



# Representativeness of the European social partner organisations: Public administration

Objectives of study  
Economic background  
National level of interest representation  
European level of interest representation  
Commentary  
References  
Annex: List of abbreviations

This report is available in electronic format only.

*This study sets out to provide the necessary information for establishing sectoral social dialogue in the public administration sector. The report consists of three main parts: a summary of the sector's economic background; an analysis of the social partner organisations in all EU Member States, with special emphasis on their membership, their role in collective bargaining/employment regulation and public policy, and their national and European affiliations; and an analysis of the relevant European organisations, in particular their membership composition and their capacity to negotiate. The aim of the EIRO series of studies on representativeness is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus for these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the EC Treaty provisions. Hence, this study is designed to provide the basic information required to establish and evaluate sectoral social dialogue. The present study was completed and evaluated in September 2010.*

## **Objectives of study**

The aim of this **representativeness** study is to identify the relevant national and supranational associational actors – that is the **trade unions** and **employer** associations – in the field of industrial relations in the public administration sector (i.e. public administration and defence; compulsory social security), and to show how these actors relate to the sector's European interest associations of labour and business. The impetus for this study, and for similar studies in other sectors, arises from the aim of the **European Commission** to identify the representative social partner associations to be consulted under the provisions of the **EC Treaty**. Hence, this study seeks to provide basic information needed to set up sectoral **social dialogue**. The effectiveness of the European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States. Hence, only European associations which meet this precondition will be admitted to the European **social dialogue**.

Against this background, the study first identifies the relevant national social partner organisations in the public administration sector, subsequently analysing the structure of the sector's relevant European organisations, in particular their membership composition. This involves clarifying the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related' (see below). At both national and European levels, a multiplicity of associations exist which are not considered as social partner organisations as they do not essentially deal with industrial relations. Thus, there is a need for clear-cut criteria that enable analysis to differentiate the social partner organisations from other associations.

As regards the national-level associations, classification as a sector-related social partner organisation implies fulfilling one of two criteria: the associations must be either a party to 'sector-related' **collective bargaining** or a member of a 'sector-related' European association of business or labour that is on the Commission's list of European social partner organisations consulted under **Article 154 of the EC Treaty**, and/or which participates in the sector-related **European social dialogue**. In the public administration sector, affiliations can be found only with regard to the European associations of labour, while the relevant European-level association of business does not record any national employer associations as members. Affiliation to a European social partner organisation and involvement in national collective bargaining are of utmost importance to the European social dialogue.

For the comparative analysis of the public administration sector, the reference to collective bargaining raises a conceptual problem which generally applies to the public sector or certain parts of it in several countries where collective bargaining in the genuine sense is not established.

Collective bargaining in the genuine sense implies joint regulation of employment terms following negotiations between parties with equal bargaining rights. From a legal perspective, genuine collective bargaining means that the law on collective bargaining which applies to the private sector also applies to the public sector. Genuine bargaining does not hold true for the public sector if the statutory power to regulate the employment terms unilaterally remains with the state bodies. In these circumstances, the trade unions can only enter a process of consultation or de facto negotiations with the authorities. There are also borderline cases in that unilateral regulation is given in formal terms, whereas the outcome of de facto negotiations or consultation is generally regarded as binding in practice.

This conceptual problem is central to this study since involvement in collective bargaining is a constitutive property of a social partner organisation (as outlined above). Applying the concept of bargaining in the genuine sense to the public administration sector, which usually covers a large public sector segment, would thus a priori exclude this segment and its numerous associations in a notable number of countries. Instead, this study adopts a less strict concept that refers to whether trade unions in the public sector can exert a notable influence on the regulation of the employment terms via collective bargaining in the genuine sense or a recurrent practice of either de facto negotiations or consultation. Associations that meet this condition are registered as relevant. For each of these associations, this study documents whether this relevance is based on collective bargaining or de facto negotiations and consultation. Thus this study subsumes genuine bargaining, de facto negotiations and consultation under 'collective regulation'. Any trade union and employer association involved in sector-related collective regulation is thus included in this study.

In terms of the selection criteria for the European organisations, this study includes those sector-related European organisations that are on the Commission's list of consultation as well as any other European association with sector-related national social partner organisations under its umbrella. Thus, the aim of identifying the sector-related national and European social partner organisations applies both a 'top-down' and 'bottom-up' approach.

## Definitions

For the purpose of this study, the public administration sector is defined in terms of the Statistical Classification of Economic Activities in the European Community (*Nomenclature statistique des activités économiques dans la Communauté européenne*, NACE) (revision 2) to ensure the cross-national comparability of the findings. More specifically, the public administration sector is defined as embracing NACE (Rev. 2) O.84: 'Public administration and defence; compulsory social security', including:

- administration of the state and the economic and social policy of the community (84.1)
- general public administration activities (84.11);
- regulation of the activities of providing health care, education, cultural services and other social services, excluding social security (84.12);
- regulation of, and contribution to, more efficient operation of businesses (84.13);
- provision of services to the community as a whole (84.2);
- foreign affairs (84.21);
- defence activities (84.22);
- justice and judicial activities (84.23);
- public order and safety activities (84.24)
- fire service activities (84.25);

- compulsory social security activities (84.3).

This definition of the public administration sector is activity-based and is irrespective of the legal form of the unit that performs these activities. Moreover, depending on the country, these activities may be organised by any level of administration, including the central state, the regional authorities and the local state. For further details of the NACE classification system, please go to the webpage of [RAMON](#) (Eurostat's Metadata Server).

The domains of the trade unions and **employer organisations** and scope of the relevant collective agreements are likely to vary from this precise NACE demarcation. The study therefore includes all trade unions, employer organisations and multi-employer collective agreements that are 'sector-related' in terms of any of the following four aspects or patterns:

- congruence – the domain of the organisation or scope of the collective agreement must be identical to the NACE demarcation, as specified above;
- sectionalism – the domain or scope covers only a certain part of the sector, as defined by the aforementioned NACE demarcation, while no group outside the sector is covered;
- overlap – the domain or scope covers the entire sector along with parts of one or more other sectors. The study does not include general associations which do not deal with sector-specific matters;
- sectional overlap – the domain or scope covers part of the sector plus parts of one or more other sectors.

At European level, the European Commission has not yet established a Sectoral Social Dialogue Committee for the public administration sector. So far only informal structures of sectoral social dialogue have been set up at European level by:

- on the employer side, the European Public Administration Network ([EUPAN](#)) – an informal network of Directors General responsible for public administrations in the EU Member States and the European Commission;
- on the employees' side by the European Federation of Public Service Unions ([EPSU](#)) and the European Confederation of Independent Trade Unions ([CESI](#)) – via the Trade Unions' National and European Administration Delegation (TUNED) representing these two trade union federations.

Although the European sectoral social dialogue had not been formalised and institutionalised at the time of running the study, EUPAN and TUNED launched a European social dialogue test phase for the period 2008–2009 with the aim of establishing a Sectoral Social Dialogue Committee during 2010 – a process supported by the European Commission in recent years. At the end of this test phase, EUPAN formally took note of the possibility for its members, should they on an individual and voluntary basis wish to do so, to create an employers' platform outside EUPAN to apply jointly with TUNED to the European Commission for the setting up of a sectoral social dialogue committee for central public administration. Thus, affiliation to one of these European trade union associations (not to EUPAN which is a network of administrations rather than an employer association to which national employer organisations could affiliate) is a sufficient criterion for classifying a national trade union as a social partner organisation for the purpose of this study. However, the constituent criterion is one of sector-related membership. This is important in the case of both EPSU and CESI due to their multi-sectoral domains. Thus, the study includes only those organisations affiliated to EPSU and CESI whose domain relates to the public administration sector as defined above.

## Collection of data

The collection of quantitative data, such as those on membership, is essential for investigating the representativeness of the social partner organisations. Unless cited otherwise, this study draws on

the country studies provided by the [EIRO national centres](#). It is often difficult to find precise quantitative data. In such cases, rough estimates are provided rather than leaving a question blank, given the practical and political relevance of this study. However, if there is any doubt over the reliability of an estimate, this is noted.

In principle, quantitative data may stem from three sources:

- official statistics and representative survey studies;
- administrative data, such as membership figures provided by the respective organisations, which are then used for calculating the density rate on the basis of available statistical figures on the potential membership of the organisation;
- personal estimates made by representatives of the respective organisations.

While the data sources of the economic figures cited in the report are generally statistics, the figures in respect of the organisations are usually either administrative data or estimates. Furthermore, in order to give a complete picture of the sector's associational 'landscape', several country studies also present data on trade unions and business/employer associations that do not meet the above definition of a sector-related social partner organisation. For the above substantive reasons, as well as for methodological reasons of cross-national comparability, such trade unions and business associations are not considered in this report, even though they are listed in the country reports.

## **Structure of report**

The study consists of three main parts, beginning with a brief summary of the sector's economic background. The report then analyses the relevant social partner organisations in all 27 EU Member States (EU27), with the notable exception of France for which no country report has been delivered; in the case of France, only the sector-related social partner organisations that could be identified through the 'top-down approach' are listed. The third part of the analysis considers the representative associations at European level.

Each section contains a brief introduction explaining the concept of representativeness in greater detail, followed by the study findings. As representativeness is a complex issue, it requires separate consideration at national and European level for two reasons. First, the method applied by national regulations and practices to capture representativeness has to be taken into account. Secondly, the national and European organisations differ in their tasks and the scope of their activities. The concept of representativeness must therefore be suited to this difference.

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

## **Economic background**

In the European public administrations, two opposing trends have been observed during the past 15 or 20 years.

On the one hand, cost-efficiency pressures and a widespread doctrine of fiscal discipline due to increasing macroeconomic constraints have paved the way for government measures to streamline public administrations and contain the public sector pay bill. As a consequence, governments have sought to reduce the number of public administration employees and/or to replace part of the widely perceived 'expensive' public law with 'less costly' and/or more flexible private law employment relationships. Governments have also been pressed to improve the

quality of public administration services delivered to citizens as a result of their increasingly differentiated and sophisticated demands. Varying forms of ‘new public management’ have been introduced, in that part of the private sector model of governance has been imposed on the public sector, often accompanied by outsourcing processes and a reform of labour relations.

On the other hand, higher demands of the administrations in terms of both quality and responsiveness may have required additional staff, even though in most cases private law employees have been hired instead of employees with traditional, special public law employment status. In contrast to the EU15 countries, the former Communist countries of central and eastern Europe have undergone a sort of state building process since 1989. This has regularly involved setting up public administration bodies modelled on those in EU15 countries and thus the legal introduction of a special status for career civil servants (see [TN0611028S](#)). Concomitantly, a number of public administration employees equipped with some prerogatives have been appointed in these countries. Therefore, public administration employment has expanded during the last one or two decades in most of the 2004–2007 accession countries (see Tables 1 and 2).

As public administration is a prerequisite for a modern state to operate, all 27 Member States record sector-related activities. Therefore, this study covers all Member States, but because there is no information from France, it presents only a limited picture of the sector. Tables 1 and 2 give an overview of developments from 1996 to 2007, presenting several indicators for employment which are important to industrial relations and the social dialogue. The employment figures in some country reports do not refer exactly to the sector definition used in this study because the national sector definitions in these countries differ somewhat from the NACE definition outlined above. Therefore, the employment figures are not strictly comparable across countries but nevertheless they allow for a longitudinal perspective.

In 16 of the 19 countries for which data are available, total employment in the sector expanded between 1996 and 2007 (comparative data are not available for Austria, Belgium, Bulgaria, Hungary, Malta, the Netherlands and Spain) (Table 1). Likewise, the number of employees grew in 15 countries, whereas a decline is reported in two cases (Denmark and Italy) (Table 2). In some countries (Finland, Greece, Ireland, Latvia, Poland, Romania and Slovakia), the number of employees grew by at least 30% between 1996 and 2007.

In all countries for which comparable data are available, the number of employees either corresponds to or comes close to the total number in employment. This result does not come as a surprise, given that employment relations are highly standardised in the public administration systems in line with the country’s legal and institutional traditions.

**Table 1: Total employment in public administration sector, 1996 and 2007**

	Total employment		Male employment		Female employment	
	1996	2007	1996	2007	1996	2007
<b>AT</b>	n.a.	281,000 <sup>a</sup>	n.a.	158,000 <sup>a</sup>	n.a.	123,000 <sup>a</sup>
<b>BE</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>BG</b>	n.a.	235,300 <sup>a</sup>	n.a.	141,500 <sup>a</sup>	n.a.	93,800 <sup>a</sup>
<b>CY</b>	14,378	18,280	10,175	10,879	4,203	7,401
<b>CZ</b>	310,600	326,400	190,600	165,000	120,000	164,000
<b>DE</b>	3,339,000	2,869,000 <sup>a</sup>	2,014,000	1,557,000 <sup>a</sup>	1,384,000	1,311,000 <sup>a</sup>
<b>DK</b>	179,055 <sup>b</sup>	141,120 <sup>a</sup>	89,597 <sup>b</sup>	70,190 <sup>a</sup>	89,458 <sup>b</sup>	70,930 <sup>a</sup>
<b>EE</b>	33,000	38,400 <sup>a</sup>	19,000	17,100 <sup>a</sup>	14,000	21,300 <sup>a</sup>

	Total employment		Male employment		Female employment	
	1996	2007	1996	2007	1996	2007
<b>EL</b>	274,244	381,866 <sup>a</sup>	186,685	241,113 <sup>a</sup>	87,559	140,753 <sup>a</sup>
<b>ES</b>	n.a.	1,270,370 <sup>a</sup>	n.a.	751,404 <sup>a</sup>	n.a.	518,966 <sup>a</sup>
<b>FI</b>	96,134	127,165	44,413	58,155	51,721	69,010
<b>HU</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>IE</b>	69,400 <sup>b</sup>	102,300	43,200 <sup>b</sup>	49,900	26,200 <sup>b</sup>	52,400
<b>IT</b>	n.a.	281,000 <sup>a</sup>	n.a.	158,000 <sup>a</sup>	n.a.	123,000 <sup>a</sup>
<b>LT</b>	n.a.	486,229 <sup>a</sup>	n.a.	244,289 <sup>a</sup>	n.a.	241,940 <sup>a</sup>
<b>LU</b>	n.a.	235,300 <sup>a</sup>	n.a.	141,500 <sup>a</sup>	n.a.	93,800 <sup>a</sup>
<b>LV</b>	14,378	18,280	10,175	10,879	4,203	7,401
<b>MT</b>	307,900	321,900	188,900	162,100	119,000	159,000
<b>NL<sup>i</sup></b>	n.a.	2,869,000 <sup>a</sup>	n.a.	n.a.	n.a.	n.a.
<b>PL</b>	179,041 <sup>b</sup>	141,112 <sup>a</sup>	89,585 <sup>b</sup>	70,187 <sup>a</sup>	89,456 <sup>b</sup>	70,925 <sup>a</sup>
<b>PT</b>	32,500	38,400 <sup>a</sup>	18,500	17,100 <sup>a</sup>	14,000	21,300 <sup>a</sup>
<b>RO</b>	273,642	381,866 <sup>a</sup>	186,311	241,113 <sup>a</sup>	87,331	140,753 <sup>a</sup>
<b>SE</b>	n.a.	1,270,370 <sup>a</sup>	n.a.	751,404 <sup>a</sup>	n.a.	518,966 <sup>a</sup>
<b>SI</b>	94,849	127,152	43,728	58,146	51,121	69,006
<b>SK</b>	268,604	275,000	n.a.	n.a.	n.a.	n.a.
<b>UK</b>	69,400 <sup>b</sup>	102,300	43,200 <sup>b</sup>	49,900	26,200 <sup>b</sup>	52,400

*Notes: In some cases, national sector definitions are not fully identical with those used in this study. For details, see the country reports.*

<sup>a</sup> 2008. <sup>b</sup> 1997. n.a. = not available.

