

Industrial relations

# Representativeness of the European social partner organisations: Local and regional government sector and social services





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*Research carried out prior to the UK's withdrawal from the European Union on 31 January 2020, and published subsequently, may include data relating to the 28 EU Member States. Following this date, research only takes into account the 27 EU Member States (EU28 minus the UK), unless specified otherwise.*

*This report presents the results of research conducted largely prior to the outbreak of COVID-19 in Europe in February 2020. For this reason, the results do not fully take account of the outbreak.*

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.

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## Country codes

<b>AT</b>	Austria	<b>FI</b>	Finland	<b>NL</b>	Netherlands
<b>BE</b>	Belgium	<b>FR</b>	France	<b>PL</b>	Poland
<b>BG</b>	Bulgaria	<b>HR</b>	Croatia	<b>PT</b>	Portugal
<b>CY</b>	Cyprus	<b>HU</b>	Hungary	<b>RO</b>	Romania
<b>CZ</b>	Czechia	<b>IE</b>	Ireland	<b>SE</b>	Sweden
<b>DE</b>	Germany	<b>IT</b>	Italy	<b>SI</b>	Slovenia
<b>DK</b>	Denmark	<b>LT</b>	Lithuania	<b>SK</b>	Slovakia
<b>EE</b>	Estonia	<b>LU</b>	Luxembourg		
<b>EL</b>	Greece	<b>LV</b>	Latvia	<b>NO</b>	Norway
<b>ES</b>	Spain	<b>MT</b>	Malta	<b>UK</b>	United Kingdom



## Introduction

The aim of this representativeness study is to identify the relevant national and supranational social partners (the trade unions and employer organisations) in the local and regional government (LRG) sector and to show how they relate to the sector's European-level organisations representing employees and employers. The report consists of two main parts, together covering the entire LRG sector. The first part relates to the LRGs – the public sector part. The second part focuses on social services – partly public and partly provided by NGOs.

The first part consists of an introduction, four chapters and a conclusion, as follows:

- an introduction to the objectives, methodology and structure of this study
- an overview of the specific features of and employment trends in the LRG sector
- an analysis of the social partner organisations in the LRG sector in the 27 EU Member States and the United Kingdom (UK)
- an analysis of the relevant European LRG organisations, in particular their membership composition and capacity to negotiate
- the conclusions of the representativeness study for the LRG sector

In the second part of the report, Chapters 5 and 6 present a separate analysis of the national trade unions and employer organisations representing social services, as well as an assessment of the representativeness of the European associations to which the social services organisations are affiliated.

This section presents the objectives of the study, along with a brief introduction to the methodology. The context of this study is the European Sectoral Social Dialogue Committee (ESSDC) for the LRG sector, which was established in 2004.

## Objectives of the study

Representativeness studies are conducted for three reasons.

- The European Commission aims to confirm the representativeness of the social partner associations consulted under Article 154 of the Treaty on the Functioning of the European Union (TFEU).
- Representativeness is a criterion for eligibility to set up an ESSDC or to participate in one of them.
- Representativeness also means having the capacity to negotiate agreements that can lead to implementation by a Council decision as provided for by Article 155 of the TFEU.

Representativeness is defined by the 1998 European Commission Decision on the establishment of sectoral social dialogue committees promoting the dialogue between the social partners at European level (98/500/EC). It includes the requirements for an organisation to be recognised as a representative EU social partner organisation, namely:

- to relate to specific sectors or categories and be organised at European level
- to consist of organisations that are themselves an integral and recognised part of Member States' social partner structures, have the capacity to negotiate agreements and are representative of several Member States

- to have structures adequate to ensure its effective participation in the work of the sectoral social dialogue committees

To accomplish the aim of the study, this report first identifies the relevant national social partner organisations in the LRG sector before analysing the structure of the sector's relevant European organisations, in particular their membership compositions. This involves clarifying the unit of analysis at both the national and European levels of interest representation. The study includes only organisations whose membership domain is classed as 'sector related'. In terms of territorial coverage, the study includes the EU27 Member States and the UK.

## **ESSDC for LRG sector**

The European Sectoral Social Dialogue Committee (ESSDC) for the LRG sector<sup>1</sup> was established in 2004, making social dialogue in the LRG sector one of the 'youngest' European sectoral social dialogue processes. Before 2004, an informal working group had existed since 1996. The Council of European Municipalities and Regions (CCRE-CEMR), on the employer side, and the European Federation of Public Service Unions (EPSU), on the employee side, participate in the sector's European social dialogue. A number of European Confederation of Independent Trade Unions (CESI) member organisations are also invited by EPSU to take part in the LRG ESSDC meetings. Those invited are MKKSZ (Hungary), SLOVES (Slovakia), FGFC (Luxembourg) and dbb (Germany; given the large membership of both ver.di and dbb, a substitution solution, ver.di/dbb, was put in place). EPSU invites these CESI-affiliated trade unions directly, and CESI receives those invitations as well, for information.

Since 2004, the ESSDC for the LRG sector has developed a wide range of activities. To start with, the social partners adopted a number of joint positions on core issues facing the sector. These included tackling the challenges of migration, youth unemployment, occupational health and safety and restructuring:

- 2016 – Framework for well-being at work in the local and regional government sector
- 2014 – Joint guidelines: Migration and strengthening anti-discrimination in local and regional governments
- 2013 – Local and regional government: Supporting the European Framework of Action on Youth Employment
- 2013 – Necessity and nature of a new EU OSH policy framework (joint response)
- 2012 – Framework of Action for Local and Regional Government
- 2012 – Joint social partner response (local and regional government) to the Green Paper COM(2012) 7 final on restructuring
- 2011 – The EC Guide on socially responsible public procurement – Defining principles, requirements and standards of socially responsible public procurement for local and regional government (joint statement)

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<sup>1</sup> More information on the ESSDC for the LRG sector is available at <https://ec.europa.eu/social/main.jsp?catId=480&langId=en&intPageId=1843>

The second area in which the LRG ESSDC was prominent was in the context of responding to the economic crisis, in which the social partners in the sector issued a number of common statements and took a variety of positions. This reflected a situation in which the LRG sector was particularly affected by the public expenditure cuts, and hence the ESSDC produced numerous texts on the economic crisis, European governance, austerity policies and reductions in public expenditure and public sector jobs (Degryse, 2015):

- 2011 – Municipal and regional employers and trade unions deeply concerned about the effects of the crisis (CEMR–EPSU joint statement of 21 October 2011)
- 2010 – EPSU–CEMR Joint statement to the European Council meeting 11 February 2010 on the economic crisis
- 2010 – EPSU–CEMR Joint statement to the European Council meeting 16 December
- 2009 – CEMR–EP/EPSU Joint Message to the Spring European Council 2009

The social partners in the sector have developed several capacity-building projects over the years, addressing the core challenges facing the sector. The most recent is the joint project ‘Localising the European Semester’, intended to build the capacity of national members of CEMR and EPSU to participate in and influence the processes of the European Semester from the perspective of local and regional social partners (CEMR, 2018; EPSU, 2018). Previously, joint projects have related to addressing the new forms of service delivery for municipalities, such as digitalisation, the contribution of social dialogue and good practice for ensuring well-being at work (EPSU, undated).

The work programme for social dialogue in the sector covering the years 2018–2019 was agreed in 2017 and prioritises the following activities:

- actively engaging as many national members as possible
- holding social dialogue meetings (two working group meetings and one plenary meeting per year)
- undertaking the EU-funded joint project on localising the European Semester
- active twinning and networking between committee members
- EPSU and CEMR secretariats attending and participating in national activities
- implementing the framework for well-being at work
- following up on guidelines for migration and anti-discrimination
- promoting gender equality and following up on gender equality guidelines
- evaluating progress and deciding on next steps

In November 2019, the 2020–2022 work programme of the LRG ESSDC was adopted with three main areas of work:

- the future of work (digitalisation, delivering the European Pillar of Social Rights, non-standard forms of work)
- the future of LRGs and economic governance (European Semester, gender pay gap)
- capacity building (EU dialogue – local solutions project, seminar on anti-discrimination third-party violence; in 2020, CEMR and EPSU started a new EU-funded project ‘European Dialogue, Local Solutions’)

## Definitions and methodology

The methodology applied is linked to the criteria identified in European Commission Decision 98/500/EC: sector-relatedness, membership and organisational capacity. Each of these criteria will be defined successively here, starting with sector-relatedness, that is, the demarcation of the LRG sector. In agreement with the social partners and the European Commission, the LRG sector is described as covering the parts of NACE<sup>2</sup> codes 84, 87, 88 and 91 that depend upon LRGs and not all of the activities covered by these NACE codes. It is also pointed out that for NACE code 84 (administration), parts of the code are excluded as not relevant to the LRG sector, such as 84.21 (foreign affairs), 84.22 (defence), 84.23 (justice), typically covered in the central government sector. In addition, for codes 87, 88 and 91, the services that are the responsibility of LRGs are included.

In this context, it is worth noting the differences in the demarcation of the sector in relation to the previous representativeness study of the LRG sector conducted in 2015 (Eurofound, 2015a). In the 2015 study, NACE codes 85 (education), 86 (human health), 87 (residential care), 88 (social work) and 91 (cultural activities) were included only if services were provided directly by local public administrations and through their workers. In contrast, in the present study, NACE codes 85 and 86 are not part of the activities considered. Furthermore, NACE codes 87, 88 and 91 are included only when services are directly provided under the responsibility of LRGs and not when they are operated by non-governmental providers.

In this study, **LRG** is defined as all activities related to NACE codes 84, 87, 88 and 91 that fall under the governance of a local or a regional government (Table 1). LRG is to be understood as the entire sector, including the administration and all services directly provided and financed by LRGs.

Excluded from the LRG sector are the activities under NACE codes 84, 87, 88 and 91 that depend upon central government administration or the activities in those NACE codes for which non-governmental organisations (NGOs – private sector employers) and private enterprises are providing or operating the services outside the direct responsibility of LRGs.

**Social services** are all activities related to NACE codes 87 and 88 (residential care and non-residential social work), both the public sector part of social services and the for-profit and non-profit parts, provided by NGOs and private enterprises. In addition, those social services that are financed and supervised by LRGs but provided by NGOs and private parties are included in the chapters on social services.

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<sup>2</sup> NACE nomenclature, the statistical classification of economic activities in the European Community (NACE Rev. 2). To demarcate a specific sector, reference is made to a number of NACE codes.

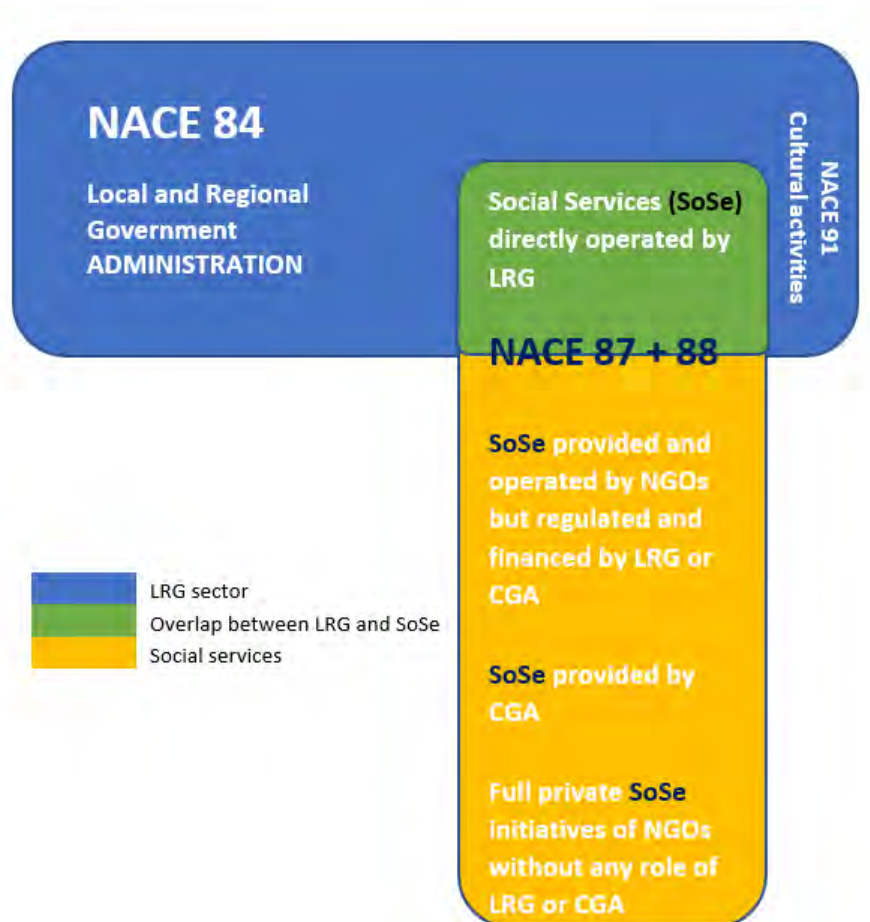
Table 1: Demarcation of the LRG sector with NACE Rev. 2 codes

NACE code	Corresponding economic activity	
84.1	Administration of the state and economic and social policy of the community	
84.11	General public administration activities	Those activities under the responsibility of local and regional governments
84.12	Regulation of the activities of providing healthcare, education, cultural services and other social services, excluding social security	
84.13	Regulation of and contribution to more efficient operation of businesses	
84.24	Public order and safety activities	
84.25	Fire service activities	
87	Residential care activities (under the responsibility of local and regional governments)	
87.10	Residential nursing care activities	Those activities under the responsibility of local and regional governments
87.20	Residential care activities for mental retardation, mental health and substance abuse	
87.30	Residential care activities for the elderly and people with a disability	
87.90	Other residential care activities	
88	Social work activities without accommodation (under the responsibility of local and regional governments)	
88.10	Social work activities without accommodation for the elderly and people with a disability	Those activities under the responsibility of local and regional governments
88.91	Child day-care activities	
88.99	Other social work activities without accommodation	
91	Libraries, archives, museums and other cultural activities (under the responsibility of local and regional governments)	
91.01	Library and archives activities	Those activities under the responsibility of local and regional governments
91.02	Museums activities	
91.03	Operation of historical sites and buildings and similar visitor attractions	
91.04	Botanical and zoological gardens and nature reserve activities	

Source: NACE (Rev. 2)

The demarcations between the scope of the LRG sector and social services are also analysed in a separate study on the overlaps between different public sectors. **Public services** are all the activities related to NACE codes 84, 85, 86, 87 and 88, regardless of who provides them. The overlap between the LRG sector and social services arises from social services that are directly provided and operated by LRGs (Figure 1). For a significant part of social services there are NGOs operating as employers, while LRGs can be regulating or financing those activities. The involvement and role of LRGs in social services does, however, differ from country to country. An overview of the type of employers in social services is provided in Chapter 5, in the section on the role of public and private providers in the social services, and particularly in tables 34 and 35, and in tables A4, A5 and A6 in Annex 2 of this report.

Figure 1: NACE demarcation of the local and regional government sector



**Note:** CGA = central government administration.

The scope of the national sectoral organisations may match the understanding of the sector at European level, although this is not always the case. When the membership domain of trade unions and employer organisations falls exactly in line with this demarcation of the sector, it is known as ‘congruence’ (Table 2). If the membership domain of an organisation goes beyond the LRG sector, as described here, it is known as an overlapping organisation. ‘Sectional’ refers to an organisation that covers a part of the LRG sector (and nothing else), whereas ‘sectional overlapping’ refers to an organisation that covers part of the LRG sector and has also membership in other sectors.

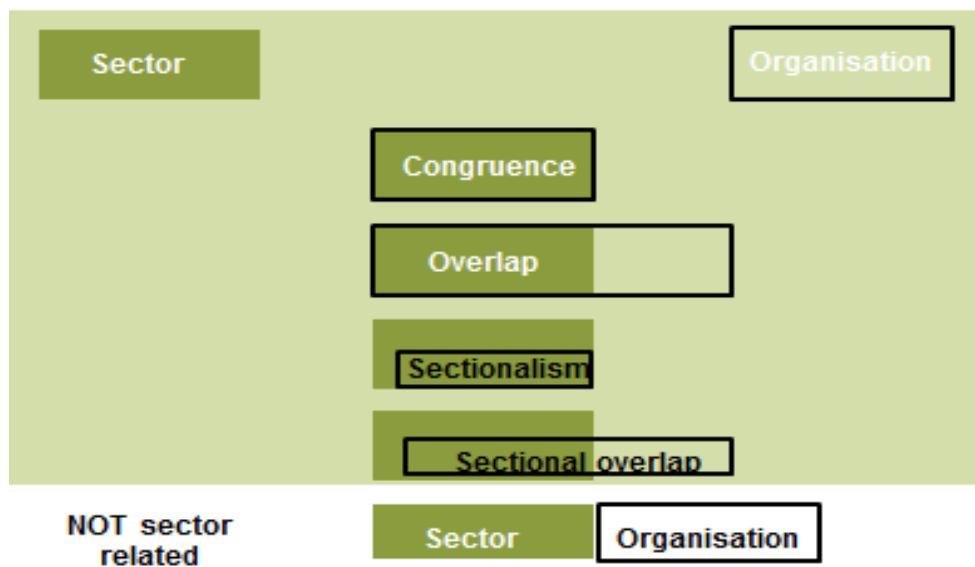
Table 2: Domain patterns of the members of an organisation

Domain pattern	Domain of organisation within the sector	Domain of organisation outside the sector
	Does the domain of the trade union/employer organisation potentially embrace all employees/institutions in the LRG sector?	Does the trade union/employer organisation also potentially represent employees/institutions outside the LRG sector?
<b>Congruence (C)</b>	Yes	No
<b>Overlap (O)</b>	Yes	Yes
<b>Sectionalism (S)</b>	No	No
<b>Sectional overlap (SO)</b>	No	Yes

Source: Eurofound

Figure 2 presents the four different types of sector-relatedness graphically.

Figure 2: Four different types of sector-relatedness



Source: Eurofound

**Membership** constitutes another important aspect of representativeness. There are two levels of membership to be looked at: first, at the geographical coverage of the EU-level organisations (in how many Member States does the EU-level trade union/employer organisation have affiliates?); and, second, at the organisational density of the national affiliates. An important aspect to be assessed is whether the EU-level players organise most or at least the most significant national-level players (in relation to their membership strength in the sector and their involvement in collective bargaining), or whether there are major gaps in their membership domain. Membership in a social partner organisation requires the regular payment of membership fees; however, some organisations are reluctant to inform third parties about such payments.

The organisational capacity of the European social partners is analysed in terms of their ability to commit themselves on behalf of their members and to conclude binding agreements or actions that can be implemented or monitored EU-wide through the support of their affiliates. For this assessment of the capacity to negotiate, the **actors** and their objectives and the decision-making structures provided in their statutes are considered, as are the **outcome**, in terms of texts agreed, and the **processes** through which the organisations obtained their mandate, support and approval from their member organisations in the negotiation process.

The involvement of their members in national-level **collective bargaining** is important, as it shows that the affiliates are able to obtain a mandate to negotiate on behalf of their members (at least at national level, which could then also translate to a mandate to negotiate at EU level). Where such a mandate for European negotiations is in place either implicitly or explicitly, this allows negotiations to take place at European level, which could potentially result in binding agreements or the drafting of European autonomous agreements that require implementation by social partners at national level in line with their respective practices and traditions. The capacity to act autonomously in this way is an important contribution to the effectiveness of the ESSDC.

Finally, representativeness also depends upon the structures, resources and capacity of organisations to mobilise the active participation of their members and to aggregate different interests of member organisations and their potential to act autonomously at European level.

**Effective participation** in ESSDC meetings is assessed in terms of presence at the meetings of the ESSDC in the two-year period before the year of publication of this report. Internal structures within the European organisations to prepare for ESSDC meetings and discuss social affairs linked to EU-level dialogue can increase efficiency and ensures that more organisations than only those that directly participate in the meetings feel represented.<sup>3</sup>

Additional methodological definitions relevant for the study are as follows.

- ‘Workers’ refers to all those employed in the LRG sector, including categories such as civil servants, employees under ordinary labour contracts and others.
- ‘Civil servants’ refers to those LRG (public) sector workers who have a specific civil servant status as defined in national-level laws and regulations.
- ‘Employees’ refers to those LRG sector workers who are not civil servants.

## Data collection and quality control measures

Representativeness studies combine a top-down and a bottom-up approach. The top-down approach includes all sector-related affiliates of the European associations EPSU and CEMR, which are the mutually recognised European social partners in the LRG sector, while the bottom-up approach looks for other organisations involved in LRG sector-related collective bargaining in the EU Member States and the UK and their membership of other European-level organisations, which also allows an assessment of their representativeness.

Unless stated otherwise, this study draws on the country contributions provided by the Network of Eurofound Correspondents. Where precise quantitative data could not be obtained, qualitative estimates are provided rather than leaving a question blank.

Thus, quantitative data may stem from three sources, namely:

- official statistics and representative survey studies
- administrative data, such as membership figures provided by the organisations, for example, for calculating density rates
- estimates, expert opinions and assessments made by Eurofound national correspondents or representatives of the organisations

Other sources include the social dialogue texts database at the European Commission.

## Quality assurance

To ensure the quality of the information gathered, several verification procedures and feedback loops were included in the process of drawing up this study.

First, combining the top-down with the bottom-up approach, information on the affiliates of the relevant EU-level social partners and other sector-related associations was collected from the

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<sup>33</sup> More information on definitions of key terms can be found in Eurofound’s *European Industrial Relations Dictionary*, available at [www.eurofound.europa.eu/observatories/eurwork/industrial-relations-dictionary](http://www.eurofound.europa.eu/observatories/eurwork/industrial-relations-dictionary)



reports prepared by the Network of Eurofound Correspondents, between September 2018 and July 2019. Subsequently, Eurofound research managers and the authors of this report checked the consistency of the national contributions and, if necessary, asked the national correspondents to revise them in the second half of 2019.

Draft versions of the overview report were shared first with the European Commission (in December 2019, in February and in April 2020) and as of 6 May 2020 with EPSU and CEMR and with UNI Europa, CESI, Federation of European Social Employers (referred to as Social Employers in this report)<sup>4</sup> and the European Centre for Employers and Enterprises Providing Public Services (CEEP). As different social partner organisations can see the information reported by other organisations and, if necessary, comment on the credibility or accuracy of the information from other organisations representing similar membership, this process includes an element of mutual control and recognition.

The final report, taking into account the comments provided, was evaluated and approved by a written evaluation procedure undertaken from Wednesday 17 June to Friday 17 July 2020 by Eurofound's Advisory Committee on Industrial Relations, which consists of representatives of both sides of industry, governments and the European Commission, in conjunction with the European-level sectoral social partners identified in the report. In October 2020, while this report was being finalised, EPSU's General Secretary raised new questions and comments, all of which were carefully checked with the respective organisations and corrected where necessary. CESI and UNI Europa were consulted in cases where these changes affected their member organisations.

## Structure of the report

The report consists of two main parts, together covering the entire LRG sector. The first part relates to the LRGs – the public sector part. The second part focuses on social services – partly public and partly provided by NGOs.

Part I begins with a brief summary of the background and features of the LRG sector (Chapter 1). The report then analyses the relevant social partner organisations in all EU Member States (Chapter 2). Chapter 3 considers the representative LRG associations at European level. Chapter 4 follows with conclusions for the entire LRG sector.

Part II on social services contains two chapters. Chapter 5 analyses social services activities and the social partners organising them at national level. Chapter 6 analyses social services at European level.

It is important to note the difference between the research and political aspects of this study. Although providing 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 participation in European social dialogue. The actors and decision-makers can, however, given the information and analyses

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<sup>4</sup> The Federation of European Social Employers was established in 2017 to organise and represent employers and employer organisations in social services, particularly in the area of care for older people, people with disabilities and children. In this report the organisation is referred to as Social Employers, because it no longer uses its initial abbreviation, FESE, as the Federation of European Securities Exchanges protested against its use of the same abbreviation.

provided in this report, make further statements, proclamations or decisions and develop an action plan for capacity building if necessary.

## **PART I – Local and regional government administration (public sector only)**

# 1. Background and employment features of the LRG sector

## Sector characteristics

In European countries, the nature of local and regional authorities' activities means that they are often the first point of call for and in direct contact with Europe's citizens. This is the governance level that is often the closest to the daily needs of the citizens, where the public services provided by the local and regional authorities and their legislative framework and policies have an immediate direct impact on individuals, local communities and societies of the EU Member States (CEMR, 2019).

Furthermore, the mandates for and scopes of the activities carried out by the LRG sector varies across the EU27 and the UK. This depends mainly on the political systems in the countries and the traditions of decentralisation and subsidiarity that assign to decentralised governments different levels of responsibility (Eurofound, 2015a; CEMR, 2019). Typically, the literature emphasises:

- the federal system in Austria, Belgium and Germany, where the central governments and the regions have equally significant competencies
- the devolved system such as Italy, Spain and the UK, where the regions have a number of important functions devolved from the central government level
- the more unitary system in the remaining countries of the EU, where the central governments play an important role and regions and local municipalities carry out a supporting role in delivering public services

Irrespective of political systems, at the core of the mission of LRGs is a range of the administrative, regulatory and public order tasks that the local and regional authorities typically carry out. However, in addition to these, the local and regional authorities can also be responsible for the provision of a number of services of general interest. Hence, this study looks at a range of activities that can be considered to go beyond administrative tasks and includes several types of public service (such as residential care (NACE 87), social work (NACE 88) and cultural activities (NACE 91)) if they are the responsibility of the local and regional authorities.

The drive of LRGs to reinforce their advocacy efforts at European level led to the creation of the European Committee of the Regions (CoR) and the Congress of Local and Regional Authorities of the Council of Europe. Both of these consultative chambers were established in 1993. The Committee of the Regions has an advisory role and is consulted on all EU matters that have an impact on local and regional governance, while the Congress monitors the application of the European Charter of Local Self-Government, the successor to the European Charter of Municipal Liberties.

In recent years, the LRG sector has faced a number of important challenges, such as the continuing impact of austerity measures and administrative reform, digitalising local services, the impact of trade agreements on local services, and ensuring socially responsible procurement. Hence, the LRG sector has undergone a profound transformation, including the reorganisation of its core service delivery among local public, private and non-profit sectors, functional rescaling, territorial reforms of the administrative systems, and inter-authority cooperation (Kuhlmann and Bouckaert, 2016).

## Sector workforce and employers

The workforce in the LRG sector is diverse. This also reflects the features of the different parts of the LRG sector covered in the study, such as the administration, public order and safety, fire services, residential care and social work activities. In several countries, significant parts of the workforce in the LRG sector are based in the public sector (and some have the status of civil servants, while other workers are on ordinary, non-civil service, employment contracts). They tend to thus be more easily organised through the trade unions and protected through collective agreements covering the public sector. This is the case in most Member States, for example, in Austria, Cyprus, Denmark, Hungary, Italy, Latvia, Lithuania, the Netherlands, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the UK.

In several other countries, significant parts of the LRG sector workforce, especially administration workers, also have the status of public servants. This is the case in Belgium, Bulgaria, Croatia, Czechia, France, Germany, Ireland, the Netherlands, Poland, Romania and Spain. Their working conditions are regulated differently from those of sector workers employed under non-civil service contracts.

Similarly, there are several distinct characteristics of LRG sector employers. To start with, the employer structure in the LRG sector is diverse at the various geographical levels. In several countries, a multitude of employers exist at several levels of local and regional administration.

**Local government administration:** Employers with a legal character are typically the heads/mayors of municipalities (Bulgaria, Estonia, France, Germany, Hungary, Lithuania, Luxembourg, Romania, Slovenia and Spain) or the local government units themselves, such as municipal/city councils (Austria), municipalities/social services offices (Belgium and Finland), municipalities, cities and counties (Croatia), municipality/community boards (Cyprus), municipal and community authorities (Czechia), local authorities (Ireland), governing councils (the Netherlands), local/regional authority offices (Poland), municipalities and civil parishes (Portugal), municipalities (Sweden), county councils (which as of 1 January 2019 are called regions) and city/village offices represented by the mayor/manager (Slovakia) and local authorities (the UK).

**Regional government administration:** Employers with a legal character are the regional bureaus (Austria), provinces (Belgium), directors of regional authorities (Czechia), regional and district authorities (France), regional ministries (Germany), provincial administrations and water authorities (the Netherlands), *voivodeship* marshal's offices at regional level (Poland), regional governments (Portugal and Spain), the office of the self-governing region/county represented by the chair/governor of the county (Slovakia).

In contrast, regional-level government administrations do not exist in several countries, for example, in Finland, Hungary, Luxembourg, Slovenia and the UK. In Finland, however, a major social and healthcare reform, (possibly) including the introduction of a new regional administrative level, is under way.

The exception to this plurality of employers in the LRG sector is Denmark. Here, there is only one employer in the municipalities, Local Government Denmark (KL), and one employer in the regions, Danish Regions (Danske Regioner). In contrast, in Italy, each decentralised level of government has its own employer, responsible for all the workers in the public services under the responsibility of that level of government.

In several countries, the national ministries also play the role of employer. In Bulgaria, the Minister of the Interior is the employer of the public order and security and fire and disaster protection officers. Similarly, in Malta, these workers are employed by the Ministry for Justice, Culture and Local Government, Government of Malta. In Cyprus, in the case of regional administration workers, the employer is the Ministry of Interior.

A further complexity in the employers' structure in the LRG sector relates to the institutions, for example, in social work or residential care, established by local or regional authorities. Often in such cases, the directors of those institutions are considered to be employers. This is the case in Bulgaria, for example, where the employer in residential care and social work activities is the director of the institution. Similarly, the employer in libraries, archives, museums and other cultural activities is the director of the institution. This has also been noted, for example, in Croatia, Estonia and Lithuania.

## Organisational and employment structures of the sector including subsectors

In 2018, nearly 12.3 million workers were identified in the LRG sector across the 27 Member States and the UK, with the largest numbers registered in Germany, France, Spain and the UK (Table 3).<sup>5</sup>

Proportionally, LRG workers account for a high percentage of the overall national workforce in Luxembourg and Denmark, followed by Germany, Czechia, Sweden and Lithuania.

Table 3: Workforce in the LRG sector in the EU, 2018–2019

Country	Number of LRG employees <sup>a</sup>	Percentage of EU workforce working in LRG (%)	Percentage of LRG employees in the overall national workforce (%)
DE	3,938,435	32	10
FR	1,568,708	13	6
ES	1,313,600	11	7
UK	987,700	8	3
IT	574,385 (in 2016) 512,100 <sup>b</sup> (in 2018)	5	3
CZ	471,200	4	9
DK	456,078	4	16
PL	438,580	4	3
SE	416,820 <sup>c</sup>	3	8
RO	388,352	3	5
BE	296,184	2	6
AT	217,857	2	5
HU	193,479	2	5

<sup>5</sup> This compares with 7.7 million LRG workers recorded in 16 Member States in 2013 (Eurofound, 2015a). As there is no complete information available for all 27 EU Member States, detailed trends of increasing or decreasing employment over time cannot be calculated for the LRG sector. CEMR estimates the overall LRG employment at EU level is relatively stable.

Country	Number of LRG employees <sup>a</sup>	Percentage of EU workforce working in LRG (%)	Percentage of LRG employees in the overall national workforce (%)
NL	165,628	1	2
FI	163,000	1	7
PT	154,006	1	3
LT	109,400	1	8
EL	86,134	1	2
LU	69,360	1	25
BG	63,878	1	2
EE	61,882	1	10
SK	60,811	0	2
HR	36,829	0	2
IE	27,505	0	1
LV	20,053	0	2
SI	11,139	0	1
CY	4,944	0	1
MT	301	0	0
<b>EU</b>	<b>12,233,963</b>	<b>100</b>	<b>5</b>

**Notes:** <sup>a</sup> Includes all types of workers accounted for in the national statistics (such as employees and civil servants). <sup>b</sup> Different sources provide different numbers for Italy. Based on Istat (Italian National Institute of Statistics) data, the Italian Labour Force Survey in Q3 2016 provided the number 574,385, while for 2018 the number was 512,100; see: <https://www.contoannuale.mef.gov.it/struttura-personale/occupazione>. <sup>c</sup> SALAR, the Swedish Association of Local Authorities and Regions, reports that it organises the employers of 1,200,000 LRG employees in Sweden. Its understanding of LRG does, however, also include education sector workers (NACE 85) and health sector workers (NACE 86) whose employer is a local authority or region in Sweden. In this study, only workers employed in the LRG sector are considered, as defined in Table 1 and Figure 1.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2018–2019

National data provide a more detailed insight into the number and share of workers in different subsectors of the LRG sector (Table 4). The table demonstrates that the largest share of workers in the LRG sector is at the local government level (64%), with 36% being at the regional government level. In a number of countries, the workforce in the LRG sector is exclusively concentrated in local government with no regional government workers (Finland, Hungary, Ireland, Latvia, Luxembourg, Romania, Slovenia and the UK).

Table 4: Workforce in the LRG sector in the EU at the local and regional subsector level, 2018–2019

Country	Workforce at local level	Workforce at regional level	Percentage of country LRG sector at local level (%)	Percentage of country LRG sector at regional level (%)	LRG workforce as a percentage of the total national workforce <sup>a</sup> (%)
AT	74,652	143,205	34	66	5.1
BE	n.a.	n.a.	n.a.	n.a.	6.4
BG	62,804	1,074	98	2	2.1
CY	3,829	1,115	77	23	1.3
CZ	73,136	8,379	90	10	9.2
DE	1,518,595	2,419,840	39	61	9.7
DK	441,001	15,077	97	3	16.4
EE	61,882	n.a.	n.a.	n.a.	9.8
EL	74,134	12,000	86	14	2.3
ES	276,600	1,037,000	21	79	6.9
FI	163,000	0	100	0	6.6
FR	1,484,823	83,885	95	5	5.9
HR	22,308	14,521	61	39	2.3
HU	150,215	0	100	0	3.4
IE	27,450	55	100	0	1.3
IT	402,124	143,051	74	26	4.7
LT	n.a.	n.a.	n.a.	n.a.	8.3
LU	69,360	0	100	0	24.9
LV	20,053	0	100	0	2.3
MT	286	15	95	5	0.1
NL	145,015	20,613	88	12	1.9
PL	411,828	26,752	94	6	2.7
PT	116,881	37,125	76	24	3.3
RO	388,352	0	100	0	4.6
SE	362,027	54,793	87	13	8.5
SI	11,139	0	100	0	1.2
SK	59,311	1,500	98	2	2.4
UK	987,700	0	100	0	3.2
<b>EU</b>	<b>8,131,456</b>	<b>4,510,832</b>	<b>64</b>	<b>36</b>	<b>5.8</b>

**Notes:**<sup>a</sup> The data for the overall national workforce of employed is taken from Eurostat, EU Labour Force Survey (EU-LFS), Employment and activity by sex and age – annual data [lfsi\_emp\_a]. No local/regional breakdown of employment was available in Belgium, Estonia and Lithuania. The numbers for Italy refer to 2017 (see [www.istat.it/it/files//2019/12/Report\\_CENSIMENTO-ISTITUZIONI-PUBBLICHE-\\_2017.pdf](http://www.istat.it/it/files//2019/12/Report_CENSIMENTO-ISTITUZIONI-PUBBLICHE-_2017.pdf)), while the number in Table 3 refers to 2018. n.a. = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019



A closer look at the LRG sector was undertaken, given that the sector covers parts of NACE codes 84, 87, 88 and 91 (Table 1). Overall, such detailed data, especially on residential care, social work and library/museum activities under the responsibility of LRG employers is often not available at national level. The available data (Table 5) show that the absolute majority, or 76%, of LRG sector employment is within public administration (NACE 84), followed to a significantly lower degree by employment in residential and social work activities (10% each) (NACE 87 and 88, respectively).

**Table 5: Employment in the LRG sector in the EU by key subsector, 2019**

Country	84: Administration	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums, etc. under LRG
AT	217,857	n.a.	n.a.	n.a.
BE	290,659	3,511	1,708	306
BG	34,998	9,954	15,581	3,345
CY	4,944	n.a.	n.a.	n.a.
CZ	81,515	n.a.	n.a.	n.a.
DE	3,938,435	n.a.	n.a.	n.a.
DK	245,070	93,285	112,829	4,894
EL	77,919	672	7,066	477
ES	883,900	239,800	161,500	28,400
FI	39,000	36,000	82,000	6,000
FR	1,249,191	73,456	168,864	77,197
HR	12,286	7,654	11,015	5,874
HU	53,048	11,549	122,356	6,526
IE	27,505	n.a.	n.a.	n.a.
IT	574,385	370,719	244,857	118,996
LT	79,700	12,200	7,700	9,800
LV	12,753	1,344	4,123	1,833
MT	301	n.a.	n.a.	n.a.
NL	165,628	n.a.	n.a.	n.a.
PL	256,267	74,071	68,377	39,865
RO	300,953	61,389	17,277	8,733
SE	147,020	199,899	48,184	21,717
SI	6,742	32	2,371	1,994
SK	33,476	16,773	7,336	3,226
UK	650,200	87,800	223,300	26,400
<b>EU total</b>	<b>9,383,752</b>	<b>1,300,108</b>	<b>1,306,444</b>	<b>365,583</b>
<b>EU total as a proportion of employment in the LRG sector (%)</b>	<b>76</b>	<b>10</b>	<b>10</b>	<b>3</b>

**Note:** *n.a.* = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Based on information provided by the Network of Eurofound Correspondents, it is estimated that there are around 330,000 institutional employers in the LRG sector (Table 6). Further breakdowns by local and regional levels and by NACE codes are not available in many countries, which limits the ability to draw meaningful cross-country observations.

**Table 6: Number of employers in the LRG sector in the EU, 2019**

Country	Total number of employers
AT	2,109
BE	1,837
BG	5,918
CY	208
CZ	27,857
DE	11,070
DK	2 <sup>a</sup>
EE	1,000 (estimate)
EL	338
ES	8,186
FI	1,226
FR	36,634
HR	1,515
HU	6,769
IE	34
IT	20,802
LT	60
LU	103
LV	119
MT	73
NL	413
PL	18,159
PT	154,006
RO	17,933
SE	310
SI	7,647
SK	5,165
UK	418

**Note:** <sup>a</sup> Local Government Denmark (KL) and Danish Regions (Danske Regioner).

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Current and future challenges for working conditions and industrial relations

In this section, current and future challenges relevant to LRGs, the impact of digitalisation and of the greening of the economy, the relevance of convergence and the impact of the COVID-19 crisis are assessed.

The impact of the **digital transition** on the LRG sector is remarkable and has multiple implications for relations between LRGs and citizens, the internal organisation of local and regional administrations, the provision of public services, and the management of urban and rural areas. Digital innovation at local level can be supported and facilitated by LRGs. The concept of smart cities, in which LRGs develop technological innovations to support social progress, can improve citizens' quality of life and cities' economic competitiveness, as well as create a more sustainable low-carbon economy. The transition to e-government and user-centred services are also opportunities for better digitalised LRGs. The sector also has a role in providing broadband locally as a key digital infrastructure and in enhancing the interoperability of e-services between the different sectors (horizontally) and between the different levels (vertically). Further digital aspects relate to the use of public data, artificial intelligence and the development of a collaborative economy.<sup>6</sup>

The **European Green Deal** will have a major impact on LRGs, as they are designing and implementing many of its policies. Specifically, LRGs implement 70% of all EU legislation, 70% of climate mitigation measures, 90% of climate adaptation policies and 65% of the United Nation's Sustainable Development Goals. LRGs are already committing to ambitious targets and thus contributing to the transition towards a carbon-neutral society at the level closest to citizens. In the coming decades, this initiative will carry on mobilising municipalities and regions and possibly integrate other environmental policies such as waste, water and air quality.<sup>7</sup>

LRGs play a key role in the provision of public services to citizens and the implementation of most relevant structural reforms and thus in contributing to convergence in Europe. The role of LRGs is essential to make the best use of European structural and investment funds and to define priorities in accordance with the subsidiarity and partnership principles. This allows all levels of government, including local and regional authorities and social partners, to cooperate in order to reduce economic and social disparities and to promote sustainable development.

Inter-regional cooperation is also a key driver of European convergence. LRGs are essential for the effective implementation of reforms and the country-specific recommendations agreed in the framework of the European Semester cycle. Indeed, around 60% of the country-specific recommendations issued every year have a territorial dimension, meaning that they either directly or indirectly involve LRGs or, if they do not involve them, they still have a territorial impact. LRGs play an overall role as socioeconomic actors by fostering growth, competitiveness and high-quality employment at macroeconomic and local scales.

The same goes for the United Nations 2030 Agenda for Sustainable Development, which depends on full ownership by regions, cities and communities of all sizes in order to be accomplished on time.

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<sup>6</sup> Based on an interview with Leonardo Ebner, CEMR, April 2020.

<sup>7</sup> See also CEMR position paper (CCRE/CEMR, 2020).

LRGs are directly responsible for the achievement of more than 70% of the 17 Sustainable Development Goals. LRGs, as providers of public services and one of the major employers at European level, are also indispensable actors in ensuring that citizens' rights are given appropriate respect under the principles of the European Pillar of Social Rights.

Finally, the COVID-19 crisis has had a significant impact on the LRGs. Many European cities and localities are densely populated places where people live, work and gather for festive events. This therefore multiplies the risk of the rapid spread of the virus and amplifies the pandemic through increased human contact. The LRGs have to adapt quickly and take rapid action to protect their citizens. In addition, localities with high levels of inequality and large poor areas need to find solutions to protect the most vulnerable populations. The high concentrations of pollution in cities – causing major lung and heart damage – is also a factor increasing vulnerability to the virus.

The COVID-19 pandemic will have an enormous impact on the LRGs. It already affects the way public administration services are provided and made accessible to citizens and the structure of the workforce and the organisation and division of labour within public administrations. In some Member States, regional authorities also have significant competencies for health and hospitals, and therefore are particularly mobilised in ensuring an appropriate response to COVID-19. Municipal police are also shifting their mission towards ensuring that quarantine rules and the rule of law are respected. The crisis will also influence the allocation of national resources and European funds in future, which will need to focus even further on support for local labour markets and local enterprises, in particular small and medium-sized enterprises (SMEs). There will need to be a focus on the further modernisation and digitalisation of public services provided by LRGs, as well as on supporting the necessary medical response. A major negative impact is already being registered in public service provision, such as social services, day-care centres, schools and kindergartens, nursing homes, transport and waste collection, and security services (OECD, 2020; CEMR, undated).

## 2. National level of interest representation

This chapter presents an overview of the national-level trade unions and employer organisations<sup>8</sup> active in the LRG sector. Table 7 gives an overview of the number of LRG trade unions and the number of LRG employer organisations that were identified in this study.

Table 7: Number of LRG sector-related trade unions and employer organisations by country, 2019

Number of trade unions													Country	Number of employer organisations						
													2	AT	2					
													3	BE	5					
													9	BG	3					
													5	CY	1					
													6	CZ	2					
													4	DE	6					
													6	DK	2					
													3	EE	1					
													4	EL	2					
													3	ES	1					
													9	FI	1					
													11	FR	1					
													1	HR	3					
													5	HU	2					
													4	IE	1					
													7	IT	2					
													7	LT	1					
													3	LU	1					
													3	LV	1					
													2	MT	1					
													4	NL	3					
													3	PL	1					
													11	PT	6					
													3	RO	3					
													12	SE	1					
													15	SI	5					
													3	SK	1					
													148	EU	59					
													10	UK	5					
													158	Total	64					

There are 158 sector-related trade unions (148 in 27 EU Member States and 10 in the UK) and 64 sector-related employer organisations (59 in 27 EU Member States and 5 in the UK (Table 7) identified in the LRG sector. In all 28 countries there is at least one trade union and at least one employer active in the sector. Slovenia, Sweden, France and Portugal have the highest number of trade unions, whereas Germany and Portugal have the highest number of employer organisations. Noteworthy is that in almost half of the Member States there is a single employer organisation in the LRG sector.

<sup>8</sup> In Table 7 and subsequent presentations in this report, countries' relevant LRG organisations are included although they are not considered to be employers in the national context and are not recognised as national employer organisations in the context of national collective bargaining or social dialogue structures. They are included here in this study because they are affiliated to a European social partner organisation or because they are directly involved in sector-related collective bargaining (or a functional equivalent of collective bargaining).

## Trade unions

### Sector coverage, sector-relatedness and organisational density

Out of the 158 trade unions active in the LRG sector, the majority (109) are active in the administration subsector (NACE 84.11, 84.12 and 84.13). This is closely followed by 102 trade unions present in social work activities (NACE 88) and 86 in residential care activities (NACE 87). The lowest number of trade unions (63) was present in fire service activities (NACE 84.25). A more detailed breakdown of trade union representation by NACE code in the LRG sector is shown in Table 8.

Table 8: Sector coverage of the LRG sector trade unions, 2019

Trade union sector-relatedness		84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities under LRG	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums under LRG	EPSU member	CESI member	Member of other European organisations for its trade union members in LRG (Table 47)
<b>Total</b>		109	63	63	86	102	78	74	13	
AT <sup>a</sup>	GÖD <sup>b</sup>									FSG is the Social Democratic section; FCG is the Christian section of GÖD GÖD FSG is a member of EPSU GÖD FCG is indirectly a member of CESI via Eurofedop
	Younion									
BE	ACV OD/CSC SP									Population Services International (PSI), International Trade Union Confederation (ITUC)
	ACOD-CGSP									PSI
	VSOA-SLFP									
	UNSP-NUOD <sup>c</sup>									UNSP-NUOD cannot be considered to be an LRG trade union
BG	FITUGO									
	PODKREPA									
	FTU-HS									
	MF 'Podkrepa'									
	BUT									European Trade Union Committee for Education (ETUCE)
	NUS									
	UE Podkrepa									ETUCE
	ITUF CULTURE									
CY	NF Culture – Podkrepa CL									
	OEKDY-SEK									
	PASYEK-PEO									
	SIDIKEK-PEO									
	OHO-SEK									
CZ	PASYDY									
	OS									
	OSH-CZ									
	SOO/STATORG									
	OSPKOP									PSI

Trade union sector-relatedness		84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities under LRG	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums under LRG	EPSU member	CESI member	Member of other European organisations for its trade union members in LRG (Table 47)
	ČMOSA									
	ČMOS PŠ									ETUCE
	OSZSP ČR									
DE	ver.di									
	dbb									
	GdP									
	GÖD									Indirect member of CESI via Christian Trade Union Federation of Germany (CGB)
DK <sup>d</sup>	OAO									
	FOA									
	HK Kommunal									
	DJØF									
	IDA									
	BF									
EE	TALO									European Trade Union Confederation (ETUC), Eurocadres, International Labour Organization (ILO)
	ROTAL									
	EHL									ETUCE
EL	POE-OTA									Indirect member of EPSU via ADEDY
	ΠΟΠ-ΟΤΑ (POP-OTA)									Is a member of GSEE, not of ADEDY
	ΟΣΥΑΠΕ (OSYAPE)									Indirect member of EPSU via ADEDY
	ΟΣΕΑΔΕ (OSEADE)									Indirect member of EPSU via ADEDY
ES	FSC-CCOO									European Confederation of Police (EUROCOP)
	FeSP-UGT									ETUCE, EUROCOP
	CSI-CSIF									
FI	Tehy									
	JHL									
	SuPer									
	Jyty									
	OAJ									ETUCE, Nordic Teachers' Council (NLS)
	SPAL									European Fire Fighters Unions Alliance (EFFUA)
	Talentia									Federation of Social Workers (IFSW), Nordiske Sosionomforbunds samarbeidskomité (NSSK), International Council on Social Welfare (ICSW)
	Akava Special Branches									
	Finnish Psychological Association									European Federation of Psychologists' Associations (EFPA)
FR	FSP-CGT									
	CFDT-INTERCO									

Trade union sector-relatedness		84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities under LRG	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums under LRG	EPSU member	CESI member	Member of other European organisations for its trade union members in LRG (Table 47)
	FPSPSS-FO (FO Territoriaux)									
	UNSA Territoriaux									
	FA-FPT									Indirectly affiliated to CESI via FA-FP
	Sud Solidaires									
	FNACT-CFTC									Indirectly affiliated to CESI via Eurofedop
	SNUTER									
	FP CFE-CGC									
	SAFPT									
	FGAF (SDATT)									
<b>HR</b>	SDLSN									ITUC, ETUC
<b>HU</b>	MKKSZ									
	BDDSZ									
	SZTDSZ									
	KKDSZ									
	HVDSZ 2000									PSI
<b>IE</b>	Fórsa									
	SIPTU									
	Connect									
	Unite									
<b>IT</b>	CONFSAL									
	FP-CGIL									PSI
	FP-CISL									
	CSA RAL									Indirect member of CESI via CISAL
	FPL-UIL									
	DIRER									
	DIREL									
<b>LT</b>	LVTPS									
	LKDPF									UNI Graphical
	LKDPS									
	LSPTDPS									
	LSJDPS									
	LSDPS 'Solidarumas'									
	LPSDPS									
<b>LU</b>	CGT-L									
	OGB-L SP									
	FGFC									
<b>LV</b>	LAKRS									



Trade union sector-relatedness		84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities under LRG	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums under LRG	EPSU member	CESI member	Member of other European organisations for its trade union members in LRG (Table 47)
	LPDA									
	LVIPUFDA									
MT	GWU									
	UHM									Indirect member of CESI via Eurofedop
NL	FNV Overheid									
	CNV Overheid/CNV Zorg & Welzijn <sup>e</sup>									Indirectly affiliated to CESI via CNV Connectief
	CMHF									
	AVV <sup>f</sup>									
PL <sup>g</sup>	FZZPOiPS									
	SSP NSZZ 'Solidarność'									
	KSPPS NSZZ 'Solidarność'									
PT	STAL									
	STE									
	SINTAP									
	STML									STML is in a partnership with STAL and in this way is indirectly represented in EPSU
	FNSTFPS									
	SNPM									
	SNBP									
	STAAE-ZN									
	SNM									
	SPGL									
STEESP										
RO	CSN Meridian <sup>h</sup>									
	COLUMNNA									
	PUBLISIND									
SE	SEKO									UNI Europa
	Akademikerförbundet SSR									
	Fysioterapeuterna									European Region of World Confederation of Physical Therapy (WCPT)
	Vision									
	Läraryrket									ETUCE
	Swedish Association of Graduate Engineers									UNI Europa
	Kommunal									
Sveriges Arbetsterapeuter									Council of Occupational Therapists for European Countries (COTEC)	

Trade union sector-relatedness		84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities under LRG	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives and museums under LRG	EPSU member	CESI member	Member of other European organisations for its trade union members in LRG (Table 47)
	Vårdförbundet									European Midwives Association (EMA), European Association for Professions in Biomedical Science (EPBS), European Federation of Radiographers Societies (EFRS), European Federation of Nurses Associations (EFN)
	Ledarna									
	Läkarförbundet									Standing Committee of European Doctors (CPME), European Union Medical Specialist (UEMS)
	BRF <sup>1</sup>									EFFUA (European Fire Fighter Alliance)
SI	SDOS									
	SORS									
	KS-90									
	SIJUS									
	KSS									
	SPGS									ETUC
	VIR									ETUC
	SVIZ									FIM, ETUCE, Education International
	SZS Pergam									Indirectly affiliated to EPSU via the Confederation of Trade Unions of Slovenia (PERGAM)
	SDZNS									Indirect member of CESI via Eurofedop
	GLOSA									EuroFIA, EuroFIM
	SZSSS									
	SINDIR									
SZSVS										
SFRU										
SK	SLOVES									Indirect member of CESI via Eurofedop
	SOZ ZaSS									
	VSOZ									Indirect member of CESI via Eurofedop
UK	ALACE									
	FBU									
	FOA									
	GMB									
	NIPSA									
	Prospect (FLA)									
	RCN									
	SWU									
	Unison									
Unite										

**Notes:** Green shaded cells indicate coverage and/or membership. The columns marked blue indicate potential overlap with the analyses in chapters 5 and 6 of this report. If the organisations covering NACE codes 87 or 88 are affiliated to a European social partner organisation or involved in collective bargaining related to social

services, they will also be included in chapters 5 and 6. The cells shaded yellow indicate indirect membership of CESI via another organisation. <sup>a</sup> In Austria, public employees of the federal government and the federal provinces (regional level) are organised by GÖD, while at local government level the municipal employees are organised by Younion. <sup>b</sup> The Austrian trade union GÖD has a Christian section, FCG (<https://goedfcg.at/>), and a social democratic section, FSG ([www.fsggoed.at](http://www.fsggoed.at)). The Christian section, FCG, is affiliated to CESI (via Eurofedop), while the social democratic section, FSG, is affiliated to EPSU. GÖD FCG is the larger part of GÖD in the LRG sector. In this study, GÖD is considered a single organisation, because only the union as a whole has the capacity to act as social partner and sign collective bargaining agreements. <sup>c</sup> According to its website, UNSP-NUOD is a trade union organising police officers at federal level. The trade union claims to have an accreditation to represent local police officers without being a representative trade union for them. It has very few members among local police officers. CESI instructed the union not to disclose information about its membership. UNSP-NUOD is not involved in collective bargaining at LRG level. As it is a member of the European social partner organisation CESI, which also has observer status in the ESSDC, it was included in this study, because it claims to have members among the local police. After having checked this, it is doubtful whether UNSP-NUOD can be considered to be an LRG sector-related trade union. <sup>d</sup> KRIFA as a trade union is not considered representative for the LRG sector in Denmark – it is not clear if and how many members it has in the LRG sector. KRIFA is a member of CESI via Eurofedop, but, as it is not involved in sector-related collective bargaining and is not representative of the LRG sector in Denmark, it is not included in this report. <sup>e</sup> CNV Overheid and CNV Zorg & Welzijn are both part of CNV Connectief. CNV Overheid is active in NACE codes 84.11, 84.24 and 84.25, while CNV Zorg & Welzijn is reported to have members in NACE codes 87 and 88. Their umbrella organisation, CNV Connectief, is affiliated to CESI. It is, however, its branch CNV Overheid that is involved in collective bargaining for the LRG sector. <sup>f</sup> It is not clear if AVV has trade union members in the LRG sector. AVV is involved in collective bargaining in the provinces, which is why it is included here and in Table 11. AVV is a relatively new trade union, representing less traditional workers (for example, younger workers aged 25 and above, those working on flexible or freelance contracts). It was established in 2005 as a reaction to the FNV and CNV and other more established trade unions which, according to the AVV, do not properly represent all workers' interests in social dialogue. The AVV is estimated to have around 2,500 members spread across different sectors. It is not clear how many of these members work in the local or regional government sector. <sup>g</sup> There are four other trade unions in Poland with some members in the LRG sector. However, no information was provided on how many members they have in the sector, and as they are not involved in collective bargaining they were not included in this table. These four trade unions are: (1) Federacja Związków Zawodowych Pracowników Ochrony Zdrowia i Pomocy Społecznej (Federation of Healthcare and Social Assistance Employees Trade Unions) (FZZPOiPS), which is a member of EPSU; (2) Niezależny Samorządny Związek Zawodowy Pracowników Miejskiego Ośrodka Pomocy Społecznej w Częstochowie (Independent Self-governing Trade Union of the Municipal Social Assistance Centre Employees in Częstochowa) (NSZZ Pracowników MOPS w Częstochowie), which is a smaller local trade union; (3) Ogólnopolski Związek Zawodowy Funkcjonariuszy i Pracowników Straży Miejskich oraz Gminnych (All-Poland Trade Union of Officers and Employees of Communal and Municipal Police) (OZZFiPSMG); (4) Związek Zawodowy Pracowników Samorządowych i Instytucji Użyteczności Publicznej 'Porozumienie 2014' (Trade Union of Local Government and Public Interest Institution Employees 'Porozumienie 2014' (ZZPSIUP 'Porozumienie 2014') The name 'Porozumienie 2014' suggests that this organisation was established in 2014, which was also the year that it was affiliated to the OPZZ confederation. However, according to its registration data, which are available online, it was established in 2002 (we assume that the name was changed in 2014). This trade union is a member of OPZZ. <sup>h</sup> CSN Meridian has two member organisations in the LRG sector: Uniunea Sindicatelor Funcționarilor Publici și Personalului Contractual FORȚA LEGII (civil servants, local police, public social service) and Federația Sindicatelor din Administrație BUCUREȘTI. <sup>i</sup> BRF is involved in collective bargaining (Table 11).

