

Industrial relations and social dialogue

Representativeness of the social partners in European cross-industry social dialogue



Representativeness of the social partners in European cross-industry social dialogue



When citing this report, please use the following wording:

Eurofound (2023), *Representativeness of the social partners in European cross-industry social dialogue*, Sectoral social dialogue series, Dublin.

Authors: Inga Pavlovaite and Peter Kerckhofs

Research manager: Peter Kerckhofs

Eurofound project: Representativeness studies (170203)

Provider: Network of Eurofound Correspondents (see Annex 7)

PDF: ISBN 978-92-897-2374-9 doi:10.2806/92075 TJ-03-23-441-EN-N

This report and any associated materials are available online at <https://eurofound.link/ef22020>

It is part of Eurofound's Sectoral social dialogue series. See the full series at <https://eurofound.link/efs006>

© European Foundation for the Improvement of Living and Working Conditions, 2023

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the Eurofound copyright, permission must be sought directly from the copyright holders.

Cover image: © Eurofound, Conor Healy Photography

Any queries on copyright must be addressed in writing to: copyright@eurofound.europa.eu

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

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

European Foundation for the Improvement of Living and Working Conditions

Telephone: (+353 1) 204 31 00

Email: information@eurofound.europa.eu

Web: www.eurofound.europa.eu

Contents

Introduction	1
Institutional basis for the assessment of representativeness of European-level cross-industry social partners	1
Agreements and other achievements of European cross-industry social partners	2
Methodology, workflow and tripartite approach of this study	4
1. EU workforce and companies represented in cross-industry social dialogue	7
1.1. National workforce in the EU27	7
1.2. Companies in the EU27	9
2. National level of interest representation	12
2.1. National-level trade union landscape across the EU27	13
2.2. National employer organisation landscape across the EU27	14
2.3. Cross-industry social dialogue (and collective bargaining) structures in the EU27	14
2.4. Cross-industry social partners in the EU27	16
3. Overview of the representativeness of the European cross-industry social partners	18
3.1. Representativeness of ETUC.....	19
3.2. Representativeness of CEC European Managers.....	22
3.3. Representativeness of Eurocadres	25
3.4. National cross-industry trade unions not represented by ETUC, CEC European Managers or Eurocadres.....	28
3.5. Other European organisations with representative trade unions at national cross-industry level in some Member States	30
3.6. Representativeness of BusinessEurope	33
3.7. Representativeness of SMEunited.....	36
3.8. Representativeness of SGI Europe.....	40
3.9. National employer organisations and business associations not represented by BusinessEurope, SMEunited or SGI Europe	44
3.10. Other European organisations with representativeness of employers at national cross-industry level in some Member States	48
3.11. Effective participation in the EU cross-industry social dialogue.....	51
3.12. EU cross-industry social partners' mandate and capacity to negotiate agreements	52
ETUC	54
CEC European Managers	55
Eurocadres.....	55
BusinessEurope	55
SMEunited	56
SGI Europe.....	56
3.13. Overview of the representativeness of the European cross-industry organisations (EU social partners and other organisations)	57
4. Conclusions	61
Bibliography	65
Annex 1: Country pages (EU27)	67
Annex 2: List of all cross-industry trade unions, EU27	122
Annex 3: List of all cross-industry employer organisations/business associations, EU27	128
Annex 4: Cross-sector-relatedness of national member organisations of EU social partners and other European associations identified in this study (CESI and Eurochambres)	135

**Annex 5: Bipartite and tripartite cross-industry social dialogue structures
in the Member States..... 143**

Annex 6: 2022 update of workforce and company numbers 156

Annex 7: Network of Eurofound Correspondents 157

List of tables

Table 1: Agreements concluded by EU cross-industry social partners and other forms of outputs	3
Table 2: Number of people in employment, number of employees and employment rate in the 20–64 age group, EU27, 2019	7
Table 3: Number of enterprises, EU27, 2019	9
Table 4: Companies by size, EU27, 2019	11
Table 5: Number of representative cross-industry social partner organisations per Member State ...	12
Table 6: Sectoral coverage of the representative social partner organisations in the 27 Member States	13
Table 7: Member States with collective bargaining at cross-industry level.....	15
Table 8: State of social dialogue at cross-industry level, EU27	15
Table 9: Breakdown of ETUC membership numbers, by Member State	19
Table 10: Cross-sector-relatedness of ETUC’s 74 nationally affiliated organisations (see Annex 4)	20
Table 11: Categories of workers represented by ETUC member unions	21
Table 12: Decision-making structures of ETUC member unions	22
Table 13: Breakdown of CEC European Managers membership numbers, by Member State	23
Table 14: Cross-sector-relatedness of the 14 national affiliated organisations of CEC European Managers (see Annex 4)	23
Table 15: Categories of workers represented by CEC European Managers member unions	24
Table 16: Decision-making structures of CEC European Managers member unions.....	25
Table 17: Breakdown of Eurocadres membership unions, by Member State	26
Table 18: Cross-sector-relatedness of the 49 national affiliates of Eurocadres (see Annex 4).....	26
Table 19: Categories of workers represented by Eurocadres member unions.....	27
Table 20: Decision-making structures of Eurocadres member unions	28
Table 21: List of national representative cross-sector trade unions not represented in the current European social dialogue structures.....	29
Table 22: Breakdown of CESI membership numbers, by Member State	31
Table 23: Cross-sector-relatedness of the 27 national (directly and indirectly) affiliated organisations of CESI (see Annex 4).....	32
Table 24: Categories of workers represented by CESI member unions.....	32
Table 25: Decision-making structures of CESI member unions.....	33
Table 26: Breakdown of BusinessEurope membership numbers, by Member State	34
Table 27: Cross-sector-relatedness of the 32 national affiliated organisations (employer organisations and business associations) of BusinessEurope (see Annex 4)	35
Table 28: Categories of workers represented by BusinessEurope member organisations	35
Table 29: Decision-making structures of BusinessEurope member organisations	36
Table 30: Breakdown of SMEunited membership numbers, by Member State	37
Table 31: Cross-sector-relatedness of SMEunited’s 36 national affiliates (employer organisations and business associations) (see Table A7 in Annex 4).....	38
Table 32: Categories of workers represented by SMEunited member organisations	39
Table 33: Decision-making structures of SMEunited member organisations.....	39
Table 34: Breakdown of SGI Europe membership numbers, by Member State	41
Table 35: Cross-sector-relatedness of SGI Europe’s 24 national affiliates (employer organisations and business associations)	42
Table 36: Categories of workers represented by SGI Europe member organisations	43

Table 37: Decision-making structures of SGI Europe member organisations.....	43
Table 38: List of national representative cross-sector employer organisations/ business associations not affiliated to the current European social dialogue structures	45
Table 39: Breakdown of Eurochambres membership numbers, by Member State	48
Table 40: Cross-sector-relatedness of 25 Eurochambres national affiliates (employer organisations and business associations)	49
Table 41: Categories of companies represented by Eurochambres member organisations	50
Table 42: Decision-making structures of Eurochambres member organisations	51
Table 43: Participation in the EU cross-industry social dialogue meetings, 2021–2022	51
Table 44: Trade union participation in the EU cross-industry social dialogue, 2021–2022 and 2018–2019	52
Table 45: Employers’ participation in the EU cross-industry social dialogue, 2021–2022 and 2018–2019	52
Table 46: Overview of the representativeness of the European cross-industry organisations	57
Table 47: Comparison of the European cross-industry social partners in 2013 and 2022	59
Table 48: Number of sectors covered by ETUC member organisations	135
Table 49: Number of sectors covered by CEC European Managers’ national affiliates.....	136
Table 50: Number of sectors covered by Eurocadres member organisations	136
Table 51: Number of sectors covered by CESI nationally affiliated organisations (direct members).	137
Table 52: Cross-sector-relatedness of some of the CESI member organisations (clarifications provided by CESI)	138
Table 53: Number of sectors covered by BusinessEurope’s national affiliates	139
Table 54: Number of sectors covered by SMEunited national affiliates.....	140
Table 55: Number of sectors covered by SGI Europe national affiliates.....	141
Table 56: Number of sectors covered by Eurochambres’ national affiliates	142
Table 57: Number of people in employment, number of employees and employment rate in the 20–64 age group and number of enterprises (2022 update of Tables 2 and 3).....	156

List of figures

Figure 1: Key workforce statistics (% of the workforce) 8

Figure 2: Enterprises by size class, EU27, 2019 10

Figure 3: Proportion of employees working in enterprises of various sizes, EU27, 2019..... 10

Figure 4: Membership domain of European cross-industry trade unions, 2013 59

Figure 5: Membership domain of European cross-industry employer organisations, 2013..... 60

Figure 6: Conclusions on the representativeness of European cross-industry social partners
and other organisations, 2013 60

Introduction

Representativeness is an indicator of the legitimacy and efficiency of European social dialogue. The first section of this introduction summarises how cross-industry European social dialogue has historically been interwoven with the assessment of the representativeness of social partners. The second section highlights the achievements of cross-industry European social dialogue. The process of how representativeness was measured, analysed and cross-checked is described in the third section of the introduction.

Institutional basis for the assessment of representativeness of European-level cross-industry social partners

European cross-industry social dialogue and the representativeness assessed in the current study are rooted in the common history of the development of a European industrial relations framework.

The original agreement of 31 October 1991 between the European Trade Union Confederation (ETUC) and Union des Industries de la Communauté européenne (UNICE) became the Agreement on Social Policy of 2 February 1992. This was annexed to the Maastricht Treaty by the Social Protocol, and later became first Articles 138 and 139 of the Treaty establishing the European Community (EC) (Welz, 2008) and then Articles 153, 154 and 155 of the Treaty on the Functioning of the European Union (TFEU). The first Commission communication from 1993 clarified the implementation of this agreement and defined how it was to take shape in the context of EU-level cross-industry social dialogue (European Commission, 1993). It acknowledged that the diversity of practice across the Member States meant that no single model could be replicated at European level, and that the different industrial relations systems have all taken many years to grow and develop. The Commission committed to promoting the development of linking structures between the social partners to help improve the process. The next milestone was Communication 448/1996, which acknowledged that participation in the Val Duchesse social dialogue was based on mutual recognition of the parties; it committed to updating the data collected on the representativeness of interprofessional organisations in a similar study in 1992 (European Commission, 1996).

Next, in 1998, the European Court of Justice (ECJ) set key parameters in its ruling of 17 June 1998 of the Court of First Instance (CJEU, 1998). The judgment confirmed that it was the responsibility of the Commission and the Council to ascertain whether the signatories of an agreement are sufficiently representative; the Commission and the Council correctly took the view that the 'collective representativeness' of the signatories of the framework agreement was sufficient in relation to the content of the agreement.

In November 1998, a cooperation agreement signed between UNICE (now BusinessEurope) and UEAPME (now SMEunited) recognised the advantages of joining forces to 'defend business interests' and contribute to the establishment of an environment fostering competitiveness, growth and employment (UNICE, 1998). The agreement granted the two employers' representatives equal rights in preparatory meetings, although neither with a right of veto. The two organisations were to strive to reach a consensus on positions in the context of social dialogue, while fully respecting the autonomy of UNICE and UEAPME. Under the terms of the agreement, UNICE pledged to consult with UEAPME before expressing positions in the name of employers during negotiations and other meetings on social dialogue.

In its opinion of 1997, the European Economic and Social Committee (EESC) also considered the issue of social dialogue representativeness (EESC, 1997). The EESC felt that a representative organisation should satisfy four formal criteria and that every representative organisation that fulfils the criteria should be admitted to the talks at the appropriate negotiation level.

In a series of subsequent communications, the Commission further defined the role and shape of cross-sector social dialogue. It articulated the representativeness of social partners (European Commission, 1998). This was taken further by proposing a Council decision establishing the Tripartite Social Summit for Growth and Employment (European Commission, 2002). The Commission later postulated a requirement to further extend and update the representativeness studies (European Commission, 2004).

The latest European Commission communication (European Commission, 2023), based on its consultations with the social partners, proposed a set of measures to strengthen European social dialogue by modernising its structures, encouraging and supporting social partner agreements, strengthening the involvement of social partners in EU policymaking and making the Commission’s financial and technical support more effective.

Agreements and other achievements of European cross-industry social partners

Over the years, the EU cross-industry social partners have achieved a great deal. Many common projects, joint opinions, frameworks of action and other joint outputs were agreed upon. The most important of these are the binding agreements.

Table 1 shows four generally binding agreements implemented through a Council Directive as set out in Article 155 of the TFEU. The right column lists six autonomous agreements implemented by the EU social partners through their member organisations in the Member States. The lower section of the table indicates the number of other types of output for each period. The cross-industry EU social partners have produced more than 100 texts over the years.

Table 1: Agreements concluded by EU cross-industry social partners and other forms of outputs

Four agreements implemented through a Council Decision (Article 155 of the TFEU)		Six autonomous agreements implemented by the national member organisations of the EU social partners				
1995	Parental leave	2002	Telework			
1997	Part-time work	2004	Combating stress			
1999	Fixed-time work	2007	Combating violence and harassment			
2009	Parental leave (revised)	2012	Inclusive labour markets			
		2017	Active ageing and intergenerational approach			
		2020	Digitalisation			
Agreements and other types of outputs (per year)	Total number	1980–1989	1990–1999	2000–2009	2010–2019	2020–2023
Agreements	10	0	3	4	2	1
Declarations	17	0	3	5	7	2
Joint opinions	40	3	21	6	6	4
Frameworks of action	3	0	1	2	0	0
Follow-up reports	23	0	0	16	7	0
Tools	2	0	1	1	0	0
Procedural texts	1	0	1	0	0	0
Policy orientations	5	0	0	2	0	3
Total	101	3	30	36	22	10

Source: Social dialogue texts database – Directorate-General for Employment, Social Affairs and Inclusion

Commitments for bipartite activities of European-level cross-industry social dialogue are made in a multiannual work programme. The 2022–2024 work programme of the cross-industry social partners announced the start of negotiations on telework and the right to disconnect that could be implemented via a Council Directive in line with Article 155 of the TFEU, and thus made legally generally binding (ETUC et al, 2022). This underscores the importance of the current study, which updates Eurofound’s 2014 cross-sector representativeness study (Eurofound, 2014).

Besides these bipartite achievements of cross-industry social dialogue, there has also been involvement in the Tripartite Social Summit (as established in Article 152 of the TFEU), which includes the European cross-industry social partners, the president of the European Commission, the president of the European Council, the current presidency of the Council of the EU and the Member States holding the following two presidencies. As such, all relevant European institutions are represented, and through the subsequent presidencies continuity is ensured.

In the tripartite context, the dedicated hearings and consultations (based on Article 153 of the TFEU) should also be mentioned, even though these are open to European social partners at both cross-industry and sectoral levels – although, at sectoral level, they are open only to union federations that are members of a cross-sector social partner organisation.¹ In this respect, a distinction is made between formal two-stage social partner consultations and dedicated hearings.

- The TFEU (Article 154) obliges the Commission to consult social partners on proposals in the social policy field (i.e. falling under Article 153 of the TFEU), to allow social partners to negotiate agreements, if they so wish.

¹ Thus, CESI is excluded from dedicated hearings.

- Since the launch of the New Start for Social Dialogue, the Commission has introduced dedicated hearings as a new way of consulting European social partners on initiatives for which the TFEU does not require a two-stage consultation.

The cross-industry social partners are also involved in the European Semester process, as well as at a more technical level in the employment and social protection committees.

Methodology, workflow and tripartite approach of this study

The aim of this study is to determine the representativeness of relevant national and supranational social partners – the trade unions and employer organisations – at cross-industry level across the EU27. The EU workforce and their employers are presented in the first chapter.

The second chapter is based on country pages describing cross-industry industrial relations in each of the Member States, which can be found in Annex 1. The third chapter assesses the representativeness of the European cross-industry social partner organisations based on the criteria defined by the European Commission (1993). Definitions of concepts and further specific methodological considerations will be provided at the start of each of these three chapters. General methodological considerations are addressed in the remainder of this section.

Eurofound is a tripartite organisation, with delegates from trade unions, employer organisations and governments from each of the 27 Member States on its Management Board. European cross-industry social partner organisations are also represented in Eurofound's statutory structures, as is the case for two other European agencies: the European Agency for Safety and Health at Work (EU-OSHA) and the European Centre for the Development of Vocational Training (Cedefop).

This study was also conducted with a tripartite methodology. It started with a kick-off meeting with delegates from the European Commission and EU social partner organisations on 27 March 2020. In this meeting, the methodology was presented and discussed, allowing the organisations being analysed in the study to put forward suggestions and considerations that could help to fine-tune the data collection approach and analyses and tailor them to the specificities of the reality at cross-industry level.

Built into the process were several opportunities for European social partners and/or their national affiliates to check interim findings or draft versions of various sections of the report. The aim of this triangulation, including comments from ETUC, CEC European Managers, Eurocadres, BusinessEurope, SMEunited and SGI Europe, as well as CESI and Eurochambres, was to deliver an unbiased report that also reflected differing views, from both well-established and alternative perspectives.

The data collection for this study began in September 2020 with an extensive questionnaire completed by members of the Network of Eurofound Correspondents (NEC) in each of the 27 Member States. An internal check for completeness and consistency provided further clarifications in the national reports between December 2020 and April 2021, allowing all national reports to be updated by July 2021 and to be gathered in a database in the second half of 2021. From this, overview tables were developed and presented to the European social partners for comments in February and March 2022. Following the receipt of comments, the draft of the report was finalised in 2022. A second series of bilateral EU social partner consultations on certain parts of the draft took place in September and October 2022.

In March and April 2023, the completed draft was shared for consultation. In June 2023, the final draft entered a formal written evaluation procedure in the Eurofound tripartite advisory committee,

including delegates from most of the organisations included in the study. This evaluation included an online discussion, in which the study was presented by the authors and debated by delegates from the organisations included in the study (as well as from CESI and Eurochambres). Following these procedures, the report was subjected to further editing and was published on the Eurofound website in late 2023.

The data collection process combines top-down and bottom-up screening of the national cross-industry industrial relations landscape. The top-down approach assesses the representativeness of all the national affiliates of the European social partners. This determines if they are organised at cross-sectoral level and whether they are considered representative at national level.

The bottom-up screening looks for any other national trade unions or employer organisations at cross-industry level. This allows other national social partner organisation to be identified that are not represented in the European cross-industry social dialogue. On the basis of these data, an assessment is made of the proportion of relevant (i.e. representative) national actors represented in European cross-industry social dialogue (see Section 3.12). Conclusions are then drawn with regard to the representativeness of the European social partners.

The second chapter brings the bottom-up and top-down approaches together, based on country pages that are included in Annex 1. This is a challenging exercise for two reasons. There are nationally affiliated organisations and European social partner organisations that are not or may not be considered representative at national cross-industry level, that may not be representative at all or that may be considered representative at sectoral level but not at cross-industry level. Nevertheless, these national affiliates do contribute to the representativeness of the EU cross-industry social dialogue and are therefore included (marked in orange in the country pages; see Annex 1).

The second reason why the presentation of country pages in this study is challenging is that representativeness at cross-industry level can depend on different types of criteria or simply on mutual recognition. In only a few Member States – namely Austria, Belgium, France, Greece, Luxembourg and Spain – representativeness depends on the capacity to negotiate collective bargaining agreements at cross-industry level. For most Member States, the status of representative cross-industry social partners is determined by their participation in tripartite (or bipartite) social dialogue structures at cross-industry level. This participation can be based on the fulfilment of certain criteria or on mutual recognition. The criteria can relate to the membership strength, the number of sectors organised or the proportion of elected delegates in representation structures. In some Member States, namely Denmark and Sweden, the representativeness status of social partners is based on tradition and mutual recognition.

Finally, there are countries (such as Italy) where some organisations are considered to be the most representative, while a second group that is also representative and participates in tripartite social dialogue structures is not considered as important as the first group. This diversity and complexity in national industrial relations makes it challenging to institute a uniform approach in presenting the national country pages.

In the third chapter of this report, the representativeness of the European social partner organisations is first expressed based on their affiliated national organisations and their membership strength and position in the national industrial relations setting. Second, all the national cross-industry social partners that are not represented in the European cross-industry social dialogue are listed. Then an investigation is made into whether there are any other European associations with representativeness at cross-industry level in some Member States. Following this, a distinction can be

made between the collective representativeness of all European social partner organisations together and the individual representativeness of each organisation separately.

The contribution of each European social partner to the collective representativeness is determined by indicating which national member organisations are represented in the cross-industry European social dialogue by only this European organisation. This unique representativeness can then be compared with the number of national social partner organisations that are also represented in the European cross-industry social dialogue by other European social partners. The fifth and final way that representativeness is analysed in this study considers the participation of national delegates in cross-industry social dialogue meetings, in comparison with the Member States in which European social partner organisations have affiliated national organisations.

1. EU workforce and companies represented in cross-industry social dialogue

There are some 23 million companies in the EU27 that offer jobs to nearly 164 million employees. Of the 190 million total people who are employed in the EU27, some 25 million are self-employed.

1.1. National workforce in the EU27

As shown in Table 2, some 190 million people in the EU27 were in employment in 2019, most of them as employees.

Table 2: Number of people in employment, number of employees and employment rate in the 20–64 age group, EU27, 2019

Member State	% of EU workforce	No. people in employment aged 20–64 (000s)	No. employees aged 20–64 (000s)	Employment rate of 20–64 age group (%)
AT	2	4,148	3,670	76.8
BE	2	4,708	4,065	70.5
BG	2	3,091	2,795	74.3
CY	0.2	400	351	75.7
CZ	3	5,126	4,293	80.3
DE	21	39,424	36,376	79.6
DK	1	2,637	2,426	78.3
EE	0.3	625	552	80.5
EL	2	3,785	2,631	60.8
ES	10	19,417	16,432	68
FI	1	2,378	2,114	76.2
FR	14	26,513	23,190	72.3
HR	1	1,631	1,443	66.7
HU	2	4,538	3,951	77.6
IE	1	2,174	1,893	75
IT	12	22,337	17,699	63.5
LT	1	1,314	1,162	78.2
LU	0.1	284	260	72.8
LV	0.5	862	763	77.3
MT	0.1	245	208	76.8
NL	4	8,159	6,730	81
PO	8	15,853	12,882	72.3
PT	2	4,571	3,968	75.5
RO	4	7,638	6,526	65.1
SE	2	4,740	4,358	81.5
SI	1	953	836	75.9
SK	1	2,609	2,156	75.6
EU27	100	190,164	163,728	72.7

Note: A 2022 update of these numbers is included in Annex 6.

Source: Eurostat, *Employment and activity by sex and age – annual data* [LFSI_EMP_A__custom_4546821], accessed 16 January 2023

The largest workforces are found in the larger Member States of Germany, France and Italy, followed by Spain and Poland. About two-thirds of the EU workforce is employed in these five Member States. The employees in Germany correspond to 21% of the EU workforce; in France they correspond to 14%, in Italy 12%, in Spain 10% and in Poland 8%.

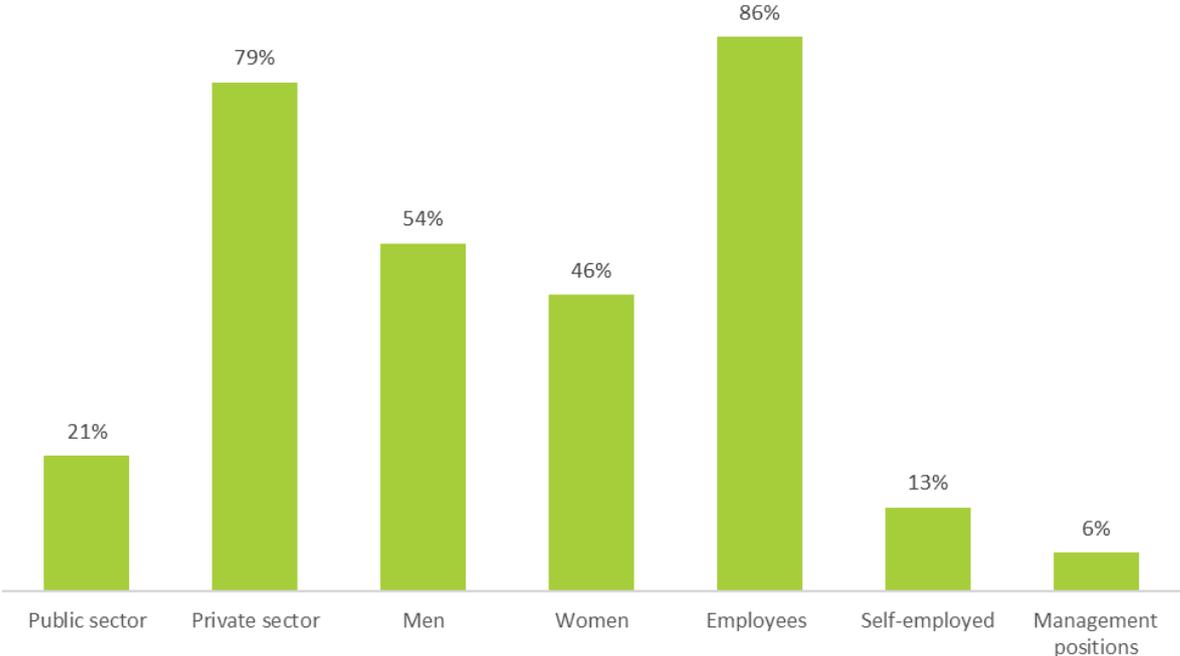
On average in the EU, 73% of the population aged 20–64 was in employment in 2019. The highest proportions of the population aged 20–64 employed were in Sweden (82%) and the Netherlands (81%). In contrast, only 61% and 64% of the population aged 20–64 in Greece and Italy, respectively, were in employment – well below the EU27 average of 73%. Among the seven EU27 countries with the largest workforce, only Germany and the Netherlands were above the EU27 average, with 80% of their population aged 20–64 in employment (Table 2).

In some countries, there are different social partners for private and public sector employees, and this breakdown can be seen in Figure 1. About 79% of the EU workforce is employed in the private sector and 21% in the public sector.

The gender breakdown in Figure 1 shows that the EU workforce is 46% female and 54% male. The proportion of people who are self-employed in the EU workforce is about 13%, while the rest (86%) are employees.

The 6% of employees who are in management positions is relevant as there are specific trade union organisations for employees in this specific type of professional position.

Figure 1: Key workforce statistics (% of the workforce)



Source: Network of Eurofound Correspondents data; Eurostat, Employment by sex, age and professional status (1 000) [LFSA_EGAPS]

1.2. Companies in the EU27

As shown in Table 3, in 2019 there were some 27 million companies in the EU27, ranging from around 30,000 in Luxembourg and Malta to over four million in Italy and over three million each in France, Germany and Spain.

Table 3: Number of enterprises, EU27, 2019

Member State	Number of enterprises
AT	332,755
BE	183,433
BG	346,634
CY	107,062
CZ	1,212,831
DE	3,483,691
DK	316,970
EE	133,784
EL	265,212
ES	3,068,228
FI	361,069
FR	3,853,467
HR	149,324
HU	824,887
IE	270,344
IT	4,404,501
LT	105,093
LU	33,741
LV	102,942
MT	31,766
NL	1,899,940
PO	2,150,544
PT	1,278,200
RO	576,684
SE	1,143,376
SI	197,013
SK	332,870
EU27	27,166,361

Source: Network of Eurofound Correspondents data

Most companies in the EU27 are small (Figures 2 and 3). Indeed, the vast majority (92%) of enterprises have nine employees or fewer. In contrast, the very large companies (250+ employees) form only 0.2% of all enterprises. At the same time, the very large companies employ most (31%) of all employees (Table 4). This is followed by 28% employed in very small companies (fewer than 10 employees).

Figure 2: Enterprises by size class, EU27, 2019

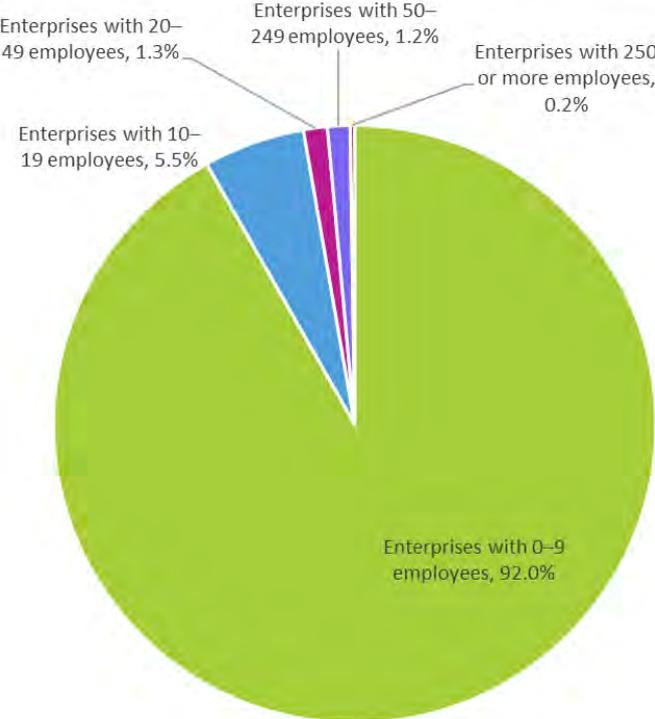
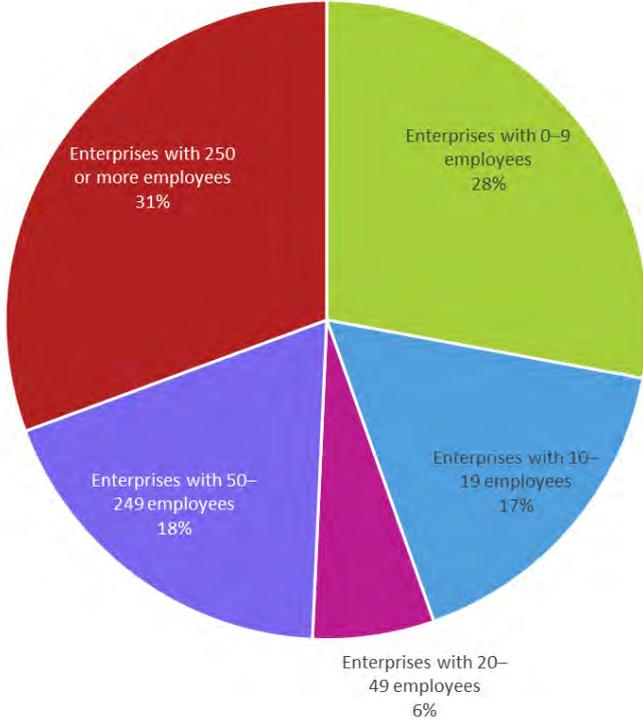


Figure 3: Proportion of employees working in enterprises of various sizes, EU27, 2019



Note: A 2022 update of these numbers is included in Annex 6.

Source: Network of Eurofound Correspondents

Table 4: Companies by size, EU27, 2019

Member State	Proportion of enterprises by number of employees (%)					Proportion of employees in different enterprises by size (%)				
	0–9 employees	10–19 employees	20–49 employees	50–249 employees	250 or more employees	0–9 employees	10–19 employees	20–49 employees	50–249 employees	250 or more employees
AT	87.1	7.1	3.8	1.6	0.3	n.a.	n.a.	n.a.	n.a.	n.a.
BE	82.0	15.1	0.0	3.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
BG	91.7	4.3	2.6	1.3	0.2	32	10	14	23	21
CY	94.9	4.3	0.0	0.7	0.1	38	20	0	17	25
CZ	95.2	2.1	1.5	1.0	0.2	32	0	0	24	44
DE	89.1	8.6	0.0	1.9	0.4	14	19	0	22	46
DK	92.4	6.1	0.0	1.2	0.3	14	17	0	16	52
EE	93.9	5.1	0.0	0.9	0.1	33	25	22		20
EL	86.7	11.6	0.0	1.5	0.2	28	28	0	18	26
ES	94.0	5.0	0.0	0.8	0.2	31	19	0	15	35
FI	94.3	2.9	1.7	0.8	0.2	26	10	13	21	30
FR	96.0	3.8	0.0	0.0	0.1	25	41	0	0	34
HR	90.9	5.0	2.6	1.2	0.3	50	9	11	23	8
HU	95.3	3.9	0.0	0.6	0.1	38	19	0	16	28
IE	91.9	4.2	2.5	1.2	0.2	26	9	13	20	33
IT	94.9	4.5	0.0	0.5	0.1	25	26	0	18	31
LT	81.5	8.3	6.0	3.8	0.5	18	9	15	29	28
LU	87.3	6.4	3.8	2.0	0.5					
LV	89.3	5.4	3.4	1.7	0.3	26	10	13	22	29
MT	92.7	3.7	2.2	1.1	0.2	30	10	14	23	23
NL	93.0	5.2	1.1	0.4	0.4					
PO	96.7	2.4	0.0	0.7	0.2	41	27	0	0	32
PT	96.2	2.1	1.1	0.5	0.1	28	11	14	20	27
RO	89.7	8.5	0.0	1.5	0.3	22	22	0	20	36
SE	96.4	3.0	0.0	0.5	0.1	23	23	0	19	35
SI	98.7	n.a.	0.0	1.1	0.2	35		0	28	37
SK	92.6	3.4	2.4	1.4	0.3	18	8	13	23	39
EU27	92.0	5.5	1.3	1.2	0.2	28	17	6	19	31

Source: Network of Eurofound Correspondents data

2. National level of interest representation

This chapter focuses on existing cross-industry social partner organisations at national level across the EU27.

Table 5 shows the numbers of trade unions and employer organisations that are deemed representative at cross-industry level. In total, the study identified 82 such representative trade unions at national level and 106 representative employer organisations and/or business associations in each of the EU Member States.

Table 5: Number of representative cross-industry social partner organisations per Member State

	Trade unions	Member State	Employer organisations
	1	AT	2
	3	BE	6
	2	BG	5
	3	CY	2
	2	CZ	2
	3	DE	7
	5	DK	6
	1	EE	1
	1	EL	6
	4	ES	4
	3	FI	3
	5	FR	3
	3	HR	1
	6	HU	5
	1	IE	1
	3	IT	14
	3	LT	6
	3	LU	1
	1	LV	1
	3	MT	3
	3	NL	2
	3	PL	6
	2	PT	2
	5	RO	3
	4	SE	6
	7	SI	4
	2	SK	4
	82	EU27	106

Note: Blue cells indicate social partner organisations that are recognised as representative at cross-industry level. Grey cells indicate organisations that are recognised as representative for some regions in Spain, but not for the entire country.

Source: Network of Eurofound Correspondents data

An important consideration is the membership domain as a cross-industry social partner. The number of sectors covered by each organisation is presented in detail in Annex 4. The figures in Table 6 indicate how many organisations cover how many sectors. More than half of the 82 nationally representative trade unions cover more than 30 sectors, in most Member States. Significantly fewer trade unions cover between 10 and 29 sectors, and 16 unions cover fewer than 10 sectors. The picture on the employer organisations/business associations side is more diverse. Here, the numbers

of employer organisations/business associations are almost equally split between those covering more than 30 sectors, those covering between 10 and 29 sectors and those covering fewer than 10 sectors.

Table 6: Sectoral coverage of the representative social partner organisations in the 27 Member States

Type of social partner organisation	Covering more than 30 sectors	Covering 10–29 sectors	Covering fewer than 10 sectors (0–9)
All representative trade unions at national level (82)	46 (in 23 Member States)	21 (in 13 Member States)	15 (in 9 Member States)
All representative employer organisations/business associations at national level (106) ²	36 (in 24 Member States)	34 (in 19 Member States)	36 (in 17 Member States)

Source: Network of Eurofound Correspondents data

2.1. National-level trade union landscape across the EU27

This study identified 82 trade unions that are considered representative in the national industrial relations setting at cross-industry level. The number of trade unions ranges from seven in Slovenia and five in Denmark to just a single cross-industry trade union in Austria, Ireland and Latvia.

- There is only one cross-industry trade union in three Member States: Austria, Ireland and Latvia.
- There are different cross-industry trade unions for blue- and white-collar employees in six Member States: Estonia, Finland, Hungary, the Netherlands, Spain and Sweden.
- There are different cross-industry trade unions for management employees in five Member States: Denmark, France, Greece, Italy and Spain.
- There are different cross-industry trade unions for public and private sector employees in eight Member States: Croatia, Cyprus, Germany, Greece, Hungary, Luxembourg, Slovenia and Spain.
- There are different cross-industry trade unions for different ideological orientations in 11 Member States: Belgium, Cyprus, France, Germany, Hungary, Italy, Lithuania, Luxembourg, the Netherlands, Portugal and Spain.
- There are other reasons for pluralism/fragmentation in eight Member States: Bulgaria, Czechia, France, Lithuania, Malta, Portugal, Romania and Slovenia.

A further 19 non-representative trade unions at cross-industry level were included in the study because they are members of one of the recognised European social partners (the European Trade Union Confederation (ETUC), Eurocadres or CEC European Managers). And five unions were checked for relevance but were found to not be representative at cross-industry level. Out of 48 non-representative trade unions, 10 are members of ETUC, eight are members of Eurocadres and eight are members of CEC European Managers.

² For 10 employer organisations/business associations, the sectoral coverage could not be identified.

2.2. National employer organisation landscape across the EU27

This study identified 106 employer organisations/business associations that are considered representative in their countries' industrial relations settings at cross-industry level. The Member States with the largest numbers of cross-industry employer organisations/business associations are Italy (10) and Germany (seven).

The reasons behind this coexistence of several representative cross-industry business associations/employer organisations are that there are:

- different cross-industry employer organisations/business associations for smaller companies and larger companies in 20 Member States
- different cross-industry employer organisations/business associations for private and public sector employers in 10 Member States
- specific cross-industry employer organisations/business associations for cooperatives in six Member States
- cross-industry employer organisations/business associations with different ideological orientations in four Member States

A further 18 non-representative employer organisations/business associations at cross-industry level were considered in the study because they are members of one of the recognised European social partners (BusinessEurope, SMEunited or SGI Europe). One employer organisation/business association was checked for relevance but it was found to be not representative at cross-industry level. Out of 39 non-representative employer organisations/business associations, two are members of BusinessEurope, nine are members of SMEunited and seven are members of SGI Europe.

For the purpose of this study, employer organisations are not considered separately from business associations. Employer organisations are associations that have the mandate and capacity to conclude collective agreements either at confederate level or by way of their national affiliates. Business associations, on the other hand, represent the interest of their affiliates by influencing socioeconomic decision-making at national level (see Brandl and Lehr, 2019; Gooberman and Hauptmeier, 2022). Within the industrial relations setting in the different Member States, a variety of terms are used by organisations at national level to describe themselves. Besides the terms employer organisation and business association, some call themselves confederations or peak-level social partner organisations. Furthermore, different terms are defined in different ways in the Member States, not allowing for one European definition of these terms. At sectoral level, involvement in collective bargaining can be considered a criterion to distinguish an employer organisation from a business association. In some Member States, there is no collective bargaining at cross-industry level, but, even so, some organisations still consider themselves employer organisations. By using both terms, namely employer organisation and business association, we aim to include all types of national organisations representing the interests of employers at cross-industry level.

2.3. Cross-industry social dialogue (and collective bargaining) structures in the EU27

Table 7 shows the state of collective bargaining at cross-industry level across the EU27.

In 11 Member States, there is a tradition/practice of country-wide collective bargaining on employment relations and working conditions at cross-industry level. This is the case in Belgium,

Cyprus, Estonia, France, Greece, Hungary, Italy, the Netherlands, Slovakia, Spain and Sweden. In Estonia and Hungary, collective bargaining at cross-industry level takes place only with regard to the national minimum wage. In Bulgaria, cross-industry collective bargaining takes place not at national level but at regional level. In Spain, it occurs at both national and regional levels. Thus, in two countries, there are practices of cross-industry collective bargaining at regional level.

Table 7: Member States with collective bargaining at cross-industry level

Member States where cross-industry collective bargaining covers 90% or more of the national workforce	BE (95%), EE (100% for minimum wages), FR (100%), HU (100% for minimum wages)
Member States with a 75–80% coverage of cross-industry collective bargaining	SE (75%), IT (80%), NL (80%)
Member States with cross-industry collective bargaining covering about 25% of employees	BG (27% ³)
Member States with about 15% coverage of cross-industry collective bargaining	SK (15%)
Member States with cross-industry collective bargaining but no information on the coverage	CY, EL, ES (at national and regional levels)

Source: Network of Eurofound Correspondents data

In 12 countries, there are other kinds of collective arrangements of working conditions at cross-industry level in which social partners have a say,⁴ while, in 19 countries, cross-sector social partner organisations are involved in the statutory setting of minimum wages (Table 8).

