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ACRONYMS

BWI:	Building and Wood Workers' International
CEC:	European Confederation of Executives and Managerial Staff
CEI-Bois:	European confederation of woodworking industries
C.E. Liège:	European Cork Confederation
CIB:	International Council for Research and Innovation in Building and Construction
CTUC:	Commonwealth Trade Union Council
EBC:	European Builders Confederation
EBIA:	European bedding industries' association
EFBWW:	European Federation of Building and Woodworkers
EFFAT:	European Federation of Trade Unions in the Food, Agriculture and Tourism sectors and allied branches
EFIC:	European Furniture Industries Confederation
EMCEF:	European Mine, Chemical and Energy Workers Federation
EMMA:	European Moulding Manufacturers Association
EMF:	European Metalworkers' Federation
EOS:	European Organisation of the Sawmill Industry
EPF:	European Panel Federation
EPSU:	European Federation of Public Service Unions
ERA-Wood:	European Research Area for Wood
ETF:	European Transport Federation
ETUC:	European Trade Union Confederation
ETUF-TCL:	European Trade Union Federation: Textiles, Clothing, Leather

EUMABOIS: European Federation of Woodworking Machinery Manufacturers

EUROFEDOP: European Organisation of Public Service Employees

EURO WEA: European Workers' Education Association

FEBO : Fédération Européenne du Négoce de Bois (European Timber Trade Federation)

FEFPEB: European Federation of Wooden Pallet and Packaging Manufacturers

FEIBP: European federation of the brush industries

FEIC: European Federation of the Plywood Industry

FEMIB: Federation of the European Building Joinery Associations

FEMB: European Federation of Office Furniture

FEP: European Federation of the Parquet Industry

FERPA: Federation of Europe Retired Personnel Association

FIEC: European Construction Industry Federation

FGE: European Graphic Confederation

ICEM: International Federation of Chemical Energy Mine and General Workers' Union

ICFTU: International Confederation of Free Trade Unions

IFWEA: International Federation of Workers' Education

IMF: International Metalworkers' Federation

INFEDOP: International Federation of Employees in the Public Service

IOE: International Organisation of Employers

ITF: International Transport Workers' Federation

ITGLWF: International Textile, Garment and Leather Workers' Federation

IUF: International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association

PSI : Public Service International

UCBR: European softwood association (Union pour le commerce de bois résineux)

UCBD : European Hardwood Federation (Union pour le commerce des bois durs dans l'Union Européenne)

UEA: European Federation of Furniture Manufacturers

UEAPME: European Association of Craft, Small and Medium-Sized Enterprises

UITBB: Trades Union International of Workers in the Building, Wood, Building Materials and Allied Industries

UNI: Union Network International

UNI Europa: European Union Network

UNICE: Union of Industrial and Employers' Confederations of Europe

WFIW: World Federation of Industry Workers

WLC: World Confederation of Labour

Note: The tables have been completed with "ND" when data are not available and "0" when the figure is 0.

INTRODUCTION

Presentation of the study

This report has been produced as part of the research into the institutional representativeness of social partners in the European Union, and the situation of trade unions and employers' associations in the candidate countries. The research has been conducted by the Institut des Sciences du Travail (Université catholique de Louvain) at the request of the Employment and Social Affairs Directorate-General of the European Commission (Call for tenders No VC/2004/0547).

The issue of the representativeness of European organisations came to the fore in the context of the promotion of social dialogue. In a communication published in 1993[1], the European Commission set out three criteria determining the access that employers' and workers' organisations had to the consultation process under Article 3 of the Agreement on Social Policy. According to the terms of this communication, the organisation must: *(1) be cross-industry or relate to specific sectors or categories and be organised at European level; (2) consist of organisations which are themselves part of the social partners structures of Member States which have the capacity to negotiate agreements, and which are representative of all Member States, as far as possible; (3) have adequate resources to ensure their effective participation in the consultation process.* In 1996, it adopted a consultation document[2] that sought to bring together the widest range of views on the measures to be employed in fostering and strengthening European social dialogue. At that point, given that the social partners at European level were, and still are, in the process of structuring themselves and accepting new applications for membership, the European Commission conducted a study on the representativeness of inter-professional and sector organisations in the European Union, and in a new communication[3] in 1998, announced the measures that it proposed to take in order to adapt and promote social dialogue at European Union level. In it, the Commission reaffirmed the three criteria established by the 1993 Communication, permitting European organisations to be recognised as representative for consultation purposes under Article 3 of the Social Policy Agreement. Finally, in 2002, the Commission reaffirmed its support for a strengthening of social dialogue in its communication *The European social dialogue, a force for innovation and change*[4]. In the respect of the three criteria set up by the Commission, as has been pointed out in previous studies[5], *the changes focus on the disappearance of demands relating to the inter-sector nature of organisations and on the fact that they are established in all Member States; the new rules have not been formulated in a very restrictive manner, they only require employers' and workers' organisations to represent "several" Member States. This relaxation of the implementation condition might pose a demarcation problem in the sense that there is no criterion setting out a minimum number of Member States to activate it*.

Against this background, it is clear that one of the main issues, both for the Commission and for the European social partners, is the enlargement of the European Union and its impact on the process of social dialogue at Community level: *The Communication underlines the vital role and the weaknesses of social dialogue in the candidate countries. Much has been achieved over the past decade with the support of Community programmes and initiatives. However, a lot remains to be done to strengthen the capacities of social partners and involve them in the accession*

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[1] COM(93) 600 final of 14 December 1993, Communication from the Commission concerning *the application of the Protocol on Social Policy.*

[2] COM(96) 448 final of 18 September 1996 concerning *the development of the social dialogue at Community level*.

[3] COM(98) 322 final of 20 May 1998, Communication from the Commission, *Adapting and promoting the Social Dialogue at Community level*.

[4] COM(2002) 341 final of 26 June 2002, Communication from the Commission, *The European social dialogue, a force for innovation and change*.

[5] Spineux A., Walthery P. et al., *Report on the representativeness of European social partners organisations*, Report coordinated by the Institut des Sciences du Travail of the Université catholique de Louvain, for the European Commission, Directorate General for Employment, Industrial Relations and Social Affairs, Louvain-la-Neuve, 1998.

process[6]. As far as the European Commission is concerned, it is *only with sufficiently robust national structures that the social partners will be able to participate effectively in negotiations and in other European social dialogue activities and also implement agreements at national level* [7].

The development of social dialogue, therefore, formed part of the "*acquis communautaire" (community achievement): The Treaty requires that social dialogue be promoted and gives additional powers to the social partners. The candidate countries are, therefore, invited to confirm that social dialogue is accorded the importance required and that the social partners are sufficiently developed in order to discharge their responsibilities at European Union and national level, and to indicate whether they are consulted on legislative drafts relating to the taking over of the employment and social policy acquis… Therefore, the development not only of tripartite structures but also of autonomous, representative bipartite social dialogue is an important aspect for the future involvement of the candidates countries' social partners in the social dialogue activities developed at European and national level*[8].

Enlargement of the European Union is a major issue from a quantitative and qualitative point of view: *The quantitative leap is quite clear as soon as the number of partners rises. The delegations taking part in social dialogue will be enlarged, and that, as we know, does not facilitate dialogue. However, the leap is also qualitative in that the new entrants present the industrial relations systems they have inherited from their national histories*[9].

The aim of the report is to produce a study that sets out both brief descriptions of the way that social dialogue functions in the countries concerned, and descriptions of the various workers' and employers' organisations involved in social dialogue at sector level. This study may be seen as a tool to help understand these quantitative and qualitative factors.

Research approach and comments on methodology

For the purposes of this study, a network of University researchers throughout the 25 European Union Member States and candidates countries was set up. These researchers are independent of both the European Commission and employers' and workers' organisations. Each researcher was charged with drawing up a report based on a common template. A questionnaire tailored to the specific realities of the woodworking sector was elaborated to that effect. Each national report issued by the expert was submitted to the national organisations in order to enable them to make comments on collected data. The IST took charge of coordinating the study and drawing up the summaries. Constant communication and ongoing collaboration between the IST, national experts and national organisations takes place in order to associate the various players of the process of research. The report is also checked by the European organisations and their members in order to enable them to make comments on the report. This phase of consultation represents an important stage of research. Lastly, the report is checked by the European Commission's services. The IST wishes to stress its independence with regard to the political consequences and decisions which may be made on the basis of this study.

The research process, in its design, comprises a phase of collection of data on the players and the social dialogue in which they participate, but also an active approach embracing the building of a consensus, which is an integral part of the process of social dialogue itself. Thus, whereas in a good number of cases the data collected do not permit total definition of the role played by

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6 COM(2002) 341 final of 26 June 2002, Communication from the Commission, *The European social dialogue, a force for innovation and change*.

7 Op cit.

8 *Enlargement of the European Union. Guide to the negotiations. Chapter by chapter*, European Commission, DG Enlargement, June 2003.

9 Léonard E., Spineux A., *Les relations industrielles en Europe aujourd'hui*, Institut des Sciences du Travail, UCL, 2003 (unpublished).

the organisations, the contacts made during the data collection and the discussions with the different players concerned should be an integral part of a process of mutual recognition[10]. The main sources used within the framework of this study are thus the social partners themselves.

Lastly, a few words on the consultation process involving the European social partners must be added. The organisations which have been consulted are cited in annex. The organisations included in this study are organisations which are members of the European organisations on the European sector social committee for the woodworking sector (EFBWW and CEI-Bois) and/or organisations which are involved in the collective bargaining for the sector (or have the legal capacity to negotiate in the sector-level collective bargaining). The comments that the IST received from these organisations, and those of their members have been incorporated in different ways, depending on the kind of information received:

- The observation is directly included in the content of the report
- When a difference of opinion exists between the employers' or workers' organisation and the expert, the observation is included as a footnote in the report, as well as the justification of the expert.

The consultation for the report on the woodworking sector took place during the month of October 2006.

Finally, given that national situations are very changeable and evolve rapidly, it is important to stress that the aim of this study is to take "a snapshot" of the situation of the organisations in 2006. Interviews with the organisations took place, and the national reports were written, between February and September 2006.

[10] Reply to Call for Tenders VT/2002/83. Studies on the representativeness of the social partners at sector level in the European Union and monographs on the situation of the social partners in the candidate countries, Institut des Sciences du Travail, UCL, 2002.

THE WOODWORKING SECTOR IN THE EUROPEAN UNION (EU-25)

This section briefly presents, for each of the Member States of the European Union, the scope of activities included in the woodworking sector, some socio-economic features of the sector, the workers' organisations and the employers' organisations active in the sector and finally the main characteristics of the social dialogue for the sector. For further information, please refer to the national reports in the second part of this study.

1. Delimitation and scope of activities of the sector

Basically, the woodworking sector may be limited to activities included in the *NACE classification, Rev. 1.1, section DD, division 20: Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials.*

This class includes:

- 20.1: Saw-milling and planing of wood; impregnation of wood;
- 20.2: Manufacture of veneer sheets; manufacture of plywood, laminboard, particle board, fibre board and other panels and boards;
- 20.3: Manufacture of builders' carpentry and joinery;
- 20.4: Manufacture of wooden containers;
- 20.5: Manufacture of other products of wood; manufacture of articles of cork, straw and plaiting materials

National systems of classification of activities are usually congruent with the NACE classification and consequently, statistical data presented in the report generally refer to the range of activities included in NACE 20. However, according to the national traditions, the collective bargaining structuring of the sector may differ from the statistical delimitation. Indeed, the structuring of the employers' organisations and trade unions as well as the organisation of the social dialogue may cover only specific sub-sectors or, conversely, a larger range of activities than NACE 20.

In this framework, the table below presents for each country the activities included in the woodworking sector,

- from the statistical point of view,
- and from the collective bargaining point of view.

In this study, we have endeavoured to respect as far as possible the national realities and delimitations.

Delimitation of the woodworking sector from the statistical (S) and the collective bargaining (CB) point of view (by country)

Country	Delimitation of the woodworking sector	
Austria	S	Activities included in the sector correspond to NACE 20
	CB	In Austria, the Trades Code establishes a formal divide between 'industrial' production in the narrow sense (Industrie) and small-scale craft production (Gewerbe). From the industrial relations perspective, this divide is important in the sense that the domains of the employer associations and the purview of the collective agreements in the woodworking sector echo this divide.
Belgium	S	Activities included in the sector correspond to NACE 20

	CB	Traditionally, the wood sector is divided into: - activities relating to *primary processing of wood*, including timber harvesting (NACE 02.012) on the one hand, and saw-mills and related industry (saw-milling and planing, rotary cutting, manufacture of posts, stakes, etc.) (NACE 20.1) on the other; - and activities coming under *secondary processing of wood*, namely the manufacture of wooden furniture (NACE 36.1), the manufacture of wooden crates and pallets, the manufacture of wooden construction components (joinery and carpentry components, skirting, parquet flooring, etc.), the manufacture of wood panels and white cooperage (NACE 20.2 to 20.5). The structuring of collective bargaining in the sector echo this divide.
Cyprus	S	Activities included in the sector correspond to NACE 20.
	CB	From the collective bargaining point of view, trade unions in the sector do not cover exclusively the woodworking sector but also the building sector, the mining sector and the furniture sector. On the employers' side, the organisation active in the sector covers both the woodworking and the furniture sectors. Collective agreement in the sector covers both the woodworking and the furniture industries.
Czech Republic	S	Activities included in the sector correspond to NACE 20.
	CB	Higher-level collective agreements (HLCAs) concluded for the woodworking also cover the furniture-making and consumer industry and the forestry management sector.
Denmark	S	Activities included in the sector correspond to NACE 20.
	CB	Collective bargaining for the sector covers the woodworking sector (NACE 20) as well as the furniture industry (NACE 36.1)
Estonia	S	Activities included in the sector correspond to NACE 20.
	CB	Trade unions in the sector include the following activities: NACE 20, NACE 02 (forestry), NACE 36.1 (manufacture of furniture), NACE 21 (manufacture of pulp, paper and paper products), and NACE 45 (construction). Employers' organisations include the following activities: NACE 20, NACE 02, NACE 36.1 and NACE 21.
Finland	S	Activities included in the sector correspond to NACE 20. It should be noted that code 20.3 (Manufacture of builders' carpentry and joinery) is divided as follows: - NACE 20.301: Manufacture of prefabricated wooden buildings; - NACE 20.309: Manufacture of builders' carpentry and joinery.
	CB	Two separate collective bargaining processes take place for the woodworking sector: - One covers sub-sectors NACE 20.1, 20.2 and 20.301 (referred to as 'the mechanical wood processing industry'); - The other covers the rest of the wood processing industry as well as the manufacture of furniture (NACE 20.309, 20.4, 20.5 and 36.1)
France	S	Activities included in the sector correspond to NACE 20
	CB	All the NACE 20 activities as well as the wood trade and import sector, the charcoal production (24.1 G), Manufacture of sport goods (except balls, equipments for water sports and camping equipments) (36.4 Z), requisites for sport fishing, fibragglos panels (26.6 J) are included in the sector in collective bargaining terms.
Germany	S	Activities included in the sector correspond to NACE 20. However, as regards sales and share in the GDP, the German Federal Bureau of Statistics only provides statistical data for both the woodworking and the furniture industries.
	CB	Workers' and employer's organisations in the sector cover both the woodworking and the furniture sectors. From the point of view of collective bargaining, woodworking and furniture sectors are covered by the same collective bargaining process.
Greece	S	Activities included in the sector correspond to NACE 20
	CB	Sector collective agreements concluded for the sector cover the following activities: cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing.
Hungary	S	Activities included in the sector correspond to NACE 20
	CB	From the social dialogue point of view, a same bipartite collective bargaining process covers the Forestry, Woodworking and Furniture Sectors.
Ireland	S	Activities included in the sector generally correspond to NACE 20. However, some statistical data differentiate between woodworkers employed in the construction industry and those outside of the construction industry.

