employers are capable of refraining from both joining an employer organisation and entering single-employer bargaining in the context of a purely voluntaristic system. Therefore, employer-related extension practices increase the coverage of multi-employer bargaining. Moreover, when it is pervasive, an extension agreement may encourage more employers to join the controlling employer organisation; enabling them to participate in the bargaining process and to benefit from the organisation's related services in a situation where the respective collective agreement will, in any case, bind them (ibid.).

Collective bargaining coverage

In terms of the sector's collective bargaining coverage (Table A7), 12 of the 22 countries with available data record a rate of 80% and more. These countries are Austria, Belgium, Croatia, the Czech Republic, France, Germany, Greece, Hungary, Italy, the Netherlands, Slovenia and Spain. Seven of the counties even register a coverage rate of 90% or more. Such high coverage rates are notable, given the relatively low unionisation rates in the sector.

Conversely, there are five countries where the rate of collective bargaining coverage is 15% at most. These countries are Estonia, Latvia, Lithuania, Poland and Slovakia. A third group of countries records medium-range rates between almost 30% and 60%; these countries are Denmark, Finland, Luxembourg, Portugal and Sweden. For six countries, Bulgaria, Cyprus, Ireland, Malta, Romania and the UK, no data have been provided.

In Greece, the social partners in the agriculture sector – even though they are formally entitled to do so since 1990 – have never concluded a branch collective agreement, such that the provisions of the National General Collective Agreement setting the minimum terms and conditions of employment apply. With the introduction of the Economic Stability Mechanism and the First and Second Memoranda of Understanding 2011 and 2012 agreed with the so-called 'Troika' (IMF, ECB, EC) (see Eurofound, 2012a) a package of measures curtailing labour law and overturning all valid collective agreements was implemented. The measures issued within the framework of Memorandum 2 in 2012 provided for severe cuts to the minimum wages agreed under the National General Collective Agreement. Hence, although the agriculture sector's collective bargaining coverage rate of 100% has not been changed, the sector's workforce has since had to face dramatic losses of income.

In Ireland, there were a number of individual employer collective agreements in the mushroom subsector which had been registered with the Labour Court as binding Registered Employment Agreements (REAs) up until 2013. However, the Supreme Court struck down REAs in May 2013, ruling that the REA system was unconstitutional. This move is thought to have led to a notable drop in the collective bargaining coverage rates in the agriculture sector overall.

In Portugal, it appears likely that the sector's rate of collective bargaining coverage dropped since 2011, as a result of the reform of the collective bargaining regulation enacted under the regime of the Memorandum of Understanding between the 'Troika' and the Portuguese government (see Eurofound 2011 and Eurofound 2012b). Accordingly, in 2011 the government suspended the practice of issuing extension decrees in general. In autumn 2012, the government passed a resolution that stipulates new rules for the extension of collective agreements; only those agreements signed by employer organisations representing 50% or more of the workers of a particular sector may be extended. Nevertheless, in the agriculture sector, a number of agreements have been extended recently. Yet, collective bargaining coverage in the sector is relatively low, standing at about 28%.

Similarly, in Romania, the Social Dialogue Act of 2011 abolished the national unique collective agreement, which served as a reference point for collective bargaining at all levels, as well as the practice of extending multi-employer agreements at sectoral level (see Eurofound 2011a). Moreover, for individual trade unions very restrictive thresholds for recognition as representative parties to collective bargaining were introduced. As a consequence, nonsignificant multi-employer collective agreement is currently in force in the agriculture sector and the collective bargaining coverage rate in the sector has fallen dramatically since 2011. The current actual rate is not available but is likely to be low.

In most of the countries with available information, several factors, which sometimes interact with each other, account for higher coverage rates:

- the predominance of multi-employer bargaining (Table A7);

- the presence of (relatively) strong sector-related trade unions and employer/business organisations;
- the existence of pervasive extension practices (Table A7).

There are 10 Member States with no sector-related multi-employer bargaining; these are Bulgaria, Croatia, Estonia, Latvia, Lithuania, Luxembourg, Malta, Poland, Slovakia and the UK. All of them, with the exception of Croatia and Luxembourg, have low, or no, information on collective bargaining coverage within the agriculture sector. In countries where collective bargaining does take place it is based exclusively on company-level arrangements. These countries are mainly new Member States. Here, due to the lack of strong, encompassing, social partners (at least on one of the two sides of industry within the sector) in most of these countries, sectoral industrial relations tend to be relatively poorly developed. On the other hand, there are 15 countries with exclusive or prevailing multi-employer arrangements in the sector. Most, but not all of them, record high or even full collective bargaining coverage rates in the sector. In countries such as Denmark, Finland, Portugal and Sweden, however, predominant multi-employer arrangements in the sector do not prevent significant parts of the sector from remaining uncovered. This may ensue from the main industrial relations actors' lack of comprehensiveness in terms of membership domain, relative to the sector, in these countries.

Taking the collective bargaining coverage rate and the share of multi-employer bargaining as indicators for the effectiveness and strength of sectoral industrial relations structures, one can infer from these findings that, in slightly more than half of the EU28, the sector's industrial relations structures are quite well-established. In some countries (such as the Czech Republic, Italy and Slovenia), there is a multi-level bargaining system, which combines comprehensive multi-employer bargaining with single-employer agreements. In such cases, the single-employer settlements either complement the multi-employer agreements in matters not regulated by the latter, or contain more favourable employment terms than the multi-employer agreements.

The prevalence of multi-employer settlements in the sector is, in some countries, backed by a significant use of extension practices. According to Table A7, pervasive extension practices in the agriculture sector are reported in several countries, (Belgium, the Czech Republic, Finland, France, Germany, the Netherlands, Portugal, Spain and Sweden). As the aim of extension provisions is to make multi-employer agreements generally binding, the provisions for obligatory membership in the chamber system of Austria should also be noted. Obligatory membership creates an extension effect, since the regional subunits of the Chamber of Agriculture of Austria (LKÖ) as well as their chamber counterparts for agricultural workers are parties to multi-employer bargaining. Another functional equivalent to statutory extension schemes can be found in Italy. According to the country's constitution, minimum conditions of employment must apply to all employees. The country's labour court rulings relate this principle to the multi-employer agreements, to the extent that they are regarded as generally binding.

Participation in public policy

Interest associations may influence public policy in two ways:

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

This study considers only cases of consultation and corporatist participation that explicitly relate to sector-specific matters. Consultation processes can be wide-ranging and, therefore, the organisations consulted by the authorities may vary according to the issues and also depend on changes in government. Moreover, consultation may be occasional rather than regular. Given this variability, in Tables A4 and A6 only those sector-related trade unions and employer organisations are flagged that are usually consulted.

Trade unions

In all of the 25 Member States recording at least one sector-related trade union, except Malta, at least part of the sector-related trade unions is either regularly or occasionally consulted. Authorities consult 88% of the sector-related trade unions, for which information is available, through participation in existing tripartite structures and/or in the form of unilateral consultation by the authorities. While, for around 57% of those trade unions (for which related information has been provided) consultation is carried out regularly (generally at least once a year), about 43% are consulted occasionally. Since a multi-union system has been established in 15 of the 25 Member States with sector-related trade unions, one cannot rule out the possibility that the authorities may favour certain trade unions or that the unions compete for participation rights. In at least seven of the 15 countries with a multi-union system (Belgium, Bulgaria, Cyprus, Denmark, Finland, Poland and Romania) any of the existing trade unions may take part in the consultation process. However, in at least three countries, such as France, Luxembourg and Sweden, only part of the sector-related trade unions is usually consulted, while at least another union is not. (For a few countries, such as Austria, Italy, the Netherlands, Portugal and Spain no conclusions on possible un/equal consultation practices can be drawn due to a lack of information.)

Employer organisations

Authorities consult almost 98% of sector-related employer/business organisations for which related information is available. About 68% of the employer/business organisations, for which information is available, are consulted regularly, with about 32% consulted occasionally. As outlined earlier in this report, there are 22 countries with a multi-organisation system on the employer side. In the multi-organisation systems of Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Ireland, Italy, Latvia, Lithuania, Poland, Sweden and the UK, where related data of all employer/business organisations are available, all of the sector's organisations are consulted. Conversely, in the pluralist systems of the Czech Republic and Finland, at least one of the employer organisations is usually consulted, while one other is not. Strikingly, in all of the EU28 (each recording at least one sector-related employer organisation) at least one of them is involved in consultation procedures. However, for some countries, such as Germany, Hungary, the Netherlands, Portugal, Slovenia and Spain, with a pluralist system of employer representation, no information about consultation practices is available for at least some of the organisations, such that it remains unclear for these countries whether consultation rights are being attributed to the national organisations in a selective manner.

As far as information is provided, in all countries which record sector-related associations of interest representation on both sides of industry (except Malta) consultation rights are equally attributed to organised labour and business, in that at least one organisation on each side is consulted. For Portugal, however, no evidence can be provided on this point, due to a lack of information about one trade union.

Tripartite participation

The findings reveal that genuine sector-specific tripartite bodies have been established in five countries; Bulgaria, Denmark, Finland, Germany and the UK. Table A8 lists a total of nine bodies – one in each country but Denmark (with two) and the UK (with four). The legal basis of these tripartite bodies is either a statute or an agreement between the parties involved. Their tasks largely comprise advice to, and consultation of, administrative bodies dealing with matters related to agriculture and food. In terms of their scope of activities, some bodies specifically focus on health and safety issues (as is the case of one in Denmark and two in the UK); other bodies specialise in the administration of supplements to the retirement pensions of farm workers (as is the case of one in Germany), skills and training issues in agriculture (as is the case of one in Denmark), while for other bodies no specification has been provided. In the UK, so-called statutory wages boards were established, comprising representatives of employers and trade unions, along with independent members appointed by the government. Until 2013, these boards covered the whole of the UK, have setting minimum pay rates and other conditions of employment for agricultural workers. However, now, the boards exist only in Scotland and Northern Ireland.

Other bodies listed in some country reports are not taken into account in this study, since they are either bipartite, rather than tripartite, in terms of composition, or sector-unspecific – in other words, cross-sectoral – tripartite bodies for concertation of economic and social policy. These bodies may also address the sector, depending on the particular circumstances and issues that may arise.

European level of interest representation

At European level, eligibility for consultation and participation in the social dialogue is linked to three criteria defined by the European Commission communication on adapting and promoting social dialogue at Community level. Accordingly, social partner organisations must have the following attributes. They 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 which are representative of several Member States;
- have adequate structures to ensure their effective participation in the work of the Sectoral Dialogue 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 agriculture sector will analyse these organisations' membership domain, the composition of their membership and their ability to negotiate.

As outlined in greater detail below, one sector-related European association on the employee side (EFFAT) and one on the employer side (GEOPA-COPA, including COGECA) are listed by the European Commission as a social partner organisation to be consulted under Article 154 of the TFEU. Hence, the following analysis will concentrate on these two organisations, while providing supplementary information on others that are linked to the sector's national industrial relations actors.

Membership domain

The European Trade Union EFFAT is affiliated to the European Trade Union Confederation (ETUC) and organises European national trade unions representing workers in sectors such as agriculture, forestry, environment, fishery, horticulture, landscape architecture, business horticulture, wine-growing, the food industry, the beverages and tobacco industry, tourism, hotel, restaurant and catering. Its membership domain is thus multi-sectoral and overlaps relative to the sector under consideration.