Table 8: State of social dialogue at cross-industry level, EU27

Member States with collective arrangements of working conditions at cross-industry level with cross-industry social partner involvement	CY, DK, EE, EL, FI, HU, IE, LV, MT, NL, PT, SE (12 Member States)
Member States where cross-industry social partners are involved in statutory setting of minimum wages	BE, BG, CY, DE, EE, ES, FR, HR, HU, IE, LT, LU, LV, MT, PL, PT, SI, SE, SK (19 Member States)
Social dialogue involvement	In all 27 Member States (complete list in Annex 5)

Source: Network of Eurofound Correspondents data

In the majority of the Member States, there is cross-industry social dialogue in which the cross-sector social partners participate in regulatory functions/boards on cross-sector issues of social and economic policy affecting the economy as a whole. This is not the case in Croatia, Denmark, Finland,

³ At regional level, collective bargaining exists in Bulgaria only at municipal level. The collective bargaining in Bulgaria is focused at enterprise and sectoral levels.

⁴ In the study, these forms of collective arrangements were defined as those other than collective bargaining. Such other forms differ across the Member States, covering consultations, social dialogue councils, and ad hoc and regular meetings or exchanges. Within the scope of the study, no further distinction could be made. Further information on the industrial relations landscape is available in the country pages on Eurofound’s website (<https://www.eurofound.europa.eu/country>).

France, Greece, Italy or Slovenia. A total of 117 social dialogue bodies at cross-industry level are reported across the EU27. All of these bodies are listed in Annex 5.

2.4. Cross-industry social partners in the EU27

A detailed overview of the cross-industry social partner setting in the EU27 is provided in the country pages in Annex 1.

The **basis for representativeness of national-level cross-industry social partners** depends on their capacity to negotiate in Austria, Belgium, France, Greece, and used to in Finland. In most EU Member States, however, representativeness comes with membership of cross-industry social dialogue structures, and this membership can be gained either based on mutual recognition or through the fulfilment of specific criteria. Representativeness that is based only on tradition and mutual recognition is specific to Denmark.

Second, there are different ways to measure the **degree of cross-sectoralism** and what kind of cross-sectoralism is needed to be considered representative in the national setting at cross-industry level. All national organisations included in this study were asked in how many sectors they have members. The 44 sectors identified are the 43 sectors for which there are EU sectoral social dialogue committees (ESSDCs) established, plus the social services sector, for which there is a request for the creation of an ESSDC.

Some organisations are included in the country tables in Annex 1 because of their involvement in cross-industry social dialogue or because of their affiliation to European cross-industry social partner organisations, even though they organise dialogue in only one or a few sectors (fewer than 10). Such organisations have a sectoral rather than a cross-industry membership domain. In between these are multisectoral organisations covering several different sectors, but without a full cross-industrial membership domain. In Member States where a distinction is made between cross-industry social partner organisations for the private sector and for the public sector, the combination of such organisations can be considered representative at cross-industry level, even though individually they cover only half or less than half of the sectors.

The number of national cross-industry organisations may not fully reveal the differences between them in terms of **membership strength**. In some countries, a clear distinction can be made between the most representative cross-industry social partner organisations and others that are still somehow representative, but not as representative in terms of membership strength. In some countries, these distinctions are part of the national industrial relations setting. In other countries, such as Bulgaria, distinguishing the different membership strengths of employer organisations does not make sense, as different organisations represent different parts that together form the required representativeness. In addition, different organisations/companies can simultaneously be affiliated to more than one employer organisation, resulting in double counting and in a situation where comparing membership strength appears inappropriate.

Membership strength and the representativeness status of organisations can **change over time**. In Finland, for example, representativeness used to be based on the capacity to negotiate collective bargaining agreements at cross-industry level, but, as this has not been the practice for several years, representativeness is now linked to participation in cross-industry social dialogue. In France, meanwhile, the CGT-FO took over the CFDT's position as the cross-industry trade union with the second largest number of votes in workplace elections in 2022, pushing the CFDT into third place. In Lithuania, the RJPS became the third representative trade union participating in tripartite social

dialogue, taking the place of LPS 'Sandrauga', which is no longer considered representative at cross-industry level. This study gives only a snapshot of the situation from 2020 to 2022 but tries to include some of these dynamics and the increasing or decreasing trends in membership strength.

The **distinction between direct and indirect membership** at national level is blurred. Rare are the national cross-industry social partners that have directly affiliated employees or employers. In almost all cases, there are regional or sectoral member organisations or substructures of cross-industry social partner organisations that have employees or employers as members. In a limited number of Member States, there are national organisations with mandatory or automatic membership in parallel with other organisations that have voluntary membership. This is the case, for example, in Austria, Croatia and Hungary. For most Member States, however, voluntary membership is the norm for national social partner organisations.

The country pages (Annex 1) combine an overview of the cross-industry industrial relations landscape from the perspective of the given country (bottom-up approach) with the (other) national affiliated organisations of the recognised European cross-industry social partner organisations (top-down approach). Consequently, there may be national associations included in the country pages that are not considered representative at cross-industry level in the given country, but that are included because of their affiliation to one of the European cross-industry social partner organisations. National associations marked in orange on the country pages are not recognised as representative social partner organisations at cross-industry level. When specific **national representativeness criteria** are used to clarify why certain organisations are considered representative and others are not, this is indicated, although without providing all the details on these criteria or how they are implemented (Eurofound, 2016).

3. Overview of the representativeness of the European cross-industry social partners

In this chapter, the representativeness of European associations is assessed first individually and then collectively. In Sections 3.1–3.3, the individual representativeness of ETUC, CEC European Managers and Eurocadres is analysed. Section 3.4 lists the national cross-industry social partner organisations that are not represented in European cross-industry social dialogue. Section 3.5 presents CESI, the only other European association with representativeness at cross-industry level in some Member States on the trade union side.

In Sections 3.6–3.8, the individual representativeness of BusinessEurope, SMEunited and SGI Europe is analysed. Section 3.9 identifies the national employer organisations not represented in EU cross-industry social dialogue. Section 3.10 identifies Eurochambres as the only other European association with representativeness at cross-industry level in some Member States on the employers' side.

The limits of the collective representativeness of the EU cross-industry social partners are explored within the list of national cross-industry organisations not represented in the EU cross-industry social dialogue, and with the assessment of the representativeness of CESI and Eurochambres. In Section 3.11, the effective participation in the meetings of the cross-industry social dialogue is analysed. Section 3.12 describes social partners' mandate and capacity. An overview of all organisations is provided in Section 3.13.

The assessment of the representativeness is made utilising the EU social partner fact sheets, which are based on several detailed tables on which EU social partners were consulted in February 2022. Each of the EU social partner fact sheets starts with the number of affiliated organisations and the number of Member States in which the European organisation has affiliates. First, all national associations are counted. Subsequently, the membership strength, representativeness status and different roles and positions in the national industrial relations landscape at cross-industry level are taken into consideration.

The membership strength of a trade union is based on the number of employees who are members compared with the total number of employees and as a proportion of all trade union members. The membership strength of an employer organisation is based on the number of affiliated companies compared with the total number of companies, and also on their collective workforce, expressed as a proportion of the total workforce.

The membership domain and cross-industry relatedness are considered first in terms of the numbers of sectors organised. An assessment is made of the number of affiliated organisations organising each specific category of employees or companies. By dividing the number of affiliated organisations organising this specific category of employees or employers by the total number of national associations organising this category, the proportion of organisations represented in the cross-industry social dialogue is obtained. The number of Member States in which there is an affiliated national association organising this specific category of employees or employers is identified.

The analyses of the internal structures to ensure effective participation in the EU cross-industry social dialogue and the capacity to negotiate are based on how the national affiliates are organised internally and what types of internal decision-making structures they apply to represent the interests of the employees and employers they represent at national level. The capacity to negotiate is

illustrated by ongoing negotiations and agreements reached in the past. The effective participation of national delegates in the EU cross-industry social dialogue is analysed in Section 3.11.

3.1. Representativeness of ETUC

ETUC has 74 affiliated organisations in the EU27, of which 62 are recognised as representative in the industrial relations systems of their countries – and there is at least one in each of the 27 Member States. The 12 affiliated trade unions that are not deemed representative are in Cyprus, Estonia, France, Greece, Italy, Romania and Spain. Together, the 74 ETUC members represent some 37 million trade union members, that is, approximately 22% of all employees in the EU27 and about 80% of all trade union members in the EU27 (Table 9).

In each of the 27 Member States, the cross-industry trade union with the most members is affiliated to ETUC. In 16 Member States, this is also the case with the second largest trade union (note, only 25 Member States have more than one trade union) and, in 10 Member States, the third largest trade union is also affiliated to ETUC. For 40 member organisations of ETUC, an exact number of affiliated trade union members was given, while for 34 this was an estimate. There are six ETUC member organisations that have no data on the number of individual members.

Among the cross-industry trade unions affiliated to ETUC, 21 have direct employees as members. However, most of ETUC's member organisations (53 trade unions) are confederations of trade unions that have employees as members, while the confederations themselves only have those trade unions as members.

ETUC has 49 member organisations involved in cross-industry collective bargaining in 21 Member States. This is not the case for Czechia, Germany, Ireland, Poland, Romania or Sweden.

In each of the 27 Member States, ETUC has an affiliated organisation that is involved in social dialogue with employer organisations at cross-industry level. In most countries, this takes the form of both tripartite social dialogue and bipartite cross-industry social dialogue. For the Swedish members, only bipartite social dialogue takes place and, for Malta, only tripartite cross-industry social dialogue exists.

Table 9: Breakdown of ETUC membership numbers, by Member State

Member State	Number of represented trade unions	Number of affiliated trade unions	Number of ETUC member trade unions considered representative at cross-industry level	Number of active trade union members (all affiliated trade unions together)	As a proportion of all trade union members in the country (%)	As a proportion of all employees (%)
EU27	82	74	62	~37 million	80	22
AT	1	1	1	1,216,810 ⁵	100	29
BE	3	3	3	3,322,588	99 ⁶	71
BG	2	2	2	275,536	100	12
CY	3	3	2	79,753	57 ⁷	22
CZ	2	1	1	287,360	66	6
DE	3	1	1	6,200,000	80	16
DK	5	3	3	2,318,604	92	88
EE	1	2	1	22,400	100	4

⁵ This is the number of all trade union members, as information on active members is not available.

⁶ Information about one trade union is not available.

⁷ Information about one trade union is not available.

EL	1	2	1	630,000 ⁸	99	15
ES	4	5	3	1,029,294 ⁹	45	5
FI	3	3	3	1,909,000 ¹⁰	99	76
FR	5	8	4	2,394,672	89 ¹¹	8
HR	3	3	3	246,870	75	12
HU	6	5	5	283,527 ¹²	91	8
IE	1	1	1	490,000	100	21
IT	3	4	3	6,383,080	n.a. ¹³	50
LT	3	3	2	74,500	70	6
LU	3	2	2	113,502 ¹⁴	91	40
LV	1	1	1	85,676 ¹⁵	100	10
MT	3	3	3	91,382	100	37
NL	3	3	3	1,163,000 ¹⁶	90 ¹⁷	17
PL	3	3	3	1,221,320 ¹⁸	100	7
PT	2	2	2	1,006,363 ¹⁹	95	22
RO	5	5	4	1,958,307 ²⁰	n.a. ²¹	24
SE	4	3	3	3,359,483	97	80
SI	7	1	1	150,000	52	16
SK	2	1	1	243,000 ²²	80	10

Furthermore, 63 member unions in 25 Member States are involved in other processes of determining working conditions at cross-industry level. Only in Portugal and Slovakia is this not the case, but, in these Member States, there are ETUC affiliates that participate directly or indirectly in collective bargaining at cross-industry level.

Table 10: Cross-sector-relatedness of ETUC's 74 nationally affiliated organisations (see Annex 4)

All or almost all sectors covered (>30)	50 trade unions in 24 Member States	Not the case in three Member States: EE, HU, MT
Between 10 and 29 sectors covered	16 trade unions in 10 Member States	CY, EE, ES, FI, HR, HU, MT, NL, RO, SE
Fewer than 10 sectors covered (1–9)	8 trade unions in 6 Member States	CY, EE, EL, HU, MT, RO

Table 10 presents the cross-sector-relatedness of ETUC's member organisations, summarising Table A1 in Annex 4. ETUC has 50 member organisations covering almost all sectors in 24 EU Member States.

⁸ This is the number of all trade union members, as information on active members is not available.

⁹ This is the number of all trade union members, as information on active members is not available.

¹⁰ This is the number of all trade union members, as information on active members is not available.

¹¹ Information about two trade unions is not available.

¹² Information about one trade union is not available.

¹³ Information about the membership of six trade unions is not available.

¹⁴ Information about one trade union is not available.

¹⁵ This is the number of all trade union members, as information on active members is not available.

¹⁶ Information about one trade union is not available.

¹⁷ Information about one trade union is not available.

¹⁸ This is the number of all trade union members, as information on active members is not available.

¹⁹ This is the number of all trade union members, as information on active members is not available.

²⁰ Information about one trade union is not available.

²¹ Information about the membership of three trade unions is not available.

²² This is the number of all trade union members, as information on active members is not available.

Only in Estonia, Hungary and Malta is this not the case. Sixteen of ETUC's member organisations cover between 10 and 29 sectors, and only 8 of its members cover fewer than 10 sectors.

Table 11 indicates the number of member organisations covering different categories of workers and the proportion of all cross-industry organisations covering these companies. The bottom row indicates that there is an ETUC member organisation in all 27 Member States that organises blue- and white-collar workers in both the private and the public sector and also employees in small and medium-sized enterprises (SMEs) and micro firms. An ETUC member organises self-employed workers in 24 Member States, management staff in 25 Member States and employees in cooperatives in 26 Member States. The Member States for which these categories of workers are not represented by ETUC member unions are noted in the table.

Table 11: Categories of workers represented by ETUC member unions

	Number of trade unions affiliated to ETUC that organise these professional groups	Total number of trade unions organising these groups	% of all cross-industry trade unions organising these professional groups	Number of EU Member States for which ETUC has an affiliate organising these professional groups
Self-employed	45	57	79%	24 Not in BE, CY, DE
Blue collar	60	92	65%	27
White collar	69	103	67%	27
Management staff	54	100	54%	25 Not in DE, PT
Private sector	68	107	64%	27
Public sector	71	117	61%	27
Employees in cooperatives	53	71	75%	26 Not in EE
Employees in SMEs and micro companies	60	91	66%	27

Most of the ETUC member trade unions have sectoral suborganisations. Only in Poland is this not the case. Most ETUC affiliates have regional suborganisations. Only in Estonia, Ireland, Latvia and Luxemburg are there no regional suborganisations. There are 32 ETUC member unions with a centralised database of membership data, while 22 others maintain databases at only regional or sectoral suborganisation level, with numbers communicated to the central confederation. In terms of internal decision-making structures, 52 of the ETUC member organisations have majority-based decision-making and 15 take decisions by consensus. In all Member States except Germany, ETUC has an affiliate with the capacity to negotiate on behalf of all of the trade union members that it represents.

Table 12: Decision-making structures of ETUC member unions

Majority-based decision-making	52 member trade unions	24 Member States	Excluding CZ, EE, IE, RO
Largest member organisations have more votes	28 member trade unions	15 Member States	BG, CZ, DK, ES, FI, FR, HU, IE, IT, LT, LV, MT, PT, RO, SK (not all trade unions in all these Member States)
Consensus-based decision-making	15 member trade unions	10 Member States	CY, DK, EE, ES, FI, FR, IT, MT, NL, SE (not all trade unions in all these Member States)
Mechanisms to voice internal minority positions	25 member trade unions	11 Member States	BG, DK, EL, ES, FR, HR, HU, IT, LV, MT, RO (not all trade unions in all these Member States)
Capacity to negotiate on behalf of all member organisations	63 member trade unions	26 Member States	Excluding DE

ETUC has affiliated European sectoral organisations: EAEA, EuroCOP, EFBWW/FETBB, EFFAT, EFJ/FEJ, IndustriAll, EPSU, ETF, ETUCE/CSEE and UNI-EUROPA. The member organisations of these European sectoral organisations are also represented through the national cross-industry organisations that are affiliated to ETUC.

3.2. Representativeness of CEC European Managers

CEC European Managers has 14 directly affiliated organisations in 13 Member States, representing management and senior personnel across private and public sectors. Four member organisations are recognised as representative in the industrial relations systems of their countries. This is the case for four members in Denmark, France, Italy and Sweden.

Of these organisations, 13 are affiliated directly to CEC European Managers. Together, 14 members represent some 600,000 management staff, that is, approximately 0.5% of all employees in the EU27 and about 1.5% of all trade union members in the EU27 (this proportion is higher in Denmark, France and Sweden).

In 12 Member States, the directly affiliated organisations are among the smallest trade unions in their countries.

Among the trade unions affiliated to CEC European Managers, employees themselves are members in seven; this is not the case for four member organisations in Denmark, France, Germany and Italy.

CEC European Managers has two member organisations involved in cross-industry collective bargaining in two Member States: France and Sweden.

Five affiliated organisations (in Denmark, France, Italy, Germany and Sweden) are involved in tripartite and bipartite cross-industry social dialogue with employer organisations. Furthermore, five member unions in five Member States are involved in other kinds of cross-industry collective determination of working conditions (in Denmark, France, Italy, Spain and Sweden).

Table 13: Breakdown of CEC European Managers membership numbers, by Member State

Member State	Number of represented trade unions	Number of affiliated trade unions	Number of CEC European Managers member trade unions considered representative at cross-industry level	Number of active trade union members (all affiliated trade unions together)	As a proportion of all trade union members in the country (%)	As a proportion of all employees (%)
EU27	82	14	4	~600,000	Around 1	Around 1
AT	1	0				
BE	3	1	0	10,000	Below 1	Below 1
BG	2	0				
CY	3	3	0			
CZ	2	1	0	400	Below 1	Below 1
DE	3	1	0	70,000	Below 1	Below 1
DK	5	1	1	127,577	5	2
EE	1	0				
EL	1	1	0	500	Below 1	Below 1
ES	4	1	0	18,400	Below 1	Below 1
FI	3	0				
FR	5	1	1	152,000	6	2
HR	3	0				
HU	6	1	0	210	Below 1	Below 1
IE	1	0				
IT	3	1	1	89,835	Below 1	Below 1
LT	3	0				
LU	3	0				
LV	1	0				
MT	3	0				
NL	3	0				
PL	3	0				
PT	2	(1) indirect ²³				
RO	5	0				
SE	4	1	1	95,431	3	Around 1
SI	7	1	0	1,200	Below 1	Below 1
SK	2	0				

Table 14: Cross-sector-relatedness of the 14 national affiliated organisations of CEC European Managers (see Annex 4)

All or almost all sectors covered (>30)	6 trade unions in 6 Member States	BE, CZ, DE, DK, FR, IT
Between 10 and 29 sectors covered	3 trade unions in 3 Member States	ES, HU, SE
Fewer than 10 sectors covered (1–9)	0	

Note: Information on two affiliates is not available.

²³ The Portuguese affiliate of CEC is the National Bank Employees' Union SNQTB (Sindicato Nacional dos Quadros e Técnicos Bancários). It covers one sector and is not included in the current cross-sector study. SNQTB is a member of the cross-sectoral union USI; hence it is concluded that USI is an indirect member of European Managers.

The previous Table 14 presents the cross-sector-relatedness of CEC European Managers' member organisations, summarising Table A3 in Annex 4. CEC European Managers has six member organisations covering almost all sectors in six Member States. Three of its member organisations cover between 10 and 29 sectors. For the rest, the information was not known.

Table 15 indicates the number of member organisations covering different categories of workers and the proportion of all cross-industry organisations covering this segment of workers. All members of CEC European Managers represent management staff in all 13 Member States. Membership coverage is also wide among private sector employees, with eight members in eight Member States, as well as public sector employees, with seven members in seven Member States.

Table 15: Categories of workers represented by CEC European Managers member unions

	Number of trade unions affiliated to CEC European Managers that organise these professional groups	Total number of trade unions organising these groups	% of all cross-industry trade unions organising these professional groups	Number of EU Member States for which CEC European Managers has an affiliate organising these professional groups
Self-employed	2	57	4%	2
Blue collar	1	92	1%	1
White collar	2	103	2%	2
Management staff	14	100	14%	13
Private sector	8	107	7%	8
Public sector	7	117	6%	7
Employees in cooperatives	3	71	4%	3
Employees in SMEs and micro companies	5	91	5%	5

Four CEC European Managers member trade unions have sectoral suborganisations in France, Germany, Italy and Spain. Six members also have regional suborganisations in Czechia, Denmark, France, Italy, Spain and Sweden. Eight CEC European Managers member unions have a centralised database with membership data, while for others such databases exist only at sectoral suborganisation level. Two members report numbers to the central confederation. In terms of internal decision-making structures, four of the CEC European Managers member organisations have majority-based decision-making and one takes decisions by consensus. In seven Member States, CEC European Managers has an affiliate with the capacity to negotiate on behalf of all the trade union members it represents.

CEC European Managers aims to represent the voice of managers at cross-industry level. When assessed on purely quantitative criteria, CEC European Managers' representativeness is limited, as its members are present in fewer than half of the EU Member States, three of its members are recognised as representative in their Member States and two are involved in cross-industry collective bargaining. On the other hand, with over 600,000 managers represented through CEC European Managers' national members, the organisation provides an important perspective on company

leaders, managers and senior personnel to be represented in the cross-industry social dialogue structures.

Table 16: Decision-making structures of CEC European Managers member unions

Majority-based decision-making	4 member trade unions	4 Member States	CZ, DE, SE, SI
Largest member organisations have more votes	4 member trade unions	4 Member States	DK, ES, FR, IT
Consensus-based decision-making	1 member trade union	1 Member State	SE
Mechanisms to voice internal minority positions	2 member trade unions	2 Member States	ES, IT
Capacity to negotiate on behalf of all member organisations	7 member trade unions	7 Member States	BE, CZ, DK, ES, FR, IT, SE

3.3. Representativeness of Eurocadres

Eurocadres has 49 affiliated organisations in 21 EU Member States (excluding Croatia, Cyprus, Ireland, Lithuania, Slovakia and Slovenia). There are 39 member organisations recognised as representative in the industrial relations systems of their countries. This is not the case for members in Belgium, Estonia, France, Italy and Spain. However, in France and Spain, other trade unions affiliated to Eurocadres are considered representative. Together, 49 members have about 5.8 million affiliated trade union members, covering employees with management positions. This represents approximately 15% of all employees in the EU27 and about 13% of all of the 44 million cross-sector trade union members in the EU27.

Exact numbers of affiliated trade union members were provided by 27 member organisations of Eurocadres, while 20 of them provided estimates. Two Eurocadres member organisations had no insight into the number of individual members of the member organisations.

Among the cross-industry trade unions affiliated to Eurocadres, 18 have individual employees as members. However, most Eurocadres member organisations (32 trade unions) are confederations of trade unions that have employees as trade union members, while the confederations themselves only have those trade unions as members.

Eurocadres has 32 member organisations involved in cross-industry collective bargaining in 17 Member States. No Eurocadres members are involved in cross-industry collective bargaining in five Member States (Czechia, Germany, Poland, Romania and Spain).

Eurocadres has at least one affiliated organisation involved in social dialogue with employer organisations at cross-industry level in 22 Member States. In most countries, this consists of both tripartite social dialogue and bipartite cross-industry social dialogue. There are 45 member unions in 22 Member States involved in other kinds of cross-industry collective dialogue regarding working conditions.

Table 17: Breakdown of Eurocadres membership unions, by Member State

Member State	Number of represented trade unions	Number of affiliated trade unions	Number of Eurocadres member trade unions considered representative at cross-industry level	Number of active trade union members (all affiliated trade unions together)	As a proportion of all trade union members in the country (%)	As a proportion of all employees (%)
EU27	82	49	39	Around 5.8 million ²⁴	13	3
AT	1	1 indirect	1	10,200	Below 1	Below 1
BE	3	4 (2 indirect)	3	249,844	8	5
BG	2	2	2	12,119	Below 1	Below 1
CY	3	0				
CZ	2	1	1	1,150	Below 1	Below 1
DE	3	1	1	91,094	Around 1	Below 1
DK	5	2	2	824,800	30	30
EE	1	1	0	2,400	Below 1	Below 1
EL	1	1	1	14,800	Below 1	Below 1
ES	4	3 (2 indirect)	2	768,000	30	3
FI	3	2	2	665,000	35	27
FR	5	10 (3 indirect)	4	510,080	19	3
HR	3	0				
HU	6	1	1	65,628	16	Around 1
IE	1	0				
IT	3	3 (1 indirect)	2	878,000	6	Around 4
LT	3	0				
LU	3	2	2	7,500	5	3
LV	1	1	1	9,424	9	1
MT	3	3	3	6,734	9	1
NL	3	3	3	580,000	40 ²⁵	7
PL	3	2	2	75,000	8	Below 1
PT	2	2	2	100,628	8	2
RO	5	2 (1 indirect)	2	211,076	20	3
SE	4	2	2	724,971	25	20
SI	7	0				
SK	2	0				

Eurocadres aims to represent the voice of professional and managerial staff at cross-industry level. When assessed on purely quantitative criteria, Eurocadres' representativeness is extensive, as its members are present in almost all of the EU Member States, the majority of them are recognised as representative in their countries and nearly all Member States have at least one Eurocadres member involved in cross-industry collective bargaining.

Table 18: Cross-sector-relatedness of the 49 national affiliates of Eurocadres (see Annex 4)

All or almost all sectors covered (>30)	37 trade unions in 16 Member States	AT, BE, BG, CZ, DE, DK, EL, ES, FR, IT, LU, LV, NL, PL, PT, RO
Between 10 and 29 sectors covered	7 trade unions in 4 Member States	ES, FI, MT, NL

²⁴ A figure has been provided by Eurocadres, as direct collection of membership data for employees with management positions was difficult.

²⁵ Information about one trade union is not available.

Fewer than 10 sectors covered (1–9)	5 trade unions in 5 Member States	EE, FR, HU, MT, RO
--	-----------------------------------	--------------------

Table 18 presents the cross-sector-relatedness of Eurocadres' member organisations, summarising Table A4 in Annex 4. Eurocadres has 37 member organisations covering almost all sectors in 16 Member States. Seven of its member organisations cover between 10 and 29 sectors and only five of its members cover fewer than 10 sectors.

Table 19 indicates the number of member organisations covering different categories of workers and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that 21 Member States have a Eurocadres member organisation that organises blue- and white-collar workers in both the private and public sectors, employees in SMEs and micro firms, and management staff. Eurocadres member organisations organise self-employed workers in 20 Member States, and there are also member organisations in 20 Member States that represent employees in cooperatives.

Table 19: Categories of workers represented by Eurocadres member unions

	Number of trade unions affiliated to Eurocadres that organise these professional groups	Total number of trade unions organising these groups	% of all cross-industry trade unions organising these professional groups	Number of EU Member States for which Eurocadres has an affiliate organising these professional groups
Self-employed	33	57	58%	20
Blue collar	39	92	42%	21
White collar	47	103	46%	21
Management staff	49	100	49%	21
Private sector	47	107	44%	21
Public sector	48	117	41%	21
Employees in cooperatives	36	71	51%	20
Employees in SMEs and micro companies	42	91	46%	21

Most of the Eurocadres member trade unions have sectoral suborganisations; only seven members do not. There are regional suborganisations in 29 of the 49 Eurocadres affiliates. There is a centralised database with membership data in 22 Eurocadres member organisations, there are databases at only regional or sectoral suborganisation level in 11 Eurocadres member organisations and numbers are communicated to the central confederation by the remaining 18 member organisation.

In terms of internal decision-making, 36 of the Eurocadres member organisations have majority-based decision-making and 8 take decisions by consensus. Eurocadres has affiliates in 21 Member States that have the capacity to negotiate on behalf of all the trade union members they represent.

Table 20: Decision-making structures of Eurocadres member unions

Majority-based decision-making	36 member trade unions	20 Member States	Not in CZ, RO
Largest member organisations have more votes	18 member trade unions	11 Member States	BG, CZ, DK, ES, FR, IT, LT, LV, MT, PT, RO
Consensus-based decision-making	8 member trade unions	6 Member States	EE, FI, FR, IT, MT, NL
Mechanisms to voice internal minority positions	17 member trade unions	9 Member States	BG, DK, EL, ES, FR, IT, LV, MT, RO
Capacity to negotiate on behalf of all member organisations	41 member trade unions	21 Member States	Excluding some members in FR, DE, IT and RO (for four members information is not known)

3.4. National cross-industry trade unions not represented by ETUC, CEC European Managers or Eurocadres

Table 21 lists all the cross-sector trade unions that are not members of ETUC, CEC European Managers or Eurocadres but are considered representative at national level. There are 16 cross-sector representative trade unions in nine Member States that are not members of such European associations. In total, these unions have some 2.4 million members. The membership strength of all these trade unions together corresponds to 1% of all employees and about 5% of all trade union members in the EU27.

Membership strength is decreasing in one trade union, while it is increasing in seven trade unions. Seven trade unions report stable membership (information was not available for the remaining union).

Nine trade unions are involved in cross-industry collective bargaining and 14 are involved in other kinds of collective determination of working conditions. Thirteen trade unions are involved in cross-industry bipartite social dialogue and 11 are involved in cross-industry tripartite social dialogue.

Table 21: List of national representative cross-sector trade unions not represented in the current European social dialogue structures

Member State	Abbreviation of name in original language	Does this trade union have direct individual workers as members?	How many members does this trade union have in total?	Has membership been increasing, stable or decreasing over the last two to three years?	Is this trade union involved in cross-industry collective bargaining?	Is this trade union involved in other kinds of collective determination of working conditions?	Is this trade union involved in cross-industry bipartite social dialogue?	Is this trade union involved in cross-industry tripartite social dialogue?	Is this trade union considered representative in the country?
CY	ΠΕΟ/ΠΕΟ	No	58,692	Increasing	Yes	Yes	Yes	Yes	Yes
CZ	ASO ČR	No	73,200		No	Yes	Yes	Yes	Yes
CZ	KUK	No	28,358	Decreasing	No	Yes	Yes	No	Yes
DE	dbb	No	1,334,860	Increasing	Yes	Yes	Yes	Yes	Yes
DE	CGB	No	280,000	Stable	No	No	No	No	Yes
DK	CFU	No	175,078	Stable	Yes	Yes	Yes	No	Yes
ES	CIG	Yes	75,000	Increasing	Yes	Yes	No	Yes	Yes
HU	7SZ	No	30,000	Increasing	Yes	Yes	Yes	Yes	Yes
LU	CGFP	Yes	32,000	Increasing	No	Yes	Yes	No	Yes
SI	KSJS	No	71,000	Stable	Yes	Yes	Yes	Yes	Yes
SI	KSS PERGAM	No	20,000	Increasing	Yes	Yes	Yes	Yes	Yes
SI	KS-90	No	36,000	Stable	Yes	Yes	Yes	Yes	Yes
SI	Solidarnost	No	3,100	Stable	No	Yes	Yes	Yes	Yes
SI	Alternativa	No	3,100	Stable	No	Yes	Yes	Yes	Yes
SI	KNSS-NEODVISNOST	No	19,000	Stable	Yes	Yes	Yes	Yes	Yes
SK	SOS	No	~27,000	Increasing	No	No	No	No	Yes

In terms of number of members, Germany's dbb is the largest, with more than one million affiliated employees, mainly in the public sector. The second largest is CGB, also from Germany. Together, dbb and CGB have four times fewer members than DGB, which has more than six million members represented in ETUC. Denmark's CFU has more than 175,000 members, making it the smallest of the five Danish representative trade unions.

The country pages in Annex 1 help to situate these trade unions in the industrial relations landscapes of their countries. PEO from Cyprus has almost the same number of members as SEK, which is a member of ETUC. DEOK, which is also a member of ETUC, is the third largest, but a much smaller, trade union from Cyprus. In Czechia, the second and third largest trade unions are not represented. ASO ČR and KUK together count some 100,000 members, while the ETUC affiliate CMKOS has about 277,000 members. In Slovenia, the six trade unions not represented together have 150,000 members, which equals the number of members of ZSSS, an ETUC affiliate. CIG from Spain represents 75,000 trade union members from the region of Galicia.

3.5. Other European organisations with representative trade unions at national cross-industry level in some Member States

At cross-industry level, CESI has 20 directly affiliated organisations, and at least one directly affiliated organisation in 10 EU Member States (Finland, France, Germany, Hungary, Italy, Lithuania, Luxembourg, the Netherlands, Romania and Spain). Furthermore, there are seven trade unions indirectly affiliated to CESI in seven Member States (Austria, France, Latvia, Malta, the Netherlands, Romania and Slovakia). Ten of the 27 direct and indirect members are recognised as representative in the industrial relations systems of their countries, with direct CESI members in Germany, Lithuania, Luxembourg and Romania. The 27 CESI members represent some 6.6 million trade union members, that is, approximately 6% of all employees in the EU27 and about 15% of the 44 million cross-sector trade union members in the EU27.

An exact number of affiliated trade union members was provided by 10 CESI member organisations, while for 14 this was an estimate. Three CESI member organisations had no insight into the number of individual members of the member organisations.

Among the cross-industry trade unions affiliated to CESI, 11 have direct employees as members. Most member organisations of CESI (15 trade unions) are confederations with only those trade unions as members.

CESI has 14 member organisations involved in cross-industry collective bargaining in 10 Member States (Austria, France, Germany, Italy, Latvia, Lithuania, the Netherlands, Romania, Slovakia and Spain).

In 10 Member States (16 CESI members), there is at least one affiliated organisation that is involved in social dialogue with employer organisations at cross-industry level. In most countries, this is both tripartite social dialogue and bipartite cross-industry social dialogue. There are 18 member unions in 12 Member States involved in other kinds of cross-industry collective determination of working conditions (see Table A4 in Annex 4).

Table 22: Breakdown of CESI membership numbers, by Member State

Member State	Number of represented trade unions	Number of affiliated trade unions	Number of CESI member trade unions considered representative at cross-industry level	Number of active trade union members (all affiliated trade unions together)	As a proportion of all trade union members in the country (%)	As a proportion of all employees (%)
EU27	82	27 (20 direct, 7 indirect)	10	Around 6.6 million	Around 15	For all 27: 6
AT	1	1 indirect	1	1,216,810 ²⁶	100	29
BE	3					
BG	2					
CY	3					
CZ	2					
DE	3	2	2	Around 1 million ²⁷	13	3
DK	5					
EE	1					
EL	1					
ES	4	6	0	Around 1 million ²⁸	40	4
FI	3	1	0	805 ²⁹	Below 1	Below 1
FR	5	4 (1 indirect)	1	160,000	7 ³⁰	Around 1
HR	3	0	0			
HU	6	1	0			
IE	1					
IT	3	3	0	Around 2.4 million	³¹	Around 10
LT	3	1	1	22,000	20	2
LU	3	1	1	31,000 ³²	22	5
LV	1	1 indirect	1	85,676 ³³	100	10
MT	3	1 indirect	1	26,900	30	11
NL	3	2 (1 indirect)	1	Around 260,000 ³⁴	18 ³⁵	3
PL	3					
PT	2					
RO	5	2 (1 indirect)	1	Around 250,000	³⁶	3
SE	4					
SI	7					
SK	2	1 indirect	0	3,000	Below 1	Below 1

²⁶ This is the number of all trade union members, as information on active members is not available.

²⁷ This is the number of all trade union members, as information on active members is not available.

²⁸ This is the number of all trade union members, as information on active members is not available.

²⁹ This is the number of all trade union members, as information on active members is not available.

³⁰ Information about one trade union is not available.

³¹ Information about the membership of six trade unions is not available.

³² Information about one trade union is not available.

³³ This is the number of all trade union members, as information on active members is not available.

³⁴ Information about one trade union is not available.

³⁵ Information about one trade union is not available.

³⁶ Information about the membership of three trade unions is not available.

Table 23: Cross-sector-relatedness of the 27 national (directly and indirectly) affiliated organisations of CESI (see Annex 4)

All or almost all sectors covered (>30)	7 trade unions in 4 Member States	AT, FR, IT, LV
Between 10 and 29 sectors covered	8 trade unions in 4 Member States	DE, ES, MT, NL
Fewer than 10 sectors covered (1–9)	12 trade unions in 8 Member States	ES, FI, FR, LT, LU, NL, SK, RO

Table 23 presents the cross-sector-relatedness of CESI member organisations, summarising Table A4 in Annex 4. CESI has seven member organisations covering almost all sectors in four Member States. Eight of its member organisations cover between 10 and 29 sectors and most of its members (12) cover fewer than 10 sectors.

Table 24 indicates the number of member organisations covering different categories of workers and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that there are CESI member organisations in 12 Member States that organise blue- and white-collar workers in the public sector. CESI members in 10 Member States organise private sector workers, employees in SMEs and micro firms, and management staff. There are CESI members organising self-employed workers in five Member States and employees in cooperatives in six Member States.

Table 24: Categories of workers represented by CESI member unions

	Number of trade unions affiliated to CESI that organise these professional groups	Total number of trade unions organising these groups	% of all cross-industry trade unions organising these professional groups	Number of EU Member States for which CESI has an affiliate organising these professional groups
Self-employed	7	57	12%	5
Blue collar	16	92	17%	12
White collar	16	103	16%	12
Management staff	17	100	17%	10
Private sector	18	107	17%	10
Public sector	24	117	21%	12
Employees in cooperatives	6	71	8%	6
Employees in SMEs and micro companies	14	91	15%	10

Of the 27 CESI member trade unions, 16 have sectoral suborganisations, while 11 do not. Regional suborganisations exist in 11 of the 27 CESI affiliates. A centralised database with membership data is maintained by 13 CESI members, while 6 others maintain such databases at only regional or sectoral suborganisation level. Five members provide numbers to the central confederation.

In terms of internal decision-making structures, 16 CESI member organisations are involved in majority-based decision-making and five take decisions by consensus (see also Annex 4). In 12 Member States, a CESI affiliate has the capacity to negotiate on behalf of all its trade union members.

Table 25: Decision-making structures of CESI member unions

Majority-based decision-making	16 member trade unions	10 Member States	AT, DE, ES, FI, FR, IT, LT, LU, LV, MT
Largest member organisations have more votes	4 member trade unions	3 Member States	FR, LT, LV
Consensus-based decision-making	5 member trade unions	3 Member States	ES, FR, NL
Mechanisms to voice internal minority positions	7 member trade unions	7 Member States	DE, FR, IT, LV, MT, RO, SK
Capacity to negotiate on behalf of all member organisations	21 member trade unions	12 Member States	AT, ES, FI, FR, IT, LT, LU, LV, MT, NL, RO, SK

3.6. Representativeness of BusinessEurope

BusinessEurope has 32 affiliated organisations in the EU27, with at least one in each of the 27 EU Member States. Nearly all (30) are recognised as representative in the industrial relations systems of their countries (with the exception of one member each in Austria and Luxembourg). Among them, 29 are directly affiliated and 3 are indirectly affiliated through another employer organisation. The indirect affiliates are VÖWG in Austria through IV, UEL in Luxembourg via FEDIL and CEPYME in Spain via CEOE.

Together they represent about six million companies, that is, approximately 27% of all companies in the EU27, while their cumulative workforce represents one-third of the EU workforce. For Czechia, Lithuania, Luxembourg and the Netherlands, no data on the workforce of the affiliated companies was provided, while for Germany the number provided could be an overestimation.

The cross-industry organisation representing the most companies could be identified in 26 Member States; Bulgaria's assessment is contested. Organisations affiliated to BusinessEurope provided an exact number of represented companies from a database in 18 cases, while for 16 it is an estimated number.

In 21 Member States, the organisation with the largest number of affiliated companies is a member of BusinessEurope. This is not the case in Austria, Estonia, Luxembourg, Slovakia or Slovenia. The six Member States in which the second largest organisations are affiliated to BusinessEurope are Austria, Germany, Luxembourg, Slovakia, Slovenia and Spain.

Among the directly affiliated organisations, almost all are considered employer organisations and one is a business association (BDI from Germany).