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

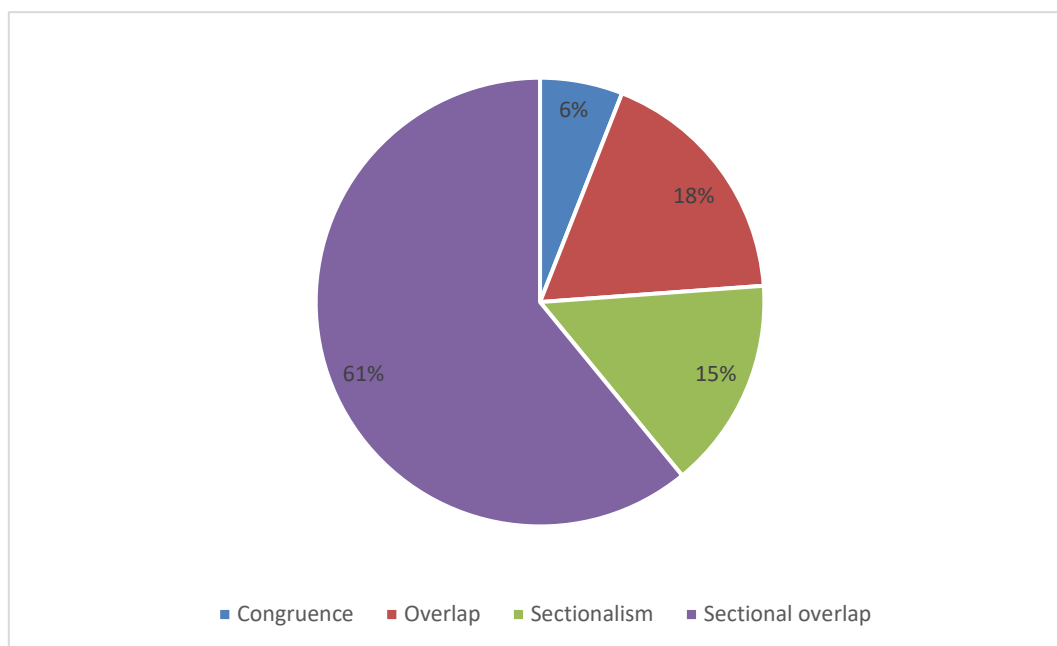
Trade unions are assessed on how they relate to the sector by classifying them according to the four patterns of sector-relatedness (Table 9).

Very few trade unions demarcate their domain in a way that is perfectly congruent with the LRG sector as defined for this study. Only nine trade unions, in France, Germany, Greece, Luxembourg, Slovenia and the UK, show a congruent domain (of these, all cover all NACE codes in the LRG sector). Some 29 trade unions cover the whole of the LRG sector, as well as workers outside the sector. A

total of 24 trade unions cover parts of the LRG sector and do not have members outside the sector, whereas 96 trade unions cover workers in the LRG sector and beyond. Of these, none cover the entire LRG sector (all NACE codes), as all the remainder cover some of the LRG-relevant NACE codes.

In summary, for the majority or 61% of trade unions, the domain pattern is sectional overlap; 18% cover the entire sector as well as workers outside the sector (overlap); there is a congruent pattern for only 6%; and the domain demarcation is sectionalism for 15% (Figure 3).

Figure 3: Domain coverage of trade unions in the LRG sector, 2018–2019



Source: Network of Eurofound Correspondents' national contributions to this study, 2018–2019

Table 9: Membership domain patterns of LRG sector-related trade unions, 2019

Country	Congruence	Overlap	Sectionalism	Sectional overlap
AT		<i>Younion</i>		<i>GÖD</i>
BE		ACOD-CGSP ACV OD/CSC SP VSOA-SLFP		<i>UNSP-NUOD</i>
BG				BUT FITUGO <b>FTU-HS</b> ITUF CULTURE NF Culture – Podkrepa CL NUS <b>PODKREPA</b> UE Podkrepa <b>MF 'Podkrepa'</b>

Country	Congruence	Overlap	Sectionalism	Sectional overlap
CY				OEKDY-SEK <b>OHO-SEK</b> <b>PASYDY</b> PASYEK-PEO SIDIKEK-PEO
CZ			ČMOS PŠ	<b>ČMOSA</b> <b>OS SOO/STATORG</b> <b>OSPKOP</b> <b>OSZSP ČR</b> <b>OSH CZ</b>
DE	<i>GÖD</i>	<i>dbb</i> <b>ver.di</b>	GdP	
DK				BF DJØF <b>FOA</b> <b>HK Kommunal</b> IDA <b>OAO</b>
EE				EHL <b>ROTAL</b> TALO
EL	<b>POE-OTA</b>		<b>ΟΣΕΑΔΕ (OSEADE)</b> <b>ΟΣΥΑΠΕ (OSYAPE)</b> ΠΟΠ-ΟΤΑ (POP-OTA)	
ES		<i>CSI-CSIF</i> <b>FeSP-UGT</b> <b>FSC-CCOO</b>		
FI				<b>JHL</b> <b>Jyty</b> OAJ SPAL <b>SuPer</b> Talentia <b>Tehy</b> Akava Special Branches Finnish Psychological Association
FR	<i>FA-FPT</i> <i>FNACT-CFTC</i> Sud Solidaires <b>UNSA Territoriaux</b>	<b>CFDT-INTERCO</b> <b>FPSPSS-FO (FO Territoriaux)</b> <b>FSP-CGT</b>	<i>FGAF (SDATT)</i> <i>FP CFE-CGC</i> SAFPT	SNUTER
HR		<b>SDLSN</b>		
HU				<b>BDDSZ</b> <b>HVDSZ 2000</b> <b>KKDSZ</b> <i>MKKSZ</i> SZTDSZ
IE				Connect

Country	Congruence	Overlap	Sectionalism	Sectional overlap
				<b>Fórsa</b> <b>SIPTU</b> Unite
<b>IT</b>		<b>FP-CGIL</b> <b>FP-CISL</b> <b>FPL-UIL</b>	DIREL DIRER	<i>CSA RAL</i> <i>CONFSAL</i>
<b>LT</b>			LKDPF LSPTDPS	LKDPS LPSDPS LSDPS 'Solidarumas' LSJDPS <b>LVTPS</b>
<b>LU</b>	<i>FGFC</i>	<b>CGT</b> <b>OGB-L SP</b>		
<b>LV</b>			LPDA	<b>LAKRS</b> <i>LVIPUFDA</i>
<b>MT</b>		<b>GWU</b>		<i>UHM</i>
<b>NL</b>				AVV CMHF <i>CNV Overheid/CNV Zorg &amp; Welzijn</i> <b>FNV Overheid</b>
<b>PL</b>			KSPPS NSZZ 'Solidarność'	<b>SSP NSZZ 'Solidarność'</b>
<b>PT</b>		FNSTFPS <b>SINTAP</b> SNM <b>STAL</b> <b>STE</b> STEESP STML	SNBP SNPM	SPGL STAAE-ZN
<b>RO</b>				<b>COLUMNA</b> <b>PUBLISIND</b> <i>CSN Meridian</i>
<b>SE</b>			BRF <b>SEKO</b>	<b>Akademikerförbundet</b> <b>SSR</b> <b>Fysioterapeuterna</b> <b>Kommunal</b> Läkarförbundet Läraryrket Ledarna Sveriges Arbetsterapeuter Swedish Association of Graduate Engineers <b>Vårdförbundet</b> <b>Vision</b>
<b>SI</b>	SFRU		SORS SPGS SZSVS	GLOSA KS-90 KSS

Country	Congruence	Overlap	Sectionalism	Sectional overlap
				SDOS SDZNS SINDIR SJUS SVIZ SZS Pergam SZSSS VIR
SK			VSOZ	SLOVES SOZ ZaSS
UK	ALACE	<b>GMB</b> <b>Unison</b> <b>Unite</b>	<b>FBU</b> FOA	<b>NIPSA</b> <b>Prospect (FLA)</b> <b>RCN</b> SWU
<b>Total</b>	9	29	24	96

**Notes:** Members of EPSU are in bold text; members of CESI are in italic text. POE-OTA, ΟΣΕΑΔΕ (OSEADE) and ΟΣΥΑΠΕ (OSYAPE) are indirect members of EPSU via ADEDY.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

The following section assesses the membership strength (organisational density) of trade unions in the LRG sector. Table 10 presents this information for trade unions for which this is available (these data are missing for 24 out of 158 LRG trade union organisations). The incompleteness of the available data means that it is difficult to compare the relative membership strength of individual trade unions. The next section therefore considers the relevance of each trade union in the sector depending on its involvement in sector-related collective bargaining. Overall, it can be said that, with a few exceptions, the organisational density of trade unions in the LRG sector is relatively high (on average 38%), and due to the missing data Table 10 is likely to underestimate the organisational density of LRG sector trade unions.

**Table 10: Organisational density of LRG sector trade unions, 2019**

Country	Total number of sector workers	Trade union members in the sector	Density (%)	Number of unions covered by these data
AT	217,857	73,000	34	All
BE	296,184	n.a.	n.a.	None
BG	63,878	23,260	36	8 out of 9
CY	4,944	4,160	84	All
CZ	471,200	56,087	12	All
DE	3,938,435	248,754	6	2 out of 4
DK	456,078	346,535	76	All
EE	61,882	7,448	12	All
EL	86,134	5,250	6	All
ES	1,313,600	n.a.	n.a.	None

Country	Total number of sector workers	Trade union members in the sector	Density (%)	Number of unions covered by these data
FI	163,000	127,970	79	7 out of 9
FR	1,568,708	250,000	16	All
HR	36,829	4,000	11	All
HU	217,235	11,518	5	All
IE	27,505	25,800	94	All
IT	574,385	180,986	31.5	5 out of 6
LT	109,400	3,000	3	6 out of 7
LU	69,360	5,700	8	All
LV	20,053	3,084	15	2 out of 3
MT	301	115	38	All
NL	165,628	n.a.	n.a.	None
PL	438,580	6,500	1	All
PT	154,006	107,557	70	7 out of 11
RO	388,352	16,298	4	All
SE	416,820	352,852	85	All
SI	11,139	9,150	82	14 out of 15
SK	60,811	16,444	27	All
UK	987,700	879,351	89	All
Average			37	

Note: n.a. = not available.

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

## Involvement in collective bargaining or social dialogue processes

In the previous section, the sector-relatedness and membership strength of trade unions was considered, while in this section their involvement in collective bargaining is analysed in Table 11. This shows whether trade unions are involved in multi- or single-employer collective bargaining (single-employer bargaining covers only the workforce in that employer, whereas multi-employer bargaining generally covers all member organisations of the employer organisations that are party to an agreement) and the share of workers covered by such agreements. It should be noted that Table 11 is based on estimates provided by members of the Network of Eurofound Correspondents.<sup>9</sup>

Out of 158 LRG sector trade unions, 18 trade unions are not involved in collective bargaining (11 in France, 3 in the UK and 1 in Belgium, Estonia, Luxembourg and Poland) (Table 11). This is sometimes considered to be the case when the LRG workers have the status of civil servants and their wages are set within the context of civil service pay structures, for example, in France and Luxembourg.

<sup>9</sup> See, for example, Eurofound, 2015b and Oesingmann, 2016.



Table 11: Involvement of the 158 LRG sector trade unions in collective bargaining, 2019

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
AT							2		10–15% (SEB)	De facto informal wage negotiations take place
	GÖD <sup>10</sup>						x			
	Younion						x			
BE				3				1	100%	There is collective bargaining at four levels: national/federal, Flanders, Wallonia and Brussels. The municipalities and the provinces are, however, only represented on the three regional Committees C (not at the national/federal level).
	ACOD-CGSP			x						
	ACV OD/CSC SP			x						
	UNSP-NUOD							x		
	VSOA-SLFP			x						
BG				7		2			36%	Mostly local level
	BUT			x						
	FITUGO					x				
	FTU-HS			x						
	ITUF CULTURE			x						
	NF Culture – Podkrepa CL			x						
	NUS			x						
	PODKREPA					x				
	UE Podkrepa			x						
	MF 'Podkrepa'			x						
CY				2		3			100%	Central bargaining for municipalities
	OEKDY-SEK					x				
	OHO-SEK			x						
	PASYDY					x				
	PASYEK-PEO					x				
	SIDIKEK-PEO			x						

<sup>10</sup> GÖD has a social democratic section (FSG), which is a member of EPSU, and a Christian section (FCG), which is a member of CESI. In this study, however, GÖD is considered to be one single organisation, because it is involved in informal wage negotiations as one organisation and not separately for FSG and FCG.

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
CZ				4		3			No data	Collective bargaining exists at local administration level
	OSH-CZ			x		x				
	ČMOS PŠ			x						
	ČMOSA			x						
	OS SOO/STATORG					x				
	OSPKOP					x				
	OSZSP ČR			x						
DE				3	1				80%	
	dbb			x						
	GdP				x					
	GÖD			x						
	ver.di			x						
DK					6				Almost 100%	
	BF				x					
	DJØF				x					
	FOA				x					
	HK Kommunal				x					
	IDA				x					
	OAO				x					
EE				1	1			1	No data	Mostly SEB at local level
	EHL			x						
	ROTAL <sup>b</sup>							x		
	TALO				x					
EL						4			No data	Mostly SEB
	ΡΟΕ-ΟΤΑ					x				
	ΟΣΕΑΔΕ (OSEADE)					x				
	ΟΣΥΑΠΕ (OSYAPE)					x				
	ΠΟΠ-ΟΤΑ (POP-ΟΤΑ)					x				
ES						3			95%	
	CSI-CSIF					x				

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
	FeSP-UGT					x				
	FSC-CCOO					x				
<b>FI</b>				1	8				100%	
	Akava Special Branches				x					
	Finnish Psychological Association				x					
	JHL				x					
	Jyty				x					
	OAJ				x					
	SPAL			x						
	SuPer				x					
	Talentia				x					
	Tehy				x					
<b>FR</b>								11	None	Agents governed by public law employment contracts, trainee agents or civil servants attached to local and territorial administrations are not governed by collective agreements. There is no formal collective bargaining. However, all are covered by the general statute of the civil service.
	CFDT-INTERCO							x		
	FA-FPT							x		
	FGAF (SDATT)							x		
	FNACT-CFTC							x		
	FPSPSS-FO (FO Territoriaux)							x		
	FP CFE-CGC							x		
	FSP-CGT							x		
	SAFPT							x		
	SNUTER							x		
	Sud Solidaires							x		
	UNSA Territoriaux							x		
<b>HR</b>				1					50%	There is no collective agreement for all local administration, but collective agreements are bargained and signed at local and regional levels.
	SDLSN			x						
<b>HU</b>				1		4			No data (estimated)	Collective agreements are concluded at local level. Local

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
									around 30%)	government interest representation takes the form of trying to influence legislation or policy through meetings with the government.
	BDDSZ					x				
	HVDSZ 2000			x						
	KKDSZ					x				
	MKKSZ					x				
	SZTDSZ					x				
IE				2	2				100%	
	Connect				x					
	Fórsa			x						
	SIPTU			x						
	Unite				x					
IT				5	2				100% in the public sector, 75% or 80% in the private organisations providing social services to municipalities through contracting out.	
	FP-CGIL				x					
	CONFSAL <sup>c</sup>			x						
	CSA RAL (CISAL)			x						
	DIREL			x						
	DIRER			x						
	FP-CISL			x						
	FPL-UIL				x					
LT				7					100%	Mainly – at company or sectoral level
	LKDPF			x						
	LKDPS			x						
	LPSDPS			x						
	LSDPS 'Solidarumas'			x						
	LSJDPS			x						
	LSPTDPS			x						
	LVTPS			x						
LU					2			1	None	Civil servants are excluded from collective bargaining
	OGB-L SP				x					
	CGT-L				x					

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
	FGFC							x		
LV				3					No data	Sector-level collective agreements (general agreements) are not concluded
	LAKRS			x						
	LPDA			x						
	LVIUFDA			x						
MT						2			76%	
	GWU					x				
	UHM					x				
NL				1	3				Around 100%	For decentralised authorities, or LRGs, the collective bargaining takes place at national level. Both local and regional administrations have national-level social partners who conduct social dialogue and collective bargaining.
	AVV			x						
	CMHF				x					
	CNV Overheid/CNV Zorg & Welzijn				x					
	FNV Overheid				x					
PL				1	1			1	Less than 1%	
	FZZPOiPS				x					
	KSPPS NSZZ 'Solidarność'			x						
	SSP NSZZ 'Solidarność'							x		
PT				2		9			Less than 1% gross coverage rate for wages	Collective bargaining coverage regarding wages: 0% in direct LRGs. Collective bargaining coverage regarding rights and obligations of the relevant parties, working time, telework, trade union activity and conflict resolution: more than 50%. Wages are set unilaterally by the government, after consultation with unions.
	FNSTFPS					x				
	SINTAP			x						
	SNBP					x				
	SNM					x				
	SNPM					x				
	SPGL					x				
	STAAE-ZN					x				

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
	STAL			x						
	STE					x				
	STEESP					x				
	STML					x				
<b>RO</b>				2	1				No data	
	CSN Meridian			x						
	COLUMNA			x						
	PUBLISIND				x					
<b>SE</b>				2	9				100%	
	Akademikerförbundet SSR				x					
	BRF			x						
	Fysioterapeuterna				x					
	Kommunal				x					
	Läkarförbundet				x					
	Läraryrket			x						
	Ledarna				x					
	SEKO								No data	
	Sveriges Arbetsterapeuter				x					
	Swedish Association of Graduate Engineers				x					
	Vårdförbundet				x					
	Vision				x					
<b>SI</b>				5	10				100%	
	GLOSA			x						
	KS-90				x					
	KSS			x						
	SDOS				x					
	SDZNS				x					
	SFRU				x					
	SINDIR				x					

	Trade union	EPSU affiliated	CESI affiliated	Both MEB and SEB	Involved in MEB	Involved in SEB	Informal involvement	No collective bargaining	Level of coverage (%)	Comments
	SJUS				x					
	SORS				x					
	SPGS			x						
	SVIZ				x					
	SZS Pergam			x						Indirect affiliation to EPSU via PERGAM
	SZSSS			x						
	SZSVS				x					
	VIR				x					
SK				3					Around 100%	
	SLOVES			x						
	SOZ ZaSS			x						
	VSOZ			x						
UK				5	2			3	Around 100%	The comprehensive nature of the Green Book (England, Northern Ireland and Wales) and Red Book (Scotland) multi-employer agreements means that they essentially cover all employees of local authorities, except those covered by separate multi-employer agreements (e.g. fire and rescue services and chief officials). Around 45 local authorities in England have opted out of MEB and the majority of these conduct SEB.
	ALACE				x					
	FBU			x						
	FOA			x						
	GMB			x						
	NIPSA							x		
	Prospect (FLA)				x					
	RCN							x		
	SWU							x		
	Unison			x						
Unite			x							
<b>Total</b>				61	48	30	2	18		

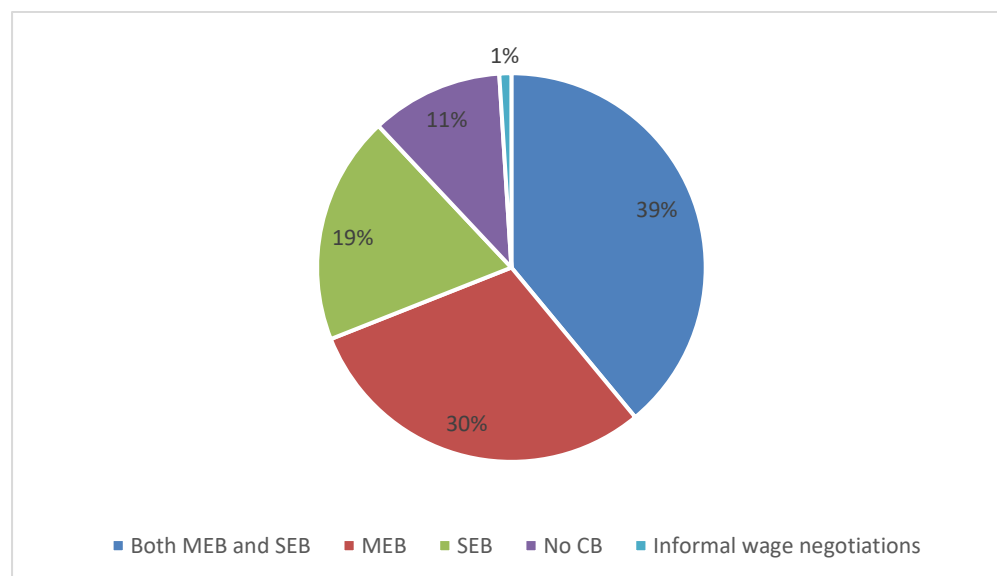
**Notes:** The cells shaded green indicate direct membership. The cells shaded yellow indicate indirect membership via another organisation. <sup>a</sup> It is doubtful whether UNSP-NUOD can be considered to be an LRG sector-related trade union.

<sup>b</sup> Although the trade union ROTAL is interested in collective bargaining, this is not possible at the moment due to the employer organisation (ELVL) not having the powers to officially represent local governments. However, consultations/informal bargaining take place. <sup>c</sup> CESI states that CONFSAI is involved in LRG sector-related collective bargaining, but this was not confirmed. MEB = multi-employer bargaining. SEB = single-employer bargaining.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Figure 4 shows the involvement of all LRG trade unions in collective bargaining across the EU27 and the UK. Around 39% of trade unions in the LRG sector are involved in both multi- and single-employer bargaining. A further 30% are involved in multi-employer bargaining only, raising the share of workers covered by multi-employer bargaining to 69%. Around 19% of unions are involved in single-employer bargaining only and only around 11% of trade unions are considered not to be involved in any form of collective bargaining.

Figure 4: Involvement of LRG trade unions in different forms of collective bargaining (% of total), 2019



**Note:** MEB = multi-employer bargaining. SEB = single-employer bargaining.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Employer organisations

### Sector-relatedness and membership strength

A total of 64 employer organisations were identified in the LRG sector by the Network of Eurofound Correspondents covering 27 Member States and the UK (Table 12). As mentioned above, in half of the Member States there is only a single employer organisation in the LRG sector. In some countries, LRG workers are considered to be civil servants and their pay and working conditions are set within the regulations of the civil service (this is the case in France and Luxembourg). Another feature is that in some countries the organisations representing the interests of local and regional administration are not considered to be employer organisations and are not recognised as such in the national collective bargaining contexts (including Austria, Bulgaria, Czechia, Poland).

Of the 64 employer organisations, around a half (or 31) organisations cover the entire LRG sector. Most (55) organisations organise employers in the LRG administration subsector (NACE 84.11, 84.12 and 84.13), followed by 46 employers organised in the social work subsector (NACE 88). The remainder are spread over several subsectors, with fewest (33) employer organisations in fire service activities (NACE 84.25). Table 12 illustrates the NACE coverage of each employer organisation for which such information is available.



Table 12: NACE code coverage of LRG employer organisations, 2019

	Employer organisation	84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives, museums, etc. under	Member of CEMR <sup>a</sup>	Member of other European organisations
	Total	55	43	33	42	46	43	46	
AT	Austrian Association of Municipalities								CEEP, United Cities and Local Governments (UCLG)
	Austrian Association of Cities and Towns								
BE	VVSG								Congress of Local and Regional Authorities of the Council of Europe (CLRAE), UCLG
	Brulocalis								European Confederation of Local Intermediate Authorities (CEPLI)
	APW	n.a.							CEPLI
	VVP	n.a.							
	UVCW								
BG	UEESB								European Federation of Education Employers (EFEE)
	Association of Directors in Secondary Education in Bulgaria								
	NAMRB								European Committee of the Regions (CoR), CLRAE
CY	UCM								
CZ	SMO ČR								
	AK ČR								
DE	VKA								
	TdL								CEEP
	DLT								
	DST								
	DStGB								
	RGRE								
DK	KL								CoR, CEEP, CLRAE
	Danish Regions								European Territorial Cooperation (ETC), CLRAE, CoR
EE	ELVL								CEPLI, European Grouping of Territorial Cooperation (EGTC)

	Employer organisation	84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives, museums, etc. under	Member of CEMR <sup>a</sup>	Member of other European organisations
EL	KEDE								
	ENPE								CEEP, European Hospital and Healthcare Employers' Association (HOSPEEM), EFEE
ES	FEMP								
FI	KT								CoR
FR	AFCCRE								CLRAE
HR	Udruga gradova								CLRAE
	Udruga opcina								CoR, CLRAE
	HRVZZ								
HU	TÖOSZ								
	MFSZ								CEEP
IE	LGMA								European Confederation of Industrial and Service Cooperatives (Cecop)
IT	ARAN <sup>b</sup>								
	AICRRE								CLRAE, CoR
LT	LSA								
LU	SYVICOL								Council of Europe, CoR
LV	LPS								
MT	AKL								CEEP
NL	IPO								
	VNG								
	UvW								
PL	ZMP								
PT	SEAL								
	Government of the Azores								
	Regional Government of Madeira								
	CML							Via ANMP	
	CM-Porto							Via ANMP	

	Employer organisation	84.11, 84.12 and 84.13: Administration	84.24: Public order and safety activities	84.25: Fire service activities under LRG	87: Residential care activities under LRG	88: Social work activities under LRG	91: Libraries, archives, museums, etc. under Member of CEMR <sup>a</sup>	Member of other European organisations
	ANMP							
RO	ACoR							
	AOR							EFEE, CEEP, CoR, CLRAE
	UNCJR							
SE	SALAR (SKR)						CLRAE	
SI	ZMOS							Social Employers, European Ageing Network (EAN)
	SOS							European Hospital and Healthcare Federation (HOPE)
	SSZS							
	ZDRZZ							CLRAE, CoR
	SVS							
SK	ZMOS							
UK	COSLA							CLRAE, UCLG
	LGA							
	London Councils							
	NILGA							
	WLGA							

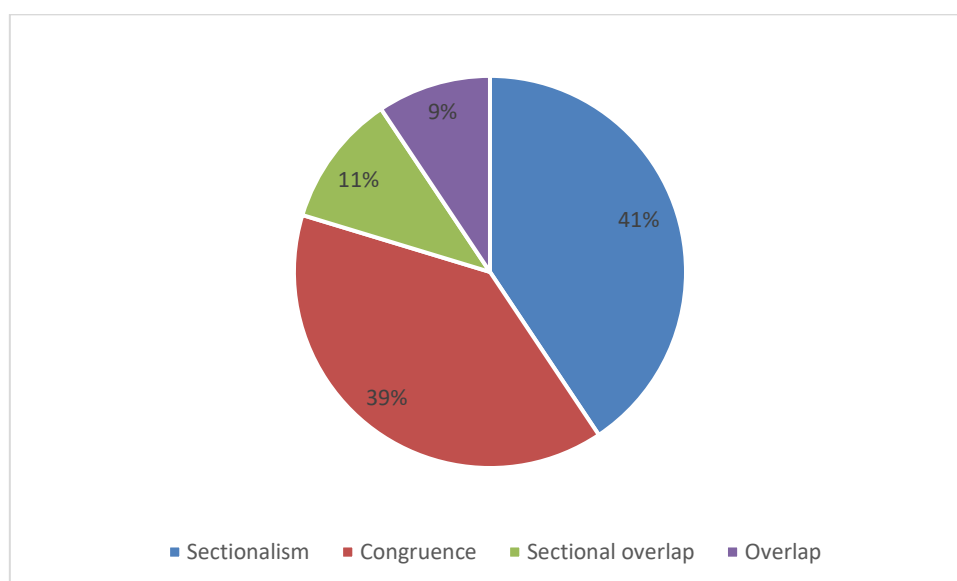
**Notes:** The cells shaded green indicate coverage and/or membership. The columns highlighted blue indicate potential overlap with the analyses in chapters 5 and 6 of this report. If the organisations covering NACE codes 87 or 88 are affiliated to a European social partner organisation or are involved in collective bargaining related to social services, they will also be included in chapters 5 and 6.<sup>a</sup> A list of the members of CEMR is available on the organisation's website: <https://www.ccre.org/en/associations/index>.<sup>b</sup> ANCI, UPI and the Conferenza delle Regioni are indirectly involved in collective bargaining for LRGs, in the sense that they are consulted and they take turns to sit on the Committee for Address and Control (Collegio di indirizzo e controllo) (UPI currently sits on the committee). They do not sign collective agreements in the sector and they are not affiliated to any European sector-related associations. n.a. = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

A large part of the organisations identified (around 41%) cover only part of the sector (either because they cover only one or several relevant NACE codes) and do not have membership outside the LRG sector (sectionalism) (Figure 5 and Table 13). However, an almost equal proportion (39%) cover the entire LRG sector (congruence, all NACE codes covered) and have no members outside the LRG sector. Some 11% represent employer organisations that cover only part of the sector and have

membership within as well as outside the LRG sector (sectional overlap). A further 9% are within the 'overlap' category (covering all codes of the LRG sector and having members in other sectors).

Figure 5: Domain coverage of employer organisations in the LRG sector, 2019



Source: Network of Eurofound Correspondents' national contributions to this study, 2018–2019

Table 13: Domain patterns of LRG employer organisations, 2019

	Employer organisation	Congruence	Overlap	Sectionalism	Sectional overlap
AT		2			
	Austrian Association of Cities and Towns	x			
	Austrian Association of Municipalities	x			
BE		3			
	APW				
	Brulocalis	x			
	UVCW	x			
	VVSG	x			
	VVP				
BG					2
	Association of Directors in Secondary Education in Bulgaria				x
	UEESB				x
	NAMRB				
CY				1	
	UCM			x	
CZ		1		1	
	AK ČR			x	

	Employer organisation	Congruence	Overlap	Sectionalism	Sectional overlap
	<b>SMO ČR</b>	x			
DE			5	1	
	<b>DLT</b>			x	
	<b>DST</b>		x		
	<b>DStGB</b>		x		
	<b>RGRE</b>		x		
	TdL		x		
	VKA		x		
DK				2	
	<b>KL</b>			x	
	<b>Danish Regions</b>			x	
EE					1
	<b>ELVL</b>				x
EL				2	
	<b>ENPE</b>			x	
	<b>KEDE</b>			x	
ES		1			
	<b>FEMP</b>	x			
FI			1		
	<b>KT</b>		x		
FR				1	
	<b>AFCCRE</b>			x	
HR		3			
	<b>HRVZZ</b>	x			
	<b>Udruga gradova</b>	x			
	<b>Udruga opcina</b>	x			
HU		1		1	
	<b>MFSZ</b>			x	
	<b>TÖOSZ</b>	x			
IE				1	
	<b>LGMA</b>			x	
IT					2
	<b>ARAN</b>				x
	<b>AICREE</b>				x
LT				1	

	Employer organisation	Congruence	Overlap	Sectionalism	Sectional overlap
	<b>LSA</b>			x	
<b>LU</b>		1			
	<b>SYVICOL</b>	x			
<b>LV</b>		1			
	<b>LPS</b>	x			
<b>MT</b>				1	
	<b>AKL</b>			x	
<b>NL</b>				3	
	<b>IPO</b>			x	
	UvW			x	
	<b>VNG</b>			x	
<b>PL</b>		1			
	<b>ZMP</b>	x			
<b>PT</b>		6			
	Government of the Azores	x			
	Regional Government of Madeira	x			
	<b>ANMP</b>	x			
	CML	x			
	CM-Porto	x			
	SEAL	x			
<b>RO</b>				3	
	<b>ACoR</b>			x	
	<b>AOR</b>			x	
	<b>UNCJR</b>			x	
<b>SE</b>		1			
	<b>SALAR (SKR)</b>	x			
<b>SI</b>				5	
	<b>SOS</b>			x	
	<b>SSZS</b>			x	
	SVS			x	
	ZDRZZ			x	
	<b>ZMOS</b>			x	
<b>SK</b>		1			
	<b>ZMOS</b>	x			
<b>UK</b>		2		3	

	<b>Employer organisation</b>	<b>Congruence</b>	<b>Overlap</b>	<b>Sectionalism</b>	<b>Sectional overlap</b>
	<b>COSLA</b>			x	
	<b>LGA</b>	x			
	London Councils			x	
	<b>NILGA</b>			x	
	<b>WLGA</b>	x			
<b>Total</b>		24	6	26	5

**Note:** CEMR members are highlighted in bold text.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 14 shows an assessment of the membership strength (organisational density) of employer organisations in the LRG sector. This can be assessed by looking both at the number of members among the employer organisations and at the proportion of the workforce represented by the employer organisation members. A sound assessment is hampered by the lack of data in some countries on employer and employee coverage by employer organisations in the sector.

In terms of the members of the employer organisations, these are typically institutional members, such as municipalities, regional administrations or provincial authorities. At each territorial level, typically all existing institutions are members of the respective employer organisation.

The proportion of the LRG sector workforce represented by the employer organisation members varies at national level, from below 5% to 100% of the workforce covered by employer organisation membership. However, because the LRGs effectively act as employers for a significant part of the sector, coverage by employer organisations is relatively high and the number of employees falling under the remit of these organisations is also relatively high.

In 11 countries, over 90% of LRG employees are covered by the employer organisations (Belgium, Czechia, Estonia, Finland, Greece, Ireland, Lithuania, Malta, Slovakia, Spain and Sweden). In a further eight countries, over 50% of employees are covered (Bulgaria, Cyprus, Denmark, Italy, the Netherlands, Portugal, Slovenia and the UK (Local Government Association, LGA)). However, in some countries there is also relatively low coverage, such as Croatia, Germany and Hungary.

**Table 14: Organisational density of LRG employer organisations, 2019: Number of members and proportion of employee coverage**

<b>Country</b>	<b>Employer organisation</b>	<b>Number of members in sector</b>	<b>Employer organisation workforce as a percentage of total workforce in LRG sector (%)</b>
<b>AT</b>	Austrian Association of Municipalities	2,100	30
	Austrian Association of Cities and Towns	256	20
<b>BE</b>	VVSG	806	Majority
	Brulocalis	n.a.	100
	APW	n.a.	100
	VVP	n.a.	100
	UVCW	n.a.	100
<b>BG</b>	UEESB	2,100	80

Country	Employer organisation	Number of members in sector	Employer organisation workforce as a percentage of total workforce in LRG sector (%)
	Association of Directors in Secondary Education in Bulgaria	700	20
	NAMRB	n.a.	n.a.
<b>CY</b>	UCM	39	62
<b>CZ</b>	SMO ČR	2,875	90
	AK ČR	14	2
<b>DE</b>	VKA	16	20
	TdL	15	11
	DLT	294	6
	DST	3,400	Not an employer organisation
	DStGB	17	No information
	RGRE	800	No information
<b>DK</b>	KL	98	79
	Danish Regions	5	21
<b>EE</b>	ELVL	74	90
<b>EL</b>	KEDE	325	100
	ENPE	13	No information
<b>ES</b>	FEMP	7,324	90
<b>FI</b>	KT	362	100
<b>FR</b>	AFCCRE	1,000	Not an employer organisation
<b>HR</b>	Udruga gradova	8,126	20
	Udruga opcina	310	5
	HRVZZ	450	3
<b>HU</b>	TÖOSZ	1,600	No information
	MFSZ	200	3
<b>IE</b>	LGMA	31	100
<b>IT</b>	ARAN	8,726 municipalities, 19 regions and 2 autonomous provinces	100
	AICCRE	n.a.	n.a.
<b>LT</b>	LSA	60	100
<b>LU</b>	SYVICOL	103	Not an employer organisation
<b>LV</b>	LPS	1,050	Not an employer organisation
<b>MT</b>	AKL	73	100
<b>NL</b>	IPO	12	6
	VNG	380	87
	UvW	21	7
<b>PL</b>	ZMP	299	Not an employer organisation
<b>PT</b>	SEAL	3,399	76
	Government of the Azores	62	12
	Regional Government of Madeira	9	12
	CML	1	5
	CM-Porto	1	2
	ANMP	308	66



Country	Employer organisation	Number of members in sector	Employer organisation workforce as a percentage of total workforce in LRG sector (%)
RO	ACoR	2,041	No information
	AOR	217	No information
	UNCJR	41	No information
SE	SALAR	310	100
SI	ZMOS	11	18
	SOS	175	90
	SSZS	59	50
	ZDRZZ	58	No information
	SVS	220	No information
SK	ZMOS	2,873	95
UK	COSLA	32	12
	LGA	350	80
	London Councils	33	9
	NILGA	11	1
	WLGA	22	7

**Note:** *n.a.* = not available.

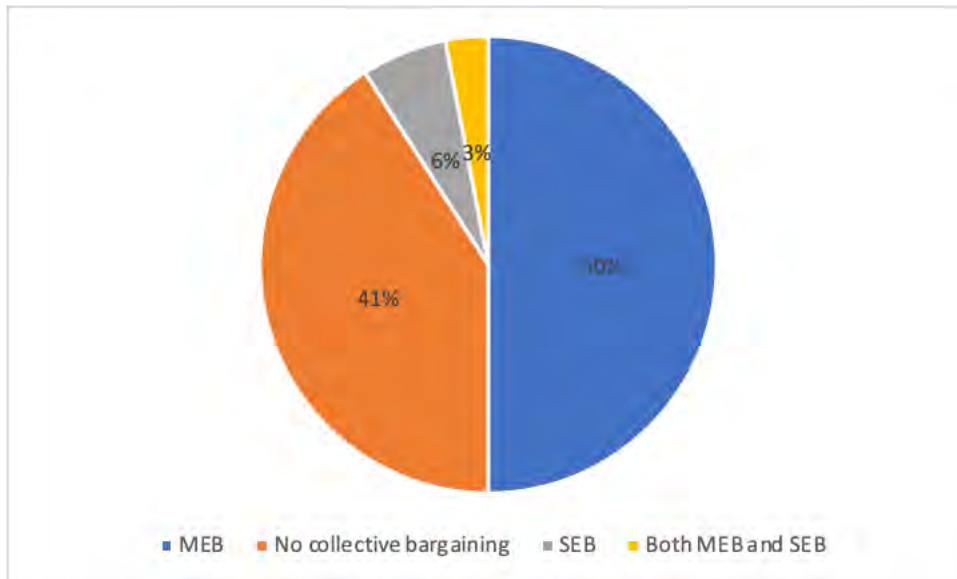
**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Involvement in collective bargaining

In the previous section, the sector-relatedness and membership strength of employer organisations was considered. This section considers their involvement in collective bargaining and the number of employees covered by collective bargaining agreements signed by the employer organisations in the sector.

Figure 6 provides an overview of the shares of single- and multi-employer collective bargaining in the sector. Half (50%) of employer organisations are involved in multi-sector collective bargaining. A further 3% are involved in both multi- and single-employer bargaining, and 6% only engage in single-employer bargaining. However, 41% of LRG employer organisations do not participate in any form of collective bargaining. This is the case in Austria, Croatia, Czechia, Estonia, France, Greece, Hungary, Latvia, Luxembourg, Malta, Poland, Romania, Slovenia and Spain (Table 15). In these countries, the ministry responsible for public administration plays a key role in setting terms and conditions in the sector. In some countries, no negotiation is considered to take place, whereas in others the social partners are consulted but the final decisions remain with the ministry, leading to the assessment that there is no bargaining as such.

Figure 6: Involvement of LRG employer organisations in collective bargaining (% of total), 2019



**Notes:** MEB = multi-employer bargaining. SEB = single-employer bargaining.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2018–2019

Table 15: Collective bargaining coverage of LRG employer organisations, 2019

Country	Organisation	Both MEB and SEB	MEB	SEB	Not involved in collective bargaining	Level of coverage (% of affiliated employers in the sector)	Comments
AT	Austrian Association of Municipalities				x	30	
	Austrian Association of Cities and Towns				x	20	
BE	VVSG	x				Majority	
	Brulocalis		x			100	
	APW		x			100	
	VVP		x			100	
	UVCW		x			100	
BG	UEESB					No information	
	Association of Directors in Secondary Education in Bulgaria		x			20	
	NAMRB				x		
CY	UCM		x			62	
CZ	SMO ČR				x	90	
	AK ČR				x	2	
DE	VKA		x			20	
	TdL		x			11	
	DLT		x			6	
	DST				x		Not an employer organisation
	DStGB				x	No information	
	RGRE				x	No information	
DK	KL		x			79	

Country	Organisation	Both MEB and SEB	MEB	SEB	Not involved in collective bargaining	Level of coverage (% of affiliated employers in the sector)	Comments
	Danish Regions		x			21	
EE	ELVL				x	90	
EL	KEDE				x	100	
	ENPE				x	No information	
ES	FEMP				x	90	
FI	KT		x			100	
FR	AFCCRE				x		Not an employer organisation
HR	Udruga gradova				x	20	
	Udruga opcina				x	5	
	HRVZZ				x	3	
HU	TÖOSZ				x	No information	
	MFSZ		x			3	
IE	LGMA	x				100	
IT	ARAN		x			100	
	AICCRE					n.a.	
LT	LSA		x			100	
LU	SYVICOL				x		Not an employer organisation
LV	LPS				x		Not an employer organisation
MT	AKL				x	100	
NL	IPO		x			6	
	VNG		x			87	
	UvW		x			7	

Country	Organisation	Both MEB and SEB	MEB	SEB	Not involved in collective bargaining	Level of coverage (% of affiliated employers in the sector)	Comments
PL	ZMP				x		Not an employer organisation
PT	SEAL		x			76	
	Government of the Azores			x		12	
	Regional Government of Madeira			x		12	
	CML			x		5	
	CM-Porto			x		2	
	ANMP				x	66	
RO	ACoR				x	No information	
	AOR				x	No information	
	UNCJR				x	No information	
SE	SALAR		x			100	
SI	ZMOS		x			18	
	SOS		x			90	
	SSZS		x			50	
	ZDRZZ				x	No information	
	SVS				x	No information	
SK	ZMOS	x				95	
UK	COSLA		x			12	
	LGA		x			80	
	London Councils		x			9	
	NILGA		x			1	
	WLGA		x			7	

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

## Collective bargaining patterns and social dialogue practices

As outlined previously, the representativeness of the national social partner organisations is of interest in this study in terms of the capacity of their European umbrella organisations to participate in European social dialogue. Similarly, it is important for the implementation of any agreements made by European-level organisations at the national, regional and local levels. The roles played by the social partners in collective bargaining, social dialogue and public policymaking are therefore important components of representativeness. The relevance of European sectoral social dialogue tends to increase as the ability of the national affiliates of the European organisations to regulate employment terms and influence national public policies affecting the sector grows (Perin and Léonard, 2011).

In particular, collective bargaining in the LRG sector is characterised by several distinct features. To start with, in several countries LRG sector employees have the status of civil servants with the result that their wages and working conditions are set within the overall civil service framework. Specifically, it has been shown that in 19 of the 31 European countries examined, at least some of those working in the LRG sector have a special employment status that is substantially different from that of employees in the private sector (EPSU, 2008). In these cases, different rules apply. In some countries, the pay and conditions of those with the special status of civil servants is not subject to bargaining, but instead determined unilaterally by central government without negotiation. In other countries, while the pay and conditions are set by central government, informal consultations and discussions take place. Finally, there are also countries where the pay and conditions of all employees in the public sector are subject to legislative approval after they have been negotiated. In the remaining countries, where those working in the LRG sector are treated as normal employees, typical collective bargaining practices apply. Furthermore, the involvement of employers in the LRG sector can be different from that of the private sector, as the institution that pays the wages can be different from the formal employer. This can be the case in the LRG sector, similar to other public sectors such as the education sector or the health sector (ILO, 2015).

As demonstrated in Table 16, 89% of the 158 trade unions identified in the sector are involved in collective bargaining, while on the employers' side this figure stands at 59%, with around 41% of LRG employers not involved in any form of collective bargaining (largely due to the relevant ministry being responsible for setting terms and conditions in the LRG sector). Information on the coverage of the sector and the nature of collective bargaining is summarised in Table 16.

Around 39% of trade unions in the LRG sector are involved in both multi- and single-employer bargaining. A further 30% are involved in multi-employer collective bargaining, raising the share of workers covered by multi-employer bargaining to 69%. Around 19% of unions are involved in single-employer bargaining only. Among the employer organisations, 50% are involved in multi-employer collective bargaining. A further 3% are involved in both multi- and single-employer bargaining and 6% engage only in single-employer collective bargaining.

**Table 16: Collective bargaining patterns in trade unions and employer organisations in the LRG sector, 2019**

Collective bargaining pattern	Trade unions		Employer organisations	
No collective bargaining involvement	11%	158	41%	64
Single-employer bargaining only	19%		6%	
Multi-employer bargaining	30%		50%	
Both single- and multi-employer bargaining	39%		3%	
<b>Total</b>	<b>158</b>		<b>64</b>	

**Note:** Differences in percentages are due to rounding.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 17 presents the collective bargaining information on a country-by-country basis, illustrating the different national collective bargaining patterns and collective bargaining coverage. It provides an impression of the level of multi- and single-employer bargaining. This table shows that either multi- and single-employer bargaining or multi-employer bargaining takes place in every country (except Luxembourg). In most countries, collective bargaining takes place at both multi- and single-employer levels. At the sectoral level, multi-employer bargaining is present in two countries – Denmark and Estonia. Single-employer bargaining occurs in five Member States. Informal negotiations on working conditions take place in Austria and France, and no collective bargaining occurs in Luxembourg, where wages are set by law (for most LRG workers).

**Table 17: Form and level of collective bargaining in the LRG sector by country, 2019**

Form/level of collective bargaining	Countries
Informal negotiations on working conditions	AT, FR
MEB (multi-employer bargaining at sector level)	DK, EE
Both MEB and SEB	BE, BG, CY, CZ, DE, FI, IE, IT, LT, LV, NL, PL, PT, RO, SE, SI, SK, UK
SEB (single-employer bargaining at company level)	EL, ES, HR, HU, MT
No collective bargaining	LU <sup>a</sup>

**Notes:** <sup>a</sup> At the municipal level, there are three types of staff: (1) the civil servants of the municipalities, (2) municipal employees and (3) employees (manual or intellectual tasks). The question of the collective agreement arises only for the last category. The two other categories are regulated by law. There are collective agreements in the municipalities that apply to employees, mainly to blue-collar workers. Some municipalities apply a specific collective agreement; others have opted to apply the collective agreement of state workers. Collective agreements in the municipalities should be considered real exceptions because they are not implemented in all 103 municipalities and apply only to a very specific category of staff, which is not very numerous. This is a subject that falls under municipal autonomy.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 18 shows the coverage of collective bargaining undertaken in the LRG sector across the different countries. Overall, the coverage in the sector is very high, with most countries where such data are available reporting coverage of 90% or more. Only in three countries is the coverage estimated to be below 25% (Estonia, Hungary and Poland).

Table 18: Collective bargaining coverage and collective bargaining level by country, 2019

Collective bargaining category	Countries in the category	Collective bargaining coverage				None
		90% or more	50%–89%	25%–49%	1%–24%	
Informal negotiations on working conditions	AT, FR	AT <sup>a</sup> , FR <sup>b</sup>				
MEB (multi-employer bargaining at sector level)	DK, EE	DK			EE (estimate)	
MEB and SEB	BE, BG, CY, CZ, DE, FI, IE, IT, LT, LV, NL, PL, RO, SE, SI, SK, UK	BE, CY, DE, FI, IE, LT, NL, SE, SI, SK, UK	IT <sup>c</sup> , PT	BG	PL (less than 1%), RO	No data: CZ, LV
SEB (single-employer bargaining at company level)	EL, ES, HR, HU, MT	ES	HR, MT		HU <sup>d</sup>	No data: EL
No collective bargaining	LU <sup>e</sup>					LU

**Notes:** <sup>a</sup> Between 10% and 15% of sectoral workers are covered by SEB. For the rest of the workforce the terms of employment are – in formal terms – unilaterally determined by the authorities at Länder and local state level. However, de facto negotiations between GÖD and Yunion on the employees' side and the representatives of the Federal Chancellery (BKA) and Länder representatives on the employers' side take place. <sup>b</sup> Agents governed by public law employment contracts, trainee agents or civil servants attached to local and territorial administrations are not governed by collective agreements. There is no formal collective bargaining. However, 100% of them are covered by the general statute of the civil service and a specific statute laying down provisions relating to the territorial public service that could result in collective bargaining. <sup>c</sup> 100% in the public sector, 75% or 80% in private organisations providing social services to municipalities through contracting out. <sup>d</sup> Formal consultation takes place in the National Public Service Interest Reconciliation Council (Országos Közszolgálati Érdekegyeztető Tanács, OKÉT) for the overall public sector, but no collective agreements are concluded. Instead, local government interest representation takes the form of trying to influence legislation or policy through meetings with government. <sup>e</sup> At the municipal level, there are three types of staff: (1) the civil servants of the municipalities, (2) municipal employees and (3) employees (manual or intellectual tasks). The question of the collective agreement arises only for the last category. The two other categories are regulated by law. There are indeed collective agreements in the municipalities that apply to employees, mainly to blue-collar workers. Some municipalities apply a specific collective agreement; others have opted to apply the collective agreement of state workers. Collective agreements in the municipalities should be considered real exceptions because they are not implemented in all 103 municipalities and apply only to a very specific category of staff, which is not very numerous. This is a subject that falls under municipal autonomy.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Participation in public policymaking

In a significant number of countries (particularly in northern and western Europe), the participation of social partners in public policymaking has long been established. In a number of other countries (particularly in central and eastern Europe) such involvement is more recent, but in many countries it is rather formalised, for instance in tripartite bodies at the central level. Involvement in policymaking was explored with regard to discussions on working conditions and involvement in

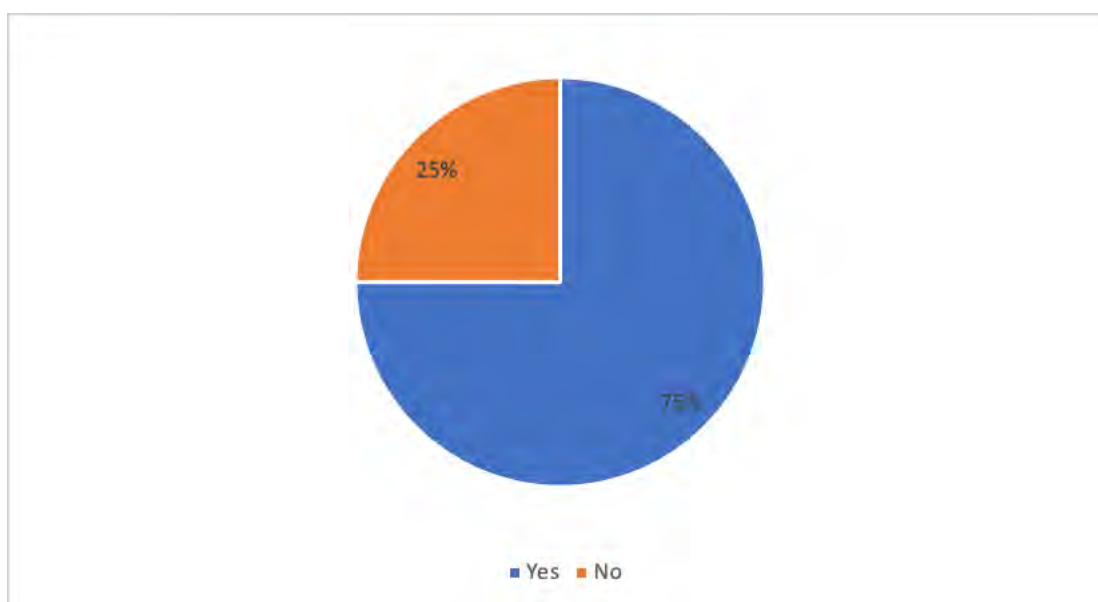


policy development. As indicated above, such involvement in policymaking is another relevant indicator of the representativeness of national social partner organisations in the sector.

Such policy dialogue can be formal or informal, irrespective of its institutional set-up. The members of the Network of Eurofound Correspondents were asked to provide information on the involvement of the various employer and trade union organisations in public policymaking.

Figures 7 and 8 provide an overall assessment of the nature and level of involvement of social partner organisations in policymaking on working conditions and employment-related issues in the LRG sector at country level. This shows that a majority of trade unions (75%) are consulted in relation to policies relating to working conditions in the sector, while 25% are not involved (Figure 7).

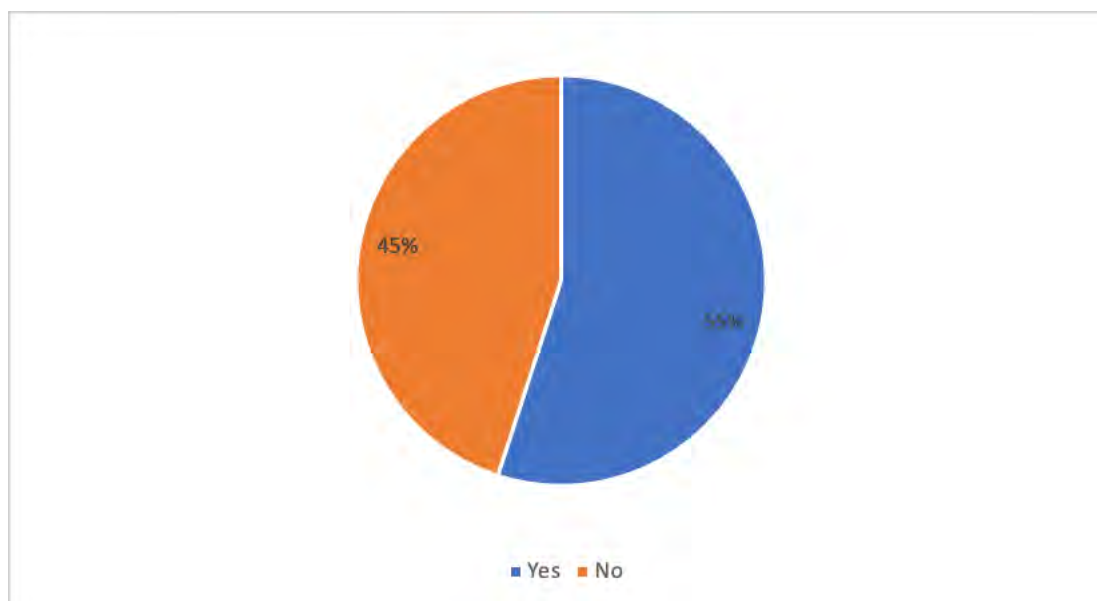
Figure 7: Involvement of trade unions in consultations on working conditions or employment-related issues (regarding the LRG sector) with the government, 2019



Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Among employer organisations, only 45% were considered to be consulted in relation to working or employment conditions, and 55% had no such involvement (Figure 8).