	CB	Social partners and collective agreements in Ireland strictly differentiate between woodworkers employed in the construction industry and those outside of the construction industry. Then, woodworkers who work in the construction industry, such as on-site joiners or carpenters, are covered by the collective bargaining process and agreements for the whole construction industry, while for woodworkers who do not work in the construction industry, most collective bargaining takes place at company level.
Italy	S	Activities included in the sector correspond to NACE 20.
	CB	Both employers' and workers' organisations consider the sector as a "production chain" that goes from saw-milling and manufacture of wood to manufacture of furniture and accessories. Hence, they represent forest and wood as well as furniture industries. Furthermore, they regard woodworking and furniture as a sub-sector of the wider construction sector, which includes also cement, bricks and tiles, ornamental and building stones industries. The delimitation of the sector given from the national collective bargaining is a mirror image of the configuration of interest representation and the industry-wide agreements (CCNLs) for the sector refer to both woodworking and furniture.
Latvia	S	Activities included in the sector correspond to NACE 20. However, in order to describe the import and export, CSB (the Central Statistical Bureau of Latvia) uses different classification (LPKN) and in this case Forest Industry is viewed as a whole, i.e. NACE 02, NACE 20, and NACE 21 together.
	CB	Workers' and professional organisations (with the exception of the "Latvian Furniture") usually consider NACE 20 and NACE 36.1 as one industry. Likewise it is considered to be one industry in social bargaining. However, a separate collective agreement for the furniture industry will be soon concluded.
Lithuania	S	Activities included in the sector correspond to NACE 20.
	CB	Both the worker's organisation and the employer's organisation represent firms across both the wood and furniture industries.
Luxembourg	S	The Luxembourg Statistical Yearbooks (published by the STATEC – the Central Statistics and Economic Studies Service) generally refer to the whole 'wood and furniture' sector. Within the 'wood and furniture' sector, a distinction is made between *industrial* enterprises on the one hand, and *craft* enterprises on the other. As far as industrial enterprises are concerned, specific data for the woodworking industry (NACE 20) are published. However, data for craft enterprises refer to both the woodworking and the furniture industries.
	CB	The division between industrial enterprises and craft enterprises is echoed in the collective bargaining structure for the sector
Malta	S	Activities included in the sector correspond to NACE 20
	CB	Activities included in the sector correspond to NACE 20
Poland	S	Activities included in the sector correspond to NACE 20. However, specific data for NACE 20 are not always available and data presented in the following section sometimes represents the whole furniture businesses, which corresponds to the wood industry connected with processing and making sub-assemblies and prefabricates for furniture manufacture, manufacture of furniture and floors.
	CB	From the collective bargaining point of view, the interests of the furniture businesses are represented by the construction sector as a whole (PKDF 45) and generally a dominancy of the problems of construction over the problems of wood and furniture industry is noticed.
Portugal	S	Activities included in the sector correspond to NACE 20
	CB	Collective agreements for the sector cover the following activities: cutting, felling and sawing of wood; manufacture of wood panels; carpentry and other wood products; wood import and export (CAE 51.130; 51.531); manufacture of Furniture (CAE 36.1).
Slovak Republic	S	Activities included in the sector correspond to NACE 20
	CB	Collective agreements for the sector cover both the woodworking sector (NACE 20) and the furniture industry (NACE 36.1)
Slovenia	S	Activities included in the sector correspond to NACE 20
	CB	Collective bargaining for the sector covers both the woodworking and the furniture sectors
Spain	S	Activities included in the sector correspond to NACE 20
	CB	From the collective bargaining point of view, the woodworking sector is linked to the furniture sector. However it should be noted that a specific national sub-sector agreement for the cork sub-sector is concluded.
Sweden	S	Activities included in the sector correspond to NACE 20
	CB	Two separate collective bargaining processes cover the woodworking sector. One covers the activities of joinery and cabinet-making; the other one covers sawmills and paper industry.
The	S	Activities included in the sector correspond to NACE 20

Netherlands	CB	Unions in the sector ranked some other, smaller sub-sectors under the umbrella of woodworking industries: the sub-sectors of exhibition building, organ building, yacht building (yachts with a wooden or synthetic hull), and furniture sector. Moreover, the wood trade sector has been classified by the unions as a woodworking industry. This is due to the fact that the Netherlands imports all of its wood from other countries and traditionally this wood was imported in log form and had to be treated first before it could be traded. Today, the wood trade sector in the Netherlands still consists of around 50% woodworking activities falling within the category of SBI 201. On the other hand, the bipartite dialogue and the conclusion of collective agreements in the woodworking industry take place at sub-sector level. There are collective agreements in the following sub-sectors: the carpentry sector (NACE 20.3; SBI 203); the industry of wooden products (NACE 20.4 and 20.5 and part of NACE 20.2; SBI 204 and 205 and part of SBI 202); the wood trade (including parts of NACE 20.1; parts of SBI 201); the parquet floor sector (part of NACE 20.3; part of SBI 203).
United Kingdom	S	Activities included in the sector correspond to NACE 20
	CB	Although the woodworking and furniture sectors are both distinctive sectors, they are treated as part of one sector within the unions. On the employer's side, organisations in the sector cover the following activities: manufacturers, distributors and installers of timber doors, windows, conservatories, staircases and all forms of architectural joinery.

Source: national reports

2. Socio-economic features of the sector

Production

According to a CEI-Bois study[11], the total production value of the woodworking industry (NACE 20) in the EU-25 countries reached EUR 110,872 million in 2004. This represents a 7.1% increase compared to the production value in 2000 (EUR 103,507 million). In this context, Germany, Italy and France remained the largest markets and represented together 43% of the industry total production in the European Union. In terms of activity, the manufacture of builders' carpentry and joinery (NACE 20.3) was the most important sub-sector with EUR 44,096 million of production value in 2004.

The tables below give a better description of the evolution of the production in the EU-25 woodworking industry between 2000 and 2004.

Production in the woodworking industry in million EUR, 2000-2004 (EU-25)

Production (excl. VAT)	2000	2001	2002	2003	2004
Total NACE 20.00	103,507	103,488	107,403	107,517	110,872

Source: *The woodworking industry in the European Union in 2004,* Doc. 2165, CEI-Bois, September 2006, p.2. (Source of the figures: EUROSTAT and EPF calculations)

Production in the woodworking industry in million EUR per EU Member State, 2004 (UE-25)

Production (excl. VAT) NACE 20.00	2004
Austria	6,042
Belgium	3,377
Czech Republic	2,358
Estonia	851
Luxembourg	140
Denmark	1,875
Finland	5,682

[11] *The woodworking industry in the European Union in 2004,* Doc. 2165, CEI-Bois, September 2006.

France	11,645
Germany	19,602
Greece	203
Ireland	1,030
Italy	16,804
Latvia	1,043
Lithuania	511
Poland	4,203
Portugal	3,256
Slovenia	535
Slovakia	427
Spain	9,620
Sweden	8,248
United Kingdom	9,901
Other	3,519
TOTAL	110,870

Source: *The woodworking industry in the European Union in 2004,* Doc. 2162, CEI-Bois, September 2006, p.4. (Source of the figures: EUROSTAT and EPF calculations)

Companies, employment and share in the national GDP

This section presents, for each country, the share of the woodworking sector in the national GDP and in the national employment, as well as the number of companies and the number of employees[12] in the sector. Data presented in the following table are derived from the national reports of this study.

[12] "An employee is a party to an employment relationship characterised as a contract of employment (or contract of service) between the employer and employee" (Source: EIRO – European industrial relations dictionary).

Main socio-economic features of the woodworking sector by country

	Share of NACE 20 in the national GDP	Share of NACE 20 in the national employment	Number of companies in NACE 20	Number of employees in NACE 20
Austria	2.5%	1.1%	3,503	34,815
Belgium	ND	0.42%	552	11,468
Cyprus	0.6%	0.99%	1,050	2,615
Czech Republic	0.96%	1.12%	56,155	44,933
Denmark	0.42%	0.58%	662	12,548
Estonia	8.5%	4.45%	1,071	18,558
Finland	1%	1.2%	2,669	27,426
France	ND (Estimate: less than 0.2%)	0.6%	9,257	92,530 (This figure is underestimated as it does not include employees in companies with less than 20 employees)
Germany	1.7% (share for the woodworking and the furniture industries)	0.2%	1,480	87,422
Greece	ND	4.8% of employees in the manufacturing sector	2,624 - 6,171 depending on the source	26,651
Hungary	1% of industrial production in terms of gross outputs	2.8%	254	21,588
Ireland	0.23%	0.39%	317	6,870 (This figure is underestimated as it does not include a number of carpenters and joiners employed in the construction industry)
Italy	0.57%	0.8%	47,812	111,619
Latvia	ND	3.2%	1,200	33,000
Lithuania	3.2% (including pulp and paper producers)	2%	1,649	29,121
Luxembourg*	ND	ND	20 industrial firms in NACE 20 and 220 craft enterprises in the ‘wood and furniture sector’	514 employees in NACE 20 industrial firms and 1,941 employees in ‘wood and furniture’ craft companies
Malta	ND	0.1%	141	144
Poland	ND	ND	30,823	97,200
Portugal	About 12%	About 3.1%	4,896**	44,146**
Slovak Republic	0.52%	0.3%	21 in NACE 20 and 36	7,175 in NACE 20 and 36
Slovenia	6.2% for woodworking and furniture	1.11%	500	9,255
Spain	0.4%	0.6%	17,945	91,000
Sweden	0.8% of GNP	1%	6,712	35,807
The Netherlands	0.2%	0.24%	2,010	16,900

United Kingdom	0.31%	0.37%	8,454	88,000

Source: national reports

ND: No data

* As mentioned in the first table of this report, the Luxembourg Statistical Yearbook provides, on the one hand, data for industrial enterprises in NACE 20, and on the other hand data for craft enterprises in the whole 'wood and furniture' sector.

** Figures published by the Statistics and Planning of the Ministry of Labour and Social Solidarity of Portugal. According to the trade unions in the sector, about 2,500 companies and 21,000 employees are active in the woodworking sector.

3. Description of the organisations actives in the sector

Caution is called for as regards the numerical data presented in the following tables. We have previously touched on the differences that exist between the countries as regard the delimitation of the sector. These differences lead to the fact that in some countries, the number of members and the estimate of density do not exactly refer to NACE 20 in particular but only to a specific sub-sectors or to a larger range of activities than NACE 20 (in such case, a note has been added in order to precise the exact activities concerned by the figure). This can cause difficulties in comparing data of the 25 countries taken into account. For more details concerning definitions and methodologies used for each country, refer to the national reports.

Workers' organisation

At European level

The European Federation of Building and Woodworkers (EFBWW)[13]

EFBWW was founded in 1958 under the name of "Joint Committee of Building and Woodworkers in the EEC". Later, the organisation adopted its current name "European Federation of Building and Woodworkers". EFBWW brings together the national professional associations representing the construction industry, the building materials industry, the wood and furniture industry and the forestry industry in Europe. Currently, it has 60 affiliated unions in 24 countries. The main task of this organisation is to defend the interests of the workers in the industries it covers and to represent them at the European level.

The operating structure of EFBWW consists of:

- The General Assembly, the governing body responsible for all policy matters. It meets every four years.
- The Executive Committee, the supreme body of the organisation.
- The Management Committee, the administrative body of EFBWW.
- Two Standing Committees, one for the building sector and one for the wood, furniture and forestry sectors. These committees deal with specific sector-related matters and submit policy proposals to the Executive Committee.
- The Health and Safety Co-ordination group.

[13] Source: http://www.efbww.org

EFBWW has a mandate to engage in collective bargaining at European sector-level. Since 1999, it has represented construction workers within the sector social dialogue committee for this industry. Since 2000, it has also participated to sector social dialogue committee for the woodworking sector and to the sector social dialogue committee for the furniture industry since 2001.

EFBWW is a member organisation of the European Trade Union Confederation (ETUC). It has its headquarters in Brussels. Eight people work for the organisation.

At national level

The following table presents for each country the different workers' organisations active in the woodworking sector at national level.

For each organisation, the following information is presented:

- Activities covered by the organisation;
- The total membership;
- The number of members active in the woodworking sector (NACE 20), as well as an estimate of the density (the density compares the number of members active in the woodworking sector with the total number of employees in NACE 20 in the country);
- The role of the organisation in the collective bargaining for the sector;
- The European affiliations of the organisation.

Workers' organisations active in the woodworking sector by country

Country	Organisation	Activities covered	Total members	Number of members in the sector (Estimate of the density)	Role in collective bargaining for the woodworking sector	European affiliations
Austria	Union of Salaried Private Sector Employees, GPA	White-collar employees in the entire private sector	287,558	ND (50%, estimate made by the interview partner)	GPA and GBH are member unions of the national federation ÖGB. Only the ÖGB (in contrast with its member unions) has the legal right to concluded collective agreements. In practice, GPA and GBH autonomously negotiate sector collective agreements for the woodworking industry but they sign agreements in the name of the ÖGB.	UNI-EUROPA
	Construction and Woodworkers Union, GBH	Blue-collar workers in the construction sector, the woodworking and wood processing sector.	153,827	ND (35%, estimate made by the interview partner)		**EFBWW**
Belgium	CSC/ACV Building and Industry	Building, stonework, cement and wood industries (primary and secondary wood processing)	230,000	17,856 in wood and furniture industries (68%, estimate made by CSC/ACV)	It signs sector level collective agreements for blue-collar workers in both the primary and the secondary wood processing activities.	**EFBWW** FGE EMCEF
	Union for Clerical Workers and Managerial Staff in Wallonia and Brussels, CNE-GNC	White-collar workers and managerial staff in the private sector in Brussels Region and the Walloon Region	120,000	250 in wood and furniture industries (6% of white-collar workers in woodworking and furniture industries)	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the woodworking sector)	EMCEF

	Union for Clerical Workers and Managerial Staff in Flanders and Brussels, LBC-NVK	White-collar workers and managerial staff in the private sector in Brussels Region and the Flemish Region	294,000	ND	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the woodworking sector)	EMCEF
	General Federation FGTV/ABVV	Construction, chemical industry, construction related industry (including wood), printing, services and the non-market sector (it is active in primary and secondary wood processing)	355,000	8,486 in wood and furniture sectors (32% of workers in woodworking and furniture industries)	It signs sector level collective agreements for blue-collar workers in both the primary and the secondary wood processing activities.	**EFBWW** EMCEF UNI-Europa EFFAT ETUF-TCL
	The Belgian Union of White-Collar Staff, Technicians and Managers, SETCa/BBTK	White-collar workers, technicians and operatives in the private sector, teachers and administrative workers in secular education, and blue-collar workers in books, the graphic arts and the media	324,000	ND	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the woodworking sector)	-
	The Federation of Liberal Trade Unions of Belgium, CGSLB/ACLVB	Inter-sector organisation	220,000	ND	It signs sector level collective agreements for blue-collar workers in the secondary wood processing activities.	**EFBWW** ETUC
Cyprus	Cyprus Building, Wood, Mines and General Workers Trade Union (member of PEO)	Building workers (including workers in the manufacture of construction materials such as mosaics, tiles, bricks, cement, ready-made concrete, stone-cutting); Wood and furniture workers; Mines workers	13,000	400 (15%)	It signs sector-level agreements for the woodworking sector	None
	Federation of Builders, Miners and Related Workers (member of SEK)	Builders, Miners and Related Workers	10,000	400 (15%)	It signs sector- level agreements for the woodworking sector	None
Czech Republic	Trade Union of Workers in the Woodworking Industry, Forestry and Water Management, OS DLV	Woodworking, furniture-making, consumer and paper industries, forestry, water and environmental management, and related fields of activity.	25,500	1,808 (4%)	OS DLV concludes every year one higher-level collective agreement (HLCA) for the woodworking, furniture-making and consumer industry and forestry management in the Czech Republic.	None
Denmark	Wood, Industry and Building Workers Union in Denmark, TIB	Building, woodworking and furniture sectors	70,164	25,014 in the woodworking and the furniture industry (80.6% of the woodworking and the furniture industry)	TIB signs collective agreements at sector level on behalf of the members within wood and furniture industry.	**EFBWW**

	Union of Commercial and Clerical Employees in Denmark –private sector, HK/Private	Commercial and clerical employees in all sectors	160,000	ND	It signs collective agreement for its members	**EFBWW**
Estonia	Trade Union of Estonian Forest Industry Workers, EMT AÜ	Forestry, paper, woodworking, furniture, and construction industries	2,000	ND	EMT AÜ has no power to negotiate for the woodworking sector because of its low representation of the employees in the sector.	**EFBWW**
Finland	Union of Salaried Employees, Toimihenkilöunioni	Lower-level white-collar workers	127,000	2,151 in NACE 20.1, 20.2 and 20.301; 1,047 in NACE 20.309, 20.4, 20.5 and 36.1 (69% in NACE 20.1, 20.2 and 20.301; 36% in NACE 20.309, 20.4, 20.5 and 36.1)	It signs collective agreements for white-collar workers in the mechanical wood processing industry and collective agreements for white-collar workers in the carpentry industry	**EFBWW**
	Wood and Allied Workers' Union, Puu-ja erityisalojenliitto	Blue-collar workers in mechanical wood processing, carpentry, boat building, forestry, driving of forest harvesters, furniture etc.	46,133	16,327 in NACE 20.1, 20.2 and 20.301; 10,807 in NACE 20.309, 20.4, 20.5 and 36.1 (88% in NACE 20.1, 20.2 and 20.301; 87% in the NACE 20.309, 20.4, 20.5 and 36.1)	It signs collective agreements for blue-collar workers in the mechanical wood processing industry and collective agreements for blue-collar workers in the carpentry industry	**EFBWW**
	Finnish Electric Workers´ Union, Sähköalojen ammattiliitto Ry.	Electricians	32,000	249 (90% of electricians in mechanical wood processing industry)	It signs the collective agreement for blue-collar workers in the mechanical wood processing industry	**EFBWW**
	Metal Workers' Union	Metalworkers	166,750	289 (90% of metalworkers in mechanical wood processing industry)	It signs the collective agreement for blue-collar workers in the mechanical wood processing industry	EMF
France	National Federation of Building and Wood Workers, FNCB - CFDT	Woodworking, furniture industries and building	33,500	ND	All these organisations negotiate and sign various sector collective agreements for the woodworking sector	**EFBWW**
	CGT-Wood, furniture and similar activities	Woodworking and furniture industries	3,000	1,500 (ND)		**EFBWW**
	CGT-FO Building, Public Works, Wood, Paper, Ceramic, Quarries and Construction materials	Woodworking, furniture, building, paper etc.	ND	ND		**EFBWW**
	Bâti-MAT-TP-CFTC	Woodworking, furniture industries and building	ND	ND		**EFBWW**
	FIBOPA-CGC-CFE	Professional and managerial staff in the wood, furniture and paper industries	ND	ND		None

Germany	Trade Union in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries, IG Metall	The metal, electrical, textile, garment, wood and plastics industries (this organisation covers both the woodworking and the furniture industries)	2.2 million	Appr. 190,000 in furniture and woodworking (90% of woodworking and furniture workers)	It negotiates and signs sector-level collective agreements	**EFBWW** EMF
Greece	Federation of Construction Workers and Allied Professions, OOSEE	Construction workers and allied professions (carpenters, ironmongers, tillers, floorers, marble carvers and cutters, insulators, house painters, etc.)	53,707	ND	It negotiates and signs sector collective agreements for the sector	None
Hungary	Trade Union of Furniture and Woodworkers	Both the woodworking and the furniture sectors	2,500	2,500 in both the woodworking and the furniture industries (6.5% of both the woodworking and the furniture industries)	It negotiates and signs sector collective agreements for the sector	It is member of **EFBWW** through ÉFÉDOSZSZ to which it is affiliated
	Trade Union of Forestry and Woodworkers	ND	ND	ND	It negotiates and signs sector collective agreements for the sector	ND
	National Federation of Construction and Associated Trade Unions	ND	ND	ND	It negotiates and signs sector collective agreements for the sector	ND
Ireland	The Union of Construction, Allied Trades and Technicians, UCATT	Carpenters, joiners, builders	12,000	ND	It takes part in sector level negotiations for woodworkers within the construction industry and has the power to sign agreements at this level for its members.	**EFBWW** (Indirectly through UCATT UK)
	Building and Allied Trades' Union, BATU	Builders, tradesmen and apprentices in bricklaying, carpentry, interiors and furniture industries	10,500	1,500 in the woodworking and furniture sectors (ND)	BATU can negotiate at both sector and company level on behalf of its members.	None
Italy	Italian Federation of Wood, Building and Allied Industry Workers, FILLEA	Wood, building and allied industry (including the furniture industry)	335,489	34,874 in woodworking and furniture (12.9% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
	Italian Federation of Construction and allied Workers, FILCA	Wood, furniture, construction, mining and quarrying	248,458	20,515 in woodworking and furniture (7.6% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**