Table 26: Breakdown of BusinessEurope membership numbers, by Member State

Member State	Number of represented employer organisations/ business associations	Number of directly affiliated employer organisations/ business associations	Number of member organisations representative in Member States at cross-industry level	Number of represented companies	As a proportion of all companies (%)	As a proportion of the workforce in represented companies (%)
EU27	106	32	30	~6 million	~27	33 (~56 million workers)
AT	2	2	1	4,780	1.4	20 ³⁷
BE	6	1	1	50,000	1	75 of private sector
BG	5	1	1	46,000	22	13
CY	2	1	1	8,000	7	60 of private sector
CZ	2	1	1	159		
DE	7	2	2	1,100,000	32	70
DK	6	2	2	44,193	53	14
EE	1	1	1	1,997	9	39
EL	6	1	1	4,500	3	13 of private sector
ES	4	2	2	3,000,000	85	32 ³⁸
FI	3	1	1	Over 15,000	4	35
FR	3	1	1	125,929	4	24
HR	1	1	1	5,000	3	Over 50
HU	5	1	1	100		27
IE	1	1	1			70
IT	14	1	1	150,379	4	25
LT	6	1	1	3,525	4	
LU	1	2	1	All businesses	100	
LV	1	1	1	~5,000	5	44
MT	3	1	1	800	2.5	54
NL	2	1	1	~185,000	9.7	
PL	6	1	1	3,930	Below 1	6
PT	2	1	1	Over 150,000	12	36
RO	3	1	1	Over 2,200	Below 1	7
SE	6	1	1	59,483	Below 1	40
SI	4	1	1	1,400	Below 1	25–30
SK	4	1	1	1,400	Below 1	10

BusinessEurope has 14 member organisations involved in collective bargaining in 13 Member States: Belgium, Croatia, Cyprus, Estonia, France, Greece, Italy, Latvia, Lithuania, Luxembourg, the Netherlands, Slovenia and Spain.

In each of the 27 Member States, BusinessEurope has an affiliated organisation that is involved in social dialogue with trade unions at cross-industry level. For 31 member organisations, this is tripartite social dialogue and, for 27 member organisations, this is bipartite social dialogue. In 24 organisations in 20 Member States, there is involvement in other kinds of collective determination of

³⁷ Information about the workforce of one affiliated employer organisation/business association is not available.

³⁸ Information about the workforce of one affiliated employer organisation/business association is not available.

working conditions. In four Member States, there is no member involved in collective bargaining or in other kinds of collective determination of working conditions: Denmark, Germany, Malta and Romania. In all four of these Member States, there is, however, involvement in social dialogue.

Table 27: Cross-sector-relatedness of the 32 national affiliated organisations (employer organisations and business associations) of BusinessEurope (see Annex 4)

All or almost all sectors covered (>30)	19 employer organisations/business associations in 17 Member States	BE, CY, DE, DK, EE, ES, FI, FR, HR, HU, IE, IT, LU, LV, MT, NL, SE Not in AT, BG, CZ, EL, LT, PL, PT, RO, SI, SK
Between 10 and 29 sectors covered	13 employer organisations/business associations in 14 Member States	AT, BG, CZ, DE, EL, ES, LT, LU, PL, PT, RO, SI, SK, SE
Fewer than 10 sectors covered (1–9)	None	

Table 27 presents the cross-sector-relatedness of BusinessEurope’s member organisations, summarising Table A6 in Annex 4. BusinessEurope has 19 member organisations covering almost all sectors in 17 Member States. While 13 of its member organisations cover between 10 and 29 sectors, none of its members covers fewer than 10 sectors.

Table 28 indicates the number of member organisations covering different types of companies and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that there is a BusinessEurope member organisation in each of the 27 Member States that covers multinational companies, large companies, SMEs and micro firms in the private sector. Public sector employers are represented by BusinessEurope in 12 Member States, privatised formerly state-owned companies are represented by BusinessEurope in 23 Member States and cooperatives are represented by BusinessEurope in 11 Member States.

Table 28: Categories of workers represented by BusinessEurope member organisations

	Number of affiliated employer organisations/business associations that organise these types of companies	Total number of cross-industry employer organisations/business associations that organise these types of companies	% of all employer organisations/business associations that organise these types of companies that are affiliated to BusinessEurope	Number of Member States in which BusinessEurope has an affiliated organisation organising these types of companies
Multinational companies	30	65	46%	27
Large companies (>250 employees)	31	90	34%	27
SMEs (10–250 employees)	32	114	29%	27
Micro firms (fewer than 10 employees)	29	105	28%	27

Private sector companies/employers	29	107	27%	27
Public sector employers	13	50	26%	12
Privatised formerly state-owned companies	26	58	45%	23
Cooperatives	12	49	24%	11

Except for the member organisations in Austria and Malta, all other affiliates have sectoral suborganisations. There are also regional substructures among 19 member organisations from 14 Member States. Most BusinessEurope member organisations (22) maintain a centralised database of member companies. While 14 member organisations have such membership databases at sectoral or regional level, most of them communicate their data to central headquarters. In terms of internal decision-making structures, 22 BusinessEurope member organisations have majority-based decision-making and 12 take decisions by consensus.

Table 29: Decision-making structures of BusinessEurope member organisations

Majority-based decision-making	22 member organisations	17 Member States	AT, BG, CY, CZ, DE, DK, EE, ES, FI, EL, IE, IT, LT, LU, LV, MT, PT
Largest member organisations have more votes	7 member organisations	6 Member States	CZ, DK, ES, IT, MT, RO
Consensus-based decision-making	12 member organisations	11 Member States	BE, ES, FI, FR, HR, HU, LT, LU, RO, SI, SK
Mechanisms to voice internal minority positions	12 member organisations	12 Member States	AT, BG, CY, DE, DK, EE, EL, IE, IT, LU, NL, SE
Capacity to negotiate on behalf of all member organisations	23 member organisations	23 Member States	AT, BE, BG, CY, CZ, DK, EE, EL, ES, FI, FR, HR, HU, IE, LT, LU, LV, MT, NL, PT, SE, SI, SK Not in DE, IT, PL, RO (four Member States)

3.7. Representativeness of SMEUnited

SMEUnited has 36 affiliated organisations in 25 Member States (excluding Czechia and Slovakia). Of these, 23 are recognised as representative in the industrial relations systems of their countries in 18 Member States. All of the member organisations are directly affiliated to SMEUnited.

Together they represent about 7.4 million companies, that is, approximately 33% of all companies in the EU27, while their cumulative workforce represents slightly more than 15% of the EU workforce. For Belgium, Ireland, Malta, Romania and Sweden, no data on the workforce of the affiliated companies were provided, which means that the numbers in terms of the cumulative workforce of all represented SMEs could be slightly higher than 15%.

An exact number of represented companies from a database was provided by 19 affiliates of SMEUnited, while 17 provided an estimated number. In 26 Member States, the cross-industry organisation representing the most companies could be identified; for Bulgaria, this assessment is contested. For Austria, Estonia, Greece, Italy, Lithuania, Malta, the Netherlands, Romania, Slovenia

and Sweden, the organisations affiliated to SMEUnited are the largest in terms of the number of companies. For Belgium, Cyprus, Finland, France, Germany, Ireland, Portugal and Spain, the employer organisation with the second most members is affiliated to SMEUnited.

Among the 36 SMEUnited affiliates, 25 are considered employer organisations in 17 Member States and 11 are business associations (in Croatia, Cyprus, Denmark, Estonia, Finland, France, Lithuania, Malta, Portugal, Spain and Sweden).

SMEUnited has an affiliate involved in cross-sectoral collective bargaining in 13 Member States: Austria, Belgium, Croatia, Cyprus, France, Greece, Hungary, Italy, Lithuania, the Netherlands, Romania, Slovenia and Spain.

SMEUnited has an affiliated organisation in 20 Member States that is involved in cross-sectoral social dialogue. In 29 member organisations, this is tripartite social dialogue and, in 25 organisations, it is bipartite. There are five Member States with SMEUnited affiliates without any involvement in social dialogue: Denmark, Estonia, Ireland, Latvia and Sweden. In Estonia, there is another kind of collective determination of working conditions, but in the other four countries this is not the case.

Table 30: Breakdown of SMEUnited membership numbers, by Member State

Member State	Number of representative employer organisations/ business associations	Number of affiliated employer organisations/ business associations	Number of member organisations representative in Member States at cross-industry level	Number of represented companies	Proportion of all companies (%)	Proportion of the workforce in represented companies (%)
EU27	106	36	23	~7.4 million	~33	>15 (>26 million workers)
AT	2	2	1	663,534	100 (compulsory membership)	~ 66
BE	6	2	1	155,500	10	n.a.
BG	5	1	1	402	Below 1	13.7
CY	2	1	1	8,000	7	80
CZ	2	0	0			
DE	7	1	1	~1,000,000	30	14
DK	6	1	1	~18,000	6	~ 6
EE	1	1	0	5,200	4	4
EL	6	2	2	320,000	30	15
ES	4	3	3	1,547,000	8	~ 40
FI	3	1	0	110,000	30	21
FR	3	3	1	1,747,112	44	20
HR	1	2	0	12,000	9	Over 50
HU	5	1	1	30,000	4 ³⁹	2
IE	1	1	0	Over 10,500	4	
IT	14	2 ⁴⁰	2	~1,300,000	~30	10 ⁴¹
LT	6	1	1	2,000	2	10
LU	1	2	0	~8,500	24	20 ⁴²

³⁹ This relates to 30,000 businesses.

⁴⁰ At the time of finalising the study, it was confirmed that, from 1 January 2023, Confcommercio is no longer a member of SMEUnited.

⁴¹ Information about one employer organisation/business association is not available.

⁴² Information about one employer organisation/business association is not available.

LV	1	1	0	1,275	10	Below 1
MT	3	1	1	8,016	26	
NL	2	1	1	Over 170,000	9	~2.6
PL	6	1	1	50,000	2	2
PT	2	1	1	195,000	15	30
RO	3	1	1	60,000	8	
SE	6	1	0	60,000	5	
SI	4	2	2	45,000	22	30 ⁴³
SK	4	0	0			

Table 31: Cross-sector-relatedness of SMEUnited’s 36 national affiliates (employer organisations and business associations) (see Table A7 in Annex 4)

All or almost all sectors covered (>30)	9 employer organisations/business associations in 8 Member States	AT, BE, BG, CY, HR, IT, LT, SE
Between 10 and 29 sectors covered	22 employer organisations/business associations in 18 Member States	BG, DE, DK, EE, ES, FI, FR, EL, HR, HU, IE, IT, LU, LV, NL, PL, PT, SI
Fewer than 10 sectors covered (1–9)	5 employer organisations/business associations in 5 Member States	EL, LU, MT, RO, SI

Note: SMEUnited has no member in Czechia or Slovakia.

Table 31 presents the cross-sector-relatedness of SMEUnited’s member organisations, summarising Table A7 in Annex 4. SMEUnited has nine member organisations covering almost all sectors in eight Member States. While 22 of its member organisations cover between 10 and 29 sectors in 18 Member States, 5 cover fewer than 10 sectors.

Table 32 indicates the number of member organisations covering different types of companies and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that there is an SMEUnited member organisation in 24 EU Member States that covers SMEs and micro firms in the private sector. In 11 Member States, there is an affiliate organising larger companies, and in nine Member States there is an affiliate organising cooperatives.

⁴³ Information about one employer organisation/business association is not available.

Table 32: Categories of workers represented by SMEUnited member organisations

	Number of affiliated employer organisations/ business associations that organise these types of companies	Total number of cross-industry employer organisations/ business associations that organise these types of companies	% of all employer organisations/ business associations that organise these types of companies that are affiliated to SMEUnited	Number of Member States in which SMEUnited has an affiliated organisation organising these types of companies
Multinational companies	7	65	11%	7
Large companies (>250 employees)	14	90	16%	11
SMEs (10–250 employees)	34	114	30%	24
Micro firms (fewer than 10 employees)	36	105	34%	24
Private sector companies/employers	33	107	31%	24
Public sector employers	6	50	12%	5
Privatised formerly state-owned companies	8	58	14%	7
Cooperatives	11	49	22%	9

Most SMEUnited affiliates have sectoral suborganisations. Only in Denmark, Ireland, Malta and Sweden is this not the case. Regional suborganisations exist among SMEUnited affiliates in 15 Member States. Most SMEUnited member organisations (22) maintain a centralised membership database. While 11 member organisations maintain membership databases at sectoral or regional level, most of them communicate their data to central headquarters. In terms of internal decision-making structures, 23 of SMEUnited’s member organisations have majority-based decision-making, while 14 take decisions by consensus. There are 29 affiliates of SMEUnited in 18 Member States that have the capacity to negotiate on behalf all their member companies.

Table 33: Decision-making structures of SMEUnited member organisations

Majority-based decision-making	23 member organisations	17 Member States	AT, BG, CY, DE, EE, EL, ES, FI, FR, HU, IE, IT, LU, MT, PL, PT, SI
Largest member organisations have more votes	7 member organisations	6 Member States	DK, ES, FR, IT, PL, PT
Consensus-based decision-making	14 member organisations	11 Member States	EE, ES, FI, FR, HR, IT, LT, LU, LV, MT, PL
Mechanisms to voice internal minority positions	18 member organisations	14 Member States	AT, BG, CY, DE, EE, EL, FR, HU, IT, LU, MT, NL, PL, PT
Capacity to negotiate on behalf of all member organisations	29 member organisations	18 Member States	AT, BE, BG, CY, EE, EL, ES, FR, HR, HU, IT, LT, LU, LV, MT, NL, PL, SI,

			Not in DE, DK, FI, IE, PT, RO, SE (SMEunited has no member in CZ or SK)
--	--	--	--

SMEunited has 15 affiliated European sectoral organisations: 7 in the construction sector (EBC, EFESME, EFTC, EMU, IFD, UEG and UNIEP), 2 in the personal services sector (Coiffure EU and CEPEC), 2 in the food sector (CEBP and EHPM), 2 in the transport sector (FIGIEFA and UETR) and 2 in other sectors (BIPAR and CETS).

3.8. Representativeness of SGI Europe

SGI Europe has 24 affiliated organisations, with at least one member in each of 15 EU Member States. Of these, 17 are recognised as representative in the cross-sector industrial relations systems of their countries. This is not the case for the national affiliates in France (where the second SGI Europe member is considered representative), the Netherlands, Portugal or Spain. Together, SGI Europe affiliates represent about 36,000 companies, that is, approximately 2% of all companies in the EU27, while their cumulative workforce represents between 10% and 15% of the EU workforce. For affiliates in Belgium, Portugal and Spain, no data on the workforce of the affiliated companies were provided.

The number of represented companies is an exact number from a database for 17 SGI Europe affiliates, while 7 provided an estimate.

The cross-industry organisation representing the most companies could be identified in 26 Member States; for Bulgaria, this assessment is contested.

Across the Member States, none of the organisations with the largest number of companies is a member of SGI Europe.

All of SGI Europe's 24 members are directly affiliated. Among these, 13 are considered employer organisations and the rest are either business associations or combined employer organisations/business associations, including those representing state employers

SGI Europe has 11 member organisations involved in existing collective bargaining at cross-industry level in six Member States: Belgium, Denmark, Finland, Germany, Italy and Sweden.

Table 34: Breakdown of SGI Europe membership numbers, by Member State

Member State	Total number of represented employer organisations/business associations	Number of (in)directly affiliated employer organisations/business associations	Number of member organisations representative in Member States at cross-industry level	Number of represented companies	As a proportion of all companies (%)	As a proportion of the workforce in represented companies (%)
EU27	105	24	17	~36,000	~2	On average around 10–15
AT	2	1	0	280	Below 1	
BE	6	1	1	45	Below 1	n.a.
BG	5	1	1	107 branch organisations ⁴⁴	n.a.	15
CY	2	0				
CZ	2	0				
DE	7	3	3	12,000	Below 1	16
DK	6	3	3	Over 100	Below 1	Entire public sector
EE	1	0				
EL	6	1	1	800	Below 1	Below 1
ES	4	1	0	9	Below 1	n.a.
FI	3	2	2 ⁴⁵	400	Below 1	20
FR	2	2	1 ⁴⁶	44	Below 1	4 ⁴⁷
HR	1	0				
HU	5	0				
IE	1	0				
IT	14	1	0	591	Below 1	Below 1
LT	6	0				
LU	1	0				
LV	1	0				
MT	3	1	1	690	2	26
NL	2	2	0	Over 300	Below 1	3
PL	6	1	1	19,000	1	31
PT	2	1	0	19	Below 1	n.a.
RO	3	0				
SE	6	3	3	1,661	Below 1	Around 10
SI	4	0				
SK	4	0				

⁴⁴ The Bulgarian member of SGI Europe (AIKB/BICA) is significantly present and operates in 69 economic activities through 107 branch member organisations. AIKB 2 claims to be a nationally representative employer organisation that is present and operates in the largest number of economic activities in Bulgaria. The key public services enterprises that are affiliated to it include Bulgarian Energy Holding EAD, Bulgarian Posts PLC, Bulgarian Telecommunication Company (VIVACOM), CEZ Distribution Bulgaria AD, the Chamber of Creators of Green Transport in Bulgaria, EuroHold Bulgaria Ltd, the Foundation 'Center for Safety and Health at Work', Holding Bulgarian State Railways EAD, Sofiyska Voda JSC, Toplofikacia Sofia EAD and Veolia Water in Bulgaria.

⁴⁵ KT is considered representative for local and regional government employers, and VTML is considered representative for central government employers. At the time of the study, VTML was a member of SGI Europe, but this status has changed since.

⁴⁶ In France, SGI Europe has two affiliates: SGI France (which is not considered representative) and UDES (which is representative).

⁴⁷ Information about one employer organisation/business association is not available.

In 12 Member States, SGI Europe has an affiliated organisation involved in social dialogue with trade unions at cross-industry level (this is not the case in Austria, Portugal or Spain). In 16 member organisations, this is tripartite cross-industry social dialogue and in 14 organisations it is bipartite cross-industry social dialogue. There are 16 organisations in 11 Member States involved in other kinds of collective determination of working conditions at cross-industry level. All 24 members are involved either in collective bargaining or in other kinds of collective determination of working conditions at cross-industry level.

Table 35: Cross-sector-relatedness of SGI Europe’s 24 national affiliates (employer organisations and business associations)

All or almost all sectors covered (>30)	4 employer organisations/business associations in 4 Member States	BG, EL, MT, PL
Between 10 and 29 sectors covered	5 employer organisations/business associations in 5 Member States	AT, DE, ES, FI, SE
Fewer than 10 sectors covered (1–9)	15 employer organisations/business associations in 10 Member States	BE, DE, DK, EL, FI, FR, IT, NL, PT, SE ⁴⁸

Table 35 presents the cross-sector-relatedness of SGI Europe’s member organisations, summarising Table A6 in Annex 4. SGI Europe has four member organisations covering almost all sectors in four Member States. While 5 of its member organisations cover between 10 and 29 sectors, 15 members cover fewer than 10 sectors.

Table 36 indicates the number of member organisations covering different types of companies and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that there is an SGI Europe member organisation covering public sector employers in 13 Member States. Privatised formerly state-owned companies are represented by SGI Europe members in eight Member States, and cooperatives are represented by SGI Europe members in five Member States.

⁴⁸ In Sweden, SGI Europe has three members. Two members cover fewer than 10 sectors, and one member covers between 10 and 29 sectors. Hence, Sweden is mentioned twice.

Table 36: Categories of workers represented by SGI Europe member organisations

	Number of affiliated employer organisations/ business associations that organise these types of companies	Total number of cross-industry employer organisations/ business associations that organise these types of companies	% of all employer organisations/ business associations that organise these types of companies that are affiliated to SGI Europe	Number of Member States in which SGI Europe has an affiliated organisation representing these types of companies
Multinational companies	5	65	8%	5
Large companies (>250 employees)	15	90	17%	13
SMEs (10–250 employees)	14	114	12%	12
Micro firms (fewer than 10 employees)	10	105	10%	9
Private sector companies/employers	8	107	7%	7
Public sector employers	20	50	40%	13
Privatised formerly state-owned companies	8	58	14%	8
Cooperatives	5	49	10%	5

Half of SGI Europe’s 24 members have sectoral branches. Six have regional structures (more details can be found in Table A8 in Annex 4). A centralised membership database is maintained by 15 of SGI Europe’s member organisations. Four member organisations have membership databases at sectoral or regional level, and three provide data to central headquarters. In terms of internal decision-making structures, 15 SGI Europe members engage in majority-based decision making, whereas seven use consensus (unanimity-based) decision-making. Within four SGI Europe members, the largest member organisations have more votes, while another four members have mechanisms in place to voice internal minority opinions.

Table 37: Decision-making structures of SGI Europe member organisations

Majority-based decision-making	15 member organisations	11 Member States	AT, BG, DE, DK, EL, ES, FI, FR, IT, MT, SE
Largest member organisations have more votes	4 member organisations	4 Member States	DE, FR, IT, NL
Consensus-based decision-making	7 member organisations	4 Member States	FR, MT, NL, SE
Mechanisms to voice internal minority positions	4 member organisations	4 Member States	AT, MT, NL, SE
Capacity to negotiate on behalf of all member organisations	16 member organisations	11 Member States	BG, DE, DK, EL, FI, FR, IT, MT, PL, NL, SE

Three European sectoral organisations are affiliated to SGI Europe: EBU, HOSPEEM and EFEE.

3.9. National employer organisations and business associations not represented by BusinessEurope, SMEUnited or SGI Europe

Table 38 lists 26 cross-sector employer organisations and business associations that are not members of BusinessEurope, SMEUnited or SGI Europe, but that are considered representative at national cross-industry level. Covering 13 Member States, these organisations represent a total of eight million member companies or organisations (for four organisations, this information was not available). Five organisations report a decreasing membership, eight report an increasing membership and six report a stable membership trend (information was not available for the remaining 11 organisations).

Of the 28 employer organisations/business associations, 16 are involved in cross-industry collective bargaining and in other kinds of collective determination of working conditions. There are 19 employer organisations/business associations involved in cross-industry bipartite social dialogue and 24 that are involved in cross-industry tripartite social dialogue.

The majority of the organisations (22) are considered employer organisations, with 6 considered business associations (in Germany, Lithuania and Romania). The country pages in Annex 1 help to situate these organisations in the industrial relations settings of their countries.

Table 38: List of national representative cross-sector employer organisations/business associations not affiliated to the current European social dialogue structures

Member State	Abbreviation of name in original language	Type of organisation	Does this employer organisation have companies/ employers as direct members or only indirectly via affiliated employer organisations?	How many member enterprises does the employer organisation/ business association have in total (directly and indirectly via its affiliated organisations)?	Proportion of entire workforce employed in the affiliated companies	Has membership been increasing, stable or decreasing over the last two to three years?	Is the employer organisation involved in cross-industry collective bargaining?	Is the employer organisation involved in other kinds of collective determination of working conditions?	Is there bipartite social dialogue?	Is there tripartite social dialogue?	Is the employer organisation considered representative in the country?
BE	Boerenbond	Employer organisation	Directly and indirectly	15,729		Stable	Yes	Yes	Yes	Yes	Yes
BG	КРИБ	National cross-industry employer and business organisation	Yes	12,000	28%	Stable	No	Yes	Yes	Yes	Yes
CZ	KZPS	Peak-level organisation	Collective members only	9 collective members with 22,500 member organisations	1,300,000	Increasing	No	Yes	Yes	Yes	Yes
DE	DIHK	Business organisation	Indirectly	Over 5,500,000 businesses		Increasing	No	No	No	No	Yes
EL	ΣΕΤΕ (SETE)	Employer organisation	Both directly and indirectly				Yes	Yes	Yes	Yes	Yes
HU	STRATOSZ	Employer organisation	Directly	21	122,000	Decreasing	Yes	Yes	Yes	Yes	Yes
HU	VOSZ	Employer organisation	Both directly and indirectly	58,000	472,000	Increasing	No	Yes	No	Yes	Yes
IT	Confesercenti	Employer association	Directly	350,000	1,100,000	Decreasing	Yes	Yes	Yes	Yes	Yes
IT	LEGACOOP	Employer association	Directly	7,483,024	448,490	Decreasing	Yes	Yes	Yes	Yes	Yes
IT	Confcooperative	Employer organisation	Directly	~19,000	~850,000	Depends on the sector	Yes	Yes	Yes	Yes	Yes
IT	FederTerziario	Employer organisation	Directly	~90,000		Stable	Yes	Yes	Yes	Yes	Yes
LT	LDK	Confederation	Yes				Yes	Yes	Yes	Yes	Yes

Member State	Abbreviation of name in original language	Type of organisation	Does this employer organisation have companies/ employers as direct members or only indirectly via affiliated employer organisations?	How many member enterprises does the employer organisation/ business association have in total (directly and indirectly via its affiliated organisations)?	Proportion of entire workforce employed in the affiliated companies	Has membership been increasing, stable or decreasing over the last two to three years?	Is the employer organisation involved in cross-industry collective bargaining?	Is the employer organisation involved in other kinds of collective determination of working conditions?	Is there bipartite social dialogue?	Is there tripartite social dialogue?	Is the employer organisation considered representative in the country?
LT	LŽŪR	Association/ chamber	Yes	56 legal entities (companies) and 25,000 individual employers – farmers		Decreasing	Yes	Yes	Yes	Yes	Yes
LT	IF	Association	Yes	66	57,820	Increasing	Yes	Yes	Yes	Yes	Yes
LT	LVK	Confederation	Yes	~3,500	200,000	Stable	Yes	Yes	Yes	Yes	Yes
PL	ZP BCC	Employer organisation	Yes, it has companies as direct members	n.a.	~ 400 000 employees		No	Yes	No	Yes	Yes
PL	ZPP	Employer organisation	Both directly and indirectly	51,889	~577,000		No	Yes	No	Yes	Yes
PL	FPP	Employer organisation	Both directly and indirectly	1,300			No	Yes	No	Yes	Yes
RO	Coniprom	Employer organisation	No	21	324,906	Stable	Yes	Yes	Yes	Yes	Yes
RO	PNR	Employer organisation confederation	Indirectly	1,157	262,519		No			No	Yes
SK	AZZZ SR	National/peak-level employer organisation	Both directly and indirectly	~11,000	~340,000	Increasing	No	No	No	Yes	Yes
SK	ZMOS	National/peak-level employer organisation	Indirect		~142,000	Stable	Yes	No	No	Yes	Yes
SK	APZD	National/peak-level employer organisation	Indirect	~1,000	~200,000	Increasing	No	No	No	Yes	Yes
SI	GZS	Employer organisation	Indirectly	7,500	40%	Increasing	Yes	Yes	Yes	Yes	Yes

Member State	Abbreviation of name in original language	Type of organisation	Does this employer organisation have companies/ employers as direct members or only indirectly via affiliated employer organisations?	How many member enterprises does the employer organisation/ business association have in total (directly and indirectly via its affiliated organisations)?	Proportion of entire workforce employed in the affiliated companies	Has membership been increasing, stable or decreasing over the last two to three years?	Is the employer organisation involved in cross-industry collective bargaining?	Is the employer organisation involved in other kinds of collective determination of working conditions?	Is there bipartite social dialogue?	Is there tripartite social dialogue?	Is the employer organisation considered representative in the country?
SE	Arbetsgivar-alliansen	Employer organisation for non-governmental organisations (NGOs) and other employers of volunteer workers	Directly	3,400	0.7%		Yes	Yes	Yes	No	Yes
SE	Fremia	Employer organisation	direct	4,000	2.7%		Yes	Yes	Yes	No	Yes

3.10. Other European organisations with representativeness of employers at national cross-industry level in some Member States

Eurochambres has 25 affiliated organisations in 25 EU Member States (with the exception of Denmark and the Netherlands). Of these, eight organisations are recognised as representative in the industrial relations system of their countries. The Eurochambres affiliates (where information is available) represent some 17.9 million companies, that is, approximately 35% of all companies in the EU27. Their cumulative workforce represents around 40% of the EU workforce (this information was available for 12 Eurochambres members).

An exact number of companies from a membership database was provided by 9 of the organisations affiliated to Eurochambres, while 10 organisations provided an estimate (this information was not available for the rest).

The cross-industry organisation representing the most companies could be determined for 26 Member States; for Bulgaria, this assessment is contested.

In six Member States, the organisation with the largest number of affiliated companies is a member of Eurochambres (Austria, France, Germany, Greece, Hungary and Malta).

All 25 members of Eurochambres are directly affiliated. Six are considered employer organisations and 19 are either business associations or a combination of employer organisations/business associations.

Five Eurochambres member organisations are involved in existing collective bargaining at cross-industry level in five Member States: Austria, Bulgaria, Cyprus, Lithuania and Slovenia.

In 10 of the 25 Member States with Eurochambres affiliates, an affiliated organisation is involved in social dialogue with trade unions at cross-industry level (Austria, Bulgaria, Croatia, Cyprus, Finland, Hungary, Lithuania, Poland, Malta and Slovenia). Nine member organisations take part in tripartite social dialogue, eight take part in bipartite social dialogue and eight take part in both tri- and bipartite social dialogue. Six organisations in six Member States are involved in other kinds of collective determination of working conditions.

Table 39: Breakdown of Eurochambres membership numbers, by Member State

Member State	Total number of represented employer organisations/ business associations	Number of affiliated employer organisations/ business associations	Number of member organisations representative in Member States at cross-industry level	Number of represented companies	As a proportion of all companies (%)	As a proportion of the workforce in represented companies (%)
EU27	106	25	8	More than 18 million	~35	On average around 40 (12 members)
AT	2	1	1	663,534	Around 90	66
BE	6	1	0	26,000	5	60
BG	5	1	1	46,000	13	22
CY	2	1	1	8,000	15	80
CZ	2	1	0	16,000	Around 2	
DE	7	1	1	5,500,000	Around 90	
DK	6	0				
EE	1	1	0	5,000	Around 4	Around 25
EL	6	1	1	850,000	Around 20	

ES	4	1	0			
FI	3	1	0	21,000	Around 6	40
FR	3	1	0	3,800,000	Around 90	
HR	1	1	0	138,000	80	56
HU	5	1	0	500,000	Around 60	66
IE	1	1	0	10,000	Around 4	35
IT	14	1	0	6,000,000	Around 90	
LT	6	1	1	2,000	Around 2	10
LU	1	1	0	96,250	Around 90	75
LV	1	1	0	2,725	Around 2	Around 17
MT	3	1	1	800	3	54
NL	2	0				
PL	6	1	0	300,000	Around 15	
PT	2	1	0	1,126	Around 1	
RO	3	1	0			
SE	6	1	0	10,000	Around 1	
SI	4	1	1	7,500		40
SK	4	1	0	6,500	Around 2	

Table 40: Cross-sector-relatedness of 25 Eurochambres national affiliates (employer organisations and business associations)

All or almost all sectors covered (>30)	17 employer organisations/business associations in 17 Member States	AT, CY, CZ, EE, EL, FI, FR, HR, HU, IT, LT, LU, MT, PL, PT, SE, SK
Between 10 and 29 sectors covered	2 employer organisations/business associations in 2 Member States	BG, RO
Fewer than 10 sectors covered (1–9)		

Table 40 presents the cross-sector-relatedness of Eurochambres member organisations, summarising Tables A1-A9 in Annex 4. There are 17 member organisations covering almost all sectors in 17 Member States. Two of the member organisations cover between 10 and 29 sectors. For the remaining members, this information is not known.

Table 41 indicates the number of member organisations covering different types of companies and the proportion of all cross-industry organisations covering these types of companies. The bottom row indicates that there is a Eurochambres member organisation in each of 21 Member States that covers private sector employers, SMEs, micro firms and large companies. Multinational companies are represented in 18 Member States. Privatised formerly state-owned companies are represented by Eurochambres members in 14 Member States and cooperatives are represented by Eurochambres members in 15 Member States.

Table 41: Categories of companies represented by Eurochambres member organisations

	Number of affiliated employer organisations/ business associations that organise these types of companies	Total number of cross-industry employer organisations/ business associations that organise these types of companies	% of all employer organisations/ business associations organising these types of companies that are affiliated to Eurochambres	Number of Member States in which Eurochambres has an affiliated organisation representing these types of companies
Multinational companies	18	65	28%	18
Large companies (>250 employees)	21	90	23%	21
SMEs (10–250 employees)	21	114	19%	21
Micro firms (fewer than 10 employees)	21	105	21%	21
Private sector companies/employers	21	107	21%	21
Public sector employers	8	50	16%	8
Privatised formerly state-owned companies	14	58	24%	14
Cooperatives	15	49	31%	15

Sector branches can be found among Eurochambres members in 11 Member States, and 19 member organisations have regional structures. More than half of Eurochambres member organisations (15) maintain a centralised membership database. While two member organisations have maintained membership databases at the sectoral or regional level, three provide data to central headquarters.

In terms of internal decision-making structures, 15 Eurochambres members engage in majority-based decision-making and three in consensus (unanimity)-based decision-making. In two Eurochambres members, the largest member organisations have more votes and, in four member organisations, there are mechanisms in place to voice internal minority opinions. There are 13 Eurochambres members with the capacity to negotiate on behalf of their member organisations.

Table 42: Decision-making structures of Eurochambres member organisations

Majority-based decision-making	15 member organisations	15 Member States	BG, CY, CZ, DE, EE, HR, HU, IT, LV, MT, PL, PT, RO, SI, SK
Largest member organisations have more votes	2 member organisations	2 Member States	FI, MT
Consensus-based decision-making	3 member organisations	3 Member States	LT, LU, SE
Mechanisms to voice internal minority positions	4 member organisations	4 Member States	AT, BG, CY, EL
Capacity to negotiate on behalf of all member organisations	13 member organisations	13 Member States	AT, CY, CZ, EE, HR, HU, LT, LV, MT, PL, RO, SI, SK

3.11. Effective participation in the EU cross-industry social dialogue

There were three plenary meetings of the cross-industry social dialogue in 2021 (on 3 February, 16 June and 28 September) and three in 2022 (on 8 February, 14 June and 27 September). Among both the trade unions and the employer organisations, the average number of delegates participating was 30 (Table 43). In the 2018–2019 (pre-COVID-19) period, there were also three meetings each year, with on average 21 participating delegates for the trade unions and 20 for the employer organisations.

Table 43: Participation in the EU cross-industry social dialogue meetings, 2021–2022

Meeting	Trade union delegates		Employer organisation delegates	
	2021	2022	2021	2022
February meeting	21 from 17 Member States	35 from 20 Member States	34 from 17 Member States	30 from 15 Member States
June meeting	34 from 17 Member States	23 from 13 Member States	34 from 14 Member States	24 from 15 Member States
September meeting	37 from 19 Member States	30 from 17 Member States	31 from 16 Member States	31 from 17 Member States

Source: Directorate-General for Employment, Social Affairs and Inclusion

ETUC has member unions in all 27 Member States, CEC European Managers has member unions in 13 Member States and Eurocadres has member unions in 21 Member States. On the employers' side, BusinessEurope has member organisations in all 27 Member States, SMEunited has member organisations in 26 Member States and SGI Europe has member organisations in 15 Member States. Since both ETUC and BusinessEurope have members in all 27 Member States, there could theoretically be delegates from all 27 Member States participating in the meetings of the EU cross-industry social dialogue.

In 2021–2022, trade union delegates from 22 Member States participated. The five Member States with no participation in this period were Croatia, Cyprus, Estonia, Greece and Slovenia. For Portugal and Slovakia, there was only one participant in one of the six meetings during 2021–2022. This is comparable to the level of participation in 2018–2019, when there were delegates from 23 Member States (no participation from Cyprus, Greece, Malta or Slovenia). In both periods, there was no participation from Cyprus, Greece or Slovenia (Table 44).

Table 44: Trade union participation in the EU cross-industry social dialogue, 2021–2022 and 2018–2019

2021–2022	22 Member States	No participation from CY, EE, EL, HR, SI From PT and SK, only one participant in one meeting
2018–2019 (pre-COVID-19)	23 Member States (+ UK)	No participation from CY, EL, MT, SI

Source: Directorate-General for Employment, Social Affairs and Inclusion

In 2021–2022, employer organisation delegates from 20 Member States participated. The seven Member States with no participation in this period were Croatia, Estonia, Ireland, Luxembourg, Portugal, Slovakia and Slovenia. In addition, there was only one participant in one of the six meetings from Lithuania and Malta during this period. This is comparable to the level of participation in 2018–2019, when there were delegates from 19 Member States, but none from Croatia, Cyprus, Estonia, Ireland, Lithuania, Portugal, Slovakia and Slovenia. In both periods, there was no participation from Croatia, Estonia, Ireland, Portugal, Slovenia or Slovakia (Table 45).

Table 45: Employers’ participation in the EU cross-industry social dialogue, 2021–2022 and 2018–2019

2021–2022	20 Member States	No participation from EE, HR, IE, LU, PT, SI, SK From LT and MT, only one participant in one meeting
2018–2019 (pre-COVID-19)	19 Member States (+ UK)	No participation from CY, EE, HR, IE, LT, PT, SI, SK

Source: Directorate-General for Employment, Social Affairs and Inclusion

3.12. EU cross-industry social partners’ mandate and capacity to negotiate agreements

This section sets out the background to social dialogue in the EU27.⁴⁹

The Commission first referred to the concept of the ‘capacity to negotiate’ in its communication on the application of the 1992 Agreement on Social Policy (European Commission, 1993).

Representativeness became the key issue of dispute in the UEAPME legal case in 1996. Annex 3 of the 1993 communication defined the criteria for representativeness and set out that these criteria should be used to determine those organisations eligible to be consulted in European social dialogue.

According to the 1993 communication (European Commission, 1993), ‘organisations [that] are potentially eligible to be consulted’ under Article 154 of the TFEU must:

- be cross-industry or relate to specific sectors or categories and be organised at European level
- consist of organisations that are themselves an integral and recognised part of Member State social partner structures and have the capacity to negotiate agreements, and that are representative of all Member States, as far as possible
- have adequate structures to ensure their effective participation in the consultation process

⁴⁹ Credits for this section go to Christian Welz. It draws partially on Welz (2008) and Eurofound (2014), as well as Eurofound’s web page on the methodology for representativeness studies: <https://www.eurofound.europa.eu/en/representativeness-studies-methodology>

The European cross-sector social partners ETUC, CEEP (now SGI Europe) and UNICE reacted with a position paper to the Commission's first communication on social dialogue from 1993 (European Commission, 1993). In their proposals for the implementation of the agreement annexed to the Protocol on Social Policy of the Treaty on European Union of 29 October 1993, ETUC, CEEP and UNICE tabled a more detailed and encompassing list of conditions to be met by organisations to be consulted by the Commission:

In order to be regarded as such ... the organizations involved under Articles 3 and 4 of the Agreement should meet all the following conditions: ...

- *be composed of members with the right to be involved, directly or through their members, in collective negotiations at their respective levels.*

The EESC claimed in its 1994 opinion that 'the social partners at EC level are to be selected having regard to the nature of the process and of the outcome of EC social dialogue. These would indicate transnational criteria linked to national social partners, and organizational capacity' (EESC, 1994, paragraph 2.1.9). The EESC proposed an additional criterion, that is, the capacity to negotiate binding agreements: 'Criteria should also include capacity to negotiate for and bind national structures' (EESC, 1994, paragraph 2.1.12, 8). Thus, according to the EESC, the European social partners engaging in negotiations should have the capacity to negotiate agreements that are potentially binding on the national industrial relations structures.

In April 1994, the European Parliament's Committee on Social Affairs, Employment and the Working Environment published a report on the application of the Agreement on Social Policy (European Parliament, 1994). In this report, the committee proposed that the representativeness criteria of the Commission be complemented with the following two conditions:

1. eligible organisations should be composed of organisations representing employers or workers with membership that is voluntary at both national and European levels
2. eligible organisations should have a mandate from their members to represent them in the context of the Community social dialogue and are to demonstrate their representativity

In 1997, the EESC issued an opinion on the Commission communication concerning the development of social dialogue at Community level (EESC, 1997). In paragraph 1.8, the EESC came up with its own list of criteria that representative organisations should satisfy: 'the European organization must have a mandate from its member organisations to negotiate at European level'.

The European Commission continued to insist on the importance of the capacity to negotiate agreements in its 2010 staff working document (European Commission, 2010, p. 13):

In its 1998 Communication on European social dialogue, the Commission encouraged the development of joint actions and negotiations at both cross-industry and sectoral level. It particularly highlighted the potential of European sectoral social dialogue.

As a result, the capacity to negotiate agreements at European level was included among the conditions for participating in a committee.

On 16 June 2016 in Amsterdam, the Council of the European Union published its conclusions on 'A New Start for a Strong Social Dialogue' (Council of the European Union, 2016). The concept of the capacity to negotiate at European level also plays a role in these conclusions (Directorate-General for Employment, Social Affairs and Inclusion, 2016):

The cross-industry and sectoral social partners will ... improve membership and representativeness of both trade unions and employer organisations, and ensure that there is capacity to enter into negotiations with an appropriate mandate.

In its representativeness studies, Eurofound renders this criterion more precisely by distinguishing between different kinds of mandates. In order to fulfil the criterion of the ‘capacity to negotiate’, a European association must be able to prove its capacity to negotiate on behalf of its affiliates and to enter into ‘contractual relations, including agreements’ (Article 155 of the TFEU), that is, the capacity to commit itself and its national affiliates. This criterion refers to the capacity to negotiate agreements as set out in Article 155 of the TFEU; negotiating other types of joint texts (such as joint opinions, frameworks of action and guidelines) – however valuable they may be – is not considered to be sufficient for the mapping exercise of this report, that is, the capacity to negotiate agreements.

