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After EU enlargement: a rough guide to the trade union  
movement in the European Union

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# **Global Political Economy (GPE) Research Group**

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# After EU enlargement: a rough guide to the trade union movement in the European Union



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1 May 2004

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## Abbreviations

CCOO Comisiones Obreras  
CEC Confédération Européenne des Cadres  
CEEP Centre européen des entreprises à participation publique et des entreprises d'intérêt économique général  
CESI Confédération Européenne des Syndicats Indépendants  
CGIL Confederazione Generale Italiana del Lavoro  
CGSLB/ACLVB Centrale Générale des Syndicats Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België  
CGT Confédération générale du travail  
EAEA European Art and Entertainment Alliance  
ECA European Cockpit Association  
EFBWW European Federation of Building and Woodworkers  
EFFAT European Federation of Food, Agriculture and Tourism Trade Unions  
EFJ European Federation of Journalists  
EFRE/ERDF Der Europäische Fonds für regionale Entwicklung /European Regional Development Fund  
EFTA European Free Trade Area  
EIFs European Industry Federations  
EIRO European Industrial Relations Observatory  
EMCEF European Mine, Chemical and Energy Workers' Federation  
EMF European Metalworkers' Federation  
EMU European Monetary Union  
EPSU European Federation of Public Service Unions  
EREP/FERPA European Federation of Retired and Elderly Persons  
ETUF-TCL European Trade Union Federation - Textile, Clothing and Leather  
ESF European Social Fund  
ETF European Transport Workers' Federation  
ETUC European Trade Union Confederation  
ETUCE European Trade Union Committee for Education  
ETUCO European Trade Union College  
ETUI European Trade Union Institute  
EU European Union  
EWC European Works Council  
GUFs Global Union Federations  
ICFTU International Confederation of Free Trade Unions  
INTERREG European Regional Development Fund programme  
ITUCs Interregional Trade Union Councils  
OECD Organisation for Economic Cooperation and Development  
OPZZ Ogólnopolskie Porozumienie Związków Zawodowych  
PEARLE Performing Arts Employers Associations League Europe  
PHARE An EU pre-accession programme  
SSDCs Sectoral Social Dialogue Committees  
TUAC Trade Union Advisory Committee  
TUC Trades Union Congress  
TUTB European Trade Union Technical Bureau for Health and Safety  
UNICE Union des Confédérations de l'Industrie et des Employeurs d'Europe  
UNI-Europa Union Network International  
WCL World Confederation of Labour  
WFTU World Federation of Trade Unions



## **Introduction: the new Europe and the European Trade Union Movement**

On 1 May 2004, the European Union welcomed 10 additional states into membership bringing the number of Member States to 25.

The EU 15 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, and the UK) were joined by the 10 Accession countries (Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovenia, Slovakia).

Within a few years, the European Commission anticipates that the EU will expand further with the admission of Bulgaria and Romania possibly in 2007 and perhaps Turkey at a later date.

This paper examines the structures and roles of the different parts of the European trade union movement at:

- (a) Pan-European level
- (b) European sectoral level
- (c) National level (for the new EU 25)

It also looks at two of the basic measures of union impact – trade union density and collective bargaining coverage (as well as identifying the main level of bargaining in each country).

The aim is modest: to set out the union actors in the different countries and at European level in order to assist a better understanding among both activists in the trade union movement and students of industrial relations.

This rough guide to the institutions of the trade union movement at national, EU and pan-European level does not attempt to explain the differences between the trade union movements in the countries of the new European Union. Still less is it an analysis of the problems faced and potential available on either the national or European stage.

While focussing on the structures of the trade union movement at the different levels, this paper also refers in passing to union involvement in collective bargaining and social dialogue. A future paper on European-wide collective bargaining and social dialogue will provide a more detailed guide to the institutions and practices that have developed in the EU.

## **Pan-European level**

This paper focuses on the trade union movements of the countries that make up the new enlarged European Union, their national centres and European affiliations.

But these trade union organisations have a history – much of it markedly different to that of their neighbours. They reflect this history as do the European level organisations that have been created.

The constituent parts of the European trade union movement predate the European Union by a century and a half.

The various incarnations of pan-European trade union organisations not only existed before the EU but, even today, extend beyond its borders.

But ever since the formation of the EU's fore-runner, the European Economic Community, in 1957, the question of what sort of relationship should exist with the formal structures of the EU has been an issue for pan-European trade union organisations.

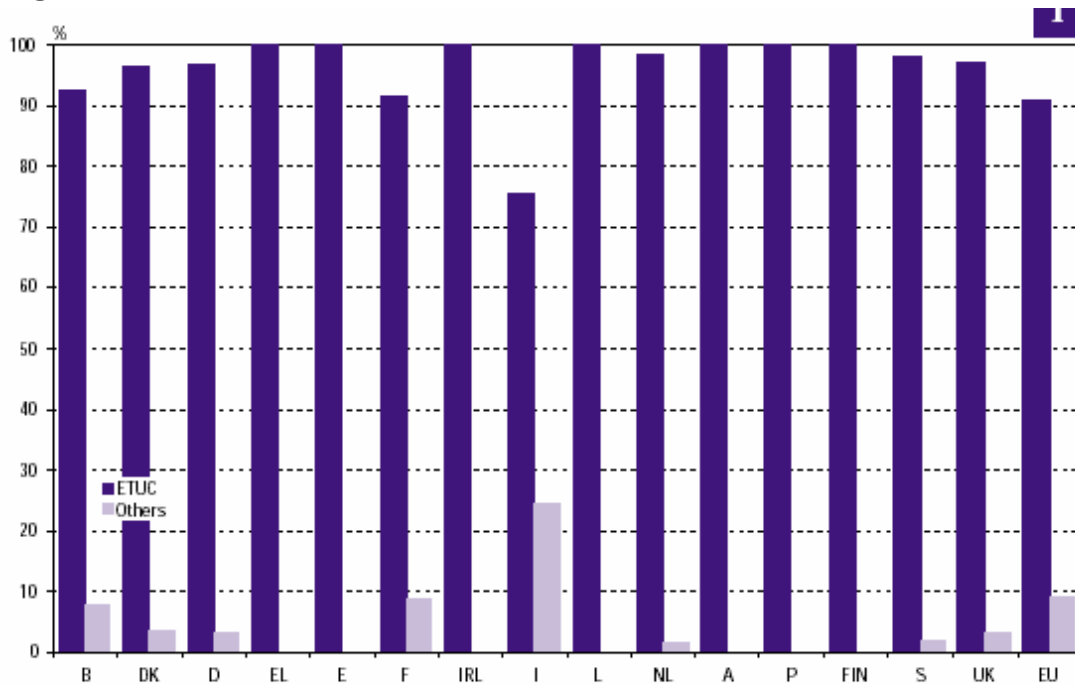
Today, the expansion of the European Union carries with it some important industrial relations implications for those unions within its borders. This paper sets out the various union structures that exist in Europe, focussing on the Member States of the new European Union.

By far the most important organisation at a European level is the European Trade Union Confederation (ETUC). It gathers under its umbrella a number of specialist sections such as Eurocadres (organising professional and managerial staff) and EREP/FERPA (a retired workers/pensioners organisation).

Figure 1 below shows the relative weight of the ETUC affiliates in each country of the EU15 compared to other unions. So, over 80% of all trade unionists in the EU15 are members of unions associated with ETUC affiliates. In some countries – Greece, Spain, Ireland, Luxembourg, Netherlands - ETUC coverage is virtually (or actually) total.

Figure 2 illustrates the ETUC's dominant position for the EU15 as a whole.

**Figure 1: Relative importance of the European trade union organisations in the EU15**



Sources: *Report on the representativeness of European social partner organisations, Part 1, European Commission, 1999.*

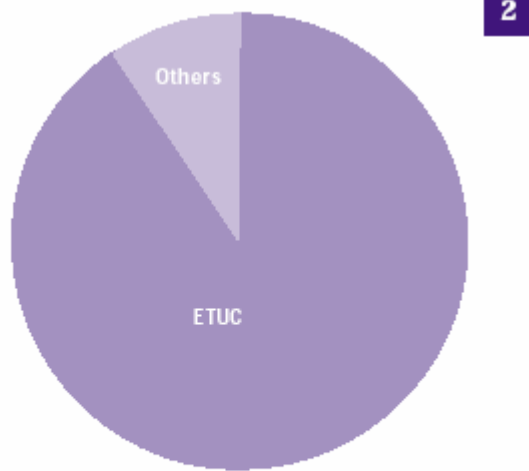
Key: B Belgium; DK Denmark; D Germany; EL Greece; E Spain; F France; IRL Ireland; I Italy; L Luxembourg; NL Netherlands; A Austria; P Portugal; FIN Finland; S Sweden; UK United Kingdom; EU European Union 15.

Source: European Commission (2002b) Industrial Relations in Europe

The ETUC is not the only body organised at European level and some individual unions belong to no international organisation.

The other relevant confederations are the Confédération Européenne des Syndicats Indépendants or European Confederation of Independent Trade Unions (CESI) and the Confédération Européenne des Cadres/European Confederation of Executives and Management Staff (CEC).

**Figure 2: Members of European trade union organisations in the EU15**



*Sources: Report on the representativeness of European social partner organisations, Part 1, European Commission, 1999.*

Source: European Commission (2002b) Industrial Relations in Europe

## ***The European Trade Union Confederation (ETUC)***

The ETUC was founded in 1973. It is part of the Global Unions ‘family’ which includes the International Confederation of Free Trade Unions (ICFTU), the sectorally-based Global Union Federations (GUFs) and the Trade Union Advisory Committee (TUAC) of the Organisation for Economic Cooperation and Development (OECD).

Although it is closely involved with the ICFTU, it is not its European regional structure. Some ETUC affiliates are associated with rival international union centres such as the World Confederation of Labour (WCL) or are independent of all.

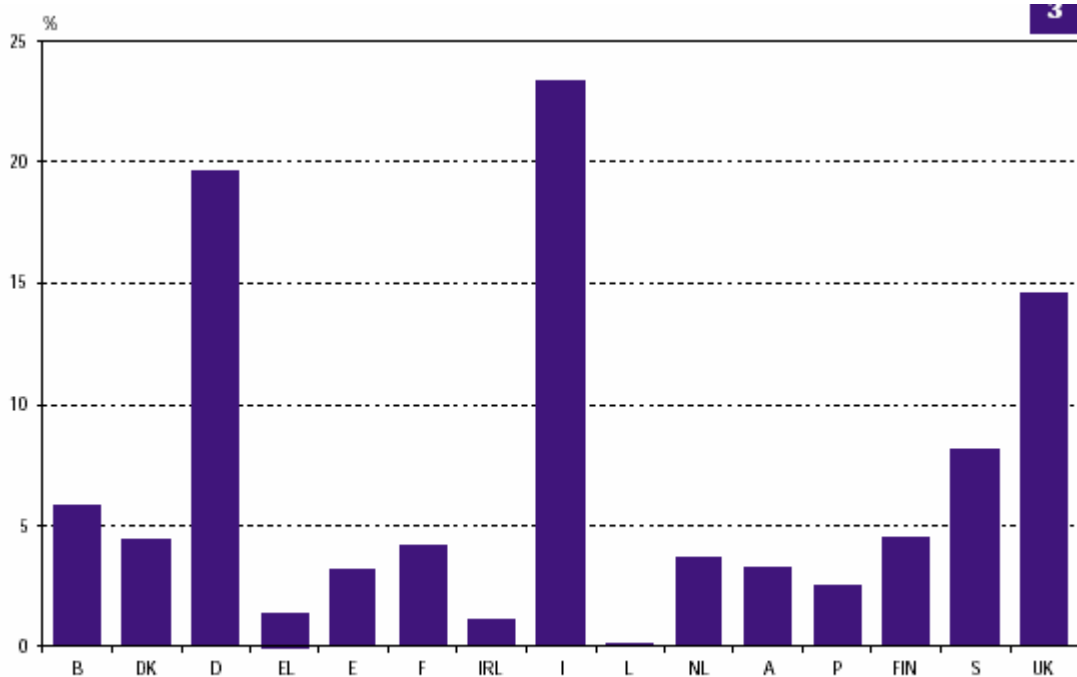
At its founding congress in Brussels in 1973, the ETUC represented 17 trade union centres from 15 western European countries. In 1974 12 Christian trade union federations joined, and subsequently the European organisation of the Christian international centre, the World Confederation of Labour, was disbanded. In 1975 the communist-supporting Italian centre, CGIL, joined although it took until 1990 for the Spanish communist federation CCOO to be admitted. This was followed by the entry of the Portuguese Intersindical in 1995 and the French CGT after the Helsinki congress in 1999 (Buschak, 2003).

After 1989 and long before EU enlargement was a serious proposition the ETUC began to open up to unions from central and eastern Europe. In 2002 the Belgian liberal union federation, CGSLB, joined and talks have been taking place for some time over the possible future membership of the Polish OPZZ.

The ETUC is recognised by the European Union, the Council of Europe and by EFTA as the only representative cross-sectoral trade union organisation at European level. However, despite the fact that most of its affiliates are in the Member States of these bodies (see Figure 3), the ETUC draws its membership from a much wider Europe. The membership of ETUC-affiliated bodies is around 60 million.

Figure 3 shows that Italy, Germany and the UK between them provide over 50% of the affiliated membership of the ETUC.

**Figure 3: National breakdown of ETUC affiliates in the EU15 (%)**



Sources: *Report on the representativeness of European social partner organisations, Part 1, European Commission, 1999.*

Source: European Commission (2002b) Industrial Relations in Europe

The ETUC has a number of distinct sections, although the two most important are the national confederations and the European Industry Federations:

- National confederations
- European Industry Federations (EIFs)
  
- Interregional TUCs
- Eurocadres
- European Federation of Retired and Elderly Persons (EREP/FERPA)

As well as its organisation for retired workers, a women's committee and a youth group have existed since the creation of the ETUC.

The ETUC also has a number of other more ad hoc arrangements. These include the Balkans Forum which was set up in 1999 to bring together all the unions of that region, and Euromed which handles the ETUC's relations with Arab unions.

At the Helsinki congress in 1999, the Baltic Sea Trade Union Network (see Annex 13) was set up bringing together union centres representing around 20 million members in the Baltic Sea area. Today it consists of 21 confederations (18 of whom are affiliated to the ICFTU and 13 to the ETUC). The network rests on the firm foundation of the Council of Nordic Trade Unions (see Annex 12).

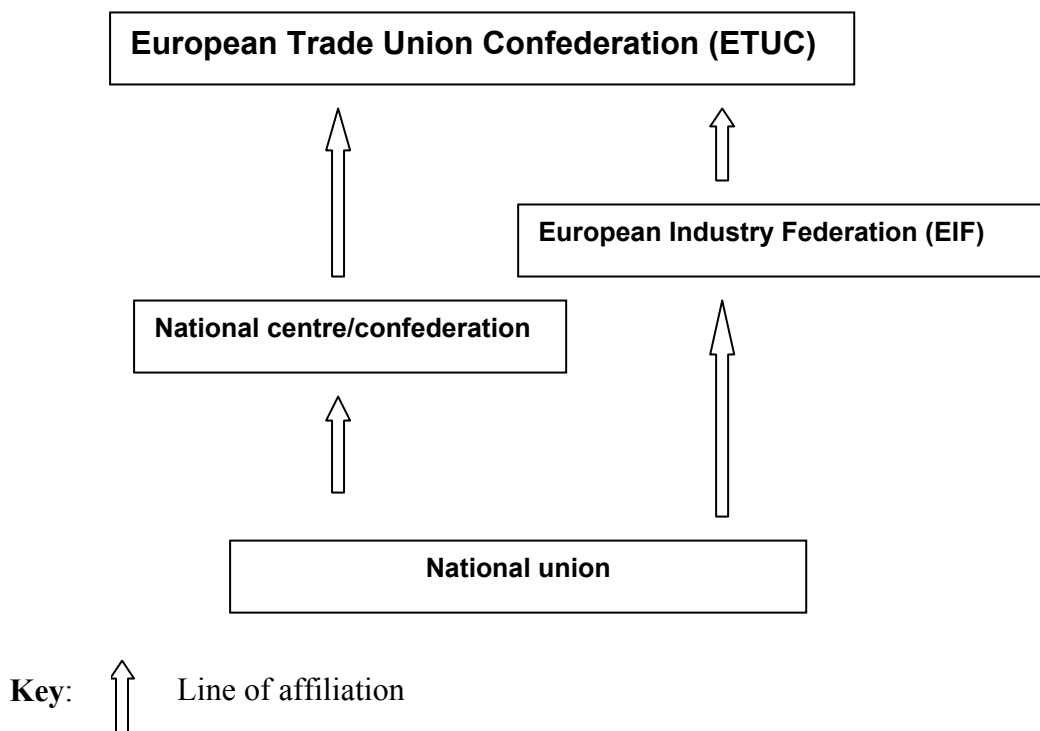
A number of support institutions have also been set up to assist with the work of the ETUC:

- European Trade Union Institute (ETUI)
- European Trade Union Technical Bureau for Health and Safety (TUTB)
- European Trade Union College (ETUCO)

The ETUI was set up in 1978 and acts as a research institute for the ETUC. TUTB was created in 1989 and supports the ETUC's work through its expertise on health and safety and the ETUCO was founded in 1990 as an educational and training organisation for the European trade union movement.