*Source: EIRO national centres, 2009*

**Table 2: Total employees in public administration sector, 1996 and 2007**

	Total employees		Male employees		Female employees		Total sectoral employment as % of total employment in economy		Total sectoral employees as % of total employees in economy	
	1996	2007	1996	2007	1996	2007	1996	2007	1996	2007
AT	n.a.	281,000 <sup>a</sup>	n.a.	158,000 <sup>a</sup>	n.a.	123,000 <sup>a</sup>	n.a.	6.61 <sup>a</sup>	n.a.	7.68 <sup>a</sup>
BE	n.a.	486,229 <sup>a</sup>	n.a.	244,289 <sup>a</sup>	n.a.	241,940 <sup>a</sup>	n.a.	n.a.	n.a.	13.4 <sup>a</sup>
BG	n.a.	235,300 <sup>a</sup>	n.a.	141,500 <sup>a</sup>	n.a.	93,800 <sup>a</sup>	n.a.	7.44 <sup>a</sup>	n.a.	5.8 <sup>a</sup>
CY	14,378	18,280	10,175	10,879	4,203	7,401	4.8	4.7	n.a.	n.a.
CZ	307,900	321,900	188,900	162,100	119,000	159,000	6.2	6.6	7.2	7.8
DE	n.a.	2,869,000 <sup>a</sup>	n.a.	n.a.	n.a.	n.a.	9.4	7.4 <sup>a</sup>	n.a.	n.a.
DK	179,041 <sup>b</sup>	141,112 <sup>a</sup>	89,585 <sup>b</sup>	70,187 <sup>a</sup>	89,456 <sup>b</sup>	70,925 <sup>a</sup>	6.7 <sup>b</sup>	4.9 <sup>a</sup>	7.4 <sup>b</sup>	5.3 <sup>a</sup>
EE	32,500	38,400 <sup>a</sup>	18,500	17,100 <sup>a</sup>	14,000	21,300 <sup>a</sup>	5.3	5.8 <sup>a</sup>	5.7	6.3 <sup>a</sup>
EL	273,642	381,866 <sup>a</sup>	186,311	241,113 <sup>a</sup>	87,331	140,753 <sup>a</sup>	8.7	8.3 <sup>a</sup>	13	12.8 <sup>a</sup>
ES	n.a.	1,270,370 <sup>a</sup>	n.a.	751,404 <sup>a</sup>	n.a.	518,966 <sup>a</sup>	n.a.	7.0 <sup>a</sup>	n.a.	8.5 <sup>a</sup>
FI	94,849	127,152	43,728	58,146	51,121	69,006	4.9	5.5	5.6	6.1
HU	268,604	275,000	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	9.75	8.9
IE	69,400 <sup>b</sup>	102,300	43,200 <sup>b</sup>	49,900	26,200 <sup>b</sup>	52,400	4.51 <sup>b</sup>	4.61	4.71 <sup>b</sup>	4.84
IT	1,534,554 <sup>c</sup>	1,518,893 <sup>d</sup>	1,059,247 <sup>c</sup>	984,684 <sup>d</sup>	475,307 <sup>c</sup>	534,209 <sup>d</sup>	7.01 <sup>c</sup>	6.61 <sup>d</sup>	9.57 <sup>c</sup>	8.98 <sup>d</sup>
LT	71,300 <sup>g</sup>	83,200 <sup>a</sup>	44,000 <sup>g</sup>	42,500 <sup>a</sup>	27,300 <sup>g</sup>	40,700 <sup>a</sup>	4.9 <sup>g</sup>	5.5 <sup>a</sup>	6.0 <sup>g</sup>	6.2 <sup>a</sup>
LU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	~12 <sup>a</sup>	n.a.	n.a.
LV	60,000	86,600 <sup>a</sup>	34,700	41,600 <sup>a</sup>	24,400	45,000 <sup>a</sup>	6.3	7.7 <sup>a</sup>	6.3	7.7 <sup>a</sup>
MT	n.a.	11,593	n.a.	7,872	n.a.	3,721	n.a.	6.9	n.a.	7.6
NL	n.a.	472,750	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	~6.0
PL	402,000	984,000 <sup>a</sup>	n.a.	494,00	n.a.	490,00	2.6	6.2	4	6.2

	Total employees		Male employees		Female employees		Total sectoral employment as % of total employment in economy		Total sectoral employees as % of total employees in economy	
	1996	2007	1996	2007	1996	2007	1996	2007	1996	2007
<sup>e</sup>				0 <sup>a</sup>		0 <sup>a</sup>				
<b>PT</b>	n.a.	361,900 <sup>f</sup>	n.a.	210,000 <sup>f</sup>	n.a.	151,900 <sup>f</sup>	n.a.	7.8 <sup>f</sup>	n.a.	9.5 <sup>f</sup>
<b>RO</b>	130,000	213,200 <sup>a</sup>	66,950	n.a.	63,050	n.a.	1.33	2.48 <sub>a</sub>	2.1	4.2 <sup>a</sup>
<b>SE</b>	221,898	247,410	111,164	111,437	110,734	135,973	5.8	5.6	6.3	6.2
<b>SI</b>	41,661	50,477	21,375	24,787	20,286	25,660	5.7	5.1	6.5	6.1
<b>SK</b>	80,000	167,000 <sup>a</sup>	30,800	81,900 <sup>a</sup>	49,200	85,100 <sup>a</sup>	3.8	6.7 <sup>a</sup>	4.1	8.0 <sup>a</sup>
<b>UK</b>	1,515,089 <sup>b</sup>	1,925,206 <sup>h</sup>	835,911 <sup>b</sup>	963,580 <sup>h</sup>	679,178 <sup>b</sup>	961,626 <sup>h</sup>	5.8 <sup>b</sup>	6.82 <sub>h</sub>	6.63 <sub>b</sub>	7.78 <sub>h</sub>

Notes: In some cases, national sector definitions are not fully identical with those used in this study. For details, see the country reports.

<sup>a</sup> 2008. <sup>b</sup> 1997. <sup>c</sup> 1994. <sup>d</sup> 2006. <sup>e</sup> 1996 and 2008 data not directly comparable. <sup>f</sup> 2005. <sup>g</sup> 1998. <sup>h</sup> 2009.

n.a. = not available.

Source: EIRO national centres, 2009

Men represent the majority of employees in the sector in 13 of the 21 countries recording related statistics, albeit that the numbers of women and men are very close in four countries (Belgium, the Czech Republic, Poland and the UK) (Tables 1 and 2). In eight countries (Denmark, Estonia, Finland, Ireland, Latvia, Slovakia, Slovenia and Sweden), women employees are more numerous than men in the sector. Nevertheless, the participation of women in public administration tends to be higher than in the economy as a whole and has been increasing in most countries since 1996, at least in relation to the participation of men. The predominance of male employment in most countries can at least partially be traced back to the fact that some functions and roles in the public administration sector have been traditionally exercised by men such as police staff, armed forces and prison guards.

Table 2 also indicates that the public administration sector represents a notable share of total employment. In particular, this applies to the share in the total number of employees, with a percentage ranging from about 4% (Romania) to more than 12% (Greece) or even 13% (Belgium). This percentage increased in 10 of the 16 countries for which related data are available and declined in six countries (Denmark, Greece, Hungary, Italy, Slovenia and Sweden). This outcome in terms of relative numbers somewhat qualifies the sector's expansion in terms of absolute numbers as outlined above.

The dual system of employment relationships (a core property of the sector) is particularly important to how its system of industrial relations is structured. Traditionally, at least part of the public administration employees in some continental European countries (usually denoted as

career public servants) enjoy a public law employment relationship with special terms distinct from that of private law employment relationships. Such career public servants are usually hired through specific procedures (competitive exams, etc.) and subject to certain service regulations laid down by statute; they often perform sovereign functions on behalf of the authority of the state. Within this concept, the alleged loyalty of the civil servant to the state authorities rules out any possibility of conflicts of interest between the employer (that is, the authority) and the employee. Therefore national industrial relations systems have frequently refused to recognise the rights of these employees to collective bargaining rights, the right to take industrial action and, in some instances, even the right to unionise. Instead of free negotiations on the terms and conditions of employment, they are unilaterally determined by the relevant authorities, albeit usually granting more favourable provisions compared to those common among private law employees.

However, employees who are subject to ordinary private law employment contracts are also part of the public administration systems. The share of this group within the public administration sector's labour force has been increasing for decades, while the number of civil servants has been declining. Moreover, the governments in many countries have sought to harmonise employment relations between public law and private law employees in an attempt to save on labour costs in public administration.

## **National level of interest representation**

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

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

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

However, this concept of representativeness is not fully applicable to the public sector. There are hardly any employer organisations with an encompassing membership domain in the public administration sector, since in most cases it is the public authorities or related bodies which act as employer representatives vis-à-vis the trade unions. Hence, at least with regard to the employers' side, such a concept of representativeness is not appropriate here. In addition, at least some of the employees in the public sector in most of the countries are excluded from formal bargaining. Therefore, the criterion of formal recognition of an interest organisation as a party to collective bargaining is of only limited significance to the public administration sector. This criterion is reasonably applicable only in industrial relations systems where notable sector-related collective bargaining exists. For that reason, this study extends the concept of representativeness in that industrial relations actors involved not only in genuine bargaining but also in other forms of employment regulation, including de facto negotiations and consultation practices, are taken into consideration.

As outlined above, the representativeness of the national social partner organisations is of interest to this study in terms of the capacity of their European umbrella organisations for participation in European social dialogue. Apart from their membership strength, the role of the national actors in collective bargaining/collective employment regulation and public policymaking constitutes

another important component of representativeness. The effectiveness of the European social dialogue tends to increase with the growing ability of the national affiliates of the European organisations to regulate the employment terms and influence national public policies affecting the sector.

A cross-national comparative analysis shows a generally positive correlation between the bargaining role of the social partners and their involvement in public policy (Traxler, 2004). Social partner organisations that are engaged in multi-employer bargaining are incorporated in state policies to a significantly greater extent than their counterparts in countries where multi-employer bargaining is lacking. This can be attributed to the fact that only multi-employer agreements matter in macroeconomic terms, providing an incentive for governments to persist in seeking the cooperation of the social partner organisations. If single-employer bargaining prevails in a country, none of the collective agreements will have a noticeable effect on the economy due to their limited scope. As a result, the basis for generalised tripartite policy concertation will be absent. In public administration, however, it is difficult to distinguish clearly between single-employer and multi-employer bargaining. Moreover, genuine collective bargaining is rare in the sector. Therefore, rather than taking the incidence of multi-employer bargaining as an indicator of the impact of the social partners on public policymaking affecting the sector, the study uses collective bargaining coverage and collective employment regulation coverage to address representativeness.

In summary, representativeness in the public administration sector is a multi-dimensional concept that embraces three basic elements:

- the membership domain and strength of the social partner organisations;
- their role in collective employment regulation;
- their role in public policymaking.

### **Membership domains and strength**

The membership domain of an organisation, as formally established by its constitution or name, distinguishes its potential members from other groups that the organisation does not claim to represent. As already explained, this study considers only those organisations whose domain relates to the public administration sector. However, there is insufficient room in this report to delineate the domain demarcations of all the organisations in detail. Instead, the report notes how they relate to the sector by classifying them according to the four patterns of ‘sector-relatedness’ specified earlier.

A differentiation exists between membership strength in terms of the absolute number of members and strength in relative terms. Research usually refers to relative membership strength as the density; in other words, the ratio of actual to potential members.

A difference also arises between trade unions and employer organisations in relation to measuring membership strength. Trade union membership simply means the number of unionised persons. In addition to taking the total membership of a trade union as an indicator of its strength, it is also reasonable to break down this membership total according to gender. However, measuring the membership strength of employer organisations is more complex since they organise collective entities [companies in the business segment of the economy and (public law) bodies and authorities in the public (administration) sector] that employ employees. In this case, therefore, two possible measures of membership strength may be used – one referring to the companies and bodies themselves, and the other to the employees working in the member companies/bodies of an employer organisation.

For a sector study such as this, measures of membership strength of both the trade unions and employer organisations also have to consider how the membership domains relate to the sector. If

a domain is not congruent with the sector demarcation, the organisation's total density (the density refers to its overall domain) may differ from sector-specific density (the organisation's density referring to the sector).

When looking at sector density, it is important to differentiate between an organisation's 'sectoral density' on the one hand and its 'sectoral domain' density on the other. Whereas the former measures the ratio of the total number of members of an organisation in the sector to the number of employees in the sector (as demarcated by the NACE classification), the latter indicates the total number of members of an organisation in the sector in relation to the number of employees who work in that part of the sector as covered by the organisation's domain. The sectoral domain density must be higher than the sectoral density if an organisation organises only a particular part of the sector; that is, where the organisation's membership domain is either sectionalist or sectionally overlapping in relation to the sector.

This report first presents the data on the domains and membership strength of the trade unions and then considers those of the employer organisations.

### *Trade unions*

Data on the domains and membership strength of trade unions in the public administration sector in the 27 Member States are listed in Table 3. The table lists all trade unions that meet at least one of the two criteria for classification as a sector-related social partner organisation defined earlier; for France, only trade unions that are affiliated to the relevant European-level trade union organisations (EPSU and CESI) are taken into account and the sector-related unaffiliated trade unions involved in sector-related collective employment regulation are not.

All Member States have at least one sector-related trade union. A total of 256 sector-related trade unions could be identified. Table 4 presents information for these trade unions on collective bargaining, consultation and affiliations to national and European bodies.

Only six (2.5%) of the 236 trade unions for which related data are available have demarcated their domain in a way which is more or less congruent with the sector definition. This underscores the fact that statistical definitions of business activities tend to differ from the lines along which employees identify common interests and band together in trade unions.

The domain of half the trade unions (49.6%) is sectional in relation to the demarcation of the public administration sector. The corresponding figures for domain overlaps and sectional overlaps are 14.8% and 33.1%, respectively. The predominance of sectionalism primarily emanates from the occupational differentiation of this large sector. In countries with strong occupational groups (for example, police, armed forces, judicial personnel and fire brigades), these are traditionally represented by distinct, highly specialised trade unions. In some countries (for example, Portugal), sectionalism is also a result of the local/regional orientation of a trade union.

This fragmentation of the organisational structure of trade unionism in public administration explains the very high numbers of sector-related trade unions in some countries. Sectionalist domain overlaps occur when a trade union specialises in certain groups of public sector employees, for example:

- health care and administration personnel as is the case of Federation of Trade Unions in the Health Service (FTU-HS) in Bulgaria and Federation of Trade Unions in the Health Service ([KTN](#)) in Finland;
- specific professions such as managerial staff as is the case of the Public Service Union of the Confederation for Managerial and Professional Staff ([CIDA FP](#)) and the National Federation of Local Authority Managers (DIREL) in Italy.

The fact that these groups usually work also in areas other than the public administration sector and represent only a sub-group of the sector at the same time, results in sectionalist overlaps of the domains of these unions with the public administration sector.

Finally, overlap by and large arises from two different modes of demarcation. The first refers to general (that is, cross-sectoral) domains. The second relates to various forms of multi-sector domains, frequently covering the broader public sector including education, public health and social services, as well as the privatised sector and related private sectors.

Overall, pronounced pluralism characterises the trade union system. A multi-union situation is found in all countries but Cyprus. In the remaining countries, only Estonia and Greece record fewer than three trade unions in the sector. This pluralism is most accentuated in Italy (56 trade unions), Denmark (24 trade unions), Romania (17 trade unions) and the Netherlands (15 trade unions).

**Table 3: Domain coverage, membership and density of trade unions in the public administration sector, 2007–2008**

Name	Type of membership <sup>a</sup>	Domain coverage <sup>b</sup>	Membership			Union density (%)		
			Members	Members in the sector	Female membership (% of total membership)	Domain	Sector	
							Sector	Sectoral domain
<b>AT</b>								
GdG-KMSfB	Vol.	SO	155,194 <sup>c</sup>	<146,135 <sub>c</sub>	49.4 <sup>c</sup>	n.a.	n.a.	~71.0 <sup>1</sup>
GÖD	Vol.	SO	234,000 <sup>c</sup>	n.a.	~60.0 <sup>c</sup>	~70.0 <sup>c</sup>	n.a.	~70.0 <sup>1</sup>
GPA-djp	Vol.	SO	244,623 <sup>c</sup>	~25,000	43.4 <sup>c</sup>	~20.0	~9.0	~70.0 <sup>1</sup>
vida	Vol.	SO	155,712 <sup>d</sup>	n.a.	~33.0 <sup>c</sup>	n.a.	n.a.	n.a.
<b>BE</b>								
CGSP/ACOD	Vol.	O*	302,084 <sup>d</sup>	n.a.	n.a.	n.a.	n.a.	n.a.
FSCSP/FGSOD	Vol.	O*	363,763 <sup>3</sup>	155,082	47.0	n.a.	n.a.	n.a.
SLFP/VSOA	Vol.	O*	~68,000 <sup>c</sup>	n.a.	n.a.	n.a.	n.a.	n.a.
UNSP/NUOD	Vol.	O*	n.a.	~3,500 <sup>c</sup>	n.a.	n.a.	n.a.	n.a.
<b>BG</b>								
FITUB	Vol.	SO*	6,471	4,834	51.0	n.a.	2.05	n.a.
FITUGO	Vol.	SO*	18,923	18,133	67.0	n.a.	7.7	n.a.
FTU-HS	Vol.	SO*	18,202	162	75.0	n.a.	0.07	n.a.
NPU	Vol.	S*	20,000	20,000	20.0	n.a.	8.5	n.a.
PK Admin	Vol.	SO*	5,800	4,920	64.0	n.a.	2.1	n.a.
UD	Vol.	SO*	1,440	700	43.0	n.a.	0.3	n.a.
<b>CY</b>								
PASYDY	Vol.	O	19,962 <sup>d</sup>	14,236 <sup>d</sup>	52.7	~95.0	77.9	77.9
<b>CZ</b>								