	National Federation of Building, Wood and Allied Workers, FENEAL	Building, wood, furniture and allied workers	50,000	19,300 in woodworking and furniture (7.1% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
Latvia	Forest Sphere Workers Trade Union	Forest management, logging, wood-processing (manufacture of wood and wood products and manufacture of furniture), and manufacture of pulp, paper and paper products	6,000	2,280 in the woodworking and the furniture sectors (4.96% of the woodworking and the furniture sectors)	FSWTU has power to negotiate and sign collective agreements on the sector level. However, the main obstacle for negotiations is that there are no official employers' organisations present.	None
Lithuania	Lithuanian Forest and Wood Industry Workers Trade Union Federation	Furniture industry, wood processing and paper industry.	ND	About 3,015 workers in the woodworking and furniture sectors (6.3% of the woodworking and furniture sectors)	It has the power to negotiate at the sector level and to sign sector level collective agreements. However, it has no partner to negotiate in the wood and furniture sector, as the employers' organisation refuses to take part in negotiations. Thus, no sector level agreement has been signed.	None
Luxembourg	Federation of the Chemicals, Ceramics, Glass and other industries – LCGB	Various industrial activity including the woodworking industry	28,000	ND	LCGB and OGB-L have the national representativity required to validate the signature of a collective agreement, whether at company or branch level. For industrial enterprises in the woodworking sector, collective bargaining exclusively takes place at company level.	None
	Wood, rubber, ceramics, chemicals, paper, plastic, textiles and glass union – OGB-L	Various industrial activity including the woodworking industry	ND	ND		None
	The Craft and Construction Section – LCGB	Craft branch of the woodworking, the furniture and the construction sectors	ND	ND	It negotiates and signs sector collective agreements for artisan workers in the sector	**EFBWW**
	The Construction, Construction Crafts and Metallic Constructions Union – OGB-L	Craft branch of the construction (including wood and furniture sectors)	7,000	500 in the craft section of the wood and furniture sectors (25%)	It is a signatory to the one branch-level collective agreement specific to joiners	**EFBWW**
Malta	General Workers' Union, GWU	All sectors of the Maltese economy	46,489	About 120 in the woodworking and furniture sector (4.3% in the woodworking and furniture sector)	It signs enterprise level collective agreements for workers in the sector	ETF EFFAT EPSU ETUF – TCL EMF EMCEF UNI Europa EURO WEA FERPA ETUC – Youth

Poland	The « Budowlani » Trade Union, BTU	The construction sector, the building materials industry, the housing cooperative movement, the forestry and environmental protection, the woodworking and furniture, and panel manufacturing industries and the associated industries	19,800	2,800 in woodworking and furniture industries (1.33% of the woodworking and furniture industries)	It signs sector-level collective agreements for the construction sector (including the woodworking and the furniture industries)	No (observatory status within **EFBWW**)
	The Federation of Trade Unions of Furniture Industry of Polish Republic, ZZM RP	Workers of furniture and wood based board manufactures as well as workers of sanatoriums who belong to the Union.	2,119	2,059 in woodworking and furniture sector (0.98% of the woodworking and furniture industries)	It signs sector-level collective agreements for the construction sector (including the woodworking and the furniture industries)	None
	The National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union “Solidarność”, NSBWI	Construction, woodworkers, wood based boards, furniture manufacturers, construction materials.	14,500	5,300 in woodworking and furniture sector (2.52% of the woodworking and furniture industries)	It signs sector-level collective agreements for the construction sector (including the woodworking and the furniture industries)	None
Portugal	Portuguese Confederation of Construction, Ceramics and Glass Trade Unions, FEVICCOM	Construction, ceramics, glass, (including wood and furniture)	ND	ND	FEVICCOM has negotiated and signed a Collective Labour Agreement for the wood industry	None
	Trade Union for Construction, Public Works and Similar Services, SETACCOP	A varied range of sub-sectors of the industry, from construction to public works, wood and services	27,000	4,700 in the woodworking and the furniture sectors (9% of the woodworking and the furniture sectors)	SETACCOP has negotiated and signed a Collective Labour Agreement for the wood sector	**EFBWW**
Slovak Republic	The Trade Union of Wood, Forest, Water	Wood, forest and water sectors	24,000	ND	It negotiates one sector collective agreement for the woodworking sector every year.	None
Slovenia	Trade Union of Wood Industry of Slovenia – SINLES	The woodworking and furniture industry	8,000	8,000 in the woodworking and furniture (40.6 % in the woodworking and furniture)	The trade union takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level.	None
	Confederation of the New Trade Unions of Slovenia – Independence	As a confederation, the trade union covers numerous sectors, including the sector of woodworking and furniture.	Between 80,000 and 90,000	Between 2,000 and 10,000 in the woodworking and furniture (Between 10.2 % and 50.8% in the woodworking and furniture)	The trade union takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level.	None

Spain	National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions, FECOMA-CCOO	Primary processing (logging and sawmilling); wood board and sheets; carpentry, joinery and cabinet making; upholstery, etc.; manufacture of furniture; warehouses; parquet flooring; toys; musical instruments; containers, etc.; cork extraction, production and marketing; construction and public works; cement by-products, plasters and plaster casts; tiles and bricks; artistic pottery; abrasives; natural stone; infrastructure maintenance, ceramic tiles; and cement works.	90,000	25,000 in wood, cork and furniture (10% of wood, cork and furniture sectors)	FECOMA-CCOO and MCA-UGT have negotiated and signed two sector collective agreements for the woodworking industry: The Second National Wood Industry Agreement and The National General Cork Sector Agreement	**EFBWW**
	Federation of Metal and Building Workers and Associated Trades of the General Workers Union, MCA-UGT	Building, building materials, wood and cork industry, and metalworking (including manufacture of furniture)	190,000	ND		**EFBWW** EMF
	Basque Workers' Solidarity Union – General Industrial, ELA-HAINBAT	Chemical, transport, building, wood, sea, energy, telecommunications, communications media and paper sectors (including manufacture of furniture)	23,500	1,552 in the wood and furniture sectors (11.5% of wood and furniture workers in Basque Country)	It signs collective agreements for the sector at the provincial level (for the Basque Country).	**EFBWW**
Sweden	The Swedish Forest and Wood Trade Union	Blue-collar workers in the forest and wood industry	28,531	18,030 (50.4 %)	It negotiates and signs sector-level collective agreements for blue-collar workers of the woodworking sector	**EFBWW**
	The Swedish Association of Graduate Engineer, CF	Graduate engineers	75,900	260 (0.7%)	It negotiates and signs sector-level collective agreements for white-collar workers of the woodworking sector	ND
	The Swedish Union of technical and Clerical Employees in Industry, SIF	White-collar workers and technicians in industry	300,000	4,250 (11.9%)	It negotiates and signs sector-level collective agreements for white-collar workers of the woodworking sector	**EFBWW**
	The Swedish association for managerial and professional staff, LEDARNA	Supervisory staff in the private sector and self-employed	70,500	700 (2%)	It negotiates and signs sector-level collective agreements for white-collar workers of the woodworking sector	CEC

The Netherlands	Dutch Trade Union Federation, Construction Sector, Section Wood and furniture, FNV Bouw	Construction industry, completion, hydraulics, housing services and wood& furniture	ND	4,622 (27.4%)	It negotiates and signs sector collective agreements for the woodworking sector	**EFBWW**
	Construction and Woodworking Union, Christian Trade Union Federation, Hout en Bouwbond CNV	Wood and construction sector	ND	1,725 (10.2%)	It negotiates and signs sector collective agreements for the woodworking sector	**EFBWW**
United Kingdom	GMB	A wide range of activities	600,000	7,000 (8%)	It signs enterprise-level agreements as well as a national agreement covering part of the sector	**EFBWW**
	Union of Construction, Allied Trades and Technicians, UCATT	All building trades	125,000	About 10% of the members are in the woodworking and furniture sectors	It signs enterprise-level agreements	**EFBWW**

Source: National reports
ND: No data

Elements of representativeness of EFBWW within the woodworking sector in Europe

As far as the woodworking sector is concerned, EFBWW has affiliated members in 15 of the 25 countries taken into account in this study (Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Hungary, Italy, Luxembourg, Portugal, Spain, Sweden, The Netherlands and United Kingdom). However, it should be noted that the Polish trade union "Budowlani" benefits from an observatory status within EFBWW. In addition, the Irish trade union UCATT (The Union of Construction, Allied Trades and Technicians) is indirectly affiliated to EFBWW through UCATT UK. In conclusion, EFBWW has no woodworking members in Cyprus, Czech Republic, Greece, Latvia, Lithuania, Malta, Slovak Republic and Slovenia (with particular situations for Poland and Ireland as mentioned above).

In many cases, EFBWW represents several trade unions in the same country.

All EFBWW member organisations have the power to negotiate collective agreement for the woodworking sector in their country. The only exception is EMT AÜ (Trade Union of Estonian Forest Industry Workers) which do not have mandate to take part in collective bargaining due to its low representation of employees within the sector.

Employers' organisations

At European level

The European Confederation of woodworking industries (CEI-Bois)[14]

CEI-Bois represents the interests of the woodworking industry at the European level. It was founded in 1952 and has its headquarters in Brussels. Twelve people work for the organisation.

[14] Source: http://www.cei-bois.org/

Currently, CEI-Bois has 25 affiliated national organisations in 21 countries. CEI-Bois members also include European trade organisations representing the different sub-sectors of the woodworking industry: The European Organisation of the Sawmill Industry (EOS), the European Panel Federation (EPF), the European Federation of Wooden Pallet and Packaging Manufacturers (FEFPEB), the European Federation of the Plywood Industry (FEIC), the European Building Joinery Federation (FEMIB), the European Federation of the Parquet Industry (FEP), the European Federation of Fibreboard Manufacturers (FEROPA), the Western European Institute for Wood Preservation (WEI-IEO).

The operating structure of CEI-Bois consists of:

- The General Assembly and the Board, which steer the work of the organisation;
- The secretariat, which assures the day-to-day management of the organisation;
- Six working groups (International Affairs & Enlargement, Technico-environmental Affairs, Lobbying, Social Affairs, Research & Development, Promotion).

CEI-Bois has a mandate to engage in collective bargaining at the European sector-level. Since 2000, it has represented woodworking companies within the sector social dialogue committee for this industry.

At national level

The following table presents for each country the different employers' organisations active in the woodworking sector.

For each organisation, the following information is presented:

- Activities covered by the organisation;
- The total number of members, as well as an estimate of the density (the density compares the number of member active in the woodworking sector with the total number of companies in NACE 20 in the country);
- The role of the organisation in the collective bargaining for the sector;
- The European affiliations of the organisation.

Employers' organisations active in the woodworking industry by country

Country	Organisation	Covered sector	Company members (Estimate of density)	Role in collective bargaining for the woodworking sector	European affiliations
Austria	Federal Organisation of the Austrian Wood Industries, FH	Furniture industry, the construction elements industry (e.g. windows, doors, parquet floorings etc), the wood based panels industry, the saw milling industry and the ski industry	1,412 (100%)	The FH and BB negotiate and conclude the sector collective agreements on behalf of all companies covered by their membership domain.	**CEI-Bois** EMMA EOS ERA-Wood EPF FEP GLULAM UEA[15]
	Federal Organisation of the Sculptors, the Wood Turners, the Manufacturers of Wooden Containers, of Brooms and Brushes, of Articles of Cork, Straw and Plaiting Materials, and of Toys, BB	The craft areas of the sculptors, the wood turners, the manufacturers of wooden containers, of brooms and brushes, of articles of cork, straw and plaiting materials, and of toys.	364 (100%)		None
Belgium	National Federation of Sawmills, FNS/NFZ	Sawmills industry	98 (57% of NACE 20.1)	It negotiates and signs sector-level collective agreements for blue-collar workers within the primary wood processing activities	EOS (indirectly to CEI-Bois)
	The Belgian Woodworking and Furniture Industry Federation, Fébelbois/Febelhout	Wood and furniture sectors	About 400 (around 17%)	It negotiates and signs sector-level collective agreements for blue-collar workers within the secondary wood processing activities	**CEI-Bois**, EFIC, EPF, FEP, FEIC, WEI, FEIBP, FEFPEP, EBIA
	Houtunie Houtbewerkers	Construction industry	391 (ND)	It negotiates and signs sector-level collective agreements for blue-collar workers within the secondary wood processing activities	EBC
Cyprus	Cyprus Furniture and Woodworking Industry Association, PASYVEX	Woodworking and furniture sectors	51 (11%)	It signs sector level collective agreement for the woodworking sector	UEA
Czech Republic	Union of Employers in Wood Processing Industries, SZDP	Essentially active in the basic sawmill industry, as well as in other fields of the wood processing (constructional joineries, cabinetries, manufacturers of music instruments, toys, sporting goods and brushes). Some member organisations also include forestry and trading companies, vocational schools and research institutions.	31 (less than 1%)	It signs every year one collective agreement for the sector	None

[15] The FH is a member of UEA via its branch subunit, the Austrian Furniture Industry.

Denmark	Association of Danish Woodworking Industries, TA	NACE 20 and 36.1	400 in NACE 20 and 36.1 (39.6% of NACE 20 and 36.1)	It does not negotiate collective agreements for the sector. The Confederation of Danish Industries (Dansk Industri, DI), to which it is affiliated, negotiates and signs the sector-level agreement on behalf of TA.	**CEI-Bois** FEMIB EFIC
	Association of Danish Master Joiners and Carpenters, DST	SMEs and craft companies in NACE 20, 36.1 and in the building sector	500 in NACE 20 and 36.1 (24.8% of NACE 20 and 36.1)	It negotiates and signs collective agreements for the sector.	None
	Danish Construction Association, DB	The building sector and some companies in NACE 20 and 36.1	124 in the industry (12.3% of NACE 20 and 36.1)	It negotiates and signs collective agreements for the sector.	FIEC
Estonia	Estonian Forest Industries Association, EMTL	It gathers companies and organisations engaged in acquisition of forests, chemical and mechanical processing of wood as well as marketing.	56 in forestry, woodworking and paper industries (ND)	The EMTL has no power to collective bargaining at sector level and there is no sector-level collective bargaining for the woodworking sector in Estonia. The reasons stem mainly from the low representation of EMTL of companies and low representation of employees in their representative organisation.	**CEI-Bois** FEIC
	Estonian Woodworking Federation, Eesti Puutööliit	Timber processing (woodworking), furniture manufacturing as well as respective technology sellers and producers.	28 in woodworking and furniture sector (1.8% in woodworking and furniture sector)	Due to the low representation of both the Estonian Woodworking Federation and the trade union in the sector, there is no sector-level collective agreement in the woodworking sector.	UEA
Finland	Finnish Forest Industries Federation, FFIF	Pulp and paper industry; The mechanical wood processing; Builders' carpentry and joinery.	52 in NACE 20.1, 20.2, 20.301 (4% of NACE 20.1, 20.2, 20.301)	It negotiates and signs collective agreement for the mechanical wood processing industry	**CEI-Bois**
	Association of Finnish Furniture and Joinery Industries, AFFJI	Manufacture of furniture; Manufacture of builders' carpentry and joinery (NACE 20.309); Manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials (NACE 20.4 and 20.5).	54 in NACE 20.309, 20.4, 20.5 (4% of NACE 20.309, 20.4, 20.5)	It negotiates and signs collective agreements for NACE 20.309, 20.4, 20.5 and 36.1 (furniture).	UEA
France	Association of wood industries, UIB	The entire wood sector	Approx. 650 (ND)	It does not directly negotiate collective agreements for the sector. UIB member organisations negotiate and sign sector-level collective agreements.	**CEI-Bois**
	Woodworking Employers, FNB	Mechanical woodworking sector and the forestry industry.	1,700 in NACE 20.1 and 02 (ND)	It negotiates and signs collective agreements for the sector.	**CEI-Bois**
Germany	Association of the German woodworking and plastic industries, HDH	Woodworking and plastic industries (including furniture industry)	2,150 in woodworking and furniture industries (80% of woodworking and furniture industries	It negotiates and signs collective agreements for the sector.	**CEI-Bois**