The relationship between the European organisations of the ETUC and the affiliates is set out in Figure 4.

**Figure 4: Relationship between national unions, national centres, European Industry Federations and the ETUC**



## The National Confederations

The membership of the ETUC consists of 77 confederations or national centres from 35 countries in western, central and eastern Europe.

Although the ETUC began as an organisation of unions broadly associated with the ICFTU, it has steadily expanded to take into membership unions with very different histories such as those from the Christian and Communist traditions.

Individual unions do not affiliate to the ETUC. Rather, national union centres or confederations (to which individual unions affiliate) become members of the ETUC. So, for example, Unison in the UK affiliates to the TUC which itself is affiliated to the ETUC. A full list of affiliates can be found at Annex 1.

**Table 1: ETUC national confederations: breakdown**

Area	Number of national affiliates
EU15	36
Accession	19
Other Central and Eastern European	6
Other western European	8
Other Mediterranean	4

Source: derived from ETUC affiliates list (See Annex 1)



## The European Industry Federations (EIFs)

The 11 European Industry Federations (EIFs) are sectoral organisations of the ETUC (groupings of unions organising in particular industrial sectors). Since the ETUC's 1991 Luxembourg congress they are also full members of the ETUC with a seat and a vote at all levels of the organisation. They are only excluded from financial decisions as they do not pay any fees (Buschak, 2003). Before 1991 they were limited to an advisory role within the ETUC.

**Table 2: European Industry Federations (EIFs)**

EIF	Full name	Affiliated organisations	Countries	Member-ship (million)
EAEA	European Art and Entertainment Alliance			0.3
EFBWW	European Federation of Building and Woodworkers <a href="http://www.efbww.org/">http://www.efbww.org/</a>	50	17	2.3
EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions <a href="http://www.effat.org/">http://www.effat.org/</a>	120	35	2.6
EFJ	European Federation of Journalists <a href="http://www.ifj-europe.org">http://www.ifj-europe.org</a>	56	32	0.3
EMCEF	European Mine, Chemical and Energy Workers' Federation <a href="http://www.emcef.org/">http://www.emcef.org/</a>	128	35	2.5
EMF	European Metalworkers' Federation <a href="http://www.emf-fem.org/">http://www.emf-fem.org/</a>	65	30	6.5
EPSU	European Federation of Public Service Unions <a href="http://www.epsu.org/">http://www.epsu.org/</a>	185	33	8.0
ETF	European Transport Workers' Federation <a href="http://www.itf.org.uk/ETF/BE/">http://www.itf.org.uk/ETF/BE/</a>	199	34	3.0
ETUCE	European Trade Union Committee for Education (including associate member organisations) <a href="http://www.csee-etuce.org">http://www.csee-etuce.org</a>	81 (110)	19	2.1 (8.0)
ETUF-TCL	European Trade Union Federation - Textile, Clothing, Leather and Footwear sectors	59	32	1.1
UNI-Europa	Union Network International <a href="http://www.uni-europa.org/">http://www.uni-europa.org/</a>	282	33	7.0

Source: Buschak, 2003 and EIF websites

They are often, although not always, the European regional structures of the equivalent Global Union Federations (GUFs) – see Annex 3. So for example, the European Transport Workers Federation (ETF) is the European regional organisation of the International Transport Workers Federation (ITF). On the other hand, although they work closely together, the European Federation of Public Services Unions (EPSU) is *not* the European arm of the Public Services International (PSI). In fact not all of EPSU's affiliates are affiliated to PSI.

While it is national union centres or confederations that affiliate to the ETUC, it is individual national unions that affiliate to the European Industry Federations. If a union organises in a number of different sectors it may affiliate to several EIFs.

## **European Industry Federations as sectoral actors**

The role of the EIFs has changed markedly since their formation. Most of them are unrecognisable from their predecessors of twenty years ago. Just as with their international cousins, the Global Union Federations (GUFs), they now play a role much closer to that of a 'real' union in their sectors (Fairbrother and Hammer, 2004) than their previous role of glorified international post box for the trade union movement.

Writing on the impact of EIFs, Dølvik (2000) noted that although independent collective bargaining at the European level seems unlikely to develop in the near future, the combined effect of unions co-operating across European companies and co-ordinating national bargaining at sectoral level may generate a 'growing transnationalisation of trade unionism from below'.

In Europe the transformation of the international sectoral union organisations has been particularly striking, mainly because of the process of enlargement and integration within the European Union.

As a consequence the EIFs now have important roles in relation to sectoral social dialogue at EU level and within European Works Councils at company level. Some of them also play a role in attempts by the federations and constituents to mount some form of co-ordinated bargaining at a European level.

## **European Arts and Entertainment Alliance (EAEA)**

The EAEA represents unions in the European arts and entertainment sectors – artists, musicians and technical staff.

Unusually among the European Industry Federations, the EAEA brings together three different federations – the International Federation of Actors, the International Federation of Musicians and EURO-MEI (the media, entertainment and arts section of UNI Europa).

## **European Federation of Building and Woodworkers (EFBWW)**

Formed in 1983, the EFBWW grew out of the European Federation of Building and Woodworkers in the Community, which was formed in 1974. It can trace its roots back to the Joint European Committee for the Building and Woodworking Sector which was set up in 1958. EFBWW organises unions in construction and is the European wing of the International Federation of Building and Woodworkers (IFBWW).

## **European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT)**

EFFAT affiliates represent workers in food, farming and tourism. It is part of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF). It grew from a 2000 merger of the European Federation of Agriculture Workers' Unions (EFA) and the European Federation of Food, Catering and Allied Workers' Unions within the IUF (ECF-IUF), whose antecedents go back to the late 1950s.

## **European Federation of Journalists (EFJ)**

EFJ is the European section of the International Federation of Journalists (IFJ). It was founded in 1989 or 1985 if predecessor organisations are included.

## **European Mine, Chemical and Energy Workers' Federation (EMCEF)**

EMCEF was founded in 1996 as a result of a merger between the European Federation of Chemical and General Workers' Unions and the Miners' European Federation.

EMCEF is an independent organisation but works closely with the International Federation of Chemical, Mine and General Workers Unions (ICEM). It organises affiliates in chemicals, mining, and energy.

## **European Metalworkers' Federation (EMF)**

A federation of European metalworkers unions, it has members in a number of sectors including steel and cars. EMF is part of the International Metalworkers' Federation (IMF).

The EMF in its present form was established in 1995 although its predecessor was the first European union organisation to become a member of the ETUC, joining in 1974.

## **European Federation of Public Service Unions (EPSU)**

EPSU is a federation of public service unions in Europe and was founded in 1978. Its predecessor, the European Public Service Committee (EPSC) was set up in 1974.

It has a close working relationship with the Public Services International but is not formally a part of it. Some unions are affiliated to EPSU without being affiliated to

PSI. It organises unions with members in the privatised areas such as gas, electricity and water as well as those that focus solely on public services.

### **European Transport Workers' Federation (ETF)**

The European wing of the International Transport Workers' Federation, ETF brings together unions from all sections of the transport industry (inland transportation, maritime – including docks - and aviation).

It was founded in 1999 combining the member organisations of the Federation of Transport Workers' Unions in the European Union/FST (founded in 1958) and the European member unions of the International Transport Workers' Federation/ITF.

### **European Trade Union Committee for Education (ETUCE)**

ETUCE brings together Education International (EI) affiliates in Europe with World Council of Teachers affiliates (part of the Christian international centre, the World Council of Labour, WCL).

The ETUCE was founded in 1975.

### **European Trade Union Federation – Textiles, Clothing and Leather (ETUF-TCL)**

ETUC-TCL organises the European affiliates of the International Textile, Garment & Leather Workers Federation (ITGLWF)

### **UNI-Europa**

UNI-Europa was formed in 2000 as a European merger in parallel with the international merger that brought together the four International Trade Secretariats to create UNI (FIET, Communications International, International Graphical Federation and Media and Entertainment International).

It organises employees in a number of different sectors including private sector services, post and telecoms, the graphical industry, media, entertainment and the arts.

## The role of EIFs in Sectoral Social Dialogue

The EU has set up a series of Sectoral Social Dialogue Committees in which the employers and the unions are brought together. Workers within each sector are represented by at least one EIF. Where there is shared representation, sometimes more than one EIF is involved, such as in Electricity (EPSU and EMCEF) or air transport (ETF and ECA, representing flight crews).

**Table 3: Sectoral Social Dialogue Committees (SSDCs)**

<b>Sector</b>	<b>Workers' organisations</b>	<b>Employers' organisations</b>
Agriculture	EFFAT	GEOPA/COPA
Banking	UNI-Europa	FBE; ESBG; GEBC
Civil aviation	ETF; ECA	AEA; ERA; ACI-EUROPE; IACA
Cleaning	UNI-Europa	EFCI
Commerce	UNI-Europa	Eurocommerce
Construction	EFBWW	FIEC
Electricity	EPSU; EMCEF	Eurelectric
Footwear	ETUF:TCL	CEC
Furniture	EFBWW	UEA
Horeca and tourism	EFFAT	Hotrec
Inland waterways	ETF	UENF; OEB
Insurance	UNI-Europa	CEA; BIPAR; ACME
Local and regional government	EPSU	CEMT-EP
Live performance	EEA	Pearle
Mines	EMCEF	CECSO; APEP
Personal services	UNI-Europa	CIC-Europe
Postal services	UNI-Europa	Posteurop
Private security	UNI-Europa	CoESS
Railways	ETF	CER
Road transport	ETF	IRU
Sea fishing	ETF	Europeche/Cogeca
Sea transport	ETF	ECSA
Sugar	EFFAT	CEFS
Tanning and leather	ETUF:TCL	Cotance
Telecommunications	UNI-Europa	ETNO
Temporary work	UNI-Europa	CIETT
Textiles and clothing	ETUF:TCL	Euratex
Woodworking	EFBWW	CEI-Bois

Source: European Commission (2002b) Industrial Relations in Europe  
European Commission (2002c) The sectoral social dialogue in Europe

The SSDCs are not true collective bargaining fora but follow an agreed agenda on issues of mutual interest to both the employers and unions within the sectors. This has included commissioning research and facilitating discussions on such areas as skills needs, equal opportunities, EU enlargement, impact of liberalisation, social aspects of employment and lifelong learning.

Joint declarations usually follow such discussions. More rarely the social partners conclude an agreement which they can then ask to be implemented as a directive. This occurred with an agreement in the civil aviation SSDC to limit annual flying hours and annual working hours in the sector.

## **The role of EIFs in the European Works Councils (EWCs)**

On 22 September 1994, the Council of Ministers adopted Directive 94/45/EC on the establishment of a European works council (EWC) or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees. On 15 December 1997 the Council adopted Directive 97/74/EC extending the application of Directive 94/45/EC to the United Kingdom.

Under the directive all companies with more than 1000 employees and with at least 150 employees in at least two EU Member States must set up a forum or procedure for information and consultation with employees (Iceland, Norway and Lichtenstein are also covered).

This modest step was the first time that multinational companies have been legally obliged to set up international institutions for the conduct of employee relations (Wills, 2001).

These are not negotiating fora and the focus is on sharing information with employee representatives on the financial performance of the multinational, its corporate strategy, employment plans etc.

There are now about 650 companies or groups with agreements on EWCs, covering an estimated 11 million employees. Around 10,000 employee representatives are directly involved (European Commission, 2004).

However, these 650 companies represent less than 40% of the companies or groups estimated to fall with the scope of the Directive. In 2002 ETUI estimated that there were 1865 caught by the directive (Kerckhofs, 2002).

The 11 million employees covered by existing EWC agreements represent about 65% of the 17 million estimated as covered by the Directive (European Commission, 2004).

The EIFs have had an important role in the development of the EWCs – not only in pushing for their establishment in multinationals but also in supporting the workers' sides of many of the EWCs and even as members of the EWCs in some cases

[The unions'] 'involvement has brought a coherence to the practical process of establishing EWCs; a fact acknowledged also by employers and evidenced by the involvement of European level federations as joint signatories in so many agreements.' (European Commission, 2004)

Perhaps the real significance of the EWCs lies in the fact that they provide an institutional focus for the formation of networks of workers' representatives across borders, within the same company. Their real potential from the union point of view rests on the possibilities for concerted action and networked information that they offer and which the EIFs could facilitate outside of, and parallel with, the EWC.



Some commentators have speculated that EWCs may provide the basis for co-ordination of bargaining, and common norms on pay-setting within the companies, perhaps with some production units, or countries, acting as pattern setters for the rest (European Commission, 2002).

The enlargement of the EU means that many more workers will be entitled to representation on EWCs. However even before EU expansion, many companies had already agreed to representation from central and eastern Europe and even outside Europe. In 2000, the first African Works Council was set up within Barclays Bank (Kerckhofs, 2001).

The growth of EWCs and expansion of representation beyond Europe has been used by the trade unions to assist in the creation of World Works Councils. This has interacted with union campaigns for International Framework Agreements within multinational companies (Fairbrother and Hammer, 2004).

Although the EWC directive is now a decade old, the experience of trade unions has been mixed. Kerckhofs argues (2001) that EWCs are on a steep learning curve and need more time to develop, but already progress is being made.

It has also been argued that although in some EWCs, union activists have been able to subvert information flows within companies in order to develop transnational networks, EWCs have mainly been used by management to erode national and sectoral collective agreements 'through the introduction of micro-corporatism and enterprise unionism' (Taylor and Mathers, 2002).

Some unions have attempted to use the existence of EWCs in a positive way for the workers they represent. Wills (2001) identified 4 ways in which this could be done and which would make a difference to the operation of EWCs:

- building active networks within and beyond any EWC;
- sharing corporate intelligence;
- formulating strategy at the level of the EWC;
- fostering identification with colleagues in other parts of the corporate network.

This development of new forms of transnational and national employee networking has been described as a 'window of opportunity' (Martinez Lucio and Weston, 2000) and forms part of what Hyman (2001a) has called the internal social dialogue necessary within the labour movement itself. By using such opportunities to move trade unionism away from hierarchies towards networks, they can assist in building genuine solidarity across national borders (Hyman, 2001b).

In April 2004, the European Commission announced a consultation on how EWCs 'can best respond to the challenges of a changing economic and social environment' (European Commission, 2004b). Unions will be aiming to use this consultation to consolidate their position and to improve the utility of EWCs.

## **Interregional Trade Union Councils (ITUCs)**

In 1976, in response to the coal and steel crisis in the Saarland, Lorraine and Luxembourg, unions set up what became the Saar-Lorraine-Luxembourg ITUC (Prince, 1995: 9).