ČMOSA	Vol.	S*	6,797 <sup>d</sup>	6,797 <sup>d</sup>	41.8 <sup>d</sup>	n.a.	2.1	n.a.
ITUCMD	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
NOS PČR	Vol.	S*	n.a.	n.a.	n.a.	9.73	n.a.	9.73
OSH	Vol.	S*	6,580	6,580	n.a.	47.9	2.0	47.9
STATORG	Vol.	C*	23,715	23,715	n.a.	7.37	7.4	7.37
<b>DE</b>								
DBB	Vol.	O*	1,280,000	~1,050,000	31.0	~28.0	36.6	36.6
DHV	Vol.	SO*	80,000	n.a.	n.a.	n.a.	n.a.	n.a.
GdP	Vol.	S*	169,140 <sup>c</sup>	169,140 <sup>c</sup>	21.8	n.a.	5.9	n.a.
GdS	Vol.	S*	39,086 <sup>c</sup>	39,086 <sup>c</sup>	~63.0	n.a.	1.4	n.a.
GOED	Vol.	O*	56,000	n.a.	n.a.	n.a.	n.a.	n.a.
Marburger Bund	Vol.	SO*	108,000 <sup>c</sup>	n.a.	46.0	n.a.	n.a.	n.a.
ver.di	Vol.	O*	2,140,000 <sup>c</sup>	n.a.	32.0	n.a.	n.a.	n.a.
<b>DK</b>								
3F	Vol.	SO*	n.a.	7,300	n.a.	n.a.	n.a.	n.a.
COII FAF	Vol.	S	90	90	75.0	95.0	0.06	95.0
CS	Vol.	S	7,300	7,300	6.0	85.0	5.2	85.0
DASW	Vol.	SO	10,398	7,000	85.0	85.0	5.0	85.0
Dansk Metal	Vol.	SO*	n.a.	4,100	n.a.	n.a.	n.a.	n.a.
DF	Vol.	S	3,323	3,323	31.6	98.9	2.4	98.9
DJOEF	Vol.	SO*	32,437	14,263	47.9	75.0	10.1	93.0
DKBL	Vol.	S	294	294	4.7	n.a.	0.2	n.a.
DM	Vol.	SO*	26,327	~6,000	55.4	n.a.	4.2	n.a.
DTS	Vol.	S	4,662	4,662	54.9	98.0	3.3	98.0
FAC	Vol.	S	3,554	3,554	4.0	93.0-95.0	2.5	93.0-95.0
FCE	Vol.	S	1,249	1,249	20.7	90.0	0.9	90.0
FF	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FKF	Vol.	SO	458	435	65.5	95.0	0.3	95.0
FOA	Vol.	SO	202,242	711	87.9	n.a.	0.5	n.a.
HF	Vol.	S	50	50	~50.0	95.0	0.04	95.0
HK	Vol.	SO*	320,150	78,000	74.5	45.0-50.0	55.3	80.0
HKKF	Vol.	S	5,003	5,003	6.0	87.0	3.5	87.0
KC	Vol.	S*	~900	~900	35.0	n.a.	0.6	n.a.
KF	Vol.	O*	110,000	36,000	n.a.	n.a.	~25.0	n.a.
KFF	Vol.	S	326	326	60.0	96.0	0.2	96.0

KKE	Vol.	S	615	615	47.9	99.0	0.4	99.0
PU	Vol.	S	11,694	11,694	17.5	100.0	8.3	100.0
TAT	Vol.	S	850	850	50.0	90.0-95.0	0.6	90.0-95.0
<b>EE</b>								
ROITAL	Vol.	O*	1,830	1,334	~70.0	4.0	3.5	3.5
TALO	Vol.	SO*	11,729 <sup>c</sup>	167	~80.0	12.5	0.4	n.a.
<b>EL</b>								
ADEDY	Vol.	S	289,469 <sup>d</sup>	289,469 <sup>d</sup>	86.0	~87.0	76.0	~87.0
POEIDD	Vol.	S	8,500	8,500	n.a.	~20.0	2.2	~20.0
<b>ES</b>								
CIG-Administración	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CSI-CSIF	Vol.	O*	159,975	108,779	51.0	n.a.	8.6	8.6
ELA-STV	Vol.	SO*	29,901	11,612	35.0	n.a.	0.9	23.0
FEP-USO	Vol.	O*	11,638	8,638	47.0	n.a.	0.7	0.7
FSC-CCOO	Vol.	O*	257,635	136,240	55.0	n.a.	10.7	10.7
FSP-UGT	Vol.	O*	228,521	n.a.	48.0	n.a.	n.a.	n.a.
<b>FI</b>								
AEK	Vol.	SO	24,000	n.a.	81.0	n.a.	n.a.	n.a.
JHL	Vol.	O*	220,000	~13,000	71.0	~30.0	~10.0	~10.0
JUKO	Vol.	O*	200,000	~35,000	64.0	~90.0	~35.0	~35.0
Jyty	Vol.	SO*	70,000	~18,000	86.0	~50.0	~14.0	~50.0
KTN	Vol.	SO*	20,000	~4,000	47.0	~45.0	3.0	~45.0
Pardia	Vol.	O*	60,000	~47,000	57.0	~60.0	~37.0	~37.0
Talentia	Vol.	SO	20,000	n.a.	93.0	~80.0	n.a.	n.a.
TVML	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>FR</b>								
CGT-SP	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FFAE-CFDT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FGF-FO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
INTERCO-CFDT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
UFCFP-CGC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
UGFF-CGT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
UNSA Fonctionnaires	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>HU</b>								
BRDSZ	Vol.	SO*	~10,400	~10,400	60.0	20.8	3.7	22.6

FRSZ	Vol.	S*	6,000-7,000	6,000-7,000	15.0	16.6	2.5	16.6
HODOSZ	Vol.	S	3,000	3,000	50.0	13.6	1.0	13.6
KÖVIOSZ	Vol.	SO*	3,870	2,230	45.0	15.5	0.8	7.7
KSZSZ	Vol.	S*	10,200	10,200	63.0	48.0	3.7	48.0
MKKSZ	Vol.	SO*	12,000	10,000	65.0	4.0	3.6	4.8
RKDSZ	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
RV	Vol.	S*	7,500	7,500	20.0	17.8	2.7	17.8
<b>IE</b>								
AGSI	Vol.	S	2,200	2,200	n.a.	n.a.	2.2	n.a.
AHCPS	Vol.	SO	3,500	3,300	30.0	62.7	3.2	n.a.
CPSU	Vol.	SO	13,800	13,000	72.0	n.a.	12.7	n.a.
GRA	Vol.	S	10,500	10,500	n.a.	72.4	10.3	72.4
Impact	Vol.	SO	61,500	26,000	70.0	n.a.	25.4	n.a.
PDFORRA	Vol.	S	8,000	8,000	n.a.	72.7	7.8	72.7
POA	Vol.	S	3,500	3,500	14.0	100.0	3.4	100.0
PSEU	Vol.	SO	12,000	11,000	58.0	n.a.	10.8	n.a.
SIPTU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>IT</b>								
ANM	Vol.	S*	8,338	8,338	n.a.	93.1	0.5	93.1
AP	Vol.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
AP VV.F.	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CIDA FP	Vol.	SO*	n.a.	406	n.a.	n.a.	0.03	n.a.
CIDA UNADIS	Vol.	S*	n.a.	383	n.a.	n.a.	0.03	n.a.
COCER Aeronautica Militare	Comp.	S*	n.a.	n.a.	n.a.	100.0	n.a.	100.0
COCER Carabinieri	Comp.	S*	118,269	118,269	n.a.	100.0	7.7	100.0
COCER Esercito	Comp.	S*	n.a.	n.a.	n.a.	100.0	n.a.	100.0
COCER Guardia di Finanza	Comp.	S*	68,134	68,134	n.a.	100.0	4.4	100.0
COCER Marina	Comp.	S*	n.a.	n.a.	n.a.	100.0	n.a.	100.0
COISP-UP-FPS-ADP –PNFI-MPS	Vol.	S*	7,000	7,000	n.a.	6.7	0.5	6.7
Confasal VV.F.	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CSA Regioni e Autonomie Locali	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
DIPRECOM	Vol.	S*	n.a.	33	n.a.	n.a.	0.002	n.a.
DIREL	Vol.	SO*	n.a.	995	n.a.	n.a.	0.06	n.a.

DIRER	Vol.	S*	n.a.	488	n.a.	n.a.	0.03	n.a.
DIRSTAT	Vol.	S*	n.a.	1,368	n.a.	n.a.	0.09	n.a.
Federazione Confisal Salfi	Vol.	S*	6,000	5,169	2.0	n.a.	0.3	2.0
Federazione Confisal UNSA	Vol.	SO*	n.a.	8,950	n.a.	n.a.	0.6	2.6
Federazione Consap Italia Sicura	Vol.	S*	8,000	8,000	30.0	7.7	0.5	7.7
Federazione Nazionale Corpo Forestale dello Stato – UGL	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Federazione Sindacale Forestale SAPECOFS CISAL – DIRFOR	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FIALP CISAL	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FLEPAR	Vol.	S*	301	301	52.0	n.a.	0.02	n.a.
FLP	Vol.	SO*	n.a.	6,067	n.a.	n.a.	0.4	0.6
FNS CISL <sup>e</sup>	Vol.	S*	15,000	15,000	8.0	18.7	1.0	18.7
FP CGIL	Vol.	SO*	404,697	118,953	n.a.	18.2	7.7	11.3
FP CGIL Coordinamento Nazionale VV.F.	Vol.	S*	6,000	6,000	n.a.	19.4	0.4	19.4
FP CGIL/ Polizia Penitenziaria	Vol.	S*	2,600	2,600	0.68	6.4	0.2	6.4
FP CGIL/CFS	Vol.	S*	392	392	14.5	4.6	0.03	4.6
FPS CISL	Vol.	SO*	325,000	113,892	n.a.	11.6	7.4	10.8
FSA CNPP	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FSP UGL	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
OSAPP	Vol.	S*	5,900	5,900	n.a.	14.5	0.4	14.5
RdB CUB PI	Vol.	SO*	76,000	11,514	n.a.	n.a.	0.7	1.1
RdB CUB VV.F.	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SAP	Vol.	S*	20,000	20,000	15.0	19.2	1.3	19.2
SAPAF	Vol.	S*	2,363	2,363	12.0	27.8	0.2	27.8
SAPPE	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SIAP	Vol.	n.a.	12,000	12,000	20.0	11.5	0.8	11.5
SILP	Vol.	S*	10,000	10,000	n.a.	9.6	0.6	9.6
SINAPPE	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SINDIR VV.F.	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

SINPREF	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SIPRE	Vol.	S*	n.a.	127	n.a.	4.1	0.01	4.1
SIULP	Vol.	S*	28,000	28,000	20.0	26.9	1.8	26.9
SNADIP	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SNAPRECOM	Vol.	S*	n.a.	490	n.a.	15.8	0.03	15.8
UGL PCM	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
UIL FPL	Vol.	SO*	196,231	39,742	61.8	9.7	2.6	5.8
UIL PA	Vol.	SO*	336,802	29,824	n.a.	21.6	1.9	8.8
UIL PA Coordinamento Nazionale VV.F.	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
UIL PA Corpo Forestale dello Stato	Vol.	S*	546	546	15.0	6.4	0.04	6.4
UILPS	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
USPP	Vol.	S*	3,195	3,195	5.3	7.9	0.2	7.9
USPPI Dirigenti	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>LT</b>								
LDF	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LTUSE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LVRSRPS	Vol.	SO	3,000	2,900	~ 25.0	~ 12.0	~ 3.5	11.6
LVTPF	Vol.	SO	3,180	2,500	~ 65.0	~ 10.0	~ 3.0	~ 20.0
<b>LU</b>								
CGFP	Vol.	O*	27,000	~20,400	n.a.	n.a.	~68.4	~80.0
FGFC	Vol.	S*	3,800	3,800	27.9	n.a.	~12.7	~14.9
LCGB	n.a.	O*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
NVGL	Vol.	SO*	~600	~600	n.a.	n.a.	2.0	~50.0
OGB-L	Vol.	O*	63,000	~2,900	33.3	n.a.	n.a.	n.a.
<b>LV</b>								
LAADA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LAKRS	Vol.	O*	15,100	n.a.	n.a.	n.a.	n.a.	n.a.
LAPA	Vol.	S*	1,700	1,700	25.0	18.7	2.0	18.7
LVIPUFDA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
TULG	Vol.	S*	1,352	1,352	84.0	n.a.	1.6	
TUSSF	Vol.	O*	<4,620	4,620	76.0	n.a.	5.3	5.3
<b>MT</b>								
GWU	Vol.	SO*	41,343	4,300	~18.0	~26.0	~37.0	~41.0
UHM	Vol.	SO*	26,246	~8,000	~32.0	~16.0	69.0	~76.0
UPAP-MEPA	Vol.	S*	146	146	~59.0	99.0	1.3	99.0

UPISP	Vol.	SO*	64	55	~15.0	4.0	0.5	55.0
<b>NL</b>								
Abvakabo FNV	Vol.	O*	350,500	77,300	52.3	21.0	16.4	n.a.
ACP CNV	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
ANPV	Vol.	S*	4,500	4,500	n.a.	10.0	1.0	10.0
BARI	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
BPSAG	Vol.	S*	1,200	1,200	n.a.	n.a.	0.3	n.a.
CMHF	Vol.	SO*	59,500	54,000	n.a.	n.a.	11.4	n.a.
CNV Dienstenbond	Vol.	O*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CNV Publieke Zaak	Vol.	O*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
De Unie	Vol.	SO*	70,000	n.a.	n.a.	n.a.	n.a.	n.a.
NCF	Vol.	S*	6,000	6,000	n.a.	n.a.	1.3	n.a.
NPB FNV	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
VBM/NOV	Vol.	S*	~30,000	~30,000	n.a.	30.0	6.3	30.0
VCPS	Vol.	O*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
VMHP	Vol.	S*	>1,000	>1,000	n.a.	n.a.	0.2	n.a.
VPW	Vol.	S*	1,300	1,300	n.a.	n.a.	0.3	n.a.
<b>PL</b>								
FZZPGKiT	Vol.	SO*	12,850	n.a.	n.a.	n.a.	n.a.	n.a.
KK NSZZ Solidarność	Vol.	O*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
NSZZ Solidarność SOZ	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
NSZZPW	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
RKZZPOZiPS	Vol.	SO*	20,700	n.a.	n.a.	3.0	n.a.	n.a.
SRSP	Vol.	SO*	35,681	n.a.	n.a.	n.a.	n.a.	n.a.
WZZ Solidarność – Oświata	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>PT</b>								
ASJP	Vol.	S*	2,060	2,060	44.0	~90.0	0.6	~90.0
ASPP	Vol.	S*	11,017 <sup>c</sup>	11,017 <sup>c</sup>	n.a.	n.a.	3.0	n.a.
SFJ	Vol.	S*	6,190	6,190	n.a.	81.4	1.7	81.4
SINTAP	Vol.	O*	~15,000	~6,000	58.0	~2.0	~1.7	~1.7
SMMP	Vol.	S*	1,133	1,133	n.a.	~65.0	0.3	~65.0
STAL	Vol.	SO*	53,145	~50,000	n.a.	n.a.	~15.0	~31.0
STE	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
STFPC	Vol.	SO*	12,000	10,800	n.a.	~8.0	~3.0	n.a.

STFFPN	Vol.	SO*	18,994 <sup>4</sup>	17,000	n.a.	~8.0	~5.0	n.a.
STFPASA	Vol.	SO*	~35,000	~31,500	n.a.	~8.0	~9.0	n.a.
STI	Vol.	S*	6,971	6,971	n.a.	n.a.	1.9	n.a.
STML	Vol.	SO*	4,556	<4,556	n.a.	~30	~1.0	n.a.
STRN Sul	Vol.	S*	1,600	1,600	80.0	53.0	0.4	53.0
USI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>RO</b>								
Columna	Vol.	C*	~15,500	~15,500	n.a.	~7.3	~7.3	~7.3
FNPR	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FNSA	Vol.	S*	46,000	46,000	n.a.	n.a.	21.6	n.a.
FNSF	Vol.	S*	22,900	22,900	n.a.	~65.0	10.7	~65.0
FNSJ	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FNSMPS	Vol.	S*	12,000-15,000	12,000-15,000	n.a.	n.a.	~7.0	n.a.
FSANP	Vol.	S*	~3,500	~3,500	n.a.	n.a.	~1.6	n.a.
FSSR	Vol.	S*	~1,200	~1,200	n.a.	~50.0	0.6	~50.0
PROJUST	Vol.	S*	~1,965	~1,965	n.a.	~26.8	~1.0	~26.8
Publisind	Vol.	C*	18,000	18,000	n.a.	8.4	8.4	8.4
SAP Consilium	Vol.	C*	3,000	3,000	~56.0	1.4	1.4	1.4
SAP Forta Legii	Vol.	C*	4,500	4,500	~61.0	n.a.	2.0	n.a.
SIFPPCAP	Vol.	C*	3,000	3,000	~57.0	1.4	1.4	1.4
SNFP	Vol.	S*	26,000	26,000	n.a.	n.a.	12.2	n.a.
SNLP	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SNPPC	Vol.	S*	~48,000	~48,000	n.a.	~64.0	~22.5	~64.0
SNPV 'Pro Lex'	Vol.	S*	17,500	17,500	28.0	n.a.	8.2	n.a.
<b>SE</b>								
Akademikerförbundet SSR	Vol.	SO*	56,000	44,000	80.0	~65.0	17.8	~65.0
Försvarsförbundet	Vol.	S*	5,000	5,000	48.0	~55.0	2.0	~55.0
Kommunal	Vol.	SO*	510,000	2,700	81.0	74.0	1.1	n.a.
Ledarna	Vol.	SO*	90,000	8,500	22.0	~18.0	3.4	n.a.
OFR	Vol.	O*	560,000	n.a.	n.a.	n.a.	n.a.	n.a.
SACO-S	Vol.	O*	580,000	n.a.	n.a.	n.a.	n.a.	n.a.
SEKO	Vol.	O*	134,000	n.a.	29.5	~70.0	n.a.	n.a.
Skolledarförbundet	Vol.	SO*	156,000	n.a.	75.0	n.a.	n.a.	n.a.
ST	Vol.	SO*	90,000	60,000	65.0	30.0	24.2	n.a.
<b>SI</b>								

PSS	Vol.	S*	6,000	6,000	20.0	70.0	12.0	70.0
SCS	Vol.	S*	1,540	1,540	40.0	85.0	3.1	85.0
SDDO	Vol.	O*	20,000	10,000	70.0	15.0	20.0	29.0
SDP	Vol.	S*	1,682	1,682	90.0	25.0	3.3	25.0
SMO	Vol.	S*	4,000	4,000	15.0	60.0	8.0	60.0
SPGS	Vol.	S*	350	350	0.0	70.0	0.7	70.0
SSD	Vol.	S*	180	180	70.0	60.0	0.4	60.0
SVAS	Vol.	S*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SZSVS	Vol.	SO*	20,000	3,000	85.0	40.0	6.0	35.0
<b>SK</b>								
OZH	Vol.	S	1,279 <sup>c</sup>	1,279 <sup>c</sup>	1.7	32.1	0.8	32.1
OZJ SR	Vol.	S	2,504	2,504	86.4	47.0	1.5	47.0
OZP SR	Vol.	S	9,100	9,100	~24.0	~40.0	5.4	~40.0
OZ ZVJS	Vol.	S	1,308	1,308	~10.0	~24.0	0.8	~24.0
SLOVES	Vol.	SO*	24,378 <sup>c</sup>	~20,000	70.0	n.a.	~12.0	~20.0
SOZ ZO	Vol.	SO*	4,164	1,825	37.7	34.0	1.1	30.4
SOZKaSO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SOZPZASS	Vol.	SO*	26,450 <sup>c</sup>	950 <sup>c</sup>	79.0	36.1	0.6	n.a.
<b>UK</b>								
FBU	Vol.	S*	44,617	44,617	5.8	~90.0	2.3	~90.0
FDA	Vol.	SO*	17,792	n.a.	46.4	n.a.	n.a.	n.a.
GMB	Vol.	O*	601,131	n.a.	46.0	n.a.	n.a.	n.a.
NIPSA	Vol.	SO*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
PCSU	Vol.	SO*	300,224	280,000	60.0	72.0	14.3	72.0
POA	Vol.	S*	36,350	36,350	37.0	n.a.	1.9	
Prospect	Vol.	SO*	122,000	n.a.	23.4	n.a.	n.a.	n.a.
Unison	Vol.	O*	1,344,000	~1,000,000	70.0	n.a.	~51.0	~51.0
Unite	Vol.	O*	1,635,483	~110,000	23.2	n.a.	~5.7	~5.7

Notes: See Annex for list of abbreviations and full names of organisations.