A European organisation has the capacity to negotiate such an agreement if it has received a mandate to do so from its affiliates or if it can receive such a mandate in accordance with a given mandating procedure. In the English version, the criterion to ‘have the capacity to negotiate agreements’ may be read as referring to associations at national level, whereas in the French, German and Italian versions this requirement clearly refers to the EU-level social partners only. Eurofound has applied the criterion of the ‘capacity to negotiate’ to both the EU-level partner associations and, in the bottom-up approach, the national associations in order to assess their relevance. Following these arguments, the standard Eurofound methodology for assessing the criteria of being an ‘integral part of Member State industrial relations’ and the ‘capacity to negotiate’ applies the ‘capacity to negotiate agreements’ to both EU and national levels.

The mandate/mandating procedure can be either statutory (that is, laid down in the statutes (constitution) of the organisation or annexed to them) or non-statutory (that is, laid down in secondary (formal) documents, such as rules of procedure, memoranda of understanding or decisions by the governing bodies of the organisation). The mandate will be described in terms of the conditions and procedure for the European social partner organisation to be given the authorisation to enter into a specific negotiation, as well as for the ratification of a possible agreement. If no such formal mandating procedure can be identified, it should be considered that the condition concerned is not fulfilled. European social partners will be asked to provide proof of their statutes or any other written documentation describing their mandate and capacity to negotiate, as well as of the ratification procedures in place (Eurofound, 2014).

Taking this distinction between different forms of mandates into consideration, the situation of each EU cross-industry social partner is described below.

ETUC

ETUC has a detailed statutory mandate in Article 13 of its 2019 statutes (ETUC, 2019) determining, together with separate rules of procedure, how social dialogue mandates are obtained and handled during negotiations and how final decisions are taken.

Article 13 of the 2019 ETUC statutes (ETUC, 2019) stipulates:

The Executive Committee shall determine the composition and mandate of the delegation for negotiations with European employer organisations in each individual case, in accordance with the voting procedures set out in Article 19. The decision shall have the support of at least two thirds of the representatives in the Executive Committee from member organisations directly concerned by the negotiations. In cases of urgency,

decisions concerning the mandate for composition of the delegation may be made in writing. The Executive Committee shall establish the internal rules of procedure to be followed in the event of negotiations. The Secretariat shall supervise the bargaining delegation. The Executive Committee shall be given regular progress reports on bargaining in progress. Decisions on the outcomes of negotiations shall be taken by the Executive Committee in accordance with the voting procedures set out in Article 19. The decision shall have the support of at least two thirds of the representatives in the Executive Committee from organisations directly concerned by the negotiations. Their organisations shall have had the opportunity to hold internal consultations. Regular reports on European sectoral bargaining, carried out by European Trade Union Federations, shall be made to the Executive Committee. Its consistency with ETUC policy shall thus be ensured.

CEC European Managers

CEC European Managers does not have a statutory mandate in light of its statutes from 8 December 2020. According to the previous Eurofound representativeness study from 2014, however, CEC European Managers has a de facto mandate. CEC European Managers reports that it has a solid mandate, both internally and externally, based on established practices and email exchanges with its members. However, these procedures are yet to be officialised in the internal regulation. The organisation signed a cooperation agreement, on the basis of which the liaison committee was founded. It is via that liaison committee that both Eurocadres and CEC European Managers participate in the European social dialogue (Eurofound, 2014; see also CEC European Managers, 2020).⁵⁰

Eurocadres

Eurocadres has a statutory mandate in Article 2 of its constitution (Eurocadres, 2021), revised on 21 October 2020: ‘Eurocadres voices the cross-sectoral interest of professionals and managers through advocacy, social dialogue, collective bargaining and joint work with member organisations and cooperation partners’. In addition, in 2011, Eurocadres signed a special agreement on representation with ANSE. This agreement specifies that Eurocadres represents ANSE in the framework of European social dialogue.⁵¹ Thus, Eurocadres also has another mandate procedure.

BusinessEurope

BusinessEurope has a detailed statutory mandate in the final point of Article 6.3 (in conjunction with Article 7.7) of its statutes,⁵² as updated in 2022. Article 6.3’s final point states:

Furthermore, only the Council of Presidents is empowered inter alia:

... to define the attitude to be taken by the Association and approve results negotiated in the framework of the dialogue between the social partners.

Article 7.7 lays down that:

In the framework of the social dialogue between the social partners within the meaning of article 6.3, the Council of Presidents may deliberate validly only if the number of members present or validly represented comprises at least two thirds of members of the

⁵⁰ See CEC European Managers, Eurocadres and ANSE cooperation agreement.

⁵¹ See ANSE and Eurocadres agreement on representation in social dialogue of 23 November 2011.

⁵² BusinessEurope, The Confederation of European Business, A.I.S.B.L., last updated by General Assembly in June 2022.

association whose country is affected by the decision in question. The decision to enter into negotiations in the framework of the dialogue between the social partners within the terms of article 6.3 may be approved by the Association only if at least four-fifths of the votes cast are in favour, by at least 50% of the members entitled to vote. Only those having voting rights and whose country is affected by the decision in question are entitled to vote. Any draft agreement negotiated in the framework of the dialogue between the social partners may only be approved by the Association on the basis of consensus among all the members having voting rights and whose country is affected by the agreement in question.

SMEunited

SMEunited has an ad hoc mandate based on consensus, which is adopted by a simple majority and based on the outcome of negotiations. SMEunited participates in European social dialogue on the basis of the cooperation agreement with UNICE of 4 December 1998 (Eurofound, 2014); SMEunited is mandated in its procedures for negotiations in the social dialogue of 6 December 1999.

SIG Europe

SIG Europe has a very detailed non-statutory mandate based on its statutes (SIG Europe, 2020), and specified in Title X on social dialogue of its rules of procedure (Articles 45–51), approved by the General Assembly on 17 June 2021 (SIG Europe, 2021). Article 46 states that: ‘In connection with preparing European collective agreements as envisaged in Article 152–155 of the Treaty on European Union the procedure will comply with Articles 47 to 49 below’. Article 47 states that:

During the first phase of the consultations, the opinion to be produced on whether legislation should be introduced or whether a European agreement should be concluded between the social partners shall be issued by the General Assembly after consulting the Social Affairs Board. If the opinion authorises the subsequent request for an agreement, the Social Affairs Board shall be given a negotiating mandate. This mandate shall specify the purpose of the negotiations.

3.13. Overview of the representativeness of the European cross-industry organisations (EU social partners and other organisations)

Table 46: Overview of the representativeness of the European cross-industry organisations

Organisation	All affiliated organisations				Affiliated organisations that are recognised as representative at national level				Membership domain
	All	Organisations covering >30 sectors	Organisations covering 10–29 sectors	Organisations covering <10 sectors	Affiliated organisations representative at national level	Organisations covering >30 sectors	Organisations covering 10–29 sectors	Organisations covering <10 sectors	
ETUC	74 in 27 Member States	50 in 24 Member States	16 in 10 Member States	8 in 6 Member States	62 in 27 Member States	43 in 24 Member States	15 in 10 Member States	4 in 3 Member States	All types of employees
CEC European Managers	14 in 13 Member States	6 in 6 Member States	3 in 3 Member States	0	4 in 4 Member States	4 in 4 Member States			Management staff
Eurocadres	49 in 21 Member States	37 in 18 Member States	7 in 4 Member States	5 in 5 Member States	39 in 21 Member States	31 in 18 Member States	6 in 3 Member States	2 in 2 Member States	Management staff
CESI	27 in 11 Member States	7 in 4 Member States	8 in 5 Member States	12 in 9 Member States	10 in 9 Member States	3 in 3 Member States	4 in 3 Member States	3 in 3 Member States	
BusinessEurope	32 in 27 Member States	19 in 17 Member States	13 in 13 Member States	0	30 in 27 Member States	18 in 18 Member States	12 in 12 Member States	0	All types of companies
SMEunited	36 in 26 Member States	9 in 8 Member States	22 in 18 Member States	5 in 5 Member States	23 in 17 Member States	5 in 5 Member States	11 in 9 Member States	7 in 7 Member States	Mainly SMEs
SGL Europe	24 in 15 Member States	4 in 4 Member States	5 in 5 Member States	15 in 10 Member States	17 in 11 Member States	3 in 3 Member States	2 in 2 Member States	12 in 7 Member States	Public service employers ⁵³

⁵³ In three Member States, SGL Europe is affiliated to national employer organisations/business associations that also have a very broad membership, including and beyond companies of general public interest and public services.

Eurochambres	25 in 25 Member States	17 in 17 Member States	2 in 2 Member States		8 in 8 Member States	7 in 7 Member States	1 in 1 Member States		
---------------------	-------------------------------	------------------------	----------------------	--	-----------------------------	----------------------	----------------------	--	--

Note: Green cells indicate the number of organisations deemed representative at cross-industry level in their countries. Orange cells represent other European organisations that are not considered European cross-industry social partners.

Source: Authors

A comparison with the situation from 2013 (as presented in the 2014 cross-industry representativeness study; Eurofound, 2014) is given in Table 47 (in Eurofound, 2014, see tables 5 and 7 for trade unions and tables 6 and 8 for employer organisations).

Table 47: Comparison of the European cross-industry social partners in 2013 and 2022

	Affiliated organisations in 2022–2023	Affiliated organisations in 2013	Change between 2013 and 2022
ETUC	74 in 27 Member States	68 in 27 Member States	+6 organisations
CEC European Managers	14 in 13 Member States	12 in 10 Member States	+2 organisations in +2 Member States
Eurocadres	49 in 21 Member States	39 in 20 Member States	+10 organisations in +1 Member State
BusinessEurope	32 in 27 Member States	28 in 27 Member States	+4 organisations
SMEunited	36 in 26 Member States	36 in 26 Member States	No change
SGI Europe	24 in 15 Member States	28 in 16 Member States	-4 organisations in -1 Member State

Note: Green indicates the organisations that gained members, orange the organisations whose membership has declined.

Source: Authors

Figures 4–6 summarise the key findings from the Eurofound (2014) study in a visual form.

Figure 4: Membership domain of European cross-industry trade unions, 2013

Membership domain Different types of workers in different types of companies

Number of trade unions affiliated to that organise these professional groups	Number of affiliated TU that organise the following categories of workers							
	Self-employed	Blue collar	White collar	Management staff	Private sector	Public sector	Employees in cooperatives	Employees in SMEs & micro companies
ETUC	45 (79%) 24 MS <small>Not in BE, CY, DE</small>	60 (65%) 27 MS	69 (67%) 27 MS	54 (54%) 25 MS <small>Not in DE, PT</small>	68 (64%) 27 MS	71 (61%) 27 MS	53 (75%) 26 MS <small>Not in EE</small>	60 (66%) 27 MS
CEC European Managers	2 (4%) 2 MS	1 (1%) 1 MS	2 (2%) 2 MS	11 (11%) 11 MS	8 (7%) 8 MS	7 (6%) 7 MS	3 (4%) 3 MS	5 (5%) 5 MS
Eurocadres	33 18 MS	39 20 MS	47 20 MS	49 20 MS	47 20 MS	48 20 MS	36 18 MS	42 20 MS
CESI	7 (12%) 9 MS	16 (17%) 12 MS	16 (16%) 12 MS	17 (17%) 10 MS	18 (17%) 10 MS	24 (21%) 12 MS	6 (8%) 6 MS	14 (15%) 10 MS
Total number of TUs organising these groups	57 (100%)	92 (100%)	103 (100%)	100 (100%)	107 (100%)	117 (100%)	71 (100%)	91 (100%)

Figure 5: Membership domain of European cross-industry employer organisations, 2013

Membership domain - different types of companies (Size – private/public)

Number of affiliated EO/BA that organises these types of companies	Number of affiliated EO/BA that organises the following types of companies							
	Multinational companies	Large companies (> 250 employees)	Small and Medium sized companies (10-250 employees)	Micro firms (less than 10 employees)	Private sector companies/employers	Public sector employers	Privatised formerly state-owned companies	Cooperative
BusinessEurope	30 (46%) 27MS	31 (34%) 27MS	33 (29%) 27 MS	29 (28%) 27MS	29 (27%) 27 MS	13 (26%) 12 MS	26 (45%) 23 MS	12 (24%) 11MS
SMEunited	7 (11%) 7MS	14 (16%) 11 MS	34 (30%) 24MS	36 (34%) 24 MS	33 (31%) 24 MS	6 (12%) 5 MS	8 (14%) 7 MS	11 (22%) 9 MS
SGL Europe	5 (8%) 5MS	15 (17%) 13 MS	14 (12%) 12 MS	10 (10%) 9 MS	8 (7%) 7 MS	20 (40%) 13 MS	8 (14%) 8 MS	5 (10%) 5 MS
Total number of cross-industry EO/BA that organises these types of companies	65 (100%)	90 (100%)	114 (100%)	105 (100%)	107 (100%)	50 (100%)	58 (100%)	49 (100%)



Figure 6: Conclusions on the representativeness of European cross-industry social partners and other organisations, 2013

Conclusions

190 M workers	+30 sector	10-29 sectors	TU members	Workforce	82 Representative TU	MS
ETUC	66%	22%	80%	20%	61	27MS
CEC European Managers	43%	21%	1.5%	0.5%	3	3MS
Eurocadres	76%	14%			39	20MS
Not represented					16	9 MS
CESI	25%	30%	14%	3.5%	10	10/14MS

27 M companies	+30 sector	10-29 sectors	Companies	Workforce	106 Representative EO	MS
BusinessEurope	55%	45%	27%	33%	33	27MS
SMEunited	25%	61%	33%	15%	27	18MS
SGL Europe	15%	20%	0.2%	10%	19	9 MS
Not represented					29	13 MS
Eurochambres	68%	8%	35%	40%	8	8 MS



4. Conclusions

The EU workforce consists of 190 million people in employment, with some 164 million employees and 25 million self-employed workers. Two-thirds of the EU workforce are employed in the five largest Member States: Germany, France, Italy, Spain and Poland. The gender breakdown of the entire EU workforce is 46% women and 54% men. Altogether, 79% are employed in the private sector and 21% are employed in the public sector. Among all employees, 6% hold a management position.

There are about 27 million companies in the EU27. Of these, 92% are micro firms with fewer than 10 employees, which provide employment for 28% of the EU workforce. A further 5.5% of companies have between 10 and 19 employees, providing employment for 17% of the EU workforce. In the middle, 1.3% of companies have 20–49 employees, which provide employment to 6% of the workforce, and 1.2% of companies have between 50 and 249 employees, providing employment to 18% of the workforce. Finally, the largest companies, with 250 employees or more (0.2% of companies in the EU27), employ 31% of the EU workforce.

This study included 130 national trade union organisations representing employees and 143 national employer organisations and business associations representing companies at cross-industry level.

Of the 130 trade unions included, **82** (63%) are recognised as representative cross-industry social partner organisations. For some, this is based on their capacity to negotiate collective bargaining agreements at cross-industry level in their countries. Most trade unions, however, are recognised as representative cross-industry social partner organisations based on their membership of cross-industry social dialogue structures. This membership can be based on the fulfilment of specific criteria or on simple mutual recognition.

Of the 143 employer organisations and business associations included, **106** (74%) are recognised as representative cross-industry social partner organisations. For some, this is based on their capacity to negotiate collective bargaining agreements at cross-industry level in their countries. Most employer organisations, however, are recognised as representative cross-industry social partner organisations based on their membership of cross-industry social dialogue structures. This membership can be based on the fulfilment of specific criteria or on simple mutual recognition.

Chapter 3 of this report presented an assessment of the representativeness of the European cross-industry social partner organisations. This assessment is based on detailed tables included in the annexes of this report.

ETUC has 74 affiliated trade unions across all 27 Member States. It has 62 affiliated trade unions that are considered to be representative cross-industry social partner organisations at national level, with at least one in each of the Member States. Based on the available data on employee affiliation to the ETUC member unions, its membership strength covers at least 37 million employees, that is, about 80% of all trade union members and 22% of all employees in the EU27. In terms of cross-sector-relatedness, 50 ETUC member unions in 24 Member States have a wide cross-sectoral membership domain, namely covering 30 sectors or more.

There are 24 ETUC members that are represented only by ETUC in European cross-industry social dialogue (they do not belong to any other European-level cross-industry social partner organisations). One ETUC member is also affiliated to CEC European Managers, and 47 ETUC members are also affiliated to Eurocadres.

There are 54 representative cross-industry trade unions at national level that are not affiliated to ETUC, in 20 Member States. Twelve of them are represented by other European cross-industry trade unions (Eurocadres and/or CEC European Managers).

CEC European Managers has 14 affiliated national trade unions in 13 Member States, of which four are recognised as representative social partner organisations at cross-industry level. In Denmark, France, Italy and Sweden, CEC European Managers has an affiliated representative cross-industry trade union.

Based on the available numbers, the collective membership strength of the CEC European Managers unions is about 600,000 employees, which corresponds to 6% of the 10 million employees who hold management positions in the EU27 and about 0.4% of the entire EU workforce. Six of the CEC European Managers member unions have a wide cross-sectoral membership domain, namely covering 30 sectors or more. This is the case for Belgium, Czechia, Denmark, France, Germany and Italy.

Eleven affiliated trade unions are represented only by CEC European Managers in the European cross-industry social dialogue. One member of CEC European Managers is also affiliated to ETUC, and the same member is also affiliated to Eurocadres.

Eurocadres has 49 affiliated national trade unions in 21 Member States, of which 39 are representative cross-industry social partner organisations in their countries. This is the case in 21 Member States. There are six Member States in which Eurocadres does not have an affiliated cross-sector trade union: Croatia, Cyprus, Ireland, Lithuania, Slovakia and Slovenia.

Eurocadres focuses on employees in managerial positions. The affiliated trade unions have a much wider membership domain, however. According to the Eurocadres estimate, around 5.8 million of their members are employees with a management position.

Eurocadres is linked to ETUC; it has the status of a 'specific structure of the ETUC' and brings together ETUC affiliates, which organise professional and managerial staff. The ETUC Constitution grants Eurocadres the right to participate in ETUC committees and statutory bodies, such as the ETUC Congress, with all rights, except voting rights. The Eurocadres Constitution in return requires all trade unions that wish to join Eurocadres to also be part of ETUC. Subsequently, all member organisations of Eurocadres are also affiliated to ETUC.

As listed in Section 3.4, there are 16 trade unions that are **not represented in European cross-industry social dialogue** by ETUC, CEC European Managers or Eurocadres in nine Member States. The Member States with a representative national cross-industry trade unions that is not represented in European cross-industry social dialogue are Cyprus, Czechia, Denmark, Germany, Hungary, Luxembourg, Slovakia, Slovenia and Spain. Another six Member States were identified in which there are trade unions that are not represented in EU social dialogue but are also not considered representative in their countries: France, Italy, Lithuania, the Netherlands, Romania and Slovakia.

The national trade unions not represented in the European cross-industry social dialogue have a collective membership strength of four million affiliated employees, which corresponds to 8.6% of all trade union members in the EU27 and 2.4% of the entire EU workforce. The 16 trade unions that are deemed representative in the national industry relations setting that are not represented in the EU cross-industry social dialogue represent 1% of the EU workforce and 5% of all trade union members in the EU27.

Other European trade union organisations with representativeness at cross-industry level in some Member States can be found in **CESI**. CESI has 20 directly affiliated organisations, with at least one in the following 10 Member States: Finland, France, Germany, Hungary, Italy, Lithuania, Luxembourg, the Netherlands, Romania and Spain). CESI has a further seven members that are affiliated indirectly to CESI in seven Member States (Austria, France, Latvia, Malta, the Netherlands, Romania and Slovakia). Ten of the 27 direct and indirect members are recognised as representative in the industrial relations systems of their countries (the one trade union in Lithuania has recently obtained this status). Together, the 27 CESI members represent about 6.6 million trade union members, that is, approximately 6% of all employees in the EU27 and about 15% of the 44 million cross-sector trade union members in the EU27.

Half of CESI's 27 members (direct and indirect) are not represented in European cross-industry social dialogue by ETUC, CEC European Managers or Eurocadres. Three among this group are considered representative at cross-industry level in their countries.

BusinessEurope has 32 affiliated cross-industry employer organisations/business associations in all 27 Member States. Of these, 30 are considered to be representative cross-industry social partner organisations at national level and are found in each of the 27 Member States. Based on the available data on affiliated members, BusinessEurope's membership strength represents about six million companies, which is approximately 27% of all companies in the EU27, while the cumulative workforce of its affiliates represents one-third of the EU workforce. BusinessEurope's member organisations have a wide cross-sectoral membership domain. BusinessEurope has 19 member organisations covering almost all sectors in 17 EU Member States. While 13 of its member organisations cover between 10 and 29 sectors, none of its members covers fewer than 10 sectors.

A total of 27 BusinessEurope members are represented only by BusinessEurope in European cross-industry social dialogue (they do not belong to any other European-level cross-industry social partner organisation). Two members are also affiliated to SMEunited and one member is affiliated to SGI Europe.

SMEunited has 36 affiliated cross-industry employer organisations/business associations in 26 Member States. Of its members, 23 are considered to be representative cross-industry social partner organisations at national level in 18 Member States. Based on the available numbers of affiliated members, SMEunited's membership strength represents about 7.4 million companies, which is approximately 33% of all companies in the EU27, while the cumulative workforce of its affiliates represents slightly more than 15% of the EU workforce.

SMEunited's member organisations have a wide cross-sectoral membership domain. SMEunited has nine member organisations covering almost all sectors in eight EU Member States. While 22 of its member organisations cover between 10 and 29 sectors in 18 EU Member States, 5 cover fewer than 10 sectors in 5 Member States.

Most SMEunited members (32) are represented only by SMEunited in European cross-industry social dialogue (they do not belong to any other European-level cross-industry social partner organisation). Two members are also affiliated to BusinessEurope; none is affiliated to SGI Europe.

SGI Europe has 24 affiliated cross-industry employer organisations/business associations in 15 Member States. Of these, 17 are considered to be representative cross-industry social partner organisations at national level in 11 Member States. Based on the available numbers of the affiliated members, SGI Europe's membership strength represents about 36,000 companies, which is

approximately 2% of all companies in the EU27, while the cumulative workforce of its affiliates represents 10–15% of the EU workforce.

SGI Europe's members have a concentrated cross-sectoral membership domain. Four members cover almost all sectors in four EU Member States, while five members cover between 10 and 29 sectors and 15 cover fewer than 10 sectors.

Almost all SGI Europe members are represented only by SGI Europe in European cross-industry social dialogue (they do not belong to any other European-level cross-industry social partner organisation). Just one member is also affiliated to BusinessEurope; none is affiliated to SMEunited.

In total, 28 of the 106 **cross-sector employer organisations/business associations are not members of BusinessEurope, SMEunited or SGI Europe** in 13 Member States. In total, these organisations have around eight million member companies or organisations (for four organisations, this information was not available). Thirty employer organisations/business associations are considered representative in their countries.

Turning to other European associations representing employers at cross-industry level, **Eurochambres** has 25 affiliated organisations in 25 Member States (excluding Denmark and the Netherlands). Of these, eight are recognised as representative in the industrial relations systems of their countries. The Eurochambres affiliates (where information is available) represent some 17.9 million companies, that is, approximately 35% of all companies in the EU27. This represents some 40% of the EU workforce.

Twenty Eurochambres members are represented only by Eurochambres in European cross-industry social dialogue (they do not belong to any other European-level cross-industry social partner organisation). Two members are also affiliated to BusinessEurope, three are affiliated to SMEunited and none is affiliated to SGI Europe.

Bibliography

- Brandl, B. and Lehr, A. (2019), 'The strange non-death of employer and business associations: An analysis of their representativeness and activities in Western European countries', *Economic and Industrial Democracy*, Vol. 40, No. 4, pp. 932–953.
- CEC European Managers (2020), *The Statutes of the Confédération Européenne des Cadres*, Brussels.
- Council of the European Union (2016), *Conclusions on 'A new start for a strong Social Dialogue'*, Brussels.
- CJEU (1998), 'Judgment of the Court of First Instance (Fourth Chamber) of 17 June 1998, Case T-135/96 – Union Européenne de l'artisanat et des petites et moyennes entreprises (UEAPME) v Council of the European Union – Status of management and labour in the process for the adoption of the directive – Representativity of management and labour', *European Court Reports*, 1998 II-02335.
- Directorate-General for Employment, Social Affairs and Inclusion (2016), 'Vice-President Dombrovskis and Commissioner Thyssen sign joint statement "new start for social dialogue"', news, 27 June.
- EESC (1994), 'Opinion of the Economic and Social Committee on the "Commission communication concerning the development of the social dialogue at Community level"', Brussels.
- EESC (1997), 'Opinion of the Economic and Social Committee on the "Commission communication concerning the development of the social dialogue at Community level"', *Official Journal of the European Union*, C 89/27, 19 March.
- ETUC (European Trade Union Confederation) (2019), *ETUC constitution*, Brussels.
- ETUC, BusinessEurope, SGI Europe and SMEUnited (2022), *European Social Dialogue: Work Programme 2022–2024*, Brussels.
- Anse and Eurocadres (2011), *Agreement between the European Association of National Organisations for Supervision in Europe (ANSE) and the Council of European Professional and Managerial Staff (Eurocadres) on representation in the social dialogue*
- Eurocadres (2021), *Constitution*, Brussels.
- Eurofound (2014), *Representativeness of the social partners in the European cross-industry social dialogue*, Dublin.
- Eurofound (2016), *The concept of representativeness at national, international and European level*, Publications Office of the European Union, Luxembourg.
- Eurofound (2023), *Representativeness studies*, web page, accessed 10 August 2023.
- European Commission (1993), *Communication concerning the application of the Agreement on Social Policy presented by the Commission to the Council and to the European Parliament*, COM(93)600 final, Brussels.
- European Commission (1996), *Commission communication concerning the development of the social dialogue at community level*, COM(448) final, Brussels.
- European Commission (1998), *Adopting and promoting the social dialogue at Community level*, COM(1998)322 final, Brussels.
- European Commission (2002), *The European social dialogue, a force for innovation and change*, COM(2002)341 final, Brussels.

European Commission (2004), *Partnership for change in an enlarged Europe – Enhancing the contribution of European social dialogue*, COM(2004)557 final, Brussels.

European Commission (2010), *Commission staff working document on the functioning and potential of European sectoral social dialogue*, SEC(2010) 964 final, Brussels.

European Commission (2023), *Proposal for a Council Recommendation on strengthening social dialogue in the European Union*, COM/2023/38 final, Brussels.

European Parliament (1994), *Report on the application of the Social Policy Agreement*, Brussels.

Gooberman, L. and Hauptmeier, M. (2022), *Contemporary employers' organizations: Adaptation and resilience*, Routledge, New York.

SIG Europe (2020), *Statutes of the association, as approved by the General Assembly of 8 December 2020*.

SIG Europe (2021), *Rules of procedure as approved by the General Assembly of 17 June 2021*.

Social Policy Institute (2022), *Report of social situation of the population of the SR for 2021*, Bratislava, available at https://www.employment.gov.sk/files/slovensky/ministerstvo/analyticke-centrum/2022/spravasossr_2021_pub.pdf, accessed 4 October 2023.

UNICE (1998), 'UNICE and UEAPME sign co-operation agreement', press release, 4 December.

Welz, C. (2008), *The European social dialogue under Articles 138 and 139 of the EC Treaty*, Kluwer Law international, Alphen aan den Rijn, Netherlands.

Annex 1: Country pages (EU27)

Note: Throughout this annex, orange cells indicate organisations that are not considered representative at cross-industry level, although they are included here because of their relevance in the cross-industry industrial relations landscape or because of their affiliation to European cross-industry social partner organisations.

Austria	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
 	4,280,200	3,797,300	2.2%	332,755

1 representative trade union with voluntary membership	For Austria, the capacity to negotiate cross-industry collective bargaining agreements determines whether organisations are considered representative. Based on this approach, there is only one trade union federation with voluntary membership in Austria: ÖGB.						
	In addition, there is another cross-industry labour organisation, AK, which is the statutory representative body for almost all employees in Austria (except executive staff and most public service employees), with automatic membership. AK is, by law, automatically invested with the capacity to conclude collective agreements. However, ÖGB, which – as a voluntary organisation – also possesses this capacity, has priority over the mandatory AK membership and is in practice engaged in collective bargaining, while AK is not. (AK would conclude collective agreements only if the voluntary organisation – ÖGB – waived its right to do so.)						
	The only cross-industry collective bargaining agreements in Austria took place in the 1950s and 1970s; recently, no such cross-industry collective bargaining has taken place. In terms of involvement in the cross-industry social dialogue structures, there is participation of ÖGB (and, on an ad hoc basis, also AK) in the bipartite Advisory Council for Economic and Social Affairs.						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ÖGB	1,216,810 (voluntary)	~30%	Increasing	All	Yes	ETUC (Eurocadres indirect) (CESI indirect) ⁵⁴	ETUC has as a direct affiliate the only trade union confederation at cross-sectoral level. The same trade union is an indirect affiliate of Eurocadres and CESI.
AK	All (automatic membership for all employees in Austria)			All	Collective bargaining capacity if ÖGB waives its right		

⁵⁴ FCG-fractions of the ÖGB-GPF and ÖGB-GÖD are part of CESI and have a double affiliation: CESI and ETUC.

2 representative employer organisations	<p>Different employer organisations exist, reflecting the size of employers covered and private/public sectors. WKÖ and IV organise employers from the private sector, VÖWG organises employers from the public sector and LKA organises employers from the agricultural sector. The difference between WKÖ and IV is that WKÖ has mandatory membership for all employers in the private sector; therefore, it has small, medium-sized and large companies affiliated to it. On the other hand, IV has voluntary membership and organises mainly larger companies. As only WKÖ and IV have the capacity to negotiate cross-industry collective bargaining agreements, they are the only two employer organisations that are considered representative. In the bipartite cross-industry social dialogue in the advisory committee for economic and social affairs, WKÖ and IV participate, as does LKA on an ad hoc basis.</p> <p>WKÖ (a member of SMEunited) organises a large range of sectoral subunits for most parts of the private economy (except for the liberal professions and agriculture). As a mandatory chamber, it is by law invested with the capacity to conclude collective agreements.</p> <p>IV (a member of BusinessEurope) is a voluntary association for industrial enterprises and associated sectors. It has also been invested with the capacity to conclude collective agreements and would have priority over WKÖ; however, IV has waived its right to do so and so WKÖ is involved in collective bargaining.</p> <p>VÖWG (a member of SGI Europe) is a voluntary organisation and organises a variety of segments of the public economy (public companies; services of general interest such as education, health services, cultural services and social services; and traditional public utilities such as energy and water, public transport, postal services and telecommunication services). It is not involved in collective bargaining.</p>						
	Member companies	Workforce of member companies	Sectors	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
WKÖ	663,534 (mandatory)	~66% (100% private sector)	Almost all (private)	Increasing	Yes	SMEunited Eurochambres	The mandatory chamber (WKÖ), a member of SMEunited, organises a large range of sectoral subunits for most parts of the private economy (with the exception of the liberal professions and agriculture). As a mandatory chamber, it is by law invested with the capacity to conclude collective agreements. Mandatory means that all companies are obliged to be members of WKÖ.
IV	4,500 (voluntary)	13%	Half	Increasing	Yes, but waived collective bargaining rights to WKÖ	BusinessEurope	
VÖWG	280 (with subsidiaries)	20%	One-third (public)	Increasing	No collective bargaining capacity	SGI Europe (BusinessEurope and SMEunited indirectly)	IV, a member of BusinessEurope, is a voluntary association for industrial enterprises and associated sectors. It has also been invested with the capacity to conclude collective agreements and would have priority over WKÖ; however, IV has waived its right to do so, so WKÖ is involved in collective bargaining.
LKA	(mandatory)		Agriculture		Only for agriculture sector		

Belgium 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	4,770,700	4,123,800	2.4%	1,015,782

3 representative cross-industry trade union organisations	<p>In Belgium, representativeness comes with participation in the bipartite National Labour Council and the Central Business Council, and participation in the Group of 10, which is the cross-industry collective bargaining platform.</p> <p>The three representative cross-industry trade unions in Belgium are ABVV-FGTB, ACV-CSC and ACLVB-CGSLB, each with a different ideological background, which is their main distinguishing factor. The two largest are ABVV-FGTB, which is socialist, and ACV-CSC, which stems from the Christian labour movement. ACLVB-CGSLB, which is much smaller in terms of members, has a liberal ideological orientation. ABVV-FGTB, ACV-CSC and ACLVB-CGSLB are represented in the Nationale Arbeidsraad, the Belgian cross-industry social dialogue structure, which is the main national bipartite organ through which they negotiate collective bargaining agreements at cross-industry level with the representative cross-industry employer associations. NCK-CNC represents only managerial staff and is considered representative based on a royal decree of 26 November 1986 for the sectors where it is active. NCK-CNC is not involved in cross-industry social dialogue structures or collective bargaining. Instead, NCK-CNC reports informal cooperation with VBO as an employer counterpart at cross-industry level.</p>
---	--

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ABVV-FGTB	1,535,000	1,535,000	Decreasing	All	Yes	ETUC directly	ETUC has as direct affiliates the three largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. Eurocadres has as a direct affiliate ACLVB-CGSLB, the third largest trade union, and CEC European Managers has as an affiliate the fourth largest trade union.
ACV-CSC	1,489,943	1,489,943	Decreasing	All	Yes	ETUC directly	
ACLVB-CGSLB	297,645	297,645	Increasing	All	Yes	ETUC directly Eurocadres	
NCK-CNC	10,000	10,000	n.a.	All	Not as a trade union but as an organisation representing managerial staff	CEC European Managers	

6 representative cross-industry employer organisations	<p>VBO-FEB is a large and general employer association with many member organisations across a wide range of sectors. It represents almost all private sector enterprises across the entire country. Unizo and UCM mainly target SMEs, with Unizo operating in the Dutch-speaking region and UCM in the French-speaking region. Unisoc and Unipso are specifically aimed at the social non-profit sector, Unisoc in the Dutch-speaking region and Unipso in the French-speaking region. Boerenbond is active in the entire country but only in the agricultural and horticultural sectors. At national level, all are involved in intersectoral decisions via cross-industry social dialogue and collective bargaining structures such as the National Labour Council, the Central Business Council and the Group of 10.</p> <p>The Fédération des Chambres de Commerce Belges/Federatie van Belgische Kamers van Koophandel is the umbrella organisation of all accredited chambers of commerce in Belgium and Belgian chambers abroad. It unites the interests of the chambers across the entire country and has an accreditation programme in place to ensure the quality of all local chambers.</p>
--	---

	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
VBO-FEB	50,000	75% of the private sector	Stable	Almost all	Yes	BusinessEurope	BusinessEurope has as an affiliate the most important business association/employer organisation: VBO-FEB, which covers all types of employers in all sectors. SMEunited has as affiliates Unizo and UCM, the second and third largest business associations/employer organisations in the country, respectively. SGI Europe has as an affiliate Unisoc. The only employer organisation that is involved in chambers of commerce is a member of Eurochambres.
Unizo	110,000	n.a. SMEs in Flanders	Stable	All	Yes	SMEunited	
UCM	45,000	n.a. SMEs in Wallonia	Increasing	All	Yes	SMEunited	
Unisoc	45	n.a. Non-profits in Flanders	Stable	Not for profit	Yes	SGI Europe	
Unipso	31	n.a. Non-profits in Wallonia	Stable		Yes		
Boerenbond	15,729	n.a. (only agriculture)	Stable	Agriculture	Yes		
Fédération des Chambres de Commerce Belges/Federatie van Belgische Kamers van Koophandel	13 in Belgium, 37 abroad	100%	Stable, slight increase in members abroad	All	No	Eurochambres	

Bulgaria	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	3,233,100	2,883,100	1.6%	346,288

2 representative cross-industry trade unions	There are two representative cross-industry trade unions: CITUB and CL Podkrepa. The difference between them is historical: CITUB inherited the old traditional trade unions and CL Podkrepa was established in 1989. Both are involved in tripartite cross-industry social dialogue structures. There is no practice of cross-industry collective bargaining in Bulgaria. In terms of membership strength, CITUB reports more than twice as many trade union members as CL Podkrepa.						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
КНСБ (CITUB)	215,000	200,000	Stable	All	Yes	ETUC directly Eurocadres	ETUC and Eurocadres have as direct affiliates both trade union confederations at cross-sectoral level, which cover all types of employees in all sectors.
КТ 'Подкрепа' (CL Podkrepa)	87,978	75,536	Stable	Three-quarters	Yes	ETUC directly Eurocadres	

5 representative cross-industry employer organisations	Five organisations participate in tripartite cross-industry social dialogue structures: CEIBG, BCCI, BIA, BICA and UPEE. Made in Bulgaria is not representative and is not considered a cross-industry social partner organisation. It is only included here as it is a member of SMEunited. Cross-industry social partner organisations are representative, following a decision of the government. ⁵⁵						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners based on their national affiliates
КРИБ (CEIBG)	12,000	28%	Stable	Almost all	Yes		An assessment of the amount of difference in membership strength cannot be made. It is difficult to define the most representative organisation among the first four, as some have fewer members but more employees and others have more members but fewer employees. At the same time, many sectoral employer organisations and companies are members of more than one national employer organisation, which makes a distinction even more difficult.
БТПП (BCCI)	46,000	22%	Increasing	More than half	Yes	Eurochambres	
БСК (BIA)	40,000	22%	Increasing	Two-thirds	Yes	BusinessEurope	
АИКБ (BICA)	10,000	15.5%	Increasing	All	Yes	SGI Europe	
ССИ (UPEE)	10,500	3.7%	Increasing	Two-thirds	Yes	SMEunited	
Made in Bulgaria – Union of SMEs	402	13.7%	Stable	n.a.	No	SMEunited	

⁵⁵ <https://www.mlsp.government.bg/eng/sotsialno-partnorsvo>

Croatia 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	1,649,600	1,460,000	0.8%	149,324

3 representative trade unions

There are three trade union organisations involved in the tripartite Economic and Social Council. Their representativeness and recognition as cross-industry trade union organisations depends on fulfilling five criteria prescribed in a 2015 law, including requiring a minimum of 50,000 trade union members. The three representative cross-industry trade union organisations are SSSH, NHS and Matica. SSSH covers two-thirds of sectors, NHS covers slightly fewer but still more than half of sectors and Matica covers only a few sectors. In terms of membership strength, SSSH and NHS are the largest, both with between 90,000 and 100,000 trade union members, while Matica has a membership of around 60,000.

The trade unions and their members affiliated to SSSH are mostly from the private sector (although there are some from the public sector), while NHS has as affiliates mostly trade unions and members from the public and state sectors (although there are some from the private sector). Matica covers trade unions from primary, secondary and tertiary education, as well as science and research institutions. Most of Matica's members are in the education sector, although it also has members in banking, social services and central government administration.

Nsdmp-a is not a cross-industry trade union, as it does not have 50,000 members.

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
SSSH	~100,000	90,000	Decreasing	Two-thirds	Yes	ETUC	The two largest trade union confederations at cross-sectoral level are ETUC direct affiliates; they cover all types of employees in all sectors. No other European organisations has a representative cross-industry trade union as an affiliate in Croatia.
NHS	96,870	96,870	Decreasing	More than half	Yes	ETUC	
Matica	60,648	60,648	Decreasing	A few, mainly in education	Yes		

1 cross-industry employer organisation

HUP is the only officially recognised cross-industry employer organisation participating in the tripartite Economic and Social Council. HUP is composed of 30 branch organisations that cover almost all economic sectors. HUP does not have employers affiliated from the public sector at central or local level, and it has no employers from sea fisheries, railways or electricity and gas. The collective workforce of the employers represented by HUP is more than half of the Croatian workforce in the private sector.

HOK and HGK are considered business associations. HOK represents about 7,000 mainly small firms and micro firms, with a collective workforce of about 4% of all private sector employees in Croatia. HGK is the Croatian Chamber of Commerce, with a very strong membership in terms of affiliated companies. HGK is not an employer organisation, however, as it does not participate in social dialogue or collective bargaining. HGK does not participate in the cross-industry tripartite Economic and Social Council.