COPA represents the interests of EU agricultural producers. Its membership domain includes mainly professional agricultural organisations and thus is largely congruent relative to the agriculture sector. COPA exclusively organises employer/business organisations rather than individual enterprises. The same holds true of GEOPA-COPA, which is COPA's employer group under the umbrella of COPA. GEOPA-COPA specialises in dealing with employer interests and social dialogue, as opposed to the interests of farmers in other policy areas. Both GEOPA-COPA and COPA also organise national associations of cooperatives, even though most of them are affiliated to COGECA, an organisation closely tied to COPA. COGECA's membership domain comprises mainly agricultural cooperatives, but also cooperatives beyond the agriculture sector, and thus sectionally overlaps relative to the agriculture sector.

Membership composition

In terms of membership composition, it should be noted that the countries covered by EFFAT and GEOPA-COPA/COGECA extend beyond the 28 Member States. In the case of GEOPA-COPA/COGECA, however, associations only from the Member States are granted full membership. With regard to EFFAT whose membership domain overlaps relative to the sector under examination, only those members with a domain related to the agriculture sector are included in this overview report.

EFFAT

Table A9 documents a list of membership of sector-related trade unions for EFFAT drawn from the national reports.It should be noted that the list of EFFAT's sector-related affiliates as compiled on the basis of the national reports does not include all of the sectoral members listed by EFFAT itself. This is because this study includes only those affiliates whose membership domain is related to the agriculture sector as defined for the purpose of this study. Accordingly, at least one direct affiliation is recorded in 25 countries. Only Estonia, Greece and Latvia do not record any affiliation to EFFAT. Multiple memberships occur in 12 countries. On aggregate, EFFAT counts 45 direct sector-related affiliations from the countries under examination. EFFAT thus covers about 71% of the trade unions listed in Tables A35 and A4 through direct affiliation. All of EFFAT's members are involved in collective bargaining related to the agriculture sector. They thus cover collective bargaining in 25 of the EU28. Insofar as available data on sectoral membership of the national trade unions provide sufficient information on their relative strength, it may be concluded that EFFAT covers the sector's most important labour representatives. Exceptional cases of uncovered major trade unions in the sector may involve only a few unions, such as Austria's LAK and Portugal's FESAHT.

GEOPA-COPA/COGECA

Table A10 lists the members of COPA-COGECA (including those of GEOPA-COPA). Although GEOPA-COPA, as COPA's employer group, is the employer representative in the European sectoral social dialogue, the Commission and the sectoral European social partners decided to include all COPA/COGECA members of the EU28 in this study. In formal terms, COPA and COGECA are two distinct organisations, even though they merged their respective secretariats in 1962 and coordinate their policies. Moreover, in formal terms GEOPA-COPA is the employer group of only COPA and not of COGECA. The fact that COPA/COGECA rather than GEOPA-COPA has been chosen as reference for the top-down approach on the employer side applied in this study somewhat impairs the comparability of the study's findings with those of the 2008 predecessor representativeness study on the agriculture sector. Strikingly, COPA/COGECA has all EU28 under its umbrella through direct associational members from these countries. Multiple memberships of COPA/COGECA occur in 20 countries. On aggregate, according to the reports from Eurofound's network of European correspondents, COPA/COGECA counts 72 direct associational members (and three indirect members affiliated via a higher-order unit) from the EU 28. This number is lower than the number of associational affiliates included in the membership list provided by COPA/COGECA. It appears that this list also contains members not related to the sector as demarcated for the purpose of this study as well as non-active members.Table A6 indicates that associations affiliated to COPA/COGECA and unaffiliated associations coexist in a series of countries. Sectoral membership data of the respective organisations of these countries do not provide a clear indication of whether the most important associations are affiliated. In almost all countries with a pluralist associational 'landscape' in the sector some important employer organisations that conduct bargaining are not affiliated to COPA/COGECA, such as OALF of Austria, NUACB of Bulgaria, GLS-A of Denmark, Unima of Italy, AEDF and APDF of Portugal, GZS-ZKZP of Slovenia and Union de Uniones of Spain. In most countries at least one COPA/COGECA affiliate can be found that is not engaged in sector-related collective bargaining. Only in countries such as Austria, Belgium, Cyprus, France and Italy all affiliates are genuine social partner organisations in that they engage in bargaining. Those that do not may regard themselves as a trade association rather than an industrial relations actor. Only 29 of the 72 direct COPA/COGECA members are involved in sector-related collective bargaining. The 72 direct COPA/COGECA members cover collective bargaining in 16 of the EU28 that record affiliations to this organisation. Nevertheless, as can be seen from Table A6, as many as 25 sector-related employer organisations across the EU involved in sector-related collective bargaining are not affiliated to COPA/COGECA. Hence, a significant part of relevant national actors within the sector is not under the umbrella of this European organisation. Nevertheless, direct and indirect affiliations to COPA/COGECA together represent three-quarters of the total of sector-related employer/business organisations, which underscores the outstanding position of this organisation in the agriculture sector.

Capacity to negotiate

The third criterion of representativeness at European level refers to the organisations' capacity to negotiate on behalf of their members.

On the side of organised labour, Article 2 of the EFFAT Constitution of 2009 (74.8KB PDF) includes the statutory mandate to negotiate. The article highlights that EFFAT is committed to

> *representation and assertion of members' interests in the sectors covered by EFFAT in addressing and negotiating with the European institutions, employers' federations, management of companies and other organisations; negotiations in sector- and TNC-specific questions at European level; coordination of collective bargaining activities and policies concerning minimum agreements and framework agreements at European level (…).*

Article 7 of the EFFAT Constitution stipulates that the sector-specific Assembly on Agriculture is responsible for the actual representation, negotiation and decision-making in sector related EU social dialogue. All the concerned member organisations are represented in the Assembly on Agriculture, which have to meet at least once a year. This means that EFFAT is mandated by its member organisations in agriculture through the decisions of the annual sectoral assembly.

On the employer side, Article 2f of the Statutes of COPA of 2012 specifies that COPA's objective is:

> *to facilitate and coordinate links between its members and between its members' offices in Brussels and assist them, where appropriate, in pooling resources'. Article 5 of the Internal Rules of Procedure of GEOPA-COPA adopted in 2013 provides the capacity to negotiate in accordance with Article 2 f of the COPA Statute. This non-statutory mandate underlines that the Working Party of GEOPA-COPA has the power to negotiate in areas that are covered by Article 153 TFEU (ex article 137 TEC). This mandate is exercised in the framework of the European sectoral social dialogue. COGECA as such does not participate in the European social dialogue.*

As a final proof of the weight of EFFAT and COPA/COGECA, it is useful to look at the other European organisations to which the sector-related trade unions and employer associations are affiliated.

The affiliations of the trade unions are listed in Table A4. European organisations other than EFFAT represent 15 of the 63 sector-related trade unions and thus a relatively small proportion of both unions and countries. For reasons of brevity, only those European organisations are mentioned here which cover at least three countries or at least five trade unions. These are the European Federation of Public Service Unions (EPSU), with six affiliations covering six countries; UNI Europa, with six affiliations from five countries; the European Transport Workers' Federation (ETF), with six affiliations covering four countries and IndustriAll Europe, with five affiliations covering four countries. Although the affiliations listed in Table 6 are unlikely to be exhaustive, this overview still underlines the principal status of EFFAT as the sector's labour representative at European level. This is not only due to the relatively low numbers of affiliations per organisation, other than EFFAT, but also because the presence of these organisations usually results from the multi-sector domains of the respective trade unions.

A similar review of the membership of the national employer/business associations can be derived from Table A6. Most of them have no, or few, affiliations to European associations other than COPA/COGECA. Overall, there is no alternative European association with more than two affiliations. Hence, the position of COPA/COGECA within the agriculture sector in terms of both the number of affiliations as well as territorial coverage appears to be unchallenged.

Conclusions

As already highlighted in the previous representativeness study on the European social partners in the agriculture sector (2008), this sector records a number of distinct characteristics compared with other sectors. In terms of product market, the agriculture sector is highly regulated within the framework of the CAP, which has been – not least due to the associated considerable costs – highly disputed since its launch in 1962 and recurrently reformed, with the most recent move in 2013. With regard to the labour market, the sector's salient feature is the extraordinarily high proportion of self-employed people, as well as part-time, seasonal, casual and migrant workers and there is some indication of a relatively high incidence of illegal work practices. Farming is also characterised by informal work carried out by farmers' spouses and other family members. In line with these labour market characteristics, it is often difficult to classify farms in the general categories of companies and businesses. As a production unit, a farm often resembles a household unit, especially since many farmers work only part time in their small-scale agricultural business while they have their main occupation (often as dependent employees) outside agriculture.

All these economic characteristics impact on industrial relations in the agriculture sector. The spread of atypical employment has resulted in relatively low unionisation rates. As farming is often practised as 'own account' employment it often does not fit into the dual categories of trade unions on the one hand and business interest organisations on the other when it comes to collective interest representation. For that reason, in many countries, cooperatives – as self-help farmers' organisations – have flourished.

In spite of these conditions, generally deemed unfavourable for developing good industrial relations, collective bargaining coverage in the sector is relatively high in most countries. However, there is also a smaller group of countries with low coverage rates, which means that, in this respect, the situation in the European agriculture industry is quite polarised. While 12 of the 22 countries with available data record high rates of collective bargaining coverage – reaching 80% to 100% – five countries record rates of 15% or less. High collective bargaining coverage can be found mainly among the 'old' Member States, whereas low rates prevail among the Baltic countries, Poland and Slovakia. Comparing the figures on cross-sectoral collective bargaining coverage in the EU28, as compiled by Eurofound's network of European correspondents in the working life profiles for each Member State, with the agriculture sector's bargaining coverage of each Member State indicates that the agriculture sector's bargaining coverage is more or less higher in nine out of the 18 countries for which comparable data are available. This means that, overall, industrial relations in European agriculture appear to be as highly developed as in most other sectors of the economy. Comparatively high levels of collective bargaining coverage in the sector occur in those countries where multi-employer bargaining prevails and where extension practices are applied. Single-employer bargaining, in turn, – with the exception of Croatia and Luxembourg – only leads to low coverage rates, due to the lack of large companies and the low degree of economic concentration and unionisation in the sector. It is important to note that the data, provided in the working life profiles by Eurofound's network of European correspondents have not undergone a thorough validation procedure. However, since more reliable information on national cross-sectoral collective bargaining coverage rates tends to be outdated, this report refers to information provided by Eurofound's network of European correspondents

With regard to the national industrial relations actors, this study largely corroborates the findings of the 2008 representativeness study as far as membership domain and relative strength are concerned. The employer organisations' membership domains tend to be far narrower than those of the trade unions, often specialising in terms of business activities, type of company (for instance cooperatives) or firm size. Since the questionnaire, on which the findings of this study are based, provides far more information regarding the national associations' membership domains compared with the 2008 study, indicating that famers' organisations tend to organise the broader agriculture sector as a whole (and sectionalist domains mainly result from the separate organisation of cooperatives) has to be somewhat qualified. Moreover, the predominance of trade unions with multi-sector domains is less striking than suggested in the 2008 study. Nevertheless, the core findings of the 2008 study according to which the sector-related trade unions often record relatively encompassing membership domains that combine agriculture with other sectors (such as food-processing), while the employer organisations tend to specialise in terms of activities and type of business, can be confirmed. The same holds true of the relative organisational weakness of the trade unions in relation to the highly particularistic employer/business organisations in the sector.