Figure 8: Involvement of employer organisations in consultations on working conditions or employment-related issues (regarding the LRG sector) with the government, 2019



Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Table 19 shows that neither LRG employers nor LRG trade union organisations are consulted by government in only one country (Romania). In all other countries, trade unions are consulted on sectoral matters. Employer organisations are not considered to be consulted in a number of countries, but it is also often the case here that the LRG organisations are not formally considered to be the employer organisations. In Cyprus, Ireland, the Netherlands, Spain and Sweden all trade unions and employer organisations are considered to be consulted.

Table 19: Government consultation of LRG employers and trade unions by country, 2019

	Trade unions	Employers
<b>Consultation</b>	All 28 countries except RO	BE, BG, CY, DE, DK, EE, EL, ES, HU, IE, IT, LU, NL, SE, SI, UK
	Of which 15 countries where all LRG trade unions are consulted: AT, CY, CZ, DE, EE, ES, HR, IE, LT, LU, LV, MT, NL, PL, SE	Of which 9 countries where all LRG employer organisations are consulted: BE, BG, CY, EL, ES, IE, NL, SE, UK
<b>No consultation</b>	RO	AT (not EOs), CZ (not EOs), FI, FR (not EOs), HR, LT, LV (not EOs), MT, PL (not EOs), PT, RO, SK

Note: EO = employer organisation.

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

### Tripartite and bipartite participation

Table 20 identifies LRG sector-related tripartite and/or bipartite bodies along with the participating trade unions and employer organisations. In total, 18 countries have 53 such sector-related bodies.

Table 20: Tripartite and bipartite LRG sector-specific boards, 2019

Country	Name of body	Tripartite/ bipartite	Domain matters	Origin: agreement or statutory	Trade union organisation(s) participating	Employer organisation(s) participating
BE	RSZ	Tripartite	Social security fund	Statutory	Yes	Yes
	Joint Committee C – Flanders Region	Tripartite	General personnel matters	Statutory	Yes	Yes
	Joint Committee C – Walloon Region	Tripartite	General personnel matters	Statutory	Yes	Yes
	Joint Committee C – Brussels Region	Tripartite	General personnel matters	Statutory	Yes	Yes
BG	Sectoral Council for Tripartite Cooperation in Culture	Tripartite	The employment and social security issues of the employees in the sector/branch	Statutory (Labour code)	Independent Trade Union Federation Culture (ITUF CULTURE), National Federation Culture – Podkrepa CL	Association of Employers in the Field of Culture (BAROK), Association Medical Cluster, National Association of Healthcare Employers
	Sectoral Council for Tripartite Cooperation in Healthcare	Tripartite	Employment; qualification and training; wages, additional remuneration and benefits; safe and healthy working conditions; working time	Statutory (Labour code)	Federation of Trade Unions – Health Services (FTU-HS) at CITUB, MF ‘Podkrepa’	Association Medical Cluster, National Association of Healthcare Employers
CY	Local committee operating at the Ministry of Interior for hourly paid employees	Bipartite	Working conditions	Statutory	OKEDY-SEK, PASYEK-PEO	Ministry of Interior
	Joint Personnel Committee operating at the Ministry of Interior for public servants	Bipartite	Working conditions	Statutory	PASYDY	Ministry of Interior
	Joint Staff Committee for Municipalities	Bipartite	Working conditions and terms of employment, including pay	Agreement	OHO-SEK, SIDIKEK-PEO	Cyprus Union of Municipalities (UCM)
CZ	Plenary session of RSHD ČR	Tripartite	Ad hoc issues, generally as below	Statutory	ČMKOS (representatives of OS SOO, OSZPS ČR), ASO ČR	SP ČR, KZPS
	Working group of RSHD ČR for public services and public administration	Tripartite	Funding, wages and salaries, e- government, changes and new legislation, public services, digital agenda	Statutory	ČMKOS (representatives of OS SOO, OSZPS ČR), ASO ČR	SP ČR, KZPS

	Regional tripartite body for 13 regions (13 bodies exist)	Tripartite	Economic and social development strategy of the region, public services, employment in the region including employment pact(s), education, schools, human resources development, social affairs	Statutory	ČMKOS (representatives of regional councils of ČMKOS)	Regional authorities (13), regional chambers of commerce
	Working group of RSHD for healthcare	Tripartite	Wages and salaries of healthcare workers, personnel stabilisation and hospital management, legislation, labour market – especially the lack of doctors and nurses, health and safety, hygiene issues, education of doctors and nurses	Statutory	ČMKOS (through OSZSP ČR) LOK-SČL	SP ČR KZPS (through UZS ČR, healthcare section)
	Working group of RSHD for education and human resources	Tripartite	Wages and salaries, budget, regional education, high school diploma/high school leaving examination in mathematics	Statutory	ČMKOS (through ČMOS PŠ) ASO ČR	Ministries of education, finance and agriculture, KZPS, SP ČR
	Working group of RSHD ČR for cultural issues	Tripartite	Issues relating to cultural policy, heritage care, libraries, theatres, protection of nature – budgets, salaries, employment (number of employees), subsidies	Statutory	ČMKOS (including representative of OSPKOP)	KZPS ČR, Ministry of Culture
<b>DK</b>	Det Faglige Udvalg for Kontoruddannelser/ Vocational Committee for Office Skills Training	Tripartite	Training	Statutory	HK Danmark: HK Kommunal (LRG), HK State, HK Private, HK Handel (Trade)	Confederation of Danish Industry (DI), Danish Chamber of Commerce, Local Government Denmark (KL), Danish Regions, Ministry of Finance
	Branche Fællesskabet (BFA) for Arbejdsmiljø for Velfærd og Offentlig Administration/Trade Community for Working	Tripartite	Public sector activities	Statutory	Confederation of Professional Associations, Akademikerne (AC), FOA, Organisations of Public Employees – Denmark	KL, Danish Regions, Danish Employee and Competence Agency – Danish Ministry of Taxation, FOA, Organisations of Public Employees – Denmark

	Environment in Welfare and Public Administration				(OAO), Danish Trade Union Confederation (FH)	(OAO), Danish Trade Union Confederation (FH)
<b>EL</b>	National Centre for Public Administration and Local Government (EKDDA)	Tripartite	Public administration and local government	Founded in 1983. A public entity supervised by the Minister of the Interior and Administrative Reconstruction	Senior Administration of the Public Servants Association, Pan-Hellenic Federation of Local Government Employees	Ministry of Interior and Administrative Reconstruction, representatives of the Association of the Greek Regions, representatives of the Central Union of the Greek Municipalities
<b>ES</b>	Mesa General de Negociación de las Administraciones Públicas/General Negotiating Committee of Public Administrations (discussing basic laws on civil servants)	Bipartite	The state	Statutory	CCOO, UGT, CSI-CSIF, CIG, ELA	FEMP, but in Spain FEMP is not an employer organisation
	Mesa General de Negociación/General Negotiating Committee of Central Administration (just civil servants)	Bipartite	The state	Statutory	CSI-CSIF, CCOO, UGT, USO, CIG, ELA	
	Mesa General de Negociación/General Negotiating Committee of Central Administration (civil servants and workers (labour personnel))	Bipartite	The state	Statutory	CSI-CSIF, CCOO, UGT, CIG, ELA	
	Mesa General de Negociación/General Negotiating Committee of Regional Administration (just civil servants)	Bipartite	Each one of the 17 regions	Statutory	CCOO, UGT, CSI-CSIF and local unions	
	Mesa General de Negociación/General Negotiating Committee of Regional Administration	Bipartite	Each one of the 17 regions	Statutory	CCOO, UGT, CSI-CSIF and local unions	Regional section of FEMP (if it exists)

	(civil servants and workers (labour personnel))					
<b>FI</b>	There are several bipartite working groups dealing with, for example, payroll system, working conditions, improving working life, learning and guidance at work, statistics. Participants consist of the main negotiating bodies (formed by trade unions) and the municipal employer KT. <sup>a</sup>					
<b>FR</b>	Conseil supérieur de la fonction publique territoriale	Bipartite	Working conditions, career, wages	Statutory	CGT, CFDT, FO, Unsa, FA-FPT, Sud Solidaires, FP CFE-CGC	No employer organisation, 7 representatives of municipalities with 20,000 inhabitants or more, 4 representatives of departments, 7 representatives of municipalities with fewer than 20,000 inhabitants
	Caisse Nationale de Retraites des Agents des Collectivités Locales	Bipartite	Pensions	Statutory	8 representatives of trade unions (CGT, CFDT, FO, FGAF (SDATT))	No employer organisation, 8 representatives of local and regional authorities
	Conseil commun de la fonction publique	Bipartite	Working conditions, career, wages (common to the 3 French public sectors – hospital, local government, central administration)	Statutory	30 members of trade unions (CGT, CFDT, FO, UNSA, FA-FPT)	18 members of LRGs
	Centre national de la fonction publique territoriale	Bipartite	Vocational training	Statutory	17 members from trade unions (CGT, CFDT, FO, UNSA, FA-FPT)	17 members from LRGs
<b>HR</b>	Economic Social Council	Tripartite	All important economic and social issues	Agreement	Yes	Yes
	Economic Social Council for the City of Zagreb	Tripartite	All important economic and social issues for the city of Zagreb	Agreement	Yes	Yes
	Economic Social Council for the County Lika Senj	Tripartite	All important economic and social issues for the county of Lika Senj	Agreement	Yes	Yes
<b>HU</b>	ÖNET/National Cooperation Council of Local Governments	Bipartite but central and local government	Biannual meetings between central and local government representatives	Statutory	No	Yes, local government representatives but they claim not to be employer organisations

	KÉF/Interest Reconciliation Forum for Civil Servants	Tripartite		Statutory	Yes	Yes, local government representatives but they claim not to be employer organisations
	OKÉT/National Public-Service Interest Reconciliation Council	Tripartite	Consultation with all public service employee representatives, local government representatives make recommendations to the government	Statutory	Yes	Yes
	SZÁÉF/Social Sector Interest Reconciliation Forum	Tripartite	Employment; wages, additional remuneration and benefits; safe and healthy working conditions; working time	Statutory	Yes	Maintainers: municipalities, churches, Head Office of Social and Child Protection (SZGYF)
<b>IE</b>	IWCG	Tripartite	Industrial relations	Established before the legal establishment of Irish Water	Fórsa, SIPTU, Unite, Connect	LGMA
	FSNOIG	Tripartite	Industrial relations	Public Service Stability Agreement	SIPTU, Fórsa	LGMA
	Local Authority National Committee	Tripartite	Broader policy issues relevant to local authorities	Local Government Act	SIPTU, Fórsa, Unite, Connect	LGMA
	Local Authority Oversight Committee	Bipartite	Industrial relations	Public Service Stability Agreement	SIPTU, Fórsa, Unite, Connect	LGMA
<b>LT</b>	Commission of Civil Servants under the Tripartite Council of the Republic of Lithuania	Bipartite	Civil service sector	Agreement of social partners at the Tripartite Council of the Republic of Lithuania	Lithuanian Confederation of Trade Unions, Lithuanian trade unions 'Solidarumas' and 'Sandrauga'	Ministry of Finance, Ministry of Justice, Ministry of Interior, Ministry of Social Security and Labour
	Committee of Culture under the Tripartite Council of the Republic of Lithuania	Tripartite	Culture sector	Agreement of social partners at the Tripartite Council of the Republic of Lithuania	Lithuanian Federation of Culture Sector Trade Unions	Ministry of Culture
<b>RO</b>	Economic and Social Council (CES)	Tripartite	CES is a consultative forum that must be consulted on all draft laws in its areas of competency	Statutory	All representative national trade union confederations	Employer organisations representative at national level

			(economy, taxes, labour, social protection, health, education, research, culture, wages)			
	Committees for social dialogue constituted at the level of Ministry of Labour and Social Justice	Tripartite		Statutory	All representative national trade union confederations	Employer organisations representative at national level
<b>SE</b>	Suntarbetsliv (a healthy working life)	Bipartite	Consists of different work environment programmes for municipalities and county councils/regions; provides the necessary tools, based on research and tested in organisations, to create healthy workplaces	Agreement	Swedish Municipal Workers' Union (Kommunal), Confederation of Executives and Managerial Staff (Ledarna), Union for Professionals (Akademikerförbundet SSR-ASSR), Vision, Vårdförbundet	SALAR (SKR)
	Arbetsmiljörådet (AMR)/Work Environment Council	Bipartite	AMR works with strategic work environment and collaboration issues within the municipal sector	Agreement	All trade unions with members in the public sector	SALAR (SKR)
<b>SI</b>	Economic and Social Council of Slovenia (ESSS)	Tripartite	Wages, health and safety, equal opportunities, labour market, social security and pensions	Statutory	Yes	Yes
	Negotiating group of public sector trade unions	Bipartite	Wages, health and safety, equal opportunities, labour market, social security and pensions		Yes	Yes
<b>SK</b>	Economic and Social Council (HSR)	Tripartite	All relevant issues concerning the economy and employment, working conditions and wages of employees in the sector	Statutory	SLOVES as a member of KOZ SR	ZMOS
<b>UK</b>	Local Government Pension Scheme Advisory Board (England and Wales)	Bipartite	Occupational pensions	Statutory	Unison, GMB, Unite	LGA
	Local Government Pension Scheme Advisory Board (Scotland)	Bipartite	Occupational pensions	Statutory	Unison, GMB, Unite	COSLA



Firefighters' Pensions (England) Scheme Advisory Board	Bipartite	Occupational pensions	Statutory	FBU, FRSA, FOA, Prospect (FLA)	LGA
Scottish Firefighters' Pension Scheme Advisory Board	Bipartite	Occupational pensions	Statutory	FBU, FOA	One individual employer (Scottish Fire and Rescue Service) rather than employer organisations
Firefighters' Pension Scheme Advisory Board (Wales)	Bipartite	Occupational pensions	Statutory	FBU, FRSA, FOA, Prospect (FLA)	Individual employers (various local fire and rescue services) rather than employer organisations
Inclusive Fire Service Group	Bipartite	Equal opportunities (in fire service)	Agreement	FBU, FRSA	LGA, WLGA Scottish and Northern Irish fire and rescue services

**Notes:** <sup>a</sup> Due to a strong tradition of bipartite and tripartite cooperation, there are numerous bipartite and especially tripartite working groups in Finland. While some are of a more permanent nature, others are established ad hoc to investigate a certain issue. Up-to-date information on these social dialogue working groups is not available.

**Source:** Network of Eurofound Correspondents, national contributions to this study, 2019

## Reasons for fragmentation and pluralism in the LRG sector

Fragmentation describes how different organisations cover different segments of the LRG sector. This makes those organisations complementary, as their membership domains do not overlap. Such fragmentation can be based on the following differences and combinations of these:

- territorial levels of governance (local, provincial, regional)
- geographical areas and different parts of the country
- blue- or white-collar workers
- professional groups (e.g. chief executives only, firefighters only)
- qualification levels (e.g. academics only)

In contrast, pluralism denotes a situation in which organisations co-exist in the same (or very similar) membership domains, representing the same types of workers. This section provides an overview of the reasons for organisational fragmentation and pluralism in the LRG sector.

As shown in Table 21, examples of trade union pluralism can be found, for example, in Belgium (with different national cross-sector affiliations to the socialist (ABVV-FGTB), Catholic (ACV-CSC) or liberal (ACLVB-CGSLB) trade union federations). Another example of pluralism can be found in Spain, where there are ideologically different cross-sectoral federations, FeSP-UGT and FSC-CCOO, and sectoral organisations are affiliated to these different federations. Similar situations exist in Italy and France with affiliations to FP-CGIL, FP-CISL and FPL-UIL in Italy and CFDT-INTERCO, FSP-CGT and FPSPSS-FO in France.

In the LRG sector, fragmentation can be found among both trade unions and employer organisations. Indeed, fragmentation among trade unions in the sector is particularly widespread in some countries where many trade unions represent different LRG subsectors. As shown in Table 21, 19 unions represent the administration subsector within the LRG sector. Fewer trade unions represent other subsectors of the LRG sector.

In contrast, there is less employer fragmentation (Table 22). Here, a more important distinction to be drawn is between the different territorial levels represented by the employer organisations. Indeed, 22 employer organisations represent municipalities only, whereas 12 represent only the regional government level (provinces, counties) (Table 22).

Table 21: Reasons for the fragmentation of LRG trade unions, 2018

Trade unions that do not cover the entire LRG sector, only some NACE codes within the LRG sector	Trade unions that cover only some parts of the country
84.11, 84.12 and 84.13: Administration only	CZ ČMOSA
CY OEKDY-SEK	HU HVDSZ 2000
CY PASYEK-PEO	PT STML
CY PASYDY	PT STAAE-ZN
CZ ČMOSA	PT SPGL
CZ ČMOS PŠ	UK ALACE
DK DJØF	UK NIPSA

Trade unions that do not cover the entire LRG sector, only some NACE codes within the LRG sector	Trade unions that cover only some parts of the country
DK IDA EE EHL EE ROTAL EL ΟΣΕΑΔΕ (OSEADE) IE Connect IE Unite IT DIRER IT DIREL MT UHM RO PUBLISIND SE Lärarförbundet SI SJUS SI SINDIR	UK Prospect (FLA)
84.24: Public order and safety activities under LRG only BE UNSP-NUOD DE GdP PT SNPM SI SORS	
84.25: Fire service activities under LRG only FI SPAL PT SNBP SE BRF SI SPGS UK FBU UK FOA UK Prospect (FLA)	
87: Residential care activities under LRG only HU SZTDSZ SE Sveriges Arbetsterapeuter SE Läkareförbundet SK SOZ ZaSS	
88: Social work activities under LRG only BG FTU-HS BG BUT BG NUS BG UE Podkrepa	

Trade unions that do not cover the entire LRG sector, only some NACE codes within the LRG sector	Trade unions that cover only some parts of the country
FI OAJ HU BDDSZ HU HVDSZ 2000 PT STAAE-ZN PT SPGL	
91: Libraries, archives, museums, etc. under LRG only BG ITUF CULTURE CZ OSPKOP DK BF EE TALO FI Akava Special Branches HU KKDSZ LT LKDPF LT LKDPS LT LPSDPS SI GLOSA	

Source: Network of Eurofound Correspondents' national contributions to this study, 2018–2019

Table 22: Reasons for the fragmentation of LRG employer organisations, 2018

Employer organisations that do not cover the entire LRG sector, only some NACE codes within the LRG sector	Employer organisations covering only some parts of the country	Employer organisations covering different territorial levels
84.11, 84.12 and 84.13: Administration only FR AFCCRE HU MFSZ LT LSA MT AKL RO ACoR RO AOR RO UNCJR SI ZMOS SI SOS	BE VVSG BE Brulocalis BE APW BE VVP BE UVCW PT Government of the Azores PT Regional Government of Madeira PT CML PT CM-Porto UK COSLA	Cities only AT Austrian Association of Cities and Towns DE DST DE DStGB HR Udruga gradova PL ZMP PT CML PT CM-Porto RO AOR
84.24: Public order and safety activities under LRG only No such employer organisations	UK LGA UK London Councils UK NILGA UK WLGA	Municipalities only AT Austrian Association of Municipalities CY UCM DE VKA DE DLT DK KL EL KEDE FI KT

Employer organisations that do not cover the entire LRG sector, only some NACE codes within the LRG sector	Employer organisations covering only some parts of the country	Employer organisations covering different territorial levels
		HR Udruga opcina HU TÖOSZ IT ARAN LT LSA MT AKL NL VNG PT SEAL PT ANMP RO ACoR SI ZMOS UK COSLA UK LGA UK London Councils UK NILGA UK WLGA
84.25: Fire service activities under LRG only No such employer organisations		Cities and municipalities BE VVSG BE Brulocalis CZ SMO ČR EE ELVL LU SYVICOL SI SOS SK ZMOS
87: Residential care activities under LRG only No such employer organisations		Regions (provinces, counties) BE APW BE VVP CZ AK ČR DE TdL DK Danish Regions EL ENPE HR HRVZZ NL IPO NL UvW PT Government of the Azores PT Regional Government of Madeira RO UNCJR
88: Social work activities under LRG only No such employer organisations		
91: Libraries, archives, museums, etc. under LRG only No such employer organisations		

Source: Network of Eurofound Correspondents' national contributions to this study, 2018–2019

### 3. European level of interest representation

In this chapter, the representativeness of the social partners at European level is assessed in three ways.

- First, the membership strength of EPSU and CEMR, the two currently recognised social partners, are described, based on the collective coverage of their national affiliates in each of the countries.
- Second, the ‘capacity to negotiate’ of the currently recognised European social partners, EPSU and CEMR, is analysed; this is their ability to make commitments on behalf of their members and to conclude binding agreements or actions that can be implemented or monitored Europe-wide with the support of their affiliates. This capacity to negotiate is affected by the involvement of their affiliates in collective bargaining at national level, which ensures that they not only can provide an effective mandate for discussion and negotiation at European level but also are in a position to implement the European-level agreements.
- Finally, every representativeness study also measures the limits of the representativeness of the social partners involved in the ESSDC, by counterweighting it with the representativeness of other European associations and of the national organisations not represented by EPSU and CEMR in the ESSDC for the LRG sector.

As outlined in greater detail below, the study presents detailed data on two sector-related European associations – namely EPSU on the employee side and CEMR on the employer side. EPSU and CEMR are currently the two mutually recognised European social partners in the LRG ESSDC. They are listed by the European Commission as social partner organisations to be consulted under Article 154 of the TFEU. Supplementary information will be provided for other organisations (potentially) involved in social dialogue in the sector.

#### Membership domain of EPSU

As shown in Table 23, of the 158 national LRG sector trade unions, 67 unions (42%) are directly affiliated to EPSU. EPSU has direct members in 25 EU Member States and the UK; in Greece and Slovenia, it has an indirectly affiliated sector trade union. With direct and indirect members, EPSU covers all 27 EU Member States and the UK. There are a few countries where all trade unions in the LRG sector are affiliated to EPSU – these include Austria,<sup>11</sup> Croatia (albeit only one LRG union in total) and Czechia. In a further seven countries, EPSU has members in at least half of all trade unions in the LRG sector. This is the case in Belgium, Denmark, Ireland, Italy, Poland, Spain and the UK. This means that in approximately half of the Member States in which EPSU has members, it has an extensive coverage of affiliated LRG trade unions.

Out of 67 LRG sector unions directly affiliated to EPSU, 25 trade unions (or 37%) cover in their membership the entire LRG sector. These unions are based in 12 countries, specifically Austria, Belgium, Croatia, Estonia, France, Germany, Italy, Luxembourg, Malta, Portugal, Spain and the UK.

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<sup>11</sup> Part of GÖD: its Christian branch, FCG, is a member of CESI, while its social democratic branch, FSG, is affiliated to EPSU. GÖD is, however, treated as a single trade union in this study.

Looking at the EPSU affiliates' coverage of the LRG sector, we see a broad pattern of representation across the different parts of the sector.

- Most often, EPSU members in the LRG sector cover the administration part of the sector (56 unions affiliated to EPSU in 23 Member States and the UK) and social work activities (54 unions in 20 Member States and the UK).
- Comparatively fewer EPSU members cover the parts of the sector relating to public order and safety (34 EPSU members in 17 Member States and the UK) and fire service activities (36 EPSU members in 17 Member States and the UK).
- Somewhat in the middle, 44 EPSU members in the LRG sector cover residential care activities (in 19 Member States and the UK) and 38 EPSU members cover activities relating to libraries, archives and museums (in 18 Member States and the UK).

Another important dimension to assess is the involvement of EPSU members in the LRG sector in the collective bargaining processes in their respective Member States. Out of 67 LRG sector unions directly affiliated to EPSU, the vast majority are involved in such collective bargaining processes. This is the case in 23 Member States and the UK. Ten EPSU members not involved in the collective bargaining processes are situated in three Member States (Austria, Estonia (where informal wage negotiations take place) and France) and the UK. In Austria, informal wage negotiations take place involving EPSU members in the LRG sector. In the UK, other EPSU member trade unions in the country are involved in the collective bargaining processes. This leaves France as the country where EPSU members in the LRG sector do not participate in the collective bargaining processes in that sector (here, the wages for civil servant members of the LRG sector are determined largely by law).

Looking at the type of collective bargaining processes involved, EPSU members are most frequently involved in multi-employer collective bargaining. This is the case for 45 EPSU members in 19 Member States and the UK. In contrast, 40 EPSU members in the LRG sector have been involved in single-employer collective bargaining in 17 Member States and the UK. In addition, 28 EPSU members in the LRG sector are involved in both multi- and single-employer bargaining. This is the case in 15 Member States and the UK. Both EPSU members in Austria and one in Estonia participate in informal wage negotiations.

Table 23: Characteristics of LRG trade unions affiliated to EPSU, 2019

Country	Trade union	EPSU member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety	Fire service activities	Residential care	Social work activities	Libraries, museums, etc.	MEB	SEB	Informal
AT		All 2									
	GÖD (FSG)	x									
	Younion	x									

Country	Trade union	EPSU member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety	Fire service activities	Residential care	Social work activities	Libraries, museums, etc.	MEB	SEB	Informal
BE		3/4									
	ACOD-CGSP	x									
	ACV OD/CSC SP	x									
	VSOA-SLFP	x									
BG		3/9									
	FTU-HS	x									
	Podkrepa	x									
	MF Podkrepa'	x									
CY		2/5									
	OHO-SEK	x									
	PASYDY	x									
CZ		All 6									
	OSH-CZ	x									
	ČMOS PŠ	x									
	ČMOSA	x									
	OS SOO/STATORG	x									
	OSPKOP	x									
	OSZSP ČR	x									
DE		1/4									
	ver.di	x									
DK		3/6									
	FOA	x									
	HK Kommunal	x									
	OAO	x									
EE		1/3									
	ROTAL	x									
EL		3/4									
	POE OTA	Indirect									
	ΟΣΥΑΠΕ (OSYAPE)	via ADEDY									



Country	Trade union	EPSU member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety	Fire service activities	Residential care	Social work activities	Libraries, museums, etc.	MEB	SEB	Informal
	ΟΣΕΑΔΕ (OSEADE)										
ES		2/3									
	FeSP-UGT	x									
	FSC-CCOO	x									
FI		4/9									
	JHL	x									
	Jyty	x									
	SuPer	x									
	Tehy	x									
FR		4/11									
	CFDT-INTERCO	x									
	FPSPSS-FO (FO Territoriaux)	x									
	FSP-CGT	x									
	UNSA Territoriaux	x									
HR		All 1									
	SDLSN	x									
HU		3/5									
	BDDSZ	x									
	HVDSZ 2000	x									
	KKDSZ	x									
IE		2/4									
	Fórsa	x									
	SIPTU	x									
	Unite										
IT		3/6									
	FP-CGIL	x							a		
	FP-CISL	x							b		
	FPL-UIL	x									

Country	Trade union	EPSU member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety	Fire service activities	Residential care	Social work activities	Libraries, museums, etc.	MEB	SEB	Informal
LT		1/7									
	LVTPS	x									
LU		2/3									
	OGB-L SP	x									
	CGT-L	x									
LV		1/3									
	LAKRS	x									
MT		1/2									
	GWU	x									
NL		1/4									
	FNV Overheid	x									
PL		All 2									
	FZZPOiPS	x									
	SSP NSZZ 'Solidarność'	x									
PT		3/11									
	SINTAP	x									
	STAL	x									
	STE	x									
RO		All 2									
	COLUMNA	x									
	PUBLISIND	x									
SE		6/12									
	SEKO	x									
	Akademikerförbundet SSR	x									
	Fysioterapeuterna	x									
	Kommunal	x									
	Vårdförbundet	x									
	Visio	x									

Country	Trade union	EPSU member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety	Fire service activities	Residential care	Social work activities	Libraries, museums, etc.	MEB	SEB	Informal
SI		1/15									
	SZS Pergam	Indirectly via PERGAM							x		
SK		1/3									
	SOZ ZaSS	x									
UK		7/10									
	FBU	x									
	GMB	x									
	NIPSA	x									
	Prospect (FLA)	x									
	RCN	x									
	Unison	x									
	Unite	x									
<b>Total</b>		67/158	55	34	36	44	54	38	45	40	
<b>No. of Member States</b>			23	17	17	19	20	18	18	17	
<b>UK</b>			x	x	x	x	x	x	x	x	

**Notes:** <sup>a</sup> FP-CGIL does not sign agreements with individual employers: the main applicable collective agreement negotiated is a sectoral national agreement. <sup>b</sup> FP-CISL negotiates at multi-employer level, but at the decentralised (second) level it negotiates single-employer integrative agreements. MEB = multi-employer bargaining. SEB = single-employer bargaining.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Turning back to the analysis of the extent to which the LRG trade union members of EPSU are representative of the sector workforce, Table 24 explores this in further detail. In 21 countries, the largest LRG trade union is affiliated to EPSU, and in 14 or 15 countries the second largest LRG trade union is also affiliated to EPSU. Importantly, in 15 countries, the member unions of EPSU in that country cover all types of employees in the LRG sector.

However, in 21 or 22 countries there are trade unions in the LRG sector that are not affiliated to EPSU, and in 17 countries these are considered to be among the largest LRG trade unions. Table 24 also shows for each country whether the largest and second largest LRG sector trade unions are affiliated to EPSU.

Table 24: Extent of representativeness of EPSU-affiliated members in the LRG sector, 2019

Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/important trade unions compared with the others?
AT	Yes	Younion	Yes (partly)	GÖD (FSG)	Yes		No <sup>a</sup> /Yes	The FCG part of GÖD is a member of CESI
BE	Yes	ACOD	Yes	ACV-OD	Yes		No	UNSP-NUOD is probably not an LRG sector-related trade union
BG	No	FITUGO-CITUB is the largest union in the sector and it is not affiliated to EPSU	Yes	FTU-HS is affiliated to EPSU	No	Public order and safety activities; fire service activities; libraries, archives, museums and other cultural activities	Yes	Yes
CY	Yes		No	SIDIKEK-PEO is not a member of EPSU	No	Hourly paid employees in the six regional administrations are not covered by EPSU members in Cyprus	Yes	The second, third and fourth largest unions representing 42% of the sector's employees are not members of EPSU
CZ	Yes	OSZSP ČR (no. 1) plus OS SOO/STATORG (no. 3) are members of EPSU	No	Second largest ČMOS PŠ is not a member of EPSU	No	None of them cover the full definition of the sector	No	

Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/ important trade unions compared with the others?
DE	Yes	ver.di is an EPSU member	No	dbb	Yes		Yes	Yes dbb is a member of CESI GÖD is a member of CESI via CGB
DK	Yes	FOA	Yes	HK Kommunal	No	Executives	Yes	Yes – also important (Danish Association of Masters and PhDs, DM Bibliotekarforbundet, BF IDA are not affiliated to EPSU)
EE	Yes	ROTAL	No	TALO is not affiliated to EPSU	No	Museums, education	Yes	TALO
EL	No		Yes, indirectly	Via ADEDY	Yes		No	
ES	Yes	FSS-CCOO	Yes	FeSP-UGT	Yes		Yes	CSI-CSIF affiliated to CESI
FI	Yes	Most important trade union is SuPer, and it is affiliated to EPSU	Yes	Second largest trade union is JHL, and it is affiliated to EPSU	No	NACE 84.24, safety and security employees of LRG, and certain professional groups such as kindergarten teachers and psychologists	Yes	OAJ

Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/ important trade unions compared with the others?
FR	Yes	FSP-CGT	Yes	Second, third and fourth largest trade unions are affiliated to EPSU (CFDT-INTERCO, FPSPSS-FO, UNSA Territoriaux) with FSP-CGT, the trade unions affiliated to EPSU obtained 75% of the votes in the last workplace elections of 2018	Yes		Yes	No The CESI membership of FGAF, FA-FPT, FNACT-CFTC and FP CFE-CGC is all together much smaller than the EPSU membership
HR	Yes	SDLSN	No		Yes		No	n.a.
HU	No	MKKSZ is a member of CESI <sup>b</sup>	No		No	Employees in every field outside NACE 88.91	Yes	Yes MKKSZ is a member of CESI
IE	Yes	SIPTU	Yes	Fórsa	No	Craft workers are represented by Unite and Connect	Yes, Unite and Connect	Not very significant in terms of overall numbers, even though they represent specialist grades

Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/ important trade unions compared with the others?
IT	Yes	Most important trade union is FP-CGIL and it is affiliated to EPSU	Yes	FP-CISL and FPL-UIL are the second and third largest trade unions in the sector and they are both affiliated to EPSU	Yes	Yes, CSA RAL	It is the fourth union in the sector in terms of membership	CSA RAL and CONFASAL are members of CESI
LT	Yes	LVTPS	No	LKDPS is not an EPSU member	Yes		Yes	Yes
LU	No	FGFC						FGFC is a member of CESI
LV	Yes	LAKRS	No	Both other sector-related trade unions are not affiliated to EPSU	Yes		Yes	Yes LVIPUFDA is a member of CESI
MT	Yes	Yes if GWU is the largest No if UHM is the largest					UHM is a member of CESI via Eurofedop	CESI claims that UHM is the largest trade union
NL	Yes	FNV Overheid	No	CNV Overheid, which is a member of CESI	Yes		Yes	CNV Overheid and CMHF are important, but FNV Overheid is the largest trade union in the country
PL	Yes	SSP NSZZ 'Solidarność'	No		No	Employees within NACE 87, 88 and 91 subsectors	Yes	Yes

Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/ important trade unions compared with the others?
PT	Yes	STAL (largest in local authorities)	Yes	SINTAP	Yes		Yes	No
RO	Yes	PUBLISIND	Yes	COLUMNA	Yes	'Sed Lex' Federation	Yes	FNSA CNS Meridian is a member of CESI
SE	Yes	Kommunal	Yes	Akademikerförbundet SSR	Yes		Yes	They are important trade unions, but not large compared with the others
SI	No		No				Yes	Yes SDZNS is a member of CESI
SK	No	No, SLOVES is a member of CESI	Yes	Yes, SOZ ZaSS is affiliated to EPSU	No	SOZ ZaSS does not cover LRG employees in NACE 84 and NACE 91	Yes	SLOVES and VSOZ are not affiliated They are both members of CESI SLOVES is the largest, dominant trade union in the LRG sector



Country	Is the most important trade union (the one with the most trade union members in the sector) affiliated to EPSU?	Which trade union is this?	Is the second largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	Are they large/ important trade unions compared with the others?
UK	Yes	Unison	Yes	GMB	Yes		Yes	No, the unions not affiliated to EPSU are relatively small specialist unions, representing no more than 2%–3% of total reported union membership in the sector
<b>Total</b>	20 MS & the UK		14 or 15		15		21 or 22	

**Notes:** <sup>a</sup> Considering GÖD as one organisation, all trade unions in Austria are affiliated to EPSU. CESI questions this, because the Christian branch of GÖD, FCG, is only affiliated to CESI. GÖD is, however, involved in social dialogue and collective bargaining as a single organisation. <sup>b</sup> MKKSZ reported a larger number of trade union members in social services in Hungary than BDDSZ. But BDDSZ questions the reported number of MKKSZ members. For the LRG sector it appears, however, that MKKSZ is indeed the largest trade union. MKKSZ is affiliated to CESI, while BDDSZ is affiliated to EPSU. MS = Member State

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

As demonstrated in Table 8 (see Chapter 2), 25 out of all 67 LRG trade unions directly affiliated to EPSU cover the entire LRG sector (all NACE sub-codes). This is the case for LRG trade union members of EPSU in 12 countries: Austria, Belgium, Croatia, Estonia, France, Germany, Italy, Malta, Luxembourg, Portugal, Spain and the UK.

In the countries where not all LRG sectors are covered, this is largely because EPSU members are somewhat less likely to cover NACE sub-codes 84.24 (public order and safety activities under LRG) and 84.25 (fire service activities under LRG).

For the majority of EPSU members, the domain pattern is one of sectional overlap (37 out of a total 67 EPSU member organisations), covering some codes relating to the LRG sector and workers in other sectors. A further 21 member organisations have an overlapping domain – covering all workers in the sector as well as those in other sectors – whereas two members cover some codes of the LRG sector and no workers outside the sector, and one is fully congruent.

As shown in the section in Chapter 2 ‘Trade union involvement in collective bargaining or social dialogue processes’, of the 158 trade unions in the LRG sector, 133 are involved in collective bargaining. Of the 67 unions with direct EPSU membership, 56 are involved in collective bargaining. In the countries where some EPSU members are not involved in collective bargaining (such as Estonia), other unions do take part in bargaining.

EPSU has an affiliated LRG union involved in collective bargaining in 20 EU Member States and in the UK. Its member unions in Austria and Estonia are involved in informal negotiations, which can be considered a functional equivalent of collective bargaining. The majority of EPSU member LRG unions (28) are involved in both in multi- and single-employer bargaining (16 are also involved in multi-employer bargaining only). EPSU has members involved in collective bargaining in 19 EU Member States. Exceptions to this are Austria (where informal wage negotiations take place), Estonia (where other trade unions participate in the collective bargaining) and France (where LRG workers’ wages are set within the civil service framework).

## **National LRG sector trade unions not represented by EPSU in the ESSDC**

As shown in Table 7 in Chapter 2, across the LRG sector, this study identified 158 sector-related trade unions. As shown in Table 25, 67 of the sector-related trade unions are direct members of EPSU. In other words, 91 or 58% of the sector-related trade unions are not represented by EPSU. These unions are located in 24 Member States and the UK, with the exception of Austria,<sup>12</sup> Croatia and Czechia. A total of 14 trade unions among those not represented by EPSU cover workers in all parts of the LRG sector. Otherwise, trade unions not affiliated to EPSU tend to cover parts of the workforce in the LRG sector, most often workers in administration (55 unions) and social work (47 unions).

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<sup>12</sup> In GÖD there is one part, FSG, that is affiliated to EPSU, while the other part, FCG, is affiliated to CESI. In this study, GÖD is considered one organisation, because it does not negotiate different collective bargaining agreements for the two parts.

Eighty such unions are involved in the collective bargaining processes in the countries where they are based. Of these unions, 20 are involved in single-employer bargaining only, 29 in multi-employer bargaining only and 31 in both multi- and single-employer bargaining processes.

Out of the 91 sector-related trade unions not represented by EPSU, 20 unions are affiliated to CESI. These unions are located in 14 Member States: Austria, Belgium, France, Germany, Hungary, Italy, Latvia, Luxembourg, Malta, the Netherlands, Romania, Slovakia, Slovenia and Spain. Five CESI affiliates represent workers in all parts of the LRG sector. Seven CESI affiliates are involved in sector-related collective bargaining processes, five in multi-employer bargaining and two in single-employer bargaining. CESI, however, also has two members in Austria, which are also members of EPSU. In Austria, informal wage negotiations involve a union that is an indirect member of CESI through Eurofedop. Five members of CESI in Luxembourg and France are not involved in collective bargaining because in these countries LRG workers have the status of civil servants and their wages are set within the context of civil service pay structures.

Furthermore, 31 of the trade unions not affiliated to EPSU are affiliated to other European- or international-level trade union movement bodies, including ETUC, ETUCE, PSI and UNI Europa. These unions are located in 14 Member States, including Bulgaria, Czechia, Germany, Estonia, Finland, France, Italy, Lithuania, Malta, the Netherlands, Romania, Slovakia, Slovenia and Sweden. One of these unions represents workers in all parts of the LRG sector, while all the others cover parts of the LRG workforce. All but 2 of the 31 unions affiliated to other trade union bodies are involved in the collective bargaining processes, most frequently both multi-employer and single-employer bargaining.

Finally, looking at the trade unions not represented at European level, it is also noteworthy that 56 trade unions in the LRG sector do not belong to any European association – be it EPSU, CESI or other European-level organisation. This is particularly the case in Greece and Lithuania, where none or only one of the trade unions in the sector belongs to a European trade union association. Some 52 of these unaffiliated unions are involved in the collective bargaining processes in their countries.

## Other European trade unions

A second type of analysis relates to the membership domain of European-level trade union associations (other than EPSU) identified in the LRG sector.

Here CESI is represented in a number of Member States. Altogether, CESI represents 22 trade unions in 14 EU Member States. Of them, 10 trade unions are directly affiliated to CESI in 7 Member States (green boxes in Table 25), while 10 others are indirectly affiliated in 6 Member States (yellow boxes in Table 25). The Belgian police trade union UNSP-NUOD is affiliated to CESI; it is doubtful, however, whether this is an LRG sector-related trade union. Based on the information available, this trade union relates to the central government administration sector only.

CESI represents the largest unions in the sector in countries including Hungary, Luxembourg, Malta (indirectly via Eurofedop) and Slovakia (indirectly via Eurofedop). In other countries, including Germany and the Netherlands, CESI represents the second largest union. In Germany, CESI's membership is, according to CESI, only marginally smaller than that of the biggest union and, in Austria, CESI represents via Eurofedop, the FCG part of GÖD which has traditionally dominated that organisation, while the other part, GÖD FSG, is affiliated to EPSU. Twelve CESI members (dbb, GÖD

(Germany), CSI-CSIF, MKKSZ, CSA RAL/CISAL, LVIPUFDA, UHM, CNV Overheid, CSN Meridian, SDZNS, SLOVES, VSOZ) in 10 Member States (Germany, Hungary, Italy, Latvia, Malta, the Netherlands, Romania, Slovakia, Slovenia and Spain) are involved in collective bargaining. In Austria, informal wage negotiations involve CESI members through Eurofedop. Five members of CESI from Luxembourg and France are not involved in collective bargaining because in these countries LRG workers have the status of civil servants and their wages are set within the context of civil service pay structures. CESI member UNSP is not involved in collective bargaining.

Thirty-eight unions belong to other European and/or international trade union associations, and nine are reported to be affiliated to ETUCE, five to PSI,<sup>13</sup> and five to ETUC.

Among the 38 unions, membership of ETUCE is most frequent (reported for nine unions). ETUCE is the education sector workforce union, and a federation member of ETUC, the European Trade Union Confederation, of which EPSU is also a federation member. Among the nine unions, two cover all parts of the LRG sector workforce. All nine trade union members of ETUCE participate in the collective bargaining processes.

Membership of ETUCE is followed by membership of ETUC and PSI (both reported for five unions). In this context, it is noteworthy that both organisations are confederations of trade unions at the European and international levels, respectively. It needs to be borne in mind that EPSU is the European part of the global public services federation, PSI, and is also a member of ETUC. Among the 10 unions, 3 cover all parts of the LRG sector workforce. All 10 unions participate in the collective bargaining processes.

Membership of the UNI trade union family (UNI, UNI Europa, UNI Graphical) is reported for four unions and membership of ITUC is reported for three unions. Other European-level associations have one or two LRG trade union members.

Table 25: Characteristics of LRG trade unions affiliated to European-level associations, 2019

	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
AT		2	2	0			
	GÖD			GÖD FCG is an indirect member of CESI via Eurofedop	Informal wage negotiations		
	Younion			Indirect member of CESI via Eurofedop	Informal wage negotiations		
BE		3	1	3		3	3
	ACV OD/CSC SP			PSI, ITUC		x	x
	ACOD-CGSP			PSI, ITUC		x	x
	VSOA-SLFP			ETUC, ITUC		x	x
	UNSP-NUOD <sup>14</sup>					No	

<sup>13</sup> In principle, all EPSU affiliates should be members of both EPSU and PSI – this is stipulated in EPSU's constitution. ITUC and PSI are global organisations and cannot be considered to be European associations.

<sup>14</sup> It is doubtful whether the Belgian police trade union UNSP-NUOD can be considered to be an LRG sector-related trade union.

	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
<b>BG</b>		3	0	2			
	FITUGO						x
	PODKREPA						x
	FTU-HS					x	x
	MF 'Podkrepa'					x	x
	BUT			ETUCE		x	x
	NUS					x	x
	UE Podkrepa			ETUCE		x	x
	ITUF CULTURE					x	x
	NF Culture – Podkrepa CL					x	x
<b>CY</b>		2	0	0			
	OEKDY-SEK						x
	PASYEK-PEO						x
	SIDIKEK-PEO					x	x
	OHO-SEK					x	x
	PASYDY						x
<b>CZ</b>		5	1	2			
	OSH-CZ						
	OS SOO/STATORG						x
	OSPKOP			PSI			x
	ČMOSA					x	x
	ČMOS PŠ			ETUCE		x	x
	OSZSP ČR					x	x
<b>DE</b>		1	2	1			
	ver.di			UNI Europa, EPSU, European Transport Workers' Federation, ETF, EJF		x	x
	dbb					x	x
	GdP					x	
	GÖD			Indirect member of CESI via CGB		x	x
<b>DK</b>		3	0	0			
	OAO					x	
	FOA					x	
	HK Kommunal					x	
	DJØF					x	
	IDA					x	
	BF					x	
<b>EE</b>		1	0	1			
	TALO			ETUC, Eurocadres, ILO		x	

	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
	ROTAL					No	
	EHL			ETUCE		x	x
EL		3	0	0			
	ΡΟΕ-ΟΤΑ						x
	ΠΟΠ-ΟΤΑ (ΡΟΡ-ΟΤΑ)						x
	ΟΣΥΑΠΕ (ΟΣΥΑΡΕ)						x
	ΟΣΕΑΔΕ (ΟΣΕΑΔΕ)						x
ES		2	1	2			
	FSC-CCOO			EUROCOP			x
	FeSP-UGT			ETUCE, EUROCOP			x
	CSI-CSIF			CESI			x
FI		4	0	4			
	Tehy					x	
	JHL					x	
	SuPer					x	
	Jyty					x	
	OAJ			ETUCE, NLS		x	
	SPAL			EFFUA		X	x
	Talentia			IFSW, NSSK, ICSW		x	
	Akava Special Branches					x	
	Finnish Psychological Association			EFPA		x	
FR		4	4	0			
	FSP-CGT					No	
	CFDT-INTERCO					No	
	FSPSS-FO (FO Territoriaux)					No	
	UNSA Territoriaux					No	
	FA-FPT			Indirect member of CESI via FA FP		No	
	Sud Solidaires					No	
	FNACT-CFTC			Indirect member of CESI via Eurofedop		No	
	SNUTER					No	
	FP CFE-CGC					No	
	SAFPT					No	
FGAF (SDATT)					No		
HR		1	1	1			

	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
	SDLSN			Member of ITUC and ETUC through Nezavisni hrvatski sindikati (Independent Trade Unions of Croatia)		x	x
HU		3	1	2			
	MKKSZ						x
	BDDSZ						x
	SZTDSZ						x
	KKDSZ						x
	HVDSZ 2000			PSI		x	x
IE		2	0	0			
	Fórsa					x	x
	SIPTU					x	x
	Connect					x	
	Unite					x	
IT		3	2	3			
	FP-CGIL			PSI		x	
	CONFSAI					x	x
	FP-CISL					x	x
	CSA RAL			Indirect member of CESI via CISAL		x	x
	FPL-UIL					x	
	DIRER					x	x
	DIREL					x	x
LT		1	0	1			
	LVTPS					x	x
	LKDPF			UNI Graphical		x	x
	LKDPS					x	x
	LSPTDPS					x	x
	LSJDPS					x	x
	LSDPS 'Solidarumas'					x	x
	LPSDPS					x	x
LU		2	1				
	OGB-L SP					x	
	CGT-L					x	
	FGFC					No	
LV		1	1	0			
	LAKRS					x	x
	LPDA					x	x
	LVIPUFDA					x	x
MT		1	1	0			

	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
	GWU						x
	UHM			Indirect member of CESI via Eurodefop			x
<b>NL</b>		1	1	0			
	FNV Overheid					x	
	CNV Overheid/CNV Zorg & Welzijn			Indirect member of CESI via CNV Connectief		x	
	CMHF					x	
	AVV					x	x
<b>PL</b>		2	0	0			
	SSP NSZZ 'Solidarność'					No	
	KSPPS NSZZ 'Solidarność'					x	x
	FZZPOiPS					x	
<b>PT</b>		3	0	0			
	STAL					x	x
	STE						x
	SINTAP					x	x
	STML						x
	FNSTFPS						x
	SNPM						x
	SNBP						x
	STAAE-ZN						x
	SNM						x
	SPGL						x
	STEESP						x
<b>RO</b>		2	1	0			
	COLUMNA					x	x
	CSN Meridian					x	x
	PUBLISIND					x	
<b>SE</b>		5	0	7			
	Akademikerförbundet SSR					x	
	Fysioterapeuterna			WCPT		x	
	Vision					x	
	Läraryrket			ETUCE		X	x
	Swedish Association of Graduate Engineers			UNI Europa		x	



	Trade union	EPSU affiliated	CESI affiliated	Affiliated to other European associations	Involved in collective bargaining	MEB	SEB
	Kommunal					x	
	Sveriges Arbetsterapeuter			COTEC		x	
	Vårdförbundet			EMA, EPBS, EFRS, EFN		x	
	Ledarna					x	
	Läkarförbundet			CPME, UEMS		x	
	BRF			EFFUA		x	x
<b>SI</b>		1	1	6			
	SDOS					x	
	SORS					x	
	KS-90					x	
	SJUS					x	
	KSS					x	x
	SPGS			ETUC		x	x
	VIR			ETUC		x	
	SVIZ			FIM, ETUCE, Education International		x	
	SZS Pergam			ECOSOC, industriAll, UNI, UNI Global		x	x
	SDZNS			Indirect member of CESI via Eurodefop		x	
	GLOSA			EuroFIA, EuroFIM		x	x
	SZSSS					x	x
	SINDIR					x	
	SZSVS					x	
	SFRU					x	
<b>SK</b>		1	2	2			
	SLOVES			Indirect member of CESI via Eurodefop		x	x
	SOZ ZaSS					x	x
	VSOZ			Indirect member of CESI via Eurodefop		x	x
<b>UK</b>		7	0	0			
	ALACE					x	
	FBU					x	x
	FOA					x	x
	GMB					x	x
	NIPSA					No	
	Prospect (FLA)					x	
	RCN					No	
	SWU					No	
	Unison					x	x
	Unite					x	x

**Note:** *PSI and ITUC are not European associations but global organisations that are not related to the LRG sector.*

**Source:** *Network of Eurofound Correspondents' national contributions to this study, 2019*

## Membership domain of CEMR

Of the 64 employer organisations in the LRG sector, 47 (74%) are members of CEMR. The membership domain of CEMR is shown in Table 26. To start with, CEMR has members in 27 EU Member States and the UK. Furthermore, in some countries, all of the employer organisations are affiliated to CEMR – this is the case in Croatia, Denmark and Romania (and these countries have more than one employer organisation). In other countries with a single employer organisation, it is also affiliated to CEMR – such is the case in Cyprus, Estonia, Finland, Ireland, Latvia, Lithuania, Malta, Slovakia and Sweden. In Slovenia and the UK, CEMR membership covers the majority of and the most important employer organisations. Taken together, this means that the CEMR membership domain has a very extensive coverage of employer organisations in 15 Member States (or more than half of the 28 countries).

CEMR has no members among the officially recognised employer organisations in one country – this is the case in Bulgaria. In the remaining countries, CEMR membership covers a part of the officially recognised employer organisations.

Out of 47 LRG sector employer organisations affiliated to CEMR, 23 organisations (or 49%) cover the entire LRG sector in their membership. These organisations are based in 14 Member States and the UK. Looking at the CEMR affiliates' coverage of the LRG sector, we see a broad pattern of representation across the different parts of the sector.

- Most often, CEMR members in the LRG sector cover the administration part of the sector (42 employer organisations affiliated to CEMR in 25 Member States and the UK) and social work activities (32 employer organisations in 21 Member States and the UK).
- Comparatively fewer CEMR members cover the parts of the sector relating to public order and safety (31 CEMR members in 18 Member States and the UK). Similarly, 31 CEMR members in the LRG sector cover residential care activities (in 19 Member States and the UK), and 32 CEMR members cover activities relating to libraries, archives and museums (in 19 Member States and the UK). Those parts of the sector least represented by CEMR members are fire service activities (25 CEMR members in 15 Member States and the UK).

Another important dimension to assess is the involvement of CEMR members in the LRG sector in the collective bargaining processes in their respective Member States. Out of 46 LRG sector organisations affiliated to CEMR, 50% – 23 organisations – are involved in such collective bargaining processes. This is the case in 11 Member States and the UK. The other 23 CEMR members in the LRG sector not involved in the collective bargaining processes are situated in 15 Member States.

- In Austria and Estonia, CEMR members take part in informal negotiations with the government.
- In Germany, other CEMR members participate in the collective bargaining processes.

This leaves Bulgaria, Croatia, Czechia, Estonia, France, Greece, Hungary, Italy, Latvia, Luxembourg, Malta, Poland, Portugal, Romania and Spain, where CEMR members in the LRG sector are outside the sector's collective bargaining processes. In these countries, however, CEMR members tend to be engaged in informal consultations and dialogue with the government on sector-related matters.

Looking at the type of collective bargaining processes involved, CEMR members are most frequently involved in multi-employer bargaining. This is the case for 21 CEMR members in 11 Member States and the UK. In contrast, two CEMR members in the LRG sector are involved in single- and multi-employer bargaining in Ireland and Slovakia. Both CEMR members participate in informal wage negotiations in Austria.