<p>There is no link between HOK and HUP because HOK represents the arts and crafts (almost all natural persons), while HUP represents employers in legal entities. Membership of HOK is mandatory and therefore it is not deemed representative for collective negotiation.</p> <p>HOK represents only SMEs, but it is not the only organisation that represents SMEs in Croatia. HUP also represents SMEs in Croatia, as it represents all sizes of companies. HUP has a sectoral association for SMEs called the Small and Medium Sized Enterprises' Association.⁵⁶</p> <p>While membership of HUP is voluntary, since 2021 membership of HGK has been mandatory for companies with 50 or more employees and a total revenue of over €2 million.⁵⁷ As a consequence, HGK is not deemed representative for collective negotiation. Before the most recent changes in 2021, membership of HGK was mandatory for all types of companies.</p>							
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
HUP	5,000	Over 50%	Stable	All (private sectors)	Yes	BusinessEurope SMEunited	BusinessEurope represents the most representative employer organisation, HUP, which does not cover all types of employers in all (private) sectors. SMEunited represents the largest and second largest business associations in the country, covering all types of SMEs in all sectors. HGK is affiliated with Eurochambres.
HOK	7,000	~4% (in private sector)	Stable	All (private sectors)	No	SMEunited	
HGK	138,000	56%	Stable	All (private sectors)	No	Eurochambres	

Note: Proportions add up to over 100% because some companies are members of more than one organisation. Many companies are members of both HGK and HUP.

⁵⁶ <https://www.hup.hr/en/sectoral-associations.aspx>

⁵⁷ https://www.rrif.hr/clanarina_hgk_u_2022_godini_od_oslobodenja_za_i_sk-2080-vijest/

Cyprus 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	416,478	359,616	0.2%	107,062

3 representative cross-industry trade unions

Full membership of the tripartite cross-industry social dialogue structures and full participation in cross-industry collective bargaining have been given to SEK, PEO and DEOK. These are the most representative trade unions at cross-industry level in Cyprus. PASYDY and POASO are observers in the tripartite labour advisory body and do not participate in other tripartite social dialogue structures at cross-industry level. They are representative for some sectors, but not fully representative at cross-industry level.

There are different cross-industry trade unions for private and public sector employees, and cross-industry trade unions with specific ideological orientations. SEK, PEO and DEOK are active in the private sector but also organise in the broader public sector (state-owned enterprises, local administration and other not-for-profit public organisations). The membership strength of SEK and PEO is more or less equal. DEOK covers about half of sectors, with a much smaller membership strength. PASYDY organises employees only in the public sector, while POASO unites some smaller unions organising employees in public utilities, such as electricity, telecommunications, public health and maritime transport.

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ΣΕΚ (SEK)	58,761	58,761	Increasing	All	Yes	ETUC directly	ETUC members include the largest and third largest trade union confederations at cross-sectoral level, which do not cover all types of employees in all sectors. No other cross-sector European organisations represent trade unions in the country.
ΠΕΟ (PEO)	58,692	58,692	Increasing	All	Yes		
ΔΕΟΚ (DEOK)	7,800	7,800	Stable	Half	Yes	ETUC directly	
ΠΑΣΥΔΥ (PASYDY)	21,126	13,192	Stable	A few	Yes, as observer	ETUC indirectly	
ΠΟΑΣΟ (POASO)	Undisclosed	Undisclosed	Increasing	A few	Yes, as observer		

2 employer organisations

OEB is the traditional and historical cross-industry employer organisation in Cyprus. CCCI is the traditional chambers organisation of Cyprus. CCCI has acquired employer organisation functions in the last 20–25 years. The organisations are similar in terms of membership strength and both participate in cross-industry social dialogue. They have overlapping membership, as some companies can be affiliated to both organisations.

	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
OEB	8,000	60% of private sector employees	Increasing	All	Yes	BusinessEurope	The key employer organisation OEB, which covers all types of employers in all sectors, is an affiliate of BusinessEurope. CCCI, the key business association in the country, is affiliated to SMEunited and Eurochambres.
ΚΕΒΕ (CCCI)	10,000	80%	Increasing	All	Yes	SMEunited Eurochambres	

Czechia 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	5,303,100	4,412,100	2.7%	1,212,831

2 representative cross-industry trade unions

Representativeness is determined through the membership of the tripartite cross-industry social dialogue in the Council of Economic and Social Agreement (RHSD). Two trade unions participate in RHSD: ČMKOS and ASO ČR. KUK has not been a member of RHSD since 2000, because it did not meet the representativeness criteria, and was at that time replaced by ASO ČR. ČMA is a professional organisation that is not involved in social dialogue and not part of the Czech industrial relations landscape. It is only included here because of its membership of CEC European Managers.

ČMKOS organises employees in all sectors, while ASO ČR covers only about one-third of sectors. KUK only organises employees in live performance and audiovisual sectors, but is oriented towards cross-industry social dialogue. The statutes of the vast majority of trade unions allow membership of all employees (including the self-employed), regardless of whether they are white- or blue-collar workers, whether they are public or private sector employees or their ideological orientation. The structure of trade unions, as well as social dialogue in general, was formed in the 1990s after the break-up of the Revolutionary Labour Movement. The KUK and ČMKOS trade union confederations were established as the first peak-level organisations in Czechia, and the ASO ČR confederation was founded in 1995 by the agriculture and nutrition workers trade union (OSPZV-ASO ČR), which earlier in the same year had withdrawn from ČMKOS.

	Sectoral trade unions	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ČMKOS	31	276,730	Decreasing	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly organise ČMKOS, the trade union confederation with the largest membership strength at cross-sectoral level. ČMKOS covers all types of employees in all sectors. CEC European Managers represents ČMA, which is recognised not as a trade union but rather as a professional association and is not a social partner at cross-industry level.
ASO ČR	12	73,200	Decreasing	One-third	Yes	None	
KUK	14	28,358	Decreasing	A few	Yes	None	
ČMA	400	n.a.	Increasing	n.a.	No	CEC European Managers	

2 representative employer organisations

SP ČR and KZPS ČR are peak-level representative employer organisations, together covering almost all sectors. SP ČR coordinates employers' voice in tripartite dialogue. HK ČR (the Czech Chambers of Commerce) covers mostly small companies and self-employed people; it is a business association covering almost all sectors but it is not involved in social dialogue or collective bargaining. It is not considered a representative social partner organisation at cross-industry level. HK ČR is not part of the Czech industrial relations landscape, but is included here because of its membership of Eurochambres.

	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
SP ČR	34 collective members and 163 companies	~1,300,000	Stable	Almost all	Yes	BusinessEurope	BusinessEurope represents SP ČR, the largest employer organisation in terms of membership

KZPS ČR	9 collective members with 22,500 member organisations	1,350,000	Increasing	Almost all	Yes	None	strength. Eurochambres represents HK ČR, which is not considered representative at cross-industry level.
HK ČR	16,000	n.a.	Increasing	All	No	Eurochambres	

Denmark 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	2,924,122	2,731,703	1.5%	316,970

5 cross-industry trade unions	<p>In Denmark, representativeness is purely based on mutual recognition, as there are no formal criteria, there is no cross-industry-level collective bargaining and participation in cross-industry social dialogue structures is carried out in a variety of ways with different participating organisations. FH, Akademikerne and LH organise in the private sector, while Forhandlingsfællesskabet and CFU cover the public sector. Different trade unions focus on different types of workers, sectors and professional groups.</p> <p>The largest, by far, in terms of membership strength is FH, with over 1.3 million members across the entire workforce (except for the banking and insurance sectors, where it has no members). Akademikerne represents the academic community, with some 431,000 members, while LH represents mainly management and executive staff, but also a few self-employed workers, with almost 130,000 members. The public sector has two large cross-industry negotiation organisations. Forhandlingsfællesskabet is a negotiation body for local and regional government employees. The largest sectors represented by the members of Forhandlingssfællesskabet are hospitals, social care and healthcare, childcare, kindergarten and primary school education. It also has members representing emergency services, information and communications technology, transport, construction, and regional orchestras and theatres. CFU is a negotiation body for all employees in the state. It represents the central organisations of trade unions within central administration, secondary school education, universities, the church, the military and parts of the health, railways and civil aviation sectors.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
FH	1,319,000	1,319,000	Decreasing	All	Yes	ETUC directly Eurocadres	ETUC and Eurocadres directly represent the two largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CEC European Managers represents LH.
Akademikerne	431,000	431,000	Increasing	All	Yes	ETUC directly Eurocadres	
LH	127,577	127,577	Increasing	All	Yes	CEC European Managers	
Forhandlingsfællesskabet	568,604 members across 51 organisations	568,604	Stable	Few (public sector)	Yes	ETUC indirectly	
CFU	175,078	111,222	Stable	One-third (public sector)	Yes		

6 cross-industry employer organisations	DA is the main organisation for 11 employer associations in the private sector labour market, covering more than 25,000 companies within industry, retail, transport, the service sector, and building and construction, among other sectors. DA covers around one-third of the employers of the Danish workforce and is the counterpart to the large trade union confederation FH (see previous table). DI is DA's largest member organisation and is included separately due to its cross-industry collective bargaining in
---	---

	<p>the manufacturing and service sectors. SMVdanmark is a cross-industry organisation, as it does not cover specific sectors but rather covers certain sizes of companies. Neither DA nor SMVdanmark negotiates collective agreements.</p> <p>In the public sector, there are three organisations that act as employer organisations covering different levels of government: KL represents local government, Danske Regioner represents the regional government and MEDST (within the Ministry of Finance) represents the state-level government. They are all involved in collective bargaining in different areas of the public sector.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
DA	25,000	33%	Stable	Almost all	Yes	BusinessEurope	BusinessEurope organises the two largest and most important business associations/employer organisations, which cover all types of employers in all sectors. SMEunited organises SMVdanmark. SGI Europe organises MEDST, KL and Danske Regioner, covering the public sector.
KL	All 98 municipalities plus a number of publicly owned corporations and 60 companies	Around 17%	Stable	Local government	Yes	SGI Europe	
Danske Regioner	5 regions	Around 4.5%	Stable	Few (public)	Yes	SGI Europe	
SMVdanmark	~18,000	~4%	Increasing	One-third	Yes	SMEunited	
MEDST	0	Around 7%	Increasing	Few (public)	Yes	SGI Europe	
DI (part of DA)	19,193	20%	Increasing	Two-thirds	Yes	BusinessEurope	

Estonia 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	671,300	598,300	0.3%	133,784

1 (most) representative cross-industry trade union	<p>Representativeness at cross-industry level in Estonia is based on participation in cross-industry social dialogue (regular tripartite meetings with the government and the employer confederation ETKL), and negotiating and signing the national minimum wage agreement. On this basis, EAKL is the only (most) representative peak-level trade union at cross-industry level in Estonia.</p> <p>TALO is a confederation that represents only public sector employees and freelance creatives in the cultural sector and in telecommunications. TALO represents white-collar workers, is not party to regular tripartite meetings and is not involved in the national minimum wage negotiations. It takes part in more sector-specific social dialogue (in relation to bargaining) with the government (mainly the Ministry of Culture). TALO is involved in some tripartite social dialogue structures at cross-industry level related to unemployment insurance, education, qualifications and the International Labour Organization (ILO).</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
EAKL	19,200	19,200	Decreasing	Two-thirds	Yes	ETUC directly	ETUC directly represents both of these trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. Eurocadres represents the second largest trade union confederation, which only organises in the public sector and does not participate in cross-industry social dialogue or the setting of the minimum wage.
TALO	3,200	3,200	Stable	A few	Yes, but only for the public sector	ETUC directly Eurocadres	

1 (most) representative cross-industry employer organisation	<p>ETKL is the peak-level employer association representing private sector companies. It is a partner of EAKL (peak-level trade union confederation), and negotiates and signs the national minimum wage agreement. ETKK and EVEA are business associations and thus are not involved in collective bargaining. They represent all kinds of private companies all over Estonia and their aim is to represent the interests of enterprises to promote economic activities. ETKK organises companies in almost all sectors, while EVEA represents SMEs. The members of both associations are individual companies and field-/sector-based associations of companies, in slightly more than half of sectors. ETMK is a business association that is not included here because it covers very few sectors and is not considered a cross-industry-level organisation.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ETKL	1,997	260,000	Stable	All	Yes, as employer organisations	BusinessEurope	BusinessEurope represents the most important business associations/employer organisations, which cover all types of employers in all sectors. SMEunited represents the second largest business association/employer organisation in the country. Eurochambres represents ETKK.
ETKK	4,998	~160,000	Increasing	All	As a business association	Eurochambres	
EVEA	5,200	25,000	Increasing	All	As a business association	SMEunited	

Finland 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	2,566,000	2,220,000	1.3%	361,069

3 representative cross-industry trade unions

There are three representative cross-industry trade union organisations in Finland that are involved in cross-industry social dialogue. Until 2017, they were also involved in cross-industry collective bargaining. Since 2017, there have not been any negotiations at cross-industry level.

In terms of membership strength, SAK is the largest, with members in all sectors. Akava is the second largest, closely followed by STTK.

These three cross-industry trade union organisations are focused on different categories of workers. SAK-affiliated unions represent mostly blue-collar workers, Akava-affiliated unions represent employees with high levels of academic education and STTK-affiliated unions represent mostly white-collar workers (clerks, etc.). TVML is not considered a cross-sector trade union in Finland; it only represents custom officials in the central government sector.

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
SAK	17 members (trade unions) and approximately 900,000 employees	n.a.	Stable	All	Yes	ETUC	ETUC and Eurocadres directly represent the two largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CESI represents TVML, which is not considered a cross-industry social partner organisation, as it only organises members in one sector: central government administration.
Akava	609,000	~500,000	n.a.	One-third	Yes	ETUC Eurocadres	
STTK	500,000	n.a.	n.a.	Two-thirds	Yes	ETUC Eurocadres	
TVML (part of Akava)	805	n.a.	Decreasing	Only central government administration	Only for custom officials in the central government sector	CESI	

3 representative cross-industry employer organisations

There are three representative employer organisations involved in cross-industry collective bargaining and social dialogue structures in Finland, namely EK for all private sector employers, and KT and VTML for public sector employers. EK is a peak-level employer organisation that (through its member organisations) represents employers in the private sector. It has member companies in almost all sectors, except for government administration. In addition, the sectoral trade union for the agricultural sector, MTA, is not part of EK, meaning EK also has no members in the agricultural sector.

KT represents primarily local and regional government employers and, since 2023, the welfare regions. VTML represents state employers in collective bargaining and preparations, and concludes collective agreements for civil servants. VTML represents central government administration employers only. In fact, cross-industry collective bargaining takes place now only in the public sector.

	KiT represents the Lutheran Church of Finland as an employer and negotiates a collective agreement for the parishes of the church. SY is a special-interest organisation for SMEs that is involved in sectoral collective bargaining – for machine entrepreneurs, for example – but not at cross-industry level. The Finland Chamber of Commerce (Keskuskauppakamari) is the central organisation for chambers of commerce in the country.						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
EK	24 members (employer organisations) that represent over 15,000 employers	35%	n.a.	All except local/regional government and central government administration	Yes	BusinessEurope	BusinessEurope represents the largest, most important business association/employer organisation, which covers all types of employers in all sectors. SMEunited represents SY, the second largest in the private sector. SGI Europe represents the two employer organisations/business associations covering the public sector. Eurochambres represents the Finland Chamber of Commerce (Keskuskauppakamari).
KT	416 municipalities and joint municipal authorities	16%	Stable	One-third	Yes (for local and regional government employers)	SGI Europe	
VTML	217 employer units	3%	n.a.	Central government administration, education	Yes (for central government employers)	SGI Europe (at the time of the study)	
KiT (church employers)	269 congregations	1%	n.a.	Religious organisations	No		
SY	110,000	21%	Increasing	Two-thirds	Yes – but not involved in cross-industry collective bargaining	SMEunited	
Keskuskauppakamari	21,000	~40%	Increasing	All	Yes – but not involved in cross-industry collective bargaining	Eurochambres	

France	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	28,556,000	25,544,000	14.5%	3,853,467

5 representative cross-industry trade unions	<p>Trade union representativeness is defined by law in France and based on workplace election results. In the private sector, five unions are considered representative at cross-industry level: CFDT, CGT, CGT-FO, CFE-CGC and CFTC. They are all involved in cross-industry collective bargaining and in tripartite social dialogue structures at cross-industry level.</p> <p>In terms of membership strength, CGT remains the leading trade union organisation in the civil service as a whole (state, local government and hospitals), followed by CGT-FO and CFDT. The December 2022 results show that CGT-FO has overtaken CFDT to become the second largest, putting CFDT in third place.</p> <p>Considering the results of workplace elections in the private sector, CFDT (31.01% of the votes) has become the leading French trade union in the public and private sectors combined. The second largest confederation is CGT (26.59%), followed by CGT-FO (17.64%), CFE-CGC (13.77%) and CFTC (11%). In terms of number of members, the leading organisation is CGT, with some 640,000 members,⁵⁸ followed by CFDT, with 625,000 members,⁵⁹ and CGT-FO, with some 550,000 members. CFE-CGC has around 160,000 members and CFTC has about 140,000 members.</p> <p>Other confederations have significant influence and are representative in some branches, but do not yet have representative status at national cross-sectoral level, as their results in workplace elections are below the threshold of 8%. This is the case, for instance, for UNSA (with 5.99% of the votes) and for Solidaires (with 3.68% of the votes). UNSA and Solidaires take part in workplace elections and are representative in some branches and large companies. In comparison, they obtain more votes in the workplace elections (184,000) than FA-FP and FGAF together and are around the same level as FSU (195,000 votes in the public sector).</p> <p>Four of the five representative trade unions also have a specific organisation for management staff, which are also included in the following list. These are CFDT Cadres, UGICT-CGT, FO Cadres and CFTC Cadres. The fourth representative cross-industry trade union, CFE-CGC, already focuses on representing management employees. CFE-CGC is representative at cross-industry level, while the others on their own are not.</p> <p>The other organisations listed below are SPELC, FA-FP, CSEN, FGAF and FSU, none of which is considered representative at cross-industry level in France. They are listed here because of their affiliation to European-level cross-industry social partner organisations, but they cannot be considered cross-industry social partners in the French industrial relations landscape. Among these trade union organisations, two cover the education sector (SPELC, teachers in Catholic schools; CSEN, the public education sector) and three cover the whole public sector (FA-FP, FGAF and FSU). FSU is mainly involved in central government administration, while FA-FP is a very small organisation mainly representing local governments. FGAF, FSU and FA-FP represent the public sector but are not representative at cross-industry level. CESI reports that,</p>
--	--

⁵⁸ <https://www.europe1.fr/politique/reforme-des-retraites-les-syndicats-enregistrent-une-hausse-sensible-des-adhesions-4165420>

⁵⁹ https://www.cfdt.fr/portail/presse/communiqués-de-presse/la-cfdt-compte-610144-adherentes-et-adherents-srv1_1178859

	among FGAF, FA-FP and FSU, FA-FP has the most members. SPELC and CSEN are representative only in the education sector and do not appear in the public-sector workplace election results. ⁶⁰						
	Members	Active members	Trend	Considered representative at cross-industry level?	Sectors	European affiliation	Assessment of the representativeness of the EU social partners
CFDT	625,525	586,650	Increasing	Yes	All	ETUC (direct) Eurocadres (Indirect)	ETUC directly represents the five largest trade unions in France, which cover all sectors and all types of employers, and indirectly represents three further smaller trade unions. Eurocadres directly represents FO Cadres and CFTC Cadres, and indirectly represents three more of the largest trade unions (CFDT, CGT and CGT-FO (FO)). CEC European Managers represents the fourth largest trade union in France, CFE-CGC. CESI affiliates three smaller trade unions: SPELC, FA-FP and CSEN. Uni Europa represents FO Cadres and CFTC Cadres (which are also members of Eurocadres).
CGT	638,967	541,221	Decreasing	Yes	All	ETUC (direct) Eurocadres (Indirect)	
CGT-FO (FO)	550,000	450,000	Stable	Yes	All	ETUC (direct) Eurocadres (Indirect)	
CFE-CGC	160,283	152,000	Increasing	Yes	All	ETUC (indirect) CEC European Managers (direct) CESI (Indirect) ⁶¹	
CFTC	140,000	137,500	Stable	Yes	All	ETUC (direct) CESI (indirect) EZA	
UNSA	200,000	n.a.	n.a.	No	Almost all	ETUC (direct)	
Solidaires	110,000	104,000	Increasing	No	All		
CFDT Cadres	79,878	77,348	Increasing	No	All	ETUC (indirect) Eurocadres (direct) Uni Europa	
UGICT-CGT	n.a.	78,895	Stable	No	All	ETUC (indirect) Eurocadres (direct)	
FO Cadres	19	n.a.	n.a.	No	Three-quarters	ETUC (indirect) Eurocadres (direct) Uni Europa	
CFTC Cadres	n.a.	n.a.	n.a.	No	All	Eurocadres (direct)	
SPELC	13,500	11,500	Increasing	No	Education only	CESI (direct)	
FA-FP	13,500	n.a.	Increasing	No	A few (public sector)	CESI (direct)	
CSEN	4,000	2,500	Decreasing	No	Education only	CESI (direct)	

⁶⁰ <https://www.transformation.gouv.fr/files/presse/Communiqu%C3%A9%20de%20presse%20-%20R%C3%A9sultats%20des%20%C3%A9lections%20professionnelles%20dans%20la%20fonction%20publique%202022.pdf>

⁶¹ From the CFE-CGC, the one subgroup of FP CFE-CGC, Avenir Secours (firefighters), is a member of CESI.

FGAF	1,000	1,000	Decreasing	No	Healthcare, local/regional government, central government administration	
FSU	160,000	n.a.	n.a.	No	Healthcare, education, local/regional government, central government administration	Eurocadres indirectly

<p>3 representative employer organisations at cross-industry level</p>	<p>In France, three representative employer organisations are recognised as representative at national and cross-industry level following a process of measuring employers' representativeness based on legislative provisions that has taken place every four years since 2017. They therefore participate in cross-industry collective bargaining and cross-industry social dialogue structures. These are MEDEF, CPME and U2P. Due to their representativeness, these three organisations have specific prerogatives in the social dialogue at interprofessional level and are systematically consulted by public authorities. For example, Article L1 of the French Labour Code stipulates that:</p> <p style="text-align: center;"><i>any reform project envisaged by the Government concerning individual and collective labour relations, employment and vocational training, and which falls within the scope of national and cross-industry negotiations, shall be subject to prior consultation with the representative employee and employer trade unions at the national and cross-industry level, with a view to the possible opening of such negotiations.</i></p> <p>UDES (for the social economy), FNSEA (for agriculture) and FESAC (for culture sectors) are representative in social dialogue at multi-professional level but are not involved at cross-industry level. They are consulted only on collective bargaining matters, as the negotiations can be translated into law and then concern all the enterprises.</p> <p>CMA France, SGI France and CCI France are not involved in cross-industry social dialogue. They are not considered representative cross-industry organisations in France but they are included here because of their affiliation to European-level cross-industry organisations.</p> <p>Different employer organisations reflect the size of employers covered (for SMEs) and private/not-for-profit sectors.</p> <p>MEDEF is a multilayered confederation of sectoral and territorial organisations that brings together companies with more than 10 employees. It seeks to cover all companies, whatever their size, in all geographical and professional sectors. The largest companies are affiliated to MEDEF. In 2017, CGPME changed its name to CPME. CPME is organised into four national sections: commerce, services, industry and crafts. In 2016, UPA merged with UNAPL to create a new body – U2P. U2P organises 120 federations or associations of trades and 115 regional or local organisations. There is also an employer organisation representing the not-for-profit sector – UDES, formerly USGERES.</p> <p>The following organisations are included as members of European social partners, even if they are not considered representative at cross-industry level in France. They are marked orange in the table.</p>
--	---

<p>UDES is a cross-sectoral employer organisation that covers 17 branches in the social economy and is not considered representative at national cross-industry level. UDES membership is decreasing in terms of active members, but is increasing as a whole if associate member companies are taken into consideration. UDES sits in some national cross-industry social dialogue bodies, such as the National Commission for Collective Bargaining.</p> <p>UNAPL is affiliated to U2P. It brings together 68 unions and associations representing all liberal professions. In 1997, UNAPL was admitted to the National Commission for Collective Bargaining as a representative of employers in the liberal professions, alongside other representative employer and employee trade unions at national level. Its representatives sit on the CNAMTS Council, in the CPAMs, AGIRC and ARRCO.</p> <p>FNSEA is not a cross-industry organisation. It is representative in various branches of the agricultural sector. However, it has seats on some national cross-industry social dialogue bodies, such as in the National Commission for Collective Bargaining.</p> <p>CNMCCA represents the mutual and cooperative agricultural companies (Groupama, Mutualité sociale agricole, La Coopération Agricole and Crédit agricole), which are important players in the agricultural, agri-food and rural sectors. It therefore covers several branches and is undoubtedly involved in social dialogue at national level, but is not a representative organisation at interprofessional level.</p>							
	Member companies	Workforce of member companies	Trend	Considered representative at cross-industry level?	Sectors	European affiliation	Assessment of the representativeness of the EU social partners
MEDEF	125,929	9,370,000	Increasing	Yes	Almost all	BusinessEurope	BusinessEurope represents the largest employer organisation, MEDEF, which covers all types of employers in all sectors. SMEunited represents the second and third largest employer organisations, CPME and U2P. SGI Europe directly represents UDES and SGI France. Eurochambres represents CCI France (representing the chambers of commerce). No other European cross-sector industry associations have members in France.
CPME	239,810	3,456,000	Decreasing	Yes	Almost all	SMEunited	
U2P	203,715	709,852	Increasing	Yes	Almost all	SMEunited	
UDES	32,000	1,000,000	Decreasing/increasing	No/representative at multiprofessional level	A few (not for profit: 17)	SGI Europe	
CMA France	1,300,000	11,000	Increasing	No	Half	SMEunited	
SGI France	21	n.a.	Increasing	No	A few	SGI Europe	
CCI France	3,800,000	n.a.	Increasing	No	Two-thirds	Eurochambres	

Germany 	Persons employed (2019)	Employees (2019)	Proportion of the EU workforce	Number of companies (2019)
	41,000,000	38,300,000	21%	3,483,691

3 representative trade unions	<p>DGB and ULA have members in all sectors, while dbb and CGB cover one-quarter of sectors, with dbb mainly covering the public sector. DGB is by far the most representative trade union confederation; its eight affiliates represent both public and private sector workers. dbb represents occupational and sectoral trade unions and professional organisations, which represent civil servants and workers in privatised companies; CGB differs from DGB ideologically and covers public and private sectors alike. These three confederations represent trade unions involved in collective bargaining. Managerial staff may become trade union members and may therefore be members of any of the affiliates of these three confederations. Managers are often not covered by collective bargaining because their wages are beyond the maximum threshold of remuneration addressed by collective bargaining. Therefore, the German member of CEC European Managers, ULA, is considered not a trade union confederation but a professional organisation.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
DGB	6,200,000	n.a.	Decreasing	All	Yes	ETUC Eurocadres	<p>ETUC represents the largest cross-industry trade union in Germany, DGB, which covers all sectors and all types of employees. Eurocadres also represents DGB. CESI represents the second largest trade union, dbb, and the third largest, CGB. CEC European Managers represents the fourth largest organisation, ULA. No other cross-industry European associations have members in Germany.</p>
dbb	1,334,860	n.a.	Increasing	One-third	Yes	CESI	
CGB	280,000	n.a.	Stable	27	Yes	CESI	
ULA	70,000	70,000	Increasing	All	No	CEC European Managers	

7 employer/business organisations	<p>BDA is the cross-industry umbrella employer organisation. BDA and ZDH, which is a member of BDA and represents craft businesses, are the cross-industry employer organisations participating in social dialogue structures at cross-industry level. They have a more or less equal number of affiliated companies (due to overlaps and counting variations in their membership structures), while, in terms of the collective workforce, BDA has the largest membership strength. This is because BDA member organisations have affiliated employers of all sizes – large firms, SMEs and micro firms – while ZDH represents only craft businesses, which are usually smaller. They include SMEs, micro firms and skilled craftsmen, such as carpenters, opticians and hairdressers.</p> <p>There are also different employer organisations covering the public and private sectors. VKA, TdL and BVÖD represent public sector employers. VKA unites the regional municipal employer associations at national level. TdL is the collective bargaining association for the federal states. While VKA and TdL negotiate collective agreements for municipal employers or for the federal states, BVÖD does not. BVÖD – the German section of SGI Europe – organises companies, business organisations and employer organisations when they are providers of public services or services of general interest (such as local transport, electricity, water or waste management, and housing).</p>
-----------------------------------	--

	BDA and BDI are both members of BusinessEurope and maintain a joint office in Brussels. However, at national and European levels, BDA and BDI work in different domains. While BDA organises employer organisations (involved in collective bargaining), BDI is the umbrella industry association/organisation for industry federations (business associations of industry and industry-related service providers) and does not cover the field of collective bargaining. DIHK is the German Chamber of Industry and Commerce and is, like BDI, a business association.						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
BDA	1,000,000	30,500,000	Stable	Almost all	Yes, as employer organisations	BusinessEurope	BusinessEurope represents BDA (which covers all types of employers in all sectors) and BDI (which covers half of all sectors). SMEunited represents the second largest employer organisation, ZDH (organising the crafts sector). SGI Europe directly represents BVÖD and indirectly represents VKA and TdL (representing public sector employers). Eurochambres represents DIHK (the chambers of commerce). BDA is also affiliated to two international employer organisations, IOE and Business at OECD.
ZDH	~1,000,000	~5,400,000	Increasing	Half	Yes, as employer organisations	SMEunited	
VKA	~9,900	~2,500,000	Increasing	A few	Yes (public sector)	SGI Europe HOSPEEM	
TdL	15	~800,000	Increasing	A few	Yes (public sector)	SGI Europe	
BVÖD	Over 2,000	3,000,000	Stable	One-quarter	Yes (public sector)	SGI Europe	
BDI	Over 100,000	~8,00,000	n.a.	Half	Yes, as business associations	BusinessEurope	
DIHK	Over 5,500,000	n.a.	Increasing	Two-thirds	Yes, as business associations	Eurochambres	

Greece 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	3,901,800	2,660,700	2%	265,212

1 cross-industry trade union with the capacity to negotiate cross-industry agreements	<p>The Greek trade union system is characterised by a dual structure divided into private and public sector organisations. Workers employed in the private economy (from all sectors) can join primary-level trade unions that consist of sectoral/occupational federations and labour centres as part of GSEE. Workers employed under public law contracts (e.g. civil servants, teachers and workers of public enterprises) are entitled to join primary-level trade unions that are part of ADEDY, whose membership domain focuses on public-service sectors. EASE is a technocratic, non-profit organisation. Its members (professional CEOs and first-line managers) head companies covering all sectors of business activities in the country. GSEE is the only trade union confederation that signs the national general collective labour agreement.</p>					
	Members	Active members	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
GSEE	370,000	n.a.	Stable	Yes	ETUC	ETUC directly represents both of the largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors.
ADEDY	260,000	n.a.	Stable	Only for the public sector	ETUC EPSU	
EASE	500	n.a.	Stable	n.a.	CEC European Managers	CEC European Managers represents EASE, the Greek Association of Chief Executive Officers.

6 employer organisations	<p>The national general collective labour agreement is co-signed by five employer organisations: SEV, GSEVEE, ESEE, SETE and SBE (formerly SVEE). There are different employer organisations/business associations for smaller and larger companies. ESEE represents individuals. SEV (a member of BusinessEurope) originally represented the main industrial undertakings and now also represents 5 regional industry associations, 52 sectoral business associations and major business undertakings in all sectors such as energy, transportation, processing, the medical industry, the metal industry, food, banking, technology, the chemical industry, services, wholesale, and high-tech or innovation start-ups. GSEVEE (a member of SMEunited) has 57 local and 30 sectoral federation members, in which 1,100 first-level associations participate, representing micro firms, SMEs, craft businesses and self-employed workers, within the secondary (manufacture) and tertiary (services) sectors of the economy. ESEE represents, in particular, SMEs in trade. SETE represents employers in the tourism and hospitality sectors. SBE (a member of SGI Europe) represents associations of companies and individual companies and is the employer organisation most newly recognised by law.</p> <p>In UHCC, all legal entities and individuals undertaking independent business economic activity are members, as membership is quasi-compulsory because of the business registry (GEMH) operated by UHCC. It is included in the study due to its membership of Eurochambres.</p>					
	Member companies	Workforce of member companies	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ΣEB (SEV)	4,500	13% of private sector employees (262,000)	Increasing	Yes	BusinessEurope	

ΓΣΕΒΕΕ (GSEVEE)	130,000	630,000	Stable	Yes	SMEunited	BusinessEurope represents the most important business association/employer organisation, SEV, which covers most types of private sector employers in all sectors. SMEunited represents the second and third largest business associations/employer organisations in the country, covering all types of SMEs in all sectors. SGI Europe represents SBE. Eurochambres has UHCC as an affiliate.
ΕΣΕΕ (ESEE)	~100,000	~600,000	Stable	Yes	SMEunited	
ΣΕΤΕ (SETE)	50,796	n.a.	n.a.	Yes		
ΣΒΕ (SBE)	800	10,500	Increasing	Yes	SGI Europe	
UHCC	850,000	n.a.	Increasing	Yes	Eurochambres	

Hungary	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	4,436,000	3,979,800	2.2%	824,887

<p>6 cross-industry trade unions participate in the NGTT</p>	<p>The National Economic and Social Council (NGTT) and the Permanent Consultative Forum of the Private Sector and the Government (VKF) are two Hungarian social dialogue structures. The NGTT cannot be considered a social dialogue body; rather, it is more of a symbolic consultative civil dialogue body without any negotiation function. However, the criterion for membership of the NGTT is recognition of the participating trade union organisations as representative at cross-industry level. The six cross-industry trade union organisations participating in the NGTT are MASZSZ, LIGA, SZEZ, ÉSZT, Munkástanácsok and 7SZ. The VKF is the most important tripartite cross-industry social dialogue structure in Hungary. Participation in the VKF is based on mutual recognition, not on thresholds or representativeness criteria. The three cross-industry trade union organisations that participate in the VKF are MASZSZ, Munkástanácsok and LIGA.</p> <p>MASZSZ is the result of the merger in 2014 of two cross-industry confederations; it is, in terms of membership strength, the most representative trade union, closely followed by LIGA. LIGA has members in about one-third of sectors and MASZSZ has members in slightly more than half of sectors. MKKSZ mainly organises public-service sector employees in local, regional and central government administrations and in healthcare, education and social services. MKKSZ is only representative for some of those public sectors, although not as a cross-industry trade union organisation.</p> <p>In most cases, the history of the confederations determines their main ideological line. The origin of the division between the confederations (MASZSZ, SZEZ and ÉSZT on one side and LIGA and Munkástanácsok on the other) can be traced back to the time of the regime change of 1989, battles around the demolition of the state monopoly, the breakdown of the National Council of Trade Unions and the distribution of its assets. MASZSZ evolved from the merger of SZOT's successor, MSZOSZ, and a new post-1989 formation, ASZSZ. LIGA and Munkástanácsok were both new formations, close to the political parties first in power after the democratic transition (SZDSZ and MDF, respectively). In 2011, MSZ EDDSZ, which organises workers in the public health and social services sector, together with MDSZSZ founded the Seventh Confederation (as, by this time, six other confederations were in operation) or 7SZ.</p> <p>MASZSZ represents mainly the private sector, but also the public sector; LIGA also represents both private and public sectors, while ÉSZT, SZEZ and 7SZ mainly represent public sector employees. Regarding the different professional groups, MASZSZ mainly represents blue-collar workers and ÉSZT and SZEZ focus on white-collar employees.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level (participating in the NGTT)?	European affiliation	Assessment of the representativeness of the EU social partners
MASZSZ	150,000	104,000	Decreasing	Half	Yes	ETUC	ETUC directly represents the four largest trade union confederations at cross-sectoral level, which collectively cover all employees in all sectors. Eurocadres also represents ÉSZT.
LIGA Szakszervezetek	100,200	100,200	Decreasing	Two-thirds	Yes	ETUC	
SZEZ	51,925	40,967	Decreasing	One-quarter	Yes	ETUC	

ÉSZT	54,800	38,360	Increasing	One-quarter	Yes	ETUC Eurocadres	Menedzserszövetség represents management employees. It used to be a member of CEC European Managers, but is no longer affiliated.
Munkástanácsok	50,000	n.a.	Increasing	One-third	Yes	ETUC	
7SZ	30,000	28,000	Increasing	One-third	Yes	None	
Menedzserszövetség	125,000	125,000	Increasing	One-third	No	None	
MKKSZ	9,000	6,500	Stable	A few	No	CESI	

5 employer organisations and a chamber of commerce participate in the NGTT	<p>The NGTT and the VKF are social dialogue structures in Hungary. The five cross-industry employer organisations participating in the NGTT are MGYOSZ, VOSZ, ÁFEOSZ, IPOSZ and STRATOSZ. The chamber of commerce and industry (MKIK), membership of which is mandatory for all businesses, is also a member of the NGTT. The VKF is the most important tripartite cross-industry social dialogue structure in Hungary. Participation in the VKF is based on mutual recognition, not on thresholds or representativeness criteria. The three cross-industry employer organisations participating in the VKF are MGYOSZ, VOSZ and ÁFEOSZ.</p> <p>MGYOSZ mainly represents larger companies, VOSZ focuses on medium-sized companies, STRATOSZ represents state-run companies and IPOSZ represents craftspeople. MKIK is the Hungarian chamber of commerce, which is not an employer organisation, as it is not involved in cross-industry social dialogue structures at cross-industry level. ÁFEOSZ, STRATOSZ, KISOSZ and OKISZ have no cross-sectoral presence. ÁFEOSZ is a confederation of companies in commerce, while KISOSZ represents catering and commerce, and OKISZ represents small industries.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level (participating in the NGTT)?	European affiliation	Assessment of the representativeness of the EU social partners
MGYOSZ	100 multinational medium-sized and large companies, 52 associations	1,200,000	n.a.	Almost all	Yes	BusinessEurope	BusinessEurope represents the most important business association/employer organisation, MGYOSZ, which covers all types of employers in all sectors. SMEunited represents IPOSZ, representing smaller businesses and craftspeople. Eurochambres represents MKIK, the Hungarian chamber of commerce and industry. MKIK is not an employer organisation but a public institution.
IPOSZ	170 regional and professional guild units, 30,000 businesses	90,000	Stable	Half	Yes	SMEunited	
STRATOSZ	21	122,000	Decreasing	A few (postal, transport and electricity sectors)	Yes	None	
VOSZ	58,000	472 000	Increasing	All	Yes	None	
ÁFEOSZ	1,200	35,000	Stable	Commerce	Yes		
MKIK	500,000	66% 2.62 million	Stable	All	An NGTT member but not a cross-industry social partner	Eurochambres	

Ireland 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	2,361,200	2,018,100	1.2%	270,344

1 cross-industry trade union umbrella organisation	<p>With 44 affiliates, ICTU is the umbrella organisation for almost all trade unions in Ireland (aside from some profession-specific organisations outside ICTU, there are only two small trade unions that actively recruit). The two largest member organisations of ICTU are SIPTU, with about 180,000 members, and FORSA, with 80,000 members. Together, SIPTU and FORSA represent slightly more than half of the ICTU membership base. SIPTU and FORSA, together with UNITE, are member organisations of ICTU that, like ICTU, have members in all economic sectors. Membership of the Labour Employer Economic Forum determines representativeness in Ireland, and only ICTU participates in cross-industry trade union organisation.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ICTU	~800,000	490,000	Increasing	All	Yes	ETUC	ETUC has as a direct affiliate the only trade union confederation at cross-sectoral level, which covers all types of employees in all sectors.