Greece	Pan-Hellenic Federation of Handicraft Associations of Wood Processing, POVSKX	The Federation mainly covers artisan producers such as : wood-makers, furniture-makers, polishers, wood-carvers, barrel-makers, shipbuilders, furniture upholsterers, etc.	ND	It negotiates and signs collective agreements for the sector.	UEA
	Federation of Greek Industries, SEV	All sectors	ND	It negotiates and signs collective agreements for the sector.	UNICE
Hungary	Hungarian Furniture Federation	Both the woodworking and the furniture sectors	131 in both the woodworking and the furniture sectors (ND)	It takes part in sector level collective bargaining for the woodworking sector	UEA
	The Hungarian Association of Joiners	The woodworking and furniture sectors	1,100 in the woodworking and furniture sectors (ND)	It takes part in sector level collective bargaining for the woodworking sector	Internationale Union des Schreiner- und Möbelhandwerks
	Hungarian Federation of Forestry and Wood Industries	Mainly wood industry companies and forest management companies	146 in total and 44 in the woodworking sector (ND)	It takes part in sector level collective bargaining for the woodworking sector	**CEI-Bois**
Ireland	Construction Industry Federation, CIF	All areas of the construction industry	3,000 in total – no specific data for the woodworking sector (ND)	It takes part in sector level negotiations for woodworkers within the construction industry and has the power to sign agreements at this level for its members.	FIEC UEAPME
	Irish Business and Employers Confederation, IBEC	All sectors	7,000 (ND)	This organisation has the power to sign agreements for its members but did not sign agreement for the woodworking sector (collective bargaining for woodworkers who do not work within the construction industry, mainly takes place at company level).	UNICE
Italy	Federation of Wood, Furniture, Cork and Furnishing Italian Industries, Federlegno-Arredo	Wood, Furniture, Cork and Furnishing Italian Industries	2,500 (3.1% of woodworking and furniture)	It negotiates and signs sector collective agreements for industrial firms in the sector	**CEI-Bois** EFIC
	Italian Association of Wood and Furniture Industries, Unital	Wood and Furniture Industries	2,440 (3% of woodworking and furniture)	It negotiates and signs sector collective agreements for SMEs in the sector	None
	National Federation of Wood and Furniture, Legno e Arredo	Wood and Furniture Industries	30,000 (37% of woodworking and furniture)	It negotiates and signs sector collective agreements for craft companies in the sector	None
	CNA Manufacturing Union, CNA Produzione	Metalworking, woodworking and furniture, shipbuilding	23,000 (27.2% of woodworking and furniture)	It negotiates and signs sector collective agreements for craft companies in the sector	None
	Italian Federation of Wood Artisans, FIAL	Wood Artisans	ND	It negotiates and signs sector collective agreements for craft companies in the sector	None
	Confederation of Italian Free Crafts Associations, CLAAI	Free Crafts Associations	ND	It negotiates and signs sector collective agreements for craft companies in the sector	None
Latvia	The Latvian Forest Industry Federation, LFIF	The forest industry (starting from forestry to woodworking and manufacture of furniture)	122 (ND)	This organisation is not legally registered as an employers' organisation. It is a professional organisation that has no obligations to partake in the	**CEI-Bois** UCBR UCBD

				social dialogue. However, it has a dialogue and does have agreement with the Trade Union in the sector.	
Lithuania	Lithuanian Wood Association	The furniture, wooden houses and constructions, fences and garden equipment, paper, parquet, briquettes, pallets, plywood, wood panels, carpentry products, fibreboard, particleboard, and woodworking equipment sub-sectors.	113 (ND)	It is not recognised as a partner for social dialogue. The association has no interest in collective bargaining. The activities of the association are more lobbying-related	UEA **CEI-Bois**
Luxembourg	Federation of Luxembourg Industrialists, FEDIL	The sectors of industry, construction and business services	6 in the wood section (ND)	FEDIL represents companies in NACE 20. However, it does not sign collective agreements for the sector as collective bargaining for industrial enterprises in the sector exclusively takes place at company level.	None
	The Luxembourg Association of Master joiners asbl	Craft branch of the woodworking and furniture sectors	117 in the wood and furniture sector (80.4% of the craft branch of the wood and furniture sector)	It signs the only branch-level collective agreement specific to joiners (craft branch)	None
Malta	There is no employers' organisation active in the woodworking sector in Malta				
Poland	The Polish Union of Private Employers of Wood, Furniture and Pulp Industries, PUPEWFPI	NACE 36, as well as NACE 20.2 and 85.	7 in the woodworking and furniture sectors (0.001% of woodworking and furniture sectors)	It signs sector-level collective agreements for the construction sector (including the woodworking and the furniture sectors).	None
Portugal	Portuguese Association for Wood and Furniture Industries, AIMMP	Wood and Furniture Industries	800 in the woodworking and the furniture sector (16% of the woodworking and furniture sector)	It negotiates and signs sector collective agreements for the sector	**CEI-Bois** EPF FEFPEB FEIC
	Association of Wood Industries of Central Portugal, AIMC	Sawmills, carpentry and furniture industries	158 in the woodworking and the furniture sector (3% of the woodworking and the furniture sector)	It negotiates and signs sector collective agreements for the sector	None
Slovak Republic	The Association of Wood Processing Manufacturers of the Slovak Republic, ZSD SR	Woodworking, furniture manufacturing, manufacturers and importers of machinery, tools and materials for wood processing and furniture manufacturing, ecological wood structures, traders in furniture	53 in the woodworking sector (ND)	ZSD SR concludes (mostly) yearly a sector collective agreement for the woodworking sector	**CEI-Bois** UEA EFIC EUMABOIS
	ZZ LH SR	Forest Companies as well as some companies from NACE 20	21 in total - ND for the woodworking sector	Since its establishment, the Association has concluded 9 sector collective agreements with the Trade Union Wood, Forest, and Water.	None
Slovenia	Wood Processing Association	Woodworking and Furniture Industries	500 in the woodworking sector (100%)	It negotiates and signs sector collective agreements for the sector	**CEI-Bois**

	Section on Wood and Paper Industry	Woodworking and Furniture Industries	14 in the woodworking sector (2.8%)	It negotiates and signs sector collective agreements for the sector	None
Spain	Spanish Confederation of Woodworking Industries, CONFEMADERA	Wood importers, Wood recovery, Wood protection, Recycling of pallets, Furniture businesses, Wooden containers and their components, Sawmills	27,000 in NACE 20 and 36.1 (70% of NACE 20 and 36.1)	It has signed the Second National Wood Industry Agreement.	**CEI-Bois** EFIC
	National Association of Wood Board Manufacturers, ANFTA (sub-section of CONFEMADERA)	Manufacture of boards and panels	8 (100% of the sub-sector)	It does not take part in collective bargaining for the sector	EPF (indirectly to CEI-Bois)
	Association of Cork Companies of Catalonia, AECORK	Cork sub-sector in Catalonia	70 (95% of the companies in the sub-sector in Catalonia)	This organisation signs sector collective agreements for the cork sub-sector.	C.E. Liège
	Sanvicenteña Grouping of Cork Companies, ASECOR	Cork sub-sector	75 (0.4%)	A new body, called FEDACOR and which groups ASECOR and ISOCOR has been created for the purpose of signing collective agreements. FEDACOR signs sector collective agreements for the cork sub-sector.	C.E. Liège
	Association of Southwest Andalusian Cork Industrialists, ISOCOR	Cork sub-sector in Andalusia	37 (72% of cork companies in Andalusia)		C.E. Liège
Sweden	Swedish Federation of Wood and Furniture Industry, TMF	Joinery and cabinet-making branches (as well as mattresses)	736 in total, in which 582 in the joinery sub-sector (25.7%)	It negotiates and concludes sector collective agreements for the woodworking industry	**CEI-Bois** UEA
	Swedish Forest Industries Federation	Paper and sawmill industries	262 in the sawmill industry (40.7%)	It negotiates and concludes sector collective agreements for the sawmills/paper industries	**CEI-Bois**
The Netherlands	Dutch Union of Carpentry Manufacturers, NBvT	Carpentry industry	250 (22.4%)	It negotiates and concludes sector collective agreements for the carpentry industry	**CEI-Bois**
	Netherlands Timber trade Association, VVNH	Timber trade association	300 (ND)	It negotiates and concludes sector collective agreements for the wood trade sector	FEBO **CEI-Bois**
	Association of suppliers of household goods, toys, wooden and similar articles, Vereniging HAS	The industry of wooden products (NACE 20.4 and 20.5 and part of NACE 20.2)	23 (ND)	It negotiates and concludes sector collective agreements for the industry of wooden products	None
	Brushware Industry Trade Association	Manufactures of household brushes, paint brushes, industrial/technical brushes, and toothbrushes.	ND (ND)	It negotiates and concludes sector collective agreements for the industry of wooden products	None
	Netherlands Wooden Packaging and Pallet Industry Association, EPV	Producers and traders of wooden packaging and pallets	ND (ND)	It negotiates and concludes sector collective agreements for the industry of wooden products	FEFPEB (indirectly to CEI-Bois)

	Netherlands Association for Manufacturers of Wooden Shoes	Manufacture of Wooden Shoes	ND (ND)	The organisation is recognised as a negotiating partner, but is not present at the negotiating table. It is a signatory partner to sector collective agreement for the industry of wooden products, but has itself represented at the negotiating table by the three above mentioned branch organisations.	None
	Association of Parquet Floor Suppliers, VPL	Parquet Floor Suppliers	140 (ND)	It negotiates and concludes sector collective agreements for parquet floor companies	None
	Alliance of Parquet Manufacturers and Importers	Parquet Manufacturers and Importers	13 (ND)	It negotiates and concludes sector collective agreements for parquet floor companies	FEP (indirectly to CEI-Bois)
	Parquet Masters	Parquet	27 (ND)	It negotiates and concludes sector collective agreements for parquet floor companies	None
United Kingdom	British Woodworking Federation, BWF	Wood industry	510 (6%)	The BWF does not undertake collective bargaining on behalf of its members	**CEI-Bois**
	Timber Trade Federation, TTF	Timber industry	About 250 (3%)	The TTF signs a national agreement for the Imported Timber Sawmilling Industry in England and Wales.	**CEI-Bois**
	Wood Panel Industries Federation, WPIF	Wood Panel Industries	10 (ND)	The WPIF does not undertake collective bargaining on behalf of its members	**CEI-Bois**

Source: National reports
ND: No data

Elements of representativeness of CEI-Bois within the woodworking sector in Europe

CEI-Bois has affiliated members in 18 of the 25 countries taken into account in this study (Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Hungary, Italy, Latvia, Lithuania, Portugal, Slovak Republic, Slovenia, Spain, Sweden, The Netherlands and United Kingdom). In some cases, CEI-Bois represents several organisations in the same country (In Sweden, France, The Netherlands and the United Kingdom). It should be noted that in Malta, there is no employers' organisation representing the woodworking sector at national level.

As far as activities are concerned, half of CEI-Bois members cover not only the woodworking sector (NACE 20) but also some companies from the manufacture of furniture industry (NACE 36.1). In addition to NACE 20, some organisations cover closely related activities such as the forestry industry and the pulp and paper industry.

80% of CEI-Bois member organisations have the power to negotiate collective agreement for the woodworking sector in their country. The members which do not have mandate to take part in collective bargaining are found in Estonia (Due to its low representation of companies in the sector, the Estonian Forest Industries Association has no power to negotiate at sector level), in Lithuania (the Lithuanian Wood Association is not recognised as a partner for social dialogue. Its activities are more lobbying-related) and in the United Kingdom (the British Woodworking Federation and the Wood Panel Industries Federation do not undertake collective bargaining on behalf of their members). In Denmark, the Association of Danish Woodworking Industries (TA) does not directly negotiate collective agreements for the sector. This is the association Danish Industries (DI), to which it is affiliated, which negotiates and signs agreements. The same situation is observed in France where the responsibility to negotiate and sign sector-level agreements does not belong directly to the Association of Wood Industries (UIB), but belongs to its members. The situation in Latvia is distinctive as the Latvian Forest Industry Federation is not legally registered as an employers' organisation. It is a professional organisation that has no obligations to partake in the social dialogue. However, it has a dialogue and does have agreement with the Trade Union in the sector.

4. Description of social dialogue in the sector

At European level

Sector social dialogue committee for the woodworking sector has been created in April 2000. Within this committee, employers are represented by CEI-Bois, while workers are represented by EFBWW. Since 2000, three documents have been adopted in the framework of this committee:

- The procedural text of the committee *Rules of procedure of dialogue committee in the woodworking industry*, adopted in March 2001;
- A code of conduct on working conditions, called *Code of conduct. A charter for the social partners in the European woodworking industry* and adopted in March 2002;
- A joint opinion on sustainable development, called *Biomass combustion beyond reasonable limits!* and adopted in June 2003.

In addition, a joint opinion called *Sustainable Forestry* had been adopted in 1997, before the creation of the sector social dialogue committee.

At national level

The structure of social dialogue at national level is diverse and complex. In some countries, tripartite[16] consultation for the woodworking sector takes place. In others, the structure of social dialogue in the sector is purely bipartite.

Tripartite concertation

Basic features of tripartite concertation specifically for the woodworking sector

Country	Existence	Basic features of tripartite concertation	Results
Austria	No	/	/
Belgium	No	/	/
Cyprus	There is no specific tripartite dialogue for the woodworking sector. However, if no agreement is reached in the framework of the bipartite sector-level social dialogue, then the parties concerned can proceed to tripartite concertation under the chairmanship of the Ministry of Labour and Social Insurance.		
Czech Republic	No	/	/
Denmark	No	/	/
Estonia	No	/	/
Finland	No	/	/
France	Yes	This concertation takes place in exceptional circumstances (when there is a conflict or a deadlock in bipartite collective bargaining) and when at least one employees' organisation asks for it.	Collective agreements are signed between the social partners (the Ministry does not sign the agreement)
Germany	No	/	/
Greece	No	/	/

[16] Tripartite social concertation is defined as 'a process in which the state involves workers' and employers' organisations in the policy debate and possibly in decision-making' (Source: Industrial relations in Europe, European Commission – Directorate-General for Employment and Social Affairs, May 2002, p 92.)

Hungary	There is regular but rather informal tripartite concertation for the sector. The main topics of these informal meetings are – among others – wages, underground economy, vocational training.		
Ireland	No	/	/
Italy	No	/	/
Latvia	There is no tripartite concertation in the sector. However, representatives from FSTWU, professional organisations, and government agencies are meeting on a regular basis in the Latvian Forest Advisory Council of the Ministry of Agriculture (LFAC), which only has an advisory power.		
Lithuania	No	/	/
Luxembourg	No	/	/
Malta	No	/	/
Poland	There is no tripartite social concertation specifically for the sector of woodworking. However, there are plans to establish a Tripartite Commission of Construction Industry and Related Sectors. The Commission would work upon the problems of woodworking and furniture industry. Two meetings working on the matters of establishing such Commission, initiated by the government, took place in 2006.		
Portugal	Yes	There are forms of consultation and meetings between the government and the social partners in the sector. These are considered as positive for the sector's development.	No agreements signed
Slovak Republic	Yes	Sector-level tripartite concertation takes place in the Slovak Republic for the forestry industry (including the woodworking sector).	Sector-level collective agreements are concluded
Slovenia	No	/	/
Spain	Yes	Tripartite negotiation is not usual in the sector. However, an example of it has been seen recently with an agreement aiming to set up an Industrial Monitoring Sector Observatory in order to keep track of questions such as employment, company delocalisation, R&D and innovation... This agreement covers the woodworking and the furniture industry, but not the cork industry.	One agreement signed
Sweden	No	/	/
The Netherlands	Yes	Tripartite concertation takes place as a general habit only concerning occupational health and safety in the carpentry sector and in the wood trade.	Two tripartite agreements, so-called Occupational Safety and Health (OSH) Covenants: one for the carpentry sector and one for the wood trade sector.
United Kingdom	Yes	The woodworking sector is not covered by a dedicated Sector Skills Council. However, several elements of the sector are covered by the Sector Skills Councils of other sectors, and so may take part in the government's Skills for Business Network. The BWF falls within Construction Industry Training Board CITB-Construction Skills.	No agreements signed

Source: national reports

Bipartite social dialogue

The following table must be analysed in the light of the first table of this comparative study describing the collective bargaining structuring in terms of economics activities covered.

Basic features of bipartite social dialogue for the woodworking sector by country

	Structure of sector bipartite social dialogue for the woodworking industry	**Sector Collective agreements signed for the sector**	**Coverage rate (in employment term)**
Austria	Collective bargaining for NACE 20 almost exclusively takes place at the sector level, sometimes also, at multi-sector level. Collective bargaining is differentiated by employee categories (i.e. blue- and white-collar workers) on the one hand, and, by the production system (i.e. industry in the narrow sense as distinct from craft production) on the other hand.	4 sector collective agreements for blue-collar workers; 3 sector collective agreements for white-collar workers	100%
Belgium	Social dialogue for the woodworking sector takes place at sector level in three Joint Committees : one covers blue-collar workers of the primary wood processing industry; one covers blue-collar workers of the secondary wood processing industry; the third one covers	Various sector-level collective agreements	100%

	white-collar workers whose employers are not attached to any particular Joint Committee.		
Cyprus	Collective bargaining takes place at the sector level and covers both the woodworking and the furniture sectors. Three enterprise level agreements are also concluded	One sector-level collective agreements	Nearly 100%[17]
Czech Republic	Collective bargaining for NACE 20 takes place at the sector-level and at the enterprise level. Sector-level collective agreement covers the woodworking sector as well as some companies of the furniture and consumer industries and of the forestry industry.	One sector-level collective agreement is concluded every year	ND (0.77% of companies in the sector)
Denmark	The 'Wood's Agreement' is the most important collective agreement for the sector. It covers both the woodworking and the furniture industries. Collective bargaining also takes place at the company level. The provisions of the sector-level agreement form the basis for further negotiations at company level.	Various sector collective agreements	80%
Estonia	Bipartite social dialogue at sector level is not developed for the woodworking sector. Collective bargaining only takes place in one enterprise where a collective agreement has been signed. This agreement covers less than 1% of employees in the sector.		
Finland	Collective bargaining for the sector is differentiated by employee categories (blue-collar workers on the one hand, and lower-level white collar workers on the other hand) and by sub-sectors (mechanical wood processing industry on the one hand, and the rest of the wood processing industry as well as the manufacture of furniture industry on the other hand).	4 collective agreements for the wood working sector.	Nearly 100%[18]
France	Collective bargaining for the sector takes place at sector level. At the national sector level, it is differentiated by sub-sectors: Collective agreement for the wood panels industry, Collective agreement for the builder's carpentry and joinery industry, Collective agreement for mechanical woodworking, sawing, import/export of wood.	3 sector collective agreements signed at the national level	100%
Germany	Bipartite collective bargaining for the woodworking and furniture sectors takes place both at the sector and the company level. However, the most important level for collective bargaining is the sector.	Sector level collective agreements	80-90%
Greece	Collective bargaining for the sector takes place at the sector level. It covers the following activities: cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing.	1 sector collective agreement is concluded every year	ND
Hungary	In 20th March 2006, the Sector Dialogue Committee for Forestry, Woodworking and Furniture Sector has been formed. No collective agreement has been concluded in this framework yet. Consequently, workers of the sector are still covered by an agreement signed in 2002 and covering the woodworking and the forestry sectors.	1 collective agreement is in force	ND
Ireland	Woodworkers who work in the construction industry, such as on-site joiners or carpenters, are covered by the two Registered Employment Agreements for the construction industry, while most of the collective bargaining for other woodworkers who do not work in the construction industry takes place at a company level.	2 Registered Employment Agreements for the construction industry	100% of woodworkers in the construction industry
Italy	The Italian collective bargaining structure is articulated on a two-tier system: a first level industry-wide agreement (CCNL), and a decentralized one (regional, provincial or company). The former provides minimum standards concerning pay, working time, working conditions and equal opportunities for women and men. The latter provides for the implementation of the CCNL and is mainly addressed to variable pay and incentives. As far as the woodworking sector is concerned, three CCNL are in force. The field of application of these CCNL is related to the firms' size (i.e. industrial firms, SMEs, and craft companies). These CCNL cover both	3 CCNL: one for industrial firms, one for SMEs, and one for craft companies	ND

[17] Employers generally use the sector level collective agreement as a norm and apply the employment terms and conditions of the agreement to their enterprise. Doing so, they avoid that their employees leave them for better employers.