Table 26: Characteristics of LRG employer organisations affiliated to CEMR, 2018–2019

Country	Employer organisation	CEMR member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety activities	Fire service activities	Residential care activities	Social work activities	Libraries, archives, museums, etc.	MEB	SEB	Informal
AT		2/2									
	Austrian Association of Municipalities	x									x
	Austrian Association of Cities and Towns	x									x
BE		5/5									
	VVSG	x									
	Brulocalis	x									
	APW	x									
	VVP	x									
	UVCW	x									
BG		1/2									
	Association of Directors in Secondary Education in Bulgaria										
	NAMRB	x									
CY		1/1									
	UCM	x									
CZ		1/2									
	SMO ČR	x									
	AK ČR										
DE		4/6									
	VKA										
	TdL										
	DLT	x									
	DST	x									

Country	Employer organisation	CEMR member	Sector coverage					Involvement in collective bargaining		
			Administration	Public order and safety activities	Fire service activities	Residential care activities	Social work activities	Libraries, archives, museums, etc.	MEB	SEB
	DStGB	x								
	RGRE	x								
DK		2/2								
	KL	x			x					
	Danish Regions	x								
EE		1/1								
	ELVL	x								x
EL		1/2								
	KEDE	x								
	ENPE									
ES		1/1								
	FEMP	x								
FI		1/1								
	KT	x								
FR		1/1								
	AFCCRE	x								
HR		3/3								
	Udruga gradova	x								
	Udruga opcina	x								
	HRVZZ	x								
HU		1/2								
	TÖOSZ	x								
	MFSZ									
IE		1/1								
	LGMA	x								
IT		1/2								
	ARAN									
	AICRRE	x								
LT		1/1								
	LSA	x								
LU		1/1								
	SYVICOL	x								

Country	Employer organisation	CEMR member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety activities	Fire service activities	Residential care activities	Social work activities	Libraries, archives, museums, etc.	MEB	SEB	Informal
LV		1/1									
	LPS	x									
MT		1/1									
	AKL	x									
NL		2/3									
	IPO	x									
	VNG	x									
	UvW										
PL		1/1									
	ZMP	x									
PT		1/6									
	SEAL										
	Government of the Azores										
	Regional Government of Madeira										
	CML										
	CM-Porto										
	ANMP	x									
RO		3/3									
	ACoR	x									
	AOR	x									
	UNCJR	x									
SE		1/1									
	SALAR (SKR)	x									
SI		3/5									
	ZMOS	x									
	SOS	x									
	SSZS	x									
	ZDRZZ										
	SVS										
SK		1/1									

Country	Employer organisation	CEMR member	Sector coverage						Involvement in collective bargaining		
			Administration	Public order and safety activities	Fire service activities	Residential care activities	Social work activities	Libraries, archives, museums, etc.	MEB	SEB	Informal
	ZMOS	x									
<b>Total EU</b>			50	36	31	37	41	36	26	6	3
<b>Member States</b>			27	20	16	19	21	20	14	3	2
<b>UK</b>		4/5									
	COSLA	x									
	LGA	x									
	London Councils										
	NILGA	x									
	WLGA	x									
<b>Total</b>		47	54	40	32	40	44	40	31	6	3
<b>Member States</b>		24	27	20	16	19	21	20	14	3	2
<b>UK</b>		x	x	x	x	x	x	x	x		

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Turning to the analysis of the extent to which the LRG employer organisation members of CEMR are representative of the sector's employers, Table 27 explores this in further detail. In 23 Member States and the UK, the largest LRG employer organisation is affiliated to CEMR. In 18 countries, there is more than one employer organisation. Among these 18 countries, the second largest LRG employer organisation is affiliated to CEMR in nine Member States and the UK. Importantly, in 15 Member States and the UK, the member organisations of CEMR in the country cover all types of workers in the LRG sector.

Nine countries have employer organisations in the LRG sector that are not affiliated to CEMR and in eight of these countries these are considered to be important organisations.

An additional feature of the CEMR domain is that in some countries (such as Austria, Bulgaria, Italy and Spain) CEMR members are not considered to have the legal status of employer organisations, representing rather the interests of local or regional governments. Finally, in some countries, the LRG sector is considered not to have any formal employer organisations – this is the case in Austria, France, Luxembourg, Poland and Spain.

Table 27: Extent of representativeness of LRG sector employer organisations, 2019

	Is the most important employer organisation (the one with most members in the sector) affiliated to CEMR?	Which employer organisation is it?	Is the second largest affiliated to CEMR?	Do the employer organisations of CEMR cover all types of employers in the sector?	If not, which employers are not covered?	Is there any employer organisation with members in the sector that are not affiliated to CEMR?	Are they large/important compared with the others?
<b>AT</b>	No EOs Both Austrian Association of Cities and Towns and Austrian Association of Municipalities affiliated to CEMR	Austrian Association of Municipalities	Yes	No	Regional administration	No	n.a.
<b>BE</b>	Yes	VVSG	Yes	Yes	n.a.	No	n.a.
<b>BG</b>	No	UEESB	No	Yes	n.a.	Yes	Yes
<b>CY</b>	Yes	UCM	No	No	Communities and regional administration	No	n.a.
<b>CZ</b>	Yes	SMO ČR	No	No	Regional administration	Yes	Yes
<b>DE</b>	No	VKA	No	No	Only public sector employees covered	Yes	Yes
<b>DK</b>	Yes	KL	Yes	Yes	n.a.	No	n.a.
<b>EE</b>	Yes	ELVL	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>EL</b>	Yes	KEDE	No	No	Regional administration	Yes	Yes
<b>ES</b>	No EOs FEMP affiliated to CEMR	FEMP	n.a.	No	Regional administration	No	n.a.
<b>FI</b>	Yes	KT	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>FR</b>	No EOs AFCCRE affiliated to CEMR	AFCCRE	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>HR</b>	Yes	HRVZZ	Yes	Yes	n.a.	No	n.a.
<b>HU</b>	Yes	TÖOSZ	Yes	No	Employers in NACE 88, 89 and 91	Yes	Yes
<b>IE</b>	Yes	LGMA	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>IT</b>	No	ARAN	Yes	Yes	n.a.	Yes	Yes

	Is the most important employer organisation (the one with most members in the sector) affiliated to CEMR?	Which employer organisation is it?	Is the second largest affiliated to CEMR?	Do the employer organisations of CEMR cover all types of employers in the sector?	If not, which employers are not covered?	Is there any employer organisation with member organisations in the sector that are not affiliated to CEMR?	Are they large/important compared with the others?
<b>LT</b>	Yes	LSA	n.a. (1 EO)	No	Only municipalities are covered	No	n.a.
<b>LU</b>	No EOs SYVICOL affiliated to CEMR	SYVICOL	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>LV</b>	Yes	LPS	No	Yes	n.a.	No	n.a.
<b>MT</b>	Yes	AKL	n.a. (1 EO)	No	Covers the administration part of local and regional councils	No	n.a.
<b>NL</b>	Yes	VNG	No	Yes	n.a.	Yes	No
<b>PL</b>	No EOs ZMP affiliated to CEMR	ZMP	n.a. (1 EO)	No	Cities are covered	No	n.a.
<b>PT</b>	No	SEAL	Yes	No	Not regional authorities and not civil parishes	No	n.a.
<b>RO</b>	Yes	ACoR	Yes	Yes	n.a.	No	n.a.
<b>SE</b>	Yes	SALAR	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>SI</b>	Yes	SOS	Yes	Yes	n.a.	Yes	Yes
<b>SK</b>	Yes	ZMOS	n.a. (1 EO)	Yes	n.a.	No	n.a.
<b>UK</b>	Yes	LGA	Yes	Yes	n.a.	Yes	Yes

**Notes:** EO = employer organisation. n.a. = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 28 provides information on the LRG subsector-related employer organisations affiliated to CEMR. It is notable that most of these have a combined membership from various subsectors. In all NACE subsectors at least 50% of CEMR members are involved in collective bargaining; this is highest in the subsectors administration and libraries.



Table 28: LRG sector-related employer organisations affiliated to CEMR, 2019

	<b>NACE 84.11, 84.12 and 84.13: Administration</b>	<b>NACE 84.24: Public order and safety activities under LRG</b>	<b>NACE 84.25: Fire service activities under LRG</b>	<b>NACE 87: Residential care activities under LRG</b>	<b>NACE 88: Social work activities under LRG</b>	<b>NACE 91: Libraries, archives, museums, etc. under LRG</b>
<b>Number of sector-related employer organisations</b>	55	42	33	42	47	42
	Most with combined membership	All with combined membership	All with combined membership	All with combined membership	Most with combined membership	All with combined membership
<b>Number of sector-related employer organisations affiliated to CEMR</b>	8 only representing NACE 84.11, 84.12, 84.13 29 with combined membership	31	25	31	32	32
<b>Percentage of sector-related employer organisations affiliated to CEMR</b>	73	74	76	73	68	76
<b>Number of employer organisations involved in sector-related collective bargaining</b>	31	24	17	23	26	24
<b>Of these affiliated to CEMR</b>	18	12	9	14	15	14
<b>Percentage</b>	58	50	53	61	58	58

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

In terms of domain coverage, 26 member organisations of CEMR organise employers in parts of the sector and not outside the LRG sector, 24 have a congruent coverage, 8 display a sectoral overlapping coverage with membership in part of the sector as well as outside the sector (Bulgaria, Estonia and Italy), and 6 cover all sector codes and workers outside the LRG sector (Germany and Finland).

## National LRG employer organisations not represented by CEMR in the ESSDC

To start with, the membership domain of the employer organisations not affiliated to CEMR was analysed.

Across the LRG sector, this study identified 64 sector-related employer organisations. As shown in Table 29, 47 of the sector-related employer organisations are members of CEMR. In other words, 17 sector-related employer organisations are not represented by CEMR. Those not represented by CEMR are located in nine Member States, specifically Bulgaria, Czechia, Germany, Greece, Hungary, Italy, the Netherlands, Portugal and Slovenia, and the UK.

Only seven employer organisations among those not represented by CEMR cover workers in all parts of the LRG sector. Otherwise employer organisations not affiliated to CEMR tend to cover parts of the employers in the LRG sector, most often workers in administration and social work (11 employer organisations each).

Thirteen employer organisations not affiliated to CEMR are involved in the collective bargaining processes in the countries where they are based. Only four of these are involved in single-employer bargaining only and nine in multi-employer bargaining only.

Out of the 15 sector-related employer organisations not represented by CEMR, four are affiliated to another European-level organisation. In all cases, these are different European organisations (EFEE, CEPLI, EGTC, CEEP, Cecop and HOPE).

None of these four organisations represent employers in all parts of the LRG sector. Two are involved in sector-related collective bargaining processes and all in multi-employer bargaining.

## Other European employer organisations

A second type of analysis relates to the membership domain of other European-level employer organisations (in addition to CEMR) identified in the LRG sector.

As shown in Table 29, across all 64 sector-related employer organisations, membership of other European-level associations (in addition to CEMR) is reported for 25 employer organisations in the EU27 and the UK. These are located in 18 Member States, namely Austria, Belgium, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, Germany, Greece, Hungary, Italy, Luxembourg, Malta, the Netherlands, Slovakia, Slovenia and Sweden, and the UK. Eleven such employer organisation affiliates cover employers in all parts of the LRG sector. The remainder cover some employers in the LRG sector, most frequently in administration, residential care and social work. Eleven such organisations are involved in the collective bargaining processes in the Member States, most often in multi-employer bargaining processes.

Table 29 shows that, of the 25 LRG employer organisations affiliated to other European associations, 21 are also members of CEMR, and only four are not members of CEMR (Association of Directors in Secondary Education in Bulgaria, ENPE in Greece, ARAN in Italy and ZDRZZ in Slovenia). Furthermore, in this group there are 10 organisations affiliated to officially recognised European employer organisations other than CEMR (i.e. CEEP, HOSPEEM, HOPE, Social Employers, EFEE). Out of these 10, two are not members of CEMR. The remaining 15 organisations are members of European-level associations not acting as EU employer representatives.

CLRAE, to which eight LRG employer organisations are affiliated from six EU Member States, has no unique representativeness in the sector at all because all of its employer organisations are also affiliated to CEMR. CEEP has six LRG employer organisations affiliated in six Member States, but, except for ARAN in Italy, they are also affiliated to CEMR, leaving the unique representativeness of CEEP in the LRG sector to only one organisation: ARAN in Italy. CEEP is a recognised social partner in the EU cross-sectoral social dialogue.

UCLG is also mentioned a few times in Table 29. UCLG is a worldwide organisation, of which CEMR is the European part.

Furthermore, among the other European associations with some members in the LRG sector are CEPLI and EFEE (each with three affiliated employer organisations). Out of the three members of CEPLI, two are also CEMR members, leaving the unique representativeness of CEPLI in the LRG sector to only one organisation: ENPE in Greece. Out of the three members of EFEE, two are also CEMR members, leaving the unique representativeness of EFEE in the LRG sector to only one organisation: the Association of Directors in Secondary Education in Bulgaria.

CEPLI is an association at European level providing a network of intermediate local authorities across Europe.<sup>15</sup> Its members are nine national associations representing 1,167 local intermediate authorities in eight EU countries (Belgium, Bulgaria, France, Germany, Hungary, Italy, Poland and Romania) and two European networks of intermediate local authorities, Arco Latino and Partenalia. All three of the employer organisations in the LRG sector that are members of CEPLI cover all parts of the LRG sector employers. Two of them participate in the collective bargaining processes.

EFEE is the European-level social partner representing the interests of education sector employers.<sup>16</sup> Among the three employer organisations in the LRG sector that are members of EFEE, two cover all parts of the LRG sector employers. All three of them participate in the collective bargaining processes.

Finally, it is also noteworthy that 12 employer organisations in the LRG sector do not belong to any European association – be it CEMR or any other European-level organisation. However, at least one employer organisation in all Member States and the UK is affiliated to a European-level association. Some 11 of these non-affiliated employer organisations are involved in the collective bargaining processes in their countries.

**Table 29: LRG employer organisations affiliated to European-level associations, 2019**

	Employer organisation	CEMR affiliated	Affiliated to other European association(s)	Other European associations	Involvement in collective bargaining	
					MEB	SEB
<b>AT</b>		2	1			
	Austrian Association of Municipalities					
	Austrian Association of Cities and Towns			CEEP, UCLG		

<sup>15</sup> More information on CEPLI is available at <https://cepli.eu/about-us>

<sup>16</sup> More information on EFEE is available at <https://educationemployers.eu/>

	Employer organisation	CEMR affiliated	Affiliated to other European association(s)	Other European associations	Involvement in collective bargaining	
					MEB	SEB
<b>BE</b>		5	3			
	VVSG			CLRAE, UCLG		
	Brulocalis			CLRAE		
	APW			CEPLI		
	VVP			CEPLI		
	UVCW					
<b>BG</b>		1	1			
	Association of Directors in Secondary Education in Bulgaria			EFEE		
	NAMRB					
<b>CY</b>	UCM	1	0			
<b>CZ</b>		1	1			
	SMO ČR			CLRAE		
	AK ČR					
<b>DE</b>		4	1			
	VKA					
	TdL					
	DLT					
	DST			CEEP		
	DStGB					
	RGRE					
<b>DK</b>		2	1			
	KL			CEEP, CLRAE		
	Danish Regions					
<b>EE</b>	ELVL	1	1	Baltic Sea States Subregional Co-operation (BSSSC), Conference of Peripheral Maritime Regions (CPMR)		
<b>EL</b>		1	2			
	KEDE			ETC, CLRAE		
	ENPE			CEPLI, EGTC		
<b>ES</b>	FEMP	1	0			
<b>FI</b>	KT	1	1	CEEP, HOSPEEM, EFEE		
<b>FR</b>	AFCCRE	1	0			
<b>HR</b>		3	2			
	Udruga gradova					
	Udruga opcina			CLRAE		
	HRVZZ			CLRAE		

	Employer organisation	CEMR affiliated	Affiliated to other European association(s)	Other European associations	Involvement in collective bargaining	
					MEB	SEB
HU		1	1			
	TÖOSZ			CLRAE		
	MFSZ					
IE	LGMA	1	0			
IT		1	1			
	ARAN			CEEP		
	AICCRE					
LT	LSA	1	0			
LU	SYVICOL	1	1	CLRAE		
LV	LPS	1	0			
MT	AKL	1	1	CLRAE		
NL		2	1			
	IPO					
	VNG			CEEP		
	UvW					
PL	ZMP	1	0			
PT		1	0			
	SEAL					
	Government of the Azores					
	Regional Government of Madeira					
	CML					
	CM-Porto					
	ANMP					
RO		3	0			
	ACoR					
	AOR					
	UNCJR					
SE	SALAR	1	1	EFEE, CEEP, CLRAE		
SI		3	3			
	ZMOS					
	SOS			CLRAE, NALAS		
	SSZS			Social Employers, EAN		
	ZDRZZ			HOPE		
	SVS					
SK	ZMOS	1	1	CLRAE		
UK		4	0			

	Employer organisation	CEMR affiliated	Affiliated to other European association(s)	Other European associations	Involvement in collective bargaining	
					MEB	SEB
	COSLA			CLRAE,UCLG		
	LGA					
	London Councils					
	NILGA					
	WLGA					
<b>Total</b>		47	24			

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## LRG sector representativeness of EPSU and CEMR

Table 30 summarises the representativeness of EPSU and CEMR in the LRG sector in terms of their respective affiliated trade unions and employer organisations.

There are 158 LRG sector trade unions in 27 EU Member States and the UK, of which 67 trade unions (42%) are direct members of EPSU in 25 Member States and the UK (EPSU has indirect members in Greece and Slovenia). Thus, taking direct and indirect members together, EPSU has a member union in all 27 Member States and the UK.

Of the 132 unions involved in collective bargaining, 51 (39%) are affiliated to EPSU in 20 Member States and the UK. In 21 countries, the largest LRG trade union is affiliated to EPSU, and in 13 or 14 countries the second largest LRG trade union is also affiliated to EPSU. Importantly, in 16 countries the member unions of EPSU cover all types of employees in the LRG sector.

Of the 64 employer organisations in the LRG sector in 28 countries, 46 (73%) are members of CEMR. In addition, 25 employer organisations are also members of other European-level associations, and 10 of these are also members of employer representative organisations (the majority also having membership of CEMR). Among these, their memberships are limited to CEEP (six employer organisations), followed by CEPLI and EFFE (each with three affiliated employer organisations), and the majority of these organisations are also members of CEMR.

Overall, there are 37 employer organisations involved in collective bargaining of which 23 are members of CEMR. Members of CEMR participate in collective bargaining in 12 countries (Belgium, Cyprus, Denmark, Finland, Germany, Ireland, Lithuania, Netherlands, Slovakia, Slovenia, Sweden and the UK). This means that in 10 countries (Croatia, Czechia, Estonia, Germany, Greece, Hungary, Latvia, Malta, Portugal and Romania) CEMR does not have any national association members that are directly involved in collective bargaining.

Table 30: Membership structure of EPSU and CEMR and their participation in collective bargaining in the LRG sector, 2019

	Number of organisations	Number of countries with organisation(s)	Number of organisations involved in collective bargaining	Number of countries with organisation(s) involved in collective bargaining
<b>All sector-related trade unions</b>	158	27 + UK	132	24 + UK
<b>Trade unions affiliated to EPSU</b>	67	25+ UK Indirect EPSU members in EL, SI	51	20 + UK No collective bargaining in EE, FR, PL Informal negotiations in AT, EE
<b>Percentage affiliated (%)</b>	42	89	39	83
<b>All sector-related employer organisations</b>	64	27 + UK	37	15 + UK
<b>Employer organisations affiliated to CEMR</b>	46	27 + UK	23	11 + UK
<b>Percentage affiliated (%)</b>	73	100	62	67

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Table 30 presents only a very general overall picture of the representativeness of EPSU and CEMR members. Table 31 seeks to provide more details on a country-by-country basis, demonstrating the importance of EPSU and CEMR members in terms of their coverage of employees in the sector and their involvement in collective bargaining.

Table 30 indicates that EPSU has an affiliated LRG trade union in 24 EU Member States and the UK. Only in Greece, Luxembourg, Malta and Slovenia has EPSU no affiliated LRG trade union. CEMR has an affiliated LRG employer organisation in all 27 EU Member States and the UK. Table 31 demonstrates that the largest social partner organisations in 70% of EU Member States are represented in the LRG ESSDC. The largest LRG trade union is affiliated to EPSU in 20 EU Member States and in the UK. Only in Bulgaria, Estonia, Greece, Hungary, Luxembourg, Slovakia and Slovenia is this not the case. CEMR has the largest LRG employer organisation affiliated to it in 18 EU Member States and the UK. The countries where the largest LRG employer organisation is not affiliated to CEMR are Bulgaria, Germany, Italy and Portugal. For Austria, France and Luxembourg the largest employer in the LRG sector is affiliated to CEMR, but that institution is not considered an employer organisation. Thus in 21 Member States (78%) and in the UK the largest employer or employer organisation is affiliated to CEMR.

Table 31: Importance of EPSU and CEMR members at national level in the LRG sector, 2019

	Most representative trade union(s)	Sector coverage (NACE codes included or excluded)	Involved in collective bargaining	Member of EPSU	Most representative employer organisation	Sector coverage (NACE codes included or excluded)	Involved in collective bargaining	Member of CEMR
AT	Younion	All except 84.25	Informally	Yes	No EO			
BE	ACV OD	All	Yes	Yes	VVSG	All	Yes	Yes
BG	FITUGO (CITUB)	All except 84.24 and 84.25	Yes	No	UEESB	88	Yes	No
CY	OHO-SEK	All except 84.24 and 84.25	Yes	Yes	UCM (only 1 EO)	All except 84.24 and 84.25	Yes	Yes
CZ	OSZSP ČR	84.11, 84.12 and 84.13 (administration) 87, 88	Yes	Yes	SMO ČR	All	No	Yes
DE	ver.di	All	Yes	Yes	VKA	All	Yes	No
DK	FOA	All except 84.24 and 84.25	Yes	Yes	KL	All except 84.24 and 84.25	Yes	Yes
EE	EHL	84.11, 84.12 and 84.13 (administration)	Yes	No	ELVL (only 1 EO)	All except 84.25	No	Yes
EL	ΠΟΠ-ΟΤΑ (POP-ΟΤΑ)	All except 84.25	Yes	No	KEDE	All except 84.25	No	Yes
ES	FSC-CCOO	All	Yes	Yes	No EO			
FI	SuPer	87 and 88	Yes	Yes	KT (only 1 EO)	All	Yes	Yes
FR	FSP-CGT	All	No	Yes	No EO			
HR	SDLSN	All	Yes	Yes	Udruga gradova	All	No	Yes
HU	MKKSZ	All	Yes	No	TÖOSZ	All	No	Yes
IE	SIPTU	84.11, 84.12 and 84.13 (administration) 84.25, 88	Yes	Yes	LGMA (only 1 EO)	84.11, 84.12 and 84.13 (administration) 88, 91	Yes	Yes
IT	FP-CGIL	All	Yes	Yes	ARAN	All except 84.25	Yes	No
LT	LVTPS	84.11, 84.12 and 84.13 (administration) 84.25, 88	Yes	Yes	LSA	84.11, 84.12 and 84.13 (administration)	Yes	Yes
LU	FGFC	All	No	No	No EO			
LV	LAKRS	All except 84.25 and 91	Yes	Yes	LPS (only 1 EO)	All	No	Yes
MT	UHM	84.11, 84.12 and 84.13 (administration)	Yes	No	AKL (only 1 EO)	84.11, 84.12 and 84.13 (administration)	No	Yes



	Most representative trade union(s)	Sector coverage (NACE codes included or excluded)	Involved in collective bargaining	Member of EPSU	Most representative employer organisation	Sector coverage (NACE codes included or excluded)	Involved in collective bargaining	Member of CEMR
NL	FNV Overheid	All except 87, 88 and 91	Yes	Yes	VNG	All except 87, 88 and 91	Yes	Yes
PL	SSP NSZZ 'Solidarność'	84.11, 84.12 and 84.13 (administration) 84.24	No	Yes	No EO			
PT	STAL	All	Yes	Yes	SEAL	All	Yes	No
RO	PUBLISIND	84.11, 84.12 and 84.13 (administration)	Yes	Yes	ACoR	84.11, 84.12 and 84.13 (administration)	No	Yes
SE	Kommunal	84.25, 87, 88	Yes	Yes	SALAR	All	Yes	Yes
SI	SDOS	84.11, 84.12 & 84.13 (administration) 84.25	Yes	No	SOS	84.11, 84.12 and 84.13 (administration)	Yes	Yes
SK	SLOVES	84.25, 88	Yes	No	ZMOS	All	Yes	Yes
UK	Unison	All	Yes	Yes	LGA	All	Yes	Yes

**Note:** EO = employer organisation.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Tables 30 and 31 demonstrate that, although a significant number of trade union and employer organisations in the LRG sector at country level are not affiliated to EPSU and CEMR, the organisations that are members are those with the greatest collective bargaining coverage in their respective country (where collective bargaining exists in the sector). CEMR membership coverage is more fragmented. On the one hand, CEMR has members in all 27 EU Member States and the UK. CEMR's membership domain has very extensive coverage of employer organisations (covering all or most such organisations) in 15 Member States (or more than half of the 28 countries). On the other hand, CEMR has no members among the officially recognised employer organisations in two countries – Bulgaria and Italy. In the remaining countries, CEMR membership covers some of the officially recognised employer organisations. An additional feature of CEMR membership coverage is that in some countries (such as Austria, Bulgaria, Italy, Spain) CEMR members are not considered to have the legal status of employer organisations but rather to represent the interests of local or regional governments. Finally, in some countries, the LRG sector is considered not to have any formal employer organisations – this is the case in Austria, France, Luxembourg, Poland and Spain.

## Capacity to negotiate of EPSU and CEMR

The social partners in the LRG sector have been active in formulating joint texts and activities.

Since the ESSDC was established in the LRG sector in 2004, a number of joint texts have been agreed by EPSU and CEMR. These have included texts relating to the economic crisis and its impact on the

sector; migration and anti-discrimination guidelines, a text on implementing the CEMR–EPSU joint framework on restructuring of local and regional government; minimum standards for information and consultation rights; texts on socially responsible procurement, social services, and health and safety at work; and follow-up guidelines on third-party violence and gender equality.

EPSU and CEMR also actively collaborate on joint projects, most recently particularly in relation to the participation of LRG social partners in the European Semester process (for more details of joint agreements reached, see Table 32).

**Table 32: Joint texts agreed by CEMR and EPSU through the LRG sectoral social dialogue**

Year	Text adopted
2020	CEMR–EPSU joint statement on COVID-19
2020	CEMR–EPSU joint reaction to the ‘First phase consultation of social partners under Article 154 TFEU on a possible action addressing the challenges related to fair minimum wages’
2020	Joint statement on the 10th anniversary of the multisectoral guidelines to tackle third-party violence and harassment related to work
2020	Handbook for social partners and a final declaration (joint CEMR–EPSU project, 2018–2020, ‘Localising the European Semester’)
2016	Framework for well-being at work in the local and regional government sector
2014	Joint guidelines on migration and strengthening anti-discrimination in local governments
2013	Local and regional government: Supporting the European Framework of Action on Youth Employment
2013	Necessity and nature of a new EU OSH policy framework (joint response)
2012	Framework of Action for Local and Regional Government
2012	Joint letter to MEP Tarabella on review of procurement directives
2012	Joint social partner response (local and regional government) to the Green Paper COM(2012) 7 final on restructuring
2011	Municipal and regional employers and trade unions deeply concerned about the effects of the crisis (Joint Statement)
2011	The EC Guide on Socially Responsible Public Procurement (Joint statement)
2010	EPSU/CEMR Joint statement to the European Council on the economic crisis
2009	CEMR–EP/EPSU Joint Message to the Spring European Council
2008	CEMR/EPSU Joint response to the Consultation of the European social partners on sectoral social dialogue

Source: *European Commission (undated)*

EPSU and CEMR have mandates to participate in European social dialogue and related activities as outlined below.

EPSU’s constitution stipulates that the positions EPSU takes in sectoral social dialogue are to be based on policies adopted by Congress. Congress and the Executive Committee are the highest EPSU governing bodies. Congress, the supreme body, meets in ordinary session at least every five years and decides on core EPSU matters. The Executive Committee manages EPSU’s affairs between Congress meetings. It meets at least twice a year and determines EPSU’s mandate in the intersectoral and sectoral social dialogue.

In relation to the sectoral social dialogue, EPSU proposes a subject for discussion with sectoral employers or accepts a proposal from sectoral employers. The standing committees take such

decisions based on general adopted EPSU policy and the EPSU programme of priorities. The standing committees decide on the issues they wish to see covered. A negotiating team is nominated to prepare a joint position if necessary. It is nominated by the relevant standing committee, ensuring a proper balance between expertise on the subject, regions, and women and men. The team includes a representative of the EPSU secretariat. The EPSU secretariat can draft proposals and responses.

The EPSU delegation to the LRG sectoral social dialogue committee is composed of members of the relevant standing committee, including a representative of all EU Member States insofar as is possible. The delegation reports to the standing committee. All affiliates in the LRG sector are informed and consulted on positions taken in the sectoral social dialogue committees. The standing committee considers the final result of a sectoral negotiation. It forwards a recommendation to adopt or reject the outcome for approval by the Executive Committee.

EPSU's LRG committee is one of the four standing committees focusing on EPSU's technical and vocational/sectoral work.

CEMR's statutes<sup>17</sup> and rules of procedure<sup>18</sup> determine that the statutory organs of CEMR are the Assembly of Members (Policy Committee), the Board of Directors (Executive Bureau) and the Financial Management Committee. The Policy Committee is CEMR's governing body. The Policy Committee meets at least once a year and, as a general rule, twice a year. The Executive Bureau is responsible for implementing the decisions of the Policy Committee and for any other matter delegated to it by the latter. In addition, it debates current issues concerning LRG and, in anticipation of a Policy Committee meeting, and upcoming deadlines in particular, adopts policy positions. It also prepares the agendas for the meetings of the Policy Committee. CEMR organises, in principle every four years, a General Assembly of European Municipalities and Regions.

## Effective participation of social partners in the LRG ESSDC

Looking at participation in the ESSDC for the LRG sector over the years 2017 and 2018, there were representatives of trade unions from 16 countries and of employer organisations from 12 countries (Table 33). In 11 countries, no trade unions or employer organisations took part in any 2017/2018 meetings (Bulgaria, Croatia, Greece, Ireland, Luxembourg, Malta, Poland, Portugal, Romania, Slovakia and Slovenia), despite the fact that both EPSU and CEMR have members in these countries.

Table 33: Effective participation in the ESSDC for the LRG sector

	Countries participating	Countries not participating
<b>Trade union participation in the LRG ESSDC in 2017–2018</b>	AT, BE, CY, CZ, DE, DK, EE, ES, FI, FR, HU, IT, LT, NL, SE, UK	BG, EL, HR, IE, LU, LV, MT, PL, PT, RO, SI, SK
<b>Employer organisation participation in the LRG ESSDC in 2017–2018</b>	AT, BE, CZ, DK, EE, ES, FI, LT, LV, NL, SE, UK	BG, CY, DE, EL, FR, HR, HU, IE, IT, LU, MT, PL, PT, RO, SI, SK

Source: Eurofound and European Commission

Member organisations not directly represented in meetings of the ESSDC are normally kept informed about developments in the ESSDC through their participation in the meetings of statutory

<sup>17</sup> Details of CEMR's statutes are available at [https://www.ccre.org/img/uploads/piecesjointe/filename/CCRE\\_AISBL\\_Statutes\\_EN-1.pdf](https://www.ccre.org/img/uploads/piecesjointe/filename/CCRE_AISBL_Statutes_EN-1.pdf)

<sup>18</sup> Details of CEMR's rules of procedure are available at [https://www.ccre.org/en/article/introducing\\_cemr](https://www.ccre.org/en/article/introducing_cemr)

bodies of their European organisation or through its intranet or website. It should also be noted that working groups and project groups are also formed and these often involve additional members of EPSU and CEMR.

## 4. Conclusions for the LRG sector

With an EU-level workforce of nearly 12.3 million and between 715,000 and 330,000 institutional employers, the LRG sector makes up a significant share of employment in EU. The largest EU Member States are also the countries with the largest workforce in the sector. The LRG sector employs 5% of the labour force in the EU. However, there are important differences between Member States: for example, the LRG sector accounts for less than 1% of total employment in Malta and more than 24% in Luxembourg.

At European level, **EPSU** and **CEMR** are the mutually recognised sectoral social partners in the ESSDC for the LRG sector. There is also an existing practice that CESI members from Germany, Hungary, Luxembourg and Slovakia are also invited by EPSU to take part in the sector's ESSDC (through the substitution solution).

There are 158 LRG sector trade unions in 27 Member States and the UK. Among these, 67 unions (42%) are directly affiliated to EPSU. Of the 67 LRG sector unions in EPSU's direct membership, 56 are involved in collective bargaining. EPSU has members involved in collective bargaining in 18 EU Member States and the UK. EPSU members are not involved in collective bargaining in Austria (where informal wage negotiations take place), Estonia (where informal consultations and bargaining take place), France and Luxembourg (where LRG employees' wages are set within the civil service framework), Poland (where another non-EPSU member trade union participates in the collective bargaining, but its coverage is low – below 1%) and in Malta and Slovenia (where EPSU has no members). In Greece and Lithuania, the LRG trade unions do not belong to any European association.

EPSU has a directly affiliated LRG trade union in 25 Member States and the UK. Only in Greece and Slovenia has EPSU no directly affiliated LRG trade union. Member unions of EPSU are among those achieving the highest coverage of collective bargaining in the sector in the vast majority of EU countries. In 21 countries, the largest LRG trade union is affiliated to EPSU, and in 13 or 14 countries the second largest LRG trade union is also affiliated to EPSU. In 16 countries, the member unions of EPSU cover all types of employees in the LRG sector.

EPSU has the capacity to participate effectively in the ESSDC in the LRG sector and to negotiate on behalf of its members. Apart from EPSU, only one other European-level sectoral association represents a significant number of trade unions in the LRG sector, namely CESI. Membership of other European LRG sector associations is not widespread.

CESI represents 12 LRG trade unions directly in 10 different Member States (Czechia, France, Germany, Hungary, Italy, Latvia, Luxembourg, Romania, Slovenia and Spain). In Belgium, CESI has a police trade union affiliated, but it is doubtful whether it can be considered to be an LRG sector-related trade union. Furthermore, CESI also has 10 indirect members, and, taking together direct and indirect members, it represents 22 LRG trade unions (or 14% of all LRG sector unions) in 14 Member States. (Austria, Malta, the Netherlands and Slovakia are also added to the 10 Member States mentioned above). In Hungary, Luxembourg (a single trade union), Malta (a single trade union, indirect membership via Eurofedop) and Slovakia (indirect membership via Eurofedop), CESI represents the largest LRG trade union. CESI also represents the second-largest LRG trade unions in

Austria, Germany, the Netherlands and Slovenia. Thus, it can be concluded that CESI has **affiliated LRG sector trade unions** in several Member States.

Of the 64 employer organisations in the LRG sector, 46 (73%) are members of CEMR. CEMR has members (both recognised employer organisations and interest representations of LRGs) in all 27 Member States and the UK. In some countries, all of the employer organisations are affiliated to CEMR – this is the case in Croatia, Denmark and Romania (and these countries have more than one employer organisation). In other countries with a single employer organisation, it is also affiliated to CEMR (Cyprus, Estonia, Finland, France, Ireland, Latvia, Lithuania, Malta, Poland, Slovakia, Spain and Sweden). Taking the two situations together, the CEMR membership domain has a very extensive coverage of employer organisations in 15 Member States (or more than half of the 28 countries). CEMR has no members among the officially recognised employer organisations in two countries – Bulgaria and Italy. In the remaining countries, CEMR membership covers some of the officially recognised employer organisations. Furthermore, in some countries (such as Austria, Bulgaria, Italy, Spain), CEMR members are not considered to have the legal status of employer organisations, representing rather the interests of local or regional governments. Nevertheless, in some of these countries the organisations' CEMR members participate in European social dialogue processes for the LRG sector. Finally, in some countries, the LRG sector is considered not to have any formal employer organisations – this is the case in Austria, France, Luxembourg, Poland and Spain.

Overall, there are 37 employer organisations (out of a total of 64) involved in collective bargaining of which 23 are members of CEMR. Of the 23 CEMR member organisations for which this information is available, 50% of employer organisations are involved in multi-employer collective bargaining. A further 3% are involved in both multi- and single-employer bargaining and 6% only engage in single-employer bargaining. Some 41% of LRG employer organisations do not participate in any form of collective bargaining. This is the case in Austria, Croatia, Czechia, Estonia, France, Greece, Hungary, Latvia, Luxembourg, Malta, Poland, Romania, Slovenia and Spain. Here, the ministry responsible for public administration plays a key role in setting terms and conditions in the sector. In some countries, no negotiation is considered to take place, whereas in others the social partners are consulted but the final decisions remain with the ministry, leading to the conclusion that there is no bargaining as such.

EPSU and CEMR are therefore considered to be the **most representative European social partner organisations** for the LRG sector.

## **PART II – Social services (both public sector and private sector)**

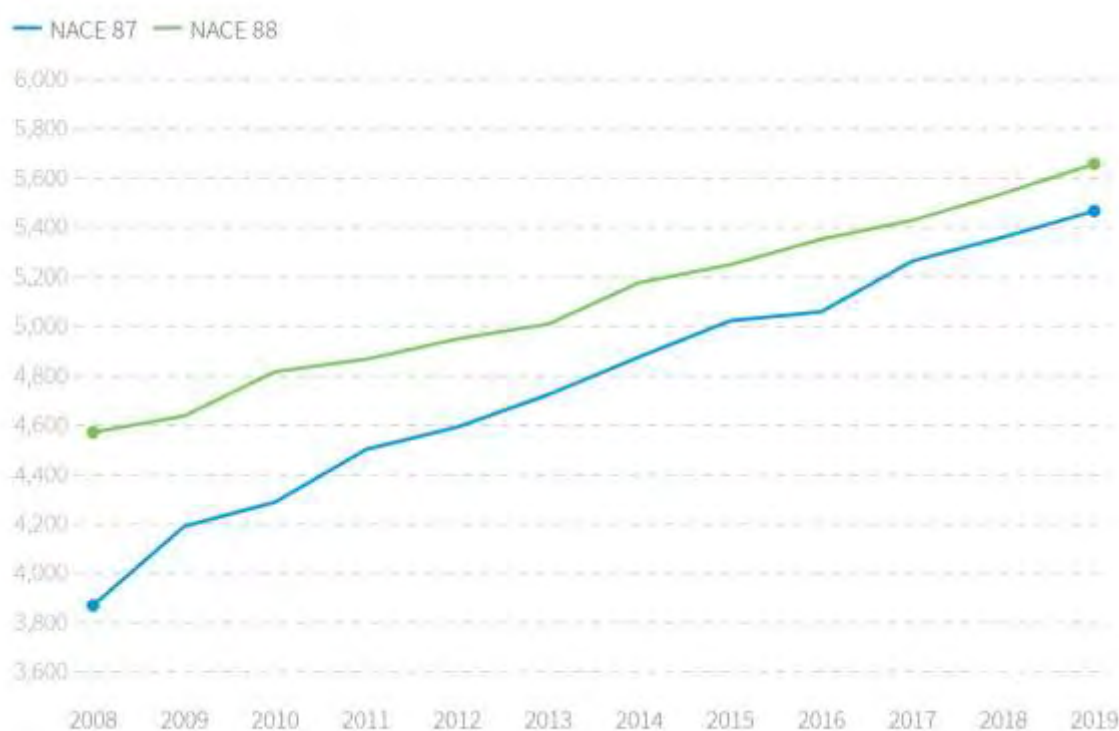
## 5. Representativeness in social services

### EU social services workforce

Across the EU27 and the UK, there were nearly 11.5 million employees in social services in 2018, according to the information gathered by the Network of Eurofound Correspondents (Table A4 in Annex 2). This amounts to almost 9.2 million in the EU27, without the UK. The number of employees in residential social services (NACE 87) and non-residential social services (NACE 88) reported in Eurostat's EU Labour Force Survey (EU-LFS) is slightly lower, pointing to about 9 million for all 27 EU Member States in 2018 and about 11 million with the UK included.

The numbers of employees in social services is growing steadily, year after year, both in residential social services (NACE 87) and in non-residential social work (NACE 88). In Annex 2, the number of employees for each Member State is given for each year from 2008 to 2019 for NACE 87 in Table A5 and for NACE 88 in Table A6. The growing trend in the numbers employed in residential social services (NACE 87) is illustrated in Figure 9 (blue line) and in non-residential social work (NACE 88; green line). The total number of employees in NACE 87 and 88 was 8,441,500 in 2008, increasing to 10,901,200 in 2018 and 11,126,800 in 2019.

Figure 9: Growing trend in employment in the social services sector (NACE 87 and 88) in the EU (in thousands), 2008–2019



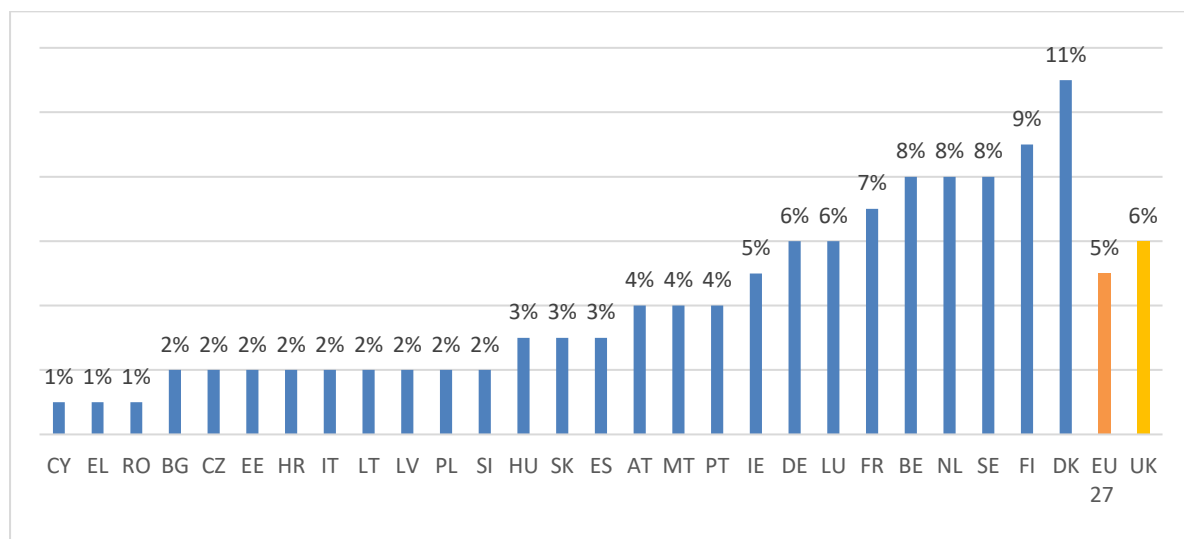
Source: Eurostat

This corresponds to 6% of the total EU workforce, and, as Figure 10 illustrates, this varies from country to country. In half of the EU Member States the share of social services workers is 3% or less of the entire national workforce. This is the case for Bulgaria, Croatia, Cyprus, Czechia, Estonia,



Greece, Italy, Latvia, Lithuania, Poland, Romania, Slovakia, Slovenia and Spain. In six EU Member States, 7% or more of the national workforce is active in social services: Belgium, Denmark, Finland, France, the Netherlands and Sweden.

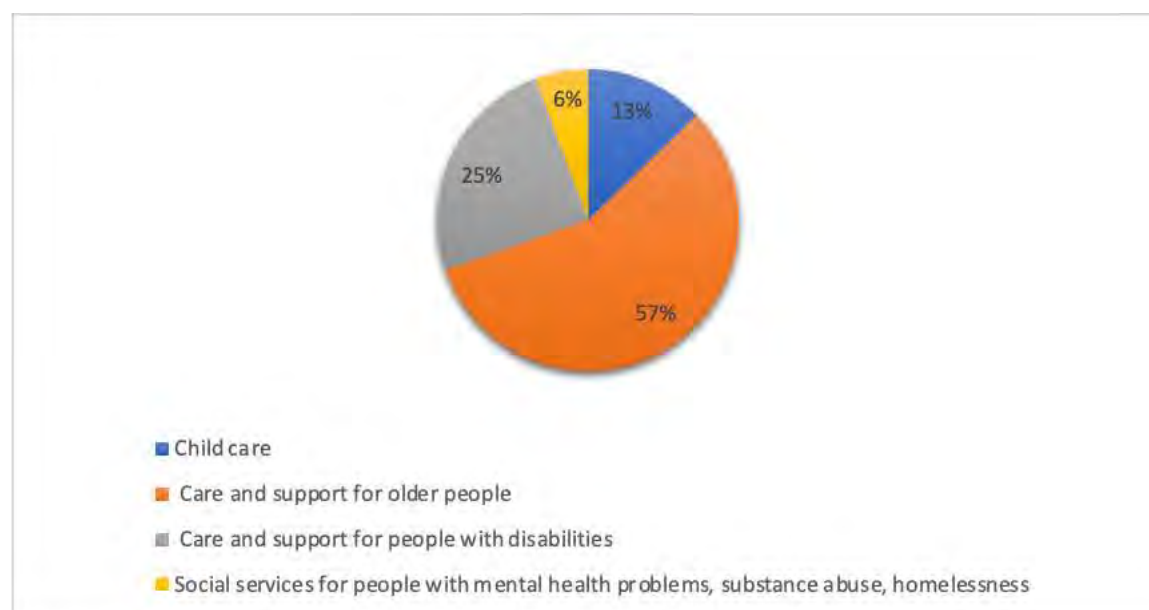
Figure 10: Proportion of the national workforce employed in the social services sector (NACE 87 and 88), 2019



Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Exactly half of these workers are working in residential and the other half in non-residential social services. In terms of the targeted client groups, 57% of social services employees work in caring for and supporting older people, 25% in caring for and supporting people with disabilities, 13% in childcare and 6% in mental health care and support for homeless people. These are averages for the EU27 (Figure 11); the situation in each of the individual Member States differs, as Figure 12 illustrates.

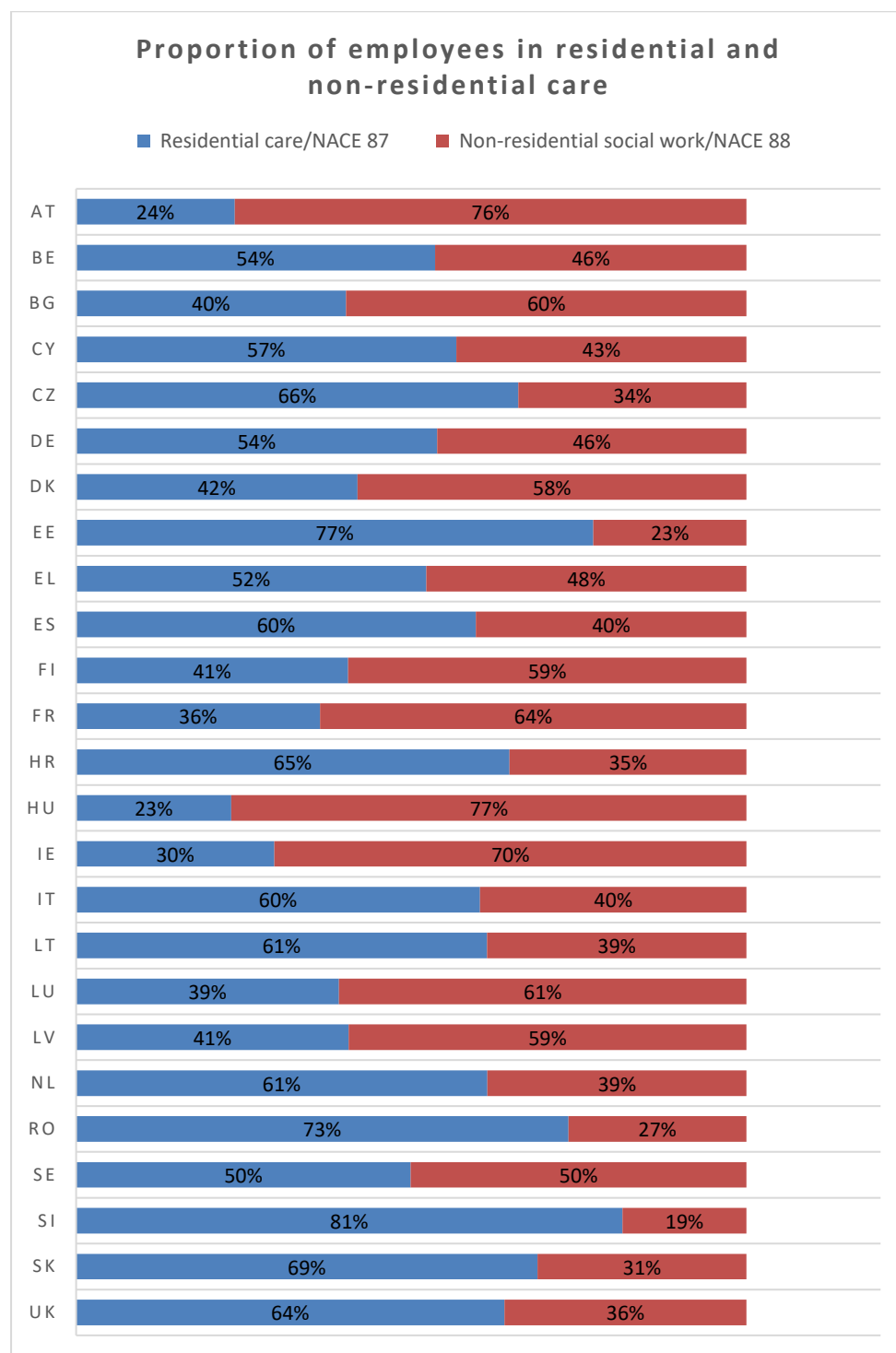
Figure 11: Distribution of social services workers in the different types of social services, 2019

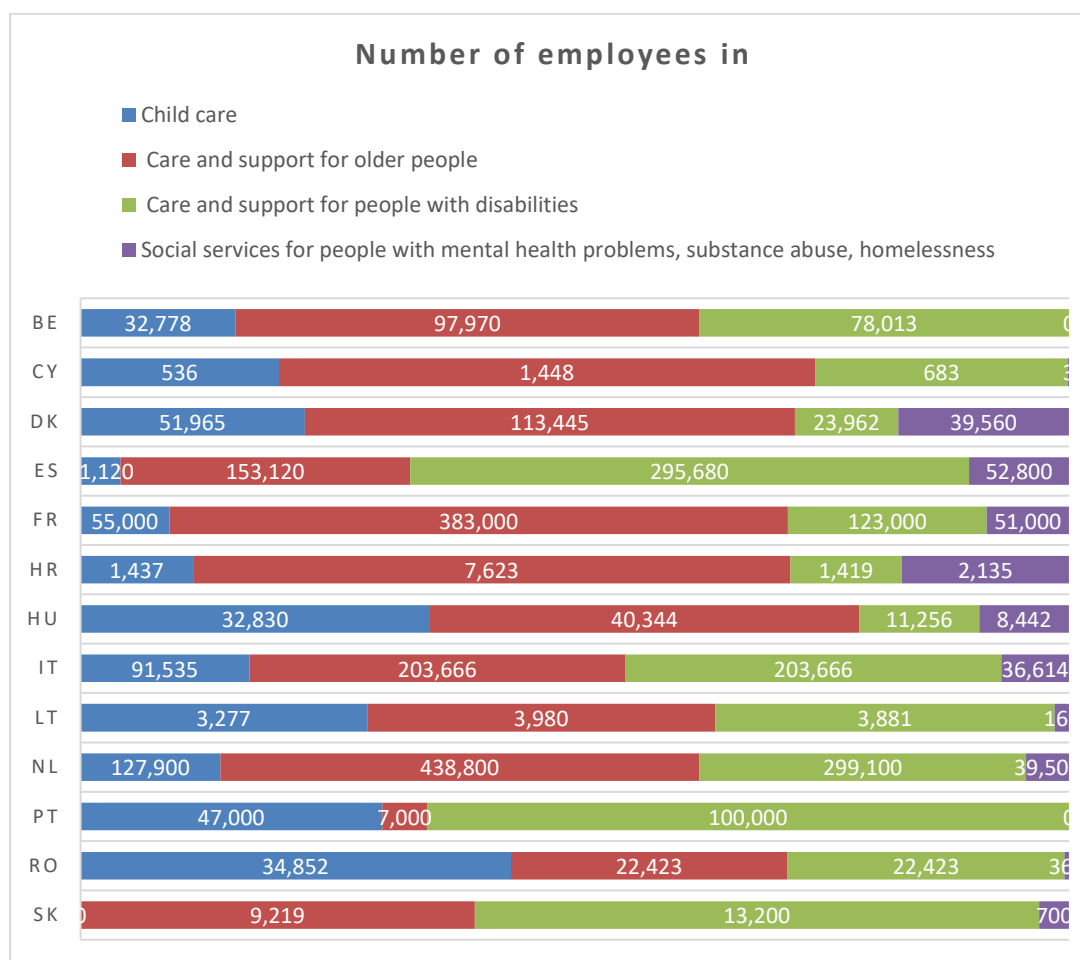


Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Figure 12 illustrates the proportions of workers in residential and non-residential social services for each of the 27 EU Member States and the UK (on the top) and the proportion of employees in the different types of social services (on the bottom, for the 13 countries for which these data were provided).

Figure 12: Distribution of workers in the different types of social services by country, 2017 and 2018





**Notes:** For 'Social services for people with mental health problems, substance abuse, homelessness', numbers under 500 do not show clearly in this figure. This includes CY = 3; LT = 165 and RO = 368. For BE and PT the number for 'Social services for people with mental health problems, substance abuse, homelessness' is not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019 (data from 2017 and 2018)

## Role of public and private providers in social services

A separate study assesses the overlaps in industrial relations structures in the broader area of public services,<sup>19</sup> that is, including the NACE codes under investigation here plus NACE codes 85 (education) and 86 (hospitals and healthcare).

This section provides an overview of the industrial relations structures for social services provided by private employers, NGOs and LRGs (within NACE 87 and 88 only<sup>20</sup>).

<sup>19</sup> Public services are defined in this study as all the activities related to NACE codes 84, 85, 86, 87 and 88, regardless of who provides them.

<sup>20</sup> Some social services employers are developing social services activities under other NACE codes, for example NACE 94.99, although these activities are not considered to fall within the scope of this study.

To consider the extent to which social services are provided by regional or local public enterprises or authorities (in short, ‘public employers’), Table 34 shows the breakdown of the proportion of social services workers employed by public providers and by private providers (profit and non-profit). The far-right column in the table indicates the proportion of social services workers that fall within the scope of the LRG sector. In some countries, the proportion of social services workers working for public sector employers differs from the proportion of workers under the responsibility of the LRG (which is also often public sector-based). This happens when other parts of the public sector are involved in social service delivery (for example, central administrations or hospitals).

This analysis shows that the overlap between workers in the social services and LRG sectors differs between countries. Large overlaps are reported for Bulgaria, Denmark, Estonia, Germany, Italy, Lithuania, Poland and Slovakia. In contrast, the overlaps are small in Cyprus, France, Ireland, Luxembourg and Portugal.