<sup>a</sup> Vol. = voluntary; Comp. = compulsory. <sup>b</sup> O = overlap; SO = sectional overlap; S = sectionalism; C = congruence; \* = domain overlap. <sup>c</sup> 2009. <sup>d</sup> 2004. <sup>e</sup> Prison guards, forestry workers and firefighters.

n.a. = not available

Source: EIRO national centres, 2009

**Table 4: Collective bargaining, consultation and affiliations of trade unions in the public administration sector, 2007–2008**

Union	Collective bargaining <sup>a</sup>	Consultation <sup>b</sup>	National and European affiliations <sup>c</sup>
<b>AT</b>			
GdG-KMSfB	Yes, Yes**	Yes	ÖGB, EPSU, CESI, Eurofedop, ETF, EFJ, UNI-Europa
GÖD	Yes, Yes**	Yes	ÖGB, CESI, Eurofedop, EPSU
GPA-djp	Yes	n.a.	ÖGB, UNI-Europa, EFFAT, EPSU, EMCEF
vida	Yes	n.a.	ÖGB, ETF, EFFAT, UNI-Europa, EPSU
<b>BE</b>			
CGSP/ACOD	Yes**	Yes	FGTB/ABVV, EPSU
FSCSP/FGSOD	Yes**	Yes	CSC/ACV, EPSU, Eurofedop
SLFP/VSOA	Yes**	Yes	CGSLB/ACLVB, EPSU
UNSP/NUOD	Yes**	Yes	UNSI/NUOV, CESI, UFE
<b>BG</b>			
FITUB	Yes	Yes	CITUB
FITUGO	Yes	Yes	CITUB, EPSU
FTU-HS	Yes	Yes	CITUB, EPSU
NPU	Yes**	Yes	EuroCop
PK Admin	Yes	Yes	CL Podkrepa, EPSU
UD	Yes	Yes	CL Podkrepa
<b>CY</b>			
PASYDY	Yes	Yes	EPSU
<b>CZ</b>			
ČMOSA	Yes	Yes	ČMKOS, EPSU
ITUCMD	n.a.	0	
NOS PČR	Yes	Yes	ČMKOS, EuroCop

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
OSH	Yes	Yes	ČMKOS, EPSU
STATORG	Yes	Yes	ČMKOS, EPSU
<b>DE</b>			
DBB	Yes, Yes**	Yes	CESI
DHV	Yes	Yes	CGB, (CESI)
GdP	Yes, Yes**	Yes	DGB, EuroCop
GdS	Yes	Yes	DBB, (CESI)
GOED	Yes	Yes	CGB, (CESI)
Marburger Bund	Yes, Yes**	Yes	EPSU
ver.di	Yes, Yes**	Yes	DGB, EPSU
<b>DK</b>			
3F	n.a.	n.a.	OAD, CFU, LO, EPSU
COII FAF	Yes	Yes	FTF, CO II, EPSU
CS	Yes	Yes	FTF, CO II, Euromil
DASW	Yes	Yes	FTF, OAO, EPSU
Dansk Metal	n.a.	n.a.	OAD, CFU, LO, EPSU
DF	Yes	Yes	OAD, CFU, (EPSU)
DJOEF	Yes	Yes	AC, CFU, KTO, EPSU
DKBL	Yes	Yes	FTF, KTO
DM	Yes	Yes	AC, CFU
DTS	Yes	Yes	FTF, KTO, CO II, CFU, (EPSU)
FAC	Yes	Yes	AC, CFU
FCE	Yes	Yes	FTF, KTO, CO II, CFU, (EPSU)
FF	0	n.a.	CESI
FKF	Yes	Yes	FTF, KTO
FOA	Yes	Yes	LO, OAO, CFU, KTO, EPSU
HF	Yes	Yes	OAD, CFU, (EPSU)
HK	Yes	Yes	LO, OAO, EPSU
HKKF	Yes	Yes	LO, OAO, CFU, EPSU, Euromil
KC	Yes	Yes	FTF, KTO
KF	0	n.a.	CESI

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
KFF	Yes	Yes	<i>FTF, KTO, CO II, CFU, (EPSU)</i>
KKE	Yes	Yes	<i>FTF, KTO</i>
PU	Yes	Yes	<i>FTF, KTO, CO II, CFU, (EPSU)</i>
TAT	Yes	Yes	<i>FTF, KTO, CO II, CFU, (EPSU)</i>
<b>EE</b>			
ROTAL	Yes	Yes	<i>EAKL, EPSU</i>
TALO	Yes	Yes	<i>Eurocadres</i>
<b>EL</b>			
ADEDY	Yes**	Yes	<i>EPSU</i>
POEIDD	Yes	0	<i>GSEE</i>
<b>ES</b>			
CIG-Administración	Yes	Yes	<i>CIG</i>
CSI-CSIF	Yes	Yes	<i>CESI</i>
ELA-STV	Yes	Yes	<i>EPSU</i>
FEP-USO	Yes	0	<i>USO, EPSU</i>
FSC-CCOO	Yes	Yes	<i>CCOO, EPSU, UNI-Europa</i>
FSP-UGT	Yes	Yes	<i>UGT, EPSU, UNI-Europa</i>
<b>FI</b>			
AEK	(Yes)	0	<i>EPSU</i>
JHL	Yes	Yes	<i>SAK, EPSU</i>
JUKO	Yes	Yes	<i>AKAVA, (EPSU)</i>
Jyty	Yes	Yes	<i>EPSU</i>
KTN	Yes	0	<i>EPSU</i>
Pardia	Yes	Yes	<i>STTK, EPSU</i>
Talentia	0	0	<i>EPSU</i>
TVML	n.a.	n.a.	<i>CESI</i>
<b>FR</b>			
CGT-SP	n.a.	n.a.	<i>CGT, EPSU</i>
FFAE-CFDT	n.a.	n.a.	<i>CFDT, EPSU</i>
FGF-FO	n.a.	n.a.	<i>FO, EPSU</i>
INTERCO-CFDT	n.a.	n.a.	<i>CFDT, EPSU</i>

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
UFCFP-CGC	n.a.	n.a.	CGC, CESI
UGFF-CGT	n.a.	n.a.	CGT, EPSU
UNSA Fonctionnaires	n.a.	n.a.	UNSA, EPSU
<b>HU</b>			
BRDSZ	Yes	Yes	SZEF, Eurofedop, (CESI)
FRSZ	Yes	Yes	LIGA, CESP
HODOSZ	Yes	Yes	MSZOSZ
KÖVIOSZ	Yes	Yes	ÉSZT
KSZSZ	Yes	Yes	Eurofedop, CESI
MKKSZ	Yes	Yes	SZEF, CESI
RKDSZ	n.a.	n.a.	CESI
RV	Yes	Yes	LIGA
<b>IE</b>			
AGSI	Yes**	Yes	
AHCPS	Yes	Yes	ICTU, EPSU, UFE, UNI-Europa
CPSU	Yes	Yes	ICTU, EPSU, UNI-Europa
GRA	Yes**	Yes	EuroCop
Impact	Yes	Yes	ICTU, EPSU
PDFORRA	Yes**	Yes	Euromil, Eurofedop, (CESI)
POA	Yes	Yes	ICTU, Eurofedop, (CESI)
PSEU	Yes	Yes	ICTU, EPSU
SIPTU	n.a.	n.a.	EPSU
<b>IT</b>			
ANM	Yes**	Yes	
AP	Yes	Yes	
AP VV.F.	Yes	Yes	Confedir, FEU
CIDA FP	Yes	Yes	CIDA
CIDA UNADIS	Yes	Yes	CIDA
COCER Aeronautica Militare	Yes**	Yes	
COCER Carabinieri	Yes**	Yes	
COCER Esercito	Yes**	Yes	
COCER Guardia di Finanza	Yes**	Yes	
COCER Marina	Yes**	Yes	

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
COISP-UP-FPS-ADP –PNFI-MPS	Yes	Yes	
Confsal VV.F.	Yes	Yes	<i>Confsal (CESI)</i>
CSA Regioni e Autonomie Locali	Yes	Yes	
DIPRECOM	Yes	Yes	
DIREL	Yes	Yes	<i>Confedir</i>
DIRER	Yes	Yes	<i>Confedir</i>
DIRSTAT	Yes	Yes	<i>Confedir</i>
Federazione Confsal Salfi	Yes	Yes	<i>Confsal, UFE (CESI)</i>
Federazione Confsal UNSA	Yes	Yes	<i>Confsal (CESI)</i>
Federazione Consap Italia Sicura	Yes	Yes	EuroCop
Federazione Nazionale Corpo Forestale dello Stato – UGL	Yes	Yes	<i>UGL</i>
Federazione Sindacale Forestale SAPECOFS CISAL – DIRFOR	Yes	Yes	<i>CISAL, DIRFOR (CESI)</i>
FIALP CISAL	Yes	Yes	<i>CISAL (CESI)</i>
FLEPAR	Yes	Yes	<i>CISL</i>
FLP	Yes	Yes	CESI
FNS CISL <sup>d</sup>	Yes	Yes	<i>CISL</i>
FP CGIL	Yes	Yes	<i>CGIL, EPSU</i>
FP CGIL Coordinamento Nazionale VV.F	Yes	Yes	<i>CGIL</i>
FP CGIL/ Polizia Penitenziaria	Yes	Yes	<i>CGIL</i>
FP CGIL/CFS	Yes	Yes	<i>CGIL</i>
FPS CISL	Yes	Yes	<i>CISL, EPSU</i>
FSA CNPP	Yes	Yes	
FSP UGL	Yes	Yes	<i>UGL</i>
OSAPP	Yes	Yes	
RdB CUB PI	Yes	Yes	<i>CUB</i>
RdB CUB VV.F.	Yes	Yes	<i>CUB</i>
SAP	Yes	Yes	CESP
SAPAF	Yes	Yes	
SAPPE	Yes	Yes	
SIAP	Yes	Yes	<i>UGL</i>
SILP	Yes	Yes	<i>CGIL</i>

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
SINAPPE	Yes	Yes	
SINDIR VV.F.	Yes	Yes	
SINPREF	Yes	Yes	
SIPRE	Yes	Yes	<i>FSI</i>
SIULP	Yes	Yes	EuroCop
SNADIP	Yes	Yes	<i>CISAL (CESI)</i>
SNAPRECOM	Yes	Yes	
UGL PCM	Yes	Yes	<i>UGL (CESI)</i>
UIL FPL	Yes	Yes	<i>UIL</i>
UIL PA	Yes	Yes	<i>UIL</i>
UIL PA Coordinamento Nazionale VV.F.	Yes	Yes	<i>UIL</i>
UIL PA Corpo Forestale dello Stato	Yes	Yes	<i>UIL</i>
UILPS	Yes	Yes	<i>UIL</i>
USPP	Yes	Yes	<i>UGL (CESI)</i>
USPPI Dirigenti	Yes	Yes	<i>UGL (CESI)</i>
<b>LT</b>			
LDF	n.a.	n.a.	CESI
LTUSE	n.a.	n.a.	EPSU
LVRSRPS	Yes**	Yes	<i>LPSK, EuroCop</i>
LVTPE	Yes**	Yes	<i>LPSK, EPSU</i>
<b>LU</b>			
CGFP	Yes**	Yes	CESI
FGFC	Yes**	Yes	CESI, EULOS
LCGB	n.a.	n.a.	EPSU
NVGL	Yes*	Yes	
OGB-L	Yes	Yes	<i>CGT-L, (EPSU)</i>
<b>LV</b>			
LAADA	n.a.	n.a.	CESI
LAKRS	Yes**	Yes	<i>LBAS, EPSU, EFFAT</i>
LAPA	Yes**	Yes	<i>LBAS</i>
LVIPUFDA	n.a.	n.a.	CESI
TULG	Yes**	Yes	<i>LBAS</i>
TUSSF	Yes**	Yes	<i>LBAS</i>

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
<b>MT</b>			
GWU	Yes	Yes	EPSU, UNI-Europa, EUROWEA, FERPA, Eurocadres, ETF, EFFAT, EFBWW, EMF
UHM	Yes	Yes	CMTU, Eurofedop, (FERPA), CESI
UPAP-MEPA	Yes	Yes	FORUM
UPISP	Yes	Yes	FORUM
<b>NL</b>			
Abvakabo FNV	Yes** (Yes**)	(Yes)	FNV, EPSU
ACP CNV	(Yes**)	(Yes)	CNV, (CESI)
ANPV	(Yes**)	(Yes)	AC, CESP
BARI	(Yes**)	(Yes)	AC
BPSAG	(Yes**)	(Yes)	AC, EASG
CMHF	Yes**	(Yes)	MHP
CNV Dienstenbond	Yes**	(Yes)	CNV
CNV Publieke Zaak	(Yes**)	(Yes)	CNV, EPSU, CESI
De Unie	Yes**	(Yes)	MHP, UNI-Europa
NCF	(Yes**)	(Yes)	AC, CESI
NPB FNV	(Yes**)	(Yes)	FNV
VBM/NOV	(Yes**)	(Yes)	AC
VCPS	(Yes**)	(Yes)	AC
VMHP	(Yes**)	(Yes)	CMHF, MHP
VPW	(Yes**)	(Yes)	AC
<b>PL</b>			
FZZPGKiT	0	Yes	OPZZ, EPSU
KK NSZZ Solidarność	Yes	Yes	NSZZ Solidarność
NSZZ Solidarność SOZ	Yes	Yes	NSZZ Solidarność
NSZZPW	Yes	Yes	
RKZZPOZiPS	Yes	Yes	OPZZ
SRSP	0	Yes	NSZZ Solidarność, EPSU
WZZ Solidarność – Oświata	n.a.	n.a.	CESI
<b>PT</b>			

Union	Collective bargaining <sup>a</sup>	Consultation <sup>b</sup>	National and European affiliations <sup>c</sup>
ASJP	Yes**	Yes	MEDEL
ASPP	Yes**	Yes	CESP
SFJ	Yes**	Yes	
SINTAP	Yes, Yes**	Yes	UGT, EPSU
SMMP	n.a.	n.a.	MEDEL
STAL	Yes**	Yes	CGTP-IN, EPSU
STE	Yes**	Yes	UGT, EPSU
STFPC	Yes**	Yes	CGTP
STFPN	Yes**	Yes	CGTP
STFPSA	Yes**	Yes	CGTP
STI	n.a.	n.a.	
STML	Yes**	Yes	CGTP
STRN Sul	Yes, Yes**	Yes	
USI	n.a.	n.a.	CESI
<b>RO</b>			
Columna	Yes	Yes	CNSLR <i>Frăția</i> , EPSU
FNPR	Yes	Yes	EPSU
FNSA	Yes	Yes	<i>Cartel Alfa</i> , (EPSU)
FNSF	Yes	Yes	(EPSU)
FNSJ	Yes, Yes**	Yes	<i>CSN Meridian</i> , E.U.R. (CESI)
FNSMPS	Yes	Yes	(EPSU)
FSANP	Yes, Yes**	Yes	<i>Cartel Alfa</i> , Eurofedop, CESI
FSSR	Yes	Yes	(EPSU)
PROJUST	Yes, Yes**	Yes	<i>Cartel Alfa</i>
Publisind	Yes	Yes	<i>BNS</i> , EPSU
SAP Consilium	Yes, Yes**	Yes	( <i>CSN Meridian</i> ), (CESI)
SAP Forta Legii	Yes, Yes**	Yes	( <i>CSN Meridian</i> ), (CESI)
SIFPPCAP	Yes, Yes**	Yes	( <i>CSN Meridian</i> ), (CESI)
SNFP	Yes	Yes	<i>UFS Atlas</i> , <i>Cartel Alfa</i>
SNLP	n.a.	n.a.	CESI
SNPPC	Yes, Yes**	Yes	<i>Cartel Alfa</i> , CESI, EuroCop
SNPV 'Pro Lex'	Yes, Yes**	Yes	( <i>CSN Meridian</i> ), (CESI)