The steel recession affected thousands of workers in the border areas - Belgians, French, Germans and Luxembourgers. Trade unionists in the different countries saw that their economic and social problems were not only similar but linked. There already existed informal contacts between the unions, but now they set about institutionalising them with the aim of developing a shared approach and strategy that did not end at the frontier Customs post.

This example of practical cross-border solidarity and internationalism became the model for a growing number of ITUCs across the various borders of Europe.

Since the mid 1970s, the ITUCs have dealt with, among other things, cross-border employment policy; problems experienced by workers relating to differences between social insurance systems in their place of residence and place of work; vocational training; economic, regional and structural policy; environmental protection; and socio-cultural relations (Noack, 2000: 338).

However, they were not initially part of the formal structures of the European trade union movement. Until the ETUC officially recognised them in 1991, they met as informal working groups at pan-European level. The ETUC supported their setting up from the mid 1980s and facilitated meetings several times a year.

The big change came in May 1991 when the ETUC granted them observer status at meetings of the Executive Committee and the Congress. Some time later they were recognised as official representatives of the trade unions in the border regions and the ETUC Executive Committee called for the creation of more ITUCs.

With the collapse of the Soviet bloc and later Yugoslavia, ITUCs began to be created on the eastern borders of the European Union. Today, seven exist in the border areas of Germany, Poland, the Czech Republic, Italy, Slovenia and Croatia.

The first ITUC to operate outside the European Union was the Elbe/Neisse ITUC (on the German, Polish, Czech border) and was set up in April 1993. In July it was admitted to the ITUC Working Group and officially recognised by the ETUC. This carried with it recognition by the EU and therefore opened the door to access to EU structural fund programmes (such as ESF, EFRE and INTERREG.) and from the PHARE programme.

As well as creating structures for direct links between trade union organisations in different countries, the ITUCs run seminars and conferences; make demands on their national federations, the ETUC and governments; become involved in Euroregions (cross-border associations of municipalities); help to set up union networks at company and sector level; and organise union training for trade unionists in accession countries.

In 1998 and 2000 the three ITUCs on the German-Polish border organised conferences on EU enlargement. These were attended by delegations from the ITUCs but also from the European Commission, the German and Polish governments and Euroregions. The Szczecin Declaration (after the June 1998 conference in the Polish city) summarised the union position on enlargement, calling for active European employment and social policies, minimum social standards to assist gradual alignment of working conditions, an emphasis on social partnership, and a demand that the European Commission strengthen social dialogue by funding the social partners.

These border areas between the old EU15 and the accession countries are likely to receive more attention than before enlargement. With attention focused on possible migration from east to west and the concerns about wages being driven down near EU15 border areas, and the cost of living driven up in accession country border areas, the ITUCs have an important potential role to play (Höhner, 2002: 6).

The ITUCs are concerned to use the new EU minimum standards as a means to harmonise upwards working conditions and labour law on both sides of the border and even to discuss cross-border pay policy, harmonisation of social insurance systems and the promotion of cross-border social dialogue (Höhner, 2002: 17-21).

## **Eurocadres**

Eurocadres was set up in November 1993 under the auspices of the ETUC and is the Council of European Professional and Managerial Staff (P&MS). It claims an affiliated membership of just under six million, bringing together organisations that represent P&MS throughout Europe in every part of both the public and private sector (Eurocadres, 2003). It is recognised as a European social partner, and is an organisation associated with the European Trade Union Confederation (ETUC).

Eurocadres first took part in the EU's Social Dialogue Committee in 1994 with the ETUC and the private and public sector employers' bodies (UNICE and CEEP respectively).

In 1999 Eurocadres signed a protocol with the European Confederation of Executives and Managerial Staff (CEC) which led to the creation of a Eurocadres-CEC Liaison Committee to promote joint participation in European social dialogue (Eurocadres, 2003). Up until then, although CEC was set up in 1989, it had been excluded from the social dialogue process.

Details of Eurocadres affiliates can be found in Annex 6.

## **European Federation of Retired and Elderly Persons (EREP/FERPA)**

When originally set up in 1988, the organisation was a co-ordinating committee for retired workers. In 1993 it was re named EREP to reflect its developing role.

A growing proportion of European trade union membership consists of retired members.

**Table 4: Proportion of trade unionists economically non-active in selected European countries 2000**

<b>Country</b>	<b>% of membership economically non-active</b>
Denmark	9
Finland	18
Norway	24
Sweden	18
UK	15
Austria	17
Belgium	18
Germany	19
Netherlands	18
Switzerland	15
France	25
Italy	51

Source: Ebbinghaus, 2003b

The TUC and the Italian affiliates have been active within FERPA since the beginning but the German and Nordic unions have remained sceptical.

Some argue that there has been reluctance at the European level of the trade union movement to acknowledge the ageing of union membership and the increased importance of pensioner members. This is reflected in the fact that FERPA was not granted the same status as the European Industry Federations within the ETUC (Ebbinghaus, 2003b: 13).

## ***Confédération Européenne des Syndicats Indépendants/ European Confederation of Independent Trade Unions (CESI)***

CESI is a confederation of trade union organizations from different European countries. It was founded in 1990.

As a European trade union umbrella organization, the following organizations can belong to CESI as members:

- national individual and umbrella trade unions
  - European umbrella trade unions
  - European trade unions
- (CESI)

The CESI is represented in six Member States. Most of its affiliates, however, are in Italy, Germany and, to a lesser extent, Belgium. For a full list of affiliates see Annex 8.

## ***Confederation Europeene des Cadres/ European Confederation of Executives and Management Staff (CEC)***

CEC describes itself as ‘a network of 1.5 million employed managers in Europe’ (CEC) and as ‘the independent representation of the interests and the specific preoccupations of managers at European level’.

Its present incarnation was set up in 1989 although CEC is composed of national organisations established in the Member States, some of them more than a 100 years old, and European professional federations. It also has co-operation agreements with organisations of Eastern European Countries.

In 1999 Eurocadres signed a protocol with CEC which led to the creation of a Eurocadres-CEC Liaison Committee to promote joint participation in European social dialogue (Eurocadres, 2003). Up until then, although CEC was set up in 1989, it had been excluded from the social dialogue process. Today it is part of the workers negotiation delegation representing the interests of managerial staff.

CEC is now recognised by the European Commission as an organisation representing the interests of managerial staff at European level and is consulted by the Commission to give its views on new European legislative initiatives.

For a full list of CEC affiliates see Annex 9.

## Union density and bargaining in the EU25

The union systems and countries within the EU25 can be viewed in a number of different ways

One is to divide them into three main groups related to the organisation of their trade union movements (Carley, 2002).

The first group - Austria, Germany, Ireland and the UK – are characterised by the existence of a single dominant confederation. There are few unions of any consequence outside. Among the accession countries, the Czech Republic, Estonia, Latvia, Slovakia and Slovenia also have a dominant confederation. Smaller rivals exist (except in Latvia), but they are of varying size.

The second group consists of systems in which several competing trade union confederations exist. This includes seven of the 15 pre-May Member States (Belgium, France, Italy, Luxembourg, the Netherlands, Portugal and Spain), and the remainder of the accession countries. The original divisions were often based on political and religious grounds in the EU15 states and mainly political grounds in the accession countries, although also sometimes on occupational grounds.

**Table 5: Organisation typology for union confederations in EU25**

Type of organisation of national confederations	EU15 Countries	Accession countries
Dominant single confederation	Austria, Germany, Ireland, UK	Czech Republic, Estonia, Latvia, Slovakia, Slovenia
Multiple competing union confederations	Belgium, France, Italy, Luxembourg, the Netherlands, Portugal, Spain	Cyprus, Hungary, Lithuania, Malta, Poland
Occupational group basis	Denmark, Finland, Sweden	
Separate private and public sector	Greece	

Source: Carley 2004

France has seven confederations, Portugal, Spain and Malta have two each, Italy and Poland three. Hungary also has six (an usual position in which the largest centre is dominant in the public sector, and four main centres exist in the private sector, of which two are more important than the others).



In addition, in some countries for example, in France and Italy, important unions exist outside the confederations.

The Nordic states (of which Denmark, Finland and Sweden are members of the EU), share an approach based on centres organising occupationally-based unions. Usually there is a centre for blue collar unions, one for white collar unions and one for unions that organise academicians/professionals. For example, Sweden has LO for blue collar, TCO for white collar and SACO for professionals.

The outsider from the three groups is Greece which has confederations for the private and public sectors.

Analysing the EU25 from the perspective of what can be broadly termed ‘employee participation’, produces a slightly different grouping of countries (Carley, 2002).

Employee participation at company or workplace is well established and widespread throughout most of the EU15. Works council systems of one form or another exist in Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal and Spain. Workers elect representatives (often from trade union lists) to sit on the councils, where they have rights of information and consultation. The systems vary in the degree of impact the workers’ representatives have – for example, considerable influence in the German ‘co-determination’ system. Swedish unions have similar rights in companies.

The UK and Ireland are alone among the EU15 in having no similar legislative structure for some form of works councils.

In a number of the countries with the ‘dual system’, workers are also often represented on the supervisory boards of their companies. This is common in Austria, Denmark, Finland, France, Germany, Luxembourg, the Netherlands and Sweden.

The picture is more varied among the accession countries. Only Slovenia and Hungary have a works council system comparable to those in the EU15.

Poland, Slovakia and the Czech Republic have some form of works councils but on a different basis. In Poland the works councils only persist in the shrinking state sector. In the Czech Republic and Slovakia works councils represent new developments and only exist in the absence of trade unions. If a union is established in the workplace, the works council is ended.

Estonia and Latvia do not have works councils but do have a system of ‘workers’ trustees’ with certain information and consultation rights that are elected by the workers (and exist in addition to the trade union representatives).

In the other accession countries, representation is carried out solely by the unions.

Worker representation at board level is even less common than the existence of works councils. However it does exist to an extent in Hungary, Malta, Poland and Slovenia.

Ebbinghaus (2003a) uses a different typology again based on similarities in the structure of union systems and union confederations in the EU15. He identifies the following types:

- Anglo-Irish
- Nordic
- Continental European
- Southern European

Whatever typology is used, as Hyman (2001c) points out, 'it is important to recognise the provisional character of our categories' and the capacity for change, so that for example, if the two Greek centres merge, then Greece will join Germany and the UK as a country with a single dominant confederation.

One theme that emerges in examining the trade union movements of the EU15 is that outside those countries with competing federations (eg France, Spain, Italy), union mergers are increasingly seen as a necessary response to membership decline or economic restructuring. This applies to both single centre countries like Austria, Germany, Ireland and the UK; and occupationally-based centres like those in the Nordic countries. It remains to be seen whether the merger trends will begin to undermine the occupationally-based structures of the Nordic centres.

The creation of large 'conglomerate' unions moves away from the industrial unionism of countries like Austria and Germany and has helped to create a small group of dominant unions in a number of different EU countries. This process seems set to continue and will create a new set of pressures on the national centres and inevitably have an impact internationally through the sectoral bodies and the ETUC.

In relation to the ten new Member States, there are concerns that the expansion will unbalance industrial relations within the EU - particularly as a result of the accession of the central and eastern European states (Lado, 2003).

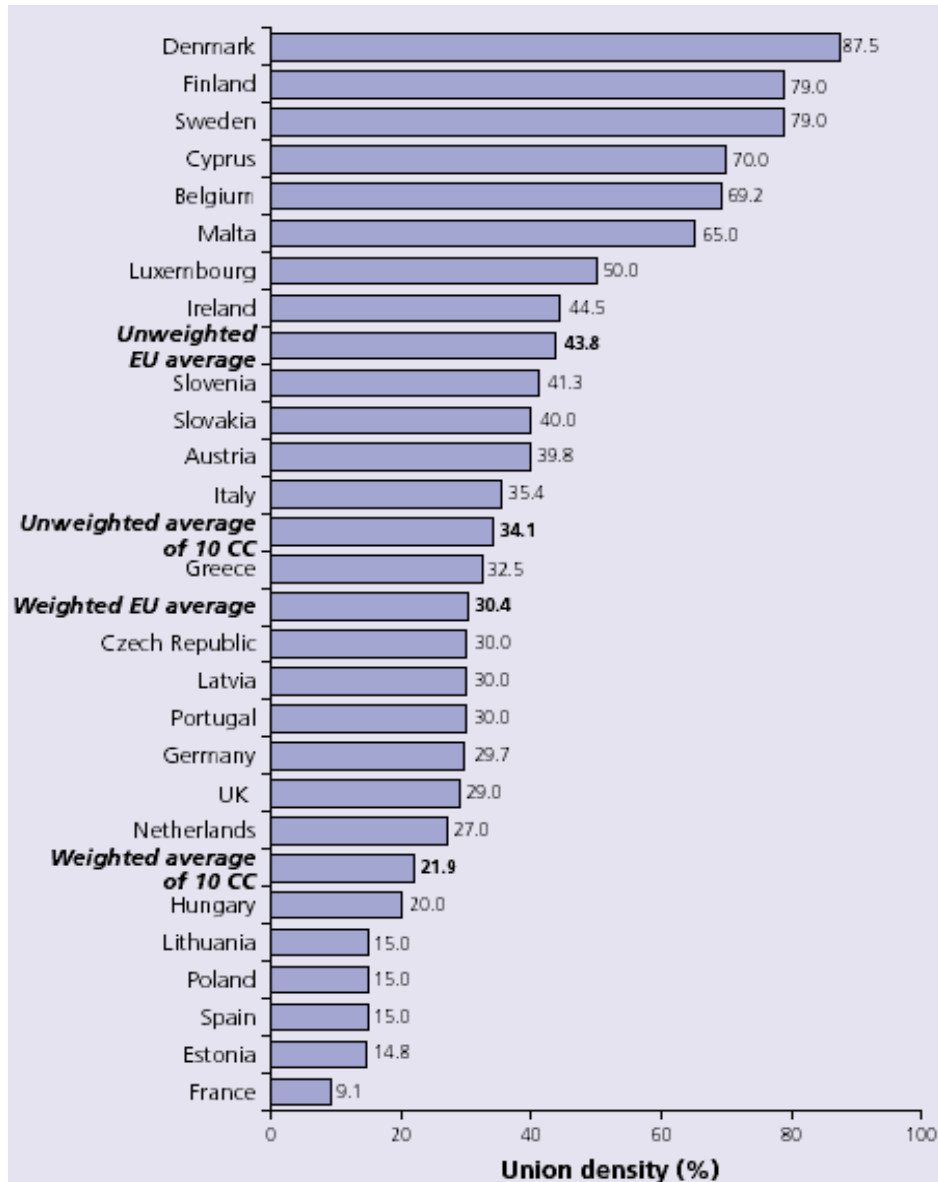
These concerns are shared by some of the European trade union organisations (and also by some employers' organisations). For example, at a recent joint conference of the EAEA and the Performing Arts Employers Associations League Europe, both sides drew attention to their view that effective social dialogue at European level requires effective collective bargaining and social dialogue at national level, and that in some new Member States the conditions for this do not yet exist (EAEA/PEARLE, 2004).

A report prepared for the conference (Poláček, 2004) identified structural problems such as the lack of employers' associations and effective and independent collective bargaining systems.

## Union density

Union density is often used as shorthand for union strength and influence. Kelly (2003) and others have pointed out that this can be a dangerous assumption as union strength rests on a cocktail of different factors, only one of which is density.

**Figure 5: Trade union density in the EU15 and accession countries**



Sources/notes: figures for candidate countries - referring to various years from 1999-2001 - are as calculated for the EIRO/ILO report cited in reference 1, except Cyprus, for which the figure is from Trade unions of the world 2001 [John Harper Publishing, London]; the figure for Malta is the mid-point of a range cited in the EIRO/ILO REPORT; figures for current Member States refer mainly to 2000 and, along with the averages, were compiled for EIRO<sup>3</sup>.