**Table 34: Distribution of workers in the social services sector and proportion under the LRG sector, 2019**

Country	Proportion of workers within the social services sector (NACE 87 and 88)			Proportion of social services workers under responsibility of LRG sector (%)
	Working for public employers (%)	For profit (%)	Not for profit (%)	
AT	n.a.	n.a.	n.a.	n.a.
BE	19	n.a.	n.a.	1.5 <sup>a</sup>
BG	89	8	2	85
CY	6	40	54	5
CZ	n.a.	n.a.	n.a.	n.a.
DE	Minority in NACE 87; second in importance for NACE 88	Second in importance for NACE 87; third ranking for NACE 88	Vast majority in NACE 87; majority in NACE 88	About 50
DK	Close to 100	1	None	Almost 100
EE	63	n.a.	n.a.	Majority
EL	33	46	n.a.	33
ES	20	Large	Large	20
FI	50–60	15–20	15–20	50–60
FR	30	8	62	30
HR	67	11	22	34 <sup>b</sup>
HU	75	1	24	64
IE	Majority	Minority	Majority	Minority <sup>c</sup>
IT	44	10	46	Majority <sup>d</sup>
LT	77	Up to 10–20	Up to 5–10	60–80
LU	0	0	100	0
LV	87	n.a.	n.a.	33 <sup>c</sup>
MT	Majority	Very few	Very few	None <sup>c</sup>
NL	8	n.a.	n.a.	Below 20
PL	79	21	n.a.	71
PT	5	30	60	Below 5
RO	82	2	16%	47 <sup>c</sup>

SE	50	n.a.	n.a.	50
SI	72	15	13	3 <sup>c</sup>
SK	78	1	21	65
UK	33	49	18	14 <sup>e</sup>

**Notes:** <sup>a</sup> This refers to the data available for local and provincial authorities. <sup>b</sup> One-third (33%) of social services workers are in the central administration. <sup>c</sup> The majority of social services workers are governed by the central administration. <sup>d</sup> In Italy the majority of public sector social workers are under the responsibility of the municipalities. The central government administration might employ some social workers, who are few in number, while the vast majority work for the municipalities. It is worth noting that social services go beyond social workers. <sup>e</sup> The difference from the first column is due to a significant proportion of social services employees working for public health sector employers. n.a. = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 34 breaks down social services into public, for profit and non-profit, and on the right it gives the proportion of social services provided by the LRG sector. A further description of the role of the LRG sector in social services in each of the 27 Member States and the UK can be found in Annex 2, tables A4, A5 and A6.

The variation in the situation in the different countries can be summarised in four groups, as illustrated in Table 35.

- In the first group of nine countries (marked in red shading in Table 35), less than half of social services employees are part of the public sector. NGOs play an important role here as social services employers, and the role of LRG as the regulator of these social services is limited. These countries account for 39% of the European social services workforce. This is the situation in Belgium, Cyprus, Czechia, Luxembourg, the Netherlands, Portugal and the UK, as well as to a lesser extent in France and Greece.
- A second group comprising Germany, Italy and Spain (39% of the EU social services workforce, marked yellow in Table 35) has a minority of employees directly employed by LRG but LRG has a strong governance role, even if most of the social services are provided by NGOs.
- A third group of 10 countries (shaded blue in Table 35) have both a majority of social services in the public sector and a strong role for LRG in the organisation and provision of social services. This is the situation in Austria, Bulgaria, Denmark, Estonia, Finland, Hungary, Lithuania, Poland, Slovakia and Sweden.
- A fourth group of six countries (shaded green in Table 35) has a majority of social services in the public sector, but this is governed by central administration. This is the situation in Croatia, Ireland, Latvia, Malta, Romania and Slovenia. These countries account for 3% of the EU social services workforce.

Table 35: Typology: Countries grouped according to the LRG's role as employer for social services or as employer of social services employees or its role in regulating and financing service providers, 2019

Employers in social services	Proportion of public sector employment in social services, 2019			
	Less than 25%	25%–50%	51%–75%	More than 75%
Strong role of NGOs and/or private enterprises in social services	BE, CY, CZ, ES, LU, NL, PT 22% of social services workforce	DE, FR, EL, IT, UK 56% of social services workforce		
Strong role of central administration in social services			HR, IE, MT, SI 3% of social services workforce	LV, RO <sup>a</sup>
Strong role of LRG in social services			AT, EE, FI, SE, HU 11% of social services workforce	BG, DK, LT, PL, SK 8% of social services workforce

**Notes:** The countries highlighted yellow are those where the LRG plays an important role in regulating and financing social services, while they are operated by NGOs that are the employers or the employees. In the countries in red type the role of LRG in social services is limited, while in those shaded blue the role of LRG in social services is as the direct employer of a majority of the employees. In the countries shaded green it is central government that is the direct employer of the majority of social services employees. <sup>a</sup> In terms of numbers of employees, the majority of the social services workforce is confirmed to be in the public sector, while it may be that the services provided by the private sector account for most of the output.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

In terms of providers of social services, non-public organisations are increasingly important. Among the private 'for-profit' providers are multinational companies, for which European works councils have been, or are being, installed. Examples of such multinational social service companies are Korian, Varned and Orpea. Both UNI Europa and EPSU are reported to be involved in these European Works Council activities.

## Numbers and characteristics of national trade unions and employer organisations

This section presents an overview of the 168 (162 in the EU27 + 6 in the UK) national-level trade unions and 120 employer organisations (116 in the EU27 + 4 in the UK) organising employees and employers in social services. The numbers of social services trade unions in each of the 27 Member States and the UK are indicated in Table 36.

In terms of the top-down approach, all social services organisations that are members of EPSU, UNI Europa, CESI, Social Employers, CEMR and CEEP were considered. For the bottom-up approach all other trade unions and employer organisations also involved in collective bargaining in the sector were considered. Table 36 provides an overview of all social services trade unions and employer organisations, while detailed lists of the trade unions and the employer organisations are provided in tables 37 and 40, respectively.

Table 36: Number of social services-related organisations by country, 2019–2020

Number of trade unions per country		Country	Number of employer organisations per country	
	4	AT	12	
	7	BE	29	+6
	7	BG	1	
	4	CY	1	
	2	CZ	3	
	5	DE	5	
	10	DK	2	
	2	EE	1	
	9	EL	2	
	6	ES	5	
	10	FI	3	
+5	19	FR	6	
	4	HR	1	
	4	HU	2	
	4	IE	1	
	7	IT	5	
	7	LT	1	
	2	LU	4	
	2	LV	1	
	3	MT	0	
	6	NL	7	
	3	PL	1	
	12	PT	7	
	7	RO	1	

Number of trade unions per country		Country	Number of employer organisations per country	
10		SE	3	
4		SI	2	
2		SK	10	
162		EU	116	
6		UK	4	
168			120	

**Source:** Authors' own calculations based on Network of Eurofound Correspondents' national contributions to this study, 2019



To answer the question of how well the membership domains of the social services trade unions and employer organisation fit in with the scope of social services, here defined by NACE codes 87 and 88, the sector-relatedness of the social services trade unions is assessed in Table 38 and for the employer organisations in Table 41. The overlap with the LRG sector is assessed in Table 39.

## National trade unions in social services

There are 168 trade unions listed in Table 37, 162 in the EU and 6 in the UK. Of these 1, there are 76 social services trade unions marked with a blue background (71 in 24 Member States + 5 in the UK) that meet the methodological criteria to be included in the LRG study (Table 8). This indicates that those trade unions also appear in Table 8 with the LRG sector-related trade unions. These 76 trade unions (44%) represent the trade union overlap between social services and the LRG sector in 24 EU Member States and the UK. The remaining 96 social services trade unions (95 in the EU27 and 1 in the UK), are thus trade unions that are limited to the non-public sector part of social services and do not appear as LRG sector trade unions in Chapter 2.

Table 37: List of all 168 EU (+ 6 UK) social service-related trade unions, 2019

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining			
										87	88				SEB	MEB		
										<b>AT</b>	GPA-djp							
	Yunion																	
	GÖD <sup>a</sup>																	
	Vida																	
<b>BE</b>	CNE-Non-Marchand																	
	ACLVB (CGSLB)																	
	ACV-OD/CSC SP																	
	ACOD-CGSP																	
	BBTK-SETCa																	
	LBC-NVK																	
	VSOA LRB																	
<b>BG</b>	FITUGO																	
	FTUHCS																	
	BUT																	
	TUEA Podkrepa																	
	MF 'Podkrepa'																	
	ITTU																	

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)			Collective bargaining			
										87	88	Public	For profit	Non-profit	SEB	MEB
	ITUFCTCS															
CY	OHO SEK															
	OYIK-SEK															
	PASYEK-PEO															
	SEBETTYK-PEO															
	BASS and KTAMS <sup>b</sup>															
CZ	OSZSP CR															
	UZO														Not yet <sup>c</sup>	
DE	GÖD															
	ver.di															
	GEW															
	dbb															
	DHV															
DK	OAO															
	FOA															
	DSR/DNO															
	DM (Dansk Metal)															
	BUPL															
	HK Kommunal															
	IDA															
	DS															
	SL															
	3F															
EE	ROTAL															
	EOL															
EL	POE OTA															
	OSYAPE															
	ADEDY (POEDIN)															
	OSNIE															
	OKANA															
	KETHEA															

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
											Union of Employees in Centres for Prevention of Addictions and Promotion of Psychosocial health					
	Trade Union of the Workers at Private Day Centre of Athens and Piraeus Area															
	ALLILEGYI															
ES	FSC CC OO															
	FSS-CCOO															
	CCOO Construcciones y Servicios (home care)															
	CCOO Servicios (NGOs)															
	FeSP-UGT															
	CSI-CSIF															
FI	SuPer															
	JHL															
	Tehy															
	OAJ															
	Jyty															
	ERTO															
	Talentia															
	Finnish Psychological Association															
	PRO															
	PAU <sup>d</sup>															
FR	CFDT PSTE															
	CGT Services Publics															

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
	CFDT Santé															
	CFDT-INTERCO															
	CGT Santé Action Sociale															
	FNOS-CGT															
	FNAS-FO															
	UNSA Santé et Sociaux															
	UNSA Territoriaux															
	FGAF (SDATT)															
	FA FPT															
	FNACT CFTC															
	Sud Santé Sociaux															
	Sud Solidaires															
	FP CFE-CGC															
	FO Cadres															
	FEC FO															
	F3C-CFDT															
	UNS-FO (section of FPSPSS) <sup>e</sup>															
HR	Novi Sindikat <sup>f</sup>															
	SZDSSH															
	SDLSN															
	SSZSSH															
HU	BDDSZ															
	MKKSZ															
	SZTDSZ															
	HVDSZ 2000															
IE	INMO															
	SIPTU															
	Fórsa															
	PNA															
IT	CONFSAL															

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
	FP CGIL	Orange			Orange	Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	FP CSIL	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	FPL UIL	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	FILSCAM CGIL <sup>g</sup>	Grey			Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey
	FIST CISL		Orange		Orange	Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	UILTUCS UIL		Orange			Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	CISAL			Yellow		Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
LT	LVTPS	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LVPPF	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LSPTDPS					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LSIDPS					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LSDPS Solidarumas					Purple	Purple	Purple	Purple	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LPSDPS	Orange	Orange			Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LSADPS	Orange				Purple	Purple	Purple	Purple	Light Green	Light Green	Dark Green	Dark Green	Dark Green		
LU	OGB-L SP	Orange	Orange			Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	LCGB					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
LV	LVSADA	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	LĀADA <sup>h</sup>	Grey	Grey	Orange	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey
	LVIPUFDA			Orange		Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
MT	UHM			Yellow		Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	GWU	Orange	Orange			Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	X
	MUMN					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
NL	FNV Zorg & Welzijn	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	NU'91	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	CNV Zorg & Welzijn <sup>i</sup>			Orange		Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	FBZ					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	De UNIE					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	NCF			Orange		Purple	Purple	Purple	Purple	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
PL	SKPPS NZZ					Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green	Blue	Blue
	FZZPOZIPS OPZZ	Orange				Dark Green	Dark Green	Dark Green	Dark Green	Light Green	Light Green	Dark Green	Dark Green	Dark Green		Blue
	OZZPip FZZ <sup>j</sup>	Grey				Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
	Konfederacja Pracy															
PT	SINTAP															
	STAL															
	STE															
	STAD															
	SITese															
	FNE															
	FNSTFPS															
	STSSSS															
	SEP <sup>k</sup>															
	STSS															
	SNAS															
	CESP															
RO	CNS Meridian															
	SANITAS															
	COLUMNNA															
	PUBLISIND															
	HIPOCRAT <sup>l</sup>															
	FNS PRO ASIST															
	FSAPH															
SE	Akademikerförbundet SSR															
	Kommunal															
	Vision															
	Sveriges Arbetsterapeuter															
	Värdförbundet															
	Ledarna															
	Läkarförbundet															
	Unionen															
	ST															
	SEKO <sup>m</sup>															
SI	SZS Pergam															

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
	SZSVS															
	SZSSS															
	SINCE 07 <sup>n</sup>															
SK	SOZ ZaSS															
	SLOVES															
<b>Total no. of trade unions for all EU27 = 162</b>		76 +2	34	12 (+ 6 indirect) = 18	12	100	120	120	115	136	148	122	78	80	85	114
<b>Percentage (%)</b>		48	21	11	7	60	71	71	68	81	88	73	46	48	51	68
<b>No. of Member States = 27</b>		27	19	9 (+ 2 indirect)	7	27	27	27	26	27	27	27	20	21	24	24
<b>Total no. of blue trade unions = 72</b>		45	6	8 (+ 4 indirect) = 12	8	49	56	57	52	65	68	65	34	38	43	53
<b>Percentage of the total number of 162 (%)</b>		28	4	7	5	29	33	34	31	39	7	39	20	23	26	32
<b>No. of Member States with blue trade unions = 24</b>		20	5	9 (+ 2 indirect)	4	23	23	22	21	21	23	23	13	15	18	17
UK	GMB															
	RCM															
	RCN															
	SWU															
	Unison															
	Unite															
<b>Total EU27 and UK = 168</b>		83	36	12 + 6 indirect (18 total)	12	106	125	125	120	141	154	128	83	84	88	117

**Notes:** The social services trade unions marked **blue** also cover the LRG sector (Table 8); **purple** cells indicate that information is not available; and the trade unions marked **grey** do not meet the methodological criteria for inclusion. Colour codes: The cells marked **orange** relate to the European affiliation of the national organisation; those marked **green** relate to the part of social services organised. The NACE code coverage is marked in **light green**, while the target groups covered and the public–private parts are marked in **dark green**. The **dark blue** (in the columns on the right of the table) indicates involvement in collective bargaining. Where parts of the sector are marked **yellow** instead of green, it means that the membership domain covers only part of the sector, not its entirety. EPSU has another five affiliated LRG trade unions that may also have members in social services. As this could not be confirmed by EPSU, the following five are not included in the table: FPSPSS-FO (FO Territoriaux) (FR), UNAS Territoriaux (FR), SDLSN (HR), Fysoterapeuterna (SE), ALACE (UK). <sup>a</sup> The Austrian trade union GÖD has a Christian section, FCG (<https://goedfcg.at/>), and a social democratic section, FSG ([www.fsggoed.at](http://www.fsggoed.at)). The Christian section, FCG, is affiliated to CESI (via Eurofedop), while the social democratic section, FSG, is affiliated to EPSU. GÖD FCG is the largest part of GÖD in the LRG sector. In this study GÖD is considered a single organisation. Besides, it is worth noting that GÖD is involved in informal but de facto collective bargaining. <sup>b</sup> BASS was included as a UNI Europa member organisation for Cyprus, but as it is only active in the occupied territory, it cannot be included here in the scope of this study. KTAMS is a member of EPSU from norther Cyprus. <sup>c</sup> UZO reported that it has only been organising social services employees since 2018 and that it is preparing for collective bargaining negotiations in the near future. UZO is affiliated to UNI Europa. <sup>d</sup> PAU has about 100 trade union members in the Finnish national mail company, Posti, which provides food deliveries as a kind of support service for childcare activities and social services for older people. In the scope of this study it has been questioned whether these trade union members are related to social services, but as PAU is affiliated to UNI Europa, also as a social services trade union, it is included in this study. <sup>e</sup> Fédération FO des Personnels des Services Publics et des Services de Santé (FPSPSS) has several branches, of which FO Territoriaux appeared in the LRG part of this report, and FO Santé. Within FO Santé, UNSFO is the trade union organising the private sector part of social services, and all profit and not-for-profit social and healthcare services. It is FPSPSS that is affiliated to UNI Europa, but in practice it is UNSFO that is active in its social services activities. <sup>f</sup> Novi Sindikat has been a new affiliate of UNI Europa in Croatia since October 2020. At the time of writing, no information concerning its sector-relatedness was available. <sup>g</sup> According to the national correspondent, this trade union, which is affiliated to UNI Europa, has no members in the sector and does not conduct sector-related collective bargaining. Thus, it is not included in the study because it does not meet the methodological criteria for inclusion. <sup>h</sup> LĀADA members are nurses, paramedics (assistants), laboratory assistants, midwives, nursing assistants – people with a nursing school education. The members of this trade union are part of the hospital sector, and not in social services. <sup>i</sup> It is indirectly affiliated to CESI via CNV Connectief. <sup>j</sup> This trade union cannot be included in the scope of this study because it does not meet the methodological criteria (being involved in sector-related collective bargaining and affiliated to a European trade union). According to the national correspondent, the Congress of Polish Nurse and Midwives Trade Union took a decision to join EPSU in June 2017, but still needs to formally do so. <sup>k</sup> According to the national correspondent, SEP is ‘not (yet) member of EPSU, but very regular contact’. <sup>l</sup> Since January 2020, HIPOCRAT is also affiliated to UNI Europa for its social services members. <sup>m</sup> SEKO’s affiliation to UNI Europa is on the basis of 79 trade union members in social services. These members are mainly employed in the Swedish social insurance agency and some are employed as rescue workers at regional airports. All SEKO members in LRG are reported as members in EPSU. <sup>n</sup> According to the national correspondent, this trade union is affiliated to UNI Europa through the trade union SZS Pergam in the sector ‘graphical and packaging’ and not in the social services sector.

**Source:** Network of Eurofound Correspondents’ national contributions to this study, 2019

Of the 168 social services trade unions listed in Table 37 (in the EU27 and the UK), there are 120 (71%) that are affiliated to a European social partner organisation – if we consider only EPSU, UNI Europa and CESI (including indirect affiliations in the case of CESI). There are



another 13 trade unions organising social services employees that are affiliated to other European associations. In Table 37, the left-hand columns indicate membership (direct membership in orange and indirect membership in yellow) of the different European organisations. A more detailed overview of these trade unions and their European affiliations, can be found in Chapter 6: in tables 42 and 43 for the member organisations of EPSU, tables 44 and 45 for UNI Europa, Table 46 for CESI and Table 47 for the trade unions affiliated to other European associations.

The far right columns in Table 37 indicate the involvement in collective bargaining of the different social services trade unions. There are 125 trade unions involved in collective bargaining (EU27), of which 76 trade unions are involved in both single- and multi-employer bargaining; 40 trade unions are only involved in multi-employer bargaining (34 in the EU27 and 3 in the UK); and 12 trade unions are only involved in single-employer bargaining. In Denmark, Luxembourg and Sweden, trade unions only conduct multi-employer bargaining. In Czechia, Estonia and Hungary, trade unions are only involved in single-employer bargaining.

In the EU27, there are 32 social services trade unions that are not involved in collective bargaining (this figure includes seven trade unions for which information is not available). It is worth stressing that all of them except seven trade unions (in Cyprus (1), France (1) and Greece (5)) are affiliated to a European trade union (EPSU, UNI Europa or CESI) and, accordingly, meet the methodological criteria for inclusion in the study. With regard to these seven, it should be noted that in the case of SEBETTYK-PEO and PASYEK-PEO (Cyprus) and the five trade unions in Greece, they are included because they have been involved in recent years in sector-related collective bargaining. With regard to Sud Solidaires in France, it is included in the study because, although it is not involved in collective bargaining in the 'strict sense' (genuine collective bargaining does not take place in the public sector in France), it is entitled to participate in negotiations on the working conditions of public employees.

Of all the trade unions in Table 37, 73% cover the public sector part of social services, and about half of them cover the private sector part (46% profit and 48% non-profit). In terms of the different types of social services there is some variation in coverage.<sup>21</sup>

- Childcare activities are covered by 100 trade unions (57%) in 27 Member States, of which there are 49 trade unions (29%) that also organise LRG employees (in 23 Member States).
- Care and support for older people is organised by 120 trade unions (71%) in all 27 Member States, of which there are 56 trade unions (33%) that also organise LRG employees (in 23 Member States).

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<sup>21</sup> In October 2020, several trade unions affiliated to EPSU were added to the list of trade unions included in Table 37. As there was no information on the sector-relatedness of these trade unions, they were not taken into consideration in the following calculations.

- Care and support for people with a disability is organised by 120 trade unions (71%) in 27 Member States, of which there are 57 trade unions (34%) that also organise LRG employees (in 22 Member States).
- Mental health care and support for homeless people is organised by 115 trade unions (68%) in 26 Member States, of which there are 52 trade unions (31%) that also organise LRG employees (in 21 Member States).

Between the coverage of unions with respect to residential (NACE 87) and non-residential (NACE 88) social services, the variation is also limited.

- Residential social services employees are organised by 136 trade unions (81%) in 27 Member States, of which there are 65 trade unions (39%) that also organise LRG employees (in 21 Member States).
- Non-residential social work employees are organised by 148 trade unions (88%) in 27 Member States, of which there are 68 trade unions (7%) that also organise LRG employees (in 23 Member States).

There are 122 (73%) of the 168 social services trade unions that have members in the public sector social services in 27 Member States, of which 65 also cover LRG employees (39%) in 23 Member States. For the 'for-profit' social services there are 78 trade unions (46%) of which there are 34 (20%) in 13 Member States that also cover LRG employees. For the 'not-for-profit' social services there are 80 trade unions (48%) of which there are 38 (23%) in 15 Member States that also cover LRG employees.

Looking at the different types of sector-relatedness (Figure 10 and Table 38), there is no single trade union that is congruent to social services activities among the 145 trade unions for which this information is available in the EU27 (for 13 there is no information available).

- There are 39 trade unions (22%) in 16 Member States that cover all social services activities (23%), but they also organise employees in other sectors (overlap). Of them, there are 13 trade unions in 9 Member States that also organise LRG employees.
- There are 93 trade unions (53%) in 22 Member States that organise employees in only some social services activities, while they also have members in other sectors (sectional overlap). Of these, there are 40 trade unions in 15 Member States that also organise LRG employees.
- There are 14 trade unions (8%) in 7 Member States that cover only some social services (sectionalism). Of these, there are 6 trade unions in 3 Member States that also organise LRG employees.

Membership domain patterns consider sectoral activity coverage, the type of occupations trade unions aim to represent, as well as the territorial coverage. Thus, a trade union that covers all of the sectoral activities can have a sectionalism or sectionalism-overlap domain if it only represents certain worker categories or is only active in some regions. This is, for instance, the case for SZTDSZ in Hungary, which covers all of the activities but is not active in all of the country's regions (this is why it has a sectionalism domain).

Considering the trade unions with an ‘overlap’ and ‘sectional overlap’ membership domain together results in 132 social services trade unions (90% from those trade unions for which information is available) in 27 EU Member States. Table 38 presents the membership domains for 145 of the social services trade unions, for which this information is available (+ 6 trade unions in the UK).

Table 38: Sector-relatedness of social services trade unions, 2019

	Congruence	Overlap	Sectional overlap	Sectionalism
	Covering all social services employees			
		Covering also other sectors		
AT			GPA-djp, Younion, GÖD, Vida	
BE		ACLVB/CGSLB	CNE-Non-Marchand, ACV OD/CSC SP, ACOD-GCSP, BBTk-SETCa, LBC-NVK, VSOA LRB	
BG			FITUGO, FTUHCS, BUT, ITUFRCTS, TUEA Podkrepa, MF ‘Podkrepa’, ITTU	
CY		OYIK-SEK, PASYEK-PEO		
CZ			OSZSP CR	
DE		ver.di	GEW, dbb, DHV, GÖD	
DK		OAo	FOA, DSR, DM, IDA, DS, SL, HK-Kommunal	BUPL
EE			EÖL, ROTAL	
EL			POEDIN, OSNIE, ALLILEGYI	OKANA, KETHEA +2 <sup>a</sup>
ES		FSS-CCOO FeSP-UGT		
FI			SuPer, JHL, Tehy, OAJ, Jyty, ERTO, Talentia, Finnish Psychological Association, PRO, PAU	
FR		CFDT Santé Sociaux, CGT Santé Action Sociale, FNAS-FO	CFDT-INTERCO, FNOS-CGT, CGT Services Publics, UNSA Santé et Sociaux, FGAF, UNSA Territoriaux, Sud Santé Sociaux, Sud Solidaires, FP CFE-CGC, FO Cadres, FEC-FO, F3C-CFDT, UNS-FO	
HR		SZDSSH, SSZSSH	SDLSN	
HU		BDDSZ	MKKSZ, HVDSZ 2000	SZTDSZ
IE		SIPTU	INMO, Fórsa, PNA	
IT		FP-CGIL, FP-CISL, FPL-UIL, UILTUCS UIL, CISAL	FIST-CISL	
LT			LVTPS, LVPPF, LPSDPS, LSADPS	LSTDPS, LSiDPS, LSDPS ‘Solidarumas’
LU		OGB-L SP, LCGB		
LV		LVSADA, LĀADA, LVIPUFDA		
MT		UHM, GWU, MUMN		
NL		FNV Zorg & Welzijn, NU’91, CNV Zorg & Welzijn, FBZ	De Unie, NCF	
PL			FZZPOZIPS OPZZ	SKPPS NSZZ ‘Solidarność’, Konfederacja Pracy

PT		SINTAP, STAL, SITESE, STSSS, STSS, CESP	STE, SINDELCO, STAD, FNE, FNSTFPS, SEP, SNAS	
RO		CNS Meridian	SANITAS, COLUMNA, PUBLISIND, HIPOCRAT	FNS PRO ASIST, FSASPH
SE			Akademikerförbundet SSR, Kommunal, Vision, Sveriges Arbetsterapeuter, Vårdförbundet, Ledarna, Läkareförbundet	
SI		SZSSS	SZSVS	SINCE 07
SK			SOZ ZaSS, SLOVES	
EU	0	Trade unions: 39/16 Member States: 18/11	Trade unions: 93/41 Member States: 20/15	Trade unions: 14/6 Member States: 7/3
UK			RCM, GMB, RCN, Unison, Unite	SWU

**Notes:** Trade unions highlighted blue also cover LRG employees (Table 8).<sup>a</sup> The two other Greek trade unions (without an abbreviation) in the 'sectionalism' category are: (1) Somateio Ergazoménon sta Kéntra Prólipsis ton Exartíseon kai Proagógis tis Psychokoinonikís Ygeías and (2) Somatio Ergazomenon stous Pedikous Stathmous Periohis Athinon, Pireos kai Perihoron.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## National employer organisations in social services

There are 117 social services employer organisations, 113 in 26 EU Member States (all except Malta) and 4 in the UK, that meet the methodological criteria for inclusion in this study (6 in total in the UK). No employer organisation was identified for Malta. There are 7 business associations in the EU27 (and 11 in the UK), marked in red in Table 40, that are neither involved in collective bargaining nor affiliated to any relevant European sectoral association and, accordingly, do not meet the criteria for being counted in the study. In addition, some organisations are marked in yellow in Table 40. This applies to organisations that are sector related but are not affiliated to any relevant European employer association. In these cases, information on their involvement in collective bargaining was not available. Until we can confirm that they meet the methodological criteria for inclusion (being sector related and involved in sector-related collective bargaining), we consider that they fall outside the scope of this study. In the UK, the study identified 15 such organisations. Of these, 12 are business associations that do not meet the methodological criteria for inclusion in the study; thus, only three employer organisations are counted for the UK.

Of the 117 social services employer organisations (113 in 26 Member States + 4 in the UK), there are 45 marked blue (42 in 15 Member States and 3 in the UK) in Table 40, which indicates that they also appear in Table 12 with the LRG sector-related employer organisations. These 42 employer organisations (in the EU) represent the overlap in employers between the social services and LRG sectors, in 15 EU Member States. The remaining social services employer organisations are unique social services employers that do not appear as LRG employer organisations in Chapter 2. An overview of these figures is provided in Table 39.

**Table 39: Numbers of trade unions and employer organisations in the LRG and social services sectors, 2019**

	EU27	UK
<b>All social services trade unions</b>	168 trade unions in 27 Member States	6
<b>Social services trade unions also covering LRG employees (marked blue in Table 40)</b>	71 trade unions in 24 Member States	5
<b>Proportion of social services trade unions also covering LRG employees</b>	42%	
<b>All social services employer organisations</b>	113 organisations in 26 Member States	4
<b>Social services employer organisations also covering LRG employers (marked blue in Table 40)</b>	23 in 15 Member States	3
<b>Proportion of social services employer organisations also covering LRG employers</b>	20%	

Of the 113 social services (EU27) employer organisations that meet the methodological criteria for inclusion in the study (involved in collective bargaining and affiliated to Social Employers, CEEP or CEMR), 60 are directly affiliated to a European association. There are 94 employer organisations involved in collective bargaining (83%) in 21 Member States (for EU27): 5 are involved in both multi- and single-employer bargaining; 83 are exclusively involved in multi-employer bargaining; and 6 are only involved in single-employer bargaining. Of the 113 (EU27) organisations included in Table 40 that meet the methodological criteria, there are 19 not involved in collective bargaining. These are affiliated to Social Employers, CEMR or CEEP and included on the basis of their European affiliation.

Table 40 also includes LRG employer organisations marked in grey, which were indicated as also covering NACE codes 87 and 88, but, having checked whether they also covered employers in social services, this was not confirmed. Therefore they are kept in the table but marked grey, which indicates that, based on the information available, they are not related to social services activities.

**Table 40: Characteristics of social services sector-related employer organisations, 2019**

	Employer organisation	Social Employers affiliated	CEEP affiliated	CEMR affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non-profit	Collective bargaining	
										87	88				SEB	ME B
AT	SWÖ <sup>a</sup>	Yellow				Green	Green	Green	Green	Green	Green		Green	Green		Blue
	AGV					Green	Green	Green	Green	Green	Green		Green	Green		Blue
	ADO				Yellow	Green	Green	Green	Green	Green	Green		Green	Green		Blue
	BARS	Yellow				Green	Green	Green	Green	Green	Green		Green	Green		Blue
	Caritas					Green	Green	Green	Green	Green	Green		Green	Green		Blue
	OKAPEB					Green	Green	Green	Green	Green	Green		Green	Green		Blue
	DV					Green	Green	Green	Green	Green	Green		Green	Green		Blue





	Federsolidari eta- Confcooperat ive																
	UNEBA																
LT	LARG																
LU	COPAS																
	FEDAS																
	DLJ (EGMJ)																
	SYVICOL																
LV	LPS																
NL	ZorgThuisNL																
	VGN																
	ActiZ																
	Jeugdzorg NL																
	Sector Association for Child Care																
	Sociaal Werk																
MEE NL																	
PL	WRZOS																
	ZMP																
PT	SEAL																
	Government of the Azores																
	Regional Government of Madeira																
	CML																
	CM-Porto																
	ANMP																
	CNIS																
	UMP																
RO	FONSS																
SE	SALAR (SKR)																
	KFO																
	ALMEGA																
SI	ZMOS																
	SSZS																
SK	APSSvSR																
	ZMOS																
	ZPSSvSR																
	BBSK																
	BSK																
	KSK																
	NSK																
	PSK																
	TSK																
	TTSK																
	ŽSK																
EU	All 113 employer organisations +7 business associations in red	26 + 1 0 ind ire ct	10	17	18	63 56 %	86 76 %	85 75 %	69 61 %	100 88%	108 96%	54 48%	31 27%	77 68%	11 10%	88 78%	
	26 Member States	17	5	12	14	23	26	24	25	27	26	21	19	21	7	18	



	24 employer organisations also in LRG	2	5	15	5	10 16 %	9 10 %	10 12 %	9 13 %	24 24%	23 21%	22 41%	3 10%	4 5%	5 45%	9 10%
	15 Member States	1	3	11	5	8	9	9	8	15	15	15	3	4	2	8
UK	Care England															
	CFW															
	COSLA															
	ICHA															
	IHCP															
UK	LGA															
	NCA															
	NCF															
	NDNA															
	NHS Employers															
	RNHA															
	Scottish Care															
	UKHCA															
	London Councils															
	WLGA															

**Notes:** The social services employer organisations highlighted **blue** also cover the LRG sector (Table 8). Colour codes: The rows marked **grey** relate to organisations that are included in the LRG sector and that could also be operating as employers in (public) social services; however, based on the information available, this appears not to be the case. The cells marked **yellow** indicate that the given type of activities are only partly covered, while **green** (light or dark green) indicates that this type of activity is covered completely. There is no difference in meaning between light and dark **green**. **Yellow** in the columns regarding membership indicates indirect membership (in the case of Belgium this is via UNIPSO and VERSO), while orange indicates direct membership. The business associations marked **red** (employer associations that are not involved in collective bargaining) are also not affiliated to any sector-related European employer organisation. The dark blue cells on the right indicate involvement in collective bargaining. The umbrella associations marked **grey** are not specifically sector related and fall outside the scope of this study. In the middle of the table, the green cells relate to the part of social services that are organised. The NACE code coverage is marked in light green, while the target groups covered and the public private part are marked in dark green. <sup>a</sup> Indirectly affiliated to CEEP through its affiliation to VÖWG. <sup>b</sup> UNIPSO, affiliated to Social Employers, is an umbrella organisation representing employer organisations in the social services in Wallonia and the Wallonia-Brussels Federation: CODEF, Collectif SAPS, Croix rouge de Belgique FCSD, FASD, FEDOM, AMA, FEWASM, UFFIPRAH, ANCE, FISSAAJ, FIPE, FASS, EWETA, GASMAES, LNH, Santhea, FILE, FSMI, FCPS-FPF, UNESSA. It participates informally in collective bargaining on their behalf. <sup>c</sup> VERSO is an umbrella organisation representing member organisations in CEEP: SOVERVLAV and ZORNET-ICURO. It is not included in the scope of the study because it is not specifically sector related. <sup>d</sup> Foster care in families, no own residences. <sup>e</sup> UZS ČR is the largest social services employer organisation in Czechia. Caritas CR (NGO provider of social services) and Confederation of Social Services (Konfederace sociálních služeb) are both members of Unie zaměstnavatelských svazů ČR (UZS ČR). <sup>f</sup> SZGYF is the Hungarian Directorate General for Social Affairs and Child Protection, which is the big state employer in social services in Hungary. It is part of central government administration and not part of the LRG sector. SZGYF participates in a tripartite social services body called the Interest Reconciliation Forum in the Social Sector (SZÁÉF); '(maintainer)' indicates that the financing body (= maintainer) is not the same as the employer. Funds are allocated from the central state budget to the maintainer for certain services, which it then distributes to others, sometimes local authorities, to provide some social services. There is a trend towards centralisation in Hungary, away from the LRG sector, while more social services are being centralised. <sup>g</sup> In Italy some social services are the responsibility of and provided by municipalities, and for these activities ARAN operates as employer. Privately provided social services are represented as employers by the cooperatives and not by ARAN.

**Source:** Network of Eurofound Correspondents' contributions to this study, 2019

Of all the 113 social services employer organisations in Table 40 that meet the methodological criteria for inclusion in the study (EU27), there are 54 (48%) that cover the public sector part of social services, 31 (27%) the for-profit part and 77 (68%) the non-profit part. In terms of the different types of social services activities, there is some variation in coverage, as outlined below.

- Childcare activities are covered by 63 (56% of 113) employer organisations in 23 Member States, of which there are 10 employer organisations (16% of 63) that also organise LRG employers (in 8 Member States).
- Care and support for older people is organised by 86 (76%) employer organisations in 26 Member States, of which there are 9 employer organisations (10% of 86) that also organise LRG employers (in 9 Member States).
- Care and support for people with a disability is organised by 85 (75%) employer organisations in 24 Member States, of which there are 10 employer organisations (12%) that also organise LRG employers (in 9 Member States).
- Mental health care and support for homeless people is organised by 69 (61%) employer organisations in 25 Member States, of which there are 9 employer organisations (13%) that also organise LRG employees (in 8 Member States).

The variation between the coverage of residential (NACE 87) and non-residential (NACE 88) social services is also limited.

- Residential social services employers are organised by 100 employer organisations (88% of 113) in 27 Member States, of which there are 24 employer organisations (24% of 100) that also organise LRG employers (in 15 Member States).
- Non-residential social work employers are organised by 108 employer organisations (96%) in 25 Member States, of which there are 23 employer organisations (21% of 108) that also organise LRG employees (in 15 Member States).

Looking at the different types of sector-relatedness (Figure 10 and Table 41), there is also no employer organisation that is congruent to social services activities among the 88 employer organisations for which this information is available (there is no information available for 25 employer organisations):

- There are 51 employer organisations in 14 Member States that organise employers in only some social service activities (or only cover some type of companies), while they also have members in other sectors (sectional overlap). Of these, there are 4 employer organisations in 4 Member States that also organise LRG employers.
- There are 34 employer organisations in 14 Member States that cover only part of social services (sectionalism). Of these, there are 4 employer organisations in 3 Member States that also organise LRG employers.

Table 41: Sector-relatedness of employer organisations<sup>a</sup> for NGOs and private enterprises providing social services, 2019

Country	Congruence	Overlap	Sectional overlap	Sectionalism
	Covering all social services employers			
		Also covering other sectors		
AT			SWÖ, AGV, ADÖ, BARS, Caritas, OKAPEB, ÖRK, SOS-Kinderdörfer, ASBÖ	DV, Volkshilfe NÖ
BE		UNIPSO	SOM, CCV, MID, CBI, FASS, SOVERVLAGE, Santhea, ZORGNET-ICURO	ZORGGEZIND, FCSD, FSB, FEDOM, Vlaams welzijnsverbond, FSPF/PLAF, EWETA, FEBRAP, Groep Maatwerk, FILE
BG			HACO	
CY				
CZ	APSS ČR	UZS	Caritas CR	
DE				AGVP, AGV AWO, BVAP
DK				KL, Danish Regions
EE				
EL				PEMFI, PASIDIK
ES				LARES, AESTE, CEAP
FI			KT, HALI, AVAINTA	
FR			NEXEM, ELISFA, CNEA, FEHAP, SYNERPA	USB Domicile
HR			HUP-UZNRSS	
HU				SZGYF (maintainer)
IE			HSE	
IT			ARAN, Legacoop Sociali, AGCI, Federsolidarietà Confcooperative	UNEBA
LT				LARG
LU				COPAS, FEDAS, EGMJ
LV				
MT				
NL			ZorgThuisNL, MEE NL, Sociaal Werk Nederland	ActiZ, Jeugdzorg NL, VGN Brancheorganisaties Kinderopvang
PL				WRZOS
PT			CNIS, UMP	
RO			FONSS	
SE			SALAR, KFO, ALMEGA	
SI				SSZS
SK		APSSvSR	ZMOS, BBSK, BSK, KSK, NSK, PSK, TSK, TTSK, ŽSK	
Total EU			51 employer organisations in 14 Member States 4 employer organisations in 4 Member States	34 employer organisations in 14 Member States 4 employer organisations in 3 Member States
UK			LGA	WLGA

Notes: Employer organisations highlighted blue also cover LRG employers (Table 12). <sup>a</sup> Only those 92 employer organisations that meet the methodological criteria are included.

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

## 6. Representativeness of European organisations in social services

In this chapter, the representativeness of three European trade union organisations (EPSU, UNI Europa, CESI) and three European employer organisations (CEMR, CEEP, Social Employers) is assessed. Other European associations with some minor representativeness in social services are also identified.

### Representativeness of EPSU, UNI Europa and CESI

#### Representativeness of EPSU

Of the 170 social services trade unions that are either involved in collective bargaining or affiliated to a European social partner organisation in the EU27, there are 77 trade unions (47%) directly affiliated, and 3 indirectly affiliated to EPSU in 27 Member States plus 5 in the UK. In 26 Member States and the UK, EPSU has a direct member union, while in Slovenia its social service union, SZS Pergam, is indirectly rather than directly affiliated to EPSU via the confederation PERGAM. About half of the EPSU social services member unions (43 trade unions, 52% of the 77 directly affiliated EPSU member unions in 20 Member States), also organise LRG employees (the cells containing these trade unions are shaded blue in Table 42). These blue-shaded trade unions illustrate the overlap in EPSU's membership domain in the social services and LRG sectors.

EPSU has 61 affiliated social services trade unions that are involved in collective bargaining in 24 Member States. In 20 Member States EPSU has an affiliated social services trade union involved in multi-employer bargaining. In Czechia, Estonia, Greece, Hungary and Malta, there are EPSU member unions that are involved in single-employer bargaining only.

The EPSU membership domain is clearly strongest in the public part of social services. EPSU has 60 social services trade unions in 25 Member States covering the public part of social services. In contrast, there are 34 trade unions affiliated to EPSU covering the non-profit part (in 16 Member States), and 30 trade unions covering the for-profit part (in 13 Member States). In terms of the trade unions covering residential (NACE 87) and non-residential (NACE 88) social work, there is no significant difference.

Of the 77 social services trade unions directly affiliated to EPSU, there is detailed information for 69 of them on the social services activities they cover, resulting in the following numbers and proportions:

- 51 trade unions in 25 Member States that organise employees in childcare social services
- 60 trade unions in 27 Member States that organise employees in care and support for older people
- 62 trade unions in 26 Member States that organise employees in care and support for people with disabilities
- 57 trade unions in 24 Member States that organise employees in mental health care and support for homeless people

Table 42: Social services sector trade unions affiliated to EPSU, membership domain and participation in collective bargaining, 2019

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
AT	GPA-djp	■	■			■	■	■	■	■	■				■	■
	Younion	■				■	■	■	■	■	■				■	
	GÖD	■		■		■	■	■	■	■	■					
	Vida	■	■			■	■	■	■	■	■	■	■			■
BE	CNE-Non-Marchand	■	■			■	■	■	■	■	■			■	■	■
	ACV-OD (CSC-SP)	■				■	■	■	■	■	■				■	■
	ACOD (CGSP)	■				■	■	■	■	■	■				■	■
	BBTK (SETCa)	■	■			■	■	■	■	■	■			■	■	■
	LBC-NVK	■	■			■	■	■	■	■	■			■	■	■
BG	FTUHCS	■				■	■	■	■	■	■				■	■
	MF 'Podkrepa'	■				■	■	■	■	■	■				■	■
CY	OHO SEK	■				■	■	■	■	■	■					
CZ	OSZSP ČR	■				■	■	■	■	■	■	■	■		■	
DE	ver.di	■				■	■	■	■	■	■	■	■		■	■
DK	DM	■	■			■	■	■	■	■	■					
	OAO	■				■	■	■	■	■	■					■
	FOA	■				■	■	■	■	■	■					■
	DSR/DNO	■				■	■	■	■	■	■	■				
	HK Kommunal	■				■	■	■	■	■	■					■
	DS	■				■	■	■	■	■	■	■				■
	SL	■				■	■	■	■	■	■	■				■
	3F	■				■	■	■	■	■	■	■				■
EE	ROTAL	■				■	■	■	■	■	■	■			■	
EL	POE OTA (Adedy)	■				■	■	■	■	■	■					
	OSYAPE (Adedy)	■				■	■	■	■	■	■					
	ADEDY (POEDIN)	■				■	■	■	■	■	■				■	
ES	FSC CCOO	■				■	■	■	■	■	■					

	FSS-CCOO																				
	FeSP-UGT																				
	CCOO Construccion es y Servicios (home care)																				
<b>FI</b>	SuPer																				
	JHL																				
	Tehy																				
	Jyty																				
	PRO																				
<b>FR</b>	CFDT PSTE																				
	CFDT Santé																				
	CFDT- INTERCO																				
	CGT Santé Action Sociale																				
	FNOS-CGT																				
	CGT Services Publics																				
	FNAS-FO																				
	UNSA Santé et Sociaux																				
	UNSA Territoriaux																				
<b>HR</b>	SDLSN																				
<b>HU</b>	BDDSZ																				
	HVDSZ 2000																				
<b>IE</b>	INMO																				
	SIPTU																				
	Fórsa																				
<b>IT</b>	FP-CGIL																				
	FP-CSIL																				
	FPL-UIL																				
<b>LT</b>	LVTPS																				
	LVPPF																				
	LPSDPS																				
	LSADPS																				
<b>LU</b>	OGB-L SP																				
<b>LV</b>	LVSADA																				
<b>MT</b>	GWU																				
<b>NL</b>	FNV Zorg & Welzijn																				



indirect membership of a European association. In the middle of the table, the cells marked green relate to the part of social services organised. The NACE code coverage is marked in light green, while the target groups covered and the public-private part are marked in dark green. Cells related to domain coverage marked yellow indicate that the organisation covers those activities only partly, not entirely. Blue (in the columns on the right in the table) indicates involvement in collective bargaining. EPSU has another 10 affiliated LRG trade unions that may also have members in social services. As this could not be confirmed by EPSU, the following 10 are not included in the table above: OHO-SEK (CY), HK Kommunal (DK), FeSP-UGT (ES), FSC-CCOO (ES), FPSPSS FO (FO Territoriaux; FR), UNAS Territoriaux (FR), SDLSN (HR), LAKRS (LV), Fysoterapeuterna (SE), ALACE (UK).

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

In Table 42, no distinction was made between the organisational density rate of trade unions (Table A7 in Annex 2). The table below assesses whether the largest and second-largest trade unions, in terms of their organisational density and the national correspondents' expert assessment, are affiliated to EPSU. The columns marked green in Table 43 indicate whether all types of employees in social services are represented by the EPSU member organisations. Finally, the two columns on the right indicate whether there are any social services trade unions that are not affiliated to EPSU.

Table 43 illustrates that the social services trade union with the largest trade union density is affiliated to EPSU in 21 Member States and that the second-largest one is affiliated to EPSU in 11 EU Member States.

Table 43: Extent of representativeness of social services trade unions affiliated to EPSU, 2019

	Is the most important trade union affiliated to EPSU?	Which trade union is this?	Is the second-largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	What is the proportion of members in social services covered by these trade unions?
AT	Yes	GPA-djp	Yes	Vida or GÖD or Yunion <sup>a</sup>	Yes		No <sup>b</sup>	The FCG part of GÖD is a member of CESI
BE	Yes	ACV OD/ CSC SP	Yes	ABVV-FGTB	Yes		No	
BG	No	BUT	Yes	FTUHCS	No	Most of the employees in residential care activities and some employees in social work activities without accommodation	Yes	The first and the third largest are not affiliated to EPSU
CY	No	PASYEK-PEO	No	OYIK-SEK	OHO SEK			
CZ	Yes	OSZSP ČR	No	UZO	Yes		Yes	OSZPS has the strongest membership in the sector; membership of



	Is the most important trade union affiliated to EPSU?	Which trade union is this?	Is the second-largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	What is the proportion of members in social services covered by these trade unions?
								UZO is very small in social services
DE	Yes	ver.di	No	GEW, dbb, DHV and GÖD (no data on membership available)	Yes		Yes, dbb and DHV are members of CESI and GÖD is indirectly affiliated to CESI	Compared with ver.di they are less strong in membership
DK	Yes	FOA	Yes (except for child and youth educators)	SL	Yes		Yes (BUPL)	It has a strong membership in child and youth educators
EE	Probably yes	ROTAL	No	EÖL	Yes		Yes	It is also strong in its membership
EL	Yes	ADEDY (POEDIN)	No	OSNIE	Yes		Yes	OSNIE has a similar membership to ADEDY; the remaining sectoral trade unions are smaller in social services
ES	Yes	FSS-CCOO	Yes	FES-UGT	Yes		Yes, three branches of CCOO are only members of UNI Europa; CSI-CSIF is affiliated to CESI	It is not clear if FSS-CCOO is the largest branch of CCOO in social services
FI	Yes	SuPer	Yes	JHL	Yes	Some white-collar specialised employees	Yes	Smaller; they are often specialised unions representing a special occupation/professional group
FR	Yes	CFDT Santé Sociaux	Yes	CGT	Yes		Yes, FP CFE-CGC, FNACT-CFTC and FA-FPT are members of CESI	Smaller in social services, but together they have a significant membership domain in social services
HR	No	SZDSSH	No	SSZSSH	No	Employees in care for people with a disability and needing	Yes	SDLSN is a member of EPSU

	Is the most important trade union affiliated to EPSU?	Which trade union is this?	Is the second-largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	What is the proportion of members in social services covered by these trade unions?
						mental health care		
HU	Yes	BDDSZ <sup>c</sup> (or SZTDSZ)	No	SZTDSZ <sup>d</sup>	No	Only mental health care (not 87.20)	Yes, MKKSZ is a member of CESI	Second-largest SZTDSZ not covered
IE	Yes	SIPTU	Yes	Fórsa and INMO	Yes		Possibly the PNA	Less strong in social services
IT	Yes	FP-CGIL	Yes	FP-CISL and FPL-UIIL	Yes		Yes, CISAL and CONFASAL are members of CESI	They are relevant but less strong in social services
LT	Yes	LVPPF	No	LSPTDPS	Yes		Yes	Smaller in social services
LU	Yes	OGB-L SP	No	LCGB	Yes		Yes	Smaller in social services
LV	Yes	LVSADA	No	LVIPUFDA is a member of CESI	No		Yes	
MT	Yes	GWU	No	UHM is a member of CESI	No	No representation in the childcare subsector	Yes, UHM is a member of CESI via Eurofedop	Second-largest not covered
NL	Yes	FNV	No	CNV Overheid/CNV Zorg & Welzijn is affiliated to CESI	Yes		Yes, CNV Overheid/CNV Zorg & Welzijn and NCF are members of CESI	Second-largest not covered
PL	No	SKPPS NSZZ 'Solidarności'	No	PFZPSIPS	No	No representation in for-profit and not-for-profit parts of the social services sector	Yes	Largest trade unions in social services not covered
PT	No	FNSTFPS	No	CESP	Yes		Yes	Largest trade unions not covered
RO	Yes	COLUMN A	Yes	SANITAS	Yes		Yes, CSN Meridian is a member of CESI	They are medium or small-sized trade unions in social services
SE	Yes	Kommunal	Yes	Akademikerförbundet SSR	Yes		Yes	They are large trade unions, but not that strong in their membership

	Is the most important trade union affiliated to EPSU?	Which trade union is this?	Is the second-largest trade union affiliated to EPSU?	Which trade union is this?	Do the member unions of EPSU in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to EPSU?	What is the proportion of members in social services covered by these trade unions?
								compared with the others
SI	No	SZSVS	No	SINCE 07 (EPSU affiliated by means of cross-sectoral trade union SZS Pergam)	PERGAM			
SK	Yes	SOZ ZaSS	No	SLOVES is a member of CESI via Eurofedop	Yes		Yes, SLOVES	Second-largest not covered
EU total	21		11		20		20	
UK	Yes	Unison	Yes	GMB	Yes		Yes	Relatively small in social services

**Notes:** Trade unions highlighted blue also cover LRG employees (Table 8).<sup>a</sup> All three trade unions are affiliated to EPSU. Younion claims to be the second-largest trade union in social services in Austria with 7,100 social services employees affiliated to it. <sup>b</sup> Only the FSG part of GÖD is affiliated to EPSU, but GÖD is considered as one trade union in this report. <sup>c</sup> BDDSZ claims to be the largest social services trade union in Hungary and is affiliated to EPSU. <sup>d</sup> SZTDSZ is the largest trade union, with most members in social services depending on the LRG sector. It also claims to be the largest trade union for all social services, but BDDSZ disagrees. The number of BDDSZ members reported for all social services is higher, even though there is disagreement on which trade union is the largest, and the second-largest, in social services in Hungary.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

To conclude, in terms of representativeness in social services, EPSU has affiliated trade unions in 27 Member States (and the UK). The trade unions affiliated to EPSU cover all social services activities in 18 Member States.

In 21 Member States the largest social services trade union is affiliated to EPSU. The countries where this is not the case are Bulgaria, Croatia, Cyprus, Poland, Portugal and Slovenia. In addition, there are 11 Member States where the second-largest trade union in social services is affiliated to EPSU.

## Representativeness of UNI Europa

Of the 158 social services trade unions that are either involved in collective bargaining or affiliated to a European social partner organisation in the EU27, there are 33 trade unions (20%) affiliated to UNI Europa in 19 Member States (EU27). One-sixth of them (five trade unions in five Member States) also organise LRG employees (these trade unions have a blue background in Table 44).

The seven EU Member States in which UNI Europa does not have an affiliated social services trade union are Bulgaria, Estonia, Germany, Greece, Latvia, the Netherlands, Slovakia and Slovenia. In Slovenia, the trade union SINCE 07 is affiliated to UNI Europa through the trade union SZS Pergam. However, affiliation is in the sector 'graphical and packaging', not in the social services sector. UNI

Europa has 18 affiliated social services trade unions (in 12 different Member States) that are not members of EPSU.

UNI Europa has 28 affiliated social services trade unions that are involved in collective bargaining in 17 Member States. Members from Czechia and Poland are not involved in sector-related collective bargaining. In 15 Member States, UNI Europa has an affiliated social services trade union that takes part in multi-employer bargaining. In Hungary and Malta, there are UNI Europa member unions that are involved in single-employer bargaining only.

The UNI Europa membership domain is slightly stronger in the non-profit part of social services. UNI Europa has 20 social services trade unions in 13 Member States covering the non-profit part of social services. There are 16 trade unions affiliated to UNI Europa covering the for-profit part (in 13 Member States) and 15 trade unions covering the public part (in 16 Member States). In terms of the trade unions covering residential (NACE 87) and non-residential (NACE 88) social work, there are 25 covering the residential part and 29 covering the non-residential part.

Of the 33 social services trade unions affiliated to UNI Europa, there are:

- 19 trade unions in 13 Member States that organise employees in childcare
- 26 trade unions in 17 Member States that organise employees in care and support for older people
- 25 trade unions in 17 Member States that organise employees in care and support for people with a disability
- 25 trade unions in 15 Member States that organise employees in mental health care and support for homeless

Table 44: Characteristics of social services trade unions affiliated to UNI Europa, 2019

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining		
										87	88				SEB	MEB	
										AT	GPA-djp						
	Vida																
BE	CNE-Non-Marchand																
	ACLVB (CGSLB)																
	BBTK-SETCa																
	LBC-NVK																
CY	OYIK-SEK																
CZ	UZO																
DK	DM																
	IDA																
ES	FeSP-UGT																

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining					
										87	88				SEB	MEB				
	CCOO Construcciones y Servicios (home care)																			
	CCOO Servicios (NGOs)																			
FI	PRO																			
	PAU <sup>a</sup>																			
FR	FO Cadres																			
	FEC-FO																			
	F3C-CFDT																			
	UNS-FO <sup>b</sup> (FPSPSS)																			
HR	Novi Sindikat																			
HU	HVDSZ 2000																			
IE	SIPTU																			
IT	FIST CISL																			
	UILTUCS UIL																			
LT	LPSDPS																			
LU	OGB-L SP																			
MT	GWU																			
PL	Konfederacja Pracy																			
PT	STAD																			
	SITese																			
RO	HIPOCRAT																			
SE	Unionen																			
	SEKO <sup>c</sup>																			
EU	33	16	33	0	2	19	26	25	25	25	29	15	16	20	18	23				
	Total no. trade unions in this category = 168					100	120	120	115	136	148	122	78	80	85	114				
	Percentage of all 168 trade unions = 20% (33/168) (%)					19	22	21	22	18	20	12	21	25	21	20				
	Percentage of trade unions affiliated to UNI Europa (%)					45	100	0	6	58	79	76	76	76	88	45	48	61	55	70
EU	No. of Member States: 19					12	17	16	14	16	18	14	10	11	12	13				
EU	Total of blue trade unions (5) also in LRG					4	5	0	0	2	2	4	3	3	5	4	4			

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
EU	No. of Member States with blue trade unions = 7	5	5	0	0	2	2	4	3	3	5	5	2	3	4	4
UK	GMB															
	Unite															

**Notes:** Trade unions with a blue background also cover LRG employees (Table 8). <sup>a</sup>PAU has about 100 trade union members in Finnish national mail company Posti, which provides food deliveries as a kind of support service for childcare activities and social services aimed at older people. Within the scope of this study, the question has been raised as to whether these trade union members are involved in social services, but as PAU is affiliated to UNI Europa also as a social services trade union, it is included in this study. <sup>b</sup> Fédération FO des Personnels des Services Publics et des Services de Santé (FPSPSS) has several branches, of which FO Territoriaux appeared in the LRG part of this report, and FO Santé. Within FO Santé, UNSFO is the trade union organising the private sector part of social services, and all profit and not-for-profit social and healthcare services. FPSPSS is affiliated to UNI Europa, but in practice it is USFO that is active in its social services activities. <sup>c</sup> SEKO has 79 members in social services, for which it is affiliated to UNI Europa. These members are mainly employed in the Swedish social insurance agency and also in rescue work at regional airports. SEKO is affiliated to EPSU for its LRG members.