1 recognised representative cross-industry employer organisation	<p>Ibec occupies a similar status to ICTU in that it is essentially the only cross-industry representative body at peak level. Ibec is the only employer organisation with a cross-industry membership basis participating in the Labour Employer Economic Forum. Ibec's members are diverse; direct members range from small to large and domestic to multinational and employ over 70% of the private sector workforce in Ireland. Ibec was founded in 1993 by the merger of FIE and CII. Traditionally, FIE dealt with labour relations and CII dealt with other matters, including lobbying. There are 39 'trade associations' within Ibec, which cover a wide range of industry sectors. These trade associations are staffed by Ibec officials, and employers participate in them via Ibec membership.</p> <p>Within Ibec, there is an Ibec small firms' association, which, just like ISME, represents SMEs. However, ISME is not recognised as a representative cross-industry social partner organisation participating in tripartite social dialogue structures at cross-industry level, as only Ibec represents employers. ISME represents SMEs.</p> <p>Chambers Ireland is the Irish confederation of local chambers of commerce. It has as affiliates all local chambers, and its membership is very high in Ireland. However, it does not play any role in industrial relations, as it is not recognised as a cross-industry social partner organisation.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
Ibec	n.a.	70%	Stable	All	Yes	BusinessEurope	BusinessEurope represents the largest, most important business association/employer organisation, which
ISME	Over 10,500	n.a.	Stable	Half	No	SMEunited	

Chambers Ireland	n.a.		n.a.	All	No	Eurochambres	covers all types of employers in all sectors. SMEUnited represents ISME, the second largest in the private sector. Eurochambres represents Chambers Ireland.
------------------	------	--	------	-----	----	--------------	--

Italy	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	22,713,000	17,558,000	11.5%	4,404,501

3 representative trade unions	<p>With the caveat that membership strength statistics are based on self-declarations by trade unions, CGIL declares the most trade union members, followed by CISL and then UIL. These main Italian trade unions represent workers in all the economic sectors in Italy and lead cross-industry collective bargaining processes. Their social, political and union influence is broader than that of all other trade union organisations, as are their territorial anchoring and their ability to negotiate collective agreements at cross-industry level. When they were founded, the three confederal trade unions were aligned with the dominant political forces and ideological traditions in Italy: CGIL, Marxist tradition (Italian Communist Party); CISL, Christian-Catholic tradition (Christian Democratic Party); and UIL, socialist and republican tradition (Italian Socialist Party and Republican Party). The crisis of mass parties and political ideology has led them to moderate such defining positions, although the original identity imprint partly remains. By contrast, other trade unions (mentioned below) have defined themselves as ‘autonomous’ with respect to the political landscape and ideological traditions of 20th-century Italy.</p> <p>Rules determining which trade unions and employer organisations are representative at cross-industry level in Italy have changed several times through a series of agreements negotiated by Confindustria (an employer organisation) and CGIL, CISL and UIL. The most recent negotiated rules (from 2014) on representativeness set a threshold of 5% representativeness at cross-industry level to be allowed to negotiate cross-industry collective bargaining agreements. It is calculated as an average between members and votes for workplace union representation. Formally, it is not yet implemented. In line with these rules, the three representative cross-industry trade unions are indeed CGIL, CISL and UIL.</p> <p>For an overview of active trade unions operating in Italy, we can refer to those participating in the most important tripartite social dialogue structure at cross-industry level, the National Council for Economic Affairs and Labour (CNEL), which includes, through a special appointment by law, representatives of social forces from the worlds of business, self-employment and salaried employment and some organisations of social and voluntary associations. Trade unions participating in CNEL – apart from the already mentioned CGIL, CISL and UIL – are the following:</p> <ul style="list-style-type: none"> • CIDA and CONFEDIR, both representing managers and cadres • CIU, representing managers, executives, professionals, researchers, consultants, middle management and high-level professionals, whether employed or self-employed • CISAL and CONFISAL, namely cross-industry trade unions also involved in cross-industry collective bargaining (the numbers of sectors covered by CISAL and CONFISAL can be found in Table A5 in Annex 4) • UGL, which does not directly participate in cross-industry collective agreements; in the last 20 years, it has signed – through simple ‘adhesion’ (that is, without participating in the process of negotiation) – major national collective agreements negotiated between CGIL, CISL, UIL and the most representative employer organisations <p>USB and USAE must also be mentioned, despite not being represented in CNEL. USB operates in both private and public employment and its activity focuses on conflict and labour dispute rather than negotiation and concertation; this is why – despite being organised in a confederal structure articulated at national, regional and provincial levels, with a presence in many areas of Italy – it does not participate in cross-industry collective bargaining. USAE is a confederation of autonomous trade unions, not representative in terms of membership and territorial coverage and not participating in cross-industry collective bargaining.</p>
-------------------------------	---

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CGIL	5,068,794	2,588,958	Decreasing	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent the three largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CESI represents the two trade union confederations, and CEC European Managers represents CIDA.
CISL	4,079,490	2,379,871	Increasing	All	Yes	ETUC Eurocadres	
UIL	2,281,355	1,414,251	Increasing	All	Yes	ETUC Eurocadres	
CIDA	132,985	89,835	Decreasing	All	No (only in specific sectors)	CEC European Managers	
CONFEDIR	n.a.	n.a.	n.a.	Public sector	No (only in specific sectors)		
CIU	n.a.	n.a.	n.a.	All	No		
CISAL	Over 1,000,000	946,059	Increasing	All	No (only in specific sectors)	CESI	
CONFISAL	~1,400,000	n.a.	Stable	Three-quarters	No (only in specific sectors)	CESI	
USAE	n.a.	n.a.	n.a.	n.a.	No		
USB	~250,000	n.a.	Stable	One-third	No (only in specific sectors)		
UGL	n.a.	n.a.	n.a.	Half	No		

23+ employer organisations	<p>A large number (23) of employer organisations participate in CNEL. Confindustria is arguably the most representative in terms of membership strength, representing the companies employing the largest proportion of the Italian workforce. It represents all kind of companies, although historically it has focused on large manufacturing companies. Within its framework operate 87 sectoral employer organisations that together make up the confederal system of Confindustria, territorially anchored through associations at regional and provincial levels.</p> <p>Confapi (not represented in CNEL) is another employer organisation centred on manufacturing industrial companies, but with a focus on SMEs. Among other employer organisations:</p> <ul style="list-style-type: none"> • some represent the interests of agricultural companies: Coldiretti, Confagricoltura, CIA and Copagri • Confcommercio, Confesercenti and FederTerziario mainly represent SMEs operating in the tertiary, services, small industrial and commercial sectors • Confservizi is the employer organisation representing companies operating in industry-relevant sectors such as water, gas, electricity, environmental hygiene and local transport; it currently includes two federations: Asstra and Utitalia • ARAN represents employers in the public sector, despite not being represented in CNEL • Legacoop, Confcooperative and AGCI represent the interests of cooperatives • CNA, Confartigianato and Casartigiani mainly represent the interests of craftspeople and artisans • Unioncamere, despite not being represented in CNEL, is the public body that institutionally represents the Italian chamber system, implementing, managing and coordinating services and activities of interest to the Chambers of Commerce • ABI represents the interest of banks and financial intermediaries • Confprofessioni represents the interests of freelance professionals
----------------------------	--

	<ul style="list-style-type: none"> Confetra is an employer organisation representing companies in the sectors of transport, shipping, logistics and storage of goods <p>All of the above-mentioned employer organisations can be considered representative, in that they are recognised by the three representative trade unions – CGIL, CISL and UIL – as counterparts for the negotiation and signature of national collective agreements.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
Confcommercio	~720,000	~2,400,000	Stable	One-third	Yes	SMEunited ⁶²	BusinessEurope represents the most important business association/employer organisation, which covers all types of employers in all sectors. SMEunited represents the second and third largest business associations/employer organisations in the country. SGI Europe represents Confservizi and ARAN, and Eurochambres represents Unioncamere.
Confindustria	150,379	5,437,488	Stable	Two-thirds	Yes	BusinessEurope	
Confesercenti	350,000	1,100,000	Decreasing	A few	Yes		
Legacoop	15,000	448,490	Decreasing	Two-thirds	Yes		
Confservizi	591	149,426	Stable	Electricity and gas, local public services	Yes	SGI Europe	
Confcooperative	~19,000	~85,000	Depends on the sector	Almost all	Yes		
ARAN (public body, not represented at CNEL)	n.a.	2,768,129	Stable	Public sectors only	Yes	SGI Europe	
CNA	621,362	~475,000	Decreasing	Two-thirds	Yes	SMEunited	
CONFAPI (not represented at CNEL)	~120,000	~2,300,000	Stable	One-third	Yes		
Confartigianato Imprese	665,236	592,172	Stable	Two-thirds	Yes	SMEunited	
AGCI (not represented at CNEL)	~8,000	~90,000	Stable	Half	Yes		
FederTerziario	~90,000	n.a.	Stable	One-third	Yes		
Unioncamere (public body, not represented at CNEL)	220,000	n.a.	Stable	n.a.	n.a.	Eurochambres	
Casartigiani	~200,000	n.a.	n.a.	Two-thirds	Yes		

⁶² Since 1 January 2023, Confcommercio is no longer a member of SMEunited.

Latvia	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
 	870,300	769,300	0.4%	111,448

1 trade union	LBAS is the only cross-industry national-level trade union confederation; it unites the largest number of employees via its member organisations. LBAS is a member of the National Tripartite Cooperation Council.						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
LBAS	85,676	n.a.	Decreasing	All	Yes	ETUC Eurocadres directly CESI indirectly (via LBAS members) ⁶³	ETUC and Eurocadres directly represent the trade union confederation at cross-sectoral level, which covers all types of employees in all sectors.

Only 1 (LDDK) is considered representative at cross-industry level	LDDK is a single national-level social partner and a member of the National Tripartite Cooperation Council on the employers' side. LDDK has member companies and member organisations. LDDK accepts as direct members companies employing more than 50 people, but via its member organisations also represents smaller companies. LBS is registered as an employer organisation with the goal of representing SMEs. Currently, LBS is not a member of the National Tripartite Cooperation Council and is not considered a national-level social partner. LTRK is the largest business association in Latvia. The main sectors of its activities are the business environment, the competitiveness of enterprises and exports. LTRK is not a member of the National Tripartite Cooperation Council. However, LDDK and LTRK often act together in joint opinions or in communication with the government. LBS also cooperates with LTRK to bring SME-related issues onto the legislative agenda.						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
LDDK	~5,000	44%	Increasing	Almost all	Yes	BusinessEurope	BusinessEurope represents the only representative cross-industry employer organisation in Latvia, LDDK, which covers all types of employers in all sectors. Eurochambres represents the second largest organisation, which is in fact a business association. SMEunited represents the third largest business association in the country.
LTRK	2,725 directly	143,891	Increasing	All private sectors	No	Eurochambres	
LBS	1,275	~4,000	Decreasing	Half	No	SMEunited	

⁶³ The LVIPUFDA and LAADA unions of LBAS are part of CESI and have a double affiliation (CESI–ETUC).

Lithuania 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	1,324,300	1,172,300	0.7%	105,093

3 representative cross-industry trade unions	<p>The criteria to participate in the Tripartite Council of the Republic of Lithuania (TCRL) determine whether an organisation is representative at cross-industry level. The most important criteria are membership of European organisations, having members or representativeness in different geographical regions and in different sectors, being active for at least three years and covering at least 0.5% of the total workforce of the country. The three representative cross-industry trade union organisations complying with these criteria are LSPK, LPS ‘Solidarumas’ and RJPS.</p> <p>LPSK has the most affiliated trade union members with 50,000. The second and third largest trade unions are RJPS and LPS ‘Solidarumas’, with 22,000 and 20,000 members, respectively.</p> <p>There are a few intersectoral unions, but these do not satisfy representativeness criteria and are not represented at the tripartite council (TCRL), for example LPS ‘Sandrauga’ and LDF. Previously, LPS ‘Sandrauga’ was considered representative and was represented at the TCRL during the last term (from July 2018 to June 2022); however, currently it does not satisfy the criteria. LDF was also previously among the largest confederations, but now it is almost inactive and has a relatively small number of union members; thus, it is no longer considered representative at cross-industry level. There are more trade unions covering a few sectors that are not representative at cross-industry level. One example is G1 Trade Union (Trade Union of 1 May), uniting platform workers, retail trades and others. There also are some sectoral trade unions not affiliated to the confederations and/or intersectoral trade unions.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
LPSK	50,000	50,000	Increasing	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent the largest and third largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CESI represents the second largest trade union confederation. LDF is still a member of ETUC, but is no longer a member of Eurocadres.
LPS ‘Solidarumas’	20,000	20,000	Increasing	All	Yes	ETUC Eurocadres	
RJPS	22,000	22,000	Increasing	At least eight	Yes	CESI	
LPS ‘Sandrauga’	10,000	10,000	n.a.	Trade union does not provide this information	No	No	
LDF	4,500	4,500	Decreasing	A few	No	ETUC	

6 representative cross-industry employer organisations	<p>On the employers' side, the criteria to participate in the TCRL determine whether an organisation is representative at cross-industry level. The most important criteria are membership of European organisations, having members or representativeness in different geographical regions and in different sectors, being active for at least three years and covering at least half of all affiliated companies or at least 3% of the total workforce of the country.</p> <p>All six organisations listed below are considered to be representative. There are different employer organisations/business associations for large (LPK) and small businesses (LDK). LŽŪR is the employer organisation for the agriculture sector, which also has some members in food and drinks production. LPPARA is an association of chambers of commerce, industry and crafts; IF unifies Lithuanian investors; and LVK is a national committee of the International Chamber of Commerce in Lithuania, uniting service, trading and high-tech companies.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
LPK	~4,000	~300,000 ~23%	Increasing	Two-thirds	Yes	BusinessEurope	BusinessEurope represents the most important business association/employer organisation, which covers all types of employers in all sectors. SMEUnited and Eurochambres represent the second largest business association/employer organisation in the country.
LPPARA	2,000	10%	Increasing	Almost all	Yes	SMEUnited Eurochambres	
LDK	n.a.	n.a. At least 3%	n.a.	LDK does not provide any information on its membership	Yes		
LŽŪR	56 legal entities (companies) and 25,000 individual employers – farmers	~44,000 ~3.5%	Decreasing	Agriculture, food and drinks	Yes		
IF	66	57,820 ~5%	Increasing	Half	Yes		
LVK	~3,500	200,000 ~15%	Stable	Two-thirds	Yes		

Luxembourg	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	465,000	437,400	0.2%	33,741

2 trade unions

There are different cross-industry trade unions for public and private sector employers, and different cross-industry trade unions have different ideological orientations. Cross-industry trade unions are considered representative at national level when they receive at least 20% of the votes in the election of members for the Chamber of Employees. For Luxembourg, this applies to OGB-L and LCGB. The difference is in their ideological approach. OGB-L has an independent and socialist orientation, while LCGB has a Christian democratic orientation. In terms of membership strength, OGB-L is the largest.

There are two other trade union organisations that are considered representative, although this is based on having 50% of the employee representatives in a given sector. For ALEBA, this is the case for the banking and insurance sector, even though the outcome in the last social elections was 49.5%, just below the required 50%. CGFP is a trade union with members mainly in the public sector and central government administration, but also in education, postal services and banking. Even though ALEBA and CGFP are considered representative for these specific sectors, they cannot be considered here representative trade union organisations at cross-industry level.

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
OGB-L	Over 70,000	65,000	Increasing	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent the two largest trade union confederations at cross-sectoral level, both of which cover all employees in all sectors (OGB-L and LCGB). CESI directly represents CGFP, which is the third largest trade union confederation.
LCGB	43,502	39,000	Increasing	All	Yes	ETUC Eurocadres	
CGFP	32,000	Unknown	Increasing	A few (public sectors)	Yes	CESI directly	
ALEBA	Over 10,000	9,000	Increasing	Only banking and insurance	Yes	None	

1 representative cross-industry umbrella organisation of employer organisations

UEL is the only umbrella organisation of Luxembourg employers, which, through its membership of the various employer organisations and professional chambers, represents all companies from the private sector, except those active in the primary sector. UEL has the status of a non-profit association. Due to their representativeness, three of the member organisations deserve to be mentioned specifically: FEDIL, FDA and ABBL. FEDIL is the Luxembourg professional association representing the sectors of industry, entrepreneurship and business services. FDA is the umbrella federation of Luxembourg craftsmanship, grouping a variety of professional federations. FDA member companies are members of one of the professional associations in the following trade groups: food, fashion, health and hygiene, mechanics, construction, building contractors, building closure, technical building installations, opticians and optometrists, and miscellaneous. ABBL is the association of banks and bankers, representing the financial sector, including the majority of financial institutions and regulated financial intermediaries, law firms, consultancies, auditors, market infrastructures, and e-money and payment institutions. ABBL represents its banking members in the negotiation of collective bargaining agreements for the banking sector; this equally applies to the insurance sector, which is represented at employer level by ACA, which is also a member of UEL.

	<p>UEL is the umbrella organisation at cross-industry level. Its members FEDIL, FDA and ABBL can conclude collective bargaining agreements at sector level.</p> <p>In Luxembourg, there is a system of guild chambers at cross-industry level, with mandatory membership for all private entrepreneurs, craftsmen and companies. CdC, CDM and LWK are three chambers that have statutory consultation rights for public authorities (to submit legislative proposals) and, in areas related to statistics or vocational training, they can operate as associated public administrative bodies. These three organisations are indicated in orange below because they are mandatory and not organisations based on voluntary membership.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
UEL	All businesses	Indirectly, 80%	Stable	All	Yes, at cross-industry level	BusinessEurope indirectly SGI Europe indirectly	<p>BusinessEurope represents one of the key business associations/employer organisations, FEDIL. SMEunited represents the second and third largest business associations/employer organisations in terms of numbers, FDA and CDM. Eurochambres represents CdC.</p>
FEDIL (part of UEL)	670	n.a.	Increasing	All	Part of UEL	BusinessEurope directly	
FDA (part of UEL)	35	n.a.	Stable	One-third	Part of UEL	SMEunited	
ABBL (part of UEL)	162	n.a.	Stable	Banking and insurance	No	European Banking Federation	
CDM	8,463	20%	Increasing	One-third	Mandatory membership	SMEunited	
CdC	96,250	75%	Stable	All	Mandatory membership	Eurochambres	
LWK	1,843	n.a.	Decreasing	Agriculture	Mandatory membership		

Malta 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	249,300	211,800	0.1%	31,766

3 trade unions	<p>Different trade unions represent a variety of professions. GWU, which is ideologically oriented to the left and traditionally represents more blue-collar workers, also represents employees across other categories. GWU has affiliated employees in one-third of sectors. On the other hand, CMTU and Forum are more inclined to represent professions such as teachers, doctors, nurses, engineers and technicians. CMTU has affiliated employees from about half of sectors and Forum has affiliated employees in about one-third of sectors. All three are involved in the tripartite Employment Relations Board and in the tripartite Malta Council for Economic and Social Development, in which they contribute to the shaping of working conditions at cross-industry level. All three cross-industry trade union organisations – GWU, CMTU and Forum – participate in the tripartite Malta Council for Economic and Social Development.</p>						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
GWU	53,019	48,682	Increasing	Two-thirds	Yes	ETUC directly Eurocadres	ETUC and Eurocadres directly represent the three trade union confederations at cross-sectoral level. CESI represents CMTU indirectly.
CMTU	30,019	26,900	Increasing	Half	Yes	ETUC directly Eurocadres CESI indirectly	
Forum	16,731	15,800	Increasing	One-third	Yes	ETUC directly Eurocadres	

3 employer organisations	<p>Different employer organisations reflect the size of employers covered. There are different cross-industry employer organisations/business associations for smaller companies and for larger companies. Although these employer associations, in particular MEA and the Malta Chamber, mostly share the same affiliate members, in practice they differ in their missions. While MEA is more oriented towards the industrial relations aspect, the Malta Chamber caters for economic and commercial issues, and the Malta Chamber of SMEs is focused on commercial interests. The Malta Chamber represents businesses of all sizes, while the Malta Chamber of SMEs deals with issues concerning SMEs. All three are involved in the tripartite Employment Relations Board and in the tripartite Malta Council for Economic and Social Development, in which they contribute to the shaping of working conditions at cross-industry level. All three cross-industry employer organisations – MEA, the Malta Chamber and the Malta Chamber of SMEs – participate in the tripartite Malta Council for Economic and Social Development.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
MEA	690	65,000 (31%)	Increasing	All	Yes	SIG Europe	

Malta Chamber	n.a.	197,000 (69%)	Increasing	All	Yes	BusinessEurope Eurochambres	<p>MEA has member companies in all sectors. It is known to represent mainly the largest employers. It is represented in cross-industry European social dialogue as a member of SGI Europe.</p> <p>The largest national employer organisation in the collective workforce of the affiliated companies is the Malta Chamber. Its member companies employ 69% of the Maltese workforce, covering about two-thirds of sectors. The Malta Chamber is affiliated to both BusinessEurope and Eurochambres. Companies can be affiliated to both MEA and the Malta Chamber.</p> <p>SMEunited represents the largest business association/employer organisation in terms of numbers of companies, the Malta Chamber of SMEs. It has member companies in all sectors.</p>
Malta Chamber of SMEs	7,386	36,930	Decreasing	All	Yes	SMEunited	

Netherlands	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
 	10,612,000	8,303,000	5.4%	1,899,940

3 representative cross-industry trade unions participate in the Social and Economic Council	FNV, CNV and VCP are all cross-sectoral, peak-level social partners with different workers from different sectors and different trade unions covered within each organisation. These three peak-level trade unions are part of the Social and Economic Council, where matters of national policy relating to working conditions are discussed, together with the peak-level employer organisations VNO-NCW and MKB Nederland. FNV and CNV tend to be present in most sectoral collective labour agreements (especially FNV) due to their wide membership bases. In terms of membership strength, FNV is by far the largest. FNV and CNV originally focused more on blue-collar workers, while VCP is for more highly educated white-collar workers and management employees. However, all associations appear to want to move away from this delineation, because it is no longer so relevant (FNV and CNV have a wide variety of employees as members). VCP, however, is still more orientated towards management employees.							
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners	
	FNV	~1,000,000	953,947	Decreasing	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent the three largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CESI indirectly represents the second largest cross-industry trade union, CNV, as well as the sectoral trade union NCF, which organises only public sector employees at the Ministry of Finance. NCF is representative in the central government administration sector, but not at cross-industry level.
	CNV	252,126	n.a.	Decreasing	Half	Yes	ETUC Eurocadres CESI indirectly ⁶⁴	
	VCP	~50	163,000	Increasing	Half	Yes	ETUC Eurocadres	
	NCF	~12,000	~12,000	n.a.	Public sector (Ministry of Finance)	Not at cross-industry level	CESI directly	

2 cross-industry employer organisations participate in the Social and Economic Council	VNO-NCW is, in terms of membership strength, the largest employer organisation. VNO-NCW covers almost all sectors, with the exception of some public sectors. The other main employer organisation is MKB Nederland, which represents SMEs (MKB is Dutch for SME) in half of sectors. In terms of affiliated companies, the differences between VNO-NCW and MBK Nederland are rather small. However, MBK Nederland only organises SMEs, while VNO-NCW organises all types of companies, including larger companies. VNO-NCW and MKB Nederland work very closely together and align their positions as much as possible in policymaking.
--	---

⁶⁴ CNV-Connectief (part of CNV) is part of CESI and has a double affiliation (CESI-ETUC).

	The SGI Europe members VNG and Ministerie van BZK are public sector organisations that are not representative at cross-industry level. Just like LTO, the employer organisation for the agricultural sector, VNG and Ministerie van BZK can participate in certain working groups of the Social and Economic Council, but not in the main tripartite cross-industry social dialogue of the Social and Economic Council.						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
VNO-NCW	~185,000	~92%	Stable	Almost all	Yes	BusinessEurope (SME united)	BusinessEurope represents the most important business association/employer organisation, VNO-NCW, which covers all types of employers in all sectors. SMEunited represents the second largest business association/employer organisation in the country, MKB Nederland, covering all types of SMEs in all sectors. SGI Europe represents VNG and Ministerie van BZK.
MKB Nederland	Over 170,000	~2.6%	n.a.	Half	Yes	SMEunited	
VNG	335	165,800	Decreasing (due to the merger of municipalities, not affecting representativeness)	Not for profit and the public sector	No	SGI Europe	
Ministerie van BZK	12 ministries	139,453 (2021)	Increasing	Public sector	No	SGI Europe	
LTO	36,500	231,100 (2020)	Decreasing	Agriculture	Yes		

Poland 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	16,094,100	12,955,600	8.2%	2,150,300

3 trade unions

The three main trade unions (NSZZ 'Solidarność', OPZZ and FZZ) are the representative organisations that meet the conditions to sit on the Social Dialogue Council. These criteria are a specific size (at least 300,000 members) and a certain level of diversity (having a significant number of members in an appropriate number of different sectors). These organisations differ in structure and have different ideological orientations.

NSZZ 'Solidarność' (Solidarity) is a single unified union. NSZZ 'Solidarność' was originally established as the worker-led resistance to the communist government of Poland, but currently it cooperates closely with the government and in particular with the political party PiS. NSZZ 'Solidarność' is one of the oldest trade unions in Poland. Due to its origin, it mobilised workers in the sectors dominated by the state-owned structure or within the industries exposed to privatisation in the 1990s. NSZZ 'Solidarność' directly associates employees from different sectors and independently determines its internal structure, with divisions by sector and region. NSZZ 'Solidarność' leans towards a right-wing ideological orientation and underlines the importance of Catholic values. NSZZ 'Solidarność' cooperates with the current PiS government on some occasions and issues. However, the relationship is not straightforward, as some NSZZ 'Solidarność' members question this cooperation with the government.

OPZZ and FZZ are confederations (but do not use this word in their names) composed of sectoral trade union federations and company and inter-company trade unions. OPZZ is the second largest left-wing trade union in Poland and was formed based on the largest sectoral unions (i.e. teachers' unions) that existed during the communist times and cooperated with the regime. OPZZ is independent from the church and sometimes collaborates with centrist, liberal or leftist politicians. It also supports numerous grassroots activist initiatives and sometimes organises common events with feminist or other social movements. OPZZ is vocal and visible in public debate, since it unites many public sector employees.

Finally, FZZ is the youngest organisation of the three, and was created as an apolitical alternative to both NSZZ 'Solidarność' and OPZZ.

It is worth mentioning that two federations are unrepresentative regarding social dialogue but are growing in media visibility and social recognition: Inicjatywa Pracownicza (Workers' Initiative) and Związkowa Alternatywa (Union Alternative). Both are strongly left-wing and seek alternative union actions suited to Poland's laissez-faire-style organised labour market. They try to organise unofficial strike events and unionise precarious workers hired on temporary contracts, are actively present in the mainstream media and cooperate with grassroots social movements.

	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
NSZZ 'Solidarność'	522,961	471,320	Decreasing	All	Yes	ETUC Eurocadres	ETUC has as direct affiliates all three trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. Eurocadres has as affiliates the two largest trade unions in the country.
OPZZ	350,000	n.a.	Decreasing	All	Yes	ETUC	

						Eurocadres	
FZZ	300,000	n.a.	Decreasing	All	Yes	ETUC	

6 employer organisations	<p>There are different employer organisations/business associations for smaller and larger companies. To be considered representative at cross-industry level, they need to have member companies in at least half of all sectors.</p> <p>Pracodawcy RP has the greatest representativeness in terms of membership strength, in terms of both affiliated companies and the collective workforce of the affiliated companies, covering about one-third of the Polish workforce in all economic sectors.</p> <p>ZRP is the Polish Crafts Association and its affiliates, are covering 2% of the Polish workforce. It is also the oldest employer organisation/business association given its official history, beginning in the 1930s. Compared with other employer organisations/business associations, it has a strong representation of SMEs.</p> <p>Lewiatan organises mainly larger companies in about half of the economic sectors. At the same time, it aims to establish itself as the leading employer representative. Its members are very active in the media and are present at legislation consultations, presenting their reports and ideas that contribute to the public debate on the Polish labour market. Since 2001, Lewiatan has had an official office in Brussels.</p> <p>ZP BCC is a self-labelled elite business association. It unites employers, especially from highly respected, prestigious professions such as the health, finance and law sectors, and forms 'lodges' instead of sections or sectors. Similarly to Lewiatan, ZP BCC is very media-present and is consulted on legislation regularly.</p> <p>ZPP, established in 2010, is one of the youngest employer organisations in Poland and has the ambition to grow in representation. It focuses its activities mainly on bureaucracy, state administration and legislation quality issues, as it believes that these are the main obstacles for the employers it represents.</p> <p>FPP is one of the youngest employer organisations and, compared with other employer organisations, it represents numerous companies that are state-owned or used to be state-owned and were privatised in the 1990s.</p> <p>KIG, the Polish Chamber of Commerce, represents the largest number of business associations and chambers. It was established in 1990 and, since then, has regularly monitored Polish legislation on the economy, taxes and the labour market and provides representation for Polish business interests. KIG has no representative status, as it does not meet the criteria set out in the Act on the Social Dialogue Council and Social Dialogue Institutions. KIG is included here because it is affiliated to Eurochambres. KIG and FPP announced in February 2023 that they would be strengthening their cooperation 'based on mutual membership' and, in turn, in April 2023, ZP BCC and FPP also signed a similar cooperation agreement 'based on mutual membership'.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
	Pracodawcy RP	19,000	5,000,000	Stable	All	Yes	SGI Europe
Lewiatan	3,930	~1,000,000	Increasing	Half	Yes	BusinessEurope	

ZRP	50,000	Over 300,000	Stable	Half	Yes	SMEunited	employers in all sectors. SMEunited represents the second largest business association/employer organisation in the country, covering all types of SMEs in all sectors. SGI Europe represents one of the largest employer organisations in the country. Eurochambres represents the Polish Chambers of Commerce.
ZP BCC	n.a.	~400,000 employees	n.a.	Half	Yes		
ZPP	51,889	~577,000	n.a.	Half	Yes		
FPP	1,300	n.a.	n.a.	Half	Yes	Fit for Future Platform	

Note: According to the Polish law on the organisation of employers, it is possible to be a member of more than one organisation. Therefore, the numbers include some double counting.

Portugal	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	4,984,600	3,876,200	2.5%	1,278,200

2 representative cross-industry trade unions	<p>In Portugal, the most important indicator for the recognition of the representativeness of trade unions and employer organisations at cross-industry level by the state is the access of organisations to the central national body for tripartite negotiations, the Standing Committee of Social Concertation (CPCS). Two trade union organisations are members of the CPCS: CGTP-IN and UGT. There is a clear divide in terms of ideology, strategy and practice between these two major trade union confederations. The main reasons for the creation of USI as a third confederation are in part ideological (in opposition to the focus on the class struggle of CGTP-IN), but it seems that this ideological divide does not exist in relation to the social-liberal UGT.</p> <p>USI is a very small organisation and is recognised as social partner only in the autonomous region of Madeira (approximately 250,000 inhabitants, that is, 2.5% of the national population). USI has the ambition to become a social partner at national level, but CGTP-IN and UGT will not allow USI's entry to the CPCS. Therefore, USI cannot be considered a representative cross-industry social partner organisation.</p>					
	Members	Active members	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CGTP-IN	556,363	n.a.	Stable	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent the two largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CEC European Managers represents USI.
UGT	450,000	n.a.	Increasing	Yes	ETUC Eurocadres	
USI	25,000 to 30,000	n.a.	n.a.	No	CEC European Managers	

2 representative cross-industry employer organisations	<p>In Portugal, the most important indicator for the recognition of the representativeness of trade unions and employer organisations at cross-industry level by the state is the access of organisations to the central national body for tripartite negotiations, the CPCS. Four employer organisations are members of the CPCS: CIP, CCP, CTP and CAP.</p> <p>CTP organises employers in the tourism sector only and CAP organises employers only in the agriculture sector. Even though they participate in the CPCS at cross-industry level, their single-sector membership domain does not allow them to be counted as representative cross-industry social partner organisations.</p> <p>The two major employer confederations in the private sector, CIP and CCP, were originally divided by sectors. CIP represented manufacturing and CCP represented the wholesale and retail trade. CIP has since extended its domain to all economic activities and CCP has extended its domain to all services. Both confederations organise companies of all sizes. CCP's affiliation to SMEunited highlights that this confederation has a large share of SMEs in its membership base, but CCP also organises large</p>					
--	---	--	--	--	--	--

	companies. SGI Europe Portugal is purely a business association organising publicly owned companies. CONFECOOP is purely a business association and organises cooperatives with the broadest domain. In addition, CCIP (the Portuguese Chamber of Commerce) is purely a business association and is part of CIP.					
	Member companies	Workforce of member companies	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CIP	Over 150,000	1,800,000 employees	Increasing	Yes	BusinessEurope	BusinessEurope represents the largest, most important business association/employer organisation, which covers all types of employers in all sectors. SMEunited represents CCP, the second largest in the private sector. SGI Europe represents SGI Europe Portugal, covering the public sector. Eurochambres represents the Portuguese Chamber of Commerce.
CCP	195,000	~1,500,000	Stable	Yes	SMEunited	
CTP (tourism)				In the CPCS		
CAP (agriculture)				In the CPCS		
SGI Europe Portugal	17	n.a.	n.a.	No	SGI Europe	
CONFECOOP	180	n.a.	n.a.	No		
CCIP (part of CIP)	1,126	n.a.	Increasing	No	Eurochambres	

Romania 	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	8,492,600	5,481,100	4.3%	744,742

5 trade unions nationally representative in 2022	The five nationally representative confederations have evolved as a result of historical and leadership reasons. They are not split between the private and public sectors, blue- and white-collar workers or ideological orientations.					
	Members	Active members	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CNSRL Frăția	304,842 (2020)	304,842	Stable	Yes	ETUC	ETUC has as direct affiliates the three largest trade union confederations at cross-sectoral level, CNSRL Frăția, BNS and CSDR, which cover all types of employees in all sectors. CESI has as an affiliate CSN Meridian, which is the fifth largest trade union.
BNS	259,428	259,428	Stable	Yes	ETUC Eurocadres indirectly	
CNS 'Cartel ALFA'	258,099 (2019)	258,099	Stable	Yes	ETUC	
CSDR	260,000	260,000	Stable	Yes	ETUC	
CSN Meridian	254,280	254,280	Stable	Yes	CESI	

3 employer organisations considered representative in 2023	<p>There are different cross-industry employer organisations/business associations for smaller and larger companies and there are those that represent a mix. In 2023, three of the eight employer organisations were representative at national level, representing around 7% of the workforce. Representativeness also grants participation in social and civic dialogue structures, including the Economic and Social Council, the National Tripartite Council for Social Dialogue, social dialogue committees with ministries, tripartite national bodies and regional social dialogue bodies. At the time of the data collection, in 2020, UGIR was recognised as representative but its representativeness was not recognised in 2023 due to decreasing membership. There are also another three employer organisations that are not recognised as representative (total workforce of member companies below 300,000): CPR, BusinessRomania and PNR.</p> <p>In Romania, there is also a chamber of commerce, not an employer organisation: CCIR. It has its own legal framework, functions on different premises from employer organisations, cannot engage in collective bargaining, etc. It is also different from business associations. It has been included in the study as it is a member of Eurochambres.</p>					
	Member companies	Workforce of member companies	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CP Concordia	Over 2,200	326,445 (2021)	Increasing	Yes	BusinessEurope	BusinessEurope represents the most important business association/employer organisation, CP
CNIPMMR	60,000	372,281 (2020)	n.a.	Yes	SMEunited	

CONIPROM	21	324,906 (2019)	Stable	Yes	None	Concordia, which does not cover all types of employers in all sectors. SMEunited represents CNIPMMR, one of the largest business associations/employer organisations in the country.
CCIR	Over 1,600	7%	Increasing	No	Eurochambres	
BusinessRomania	Over 5,500	Below 300,000	Decreasing	No	None	
CPR		Below 300,000	Decreasing	No	None	
UGIR ⁶⁵	n.a.	Below 300,000	Decreasing	Yes	None	
PNR	1,157	262,519 (2018)	Decreasing	No	None	

⁶⁵ At the time of the data collection, in 2020, UGIR was recognised as representative but its representativeness was not recognised in 2023 due to decreasing membership.

Slovakia 	Persons working (2021)	Employees (2021)	Percentage of EU workforce	Number of companies
	2,560,600 (LFS data)	2,177,400 (LFS data)	1.2%	405,177 ⁶⁶ Employers: 187,700 Self-employed: 217,477

Representativeness relates to membership of the tripartite Economic and Social Council of the Slovak Republic (HSR SR), for which a cross-industry trade union needs to have at least 100,000 employees. Employer organisations needs to be either multisectoral or to represent employers in at least five (out of eight) regions and to organise members with a total workforce of at least 100,000.

2 representative peak-level trade unions	<p>There is one representative cross-industry trade union in the HSR SR – KOZ SR – with more than 100,000 members. SOS is also a member of the tripartite social dialogue structure based on the amendment of Tripartite Act No. 103/2007, which enabled membership for trade unions with a membership base smaller than 100,000.</p> <p>KOZ SR cooperates with NKOS, which is not a tripartite member.</p> <p>KOZ SR was established in 1990 through transformation of the previous socialist trade unions and is the largest peak-level trade union confederation in Slovakia. KOZ SR covers almost all sectors. SOS was established in 2018 as a new umbrella trade union organisation organising some trade unionists who were leaving KOZ SR, for example in the automotive, commerce and healthcare sectors. NKOS was established in 1993 as a national-level trade union ideologically based on the Christian religion. SOS and NKOS organise employees in about one-third of sectors.</p>					
	Members	Active members	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
KOZ SR	~243,000	n.a.	Stable	Yes	ETUC	ETUC directly represents the largest trade union confederation at cross-sectoral level, which covers all types of employees in all sectors.
SOS	~26,000–28,000	~26,000–28,000	Stable	Yes		
NKOS	4,000	3,000	Stable	No	CESI indirect EUROFEDOP	

4 representative employer organisations	<p>There are four recognised employer organisations in Slovakia that participate in the HSR SR and in social dialogue: AZZZ SR, RUZ, ZMOS and APZD. RUZ represents companies and employer organisations and associations from all sectors, AZZZ SR covers about half of all sectors, APZD covers seven sectors and ZMOS organises about 95% of municipalities nationwide. AZZZ SR was established in 1991 and organised all newly established sectoral employer organisations in Slovakia. In 2004, some employers left AZZZ SR and established RUZ. APZD was established in 2015 as a civic association (named APZ) with the aim of representing companies from industry and</p>
---	---

⁶⁶ Source: Social Policy Institute (2022).