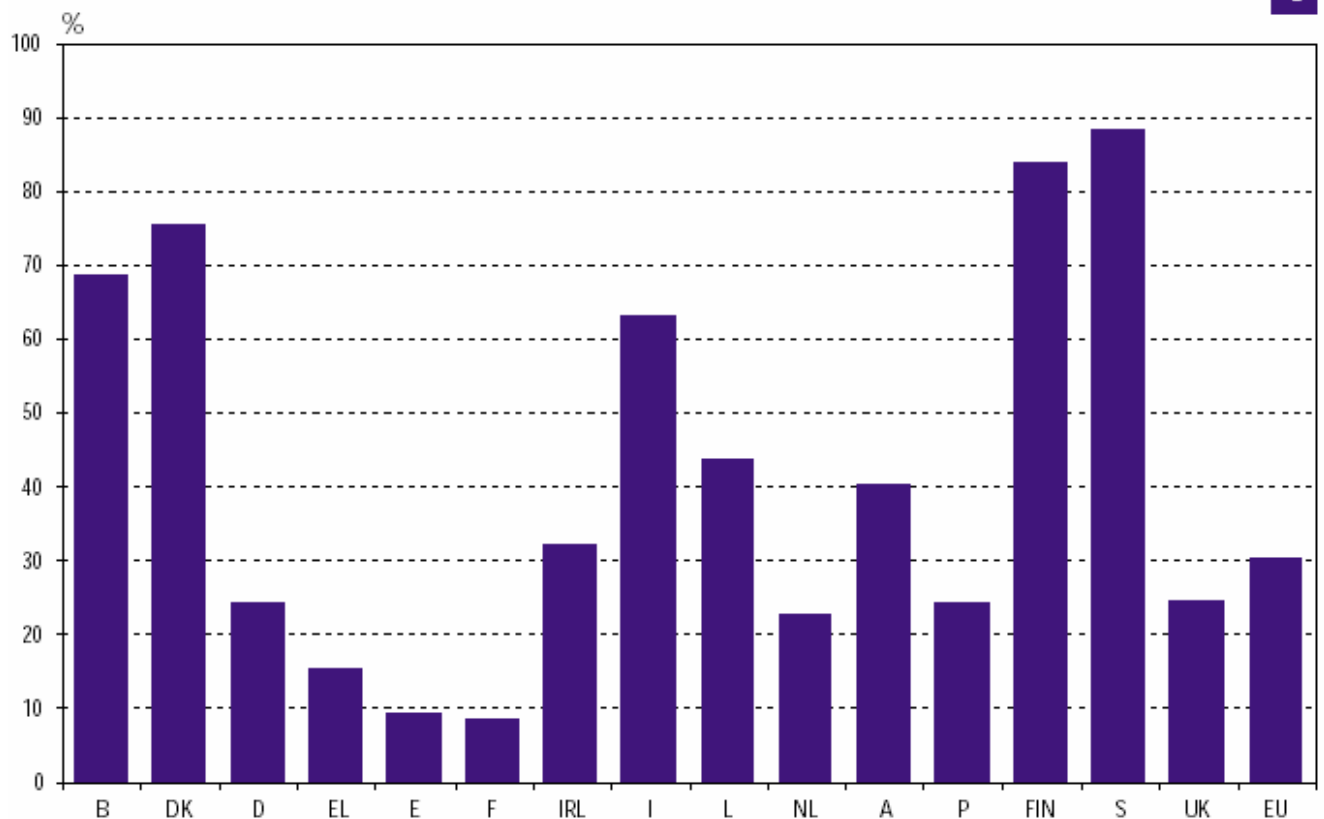
Source: Carley M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. European Foundation for the Improvement of Living and Working Conditions. Luxembourg

Nevertheless, union density levels vary widely both within the EU15 and the accession countries (see Figures 5, 6 and 7 below). Accurate figures for the 10 new Member States are particularly difficult to find and the figures below are mostly estimates.

Density is usually taken to mean union members as a proportion of all employees, but the figures used by EIRO below use national data that may be based on different definitions, and means of measuring, union membership. In some countries unions have membership categories for retired, inactive, unemployed, and student members or the measure of employment used (Carley 2004). For example, over 20% of union members in Finland are not in employment. So comparisons of union density are not without problems.

It is estimated that 15% of TUC affiliates in the UK are pensioners; Denmark's LO has 14% retired members; Finland 8%; in Sweden LO has 13% non-active economically, TCO 15%, and SACO 26%, including students, Norway has 24% including self-employed and students (Ebbinghaus, 2003b: 13), in 1996/97 more than 20% of all French unionists were pensioners, in Austria 17% of membership is economically non-active, in Belgium 18%, and in Germany and the Netherlands 19% each (Ebbinghaus, 2002: 472).

**Figure 6: Rate of union membership in the EU15**



Sources: *Report on the representativeness of European social partner organisations, Part 1, European Commission, 1999; LFS; Eurostat.*

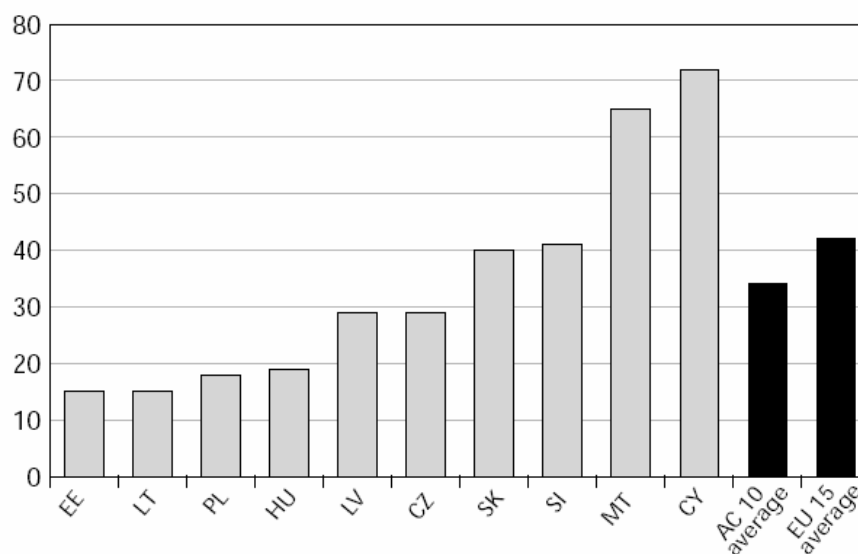
Source: European Commission (2002b) Industrial Relations in Europe

Density in the EU15 is higher than in the accession countries (43.8% compared to 34.1% in unweighted averages). If the figures are weighted to reflect the size of the countries' labour forces, the gap is even greater – 30.4% in the EU15 compared to 21.9% in the accession countries. This is explained by the fact that union density is particularly low in the largest accession countries, Poland, the Czech Republic and Hungary (Carley, 2004).

The wide variation in the EU15 (from around 70% and over in the Nordic countries and Belgium to below 20% in France and Spain) is repeated among the accession countries with over 65% in Cyprus and Malta compared with 20% or less in Hungary, Lithuania, Poland and Estonia. However removing Cyprus and Malta from the accession countries, the highest levels of density among the central and eastern European (CEE) countries is the 40% of Slovenia and Slovakia. The weighted average among just the CEE countries falls to 21.2%.

Although there has been a steady decline in union membership and density in a number of countries in the EU15, a number of specific factors have been put forward to explain the particularly low level of membership in the accession countries, or at least those in central and eastern Europe.

**Figure 7: Level of trade union density in the acceding countries in 2002 (%)**



Source: EIRO 2002 and national reports. Unweighted data (not taking into account the respective size of the labour force).

From: European Foundation for the Improvement of Living and Working Conditions (2003) Social dialogue and EMU in the acceding countries.

The most disruptive factor has been the rapid transition from command to market economies and associated restructuring of the economy. In this process privatisation has been particularly important. From these changes a new economy has developed in which the unions have found it difficult to grow. Lado and Vaughan-Whitehead (2003) point to the incidence of 'microfirms' and small and medium sized enterprises,

while Cox and Mason (2000) have identified increased foreign ownership and growing use of fixed term contracts as factors that have militated against union growth.

**Table 6: Change in union membership and density in selected EU countries 1980-2001**

Country	Membership 1 (millions)	Membership 2 (millions)	Density 1 (%)	Density 2 (%)
Belgium	2.31 (1980)	2.59 (1997)	69	73
Denmark	1.79 (1980)	2.15 (2001)	78	82
Finland	1.65 (1980)	2.08 (2001)	70	71
N'lans	1.49 (1986)	1.92 (2001)	33	27
Norway	1.09 (1980)	1.49 (1999)	55	54
Italy	5.46 (1997)	5.69 (1999)	37	37
Spain	0.64 (1980)	1.46 (1997)	8	16
Ireland	0.47 (1988)	0.56 (1999)	52	39

Source: Derived from Kelly (2003)

It is, of course, true that membership can go up while density declines because of an even greater increase in the numbers employed. In the period covered by Table 6, several EU countries record membership growth occurring at the same time as a drop in union density. Ireland, for example, experienced a decline in density of 13 percentage points while membership was around 20% higher in 1999 than in 1988.

## Main level of bargaining

For the purposes of this section, collective bargaining is assumed to take place mainly at one of three levels: intersectoral, sectoral and company.

The following tables and figures present information on the dominant levels of bargaining in the EU25 in various ways.

Most of the EU15 countries continue to operate fairly centralised systems of bargaining

As far as pay is concerned, for example, Belgium, Finland and Ireland favour intersectoral bargaining; the sectoral level dominates in Austria, Germany, Greece, Italy, Netherlands, Portugal, Spain and Sweden; while company bargaining is most prominent in the UK and France.

**Table 7: Wage bargaining levels in the EU15**

	Intersectoral level	Sectoral level	Company level
Austria		△	□
Belgium	△	□	□
Denmark	○	○	□
Finland	△	□	□
France		□	△
Germany		△	□
Greece	□	△	□
Ireland	△	□	□
Italy		△	□
Luxembourg		○	○
Netherlands		△	□
Portugal		△	□
Spain		△	□
Sweden		△	□
UK		□	△

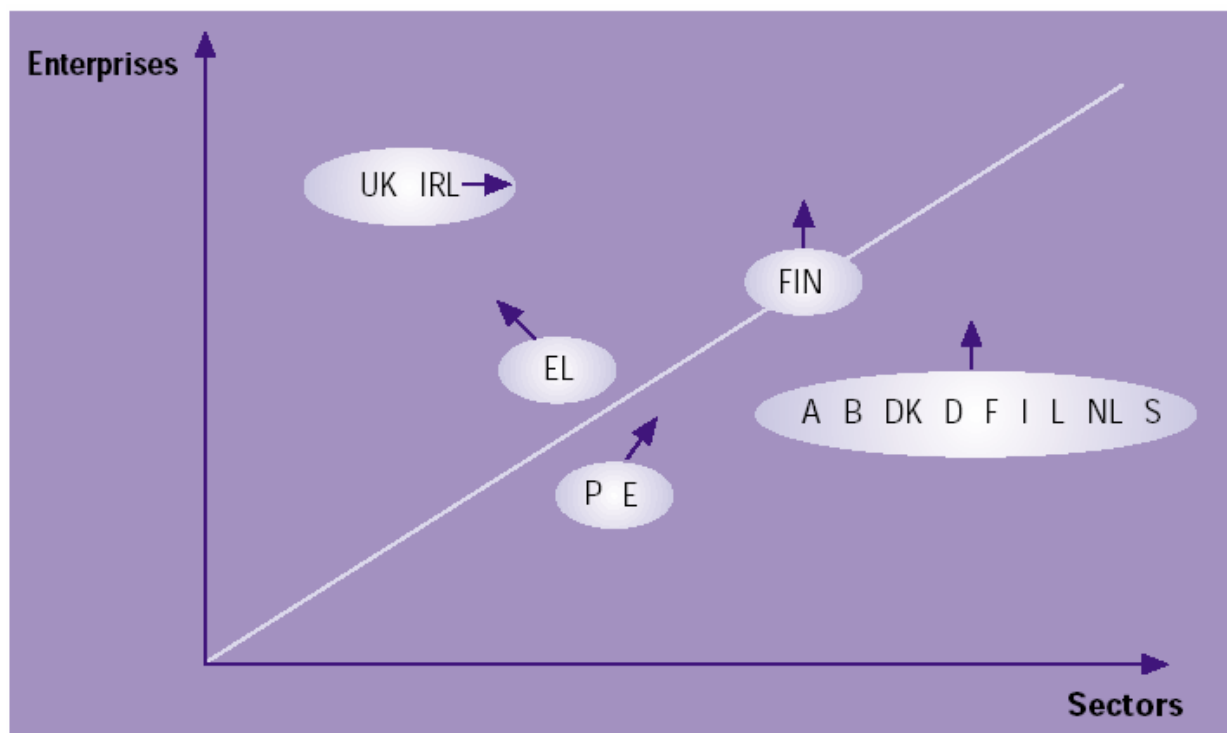
□ = existing level of wage bargaining;  
 ○ = important, but not dominant level of wage bargaining;  
 △ = dominant level of wage bargaining.

Source: EIRO<sup>19</sup>

From: Carley M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. European Foundation for the Improvement of Living and Working Conditions. Luxembourg

Therefore apart from the UK, where bargaining is highly decentralised and France, the EU15 countries tend to have much more centralised systems than most of the acceding countries.

**Figure 8: Main level of negotiation in the EU15**



*Source: European Commission.*

Key: A Austria; B Belgium; D Germany; DK Denmark; E Spain; EL Greece; FIN Finland; F France; I Italy; IRL Ireland; L Luxembourg; NL Netherlands; P Portugal; S Sweden; UK United Kingdom.

From: European Commission (2002b) Industrial Relations in Europe

Using a different source and taking negotiations as a whole, Figure 8 shows that the UK and Ireland are firmly in the category for enterprise-level bargaining, while most of the other EU15 countries fall into the sectoral bargaining area. Finland and Greece also have some enterprise-level bargaining.

Within the accession countries (as Table 8 shows), only in Slovenia is intersectoral bargaining the most important level. In Cyprus and Slovakia it is sectoral and all of the others favour company level bargaining.



**Table 8: Wage bargaining levels in the accession countries**

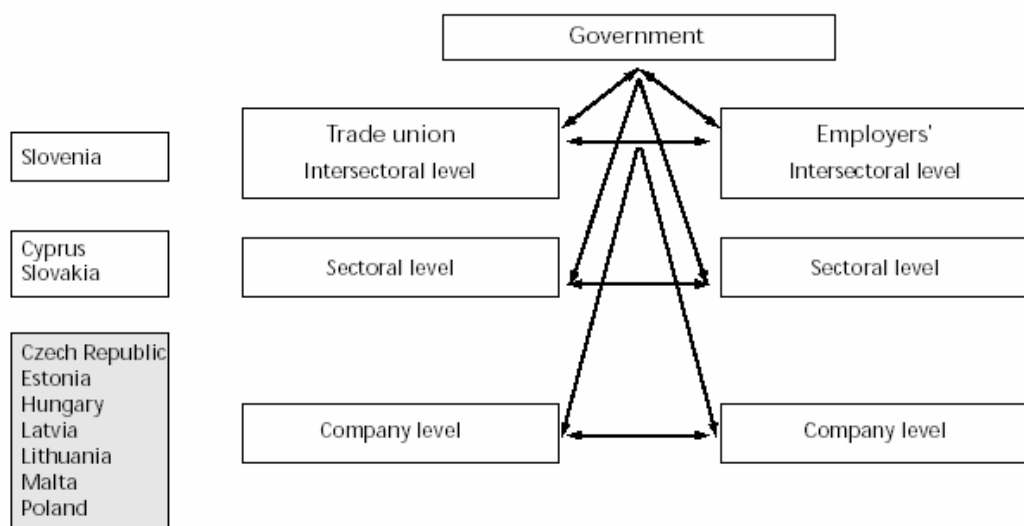
	Intersectoral level	Sectoral level	Company level
Cyprus		△	□
Czech Republic		□	△
Estonia		□	△
Hungary	□	○	△
Latvia	□	□	△
Lithuania		□	△
Malta			△
Poland		□	△
Slovakia		△	□
Slovenia	△	○	□

□ = existing level of wage bargaining;  
 ○ = important, but not dominant level of wage bargaining;  
 △ = dominant level of wage bargaining.