At European-level, EFFAT and GEOPA-COPA/COGECA not only tend to organise the most important national actors in the sector but also cover 25 and 20, respectively, of the Member States. Thus, both can be regarded as the main and unchallenged EU-wide representatives of the sector's workforce and businesses, as no other European organisations exist which can compare with them in terms of organising relevant sector-related trade unions and employer/business organisations across the European Member States. In this respect, the situation has remained completely unchanged since 2008.

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All Eurofound publications are available at www.eurofound.europa.eu

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Annex 1: Data tables

Table A1: Total companies and employment in agriculture, 2008 and 2013 (approximately)

	Year	No. of companies	Year	Total employment	*Women*	*Men*	Total sectoral employment as % of total employment in economy
AT*	2007	187,034	2008	220,100	101,000	119,100	5.4%
AT*	2013	166,317	2013	197,600	84,900	112,700	4.7%
BE	2008	81,279	2008	83,271	25,488	57,783	n.a.
BE	2013	77,145	2013	79,529	22,669	56,860	1.8%
BG	2008	147,500	2008	251,200	91,200	160,000	7.5%
BG	2013	113,800	2013	195,500	61,700	133,800	6.7%
CY	2008	n.a.	2008	n.a.	n.a.	n.a.	n.a.
CY	2013	3,539	2013	7,383[h]	n.a.	n.a.	2.1%[h]
CZ	2008	113,489	2008	125,000	43,700	81,300	2.5%
CZ	2013	92,056	2013	118,900	38,100	80,800	2.4%
DE	2010	299,134[a]	2008	1,080,256[b]	408,670[b]	671,586[b]	n.a.
DE	2013	285,000[a]	2013	1,020,500[b]	386,100[b]	634,500[b]	n.a.
DK	2008	35,382	2008	69,116	15,386	53,730	2.4%
DK	2012	29,507	2013	63,904	13,337	50,567	2.4%
EE	2008	n.a.	2008	17,300	6,500	10,800	2.6%
EE	2013	n.a.	2013	17,700	6,000	11,600	2.9%
EL	2008	n.a.	2008	493,674	210,014	283,660	10.6%
EL*	2013	n.a.	2013	464,423	194,773	269,650	13.1%
ES	2008	n.a.	2008	743,700[e]	210,500[e]	536,800[e]	3.7%
ES	2013	n.a.	2013	676,000	168,200	507,800	3.9%
FI	2008	52,915	2008	69,201	24,866	44,335	2.7%
FI	2012	49,962	2012	61,858	21,340	40,518	2.4%
FR	2008	365,000	2008	n.a.	n.a.	n.a.	n.a.
FR	2013	330,000	2013	1,740,475[i]	n.a.	n.a.	6.1%[i]
HR	2008	n.a.	2008	56,547[d]	24,338[d]	32,209[d]	3.6%[d]
HR*	2013	n.a.	2013	43,871[d]	17,077[d]	26,794[d]	3.2%[d]
HU*	2008	23,081	2008	168,100	40800	127300	4.3%
HU*	2013	14,896	2013	184,600	46,900	137,700	4.7%
IE	2008	n.a.	2008	n.a.	n.a.	n.a.	n.a.

IE	2010	139,829	2010	272,016[f]	74,092[f]	197,924[f]	14.4%[f]
IT	2007	1,678,756	2008	877,303[g]	263,067[g]	614,236[g]	3.7%[g]
IT	2010	1,620,884	2013	813,704[g]	229,785[g]	583,919[g]	3.6%[g]
LT	2007	230,270	2008	n.a.	n.a.	n.a.	n.a.
LT	2013	171,800	2013	n.a.	n.a.	n.a.	n.a.
LU	2008	2,268	2008	4,582	1,630	2,952	1.3%
LU	2012	2,137	2012	4,228	1,448	2,780	1.1%
LV*	2008	29,191	2008	45,088	n.a.	n.a.	4.5%
LV*	2013	24,221	2013	38,981	n.a.	n.a.	3.9%
MT	2008	3,123	2008	3,333	n.a.	n.a.	2.3%
MT	2013	2,331	2013	2,529	n.a.	n.a.	1.7%
NL	2008	75,151	2008	204,000	66,000	138,000	2.3%
NL	2013	67,481	2013	194,000	63,000	131,000	2.2%
PL	2008	n.a.	2008	2,007,100	910,800	1,096,400	12.7%
PL	2013	1,498,100	2013	1,702,800	711,900	990,900	10.9%
PT	2008	46,345	2008	n.a.	n.a.	n.a.	n.a.
PT	2013	49,329	2011	110,393	35,924	74,472	2.5%
RO	2010	31,000	2008	1,321,100	423,700	897,400	29.7%
RO	2013	27,880	2013	n.a.	n.a.	n.a.	30.0%
SE	2008	90,836	2008	50,925	n.a.	n.a.	1.2%
SE	2013	108,453	2012	57,483	n.a.	n.a.	1.3%
SI	2008	47,040	2008	35,881	11,011	24,870	4.1%
SI	2013	36,013	2013	35,787	11,879	23,908	4.5%
SK	2008	13,316	2008	70,600	19,500	51,100	2.9%
SK	2013	13,829	2013	52,800	13,000	39,800	2.3%
UK*	2008	149,100	2008	379,600	93,200	286,400	1.3%
UK*	2013	136,500	2013	289,500	81,000	208,200	1.0%

** = all figures include forestry and fishing activities; ** = different sources of information; company, employment and employee figures not directly comparable; *** =2008 and 2013 figures not fully comparable; [a] = figure includes only part of NACE code (Rev.2) 1.6 and does not include NACE code (Rev.2) 1.7; 2010 and 2013 figures not directly comparable; [b] = figure includes assisting family members and seasonal workers; [c] = without seasonal workers; [d] = without temporary agency workers and part of self-employed; [e] = figure for females and males do not sum up correctly to the aggregate number, although these data stem from the official Spanish LFS; [f] = figure includes holders, spouses, family members and regular non-family workers; [g] = figure includes forestry and fishing activities; [h] = figure probably* *underestimated; [i] = figure includes holders, spouses and family members; n.a. = not available.*

Source: Eurofound's network of European correspondents (2015), national statistics. For a detailed description of sources please refer to the national reports.

Table A2: Total employees in agriculture, 2008 and 2013 (approximately)

	Year	Total employees	Female employees	Male employees	Total sectoral employees as % of total employees in economy
AT*	2008	30,600	11,100	19,600	0.8%
AT*	2013	26,700	9,700	17,000	0.7%
BE	2008	3,799	775	3,024	n.a.
BE	2013	4,433	933	3,500	0.1%
BG	2008	112,500	33,600	78,800	1.5%
BG	2013	98,900	26,600	72,300	1.0%
CY	2008	n.a.	n.a.	n.a.	n.a.
CY	2013	n.a.	n.a.	n.a.	n.a.
CZ	2008	103,300	36,900	66,400	2.5%
CZ	2013	95,000	31,200	63,800	2.3%
DE	2008	193,401[c]	64,472[c]	128,929[c]	n.a.
DE	2013	200,700[c]	63,800[c]	136,900[c]	n.a.
DK	2008	32,745	9,620	23,125	1.2%
DK	2013	32,733	8,579	24,154	1.3%
EE	2008	11,300	4,200	7,100	1.9%
EE	2013	13,100	4,900	8,200	2.3%
EL	2008	30,758	8,144	22,614	1.0%
EL*	2013	36,309	8,263	28,046	1.6%
ES	2008	370,800	109,600	261,200	2.2%
ES	2013	362,500[e]	88,400[e]	240,700[e]	2.6%
FI	2008	14,690	n.a.	n.a.	0.7%
FI	2012	15,092	n.a.	n.a.	0.7%
FR	2008	964,895	382,763	582,132	4.0%
FR	2010	983,335	370,586	612,749	4.1%
HR	2008	16,845	5,704	11,141	1.4%
HR*	2013	13,974	4,658	9,316	1.3%
HU*	2008	75,700	n.a.	n.a.	2.7%
HU*	2013	62,200	n.a.	n.a.	2.3%

IE	2008	n.a.	n.a.	n.a.	n.a.
IE	2013	n.a.	n.a.	n.a.	n.a.
IT	2008	422,772[g]	129,361[g]	293,311[g]	2.4%[g]
IT	2013	407,621[g]	120,415[g]	287,206[g]	2.4%[g]
LT	2007	180,100	n.a.	n.a.	14.8%
LT	2013	144,800	n.a.	n.a.	12.9%
LU	2008	634	104	530	0.2%
LU	2012	840	161	679	0.2%
LV**	2008	10,930	4,856	6,074	1.1%
LV**	2013	10,028	4,492	5,536	1.0%
MT	2008	514	n.a.	n.a.	0.5%
MT	2013	418	n.a.	n.a.	0.3%
NL	2008	100,000	33,000	67,000	1.3%
NL	2013	93,000	30,000	62,000	1.3%
PL	2008	n.a.	n.a.	n.a.	n.a.
PL	2013	n.a.	n.a.	n.a.	n.a.
PT	2008	n.a.	n.a.	n.a.	n.a.
PT	2011	54,988	20,371	34,617	1.6%
RO	2008	100,000	n.a.	n.a.	2.2%
RO	2013	97,400	n.a.	n.a.	1.9%
SE	2008	21,667	n.a.	n.a.	0.5%
SE	2013	24,490	n.a.	n.a.	0.6%
SI	2008	3,165	1,380	1,785	0.4%
SI	2013	2,613	1,143	1,470	0.4%
SK	2008	64,500	18,500	46,000	3.1%
SK	2013	49,200	12,300	36,900	2.5%
UK***	2008	167,800	44,400	123,500	0.7%
UK***	2013	126,800	44,700	82,100	0.5%

** = all figures include forestry and fishing activities; ** = different sources of information; company, employment and employee figures not directly comparable; *** =2008 and 2013 figures not fully comparable; [a] = figure includes only part of NACE code (Rev.2) 1.6 and does not include NACE code (Rev.2) 1.7; 2010 and 2013 figures not directly comparable; [b] = figure includes assisting family members and seasonal workers; [c] = without seasonal workers; [d] = without temporary agency workers and part of self-employed; [e] = figure for females and males do not sum up correctly to the aggregate number, although these data stem from the official Spanish LFS; [f] = figure includes holders, spouses, family members and regular non-family workers; [g] = figure includes forestry and fishing activities; [h] = figure probably underestimated; [i] = figure includes holders, spouses and family members; n.a. = not available.*

Source: Eurofound's network of European correspondents (2015), national statistics. For detailed description of sources please refer to the national reports.