[18] Three agreements cover 100% of workers concerned while the fourth one covers the majority of workers concerned.

	furniture and woodworking sectors.		
Latvia	Although legally no collective bargaining in the sector is taking place, a dialogue between professional organisations and the trade union is present. This dialogue covers both the woodworking and the furniture sectors.	1 Collective agreement for the woodworking and furniture sectors	60-70% of the turnover in the market
Lithuania	Social dialogue in the wood and furniture sectors is united by the single employers' association and single national union representing both sectors together. However, there is no sector level social dialogue due to the resistance of the employers' side. Hence all social dialogue takes place at the company level.		
Luxembourg	Collective bargaining for the sector is differentiated between craft enterprises (for which a branch-level collective agreement, covering construction turners and cabinet makers, coffin manufacturers, wood sculptors, manufacturers of shutters and of roll shutters, fitters, model makers, parquet floor layers etc., is concluded) and industrial enterprises (for which collective bargaining only takes place at company level)	One sector-level collective agreement	100% of the workers concerned
Malta	In line with the collective bargaining trends in Malta, all the collective bargaining in the woodworking industry takes place at company level.		
Poland	Sector-level collective agreements covering the construction sector (including the woodworking and furniture industries) are concluded in Poland. There is no conflict between these organisations, however the atmosphere is not conducive to a permanent cooperation. In the opinion of workers' organisation, employers' organisations of the sector are badly organized and not interested in social dialogue.	Various sector-level collective agreements	14.3%
Portugal	Collective bargaining for the sector takes place at the sector level and covers the following activities: cutting, felling and sawing of wood (CAE 20.1); wood panels (CAE 20.2); carpentry and other wood products (CAE 20.3, 20.4; 20.51 and 20.52); wood import and export (CAE 51.130; 51.531); manufacture of Furniture (CAE 36.1).	2 Collective Labour Contracts	100%
Slovak Republic	Collective bargaining takes place at sector level and covers NACE 20 and 36.1.	1 sector level collective agreement is concluded every year	ND
Slovenia	Collective bargaining for the sector takes place at the sector and the enterprise levels. It covers both the woodworking and the furniture sectors.	The validity of the last sector agreement was terminated in 2005.	100%
Spain	There are two sector-level collective agreements covering the woodworking sector: The Second National Wood Industry Agreement (covering woodworking and furniture industry, with the exception of the cork industry) and The National General Cork Sector Agreement.	2 national sector-level agreements	85-90% (estimate)
Sweden	Collective bargaining for the sector takes place at the sector level. Collective bargaining is differentiated by employee categories (i.e. blue- and white collar workers) on the one hand, and by sub-sectors on the other hand: - branch agreements for the Joinery/Cabinet-making (NACE 20, with the exception of NACE 20.1 and NACE 36.1) - branch agreement for the Sawmills/Paper industry (NACE 20.1 and paper industry)	Various sector collective agreements cover the sector	> 90%
The Netherlands	The bipartite dialogue and the conclusion of collective agreements in the woodworking industry take place at sub-sector level. There are collective agreements in the following sub-sectors: the carpentry sector (NACE 20.3; SBI 203); the industry of wooden products (NACE 20.4 and 20.5 and part of NACE 20.2; SBI 204 and 205 and part of SBI 202); the wood trade (including parts of NACE 20.1; parts of SBI 201); the parquet floor sector (part of NACE 20.3; part of SBI 203).	Various sub-sector collective agreements	Generally extended by the government, 100% coverage
United Kingdom	Collective bargaining over pay takes place at company level. It should be noted that a national labour agreements were signed in 2005 for the Imported Timber Sawmilling Industry in England and Wales.	A sector national agreement	ND

Source: National reports
ND: No data

Summary Table: Levels of social dialogue in the woodworking industry

	TRIPARTITE	BIPARTITE	
		Sector level	**Enterprise level**
Austria		**X**	**X** (plant-level agreements)
Belgium		**X**	**X**
Cyprus	**X (occasional)**	**X**	**X**
Czech Republic		**X**	**X**
Denmark		**X**	**X**
Estonia			**X**
Finland		**X**	**X**
France	**X (occasional)**	**X**	**X**
Germany		**X**	**X**
Greece		**X**	**X**
Hungary	**X (regular but informal)**	**X**	**X**
Ireland		**X**	**X**
Italy		**X**	**X**
Latvia	**X (consultation)**	**X**	**X**
Lithuania			**X**
Luxembourg		**X**	**X**
Malta			**X**
Poland		**X**	**X**
Portugal	**X (consultation)**	**X**	
Slovak Republic	**X**	**X**	**X**
Slovenia		**X**	**X**
Spain	**X (occasional)**	**X**	**X**
Sweden		**X**	**X**
The Netherlands	**X**	**X**	
United Kingdom	**X (consultation)**	**X**	**X**

Source: National reports
X = existing level of bargaining

As can be seen from the summary table above, sector level collective bargaining for the woodworking sector is well developed within the European Member States. Woodworkers are not covered by a sector-level collective bargaining process in only three countries out of the 25 taken into account in this study (Estonia, Lithuania and Malta). Reasons leading to the non-existence of a sector-level collective bargaining for the sector varies from one country to another:

- In **Estonia**, the low representativeness of actors in the sector leads to the fact these actors have no mandate to negotiate at sector-level. In addition, the organisation on the employers' side (EMTL) is acting more as a professional organisation and it is interested more in developing the filed than to act as a social partner. It should also be noted that, whatever the sector under consideration, social partnership and social dialogue at the sector level is not very common in Estonia due to the low representation, and often also institutional and financial shortcomings of social partners' institutions. Collective agreements on wages and working conditions are being negotiated only in a limited number of sectors and companies.
- In **Lithuania**, this is the resistance of the employers' organisation (the Lithuanian Wood Association) which hinders the development of a collective bargaining process for the sector. This association is not recognised as a partner for social dialogue and its activities are more lobbying-related.
- In **Malta**, there is no industrial relations tradition to negotiate at sector level. All collective bargaining takes place at the company level.

It should be noted that in **Ireland**, only woodworkers working in the construction industry are covered by sector-level collective agreements (Registered Employment Agreements for the construction industry). For the others, collective bargaining only takes place at the company level. In the same way, only craft woodworking enterprises are covered by a sector-level collective bargaining in **Luxembourg**, while industrial enterprises are exclusively covered by collective bargaining at the company level.

In the **United Kingdom**, collective bargaining over pay takes place at company level for woodworkers. However, national labour agreements were signed in 2005 for the Imported Timber Sawmilling Industry in England and Wales.

In **Latvia**, collective bargaining for the woodworking sector exists but this process is not legally institutionalised.

In terms of structuring, collective bargaining process for the woodworking sector within the European Union Member States could consist of a wide range of possibilities:

- In France and the Netherlands, the structuring of collective bargaining is functional, namely by sub-sectors of activity;
- In 14 countries (Cyprus, Czech republic, Denmark, Germany, Greece, Hungary[19], Italy, Ireland, Latvia, Luxembourg (craft), Poland, Portugal, Slovak Republic and Slovenia) woodworking sector is included within a larger collective bargaining process including not only this activity, but also related activities such as the furniture industry, the construction industry, the paper and pulp industry, the shipbuilding and repairing industry,… It should be noted that in the majority of them (9 out of the 14 under consideration), a collective bargaining process covering specifically both the woodworking sector and the manufacture of furniture industry (NACE 36.1) has been identified;
- In Austria, Belgium, Finland, Spain and Sweden, sector level collective bargaining consists of a mix between the two previous scenarios. For instance, in Belgium, collective bargaining is divided between activities relating to *primary processing of wood* (including NACE 02.012 and NACE 20.1), and activities coming under *secondary processing of wood* (including NACE 20.2 to 20.5, as well as the manufacture of furniture industry). In Spain, woodworking sector and the manufacture of furniture industry are covered by the same collective bargaining process, but a specific process for the cork industry has also been identified.

[19] In 20th March 2006, the Sector Dialogue Committee for Forestry, Woodworking and Furniture Sector has been formed. No collective agreement has been concluded in this framework yet. Consequently, workers of the sector are still covered by an agreement covering the woodworking and the forestry sectors.

Finally, further to this first categorization, collective bargaining could also be differentiated by employee categories (i.e. blue- and white-collar workers) – this is the case in Austria, Belgium, Finland and Sweden – , and/or by firms' size (industrial firms, SMEs, craft companies) – this is the case in Austria, Italy and Luxembourg.

In none of the countries studied, a sector-level collective bargaining process dedicated exclusively to the woodworking sector as a whole (all activities of the NACE 20) has been identified.

NATIONAL REPORTS

AUSTRIA

1. Description of the sector

Delimitation and activities of the sector

For this report, the manufacture of wood and of products of wood and cork and the manufacture of articles of straw and plaiting materials (designated briefly as wood processing industry) are understood to mean the activities covered by NACE 20.

Socio-economic features of the sector[20]

Summary table: Companies (2003)

Sub-sectors	Number of companies	% companies without employees	% companies with 1-9 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE 20	3,503	ND	81.6	15	2.9	0.5

Source: Statistik Austria (2004a); date: 2003.
ND: No data

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies 1-9 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE 20	3,241	34,815	1.1	15.6	27.8	31.0	25.6

Source: Statistik Austria (2004a); date: 2003.

Turnover of NACE 20 accounts for 2.5% of national GDP. No reliable data on the underground economy are available. However, it is not seen by the representatives of business and labour as a problem particularly plaguing the sector.

As far as the structure of employment is concerned, 76.3% of all employees in the sector are blue-collar workers (2003 figures - Rechnungshof (2004)). As regards qualifications, 51.6% of workers in the sector had a craft certificate (Lehrabschluss) as the highest formal qualification in 2002 (Statistik Austria 2004b). In terms of gender, the sector is clearly male dominated (around 80% of workers in 2002 – Statistik Austria 2004b). Full-time, standard employment is the most common pattern, such that forms of atypical work are relatively rare. In 2003, an employee working in NACE 20 earned EUR 24,111 on average per year, as compared to EUR 29,767 and EUR 24,686 in the case of manufacturing as a whole and the economy as a whole respectively (Rechnungshof 2004).

[20] Unless cited otherwise, information presented here comes from interviews with the representatives of business and labour of the sector and from documents of their associations.

The number of employees in the sector has remained fairly stable since the early 1980s, in contrast with most other manufacturing sectors, which recorded a decline in employment. Generally, the sector benefits from the fact that Austria is rich in forests and thus wood. Hence, it is one of the major manufacturing sectors in terms of both employees and production. The main branches in production terms are the saw milling industry, the construction elements industry and the wood-based panels industry. Sawn softwood and wood-based panels are the most exported goods.

A specific characteristic of the entire Austrian manufacturing sector (and thus of the sector under consideration) is worth mentioning, namely the formal divide between 'industrial' production in the narrow sense (Industrie) and small-scale craft production (Gewerbe), as laid down by the Trades Code (Gewerbeordnung) (Guger et al. 2000). Accordingly, 'industry' in the narrow sense is defined by characteristics such as capital-intense production; a high degree of mechanization; standardized mass production; production process involving a high degree of division of labour and using a large number of employees; and the organisational separation of management functions from execution. It is understood that craft production shows none or only a few of these characteristics. In contrast with 'industry', craft production is normally bound to the award of certain qualifications earned through vocational training. From the industrial relations perspective, this divide is important in the sense that the domains of the employer associations and the purview of the collective agreements echo this divide. This also holds for NACE 20.

2. Organisations active in the sector

Workers' organisations

All trade unions dealing with NACE 20 are member unions of the Austrian Federation of Trade Unions (Österreichischer Gewerkschaftsbund, ÖGB). The ÖGB and its member unions are voluntary associations that are financed by voluntary dues paid by their members. The domains of the member unions are demarcated by sector and employee category (i.e. blue- vs. white-collar workers). It is extremely difficult to estimate the density ratio of both the member unions and certain member sub-groups, since the membership domains of the unions crosscut conventional statistical definitions. Therefore, the density ratios reported below by the union representatives should be taken as very rough estimates.

As a voluntary association, the ÖGB obtains legal recognition as a bargaining party. Only the ÖGB (in contrast with its member unions) has the legal right to conclude collective agreements[21]. In practice, this means that the unions autonomously negotiate collective agreements for their members, while formally they have to sign the collective agreements in the name of the ÖGB. The ÖGB (together with its member unions) has a de facto monopoly on bargaining on behalf of labour.

Two ÖGB member unions are active in NACE 20: GPA and GBH

The **Union of Salaried Private Sector Employees (Gewerkschaft der Privatangestellten, GPA)** represents the white-collar employees in the entire private sector (including in NACE 20). It had a total of 287,558 members in 2002. Precise data on the number of white-collar employees working within the GPA's domain do not exist. Hence, only a rough estimate can be made which yields an overall density of approximately 30% within the GPA's domain. There are no membership figures on NACE 20 available. According to estimates by union officials, density in the sector under consideration is approximately 50%. The GPA has about 370 staff members. It negotiates three collective agreements for the private-sector white-collar workers of NACE 20.

The **Construction and Woodworkers Union (Gewerkschaft Bau-Holz, GBH)** organises the blue-collar workers in the entire construction sector and the woodworking and wood processing sector. This includes all of NACE 20. In 2002 the GBH's total membership was 153,827. Union officials estimate union density of the sector under consideration at around 35%. Traditionally,

[21] The ÖGB alone has legal personality; its member unions are dependent sub-units.

union membership is higher in industry than in the craft segment of the sector. The GBH has about 130 staff members. It regularly negotiates four collective agreements for the blue-collar employees of NACE 20.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the woodworking sector*			Related to the sector	Others	Related to the sector	Others
GPA	287,558[b]	ND	50%[a]	Yes	No	UNI-Europa	No	UNI
GBH	153,827[b]	ND	35%[a]	Yes	EFBWW	No	BWI	No

Source: Interviews; [a] estimate by the interview partners, [b] date: 2002
ND: No data
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

All employers' associations concerned with NACE 20 are sub-units of the Austrian Federal Economic Chamber (Wirtschaftskammer Österreich, WKÖ), i.e. they belong to the WKÖ's Federal Organisations. Each WKÖ Federal Organisation has nine Länder sub-units, echoing the federal structure of the Austrian state.

The membership unit of the WKÖ's Federal Organisations is the business licence. It does not correspond to the number of companies or establishments. Indeed, companies often have more than one licence[22], such that the number of licences under the umbrella of a certain Federal Organisation normally exceeds the number of member companies if the Federal Organisation's scope comprises more than one licence.

Membership in the Federal Organisations is mandatory: every company licensed to carry on a business falling within the scope of the membership domain of a certain Federal Organisation is legally obliged to be a member of this Federal Organisation and its Land-level sub-units. Hence, density in terms of employers and employees is always 100%.

As part of the WKÖ, each Federal Organisation is an employers' organisation directly eligible to conclude collective agreements. The WKÖ and its sector sub-units have this capacity *ex lege*, in contrast with the other employers' organisations, which have voluntary membership, and for which a special recognition procedure is required. As regards NACE 20, only the WKÖ's Federal Organisation listed below conducts collective bargaining on behalf of businesses, since there are no other employers' organisations. As the membership domains and responsibilities are defined in a complementary, non-competitive way, each Federal Organisation has a de facto bargaining monopoly in its respective area.

[22] According to business law, a certain kind of business activity can be conducted by a company if this company has the corresponding business licence.

Within the WKÖ, the **Federal Organisation of the Austrian Wood Industries (Fachverband der Holzindustrie, FH)** organises the following five branches of industry: the furniture industry, the construction elements industry (e.g. windows, doors, parquet floors, etc), the wood-based panels industry, the saw milling industry and the ski industry[23]. In sectoral terms, the domain of the FH covers not only NACE 20 but also other branches of industry.

In 2001, the FH had 1,412 member companies, which had a total of 32,553 employees (Wirtschaftskammer Österreich n.d.). The FH thus has by far the most member companies among all Federal Organisations representing industry branches under the umbrella of the WKÖ. The FH has 15 full-time staff members.

The FH negotiates and concludes collective agreements on behalf of all companies covered by its membership domain (five collective agreements on behalf of NACE 20 employers)

In 2001, the **Federal Organisation of Sculptors, Wood Turners, Manufacturers of Wooden Containers, Brooms and Brushes, Articles of Cork, Straw and Plaiting Materials, and Toys (Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller, BB)** had 364 member companies, with a total of 1,329 employees (Wirtschaftskammer Österreich n.d.). As is general practice in the area of crafts, the BB shares its staff with other Federal Organisations of the craft sector. In administrative respects, the crafts covering the areas of wood, plastics and motor vehicles form a common group (Bürogemeinschaft). This group (to which the BB belongs) has 5 full-time staff members. BB concludes collective agreements on behalf of the companies in its domain.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
FH	1,412[a]	32,553	100%[b]	Yes	CEIBOIS, EMMA, EOS, ERA-Wood, EPF, FEP, GLULAM, UEA[24]	No	DGfH	CIB
BB	364[a]	1,329	100%[b]	Yes	No	No	No	No

Source: Interviews and associations' documents; [a] date: 2001, [b] mandatory membership.

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

[23] The ski industry figures prominently in the domain of the FH, since Austria is the world's largest producer of skis.

[24] The FH is a member of UEA via its branch sub-unit, the Austrian Furniture Industry.

3. Industrial relations in the sector

Tripartite concertation

Concertation processes in the sense of institutionalised tripartite dialogue do not exist in the case of NACE 20, with the exception of a rather 'technical' issue. For the dual system of vocational training, all the unions and employers' organisations listed above[25] participate in the formulation of the demarcation, qualification profiles and curricula of apprenticeships for their respective domain.

Bipartite social dialogue

Sectoral level

Collective bargaining for NACE 20 takes place almost exclusively at sectoral level, sometimes also at multi-sectoral level, when a certain number of sectoral negotiators team up to form a bargaining cartel. Collective bargaining is differentiated by employee categories (i.e. blue- and white-collar workers) on the one hand, and by the production system (i.e. industry in the narrow sense as distinct from craft production) on the other. Generally, the purview of the collective agreements follows the domain of the Federal Organisations involved in the respective bargaining process. This means that the purviews of the collective agreements crosscut the demarcation of NACE 20.

Collective wage agreements are concluded for one year. In addition, umbrella agreements (Rahmenkollektivverträge) that regulate important non-wage issues, such as working time, bonuses, severance pay and periods of notice, may be fixed for a period of more than one year.