	<p>construction. In 2021, it was extended into the transportation sector and renamed APZD. ZMOS represents only towns and communities. Initially, ZMOS was not considered an employer organisation and participated in the HSR SR on the side of the government representing local and regional administration.</p> <p>The Slovak Chamber of Commerce and Industry (SOPK) is a business association not involved in social dialogue or collective bargaining. Its membership domain covers all sectors. SOPK is not part of the Slovak industrial relations landscape; it is only included here as it is a member of Eurochambres.</p>					
	Member companies	Workforce of member companies	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
AZZZ SR	~11,000	~340,000	Stable	Yes		BusinessEurope represents the largest business association/employer organisation, which covers all types of employers in all sectors. Eurochambres represents SOPK.
RUZ	1,400	251,400	Stable	Yes	BusinessEurope	
ZMOS	2,784	~142,000	Stable	Yes	CEMR, CoR, CLRAE, UCLG	
APZD	~1,500	~180,000	Increasing	Yes		
SOPK	n.a.				Eurochambres	

Slovenia	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	969,700	843,600	0.5%	205,139

7 representative trade unions at cross-industry level participate in the Economic and Social Council of Slovenia	There are seven representative trade unions at cross-industry level participating in the Economic and Social Council of Slovenia. Six of them are involved in collective bargaining and in bipartite and tripartite cross-industry social dialogue structures: ZSSS, KSJS, KSS Pergam, KS-90, KNSS Neodvisnost and ZRSS. Solidarnost and Alternativa are not involved in collective bargaining, but they are involved in other kinds of collective determination of working conditions and in bipartite and tripartite social dialogue structures. In terms of membership strength, the largest trade union confederations are ZSSS and KNSS Pergam for both the private and public sectors, and KSJS, which covers the public sector only. ZSSS covers all types of workers in all types of sectors. KS-90 organises workers in half of all sectors and KSS Pergam covers almost one-third of sectors. KSJS covers the public sector only, while Alternativa covers only the transport sector (and postal sector) and Solidarnost covers only the railway sector and central government administration. ZM organises management staff in almost all sectors. ZM is not considered an employer organisation or trade union, but is a business association. ZM is not involved in collective bargaining and is not a member of any social dialogue structure. It is included here because of its membership of CEC European Managers. KSS is representative in the metal industry and in defence (central government administration).						
	Members	Active members	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
ZSSS	150,000	150,000	Stable	All	Yes	ETUC Eurocadres	ETUC and Eurocadres directly represent ZSSS, which is the largest trade union confederation at cross-sectoral level and covers all types of employees in all sectors. CEC European Managers represents ZM.
KSJS	71,000	71,000	Stable	Few	Yes		
KSS Pergam	20,000	20,000	Increasing	Almost one-third	Yes		
KS-90	36,000	36,000	Stable	Half	Yes		
KNSS-Neodvisnost	19,000	19,000	Stable	A few	Yes		
ZRSS	14,000	14,000	Stable	A few	Not in the Economic and Social Council of Slovenia		
Solidarnost	3,100	3,100	Stable	Two (rail and central government administration)	Yes		
Alternativa	3,100	3,100	Stable	A few (transport)	Yes		
ZM	1,200	n.a.	Stable	Almost all	Not at cross-industry level	CEC European Managers	

4 employer organisations	<p>There are four cross-industry employer organisations in Slovenia that are considered representative. All four are involved in cross-industry collective bargaining and in bipartite and tripartite social dialogue structures.</p> <p>ZDS was the first voluntary economic association in Slovenia representing and protecting the interests of employers. The largest employer organisation, the Chamber of Commerce and Industry of Slovenia (GZS), in 2006 transformed from a compulsory organisation into a voluntary interest organisation. This change caused an immediate decline in its membership from 100% to around 55% (2013). Together, ZDS and GZS, with their sections (ZDS) and chambers (GZS), cover all sectors in the economy (including the majority of large companies), while OZS and ZDOPS-GIZ cover small business.</p> <p>TZS only covers the commerce sector and is not involved in cross-sectoral collective bargaining, but is a member of a tripartite social dialogue structure.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
GZS	6,000	45%	Increasing	All	Yes	Eurochambres	BusinessEurope represents the second largest business association/employer organisation, which covers all types of employers in all sectors. SMEunited represents the third and fourth largest business associations/employer organisations in the country. Eurochambres represents the largest employer organisation/business association.
ZDS	1,400	25–30%	Increasing	Two-thirds	Yes	BusinessEurope	
OZS	20,069	30%	Stable	One-third	Yes	SMEunited	
ZDOPS-GIZ	14,000	15–20%	Stable	One-third	Yes	SMEunited	
TZS	5,900			Only commerce			

Spain	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	19,779,300	16,670,500	10%	3,068,228

4 cross-industry trade unions	<p>There are four cross-industry trade union organisations in Spain that organise employees in all sectors and are considered the most representative, based on the number of elected workplace representatives. The threshold for representativeness is 10% for the entire country or 15% in the region, with a minimum of 1,500 members.</p> <p>CCOO and UGT are the most representative in Spain as a whole, ELA-STV is the most representative in the Basque region and CIG is the most representative in Galicia. Only these four are involved in cross-industry collective bargaining and cross-industry social dialogue structures.</p> <p>Even though USO, CSIF, FASGA (now called Valorian) and CCP (representing management staff) have members in many economic sectors, they do not have enough workplace employee representatives to participate in cross-industry collective bargaining or social dialogue structures. They are indicated in the orange cells in the table because they are sufficiently representative for a particular sector or region, but not at cross-industry level. ANPE, SEMAF, SAE and SATSE have members in only one sector. ANPE covers the education sector, SEMAF represents train operators in the railway sector, and SAE and SATSE organise employees in the healthcare sector.</p>							
	Members	Active members	Trend	Number/proportion of elected workplace employee representatives	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CCOO	975,313	813,662	Increasing	91,494	All	Yes (cross-industry)	ETUC directly Eurocadres directly	<p>ETUC directly represents three of the four most representative trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. Among those are the two country-wide organisations with the largest membership strength, CCOO and UGT, and one regional organisation (ELA-STV).</p> <p>CEC European Managers represents CCP, which organises management staff. Eurocadres has CCOO as a</p>
UGT	941,485	~800,000	Stable	32%	All	Yes (cross-industry)	ETUC directly	
ELA-STV	101,543	93,000	Decreasing	8,732 (Basque Country) 1,436 (Navarra)	All	Yes (cross-industry) At regional level	ETUC directly	
CIG	75,000	n.a.	Increasing	4,458 (Galicia)	All	Yes (cross-industry) At regional level		
USO	126,405	122,630	Increasing	11,188	Almost all	No (only for certain sectors)	ETUC directly	
CSIF	210,000	210,000	Increasing	10,900	Almost all	Yes	CESI	
CCP	18,400	18,400	Increasing	482	One-third	No	CEC European Managers ETUC and Eurocadres indirectly	
FASGA (now Valorian)	41,000	40,197	Increasing	~2,000	One-third	Yes	CESI	
ANPE	n.a.	350	Increasing	389	Education	Yes	CESI	

SATSE	125,000	937,500	Increasing	1,800	Healthcare	No (representative in the health sector)	CESI	member and also indirectly represents UGT and CCP. CESI represents six smaller trade unions, of which none is considered representative at cross-industry level.
SEMAF	50,000	30,000	Decreasing		Railways	Yes, by court decision	CESI	
SAE	46,000	27,600	Increasing	1,000	Healthcare	Yes	CESI	

4 employer organisations (2 are considered the most representative: CEOE and CEPYME)	<p>Two organisations are considered the most representative, allowing them to participate in cross-industry collective bargaining and social dialogue structures, namely CEOE and CEPYME. CEOE has the largest membership strength both in terms of the number of affiliated companies and collective workforce. CEOE represents all kinds of employers – large companies, SMEs, micro firms and self-employed workers – in all private sectors.</p> <p>To be recognised as the most representative employer organisations, 10% of the companies need to be affiliated, representing 10% of the entire workforce; at regional level, recognition can be granted based on 15% of the companies affiliated in a region with 15% of the regional workforce. This is true for PIMEC in Catalonia and for PIMEB in the Balearic Islands, while ATA is the most representative organisation for self-employed workers, representing 47.57% of self-employed workers and the interests of self-employed in social dialogue.</p> <p>Both CEPYME and ATA are part of CEOE. CEPYME and PIMEC are considered employer organisations for SMEs, CEPYME for the entirety of Spain and PIMEC only for Catalonia. ATA is a business association only for the self-employed and small entrepreneurs.</p> <p>In addition, other organisations were included due to their membership of European social partner organisations. The Spanish Chambers of Commerce and the General Council of Chambers are public law organisations. They are not social partner organisations in Spain, and therefore they are marked in orange in the following. SGI Europe Spain represents employers in the public sector, but also in a number of other sectors.</p>						
	Member companies	Workforce of member companies	Trend	Sectors	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
CEOE	2,000,123	11,940,000	Increasing	All	Yes	BusinessEurope	BusinessEurope represents the largest, most important business association/employer organisation, which covers all types of employers in all sectors.
CEPYME	1,050,000	6,700,000	Increasing	Almost all	Yes	SMEunited	
ATA (self-employed only)	550,000	757,000 (self-employed)	Increasing	All	Yes, but only for the self-employed	SMEunited	SMEunited represents the second, third and fourth largest business associations/employer organisations in the private sector.
PIMEC (regional, Catalonia) and PIMEB (regional, Balearic Islands) ⁶⁷	98,000 (Catalonia) 2,354 (Balearic Islands)	343,000 (Catalonia) 8,239 (Balearic Islands)	Increasing	Half in Catalonia All sectors in Balearic Islands	Yes in Catalonia and the Balearic Islands	SMEunited	

⁶⁷ Both PIMEC (Catalonia) and PIMEB (Balearic Islands) are members of SMEunited via the PIMES Group.

Chambers of Commerce Spain					No	Eurochambres	SGI Europe represents SGI Europe Spain, covering public sector entities, and Eurochambres has as an affiliate the Spanish Chambers of Commerce.
SGI Europe Spain	9	n.a.	Stable	One-third	No	SGI Europe	

Sweden	Persons employed (2019)	Employees (2019)	Percentage of EU workforce	Number of companies (2019)
	4,938,500	4,502,200	2.5%	1,143,376

4 cross-industry trade unions	<p>There are cross-industry collective bargaining arrangements regarding insurance, pensions, restructuring, and health and safety at work. There are also various bipartite social dialogue structures at cross-industry level. The representativeness of cross-industry social partners, however, depends solely on their traditional role in industrial relations, and thus on mutual recognition.</p> <p>LO, TCO and SACO are confederations representing trade unions. They organise different parts of the labour force. LO organises blue-collar trade unions, TCO organises white-collar trade unions and SACO organises academic trade unions. Together they represent the Swedish labour force. They do not take part in collective bargaining. This is done via their member organisations, the trade unions. It is thus not possible to list any of them as 'the most representative'. In addition to the three confederations, the trade union Ledarna organises employees in management positions. Ledarna negotiates collective agreements. It is not a member of one of the above confederations.</p>					
	Members	Active members	Trend	Considered representative at cross-industry level?	European affiliation	Assessment of the representativeness of the EU social partners
LO	14 member unions representing mainly blue-collar workers	1,250,000	Decreasing	Yes	ETUC	ETUC directly represents the three largest trade union confederations at cross-sectoral level, which cover all types of employees in all sectors. CEC European Managers represents Ledarna.
TCO	13 member unions representing mainly white-collar workers	1,409,483	Decreasing	Yes	ETUC	
SACO	21 professional associations representing employees with university degrees	700,000	Decreasing	Yes	ETUC	
Ledarna	95,431	95,431	Increasing	Yes	CEC European Managers	

6 cross-industry employer organisations	<p>Svenskt Näringsliv brings together some 60,000 companies and 50 industry and employer organisations. Its members organise in a variety of sectors. Svenskt Näringsliv is not involved in collective bargaining, but its members are. Trade union members affiliated to LO, TCO and SACO take part in collective bargaining with Svenskt Näringsliv's members. Företagarna represents 60,000 entrepreneurs through 250 local associations. It is not involved in collective bargaining.</p> <p>There are the following employer organisations: Svenskt Näringsliv, Arbetsgivarverket, Arbetsgivaralliansen and KFO.SKR (SALAR), with the last representing local government in Sweden. All of Sweden's municipalities (290) and regions (20) are members of SALAR. Arbetsgivarverket represents government agencies. Sobona represents public companies (municipality companies). Arbetsgivaralliansen is an independent employer organisation for non-profit and idea-driven organisations. Fremia represents Swedish cooperatives and movement-related enterprises, as well as civil society organisations.</p>					
	Member companies	Workforce of member companies	Trend	Considered representative at	European affiliation	Assessment of the representativeness of the EU social partners

				cross-industry level?		
Svenskt Näringsliv	50	39.7%	Stable	Yes	BusinessEurope	<p>BusinessEurope represents the largest, most important business association/employer organisation, which covers all types of employers in all sectors. SMEunited represents the business association/employer organisation organising SMEs. SGI Europe represents the three main business associations/employer organisations in the public sector, while Eurochambres represents the Swedish Chamber of Commerce.</p> <p>The confederation of Swedish enterprises (Svenskt Näringsliv) covers very large companies from all sectors, while the Swedish federation of business owners (Företagarna) covers mainly small business owners from all sectors. In addition, Sveriges Handelskamrar has affiliated companies from all sectors, but it is a business association and is not involved in social dialogue or collective bargaining.</p> <p>Sobona, Arbetsgivareverket and SALAR organise employers in the public sector, Arbetsgivareverket at central government level, SALAR at local and regional government level and Sobona at municipal corporation level. Arbetsgivaralliansen organises non-governmental organisations and employers of volunteers, while Fremia is the employer organisation for cooperatives.</p>
KFO.SKR (SALAR)	311	2%	Stable	Yes	SGI Europe	
Arbetsgivaralliansen (non-governmental organisations)	3,400	0.7%	n.a.	Yes		
Fremia (cooperatives)	4,000	2.7%	n.a.	Yes		
Arbetsgivareverket	250	5.4%	Stable	Yes	SGI Europe	
Sobona	1,100	2%	Stable	Yes	SGI Europe	
Företagarna (business owners)	60,000	9.8%	Increasing	No	SMEunited	
Sveriges Handelskamrar	10,000	n.a.	Increasing	No	Eurochambres	

Annex 2: List of all cross-industry trade unions, EU27

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
AT	Österreichischer Gewerkschaftsbund	ÖGB	Austrian Trade Union Federation
BE	Algemeen Belgisch Vakverbond – Fédération Générale du Travail de Belgique	ABVV-FGTB	General Belgian Trade Union
BE	Algemeen Christelijk Vakverbond – Confédération des syndicats chrétiens	ACV-CSC	General Christian Trade Union
BE	Algemene Centrale der Liberale Vakbonden	ACLVB-CGSLB	General (Con)federation of Liberal Unions
BE	Nationale Confederatie van het Kaderpersoneel – Confédération Nationale des Cadres	NCK-CNC	National Confederation of Professional and Managerial Staff
BE	Nationale Unie der Openbare Diensten (NUOD), Union Nationale des Services Publics (UNSP)	UNSP-NUOD	National Union for Public Services
BE	(ACV-CSC) Centrale nationale des employés	(ACV-CSC) CNE	National Centre for White-collar Workers
BG	Конфедерация на независимите синдикати в България	КНСБ	Confederation of the Independent Trade Unions in Bulgaria (CITUB)
BG	Конфедерация на труда 'Подкрепа'	КТ 'Подкрепа'	Confederation of Labour (CL) Podkrepa
CY	Συνομοσπονδία Εργαζομένων Κύπρου	ΣΕΚ	Cyprus Workers Confederation (SEK)
CY	Παγκύπρια Εργατική Ομοσπονδία	ΠΕΟ	Pancyprian Federation of Labour (PEO)
CY	Παγκύπρια Συντεχνία Δημοσίων Υπαλλήλων	ΠΑΣΥΔΥ	Pancyprian Public Employees Trade Union (PASYDY)
CY	Δημοκρατική Εργατική Ομοσπονδία Κύπρου	ΔΕΟΚ	Democratic Labour Federation of Cyprus (DEOK)
CY	Παγκύπρια Ομοσπονδία Ανεξάρτητων Συνδικαλιστικών Οργανώσεων	ΠΟΑΣΟ	Pancyprian Federation of Independent Trade Union Organisations (POASO)
CZ	Českomoravská konfederace odborových svazů	ČMKOS	Czech-Moravian Confederation of Trade Unions
CZ	Asociace samostatných odborů České republiky	ASO ČR	Association of Independent Trade Unions of the Czech Republic
CZ	Konfederace umění a kultury	KUK	Confederation of Arts and Culture
CZ	Česká manažerská asociace	ČMA	Czech Management Association
DE	Deutscher Gewerkschaftsbund	DGB	German Confederation of Trade Unions
DE	Deutscher Beamtenbund und Tarifunion	dbb	German Civil Servants Union and Wage Union
DE	Dachverband der Führungskräfte in Deutschland	ULA	United Leaders Association

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
DE	Christlicher Gewerkschaftsbund	CGB	Christian Trade Unions Confederation
DK	Fagbevægelsens Hovedorganisation	FH	Danish Trade Union Confederation
DK	Akademikerne	Akademikerne	Danish Confederation of Professional Associations
DK	Ledernes Hovedorganisation	LH	Organisation of Managerial and Executive Staff in Denmark
DK	Forhandlingsfællesskabet	Forhandlingsfællesskabet	Danish Association of Local Government Employees' Organisations
DK	Centralorganisationernes Fællesudvalg	CFU	Danish Central Federation of State Employees' Organisations
EE	Eesti Ametiühingute Keskkliit	EAKL	Estonian Trade Union Confederation
EE	Teenistujate Ametiliitude Keskorganisatsioon	TALO	Estonian Employees' Unions' Confederation
EL	Γενική Συνομοσπονδία Εργατών Ελλάδος	ΓΣΕΕ	Greek General Confederation of Labour (GSEE)
EL	Ανώτατη Διοίκηση Ενώσεων Δημοσίων Υπαλλήλων	ΑΔΕΔΥ	Supreme Administration of Greek Civil Servants' Trade Unions (ADEDY)
EL	Εταιρία Ανωτάτων Στελεχών Επιχειρήσεων	ΕΑΣΕ	Association of Chief Executive Officers
ES	Confederación Sindical de Comisiones Obreras	CCOO	Trade Union Confederation of the Workers' Commissions
ES	Unión General de Trabajadores de España	UGT	General Union of Workers of Spain
ES	Euskal Langileen Alkartasuna	ELA-STV	Basque Workers Solidarity
ES	Confederación Intersindical Galega	CIG	Galician Inter-union Confederation
ES	Unión Sindical Obrera	USO	Workers' Trade union
ES	Central Sindical Independiente y de Funcionarios	CSIF	Independent Trade Union and Civil Servants
ES	Confederación de Cuadros y Profesionales	CCP	Professionals and Managers Confederation
ES	Sindicato Independiente	ANPE	Independent Trade Union
ES	Federación de Asociaciones Sindicales	FASGA	Federation of Trade Union Associations
ES	Sindicato de Enfermería	SATSE	Union of Care Workers
ES	Sindicato Español de Maquinistas y Ayudantes Ferroviarios	SEMAF	Autonomous Train Drivers' Union in Spain
ES	Sindicato de Técnicos de Enfermería	SAE	Union of Nursing Technicians
FI	Tullivirkamiesliitto	TVML	Finnish Association of Customs Officers
FI	Akava	Akava	Confederation of Unions for Professional and Managerial Staff in Finland
FI	STTK	STTK	Finnish Confederation of Professionals

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
FI	Suomen Ammattiliittojen Keskusjärjestö	SAK	Central Organisation of Finnish Trade Unions
FR	Confédération Française Démocratique du Travail	CFDT	French Democratic Confederation of Labour
FR	Confédération Générale du Travail	CGT	General Confederation of Labour
FR	Confédération générale du travail Force ouvrière	CGT-FO (FO)	Workers' Force
FR	Confédération française de l'encadrement Confédération Générale des cadres	CFE-CGC	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff
FR	Confédération Française des Travailleurs Chrétiens	CFTC	French Confederation of Christian Workers
FR	Union Nationale des Syndicats Autonomes	UNSA	National Union of Autonomous Trade Unions
FR	Union syndicale Solidaires	Solidaires	Solidarity
FR	Confédération française démocratique du travail Union confédérale des cadres	CFDT Cadres	CFDT Managers
FR	Union Générale des ingénieurs cadres techniciens – Confédération générale du travail	UGICT-CGT	General Union for Engineers, Managers and Technicians – General Confederation of Labour
FR	Force-Ouvrière Union des cadres et ingénieurs	FO Cadres	Workers' Force Union of Managers and Engineers
FR	CFTC Cadres	CFTC Cadres	CFTC – Managers
FR	Fédération nationale des syndicats professionnels de l'enseignement libre catholique	SPELC	National Federation of Professional Labour Unions of Catholic Education
FR	Fédération Autonome de la Fonction Publique	FA-FP	Autonomous Federation of the Civil Service
FR	Confédération Syndicale de l'Education Nationale	CSEN	Trade Union Confederation of National Education
FR	Fédération Générale Autonome des Fonctionnaires	FGAF	Autonomous General Federation of Civil Servants
FR	Fédération syndicale unitaire	FSU	Unitary Trade Union Federation
HR	Savez samostalnih sindikata Hrvatske	SSSH	Union of Autonomous Trade Unions of Croatia
HR	Nezavisni hrvatski sindikati	NHS	Independent Trade Unions of Croatia
HR	Matica hrvatskih sindikata	Matica	Association of Croatian Trade Unions
HU	Magyar Szakszervezeti Szövetség	MASZSZ	Hungarian Trade Union Confederation
HU	Független Szakszervezetek Demokratikus Ligája	LIGA Szakszervezetek	Democratic League of Independent Trade Unions
HU	Szakszervezetek Együttműködési Fóruma	SZEF	Forum for the Co-operation of Trade Unions
HU	Értelmiségi Szakszervezeti Tömörülés	ÉSzt	Confederation of Unions of Professionals

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
HU	Munkástanácsok Országos Szövetsége	Munkástanácsok	National Federation of Workers' Councils
HU	Hetedik Szövetség	7SZ	Seventh Alliance
IE	Irish Congress of Trade Unions	ICTU	Irish Congress of Trade Unions
IT	Confederazione Generale Italiana del Lavoro	CGIL	Italian General Confederation of Labour
IT	CIDA – Confederazione Italiana Dirigenti e Alte Professionalità	CIDA	Italian Confederation of Managers
IT	Confederazione Italiana Sindacati Lavoratori	CISL	Italian Confederation of Workers' Trade Unions
IT	Unione Italiana del Lavoro	UIL	Italian Labour Union
IT	Confederazione Italiana Sindacati Autonomi Lavoratori	CISAL	Italian Confederation of Autonomous Trade Unions for Workers
IT	Confederazione Generale dei Sindacati Autonomi dei Lavoratori	CONFSAL	General Confederation of Autonomous Unions for Workers
IT	Confederazione dei sindacati dei funzionari direttivi, dirigenti e delle elevate professionalità della funzione pubblica	CONFEDIR	Confederation of the Trade Unions of Directive Officials, Managers and Other Professionals in the Public Function
IT	Unione Sindacale di Base	USB	Unitary Confederation of Grassroots Trade Unions
IT	Unione Generale del Lavoro	UGL	General Union of Work
LT	Lietuvos profesinių sąjungų konfederacija	LPSK	Lithuanian Trade Union Confederation
LT	Lietuvos profesinė sąjunga 'Solidarumas'	LPS 'Solidarumas'	Lithuanian Trade Union 'Solidarumas'
LT	Lietuvos profesinė sąjunga 'Sandrauga'	LPS 'Sandrauga'	Lithuanian Trade Union 'Sandrauga'
LT	Lietuvos darbo federacija	LDF	Lithuanian Labour Federation
LT	Respublikine jungtine profesine sąjunga	RJPS	General Trade Union of the Republic of Lithuania
LU	Confédération syndicale indépendante – Luxembourg (Onafhängege Gewerkschaftsbond – Lëtzebuerg)	OGB-L	Independent Trade Union Confederation – Luxembourg
LU	Confédération luxembourgeoise des syndicats chrétiens (Chrëschtliche Gewerkschaftsbond Lëtzebuerg)	LCGB	Luxembourg Confederation of Christian Trade Unions
LU	Association luxembourgeoise des employés de banque et d'assurance	ALEBA	Luxembourg Association of Banking and Insurance Employees
LU	Confédération générale de la fonction publique	CGFP	General Confederation of the Civil Service
LV	Latvijas Brīvo arodbiedrību savienība	LBAS	Free Trade Union Confederation of Latvia
MT	General Workers Union	GWU	General Workers Union
MT	Konfederazzjoni tat-Trade Unions Maltin	CMTU	Confederation of Malta Trade Unions

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
MT	For.U.M Unions Maltin	Forum	Forum Unions Maltin
NL	Vakcentrale voor Professionals	VCP	Trade Union Federation for Professionals
NL	Federatie Nederlandse Vakbeweging	FNV	Federation of Dutch Trade Unions
NL	Christelijk Nationaal Vakverbond	CNV	National Christian Union
NL	Nederlandse Categorieale Vakvereniging Financiën	NCF	Dutch Categorical Financial Union
PL	Niezależny Samorządny Związek Zawodowy 'Solidarność'	NSZZ 'Solidarność'	Independent and Self-Governing Trade Union 'Solidarność'
PL	Ogólnopolskie Porozumienie Związków Zawodowych	OPZZ	All-Poland Alliance of Trade Unions
PL	Forum Związków Zawodowych	FZZ	Trade Unions Forum
PT	Confederação Geral dos Trabalhadores Portugueses – Intersindical Nacional	CGTP-IN	General Confederation of Portuguese Workers
PT	União Geral de Trabalhadores	UGT	General Union of Workers
PT	União dos Sindicatos Independentes	USI	Union of Independent Trade Unions
RO	Confederația Națională a Sindicatelor Libere din România Frăția	CNSRL Frăția	National Confederation of Free Trade Unions of Romania Frăția
RO	Blocul Național Sindical	BNS	National Trade Union Bloc
RO	Confederația Națională Sindicală 'Cartel ALFA'	CNS 'Cartel ALFA'	National Trade Union Confederation 'Cartel ALFA'
RO	Confederatia Sindicatelor Democratice din Romania	CSDR	Confederation of Democratic Trade Unions of Romania
RO	Confederatia Sindicala Nationala Meridian	CSN Meridian	CSN Meridian
SE	Landsorganisationen	LO	Swedish Trade Union Confederation
SE	Sveriges akademikers centralorganisation	SACO	Swedish Confederation of Professional Associations
SE	Tjänstemännens centralorganisation	TCO	Swedish Confederation of Professional Employees
SE	Ledarna	Ledarna	Ledarna
SI	Zveza svobodnih sindikatov Slovenije	ZSSS	Association of Free Trade Unions of Slovenia
SI	Konfederacija sindikatov javnega sektorja Slovenije	KSJS	Confederation of Public Sector Trade Unions
SI	Konfederacija sindikatov Slovenije Pergam	KSS Pergam	Confederation of Trade Unions of Slovenia Pergam
SI	Konfederacija sindikatov 90	KS-90	Trade Union Confederation 90 of Slovenia
SI	Zveza delavskih sindikatov Slovenije-Solidarnost	Solidarnost	Union of Workers' Trade Unions of Slovenia – Solidarity

Country	Name of the trade union in original language	Abbreviation of the name in original language	Full name of the trade union in English
SI	Slovenska zveza sindikatov Alternativa	Alternativa	Slovene Association of Trade Unions Alternativa
SI	Konfederacija novih sindikatov Slovenije	KNSS-Neodvisnost	Independence Confederation of New Trade Unions of Slovenia
SI	Zveza reprezentativnih sindikatov Slovenije	ZRSS	Association of Representative Trade Unions Slovenia
SI	Združenje Managerjev Slovenije	ZM	Managers' Association of Slovenia
SK	Konfederácia odborových zväzov Slovenskej republiky	KOZ SR	Confederation of Trade Unions of the Slovak Republic
SK	Spoločné odbory Slovenska	SOS	Joint Trade Unions of Slovakia
SK	Nezávislé kresťanské odbory Slovenska	NKOS	Independent Christian Trade Unions of Slovakia

Annex 3: List of all cross-industry employer organisations/business associations, EU27

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
AT	Wirtschaftskammer Österreich	WKÖ	Federal Economic Chamber Austria
AT	Industriellenvereinigung	IV	Federation of Austrian Industries
AT	Verband der öffentlichen Wirtschaft und Gemeinwirtschaft Österreich	VÖWG	Association of Public Services and Enterprises Austria
BE	Verbond van Belgische Ondernemingen – Fédération des Entreprises de Belgique	VBO-FEB	Association of Belgian Enterprises
BE	Unie van Zelfstandig Ondernemers	Unizo	Association of Self-Employed Entrepreneurs
BE	Union des classes moyennes	UCM	Association of Middle Classes
BE	Unie van socialprofitondernemingen/Union des entreprises à profit social	Unisoc	Association of Social Profit Enterprises
BE	Boerenbond	Boerenbond	Farmers Association
BE	Fédération des Chambres de Commerce belges	n.a.	Federation of Belgian Chambers of Commerce
BG	Конфедерация на работодателите и индустриалците в България	КРИБ	Confederation of Employers and Industrialists in Bulgaria (CEIBG)
BG	Българска търговско помишлена палата	БТПП	Bulgarian Chamber of Commerce and Industry (BCCI)
BG	Българска стопанска камара-Съюз на Българския бизнес	БСК	Bulgarian Industrial Association-Union of Bulgarian Business (BIA)
BG	Асоциация на индустриалния капитал в България	АИКБ	Bulgarian Industrial Capital Association (BICA)
BG	Съюз за стопанска инициатива	УРЕЕ	Union for Private Economic Enterprise
CY	Ομοσπονδία Εργοδοτών & Βιομηχάνων	ΟΕΒ	Cyprus Employers and Industrialists Federation
CY	Κυπριακό Εμπορικό και Βιομηχανικό Επιμελητήριο	ΚΕΒΕ	Cyprus Chamber of Commerce and Industry (CCCI)
CZ	Svaz průmyslu a dopravy České republiky	SP ČR	Confederation of Industry of the Czech Republic
CZ	Konfederace zaměstnavatelských a podnikatelských svazů České republiky	KZPS	Confederation of Employers' and Entrepreneurs' Unions of the Czech Republic
CZ	Hospodářská komora	HK ČR	Czech Chamber of Commerce
DE	Bundesvereinigung der deutschen Arbeitgeberverbände	BDA	Confederation of German Employers' Associations

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
DE	Zentralverband des deutschen Handwerks	ZDH	German Confederation of Skilled Crafts
DE	Vereinigung der kommunalen Arbeitgeberverbände	VKA	Association of Municipal Employers' Associations
DE	Tarifgemeinschaft deutscher Länder	TdL	Collective Bargaining Association of German States
DE	Bundesverband öffentlicher Dienstleistungen	BVÖD	German Section of SGI Europe (BVOED)
DE	Bundesverband der deutschen Industrie	BDI	Federation of German Industries
DE	Deutscher Industrie- und Handelskammertag	DIHK	German Chambers of Industry and Commerce
DK	Dansk Arbejdsgiverforening	DA	Confederation of Danish Employers
DK	Kommunernes Landsforening	KL	Local Government Denmark
DK	Danske Regioner	DaRe	Danish Regions
DK	SMVdanmark	SMVdanmark	SMEdanmark
DK	Medarbejder- og Kompetencestyrelsen (under Finansministeriet)	MEDST	Danish Employee and Competence Authority (under Danish Ministry of Finance)
DK	Dansk Industri	DI	Confederation of Danish Industry
EE	Eesti Tööandjate Keskkliit	ETKL	Estonian Employers' Confederation
EE	Eesti Kaubandus-Tööstuskoda	EKTK	Estonian Chamber of Commerce and Industry
EE	Eesti Väike ja Keskmiste Ettevõtjate Assotsiatsioon	EVEA	Estonian Association of SMEs
EL	Σύνδεσμος Επιχειρήσεων & Βιομηχανιών	ΣΕΒ	Hellenic Federation of Enterprises (SEV)
EL	Γενική Συνομοσπονδία Επαγγελματιών Βιοτεχνών Εμπόρων Ελλάδας	ΓΣΕΒΕΕ	Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE)
EL	Ελληνική Συνομοσπονδία Εμπορίου και Επιχειρηματικότητας	ΕΣΕΕ	Hellenic Confederation of Commerce and Entrepreneurship (ESEE)
EL	Σύνδεσμος Ελληνικών Τουριστικών Επιχειρήσεων	ΣΕΤΕ	Greek Tourism Confederation (SETE)
EL	Σύνδεσμος Βιομηχανιών Ελλάδος	ΣΒΕ	Federation of Industries of Greece (SBE)
EL	Κεντρική Ένωση Επιμελητηρίων Ελλάδος	ΚΕΕΕ	Union of Hellenic Chambers of Commerce
ES	Confederación Española de Organizaciones Empresariales	CEOE	Confederation of Employers and Industries of Spain
ES	Confederación Española de la Pequeña y Mediana Empresa	CEPYME	Confederation of SMEs
ES	Federación Nacional de Asociaciones de Trabajadores Autónomos y emprendedores	ATA	Spanish National Federation of Associations of Self-employed and Small Entrepreneurs

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
ES	Confederació de la Micro, Petita i Mitjana Empresa de Catalunya	PIMEC	Confederation of Small and Medium-sized Enterprises of Catalonia
ES	Confederació de la Petita i Mitjana Empresa de Balears	PIMEB	Balearic Confederation of Small and Medium-sized Enterprises
ES	La Cámara de Comercio de España	Chambers of Commerce Spain	Official Chamber of Commerce, Industry, Services and Shipping of Spain
ES	Centro Europeo de Empresas Públicas y de Servicios públicos – Sección Española	SGI Europe Sección Española	European Centre of Employers and Enterprises providing Public Services and Services of General Interest, Spain
FI	Elinkeinoelämän keskusliitto	EK	Confederation of Finnish Industries
FI	Kunnallinen työmarkkinalaitos	KT	KT Local Government Employers
FI	Valtion työmarkkinalaitos	VTML	State Employer's Office
FI	Kirkon työmarkkinalaitos	KIT	Church Employers
FI	Suomen Yrittäjät	SY	Finnish Enterprises
FI	Keskuskauppamari	Keskuskauppamari	Finland Chamber of Commerce
FR	Mouvement des entreprises de France	MEDEF	Association of Enterprises in France
FR	Confédération des petites et moyennes entreprises	CPME	Confederation of Small and Medium-sized Enterprises
FR	Union des entreprises de proximité	U2P	Union of Local Businesses
FR	Union des employeurs de l'économie sociale et solidaire	UDES	Union of Social Economy Employers
FR	CMA France	CMA France	French Chambers of Trades and Crafts
FR	SGI France	SGI France	SGI France
FR	CCI France	CCI France	CCI France
HR	Hrvatska udruga poslodavaca	HUP	Croatian Employers' Association (CEA)
HR	Hrvatska obrtnička komora	HOK	Croatian Chamber of Trade and Craft
HR	Hrvatska gospodarska komora	HGK	Croatian Chamber of Economy
HU	Munkaadók és Gyáriparosok Országos Szövetsége	MGYOSZ	Confederation of Hungarian Employers and Industrialists
HU	Ipartestületek Országos Szövetsége	IPOSZ	Hungarian Association of Craftsmen's Corporations
HU	Stratégiai és Közszolgáltató Társaságok Országos Szövetsége	STRATOSZ	National Association of Strategic and Public Utility Companies
HU	Vállalkozók és Munkáltatók Országos Szövetsége	VOSZ	National Association of Entrepreneurs and Employers
HU	Magyar Kereskedelmi és Iparkamara	MKIK	Hungarian Chamber of Commerce and Industry

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
IE	Irish Business and Employers Confederation	Ibec	Irish Business and Employers Confederation
IE	Irish Small and Medium Enterprises Association	ISME	Irish Small and Medium Enterprises Association
IE	Chambers Ireland	Chambers Ireland	Chambers Ireland
IT	Confederazione Generale Italiana delle Imprese, delle Attività Professionali e del Lavoro Autonomo	Confcommercio-Imprese per l'Italia	Confcommercio – Enterprises for Italy
IT	Confederazione Generale dell'Industria Italiana	Confindustria	General Confederation of Italian Industry
IT	Confederazione Italiana Esercenti Attività Commerciali, Turistiche e dei Servizi	Confesercenti	Italian Confederation of Commercial, Touristic and Services Enterprises
IT	Lega Nazionale delle Cooperative e delle Mutue	Legacoop	National Association of Cooperatives and Mutual Aid Enterprises
IT	Confservizi – Confederazione dei Servizi Pubblici Locali – Asstra, Utilitalia	Confservizi	Local Public Services Confederation – Asstra, Utilitalia
IT	Confederazione Cooperative Italiane	Confcooperative	Confederation of Italian Cooperatives
IT	Agenzia per la rappresentanza negoziale delle pubbliche amministrazioni	ARAN	National Negotiating Agency for the Public Administrations
IT	Confederazione Autonoma Sindacati Artigiani	Casartigiani	Autonomous Confederation of Craftsmen's Unions
IT	Confederazione nazionale dell'artigianato e della piccola e media impresa	CNA	National Confederation of Crafts and Small and Medium Enterprises
IT	Confederazione Italiana della Piccola e Media Industria	CONFAPI	Italian Confederation of Small and Medium-sized Industry
IT	Confederazione Generale Italiana dell'Artigianato	Confartigianato	General Italian Confederation for Artisans
IT	Associazione Generale Cooperative Italiane	AGCI	General Association of Italian Cooperative Enterprises
IT	Confederazione Italiana del Terziario, dei Servizi, del Lavoro autonomo, della Piccola Impresa Industriale, Commerciale e Artigiana	FederTerziario	Italian Confederation of Tertiary, Services, Autonomous Work, Small Industrial, Commercial and Artisan Enterprises
IT	Unioncamere	Unioncamere	Unioncamere
LT	Lietuvos pramoninkų konfederacija	LPK	Lithuanian Confederation of Industrialists
LT	Lietuvos prekybos, pramonės ir amatų rūmų asociacija	LPPARA	Association of Lithuanian Chambers of Commerce, Industry and Crafts
LT	Lietuvos darbdavių konfederacija	LDK	Lithuanian Employers' Confederation
LT	Lietuvos žemės ūkio rūmų asociacija	LŽŪR	Chamber of Agriculture of the Republic of Lithuania
LT	Asociacija 'Investuotojų forumas'	IF	Association 'Investors' Forum'
LT	Lietuvos verslo konfederacija	LVK	Lithuanian Business Confederation
LU	Union des entreprises luxembourgeoises	UEL	Union of Luxembourg Companies

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
LU	The Voice of Luxembourg's Industry	FEDIL	The Voice of Luxembourg's Industry
LU	Fédération des Artisans	FDA	Federation of Craftsmen
LU	Chambre des métiers du Luxembourg	CDM	Chamber of Skilled Crafts and Trades
LU	La Chambre de Commerce	CdC	Chamber of Commerce Luxembourg
LV	Latvijas Darba devēju konfederācija	LDDK	Latvian Employers Confederation
LV	Latvijas Tirdzniecības un rūpniecības kamera	LTRK	Latvian Chamber of Commerce and Industry
LV	Latvijas Biznesa savienība	LBS	Business Union of Latvia
MT	Malta Employers Association	MEA	Malta Employers Association
MT	Il-Kamra tal-Kummerċ, l-Intrapriża u l-Industrija	Malta Chamber	Malta Chamber of Commerce, Enterprise and Industry
MT	Kamra tal-Intrapriži Żgħar u Medji	Malta Chamber of SMEs	Malta Chamber of SMEs
NL	Verbond Nederlandse Ondernemingen Nederlands Christelijk Werkgeversverbond	VNO-NCW	Association of Dutch Enterprises and Dutch Christian Association of Employers
NL	Vereniging Nederlandse Gemeenten	VNG	Association of Dutch Municipalities
NL	Ministerie Buitenlandse Zaken en Koninkrijksrelaties	Ministerie van BZK	Ministry of the Interior and Kingdom Relations
NL	De Koninklijke Vereniging MKB-Nederland	MKB Nederland	Royal Association of Dutch SMEs
PL	Konfederacja Lewiatan	Lewiatan	Confederation Lewiatan
PL	Pracodawcy Rzeczypospolitej Polskiej	Pracodawcy RP	Employers of Republic of Poland
PL	Związek Rzemiosła Polskiego	ZRP	Polish Craft Association
PL	Związek Pracodawców – Business Centre Club	ZP BCC	Employers' Association – Business Centre Club
PL	Związek Przedsiębiorców i Pracodawców	ZPP	Union of Entrepreneurs and Employers
PL	Federacja Przedsiębiorców Polskich	FPP	Federation of Polish Entrepreneurs
PL	Krajowa Izba Gospodarcza	KIG/PCC	Polish Chamber of Commerce
PT	Confederação Empresarial de Portugal	CIP	Confederation of Portuguese Business
PT	Confederação do Comércio e Serviços de Portugal	CCP	Portuguese Commerce and Services Confederation
PT	SGI Europe Portugal	SGI Europe Portugal	SGI Europe Portugal
PT	Confederação Cooperativa Portuguesa	CONFECOOP	Portuguese Cooperative Confederation

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
PT	Câmara de Comércio e Indústria Portuguesa	CCIP	Portuguese Chamber of Commerce and Industry
RO	Confederația Patronală Concordia	CP Concordia	Employers Confederation 'Concordia'
RO	Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România	CNIPMMR	Romanian National Council of Small and Medium Private Enterprises
RO	Confederația Patronală din Industrie, Agricultură, Construcții și Servicii din România	CONIPROM	Confederation of Employers in Industry, Agriculture, Construction and Services in Romania
RO	Uniunea Națională a Patronatului Român	PNR	National Union of Romanian Employers
RO	Camera de Comerț și Industrie a României	CCIR	Chamber of Commerce and Industry of Romania
RO	Uniunea Generală a Industriașilor din România	UGIR	General Union of Industrialists from Romania
RO	Confederația Patronatul Român	CPR	Confederation of Romanian Employers
RO	Uniunea Patronatelor din Romania BusinessRomania	BusinessRomania	Union of Employers from Romania BusinessRomania
SE	Sobona	Sobona	Sobona
SE	Arbetsgivarverket	Arbetsgivarverket	Swedish Agency for Government Employers
SE	Svensk Näringsliv	Svenskt Näringsliv	Confederation of Swedish Enterprises
SE	Sveriges kommuner och regioner	KFO.SKR	Swedish Association of Local Authorities and Regions (SALAR)
SE	Arbetsgivaralliansen	Arbetsgivaralliansen	Arbetsgivaralliansen
SE	Fremia	Fremia	Co-operative Employers' Association
SE	Företagarna	Företagarna	Swedish Federation of Business Owners
SE	Sveriges Handelskamrar	SH	Chambers of Commerce
SI	Gospodarska zbornica Slovenije	GZS	Chamber of Commerce and Industry of Slovenia
SI	Združenje delodajalcev Slovenije	ZDS	Association of Employers of Slovenia
SI	Združenje delodajalcev obrti in podjetnikov Slovenije	ZDOPS-GIZ	Association of Employers in Craft and Small Business of Slovenia
SI	Obrtno-Podjetniška zbornica Slovenije	OZS	Chamber of Craft and Small Businesses of Slovenia
SK	Asociácia zamestnávateľských zväzov a združení Slovenskej republiky	AZZZ SR	Federation of Employer Associations of the Slovak Republic
SK	Republiková únia zamestnávateľov	RUZ	National Union of Employers
SK	Združenie miest a obcí Slovenska	ZMOS	Association of Towns and Communities of Slovakia
SK	Asociácia priemyselných zväzov a dopravy	APZD	Association of Industry Unions and Transport

Member State	Full name of the employer organisation/business association in original language	Abbreviation of the name in original language	Full name of the employer organisation/business association in English
SK	Slovenská obchodná a priemyselná komora	SOPK	Slovak Chamber of Commerce and Industry

Annex 4: Cross-sector-relatedness of national member organisations of EU social partners and other European associations identified in this study (CESI and Eurochambres)

Table 48: Number of sectors covered by ETUC member organisations

Member States	Sectors covered (number)					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	1 trade union in 1 Member State	7 trade unions in 6 Member States	5 trade unions in 5 Member States	10 trade unions in 9 Member States	12 trade unions in 10 Member States	36 trade unions in 18 Member States
AT						ÖGB
BE						ABVV-FGTB, ACV-CSC, ACLVB-CGSLB
BG					КТ ‘Подкрепа’	КНСБ
CY		ΠΑΣΥΔΥ/ PASYDY		ΔΕΟΚ/DEOK	ΣΕΚ/SEK	
CZ						ČMKOS
DE					DGB	
DK						FH, Akademikerne, Forhandlingsfællesskabet
EE		TALO		EAKL		
EL		ΑΔΕΔΥ				ΓΣΕΕ
ES			CCP		USO	CCOO, ELA-STV, UGT
FI			Akava	STTK		SAK
FR					CGT-FO (FO), FO Cadres	CFDT, CGT, CFE-CGC, CFTC, UNSA, CFDT Cadres, UGICT-CGT
HR				NHS	SSSH	
HU		SZEF, ÉSZT	Munkástanácsok	MASZSZ, LIGA Szakszervezetek		
IE						ICTU
IT						CGIL, CISL, UIL, APIQA CGIL
LT	LDF				LPS ‘Solidarumas’	LPSK
LU						OGB-L, LCGB
LV						LBAS
MT		For.U.M	CMTU	GWU		
NL			VCP	CNV	FNV	

PL						NSZZ Solidarność, OPZZ, FZZ
PT						CGTP-IN, UGT
RO		CSDR		CNSRL Frăția	BNS, CNS 'Cartel ALFA'	
SE				Saco		LO, TCO
SI						ZSSS
SK					KOZ SR	

Table 49: Number of sectors covered by CEC European Managers' national affiliates

Member States	Sectors covered (number)					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	0	0	2 trade unions in 2 Member States	1 trade union in 1 Member State	1 trade union in 1 Member State	6 trade unions in 6 Member States
BE						CNC-NCK
CZ						ČMA
DE					ULA	
DK						LH
EL ⁶⁸						
ES			CCP			
FI			Akava			
FR						CFE-CGC
IT						CIDA
PT						USI
SE				Ledarna		
SI ⁶⁹						

Table 50: Number of sectors covered by Eurocadres member organisations

Member States	Sectors covered (number)					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	1 trade union in 1 Member State	4 trade unions in 4 Member States	3 trade unions in 3 Member States	3 trade unions in 3 Member States	5 trade unions in 4 Member States	34 trade unions in 15 Member States
AT						ÖGB
BE						ABVV-FGTB, ACV-CSC, ACLVB-CGSLB
BG						КНСБ, КТ 'Подкрепа'
CZ						ČMKOS
DE					DGB	
DK						FH, Akademikerne
EL						ΓΣΕΕ
ES		CCP				CCOO, UGT

⁶⁸ Information not available.