Table A3: Domain coverage, membership and density of trade unions in agriculture, 2013/14/15

	Trade union	Type of membership	Domain coverage*	Membership		Density	Members in largest companies
				Members active	Members sector active	Sector density (%)	
AT	PRO-GE	voluntary	SO	229,776	2,209	8.3%	yes
AT	GPA-djp	voluntary	SO	275,455	n.a.	n.a.	yes
AT	GÖD	voluntary	SO	235,566	n.a.	n.a.	n.a.
AT	LAK	obligatory	SO	60,000–100,000	40,000–70,000[a]	> 80%[b]	yes
AT	LFB	voluntary	SO	n.a.	n.a.	n.a.	n.a.
BE	CGSLB-ACLVB	voluntary	O	221,000	890	20.1%	yes
BE	FGTB-ABVV-Horval	voluntary	SO	n.a.	n.a.	n.a.	yes
BE	ACV-CSC-Alimentation	voluntary	SO	n.a.	n.a.	n.a.	yes
BG	FITUA	voluntary	C	5,100–6,000	5,100–6,000	5.2–6.1%	yes
BG	FAF	voluntary	O	2000	1000	1.0%	yes
CY	OMEPEGE-SEK	voluntary	SO	5,777[c]	n.a.	n.a.	yes
CY	SEGDAMELIN-PEO	voluntary	SO	7,700	n.a.	n.a.	yes
CZ	OSPZV-	voluntary	SO	42,000	3,000	3.2%	yes

	ASO CR						
DE	IG BAU	voluntary	O	280,926	n.a.	n.a.	yes
DK	3F	voluntary	SO	253,430	n.a.	n.a.	yes
DK	Servicefor bundet	voluntary	SO	18,982	n.a.	n.a.	yes
EE	no trade union	-	-	-	-	-	-
EL	no trade union	-	-	-	-	-	-
ES	FEAGRA-CCOO	voluntary	O	n.a.	n.a.	n.a.	yes
ES	FITAG-UGT	voluntary	O	n.a.	n.a.	n.a.	yes
ES	USO	voluntary	O	n.a.	n.a.	n.a.	n.a.
ES	ELA-STV	voluntary	SO	n.a.	n.a.	n.a.	no
ES	LAB-Sindicatua	voluntary	SO	n.a.	n.a.	n.a.	no
FI	PL	voluntary	SO	37,000	3,000	19.9%	yes
FI	MTJL	voluntary	SO	319	300	2.0%	n.a.
FI	METO	voluntary	SO	5,000	60	0.4%	yes
FI	Jyty	voluntary	SO	60,000	74	0.5%	n.a.
FI	YTN	voluntary	SO	160,000	400	2.7%	yes
FR	FGA-CFDT	voluntary	O	60,000	n.a.	n.a.	yes
FR	FGTA-FO	voluntary	O	30,000	n.a.	n.a.	yes
FR	CFTC-AGRI	voluntary	C	n.a.	n.a.	n.a.	yes
FR	SNCEA-CFE-CGC	voluntary	SO	7,000	850	0.1%	yes
FR	FNAF-CGT	voluntary	O	n.a.	n.a.	n.a.	n.a.
FR	UNSA2a	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.
HR	PPDIV	voluntary	O	20,000	5,000	35.8%	yes
HU	MEDOSZ	voluntary	SO	6,053	4850	7.8%	yes
IE	SIPTU	voluntary	O	199,881[e]	n.a.	n.a.	yes
IT	FLAI-CGIL	voluntary	O	277,346	138,000	33.9%	yes
IT	FAI-CISL	voluntary	O	194,035	n.a.	n.a.	yes
IT	UILA-UIL	voluntary	O	221,588	180,000	44.2%	yes
IT	Confederdia	voluntary	SO	9,212	n.a.	<2.3%	yes

IT	UILTUCS-UIL	voluntary	SO	122,276	n.a.	n.a.	yes
IT	Sinalcap	voluntary	S	n.a.	n.a.	n.a.	n.a.
LT	LZUDPSF	voluntary	O	2,010	1,500	1.0%	yes
LU	LCGB Services et Commerce	voluntary	O	4,300	n.a.	n.a.	yes
LU	OGBL SAH	voluntary	O	3,800	500	59.5%	yes
LV	no trade union						
MT	GWU	voluntary	SO	39,201	n.a.	n.a.	yes
NL	CNV Vakmensen	voluntary	O	290,000	n.a.	n.a.	n.a.
NL	FNV	voluntary	O	1,100,000	38,800	41.7%	n.a.
NL	DeUnie	voluntary	O	45,000[g]	n.a.	n.a.	n.a.
NL	HZC	voluntary	SO	n.a.	n.a.	n.a.	n.a.
PL	SR NSZZ Solidarnosc	voluntary	SO	3,200	1,600	n.a.	no
PL	ZZPR	voluntary	SO	1900	1,200	n.a.	no
PT	SETAA	voluntary	O	n.a.	n.a.	n.a.	n.a.
PT	FESAHT	voluntary	SO	n.a.	n.a.	n.a.	yes
RO	AGROSTAR	voluntary	O	48,000	n.a.	n.a.	yes
RO	CNS Cartel Alfa	voluntary	O	400,000	30,752	31.6%	yes
SE	Kommunal	voluntary	SO	506,118	3,800	15.5%	yes
SE	Unionen	voluntary	SO	472,255	570	2.3%	yes
SE	Naturvetarna	voluntary	SO	27,238	569	2.3%	yes
SE	Ledarna	voluntary	SO	91,164	900	3.7%	yes
SE	SLF	voluntary	SO	850	450	1.8%	yes
SI	KZI	voluntary	SO	n.a.[f]	n.a.[f]	n.a.	yes
SK	OZ PP	voluntary	SO	2,028	1,200	2.4%	yes
UK	Unite	voluntary	O	1,240,000	12,000	9.5%	n.a.

** = domain coverage: C = Congruence; O = Overlap; SO = Sectional Overlap; S = Sectionalism (For details see Table 2 / page 4); [a] = figures doubtful; include non-*

active members, seasonal workers, etc.; [b] = according to compulsory membership in seven out of nine Austrian regions; [c] = figures refer to 2008; [d] = indirectly involved in collective bargaining via higher-level unit; [e] = figure refers to 2011; [f] = answer deliberately refused; [g] = includes non-active members; n.a. = not available.

Source: Eurofound's network of European correspondents (2015), administrative data and estimates.

Table A4: Collective bargaining, consultation and affiliations of trade unions in agriculture, 2013/14/15

	Trade union	Collective bargaining (CB)*	CB coverage (total)**	Consultation/ frequency	***National*** **and European affiliations***
AT	PRO-GE	M+S	n.a.	regularly	*ÖGB*; EFFAT, IndustriAll-Europe
AT	GPA-djp	M+S	n.a.	n.a.	*ÖGB*; EFFAT, EPSU, EFJ, UNI-Europa, IndustriAll-Europe
AT	GÖD	M+S	n.a.	n.a.	*ÖGB*; EFFAT, EPSU, CES I
AT	LAK	M+S	n.a.	regularly	
AT	LFB	M+S	n.a.	n.a.	
BE	CGSLB-ACLVB	M	4,433	regularly	EFFAT
BE	FGTB-ABVV-Horval	M	4,433	regularly	*FGTB-ABVV*; EFFAT
BE	ACV-CSC-Alimentation	M	4,433	regularly	*ACV-CSC*; EFFAT
BG	FITUA	S	5,100	regularly	*CITUB*; EFFAT
BG	FAF	S	2,000	regularly	*CL Podkrepa*; EFFAT
CY	OMEPEGE-SEK	M+S	n.a.	yes	*SEK*; EFFAT, ETF
CY	SEGDAMELIN-PEO	M+S	3,500	ad-hoc	*PEO*; IDC
CZ	OSPZV-ASO CR	M+S	80,000	regularly	*ASO CR*; EFFAT
DE	IG BAU	M+S	n.a.	regularly	*DGB*; EFFAT
DK	3F	M+S	17,000	ad-hoc	*LO*; EFFAT, EPSU, ETF, EFBWW, IndustriAll
DK	Serviceforbundet	M	n.a.	ad-hoc	*LO*; EFFAT
EE	no trade union	-	-	-	-

EL	no trade union	-	-	-	-
ES	FEAGRA-CCOO	M	~362,500	ad-hoc	*CCOO*; EFFAT
ES	FITAG-UGT	M	~362,500	yes	*UGT*; EFFAT
ES	USO	M	3,800	n.a.	
ES	ELA-STV	M	1,700	n.a.	*ELA*; EFFAT
ES	LAB-Sindicatua	M	1,700	n.a.	
FI	PL	M	10,000	regularly	*SAK*; EFFAT
FI	MTJL	M	400	regularly	*STTK*; EFFAT
FI	METO	S	74	regularly	*STTK*; UEF
FI	Jyty	S	74	ad-hoc	*STTK*; EPSU
FI	YTN	M+S	370	ad-hoc	*AKAVA*
FR	FGA-CFDT	M+S	983,335	regularly	*CFDT*; EFFAT
FR	FGTA-FO	M+S	983,335	regularly	*FO*; EFFAT
FR	CFTC-AGRI	M+S	983,335	regularly	*CFTC*; EFFAT
FR	SNCEA-CFE-CGC	M+S	983,335	regularly	*CFE-CGC*; EFFAT
FR	FNAF-CGT	M+S	983,335	n.a.	*CGT*
FR	UNSA2a	M+S	n.a.	no	*UNSA*
HR	PPDIV	S	17,500	ad-hoc	*SSSH*; EFFAT
HU	MEDOSZ	M+S	50,000–60,000	ad-hoc	*LIGA*; EFFAT
IE	SIPTU	S	n.a.	ad-hoc	*ICTU*; EFFAT
IT	FLAI-CGIL	M+S	n.a.	ad-hoc	*CGIL*; EFFAT
IT	FAI-CISL	M+S	n.a.	ad-hoc	*CISL*; EFFAT
IT	UILA-UIL	M+S	n.a.	ad-hoc	*UIL*; EFFAT
IT	Confederdia	M+S	15,000–18,600	ad-hoc	EFFAT
IT	UILTUCS-UIL	M+S	3,000	ad-hoc	*UIL*; EFFAT, UNI Europa
IT	Sinalcap	yes	3,000	n.a.	
LT	LZUDPSF	M+S	n.a.	ad-hoc	*LPSK*; EFFAT
LU	LCGB Services et Commerce	S	465	no	*LCGB*
LU	OGBL SAH	S	465	regularly	*OGBL*; EFFAT
LV	no trade union				
MT	GWU	S	n.a.	no	EFFAT, EPSU, IndustriAll Europe
NL	CNV Vakmensen	M+S	85,286	regularly	*CNV*; EFFAT, UNI Europa

NL	FNV	M+S	85,286	regularly	EFFAT, UNI Europa
NL	DeUnie	M	8,552	n.a.	*UOV*
NL	HZC	yes	21,572	n.a.	
PL	SR NSZZ Solidarnosc	S	n.a.	regularly	*NSZZ Solidarnosc*; EFFAT
PL	ZZPR	S	1,000	regularly	EFFAT
PT	SETAA	M+S	11,744	n.a.	*UGT*; EFFAT
PT	FESAHT	M+S	10,893	no	*CGTP-IN*
RO	AGROSTAR	M+S	n.a.	regularly	*BNS*; EFFAT
RO	CNS Cartel Alfa	M+S	n.a.	regularly	EFFAT
SE	Kommunal	M	10,000	ad-hoc	*LO*; EFFAT, EPSU, ETF
SE	Unionen	M	n.a.	no	*TCO*; EFFAT, UNI Europa, ETF
SE	Naturvetarna	M	569	regularly	*SACO*
SE	Ledarna	M	n.a.	no	CEC, ETF
SE	SLF	M	1,800	ad-hoc	*TCO*; (EFFAT)
SI	KZI	M+S	n.a.	ad-hoc	*ZSSS*; EFFAT
SK	OZ PP	S	8,000	ad-hoc	*KOZ SR*; EFFAT
UK	Unite	S	n.a.	regularly	*TUC*; EFFAT, EFBWW, EPSU, ETF, IndustriAll Europe, UNI Europa

** = Collective bargaining involvement: S = single-employer bargaining; M = multi-employer bargaining;** = Number of employees covered by collective agreements concluded by the union within the agriculture sector; *** = National affiliations put in italics; for the national level, only cross-sectoral (i.e. peak-level) associations are listed; for the European level sectoral associations only; affiliation put in parenthesis means indirect affiliation via higher- or lower-order unit. [a] = figures doubtful; include non-active members, seasonal workers etc.; [b] = according to compulsory membership in seven out of nine Austrian regions; [c] = figures refer to 2008; [d] = indirectly involved in collective bargaining via higher-level unit; [e] = figure refers to 2011; [f] = answer deliberately refused; [g] = includes non-active members; n.a. = not available.*

Source: Eurofound's network of European correspondents (2015), administrative data and estimates.