<b>Union</b>	<b>Collective bargaining<sup>a</sup></b>	<b>Consultation<sup>b</sup></b>	<b>National and European affiliations<sup>c</sup></b>
<b>SE</b>			
Akademikerförbundet SSR	Yes	(Yes)	EPSU
Försvarsförbundet	Yes	(Yes)	EPSU
Kommunal	Yes	(Yes)	LO, EPSU, EFFAT
Ledarna	Yes	(Yes)	CEC
OFR	Yes	(Yes)	(EPSU)
SACO-S	Yes	(Yes)	
SEKO	Yes	(Yes)	LO, ETF, UNI-Europa, EPSU
Skolledarförbundet	Yes	(Yes)	EPSU
ST	Yes	(Yes)	EPSU, UNI-Europa, ETF
<b>SI</b>			
PSS	Yes	Yes	CESP, EuroCop
SCS	Yes	Yes	Eurofedop, CESI
SDDO	Yes	Yes	ZSSS
SDP	Yes	Yes	
SMO	Yes	Yes	
SPGS	Yes	Yes	ZSSS, FEU
SSD	Yes	Yes	
SVAS	Yes	Yes	
SZSVS	Yes	Yes	EPSU
<b>SK</b>			
OZH	Yes, Yes**	(Yes)	KOZ SR, EPSU
OZJ SR	Yes	(Yes)	KOZ SR
OZP SR	Yes	(Yes)	KOZ SR, EuroCop
OZ ZVJS	Yes	(Yes)	KOZ SR
SLOVES	Yes	Yes	KOZ SR, Eurofedop, CESI
SOZ ZO	Yes	(Yes)	KOZ SR, EPSU
SOZKaSO	n.a.	n.a.	KOZ SR, EPSU
SOZPZASS	Yes	(Yes)	KOZ SR, EPSU
<b>UK</b>			
FBU	Yes, Yes**	Yes	TUC, EPSU
FDA	Yes, Yes**	Yes	TUC, EPSU
GMB	Yes, Yes**	Yes	TUC, EPSU

Union	Collective bargaining <sup>a</sup>	Consultation <sup>b</sup>	National and European affiliations <sup>c</sup>
NIPSA	Yes, Yes**	Yes	<i>TUC, EPSU</i>
PCSU	Yes, Yes**	Yes	<i>TUC, EPSU</i>
POA	Yes, Yes**	Yes	<i>TUC, CESI</i>
Prospect	Yes, Yes**	Yes	<i>TUC, EPSU</i>
Unison	Yes, Yes**	Yes	<i>TUC, EPSU</i>
Unite	Yes, Yes**	Yes	<i>TUC, EPSU</i>

Notes: See Annex for list of abbreviations and full names of organisations.

<sup>a</sup> (Yes) indicates indirect involvement in bargaining via lower-level affiliates or higher-level affiliations; \*\* = de facto negotiations or consultation. <sup>b</sup> (Yes) indicates consultation takes place only indirectly via higher-level affiliations. <sup>c</sup> National affiliations are in italics. For the national level, only cross-sectoral (peak level) associations are listed. For the European level, only sectoral associations are listed. Affiliations in brackets are indirect via lower level affiliates or higher level affiliations. <sup>d</sup> Prison guards, forestry workers and firefighters.

n.a. = not available

Source: EIRO national centres, 2009

As the trade union domains frequently overlap with the demarcation of the sector, so do their domains with one another in the case of those countries with a pluralist trade union ‘landscape’ in the sector. Table 3 provides information about these inter-union domain overlaps. Inter-union overlaps of domains are endemic. In all countries with more than one sector-related trade union apart from four (Austria, Greece, Ireland and Lithuania), the domain of any of the trade unions overlaps with the domain of at least another. As a consequence of this, competitive inter-union relationships are reported for a number of countries:

- Belgium, where the smaller unions dispute the criteria of representativeness;
- Hungary, where there is some competition in the police area;
- Italy, where the trade unions compete for members to achieve representative status (a prerequisite to participate in collective bargaining);
- Finland, Germany, Luxembourg, Malta, Portugal, Slovenia, Spain, Sweden and the UK, where rivalries for members and/or collective bargaining and consultation rights are reported.

Looking at the trade union membership data, it becomes apparent that male employees make up the majority group in slightly more than half of the trade unions for which membership figures by gender are available. This finding largely corresponds to the sector’s employment, which is also dominated slightly by male employees (see Table 2). In cases where the trade unions’ domain is focused on occupations dominated by women, the percentage of female union members may exceed 80%.

Apart from five Italian organisations, membership of the sector-related trade unions is voluntary in all cases of the 27 Member States under consideration (as far as data are available). In Italy, members of the police force are under the military code and the armed forces are subject to compulsory membership of one of the five representative organisations in this area. In a strict sense, these five organisations (that is, central councils) for the armed forces and the military police are elected advisory bodies set up by law rather than free trade unions. However, as they operate as quasi-trade unions consulting with the authorities in labour relations, they are included in this study.

The absolute numbers of trade union members differ widely, ranging from more than two million to only a few dozens. This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain rather than the ability to attract members. Compared with total membership, the sector-specific membership is fairly small in several trade unions, reflecting the high level of fragmentation of the organisational ‘landscape’ of labour in many Member States.

Density corrects for differences in the country size and so this is the measure of membership strength that is more appropriate to a comparative analysis.

- Domain density is over 50% in the case of 38.3% of the trade unions based on voluntary membership which document figures on density.
- Of those trade unions for which data area available, 27.0% organise fewer than 15% of the employees within their domain.
- The remaining trade unions (34.8%) record a density of between 15% and 50% of their potential members.

These results indicate that the overall domain density of the sector-related trade unions is relatively high. This is substantiated by the fact that 29.6% of the trade unions gather 70% or more of the employees covered by their domain. However, domain density data are recorded for less than half the 251 voluntary sector-related trade unions in Table 3 and therefore these figures should be treated with caution.

In general, the density of the sector-related trade unions in the public administration sector largely corresponds with their relatively high overall domain densities. When the sectoral domain density of the trade unions is taken into account (this tends to be higher than their sectoral density for the reasons outlined above), their density in the public administration sector tends to be largely equal to the density ratio referring to their domain on aggregate. For those trade unions based on voluntary membership for which data are available:

- sectoral domain density is over 50% in the case of 37.6%;
- 32.5% record a sectoral domain density lower than 15%;
- 29.9% record a sectoral domain density of between 15% and 50%.

No data on sectoral domain density are available for more than half of the sector-related trade unions.

There is no clear trend for those trade unions for which figures on both measures (sectoral domain density and domain density on aggregate) are recorded. There are as many trade unions with a sectoral domain density higher compared with their aggregate density as trade unions showing the reverse relationship. This means that the sector under consideration is neither the stronghold nor a flaw of those trade unions whose domain embraces other sectors as well.

Compared with many service industries in the private sector, the density of the public administration sector appears to be rather high. This finding is in line with the fact that unionisation (at least in the ‘old’ EU15) traditionally tends to be higher in the public segment of the economy than in the private sector.

### *Employer organisations*

Tables 5 and 6 present membership and density data, respectively, for the employer organisations in the public administration sector. Sector-related employer organisations are documented for nine out of the 26 countries under consideration (Denmark, Finland, Germany, Ireland, Italy, Latvia, Luxembourg, Slovakia and Sweden). All the listed employer organisations are a party to sector-related collective bargaining/collective employment regulation (Table 7). This is because involvement in sector-related collective employment regulation is the only criterion for an

employer organisation to be classified as a social partner organisation for the purpose of this study. Due to the lack of any sector-related European-level employer association, the ‘top-down’ approach for identifying relevant national employer organisations, as outlined earlier, is not applicable here.

The unit of membership of an employer organisation in the public administration sector may vary from one organisation and country to the other. The nature of these members ranges from social insurance institutions (for example, in Germany) to associations of regional/local state level administrations (for example, in Denmark, Finland, Germany, Ireland, Latvia, Luxembourg and Sweden) and central authorities or independent agencies/separately managed bodies on behalf of the authorities (for example, in Denmark, Finland, Italy and Sweden).

Likewise, their legal form may vary from public law bodies with frequently compulsory membership to private law associations with usually voluntary membership. However, in most countries (that is, 17 of the 26 under consideration where no sector-related employer organisation exists), it is the central state or regional authorities themselves rather than separate employer associations which conduct negotiations with organised labour or unilaterally determine the employment conditions on behalf of the sector.

In between a fourth and a third of the employer organisations can rely on obligatory membership. The situation is not fully clear for all organisations; for example, the Local Government Management Services Board ([LGMSB](#)) in Ireland seems to have an element of compulsion). Representativeness of all other employer organisations rests on voluntary membership.

Compared with the large number of trade unions, there are relatively few employer organisations in the sector. This can be explained by the particular nature of the employers in public administration. As authorities, state bodies, ministries, agencies, etc., they are frequently equipped with the right to unilaterally determine the terms of employment of the public administration employees within their purview, even if formal or informal negotiations come first. As they are immediately involved in this determination process, there is no reason to delegate a negotiating mandate to an intermediate instance. Employer organisations only emerge when there is need for coordination of wage policies and the regulation of employment relations due to the existence of various distinct employers in a (sub)sector. In public administration, a multiple employer structure can be found with regard to local state and regional authorities as well as in social insurance and the business-like segment (privatised services etc.). Across the 26 countries under consideration, only 19 associations could be identified. In five of the nine countries where employer organisations exist, only one single-employer organisation (in the meaning of a social partner organisation as defined earlier) has been established.

Of the employer organisations listed in Table 5, 52.6% have demarcated their domain in a way that sectionalistically overlaps and 47.4% have demarcated their domain in a way that is sectional with regard to the public administration sector. The high incidence of sectionalist overlaps is mainly because the employer organisations usually cover areas of the public sector that are broader than public administration (often covering education, health and social care), while simultaneously specifying their domain in terms of activities (for example, covering only one level of government or merely subsectoral activities such as taxation, social insurance, etc.). Sectionalist domains result from specifications in a way analogous to those outlined above. No domain demarcations that are overlapping with regard to, or congruent with, the sector exist.

In those four countries with a pluralist structure in relation to employer organisations (Denmark, Finland, Germany and Sweden), these associations have managed to arrive at non-competing relationships. Their activities are complementary to each other as a result of inter-associational differentiation by membership demarcation.

The unit of membership varies from one employer organisation to the other such that the figures given in Table 5 are not strictly comparable across associations and countries. Despite this, the

data on membership show that density is very high. Virtually all the voluntary employer organisations for which data are documented report a density level within their (sectoral) domain which is equal or close to 100% in terms of both members and employees. Densities are of course significantly lower with regard to the sector in total, which results from domain demarcations that do not entirely cover the sector. The main reason for the extremely high levels of domain density is the public law status of the employers/employer organisations. The process of association is thus regularly a matter of political decision rather than of impartial deliberation. In this respect, the ‘voluntarism’ in joining an employer association has to be questioned.

**Table 5: Domain coverage and membership organisations in public administration sector, 2007–2008**

Country	Employer association	Domain coverage <sup>a</sup>	Membership				
			Type <sup>b</sup>	Number	Members in the sector	Employees	Employees in the sector
AT	–	–	–	–	–	–	–
BE	–	–	–	–	–	–	–
BG	–	–	–	–	–	–	–
CY	–	–	–	–	–	–	–
CZ	–	–	–	–	–	–	–
DE	BKK TG	S	1	n.a.	n.a.	n.a.	n.a.
	DGUV	S	1	48	48	21,800	21,800
	TdL	SO	1	14	14	680,000	n.a.
	TG Ersatzkassen	S	1	6	6	35,000	35,000
	TgAOK	S	1	17	17	59,640	59,640
	TgDRV	S	1	16	16	35,000	35,000
	VKA	SO	1	16	16	~2,000,000	n.a.
DK	DR	SO	1	5	5	135,425	2,675
	KL	SO	1	98	98	508,016	53,067
	SEA	SO	0	n.a.	n.a.	197,712	75,018
EE	–	–	–	–	–	–	–
EL	–	–	–	–	–	–	–
ES	–	–	–	–	–	–	–
FI	KT	SO*	0	496	n.a.	437,000	45,500
	VTML	SO*	0	150	n.a.	121,000	67,000
HU	–	–	–	–	–	–	–
IE	LGMSB	SO	1 (0)	~100	~100	30,000	n.a.

Country	Employer association	Domain coverage <sup>a</sup>	Membership				
			Type <sup>b</sup>	Number	Members in the sector	Employees	Employees in the sector
IT	ARAN	SO	0	9,138	8,696	2,778,862	1,056,800
LT	–	–	–	–	–	–	–
LU	Syvicol	S	1	116	116	9,450	9,450
LV	LPDDA	S	1	46	46	3,000	n.a.
MT	–	–	–	–	–	–	–
NL	–	–	–	–	–	–	–
PL	–	–	–	–	–	–	–
PT	–	–	–	–	–	–	–
RO	–	–	–	–	–	–	–
SE	AV	S	0	258	258	241,000	241,000
	SKL	SO	1	310	310	1,100,000	121,000
SI	–	–	–	–	–	–	–
SK	ZMOS	S	1	2,832	2,832	n.a.	n.a.
UK	–	–	–	–	–	–	–

Notes: See Annex for list of abbreviations and full names of organisations.

<sup>a</sup> O = overlap; SO = sectional overlap; S = sectionalism; C = congruence; \* = domain overlap. <sup>b</sup> 1 = voluntary membership; 0 = obligatory membership.

n.a. = not available.

Source: EIRO national centres, 2009

**Table 6: Density of employer organisations in public administration sector, 2007–2008**

Country	Employer organisation	Density			
		Potential members		Employees	
		Domain (%)	Sector/sectoral domain (%)	Domain (%)	Sector/sectoral domain (%)
AT	–	–	–	–	–
BE	–	–	–	–	–
BG	–	–	–	–	–
CY	–	–	–	–	–
CZ	–	–	–	–	–
DE	BKK TG	n.a.	n.a.	n.a.	n.a.
	DGUV	100.0	n.a./ 100.0	100.0	n.a./ 100.0

Country	Employer organisation	Density			
		Potential members		Employees	
		Domain (%)	Sector/ sectoral domain (%)	Domain (%)	Sector/ sectoral domain (%)
	TdL	n.a.	n.a.	n.a.	n.a.
	TG Ersatzkassen	n.a.	n.a.	n.a.	n.a.
	TgAOK	100.0	n.a./ 100.0	100.0	n.a./ 100.0
	TgDRV	n.a.	n.a.	n.a.	n.a.
	VKA	n.a.	n.a.	n.a.	n.a.
<b>DK</b>	DR	100.0	n.a./ 100.0	100.0	1.9/ 100.0
	KL	100.0	n.a./ 100.0	100.0	37.6/ 100.0
	SEA	100.0	n.a./ 100.0	100.0	53.2/ 100.0
<b>EE</b>	–	–	–	–	–
<b>EL</b>	–	–	–	–	–
<b>ES</b>	–	–	–	–	–
<b>FI</b>	KT	100.0	n.a./ 100.0	100.0	36.0/ 100.0
	VTML	100.0	n.a./ 100.0	100.0	53.0/ 100.0
<b>HU</b>	–	–	–	–	–
<b>IE</b>	LGMSB	n.a.	n.a./ 100.0	n.a.	n.a.
<b>IT</b>	ARAN	100.0	99.8/ 100.0	100.0	68.7/ 100.0
<b>LT</b>	–	–	–	–	–
<b>LU</b>	Syvicol	100.0	99.0/ 100.0	100.0	31.7/ 100.0
<b>LV</b>	LPDDA	n.a.	n.a.	n.a.	n.a.
<b>MT</b>	–	–	–	–	–
<b>NL</b>	–	–	–	–	–
<b>PL</b>	–	–	–	–	–
<b>PT</b>	–	–	–	–	–
<b>RO</b>	–	–	–	–	–
<b>SE</b>	AV	100.0	n.a./ 100.0	100.0	n.a./ 100.0
	SKL	100.0	n.a./ 100.0	100.0	n.a./ 100.0
<b>SI</b>	–	–	–	–	–
<b>SK</b>	ZMOS	~95.0	n.a./ ~95.0	n.a.	n.a.
<b>UK</b>	–	–	–	–	–

Notes: See Annex for list of abbreviations and full names of organisations.

n.a. = not available.

Source: EIRO national centres, 2009

**Table 7: Collective bargaining, consultation and affiliations of employer organisations in education sector, 2007–2008**

Country	Employer association	Collective bargaining <sup>a</sup>	Consultation	National and European affiliations <sup>b</sup>
AT	–	–	–	–
BE	–	–	–	–
BG	–	–	–	–
CY	–	–	–	–
CZ	–	–	–	–
DE	BKK TG	Yes	n.a.	
	DGUV	Yes	Yes	
	TdL	Yes	Yes	EFEE
	TG Ersatzkassen	Yes	No	
	TgAOK	Yes	Yes	
	TgDRV	Yes	n.a.	
	VKA	Yes	Yes	CEEP, HOSPEEM
DK	DR	Yes	Yes	CEEP
	KL	Yes	Yes	CEEP
	SEA	Yes	Yes	CEEP
EE	–	–	–	–
EL	–	–	–	–
ES	–	–	–	–
FI	KT	Yes	Yes	CEEP, CEMR
	VTML	Yes	Yes	CEEP
HU	–	–	–	–
IE	LGMSB	Yes	Yes	
IT	ARAN	Yes	Yes	CEEP
LT	–	–	–	–
LU	Syvicol	Yes**	Yes	CoR, CEMR, CLRA
LV	LPDDA	Yes**	Yes	LDDK

Country	Employer	Collective	Consultation	<i>National and</i>
MT	–	–	–	–
NL	–	–	–	–
PL	–	–	–	–
PT	–	–	–	–
RO	–	–	–	–
SE	AV	Yes	Yes	CEEP
	SKL	Yes	Yes	CoR, CEEP, CEMR, CLRAE
SI	–	–	–	–
SK	ZMOS	Yes	Yes	
UK	–	–	–	–

Notes: See Annex for list of abbreviations and full names of organisations.