**Source:** Network of Eurofound Correspondents, national contributions to this study, 2019

Table 45 illustrates that the social services trade union with the greatest density is affiliated to UNI Europa in five Member States and the second-largest one is also affiliated in five Member States.

**Table 45: Extent of representativeness of social services trade unions affiliated to UNI Europa, 2019**

	Is the most important trade union affiliated to UNI Europa?	Which trade union is this?	Is the second-largest trade union affiliated to UNI Europa?	Which trade union is this?	Do the member unions of UNI Europa in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to UNI Europa?	What is the proportion of members in social services covered by these trade unions?
AT	Yes	GPA-djp	Unclear	Vida is affiliated to UNI Europa, but it is not clear if this is the second-largest trade union  GÖD is a (member of CESI via Eurofedop)	No	Public employees employed by the federal state or the <i>Länder</i> are organised by GÖD, which is not a UNI Europa member	GÖD	GÖD is an important trade union in the sector, organising public employees in social services operated by the federal government and the federal provinces

	Is the most important trade union affiliated to UNI Europa?	Which trade union is this?	Is the second-largest trade union affiliated to UNI Europa?	Which trade union is this?	Do the member unions of UNI Europa in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to UNI Europa?	What is the proportion of members in social services covered by these trade unions?
				Younion is affiliated to EPSU <sup>a</sup>				
<b>BE</b>	No	ACV OD/ CSC SP	Yes	ABVV-FGTB	Yes		No	
<b>BG</b>	No	BUT	No	FTUHCS	No trade union affiliated to UNI Europa			
<b>CY</b>	No	PASYEK-PEO	Yes	OYIK-SEK	Yes		Yes	The first and the third biggest in social services
<b>CZ</b>	No	OSZSP ČR	No	UZO	No trade union affiliated to UNI Europa			
<b>DE</b>	No	ver.di	No	GEW, dbb, DHV and GÖD (no data on membership available)	Yes		Yes	
<b>DK</b>	No	FOA	No	SL	Yes, most of the sector		Yes	More members in social services
<b>EE</b>	No	ROTAL	No	EÕL	No trade union affiliated to UNI Europa			
<b>ES</b>	Yes	FSS-CCOO	Yes	FESp-UGT	Yes		CSI-CSIF (member of CESI)	Fewer members in social services
<b>EL</b>	No	ADEDY (POEDIN)	No	OSNIE	No trade union affiliated to UNI Europa			
<b>FI</b>	No	SuPer	No	JHL	No		Yes	Stronger membership in social services
<b>FR</b>	No	CFDT Santé Sociaux	No	CGT	Yes		Yes	More members in social services (CFDT Santé Sociaux and CGT), smaller role in FP CFE-CGC, FNACT-CFTC and FA-FPT
<b>HR</b>	No	SZDSSH	No	SSZSSH	Unknown	n.a.	n.a.	n.a.

	Is the most important trade union affiliated to UNI Europa?	Which trade union is this?	Is the second-largest trade union affiliated to UNI Europa?	Which trade union is this?	Do the member unions of UNI Europa in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to UNI Europa?	What is the proportion of members in social services covered by these trade unions?
HU	No	BDDSZ	No	MKKSZ	No	Only a small part is covered – special protected workplaces for people with a disability	Yes	Yes, more members in social services
IE	Yes	SIPTU	No	Fórsa and INMO	Yes		Yes	Second and third largest not covered
IT	No	FP-CGIL	No	FP-CISL	Yes	n.a.	Yes, CISAL and CONFASAL are members of CESI	They play an important role, but less strong in terms of members in social services
LT	No	LVPPF	No	LSPTDPS	Yes		Yes	Yes, larger in social services
LU	Yes	OGB-L SP	No	LCGB	Yes		Yes	No, smaller in social services
LV	No	LVSADA	No	LVIPUFDA	No trade union affiliated to UNI Europa		Yes, LVSADA and LVIPUFDA	
MT	Yes	GWU	No	UHM	No	No representation in the childcare subsector	Yes, UHM is a member of CESI via Eurofedop "	Second-largest in social services not covered
NL	No	FNV Zorg & Welzijn	No	CNV Zorg & Welzijn/CNV Overheid	No trade union affiliated to UNI Europa		Yes, CNV Zorg & Welzijn/CNV Overheid and NCF are members of CESI	
PL	No	SKPPS NSZZ 'Solidarność'	No	PFZPSiPS	No	No representation in not-for-profit sector	Yes	Majority and most important trade unions in the country are not affiliated to UNI Europa
PT	No	FNSTFPS	No	CESP	Yes		Yes	Largest trade unions in social services not covered
RO	No	COLUMNA	No	SANITAS	No trade union		Yes, CSN Meridian is	



	Is the most important trade union affiliated to UNI Europa?	Which trade union is this?	Is the second-largest trade union affiliated to UNI Europa?	Which trade union is this?	Do the member unions of UNI Europa in your country cover all types of employees in the sector?	Which type of employees are not covered?	Are there trade unions with members in the sector that are not affiliated to UNI Europa?	What is the proportion of members in social services covered by these trade unions?
					affiliated to UNI Europa		a member of CESI	
SE	No	Kommunal	No	Akademikerförbundet SSR	No	n.a.	Yes	More members in social services
SI	No	SZSVS	No	SINCE 07	No trade union affiliated to UNI Europa		Yes	
SK	No	SOZ ZaSS	No	SLOVES	No trade union affiliated to UNI Europa		Yes, SLOVES is a member of CESI via Eurofedop	-
<b>EU total</b>	<b>5</b>		<b>3 or 4</b>		<b>11</b>		<b>18</b>	
UK	No	Unison	Yes	GMB	Yes		Yes	The largest and third largest unions, Unison and RCN, are not affiliated to UNI Europa

**Notes:** The trade unions not affiliated to UNI Europa are not listed in this table, as it only assesses whether the largest or second-largest trade unions in social services are affiliated to UNI Europa. The representativeness of EPSU was assessed in the section above and the representativeness of CESI is assessed in the section below. n.a. = not available. <sup>a</sup> Yunion claims to be the second-largest trade union in social services and is not affiliated to UNI Europa for its members in social services. The members that Yunion represents in UNI Europa are in the media, arts and culture and therefore outside the scope of this study. <sup>b</sup> ver.di is affiliated to EPSU and UNI Europa but has registered all social services employees in EPSU and is currently only involved in EPSU's social services activities.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Representativeness of CESI and other European trade union associations

CESI has 17 affiliated social services trade unions (11%) in 12 Member States, of which 12 trade unions in 9 Member States are involved in collective bargaining. The exceptions are four members in France and one member in Austria where no or only informal bargaining takes place in the public sector in which these unions operate. No information was available for CSI-CSIF in Spain. Almost all of the unions also organise employees in the LRG sector; these are marked with a blue background in Table 46. The orange shading indicates direct membership of CESI, while yellow stands for indirect membership via Eurofedop or a national umbrella organisation. CESI represents the biggest trade union in Hungary and has among its members the second-largest social services trade union in five or six Member States: Germany, Malta, Latvia, the Netherlands and Slovakia, and maybe also in Austria.

A total of 16 of CESI's 17 member organisations are affiliated to CESI only. GÖD in Austria is the only exception, as it is also affiliated to EPSU, at least partially.

Table 46: Characteristics of social services trade unions affiliated to CESI, 2019

	Trade union	EPSU affiliated	UNI Europa affiliated	CESI affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
AT	GÖD <sup>a</sup>															
DE	DHV															
	dbb				1											
	GÖD															
ES	CSI-CSIF															
FR	FP CFE-CGC															
	FNACT-CFTC															
	FA-FPT															
	FGAF															
HU	MKKSZ															
IT	CONFSAL															
	CISAL															
LV	LĀADA <sup>b</sup>															
	LVIUFDA															
MT	UHM															
NL	CNV Zorg & Welzijn															
	NCF															
RO	CNS Meridian															
SK	SLOVES															
	No. of trade unions	0	0	17	1	13	14	14	11	14	13	17	8	8	7	11
	No. of Member States			12	1	11	11	11	9	10	11	12	5	7	7	7

**Notes:** Trade unions in cells shaded blue also cover LRG employees (Table 8). The orange shading indicates direct membership of CESI, while yellow stands for indirect membership via Eurofedop or a national umbrella organisation. <sup>a</sup> GÖD is involved in informal collective bargaining. <sup>b</sup> LĀADA members are nurses, paramedics (assistants), laboratory assistants, midwives, nursing assistants – people with a nursing school education. This trade union is in the human health sector and not in the social services sector.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 47 lists all other European associations that national social services trade unions were reported to be affiliated to. Only two of them appear in more than one Member State: ETUCE, the European trade union organisation for the education sector, and IFSW Europe, the International Federation of Social Workers.

**Table 47: Other European trade union organisations with members in social services sector, 2019**

European organisation	Member organisations	No. of Member States
ETUCE (education sector)	BUT (BG), GEW (DE), FNE (PT), Kommunal, Sveriges Arbetsterapeuter (SE)	4
ETUC (cross-industry social partner)	SZDSSH, SZSZSSH (HU)	1
IFSW Europe	dbb (DE), Yunion (AT)	2
PSI (global organisation of EPSU)	FP-CGIL (IT)	1
WENR	NU'91 (NL)	1
EMA, EPBS, EFRS, EFN	Vårdförbundet (SE)	1
industriAll Europe	FIST CISL (IT)	1
EFFAT	FILCAMS CGIL, FIST-CISL (IT)	1

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

ETUC, the European Trade Union Confederation, works at cross-industry level, and PSI is the global organisation of which EPSU is the European part. industriAll Europe, a European trade union federation, and EFFAT, the European Federation of Trade Unions in Food, Agriculture and Tourism, are not related to this sector. The International Federation of Social Workers (IFSW), has a European branch that gathers professional associations of social workers in all EU Member States.<sup>22</sup> Its website indicates that IFSW Europe is a professional association and not a European social partner organisation.

There are many other European associations that cannot be considered social partner organisations. Examples are EMA, EPBS, EFRS, EFN and Workgroup of European Nurse Researchers (WENR).

## Comparative analysis of the representativeness of EPSU, UNI Europa and CESI

Table 48 compares the representativeness of the European trade union organisations for social services. With 77 directly affiliated and 3 indirectly affiliated social services trade unions in 27 Member States, EPSU has the highest level of representativeness. EPSU has a social services trade union involved in collective bargaining in 24 Member States. In 21 Member States, the largest social services trade union is affiliated to EPSU (Table 49). The countries where this is not the case are Bulgaria, Croatia, Cyprus, Poland, Portugal and Slovenia.

UNI Europa has 33 affiliated social services trade unions in 19 Member States, of which 22 social services trade unions are involved in collective bargaining in 16 Member States. UNI Europa has 15

<sup>22</sup> More information on IFSW is available at [www.ifsw.org/regions/europe/members/](http://www.ifsw.org/regions/europe/members/)

affiliated social services trade unions that are not members of EPSU (in 11 Member States). UNI Europa also has the largest social services trade union affiliated in five Member States and also the second-largest one in five EU Member States (Table 49).

CESI has 17 affiliated social services trade unions in 12 Member States, of which 12 trade unions in 9 Member States are involved in collective bargaining. The exceptions are four members in France and one member in Austria where no or only informal bargaining takes place in the public sector in which these unions operate. No information was available for CSI-CSIF in Spain. Of CESI's affiliated social services trade unions, five (in four Member States) also organise employees in the LRG sector.

Table 48: Comparative analysis of the representativeness of the European trade union organisations with members in the social services, 2019

		Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	125 trade unions involved in collective bargaining
						87	88				
170 + 6 in the UK	Number of trade unions covering this part of social services	110	132	130	126	135	147	127	79	82	125
77 direct +3 indirect + 5 in the UK	Number of social services trade unions affiliated to EPSU	52	61	63	58	63	65	60	30	34	60
(% of 69) for which data is available	Percentage of EPSU trade unions covering that part	75	88	91	84	91	94	87	43	49	87
47% of 170	Percentage of trade unions covering this part that are affiliated to EPSU	47	46	48	46	47	44	47	38	41	48
27 Member States	In how many Member States?	24	25	24	22	25	25	25	13	16	24
33	Number of social services trade unions affiliated to UNI Europa	26	33	31	32	35	38	22	21	25	28
(% of 33)	Percentage of UNI Europa trade unions covering that part (%)	67	85	79	82	90	97	56	54	64	72
19% of 170	Percentage of trade unions covering this part that are affiliated to UNI Europa (%)	24	25	24	25	26	26	17	27	30	22
19 Member States	In how many Member States?	13	17	17	15	16	19	16	13	13	15
17	Number of social services trade unions affiliated to CESI	13	14	14	11	14	13	17	8	8	12
(% of 17)	Percentage of CESI trade unions covering that part (%)	76	82	82	65	82	76	100	47	47	71
11% of 158	Percentage of CESI trade unions covering that part (%)	12	11	11	9	10	9	13	10	10	10
12 Member States	In how many Member States?	11	11	11	9	10	11	12	5	7	9

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

Table 49: Affiliation of largest and second-largest social services trade unions in the social services sector, 2019

	EPSU		UNI Europa		CESI	
	Largest	Second largest	Largest	Second largest	Largest	Second largest
AT	GPA-djp	VIDA or GÖD or Yunion	GPA-djp	Vida (not GÖD) Yunion		GÖD
BE	ACV OD/CSC SP	ABVV-FGTB		ABVV-FGTB		
BG		FTUHCS				
CY				OYIK-SEK		
CZ	OSZSP ČR					
DE	ver.di					dbb
DK	FOA	SL				
EE	ROTAL					
EL	ADEDY (POEDIN)					
ES	FSS-CCOO	FESP-UGT		FESP-UGT		
FI	SUPER	JHL				
FR	CFDT Santé Sociaux	CGT				
HR						
HU	BDDSZ					MKKSZ
IE	SIPTU	Fórsa and INMO	SIPTU			
IT	FP-CGIL	FP-CISL				
LT	LVPFF					
LU	OGB-L SP		OGB-L SP			
LV	LVSADA					LVIPUFDA
MT	GWU		GWU			UHM
NL	FNV					CNV Zorg & Welzijn
PL						
PT						
RO	COLUMNNA	SANITAS				
SI						
SE	Kommunal	Akademikerförbundet SSR				
SK	SOZ ZaSS					SLOVES
UK	Unison	GMB		GMB		

Source: Network of Eurofound Correspondents' national contributions to this study, 2019

## Representativeness of CEMR and CEEP

Of the 113 social services employer organisations (EU27), 17 are affiliated to CEMR in 12 EU Member States: Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Hungary, Latvia, Luxembourg, Slovakia and Sweden. All 17 social services employer organisations affiliated to CEMR are listed in Table 50. Almost all of CEMR's members (15 out of 17, or 88%) also organise LRG employers. These thus form the overlap between LRG and social services on the employers' side.

CEMR also has other member organisations, listed in a note below Table 50, which are LRG employer organisations but did not confirm whether they also act as employers of workers in social services. CEMR thus also has member organisations in Table 50 in Bulgaria, Croatia, Cyprus, Czechia, Greece, Ireland, Poland, Portugal, Slovakia, Slovenia and Spain, for which it is not clear whether they can be considered employers in social services.

CEEP is a cross-sector umbrella organisation that has 10 (+ 1 in the UK; Table 51) social services employer organisations directly (orange cells) or indirectly (yellow cells) affiliated in 5 Member States: Belgium, Denmark, France, Italy and Sweden. In Belgium, VERSO is affiliated; this is an umbrella organisation representing two sector-related employer organisations: SOVERLAG and ZORNET-ICURO (three in total). KL and Danish Regions in Denmark are also indirectly affiliated. Eight CEEP members are all involved in collective bargaining (EU27). CEEP has the largest social services employer organisation affiliated in Belgium. Most of CEEP's members are umbrella organisations that are not specifically focused on social services activities, and their 'overlap' membership domain falls in large part outside the scope of this study. CEEP has, however, a member covering all social services in several Member States. Three of the CEEP member organisations are also affiliated to CEMR.

Table 50: Characteristics of social services employer organisations affiliated to CEMR, 2019

	Employer organisation	Social Employers affiliated	CEEP affiliated	CEMR affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Members hip domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
AT	Austrian Association of Cities and Towns			Orange		Green	Green	Green	Green	Green	Green	Green				
BE	VVSG			Orange		Green	Green	Green	Green	Green	Green	Green		Green		Blue
	Brulocalis			Orange		Green	Green	Green	Green	Green	Green	Green				
	UVCW			Orange		Green	Green	Green	Green	Green	Green	Green				
	BRUXEO			Orange	Yellow	Green	Green	Green	Green	Green	Green	Green		Green		
CY	PSISE			Orange		Green	Green	Green	Green	Green	Green	Green				
DE	DStGB			Orange		Green	Green	Green	Green	Green	Green	Green				
	DST <sup>a</sup>			Orange		Green	Green	Green	Green	Green	Green	Green				
DK	KL		Yellow	Orange		Green	Green	Green	Green	Green	Green	Green				Blue
	Danish Regions		Yellow	Orange		Green	Green	Green	Green	Green	Green	Green				Blue
EE	ELVL			Orange		Green	Green	Green	Green	Green	Green	Green				
FI				Orange	Yellow	Green	Green	Green	Green	Green	Green	Green				Blue
	KT			Orange		Green	Green	Green	Green	Green	Green	Green				
HU	TÓOSZ			Orange		Green	Green	Green	Green	Green	Green	Green				
LU	SYVICOL			Orange		Green	Green	Green	Green	Green	Green	Green				Blue

LV	LPS															
SE	SALAR (SKR)														1	
SK	ZMOS															
EU	Affiliated to CEMR			17		16	15	15	15	17	17	17	1	4	1	7
27	No. of Member States			12		12	11	10	10	12	12	11	1	4	1	6
UK	COSLA															

**Notes:** There are a number of LRG employer organisations affiliated to CEMR included in Table 12 that initially had indicated that they also cover NACE codes 87 and 88. It could not be confirmed, however, that they are effectively acting as employers in social services. These organisations are included in Table 25 as CEMR affiliates in LRG but not here, as Table 50 contains only employer organisations confirmed to be involved in social services. The organisations concerned are Austrian Association of Municipalities (AT), UEESB (BG), Association of Directors in Secondary Education in Bulgaria (BG), UCM (CY), SMO ČR (CZ), VKA (DE), TdL (DE), DLT (DE), RGRE (DE), KEDE (EL), ENPE (EL), FEMP (ES), Udroga gradova (HR), Udroga opcina (HR), HRVZZ (HR), LGMA (IE), AICCCE (IT), ZMP (PL), ANMP (PT). Employer organisations highlighted blue also cover LRG employers (Table 12).<sup>a</sup> In Germany, local authorities are sometimes employers in the field of social services. However, in most cases in the social sector local authorities use private or public welfare organisations, which provide the services for them (applying public procurement law where necessary). This is especially the case for the areas of social services mentioned below. Thus, local authorities might have responsibility for these areas but do not have direct ties with regard to labour laws (employment).

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

Table 51: Characteristics of social services employer organisations affiliated to CEEP, 2019

	Employer organisation	Social Employers affiliated	CEEP affiliated	CEMR affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Members hip domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SF	MEB
BE	UNISOC <sup>a</sup>															
	VERSO <sup>b</sup>															
	SOVERVLG		<sup>c</sup>													1
	ZORGNET-ICURO															1
DK	KL															1
	Danish Regions															1
FR	NEXEM															1
IT	ARAN															1
SE	SALAR															1
	KFO															1
EU	Affiliated to CEEP		10			8	8	9	9	9	10	5	2	7		8
	No. of Member States		5			5	4	5	5	5	5	4	2	3		5
UK	LGA															

**Notes:** <sup>a</sup> UNISOC, VERSO, UNIPSO and BRUXEO are all Belgian umbrella organisations of social services employer organisations: VERSO for Flanders, UNIPSO for Wallonia, BRUXEO for Brussels, and UNISOC for the entire country. <sup>b</sup> Because VERSO is not specifically sector related, it is not considered in the estimations and total sums. SOVERVALG and ZORGNET-ICURO are sector related and via their membership of VERSO, affiliated to CEEP. Both are considered here, and indirect affiliations in Denmark are also considered. <sup>c</sup> Ind. indicates that SOVERVLG is indirectly affiliated to CEEP via its membership of VERSO. <sup>d</sup> ZORGNET-ICURO is also indirectly affiliated to CEEP via its membership of VERSO.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019



Table 52: Extent of representativeness of the largest and second largest social services employer organisations affiliated to CEMR, 2019

	Is the most important employer organisation (the one with most members in the sector) affiliated to CEMR?	Which employer organisation is this?	Is the second largest employer organisation affiliated to CEMR?	Which employer organisation is this?	Do the members of CEMR in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to CEMR?	What is the proportion of members in social services covered by these employer organisations?
AT	No	SWÖ	No	Caritas	No EO affiliated to CEMR			
BE	No	UNIPSO	No	Koepel	No EO affiliated to CEMR			
BG	No	HACO	There is only one EO in the sector	-	No EO affiliated to CEMR			
CY	No	SIPEK	No	PSISE	No EO affiliated to CEMR			
CZ	No	UZS ČR	No	APSS ČR	No EO affiliated to CEMR			
DE	As the three employer organisations in the sector organise different member types (public or private employers), it would be misleading to judge importance by membership figures				No EO affiliated to CEMR			
DK	Yes	KL and Danish Regions	Yes	KL and Danish Regions		Yes	No	
EE	No	EPL	No	ERL	No EO affiliated to CEMR			
ES	No	LARES	No	AESPE	No EO affiliated to CEMR			
EL	No	POSIPS, PEMFI, PASIDIK (no data available)	No	POSIPS, PEMFI, PASIDIK (no data available)				
FI	Yes	KT	No	HALI	No	Only local government covered	Yes	Not a very strong membership in social services
FR	No	NEXEM	No	FEHAP	No EO affiliated to CEMR			

<b>HR</b>	No	HUP- UZNRSS	There is only one EO		No EO affiliated to CEMR			
<b>HU</b>	No	SZGYF (maintainer)	There is only one EO		No EO affiliated to CEMR			
<b>IE</b>	No	HSE	There is only one EO		No EO affiliated to CEMR			
<b>IT</b>	No	ARAN	No information on second largest		No EO affiliated to CEMR			
<b>LT</b>	No	LARG	There is only one EO		No EO affiliated to CEMR			
<b>LU</b>	No	COPAS	No	FEDAS	No EO affiliated to CEMR			
<b>LV</b>	There are no EOs in the sector							
<b>MT</b>	There are no EOs in the sector							
<b>NL</b>	No	ActiZ	No		No EO affiliated to CEMR			
<b>PL</b>	No, there are no employer organisations in the social security sector  WRZOS is an important organisation, but it operates only in the not-for-profit part of the sector				No EO affiliated to CEMR			
<b>PT</b>	No	CNIS	No	UMP	No EO affiliated to CEMR			
<b>RO</b>	No	FONSS	There is only one EO	-	No EO affiliated to CEMR			
<b>SE</b>	Yes	SALAR	No	Almega	No EO affiliated to CEMR			
<b>SI</b>	No	SSZS	There is only one EO	-	No EO affiliated to CEMR			

<b>SK</b>	No	APSSvSR	Yes	ZMOS	No	It does not cover the for-profit part of the social services sector	Yes	Largest social services EO not covered
<b>EU</b>	Affiliated to CEMR in 3 Member States: DK, FI, SE		Affiliated to CEMR in 2 Member States: DK, SK		0 MS			
<b>UK</b>	No	NDNA	No	Care England	No	It only covers the public part	Yes	Largest social services EO not covered

**Note:** EO = employer organisation.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Representativeness of Social Employers

The Federation of European Social Employers was established in 2017 to organise and represent employers and employer organisations in social services, particularly in the area of care for older people, people with disabilities and children. In this report, the organisation is referred to as Social Employers.

Social Employers has 25 affiliated national social services employer organisations in 16 Member States (Table 53).<sup>23</sup> It also has two European associations affiliated as observer members: Social Services Europe (SSE) and European Ageing Network (EAN). Social Employers has 17 affiliated social services employer organisations that are involved in collective bargaining in 11 Member States. The membership domain is strongly focused on the non-profit part of social services activities (20 affiliated organisations (80%) cover that part). The largest employer organisation from 13 Member States is affiliated to Social Employers, as is the second largest in 2 Member States (Table 54).

<sup>23</sup> Social Employers also has an observer member, CSI, from North Macedonia, which is an EU candidate country.

Table 53: Characteristics of social services employer organisations affiliated to Social Employers, 2019

	Employer organisation	Social Employers affiliated	CEEP affiliated	CEMR affiliated	Other affiliated	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	Profit	Non-profit	Collective bargaining	
										87	88				SEB	MEB
AT	SWÖ															
	BARS															
	ASBO															
	Volkshilfe NÖ															
BE	UNIPSO <sup>a</sup>															
BG	HACO															
CZ	APSS CR															
DE	AGV AWO															
ES	CEDDD															
	FEACEM															
	LARES															
FI	HALI															
FR	NEXEM															
	ELISFA															
	CNEA <sup>b</sup>															
IT	Legacoop Sociali															
	Federsolidarieta-Confcooperative															
LT	LARG															
LU	COPAS															
NL	ActiZ															
PL	WRZOS															
RO	FONSS															
SI	SSZS															
	ZMOS															
SK	APSSvSR															
EU	Affiliated to Social Employers	25				16	22	20	16	23	24	8	7	20	3	17
	No. of Member States	16				12	16	15	14	16	15	7	7	14	3	11

**Notes:** Employer organisations highlighted blue also cover LRG employers (Table 12). <sup>a</sup> UNIPSO, affiliated to Social Employers, is an umbrella organisation representing employer organisations in the social services in Wallonia and the Wallonia-Brussels Federation: CODEF, Collectif SAPS, Croix rouge de Belgique, FCSD, FASD, FEDOM, AMA, FEWASM, UFFIPRAH, ANCE, FISSAAJ, FIPE, FASS, EWETA, GASMAES, LNH, Santhea, FILE, FSMI, FCPS-FPF, UNESSA. It participates informally in collective bargaining on their behalf. <sup>b</sup> CNEA is the Conseil

*National des Employeurs d'Avenir. This employer organisation represents employers in animation, sports, social tourism and services for young workers. It is a member organisation of Social Employers. Until 2019 it was also a member of EASE, the European Association of Sports Employers, but that membership was not renewed for 2020.*

**Source:** *Network of Eurofound Correspondents' national contributions to this study, 2019*

Table 54: Extent of representativeness of the largest and second largest social services employer organisation affiliated to Social Employers, 2019

	Is the most important employer organisation (the one with most members in the sector) affiliated to Social Employers?	Which employer organisation is this?	Is the second largest employer organisation affiliated to Social Employers?	Which employer organisation is this?	Do the member unions of Social Employers in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to Social Employers?	What is the proportion of members in social services covered by these employer organisations?
AT	Yes	SWÖ	No	Caritas	No	Public sector employers (territorial entities), ecclesiastical employers	Yes	Employers affiliated to SWÖ employ slightly more workers in the sector than those not affiliated to SWÖ (with affiliations other than SWÖ)
BE	Yes, in Wallonia	UNIPSO	No	Koepel	Yes		Yes	
BG	Yes	HACO	There are no employer associations in the sector					
CY	No	SIPEK	No	PSISE	There is no employer organisation affiliated to Social Employers	-	-	-
CZ	No	UZS ČR	Yes	APSS ČR	Yes		Yes	Larger (UZS ČR)
DE	As the three employer organisations in the sector organise different member types (public or private employer), it would be misleading to judge		As the three employer organisations in the sector organise different member types (public or private employer), it		No	No, only not-for-profit sector	Yes, BPA, AGVP	As the three employer organisations in the sector organise different member types (public or private employer), it would be

	Is the most important employer organisation (the one with most members in the sector) affiliated to Social Employers?	Which employer organisation is this?	Is the second largest employer organisation affiliated to Social Employers?	Which employer organisation is this?	Do the member unions of Social Employers in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to Social Employers?	What is the proportion of members in social services covered by these employer organisations?
	importance by membership figures		would be misleading to judge importance by membership figures					misleading to judge importance by membership figures
DK	No	KL and Danish Regions	No	KL and Danish Regions	There is no employer organisation affiliated to Social Employers	-	-	-
EE	No	EPL	No	ERL	There is no employer organisation affiliated to Social Employers	-	-	-
ES	Yes	LARES	No	AESTE	No	Some activities not covered	Yes	Second largest not covered
EL	No	POSIPS, PEMFI, PASIDIK (no data available)	No	POSIPS, PEMFI, PASIDIK (no data available)	There is no employer organisation affiliated to Social Employers			
FI	No	KT	Yes	HALI	No	Public sector	Yes (KT)	A large employer organisation covering the entire municipal sector and approximately 56% of the total workforce in the

	Is the most important employer organisation (the one with most members in the sector) affiliated to Social Employers?	Which employer organisation is this?	Is the second largest employer organisation affiliated to Social Employers?	Which employer organisation is this?	Do the member unions of Social Employers in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to Social Employers?	What is the proportion of members in social services covered by these employer organisations?
								sector, is the biggest in terms of number of employees covered
FR	Yes	NEXEM	No	FEHAP	No	Only employers in the not-for-profit sector	Yes	n.a.
HR	No	HUP-UZNRSS	There is only one employer organisation		There is no employer organisation affiliated to Social Employers			
HU	No	SZGYF (maintainer)	There is only one employer organisation	-	There is no employer organisation affiliated to Social Employers	-	-	-
IE	No	HSE	There is only one employer organisation	-	There is no employer organisation affiliated to Social Employers	-	-	-
IT	No	ARAN	No information on second largest	-	No	Only cooperative sector	Yes	Largest employer organisation not covered



	Is the most important employer organisation (the one with most members in the sector) affiliated to Social Employers?	Which employer organisation is this?	Is the second largest employer organisation affiliated to Social Employers?	Which employer organisation is this?	Do the member unions of Social Employers in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to Social Employers?	What is the proportion of members in social services covered by these employer organisations?
LT	Yes	LARG	There is only one employer organisation		Yes		No	
LU	Yes	COPAS	No	FEDAS	No	Silver economy excluded	Yes	No, not very strong membership in social services
LV	There is no employer organisation in the sector	-	-	-	-	-	-	-
MT	There is no employer organisation in the sector	-	-	-	-	-	-	-
NL	Yes	ActiZ	No		Yes		Yes	Second largest and other smaller employer organisations not covered
PL	Yes	WRZOS	Only one employer organisation					
PT	Yes	CNIS	No	UMP	No	Public entities and private profit-oriented entities	Yes	Strong membership in social services
RO	Yes	FONSS	There is only one employer organisation		No	Only the not-for-profit part	No	

	Is the most important employer organisation (the one with most members in the sector) affiliated to Social Employers?	Which employer organisation is this?	Is the second largest employer organisation affiliated to Social Employers?	Which employer organisation is this?	Do the member unions of Social Employers in this country cover all types of employers in social services?	Which type of employers are not covered?	Is there any employer organisation with member organisations in the social services sector that are not affiliated to Social Employers?	What is the proportion of members in social services covered by these employer organisations?
						of the social services sector is covered		
SE	No	SALAR	No	Almega	There is no employer organisation affiliated to Social Employers			
SI	Yes	SSZS	There is only one employer organisation		No	Only institutional care	No	-
SK	Yes	APSSvSR	No	ZMOS	No	Employer organisations in self-governing regions are not covered	Yes	Employer organisations not covered have strong membership in social services
UK	No	NDNA	No	Care England	There is no employer organisation affiliated to Social Employers	-	-	-

**Note:** *n.a.* = not available.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Challenges faced by social services in Europe – Illustrating the interests that Social Employers represent

In Europe, the European Pillar of Social Rights and the New Start initiative on work–life balance endorses everyone’s right to accessible, good-quality and affordable long-term care services and, in particular, home care and community-based services. A 2019 Eurostat report assesses the impact of ageing on our society and its consequences in terms of social services’ needs (Eurostat, 2019).

According to a research note entitled ‘Home-based formal long-term care for adults and children with disabilities and older persons’ (Council of Europe, 2020), prepared by the European Institute for Gender Equality (EIGE) at the request of the Croatian Presidency and published on 21 February 2020:

*The EU is currently experiencing unprecedented demographic changes. The share of the population above 65 years old in the EU is expected to increase from 20% in 2019 to 29% by 2080 and the percentage of people above 80 years will more than double to 13% in that time. A rapidly ageing population leads to an ever-growing need for long-term formal and informal care. In 2017, one in four people in the EU had a long-term disability, a greater number of that group being women (27%) than men (22%). Another population group in need of long-term care is families with children who have a disability. In 2017, about 5% of families with children had a child or children with disabilities (i.e. long-standing, potentially severe limitations on usual activities due to health problems). Given this context, the EU will face major challenges in meeting long-term care needs in a financially sustainable way and in ensuring that care is affordable without endangering the quality of services or the lives of carer and those being cared-for (EIGE, 2020, p.5).*

According to the same study, ‘Across the EU, nearly every third household lives without adequate professional home care services.’ (p. 5)

And about gender equality, the report reveals that ‘The availability of social services such as social work has clear implications for gender equality. The better the availability of formal services, the less the burden falls on families to provide care and support to their family members with disabilities’ (p.22). When formal care is not available, informal care is provided mainly by mothers and daughters and grandmothers of pre-retirement age with an obvious negative effect on their presence in the labour market and, thereafter, on their pension payments.

## COVID-19 consequences for social services

Social services have been severely affected by the pandemic. Residential premises for elderly people and other vulnerable groups have suffered disease and death among their beneficiaries and staff; other services have been obliged to close due to lockdown measures but also due to lack of funding, staff and personal protective equipment or other difficulties.

This crisis has highlighted the importance of staff issues in the daily lives of these services and, in consequence, the importance of dialogue between employers and employee representatives.

To face some of these challenges, the European social services social partners have taken some initiatives paving the way for further action.

## Process leading to the creation of Social Employers

A series of five projects since 2012, jointly managed with EPSU and co-funded from the Directorate-General for Employment, Social Affairs and Inclusion social dialogue budgets, were instrumental in identifying and bringing together employer organisations in social services from across Europe in order to discuss and structure their action at European level and also to exchange and work with trade unions organising the workforce in social services. Those projects were crucial to support national actions and progress in this field.

Some of the main achievements of the PESSIS I, PESSIS II, PESSIS III and PESSIS+ DialogueS projects, aimed at promoting social services employers in social dialogue, were that they:

- helped to collect qualitative and quantitative data on labour issues and explore the social and economic role of the social services sector with a view to creating a European employer organisation (PESSIS I, PESSIS II, 2012–2014)
- led to the creation of Social Employers in October 2017 (PESSIS III, 2015–2017)
- promoted the growth of Social Employers and its capacity to take part in European social dialogue, allowed its continuous fruitful cooperation with EPSU and helped to build national-level capacity for social dialogue (PESSIS+, 2018–2019)
- further strengthened the capacity of social partners in social services to engage at national and European levels in order to set up (national and EU) sectoral social dialogue structures (DialogueS, 2019–2020)

The DialogueS project currently builds the capacity of employers' structures or relevant national umbrella structures in several central, eastern and southern European countries.

These various projects have allowed employers and workers' representatives from all over Europe to gather for events and workshops such as:

- establishing a joint work plan for a possible test-phase sectoral social dialogue committee (24 April 2018)
- digitalisation in social services: Defining opportunities for social partners, barriers and how to prepare for the future (24 October 2018)
- recruitment and retention in social services: Improving the sector's attractiveness (14 February 2019)
- European social dialogue for the social services sector – State of play and ways forward (27 June 2019)
- socially responsible public procurement for social services (17 October 2019)
- a workshop: How to manage diversity and mobility of the workforce in more attractive social services (27 February 2020)
- a joint EPSU/Social Employers webinar: Safe and healthy workplaces in social services during and after the COVID-19 pandemic and the role of social partners with the participation of EU-OSHA, the European Agency for Safety and Health at Work (9 June 2020)

Social Employers is also working with EPSU on a follow-up project to continue their fruitful cooperation in the years to come and keep up their efforts to reinforce social dialogue at national level and to address workforce and working conditions challenges in the sector.

## **Social Employers activities in the social services sector**

Since its launch in October 2017, Social Employers has agreed several texts with its counterpart, EPSU:

- joint position paper on digitalisation in the social services sector, 6 June 2019
- joint letter on building EU social dialogue for the social services sector, 26 June 2019
- joint statement on COVID-19 outbreak – final version, 25 March 2020
- joint letter on personal protective equipment – final version, 17 April 2020
- joint position paper on recruitment and retention in European social services – agreed in June 2020

All of the position papers drafted by EPSU and Social Employers secretariats have been worked on by Social Employers members and then agreed by its General Assembly, and the joint letters have been agreed by board members of Social Employers.

## **Participation of members of Social Employers in public policymaking and collective bargaining**

Apart from in Spain, members of Social Employers are formally involved in specific social dialogue bodies and informally consulted by the national authorities (in Belgium, Czechia, Finland, France, Germany, Luxembourg, the Netherlands). Social Employers has member organisations involved in multi-employer collective bargaining in Czechia, Finland, France, Germany, Luxembourg, the Netherlands and Spain. The Finnish, French and German and member organisations of Social Employers are involved in both multi- and single-employer bargaining. Its members in Belgium are involved in informal negotiations on working conditions. All of this illustrates the negotiation capacity of its member organisations.

## **Comparative analysis of the representativeness of Social Employers, CEEP and CEMR**

With 25 affiliated national social services employer organisations in 16 Member States and two European associations, Social Employers has the strongest representativeness among the social services employers (Table 55). The largest employer organisation is affiliated to Social Employers in 14 Member States. This is the case for Austria, Belgium (Wallonia, umbrella organisation not specifically sector related), Bulgaria, France, Germany (the largest or one of the largest), Lithuania, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia and Spain. The largest employers in Denmark, Finland and Sweden are affiliated to CEMR. CEEP has one of the largest employer organisations in Belgium and the largest in Sweden and France (NEXEM, a French member of CEEP, is also a member of Social Employers) as members. Social Employers is most representative for the non-profit and for-profit parts of social services, while CEMR is focused on and most representative for public sector employers providing social services.

Table 55: Comparative analysis of the representativeness of the European employer organisations with members in social services, 2018–2019

Total (all employer organisations with members in social services) 113 in 26 Member States (+ 4 in the UK)	All employer organisations covering this part	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non profit	94 employer organisations involved in collective bargaining in 18 Member States
						87	88				
		63	86	85	69	100	108	54	31	77	94
25	Number of social services employer organisations affiliated to Social Employers	16	22	20	16	23	24	8	7	20	17
(% of 25)	Percentage of Social Employers members covering this part of social services (%)	64	88	80	64	92	96	32	28	80	68
22% of 113	Percentage of social services employer organisations covering this part and affiliated to Social Employers (%)	25	26	24	23	23	22	15	23	26	18
16 Member States	In how many Member States?	12	16	15	14	16	15	7	7	14	11
10 (+ 1 in the UK)	Number of social services employer organisations affiliated to CEEP	8	8	9	9	9	10	5	2	7	8
(% of 10)	Percentage of CEEP members covering this part of social services (%)	80	80	90	90	90	100	50	20	70	80
9% of 113	Percentage of social services employer organisations covering this part and affiliated to CEEP (%)	13	9	11	13	9	9	9	6	9	9
5 Member States + UK	In how many Member States?	5	4	5	5	5	5	4	2	3	5

Total (all employer organisations with members in social services)  113 in 26 Member States (+ 4 in the UK)	All employer organisations covering this part	Childcare	Older people	People with a disability	Mental health	Membership domain covered (NACE code)		Public	For profit	Non profit	94 employer organisations involved in collective bargaining in 18 Member States
						87	88				
		63	86	85	69	100	108	54	31	77	94
17	Number of social services employer organisations affiliated to CEMR	16	15	15	15	17	17	17	1	4	8
(% of 17)	Percentage of CEMR members covering this part of social services (%)	94	88	88	88	100	100	100	6	24	47
15% of 113	Percentage of social services employer organisations covering this part and affiliated to CEMR (%)	25	17	18	22	17	16	31	3	5	9
12 Member States + UK	In how many Member States?	12	11	10	10	12	12	11	1	4	6

Source: Network of Eurofound Correspondents' national contributions to this study, 2018–2019

## Representativeness of other European employer associations

As final proof of the breadth of European employer organisations analysed, it is useful to look at the other European organisations to which the sector-related employer organisations are affiliated (Table 56).

According to the bottom-up approach, there are 15 European organisations represented, each of which cover at least one Member State. It is worth noting that this analysis includes all the associations quoted in the national reports regardless of their specific status. Out of these, only HOSPEEM and EFEE are recognised as EU-level employer organisations and neither of them claim to represent social services.

Eurodiaconia and EASPD, the European Association of Service Providers for Persons with Disabilities, are two European associations that are, among others, part of the Social Services Europe (SSE) network, which is affiliated as an observer member to Social Employers. EAN is also affiliated as an observer member to Social Employers.

This analysis therefore confirms the relevance of Social Employers, CEEP and CEMR for the social services sectoral dialogue.

As the bottom-up approach can be expected to underestimate the number of organisations affiliated to those European employer associations, Table 56 also provides information displayed on the websites of the organisations.

Table 56: Other European associations with members in social services, 2019

Employer association	Member organisations	No. of Member States with employer organisation	Countries with affiliates according to the organisations' websites
Eurodiaconia Affiliated to SSE, which is an observer member in Social Employers	ADO (AT)	1	41 (several NGOs) (EU and non-EU countries)
EASPD Affiliated to SSE, which is an observer member in Social Employers	HACO (BG), NEXEM (FR)	2	160 in 33 European countries
European Coalition for Community Living (ECCL)	HACO (BG)	1	85 members (EU and non-EU countries)
European Confederation of Care Home Organisations (ECHO)	BPA (DE), PEMFI (EL), Care England (UK)	2	12 in EU Member States
HOPE	ZORNET-ICURO (BE)	1	Members in 30 European states
HOSPEEM	KT (FI), FEHAP (FR)	2	12 + 1 observer member
EFEE	KT (FI), SALAR (SE)	2	45 EU and non-EU countries. It includes ministries of education and various organisations
SSE	Caritas Europe, CEDAG, EASPD, EPR, Eurodiaconia,	1	Network of European associations



Employer association	Member organisations	No. of Member States with employer organisation	Countries with affiliates according to the organisations' websites
Observer member in Social Employers	FEANTSA, Red Cross EU, Solidar		
European Association of Sport Employers (EASE)	CNEA (FR)	1	4 EU Member States (the members in the other 3 Member States are not in the social services sector)
Erasmus Student Network (ESN)	SZGYF (maintainer) (HU)	1	40 member organisations in over 37 countries worldwide
European association of Social Psychology (EASP)	VGN (NL)	1	n.a.
CLRAE	SALAR (SE)	1	Local and regional authorities for all EU Member States
EAN Observer member in Social Employers	SSZZS (SI), ActiZ (NL) and others	2	A complete list of EAN members can be found here: <a href="https://www.ean.care/en">https://www.ean.care/en</a>
European Association of Homes and Services for the Ageing (EAHSA)	NCF (UK)	UK	EAHSA has merged with the European Association for Directors and Providers of Long-Term Care Services for the Elderly (EDE) to become EAN; no information on number of members on the website
European Network of Social Integration Enterprises (ENSIE)	No information on whether there is an affiliated sector-related social services employer organisation involved in bargaining	n.a.	A complete list of ENSIE members can be found here: <a href="http://www.ensie.org/members">http://www.ensie.org/members</a>
European Committee of the Regions (EU institution)	SALAR (SE)	1	n.a.

**Notes:** *n.a.* = not available. Cells shaded grey refers to organisations that are, among others, part of the SSE network, which is affiliated as an observer member to Social Employers.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019

## Conclusions on the representativeness of European organisations in social services

**EPSU** is the most representative European trade union organisation for social services. EPSU has 80 affiliated social services trade unions in 27 Member States (77 are directly affiliated, 3 indirectly) and 5 in the UK. In 26 Member States and the UK, EPSU has a direct member union, while in Slovenia, the social services trade union SZS Pergam is indirectly affiliated to EPSU via the confederation PERGAM. EPSU has a social services trade union involved in collective bargaining in 24 Member States. In 21 Member States the largest social services trade union is affiliated to EPSU. The countries where this is not the case are Bulgaria, Croatia, Cyprus, Poland, Portugal and Slovenia. EPSU also has the second largest affiliated social services trade union in 11 EU Member States. In 20 EU Member States all types of social services employees are covered through the trade unions affiliated to EPSU.

There are, however, two other European trade union organisations with affiliated social services trade unions in several Member States: UNI Europa and CESI.

**UNI Europa** has 33 affiliated social services trade unions in 19 Member States. UNI Europa has 28 affiliated social services trade unions that are involved in collective bargaining in 15 Member States and 17 affiliated social services trade unions that are not members of EPSU. UNI Europa also has the largest social services trade union affiliated to it in 5 Member States and the second largest in 3 or 4 EU Member States. In 11 Member States the member unions of UNI Europa cover all kinds of social services activities.

**CESI** has 17 affiliated social services trade unions in 12 Member States, of which 12 trade unions in 9 Member States are involved in collective bargaining. Some of these trade unions are directly affiliated, others indirectly. Most of the CESI member unions also organise LRG employees, and, except for GÖD in Austria (which is also affiliated to EPSU through its FSG section), all others are only affiliated to CESI. The latter represents the largest union in Hungary and the second largest in 5 or 6 Member States.

On the employers' side, CEMR represents 17 employer organisations in social services in 12 EU Member States and the UK. Most of the employer organisations covering the public sector part of social services are affiliated to CEMR. The largest social services employer organisations from Denmark, Finland and Sweden are affiliated to CEMR. CEMR is the most representative European employer organisation only for the public sector part of social services (not-for-profit and non-profit social services employer organisations).

As on the trade union side, there are two other European employer organisations – Social Employers and CEEP – that have membership in the social services.

With 25 affiliated social services employer organisations in 16 Member States, **Social Employers** has the strongest representativeness among the social services employers. The largest employer organisation is affiliated to Social Employers in 13 Member States. This is the case for Austria, Belgium (Wallonia, umbrella organisation not specifically sector related), Bulgaria, France, Germany (the largest or one of the largest), Lithuania, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia and Spain. Social Employers is most representative for the employer organisations in the non-profit and for-profit parts of social services.

**CEEP** has 10 affiliated social services employer organisations in 5 Member States and 1 in the UK. CEEP has one of the largest employer organisations in Belgium and the largest in Sweden and France.

## Conclusions

The local and regional government (LRG) sector has an EU workforce of nearly 12.3 million, while social services accounts for about 11 million workers in the EU. Some social services are directly provided by public authorities, while others are provided by non-public organisations (NPOs). The private sector social services are operated by not-for-profit associations as well as by 'for-profit social service providers'. The situation in each of the EU Member States is different but can be broken down into four groups of countries.

- In the first group of countries (39% of the EU social services workforce) non-governmental organisations (NGOs) and private enterprises play a strong role as employers in social services, with fewer than half of the employees in the public sector, and LRG has a limited role in regulating and providing financial support to the service providers.
- In the second group of three larger countries (Germany, Italy and Spain, altogether 39% of the EU social services workforce) NGOs and private enterprises are the employers and the providers of most of the social services, while LRG plays a strong role in regulating and financing them.
- In the third group of countries (19% of the social services workforce) a majority of social services are directly provided by LRG.
- In the fourth group of countries (3% of the EU social services workforce) the majority of social services are in the public sector but are governed and operated by the central government administration.

If we take the second and fourth groups together (corresponding to 42% of the EU social services workforce), there is an important role for LRG in either regulating or financing social services in group 2 and in directly providing and operating them in group 4. There is, however, an important role for NGOs and private enterprises in the first and second groups of countries, which account for 78% of the EU social services workforce.

In terms of the national trade unions and employer organisations, 57 of the LRG trade unions (40%) in 21 EU Member States also cover social services; this is also true of 10 employer organisations (16%) in 6 EU Member States. This study identified 98 social services trade unions (60%) and 82 social services employer organisations (65%) that are mainly involved in the non-public sector provision of social services; they therefore do not appear in part I of this study.

In terms of sector-relatedness, this study compared the membership domain of social services social partner organisations with the activities covered by NACE codes 87 and 88. Sectional overlap is the predominant membership domain both for trade unions and employer organisations. Half of the trade unions have a sectional overlapping membership domain, and one-quarter have an overlapping membership domain. This means that only one-quarter of the trade unions cover all social services activities, while three-quarters also have members outside social services. On the employers' side most of the organisations do not cover all activities in both NACE codes 87 and 88, while about half of them also organise employers in activities outside both NACE codes. This also means that the understanding of the scope of social services is for some organisations slightly larger than those two NACE codes, while for others it is slightly smaller. This study, however, was limited to only those social services in NACE codes 87 and 88. An internal breakdown of the coverage of

different social services was made in terms of the target audience, be it children, elderly people or people with a disability or mental health issues.

At European level, EPSU and CEMR are the mutually recognised sectoral social partners in the European Sectoral Social Dialogue Committee (ESSDC) for the LRG sector, and both have proven their capacity to negotiate. There is a convention that LRG trade unions affiliated to CESI from Germany, Hungary, Luxembourg and Slovakia are also invited by EPSU to take part in the LRG ESSDC.

For the public sector part of the LRG sector, EPSU represents 42% of the sectoral trade unions in all 27 Member States and the UK. In 20 EU Member States (and the UK) it represents the largest LRG trade union (this is not the case in Bulgaria, Estonia, Greece, Hungary, Luxembourg, Slovakia and Slovenia) and in 15 Member States the second largest one. Of the LRG trade unions not affiliated to EPSU, there are 24 (16%) that are members of another European association, and none of them (except CESI) claim any representativeness for the LRG sector. CESI has 13 affiliated LRG trade unions in 11 EU Member States (Austria, Germany, France, Hungary, Italy, Latvia, Malta, the Netherlands, Romania, Slovakia and Spain). There are also 10 LRG trade unions that are indirectly affiliated to CESI. In Hungary, Luxembourg and Slovakia, CESI represents the largest LRG trade union; for Hungary and Luxembourg this is through direct membership, while Slovakia via indirect membership. CESI also claims to have the largest trade union indirectly affiliated in Malta, though this is questioned by EPSU. CESI also represents the second largest LRG trade unions in Austria, Germany, the Netherlands and Slovenia.

On the employers' side of the public sector part of the LRG sector, CEMR represents two-thirds (66%) of the national LRG employer organisations in all 27 Member States and the UK. In 23 EU Member States (and the UK) the largest LRG employer organisation (or single employer) is affiliated to CEMR. In 18 of these 23 EU Member States (and also in the UK) this is a proper employer organisation. In Austria, France, Luxembourg, Poland and Spain, there is no employer organisation for LRG, but the institution operating as the employer of LRG workers in those countries is directly affiliated to CEMR in all five cases. In other words, in only four countries (Bulgaria, Germany, Italy and Portugal) the largest LRG employer organisation or employer is not affiliated to CEMR. Only five LRG employer organisations that are not affiliated to CEMR are members of another European association, of which none claim any representativeness for the sector.

**EPSU** and **CEMR** are therefore the most representative European social partner organisations for the LRG sector.

With 77 directly affiliated and 3 indirectly affiliated social services trade unions in 27 Member States (and 5 in the UK), **EPSU** has the strongest representativeness in social services. EPSU has member organisations directly in social services in 26 Member States and in the UK, and has an indirectly affiliated social services union in Slovenia. EPSU has a social services trade union involved in collective bargaining in 24 Member States. In 21 Member States the largest social services trade union is affiliated to EPSU. The countries where this is not the case are Bulgaria, Croatia, Cyprus, Poland, Portugal and Slovenia. The second largest social services trade union in 11 EU Member States is affiliated to EPSU. In 20 EU Member States all types of social services employees are covered through trade unions affiliated to EPSU.

Given this, EPSU is the most representative European trade union organisation in both the LRG and social services sectors. For social services, however, there are two other European trade union

organisations, UNI Europa and CESI, that have some representativeness for social services in several Member States.

**UNI Europa** has 33 affiliated social services trade unions in 19 Member States. In 15 Member States it has an affiliated social services trade union involved in collective bargaining. The largest social services trade unions in 5 Member States are affiliated to UNI Europa. **CESI** has social services trade unions affiliated in 8 Member States, of which 9 trade unions in 7 Member States are involved in collective bargaining. Of these, there are 5 trade unions (in 4 Member States) that also organise employees in the LRG sector.

The membership domains of EPSU, UNI Europa and CESI are all largely overlapping for social services activities.

On the employers' side, **CEMR** represents 17 employer organisations in social services in 12 EU Member States and 1 in the UK. Most of the employer organisations covering the public sector part of social services are affiliated to CEMR. The largest employer organisations in Denmark and Finland are affiliated to CEMR. On the trade union side, there are also two other European employer organisations – Social Employers and CEEP – that have membership in the social services.

With 25 affiliated social services employer organisations in 16 Member States, **Social Employers** has the strongest representativeness among the social services employers. The largest employer organisation is affiliated to Social Employers in 14 Member States. This is the case for Austria, Belgium (Wallonia, umbrella organisation not specifically sector related), Bulgaria, France, Germany (the largest or one of the largest), Lithuania, Luxembourg, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia and Spain.

**CEEP** has 10 affiliated social services employer organisations in 4 Member States and 1 in the UK. CEEP has one of the largest employer organisations affiliated to it in Belgium and the largest in Sweden and France.