From: Carley M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. European Foundation for the Improvement of Living and Working Conditions. Luxembourg

Similarly, the situation in the accession countries can be shown as in Figure 9 below.

**Figure 9: Main level of collective bargaining in the accession countries (2002)**



Source: EIRO (2002) and national reports.

From: European Foundation for the Improvement of Living and Working Conditions (2003) Social dialogue and EMU in the acceding countries.

## **Bargaining coverage**

Collective bargaining coverage refers to the proportion of workers who have their pay and conditions set by collective agreements between union(s) and employer(s). This varies widely throughout both the EU15 and the accession countries.

Common sense would dictate that a high union density will be reflected in a high proportion of workers covered by collective bargaining and vice versa. But as Bain pointed out in his study of white collar workers: ‘...what appears to be common sense sometimes is revealed, on closer examination, to be little more than nonsense’ (1970).

A good example is France which has very low union density (around 9%) and yet has collective bargaining coverage of 90%. This is because France (and other countries like Austria, Germany and the Netherlands) has a system of extending collective agreements to employers and employees regardless of whether they were signatories to the agreement.

**Table 9: Direct collective bargaining coverage, selected EU and candidate countries**

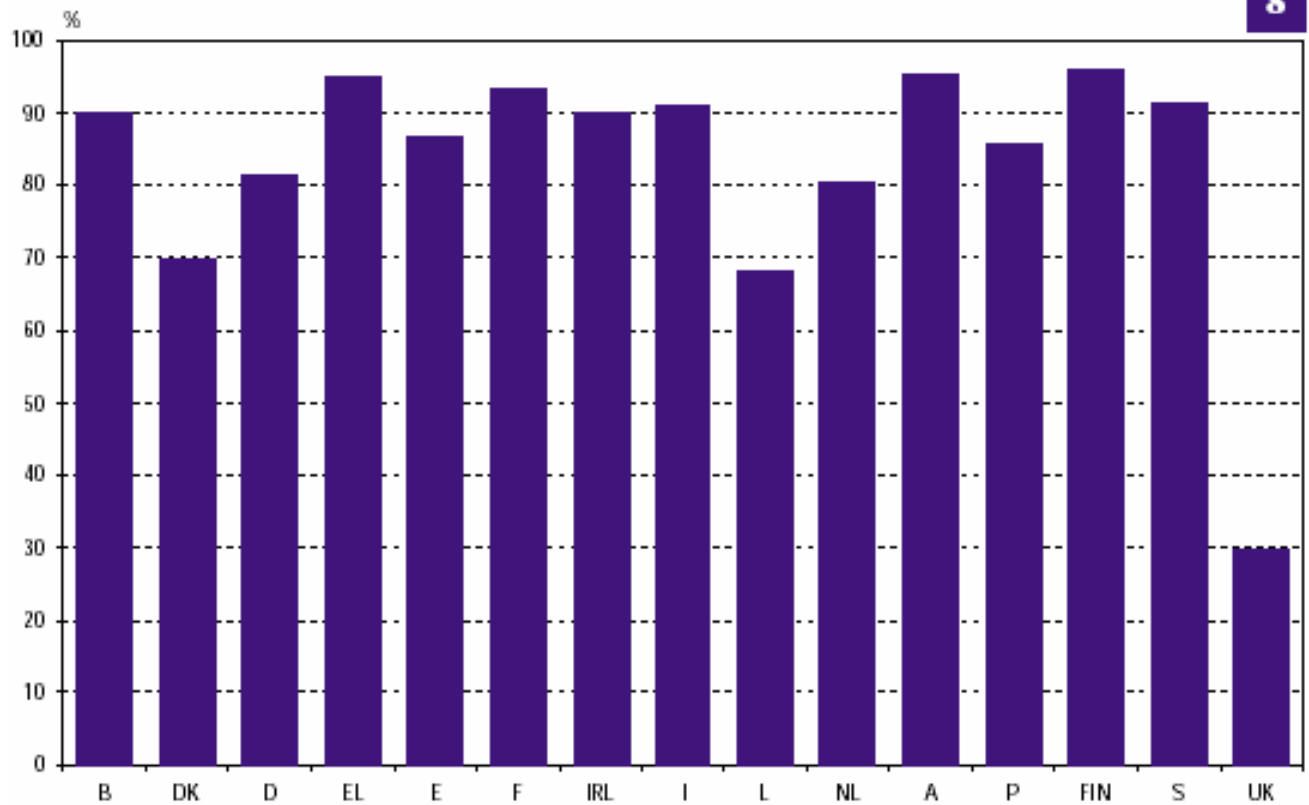
<b>Country</b>	<b>Coverage</b>
Belgium	c. 100%
Slovenia	c. 100%
Austria	98%
Sweden	94%
Finland	90%
France	90%
Denmark	85%
Spain	81%
Netherlands	78%
Cyprus	65%-70%
Germany	67%
Portugal	62%
Luxembourg	60%
Slovakia	48%
Poland	40%
UK	36%
Hungary	34%
Czech Republic	25%-30%
Estonia	29%
Latvia	Under 20%
Lithuania	10%-15%

*Sources/notes: figures for candidate countries - referring to various years from 1999-2001 - are as calculated for the EIRO/ILO report cited in reference 1, except those for Estonia and Poland, which are from ETUC, and Hungary and Slovakia, which are from EIRO; figures for Cyprus are from the Ministry of Labour, Industrial Relations Department; figures for current Member States - which are for various years from 2000-2 - are from EIRO and a number of figures are estimates.*

From: Carley M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. European Foundation for the Improvement of Living and Working Conditions. Luxembourg

For details of the extension of collective agreements see Table 10.

**Figure 10: Collective bargaining coverage in EU15 (%)**



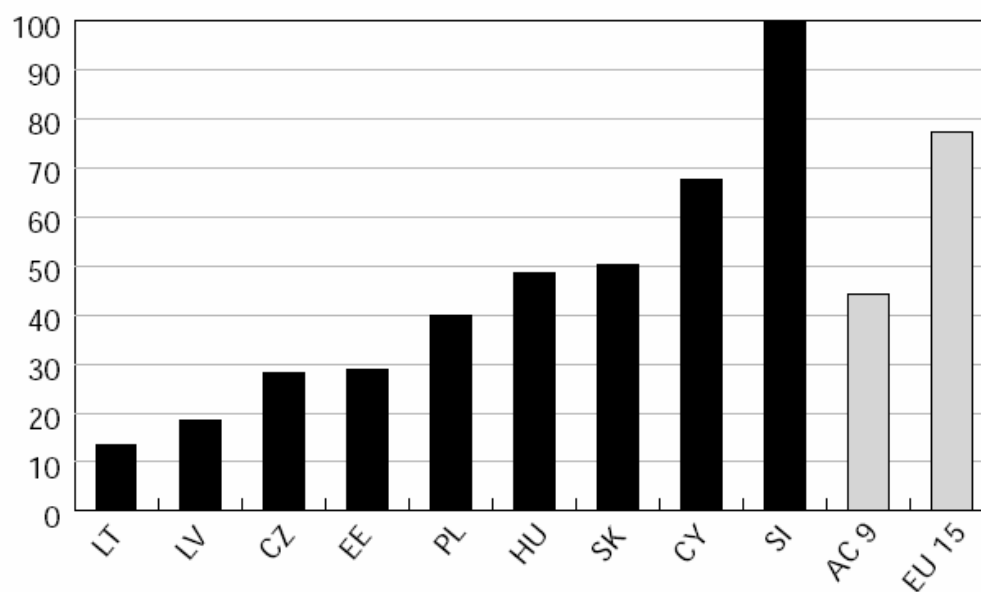
*Source: European Commission.*

From: European Commission (2002b) Industrial Relations in Europe

Within the EU15, Belgium and Austria have around 100% coverage, the Nordic countries have very high proportions (85-94%), Spain 81%, Netherlands 78%, Germany 67%, Portugal 62% and Luxembourg 60%. The UK with only 36% stands out among the EU15 countries but fits in very well with the accession countries' level of coverage.

Of the accession countries, Slovenia is unusual in having around 100% coverage.

**Figure 11: Collective bargaining coverage in the accession countries (%)**



Source: EIRO 2002 and country reports. No exact data available for Malta.

From: European Foundation for the Improvement of Living and Working Conditions (2003) Social dialogue and EMU in the acceding countries.

**Table 10: Legal application and extension of collective agreements**

Country	Legal application	Extension mechanism
Belgium	Collective agreements apply only to signatory parties and their members	Collective agreements adopted in the National Labour Council and joint committees are extended to all workers and employers
Denmark	Collective agreements apply only to signatory parties and their members	No extension
Germany	Collective agreements apply only to signatory parties and their members	Collective agreements are extended if 50 % of the workers in the sector concerned are already covered and if extension is in the public interest
Greece	Collective agreements apply only to signatory parties and their members	Agreements are extended where the employers subject to the agreement already employ at least 51 % of the employees in a trade or sector
Spain	Collective agreements apply to all employers and workers in their field of application	Cross-industry agreements are extended if the trade unions represent at least 10 % of the members of the works councils and the employers represent 15 % of the companies Sectoral agreements are extended if legal criteria are met
France	Collective agreements apply only to signatory parties and their members	Agreements negotiated and adopted in joint committees are extended; clauses which do not comply with legislative and statutory provisions are excluded
Ireland	Collective agreements apply only to signatory parties and their members	Possible extension by registering the agreement with the Labour Court
Italy	Collective agreements apply only to signatory parties and their members	No extension
Luxembourg	Collective agreements apply to signatory companies and to all their employees independently of their membership of a signatory trade union	Declaration of a generally binding nature of collective agreements in accordance with the law, for all employers and workers
Netherlands	Collective agreements apply to all employees, whether they are trade union members or not, whose employers are members of the signatory organisation	Agreements are extended to employers who are not affiliated to a signatory organisation, according to general interest and the representativeness of the signatories (55-60 %) of workers covered
Austria	The prescriptive part of collective agreements has force of law; the binding part applies only to signatory parties and their members	Extension declared by the Federal Conciliation Office
Portugal	Collective agreements apply only to signatory parties and their members	Extension of agreements negotiated in joint committees, following verification of the parties' mandate and ensuring that procedures have been followed
Finland	Collective agreements are considered to be 'generally applicable' to employers who are not represented in bargaining, where half or less than half of employees in the sector concerned are in its field of application	No extension
Sweden	Collective agreements apply only to signatory parties and their members	No extension
United Kingdom	Collective agreements are not legally binding on signatory parties or their members, unless otherwise stipulated	No extension

Source: European Commission (2002b) Industrial Relations in Europe

## The state of the unions in the individual Member States

### *Austria*

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
ÖGB	39.8	98	Sectoral

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Austria has only one union centre, the Österreichischer Gewerkschaftsbund (ÖGB), with 12 affiliates. It is affiliated to the ETUC.

The number of affiliates will shortly be reduced further as in November 2002, the largest union, the Union of Salaried Private Sector Employees (GPA) approved a planned merger with four other unions affiliated to the ÖGB (Carley, 2003: 45).

These are the Metalworking and Textiles Union (Gewerkschaft Metall-Textil, GMT), the Food-Beverages and Agricultural Workers' Union (Gewerkschaft Agrar-Nahrung-Genuss, ANG), the Chemical Industry Workers' Union (Gewerkschaft der Chemiarbeiter, GdC), and the Printing and Paper Workers' Union (Gewerkschaft Druck, Journalismus, Papier, DJP).

The merger will take place in 2005 and will create a union of 500,000 members – more than one third of the membership of the ÖGB. Its formation will have an enormous impact on the ÖGB where it will be the dominant affiliate (Pernicka, 2001).

## Belgium

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
ABVV/FGTB	69.2	100	Intersectoral
ACLVB/CGSLB			
ACV/CSC			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The three trade union centres recognised as representative are: the Confederation of Christian Trade Unions (Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond, CSC/ACV); the Belgian General Federation of Labour (Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond, FGTV/ABVV); and the Federation of Liberal Trade Unions of Belgium (Centrale Générale des Syndicats Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België, CGSLB/ACLVB). All three are ETUC affiliates.

## Cyprus

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
PEO SEK	70.0	65-70	Sectoral

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Among accession countries, Cyprus has one of the highest rates of union density (Mallis E and Messios O, 2003: 65).

Of the two main confederations, PEO is affiliated to the World Federation of Trade Unions (WFTU, the former eastern-bloc allied world centre) and SEK is affiliated to the ETUC, the ICFTU and the Greek General Confederation of Workers.

The two smaller confederations, DEOK and POAS, are both affiliated to the World Confederation of Labour (WCL, formerly considered to be the Christian world centre).

In 2001 both PEO and SEK had around 36% of all unionised workers within their ranks (63,871 and 64,731 members respectively) while DEAK had about 4% (7,178 members) and POAS only 0.1% (199 members) (Mallis E and Messios O 2003: 66).

In addition there are a number of independent sectoral unions, some of which are quite large such as PASYDY, the public service union, with 16,466 members or 9.3% of organised workers.

In the Turkish side of the island, Turk-SEN is affiliated to the ETUC.

## **Czech Republic**

<b>Trade union centre(s)</b>	<b>Trade union density (%)</b>	<b>Collective Bargaining coverage (%)</b>	<b>Dominant level of bargaining</b>
CMKOS	30.0	25-30	Company
ASO			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The main trade union centre, the Czech-Moravian Confederation of Trade Unions (CMKOS), was founded after the Czech and Slovak Confederation of Trade Unions was wound up in November 1993 (Hála et al, 2003: 90). By 2002 membership of its 31 affiliates was estimated to be 830,000. CMKOS is affiliated to the ETUC.

Although CMKOS is the main confederation, there are a number of others. ASO, the Association of Independent Trade Unions, was founded by a 1995 breakaway from CMKOS by the agricultural workers union. Its numbers were boosted in 1998 when the rail workers union left CMKOS to join ASO. Its 2002 membership was about 200,000.

The Confederation of Art and Culture (KUK) is a confederation in culture, cultural facilities and professions that was founded by 19 unions in 1990. By 2002 the number of affiliated unions had dropped to 14 with approximately 65,000 members.

The Trade Union Association of Bohemia, Moravia and Silesia (OSCMS), or rather its precursor, was established in 1991. By 2001 its 160 trade union organisations had 50,000 members.



## Denmark

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
LO DK (Landsorganisationen i Danmark)	87.5	85	Intersectoral and sectoral both important although neither dominate
FTF (Funktionærernes og Tjenestemændenes Fællesråd)			
AC (Akademikernes Centralorganisation)			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Denmark has three centres: LO DK for blue collar unions, FTF for white collar unions and AC for academics. All three are affiliated to the ETUC.

In 2003, the Union of Telecommunication Workers (TFK) merged with the larger Union of Danish Metalworkers (Dansk Metal) (Jørgensen, 2003).

Three affiliates of the blue collar centre, LO DK (Confederation of Danish Trade Unions) have begun merger talks – the General Workers' Union (Specialarbejderforbundet i Danmark, SiD), the Union of Female Workers (Kvindeligt Arbejderforbund, KAD) and the Union of Wood, Industrial and Building Workers (Træ-Industri-Byg, TIB). The merger is planned for 2004 and will create Denmark's largest union (Carley, 2003: 45).

## Estonia

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
EAKL	14.8	29	Company
TALO			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Both trade union centres are affiliated to the ETUC. EAKL was founded in 1990 and is a blue collar centre with around 58,000 members. TALO was established in 1992, represents white collar workers and has about 40,000 members.