Table A5: Domain coverage and membership of employer/ business organisations in agriculture, 2013/14/15

	Employer organisation	Domain coverage*	Membership				
			Type	Companies	*in sector*	Employees	*in sector*
AT	LKÖ	O	obligatory	166,000	n.a.	27,000	n.a.
AT	OALF	O	mixed	n.a. (at least 21,300)	n.a.	n.a.	n.a.
AT	ÖRV	SO	voluntary	62	n.a.	n.a.	n.a.
BE	FWA	S	voluntary	n.a.	n.a.	n.a.	n.a.
BE	BB	S	voluntary	17,000	17,000	n.a.	n.a.
BE	LS-AS	SO	voluntary	n.a.	n.a.	n.a.	n.a.
BG	CBAO	S	voluntary	n.a.	n.a.	n.a.	n.a.
BG	BAAP	C	voluntary	n.a.	n.a.	n.a.	n.a.
BG	NUACB	S	voluntary	n.a.	n.a.	30,000	30,000
CY	EKA	SO	voluntary	7,500[f]	n.a.	n.a.	n.a.
CY	NFU	SO	voluntary	500[f]	n.a.	n.a.	n.a.
CY	Panagrotikos	SO	voluntary	n.a.	n.a.	n.a.	n.a.
CY	PEK	SO	voluntary	1,500[f]	n.a.	n.a.	n.a.
CZ	ZS CR	SO	voluntary	820	n.a.	40,000	n.a.
CZ	CMSZP	n.a.	voluntary	n.a.	n.a.	n.a.	n.a.
CZ	AK CR	O	voluntary	2,969	2,636	n	n.a.
CZ	ASZ CR	S	voluntary	6,500	6,500	n.a.	n.a.
DE	GLFA	SO	voluntary	n.a.	n.a.	n.a.	n.a.
DE	AGAVLG	SO	voluntary	n.a.	n.a.	n.a.	n.a.
DE	AgA	S	voluntary	n.a.	n.a.	n.a.	n.a.
DE	DRV	SO	voluntary	2,385	n.a.	82,000	n.a.
DE	DBV	SO	voluntary	n.a.	n.a.	n.a.	n.a.
DK	GLS-A	O	voluntary	1,400	1,060	28,000	18,000
DK	DAFC	O	voluntary	300	300	169,000	n.a.
EE	ETKL	O	voluntary	n.a.	n.a.	n.a.	n.a.
EE	EPK	O	voluntary	n.a.	n.a.	n.a.	n.a.
EE	EPKK	O	voluntary	101	70	n.a.	n.a.
EL	PASEGES	SO	voluntary	n.a.	n.a.	3,000	3,000
ES	CAA	S	voluntary	3,397	3,397	98,999	98,999
ES	ASAJA	O	voluntary	200,000[b]	n.a.	n.a.	n.a.
ES	COAG	S	voluntary	n.a.	n.a.	n.a.	n.a.

ES	UPA	S	voluntary	80,000[b]	80,000[b]	n.a.	n.a.
ES	Union de Uniones	C	voluntary	15,541	15,541	98,800	98,800
ES	FEPEX	SO	voluntary	n.a.	n.a.	n.a.	n.a.
ES	UP	S	voluntary	n.a.	n.a.	n.a.	n.a.
ES	JARC	S	voluntary	n.a.	n.a.	n.a.	n.a.
ES	IACSI	S	voluntary	n.a.	n.a.	n.a.	n.a.
FI	MTA	SO	voluntary	1,300	1,222	10,200	10,000
FI	PALTA	SO	voluntary	1725	10	150,000	560
FI	MTK	O	voluntary	420,000[b]	140,000[b]	n.a.	n.a.
FI	SLC	SO	voluntary	32,000[b]	12,000[b]	n.a.	n.a.
FI	Pellervo	SO	voluntary	260	45	n.a.	n.a.
FR	FNSEA	C	voluntary	~300,000	~300,000	~1,000,000	~1,000,000
HR	CEA-Food and Agriculture	O	voluntary	n.a.	18	n.a.	2,309
HR	CCA	C	voluntary	n.a.	n.a.	n.a.	n.a.
HU	MOSZ	S	voluntary	600	600	30,000	30,000
HU	MAGOSZ	S	voluntary	n.a.	n.a.	n.a.	n.a.
HU	Agrarkamara	O	voluntary	n.a.	n.a.	n.a.	n.a.
IE	IFA	C	voluntary	88,000	88,000	n.a.	n.a.
IE	ICOS	SO	voluntary	150,000	n.a.	12,000	n.a.
IT	Confagricoltura	O	voluntary	668,400	367,400	598,320	500,000
IT	Coldiretti	O	voluntary	1,500,000	1,500,000	n.a.	n.a.
IT	CIA	O	voluntary	900,000	n.a.	n.a.	n.a.
IT	AIA	S	voluntary	n.a.	n.a.	n.a.	n.a.
IT	Assocap	S	voluntary	45	45	3,000	3,000
IT	AGCI Agrital	SO	voluntary	1000	n.a.	n.a.	n.a.
IT	Fedagri	SO	voluntary	3,350	904	65,000	10,950
IT	ANCA Legacoop	SO	voluntary	1,063	350	27,310	n.a.
IT	Unima	SO	voluntary	8,000	6,500	25,000	20,000
LT	ZUR	O	voluntary	47[d]	38[d]	n.a.	n.a.

LT	LZUBA	O	voluntary	214	170	10,800	n.a.
LT	LZUKA	S	voluntary	10	10	n.a.	n.a.
LT	LUS	S	voluntary	5,000	5,000	n.a.	n.a.
LU	CPL	O	voluntary	2,500	2,500	n.a.	n.a.
LV	LLKA	SO	voluntary	56	56	n.a.	n.a.
LV	LSA	C	voluntary	60	60	3,000	3,000
LV	LZF	O	voluntary	119[e]	n.a.	>5,000	n.a.
LV	ZSA	O	voluntary	900	n.a.	>4,000	n.a.
LV	LOSP	O	voluntary	59	50	n.a.	n.a.
MT	KM	SO	voluntary	5,500	n.a.	n.a.	n.a.
NL	CUMELA	SO	voluntary	1,930	1,900	20,000	16,210
NL	LTO	S	voluntary	50,000	50,000	50,875	50,875
NL	LTO Glaskracht	S	voluntary	1,247	1,247	25,109	25,109
NL	PLANTUM	SO	voluntary	350	n.a.	15000–20000	n.a.
NL	NFO	S	voluntary	256[k]	256[k]	n.a.	n.a.
NL	NCR	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
PL	NSZZRI Solidarnosc	S	voluntary	n.a.	n.a.	n.a.	n.a.
PL	FBZPR	SO	voluntary	n.a.	n.a.	n.a.	n.a.
PL	KRIR	S	obligatory	2,000,000	2,000,000	n.a.	n.a.
PL	ZZR Samoobrona	S	voluntary	n.a.	n.a.	n.a.	n.a.
PL	KZRKiOR	SO	voluntary	1,100,000[g]	1,100,000[g]	n.a.	n.a.
PL	ZZR Ojczyzna	S	voluntary	n.a.[h]	n.a.[h]	n.a.	n.a.
PT	CAP	C	voluntary	446	446	n.a.	n.a.
PT	CONFAGRI	S	voluntary	n.a.	n.a.	n.a.	n.a.
PT	APDF	n.a.	voluntary	n.a.	n.a.	n.a.	n.a.
PT	AEDF	n.a.	voluntary	n.a.	n.a.	n.a.	n.a.
PT	AVRCF	n.a.	voluntary	n.a.	n.a.	n.a.	n.a.
PT	FPAS	S	voluntary	n.a.	n.a.	n.a.	n.a.
PT	AIBSV	n.a.	voluntary	n.a.	n.a.	n.a.	n.a.

RO	PRO AGRO	O	voluntary	1,300	628	61,613	24,480
SE	SLA	O	voluntary	4,000	2,088	35,000	20,000
SE	LRF	O	voluntary	90,000	n.a,	n.a.	n.a.
SI	KGZS	O	obligatory	90,000[i]	n.a.	12,000	n.a.
SI	ZZS	SO	voluntary	67	n.a.	2,500	n.a.
SI	GZS-ZKZP	O	voluntary	170	40	9,000	1,600
SI	ZDS	O	voluntary	n.a.	n.a.	n.a.	n.a.
SK	SPPK	O	voluntary	1,541	1,397	n.a.	n.a.
UK	NFU	S	voluntary	47,496[j]	47,496[j]	n.a.	n.a.
UK	NFUS	SO	voluntary	8,500	almost 8,500	n.a.	n.a.
UK	UFU	S	voluntary	11,700	11,700	n.a.	n.a.

** = domain coverage: C = Congruence; O = Overlap; SO = Sectional Overlap; S = Sectionalism (For details see Table 2 / page 4). [a] = indirect collective bargaining involvement via lower-level units; [b] = figure includes companies and individuals/family members; [c] = collective agreement signed by Union de Uniones has been contested and currently is not in force; [d] = associations rather than individual companies; [e] = 119 individual companies and 37 associations; [f] = figure includes only individual holders; [g] = KZRKiOR organises about 22,500 machinery rings covering approximately 1.100,000 individual farmers; [h] = ZZR Ojczyzna organises not only private farms owned by individual farmers but also a few dependent employees in agriculture; [i] = figure includes natural and legal persons, among whom are 1,275 legal persons; [j] = figure includes farmers and growers with management responsibilities for a farm and excludes partners, family members and farmers' spouses etc.; [k] = estimate; [l] = no legal basis for collective bargaining; n.a. = not available.*

Source: Eurofound's network of European correspondents (2015), administrative data and estimates.