The pattern of regularly concluded sectoral collective agreements

Bargaining parties	**Purview of the collective agreements**			**Type of agreement**
	Sector	*Category*	*Territory*	
GBH and FH	The particle and fibre board industry	Blue-collar workers	Federal	Wage agreement
GBH and FH	Saw milling Industry	Blue-collar workers	Federal	Wage agreement
GBH and FH	Wood Industry[a]	Blue-collar workers	Federal	Wage agreement
GBH and bargaining cartel of 5 Federal Organisations of Crafts[b]	Multi-sectoral; craft production[c]	Blue-collar workers	Federal	Wage agreement
GPA and bargaining cartel of 37 Federal Organisations of Crafts[b]	Multi-sectoral; craft production[c]	White-collar workers	Federal	Wage agreement
GPA and FH	Wood industry[d]	White-collar workers	Federal	Wage agreement
GPA and bargaining cartel of the Federal Organisations of Industry[e]	Inter-industry[f]	White-collar workers	Federal	Umbrella agreement

[a] As demarcated by the membership domain of the FH (i.e. NACE 20 plus a few other branches), with the exception of the particle and fibreboard industry and the saw milling industry.

[25] The ÖGB and the WKÖ have delegated related issues affecting only certain sectors to their corresponding sub-units.

[b] Including the BB, the Federation of Joiners (Bundesinerung der Tischler, BT), the Federal Organisation of Cartwrights and Manufacturers of Coachwork for Motor Vehicles (Bundesinnung der Karosseriebauer und Wagner), the Federal Organisation of Manufacturers of Musical Instruments (Bundesinnung der Musikinstrumentenerzeuger) and the Federal Organisation of Manufacturers of Plastic Products (Bundesinnung der Kunststoffverarbeiter).
[c] As demarcated by the membership domains of the Federal Organisations involved.
[d] As demarcated by the membership domain of the FH (i.e. NACE 20 plus a few other branches).
[e] Including the FH.
[f] As demarcated by the membership domains of the Federal Organisations involved.

As can be seen from the table above, GBH negotiates four collective agreements for blue-collar NACE 20 workers: three sub-sector wage agreements for industry blue-collar workers and one multi-sectoral collective agreement for blue-collar workers in numerous sectors of craft production (including NACE 20 craft production). The GPA regularly negotiates three collective agreements that embrace NACE 20 white-collar workers: one cross-sectoral type of collective agreement for workers in craft production; one wage agreement for wood industry white-collar workers; one inter-industry umbrella agreement on behalf of all white-collar workers in industry. There is no obligation to participate in collective bargaining.

The collective agreements for the industry generally lay down pay and employment conditions that are more favourable to employees than those concluded for craft production. One important element of this difference is that – in contrast with wage agreements for craft production – their counterparts for the industry contain an actual-pay clause (Istlohnklausel) in addition to minimum pay rates. Actual-pay clauses specify sectorally agreed percentage increases for rates actually paid, which may vary from company to company. These clauses enable the bargaining partners to manage the wages of those employees who are not affected by the minimum pay rate as a consequence of overpayment.

The coverage rate of collective agreements is 100% since employers' associations in the sector are based on mandatory membership. As a result, mechanisms to extend the scope of collective agreements to non-affiliated employers are useless in this sector (although Austrian labour law provides for such mechanisms).

Collective bargaining is characterized by a high degree of stability and a cooperative climate. Union representatives, however, note that negotiations are sometimes more difficult than in other sectors, which appears to be due to the governance structure of the two sectors (i.e. the identity of ownership and management). The representatives of both business and labour nevertheless trust that the social partners will be able to rise to the future challenges (globalisation, flexible working time (in which the FH is interested) and further training[26]).

Company Level

Since individual employers are not vested by labour law with the power to engage in collective bargaining, company-level agreements do not exist, with one rather negligible exception. For historical reasons, there is a separate collective agreement for Guido Rütgers, a minor company active in NACE 20.10. In accordance with labour law, the parties to this agreement are the GBH and the FH on behalf of the company. In terms of content, this agreement traditionally simply copies the provisions of the collective agreement for the wood processing industry.

In contrast with company collective agreements, plant agreements are important mechanisms, which supplement the sectoral agreements when it comes to regulating employment relations in the major companies. Employee representation is institutionalised at firm and at multi-firm (i.e. associational) level[27]. In every establishment with five or more employees, a works council

[26] Further training is seen as an issue of growing importance, because the number of apprentices will decline in the future for demographic reasons, particularly because the sector is highly dependent on skilled labour. Against this background, the GBH and the FH issued a joint declaration that emphasises the relevance of further training of employees. This declaration is not binding. So far, no collective agreement on further training has been concluded for the sector.

[27] Source: Traxler, F. (1998) 'Austria: Still the Country of Corporatism' in A. Ferner and R. Hyman (eds.) *Changing Industrial Relations in Europe.* Oxford: Blackwell.

(Betriebsrat) must be set up, if the workforce so requests. These can either be formed separately for white-collar workers and blue-collar workers, or may combine representation of both categories. In multi-plant companies, each works council is entitled to elect a certain number of its members to a central (enterprise) council. The works council's rights are precisely defined, ranging from information and consultation to co-determination, including the opportunity to conclude plant agreements (Betriebsvereinbarungen) with management for a rather narrow range of social and personnel matters.

Due to the relatively small size of the companies in the sector under consideration, works councils are not widespread. According to a survey conducted on behalf of the ÖGB, 39% of the employees in the wood-processing sector (understood in the broad sense) are covered by a works council[28].

Acronyms

BB: Federal Organisation of Sculptors, Wood Turners, Manufacturers of Wooden Containers, Brooms and Brushes, Articles of Cork, Straw and Plaiting Materials, and Toys (Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller)

DGfH: German Society for Wood Research (Deutsche Gesellschaft für Holzforschung)

FH: Federal Organisation of the Austrian Wood Industries (Fachverband der Holzindustrie)

GBH: Construction and Woodworkers Union (Gewerkschaft Bau-Holz)

GLULAM: European Association of Glued-laminated Timber Manufacturers (Europäische Vereinigung der Holzleimbauindustrie)

GPA: Union of Salaried Private Sector Employees (Gewerkschaft der Privatangestellten)

ÖGB: Austrian Federation of Trade Unions (Österreichischer Gewerkschaftsbund)

WKÖ: Austrian Federal Economic Chamber (Wirtschaftskammer Österreich)

[28] ÖGB (1999) ÖGB Nachrichtendienst Nr. 3002, November 1999.

BELGIUM

1. Description of the sector

Delimitation and activities of the sector

Statistics in Belgium observe the definitions laid down in the NACE classification. Accordingly, the statistical data presented below are based on NACE 20 "Manufacture of wood and of products of wood and cork; manufacture of articles of straw and painting materials".

Traditionally, the wood sector is divided into: activities relating to **primary processing of wood**, including timber harvesting (NACE 02.012) on the one hand, and sawmills and related industry (sawmilling and planing, rotary cutting, manufacture of posts, stakes, etc.) (NACE 20.1) on the other; and activities coming under **secondary processing**, namely the manufacture of wooden furniture (NACE 36.1), the manufacture of wooden crates and pallets, the manufacture of wooden construction components (joinery and carpentry components, skirting, parquet flooring, etc.), the manufacture of wood panels and white cooperage (NACE 20.2 to 20.5).

The royal decrees setting out the areas of competence of Joint Committees 125 and 126 provide a relatively clear description of the activities coming under the primary and secondary processing of wood:

- the Joint Committee for the Wood Industry (JC 125) covers blue-collar workers and employers in timber harvesting, sawmills (including steam curing and drying of rough timber, impregnation, slicing and rotary cutting of timber for marketing), and wood trade enterprises;
- the Joint Committee for the Furniture and the Wood Processing Industry (CP 126) covers blue-collar workers and employers in 23 branches of activity such as the manufacture, trade and storage of furniture (excluding metal furniture) and mattresses; the woodworking sector (excluding sawmills); leasing and/or installation of all material (excluding sound, video, lighting and signposting installations) for fairs, exhibition and festivities; the manufacture, leasing and/or installation of stands, decorations, theatre sets, etc.

Socio-economic features of the sector

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 199 employees	% companies with > than 200 employees
20.1	172	ND	75.6	22.7	1.7	0
20.2	26	ND	50	34.6	7.7	7.7
20.3	203	ND	70	26.6	2.5	1
20.4	59	ND	64.4	33.9	1.7	0
20.5	92	ND	84.8	12	2.1	1.1
Total of the sector NACE 20	**552**	**ND**	**72.6**	**24.1**	**2.4**	**0.9**

Source: ONSS, 2005.

Summary table: Workers (2005)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-199 workers/ Number of employees in the sector (%)	Number of employees in companies with > 200 workers/ Number of employees in the sector (%)
20.1	ND	2,340	0.08	28	56.3	15.7	0
20.2	ND	3,196	0.12	2.1	15.3	31.5	51.1
20.3	ND	3,850	0.14	15.9	48.7	23.4	12
20.4	ND	963	0.03	24.1	55.9	20	0
20.5	ND	1,119	0.04	26.2	38.8	15.8	19.2
Total of the sector NACE 20	ND	11,468	0.42	16.2	40.6	23.1	20.1

Source: ONSS, 2005.

Primary processing of wood:

According to the Fonds d'Etudes et de Recherches des Scieries et Industries Connexes (Sawmills and Related Industries Research Fund), the annual turnover generated by all primary processing of wood *(timber harvesting, sawmills and related industry)* exceeds 850 million euros. It comprises 269 enterprises – mostly SMEs – and employs some 2,350 blue-collar workers and 700 management and executive staff. Companies active in primary processing are becoming less specialised as they develop vertical integration strategies.

In recent years, companies in the sub-sector of sawmill and related industries have made considerable investments. Trade union sources nonetheless report that net earnings are "mediocre, although there are now slight profits being made after several years of losses."

Secondary processing of wood:

According to Fébelbois, the principal employers' organisation in the sector, the wood and furniture industry is an important sector of the Belgian economy. Its turnover for 2004 amounted to 5.644 million euros, of which 61.8% in exports. Investments stood at 179 million euros in 2004. Based on turnover for 2003, the main sub-sector of secondary processing of wood is the furniture industry (53%). It is followed by wood panels (20%), wooden construction components (17%), packaging (5%) and other wood manufacture (4%). The underground economy is negligible in the sector.

In 2003, reports Fébelbois, the Belgian wood and furniture industry included 1,773 enterprises, of which only 15 had more than 200 workers. In other words, it was made up almost exclusively of SMEs, with a great majority of very small, family-owned companies. A few bigger firms are subsidiaries of foreign groups. Activity is based primarily in Flanders (nearly 70% of the companies and 85% of jobs). While nearly one quarter of the companies are based in Wallonia, these represent only a little over 10% of employment in the sector.

According to the most recent figures available from the National Social Security Office (ONSS), the wood and furniture industry employed 26,681, of which 81.5% blue-collar workers. The very great majority of workers in the sector are male.

In recent years, the wood and furniture industry has shown very contrasting developments. After a positive period from 1997 to 2002, the sector had a "particularly bad" year in 2003, during which 1,600 jobs were lost due to bankruptcies and restructuring plans, mostly in firms manufacturing small furniture and chairs and seats. In 2004, the sector returned to growth, according to Fébelbois, although this has been too weak to compensate for the decline registered in 2003. The first months of 2005 saw a downturn in growth.

2. Organisations active in the sector

Workers' organisations

In Belgium, a union organisation must be considered as representative to be admitted to collective bargaining. Only three union organisations are currently recognised as representative: the Confederation of Christian Trade unions (CSC/ACV), the Belgian General Federation of Labour (FGTB/ABVV) and the Federation of Liberal Trade Unions of Belgium (CGSLB/ACLVB). Funding of union organisations is mainly through members' dues.

The **Confederation of Christian Trade Unions (Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond, CSC/ACV)** was founded in 1912. It is a multi-industry, federal-level trade union organisation. With 1.6 million members (2002 figures), it is the largest trade union organisation in Belgium.

The CSC/ACV is organised at inter-professional and professional levels. The inter-professional level, which is structured on a geographical basis, is composed of local sections grouped into 21 regional federations. The professional level is divided into company sections according to two criteria: the workplace (the company) and the worker's status (blue-collar workers, white-collar workers and managerial staff). These sections are then grouped into 16 occupational confederations organised at national level; these confederations represent the CSC/ACV in the Joint Committees where bipartite sectoral social dialogue takes place.

Three occupational confederations within the CSC/ACV are active in primary and secondary wood processing**.**

- *CSC/ACV Building and Industry (CSC-Bâtiment et industrie/ACV-Bouw en Industrie)* – 230,000 members – was created from the 1998 merger of the Centrale Chrétienne des Travailleurs du Bois et du Bâtiment (CCTBB, Christian Federation of Building and Woodworkers, founded in 1921) and of the Centrale Chrétienne des Diverses Industries (CCDI, Christian Federation of General Workers, founded in 1988). It affiliates workers in sectors such as building, stonework, cement and wood and has nearly 170 employees. The federation's members include some 68% of blue-collar workers for the entire wood industry (JCs 125 and 126).
- *Union for Clerical Workers and Managerial Staff in Wallonia and Brussels (Centrale Nationale des Employés, CNE-GNC)* – 120,000 members – represents white-collar workers and managerial staff in the private sector in the Brussels Region and the Walloon Region. It is structured by sector (commerce, finance, industry, the non-market sector and Joint Committee 218[29]). This organisation affiliates 250 people in the woodworking and the furniture sectors.
- *Union for Clerical Workers and Managerial Staff in Flanders and Brussels (Landelijke Bediende Centrale-Nationaal Verbond voor Kaderpersoneel, LBC-NVK)* – 294,149 members – represents white-collar workers and managerial staff in the private sector in Brussels and in the Flemish Region.

[29] Joint Committee 218 covers white-collar workers whose employers are not attached to any particular Joint Committee.

The CSC/ACV is affiliated to the European Trade Union Confederation (ETUC) and the World Confederation of Labour (WCL). The CSC/ACV Building and Industry is a member of the European Federation of Building and Woodworkers (EFBWW), the European Graphic Confederation (FGE) and the European Mine, Chemical and Energy Workers Federation (EMCEF). At international level, it is a member of the Building and Woodworkers' International (BWI). The CNE and the LBC-NVK are members of EMCEF.

The **Belgian General Federation of Labour (Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond, FGTB/ABVV**) is a multi-industry trade union organisation structured at federal level. With a total membership of 1.3 million (2002 figures), it is the second largest trade union organisation in Belgium.

The FGTB/ABVV is structured at inter-professional and professional levels. At inter-professional level, it is composed of 18 regional and three interregional organisations, which bring members together by geographical zone; at professional level, the union has seven branch federations (branch trade unions) which group the members according to work sector and worker's status.

Two branch trade unions within the FGTB/ABVV are active in primary and secondary wood processing:

- *The General Federation (Centrale Générale/Algemene Centrale, CG/AC)* – 355,000 members in 2005 – recruits and represents workers in construction, the chemical industry, construction related industry (e.g. wood, quarries, cement works, concrete production, ceramics, bricks and tiles, and glassware), printing, services (e.g. temporary-employment business work, cleaning, security, cinema industry, hairdressing and beauty care) and the non-market sector (e.g. private education, private hospitals and socio-cultural activities). The General Federation affiliates 8,486 people in the woodworking and furniture sectors.
- *The Belgian Union of White-Collar Staff, Technicians and Managers (Syndicat des Employés, Techniciens et Cadres de Belgique/Bond der Bedienden, Technici en Kaders van België, SETCa/BBTK)* – 324,000 members in 2003 – represents all white-collar workers, technicians and operatives in the private sector, teachers and administrative workers in secular education, and blue-collar workers in books, the graphic arts and the media. It is organised on the basis of main sectors such as commerce, finance, industry, the non-market sector, logistics, information and communication, Joint Committee 218, and other sectors. SETCa/BBTK did not communicate the number of its members in the woodworking and furniture sectors.

The FGTB/ABVV is affiliated to the ETUC and the International Confederation of Free Trade Unions (ICFTU). The CG/AC is member of EFBWW, BWI, EMCEF, Uni-Europa, EFFAT and ETUF-TCL (Europe), IBB, ICEM, UNI, UNI Solidarité, IUF and ITGLWF.

The Federation of Liberal Trade Unions of Belgium (Centrale Générale des Syndicats Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België, CGSLB/ACLVB) is the smallest (220,000 members in 2004) of the country's three representative multi-industry trade union organisations. Unlike the FGTB/ABVV and the CSC/ACV, it is organised primarily on a regional basis. It is affiliated to the EFBWW, the ETUC and the ICFTU. CGSLB/ACLVB takes part in collective bargaining in JC 126.

Workers' organisations

	Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
		Total number of the members of the organisation	Number of members in the sector			*European affiliations****		*Other affiliations*****	
						Related to the sector	Others	Related to the sector	Others
CSC/ACV	CSC/ACV Building and Industry	230,000	17,856 in wood and furniture industry	68% (CSC/ACV estimate)	Yes	EFBWW	FGE EMCEF	BWI	-

	CNE-GNC	120,000	250 in wood and furniture industry	6% of white-collar workers in woodworking and furniture industry	Yes	-	EMCEF	-	-
	LBC-NVK	294,000	ND	ND	Yes	-	EMCEF	-	-
FGTB/ABVV	CG/AC	355,000	8,486 in wood and furniture sector	32% of workers in woodworking and furniture industry	Yes	EFBWW	EMCEF UNI-Europa EFFAT ETUF-TCL	BWI	ICEM UNI IUF ITGLWF
	SETCa/BBTK	324,000	ND	ND	Yes	-	-	-	-
CGSLB/ACLVB		220,000	ND	ND	Yes (CP 126)	EFBWW	ETUC	-	ICFTU

Source: Trade unions (2006)

*Density: number of employees affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

__Primary processing of wood:__

Three employers' organisations are involved in sectoral social dialogue for primary processing of wood: the National Wood Trade Federation (Fédération Nationale des Négociants en bois/Nationale Federatie der Houthandelaars, FNN/NFH), which represents wood trading firms (NACE Bel 51.531); the Belgian Federation of Logging Firms and Timber, Mine and Paper Traders (La Fédération Belge des Exploitants Forestiers et des Marchands des Marchands de Bois de Mine et de Papeterie/Belgishe Federatie der Bosuitbaters, Papier en Mijnhout Handelaars (Fedemar), which affiliates logging firms (NACE 02.012) and wood traders; and the National Federation of Sawmills.