<sup>a</sup> \*\* = *de facto* negotiations or consultation.

<sup>b</sup> National affiliations are in italics. For the national level, only cross-sectoral (peak level) associations are listed. For the European level, only sectoral associations are listed. Affiliations in brackets are indirect via lower level affiliates or higher level affiliations.

n.a. = not available.

Source: EIRO national centres, 2009

## Collective employment regulation and its actors

Table 4 lists all those trade unions engaged in sector-related collective bargaining/regulation. A number of cases of competition for bargaining/*de facto* negotiation/consultation capacities have been identified (for example, in Hungary, Italy, Luxembourg, Malta, Slovenia, Spain and Sweden) due to:

- numerous overlaps of inter-union domains;
- often unclear domain demarcation;
- some rivalry for members.

In the case of the sector-related employer organisations, no cases of competition over collective employment regulation capacities have been reported.

Table 8 provides an overview of the system of sector-related collective regulation in the 26 countries under consideration in this study. The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (Traxler et al, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

For the purpose of this study, this concept of calculating the intensity of employment regulation is extended to areas where collective bargaining in the genuine sense is not established, but other forms of collective regulation (that is, *de facto* negotiations and consultation) take place. This means that, in addition to the rate of collective bargaining coverage, the rate of collective employment regulation is calculated for each country. In line with the definition of collective bargaining coverage, the sector's rate of collective employment regulation coverage is defined as

the ratio of the number of employees covered by any kind of collective regulation (that is, collective bargaining, de facto negotiations and consultation) to the total number of employees in the sector.

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

However, this indicator is of minor relevance to this study since the distinction between single-employer and multi-employer bargaining is not applicable to large parts of the public administration sector. Although some units (such as social insurance institutions and some privatised services) within the public administration sector may conduct single-employer bargaining, in most cases the boundaries between single- and multi-employer bargaining are blurred. This becomes evident in cases where an employer representative conducts collective bargaining on behalf of a single authority, but the results are subsequently ratified also by other authorities. Moreover, the question arises as to whether an all-encompassing collective entity (such as a central authority embracing a large number of administrative units) should be classified as an individual employer or not. Since a meaningful distinction between single- and multi-employer bargaining and negotiations is not possible with regard to the public administration sector, this indicator is not taken into account in this study.

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes that widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation; extension regulations targeting the employees are therefore not included in the research. Regulations concerning the employees are not significant to this analysis for two reasons. First, extending a collective agreement to the employees who are not unionised in the company covered by the collective agreement is a standard of the International Labour Organization ([ILO](#)), aside from any national legislation. Secondly, employers have good reason to extend a collective agreement concluded by them, even when they are not formally obliged to do so; otherwise, they would set an incentive for their workforce to unionise.

In comparison with employee-related extension procedures, schemes that target the employers are far more significant for the strength of collective bargaining in general and multi-employer bargaining in particular. This is because the employers are capable of refraining from both joining an employer organisation and entering single-employer bargaining in the context of a purely voluntaristic system. Therefore, employer-related extension practices increase the coverage of multi-employer bargaining. Moreover, when it is pervasive, an extension agreement may encourage more employers to join the controlling employer organisation; such a move then enables them to participate in the bargaining process and to benefit from the organisation's related services in a situation where the respective collective agreement will bind them in any case (Traxler et al, 2001).

**Table 8: System of sectoral collective bargaining, 2007–2008**

Country	Collective regulation <sup>a</sup> (% <sup>+</sup> )	Genuine collective bargaining (GCB) (% <sup>b</sup> )	Extension practices <sup>c</sup>
AT	100	5–10	0
BE	100	0	0
BG	21	21	0
CY	~100	~100	0
CZ	100	45.4	0
DE	>90	>90	0
DK	100	100	0
EE	n.a. (>16)	n.a. (>16)	0
ES	n.a.	n.a.	0
FI	100	100	2
GR	100	n.a.	0
HU	6	6	0
IE	99	99	2
IT	100	n.a. (GCB prevailing)	0
LT	n.a.	10	0
LU	100	10	2
LV	n.a.	n.a.	n.a.
MT	100	71	0
NL	100	0	0
PL	n.a.	n.a.	0
PT	100	minor part	0
RO	100	minor part	0
SE	100	100	1
SI	100	100	0
SK	85	85	0
UK	95	95	0

Notes: <sup>a</sup> Genuine collective bargaining, de facto negotiations and consultation. <sup>b</sup> As a percentage of the sector's total number of employees. <sup>c</sup> Extension practices (including functional equivalents to extension provisions, that is, obligatory membership and labour court rulings). Cases of functional equivalents are in brackets.

Source: EIRO national centres, 2009

### Collective bargaining coverage

As outlined earlier, this study distinguishes two kinds of measurement of collective regulation intensity. Whereas collective regulation coverage in a broad sense relates to a wide range of activities aimed at regulating the employment terms (including genuine bargaining or a recurrent practice of de facto negotiations and/or consultation), collective bargaining coverage in a strict sense takes only genuine collective bargaining into account. Since the collective bargaining coverage rate for the sector is recorded only as unadjusted percentage (this means the percentage is not adjusted for employees which are not equipped with genuine bargaining rights), the collective regulation coverage rate must be as high as the genuine collective bargaining coverage rate (in cases where there is no form of employment regulation other than genuine bargaining) or higher (in cases where there are such forms of alternative employment regulation).

In terms of the sector's collective regulation coverage, 19 of the 21 countries for which related data are available record a very high coverage rate of at least 85%, in most cases coming close to or reaching 100%. There are only two countries that record sector-related collective regulation at a very or rather low level, with collective employment regulation coverage rates of 6% (Hungary) and 21% (Bulgaria).

In at least these two countries, the employment terms of the majority of the public administration employees appear to be unilaterally determined by the authorities, without regular consultation of the trade unions. This may hold true also of the Baltic countries as well as Poland, but for these countries no related data have been reported. Nevertheless, it can be inferred from these findings that the sector's industrial relations structures are:

- well-established in at least three-quarters of the 26 EU Member States studied – even if formal, genuine collective bargaining is scarce or completely lacking in these countries;
- apparently underdeveloped in about a quarter of the countries.

Closer examination reveals that:

- collective employment regulation coverage rates are high in the EU15 (although there are no data available for Spain);
- sectoral regulation standards widely vary between those countries joining the EU between 2004 and 2007.

High coverage rates regarding collective employment regulation may stem from either genuine collective bargaining or other forms of collective regulation or a mixture of both. In 11 countries (Cyprus, Denmark, Finland, Germany, Ireland, Italy, Malta, Slovakia, Slovenia, Sweden and the UK), high collective regulation coverage in the sector can be traced back to prevailing or exclusive genuine collective bargaining arrangements. In at least seven countries (Austria, Belgium, Bulgaria, Hungary, Lithuania, Luxembourg and the Netherlands), genuine collective bargaining takes place scarcely or is completely lacking.

However, even if genuine bargaining plays only a minor part or is completely absent, collective regulation coverage may be very high as is the case of Austria, Belgium, Luxembourg, the Netherlands, Portugal and Romania. In these cases, de facto negotiations and/or regular consultation practices somehow replace genuine collective bargaining when it comes to determining the terms of employment, while genuine bargaining is, in at least part of these cases,

more or less confined to the private sector. Conversely, the low collective regulation coverage rates of Bulgaria and Hungary originate exclusively from genuine bargaining arrangements and no other forms of collective employment regulation exist. Low collective bargaining coverage rates in the Baltic countries partially ensue from denials of the relevant authorities to enter negotiations with the trade unions, as is the case of Latvia (state police) and Lithuania (Ministry of Interior).

The high intensity of collective employment regulation in the public administration sector, with the exception of only a few central and eastern European countries, may be explained by:

- the high density rates of the trade unions;
- all-encompassing employer representation by either the administrative bodies themselves or representative employer organisations, which record high density rates as well;
- increasing pressure to modify the unilateral regulation of terms and conditions of employment by incorporating more democratic procedures of participation;
- the still prevalent uniform nature of employment relationship(s) which facilitates the aggregation of interests of the public administration employees;
- bargaining and negotiation structures which come close to the model of multi-employer bargaining in the private sector.

Other determinants, which usually account for high coverage rates in the private sector, such as the existence of pervasive extension practices, are relevant only in a few countries (for example, Finland, Ireland and Luxembourg).

### **Participation in public policymaking**

Interest associations may partake in public policy in two basic ways. First, they may be consulted by the authorities on matters affecting their members, and secondly, they may be represented on ‘corporatist’, in other words tripartite, committees and boards of policy concertation. This study considers only cases of consultation and corporatist participation that relate explicitly to sector-specific matters. Consultation processes are not necessarily institutionalised and, therefore, the organisations consulted by the authorities may vary according to the issues to be addressed and also over time, depending on changes in government. Moreover, the authorities may initiate a consultation process on occasional rather than a regular basis.

Given this variability, only those sector-related trade unions and employer organisations that are ‘usually’ consulted are flagged in Tables 3–7. Depending on country-specific regulations and practices, the sector-specific associations may directly or indirectly participate in public policy. Indirect participation takes place via their affiliation to a higher-level association which obtains participatory rights.

### ***Trade unions***

Almost all the sector-related trade unions for which related data are available are regularly consulted by the authorities and at least part of them in all the 27 countries (apart from France for which no data are available) under consideration. Since a multi-union system has been established in all of these countries apart from Cyprus, the possibility cannot be ruled out that the authorities favour certain trade unions over others or that the trade unions compete for participation rights. In at least 19 countries with a multi-union system where a noticeable practice of consultation is observed, any of the existing trade unions may take part in the consultation process. By contrast, there are four countries (the Czech Republic, Finland, Greece and Spain) where consultation rights are awarded only to certain trade unions while others are left out of consideration. However, only in two countries (Finland and Spain) is there evidence in the public administration sector of inter-union conflicts over participation in public policy matters.

### *Employer organisations*

As is the case of the trade unions, a vast majority (at least 16 out of 19) of the sector-related employer organisations are involved in consultation procedures. Only Germany with its multi-organisation system provides an example of selective consultation. In the other countries with pluralist systems (Denmark, Finland and Sweden), all the sector's organisations are consulted. The same holds true of all countries with only one sector-related employer organisation.

In all the nine countries (Denmark, Finland, Germany, Ireland, Italy, Latvia, Luxembourg, Slovakia and Sweden) where employer organisations co-exist with trade unions, consultation rights are symmetrically attributed to the two sides of industry in that at least one organisation on each side is consulted.

In those countries where there is no employer association meeting the definition of a social partner, the employers are not necessarily excluded from consultation procedures. Under these circumstances, the employers themselves, who are frequently part of the authorities, may be consulted. In cases where the employer is identical with the authority, the question of consultation is pointless.

### *Tripartite participation*

Turning from consultation to tripartite participation, the findings reveal that genuinely sector-specific tripartite bodies have been established in only three (Denmark, Luxembourg and Slovakia) of the 26 countries under consideration (no information is available for France). Table 9 lists only four bodies of this kind and summarises their main properties. Other bodies listed in some country reports are not taken into account in this study because they either do not specifically target the public administration sector or are not tripartite in the sense of a clear-cut discriminability of (state) authorities and employer organisations.

**Table 9: Tripartite sector-specific boards of public policy in the public administration sector, 2007–2008**

Country	Name of the body and scope of activity	Origin	Unions participating	Business associations participating
DK	Dialogue Forum for Public Management	Agreement	AC, FTF, LO,	Ministry of Finance, SEA, KL, DR
LU	Local Service Central Commission	Statutory	FGFC, FNCTTFEL	Ministry for the Interior, Sylvicol
SK	HSR SR: sector-specific legislation	Statutory	KOZ SR (SOZPZASS, SOZ ZO)	ZMOS and government bodies
	Government council: matters of public administration	Agreement	SLOVES	ZMOS and government bodies

*Note: See Annex for list of abbreviations and full names of organisations.*

*Source: EIRO national centres, 2009*

### **European level of interest representation**

At European level, eligibility for consultation and participation in the social dialogue is linked to three criteria, as defined by the European Commission. Accordingly, a social partner organisation must have the following attributes:

- 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 States' social partner structures and which have the capacity to negotiate agreements, as well as being representative of all Member States, as far as possible;
- have adequate structures to ensure their effective participation in the consultation process.

Regarding social dialogue, the constituent feature is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. Accordingly, this section on European associations of the public administration sector analyses the membership domain, the composition of their membership and the ability to negotiate of these organisations.

As detailed below, two sector-related European associations on the employee side are particularly significant in the public administration sector. The two are:

- European Federation of Public Service Unions ([EPSU](#));
- European Confederation of Independent Trade Unions ([CESI](#)).

In 2005 EPSU and CESI established TUNED, the Trade Unions' National and European Administration Delegation, with a view to establishing a sectoral social dialogue committee in central government administrations. TUNED consists of affiliates of EPSU and CESI and is coordinated by EPSU. The secretariats of both EPSU and CESI and their affected affiliates are directly involved in the ongoing informal European sectoral social dialogue.

On the employer side, there is no European business/employer association that would act as a social partner at European level at the time of the writing of this overview. This task is taken by the European Public Administration Network ([EUPAN](#)), which is an informal network of Directors General responsible for public administration in the Member States and the European Commission. Hence, EUPAN is mainly composed of government representatives rather than national business/employer organisations.

However, the informal nature of the European sectoral social dialogue for public administration means that neither TUNED nor EUPAN have so far been listed by the European Commission as a social partner organisation consulted under Article 154 of the EC Treaty. As a cooperation network for the purpose of sectoral social dialogue, TUNED consists of EPSU and CESI which are both recognised as EU sectoral social partners under Article 154 of the EC Treaty. EUPAN has confirmed its willingness to enhance the European social dialogue for public administration, noting that some of its members, should they on an individual and voluntary basis wish to do so, could create an employers' platform outside EUPAN to apply jointly with TUNED to the European Commission for the setting up of a sectoral social dialogue committee for central public administration. Therefore, both European organisations (TUNED and EUPAN) are analysed in this study. However, the particular composition of EUPAN means that the analysis below concentrates on EPSU and CESI (which form TUNED) as the relevant sector-specific European associations, while providing supplementary information on others linked to the sector's national industrial relations actors.

## Membership domain

As indicated by its name, EPSU, which is affiliated to the European Trade Union Confederation ([ETUC](#)), organises public services. Its membership domain therefore overlaps in relation to the public administration sector in that its membership covers four broad sectors:

- national and EU administrations;
- local and regional governments;
- health and social services;

- utilities and water.

The membership domain of CESI also overlaps with regard to the sector. CESI is a general trade union confederation with unspecific membership domain, covering both national and European trade unions, including umbrella organisations.

### Membership composition

Although the country coverage of EPSU and CESI extends beyond the 27 Member States, the report considers only the members of these 27 countries. Table 10 lists the membership of EPSU and CESI of sector-related trade unions drawn from the country reports.