Table A6: Density, collective bargaining, consultation and affiliations of employer/business organisations in agriculture, 2013/2014/2015

		Density (%)		**in largest comp.**	**CB***	**CB coverage****		**Consultation/ frequency**	***NEA******
		Comp.	**Empl.**			**Comp.**	**Empl.**		
AT	LKÖ	n.a.	n.a.	yes	M+S[a]	n.a.	n.a.	regularly	COPA-COGECA
AT	OALF	n.a.	n.a.	yes	M+S[a]	n.a.	n.a.	regularly	
AT	ÖRV	n.a.	n.a.	yes	S	n.a.	n.a.	regularly	*WKÖ, IV*; COPA-COGECA

BE	FWA	n.a.	n.a.	yes	M	n.a.	3,051	regularly	COPA-COGECA
BE	BB	22.0%	n.a.	yes	M	18,000	3,051	regularly	COPA-COGECA
BE	LS-AS	n.a.	n.a.	yes	M	n.a.	1,382	regularly	
BG	CBAO	n.a.	n.a.	yes	no	0	0	regularly	*BIA*; COPA-COGECA
BG	BAAP	n.a.	n.a.	yes	S	n.a.	n.a.	regularly	*CEIB*
BG	NUACB	n.a.	30.3%	yes	S	n.a.	n.a.	regularly	*AICB*
CY	EKA	n.a.	n.a.	no	M	n.a.	n.a.	ad-hoc	COPA-COGECA
CY	NFU	n.a.	n.a.	no	M	n.a.	n.a.	ad-hoc	COPA-COGECA
CY	Panagrotikos	n.a.	n.a.	n.a.	M	n.a.	n.a.	ad-hoc	COPA-COGECA
CY	PEK	n.a.	n.a.	no	M	n.a.	n.a.	ad-hoc	COPA-COGECA
CZ	ZS CR	n.a.	n.a.	yes	M+S	820	55,000	ad-hoc	*KZPS, DA CR*; COPA-COGECA
CZ	CMSZP	n.a.	n.a.	n.a.	M+S	n.a.	n.a.	n.a.	*CAK*
CZ	AK CR	2.9%	n.a.	yes	no	0	0	ad-hoc	COPA-COGECA
CZ	ASZ CR	7.1%	n.a.	no	no	0	0	no	COPA-COGECA, ELO
DE	GLFA	n.a.	n.a.	n.a.	M	50,000	n.a.	ad-hoc	*BDA*; COPA-COGECA

DE	AGAVLG	n.a.	n.a.	n.a.	M	50,000	n.a.	n.a.	(COPA-COGECA)
DE	AgA	n.a.	n.a.	n.a.	M	50,000	n.a.	n.a.	(COPA-COGECA)
DE	DRV	n.a.	n.a.	n.a.	no	0	0	n.a.	COPA-COGECA
DE	DBV	n.a.	n.a.	n.a.	no	0	0	n.a.	COPA
DK	GLS-A	3.6%	55.0%	yes	M	1,060	18,000	ad-hoc	
DK	DAFC	1.0%	n.a.	yes	no	0	0	ad-hoc	COPA
EE	ETKL	n.a.	n.a.	no	no	0	0	ad-hoc	COPA-COGECA
EE	EPK	n.a.	n.a.	no	no	0	0	ad-hoc	COPA
EE	EPKK	4.2%	n.a.	yes	no	0	0	ad-hoc	COPA-COGECA
GR	PASEGES	n.a.	8.3%	yes	no	0	0	regularly	COPA-COGECA
ES	CAA	n.a.	27.3%	no	no	0	0	regularly	*CEPES*; COGECA
ES	ASAJA	n.a.	n.a.	n.a.	M	n.a.	n.a.	yes	*CEOE*; COPA
ES	COAG	n.a.	n.a.	n.a.	M	n.a.	n.a.	regularly	COPA
ES	UPA	n.a.	n.a.	no	M	n.a.	n.a.	n.a.	COPA
ES	Union de Uniones	n.a.	27.3%	no	M[c]	0[c]	0[c]	regularly	
ES	FEPEX	n.a.	n.a.	n.a.	M[a]	n.a.	n.a.	n.a.	*CEOE*; EUCOFEL
ES	UP	n.a.	n.a.	no	M	n.a.	25,000	regularly	
ES	JARC	n.a.	n.a.	no	M	n.a.	25,000	n.a.	
ES	IACSI	n.a.	n.a.	n.a.	M	n.a.	25,000	n.a.	*CEOE*

FI	MTA	2.4%	66.3%	yes	M	1,222	10,000	regularly	COPA
FI	PALTA	0.0%	3.7%	yes	M+S	11	560	no	*EK*
FI	MTK	n.a.	n.a.	yes	no	0	0	regularly	COPA-COGECA
FI	SLC	n.a.	n.a.	yes	no	0	0	regularly	COPA-COGECA
FI	Pellervo	0.1%	n.a.	no	no	0	0	ad-hoc	COPA-COGECA
FR	FNSEA	90.9%	~100%	yes	M	330,000	983,335	regularly	COPA
HR	CEA-Food and Agriculture	0.3%	16.5%	yes	S	18	2309	ad-hoc	*CEA*; COPA
HR	CCA	n.a.	n.a.	yes	no	0	0	regularly	COPA-COGECA
HU	MOSZ	4.0%	48.2%	no	M	600	30,000	regularly	COPA
HU	MAGOSZ	n.a.	n.a.	no	no	0	0	n.a.	COPA
HU	Agrarkamara	n.a.	n.a.	n.a.	no	0	0	regularly	COPA
IE	IFA	62.9%	n.a.	yes	no	0	0	ad-hoc	COPA
IE	ICOS	n.a.	n.a.	yes	no	0	0	ad-hoc	COPA
IT	Confagricoltura	22.7%	100%	yes	M	200,000	n.a.	regularly	*Agrinsieme*; COPA
IT	Coldiretti	92.5%	n.a.	yes	M	200,000	n.a.	regularly	COPA
IT	CIA	n.a.	n.a.	yes	M	200,000	n.a.	regularly	*Agrinsieme*; COPA, Euromontana
IT	AIA	n.a.	n.a.	yes	M+S	n.a.	n.a.	regularly	

IT	Assocap	0.0%	0.7%	yes	M	45	3000	ad-hoc	
IT	AGCI Agrital	n.a.	n.a.	yes	M	n.a.	n.a.	regularly	*Agrinsieme*; COGECA
IT	Fedagri	0.1%	2.7%	yes	M	n.a.	n.a.	regularly	*Confcooperative, Agrinsieme*; COGECA
IT	ANCA Legacoop	0.0%	n.a.	yes	M	n.a.	n.a.	regularly	*Legacoop, Agrinsieme*; COGECA
IT	Unima	0.4%	4.9%	yes	M+S	n.a.	n.a.	ad-hoc	*Confindustria,* CEETTAR
LT	ZUR	n.a.	n.a.	yes	M	n.a.	n.a.	ad-hoc	COPA-COGECA
LT	LZUBA	n.a.	n.a.	yes	M	n.a.	<5,000	ad-hoc	COPA-COGECA
LT	LZUKA	n.a.	n.a.	yes	no	0	0	ad-hoc	COPA-COGECA
LT	LUS	n.a.	n.a.	no	no	0	0	ad-hoc	COPA-COGECA
LU	CPL	100%	n.a.	yes	no	0	0	regularly	COPA-COGECA
LV	LLKA	4.1%	n.a.	yes	no	0	0	regularly	COPA
LV	LSA	4.4%	29.9%	yes	no	0	0	regularly	COPA
LV	LZF	n.a.	n.a.	yes	no	0	0	regularly	*LDDK*; COPA
LV	ZSA	n.a.	n.a.	yes	no	0	0	regularly	COPA
LV	LOSP	3.7%	n.a.	yes	no	0	0	regularly	COPA

MT	KM	n.a.	n.a.	yes	no	0	0	ad-hoc	COPA-COGECA
NL	CUMELA	2.8%	17.4%	yes	M	2,020	21,215	regularly	*VCO-NCW*; CEETTAR
NL	LTO	74.1%	54.7%	yes	M	7,630	79,730	regularly	COPA
NL	LTO Glaskracht	1.8%	27.0%	yes	M	2,473	37,277	regularly	*VNO-NCW*; (COPA)
NL	PLANTUM	n.a.	n.a.	yes	M	150	42,000	regularly	*VNO-NCW*; ESA
NL	NFO	0.4%[k]	n.a.	n.a.	M	n.a.	23,266	n.a.	
NL	NCR	n.a.	n.a.	n.a.	no	0	0	n.a.	COGECA
PL	NSZZ RI Solidarnosc	n.a.	n.a.	no	no[l]	0	0	regularly	COPA-COGECA
PL	FBZPR	n.a.	n.a.	n.a.	no[l]	0	0	regularly	COPA-COGECA
PL	KRIR	100%	n.a.	yes	no[l]	0	0	regularly	COPA-COGECA
PL	ZZR Samoobrona	n.a.	n.a.	no	no[l]	0	0	regularly	COPA-COGECA
PL	KZR KiOR	73.4%	n.a.	no	no[l]	0	0	regularly	COPA-COGECA
PL	ZZR Ojczyzna	n.a.	n.a.	no	no[l]	0	0	ad-hoc	COPA-COGECA
PT	CAP	0.9%	n.a.	yes	M	n.a.	n.a.	regularly	COPA, USSE; CEPF
PT	CONFAGRI	n.a.	n.a.	n.a.	no	0	0	n.a.	COGECA

PT	APDF	n.a.	n.a.	n.a.	M	3,000	4,000	n.a.	
PT	AED F	n.a.	n.a.	n.a.	M	5,000	6,000	n.a.	
PT	AVR CF	n.a.	n.a.	n.a.	M	200	500	n.a.	
PT	FPAS	n.a.	n.a.	n.a.	M	750	1,750	n.a.	
PT	AIBS V	n.a.	n.a.	n.a.	M	21	1,530	n.a.	
RO	PRO AGR O	2.3%	25.1%	no	no	0	0	regularly	*CONC ORDIA*; COPA
SE	SLA	1.9%	81.7%	yes	M	n.a.	n.a.	regularly	*SN*; COPA
SE	LRF	n.a.	n.a.	yes	no	0	0	regularly	COPA
SI	KGZ S	n.a.	n.a.	yes	no	0	0	regularly	COPA-COGE CA
SI	ZZS	n.a.	n.a.	no	M	n.a.	n.a.	regularly	COPA-COGE CA
SI	GZS-ZKZP	0.1%	61.2%	yes	M	40	1,600	regularly	FoodDr ink Europe
SI	ZDS	n.a.	n.a.	yes	M	n.a.	n.a.	n.a.	
SK	SPPK	10.1%	n.a.	yes	no	0	0	ad-hoc	*AZZZ SR*; COPA, FoodDr ink Europe
UK	NFU	34.8%	n.a.	n.a.	no	0	0	regularly	*CBI*; COPA-COGE CA
UK	NFUS	6.2%	n.a.	n.a.	no	0	0	regularly	COPA-COGE CA
UK	UFU	8.6%	n.a.	n.a.	no	0	0	regularly	COPA-COGE CA

** = Collective bargaining involvement: S = single-employer bargaining; M = multi-employer bargaining; ** = number of companies/employees covered by collective agreements concluded by the employer organisation within the agriculture sector; *** = National affiliations put in italics; for the national level, only cross-sectoral (i.e. peak-level) associations are listed; for the European level sectoral associations only;*

affiliation put in parenthesis means indirect affiliation via higher-order unit. Comp. = companies; Empl. = employees; NEA = National and European affiliations. [a] = *indirect collective bargaining involvement via lower-level units;* [b] *= figure includes companies and individuals/family members;* [c] *= collective agreement signed by Union de Uniones has been contested and currently is not in force;* [d] *= associations rather than individual companies;* [e] *= 119 individual companies and 37 associations;* [f] *= figure includes only individual holders;* [g] *= KZRKiOR organises about 22,500 machinery rings covering approximately 1.100,000 individual farmers;* [h] *= ZZR Ojczyzna organises not only private farms owned by individual farmers but also a few dependent employees in agriculture;* [i] *= figure includes natural and legal persons, among whom are 1,275 legal persons;* [j] *= figure includes farmers and growers with management responsibilities for a farm and excludes partners, family members and farmers' spouses etc.;* [k] *= estimate;* [l] *= no legal basis for collective bargaining; n.a. = not available.*

Source: Eurofound's network of European correspondents (2015), administrative data and estimates.