There was a catastrophic decline in union membership after the break up of the USSR when membership of the state unions was compulsory. But the decline has continued. Between 1994 and 2000 union density declined from 36.4% to 14.8% (Philips and Eamets, 2003: 119).

## Finland

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
SAK	79.0	90	Intersectoral
STTK			
AKAVA			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The Central Organisation of Finnish Trade Unions (Suomen Ammattiliittojen Keskusjärjestö, SAK) organises blue collar unions, the Finnish Confederation of Salaried Employees (Toimihenkilökeskusjärjestö, STTK) brings together white collar unions and AKAVA organises professional or academic unions. All three are ETUC affiliates.

Two blue-collar SAK affiliates – the Chemical Workers' Union (Kemianliitto) and the Textile and Garment Workers' Union (Tekstiili- ja vaatetustyöväen liitto, Teva) – plan to merge by June 2004 (Carley, 2003: 45).

Six public sector unions, affiliated to SAK, are on course for a planned merger in 2006. The process began in 2003 and involves:

1. the Trade Union for the Municipal Sector (Kunta-alan ammattiliitto, KTV);
2. the Finnish National Union of State Employees and Special Services (Valtion ja erityispalvelujen ammattiliitto, VAL);
3. the Organisation of State Employees (Valtion yhteisjärjestö, VTY);
4. the Finnish Customs Officers' Union (Tulliliitto);
5. the Finnish Prison Officers' Union (Vankilavirkailijoiden liitto); and
6. the Coastguard Union (Merivartioliitto).

KTV, the largest partner has a membership of 200,000 (three quarters of whom are women) and the merger will create a union of around 250,000 members with a female majority.

These mergers follow an earlier period of merger activity in 2001. First, four blue-collar service sector unions affiliated to SAK, merged to form Service Unions United (Palvelualojen Ammattiliitto, PAM). This created Finland's second largest union.

Then in May of that year several STTK affiliates - the Union of Technical Employees (Teknisten Liitto, TL), the Union of Salaried Employees (Suomen Teollisuustoimihenkilöiden Liitto, STL) and the Swedish Association of Technicians and Foremen (Svenska Tekniska Funktionärsförbundet, STAF) - merged to form the Union of Salaried Employees (Toimihenkilöunioni, TU). The new white-collar union, with 130,000 members, is now the country's fourth-largest union and STTK's largest affiliate (EIRO, 2004).

## France

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
CFDT CFTC CFE-CGC CGT CGT-FO UNSA L'Union syndicale G10 Solidaires (SUD G10)	9.1	90	Company

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

France has a larger number of union centres: the French Democratic Confederation of Labour (Confédération française démocratique du travail, CFDT), General Confederation of Labour (Confédération générale du travail, CGT), General Confederation of Labour-Force ouvrière (Confédération générale du travail - Force ouvrière, CGT-FO), French Christian Workers' Confederation (Confédération française des travailleurs chrétiens, CFTC), the French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff (Confédération française de l'encadrement - Confédération générale des cadres, CFE-CGC), Union Nationale des Syndicats Autonomes, UNSA and Solidaires - Unitaires – Démocratiques (SUD G10).

## Germany

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
DGB	29.7	67	Sectoral

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Germany has one trade union centre, the Deutsche Gewerkschaftsbund (DGB) which is affiliated to the ETUC. The DGB has only eight member unions, the most important of which are Ver.di and IG Metall (both having over 2.5 million members).

Total membership of DGB affiliates was 7.7 million in 2002 (Behrens, 2003).

## Greece

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
GSEE	32.5		Sectoral
ADEDY			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

There are two Greek union centres. The Greek General Confederation of Labour (Geniki Synomospondia Ergaton Ellados, GSEE) organises in the private sector and the Confederation of Public Servants (Anotati Diikisis Enoseon Dimosion Ypallilon, ADEDY) organises in the public sector. Both are affiliated to the ETUC.

The November 2002 conference of the GSEE agreed to closer cooperation and an eventual merger with the other main union confederation, ADEDY (Carley, 2003: 45).

## Hungary

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
ASZSZ LIGA (FSZDL) MSZOSZ MOSZ SZEF- ESZT	20.0	34	Company

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

By far the largest confederation is MSZOSZ with 600,000 claimed members. SZEF claims 270,000, ASZSZ 180,000, ESZT 112,000, FSZDL (Liga) 98,000 and MOSZ 57,000 (Fóti, 2003: 141). SZEF and ESZT now collaborate together.

All of the confederations are affiliated to the ETUC.

Unlike many other accession countries, Hungary does have a system of works councils and this 'duality' of workers' representation increases the emphasis placed on company-level bargaining

## Ireland

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
ICTU	44.5		Intersectoral

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The ICTU is Ireland's only trade union centre and is affiliated to the ETUC.

In March 2004, three of Ireland's public service unions began the process that will lead to merger. The Irish Municipal Public and Civil Trade Union (IMPACT), the

Civil and Public Services Union (CPSU) and the Public Service Executive Union (PSEU) will put motions to their annual conferences this year and hope this will lead to the creation of a union of 72,000 members in 2006. It will be Ireland's second largest union after SIPTU (which has 200,000 members) (EIRO, 2004b).

## **Italy**

<b>Trade union centre(s)</b>	<b>Trade union density (%)</b>	<b>Collective Bargaining coverage (%)</b>	<b>Dominant level of bargaining</b>
CGIL	35.4		Sectoral
CISL			
UIL			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The three main trade union centres in Italy are the General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro, CGIL), Italian Confederation of Workers' Unions (Confederazione Italiana Sindacati Lavoratori, CISL) and Union of Italian Workers (Unione Italiana del Lavoro, UIL). All three are affiliated to the ETUC.

## **Latvia**

<b>Trade union centre(s)</b>	<b>Trade union density (%)</b>	<b>Collective Bargaining coverage (%)</b>	<b>Dominant level of bargaining</b>
LBAS	20-30	Under 20	Company

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

LBAS (Latvijas Brīvo Arodbiedrību Savienība), the Free Trade Union Confederation of Latvia, claims 195,695 members from 26 member organisations and brings together all of the trade unions in Latvia (Feldhune, 2003: 161). It is affiliated to the ETUC.

As in many of the accession countries it is difficult to obtain accurate figures on union density (Carley, 2002). Figures cited by Carley suggest density of 30%. Feldhune refers to Antila and Ylostato's estimate of 25% (with around 38% in the public sector

and just 8% in the private sector) but points out that this contradicts figures provided by LBAS, suggesting density to be about 20%.

## **Lithuania**

<b>Trade union centre(s)</b>	<b>Trade union density (%)</b>	<b>Collective Bargaining coverage (%)</b>	<b>Dominant level of bargaining</b>
LPSK/LTUC	15.0	10-15	Company
LPSS/LTUS			
LDF/LLF			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

There are three main national confederations in Lithuania: the LPSK, Lietuvos Profesiniu Sajungu Konfederacija (Lithuanian Trade Union Confederation, LTUC), the LPSS Lietuvos profesinė sąjunga ‘Solidarumas’, (Lithuanian Trade Union, LTU ‘Solidarumas’) and the LDF (Lithuanian Labour Federation, LLF) (Gruzevskis and Blaziene, 2003:179).

The LPSK is the result of a 2002 merger between two centres established in the 1990s (the Lithuanian Trade Union Centre and the Lithuanian Trade Union Unification). It is an affiliate of the ETUC with around 100,000 members (Babrauskiene, 2003: 2).

LPSS ‘Solidarumas’ is a member of the ICFTU and an observer at the ETUC. In 2002 it had 52,000 members. Its origins go back to 1988.

The LDF was established in 1991 and is seen as the successor to an earlier Christian trade union that predates the Soviet era. It is affiliated to the WCL and the ETUC. There is some disagreement over the LDF’s membership. Gruzevskis and Blaziene estimate that in 2002 it had 20,000 members, Others suggest 15,000 (European Commission, 2002b: 122) or even just 2-3,000 (Babrauskiene, 2003: 2).

CESI also has a small Lithuanian affiliate – the LVDPS, Lithuanian Municipal Trade Unions Community.



## Luxembourg

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
OGBL LCGB ALEBA/UEP-NGL-SNEP	50.0	60	Sectoral and company both important although neither dominate

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Until 2003 Luxembourg had only two trade union centres - the Luxembourg Confederation of Independent Trade Unions (Onofhängege Gewerkschafts-Bond Lëtzebuerg, OGB-L) and the Luxembourg Confederation of Christian Trade Unions (Lëtzebuenger Chrëschtliche Gewerkschafts-Bond, LCGB). Both are members of the ETUC.

But in February 2003, these were joined by a new challenger organising private sector white collar staff, ALEBA/UEP-NGL-SNEP. The new federation was formed by the Luxembourg Association of Banking and Insurance Staff (*Associations luxembourgeoise des employés de banque et d'assurances*, ALEBA), the Union of Private Sector White-Collar Employees (*Union des employés privés*, UEP), the Neutral Union of Luxembourg Workers (*Neutral Gewerkschaft Luxembourg*, NGL) and the National Union of Private Sector White-Collar Employees (*Syndicat national des employés privés-Rénovateurs*, SNEP) (Feyereisen 2003).

However despite this, in the first big test the new federation failed to make a breakthrough. In the social elections for workplace employee committees, ALEBA/UEP-NGL-SNEP was overshadowed by the performance of OGB-L and LCGB, and was only able to maintain its former position in the banking sector (Feyereisen, 2004).

## Malta

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
GWU	65.0		Company
CMTU			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Although by far the smallest of the accession countries, with a population of only 380,000 in 2002 (Zammit, 2003:193), it has a very high level of union density.

In 2001, the General Workers Union (GWU) had a membership of 48,278 or 56.1% of total union membership and the Confederation of Malta Trade Unions (CMTU) had 36,247 members or 42.1% of total union membership (European Commission, 2002b: 122).

Between 2002 and 2003 saw the first (small) decline in union membership in Malta since data were first collected by the Registrar of Trade Unions in 1976. However membership remains high at 86.061 or almost 63% density (Debono, 2004).

Both the GWU and CMTU are affiliated to the ETUC. CMTU is also affiliated to the WCL.

Exact figures for collective bargaining coverage are not available for Malta, but it seems that coverage is higher than is the norm in the CEE candidate countries (Carley, 2002). This is despite the focus on company level bargaining and lack of any 'extension mechanism' to extend the agreement to an entire sector (in part a reflection of the small size of the population).

## Netherlands

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
FNV	27.0	78	Sectoral
CNV			
MHP			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The three main centres in the Netherlands are: the Dutch Christian Trade Union Federation (Christelijk Nationaal Vakverbond, CNV); the Dutch Trade Union Federation (Federatie Nederlandse Vakbeweging, FNV); and Unie-Federation of Managerial and Professional Staff (Unie Middelbaar en Hoger Personeel, Unie MHP). All are affiliated to the ETUC. CNV is also affiliated to the WCL and Unie MHP to CEC.

In 2002, FNV had 14 affiliates and a membership of 1,126,000. The CNV had 11 affiliated unions and a membership of 355,000. Unie MHP had two individual trade unions as affiliates and two groupings of unions with a total membership of 196,000. In addition, several unions are not affiliated to any of the centres. In 2002, these had a membership of around 125,000 or 6.5% of all trade unionists (Tros, 2003).

## Poland

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
Niezależny Samorządny Związek Zawodowy Solidarność NSZZ Solidarność	15.0	40	Company
Ogólnopolskie Porozumienie Związków Zawodowych OPZZ			
Forum Związków Zawodowych FZZ			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

According to Kosek (2003), the unions estimate density to be around 18%. Whatever the actual figure, there is a more general agreement that it is low and continuing to fall.

NSZZ Solidarnosc has around 900,000 members and is a relatively centralised organisation structured in regions and branches. It is affiliated to the ETUC.

OPZZ also has about 900,000 members but is organised in a looser federation. Its constituent federations and national unions are stronger than the territorial structures of OPZZ (Kozek, 2003: 205).

In 2002 a new national centre (FZZ) was set up alongside the two existing confederations (Carley, 2004). Its aim was to bring together those unions that did not already belong to NSZZ or OPZZ. This includes railway workers, nurses and midwives, heating company employees, road workers, the police, drivers, postmen, anaesthetists, engineers and public transport workers with an estimated membership of 390,000 (Kosek, 2003: 205-6).

## Portugal

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
CGTP-Intersindical	30.0	62	Sectoral
UGT-P			
CGSI			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The two main centres are the General Workers' Union (União Geral de Trabalhadores, UGT) and General Confederation of Portuguese Workers (Confederação Geral dos Trabalhadores Portugueses, CGTP-Intersindical) – both of which are affiliated to the ETUC.

The much smaller Confederação Geral dos Sindicatos Independentes (CGSI) is an affiliate of CESI.

## Slovakia

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
KOZ SR Konfederacia odborovych zväzov Slovenskej republiky	40.0	48	Sectoral

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

KOZ SR is the only effective union centre in Slovakia with about 90% of trade unionists members of its affiliates. It is affiliated to the ETUC. In 2001 membership stood at around 650,000 (Cziria and Kosta, 2003:230).

Other trade union centres exist: the Confederation of Art and Cultural Workers and the Independent Christian Trade Unions of Slovakia. However, they have a very small membership base, in total about 12,000 in 2001 (European Commission, 2002b: 123).

## Slovenia

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
ZSSS (Association of Free Trade Unions of Slovenia).	41.3	100	Intersectoral
KS90 (Konfederacija sindikatov 90 Slovenije).			
Konfederacija sindikatov Slovenije PERGAM (Pergam Confederation of Trade Unions).			
Neodvisnosti-KNSS (konfederacija novih sindikatov Slovenije/ Independence, Confederation of New Trade Unions of Slovenia).			
Alternativa, the Slovene Union of Trade Unions (Slovenska zveza sindikatov Alternativa).			
Solidarnost, Union of Workers' Solidarity (Zveza delavcev Solidarnost).			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Under Slovene law national confederations are considered to be representative bodies if their individual member trade unions have as members at least 10% of all workers in their branch, activity or occupation (Skledar, 2002). Six organisations are recognised as representative today and four have members on the Economic and

Social Council of Slovenia (Ekonomsko socialni svet Slovenije, ESSS), the central body for tripartite cooperation. The two not represented on the ESSS are Alternativa and Solidarnost.

The four with representation on the ESSS were all formed at the beginning of the 1990s. Alternativa and Solidarnost were formed almost ten years later. Apart from the various confederations there are 17 autonomous professional and sector union – most in the public services (Stanojevic, 2003: 1).

Membership has declined over the last decade from about 60% density in the first half of the 1990s to just over 40% in 2000.

ZSSS has remained the largest confederation over this period, organising about half of all trade unionists (about 180,000 members), KNSS and PERGAM both have 10-20,000 members, and K-90 about 10,000 (European Commission, 2002b: 124).

ZSSS is affiliated to the ETUC.

## Spain

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
CCOO	15.0	81	Sectoral
UGT			
ELA-STV			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

The two main centres are the General Workers' Confederation (Unión General de Trabajadores, UGT) and the Workers Commissions (Comisiones Obreras, CCOO). ELA-STV (Euzko Langilleen Alkartasuna -Solidaridad de Trabajadores Vascos) organises in the Basque country. All three are affiliated to the ETUC.

Spain has a system of workers' committees which run alongside and interact with the trade union structures.

Membership of unions is relatively low, but workers participate in the workers' committees and unions stand candidates within them for election.

According to the Workers Commissions, the total number of workers' representatives, including workers' committee members and workers' delegates (from smaller employers), stood at 261,942 on 31 March 2003. Of these, 102,087 represented the

CCOO, 95,806 the UGT and 64,049 other unions or lists presented by workers themselves.

Workers' committees negotiate company-level agreements and also have the legal right to call strike action so they are viewed by many as part of the structure of unions in Spain.