The **National Federation of Sawmills (Fédération Nationale des Scieries/Nationale Federatie der Zagerijen, FNS/NFZ)** was created in 1948 and represents sawmills handling broad-leaved and coniferous species, as well as enterprises active in timber slicing, rotary cutting, drying, steam curing and impregnation. The organisation has 98 member companies that represent 80% of the volume of wood processed in Belgium and employ nearly 3,000 blue-collar and white-collar workers. Member companies are mostly SMEs: only two firms have more than 100 workers. The organisation is funded through its members' dues and currently has 4.5 full-time equivalent employees. The federation is a member of the Belgian Federation of Employers (Fédération des Entreprises de Belgique/Verbond van Belgische Ondernemingen, FEB/VBO) and of the European Organisation of the Sawmill Industry (EOS), which is itself a member of the CEI-Bois.

The federations representing logging companies and the sawmill industry are developing closer ties, notably with the creation of the Confederation of Primary Wood Processing (Confédération de la première transformation du bois).

__Secondary processing of wood:__

Two employers' organisations take part in sectoral social dialogue for secondary processing of wood: Houtunie Houtebewekers (created in 1948 under the name Nationaal verbond der Houtverwerkende Bedrijven), active in the construction sector, and Fébelbois/Febelhout.

The Belgian Woodworking and Furniture Industry Federation (Fédération belge de l'industrie du bois et de l'ameublement/Belgische Federation van de Hout- en Meubelindustrie, Fébelbois/Febelhout) was founded in 1946 and is the main employers' organisation representing the wood and furniture sector. It has two types of members: current members and supporting members. Current members must respect two main criteria: the type of activity and the existence of a place of business in Belgium. Supporting members are natural persons or legal entities and associations interested in the aims of Fébelbois/Febelhout. The federation's internal organisation divides its members into different groups such as furniture, panels, construction components and other wood manufacture. The organisation has 500 member companies of which two thirds have fewer than 50 workers. There are no separate figures available on the woodworking sector.

Fébelbois/Febelhout is funded by membership dues and has 30 employees. In the social and legal spheres, Fébelbois/Febelhout provides its members with services such as: legal opinions, information (via a twice-weekly review, internet and seminars), a documentation service, defence of their interests before different bodies (National Office of Subsistence Protection, etc.), support in cases of restructuring (information, negotiation, administrative assistance, outplacement) or for any problem relating to the organisation of work.

Fébelbois/Febelhout is a member of the FEB/VBO. At European level, it is a member of CEI-Bois, the European Bedding Industries' Association (EBIA) and the European Federation of the Brush Industries (FEIBP). It is also a member of the European Panel Federation (EPF), the European Federation of Parquet Industries (FEP), the European Federation of Plywood Manufacturers (FEIC) and the European Federation of Pallets and Packaging (FEFPEB), which are members of the CEI-Bois. It is also a member of the European Institute of Wood Impregnation (WEI) and the European Furniture Industries' Federation (Efic).

Houtunie Houtbewerkers was founded in 1948 under the name Nationaal verbond der Houtverwerkende Bedrijven. The organisation has 391 members, mostly self-employed and small enterprises. Membership dues are its main source of financing.

Houtunie Houtbewerkers is supported by Bouwunie, which describes itself as the Flemish federation of construction SMEs. Bouwunie has some 9,000 members.

At national level, Houtunie Houtbewerkers is a member of Bouwunie and of UNIZO, the "biggest inter-branch organisation of the self-employed and SMEs in Flanders". At European level, it is a member of the European Builders' Confederation.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Primary processing of wood								
FNS/NFZ	98	3,000	57% of NACE 20.1	Yes (CP 125)	EOS (Indirectly, CEI-Bois)	–	No	-
Secondary processing of wood								
Fébelbois/Febelhout	About 400	ND	Around 17%	Yes (CP 126)	CEI-Bois, EFIC, EPF, FEP, FEIC, WEI, FEIBP, FEFPEP, EBIA	No	No	-
Houtunie Houtbewerkers	391	ND	ND	Yes (CP 126)	EBC	-	-	-

Source: Employers' organisations (2006).

*Density: number of companies affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite social dialogue

Social dialogue for primary and secondary processing of wood is primarily bipartite. A tripartite dialogue is nonetheless starting to develop in the Flemish Region, where the social partners in the sector have signed an agreement with the Flemish Government on employment and training in the wood sector.

Bipartite social dialogue

At sector level

Social dialogue for the woodworking sector takes place at sectoral level under the aegis of

- the Joint Committee for the Wood Industry (JC 125) for blue-collar workers;
- the Joint Committee for the Furniture and Woodworking Industry (JC 126) also for blue-collar workers;
- the Auxiliary National Joint Committee for White-Collar Staff (Commission Paritaire Nationale Auxiliaire pour les Employés/Aanvullend Nationaal Paritair Comité voor Bedienden, CP 218).

Only members of organisations representative of employers and workers can hold seats in Joint Committees (Art. 3 of the law of 5 December 1968). Members of workers' organisations must be representatives designated by CSC/ACV, FGTB/ABVV and CGSLB/ACLVB. Employers' organisations must be recognised as representative by the Minister concerned to be entitled to sit in a Joint Committee.

Sector-level negotiation is framed by the negotiation at interbranch level of multi-industry agreements. Negotiated every two years, these agreements are valid for the entire private sector. The most recent multi-industry agreement was concluded in February 2005 for the years 2005 and 2006.

The law provides that a sectoral collective agreement may be made compulsory for all workers and employers in the sector when the signatory organisations request that it be made binding. In the absence of such a request, a sector-level agreement applies only to the members of the signatory organisations.

Joint Committee for the Wood Industry (JC 125):

JC 125 covers blue-collar workers and employers whose activity is related to timber harvesting, sawmills including steam curing and drying of rough timber, impregnation, slicing and rotary cutting of timber for marketing, and the wood trade.

The organisations with seats in this JC are:

Trade unions	Number of seats	Employers' organisations	Number of seats
CG/AC – FGTB/ABVV	7 current members and 7 substitute members.	FNS/NFZ	5 current members and 5 substitute members
CSC/ACV Building and Industry	9 current members and 9 substitute members	FNN/NFH	5 current members and 5 substitute members
		Fedemar	6 current members and 6 substitute members ;

JC 125 is divided into three sub-committees:

- the Joint Sub-committee for Logging Firms (JC 125.01);
- the Joint Sub-committee for Sawmills and Related Industries (JC 125.02): From 2000 to 2005, eight collective agreements were concluded in this Joint Sub-committee. The signatory organisations systematically requested binding texts so the agreements accordingly cover 100% of workers in the sub-sector. The collective agreements cover in particular working conditions and pay, early retirement and supplemental pensions, and notice periods.
- the Joint Sub-committee for the Timber Trade (JC 125.03).

Joint Committee for the Furniture and Woodworking Industry (JC 126):

JC 126 covers blue-collar workers and employers active in the manufacture, trade and storage of furniture (excluding metal furniture) and mattresses; the woodworking sector (excluding sawmills); the leasing and/or installation of all material (excluding sound, video, lighting and signposting installations) for fairs, exhibition and festivities; the manufacture, regardless of the technique used, leasing and/or installation of stands, decorations, theatre and television sets, tribunes, etc.; the leasing of space for exhibitions, fairs, festivities, the permanent or temporary exhibition of merchandise, events of all kinds; the organisation of stands, exhibitions, and fairs; the manufacture of wooden toys and perambulators; etc.

The organisations sitting in this JC are:

Trade unions	Number of seats	Employers' organisations	Number of seats
CG/AC – FGTB/ABVV	7 current members and 7 substitute members.	Fébelbois/Febelhout	14 current members and 14 substitute members
CSC/ACV Building and Industry	7 current members and 7 substitute members	Houtunie Houtebewekers	1 current member and 1 substitute member
CGSLB/ACLVB	1 current member and 1 substitute member		

From 2000 to 2005, 44 collective agreements were concluded in JC 126. With only three exceptions, they were all binding (100% cover rate). Of the 44 agreements, 17 were concluded for an open-ended period. These agreements concern the partial unemployment scheme, seniority leave, supplemental pension and early retirement, financial contribution for transport expenses, employment and training in high-risk groups, outplacement, flexible working hours, working conditions and the sector's non-discrimination code.

Auxiliary National Joint Commission for White-Collar Staff (JC 218)

CP 218 covers white-collar workers whose employers are not attached to any particular Joint Committee. It currently deals with 30 sub-sectors, 50,000 enterprises, and 350,000 workers. According to a study by the training centre of the CPNAE, the wood and furniture sector - NACE 20.1 to 20.5 and 36.1, covered by JC 218 – represented 4,138 white-collar workers in 2003, or 1.2% of those covered by this JC, employed by 818 different companies.

The organisations with seats in this JC are:

Trade unions	Number of seats	Employers' organisations	Number of seats
FGTB/ABVV	5 current members and 5 substitute members	FEB/VBO	11 current members and 11 substitute members
CSC/ACV	5 current members and 5 substitute members		
CGSLB/ACLVB	1 current member and 1 substitute member		

The seats of the FEB/VBO are held by the employers' federation itself and by certain of its member sectoral federations. For example, the FEB/VBO, Fébelbois/Febelhout has a substitute seat in JC 218. The FEB/VBO has assigned a current member's and a substitute member's seat to UNIZO, the Flemish representative of self-employed and small enterprises.

For the period from 2000 to 2005, 17 collective agreements were concluded in JC 218. All were binding. They covered in particular the status of trade union delegations, the subsistence protection fund, working conditions and pay.

At company level

For primary and secondary processing of wood, social dialogue is very limited at company level. This is due to two reasons: first, the existence of a large number of companies; and second, the will of the social partners to focus on the sectoral level rather than the company level.

The absence of social dialogue at company level is particularly the case for primary processing, where companies with more than 50 workers are extremely rare (the threshold for the existence of a trade union delegation is 50 workers in JC 125). According to the main employers' federation for secondary processing of wood, the rare company-level agreements concluded have mostly been related in recent years to restructuring plans.

Acronyms

CG/AC: General Federation (Centrale Générale/Algemene Centrale), within the FGTB/ABVV

CGSLB/ACLVB: Federation of Liberal Trade Unions of Belgium (Centrale Générale des Syndicats Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België)

CNE: Union for Clerical Workers and Managerial Staff in Wallonia and Brussels (Centrale Nationale des Employés)

CSC/ACV: Confederation of Christian Trade unions (Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond)

FEB/VBO:	Belgian Federation of Employers (Fédération des Entreprises de Belgique/Verbond van Belgische Ondernemingen)
Fébelbois/Febelhout :	Belgian Woodworking and Furniture Industry Federation (Fédération belge de l'industrie du bois et de l'ameublement/Belgische Federation van de Hout- en Meubelindustrie)
Fedemar :	Belgian Federation of Logging Firms and Timber, Mine and Paper Traders (Fédération Belge des Exploitants Forestiers et des Marchands des Marchands de Bois de Mine et de Papeterie/Belgishe Federatie der Bosuitbaters, Papier en Mijnhout Handelaars)
FGTB/ABVV:	Belgian General Federation of Labour (Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond)
FNN/NFH :	National Wood Trade Federation (Fédération Nationale des Négociants en bois/Nationale Federatie der Houthandelaars)
FNS/NFZ:	National Federation of Sawmills (Fédération Nationale des Scieries/Nationale Federatie der Zagerijen)
LBC-NVK :	Union for Clerical Workers and Managerial Staff in Flanders and Brussels (Landelijke Bediende Centrale-Nationaal Verbond voor Kaderpersoneel)
ONSS :	National Office for Social Security (Office National de la Sécurité sociale/ Rijksdienst voor Sociale Zekerheid)
SETCa/BBTK:	Belgian Union of White-Collar Staff, Technicians and Managers (Syndicat des Employés, Techniciens et Cadres de Belgique/Bond der Bedienden, Technici en Kaders van België)

CYPRUS

1. Description of the sector

Delimitation and activities of the sector

In Cyprus, the activities covered by the woodworking industry correspond to the code DD 20 of the NACE Rev.1: Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials.

From the collective bargaining point of view, trade unions in the sector do not cover exclusively the woodworking sector but also the building sector, the mining sector and the furniture sector. On the employers' side, the organisation active in the sector covers both the woodworking and the furniture sectors.

Socio-economic features of the sector[30]

Summary table: Companies /Enterprises (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE DD 20.1	7	0	71.4	28.6	0	0
NACE DD 20.2	2	0	0	50.0	50.0	0
NACE DD 20.3	998	58.6	38.0	3.2	0.2	0
NACE DD 20.4	3	0	100	0	0	0
NACE DD 20.5	40	0	100	0	0	0
Total NACE DD 20	**1,050**	**55.7**	**40.7**	**3.3**	**0.3**	**0**

Source: Compiled from data supplied by the Statistical Service of Cyprus.

The woodworking sector is one of the smallest sectors of the economy of Cyprus. In 2004, its annual contribution to GDP at current market prices was 42.7 million Cyprus pounds or 0.6% of GDP. No accurate figures on the shadow economy in the sector are available but it is reckoned to be relatively small and is attributed mainly to under-reporting by firms.

According to the 2000 Census of Establishments, there were 989 enterprises in the sector. 93.7% of these were in the manufacture of builders' carpentry and joinery sub-sector (NACE 20.3), 4.8% in the manufacture of other products of wood and articles of cork sub-sector (NACE 20.5), 0.9% in saw-milling and planing of wood (NACE 20.1), 0.3% in the manufacture of veneer sheets, plywood and laminate board sub-sector (NACE 20.2) and 0.3% in the manufacture of wood containers (NACE 20.4). The sector was characterised by the small size of enterprise (90.1% of enterprises employed between 1 and 4 people). The distribution of enterprises by ownership was: 58.4% privately owned, 35.2% limited companies, 6.2% partnerships and 0.2% other legal entities. There are no government enterprises in the sector (except that in one public company and in its subsidiary the government is a major shareholder). As regards geographical distribution, 41.8% of the establishments were in Nicosia District, 30.7% in Limassol District, 14.2% in Larnaka District, 8.6% in Paphos District and 4.7% in Ammochostos District.

[30] The data refer to the sector's activities in the Government controlled areas, excluding the areas under Turkish occupation since the Turkish invasion of Cyprus in July 1974.

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE DD 20.1	0	61	0.02	50.8	49.2	0	0
NACE DD 20.2	0	120	0.05	6.7	18.3	75.0	0
NACE DD 20.3	585	2,374	0.90	66.2	26.9	6.9	0
NACE DD 20.4	0	13	0.00	100	0	0	0
NACE DD 20.5	40	47	0.02	100	0	0	0
Total NACE DD 20	**625**	**2,615**	**0.99**	**63.9**	**26.4**	**9.7**	**0**

Source: Compiled from data supplied by the Statistical Service of Cyprus

According to the 2000 Census of Establishments, 2,606 people were employed in the sector. 18% were employers, 21.3% were self-employed, 60.6% were employees and 0.1% were contributing family members. Women accounted for 7% of the total full-time employment and the major part of workers (86.8%) were craftsmen and related workers[31]. The educational level of the labour force, based on the 2001 Census of Population was: 33% completed Lyceum (6 years secondary), 19% gymnasium (3 years secondary), 41.6% primary school, 2.6% post-secondary, 1.5% university and 2.3% had education below full primary level.

The woodworking sector has achieved relatively high rates of growth during the last five years. The index of quantity production rose from 100 units in 2000 to 110.8 in 2003 and 134.7 in 2005. This is attributed to the expansion of the construction sector. During the same period, imports of wood and articles of wood rose from 29.8 million Cyprus pounds (CyP) in 2000 to 52 million CyP by 2005, whilst the corresponding domestic exports declined from 0.5 million CyP in 2000 to 0.4 million CyP by 2005. The main problems faced by the woodworking industry pertain to technological upgrading, inadequate infrastructure, increased foreign competition, low productivity due, inter alia, to lack of skilled workers, fragmentation of enterprises and wide product range, and the harmonisation with the EU standards and regulations.

The industrial development policy effort of the Government of Cyprus is the enhancement and modernisation of the manufacturing sector in the whole spectrum of the operational activities of enterprises in order to improve their capacity to cope successfully with the changing market conditions. In this framework, besides its participation to the Development Programme of the Manufacturing sector in the Rural Areas, Cyprus also participates to the multi-annual programme of the EU for SMEs, covering the period 2004-2006. Indicative actions for manufacturing include grants for technological upgrading, Government guarantees for investment loans for restructuring and expanding their activities, incentives for the promotion of mergers and joint ventures.

[31] Source : Census of Population of 2001.

2. Organisations active in the sector

Workers' organisations

The main workers' organisations in the woodworking industry in Cyprus are:

- The Cyprus Building, Wood, Mines and General Workers Trade Union, which is part of the Pancyprian Federation of Labour (PEO);
- The Federation of Builders, Miners and Related Workers, which is part of the Cyprus Workers Confederation (SEK).

The Trade Unions PEO and SEK are the main trade unions in the country.

The Cyprus Building, Wood, Mines and General Workers Trade Union (Syntehnia Ikodomon, Xilourgon, Metallorihon ke Genikon Ergaton Kiprou) was created in 1936 and registered as a trade union with the Ministry of Labour and Social Insurance. Initially it covered building workers (including workers in the manufacture of construction materials such as mosaics, tiles, bricks, cement, ready-made concrete, stone-cutting) and since 1948, it has encompassed wood and furniture workers as well. In 1985, mines workers joined the union.

Funds mainly come from membership subscriptions and 30 people work as full-time staff within the organisation. Elections are held at the Trade Union Congress every four years, whereby a 51 member administrative council is elected by simple majority. A Board of Management of 11 people (5 of which constitute the secretariat) is also elected by these members.

The total number of members of the organisation is about 13,000 of which 500 are white-collar workers. In the woodworking sector, the union has 400 members.

As it is registered as a trade union, the Cyprus Building, Wood, Mines and General Workers Trade Union is legally recognised and therefore it takes part in consultations at sector, enterprise and tripartite levels. It also has the capacity to sign agreements at all levels. However, in its areas of activities, the collective agreements are nearly all confined to the sub-sector level. In the woodworking sector, it has recently signed one collective agreement at sector level and three at the enterprise level, which are all in force. One of the agreements signed at the enterprise level was within a tripartite concertation framework (It refers to the enterprise in which the government is a major shareholder).

The Cyprus Building, Wood, Mines and General Workers Trade Union is not affiliated to any European organisation. At the international level, it is member of the Union International of Workers of the Building, Wood and Building Materials Industries (UITBB).