Table A7: System of sectoral collective bargaining (2013–2014)

	Collective bargaining coverage (CBC) (%) (estimates)	**Share of multi-employer bargaining (MEB) in total CBC (%) (estimates)**	**Extension practices[a]**
AT	90%–100%	~75%	(2)
BE	100%	100%	2
BG	n.a.	0%	0
CY	n.a.	SEB prevailing	0
CZ	84.2%	100%[b]	2
DE	100%	MEB prevailing	2
DK	53%	MEB prevailing	0
EE	at least 2.3%	0%	0
EL	100%[c]	100%[c]	0
ES	100%	almost 100%	2
FI	55%	99.5%	2
FR	100%	almost 100%	2
HR	85%	0%	0
HU	about 80%	about 70%	0
IE	n.a.[d]	SEB prevailing[e]	0[f]
IT	100%	100%[b]	(2)
LT	<5%	0%	0
LV	0%	0%	0
LU	55%	0%	0
MT	n.a.	0%	0
NL	>80%	MEB prevailing	2

PL	<1%	0%	0
PT	28%	almost 100%	2
RO	n.a.	n.a.	n.a.
SE	60%	MEB prevailing	2
SI	80%–100%[g]	100%[b]	0
SK	15%	0%	0
UK	n.a.[d]	0%	0

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; Extension practices (including functional equivalents to extension provisions, i.e. obligatory membership and labour court rulings): [a] = 0 = no practice, 1 = limited/exceptional, 2 = pervasive. Cases of functional equivalents are put in parentheses. [b] = complemented by single-employer bargaining; [c] = National General Collective Agreement setting the minimum terms and conditions of employment; [d] = probably very low; [e] = since 2013; [f] = since 2011; [g] = until April 2014 when the sector agreement expired; n.a. = not available.

Source: Eurofound's network of European correspondents (2015), administrative data and estimates.

Table A8: Tripartite sector-specific boards of public policy (2014–2015)

	Name of body and scope of activity	Origin	Trade unions involved	Business associations involved
BG	Sectoral Council for Tripartite Cooperation of the Ministry of Agriculture and Food	Statutory	FITUA, FAF	NUACB, BAAP, CBAO
DE	Agricultural and Forestry Workers Social Fund – administers supplements to the retirement pensions of farm workers	Statutory + agreement	IG Bau	GLFA
DK	Vocational Committee for Education in Agriculture	Statutory	3F	GLS-A
	Health and Safety Council in Agriculture	Statutory	3F, HK Privat, Serviceforbun det	GLS-A, DAFC, DA
FI	Working Group of Developing the System of Farm Relief Workers – aims to improve the cost effectiveness of the system of farm relief workers	Agreement	MTK	Local Government Employers

UK	Scottish Agricultural Wages Board – sets minimum wages and certain other conditions of employment	Statutory	Unite	NFUS and Scottish Land & Estates
	Agricultural Wages Board for Northern Ireland – sets minimum wages and certain other conditions of employment	Statutory	Unite	UFU
	Agriculture Industry Advisory Committee – advises Health and Safety Executive on health and safety	Statutory	Unite	NFU
	Farm Safety Partnership – broad-based collaboration aimed at improving farm safety	Agreement	Unite	NFU, NFUS, UFU

Source: Eurofound's network of European correspondents (2015)

Table A9: EFFAT Membership (2015)+

AT	PRO-GE, GPA-djp, GÖD
BE	CGSLB-ACLVB, FGTB-ABVV-Horval, ACV-CSC-Alimentation
BG	FITUA, FAF
CY	OMEPEGE-SEK
CZ	OSPZV-ASO CR
DE	IG-Bau
DK	3F, Serviceforbundet
EE	---
EL	---
ES	FEAGRA-CCOO, FITAG-UGT, ELA-STV
FI	PL, MTJL
FR	FGA-CFDT, FGTA-FO, CFTC-AGRI, SNCEA-CFE-CGC
HR	PPDIV
HU	MEDOSZ
IE	SIPTU
IT	FLAI-CGIL, FAI-CISL, UILA-UIL, Confederdia, UILTUCS-UIL
LT	LZUDPSF
LU	OGBL-SAH

LV	---
MT	GWU
NL	CNV Vakmensen, FNV
PL	SR NSZZ Solidarnosc, ZZPR
PT	SETAA
RO	AGROSTAR, CNS Cartel Alfa
SE	Kommunal, Unionen, (SLF)
SI	KZI
SK	OZ PP
UK	Unite

+ = Membership list confined to the sector-related associations of the countries under consideration; affiliation put in parenthesis means non-active membership. All EFFAT members listed in this table are involved in sector-related collective bargaining.

Source: Eurofound's network of European correspondents (2015)

Table A10: COPA/GEOPA-COPA/COGECA membership (2015)+

AT	LKÖ*, ÖRV*
BE	FWA*, BB*
BG	CBAO
CY	EKA*, NFU*, Panakrotikos*, PEK*
CZ	ZS CR*, AK CR, ASZ CR
DE	GLFA*, (AGAVLG*), (AgA*), DRV, DBV
DK	DAFC
EE	ETKL, EPK, EPKK
EL	PASEGES
ES	CAA, ASAJA*, COAG*, UPA*
FI	MTA*, MTK, SLC, Pellervo
FR	FNSEA*
HR	CEA-Food and Agriculture*, CCA
HU	MOSZ*, MAGOSZ, Agrarkamara
IE	IFA, ICOS
IT	Confagricoltura*, Coldiretti*, CIA*, AGCI Agrital*, Fedagri*, ANCA Legacoop*
LT	ZUR*, LZUBA*, LZUKA, LUS

LU	CPL
LV	LLKA, LSA, LZF, ZSA, LOSP
MT	KM
NL	LTO*, (LTO Glaskracht*), NCR
PL	NSZZRI Solidarnosc, FBZPR, KRIR, ZZR Samoobrona, KZRKiOR, ZZR Ojczyzna
PT	CAP*, CONFAGRI
RO	PRO AGRO
SE	SLA*, LRF
SI	KGZS, ZZS*
SK	SPPK
UK	**NFU, NFUS, UFU**

*+ = Membership list confined to the sector-related associations of the countries under consideration; affiliation put in parenthesis means indirect affiliation via higher-order unit. * = Involved in sector-related collective bargaining.*

Source: Eurofound's network of European correspondents (2015)

Annex 2: List of abbreviations

	Abbreviation	Full Name*
AT	GÖD	Union of Public Employees
	GPA-djp	Union of Salaried Employees, Graphical Workers and Journalists
	IV	Federation of Austrian Industry
	LAK	Chamber of Agricultural Employees
	LFB	Agriculture and Forestry Workers Association
	LKÖ	Chamber of Agriculture of Austria
	OALF	Standing Committee of the Presidents of the Employers' Associations of Agriculture
	ÖGB	Austrian Trade Union Federation
	ÖRV	Austrian Raiffeisen Association
	PRO-GE	Production Workers' Union
	WKO	Austrian Federal Economic Chamber
BE	ACV/CSC	Confederation of Christian Trade Unions
	ACV/CSC-Alimentation et Services	Confederation of Christian Trade Unions – Food and Services
	BB	Union of Belgian Farmers
	CGSLB-ACLVB	Federation of Liberal Trade Unions of Belgium
	FGTB-ABVV	Belgian General Federation of Labour
	FGTB-ABVV-Horval	Belgian General Federation of Labour – Horval
	FWA	Wallon Federation of Agriculture
	LS-AS	Agri-Service
BG	AICB	Association of Industrial Capital in Bulgaria
	BAAP	Bulgarian Association of Agricultural Producers
	BIA	Bulgarian Industrial Association
	CBAO	Confederation of Bulgarian Agricultural Organisations
	CEIB	Confederation of Employers and Industrialists in Bulgaria
	CITUB	Confederation of Independent Trade Unions of Bulgaria
	FAF	Federation Agriculture and Forestry
	FITUA	Federation of Independent Trade Unions of Agriculture
	NUACB	National Union of Agricultural Cooperatives in Bulgaria
	CL Podkrepa	Confederation of Labour Podkrepa

CY	EKA	Union of Cypriot Farmers
	NFU	New Farmers’ Movement
	OMEPEGE	Federation of Transport, Petroleum and Agriculture Workers
	Panagrotikos	Panagrotikos Farmers’ Union
	PEK	Panagrarian Union of Cyprus
	PEO	Pancyprian Federation of Labour
	SEGDAMELIN	Cyprus Agriculture, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union
	SEK	Cyprus Workers’ Federation
CZ	AK CR	Czech Agricultural Association and Agrarian Chamber
	ASO CR	Association of Autonomous Unions of the Czech Republic
	ASZ CR	Association of Private Farming
	CAK	Czech-Moravian Agrarian Confederation
	CMSZP	Czech-Moravian Association of Agricultural Enterpreneurs
	DA CR	Cooperative Association of the Czech Republic
	KZPS CR	Confederation of Employer and Entrepreneur Associations of the Czech Republic
	OSPZV-ASO CR	Association of Agriculture and Food Workers of the Association of Autonomous Unions of the Czech Republic
	ZS CR	Agricultural Association of the Czech Republic
DE	AgA	Association of Employer Organisations in Gardening
	AGAVLG	Association of Employer Organisations for Agricultural Cooperatives
	BDA	German Confederation of Employers’ Associations
	DBV	German Farmers’ Association
	DGB	German Trade Union Confederation
	DRV	German Raiffeisen Federation
	GLF-A	Confederation of the German Employers’ Associations in Agriculture and Forestry
	IG Bau	Trade Union for Construction Agriculture and Environment
DK	3F	United Federation of Danish Workers
	GLS-A	Employer Association in Nursery, Agriculture and Forestry
	DAFC	Danish Agriculture and Food Council