**Table 10: Members of EPSU and CESI, 2009<sup>a,b</sup>**

	EPSU	CESI
<b>AT</b>	GdG-KMSfB, GPA-djp, GÖD, vida	GdG-KMSfB, GÖD
<b>BE</b>	CGSP/ACOD, FSCSP/FCSOD, SLFP/VSOA	UNSP/NUOD
<b>BG</b>	FITUGO, FTU-HS, PK Admin	
<b>CY</b>	PASYDY	
<b>CZ</b>	ČMOSA, OSH, STATORG,	
<b>DE</b>	Marburger Bund, ver.di	DBB, (DHV/CGB), (GdS/DBB), (GOED/CGB)
<b>DK</b>	3F <sup>d</sup> , CO II FAF, DASW, (DF/OAO), DJOEF, DM <sup>d</sup> , (DTS/CO II), (FCE/CO II), FOA, (HF/OAO), HK, HKKF, (KFF/CO II), (PU/CO II), (TAT/CO II)	
<b>EE</b>	ROTAL	
<b>EL</b>	ADEOY	
<b>ES</b>	ELA-STV, FEP-USO, FSC-CCOO, FSP-UGT	CSI-CSIF
<b>FI</b>	AEK, JHL, (JUKO/AKAVA), Jyty, KTN, Pardia, Talentia	TVML <sup>d</sup>
<b>FR</b>	CGT-SP <sup>d</sup> , FFAE-CFDT <sup>d</sup> , FGF-FO <sup>d</sup> , INTERCO-CFDT <sup>d</sup> , UFCFP-CGC <sup>d</sup> , UGFF-CGT <sup>d</sup> , UNSA Fonctionnaires <sup>d</sup>	
<b>HU</b>		(BRDSZ), KSZSZ, MKKSZ, RKDSZ <sup>d</sup>

	<b>EPSU</b>	<b>CESI</b>
<b>IE</b>	AHCPS, CPSU, Impact, PSEU, SIPTU <sup>d</sup>	(PDFORA), (POA)
<b>IT</b>	FP CGIL, FPS CISL	(CISAL-DIRFOR/CISAL), (Confsal Salfi/Confsal), (Confsal UNSA/Confsal), (Confsal VV.F/Confsal), (FIALP/CISAL), FLP, (SNADIP/CISAL), (UGL PCM), (USPP/UGL), (USPPI Dirigenti/UGL)
<b>LT</b>	LTUSE <sup>d</sup> , LVTPF,	LDF <sup>d</sup>
<b>LU</b>	LCGB <sup>d</sup> , (OGB-L/CGTL)	CGFP, FGFC
<b>LV</b>	LAKRS	LAADA <sup>d</sup> , LVIPUFDA <sup>d</sup>
<b>MT</b>	GWU	UHM
<b>NL</b>	Abvakabo FNV, CNV Publieke Zaak	(ACP-CNV), CNV Publieke Zaak, NCF
<b>PL</b>	FZZPGKiT <sup>c</sup> , SRSP <sup>c</sup>	WZZ-SO <sup>d</sup>
<b>PT</b>	SINTAP, STAL, STE	USI <sup>d</sup>
<b>RO</b>	Columna, FNPR, (FNSA/Alianta Sed Lex), (FNSF/Alianta Sed Lex), (FNSMPS/Alianta Sed Lex), (FSSR/Alianta Sed Lex), Publisind	(FNSJ/CSN Meridian), FSANP, (SAP Consilium/CSN Meridian), (SAP Forta Legii/CSN Meridian), (SIFPPCAP/CSN Meridian), SNPPC, (SNPV 'Pro Lex'/CSN Meridian)
<b>SE</b>	Akademikerförbundet SSR, Försvarsförbundet, Kommunal, (OFR), SEKO, SKTF, ST	
<b>SI</b>	SZSVS	SCS
<b>SK</b>	OZH, SOZ ZO, SOZKaSO <sup>d</sup> , SOZPZASS	SLOVES
<b>UK</b>	FBU, FDA, GMB, NIPSA, PCSU, Prospect, Unison, Unite	POA
<b>Negotiating mandate</b>	General mandate, conferred by the members	General mandate, conferred by the members

*Notes: See Annex for list of abbreviations and full names of organisations.*

*<sup>a</sup> Membership list confined to the sector-related associations of the countries under consideration. <sup>b</sup> Associations in brackets are sector-related unions listed in Tables 3 and 4 that are indirectly affiliated via national higher-order associations or lower-level affiliates. <sup>c</sup> Not involved in collective regulation. <sup>d</sup> No information available on involvement in sector-related collective regulation.*

*Source: EIRO national centres, 2009*

## **EPSU**

At least one affiliation is recorded in each country under consideration apart from Hungary. In most countries multiple memberships occur, while only one affiliation is found in Cyprus, Estonia, Greece, Latvia, Malta and Slovenia. On aggregate, EPSU counts 84 direct and 14 indirect (via national higher-order associations or lower-level affiliates) sector-related affiliations from the countries under examination. Almost a third of the 256 trade unions listed in Tables 3 and 4 are directly affiliated to EPSU. From the information available on sectoral membership of the national trade unions on their relative strength, it can be concluded that EPSU covers the sector's most important labour representatives in most countries. Of the 85 EPSU direct and indirect members, for which related data are available, 83 are involved in bargaining or 'quasi-bargaining' related to the public administration sector; only two affiliates from Poland are not.

## **CESI**

Of the 27 Member States, CESI has 19 under its umbrella through sector-related associational members from these countries. Multiple memberships (including indirect members) exist in nine of these countries (Austria, Germany, Hungary, Ireland, Italy, Latvia, Luxembourg, the Netherlands and Romania). CESI counts 25 direct and 21 indirect sector-related affiliates from the 27 countries under consideration, which means that around 18% of the trade unions listed in Tables 3 and 4 are directly or indirectly affiliated to CESI. In those countries where CESI affiliations occur, trade unions both with high and low membership strength in the sector are frequently covered. All 39 direct and indirect CESI affiliates for which data are available are involved in sector-related collective bargaining/regulation. Compared with union EPSU, which has a high level of representativeness in the public administration sector (particularly in terms of countries and absolute numbers of affiliations), CESI appears to be less present.

## **Capacity to negotiate**

The third criterion of representativeness at the European level refers to an organisation's capacity to negotiate on behalf of its members. EPSU is given a mandate to negotiate in matters of the European social dialogue according to its constitution. CESI has a general mandate to negotiate on behalf of its members as well.

On the employer side, EUPAN is an informal European-wide platform composed of government representatives for the exchange of views, experiences and good practice to improve the quality of administration,. However, it does not have, so far, a mandate from national governments to negotiate on matters of the European social dialogue.

As a proof of the weight of both EPSU and CESI on the employee side and EUPAN on the employer side, it is useful to look at other European organisations that may be important representatives of the sector. This can be done by reviewing the other European organisations to which the sector-related trade unions and employer associations are affiliated.

For the trade unions, these affiliations are listed in Table 4 which shows there are numerous affiliations to European organisations other than EPSU and CESI. However, these memberships are so widely dispersed across the trade unions and countries that clusters of affiliations are

difficult to find. For reasons of brevity, only those European organisations that cover at least three countries are listed below:

- Union Network International – Europe ([UNI-Europa](#)), with 11 affiliations covering six countries;
- European Federation of Public Service Employees ([Eurofedop](#)), with 11 affiliations and eight countries (Eurofedop has been a member of CSEI since 2009 and is expected to fully included into the CESI structure during 2011);
- European Confederation of Police ([EuroCop](#)), with eight affiliations and seven countries;
- European Federation of Food, Agriculture and Tourism Trade Unions ([EFFAT](#)), with five affiliations and four countries;
- European Transport Workers' Federation ([ETF](#)), with five affiliations and three countries;
- Union of Finance Personnel in Europe ([UFE](#)) and the European Council of Police Trade Unions ([CESP](#)), with three affiliations and three countries each.

However, the affiliations listed in Table 7 may not necessarily be exhaustive. Nevertheless and despite the large number of affiliations to European organisations other than EPSU and CESI, this overview underlines the status of these two associations as the sector's principal labour representatives. This is primarily because some of the affiliations to other European organisations, in particular UNI-Europa, reflect the overlapping domains of the affiliates rather than a real reference of the affiliations as such to the public administration sector.

Table 7 provides a similar overview of European organisations to which the sector-related employer organisations are affiliated. The organisational links of sector-related employer associations with European federations are of particular interest in two cases:

- European Centre of Employers and Enterprises providing Public Services ([CEEP](#)), with nine affiliations covering five countries,
- Council of European Municipalities and Regions ([CEMR](#)), with three affiliations and three countries.

The numerous affiliations to CEEP somewhat question the alleged role of EUPAN as the unmatched European industrial relations actor on behalf of employers in the sector. This is because CEEP, as a cross-sectoral organisation, claims to gather member associations in a field of activity which overlaps sectionalistically with the public administration sector.

At the time of writing this overview, EUPAN has confirmed its willingness to further enhance the European social dialogue for public administration, bearing in mind that some of its members, on a voluntary basis and outside EUPAN, could set up an employer's platform as an organisation aiming to participate in a sectoral social dialogue committee in the near future. According to the European Commission, there are issues as to whether CEEP could host or join the future employers' platform when a sectoral social dialogue committee is set up. Therefore, it is anticipated that CEEP would remain an actor at the cross-sectoral level while the future employers' platform would be the actor at the sectoral level. As the recognised European social partner on behalf of the employers' side in the sector, the future employers' platform will be an important European voice of business in public administration.

## Commentary

This study has highlighted some key properties of the representational system of the public administration sector compared with other sectors.

At national level, pronounced pluralism characterises the associational system of labour. On the employer side, governmental entities equipped with comprehensive competences in matters of industrial relations usually allow the emergence of employer organisations only in niches of

public administration. Hence, the number of (encompassing) employer organisations is relatively low, in particular in relation to the extremely high number of trade unions within an associational system with large-scale proliferation tendencies. These highly pluralist structures on the employee side can be traced back to the sector's traditional, marked differentiation along numerous well-demarcated occupational and professional lines.

Unionisation at national level is remarkably high, in particular compared with most other service sectors. The same holds true for employer density. This does not come as a surprise, given the fact that public ownership buttresses the organisation of both sides of industry. Likewise, the segmentation of the sector's workforce by often highly qualified, often state-licensed professions and, concomitantly, the associational 'landscape' of labour creates a 'small size effect' that helps overcome free-riding tendencies. This is because smaller trade unions whose membership domain is tailored to their constituency can set selective incentives to (potential) members more easily compared with larger, general unions (Olson, 1965).

These generally high levels of organisation, along with encompassing government bodies operating as industrial relations actors, translate into high levels of collective employment regulation, either in the form of genuine collective bargaining or de facto negotiations and consultation. This applies especially to the 'older' Member States (EU15), whereas the employment regulation coverage varies between 2004–2007 accession countries.

The nature of interest representation at European level contrasts strongly between the two sides of industry. At the time of writing, on the employer side, the membership unit of EUPAN, a network of Directors General responsible for public administration across the EU Member States, are government bodies rather than national employer organisations. Thus, the latter are affiliated, if at all, to European employer organisations other than the main industrial relations actor on behalf of the employers. However, negotiations are underway, potentially leading to setting up an organisation representing the interests of Employers in public administration and which will be an important European voice of business in public administration. In contrast, on the side of labour the high degree of organisation at national level feeds through to the European level, which is manifested in the encompassing coverage, in particular, of EPSU.

Georg Adam, Department of Industrial Sociology, University of Vienna

## References

Olson, M., *The logic of collective action: public goods and the theory of groups*, Cambridge, MA, Harvard University Press, 1965.

Traxler, F., 'The metamorphoses of corporatism', *European Journal of Political Research*, Vol. 43, No. 4, 2004, pp. 571–598.

Traxler, F., Blaschke, S. and Kittel, B., *National labour relations in internationalised markets*, Oxford University Press, 2001.

**Annex: List of abbreviations  
Organisations in Member States**

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
<b>AT</b>	GdG-KMSfB	Municipal Employees' and Arts, Media, Sports and Liberal Professions' Union
	GÖD	Union of Public Employees
	GPA-djp	Union of Salaried Employees, Graphical Workers and Journalists
	ÖGB	Austrian Trade Union Federation
	vida	vida
<b>BE</b>	CGSLB/ACLVB	Federation of Liberal Trade Unions of Belgium
	CGSP/ACOD	General Confederation of Public Services
	CSC/ACV	Confederation of Christian Trade Unions
	FGTB/ABVV	Belgian General Federation of Labour's Professional Confederation
	FSCSP/FCSOD	Federation of Christian Public Service Unions
	SLFP/VSOA	Free Trade Union of Civil Servants
	UNSI/NUOV	National Union of Independent Trade Unions
	UNSP/NUOD	National Public Services Union
<b>BG</b>	CITUB	Confederation of Independent Trade Unions in Bulgaria
	CL Podkrepa	Confederation of Labour Podkrepa
	FITUB	Federation of Independent Trade Unions in the Bulgarian Army
	FITUGO	Federation of Independent Trade Unions of Governmental Organisations
	FTU-HS	Federation of Trade Unions in the Health Service
	NPU	National Police Union

Country	Abbreviation	Full name of organisation
	PK Admin	Union of Administrative Employees
	UD	Union 'Defence'
<b>CY</b>	PASYDY	Panyprian Union of Public Servants
<b>CZ</b>	ČMKOS	Czech–Moravian Confederation of Trade Unions
	ČMOSA	Czech–Moravian Trade Union of Civilian Employees of the Army
	ITUCMD	Independent Trade Union of the Czech Ministry of Defence
	NOS PČR	Independent Trade Union of Police Corps in the Czech Republic
	OSH	Czech Firefighters' Union
	STATORG	Trade Union of State Bodies and Organisations
<b>DE</b>	BKK TG	Collective Bargaining Association of the Company Health Insurance Fund ( <i>Tarifgemeinschaft der Betriebskrankenkassen</i> )
	CGB	Christian Federation of Trade Unions
	DBB	German Civil Service Association
	DGB	Confederation of German Trade Unions
	DGUV	Association of German Statutory Accident Insurers
	DHV	German Trade and Industry Employees' Association
	GdP	German Police Union
	GdS	German Union of Social Security ( <i>Gewerkschaft der Sozialversicherung</i> )
	GOED	Christian Public Service Workers' Union
	Marburger Bund	Hospital Doctors' Trade Union
	TdL	Employers' Association of German Länder
	TG Ersatzkassen	Collective Bargaining Association of the White Collar Workers' Health Insurance Fund ( <i>Tarifgemeinschaft der Ersatzkassen</i> )

Country	Abbreviation	Full name of organisation
	TgAOK	Collective Bargaining Association of the Public Health Insurance Fund ( <i>Tarifgemeinschaft der Allgemeine Ortskrankenkasse</i> )
	TgDRV	Collective Bargaining Association of the German Pension System ( <i>Tarifgemeinschaft der Deutschen Rentenversicherung</i> )
	ver.di	United Services Union
	VKA	Municipal Employers' Association
<b>DK</b>	3F	United Federation of Danish Workers
	AC	Danish Confederation of Graduate Employee Associations
	CFU	Danish Central Federation of State Employees
	CO II	State Crown Servants Central Federation II
	CO II FAF	Union of Parliament Employees of the State Crown Servants Central Federation
	CS	Central Organisation of Regular Staff in the Military Services
	Dansk Metal	Danish Metalworkers' Union
	DASW	Danish Association of Social Workers
	DJOEF	Danish Association of Lawyers and Business People
	DKBL	Association of Municipal Emergency Personnel ( <i>Det Kommunale Beredskabspersonales Landsforbund</i> )
	DF	Danish Union of Prison Employees
	DM	Danish Association of Masters and PhDs ( <i>Dansk Magisterforening</i> )
	DR	Danish Regions
	DTS	Union of Employees in Tax Administration
	FAC	Group of Higher Ranking Officers in National Defence
	FCE	Civil Department of National Defence

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	FF	Financial Services' Union
	FKF	Municipality Organisation of Frederiksberg
	FTF	Confederation of White-Collar Workers and Crown Servants
	FOA	Trade and Labour ( <i>Fag og Arbejde</i> )
	HF	Union of Salaried Employees at the Royal Court
	HK	Union of Commercial and Clerical Employees in Denmark
	HKKF	Union of Contract Soldiers and Corporals in the Danish Army
	KC	Organisation of Local Government Managers
	KF	Christian Trade Union
	KFF	Union of Prison Services
	KKE	Public Service Organisation in the Municipality of Copenhagen
	KL	Local Government Denmark
	LO	Danish Confederation of Trade Unions
	OAD	Organisation of Public Employees in Denmark
	PU	Police Union
	SEA	State Employer's Authority
	TAT	Union of State Civil Servants in Administration
<b>EE</b>	EAKL	Estonian Trade Union Confederation
	ROTAL	Confederation of Trade Unions of State and Local Government Employees
	TALO	Estonian Employees' Unions, Confederation
<b>EL</b>	ADEDY	Supreme Administrative Council of Greek Civil Servants
	GSEE	Greek General Confederation of Labour
	POEIDD	Panhellenic Federation of Public Employees governed by Private Law

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
<b>ES</b>	CCOO	Trade Union Confederation of Workers' Commissions
	CIG	Galician Trade Union Confederation
	CIG-Administración	Federation of Public Administration of the Galician Trade Union Confederation
	CSI-CSIF	Confederation of Independent and Civil Servants' Unions
	ELA-STV	Basque Workers' Solidarity
	FEP-USO	Federation of Public Employees of the Workers' Trade Unionist Confederation
	FSC-CCOO	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
	FSP-UGT	Federation of Public Services of the General Workers' Confederation
	UGT	General Workers' Confederation
<b>FI</b>	AEK	Central Union of Special Branches within AKAVA
	AKAVA	Confederation of Unions for Academic Professionals
	JHL	Trade Union for Public and Welfare Sectors
	JUKO	Public Sector Negotiating Commission of AKAVA
	Jyty	Federation of Public and Private Sector Employees
	KT	Commission for Local Authority Employers
	KTN	Confederation of Employees in Technical and Basic Service Professions
	Pardia	Federation of Salaried Employees Pardia
	SAK	Central Organisation of Finnish Trade Unions
	STTK	Finnish Confederation of Salaried Employees
	Talentia	Union of Professional Social Workers

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	TVML	Customs Officials' Association
	VTML	State Employer's Office
<b>FR</b>	CGT-SP	General Confederation of Labour – Public Servants
	FFAE-CFDT	Federation of Finance and Economic Affairs of the French Democratic Confederation of Labour
	FGF-FO	General Federation of Civil Servants – Force Ouvriere
	INTERCO-CFDT	Federation of Local Authority Workers – affiliated to the French Democratic Confederation of Labour
	UFCFP-CGC	Federation of Managers in Government Service – affiliated to the General Confederation of Professional and Managerial Staff
	UGFF-CGT	General Union of Associations of Civil Servants – affiliated to the General Confederation of Labour
	UNSA Fonctionnaires	National Union of Autonomous Trade Unions – Civil Servants
<b>HU</b>	BRDSZ	Union of Employees of the Ministry of Interior Affairs and Law Enforcement
	ÉSZT	Confederation of Unions of Professionals
	FRSZ	Independent Police Trade Union
	HODOSZ	Trade Union of Defence Employees
	KÖVIOSZ	Trade Union of Public Service Employees in Environmental Protection and Water Management
	KSZSZ	Public Service Trade Union Federation
	LIGA	Democratic League of Independent Trade Unions
	MKKSZ	Trade Union of Hungarian Civil Servants and Public Service Employees
	MSZOSZ	National Association of Hungarian Trade Unions
	ODÉSZ	Interest Representation Organisation of Parliament Employees