⁶⁹ Information not available.

FI			Akava	STTK		
FR	FSU				CGT-FO (FO), FO Cadres	CFDT, CGT, CFTC, UNSA, CFDT Cadres, UGICT-CGT, CFTC Cadres
HU		ÉSZT				
IT						CGIL, CISL, APIQA CGIL, UIL
LT						LPSK, LPS 'Solidarumas'
LU						OGB-L, LCGB
LV						LBAS
MT		For.U.M	CMTU	GWU		
NL			VCP	CNV	FNV	
PL						NSZZ Solidarność, OPZZ
PT						CGTP-IN, UGT
RO		F.S.L.C.P.R.			BNS	
SI						ZSSS

Table 51: Number of sectors covered by CESI nationally affiliated organisations (direct members)

Member States	Sectors covered (number)					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	8 trade unions in 4 Member States	5 trade unions in 5 Member States	3 trade unions in 3 Member States	2 trade unions in 2 Member States	2 trade unions in 2 Member States	4 trade unions in 4 Member States
AT						ÖGB (CESI members GPF-FCG and GÖD-FCG)
DE			dbb	CGB		
ES	ANPE, SATSE, SEMAF, SAE		FASGA (now VALORIAN)		CSIF	
FI	TVML					
FR	SPELC, CSEN	FA-FP				CFE-CGC, CFTC
HU		MKKSZ				
IT		CONFEDIR			CONFSAL	CISAL
LT		RJPS				
LU		CGFP				
LV						LBAS ⁷⁰
NL	NCF			CNV-Connectief ⁷¹		
PT						
RO		FSLCPR	CSN Meridian			

⁷⁰ The LVIPUFDA and LAADA unions of the LBAS are part of CESI and have a double affiliation, to CESI and ETUC.

⁷¹ CNV-Connectief, part of CNV, is a part of CESI and has a double affiliation, to CESI and ETUC.

Table 52: Cross-sector-relatedness of some of the CESI member organisations (clarifications provided by CESI)

CESI member organisation	CSIF	CGB	dbb	MKKSZ	CISAL	CONFASAL	RJPS	CGFP
Member State	ES	DE	DE	HU	IT	IT	LT	LU
Agriculture	X				X	X		
Audiovisual	X		X		X	X		
Banking	X	X	X		X	X		X
Central government administration	X	X	X	X	X	X	X	X
Chemical industry	X	X			X	X		
Civil aviation	X	X	X		X	X		
Commerce	X	X			X	X		
Construction	X				X	X		
Contract catering		X			X	X		
Education	X	X	X	X	X	X	X	X
Electricity		X			X			
Extractive industries		X			X			
Food and drink industry	X				X	X	X	
Footwear					X	X		
Furniture					X	X		
Gas					X	X		
Graphical industry	X				X	X		
Hospitals and healthcare	X	X	X	X	X	X	X	
Hotels, restaurants and catering	X	X			X	X		
Industrial cleaning	X	X			X	X		
Inland waterways		X	X		X		X	
Insurance	X	X			X	X		
Live performance	X				X	X		
Local and regional governments	X	X	X	X	X	X	X	
Maritime transport	X				X	X		
Metal industry	X	X			X	X		
Paper industry	X				X			
Personal services/hairdressing		X			X	X		
Ports	X	X			X			
Postal services	X	X	X		X	X		X

Private security	X	X			X	X		
Professional football	X							
Railways	X	X	X		X	X	X	
Road transport	X	X	X		X		X	
Sea fisheries	X				X	X		
Shipbuilding	X				X	X		
Social services	X	X	X	X	X	X	X	
Steel		X			X	X		
Sugar					X			
Tanning and leather					X			
Telecommunications	X	X	X		X	X		X
Temporary agency work	X				X	X		
Textile and clothing	X	X			X	X		
Woodworking		X			X			
Total	32	27	13	5	43	34	9	5

Table 53: Number of sectors covered by BusinessEurope's national affiliates

Member States	Number of sectors covered					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	0	0	5 employer organisations in 4 Member States	10 employer organisations in 10 Member States	13 employer organisations in 12 Member States	5 employer organisations in 5 Member States
AT			IV, VÖWG			
BE					VBO-FEB	
BG				BCK		
CY						OEB
CZ				SP ČR		
DE			ZDH	BDI	BDA	
DK					DA, DI	
EE						ETKL
EL			ΣΕΒ (SEV)			
ES				CEPYME		CEOE
FI						EK
FR					MEDEF	
HR					HUP	
HU					MGYOSZ	
IE					Ibec	
IT					Confindustria	
LT				LPK		

LU				FEDIL	UEL	
LV					LDDK	
MT					Malta Chamber	
NL					VNO-NCW	
PL				Lewiatan		
PT				CIP		
RO			CP Concordia			
SE						Svenskt Näringsliv
SI				ZDS		
SK				RUZ		

Table 54: Number of sectors covered by SMEUnited national affiliates

Member States	Number of sectors covered					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	2 employer organisations in 2 Member States	3 employer organisations in 3 Member States	13 employer organisations in 13 Member States	9 employer organisations in 6 Member States	5 employer organisations in 5 Member States	3 employer organisations in 2 Member States
AT					WKÖ	
BE						Unizo, UCM
BG				CCM (UPEE)		
CY					KEBE (CCCI)	
DE			ZDH			
DK			SMVdanmark			
EE				EVEA		
FI				SY		
FR			U2P	CPME, CMA France		
EL	ΕΣΕΕ (ESEE)		ΓΣΕΒΕΕ (GSEVEE)			
ES				CEPYME, ATA, PIMEC		
HR			HOK		HUP	
HU			IPOSZ			
IE			ISME			
IT	Confartigianato		Confcommercio-Imprese per l'Italia ⁷²		CNA	
LT					LPPARA	
LU			FDA, CDM			
LV				LBS		

⁷² Since 1 January 2023, Confcommercio has no longer been a member of SMEUnited.

MT		Malta Chamber of SMEs				
NL			MKB Nederland			
PL			ZRP			
PT			CCP			
RO		CNIPMMR				
SE						Företagarna
SI		ZDOPS-GIZ	OZS			

Table 55: Number of sectors covered by SGI Europe national affiliates

Member State	Number of sectors covered					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	9 employer organisations in 7 Member States	6 employer organisations in 5 Member States	4 employer organisations in 4 Member States	0	2 employer organisations in 2 Member States	2 employer organisations in 2 Member States
AT			VÖWG			
BE	Unisoc					
BG						АНКБ
DE	TdL	VKA	BVÖD			
DK	KL, Danske Regioner, MEDST					
EL ⁷³						
ES		SGI Europe Spain				
FI	VTML		KT			
FR		UDES				
IT	Confservizi					
LU					UEL	
MT					MEA	
NL	Ministerie van BZK					
PL						Pracodawcy RP
PT		SGI Europe Portugal				
RO						
SE	Arbetsgivareverket	SKR, KFO	Sobona			
SI						

⁷³ Information not available.

Table 56: Number of sectors covered by Eurochambres' national affiliates

Member State	Number of sectors covered					
	1–4	5–9	10–19	20–29	30–39	40–45
Total	1 employer organisation in 1 Member State	0	1 employer organisation in 1 Member State	2 employer organisations in 2 Member States	7 employer organisations in 7 Member States	4 employer organisations in 4 Member States
AT			VÖWG		WKÖ	
BG				БТПП		
CY					KEBE (CCCI)	
CZ						HK ČR
DE					DIHK	
EE						EKTK
ES						
FI						Keskuskauppakamari
LT					LPPARA	
LU					UEL	
LV						LTRK
MT					Malta Chamber	
NL	VNG					
PT				CIP		
SI					GZS	

Annex 5: Bipartite and tripartite cross-industry social dialogue structures in the Member States

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
AT	Advisory Council for Economic and Social Affairs (Beirat für Wirtschafts- und Sozialfragen)	Bipartite	All topics in the realm of economic and social affairs	ÖGB, AK	WKÖ, IV, LKA
BE	Labour National Council (Conseil National du Travail (CNT)/Nationale Aarbeidsraad (NAR))	Bipartite	Wide range of work-related topics	ABVV-FGTB, ACV-CSC, ACLVB-CGSLB	VBO-FEB, Unizo, UCM, Unisoc, Unipso, Boerenbond
BE	Central Economic Council (Conseil Central de l'Economie (CCE)/Centrale Raad voor het Bedrijfsleven (CRB))	Bipartite	Wide range of work-related topics	ABVV-FGTB, ACV-CSC, ACLVB-CGSLB	VBO-FEB, Unizo, UCM, Unisoc, Unipso, Boerenbond
BE	Group of Ten (Groupe des dix/Groep van Tien)	Bipartite	Highest level of social partner negotiations	ABVV-FGTB, ACV-CSC, ACLVB-CGSLB	VBO-FEB, Unizo, UCM, Unisoc, Unipso, Boerenbond
BE	High-level Health and Safety Committee (Conseil Supérieur pour la Prévention et la Protection au Travail (CSPPT)/Hoge Raad voor Preventie en Bescherming op het Werk (HRPBW))	Bipartite	Health and safety	ABVV-FGTB, ACV-CSC, ACLVB-CGSLB	VBO-FEB, Unizo, UCM, Unisoc, Unipso, Boerenbond
BG ⁷⁴	National Council of Tripartite Cooperation	Tripartite	Labour market, wages , social security and pensions	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE
BG	National Council for Employment	Tripartite	Employment	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE
BG	National Council for Health and Safety at Work	Tripartite	Health and safety at work	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE
BG	Supervisory Board of National Insurance Institute	Tripartite	Insurance issues	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE

⁷⁴ The list of bodies for Bulgaria is not exhaustive.

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
BG	Supervisory Council of the National Agency for Vocational Education and Training	Tripartite	Vocational education and training	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE
BG	Governing bodies of the National Health Insurance Fund	Multipartite	Health insurance and health services	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG, UPEE
BG	Economic and Social Council of Bulgaria (not a social dialogue body)	Tripartite, but the third party is not the government. It is the representatives of various interests, not a social dialogue structure	Economic and social policy	CITUB, CL Podkrepa	BIA, BICA, BCCI, CEIBG
BG	Labour Migration Council	Tripartite	Migration policy		All nationally representative employer and worker organisations plus government representatives
CY	Labour Advisory Body	Tripartite	All labour-related issues	PEO, SEK, DEOK, PASYDY (observer), POASO (observer)	OEB, CCCI
CY	National Employment Committee	Tripartite	Employment policy	PEO, SEK, DEOK	OEB, CCCI
CY	Board of the Human Resource Development Authority	Tripartite	Training	PEO, SEK, DEOK	OEB, CCCI
CY	Board of the Social Insurance Fund	Tripartite	Social security issues	PEO, SEK, DEOK, PASYDY (observer)	OEB, CCCI
CY	Board of the Annual Leave Fund	Tripartite	Annual leave issues	PEO, SEK, DEOK	OEB, CCCI
CY	Board of the Redundancy Fund	Tripartite	Compensation of redundant employees	PEO, SEK, DEOK	OEB, CCCI
CY	Committee for Gender Equality in Employment and Vocational Training	Tripartite	Gender equality	PEO, SEK, DEOK	OEB, CCCI
CY	Pancyprian Council for Health and Safety	Tripartite	Health and safety	PEO, SEK, DEOK	OEB, CCCI
CY	Consumers Advisory Committee	Tripartite	Consumers' protection	PEO, SEK, DEOK	OEB, CCCI
CY	Board of the Health Insurance	Tripartite	Obligatory health insurance	PEO, SEK, DEOK,	OEB, CCCI

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
	Organisation			PASYDY	
CY	Council of Occupational Retirement Benefits Funds	Tripartite	Regulation of complementary retirement benefit funds	PEO, SEK, DEOK	OEB, CCCI
CZ	Council of Economic and Social Agreement of the Czech Republic (Rada hospodářské a sociální dohody České republiky)	Tripartite	Essential issues of economic and social development in general	ČMKOS, ASO ČR	SP ČR, KZPS
CZ	Government Council for Equality of Women and Men (Rada vlády pro rovnost žen a mužů)	Tripartite	Equal opportunities	ČMKOS, ASO ČR	SP ČR, KZPS
CZ	Government Council for Seniors and Population Ageing (Rada vlády pro seniory a stárnutí populace)	Tripartite	Population ageing	ČMKOS	SP ČR, KZPS ČR
CZ	Government Council for Competitiveness and Economic Growth (Rada vlády pro konkurenceschopnost a hospodářský růst)	Tripartite	Economic growth, competitiveness	ČMKOS	SP ČR, KZPS ČR, HK ČR
CZ	Government Council for Safety, Hygiene and Health at Work (Rada vlády pro ochranu zdraví při práci)	Tripartite	Health at work	ČMKOS, ASO ČR	SP ČR, KZPS ČR
CZ	Government Council for Sustainable Development (Rada vlády pro udržitelný rozvoj)	Tripartite	Sustainable development	ČMKOS, ASO ČR	SP ČR, HK ČR
CZ	Government Council for Information Society (Rada vlády pro informační společnost)	Tripartite	Information society, digitalisation	ČMKOS, ASO ČR	SP ČR, KZPS ČR, HK ČR
CZ	Council for European Structural and Investment Funds (Rada pro evropské strukturální a investiční fondy)	Tripartite	European structural funds	ČMKOS	SP ČR, HK ČR
DE	Minimum Wage Commission (Mindestlohnkommission)	Bipartite	National minimum wage	Yes (changing composition of members)	Yes (changing composition of members)

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
DK	Kompetence-sekretariatet (Competence Secretariat) and Den Statslige Kompetencefond (Competence Fund of the State)	Bipartite	The secretariat and fund for vocational training for state employees. It is part of the collective agreements	CFU, Akademikerne	Danish Ministry of Finance (MEDST)
DK	SU-udvalg (Cooperation Councils Committee) and Samarbejdssekretariat (Cooperation Secretariat)	Bipartite	A committee that acts as the Board of Directors of the Cooperation Secretariat of state employees. The central parties are represented on the committee and it is the committee's task to promote the work of local works councils through broad information and guidance activities	CFU: directly in the committee and indirectly via its participating central organisations	The Danish Ministry of Taxation is mentioned on the agreement from 2021, but now the obligations are with MEDST under the Ministry of Finance
DK	Partnerskab for udvikling af attraktive og bæredygtige statslige arbejdspladser (partnership for development of attractive and sustainable workplaces in the State)	Bipartite	Part of the latest collective agreement settlement in 2021 – has not found an official name yet, but it was mentioned by CFU in regard to this study. It establishes a partnership for the development of attractive and sustainable workplaces in the state	CFU	Ministry of Finance (MEDST)
DK	Samarbejdsnævnet (Cooperation Board)	Tripartite	The Cooperation Board was established by DA and LO (now merged with FTF to become FH) as part of the cooperation agreement. The committee consists of up to seven representatives from each side and their tasks are to (1) inform, guide and develop work that promotes cooperation within enterprises, (2) assist in the establishment and guidance of cooperation committees and (3) set up a forum for the resolution of disputes as provided under section 6	FH	DA
DK	Arbejdsmiljørådet (Danish Working Environment Council)	Tripartite	The Working Environment Council advises the Minister for Employment on current health and safety policy issues about possible improvements and about the challenges in the	FH, Akademikerne	DA, LH, KL, Danske Regioner, MEDST

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
			field of working conditions that Danish workplaces are experiencing		
DK	Beskæftigelsesrådet (BER) (National Employment Council)	Tripartite	The council advises the Minister of Employment concerning major employment policy initiatives as well as the minister's annual goals for employment policy. The council also gives advice on test projects and proposals for new legislation	FH, Akademikerne	DA, LH, KL, Danske Regioner
DK	Erhvervs sygdoms-udvalget (Occupational Diseases Committee)	Tripartite	The committee assesses specific occupational injury cases in which a disease is not included in the list of occupational diseases but the disease is likely to be caused by work. The committee also regularly advises the Minister for Employment which diseases meet the requirements for inclusion on the list of occupational diseases	FH	DA
DK	Følgegruppe for Fonden for Forebyggelse og Fasholdelse (expert monitoring group for the Prevention and Retention Fund)	Tripartite	The aim of the monitoring group is to guide the administration. The funds are used for prevention, retention and inclusion in the labour market by supporting interventions that prevent physical and mental attrition, accidents at work and occupational diseases. The funds can only be invested in Danish government bonds	FH, Akademikerne	DA, LH, KL, Danske Regioner
DK	Erhvervslivets EU- og Regelforum (Danish Business Regulation Forum)	Tripartite	The main tasks of the forum are to propose and advise the government on (1) simplification of the rules in areas where Danish companies are subject to rules that impose onerous costs on them, (2) future EU-oriented regulation, where early, proactive action can create simpler rules, and (3) simplification of rules in areas where	FH, Akademikerne	DA, SMVdanmark

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
			digitalisation and new technological opportunities challenge regulation		
DK	Tilsynsrådet (Local Government Supervisory Council)	Tripartite	The council is the central supervisory body in relation to the Danish Agency for Labour Market and Recruitment's supervision of unemployment insurance funds and municipalities. The council acts as an advisory body to the Minister of Employment	FH, Akademikerne	DA, KL
DK	Ankenævnet vedrørende Praktikpladsvirksomhed (Appeals Board for Internship Activities)	Tripartite	The task of this body is to settle complaints from companies that have not been approved as internship companies by the trade union committee or have had their approval revoked	FH	DA, KL/Danske Regioner (shared member), Ministry of Finance
EE	Council of the Estonian Unemployment Insurance Fund	Tripartite	Labour market, (un)employment	EAKL, TALO	ETKL
EE	Council of the Estonian Health Insurance Fund	Tripartite	Health	EAKL	ETKL
EE	Council of the Estonian Qualifications Authority	Tripartite	Development, assessment and recognition of persons' occupational competence	EAKL, TALO	ETKL, EKTK
EE	Gender Equality Council (in addition to trade unions and employer organisations/business associations, there are also other non-governmental organisations and societal organisations, as well as political party representatives)	Tripartite	Gender equality	EAKL	ETKL, EVEA
EE	Estonian ILO council	Tripartite	ILO-related matters	EAKL, TALO	ETKL
EE	Estonian adult education council (in addition to trade unions and employer organisations/business associations, there are also other organisations)	Tripartite	Adult education	EAKL, TALO	ETKL, EKTK
EE	Tripartite regular meetings (government and peak-level social partners)	Tripartite	All kind of topics related to labour, business and social policy	EAKL	ETKL
EL	Economic and Social Council of Greece	Tripartite	Wages, skills, training, working time,	GSEE and ADEDY	SEV, GSEVEE, ESEE, SETE

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
	(OKE)		unemployment, industrial relationships		
EL	Organization for Arbitration and Mediation (OMED)	Bipartite	Wages, working time, working conditions	GSEE	SEV, GSEVEE
EL	Supreme Labour Council (ASE)	Tripartite	Wages, working time, industrial relations, working conditions	GSEE and ADEDY	SEV, GSEVEE
EL	Council for Health and Safety at Work (SYAE)	Tripartite	Occupational health and safety	GSEE and ADEDY	SEV, GSEVEE, ESEE, SETE
EL	Department for Combating Undeclared Work	Tripartite	Combating undeclared work	GSEE	SEV, GSEVEE, ESEE, SETE
EL	Government Council for Employment	Tripartite	Tackling unemployment	GSEE	SEV, GSEVEE, ESEE, SETE
ES	Social and Economic Council (Consejo Económico y Social (CES))	Tripartite	Social and economic issues	CCOO, UGT, ELA-STV, CIG	CEOE, CEPYME
ES	General Council of Vocational Training (Consejo General de la Formación Profesional)	Tripartite	Vocational training	CCOO, UGT, ELA-STV, CIG	CEOE, CEPYME
ES	Council of the National Employment System (Consejo General del Sistema Nacional de Empleo)	Tripartite	Public placement services and active labour market policies	CCOO, UGT, ELA-STV, CIG	CEOE, CEPYME
ES	National Commission on Collective Bargaining (Comisión Consultiva Nacional de Convenios Colectivos)	Tripartite	Collective bargaining	CCOO, UGT, ELA-STV, CIG	CEOE, CEPYME
ES	⁷⁵				

⁷⁵ There are many other tripartite structures in the social field, in which CEOE and CEPYME participate. In the field of industrial relations: Comisión Ejecutiva del Servicio Público de Empleo Estatal, Consejo General del Servicio Público de Empleo Estatal, Consejo General del Sistema Nacional de Empleo, Comisión Delegada de Seguimiento y Evaluación del Sistema Nacional de Garantía Juvenil Plus, Comisión Tripartita de la Garantía Juvenil, Comisión Consultiva Nacional de Convenios Colectivos, 7 Fundación SIMA and Consejo General del Organismo Autónomo Estatal Inspección de Trabajo y Seguridad Social. In the field of social protection: Entidades Gestoras y Servicios Comunes de la Seguridad Social y sus Consejos, el Fondo de Garantía Salarial, Observatorio del Fraude a la Seguridad Social, Comité Consultivo del Sistema para la Autonomía y Atención a la Dependencia and Mesa asesora para los cuidados. In the field of health and safety: Comisión Nacional de Seguridad y Salud en el Trabajo, Comité de enlace con la Agencia Europea de Seguridad y Salud en el Trabajo, Consejo General del Instituto Nacional de Seguridad y Salud en el Trabajo, Red Española de Seguridad y Salud en el Trabajo, Fundación Estatal para la Prevención de Riesgos Laborales and Consejo Español de Drogodependencias y otras adicciones. In the field of migration, equality, diversity and social inclusion: Comisión Laboral Tripartita de Inmigración, el Foro para la integración social de los inmigrantes, el Consejo para la eliminación de la discriminación racial, Consejo de Participación de la Mujer, Consejo de Participación de las personas LGTBI, Observatorio Estatal de Violencia sobre la Mujer, Red de Inclusión Social and Comité de Seguimiento del Fondo Social Europeo Plus.

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
FI	Retirement (example; the composition is changing after the 2022 parliament elections)	Bipartite	Not indicated	SAK, STTK, Akava	EK, KT
FR	Commission nationale de la négociation collective de l'emploi et de la formation professionnelle (CNNCEFP; National Committee for Collective Bargaining, Employment and Vocational Training). The CNNCEFP has three subcommittees (agreements, wage bargaining and restructuring of branches)	Tripartite	Employment, vocational training, collective bargaining (monitoring, advice on extension), wage collective bargaining (respect of minimum wage)	CFDT, CGT, CGT-FO, CFE-CGC, CFTC + consultative voice of UNSA, FSU	MEDEF, CPME, U2P + consultative voice of FNSEA, UDES, FESAC
FR	Commissions paritaires régionales interprofessionnelles (CPRI; Inter-professional Regional Joint Committees)	Bipartite	The CPRI represents, at regional level, the interests of employers and employees of undertakings with fewer than 11 employees that have no information or consultation bodies. It deals with employment, vocational training and collective bargaining issues	CFDT, CGT, CGT-FO, CFE CGC, CFTC	MEDEF, CPME, U2P
FR	Conseil d'orientation des conditions de travail (COCT; Working Conditions Advisory Council)	Tripartite	Health and Safety	CFDT, CGT, CGT-FO, CFE CGC, CFTC	MEDEF, CPME, U2P, UNAPL, FNSEA/CNMCCA
FR	Conseil d'orientation des retraites (COR; Pensions Advisory Council)	Tripartite	Pension	CFDT, CGT, CGT-FO, CFE-CGC, CFTC, UNSA	MEDEF, CPME, U2P, UNAPL, FNSEA/CNMCCA
FR	Comité du dialogue social pour les questions européennes et internationale (CDSEI; Social Dialogue Committee for European and International Issues)	Tripartite	European affairs	CFDT, CGT, CGT-FO, CFE-CGC, CFTC	MEDEF, CPME, U2P, UNAPL, FNSEA/CNMCCA
FR	Conseil de la Caisse nationale de l'assurance maladie (Managing board of the health insurance fund); similar bodies exist for all the other branches of compulsory social security (pension,	Tripartite	Legal health insurance	CFDT, CGT, CGT-FO, CFE-CGC, CFTC	MEDEF, CPME, U2P

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
	family)				
HR	Economic and Social Council	Tripartite	Economic and social policy, labour market, social security and pensions, health and safety, equal opportunities, sustainable development	SSSH, NHS, Matica	HUP (CEA)
HU	Permanent Consultation Forum of the Private Sector and the Government (VKF)	Tripartite	Minimum wage, annual recommendation for general wage increase for negotiation and labour-law related issues for consultation, as well as other issues in the area of work-related taxation or health and safety, sometimes EU-related legislation, but only on an ad hoc basis and for information or consultation only	LIGA Szakszervezetek, Munkástanácsok, MASZSZ	MGYOSZ, VOSZ, ÁFEOSZ
HU	National Economic and Social Council (Nemzeti Gazdasági és Társadalmi Tanács (NGTT))	Multipartite	Overall socioeconomic issues, strictly for information and consultation without the right to negotiate (or take part in collective bargaining)	LIGA Szakszervezetek, Munkástanácsok, MASZSZ, SZEZ, ÉSZT, 7SZ	MGYOSZ, VOSZ, ÁFEOSZ, IPOSZ, STRATOSZ
HU	Közszolgáltatói Vállalkozások Konzultációs Fóruma (KVKF) – since 2018	Tripartite	Consultation forum for state-owned public utility providers	MASZSZ, Munkástanácsok, LIGA Szakszervezetek + sectoral unions for public utilities: VDSzSz Szolidaritás, Közlekedési Munkástanácsok Szövetsége, Postások Független Érdekvédelmi Szövetsége, Vízügyi Szakszervezetek Országos Ágazati Szövetsége	STRATOSZ

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
HU	NILO Council	Tripartite	Since 2013 the operation of the body has only been formal. Mainly labour law issues are discussed	LIGA Szakszervezetek, Munkástanácsok, MASZSZ, SZEF, ÉSZT	MGYOSZ, VOSZ, ÁFEOSZ
HU	National Public Service Interest Reconciliation Council (Országos Közzolgálati Érdekegyeztető Tanács (OKÉT))	Tripartite	The body deals with issues related to public employees and civil servants, such as wages, state support and bonuses	Munkástanácsok, SZEF, ÉSZT, MASZSZ, LIGA	Government (relevant ministries), local government reps
IE	Government Commission on Pensions	Tripartite	Pensions	ICTU	lbec
IE	Low Wage Commission	Tripartite	Minimum wage	ICTU (although recently resigned)	lbec
IE	Labour Employer Economic Forum	Tripartite	Different areas of social policy; currently a childcare subgroup and a COVID-19 subgroup are active	ICTU	lbec
IE	Labour Court	Tripartite	State labour dispute service and statutory employment law adjudication service	ICTU	lbec
IE	Public Sector Pay Talks	Bipartite	Scheduled pay and public sector reform talks currently occurring every three years; this process has some level of continuing established bureaucracy and frameworks between talks	ICTU	Department of Public Expenditure and Reform
LT	Tripartite Council of the Republic of Lithuania	Tripartite	Social, labour, employment issues	LPSK, LPS 'Solidarumas', RJPS	LPK, LPPARA, LDK, LŽŪR, LVK, IF
LT	Tripartite Council under the PES	Tripartite	Labour market, unemployment	LPSK, LPS 'Solidarumas'	LPK, LPPARA, LVK
LT	Council of the State Social Insurance Fund	Tripartite	Social security and pensions	LPSK, LPS 'Solidarumas'	LPK, LPPARA, LDK, LVK, IF
LU	Conseil économique et social	Tripartite	All topics	OGB-L, LCGB, CGFP	Variable
LU	Comité de coordination tripartite	Tripartite	Labour market	OGB-L, LCGB, CGFP	Professional chambers (not considered real employer organisations)
LU	Comité permanent du travail et de	Tripartite	Labour market	OGB-L, LCGB, CGFP	Variable

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
	l'emploi				
LV	National Tripartite Cooperation Council	Tripartite	Whole economy (budget and tax policy, labour), social security, vocational education, employment, health, transport, communications, environmental protection, public security, competitiveness, sustainability	LBAS	LDDK
MT	Malta Council for Economic and Social Development (MCESD)	Tripartite	An advisory council that issues opinions and recommendations to the Maltese government on matters of economic and social relevance	GWU, CMTU, Forum	MEA, Malta Chamber, Malta Chamber of SMEs
MT	Employment Relations Board (ERB)	Tripartite	Makes recommendations to the minister responsible for labour on any national minimum conditions of employment for eventual inclusion in a national standard order and on any sectoral conditions of employment for eventual inclusion in a sectoral regulation order. Also advises the minister responsible for labour on any matters relating to conditions of employment or on any matters referred to the board by the minister	GWU, CMTU, Forum	MEA, Malta Chamber of SMEs
NL	Sociaal Economische Raad (SER)	Tripartite	All topics	FNV, CNV, VCP	VNO-NCW, MKB Nederland
PL	Social Dialogue Council (RDS)	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for the Social Security of Miners	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for Social Conditions for the Restructuring of Metallurgy	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for the Energy Sector	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for the Development of the Industrial Defence Potential and Technical Modernisation of the Armed Forces	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
PL	Tripartite Team for Mining and Sulfur Processing	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for Light Industry	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for the Chemical Industry	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Brown Coal Mining Team	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for the Shipbuilding Industry	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Railway Group	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for Health Protection	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for Sea Shipping and Fisheries	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Team for Construction and Municipal Economy	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Tripartite Industry Team for Airport Transport and Air Service	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PL	Food Processing Industry Tripartite Team	Tripartite	Sectoral issues	NSZZ 'Solidarność', OPZZ, FZZ	KL, Pracodawcy RP, ZP BCC, ZRP, ZPP
PT	Standing Committee of Social Concertation (Comissão Permanente de Concertação Social (CPCS))	Tripartite	Labour legislation, individual and collective work relations, wage setting by minimum wage, employment policies, vocational education and training, health and safety, social security, economic issues, fiscal and social policies	CGTP-IN, UGT	CIP, CCP, CAP, CTP
RO	National Tripartite Council (Consiliul National Tripartit)	Tripartite	The council (1) ensures the consultation framework for establishing the minimum wage guaranteed in payment, (2) debates and analyses programmes and strategies, (3)	CNSRL Frăția, BNS, CSDR, CSN Meridian, CNS 'Cartel ALFA'	CONPIROM, CP Concordia, CNIPMMR

Member State	Name of the body	Bipartite/tripartite	Domain of activity (topics)	Cross-industry trade unions with representatives	Cross-industry employer organisations with representatives
			develops and supports the implementation of strategies, programmes, methodologies and standards in the field of social dialogue, (4) resolves social and economic disputes through tripartite dialogue, (5) negotiates and concludes agreements and social pacts, as well as other agreements at national level, and monitors their application, (6) analyses and, as the case may require, approves requests for extending the application of collective labour contracts at sectoral level for all units in the respective sector of activity and (7) establishes the sectors of activity, which are approved by a decision of the government		
SE	Sunt arbetsliv	Bipartite	Work environment	TCO, SACO, LO, Ledarna	KFO.SKR, Sobona
SE	Prevent	Bipartite	Work environment	TCO, SACO, LO, Ledarna	Svenskt Näringsliv
SE	AFA Försäkring	Bipartite	Insurance	TCO, SACO, LO, Ledarna	Svenskt Näringsliv
SE	TSL	Bipartite	Conversion	LO	Svenskt Näringsliv
SE	TRR	Bipartite	Conversion	SACO, TCO. Ledarna	Svenskt Näringsliv
SE	Arbetsmiljörådet	Bipartite	Work environment	TCO, SACO, LO, Ledarna	SKR, Sobona
SI	Economic and Social Council of Slovenia	Tripartite	Industrial relations, working conditions and labour legislation, health and safety, social rights and employment policy, social security and pensions	ZSSS, KS-90, KNSS-Neodvisnost, Alternativa, Solidarnost, KSJS	ZDS, GZS, OZS, ZDOPS-GIZ, Slovenian Chamber of Commerce
SK	Economic and Social Council (HSR)	Tripartite	All relevant policy issues concerning economy, employment, working conditions and wages	KOZ SR (informally also represents NKOS)	AZZZ SR, RUZ, APZD, ZMOS

Annex 6: 2022 update of workforce and company numbers

Table 57: Number of people in employment, number of employees and employment rate in the 20–64 age group and number of enterprises (2022 update of Tables 2 and 3)

Member State	% of EU workforce	Number of persons in employment aged 20–64 (000s)	Number of employees aged 20–64 (000s)	Employment rate of 20–64 age group (%)	Number of enterprises
AT	2	4,219	13,071.2	77.3	577,302
BE	3	4,849	2,713.9	71.9	818,647
BG	2	3,042	4,217.2	75.7	386,186
CY	0	432	722.1	77.9	80,924
CZ	3	4,996	2,497.4	81.3	1,240,393
DE	21	39,908	563.7	80.7	3,104,703
DK	1	2,719	36,723.9	80.1	422,804
EE	0	629	2,057.1	81.9	124,525
EL	2	4,015	16,945.9	66.3	887,090
ES	10	19,925	23,745.6	69.5	3,124,962
FI	1	2,435	4,402.9	78.4	428,436
FR	14	27,215	1,444.7	74.0	4,441,494
HR	1	1,656	17,746.8	69.7	217,420
HU	2	4,560	231.6	80.2	877,989
IE	1	2,352	2,839.1	78.2	372,647
IT	12	22,298	390.4	64.8	
LT	1	1,346	273.0	79.0	296,997
LU	0	305	4,010.9	74.8	41,553
LV	0	833	1,184.2	77.0	136,099
MT	0	271	7,143.9	81.1	55,412
NL	4	8,524	3,731.8	82.9	2,057,022
PL	8	16,227	4,044.1	76.7	2,668n.a.64
PT	2	4,672	6,607.9	77.5	1,230,185
RO	4	7,686	831.8	68.5	633,288
SE	2	4,834	164.8	82.2	878,818
SI	0	956	2,179.8	77.9	185,936
SK	1	2,554	2,133.4	76.7	600,952
EU27	100	193,458	162,619.1.	74.6	23,221,784

Note: % of EU workforce for EU27 has been rounded to 100%.

Source: Eurostat, *Employment and activity by sex and age – annual data [LFSI_EMP_A_custom_4546821]; Employees by sex, age and educational attainment level (1 000) [LFSI_EGAED_custom_6398050]*, accessed 31 May 2023

Annex 7: Network of Eurofound Correspondents

National correspondents who contributed to this report.

Member State	Correspondent(s)	Organisation
AT	Bernadette Allinger	Working Life Research Centre
BE	Dries Van Herreweghe	HIVA Research Institute, KU Leuven
BG	Ekaterina Ribarova Gabriela Yordanova	Institute of Social and Trade Union Research Institute of Philosophy and Sociology, Bulgarian Academy of Sciences
CY	Pavlos Kalosinatos	Cyprus Labour Institute – Pancyprian Federation of Labour
CZ	Sona Veverkova	Research Institute for Labour and Social Affairs
DE	Sandra Vogel	German Economic Institute
	Mona Aranea	Institute for Economic and Social Research, Hans Boeckler Foundation
DK	Carsten Jorgensen	FAOS, University of Copenhagen
EE	Ingel Kadarik	Praxis Centre for Policy Studies
EL	Elena Kousta	GSEE Labour Institute
ES	Oscar Molina Romo Pablo Sanz	Institute for Labour Studies, Autonomous University of Barcelona Notus Investigación Social Aplicada
FI	Amanda Kinnunen Vera Lindstrom	Oxford Research AB
FR	Frédéric Turlan	IR Share
HR	Predrag Bejakovic Irena Klemencic	Institute of Public Finance
HU	Nóra Krokovay	Kopint-Tárki Institute for Economic Research
IE	David Murphy	IRN Publishing
IT	Lisa Dorigatti Barbara De Micheli	Department of Social and Political Sciences, University of Milan Fondazione Giacomo Brodolini S.R.L SB
LT	Inga Blaziene	Lithuanian Social Research Centre
LU	Franz Clément	Luxembourg Institute of Socio-Economic Research
LV	Krišs Karnītis	EPC Ltd
MT	Louis Grech Luke Fiorini	University of Malta
NL	Amber van der Graaf Thomas de Winter	Panteia BV
PL	Barbara Surdykowska Ewelina Wolosik	Foundation Institute of Public Affairs ECORYS Polska
PT	Reinhard Naumann	CESIS – Centre for Studies on Social Intervention
RO	Boboc Cristina Ghita Simona Vasile Valentina Victoria Stoiciu Nicoleta Voicu	European Institute of Romania
SE	Sirin Celik Nils Brandsma	Oxford Research AB
SI	Barbara Lužar	Faculty of Social Sciences, University of Ljubljana
SK	Ludovit Cziria Daniela Keselova	Institute for Labour and Family Research

Getting in touch with the EU

In person

All over the European Union there are hundreds of Europe Direct information centres. You can find the address of the centre nearest you at: https://european-union.europa.eu/contact-eu_en

On the phone or by email

Europe Direct is a service that answers your questions about the European Union. You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls)
- at the following standard number: +32 22999696
- by email via: https://european-union.europa.eu/contact-eu_en

Finding information about the EU

Online

Information about the European Union in all the official languages of the EU is available on the Europa website at: <https://europa.eu>

EU publications

You can download or order free and priced EU publications at: <https://op.europa.eu/publications>

Multiple copies of free publications may be obtained by contacting Europe Direct or your local information centre (see https://european-union.europa.eu/contact-eu_en).

EU law and related documents

For access to legal information from the EU, including all EU law since 1952 in all the official language versions, go to EUR-Lex at: <https://eur-lex.europa.eu>

Open data from the EU

The EU Open Data Portal (<https://data.europa.eu>) provides access to datasets from the EU. Data can be downloaded and reused for free, both for commercial and non-commercial purposes.

This study provides information to allow for an assessment of the representativeness of the national and supranational social partners at cross-industry level in the EU. Their relative representativeness legitimises their right to be consulted, their role and effective participation in the European cross-industry social dialogue, and their capacity to negotiate agreements.

The aim of Eurofound's representativeness studies is to identify the relevant national and European social partner organisations in the field of industrial relations in selected sectors in the EU Member States. This study identified ETUC, BusinessEurope, SMEUnited and SGI Europe as the most representative social partner organisations at cross-industry level in the EU.

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