	LO	Danish Confederation of Trade Unions
	Serviceforbundet	Danish Clerical Union
EE	EPK	Central Union of Estonian Farmers
	EPKK	Estonian Chamber of Agriculture and Commerce
	ETKL	Estonian Farmers Federation
EL	PASEGES	Pan-Hellenic Confederation of Agricultural Cooperative Unions
ES	ASAJA	Agriculture Association of Young Farmers
	CAA	Agri-Food Cooperatives
	CCOO	Trade Union Confederation of Workers’ Commissions
	CEOE	Spanish Confederation of Employers’ Organisations
	CEPES	Spanish Business Confederation of Social Economy
	COAG	Coordinator of Farmer Organisations
	ELA	Basque Workers’ Solidarity
	ELA-STV	Services Federation of the Basque Workers’ Solidarity
	FEAGRA-CCOO	Federation of Agri-Food of the Trade Union Federation of Workers’ Commissions
	FEPEX	Spanish Federation of Associations of Producers and Exporters of Fruits, Vegetables, Flowers and Live Plants
	FITAG-UGT	Federation of Industry and Farmer Workers of the General Workers’ Confederation
	IACSI	Catalan Agriculture Institute of Sant Isidre
	JARC	Young Farmers from Catalonia
	LAB Sindikatua	Abertzales Workers Commission
	UGT	General Workers’ Confederation
	Union de Uniones	Union of Unions of Farmers
	UP	Union of Farmers
	UPA	Union of Small Farmers
	USO	Workers’ Trade Unionist Confederation
FI	AKAVA	Confederation of Unions for Academic Professionals in Finland
	EK	Confederation of Finnish Industries
	Jyty	Federation of Public and Private Sector Employees Jyty
	METO	Forestry Experts’ Association
	MTA	Finnish Agricultural Employers’ Organisation

	MTJL	Association of Salaried Agricultural Employees Organisations MTJL
	MTK	Central Union of Agricultural Producers and Forest Owners
	PALTA	Service Sector Employers PALTA
	Pellervo	Pellervo Society
	PL	Wood and Allied Workers' Union
	SLC	Central Union of Swedish Speaking Agricultural Producers in Finland
	STTK	Finnish Confederation of Professionals
	YTN	Federation of Professional and Managerial Staff
FR	CFDT	French Democratic Confederation of Labour
	CFE	French Confederation of Professional and Managerial Staff
	CFTC	French Christian Workers' Confederation
	CFTC Agri	Agriculture Federation – French Christian Workers' Confederation
	CGC	General Confederation of Professional and Managerial Staff
	CGT	General Federation of Labour
	FGA-CFDT	General Federation of Agro-Food Industry – French Democratic Confederation of Labour
	FGTA-FO	General Federation of Workers from Agriculture, Agro-Food Industry, Tobacco and related Activities – Confederation of Labour – Force Ouvrière
	FNAF-CGT	National Federation of Agro-Food and Forestry Industries – General Federation of Labour
	FNSEA	National Federation of Agricultural Holders' Unions
	SNCEA-CFE-CGC	National Union of Agriculture Companies' Managers – French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff
	UNSA2a	National Union of Autonomous Trade Unions – Agriculture, Food and Drink Industry
HR	CCA	Croatian Chamber of Agriculture
	CEA	Croatian Employers' Association
	CEA Food and Agriculture	Croatian Employers' Association – Food and Agriculture Association
	PPDIV	Trade Union of Employees in Agriculture, Food, Tobacco

		and Water Industries of Croatia
	SSSH	Federation of Autonomous Trade Unions of Croatia
HU	Agrárkamara	Hungarian Chamber of Agriculture, Food and Rural Development
	LIGA	League of Independent Trade Unions
	MAGOSZ	National Association of Hungarian Farmers' Societies and Cooperatives
	MEDOSZ	Agricultural, Forestry, Food and Water Management Workers' Federation
	MOSZ	National Federation of Agricultural Cooperatives and Producers
	MSZOSZ	National Confederation of Hungarian Trade Unions
IE	ICOS	Irish Cooperative Organisation Society
	ICTU	Irish Congress of Trade Unions
	IFA	Irish Farmers' Association
	SIPTU	Services, Industrial, Professional and Technical Union
IT	AGCI Agrital	General Association of Italian Cooperatives Agriculture and Fish
	Agrinsieme	Agrinsieme
	AIA	Italian Breeders Association
	ANCA Legacoop	National Association of Agri-Food Cooperatives for Rural Development
	Assocap	Farmers' Union National Federation
	CGIL	General Confederation of Italian Workers
	CIA	Italian Farmers' Confederation
	CISL	Italian Confederation of Workers' Unions
	Coldiretti	National Independent Farmers' Confederation
	Confagricoltura	General Confederation of Italian Farmers
	Confcooperative	Confederation of Italian Cooperatives
	Confederdia	Italian Confederation of Agricultural Sector Managers and White-collar Workers
	Confindustria	Confindustria
	Fai - CISL	Federation of Agriculture and Food Industry Workers – Italian Confederation of Workers' Unions
	Fedagri	National Federation of Agricultural and Agro-Food Cooperatives
	Flai - CGIL	Agri-Food Industry Workers' Federation – General

		Confederation of Italian Workers
	Legacoop	National League of Cooperatives
	Sinalcap	National Unitary Farmers' Workers Trade Union
	UGL	General Union of Work
	UIL	Italian Union of Workers
	UILA - UIL	Italian Union of Food and Agriculture Workers – Italian Union of Workers
	Uiltucs - UIL	Italian Union of Tourism, Commerce and Service Workers – Italian Union of Workers
	Unima	National Union of Farm Mechanisation Enterprises
LT	LPSK	Lithuanian Trade Union Confederation
	LUS	Lithuanian Farmers' Union
	LZUBA	Lithuanian Association of Agriculture Companies
	LZUDPSF	Trade Union Federation of Lithuanian Agricultural Workers
	LZUKA	Lithuanian Association of Agricultural Cooperatives
	ZUR	Chamber of Agriculture of the Republic of Lithuania
LU	CPL	Luxembourg Farmers' Union
	LCGB	Luxembourg Confederation of Christian Unions
	LCGB – Services et Commerce	Luxembourg Confederation of Christian Unions – Services and Commerce
	OGBL	Independent Trade Union Confederation of Luxembourg
	OGBL - SAH	Independent Trade Union Confederation of Luxembourg – Food and Hotels Union
LV	LDDK	Latvian Employers' Confederation
	LLKA	Latvian Agricultural Cooperatives Association
	LOSP	Cooperation Council of Agricultural Associations
	LSA	Association of Agriculture Statutory Companies
	LZF	Latvian Farmers Federation
	ZSA	Farmers Parliament
MT	GWU	General Workers' Union
	KM	Maltese Cooperatives
NL	CNV	Christian Federation of Trade Unions
	CNV Vakmensen	Christian Federation of Trade Unions – Vakmensen
	CUMELA	CUMELA

	De Unie	The Union
	FNV	Federation of Dutch Trade Unions
	HZC	Professional Association of the Black Corps
	LTO	Organisation of Agricultural and Horticultural Entrepreneurs in the Netherlands
	LTO Glaskracht	Agricultural and Horticultural Organisation Greenhouse Power
	NCR	National Cooperative Council for Agriculture and Horticulture
	NFO	Dutch Fruit Growers Organisation
	PLANTUM	Plantum
	UOV	Union of Independent Trade Unions
	VNO-NCW	Confederation of Netherlands Industries and Employers
PL	FBZPR	Federation of Agricultural Producers’ Union
	KRIR	National Council of Agricultural Chambers
	KZRKiOR	National Union of Farmers’ Circles and Agricultural Organisations
	NSZZ Solidarnosc	Independent Self-governing Trade Union ‘Solidarnosc’
	NSZZRI Solidarnosc	Independent Self-governing Union of Individual Farmers ‘Solidarnosc’
	SR NSZZ Solidarnosc	Agricultural Workers’ Secretariat of the Independent Self-governing Trade Union ‘Solidarnosc’
	ZZPR	Trade Union of Agricultural Workers
	ZZR Ojczyzna	Farmers Labour Union
	ZZR Samoobrona	Agricultural Union ‘Samoobrona’
PT	AEDF	Association of Evora District Farmers
	AIBSV	Association of Irrigators and Beneficiaries Sorraia Valley
	APDF	Association of Portalegre District Farmers
	AVRCF	Association of Vila Real County Farmers
	CAP	Portugal Farmers Confederation
	CONFAGRI	National Confederation of Agricultural Cooperatives and Agricultural Credit of Portugal
	CGTP-IN	General Confederation of Portuguese Workers
	FESAHT	Federation of Unions in Food, Beverages, Hotels and Tourism of Portugal
	FPAS	Portuguese Federation of Pig Breeders’ Associations

	SETAA	Trade Union of Agriculture, Food and Forestry
	UGT	General Union of Workers
RO	AGROSTAR	National Union Federation in Agriculture, Food, Tobacco and Other Related Areas
	BNS	National Trade Union Block
	CNS Cartel Alfa	National Trade Union Confederation ‘Cartel ALFA’
	CONCORDIA	CONCORDIA
	PRO AGRO	National Federation of Producers in Agriculture, Food and Related Services in Romania
SE	Kommunal	Swedish Municipal Workers’ Union
	Ledarna	Sweden’s Organisation for Managers
	LO	Swedish Trade Union Confederation
	LRF	Federation of Swedish Farmers
	Naturvetarna	Swedish Association of Professional Scientists
	SLA	Swedish Forestry and Agricultural Employers
	SLF	Federation of Swedish Forestry and Agricultural Employees
	SACO	Swedish Confederation of Professional Associations
	SN	Confederation of Swedish Enterprises
	TCO	Swedish Confederation of Professional Employees
	Unionen	Trade Union for Professionals in the Private Sector
SI	GZS-ZKZP	Chamber of Commerce and Industry Slovenia – Chamber of Agricultural and Food Enterprises
	KGZS	Chamber of Agriculture and Forestry of Slovenia
	KZI	Trade Union of Agriculture and Food Industry of Slovenia
	ZDS	Association of Employers of Slovenia
	ZSSS	Association of Free Trade Unions of Slovenia
	ZZS	Cooperative Union of Slovenia
SK	AZZZ SR	Federation of Employers’ Associations
	OZ PP	Trade Union Association of Agricultural Employees
	KOZ SR	Confederation of Trade Unions
	SPPK	Slovak Agriculture and Food Chamber
UK	CBI	Confederation of British Industry
	NFU	National Farmers’ Union of England and Wales
	NFUS	National Farmers’ Union of Scotland

	TUC	Trades Union Congress
	UFU	Ulster Farmers' Union
	UNITE	Unite Trade Union
EUROPE		
	CEETTAR	European Organisation of Agricultural and Rural Contractors
	CEPF	Confédération Européenne des Propriétaires Forestiers
	CESI	European Confederation of Independent Trade Unions
	COGECA	General Confederation of Agricultural Cooperatives in the European Union
	COPA	Committee of Professional Agricultural Organisations in the European Union
	EFBWW	European Federation of Building and Woodworkers
	EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions
	EFJ	European Federation of Journalists
	ELO	European Landowners' Organisation
	EPSU	European Federation of Public Service Unions
	ESA	European Seed Association
	ETF	European Transport Workers' Federation
	EUCOFEL	European Fruit and Vegetables Trade Association
	Euromontana	European Association of Mountain Areas
	Food Drink Europe	Food Drink Europe
	GEOPA	Employers' Group of the Professional Agricultural Organisations in the European Union
	IDC	International Dockworkers Council
	IndustriAll Europe	IndustriAll European Trade Union
	UEF	**Union of European Foresters**
	UNI Europa	Union Network International – Europe
	USSE	Union of Foresters of Southern Europe

** In English where provided; otherwise in the language of the country of origin.*

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