Despite, or perhaps because of, the low membership density, unions rely on the workers' committees for their legitimacy. The committees negotiate company-level agreements, and therefore in order to influence the negotiations, unions have to succeed in getting their candidates elected.

This has other knock-on effects – sectorally and geographically. A union's participation in higher-level negotiations in a sector or a region depends on the number of its candidates it has seen elected as committee members in that particular sector or area.

This also influences the union's legal status which carries various rights and privileges. A union is deemed representative when it has 10% of workers' committee members at national level, or 15% at regional level (White, 2003)

## Sweden

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
LO S	79.0	94	Sectoral
TCO			
SACO			

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

Like many of the Nordic countries, Sweden has several centres based on occupational groupings. Landsorganisationen (LO S) organises blue collar unions, Tjänstemännens Centralorganisation (TCO) brings together white collar unions and Svenska Akademikers Centralorganisation (SAKO) the academicians.

At the end of 2002, LO had a membership of 1,918,800, a decline of 1.4% on the previous year. On the other hand TCO, the white collar centre, registered an increase of 1.2% over the same period to bring its total membership to 1,276,027.

SAKO had 537,500 (an increase of 4.5%) at the end of 2002 (Berg, 2003).



In recent years there have been a number of different developments towards further rationalisation and mergers within the trade union movement including in local government, metalworking and transport (Carley, 2003: 45).

LO affiliates Kommunal (the Swedish Municipal Workers' Union) and Lantarbetareförbundet (the Agricultural Workers' Union) merged in January 2002.

Others involved in talks about, or moves towards merger, include Svenska Metallindustriarbetareförbundet (the Swedish Metalworkers' Union) and Industrifacket (the Industrial Workers' Union); Grafiska Förbundet Mediafacket (the Graphical Workers' Union), Elektrikerförbundet (the Electricians' Union) and SEKO, Facket för Service och Kommunikation (the Union for Service and Communication Employees); and Handelsanställdas förbund, Handels (the Commercial Employees' Union) and Transportarbetareförbundet (the Transport Workers' Union) (Berg, 2003b).

## UK

Trade union centre(s)	Trade union density (%)	Collective Bargaining coverage (%)	Dominant level of bargaining
TUC	29.0	36	Company

Sources: Carley, M (2002) Industrial relations in the EU Member States and candidate countries. EIRO. Luxembourg.

Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

In autumn 2003, 7.42 million people in employment were members of trade unions in the UK, the vast majority being members of unions affiliated to the one trade union centre, the TUC (Hicks and Palmer, 2004).

The UK continues to have an unusually large number of individual unions (still around 70). However, as in other parts of Europe, the last decade has seen a great deal of union merger activity (Waddington, 2000)

After the 2002 merger between the Amalgamated Engineering and Electrical Union and the Manufacturing Science Finance union to form Amicus (Carley, 2003: 46), the TUC is now dominated by the Big Four – Unison, Amicus, TGWU and GMB.

At the 2002 TUC Congress these unions accounted for 58% of the affiliated membership of the TUC with not one of the remaining 65 affiliates with more than 5% of the membership (Ebbinghaus, 2003a: 454).

The drive towards mergers is continuing and in 2004 banking union Unifi is balloting its members on a merger with Amicus (Amicus, 2004) while print union GPMU voted in February 2004 in favour of opening formal merger discussions with Amicus.(Popularis, 2004).

The civil service union PCS is working more closely with public service union Unison in what is widely seen as a lead in to merger at a later date. Unison has also entered a 'strategic partnership' with senior public service managers' union the FDA.

Among the smaller unions, steel workers union ISTC are to merge with KFAT, the National Union of Knitwear, Footwear and Apparel Trades (ISTC, 2004).

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## Annexes

### Annex 1: ETUC affiliates

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
Austria	ÖGB	Österreichischer Gewerkschaftsbund	<a href="http://www.oegb.or.at/">http://www.oegb.or.at/</a>
Belgium	ABVV/ FGTB	Algemeen Belgisch Vakverbond/ Fédération Générale du Travail de Belgique	<a href="http://www.fgtb.be/">http://www.fgtb.be/</a>
	ACV/ CSC	Algemeen Christelijk Vakverbond/ Confédération des Syndicats Chrétiens	<a href="http://www.acv-csc.be/">http://www.acv-csc.be/</a>
	CGSLB	Centrale Générale des Syndicats Libéraux de Belgique	<a href="http://www.aclvb.be/">http://www.aclvb.be/</a>
Bulgaria	CITUB	Confederation of Independent Trade Unions of Bulgaria	<a href="http://www.knsb-bg.org/">http://www.knsb-bg.org/</a>
	PODKREP A	Confederation of Labour	<a href="http://www.podkrepa.org/">http://www.podkrepa.org/</a>
Cyprus	SEK	Synomospondia Ergaton Kyprou	<a href="http://www.sek.org.cy/">http://www.sek.org.cy/</a>
	TURK-SEN	Kıbrıs Türk İsci Sendikaları Federasyonu	
Czech Republic	CMK OS	Czech Moravian Confederation of Trade Unions	<a href="http://www.cmkos.cz/">http://www.cmkos.cz/</a>
Denmark	AC	Akademikernes Centralorganisation	<a href="http://www.ac.dk/">http://www.ac.dk/</a>
	FTF	Funktionærernes og Tjenestemændenes Fællesråd	<a href="http://www.ftf.dk/">http://www.ftf.dk/</a>
	LO-DK	Landesorganisationen i Danmark	<a href="http://www.lo.dk/">http://www.lo.dk/</a>
Estonia	EAKL	Eesti Ametiühingute Keskliit/ Association of Estonian Trade Unions	<a href="http://www.eakl.ee/">http://www.eakl.ee/</a>
	TALO	Teenistujate Ametiliitude Organisatsioon/ Estonian Employees' Unions' Association	<a href="http://www.talo.ee/">http://www.talo.ee/</a>

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
Finland	AKAVA	Confederation of Unions for Academic Professionals in Finland	<a href="http://www.akava.fi/">http://www.akava.fi/</a>
	SAK	Suomen Ammattiliittojen Keskusjärjestö	<a href="http://www.sak.fi/">http://www.sak.fi/</a>
	STTK	Toimihenkilökeskusjärjestö STTK ry	<a href="http://www.sttk.fi/">http://www.sttk.fi/</a>
France	CFDT	Confédération Française Démocratique du Travail	<a href="http://www.cfdt.fr/">http://www.cfdt.fr/</a>
	CFTC	Confédération Française des Travailleurs Chrétiens	<a href="http://www.cftc.fr/">http://www.cftc.fr/</a>
	CGT	Confédération Générale du Travail	<a href="http://www.cgt.fr/">http://www.cgt.fr/</a>
	CGT-FO	Confédération Générale du Travail - Force Ouvrière	<a href="http://www.force-ouvriere.fr/">http://www.force-ouvriere.fr/</a>
	UNSA	Union Nationale des Syndicats Autonomes	<a href="http://www.unsa.org/">http://www.unsa.org/</a>
Germany	DGB	Deutscher Gewerkschaftsbund Bundesvorstand	<a href="http://www.dgb.de/">http://www.dgb.de/</a>
Greece	ADEDY	Anotati Diikisis Enoseon Dimosion Ypallilon	<a href="http://www.adedy.gr/">http://www.adedy.gr/</a>
	GSEE	Geniki Synomospondia Ergaton Ellados	<a href="http://www.gsee.gr/">http://www.gsee.gr/</a>
Hungary	AszSz	Autonomous Trade Union Confederation	<a href="http://www.autonom.hu/">http://www.autonom.hu/</a>
	LIGA	Democratic League of Independent Trade Unions	<a href="http://www.liganet.hu/">http://www.liganet.hu/</a>
	MOSz	National Federation of Workers' Councils	<a href="http://www.munkastanacsok.hu/">http://www.munkastanacsok.hu/</a>
	MSzOSz	National Confederation of Hungarian Trade Unions	<a href="http://www.mszosz.hu/">http://www.mszosz.hu/</a>
	SZEF	Szakszervezetek Egyuttmukodesi Foruma	<a href="http://www.szef.hu/">http://www.szef.hu/</a>
	ESZT	Értelmiségi Szakszervezeti Tömörülés	<a href="http://www.eszt.hu/">http://www.eszt.hu/</a>
Iceland	ASI	Althydusamband Islands	<a href="http://www.asi.is/">http://www.asi.is/</a>
	BSRB	Bandalag Starfsmanna Rikis of Baeja	<a href="http://www.bsrb.is/">http://www.bsrb.is/</a>
Ireland	ICTU	Irish Congress of Trade Unions	<a href="http://www.ictu.ie/">http://www.ictu.ie/</a>
Italy	CGIL	Confederazione Generale	<a href="http://www.cgil.it/">http://www.cgil.it/</a>

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
		Italiana del Lavoro	
	CISL	Confederazione Italiana Sindacati Lavoratori	<a href="http://www.cisl.it/">http://www.cisl.it/</a>
	UIL	Unione Italiana del Lavoro	<a href="http://www.uil.it/">http://www.uil.it/</a>
Latvia	LBAS	Latvijas Brīvo Arodbiedrību Savienība/ Union of Independent Trade Unions of Latvia	<a href="http://www.lbas.lv/">http://www.lbas.lv/</a>
Luxembourg	CGT-L	Confédération Générale du Travail de Luxembourg	<a href="http://www.ogb-l.lu/">http://www.ogb-l.lu/</a>
	LCGB	Lëtzebuurger Chrëschtliche Gewerkschafts-Bond	<a href="http://www.lcgb.lu/">http://www.lcgb.lu/</a>
Lithuania	LDF	Lietuvos Darbo Federacija/ Lithuanian Labour Federation	<a href="http://www.ldf.lt/">http://www.ldf.lt/</a>
	LPSK/LTU C	Lietuvos Profesinių Sąjunga Konfederacija/ Lithuanian Trade Union Confederation	<a href="http://www.lpsk.lt/">http://www.lpsk.lt/</a>
Malta	CMTU	Confederation of Malta Trade Unions	
	GWU	General Workers' Union	<a href="http://www.gwu.org.mt/">http://www.gwu.org.mt/</a>
Netherlands	CNV	Christelijk Nationaal Vakverbond	<a href="http://www.cnv.nl/">http://www.cnv.nl/</a>
	FNV	Federatie Nederlandse Vakbeweging	<a href="http://www.fnv.nl/">http://www.fnv.nl/</a>
	UNIE- MHP	Vakcentrale voor middengroepen en hoger personeel	<a href="http://www.vakcentralemhp.nl/">http://www.vakcentralemhp.nl/</a>
Norway	LO-N	Landsorganisasjonen i Norge	<a href="http://www.lo.no/">http://www.lo.no/</a>
	YS	Yrkesorganisasjonenes Sentralforbund/ Confederation of Vocational Trade Union's	<a href="http://www.ys.no/">http://www.ys.no/</a>
Poland	NSZZ Solidarnosc	Niezależny Samorządny Związek Zawodowy "Solidarnosc"/ Independent and Self-Governing Trade Union "Solidarnosc"	<a href="http://www.solidarnosc.org.pl/">http://www.solidarnosc.org.pl/</a>

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
Portugal	CGTP-IN	Confederação Geral dos Trabalhadores Portugueses	<a href="http://www.cgtp.pt/">http://www.cgtp.pt/</a>
	UGT-P	União Geral de Trabalhadores	<a href="http://www.ugt.pt/">http://www.ugt.pt/</a>
Romania	BNS	The National Trade Unions Block	<a href="http://www.bns.ro/">http://www.bns.ro/</a>
	CARTEL ALFA	Confederatia Natională Sindicală	<a href="http://www.cartel-alfa.ro/">http://www.cartel-alfa.ro/</a>
	CNSLR-Fratia	National Confederation of Free Trade Unions of Romania – FRATIA	<a href="http://www.cnslr-fratia.ro/">http://www.cnslr-fratia.ro/</a>
	CSDR	Democratic Trade Union Confederation of Romania	
San Marino	CDLS	Confederazione Democratica dei Lavoratori Sammarinesi	<a href="http://www.cdls.sm/">http://www.cdls.sm/</a>
	CSdL	Confederazione Sammarinese del Lavoro	<a href="http://www.omniway.sm/trad e/aziende/csdl">http://www.omniway.sm/trad e/aziende/csdl</a>
Slovakia	KOZ SR	Confederation of Trade Unions of the Slovak Republic	<a href="http://www.kozsr.sk/">http://www.kozsr.sk/</a>
Slovenia	ZSSS	Zveza Svobodnih Sindikatov Slovenije	<a href="http://www.sindikar-zsss.si/">http://www.sindikar-zsss.si/</a>
Spain	CC.OO	Confederación Sindical de Comisiones Obreras	<a href="http://www.ccoo.es/">http://www.ccoo.es/</a>
	STV-ELA	Eusko Langileen Alkartasuna/ Solidaridad de Trabajadores Vascos	<a href="http://www.ela-sindikarua.org/">http://www.ela-sindikarua.org/</a>
	UGT	Union General de Trabajadores	<a href="http://www.ugt.es/">http://www.ugt.es/</a>
Sweden	LO-S	Landsorganisationen i Sverige	<a href="http://www.lo.se/">http://www.lo.se/</a>
	SACO	Sveriges Akademikers Centralorganisation	<a href="http://www.saco.se/">http://www.saco.se/</a>
	TCO	Tjänstemännens Centralorganisation	<a href="http://www.tco.se/">http://www.tco.se/</a>
Switzerland	CNG	Christlichnationaler Gewerkschaftsbund der Schweiz/ Confédération des Syndicats Chrétiens de Suisse	
	SGB	Schweizerischer Gewerkschaftsbund/ Union Syndicale Suisse/	<a href="http://www.sgb.ch/">http://www.sgb.ch/</a>

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
		Unione Sindacale Svizzera	
Turkey	DISK	Türkiye Devrimci Isci Senikaları Konfederasyonu	<a href="http://www.disk.org.tr/">http://www.disk.org.tr/</a>
	HAK-IS	Türkiye Hak Isçi Sendikaları Konfederasyonu	<a href="http://www.hakis.org.tr/">http://www.hakis.org.tr/</a>
	KESK	Kamu Emekçileri Sendikaları Konfederasyonu Servants	<a href="http://www.kesk.org.tr/">http://www.kesk.org.tr/</a>
	TURK-IS	Türkiye Isci Sendikaları Konfederasyonu	<a href="http://www.turkis.org.tr/">http://www.turkis.org.tr/</a>
UK	TUC	Trades Union Congress	<a href="http://www.tuc.org.uk/">http://www.tuc.org.uk/</a>

Source: ETUC website [www.etuc.org](http://www.etuc.org), accessed 27 April 2004  
Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

## Annex 2: ETUC Observer organisations

COUNTRY	AFFILIATE		WEBSITE
	Acronym	Name in full	
Croatia	SSSH/ UATUC	Saveza Samostalnih Sindicata Hrvatske / Union of Autonomous Trade Unions of Croatia	<a href="http://www.sssh.hr/">http://www.sssh.hr/</a>
Lithuania	LDS	Lietuvos Darbiniku Sajunga	
Macedonia	SSM	Federation of Trade Unions of Macedonia	
Serbia	NEZAVIS NOST	Ujedinjeni Granski Sindikati “Nezavisnost”/ “Independence” Trade Union Confederation	<a href="http://www.nezavisnost.org.yu/">http://www.nezavisnost.org.yu/</a>
Switzerland	VSA	Vereinigung Schweizerischer Angestelltenverbände	

Source: ETUC website [www.etuc.org](http://www.etuc.org), accessed 27 April 2004  
 Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)