While the membership domain of Social Employers is congruent to social services activities, the membership domains of CEMR and CEEP are overlapping. For CEMR it is overlapping with the LRG sector, while for CEEP it is largely overlapping with all public sectors; moreover, CEEP is a cross-industry social partner organisation.

Social Employers has the strongest representativeness for social services, but it does not cover LRG. CEEP has six affiliated LRG employers, of which all except one (ARAN in Italy) are also members of CEMR. Its unique representativeness in the LRG sector is thus limited to that one organisation, and CEEP does not organise any activities for LRG employers, as it is focused on its role as a cross-industry social partner organisation.

In conclusion, EPSU and CEMR are the most representative European social partner organisations for the LRG sector, including directly provided public social services. On the trade union side, UNI Europa has lesser representativeness in mainly privately provided social services but no membership at all in the LRG sector, and CESI has lesser representativeness in both the LRG and social services sectors. On the employers' side, Social Employers was found to have the most significant representativeness in the private sector part of social services but no membership at all in the LRG sector. CEEP has only a few members covering both LRG and publicly provided social services, but, as a cross-industry employer organisation, it does not claim any sectoral representativeness.

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## Annex 1: List of LRG sector social partners

Table A1: LRG sector trade unions: abbreviation and full names

Country	Abbreviation	Trade union name in the original language	Trade union name in English
AT	GÖD	Gewerkschaft Öffentlicher Dienst	Union of Public Employees
	Younion	Younion – Die Daseinsgewerkschaft	Younion
BE	ACV OD/CSC SP	ACV Openbare Diensten – CSC Services Publics	ACV (General Christian Trade Union) Public Services
	ACOD-CGSP	Algemene Centrale Der Openbare Diensten – Centrale Générale des Services Publics (CGSP)	General Federation of Public Services
	VSOA-SLFP	Vrij Syndicaat voor het Openbaar Ambt – Syndicat Libre de La Fonction Publique	Free Union for Public Services
	UNSP-NUOD	Nationale Unie der Openbare Diensten – Union Nationale des Services Publics	National Union of Public Services
BG	FITUGO	Федерация на независимите синдикати от държавното управление и организации	Federation of Independent Trade Unions of State Government and Organisations
	PODKREPA	Синдикат на административните служители „Подкрепа“	Union of Administrative Employees – PODKREPA
	FTU-HS	Федерация на синдикатите в здравеопазването при КНСБ	Federation of Trade Unions – Health Services
	MF ‘Podkrepa’	Медицинска федерация „Подкрепа“	Medical Federation – Podkrepa
	BUT	Синдикат на българските учители	Bulgarian Union of Teachers
	NUS	Независим учителски синдикат	Independent Teachers’ Trade Union
	UE Podkrepa	Синдикат „ОБРАЗОВАНИЕ“ Подкрепа	Union of Education Podkrepa
	ITUF CULTURE	Независима Синдикална Федерация „Култура“	Independent Trade Union Federation Culture
	NF Culture – Podkrepa CL	Национална федерация „Култура“ – КТ “Подкрепа“	National Federation Culture – Podkrepa CL
CY	OEKDY-SEK	Ομοσπονδία Εργατοϋπαλλήλων Κυβερνητικοστρατιωτικών και Δημοσίων Υπηρεσιών Κύπρου	Cyprus Federation of Governmental Military Workers–Employees and Public Services – SEK
	PASYEK-PEO	Παγκύπρια Συντεχνία Εργατοϋπαλλήλων Κυβερνητικο-Στρατιωτικών και Κοινωνικών Ιδρυμάτων	Pancyprian Government and Military Workers Trade Union –Pancyprian Federation of Labour
	SIDIKEK-PEO	Συντεχνία Ημικρατικών, Δημοτικών και Κοινοτικών Εργατοϋπαλλήλων Κύπρου	Cyprus Semi-governmental, Municipal and Local Authority Workers and Employees’ Trade Union
	OHO-SEK	Ομοσπονδία Σωματείων Ημικρατικών Οργανισμών	Trade Unions Federation in Semi-governmental Organisations
	PASYDY	Παγκύπρια Συντεχνία Δημοσίων Υπαλλήλων Κύπρου	Pancyprian Public Servants’ Trade Union



Country	Abbreviation	Trade union name in the original language	Trade union name in English
CZ	OSH-CZ	Odborový Svaz Hasičů	Trade Union of Firefighters
	OS SOO/STATORG	Odborový svaz státních orgánů a organizací	Trade Union of State Bodies and Organisations
	OSPKOP	Odborový svaz pracovníků kultury a ochrany přírody	Trade Union of Workers of Culture and Nature Preservation
	ČMOSA	Českomoravský odborový svaz civilních zaměstnanců armády	Czech–Moravian Trade Union of Civilian Employees of the Army
	ČMOS PŠ	Českomoravský OS pracovníků školství	Czech–Moravian Trade Union of Workers in Education
	OSZSP ČR	Odborový svaz zdravotnictví a sociální péče ČR	Trade Union of Health Service and Social Care in the Czech Republic
DE	ver.di	Vereinte Dienstleistungsgewerkschaft	United Services Union
	dbb	Deutscher Beamtenbund und Tarifunion	German Civil Servants' Union and Wage Union
	GdP	Gewerkschaft der Polizei	Police Union
	GÖD	Gewerkschaft öffentlicher Dienst und Dienstleistungen	Public Services Trade Union
DK	OAO	Offentligt Ansattes Organisationer	Organisations of Public Employees
	FOA	Fag og Arbejde	Trade and Labour
	HK Kommunal	HK Kommunal	Trade Union of Local and Regional Government Employees
	DJØF	Dansk Jurist og Økonomforbund	Danish Association of Lawyers and Economists
	IDA	Ingeniørforeningen i Danmark	Danish Society of Engineers
	BF	Bibliotekarforbundet	Danish Union of Librarians
EE	TALO	Teenistujate Ametiiliitude Keskorganisatsioon	Estonian Unions' Confederation
	ROTAL	Riigi- ja Omavalitsuste Töötajate Ametiühingute Liit	State and Local Government Employees Union
	EHL	Eesti Haridustöötajate Liit	Estonian Educational Personnel Union
EL	POE-OTA	Πανελλήνια Ομοσπονδία Εργαζομένων Οργανισμών Τοπικής Αυτοδιοίκησης (Panellínia Omospondía Ergazoménon Organismón Topikís Aftodioíkisis)	Pan Hellenic Federation of Workers' Associations of the Local Government
	ΠΟΠ-ΟΤΑ (POP-OTA)	Πανελλήνια Ομοσπονδία Προσωπικού Οργανισμών Τοπικής Αυτοδιοίκησης (Panellínia Omospondía Prosoπikou Organismón Topikís Aftodioíkisis)	Pan-Hellenic Federation of Local Authorities Personnel
	ΟΣΥΑΠΕ (OSYAPE)	Ομοσπονδία Συλλόγων Υπαλλήλων Αιρετών Περιφερειών Ελλάδας (Omospondía Syllógon Ypallílon Airetón Perifereión Elládas)	Federation of Associations of Employees of Elected Regions of Greece
	ΟΣΕΑΔΕ (OSEADE)	Ομοσπονδία Συλλόγων Εργαζομένων Αποκεντρωμένων Διοικήσεων Ελλάδας (Omospondía Syllógon Ergazoménon)	Hellenic Federation of Centralised Administrations Employees' Associations

Country	Abbreviation	Trade union name in the original language	Trade union name in English
		Apokentroménon Dioikíseon (Elládas)	
ES	FSC-CCOO	Federación de Servicios a la Ciudadanía – Comisiones Obreras	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
	FeSP-UGT	Federación de Empleados y Empleadas de los Servicios Públicos – Unión General de Trabajadores	Federation of Public Services Employees – General Workers Union
	CSI-CSIF	Central Sindical Independiente de Funcionarios	Independent Trade Union of Civil Servants
FI	Tehy	Tehy	Union of Health and Social Care Professionals in Finland
	JHL	Julkisten ja hyvinvointialojen liitto	Trade Union for the Public and Welfare Sectors
	SuPer	Suomen lähi- ja perushoitajaliitto, SuPer ry	Finnish Union of Practical Nurses
	Jyty	Julkis- ja yksityisalojen toimihenkilöliitto Jyty ry	Federation of Public and Private Sector Employees
	OAJ	Opetusalan Ammattijärjestö	Trade Union of Education in Finland
	SPAL	Suomen palomiesliitto SPAL ry	Finnish Association of Firefighters
	Talentia	Ammattijärjestö Talentia	Talentia Union of Professional Social Workers
	Akava Special Branches	Akavan Erityisalat	Akava Special Branches
	Finnish Psychological Association	Suomen psykologiliitto ry	Finnish Psychological Association
FR	FSP-CGT	Fédération des services publics – Confédération Générale du Travail	Public Services Federation – General Confederation of Labour
	CFDT-INTERCO	Fédération INTERCO – Confédération Française Démocratique du Travail	INTERCO – French Democratic Federation of Labour
	FPSPSS-FO (FO Territoriaux)	Fédération des Personnels des Services Publics et des Services de Santé Force Ouvrière	Public Services and Health Federation – Workers' Force
	UNSA Territoriaux	Union nationale des syndicats autonomes – Territoriaux	National Union of Independent Unions – Territories
	FA-FPT	Fédération Autonome de la Fonction Publique Territoriale	Local Government Sector Federation of Independent Unions
	Sud Solidaires	Fédération SUD Collectivités Territoriales – Solidaire	Local Government Sector Federation of Solidarity Unions
	FNACT-CFTC	Fédération nationale des agents des collectivités territoriales CFTC	French Christian Workers' Confederation
	SNUTER	Syndicat national unitaire de la territoriale	National Unitary Union of Territorial Civil Servants
	FP CFE-CGC	CFE-CGC Syndicat National des Territoriaux	CFE-CGC National Union of Territorial Civil Servants

Country	Abbreviation	Trade union name in the original language	Trade union name in English
	SAFPT	Syndicat autonome de la fonction publique territoriale	Autonomous Union of Territorial Civil Service
	FGAF (SDATT)	Fédération Générale Autonome des Fonctionnaires	Autonomous General Federation of Civil Servants
HR	SDLSN	Sindikát državnih i lokalnih službenika i namještenika Republike Hrvatske	Trade Union of State and Local Civil Servants and Employees of Croatia
HU	MKKSZ	Magyar Köztisztviselők, Közalkalmazottak és Közszolgálati Doldozók Szakszervezete	Trade Union of Hungarian Civil Servants and Public Employees
	BDDSZ	Bölcsődei Dolgozók Demokratikus Szakszervezete	Democratic Trade Union of Crèche Employees
	SZTDSZ	Szociális Területen Dolgozók Szakszervezete	Trade Union of Employees of the Social Service Sector
	KKDSZ	Közgyűjteményi és Közművelődési Dolgozók Szakszervezete	Union of Cultural Institutions and Public Collections Employees
	HVDSZ 2000	Helyiipari és Városgazdasági Dolgozók Szakszervezete	Trade Union of Workers of Local Industry and City Services
IE	Fórsa	Fórsa	Force
	SIPTU	Services Industry Professional Technical Union	Services Industry Professional Technical Union
	Connect	Connect the Union	Connect the Union
	Unite	Unite the Union	Unite the Union
IT	CONFAL	Confederazione Generale dei Sindacati Autonomi dei Lavoratori	Workers' Autonomous Trade Unions' Confederation
	FP-CGIL	Funzione Pubblica – Confederazione Generale Italiana del Lavoro	Public Employment Union – Italian General Confederation of Labour
	FP-CISL	Funzione Pubblica – Confederazione Italiana Sindacati Lavoratori	Public Employment Union – Italian Confederation of Workers' Trade Unions
	CSA RAL (CISAL)	CSA – Regioni Autonomie Locali	CSA – Regions and Local Autonomies
	FPL-UIL	Federazione dei Poteri Locali – Unione Italiana del Lavoro	Federation of Local Powers – Italian Union of Labour
	DIRER	Federazione Nazionale dei Dirigenti e dei Quadri Direttivi delle Regioni	National Federation of Executive Managers of Regional Governments
	DIREL	Federazione Nazionale Dirigenti degli Enti Pubblici Locali	National Federation of Executive Managers of Local Governments
LT	LVTSP	Lietuvos valstybės tarnautojų, biudžetinių ir viešųjų įstaigų darbuotojų profesinė sąjunga	Lithuanian Civil Servants, Budgetary and Public Institutions Employees' Trade Union
	LKDPF	Lietuvos kultūros darbuotojų profsąjungų federacija	Lithuanian Federation of Culture Sector Trade Unions
	LKDPS	Lietuvos kultūros darbuotojų profesinė sąjunga	Trade Union of Lithuanian Cultural Employees
	LSPTDPS	Lietuvos socialines paslaugas teikiančių darbuotojų profesinė sąjunga	Trade Union of Lithuanian Employees Providing Social Services
	LSJDPS	Lietuvos socialinių įstaigų darbuotojų profesinė sąjunga	Trade Union of Employees of Lithuanian Social Institutions

Country	Abbreviation	Trade union name in the original language	Trade union name in English
	LSDPS 'Solidarumas'	Lietuvos socialinių darbuotojų profesinė sąjunga 'Solidarumas'	Lithuanian Trade Union of Social Workers 'Solidarity'
	LPSDPS	Lietuvos paslaugų sferos darbuotojų profesinė sąjunga	Lithuanian Service Employees Trade Union
LU	FGFC	Fédération générale de la fonction communale	General Federation of the Municipal Function
	OGB-L SP	Onafhängege Gewerkschaftsbond Lëtzebuerg. Syndicat services publics	Independent Trade Union of Luxembourg. Public Service Trade Union
	CGT-L	Confédération Générale de la Fonction Publique	General Confederation of the Public Service
LV	LAKRS	Latvijas Sabiedrisko pakalpojumu un transporta darbinieku arodbiedrība – LAKRS	Latvian Trade Union of Public Service and Transport Workers – LAKRS
	LPDA	Latvijas Pašvaldību darbinieku arodbiedrība	Trade Union of Local Governments
	LVIPUFDA	Latvijas Valsts iestāžu, pašvaldību, uzņēmumu un finansu darbinieku arodbiedrība	Trade Union of Employees of State Institutions, Self-governments and Finance Sector
MT	GWU	General Workers' Union	General Workers' Union
	UHM	Union Haddiema Maghqudin	Union of United Workers
NL	FNV Overheid	Federatie Nederlandse Vakbeweging Overheid	Federation of Dutch Trade Unions Government
	CNV Overheid	Christelijke Nationale Vakbeweging Overheid	Christian National Employees Movement for the Public Sector
	CMHF	Centrale van Middelbare en Hogere Functionarissen bij Overheid, Onderwijs, Bedrijven en Instellingen	Federation of Mid-level and Higher Functionaries in the Public Sector, Education, Enterprises and Institutes
	AVV	Alternatief Voor Vakbond	Alternative for Trade Unions
PL	SSP NSZZ 'Solidarność'	Sekretariat Sluzb Publicznych Niezaleznego Samoradzego Związku Zawodowego 'Solidarność'	Public Service Employees Secretariat of the Independent Self-governing Trade Union 'Solidarność'
	KSPPS NSZZ 'Solidarność'	Krajowa Sekcja Pracowników Pomocy Społecznej Niezaleznego Samoradzego Związku Zawodowego 'Solidarność'	National Section of Social Assistance Workers of the Independent Self-governing Trade Union 'Solidarność'
	FZZPOiPS	Federacja Związkw Zawodowych Pracownikow Ochrony Zdrowia i Pomocy Społecznej	Federation of Healthcare and Social Assistance Employees Trade Unions
PT	STAL	Sindicato Nacional dos Trabalhadores da Administração Local e Regional, Empresas Públicas, Concessionárias e Afins	Union of Local Authority Workers
	STE	Sindicato dos Quadros Técnicos do Estado	Union of Technical Staff of the State
	SINTAP	Sindicato dos Trabalhadores da Administração Pública e de Entidades com Fins Públicos	Union of Workers in Public Administration and Entities with Public Purposes

Country	Abbreviation	Trade union name in the original language	Trade union name in English
	STML	Sindicato dos Trabalhadores do Município de Lisboa	Union of Workers of the Municipality of Lisbon
	FNSTFPS	Federação Nacional dos Sindicatos dos Trabalhadores em Funções Públicas e Sociais	National Federation of Unions of Workers in Public and Social Services
	SNPM	Sindicato Nacional das Polícias Municipais	National Union of Municipal Police
	SNBP	Sindicato Nacional de Bombeiros Profissionais	National Union of Professional Firefighters
	STAAE-ZN	Sindicato dos Técnicos Superiores, Assistentes e Auxiliares de Educação da Zona Norte	Union of Graduate Staff, Assistants and Auxiliary Staff in Education in the Northern Area
	SNM	Sindicato Nacional dos Motoristas	National Drivers' Union
	SPGL	Sindicato dos Professores da Grande Lisboa	Teachers' Union of the Greater Lisbon Area
	STEESP	Sindicato dos Trabalhadores do Estado e de Entidades do Setor Público	Union of Workers of the State and Public Sector Entities
RO	CSN Meridian	CSN Meridian	CSN Meridian
	COLUMNNA	Federatia Salariatilor din Administratia Publica Centrala si Locala din Romania 'COLUMNNA'	Employees' Federation of Local and Central Public Administration in Romania – COLUMNNA
	PUBLISIND	Federatia Sindicatelor din Administratie Publisind	PUBLISIND Federation
SE	Akademikerförbundet SSR	Akademikerförbundet Sveriges Socionomers Riksförbund	Association of Graduates in Public Administration and Social Work
	Fysioterapeuterna	Fysioterapeuterna, Professions- och fackförbundet för fysioterapeuter	Swedish Association of Physiotherapists
	Vision	Vision	Vision
	Läraryrket	Läraryrket	Swedish Teachers' Union
	Swedish Association of Graduate Engineers	Sveriges Ingenjörer	Swedish Association of Graduate Engineers
	Kommunal	Sveriges kommunalarbetarförbund	Swedish Municipal Workers' Union
	Sveriges Arbetsterapeuter	Förbundet Sveriges Arbetsterapeuter	Swedish Association of Occupational Therapists
	Vårdförbundet	Vårdförbundet	Swedish Association of Health Professionals
	Ledarna	Ledarna	Confederation of Executives and Managerial Staff
	Läkarförbundet	Sveriges Läkarförbund	Swedish Medical Association
	BRF	Brandmännens riksförbund	Swedish Firefighters' Association
SI	SDOS	Sindikato državnih organov Slovenije	Trade Union of Civil and Social Bodies of Slovenia
	SORS	Sindikato občinskih redarjev Slovenije	Trade Union of Municipal Wardens of Slovenia
	KS-90	Konfederacija sindikatov KS-90	Confederation of Trade Unions 90

Country	Abbreviation	Trade union name in the original language	Trade union name in English
	SJUS	Sindikat javnih uslužbencev Slovenije	Trade Union of Public Sector Employees of Slovenia
	KSS	Konfederacija sindikatov Slovenije	Confederation of Slovenian Trade Unions
	SPGS	Sindikat poklicnega gasilstva Slovenije	Trade Union of Professional Firefighters of Slovenia
	VIR	Sindikat delavcev v vzgojni, izobraževalni in raziskovalni dejavnosti Slovenije	Slovenian Pre-school, Education and Research Workers Trade Union
	SVIZ	Sindikat vzgoje, izobraževanja, znanosti in kulture Slovenije	Education, Science and Culture Trade Union of Slovenia
	SZS Pergam	Sindikati v zdravstvu Slovenije Pergam	Confederation of Trade Unions in Health – Pergam
	SDZNS	Sindikat delavcev v zdravstveni negi Slovenije	Union of Healthcare Workers of Slovenia
	GLOSA	Sindikat kulture in narave Slovenije	Trade Union of Culture Workers of Slovenia
	SZSSS	Sindikat zdravstva in socialnega skrbstva Slovenije	Healthcare and Social Care Union of Slovenia
	SINDIR	Sindikat direktorjev in ravnateljev Slovenije	Trade Union of Directors and Principals of Slovenia
	SZSVS	Sindikat zdravstva in socialnega varstva Slovenije	Trade Union of Health and Social Security of Slovenia
	SFRU	Sindikat finančno računovodskih uslužbencev plačne skupine J	Trade Union of Financial Accountants of the Wage Group J
SK	SLOVES	Slovenský odborový zväz verejnej správy a kultúry	Slovak Trade Union of Public Administration and Culture
	SOZ ZaSS	Slovenský odborový zväz zdravotníctva a socialných služieb	Slovak Trade Union Association of Healthcare and Social Services
	VSOZ	Všeobecný slobodný odborový zväz	General Free Trade Union Association
UK	ALACE	Association of Local Authority Chief Executives and Senior Managers	Association of Local Authority Chief Executives and Senior Managers
	FBU	Fire Brigades Union	Fire Brigades Union
	FOA	Fire Officers' Association	Fire Officers' Association
	GMB	GMB (General, Municipal, Boilermakers and Allied Trade Union)	GMB
	NIPSA	Northern Ireland Public Service Alliance	Northern Ireland Public Service Alliance
	Prospect (FLA)	Prospect (Fire Leaders Association branch)	Prospect (Fire Leaders Association branch)
	RCN	Royal College of Nursing	Royal College of Nursing
	SWU	Social Workers Union	Social Workers Union
	Unison	Unison	Unison
	Unite the Union	Unite the Union	Unite the Union

Table A2: LRG sector employer organisations: abbreviations and full names

Country	Abbreviation	Employer organisation name in original language	Employer organisation name in English
AT	Austrian Association of Municipalities	Österreichischer Gemeindebund	Austrian Association of Municipalities
	Austrian Association of Cities and Towns	Österreichischer Städtebund	Austrian Association of Cities and Towns
BE	VVSG	Vlaamse Vereniging voor Steden en Gemeenten	Flemish Association for Cities and Municipalities
	Brulocalis	Vereniging Stad & Gemeenten Van Brussel – Association Ville & Communes de Bruxelles	Association of the City and Municipalities of Brussels
	APW	Association Provinces Wallons	Association of Walloon Provinces
	VVP	Vereniging Vlaamse Provincies	Association of Flemish Provinces
	UVCW	Union des Villes et Communes de Wallonie	Union of Walloon Cities and Municipalities
BG	UEESB	Съюз на работодателите в системата на народната просвета в България	Union of Employers in Education System in Bulgaria
	Association of Directors in Secondary Education in Bulgaria	Сдружение на директорите в средното образование в РБ	Association of Directors in Secondary Education in Bulgaria
CY	UCM	Ένωση Δήμων Κύπρου	Union of Cyprus Municipalities
CZ	SMO ČR	Svaz měst a obcí ČR	Union of Towns and Municipalities of the Czech Republic
	AK ČR	Asociace krajů České republiky	Association of the Regions of the Czech Republic
DE	VKA	Vereinigung kommunaler Arbeitgeberverbände	Municipal Employers' Association
	TdL	Tarifgemeinschaft deutscher Länder	Employers' Association of the Länder
	DLT	Deutscher Landkreistag	German Rural District Association
	DST	Deutscher Städtetag	Federal Association of German Towns and Cities
	DStGB	Deutscher Städte- und Gemeindebund	German Association of Cities and Communities
	RGRE	Rat der Gemeinden und Regionen Europas, deutsche Sektion	German Section of the Council of European Municipalities and Regions
DK	KL	Kommunernes Landsforening	Local Government Denmark
	Danish Regions	Danske Regioner	Danish Regions
EE	ELVL	Eesti Linnade ja Valdade Liit	Association of Estonian Cities and Municipalities
EL	KEDE	Κεντρική Ένωση Δήμων Ελλάδος	Central Union of Municipalities of Greece

Country	Abbreviation	Employer organisation name in original language	Employer organisation name in English
	ENPE	Ένωση Περιφερειών Ελλάδος	Association of Greek Regions
ES	FEMP	Federación Española de Municipios y Provincias	Spanish Federation of Municipalities and Provinces
FI	KT	Kuntatyöntajat	Local Government Employers
FR	AFCCRE	Association française du CCRE	French Association for the Council of European Municipalities and Regions
HR	Udruga gradova	Udruga gradova u Republici Hrvatskoj	Association of Cities in the Republic of Croatia
	Udruga općina	Udruge općina u Republici Hrvatskoj	Association of Municipalities in the Republic of Croatia
	HRVZZ	Hrvatska zajednica županija	Croatian County Association
HU	TÖOSZ	Települési Önkormányzatok Országos Szövetsége	Hungarian National Association of Local Authorities
	MFSZ	Magyar Faluszövetség	Association of Hungarian Villages
IE	LGMA	Local Government Management Agency	Local Government Management Agency
IT	ARAN	Agenzia per la Rappresentanza Negoziale delle Pubbliche Amministrazioni	Agency for the Representation of Public Administrations in Collective Bargaining
	AICCRE	Associazione italiana per il Consiglio dei Comuni e delle Regioni d'Europa E	Italian Association for the Council of European Municipalities and Regions
LT	LSA	Lietuvos savivaldybių asociacija	Association of Local Authorities in Lithuania
LU	SYVICOL	Syndicat des villes et communes du Luxembourg	Union of Towns and Municipalities of Luxembourg
LV	LPS	Latvijas Pašvaldību savienība	Latvian Association of Local and Regional Governments
MT	AKL	Assocjazzjoni Kunsilli Lokali	Local Councils Association
NL	IPO	Interprovinciaal Overleg	Interprovincial Consultation
	VNG	Vereniging van Nederlandse Gemeenten	Association of Dutch Municipal Governments
	UvW	Unie van Waterschappen	Union of Water Authorities
PL	ZMP	Związek Miast Polskich	Association of Polish Cities
PT	SEAL	Secretaria de Estado da Administração Local	State Department of Local Administration
	Government of the Azores	Governo dos Açores	Government of the Azores
	Regional Government of Madeira	Governo Regional da Madeira	Regional Government of Madeira
	CML	Câmara Municipal de Lisboa	Lisbon Municipality Council
	CM-Porto	Câmara Municipal do Porto	Porto Municipality Council
	ANMP	Associação Nacional dos Municípios Portugueses	National Association of Portuguese Municipalities



Country	Abbreviation	Employer organisation name in original language	Employer organisation name in English
RO	ACoR	Asociația Comunelor din România	Association of Communes of Romania
	AOR	Asociația Orașelor din România	Association of Cities of Romania
	UNCJR	Uniunea Națională a Consiliilor Județene din România	Romanian National Union of County Councils
SE	SKR (SALAR)	Sveriges kommuner och landsting	Swedish Association of Local Authorities and Regions
SI	ZMOS	Združenje mestnih občin Slovenije	Association of Urban Municipalities of Slovenia
	SOS	Skupnost občin Slovenije	Association of Municipalities and Towns of Slovenia
	SSZS	Skupnost socialnih zavodov Slovenije	Association of Social Institutions of Slovenia
	ZDRZZ	Združenje zdravstvenih zavodov Slovenije	Association of Health Institutions of Slovenia
	SVS	Skupnost vrtcev Slovenije	Community of Kindergartens of Slovenia
SK	ZMOS	Združenie miest a obcí Slovenska	Association of Towns and Communities of Slovakia
UK	COSLA	Convention of Scottish Local Authorities	Convention of Scottish Local Authorities
	LGA	Local Government Association	Local Government Association
	London Councils	London Councils	London Councils
	NILGA	Northern Ireland Local Government Association	Northern Ireland Local Government Association
	WLGA	Welsh Local Government Association	Welsh Local Government Association

Table A3: The role of LRG in the provision of social services

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
AT	More than two-thirds (estimate)	LRG mainly finances rather than operates activities in NACE 87 and 88.
BE	No data available (see Eurofound, 2020).	No data available (see Eurofound, 2020).
BG	100% of the activities in NACE 87 and 88 are under the responsibility and management of the local government; 'Residential care activities' are funded by the state and 'Social work activities without accommodation' are funded by the local authorities.	Pursuant to Art. 18a of the Social Assistance Act, the mayor of the municipality manages the social services on the territory of the respective municipality and appoints the directors of the homes for medical and social care.
CY	As explained above, residential care and social work are not typically provided by local authorities. However, some local authorities offer such services. No data are available in this regard.  Regional authorities are not involved in the delivery of such services.	Some local authorities may be involved in the organisation and delivery of such services through 'community welfare councils'. Most of them are registered as local not-for-profit organisations.

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
CZ	In terms of NACE 87 and 88 (it is not possible to distinguish between them) – about 41% of all actors are established and financed by LRG actors, i.e. in the subsectors of residential care activities and social work activities.	LRG actors are founders, governing and financing actors in terms of activities relating to NACE 87 and 88, because these activities are delegated by law to the regions/municipalities and communities.  These activities are carried out by specific contributory organisations – financed from the budget of the region or municipality and by subsidies.
DE	There are no data for answering this question because Destatis care statistics (Pflegestatistik) differentiate between private, public and non-profit care homes but do not distinguish between public and other owners of non-profit care homes.	In NACE 87 the role of the municipal owner/employer is limited to the provision/maintenance of the facility and to the setting of the wages employed by the care facility (via VKA). LRG does not provide the care home's budget for paying its staff; this budget is made available by the federal care insurance fund (Pflegeversicherung), run at federal level. Wages are therefore determined by VKA or TdL agreements, but public care homes depend on the available care insurance funds to pay staff; various flexible employment contracts are used to make ends meet.  The situation is different in NACE 88 where the municipal owners or the <i>Länder</i> finance the budget for social workers.
DK	Activities in NACE 87 and 88 are all the responsibility of municipalities (local governments).	Activities in NACE 87 and 88 are all the responsibility of municipalities (local governments).
EE	Exact data are not available. However, according to the Social Welfare Act, most of the activities under NACE 87 and 88 are the responsibility of the local governments. The central government/state is responsible for organising rehabilitation services for people with disabilities and special care services for people with mental health disorders (part of NACE 87).	Most of the services are the responsibility of local government administrations. This means that they are responsible for organising as well as financing the services (although they might receive state finances as well in their budget for some activities or persons' own contributions may be in place). Central government puts legislation in place, providing for the minimum requirements of these services, while local governments set up these services, make certain that anyone needing these services have access to them, find service providers if needed, etc. For example, the Social Welfare Act states that the local governments are responsible for organising the shelter service. Local governments therefore must provide the service to people, whether by themselves (finding rooms and staff, for example), or by authorising the service provision to a legal or natural person.  The local governments can, of course, provide more services/activities if they want and can (for example, if they have enough financial resources).
EL	n.a.	n.a.
ES	Around 90%	The role of LRG is to ensure the provision of services with public employees and/or public companies and/or agreements with private companies.

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
FI	<p>The following numbers are an estimation of the proportion of employees working for municipalities compared with the whole workforce in the sector:</p> <p>NACE 87: estimated 42%</p> <p>NACE 88: estimated 65%</p>	<p>Based on the Social Welfare Act (Sosiaalihuoltolaki 1301/2014), municipalities must organise social services:</p> <ul style="list-style-type: none"> <li>• to support people in coping with everyday life</li> <li>• to provide housing-related support</li> <li>• to give financial support</li> <li>• to prevent social exclusion and to promote inclusion</li> <li>• to respond to the need for support caused by interpersonal and domestic violence or other forms of violence and abuse</li> <li>• to respond to the need for support in acute crises</li> <li>• to safeguard the balanced development and well-being of children</li> <li>• to respond to the need for support caused by alcohol or drug abuse, mental problems or other illness or disability or ageing</li> <li>• to respond to other needs for support relating to physical, psychological, social or cognitive functional capacity</li> <li>• to support family and friends of those in need of support</li> </ul> <p>Private companies and NGOs supplement the public sector in the provision of social services.</p>
FR	30% of the workforce	<p>Municipalities implement voluntary social action through municipal social action centres (management of nurseries, homes for the elderly). In the cultural field, the municipality creates and maintains libraries, museums, music schools and theatres. It organises cultural events.</p> <p>Departments play a central role in social work (child welfare, maternal and child protection, adoption, support for families in financial difficulty, housing and social integration policies, disability compensation benefits, creation and management of retirement homes, policies for maintaining older people at home, management of legal social assistance benefits (active solidarity income (RSA), the amount of which is fixed at national level).</p>
HR	Around 25% of activities	<p>In terms of NACE 87 and 88, municipalities and towns are responsible for and finance childcare and social care, while large towns (&gt; 35,000 inhabitants) organise some of the activities and institutions in social welfare, such as centres for social welfare and provision of welfare.</p>
HU	<p>There are no sector-specific data available about the economic activities in specific NACE codes. Due to the imprecise data, the non-financial nature of the data and the wide variation regarding the involvement of the LRG sector in the provision of various services, it is impossible to provide a synthetic quantitative estimate.</p>	<p>Many social service-related tasks are generally the responsibility of local or county-level administrations within the government sector. However, the central budgetary institutions are dominant (75%–80% in terms of the number of residents) in various fields of residential care: the care of addicts and the care of people with disabilities. LRG institutions dominate</p>

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
		central budgetary institutions in the residential care of the elderly and of the homeless, but even here their share (in terms of the number of residents) is only 20% and 32%, respectively, with strong competition from churches, public benefit companies, and (in the case of homeless shelters) foundations and associations. As for social care without accommodation, there are no sector-specific data except for crèches. Public crèches are maintained by local governments, and their share is overwhelming (83% in terms of enrolled children) compared with the share of non-profit institutions and other maintainers. The share of non-profit institutions is higher, however, when it comes to the number of crèches because they operate crèches with a much smaller enrolment capacity.
IE	For NACE 88: very small	Each local authority has a designation for a social care worker (larger authorities would have a senior social care worker as well).
IT	Social services and social work are the responsibility of the local level of government. Hence, the large majority of these activities are the responsibility of LRGs.	Activities in NACE 87 and 88 are the responsibility of the municipalities. The municipal government is responsible for the financing, planning, provision, evaluation and management of these activities. The municipal government can opt to contract these services out to private external providers, still maintaining responsibility for the control, financing and provision of such activities.
LT	More institutions in NACE 87 and 88 usually operate under the municipalities than under the Ministry of Social Security and Labour. Even fewer are operated by private owners or NGOs. So the share of activities in Lithuania in NACE 87 and 88 that are the responsibility of LRG might be more than 50%.	
LU	Most of these activities are managed by the municipalities at local level, but it is really impossible to provide an estimate of the proportions.	Each municipality is the manager of these activities. For some items, several municipalities collaborate on managing activities.
LV	Precise data are not available.  It is known that Latvia implements a de-institutionalisation policy that changes the existing proportion between social care in institutions and social care on behalf of social work. Planning regions have prepared de-institutionalisation plans that envisage reducing the number of social care institutions. Latvia is in the transition stage in this respect.	Obligations of the local government are prescribed in Section 9 (Duties of Local Governments in the Provision of Social Services and Social Assistance) of the Law on Social Services and Social Assistance: 'The local government in the territory of which a person has registered his or her main place of residence has a duty to provide the person with a possibility to receive social services and social assistance corresponding to his or her needs.'  Local government administration deals with two types of social care institutions: <ul style="list-style-type: none"> <li>• social care institution within the local administration, a structural unit of local administration – those employed are employees of a local administration</li> <li>• social care institution established by the local administration – local administration</li> </ul>

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
		<p>is responsible for maintaining an institution and financing social care work</p> <p>Special institutional facilities may also be created for social work without accommodation.</p>
MT	<p>Since Malta is a small country, such activities are under the direct responsibility of the central government. Councils may be involved on their own initiative.</p>	<p>Since Malta is a small country, such activities are under the direct responsibility of the central government. Councils may be involved on their own initiative.</p>
NL	<p>This is extremely difficult to disentangle in the Netherlands, as the activities under NACE 87 and 88 are outsourced by the LRGs. National statistics do not show whether enterprises provide services in the context of social work or social service provision, or whether it is general healthcare being provided. The national government, health insurance providers, public employment service and municipalities are all involved in coordinating and financing different social work and parts of residential care.</p>	<p>The social services employer organisation ZorgThuisNL indicated that, of the 170 professional organisations within the organisation, 35 were governed by the municipal governments. However, on the whole, care and social work activities, as well as residential activities, are organised either privately by citizens or through national-level administrative systems, health insurance providers or municipal governments. A proportion of about 5% or less of employers and employees active in NACE 87 and 88 fall under LRGs. Provincial (regional) authorities are not involved.</p> <p>Social Employers clarified that only under the Social Support Act are activities (household care and daytime activities) outsourced by LRGs. There is no involvement of LRGs in home care, rehabilitation and nursing home care. For nursing home care, private not-for-profit healthcare insurance companies contract private not-for-profit nursing homes. In home care and rehabilitation the same insurance companies contract private not-for-profit and for-profit care providers.</p>
PL	<p>With regard to the number of all companies in the National Official Business Register (REGON), the share of subjects financed/governed by LRG is 20%.</p>	<p>Social care is one of the tasks of local government administration in Poland. Communes/municipalities and districts (<i>poviats</i>) have to provide facilities such as nursing/residential homes, social welfare centres and district family support centres.</p>
PT	<p>NACE 87: Residential care activities under the responsibility of regional administration (these can be activities financed or governed by regional government/administration).</p> <p>NACE 88: Social work activities under the responsibility of regional administration (these can be activities financed or governed by regional government/administration).</p>	
RO	<p>Out of a total number of 14,153 activities (2017), 319 activities (49 under 87.10, Residential nursing care activities; 4 under 87.20, Residential care activities for intellectual disability, mental health problems and substance abuse; 54 under 87.30, Residential care activities for the elderly and people with a disability; and 212 under 87.90, Other residential care activities) are under NACE 87.</p> <p>Out of a total number of 14,153 activities (2017), 89 activities (64 under 88.10, Social work activities without</p>	<p>The activities for NACE 87 and 88 are under the responsibility of the General Directorates of Social Assistance and Child Protection, which are coordinated by local public administration authorities (47 directorates, at county level and districts of Bucharest). The General Directorates of Social Assistance and Child Protection are the public institutions which provide assistance and support for children, families, single people, older people, abused people, marginalised people, people with a</p>

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
	accommodation for the elderly and people with a disability; 13 under 88.91, Child day-care activities; 12 under 88.99, Other social work activities without accommodation not elsewhere classified) are under NACE 88.	disability and any person in need. Their activities are financed by the local administration.
SE	100%	There is no hierarchical relation between municipalities and regions, since all have their own self-governing local authorities with responsibility for different services. The regions are responsible for ensuring health and dental care for citizens, whereas the municipalities are responsible for ensuring education, residential care, firefighting services and cultural activities.
SI	A very low proportion of the activities in NACE 87 are the responsibility of LRG (less than 1%). Only in the case of NACE 87.30 (Residential care activities for the elderly and people with a disability) are there more than 80% of activities under the surveillance of the state and LRG (the statistics do not differentiate between state and LRG). This means that LRG and the state have co-responsibility.  In the case of NACE 88, approximately 80% of activities are under the responsibility of the LRG, the majority (70%) in the sector 'Other social work activities without accommodation' (NACE 88.99).	Local administration finances or co-finances these activities and appoints the director, who organises and manages the work and operations of the institution, represents the institution and is responsible for the efficiency of the institution. A representative of the local administration is also a member of the institute's council.
SK	About 12% of employers performing these activities are managed and financed by the LRG.	In these activities, regional governments play a more important role than local governments. About two-thirds of activities in NACE 87 and 88 are under the management of regional authorities.
UK	There is no known source of data that directly addresses this issue (not least because statistics in this area do not tend to be based on NACE codes). Looking only at adult social care (which includes parts of both NACE 87 and 88), the National Audit Office (NAO) estimated the value of local authority-arranged care at GBP 20.4 billion in 2016–2017 (€22.4 billion, converted 17 September 2020), compared with GBP 1.5 billion (€1.6 billion) for care provided by the National Health Service (NHS), GBP 3.2 billion (€3.5 billion) for care provided by the voluntary sector, and GBP 10.9 billion (€12.0 billion) for care funded by the users themselves. Local government therefore accounted for around 56% of care spending from these sources. The NAO also found that 43% of <i>all</i> local authority spending on main services funded adult social care, while 21% funded children's social care.  Looking at the various parts of the sector based on NACE codes, EU-LFS employment data suggest that across NACE 87 and 88 as a whole there is generally only a relatively small amount of direct provision by local authorities. Activities are instead dominated by private and not-for-profit operators, with local government often arranging and paying for the care provided by these operators or commissioning services from them. A notable exception is NACE 88.99 (and to a lesser extent NACE 87.90) where local authorities play a much more	Although this varies between parts of the UK – notably, in Northern Ireland, local authorities do not have a significant role in NACE 87 or 88 – local authorities generally have a statutory duty to provide various types of adult social care (for example, social work, personal care and practical support for adults with disabilities or illnesses and older people), children's care/services (for example, family support, services for children with disabilities, child protection, residential care and fostering for 'looked after' children) and public health services (for example, sexual health services, drugs/alcohol treatment and health visiting), most of which fall under NACE 87 and 88. This means that local authorities, depending on the case, provide relevant services themselves, commission other organisations to provide the services, or fund individuals to purchase the services themselves.

	Proportion (or estimate) of the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)	Role of LRG in the activities in NACE codes 87 and 88 that are the responsibility of LRG (these can be activities financed or governed by LRG)
	<p>direct role in providing services themselves.                      Furthermore, few activities under NACE 86.90 are local government responsibilities (this area is covered mainly by the NHS and to a lesser extent private provision).</p>	

## Annex 2: Employees and trade unions in the social services sector

Table A4: Number of employees in the social services sector, 2018–2019

Country	Number of employees in residential care/NACE 87	Number of employees in non-residential social work/NACE 88	Total number of social service sector employees (total in NACE 87 + 88 from the two previous columns)	EU LFS number of employees for NACE 87 + 88, 2018	Number of employees in childcare	Number of employees in care and support for older people	Number of employees in care and support for people with disabilities	Number of employees in other social services for people with mental health problems, substance abuse, homelessness, all promoting inclusion
AT	32,197	103,879	136,076	172,100	n.a.	n.a.	n.a.	n.a.
BE	152,688	132,407	285,095	373,700	32,778	97,970	38,431 + 23,605 + 15,977 <sup>a</sup>	n.a.
BG	12,052	17,879	29,931	50,400	n.a.	n.a.	n.a.	n.a.
CY	1,657	1,264	2,921	3,800	536	1,448	683	3 (substance abuse)
CZ	73,150	37,740	110,890	105,100	n.a.	n.a.	n.a.	n.a.
DE	1,021,303	1,257,511	2,312,908	2,399,700	n.a.	753,031	n.a.	n.a.
DK	136,254	188,518	324,772	325,900	51,955	113,445	23,962	39,560
EE	8,100	2,400	10,500	11,700	n.a.	n.a.	n.a.	n.a.
EL	22,821	20,878	43,699	35,700	18,681	1,918 + 2,197 <sup>b</sup>		2,176
ES	315,000	213,200	528,200	521,900	21,120	153,120	295,680	52,800
FI	86,000	126,000	212,000	228,600	n.a.	n.a.	n.a.	n.a.
FR	735,000	1,285,000	2,020,000	2,020,000	55,000	383,000	123,000	51,000
HR	12,270	6,708	18,978	27,600	1,437	7,623	1,419	2,135



Country	Number of employees in residential care/NACE 87	Number of employees in non-residential social work/NACE 88	Total number of social service sector employees (total in NACE 87 + 88 from the two previous columns)	EU LFS number of employees for NACE 87 + 88, 2018	Number of employees in childcare	Number of employees in care and support for older people	Number of employees in care and support for people with disabilities	Number of employees in other social services for people with mental health problems, substance abuse, homelessness, all promoting inclusion
HU	21,700	72,100	93,800	119,800	32,830	40,344	11,256	8,442
IE	36,900	88,000	124,900	121,000	29,555	n.a.	n.a.	4,237
IT	370,719	244,857	615,576	572,500	91,535	203,666	203,666	36,614
LT	12,200	7,700	19,900	21,200	3,277	3,980	3,881	165
LU	9,860	15,290	25,150	17,200	n.a.	n.a.	n.a.	n.a.
LV	8,677	12,664	21,341	19,200	165	1,529		10,970
MT	7,500		7,500		9,700	n.a.	n.a.	n.a.
NL	467,100	294,400	761,500	707,800	127,900	438,800	299,100	39,500
PL	680,400 (health and social services)		680,400		285,000	n.a.	n.a.	n.a.
PT	164,654		164,654		195,300	7,000	100,000	n.a.
RO	70,413	25,479	95,892	81,200	34,852	22,423	22,423	368
SE	242,913	243,987	486,900	428,000	52,000	274,691	n.a.	n.a.
SI	13,098	2,975	16,073	22,000	n.a.	9,909		2,449
SK	25,551	11,571	37,122	83,000	n.a.	9,219	13,200	700
<b>Total EU27</b>	2,709,080	2,710,210	9,186,678	8,959,100	567,843	2,521,198	1,098,270	251,116
UK	1,464,400	828,100	2,292,500	1,959,700				
<b>EU27 + UK</b>	4,173,480	3,538,310	11,479,178	10,918,800				

**Notes:** n.a. = not available. <sup>a</sup> These data are available in three separate categories for people with disabilities: 38,431: activities of enterprises employing individuals with physical or mental disabilities; 23,605: residential care activities for adults with disabilities; 15,977: residential care activities for under-age children with disabilities. <sup>b</sup> 1,918: residential care activities for older people and people with disabilities; 2,197: social work activities without accommodation, for older people and people with disabilities.

**Source:** Network of Eurofound Correspondents' national contributions to this study, 2019, except for the grey-shaded column (EU-LFS, 2018)

Table A5: Employment in NACE 87, Residential social services, in the EU27 and the UK (thousands), 2008–2019

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
AT	63.9	67.4	64.0	71.1	76.4	77.0	76.7	83.8	81.8	85.1	86.8	77.8
BE	128.4	140.7	142.7	150.0	173.3	163.7	172.1	163.6	168.0	173.2	174.8	175.0
BG	15.4	15.3	15.9	18.5	15.8	14.7	16.6	17.4	16.8	17.0	16.7	16.2
CY	1.9	1.7	2.0	1.5	1.6	1.3	1.4	2.0	2.0	1.9	1.8	1.7
CZ	60.5	57.5	59.2	60.5	65.6	68.3	73.3	69.4	75.1	73.1	67.5	74.6
DE	928.9	995.8	1,004.5	1,086.0	1,112.7	1,173.7	1,160.8	1,213.8	1,225.9	1,264.0	1,292.0	1,312.5
DK	128.1	113.7	121.0	119.2	116.2	119.1	124.9	126.6	126.1	132.2	133.6	131.2
EE	6.8	7.4	5.8	6.8	6.2	6.0	6.5	6.6	6.6	8.1	9.0	7.7
EL	9.8	11.7	13.6	11.1	9.1	7.0	5.1	6.6	8.7	9.7	8.7	8.7
ES	220.4	236.8	255.0	269.4	248.9	233.2	264.2	270.3	280.0	293.2	304.0	325.8
FI	76.5	79.3	79.1	81.9	86.4	88.4	95.7	89.0	90.9	87.1	95.9	101.9
FR	518.3	487.1	572.3	608.2	608.8	609.5	644.8	661.8	660.6	715.4	732.0	733.0
HR	13.5	14.3	13.7	10.9	10.4	13.8	19.7	18.9	17.2	16.0	15.7	17.4
HU	53.6	52.2	57.5	52.0	50.5	46.1	54.3	57.7	59.8	64.8	64.2	62.5
IE	22.6	24.6	23.8	25.9	24.3	26.9	26.0	29.1	28.1	36.9	36.8	42.3
IT	231.0	239.9	235.9	220.2	248.2	270.6	287.3	300.0	308.6	317.9	317.8	316.9
LT	9.7	8.6	9.0	9.8	11.0	11.6	10.4	11.9	12.7	12.6	12.7	15.9
LU	3.7	4.4	4.2	4.1	4.6	4.7	4.0	4.5	4.4	3.9	5.3	6.3
LV	5.4	6.3	7.0	7.2	8.0	7.7	8.1	7.6	8.0	9.6	10.2	7.7
MT	3.9	3.8	3.7	4.1	4.4	3.7	4.4	4.3	5.1	5.5	7.1	7.6
NL	429.1	405.3	389.6	393.4	406.8	413.6	405.6	411.1	425.4	405.6	405.7	433.3
PL	103.3	97.9	96.8	92.7	99.7	103.7	101.2	109.1	107.2	118.0	124.0	128.0
PT	65.1	69.3	77.8	87.6	88.2	85.5	103.4	110.0	113.2	118.4	124.8	131.7
RO	51.8	44.2	35.0	40.4	38.0	33.4	32.2	34.3	37.2	35.8	39.0	41.9
SE	229.6	219.1	220.7	223.5	222.6	221.0	219.2	214.0	223.6	234.3	218.8	220.5
SI	10.6	10.7	12.0	12.6	11.1	11.1	13.1	14.2	16.1	16.2	17.1	15.6
SK	23.2	24.9	27.6	26.4	28.2	28.6	32.5	32.7	31.7	38.6	39.7	39.2
UK	454.9	750.6	739.3	806.9	815.3	880.0	913.2	952.5	919.2	971.1	1,000.4	1,015.3
EU	3,869.9	4,190.6	4,288.8	4,502.0	4,592.3	4,723.8	4,877.0	5,023.1	5,060.1	5,265.1	5,362.0	5,468.3

Source: EU-LFS, 2018

Table A6: Employment in NACE 88, Non-residential social services, in the EU27 and the UK (thousands), 2008–2019

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
AT	42.4	56.3	61.1	54.4	51.2	52.3	57.8	62.2	71.0	82.6	85.2	96.0
BE	150.4	154.3	154.5	166.3	172.0	173.3	167.3	189.0	189.8	186.0	198.7	202.2
BG	27.2	30.5	28.9	27.1	27.0	28.8	28.8	28.1	26.9	32.2	33.7	35.5
CY	1.3	1.4	1.7	1.7	1.6	1.5	1.6	1.7	1.9	2.2	2.0	2.4
CZ	42.7	36.1	31.8	26.8	31.4	32.2	30.1	32.0	29.8	37.7	37.6	42.8
DE	765.5	802.9	857.7	875.1	891.6	862.6	934.1	967.6	1,051.7	1,081.3	1,105.2	1,144.8
DK	191.9	195.7	199.5	197.6	192.7	188.4	190.8	171.6	177.1	176.7	189.0	194.6
EE	n.a.	1.8	n.a.	1.7	2.1	2.0	2.2	2.1	1.9	2.4	2.7	3.4
EL	22.0	23.0	23.8	22.6	23.4	18.4	17.3	19.2	18.0	22.7	27.0	27.1
ES	156.1	175.4	213.1	220.7	219.1	205.4	193.5	194.7	205.4	209.0	217.8	238.7
FI	126.5	123.7	120.9	126.1	129.2	126.7	127.2	125.1	128.0	130.5	132.7	131.5
FR	976.0	988.7	1,037.5	1,038.3	1,089.8	1,200.7	1,297.3	1,337.3	1,314.9	1,326.9	1,288.0	1,204.2
HR	4.3	6.2	5.6	6.3	7.1	8.5	6.7	7.1	11.4	10.7	11.7	18.1
HU	28.0	29.3	34.0	33.8	42.1	48.3	49.5	50.1	58.0	59.9	55.6	66.2
IE	61.0	63.9	59.6	60.2	64.7	68.0	69.9	73.9	75.1	76.3	84.1	86.8
IT	197.0	185.6	202.0	202.1	223.8	219.0	234.1	246.5	238.6	231.4	254.6	277.4
LT	n.a.	n.a.	n.a.	5.5	n.a.	3.4	5.6	6.9	6.7	7.8	8.5	8.4
LU	7.7	6.5	5.9	8.2	10.3	10.2	10.3	11.4	11.8	10.0	11.9	14.3
LV	5.4	4.4	5.2	6.6	6.1	5.3	7.6	9.2	9.0	7.6	9.0	9.2
MT	1.2	1.1	1.0	1.7	1.8	1.8	1.8	2.3	2.1	2.5	2.8	3.1
NL	339.1	356.9	359.2	351.5	359.6	345.5	323.4	304.8	291.5	285.6	302.1	309.3
PL	104.6	118.5	115.3	117.3	122.4	124.7	117.7	127.5	136.1	140.2	160.7	168.6
PT	52.6	59.9	65.9	53.7	57.4	58.1	56.7	60.1	63.7	66.1	70.0	72.4
RO	35.1	36.4	40.3	39.7	31.7	35.8	40.7	39.0	38.0	39.7	42.2	47.8
SE	164.6	171.2	168.8	179.2	180.7	186.8	201.5	209.0	207.8	207.8	205.0	199.9
SI	4.7	3.3	3.9	4.4	5.2	6.0	5.8	4.8	4.4	5.3	4.9	5.2
SK	30.2	25.6	24.4	24.9	26.3	33.5	37.8	45.1	50.9	48.7	43.3	44.4
UK	1,028.5	975.6	990.0	1,013.8	974.8	962.7	960.8	921.9	932.0	940.4	953.2	1,004.2
EU	4,571.6	4,637.7	4,816.9	4,867.5	4,949.4	5,009.9	5,177.8	5,250.4	5,353.5	5,430.0	5,539.2	5,658.5

Note: n.a. = not available Source: Eurostat, 2018

Table A7: Domain coverage, membership and representativeness criteria/status of trade unions in the social services sector, 2019

Country	Trade union	Domain coverage	Active members in the sector	Sectoral density (%)	Representativeness status	Representativeness criteria		Collective bargaining	
						LC = Fulfills legal or formal criteria	MR = Mutual recognition	SEB	MEB
AT	GPA-djp	SO	24,000	17.6	Yes	LC	MR		
	Youunion	SO	7,100	5.2	Yes	LC	MR		
	GÖD	SO	n.a.	n.a.	Yes	LC	MR		
	Vida	SO	6,762	5.0	Yes	LC	MR		
BE	CNE-Non-Marchand	SO	10,000	3.5	Yes	LC			
	ACLVB/CGSLB	O	2,631	0.9	Yes	LC			
	ACV OD/CSC SP	SO	n.a.	n.a.	Yes	LC			
	ACOD-CGSP	SO	n.a.	n.a.	Yes	LC			
	BBTK-SETCa	SO	n.a.	n.a.	Yes	LC			
	LBC-NVK	SO	n.a.	n.a.	Yes	LC			
	VSOA LRB	SO	n.a.	n.a.	Yes	LC			
BG	FITUGO	SO	2,288	7.6	Yes	LC			
	FTUHCS	SO	3,154	10.5	Yes	LC			
	BUT	SO	3,740	12.5	Yes	LC			
	TUEA Podkrepa	SO	1,417	4.7	Yes	LC			
	MF 'Podkrepa'	SO	200	0.7	Yes	LC			
	ITTU	SO	85	0.3	Yes	LC			
	ITUFRCTS	SO	177	0.6	Yes	LC			
CY	OYIK-SEK	O	405	13.9	Yes		MR		
	PASEY-PEO	O	495	16.9	Yes		MR		
	SEBETTYK-PEO	SO	65	2.2	Yes		MR		
CZ	OSZSP ČR	SO	40,024	36.1	Yes	LC			
	UZO	SO	n.a.	n.a.	n.a.	n.a.	n.a.		
DE	ver.di	O	n.a.	n.a.	Yes		MR		
	GEW	SO	n.a.	n.a.	Yes		MR		
	dbb	SO	n.a.	n.a.	Yes		MR		
	DHV	SO	n.a.	n.a.	No	n.a.	n.a.		
DK	FOA	SO	132,280	40.7	Yes		MR		
	DSR/DNO	SO	10,933	3.4	Yes		MR		
	DM	SO	n.a.	n.a.	Yes		MR		
	BUPL	S	5,000	1.5	Yes		MR		
	HK/Kommunal	SO	5,000	1.5	Yes		MR		
	IDA	SO	157	0.0	Yes		MR		