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	RKDSZ	Law Enforcement and Administrative Workers' Union
	RV	Association of Police Employees
	SZEF	Trade Unions' Cooperation Forum
<b>IE</b>	AGSI	Association of Garda Sergeants and Inspectors
	AHPCS	Association of Higher Civil and Public Servants
	CPSU	Civil and Public Services Union
	GRA	Garda Representative Association
	ICTU	Irish Congress of Trade Unions
	Impact	Impact
	LGMSB	Local Government Management Services Board
	PDFORRA	Permanent Defence Force Other Ranks Representative Association
	POA	Prison Officers' Association
	PSEU	Public Service Executive Union
	SIPTU	Services, Industrial, Professional and Technical Union
<b>IT</b>	ANM	National Association of Magistrates
	ANPRI	National Professional Association for Research
	AP	Prefectural Association
	AP VV.F.	Prefectural Association of the Italian Fire Brigade
	ARAN	Agency for Public Sector Collective Bargaining
	CGIL	General Confederation of Italian Workers
	CIDA	Confederation for Managerial and Professional Staff
	CIDA FP	Public Service Union of the Confederation for Managerial and Professional Staff
	CIDA UNADIS	National Union of State Managers – affiliated to Confederation

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
		for Managerial and Professional Staff (CIDA)
	CISAL	Italian Confederation of Workers' Autonomous Trade Unions
	CISL	Italian Confederation of Workers' Trade Unions
	COCER Aeronautica Militare	Central Council of Air Force Representation
	COCER Carabinieri	Central Council of Carabinieri Representation
	COCER Esercito	Central Council of Army Representation
	COCER Guardia di Finanza	Central Council of Finance Police Representation
	COCER Marina	Central Council of Navy Representation
	COISP-UP-FPS-ADP – PNFI-MPS	Coordination of Trade Union Independence of the Police Force – Trade Union of the Aerial Navigation Personnel of the State Police – Federation of the State Police – Association of Police – Police New Independent Forces – Movement for Safety
	Confedir	National Confederation of Management and Managerial Staff in the Civil Service
	Confisal	General Confederation of Autonomous Workers' Trade Unions
	Confisal Salfi	General Confederation of Autonomous Workers' Trade Unions – Financial Workers
	Confisal UNSA	General Confederation of Autonomous Trade Unions – Union of National Autonomous Unions (UNSA)
	Confisal VV.F.	General Confederation of Autonomous Workers' Trade Unions – Firefighters
	CSA Regioni e Autonomie Locali	Autonomous Trade Union Alliance of the Regions and Local Institutions
	CUB	Unitary Rank and File Committees
	DIPRECOM	Autonomous Trade Union of Managers and Cabinet Executives

Country	Abbreviation	Full name of organisation
	DIREL	National Federation of Local Authority Managers
	DIRER	National Federation of Managers and Managerial Staff of the Regions
	DIRFOR	National Trade Union of Managers and Managerial Staff
	DIRSTAT	National Trade Union of Managers, Deputy Managers, Officials, Professionals and Public Administrators
	Federazione Consap Italia Sicura	Autonomous Trade Union Confederation of Italian Safety Police
	Federazione Nazionale Corpo Forestale dello Stato – UGL	National Federation of State Forestry Workers – affiliated to the General Union of Workers (UGL)
	Federazione Sindacale Forestale SAPECOFS CISAL – DIRFOR	Federation of Trade Unions of Forestry Workers – Federation of Autonomous Trade Unions of Forestry Workers – Italian Confederation of Workers’ Autonomous Trade Unions – National Trade Union of Managers and Managerial Staff
	Federmanager	National Federation of Industrial Company Managers
	FIALP CISAL	Autonomous Italian Federation of Public Workers
	FIR CISL	Federation of Innovation and Research
	FLC CGIL	Knowledge Workers’ Federation – affiliated to General Confederation of Italian Workers (CGIL)
	FLEPAR	Federation of Legal Quangos ( <i>Federazione Legali Enti Parastatali</i> )
	FLP	Public Administration and Services Workers’ Federation
	FNS CISL	National Federation of Safety – affiliated to Italian Confederation of Workers’ Trade Unions (CISL)
	FP CGIL	Public Service Union – affiliated to General Confederation of Italian Workers (CGIL)

Country	Abbreviation	Full name of organisation
	FP CGIL/Coordinamento Nazionale VV.F	National firefighters section of the Public Service Union (FP CGIL)
	FP CGIL/Polizia Penitenziaria	Prison guards section of the Public Service Union (FP CGIL)
	FP CGIL/CFS	Forestry workers section of the Public Service Union (FP CGIL)
	FPS CISL	Federation of Public and Service Workers – affiliated to Italian Confederation of Workers' Trade Unions (CISL)
	FSA CNPP	Autonomous Trade Union Federation – National Coordination of Prison Guards
	FSI	Independent Trade Union Federation
	FSP UGL	Trade Union Federation of Police – affiliated to General Labour Union (UGL)
	OSAPP	Autonomous Trade Union of Prison Guards
	RdB CUB PI	Confederation of Trade Unions of Civil Servants <i>(Rappresentanze sindacali di base – Confederazione unitaria di base – Pubblico impiego)</i>
	RdB CUB VV.F	Confederation of Trade Unions of Firefighters <i>(Rappresentanze sindacali di base – Confederazione unitaria di base – Vigili del Fuoco)</i>
	SAP	Autonomous Police Trade Union <i>(Sindacato Autonomo di Polizia)</i>
	SAPAF	Autonomous Trade Union of Environmental Forestry Police
	SAPPE	Autonomous Trade Union of Prison Guards
	SIAP	Police Trade Union <i>(Sindacato di Polizia)</i>
	SILP	Police Workers' Union – affiliated to General Confederation of Italian Workers (CGIL)
	SINAPPE	National Autonomous Trade Union of Prison Guards

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	SINDIR VV.F.	National Trade Union of Managers and Managerial Staff of the Italian Fire Brigade
	SINPREF	National Trade Union of Prefecture Officials
	SIPRE	Presidential Trade Union
	SIULP	Italian Trade Union of Police Workers
	SNADIP	National Trade Union of Prefecture Managers
	SNAPRECOM	Independent National Trade Union of the Presidency of the Cabinet
	UGL	General Union of Workers
	UGL PCM	General Union of Work – Presidency of the Cabinet
	UIL	Union of Italian Workers
	UILFPL	Federation of Local Authority Workers – affiliated to Union of Italian Workers (UIL)
	UILPA	Public Administration Workers’ Union – affiliated to Union of Italian Workers (UIL)
	UILPA Coordinamento Nazionale VV.F.	Union of Public Administrators in the National Fire Coordination Service
	UILPA Corpo Forestale dello Stato	Union of Public Administrators in the State Forestry Department
	UILPS	State Police Workers’ Union
	UNSA	Union of National Autonomous Trade Unions
	USI RdB Ricerca	National Trade Union of Researchers of the Union of Italian Trade Unions
	USPP	Trade Union of Prison Guards
	USPPI Dirigenti	Union of Public–Private Employment Professionals – Managers
<b>LT</b>	LDF	Lithuanian Labour Federation
	LPSK	Lithuanian Trade Unions Confederation

Country	Abbreviation	Full name of organisation
	LTUSE	Lithuanian Trade Union of State Employees
	LVRSRPS	Lithuanian Trade Union of Constables and Police Employees
	LVTPF	Lithuanian Trade Union of Civil Servants
<b>LU</b>	CGFP	General Confederation of Civil Servants
	CGTL	General Confederation of Labour Luxembourg
	FGFC	Local Government Civil Service Union
	FNCTTFEL	National Federation of Luxembourg Railway and Transport Workers and Civil Servants
	LCGB	Confederation of Christian Trade Unions
	NVGL	<i>Neutrale Verband Gemeng Lëtzebuerg</i>
	OGB-L	Luxembourg Confederation of Independent Trade Unions
	Syvicol	Association of Luxembourg Towns and Municipalities
<b>LV</b>	EALLG	Employer Association of Latvian Local Governments
	LAADA	Latvian Trade Union of Medical and Nursing Staff
	LAKRS	Latvian Trade Union of Public Service and Transport Workers
	LAPA	Latvian United Trade Union of Police Workers
	LBAS	Latvian Free Trade Union Confederation
	LDDK	Latvian Employers' Confederation
	LPDDA	Latvian Association of Employers of Municipalities
	LVIPUFDA	Union of State Institution, Local Businesses and Financial Workers
	LVSADA	Latvian Trade Union of Health and Social Care Workers
	TULG	Trade Union of Local Government Workers
	TUSSF	Trade Union of Employees of State Institutions, Self-governments and the Finance Sector

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
<b>MT</b>	CMTU	Confederation of Malta Trade Unions
	FORUM	Forum Unions Malta
	GWU	General Workers' Union
	UHM	Union of United Workers
	UPAP-MEPA	Union of Professionals of the Malta Environment and Planning Authority
	UPISP	Union of Public Services' Architects and Engineers
<b>NL</b>	Abvakabo FNV	Public Service Workers' Union – affiliated to the Dutch Trade Union Federation (FNV)
	AC	Civil Servants Centre
	ACP CNV	General Christian Police Union – affiliated to Christian Trade Union Federation (CNV)
	ANPV	General Dutch Police Association
	BARI	Union for Legal Clerical Personnel
	BPSAG	Union of Prison Guards
	CMHF	Union for Managerial and Professional Civil Servants
	CNV	Christian Trade Union Federation
	CNV Dienstenbond	Services Union of the Christian Trade Union Federation
	CNV Publieke Zaak	Public Sector Union of the Christian Trade Union Federation
	De Unie	De Unie [general independent union]
	FNV	Dutch Trade Union Federation
	MHP	Federation of Managerial and Professional Staff Unions
	NCF	Union of Taxation and Customs Personnel
	NPB FNV	Dutch Police Union – affiliated to the Dutch Trade Union Federation (FNV)
	VBM/NOV	Union for Defence Personnel

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	VCPS	Union of Workers in the Collective and Private Sector
	VMHP	Association for Middle-ranking and Senior Police Officers
	VPW	Union of Transport and Public Works Personnel
<b>PL</b>	FZZPGKiT	Trade Unions Federation of Municipal and Local Economy Employees in Poland
	KK NSZZ Solidarność	Military Employees Section of the Independent Self-Governing Trade Union Solidarity
	KRZZPPP	National Board of the Trade Unions of Print Industry Employees
	NSZZ Solidarność	Independent and Self Governing Trade Union Solidarity
	NSZZ Solidarność SOZ	Health Care Section of the Independent and Self Governing Trade Union Solidarity
	NSZZPW	Independent Self-Governing Trade Union of Military Employees
	OPZZ	All-Poland Alliance of Trade Unions
	RKZZPOZiPS	National Board of Trade Unions of Employees in Healthcare and Social Welfare
	SRSP	Public Services Secretariat of the „Solidarity”
	WZZ Solidarność – Oswiata	Education section of the Free Trade Union Solidarity
<b>PT</b>	ASJP	Union Association of Portuguese Judges
	ASPP	Union Association of Police Professionals
	CGTP	General Confederation of Portuguese Workers
	CGTP-IN	General Confederation of Portuguese Workers – Intersindical
	SFJ	Union of Judicial Officers
	SMMP	Union of Merchant Seamen of Portugal
	SINTAP	Union of Workers in Public Administration

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	STAL	Union of Local Authority Workers
	STE	Technical Civil Servants' Union
	STFPC	Union of Public Administration Workers of Central Portugal
	STFPN	Union of Public Administration Workers of the North
	STFPSA	Union of Public Administration Workers of the South and the Azores
	STML	Union of Workers of the Lisbon Municipality
	STRN Sul	Union of Workers at Registries and Notary Offices of the South
	UGT	General Workers' Confederation
	USI	Union of Independent Trade Unions
<b>RO</b>	BNS	National Trade Union Bloc
	Cartel Alfa	National Trade Union Confederation 'Cartel Alfa'
	CNSLR Frăția	National Confederation of Free Trade Unions Fraternity of Romania
	Columna	Employees' Federation from Public Central and Local Administration
	CSN Meridian	National Trade Union Confederation 'Meridian'
	FNPR	National Trade Union Federation of Romanian Firefighters
	FNSA	National Federation of Local Administration Trade Unions
	FNSF	National Federation of Trade Unions in the Finance Sector
	FNSJ	National Trade Union Federation of Court Workers
	FNSMPS	National Trade Union Federation of Labour and Social Protection Trade Unions
	FSANP	National Federation of Prison Administration Trade Unions
	FSSR	Federation of Trade Unions for Statisticians

Country	Abbreviation	Full name of organisation
	PROJUST	National Trade Union Federation PROJUST
	Publisind	Trade Union Federation of Public Services
	SAP Consilium	
	SAP Forta Legii	
	SIFPPCAP	
	SNFP	National Trade Union of Public Servants
	SNPPC	National Trade Union of Policemen and Contractual Personnel
	SNPV 'Pro Lex'	National Union of Police and Customs Officers 'Pro Lex' ( <i>Sindicatul National al Politistilor si Vamesilor</i> )
	UFS Atlas	Atlas Federation Trade Union
<b>SE</b>	AV	Swedish Agency for Government Employers
	Akademikerförbundet SSR	Association for University Graduates in Economics, Social Science, Social Work etc.
	Försvarsförbundet	Defence League
	Kommunal	Municipal Workers' Union
	Ledarna	Association for Managerial and Professional Staff
	LO	Swedish Confederation of Trade Unions
	OFR	Public Employees' Negotiation Council
	SACO-S	Swedish Confederation of Professional Associations
	SEKO	Union of Service and Communication Employees
	SKL	Swedish Association of Local Authorities and Regions
	SKTF	Swedish Union of Local Government Officers
	Skolledarförbundet	Swedish Association of School Principals and Directors of Education
	ST	Union of Civil Servants

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
<b>SI</b>	PSS	Police Trade union of Slovenia
	SCS	Trade Union of Customs Officials of Slovenia
	SDDO	Trade Union of State and Societal Bodies of Slovenia
	SDP	Trade Union of Justice Workers
	SMO	Trade Union of the Ministry of Defence
	SPGS	Trade Union of Professional Fireman of Slovenia
	SPMO	Trade Union of Slovenian Ministry of Defence Pilots
	SSD	Trade Union of Slovene Diplomats
	SVAS	Trade Union of the Government Agency of Slovenia
	SZSVS	Trade Union of Health and Social Security of Slovenia
	ZSSS	Confederation of Free Trade Unions of Slovenia
<b>SK</b>	KOZ SR	Confederation of Trade Unions of the Slovak Republic
	OZH	Fire-fighters Union of the Slovak Republic
	OZJ SR	Trade Union of Justice in the Slovak Republic
	OZP SR	Police Trade Union in the Slovak Republic
	OZ ZVJS	Trade Union of Corps of Prison and Court Guard
	SLOVES	Slovak Trade Union of Public Administration
	SOZ ZO	Trade Union of Civilian Employees of the Army of the Slovak Republic
	SOZKaSO	Slovak Trade Union of Culture and Social Organisations
	SOZPZASS	Slovak Trade Union of Employees in Health and Social Services
	ZMOS	Association of Towns and Villages of Slovakia
<b>UK</b>	FBU	Fire Brigades Union
	FDA	First Division Association

<b>Country</b>	<b>Abbreviation</b>	<b>Full name of organisation</b>
	GMB	GMB ['Britain's General Union']
	NIPSA	Northern Ireland Public Service Alliance
	PCSU	Public and Commercial Services Union
	POA	Prisoner Officers' Association
	Prospect	Prospect [union for professionals in the public and private sectors]
	TUC	Trades Union Congress
	Unison	Unison [public service trade union]
	Unite	Unite the Union

## European organisations

	Abbreviation	Full name of organisation
<b>Europe</b>	CEEP	European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest
	CEMR	Council of European Municipalities and Regions
	CESI	European Confederation of Independent Trade Unions
	CESP	European Council of Police Trade Unions
	CLRAE	Congress of Local and Regional Authorities of Europe
	CoR	Pensions Stewardship Council
	EFBWW	European Federation of Building and Woodworkers
	EFEE	European Federation of Education Employers
	EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions
	EFJ	European Federation of Journalists
	EMCEF	European Mine, Chemical and Energy Workers' Federation
	EMF	European Metalworkers' Federation
	EPSU	European Federation of Public Service Unions
	ETF	European Transport Workers' Federation
	EULOS	European Network of Independent Unions of Local Authority Staffs
	E.U.R.	European Union of Rechtspfleger
	Eurocadres	Council of European Professional and Managerial Staff
	EuroCop	European Confederation of Police
	Eurofedop	European Federation of Employees in the Public Service
	Euromil	European Organisation of Military Associations
	EUOWEA	European Workers' Education Association

	<b>Abbreviation</b>	<b>Full name of organisation</b>
	FERPA	European Federation of Retired and Older Persons
	FEU	Federation of the European Union Fire Officer Associations
	HOSPEEM	European Hospital and Healthcare European Employers' Association
	MEDEL	Association of European Magistrates for Democracy and Freedom ( <i>Magistrats Européennes pour la Démocratie et Libertés</i> )
	UFE	Union of Finance Personnel in Europe
	UNI-Europa	Union Network International – Europe