### Annex 3: ETUC – European Industry Federations (EIFs) and equivalent Global Union Federations (GUFs)

EIF	Full Name	Sector	Equivalent GUF
EAEA	European Art and Entertainment Alliance	Entertainment	
EFBWW	European Federation of Building and Woodworkers	Building	IFBWW International Federation of Building and Wood Workers
EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions	Food	IUF International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
EFJ	European Federation of Journalists	Media	IFJ International Federation of Journalists
EMCEF	European Mine, Chemical and Energy Workers' Federation	Chemicals, mining, energy	ICEM International Federation of Chemical, Energy, Mine and General Workers' Unions
EMF	European Metalworkers' Federation	Metal industries	IMF International Metalworkers' Federation
EPSU	European Federation of Public Service Unions	Public services	PSI Public Services International
ETF	European Transport Workers' Federation	Transport	ITF International Transport Workers' Federation
ETUCE	European Trade Union Committee for Education	Education	EI Education International
ETUF-TCL	European Trade Union Federation – Textiles, Clothing and Leather	Textiles	ITGLWF International Textile, Garment and Leather Workers' Federation
UNI-Europa	Union Network International Europe	Commercial, clerical, professional and technical	UNI Union Network International

Source: Cyber Picket Line [www.cf.ac.uk/socsi/union/](http://www.cf.ac.uk/socsi/union/)  
 ETUC website [www.etuc.org](http://www.etuc.org), accessed 27 April 2004

## Annex 4: Interregional Trade Union Councils (ITUCs) across Europe



Source: ETUC 2003



## Annex 5: Interregional Trade Union Councils (ITUCs) and date established

	<b>Regions</b>	<b>Countries</b>	<b>Date established</b>
1.	* Saar / Lor / Lux / Rhénanie Palatinat	D, F, L	1976
2.	* Maas / Rhein	B, NL, D	1978
3.	* Weser-Ems / Noordnederland	D, NL	1979
4.	* Hainaut/ Nord-Pas-de-Calais/ West Vlaanderen / South East England	B, F, UK	1979
5.	* Alsace / Südbaden / Basel	F, D, CH	1980
6.	* Rijn / Ijssel / Ems	D, NL	1980
7.	Lombardie / Tessin / Piemonte	I, CH	1982
8.	* Pyrénées / Méditerranée	F, E	1983
9.	* Galicia / Norte de Portugal	E, P	1985
10.	* Interrégionale Syndicale des Trois Frontières	F, L, B	1987
11.	* Piemonte / Valle d'Aosta / Rhône-Alpes	F, I	1990
12.	* Provence / Côte d'Azur / Liguria	F, I	1990
13.	* Landesteil Schleswig / Sønderjylland	D, DK	1991
14.	* Northern Ireland / Republic of Ireland	UK, IRE	1991
15.	* Alsace / Baden / Südliche Pfalz	F, D	1991
16.	Pyrénées Occidentales / Axe Atlantique	E, F	1992
17.	* Schelde / Kempen	B, NL	1992
18.	Elbe / Neisse	D, PL, CZ	1993
19.	Charleroi - Namur - Neuchâteau / Champagne - Ardenne	F, B	1993
20.	Extremadura / Alentejo	E, P	1994
21.	Andalucia / Algarve	E, P	1994
22.	Friuli - Venezia - Giulia / Slovenia	I, SL	1994
23.	* Friuli / Venezia -Giulia / Kärnten	I, A	1994
24.	Arc Jurassien	F, CH	1995
25.	* Bayern / Tirol / Vorarlberg / Salzburg	D, A	1995
26.	Friuli - Venezia-Giulia / Veneto / Istria Croata	I, Croatia	1995
27.	San Marino / Emilia Romagna / Marche	I, S.Marino	1995
28.	* Øresund	S, DK	1995
29.	Castilla – León / Beira Nordeste	E, P	1995
30.	Pomerania (Mecklenburg-Vorpommern / Pomerania	D, PL	1995

	<b>Regions</b>	<b>Countries</b>	<b>Date established</b>
31.	Lombardia-Sondrio-Grigioni	I, CH	1996
32.	* Alpes Centrales	I, A	1996
33.	Viadrina (Berlin / Brandenburg / Gorzow Zielona Gora)	D, PL	1996
34.	Pouilles / Patras	I, GR	1996
35.	* Rijn / Waal - Maas Nord	NL, D	1996
36.	Piemonte / Vallese	I, CH	1996
37.	BoBa (Böhmen / Bayern)	D, CZ	1997
38.	* Circumpolar North	FIN, S, N	1998
39.	Burgenland / Westungarn	A, H	1999
40.	Kärnten/Gorenjska/Koróška	A, SL	2002
41.	* Bodensee	D, A, CH	2002

\* + EURES-T programme supported.

Source: ETUC 2003

## Annex 6: Eurocadres Affiliates - National Unions

COUNTRY	AFFILIATE	
	Acronym	Name in full
Austria	GPA- ÖGB	Gewerkschaft der Privatangestellten
Belgium	GNC-CNE	Groupement National des Cadres
	LBC-NVK	Nationaal Verbond voor Kaderpersoneel
	SETCA-BBTK	Syndicat des Employés Techniciens et Cadres
Czech Republic	PROJEKT	PROJEKT
Denmark	AC	Akademikernes Centralorganisation
	FTF	Funktionærernes og Tjenestemændenes Fællesråd
	TL	Teknisk Landsforbund
Germany	DGB	Deutscher Gewerkschaftsbund
Greece	INE-GSEE	INE-GSEE
Spain	UTC-UGT	Union de Tecnicos y Cuadros
	PTC-CCOO	Profesionales Tecnicos y Cuadros
Finland	AKAVA	Confederation of Unions for Academic Professionals in Finland
	STTK	Suomen Ammattiliittojen Keskusjärjestö
France	CFDT-CADRES	Union des Ingénieurs et Cadres
	UCI-FO	l'Union des Cadres et Ingénieurs
	UGICA-CFTC	Union Générale des Ingénieurs Cadres et Assimilés
	UGICT-CGT	Union Générale des Ingénieurs Cadres et Techniciens
Ireland	Cttee P&MS-ICTU Impact	Committee P&MS-ICTU Impact
Italy	AGENQUADRI CGIL	AGENQUADRI CGIL
	Progetto Quadri CISL	Progetto Quadri CISL
	CIQ-UIL	Confederazione Italiana Quadri
Luxembourg	Comité des	Comité des Cadres CGT/OGB-L

COUNTRY	AFFILIATE	
	Acronym	Name in full
	Cadres CGT/OGB-L	
	Perspectives LCGB	Perspectives LCGB
Netherlands	MHP	Vakcentrale voor middengroepen en hoger personeel
	FNV	Federatie Nederlandse Vakbeweging
	CNV	Christelijk Nationaal Vakverbond
Norway	FLT	Forbundet for Ledelse og Teknikk
	YS	Confederation of vocational unions
Poland	ZKPW	Zespot Koordynacyjny Pracownikow Wyzszym wykształceni i Kadr Kierowniczych Solidarnosc
Portugal	UGT-P/ SBN	Ala de Cuadros UGT-P/SBN
	Sector de Quadros CGTP-IN	Sector de Quadros CGTP-IN
Romania	Comitet de coordonare al cadrelor diu Romania	Comitet de coordonare al cadrelor diu Romania
Sweden	TCO/ SACO - EUROCADR ES RÅD	TCO/SACO - EUROCADRES RÅD
UK	P&MS-TUC	P&MS-TUC

Source : Eurocadres web site [www.eurocadres.org](http://www.eurocadres.org) accessed 27 April 2004

## Annex 7: Eurocadres Affiliates - European Industry Federations

	<b>Full Name</b>	<b>Sector</b>
EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions	Food
EFBWW	European Federation of Building and Woodworkers	Building
EMCEF	European Mine, Chemical and Energy Workers' Federation	Chemicals, mining, energy
ETUCE	European Trade Union Committee for Education	Education
UNI-Europa	Union Network International	Commercial, clerical, professional and technical
EMF	European Metalworkers' Federation	Metal
EPSU	European Federation of Public Service Unions	Public services
ETF	European Transport Workers' Federation	Transport

Source : Eurocadres web site [www.eurocadres.org](http://www.eurocadres.org) accessed 27 April 2004

## Annex 8: CESI affiliates

Affiliate	Full name	Country
ALE	<a href="#"><u>Autonome Lokführergewerkschaften Europas</u></a>	Europe
ANP	<a href="#"><u>Associação Nacional de Professores</u></a>	Portugal
ANPE	<a href="#"><u>Asociación Nacional de los Profesores Españoles</u></a>	Spain
BLC	<a href="#"><u>Bund der Lebensmittelchemiker/-innen im öffentlichen Dienst</u></a>	Germany
CGB	<a href="#"><u>Christlicher Gewerkschaftsbund Deutschlands</u></a>	Germany
CGFP	<a href="#"><u>Confédération Générale de la Fonction Publique</u></a>	Luxemburg
CGSI	<a href="#"><u>Confederação Geral dos Sindicatos Independentes</u></a>	Portugal
CISAL	<a href="#"><u>Confederazione Italiana Sindacati Autonomi Lavoratori</u></a>	Italy
CISAS	<a href="#"><u>Confederazione Italiana Sindacati Addetti ai Servizi</u></a>	Italy
CNSI	<a href="#"><u>Confederatia Nationala Sindicala Independenta, 15 Noiembrie</u></a>	Romania
CONF.I.L.L.	Confederazione Italiana Lavoratori Liberi	Italy
CONF.S.A.L.	<a href="#"><u>Confederazione Sindacati Autonomi Lavoratori</u></a>	Italy
CONSAP	<a href="#"><u>Confederazione Sindacale Autonoma di Polizia</u></a>	Italy
CSEN	<a href="#"><u>Confédération syndicale de l'éducation nationale</u></a>	France
CSI-CSIF	<a href="#"><u>Central Sindical Independiente y de Funcionarios</u></a>	Spain
DBB	<a href="#"><u>dbb beamtenbund und tarifunion</u></a>	Germany
EULOS	<a href="#"><u>European Network of Independent Unions of Local Authority Staffs</u></a>	Europe
FASGA	<a href="#"><u>Federación de Asociaciones Sindicales</u></a>	Spain
FF	<a href="#"><u>Frie Funktionærer</u></a>	Denmark
FFPE	<a href="#"><u>Fédération de la Fonction Publique Européenne</u></a>	Europe
FGFC	<a href="#"><u>Fédération Générale de la Fonction Communale</u></a>	Luxemburg
FNPR	<a href="#"><u>Syndicat des Employés d'Etat et de la Fonction Publique de la Russie</u></a>	Russia
FP-CGC	<a href="#"><u>Union Fédérale des Cadres des Fonctions Publiques-CGC</u></a>	France
FZZ	<a href="#"><u>Forum Związków Zawodowych</u></a>	Poland
LAADA	<a href="#"><u>Latvijas Arstniecības un aprūpes darbinieku arodsavienība</u></a>	Latvia
LMTUC	<a href="#"><u>Lithuanian Municipal Trade Unions Community</u></a>	Lithuania
LVP-UFDA	<a href="#"><u>Latvijas Valsts Iestāžu, pasvaldību, Uzņēmumu un Finanšu Darbinieku Arodbiedrība</u></a>	Latvia
MKKSZ	<a href="#"><u>Magyar Köztisztviselők és Közalkalmazottak Szakszervezete</u></a>	Hungary
NSD MUP	<a href="#"><u>Nezavisni sindikat djelatnika MUP</u></a>	Croatia
SCL	<a href="#"><u>Svaz Ceskych Lekarů</u></a>	Czech Republik
USPPI	<a href="#"><u>Unione Sindacati Professionisti Pubblico-Privato Impiego</u></a>	Italy

<b>Affiliate</b>	<b>Full name</b>	<b>Country</b>
VKB	<u>Vereinigung der Kader des Bundes</u>	Switzerland
UNSP	<u>Union Nationale des Services Publics</u>	Belgium
ZV	<u>Zentralverband Staats- und Gemeindepersonal Schweiz</u>	Switzerland

Source: CESI website [www.cesi-bxl.be](http://www.cesi-bxl.be) Accessed 20 April 2004

## Annex 9: CEC Affiliates

Affiliate	Full name	Country
CC	Confederación de Cuadros	Spain
CFE/CGC	Confédération Française de l'Encadrement	France
CIDA	Confederazione Italiana dei Dirigenti di Azienda	Italy
CNC/NCK	Confédération Nationale des Cadres / Nationale Confederatie v/h Kaderpersoneel	Belgium
CUQ	Confederazione Unitaria Quadri	Italy
EASE	Association of Chief Executive Officers	Greece
FEP/FIT et Cadres	FEP/FIT et Cadres	Luxembourg
KADRA	Porozumienie Związkow Zawodowych	Poland
Ledarna	Ledarna	Sweden
Lederne	Lederne	Norway
LH	Ledernes Hovedorganisation	Denmark
MAS	Managers' Association of Slovenia	Slovenia
MPA	Managerial and Professional Staff Association	United Kingdom
SNQTB	Sindicato Nacional dos Quadros e Tecnicos Bancarios	Portugal
ULA	Deutscher Führungskräfteverband	Germany
Unionquadri	Unionquadri	Italy
WdF	Wirtschaftsforum der Führungskräfte	Austria

Source : CEC website <http://www.cec-managers.org/> Accessed 20 April 2004



## Annex 10: CEC Professional Associations

Association	Full name
AECA	Association Européenne des Cadres de l'Assurance / European Association of Insurance Company Managers
CIRCCE	Confédération Internationale de la Représentation Commerciale des Cadres Européens / European Confederation of Managers in the Commercial Sector
FECC	Fédération Européenne des Cadres de la Construction / European Federation of Managers in the Construction Industry
FECCIA	Fédération Européenne des Cadres de la Chimie et des Industries Annexes / European Federation of Managers in the Chemical Industry
FECEC	Fédération Européenne des Cadres des Etablissements Bancaires / European Federation of Managers in the Banking Sector
FECER	Fédération Européenne des Cadres de l'Energie et de la Recherche / European Federation of Managers in the Energy Production Industry
FEDEM	Fédération Européenne de l'Encadrement de la Métallurgie / European Federation of Managers in the Steel Industry
FEPEDICA	Fédération Européenne du Personnel d'Encadrement des Productions, des Industries, des Commerces et des Organismes Agroalimentaires / European Federation of Managers in the Food Manufacturing Industry
FICT	Fédération Internationale des Cadres des Transports / European Managers in the Transport Industry
MediaManagers	Media Managers

Source : CEC website <http://www.cec-managers.org/> Accessed 20 April 2004

## Annex 11 : CEC Observers

Observer	Full name	Country
CMA	Czech Management Association	Czech Republic
CROMA	Hrvatsko Udruzenje Menadzera i Poduzetnika (Croatian Managers' & Entrepreneurs' Association)	Croatia
MSZ	MENEDZSEREK ORSZÁGOS SZÖVETSÉGE	Hungary

	(National Manager Association in Hungary)	
SMP	STOWARZYSZENIE MENEDZEROW W POLSCE (Managers Association in Poland)	Poland

Source : CEC website <http://www.cec-managers.org/> Accessed 20 April 2004

## Annex 12: Council of Nordic Trade Unions (NFS)

COUNTRY	UNION CENTRE
Denmark	AC
	FTF
	LO DK
Finland	AKAVA
	SAK
	STTK
Greenland (Denmark)	SIK
Iceland	ASI
	BSRB
Norway	LO N
	YS
Sweden	LO S
	SACO
	TCO

Source: Council of Nordic Trade Unions website [www.nfs.net](http://www.nfs.net)  
Accessed 27 April 2004

### Annex 13: Baltic Sea Trade Union Network

COUNTRY	UNION CENTRE
Denmark	AC
	FTF
	LO DK
Estonia	EAKL
	TALO
Finland	AKAVA
	SAK
	STTK
Germany	DGB
Latvia	LBAS
Lithuania	LPSK
	LPS "Solidarumas"
Norway	LO N
	YS
Poland	NSZZ Solidarnosc
Russia	FNPR
Sweden	LO S
	SACO
	TCO
Council of Nordic Trade Unions	NFS

Source: Baltic Sea Trade Union Network website [www.bastun.nu/](http://www.bastun.nu/)  
 Accessed 27 April 2004