	DS	SO	4,500	1.4	Yes		MR		
	3F	n.a.	n.a.	n.a.	n.a.				
	DBIO	n.a.	n.a.	n.a.	n.a.				
	ServiceForbundet	n.a.	n.a.	n.a.	n.a.				
	HK Privat	n.a.	n.a.	n.a.	n.a.				
	SL	SO	35,500	10.9	Yes		MR		
<b>EE</b>	ROTAL	O	386	3.7	Yes		MR		
	EÖL	SO	n.a.	n.a.	Yes		MR		
<b>EL</b>	POEDIN	SO	7,100	19.0	Yes	LC			
	OSNIE	SO	7,100	19.0	Yes	LC			
	OKANA	S	628	1.7	Yes	LC			
	KETHEA	S	430	1.1	Yes	LC			
	Somateío Ergazoménon sta Kéntra Prólipsis ton Exartíseon kai Proagogís tis Psychokoinonikís Ygeías	S	350	0.9	Yes	LC			
	Somatio Ergazomenon stous Pedikous Stathmous Periohis Athinon, Pireos kai Perihoron	S	89	0.2	Yes	n.a.	n.a.		
	ALLILEGYI	SO	1,200	3.2	Yes	LC			
<b>ES</b>	FSS-CCOO	O	n.a.	n.a.	Yes	LC	MR		
	FeSP-UGT	O	n.a.	n.a.	Yes	LC	MR		
<b>FI</b>	SuPer	SO	52,732	24.9	Yes		MR		
	JHL	SO	36,300	17.1	Yes		MR		
	Tehy	SO	29,000	13.6	Yes		MR		
	OAJ	SO	11,500	5.4	Yes		MR		
	Jyty	SO	6,500	3.1	Yes		MR		
	ERTO	SO	1,244	0.6	Yes		MR		
	Talentia	SO	n.a.	n.a.	Yes		MR		
	Finnish Psychological Association	SO	n.a.	n.a.	Yes		MR		
	PRO	SO	n.a.	n.a.	Yes		MR		
<b>FR</b>	CFDT Santé Sociaux	O	n.a.	n.a.	Yes	LC			
	CFDT-INTERCO	SO	83,000	4.1	Yes	LC			
	CGT Santé Action Sociale	O	n.a.	n.a.	Yes	LC			

	FNOS-CGT	SO	n.a.	n.a.	Yes	LC			
	CGT Services Publics	SO	n.a.	n.a.	Yes	LC			
	FNAS-FO	O	n.a.	n.a.	Yes	LC			
	UNSA Santé et Sociaux	SO	n.a.	n.a.	Yes	LC			
	UNSA Territoriaux	SO	n.a.	n.a.	Yes	LC			
	FGAF	SO	n.a.	n.a.	Yes	LC			
	Sud Santé Sociaux	SO	n.a.	n.a.	Yes	LC			
	Sud Solidaires	SO	n.a.	n.a.	Yes	LC			
	CFE/CGC	SO	n.a.	n.a.	Yes	LC			
	FEC-FO	n.a.	n.a.	n.a.	n.a.				
	F3C CFDT	n.a.	n.a.	n.a.	n.a.				
	UNS-FO	n.a.	n.a.	n.a.	n.a.				
<b>HR</b>	SZDSSH	O	4,500	73.1	Yes	LC			
	SSZSSH	O	1,000	16.2	Yes	LC			
<b>HU</b>	BDDSZ	O	2,430	2.6	Yes		MR		
	MKKSZ	SO	1,500	1.6	Yes		MR		
	SZTDSZ	S	1,300	1.4	No	n.a.	n.a.		
	HVDSZ 2000	SO	n.a.	n.a.	Yes		MR		
<b>IE</b>	INMO	SO	5,760	4.6	Yes		MR		
	SIPTU	O	n.a.	n.a.	Yes		MR		
	Fórsa	SO	n.a.	n.a.	Yes		MR		
	PNA	SO	6,000	4.8	Yes		MR		
<b>IT</b>	FP-CGIL	O	n.a.	n.a.	Yes	LC			
	FP-CISL	O	25,000	4.1	Yes	n.a.	n.a.		
	FP-UIL	O	n.a.	n.a.	Yes	n.a.	n.a.		
	FILSCAM CGIL								
	FIST-CISL								
	UILTUCS UIL								
	CISAL								
<b>LT</b>	LVTPS	SO	100	0.5	Yes		MR		
	LVPPF	SO	500	2.5	Yes		MR		
	LSPTDPS	S	500	2.5	Yes		MR		
	LSJDPS	S	200	1.0	Yes		MR		
	LSDPS 'Solidarumas'	S	1,000	5.0	Yes		MR		
	LPSDPS	SO	1,000	5.0	Yes		MR		
	LSADPS	n.a.	n.a.	n.a.	n.a.				
<b>LU</b>	OGB-L SP	O	5,138	20.4	Yes	LC			
	LCGB	O	1,713	6.8	Yes	LC			

LV	LVSADA	O	n.a.	n.a.	Yes	LC	MR		
	LĀADA	O	n.a.	n.a.	Yes	LC	MR		
	LVIPUFDA	O	n.a.	n.a.	Yes	LC	MR		
MT	UHM	O	n.a.	n.a.	Yes	LC			
	GWU	O	n.a.	n.a.	Yes	LC			
	MUMN	O	n.a.	n.a.	Yes	LC			
NL	FNV Zorg & Welzijn	O	n.a.	n.a.	Yes		MR		
	NU'91	O	n.a.	n.a.	Yes		MR		
	CNV Zorg & Welzijn	O	32,000	4.2	Yes		MR		
	FBZ	O	19,000	2.5	Yes		MR		
	De Unie	SO	n.a.	n.a.	Yes		MR		
	NCF	n.a.	n.a.	n.a.	n.a.				
PL	SKPPS NSZZ 'Solidarność'	S	2,140	0.1	Yes	LC			
	FZZPOZIPS OPZZ	SO	1,315	0.1	Yes	LC			
	PFZPSiPS	S	1,800	0.1	Yes	LC			
	Konfederacja Pracy	S	200	0.0	Yes	LC			
PT	SINTAP	O	0	n.a.	Yes	LC			
	STAL	O	0	n.a.	Yes	LC			
	STE	SO	0	n.a.	Yes	LC			
	SINDELCO	SO	0	n.a.	Yes		MR		
	STAD	SO	n.a.	n.a.	Yes		MR		
	SITSESE	O	n.a.	n.a.	Yes		MR		
	FNE	SO	n.a.	n.a.	Yes	LC			
	FNSTFPS	SO	33,000	n.a.	Yes	LC			
	STSSSS	O	0	n.a.	Yes	LC	MR		
	SEP	SO	0	n.a.	Yes	LC			
	STSS	O	0	n.a.	Yes	LC	MR		
	SNAS	SO	0	n.a.	Yes	LC	MR		
CESP	O	0	n.a.	Yes		MR			
RO	SANITAS	SO	8,126	8.5	Yes	LC			
	COLUMNNA	SO	10,267	10.7	Yes	LC			
	PUBLISIND	SO	5,354	5.6	Yes	LC			
	HIPOCRAT	SO	7,342	7.7	Yes	LC			
	FNS PRO ASIST	S	5,616	5.9	Yes	LC			
	FSASPH	S	5,616	5.9	No	n.a.	n.a.		
SE	Akademikerförbundet SSR	SO	33,000	13.6	Yes		MR		
	Kommunal	SO	200,000	82.3	Yes		MR		
	Vision	SO	5,600	2.3	Yes		MR		

	Sveriges Arbetssterapeut er	SO	1,500	0.6	Yes		MR		
	Vårdförbundet	SO	16,539	6.8	Yes		MR		
	Ledarna	SO	10,000	4.1	Yes		MR		
	Läkarförbundet	SO	625	0.3	Yes		MR		
	Unionen	n.a.	n.a.	n.a.	n.a.				
	ST	n.a.	n.a.	n.a.	n.a.				
	SEKO	n.a.	n.a.	n.a.	n.a.				
<b>SI</b>	SZSVS	SO	n.a.	n.a.	Yes	LC.			
	SINCE 07	S	400	2.5	Yes	LC			
	SZSSS	O	n.a.	n.a.	Yes	LC			
<b>SK</b>	SOZ ZaSS	SO	4,554	12.3	Yes	LC			
	SLOVES	SO	819	2.2	Yes	LC			
<b>UK</b>	RCM	SO	2,700	0.1	Yes		MR		
	GMB	SO	n.a.	n.a.	Yes		MR		
	RCN	SO	40,000	1.7	Yes		MR		
	SWU	S	12,200	0.5	Yes		MR		
	Unison	SO	185,000	8.1	Yes		MR		
	Unite	SO	3,515	0.2	Yes		MR		

**Notes:** O = overlap. S = sectionalism. SO = sectional overlap. MEB = multi-employer bargaining. SEB = single-employer bargaining.



Table A8: Social services trade unions: abbreviations and full names

Country	Abbreviation	Trade union name in original language	Trade union name in English
AT	GPA-djp	GPA-djp: Gewerkschaft der Privatangestellten – Druck, Journalismus, Papier	Union of Salaried Employees, Graphical Workers and Journalists
	Younion	Younion – die Daseinsgewerkschaft	Younion
	GÖD	Gewerkschaft Öffentlicher Dienst	Union of Public Employees
	Vida	Vida – die Lebensgewerkschaft	Vida Trade Union
BE	CNE-Non-Marchand	Centrale nationale des employés non-marchand	National White Collar Federation (Non-Profit)
	ACLVB/CGSLB	Algemene Centrale der Liberale Vakverbonden van België (ACLVB)/Centrale Générale des Syndicats Libéraux de Belgique (CGSLB)	General Federation of the Liberal Trade Unions of Belgium
	ACV OD/CSC SP	Algemeen Christelijk Vakverbond Openbare Diensten	General Christian Trade Union – Public Services
	ACOD-CGSP	Algemene Centrale der Openbare Diensten (ACOD), Centrale Générale des Services Publics (CGSP)	General Federation of Public Services
	BBTK-SETCa	Bond van Bedienden, Technici en Kaderleden (BBTK), Syndicat des Employés, Techniciens et Cadres (SETCa)	Union of Employees, Technicians and Executives
	LBC-NVK	Landelijke Bedienden Centrale – Nationaal Verbond voor Kaderpersoneel	National Employees Central – National Association of Senior Staff
	VSOA LRB	Vrij Syndicaat voor het Openbaar Ambt (Lokale en Regionale Besturen)	Free Syndicate for the Public Service (Local and Regional Authorities)
BG	BUT	Синдикат на българските учители	Bulgarian Union of Teachers
	FITUGO	Федерация на независимите синдикати от държавното управление и организации	Federation of Independent Trade Unions of Governmental Organisations
	FTUHCS	Федерация на синдикатите в здравеопазването	Federation of Trade Unions in the Health Care Services
	TUEA – Podkrepa	Синдикат на административните служители Подкрепа	Trade Union of Employees in Administration – Podkrepa
	MF ‘Podkrepa’	Медицинска федерация Подкрепа	Medical Federation – Podkrepa (MF Podkrepa)
	ITTU	Независим учителски синдикат	Independent Teachers’ Trade Union
	ITUFRCTS	Независима синдикална федерация на търговията, кооперациите, туризма и услугите	Independent Trade Union Federation of Retail, Cooperatives, Tourism and Services
CY	OYIK-SEK	ΟΜΟΣΠΟΝΔΙΑ ΙΔΙΩΤΙΚΩΝ ΥΠΑΛΛΗΛΩΝ ΚΥΠΡΟΥ	Cyprus Federation of Private Employees
	PASYEK-PEO	Παγκύπρια Συντεχνία Εργαζομένων στις Υπηρεσίες	Cyprus Trade Union of Employees in Services
	SEBETTYK-PEO	Συντεχνία Εργατούπαλλήλων Βιομηχανίας, Εμπορίου, Τύπου-Τυπογραφείων και Γενικών Υπηρεσιών Κύπρου – ΠΕΟ	Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union
CZ	OSZSP ČR	Odborový svaz zdravotnictví a sociální péče	Trade Union of Health Service and Social Care in the Czech Republic
	UZO	Unie zaměstnanců obchodu, logistiky a služeb	Union of Workers in Trade, Logistics and Services
DE	ver.di	Vereinte Dienstleistungsgewerkschaft	United Services Union
	GEW	Gewerkschaft Erziehung und Wissenschaft	German Education Union
	dbb	Deutscher Beamtenbund und Tarifunion	Civil Servants Union and Wage Union
	DHV	Die Berufsgewerkschaft	Professional Trade Union
DK	FOA	Fag og Arbejde	Trade and Labour
	DSR	Dansk Sygeplejeråd	Danish Nurses’ Organisation

	DM	Dansk Magisterforening	Danish Association of Masters and PhDs
	BUPL	Børne –og Ungdomspædagogernes Landsforbund	Danish Federation of Early Childhood Teachers and Youth Educators
	HK/Kommunal	HK/Kommunal	Trade Union of Local and Regional Government Employees
	IDA	Ingeniørforeningen i Danmark	Danish Society of Engineers
	DS	Dansk Socialrådgiverforening	Danish Association of Social Workers
	SL	Socialpædagogisk Landsforening	National Federation of Social Educators in Denmark
<b>EE</b>	ROTAL	Riigi- ja Omavalitsuste Töötajate Ametiühingute Liit	State and Local Government Employees' Union
	EÕL	Eesti Õdede Liit	Estonian Nurses Union
<b>EL</b>	POEDIN	Panellínia Omospondía Ergazoménon Dimosíon Nosokomeíon	Pan-Hellenic Federation of Public Hospitals Workers
	OSNIE	Omospondia Syllogon Nosileftikon Idrymaton Elladas	Federation of Hospital Associations of Greece
	OKANA	Syllogos Ergazomenon OKANA (Organismos Kata ton Narkotikon)	Union of Employees in the Organisation Against Drugs
	KETHEA	Sýllogos Ergazoménon KETHEA Kéntro Therapeías Exartiménon Atómon	Union of Employees in Therapy Centres for Dependent Individuals
	Somateío Ergazoménon sta Kéntra Prólipsis ton Exartíseon kai Proagogís tis Psychokoinonikís Ygeías	Somateío Ergazoménonsta Kéntra Prólipsis ton Exartíseon kai Proagogís tis Psychokoinonikís Ygeías	Union of Employees in Centres for the Prevention of Addiction and the Promotion of Psychosocial Health
	Somatio Ergazomenon stous Pedikous Stathmous Periohis Athinon, Pireos kai Perihoron	Somatio Ergazomenon stous Pedikous Stathmous Periohis Athinon, Pireos kai Perihoron	Trade Union of Workers in Private Day Care Centres in the Athens and Piraeus Areas
	ALLILEGYI	Panelladikí Énosi Nosokómon Nosileftón Apokleistikís Apaschólisis 'Allilengýi'	Hellenic Association of Nurses in Exclusive Employment (Solidarity)
<b>ES</b>	FSS-CCOO	Federación de sanidad y sectores sociosanitarios de Comisiones Obreras	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
	FeSP-UGT	Federación de Empleados de Servicios Públicos de la Unión General de Trabajadores	Federation of Public Services Employees – General Workers' Union
<b>FI</b>	SuPer	Suomen lähi- ja perushoitajaliitto	Finnish Union of Practical Nurses
	PAU	Posti- ja logistiikka alan unioni	Finnish Postal and Logistics Union
	TEK	Tekniikan Akateemiset	Academic Engineers and Architects in Finland
	VvL	Vakuutusväen Liitto	Union of Insurance Employees in Finland
	JHL	Julkisten ja hyvinvointialojen liitto	Trade Union for the Public and Welfare Sectors
	Tehy	Suomen Sosiaali-, Terveys- ja Kasvatusalan Ammattijärjestö – Tehy	Union of Health and Social Care Professionals in Finland
	OAJ	Opetusalan ammattiliitto	Trade Union of Education in Finland
	Jyty	Julkis – ja yksityisalojen toimihenkilöliitto Jyty ry	Federation of Public and Private Sector Employees
	ERTO	Toimihenkilöliitto ERTO ry	Union of Private Sector Professionals
	Talentia	Ammattijärjestö Talentia	Talentia Union of Professional Social Workers
	Suomen psykologiliitto ry	Suomen psykologiliitto ry	Finnish Psychological Association
	PRO	Ammattiliitto Pro	Trade Union Pro

<b>FR</b>	CFDT Santé Sociaux	Fédération nationale des syndicats des services de santé et services sociaux	French Democratic Confederation of Labour (CFDT) – Social Health Services
	F3C-CFDT	Fédération Communication, Conseil, Culture – CFDT	Federation Communication, Consulting, Culture – CFDT
	FO Cadres	FO Cadres	FO Managers
	FEC-FO	Fédération des Employés et Cadres FO	Federation of Employees and Managers – Workers’ Force
	UNS-FO	Union Nationale des Syndicats Force Ouvrière de la Santé Privée	National Union of Private Health Trade Unions – Workers’ Force
	CFDT-INTERCO	Fédération Interco-CFDT	INTERCO – French Democratic Federation of Labour
	CGT Santé Action Sociale	Fédération de la santé et de l’action sociale – Confédération Générale du Travail	Federation of Health and Social Action – General Confederation of Labour
	FNOS-CGT	Fédération nationale des organismes sociaux – Confédération Générale du Travail	National Federation of Social Bodies – General Confederation of Labour
	CGT Services Publics	Fédération des services publics-Confédération Générale du Travail	Public Services Federation – General Confederation of Labour
	FNAS-FO	Fédération Nationale de l’Action Sociale Force Ouvrière	National Federation of Social Action – Workers’ Force
	UNSA Santé et Sociaux	Union nationale des syndicats autonomes – Santé Sociaux	National Union of Independent Trade Unions – Health and Social Services
	UNSA Territoriaux	Union nationale des syndicats autonomes – Territoriaux	National Union of Independent Unions – Territories
	FGAF	Fédération Générale Autonome des Fonctionnaires	Autonomous General Federation of Civil Servants
	Sud Santé Sociaux	Fédération nationale SUD Santé Sociaux (Union syndicale solidaire)	National Health and Social Service Workers’ Federation – Solidarity, Unity, Democracy
	Sud Solidaires	Fédération SUD Collectivités Territoriales – Solidaire	Local Government Sector Federation of Solidarity Unions
	CFE/CGC	Fédération Française Santé Action Sociale CFE-CGC	French Federation Health Social Action CFE-CGC
<b>HR</b>	SZDSSH	Sindikát zaposlenika u djelatnosti socijalne skrbi Hrvatske	Trade Union of Croatian Social Welfare Employees
	SSZSSH	Samostalni sindikat zdravstva i socijalne skrbi Hrvatske	Autonomous Trade Union – Healthcare and Social Welfare of Croatia
<b>HU</b>	BDDSZ	Bölcsődei Dolgozók Demokratikus Szakszervezete	Democratic Trade Union of Crèche Employees
	MKKSZ	Magyar Köztisztviselők, Közalkalmazottak és Közszolgálati Doldozók Szakszervezete	Trade Union of Hungarian Civil Servants and Public Employees
	SZTDSZ	Szociális Területen Dolgozók Szakszervezete	Trade Union of Workers in the Social Sector
	HVDSZ 2000	Helyiipari és Városgazdasági Dolgozók Szakszervezete	Trade Union of Workers in Local Industry and City Services
<b>IE</b>	INMO	Irish Nurses and Midwives Organisation	Irish Nurses and Midwives Organisation
	SIPTU	Services Industry Professional Technical Union	Services Industry Professional Technical Union
	Fórsa	Fórsa	Force
	PNA	Psychiatric Nurses Association	Psychiatric Nurses Association
<b>IT</b>	FP-CGIL	Funzione Pubblica – Confederazione Generale Italiana del Lavoro	Public Employment Union – Italian General Confederation of Labour
	FP-CISL	Funzione Pubblica - Confederazione Italiana Sindacati Lavoratori	Public Employment Union – Italian Confederation of Workers’ Trade Unions

	FIST-CISL	Federazione Italiana Sindacati del Terziario-Confederazione Italiana Sindacati Lavoratori	Italian Federation of Tertiary Unions – Italian Confederation of Workers’ Trade Unions
	UIL FPL	Federazione dei Poteri Locali – Unione Italiana del Lavoro	Italian Union of Labour – Federation of Local Powers
	UILTUCS UIL	Unione Italiana Lavoratori Turismo Commercio Servizi – Unione Italiana del Lavoro	Italian Union of Labour – Workers in Tourism, Retail and Services
	CISAL	Confederazione italiana sindacati autonomi lavoratori	Italian Confederation of Autonomous Unions
<b>LT</b>	LVTPS	Lietuvos valstybės tarnautojų, biudžetinių ir viešųjų įstaigų darbuotojų profesinė sąjunga	Lithuanian Civil Servants, Budgetary and Public Institutions Employees’ Trade Union
	LVPPF	Lietuvos visuomeninių paslaugų profsąjungų federacija	Lithuanian Federation of Public Services Trade Unions
	LSPTDPS	Lietuvos socialines paslaugas teikiančių darbuotojų profesinė sąjunga	Trade Union of Lithuanian Employees Providing Social Services
	LSJDPS	Lietuvos socialinių įstaigų darbuotojų profesinė sąjunga	Trade Union of Employees of Lithuanian Social Institutions
	LSDPS ‘Solidarumas’	Lietuvos socialinių darbuotojų profesinė sąjunga ‘Solidarumas’	Lithuanian Trade Union of Social Workers ‘Solidarity’
	LPSDPS	Lietuvos paslaugų sferos darbuotojų profesinė sąjunga	Lithuanian Service Employees Trade Union
<b>LU</b>	OGB-L SP	Syndicat santé, services sociaux et éducatifs de l’OGB-L	Health, Social and Educational Services Union of OGB-L
	LCGB	Confédération luxembourgeoise des syndicats chrétiens	Luxembourg Confederation of Christian Trade Unions
<b>LV</b>	LVSADA	Latvijas Veselības un Sociālās Aprūpes Darbinieku Arodbiedrība	Trade Union of Health and Social Care Employees of Latvia
	LĀADA	Latvijas Ārstniecības un Aprūpes Darbinieku Arodsavienība	Latvian Nursing and Healthcare Personnel Trade Union
	LVIPUFDA	Latvijas Valstsīestāžu, pašvaldību, uzņēmumu un Finanšu Darbinieku Arodbiedrība	Trade Union of Employees of State Institutions, Self-governments and Finance Sector
<b>MT</b>	UHM	Union Haddiema Maghqudin	Union of United Workers
	GWU	General Workers Union	General Workers Union
	MUMN	Malta Union of Midwives and Nurses	Malta Union of Midwives and Nurses
<b>NL</b>	FNV Zorg & Welzijn	Federatie Nederlandse Vakbeweging Zorg en Welzijn	Federal Dutch Union Movement – Health and Well-being
	NU’91	NU’91, Beroepsorganisatie voor de Verpleging en Verzorging	Now 91, Employee Organisation for Nursing and Care
	CNV	Christelijke Nationale Vakbeweging (CNV) Zorg & Welzijn, onderdeel van CNV Connectief	Christian National Employees Movement for Health and Well-being
	FBZ	Federatie van Beroepsorganisaties in de Zorg	Federation of Professional Organisations in Healthcare
	De Unie	De Unie	The Union
<b>PL</b>	SKPPS NSZZ ‘Solidarność’	Sekcja Krajowa Pracowników Pomocy Społecznej, NSZZ ‘Solidarność’	National Section for Social Services Workers, Independent Self-governed Trade Union ‘Solidarity’
	FZZPOZIPS OPZZ	Federacja Związków Zawodowych Pracowników Ochrony Zdrowia i Pomocy Społecznej	Federation of Trade Unions in Healthcare and Social Services
	PFZPSiPS	Polska Federacja Związkowa Pracowników Socjalnych i Pomocy Społecznej	Polish Trade Unions Federation of Social Workers and Social Policy Workers
	Konfederacja Pracy	Ogólnopolski Pracowniczy Związek Zawodowy “Konfederacja Pracy”	All-Poland Workers Trade Union ‘Labour Confederation’
	OZZPiP FZZ	Ogólnopolski Związek Zawodowy Pielęgniarek i Położnych	All-Poland Trade Union of Nurses and Midwives

	WRZOS	Wspólnota Robocza Związków Organizacji Socjalnych	Working Community of Associations of Social Organisations
PT	SINTAP	Sindicato dos Trabalhadores da Administração Pública e de Entidades com Fins Públicos	Union of Workers in Public Administration and Entities with Public Purposes
	STAL	Sindicato Nacional dos Trabalhadores da Administração Local e Regional, Empresas Públicas, Concessionárias e Afins	Union of Local Authority Workers
	STE	Sindicato dos Quadros Técnicos do Estado	Technical Civil Servants' Union
	SINDETELCO	Sindicato Democrático dos Trabalhadores das Comunicações e dos Media	Democratic Union of Communications and Media Workers
	STAD	Sindicato dos Trabalhadores dos Serviços de Portaria, Vigilância, Limpeza, Domésticas e Atividades Diversas	Union of Workers in Reception Services, Private Security, Cleaning, Housekeeping and Diverse Services
	SITese	Sindicato dos Trabalhadores e Técnicos de Serviços, Comércio, Restauração e Turismo	Union of Workers and Service Technicians, Trade, Restoration and Tourism
	FNE	Federação Nacional da Educação	National Federation of Education
	FNSTFPS	Federação Nacional dos Sindicatos dos Trabalhadores em Funções Públicas e Sociais	National Federation of Unions of Workers in Public and Social Services
	STSSSS	Sindicato dos Trabalhadores da Saúde, Solidariedade e Segurança Social	Union of Health, Solidarity and Social Security Workers
	SEP	Sindicato dos Enfermeiros Portugueses	Union of Portuguese Nurses
	STSS	Sindicato Nacional dos Técnicos Superiores de Saúde das Áreas de Diagnóstico e Terapêutica	National Union of Qualified Health Staff in Diagnosis and Therapy
	SNAS	Sindicato Nacional de Assistentes Sociais	National Union of Social Assistants
	CESP	Sindicato dos Trabalhadores do Comércio, Escritórios e Serv. de Portugal	Union of Workers in Commerce, Administration and Services of Portugal
RO	SANITAS	Federatia SANITAS din Romania	SANITAS Federation of Romania
	COLUMNNA	Federatia Salariatilor din Administratia Publica Centrala si Locala din Romania 'COLUMNNA'	Employees' Federation of Local and Central Public Administration in Romania – COLUMNNA
	PUBLISIND	Federatia Sindicatelor din Administratie Publisind	PUBLISIND Federation
	HIPOCRAT	Federatia Sindicala HIPOCRAT` din Romania	HIPOCRAT Trade Union Federation in Romania
	FNS PRO ASIST	Federatia Nationala Sindicala din Asistenta Sociala si Protectia Copilului	National Trade Union Federation for Social Care and Child Protection
	Federatia Sindicatelor Asistentilor Sociali ai Persoanelor cu Handicap	Federatia Sindicatelor Asistentilor Sociali ai Persoanelor cu Handicap	Trade Union Federation of Social Workers for Persons with a Disability
SE	Akademikerförbundet SSR	Akademikerförbundet Sveriges Socionomers Riksförbund	Association of Graduates in Public Administration and Social Work
	Unionen	Unionen	Union
	ST	Fackförbundet Statsjänstemannaförbundet	Swedish Union of Civil servants
	Kommunal	Sveriges kommunalarbetsförbundet	Swedish Municipal Workers' Union
	Vision	Vision	Vision
	Sveriges Arbetsterapeuter	Förbundet Sveriges Arbetsterapeuter	Swedish Association of Occupational Therapists
	Vårdförbundet	Vårdförbundet	Swedish Association of Health Professionals
	Ledarna	Ledarna	Confederation of Executives and Managerial Staff
	Läkarförbundet	Sveriges Läkarförbund	Swedish Medical Association

<b>SI</b>	SZSVS	Sindikát zdravstva in socialnega varstva Slovenije	Trade Union of Health and Social Security of Slovenia
	SINCE 07	SINCE 07 Sindikat centrov za socialno delo	SINCE 07 Trade Union of Centres for Social Work
	SZSSS	Sindikát zdravstva in socialnega skrbstva Slovenije	Healthcare and Social Care Union of Slovenia
<b>SK</b>	SOZ ZaSS	Slovenský odborový zväz zdravotníctva a socialnych služieb	Slovak Trade Union Association of Healthcare and Social Services
	SLOVES	Slovenský odborový zväz verejnej správy a kultúry	Slovak Trade Union Association of Public Administration and Culture
<b>UK</b>	RCM	Royal College of Midwives	Royal College of Midwives
	GMB	General, Municipal, Boilermakers and Allied Trade Union	General, Municipal, Boilermakers and Allied Trade Union
	RCN	Royal College of Nursing	Royal College of Nursing
	SWU	Social Workers Union	Social Workers Union
	Unison	Unison	Unison
	Unite	Unite the Union	Unite the Union

## Annex 3: Employers and employer organisations in the social services sector

Table A9: Number of employers in the social services sector, 2018–2019

Country	Number of employers in residential care/NACE 87	Number of employers in non-residential social work/NACE 88	Number of employers in childcare	Number of employers in care and support for older people	Number of employers in care and support for people with disabilities	Number of employers in other social services for people with mental health problems, substance abuse, homelessness, all promoting inclusion
AT	805	4,253	n.a.	n.a.	n.a.	n.a.
BE	3,699	7,001	2,348	1,667	457 + 183 + 423 <sup>a</sup>	
BG	651	5,628	1,152 (incl. nurseries)	2,372	117	58
CY	142	387	215	153	94	3 (substance abuse)
CZ	8,483	2,544	834	n.a.	774	n.a.
DE	10,404	32,388	n.a.	n.a.	n.a.	n.a.
DK	2	2	1	1	2	2
EE	~1,500		403	164	273	n.a.
ES	n.a.	6,000	240	1,740	3,360	
FI	1,028 + 196 <sup>b</sup>	2,157 + 315 <sup>c</sup>	n.a.	n.a.	n.a.	n.a.
FR	13,174	29,333	10,214	5,794	5,480	2,250
GR	931	655	n.a.	n.a.	n.a.	n.a.
HR	515	136	13	3	92	28
HU	1,810	6,773	1,722	2,668	309	3,990
IE	n.a.	n.a.	At least 3,000	n.a.	n.a.	n.a.
IT	12,828	n.a.	721 + 8213 <sup>d</sup>	91,885 + 75,033 <sup>e</sup>	n.a.	15,778 + 5,235
LT	332	660	88	125	44	23
LU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LV	844	487	n.a.	n.a.	n.a.	n.a.
MT	56	60	130	n.a.	n.a.	n.a.
NL	3,845	49,190	12,045	22,900		4,310
PL	1,750	1,830	100	1,200	1,170	450
PT	n.a.	n.a.	9,000	8,000	1,000	500
RO	1,120	3,192	3,347	1,423	1,167	35
SE	2,277	5,218	989	n.a.	n.a.	634
SI	181	1,251	81	129		25
SK	618	1,813	165	387	767	173
<b>Total EU27</b>	<b>64,467</b>	<b>158,801</b>	<b>40,213</b>	<b>48,726</b>	<b>14,649</b>	<b>12,478</b>
UK	32,895	37,585	n.a.	n.a.	n.a.	n.a.
<b>EU27 + UK</b>	<b>97,362</b>	<b>196,386</b>				

**Notes:** *n.a.* = not available. <sup>a</sup> 457: residential care activities for adults with disabilities; 183: residential care activities for under-age children with disabilities; 423: activities of enterprises employing individuals with physical or mental disabilities. <sup>b</sup> 1,028: private companies; 196: public service providers. <sup>c</sup> 2,157: private companies; 315: public service providers. <sup>d</sup> 721: kindergartens; 8,213: residential structures for minors. <sup>e</sup> 91,885: residential structures for non-self-sufficient older people; 75,033: residential structures for self-sufficient older people. <sup>f</sup> 15,778: social rehabilitative structures; 5,235: structures for migrants.

**Table A10: Domain coverage, membership and representativeness criteria/status of employer organisations in the social services sector, 2019**

Country	Employer organisation	Domain coverage	Density of employees (%) <sup>a</sup>	Representativeness status	Representativeness criteria		Collective bargaining	
					LC = Fulfills legal or formal criteria	MR = Mutual recognition	SEB	MEB
AT	SWÖ	SO	53	Yes	LC	MR		
	AGV	SO	5	Yes	LC	MR		
	ADÖ	SO	7	Yes	LC	MR		
	BARS	SO	n.a.	Yes	LC	MR		
	Caritas	SO	9	Yes	LC	MR		
	OKAPEB	SO	n.a.	Yes	LC	MR		
	DV	S	n.a.	Yes	LC	MR		
	ÖRK	SO	6	Yes	LC	MR		
	SOS-Kinderdörfer	SO	n.a.	Yes	LC	MR		
BE	ZORGEZIND	S	n.a.	Yes	LC			
	FCSD	S	0.09	Yes	LC			
	FSB	S	0.004	Yes	LC			
	FEDOM	S	0.9	Yes	LC			
	SOM	SO	10	Yes	LC			
	UFFIPRAH ANCE	n.a.	n.a.	Yes	n.a.	n.a.		
	Vlaams welzijnsverbond	S	n.a.	Yes	LC			
	FSPF/PLAF	S	n.a.	Yes	LC			
	AMA	n.a.	n.a.	Yes	LC			
	FISSAAJ	n.a.	64	Yes	LC			
	FEMMO FIPE	n.a.	n.a.	Yes	LC			
	EWETA (9,500 employees covered)	S	n.a.	Yes	LC			
	Groep Maatwerk	S	n.a.	Yes	LC			
	FEBRAP	S	n.a.	Yes	LC			
	CCV	SO	n.a.	Yes	LC			
	MID	SO	n.a.	Yes	LC			
CBI	SO	n.a.	Yes	LC				



	FASS	SO	n.a.	Yes	LC			
	SOVERVLAG	SO	n.a.	Yes	LC			
	Santhea	SO	n.a.	Yes	LC			
	ZORGNET-ICURO	SO	n.a.	Yes	LC			
	FILE	S	n.a.	Yes	LC			
<b>BG</b>	HACO	SO	n.a.	No				
<b>CY</b>	PSISE	S	22.0	Yes		MR		
	SIPEK	S	17	Yes		MR		
<b>CZ</b>	APSS ČR	S	79	Yes	LC	MR		
	Caritas CR	SO	20	Yes		MR		
	Confederation of the social services	S	n.a.	No				
<b>DE</b>	AGVP	S	8	Yes		MR		
	AGV AWO	S	4.3	Yes		MR		
	BPA	S	6	Yes		MR		
<b>DK</b>	KL	S	80–85	Yes		MR		
	Danish Regions	S	15–20	Yes		MR		
<b>EE</b>	EPL	n.a.	9.5	Yes		MR		
	ERL	SO	4.6	Yes		MR		
	ELVL	SO	n.a.	n.a.				
<b>EL</b>	POSIPS	n.a.	n.a.	Yes	LC			
	PEMFI	S	n.a.	Yes	LC			
	PASIDIK	S	n.a.	Yes	LC			
<b>ES</b>	LARES	S	13	Yes		MR		
	AESTE	S	n.a.	Yes		MR		
	CEAP	S	33	Yes		MR		
<b>FI</b>	KT	SO	56	Yes		MR		
	HALI	SO	27	Yes		MR		
	AVAINTA	SO	2	Yes		MR		
<b>FR</b>	NEXEM	SO	n.a.	Yes	LC			
	ELISFA (formerly SNAESCO)	SO	n.a.	Yes	LC			
	CNEA	SO	n.a.	Yes	LC			
	FEHAP	SO	50	Yes	LC			
	SYNERPA	SO	17	Yes	LC			
	USB Domicile	SO	n.a.	Yes	LC			
<b>HR</b>	HUP-UZNRSS	SO	12	Yes		MR		
<b>HU</b>	SZGYF	S	25	Yes		MR		
<b>IE</b>	HSE	SO	20–25	Yes		MR		
<b>IT</b>	ARAN	SO	100	Yes	n.a.	n.a.		
	Legacoop Sociali	SO	n.a.	Yes		MR		
	AGCI	SO	n.a.	Yes		MR		
	Federsolidarietà-Confcooperative	SO	n.a.	Yes		MR		

	UNEBA	S	9.6	Yes		MR		
<b>LT</b>	LARG	S	30	Yes		MR		
<b>LU</b>	COPAS	S	53.6	Yes		MR		
	FEDAS	S	21.8	Yes		MR		
	EGMJ	S	1	Yes		MR		
<b>NL</b>	ZorgThuisNL	SO	20	Yes		MR		
	VGN	SO	22	Yes		MR		
	ActiZ	S	50	Yes		MR		
	Jeugdzorg NL	S	n.a.	Yes		MR		
	Brancheorganisaties Kinderopvang	S	n.a.	Yes		MR		
	Sociaal Werk Nederland	SO	7	Yes		MR		
	MEE NL	SO	n.a.	Yes		MR		
<b>PL</b>	WRZOS	S	1–2	No				
<b>PT</b>	CNIS	SO	0.6	Yes		MR		
	UMP	SO	0.38	Yes		MR		
<b>RO</b>	FONSS	SO	n.a.	No				
<b>SE</b>	SALAR (SKR)	SO	50	Yes		MR		
	KFO	SO	1.9	n.a.	n.a.	n.a.		
	Almega	SO	20.9	Yes		MR		
<b>SI</b>	SSZS	S	70.0	No				
<b>SK</b>	APSSvSR	SO	14.0	Yes	LC			
	ZMOS	SO	0	Yes	LC			
	ZPSSvSR	S	9.5	Yes	LC			
	BBSK	SO	4.5	Yes	LC			
	BSK	SO	2.8	Yes	LC			
	KSK	SO	3.2	Yes	LC			
	NSK	SO	5.6	Yes	LC			
	PSK	SO	3.8	Yes	LC			
	TSK	SO	3.4	Yes	LC			
	TTSK	SO	2.9	Yes	LC			
	ŽSK	SO	6.0	Yes	LC			
<b>UK</b>	Care England	S	n.a.	No				
	CFW	S	4.0	No				
	COSLA	S	2	Yes		MR		
	ICHA	SO	n.a.	No				
	IHCP	S	< 1	No				
	LGA	SO	10	Yes		MR		
	NCA	SO	n.a.	No				
	NCF	S	4	Yes		MR		
	NDNA	S	3	Yes		MR		
	NHS Employers	SO	17	No				

	RNHA	S	n.a.	No				
	Scottish Care	S	5	No				
	UKHCA	S	n.a.	No				
	WLGA	S	1	No				

**Notes:** <sup>a</sup> Correspondent's estimation. n.a. = not available. O = overlap. S = sectionalism. SO = sectional overlap.

**Table A11: Social services employer organisations: abbreviation and full names**

Country	Abbreviation	Organisation name in original language	Organisation name in English
AT	SWÖ	Sozialwirtschaft Österreich	Association of Austrian Social and Healthcare Providers
	AGV	Arbeitgeberverein für Sozial- und Gesundheitsorganisationen in Vorarlberg	Employer Association for Social and Health Organisations in Vorarlberg
	ADO	Arbeitgeberverband der Diakonie Österreich	Employer Organisation of the Diaconia of Austria
	BARS	Berufsvereinigung von ArbeitgeberInnen in Rettungs- und zugehörigen Sanitätsberufen	Professional Association of Employers in Rescue and Associated Medical Professions
	Caritas	Caritas: Verein Interessenvertretung karitativer Einrichtungen der Katholischen Kirche Österreichs	Interest Association of Charitable Institutions of the Catholic Church of Austria
	OKAPEB	Interessenvertretung von Ordensspitälern und von konfessionellen Alten- und Pflegeheimen, Erziehungs- und Bildungseinrichtungen	Interest Association of Order's Hospitals and Denominational Old People's and Care Homes
	DV	Dachverband für ambulante mobile Heim- und Altenhilfe	Federation of Outpatient Mobile Home Help and Old Person Assistance
	ORK	Österreichisches Rotes Kreuz	Austrian Red Cross
	SOS-Kinderdörfer	Arbeitgeberverband der SOS-Kinderdörfer	SOS-Kinderdörfer
	ASBO	Arbeiter-Samariter-Bund Österreichs	Austrian Samaritan Federation
	Volkshilfe Wien	Volkshilfe Wien	Social Services Vienna
	Volkshilfe NÖ	Volkshilfe Niederösterreich	Social Services Lower Austria
BE	UNISOC	Union des Entreprises à Profit Social	Employer Organisation of For-profit Social Enterprises
	UNIPSO	Union des entreprises à profit social (Wallonie), la confédération intersectorielle des employeurs du secteur à profit social (non-marchand) en Wallonie et en Fédération Wallonie-Bruxelles	Union of social profit enterprises (Wallonia), the intersectoral confederation of employers in the social profit sector (non-profit) in Wallonia and the Wallonia-Brussels Federation
	VERSO	Vereniging voor Social Profit Ondernemingen	Association of Social Profit Enterprises
	BRUXEO	Confédération Bruxelloise des Entreprises Non-Marchandes	Brussels Confederation of Non-profit Enterprises
	AnikoS	AnikoS	Inter-professional platform of social profit enterprises, set up at German-language Community level

Country	Abbreviation	Organisation name in original language	Organisation name in English
	ZORGGEZIND	Vereniging van diensten van de gezinszorg Vlaamse gemeenschap	Association of Family Care Services – Flemish Community
	FCSD	Fédération des Centres de Services à Domicile	Federation of Home Service Centres
	FSB	Federatie van de Brusselse diensten voor thuiszorg	Federation of Brussels Home Care Services
	FEDOM	Fédération wallonne de services d'aide à domicile	Walloon Federation of Home Care Services
	SOM	SOM de federatie van sociale ondernemingen,	SOM Federation of Social Enterprises
	UFFIPRAH ANCE	Union des fédérations francophones d'institutions de protection de la jeunesse et d'aide aux handicapés	Union of French-speaking Federations of Institutions for the Protection of Young People and Assistance to Persons with Disabilities
	Vlaams welzijnsverbond	Vlaams welzijnsverbond	Flemish Welfare Association
	FSPF/PLAF	Fédération des services de placement familial	Federation of Foster Care Services
	AMA	Federatie van onthaalhuizen en dienst voor hulp aan daklozen/Fédération des maisons d'accueil et des services d'aide aux sans-abri	Federation of Hostels and Shelters for the Homeless
	FISSAAJ	Fédération des institutions et services spécialisés d'aide aux adultes et aux jeunes	Federation of Institutions and Specialised Services for Adults and Young People
	FEMMO FIPE	Association de la fédération des équipes mandatées en milieu ouvert (FEMMO) et de la fédération des institutions de prévention éducative (la FIPE)	Association of the Federation of Mandated Open Teams (FEMMO) and the Federation of Educational Prevention Institutions (FIPE)
	EWETA	Entente Wallonne des entreprises de travail adapte	Walloon Federation of Adapted Work Companies
	Groep Maatwerk	Groep Maatwerk	Made to Measure Group
	FEBRAP	Fédération Bruxelloise des entreprises de travail adapté	Brussels Federation of Adapted Work Companies
	CCV	Caritas Catholica Vlaanderen	Caritas Catholica Flanders
	MID	Medisch-sociale sector in dialoog	Medical Sector in Dialogue
	CBI	Coördinatie van Brusselse instellingen voor welzijnswerk en gezondheidszorg	Coordination of Brussels Institutions for Social Work and Healthcare
	FASS	Fédération des associations sociales et de santé	Federation of Social and Health Associations
	SOVERVLAG	Socialistische Vereniging Van Vlaamse Gezondheidsvoorzieningen	Socialist Association of Flemish Health Services
	Santhea	Santhea	Santhea
	ZORNET-ICURO	Zorgnet-Icuro	Employer organisation representing the Flemish network of care organisations
	FILE	Fédération des initiatives locales pour l'enfance	Federation of Local Initiatives for Children
<b>BG</b>	HACO	Национален алианс за социална отговорност	National Alliance for Social Responsibility

Country	Abbreviation	Organisation name in original language	Organisation name in English
CY	PSISE	Παγκύπριος Σύνδεσμος Ιδιοκτητών Στεγών Ευγηρίας	Pancyprian Association of Elderly Homes Owners
	SIPEK	Σύνδεσμος Ιδιωτικής Προσχολικής Εκπαίδευσης Κύπρου	Cyprus Association of Private Pre-School Education
CZ	APSS CR	Asociace poskytovatelů sociálních služeb České republiky	Association of Social Care Providers of the Czech Republic
	Caritas CR	Charita Česká republika	Caritas Czech Republic
	Konfederace sociálních služeb	Konfederace sociálních služeb	Confederation of Social Services
DE	AGVP	Arbeitgeberverband Pflege	Federal Employer Association of Care Providers
	AGV AWO	Arbeitgeberverband AWO Deutschland	Federal Employer Association of Workers' Welfare Associations in Germany
	BPA	Bundesverband privater Anbieter sozialer Dienste/bpa Arbeitgeberverband	Federal Association of Private Social Service Providers/Employer Organisation of Private Social Service Providers
	BVAP	Bundesverband der Arbeitgeber in der Pflegebranche	Federal Association of Employers in the Care Sector
DK	KL	Kommunernes Landsforening	Local Government Denmark
	Danish Regions	Danske Regioner	Danish Regions
EE	EPL	Erihoolekandeteenuste Pakkujate Liit	Association of Estonian Special Care Service Providers
	ERL	Eesti Rehabilitatsiooniasutuste Liit	Association of Estonian Rehabilitation Institutions
ES	LARES	LARES	LARES
	AESTE	Asociación de Empresas de Servicios para la Dependencia	Association of Social Services Companies
	CEAP	Círculo Empresarial de Atención a Personas	Business Circle of People Care
EL	POSIPS	ΠPanellínia Omospondía SyllógonIdiotikón Paidikón Stathmón	Pan-Hellenic Federation of Private Kindergartens
	PEMFI	Panellínia Énosi Monádon Frontídas Ilikioménon	National Association of Nursing and Care Homes
	PASIDIK	Panellinios SindesmosIatrikon Diagnostikon Kentron	Pan-Hellenic Union of Medical Diagnostic Centres
FI	KT	KT Kuntatyöntajat	Local Government Employers
	HALI	Hyvinvointiala HALI ry	Finnish Association of Private Care Providers
	AVAINTA	Avaintyöntajat ry	AVAINTA
FR	NEXEM	NEXEM	Representative of not-for-profit employers in the social, medicosocial and human health sector
	ELISFA (formerly SNAEC SO)	Syndicat National d'Associations Employeurs de personnels au service des Centres Sociaux et Socio-Culturels	National employer organisation of associations employing staff in the

Country	Abbreviation	Organisation name in original language	Organisation name in English
		Syndicat Employeurs du lien social et familial ( <a href="https://www.elisfa.fr/Elisfa/Historique">https://www.elisfa.fr/Elisfa/Historique</a> )	service of social and socio-cultural centres Employer organisations for social and family services
	CNEA	Conseil national des employeurs d'avenir	National Council of Employers of the Future
	FEHAP	Fédération des établissements hospitaliers et d'aide à la personne privés non lucratifs	Federation of Not-for-profit Hospitals and Social Care Facilities
	SYNERPA	Syndicat National des Etablissements et Résidences Privés pour Personnes Agées	National Union of Private Establishments and Residences for the Elderly
	USB Domicile	USB Domicile	USB Home
HR	HUP-UZNRSS	HUP-Udruga zdravstvene njege, rehabilitacije i socijalne skrbi	Healthcare, Rehabilitation and Social Welfare Association
HU	SZGYF	Szociális és Gyermekvédelmi Főigazgatóság	Directorate-General for Social Affairs and Child Protection
IE	HSE	Health Service Executive	Health Service Executive
IT	ARAN	Agenzia per la Rappresentanza Negoziabile delle Pubbliche Amministrazioni	Agency for the Representation of Public Administrations in Collective Bargaining
	Legacoop Sociali	Legacoop Sociali	Federation of Social Cooperatives
	AGCI	Associazione Generale Cooperative Italiane	General Association of Italian Cooperatives
	Federsolidarietà-Confcooperative	Federsolidarietà-Confcooperative	Federation of Social Cooperatives
	UNEBA	Unione Nazionale Istituzioni ed Iniziative di Assistenza Sociale	National Union of Social Care Institutions and Enterprises
LU	COPAS	Fédération COPAS	COPAS Federation
	FEDAS	FEDAS Luxembourg	FEDAS Luxembourg
	EGMJ	Entente des gestionnaires des maisons de jeunes	Youth Housing Managers Agreement
LV	None		
LT	LARG	Asociacija 'Rūpestinga globa'	Association 'Rūpestinga globa'
MT	None		
NL	ZorgThuisNL	ZorgThuisNL	Home care NL
	VGN	Vereniging Gehandicaptenzorg Nederland	Dutch Association for Care of Persons with Disabilities
	ActiZ	ActiZ	Sector organisation whose members are providers in care, welfare, prevention and related service sectors
	Jeugdzorg NL	Jeugdzorg Nederland	Youth Care Netherlands
	Brancheorganisaties Kinderopvang	Brancheorganisaties Kinderopvang	Sector Association for Child Care
	Sociaal Werk Nederland	Sociaal Werk Nederland	Social Work Netherlands
	MEE NL	MEE NL	National organisation that assists people with

Country	Abbreviation	Organisation name in original language	Organisation name in English
			disabilities in accessing support
PL	WRZOS	Wspólnota Robocza Związków Organizacji Socjalnych	Working Community of Associations of Social Organisations
PT	CNIS	Confederação Nacional das Instituições de Solidariedade	National Confederation of Solidarity Institutions
	UMP	União de Misericórdias Portuguesas	Union of Portuguese Misericórdias
RO	FONSS	Federatia Organizatiilor Neguvernamentale pentru Servicii Sociale	NGOs Federation for Social Services
SE	SKR (formerly SKL)	Sveriges Kommuner och Regioner (formerly known as Sveriges Kommuner och Landsting, SKL)	Swedish Association of Local Authorities and Regions (SALAR)
	KFO	Kooperationens Förhandlingsorganisation	Cooperative Movement Bargaining Organisation
	Almega	Almega	Employer organisation for the Swedish services sector
SI	SSZS	Skupnost socialnih zavodov Slovenije	Association of Social Institutions of Slovenia
SK	APSSvSR	Asociácia poskytovateľov sociálnych služieb v SR	Association of Social Service Providers in Slovakia
	ZMOS	Združenie miest a obcí Slovenska	Association of Towns and Communities of Slovakia
	ZPSSvSR	Zväz poskytovateľov sociálnych služieb v SR, o.z.	Union of Social Service Providers in Slovakia
	BBSK	Banskobystrický samosprávny kraj	Banská Bystrica Self-governing Region
	BSK	Bratislavský samosprávny kraj	Bratislava Self-governing Region
	KSK	Košický samosprávny kraj	Kosice Self-governing Region
	NSK	Nitriansky samosprávny kraj	Nitra Self-governing Region
	PSK	Prešovský samosprávny kraj	Prešov Self-governing Region
	TSK	Trenčiansky samosprávny kraj	Trenčín Self-governing Region
	TTSK	Trnavský samosprávny kraj	Trnava Self-governing Region
	ZSK	Žilinský samosprávny kraj	Žilina Self-governing Region
UK	Care England	Care England	Care England
	CFW	Care Forum Wales	Care Forum Wales
	COSLA	Convention of Scottish Local Authorities	Convention of Scottish Local Authorities
	ICHA	Independent Children's Homes Association	Independent Children's Homes Association
	IHCP	Independent Health and Care Providers Northern Ireland	Independent Health and Care Providers Northern Ireland
	LGA	Local Government Association	Local Government Association
	NCA	National Care Association	National Care Association
	NCF	National Care Forum	National Care Forum

<b>Country</b>	<b>Abbreviation</b>	<b>Organisation name in original language</b>	<b>Organisation name in English</b>
	NDNA	National Day Nurseries Association	National Day Nurseries Association
	NHS Employers	NHS Employers	NHS Employers
	RNHA	Registered Nursing Home Association	Registered Nursing Home Association
	Scottish Care	Scottish Care	Scottish Care
	UKHCA	United Kingdom Homecare Association	United Kingdom Homecare Association
	WLGA	Welsh Local Government Association	Welsh Local Government Association



## Annex 4: Network of Eurofound Correspondents

Table A12: National correspondents who contributed to the study

Country	Correspondent	Organisation
<b>Austria</b>	Georg Adam	FORBA
<b>Belgium</b>	Dries Van Herreweghe Miet Lamberts	HIVA–KU Leuven
<b>Bulgaria</b>	Ekaterina Ribarova Desislava Stoimenova	Institute of Social and Trade Union Research (ISTUR)
<b>Croatia</b>	Predrag Bejakovic Irena Klemencic	Institute of Public Finance (Institut za javne financije)
<b>Cyprus</b>	Pavlos Kalosinatos	Cyprus Labour Institute (INEK-PEO)
<b>Czechia</b>	Aleš Kroupa Petr Pojer	Research Institute for Labour and Social Affairs
<b>Denmark</b>	Carsten Jorgensen	FAOS, University of Copenhagen
<b>Estonia</b>	Ingel Kadarik	Praxis Centre for Policy Studies
<b>Finland</b>	Rasmus Firon	Oxford Research AB
<b>France</b>	Frédéric Turlan	IR Share
<b>Germany</b>	Sandra Vogel Birgit Kraemer	German Economic Institute Institute for Economic and Social Research, Hans Boeckler Foundation
<b>Greece</b>	Penny Georgiadou	GSEE Labour Institute
<b>Hungary</b>	Nóra Krokovay	Kopint-Tárki Institute for Economic Research
<b>Ireland</b>	Andy Prendergast	IRN Publishing
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This study provides information allowing for an assessment of the representativeness of the actors involved in the European sectoral social dialogue committee for the local and regional government (LRG) sector, including social services. Their relative representativeness legitimises their right to be consulted, their role and effective participation in European sectoral social dialogue and their capacity to negotiate agreements. The aim of Eurofound's representativeness studies is to identify the relevant national and European social partner organisations in the field of industrial relations in the EU Member States and the United Kingdom. This study identified the Council of European Municipalities and Regions (CEMR) (representing employers) and the European Federation of Public Service Unions (EPSU) (representing employees) as the most representative European-level social partner organisations in the LRG sector. The European Confederation of Independent Trade Unions (CESI) also have affiliated trade unions in the sector in several Member States.

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