The Federation of Builders, Miners and Related Workers (Omospondia Ikodomon, Metallorihon Ke Sinafon Epagelmaton Kiprou) was created in 1959 and registered as a trade union with the Ministry of Labour and Social Insurance. Funds mainly come from membership subscriptions and 16 people work as full-time staff within the organisation. Elections are held every four years at the General Congress of the trade union, whereby a five member Executive Committee is elected by majority vote. The total number of members of the organisation is about 10,000 of which 600 are white-collar workers. In the woodworking sector, the union has 400 members.

As it is registered as a trade union, the Federation of Builders, Miners and Related Workers is legally recognised and therefore it takes part in consultations at sector, enterprise and tripartite levels. It also has the capacity to sign agreements at all levels. However, in its areas of activities, the collective agreements are nearly all confined to the sub-sector level. In the woodworking sector, it has recently signed one collective agreement at sector level and three at the enterprise level, which are all in force. It also participates in tripartite concertation and can negotiate and sign agreements within this framework. In the woodworking industry, one of the three agreements signed at the enterprise level was in this framework (the enterprise involved refers to the one that the government is a major shareholder).

The Federation of Builders, Miners and Related Workers is not affiliated to any European organisation. At the international level, it is member of the Building and Woodworkers International (BWI).

Workers' organisations (2005)

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
Cyprus Building, Wood, Mines and General Workers Trade Union (PEO)	13,000	400	15%	Yes	No	No	UITBB	No
Federation of Builders, Miners and Related Workers (SEK)	10,000	400	15%	Yes	No	No	BWI	No

Source: Trade Unions and the Statistical Service of Cyprus.

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The main employers' organisation in the sector is **the Cyprus Furniture and Woodworking Industry Association (Pankiprios Synthesmos Viomihanon Epiplou ke Xilourgikon, PASYVEX)**. It is a member of the Cyprus Employers and Industrialists Federation (OEV). PASYVEX was established in 1959 and was registered with the Registrar of Trade Unions under the Unions Law in 1971. Its mission is to promote the economic, labour, environmental and legislative issues related to the sector, through collective and systematic representations to the government, the legislative power and other social partners.

Two employees work for the organisation on a full-time basis. Its funds come mainly from the subscriptions of its members. Some revenue is also raised from the organisation of seminars and exhibitions. At present, PASYVEX has 79 members' enterprises (51 in the woodworking sector). These are active in carpentry, furniture making, mattresses and various other branches of the woodworking and furniture sectors (NACE DD 20 and DN 36.1).

The organisation is legally recognised on the basis of its registration with the Registrar of Trade Unions. It takes part in collective bargaining at sector level and has the power to negotiate and sign collective agreements at this level. One agreement signed by the organisation is in force for the moment in the woodworking sector (this agreement also covers the furniture sector). Its duration is two years. PASYVEX does not participate in collective bargaining at the enterprise level. This has been assigned to OEV. Such cases are confined to three enterprises in the woodworking sector (two public and one private enterprises).

At the European level, PASYVEX is a full member of the European Furniture Manufacturers Federation (UEA). At the international level, it is associated with the Centro Studi Industria Leggera (CSIL) of Milano, a furniture industry research institute, as a subscriber in its research and studies service.

Employers' organisations(2005)

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
PASYVEX	79 in total; 51 in the woodworking sector	700	11%[32]	Yes	UEA	No	No	No

Source: Cyprus Furniture & Woodworking Association (PASYVEX) and the Statistical Service of Cyprus.

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation specifically for the woodworking sector. However if no agreement is reached in the framework of the bipartite sector-level social dialogue, then the parties concerned can proceed to tripartite concertation under the chairmanship of the Ministry of Labour and Social Insurance. The main actors in tripartite concertation for the woodworking sector are the Ministry of Labour and Social Insurance, the two trade unions and PASYVEX. For the enterprises, which are not members of PASYVEX, the tripartite concertation involves the Ministry of Labour, the two trade unions and the enterprise concerned.

Any relevant issue can be addressed in tripartite concertation. There is a signed agreement on the terms and conditions of employment in the sector or the enterprises concerned. The signatories are the trade unions and PASYVEX or the enterprises concerned if they are not members of PASYVEX. The content of such agreements is a full employment contract.

Bipartite social dialogue

a) At sector level

Bipartite collective bargaining for the woodworking sector takes place between PASYVEX and the two trade unions active in the sector. Under the Industrial Relations Code operating in Cyprus, there is an obligation to participate in collective bargaining at sector level. There are no conflicts between players regarding recognition issues.

One sector collective agreement has been signed recently and is in force. It covers both the woodworking and the furniture industry. The content of such an agreement is a full employment contract, with all terms and conditions of employment, including collective bargaining issues. Its duration is usually two years. It covers all blue-collar workers and apprentices.

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[32] The density has been calculated on the basis of the number of enterprises **with employees** in the woodworking sector: About 460.

The coverage rate of this agreement in comparison with the total number of enterprises (employing workers) is estimated to be nearly 100%. Within these enterprises, all employees are covered by the agreement. There are no formal procedures for extending collective agreements to parties that are not signatories. However, employers generally use the agreement as a norm and apply, to a great extent, the employment terms and conditions of the agreement to their enterprises. In so doing, they avoid employee defections to better employers. Nevertheless, three enterprises (the largest firms in the sector) have signed separate enterprise agreements generating better wages and conditions of work than in the other enterprises of the sector.

The players are quite optimistic with regard to the future developments of social dialogue at sector level. According to them, more rights and privileges will be granted to the workers. In particular, they claim that the content of these agreements is likely to include changes in the provisions regarding the cost of living, allowance and welfare benefits, extension of the age of retirement, the legal binding of collective agreements, improvements in safety, health and environmental conditions at work as well as more harmonisation with EU countries.

b) At company level.

There are three cases of company level collective bargaining in the woodworking sector: two in public companies and one in a privately owned enterprise (three enterprise level collective agreements are in force for the moment in the sector). The parties involved in this dialogue are the two trade unions, the manager of the enterprise assisted by representatives of OEV if the company is member of PASYVEX (which is the case in the three enterprises). The content of these agreements include wages, pay systems and other conditions of employment, collective bargaining issues and work specific provisions in the recently enforced new EU harmonised labour legislation, that ensures that collective agreements are amended so that provisions which are contrary to this new legislation are effectively removed. Their duration is usually two years and they cover nearly all employees of the enterprise concerned (excluding managerial staff).

There is an obligation to participate at collective bargaining at company level in accordance with the Industrial Relations Code of Cyprus. There are no conflicts between players regarding recognition issues.

Acronyms

CSIL: Centro Studi Industria Leggera

OEV: Cyprus Employers and Industrialists Federation (Omospondia Ergodoton ke Viomichanon Kiprou)

PASYVEX: Cyprus Furniture & Woodworking Industry Association (Pankiprios Synthesmos Viomihanon Epiplou ke Xilourgikon)

PEO: Pancyprian Federation of Labour (Pankipria Ergatiki Omospondia)

SEK: Cyprus Confederation of Workers (Synomospondia Ergaton Kiprou)

CZECH REPUBLIC

1. Description of the sector

Delimitation and activities of the sector

One fundamental economic classification used for statistical purposes in the Czech Republic is the "Sector Classification of Economic Activities" (Odvětvová klasifikace ekonomických činností, OKEČ). OKEČ is fully based on NACE and consequently, statistical data presented in this report are based on NACE DD 20.

In industrial relations term, the woodworking sector is generally linked to the furniture-making and retail industry. For instance, this is the same organisational section within the OS DLV (the trade union operating in the sector) which covers all these sectors. Similarly, higher-level collective agreements (HLCAs) concluded for woodworking also cover the furniture-making and retail industries and the forestry management sector.

Socio-economic features of the sector[33]

In the Czech Republic, the woodworking sector accounts for a very small proportion of the national economy in terms of employment (1.12%), economic units (2.7%) and value added (0.96%). It is estimated that the grey economy plays a minimal role in this sector.

Various indicators (NACE DD 20)

	2002	2003	2004	2005
Average registered number of employees (natural persons)	47,912	46,503	44,814	44,933
As a % of employees in the national economy	1.18%	1.15%	1.13%	1.12%
Average monthly wage per head (CZK)	10,939	11,656	12,766	13,019
Gross added value in group 20 as a % of total gross added value at current prices	0.95%	0.97%	0.96%	ND

Source: Czech Statistical Office (CZSO) calculations to order, RILSA calculations

According to the Register of Economic Subjects maintained by the CZSO, there were 56,155 business entities registered in NACE 20 at December 31, 2005. The following table presents their breakdown by legal form and size of the workforce:

Breakdown of business entities by legal form and by number of employees (NACE DD 20)

Breakdown by legal form:			**Breakdown by number of employees:**		
	absolute	*%*		*absolute*	*%*
self-employed	52,151	92.87	no employees	24,992	44.51
commercial companies	3,053	5.44	1-9 employees	3,715	6.61
cooperatives, state firms, other	951	1.69	10-100 employees	1,016	1.81

[33] Sources: Ministry of Industry and Trade, Panorama of Czech Industry 2004, Wood Processing – OKEČ 20, http://download.mpo.cz/get/26188/26053/291096/priloha007.pdf., Ministry of Industry and Trade, Annual Report of the Wood Processing Industry for 2004, http://download.mpo.cz/get/26980/27530/303610/priloha001.doc.

Total	**56,155**	**100.0**	>100 employees	75	0.13
			not stated	26,357	46.94
			Total	**56,155**	**100.0**

Source: Register of Economic Subjects, CZSO 2005

The woodworking industry is concentrated in micro-firms and small and medium-sized enterprises. 45% of business entities do not employ salaried workers and self-employed structured entities account for 93% of the units in the sector. Large enterprises are found in the sub-group NACE 20.1 (sawmill production and wood impregnation) and are, as a rule, foreign-owned. By contrast, the sub-sector NACE 20.3 (Construction joinery and carpentry) is highly fragmented and the work is performed by thousands of small firms (usually combined with bespoke and small-series furniture manufacture) as well as several large companies.

In 2005, the average registered number of employees (natural persons) in the woodworking sector was 44,933. As can be seen from the first table, the workforce in the sector has remained at a relatively stable level in recent years. In terms of gender, 76.2% of workers in the sector are male. Most are artisans and machine operators, chiefly with secondary school education without the school-leaving qualification. One fifth of employees have completed secondary school education with the school-leaving qualification.

Most work contracts in the sector are for an indefinite period and almost all employees work full-time, i.e. 40 hours a week. A more detailed percentage breakdown of employees is given in the following table:

Employment characteristics (NACE DD 20)

ISCO	**%**	**Education**	**%**	**Work contract**	**%**	**Full-time/part-time**	**%**	**Sex**	**%**
Legislators and managers (1)	2.3	Basic education - ISCED 1,2	11.8	Permanent contract	91.8	Full-time	95.6	Men	76.2
Professionals (2)	0.4	Secondary without GCE. - ISCED 3	65.2	Fixed term contract	8.2	Part-time	4.4	Women	23.8
Technicians (3)	7.7	Secondary with GCE - ISCED 3,4	20.2						
Clerks (4)	5.6	University - ISCED 5,6	2.8						
Service and sales workers (5)	1.5								
Craft and related trades workers (7)	39.3								
Plant and machine operators (8)	29.1								
Elementary occupations (9)	14.0								

Source: Labour Force Survey, Czech Statistical Office 2005

The average wage in the sector has been below the national average for the last four years:

Wage (NACE DD 20)

	2002	2003	2004	2005
Average monthly wage per head in NACE DD 20 (CZK) [34]	10,939	11,656	12,766	13,019
National average wage (CZK)	15,866	16,920	18,035	19,030

Source: Czech Statistical Office (CZSO) calculations to order, RILSA calculations

The woodworking industry has a long tradition (the oldest) in the Czech Republic, particularly in the primary sawmill production[35]. One indisputable advantage is the constantly renewable raw material base of domestic origin[36]. Timber is extracted from forest vegetation over approximately 2.6 million hectares of forest area, which represents almost one third of the area of the country as a whole. With an intensity of timber production of approx. 1.4 m^3 per head and 5.9 m^3 per hectare of forest area, the Czech Republic is the European leader. Another positive aspect of the sector in the Czech Republic is worker skill levels. However, technical equipment and results from the introduction of science and technology remain weaknesses.

Given the sufficient supplies of raw timber to the sector and the further growth in demand for its products, in general terms, the outlook for the Czech woodworking industry is viewed by experts positively, including the long-term outlook[37].

2. Organisations active in the sector

Workers' organisations[38]

The **Trade Union of Workers in the Woodworking Industry, Forestry and Water Management** (Odborový svaz pracovníků dřevozpracujících odvětví, lesního a vodního hospodářství v ČR, OS DLV)[39] was established at an extraordinary founding congress on 24-25 January 1990. It is a member of the largest trade union centre in the Czech Republic, the Czech-Moravian Confederation of Trade Unions (Českomoravská konfederace odborových svazů, ČMKOS). OS DLV mainly organises employees of enterprises operating in the woodworking, furniture-making, retail and paper industries, in forestry, water and environmental management, and in related fields of activity. In these sectors, OS DLV is the leading trade union, and has around 25,500 members (most are male blue-collar workers).

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[34] Yearly average exchange rate for 2002, 2003, 2004 and 2005 from the database of the Czech National Bank (CZK 30.812 per EUR in 2002, CZK 31.844 per EUR in 2003, CZK 31.904 per EUR in 2004 and CZK 29.784 per EUR in 2005). Source www.cnb.cz.

[35] In 2004, sawmill output accounted for 31% of revenues from sales and services in the woodworking industry (roughly double the proportion in developed EU countries).

[36] Timber felling in 2004 amounted to 15.6 million m^3. One positive fact is that the felling rate falls roughly 12% short of the annual increment of timber in forests, so timber stocks are constantly increasing.

[37] E.g. Prospects of the Czech Woodworking Industry, Technological Centre of the Academy of Sciences of the Czech Republic, www.circ.cz

[38] We checked the possibility that some employees or trade union organisations might be members of a trade union operating in the construction sector (notably by questioning the representative of OS Stavba). However, this proved not to be the case.

[39] For more information, see the Statutes of OS DLV, Report on the Work of OS DLV (material for a session of the 4th regular congress of OS DLV held in Prague on 18 and 19 November 2005). See also the trade union's web site (http://osdlv.cmkos.cz/menu.html.) Further information and data were obtained from interviews with specialists at the trade union's headquarters.

No political parties or movements are active in the union's bodies and organisational components. A total of nine employees work in the trade union's headquarters and five more work in individual areas. The union's main revenues come from membership subscriptions.

As regards its internal structure, the OS DLV congress sets up specialist commissions to deal with specialist problems in individual fields. At present, a total of four sector specialist commissions are established, dealing with: (1) the forestry industry; (2) the woodworking, furniture-making and retail industry; (3) water mains, sewerage, water management; (4) the paper industry. OS DLV also includes employees of employers operating in other sectors and individuals who applied to join. It follows that the specialist commission for the woodworking, furniture-making and retail industry affiliates trade union organisations from various economic sectors.

Czech law does not require trade union organisations to undergo any kind of recognition procedures for collective bargaining. The decisive factor is the legal competence of the organisation concluding the collective agreement[40], and, in practice, the actual existence of the necessary social partner or its willingness to conduct social dialogue and collective bargaining. According to the law, collective bargaining and the conclusion of a collective agreement may be done by a representative of the appropriate trade union body, so authorised by its statutes or its internal regulations.

Every year, OS DLV concludes one higher-level collective agreement (HLCA) for the woodworking, furniture-making and retail industry and forestry management in the Czech Republic. Its partner is the Union of Employers in Wood Processing Industries. The HLCA for 2005 (effective until December 31, 2005) covered in total 49 employers employing 6,322 employees, in which 63 basic organisations of OS DLV with 1,940 members operated. In the woodworking sector proper, the trade union has 38 basic organisations (i.e. a total of 1,808 trade union members). For 2006, this agreement was signed on 25 April 2006.

OS DLV does not negotiate enterprise-level collective agreements (ELCAs) directly. These are negotiated by the trade union's basic organisations. However, at the request of a member organisation, OS DLV may provide support for the negotiations (information, consulting etc.), and possibly (particularly if the employer permits) OS DLV officials or assigned experts may personally take part in the talks. The aforementioned 38 basic organisations operating in the woodworking sector concluded a total of 26 ELCAs for 2005 covering a total of 5,469 employees (1,608 trade union members of OS DLV).

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
OS DLV	25,500 (round figure)	1,808 in the woodworking sector	4% of workers in the woodworking sector	Yes	No	No	BWI, PSI (Public Services International)	No

Source: OS DLV, CZSO, RILSA. Figures as of 31.12.2005

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and

[40] In particular the manner of its founding, which must conform to the relevant legislation.

have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Union of Employers in Wood Processing Industries** (Svaz zaměstnavatelů dřevozpracujícího průmyslu, SZDP) was founded at the general meeting held in Prague on April 10, 1991. The thirty founding companies, essentially active in the sawmill basic industry, were soon joined by new members active in other fields of the wood processing (constructional joineries, cabinetries, manufacturers of music instruments, toys, sporting goods and brushes). Membership also includes forestry and trading companies, vocational schools and research institutions. Today, SZDP has a total of 66 member companies[41] and has become one of the major organisations within the Union of Employers´ Associations of the Czech Republic (Unie zaměstnavatelských svazů ČR). Its members are firms of various size categories: Some have only one employee, while others employ over 2,000 people. Regular SZDP members (of all represented sectors) employ a total of 5,959 employees (as of March 31, 2006); affiliated members a total of 310 employees. SZDP operates nationwide. Its funding are based on membership subscriptions and one employee (SZDP secretary) works for it.

Recognition procedures do not exist in the Czech Republic. The SZDP has traditionally featured as a social partner in sector social dialogue and it signs every year with OS DLV one HLCA for all represented branches. In the sector of woodworking, the collective agreement concluded for 2006 concerns 31 companies. The SZDP does not take part directly in collective bargaining at company level. SZDP companies have so far concluded 11 ELCAs for 2006 (in all represented branches).

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
SZDP	66 in total and 31 in the woodworking sector	6,269[42] in total, ND in the woodworking sector	Less than 1%	Yes	No	No	No	No

Source: SZDP, CZSO, RILSA .

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

41 As of today, according to an SZDP representative, its membership numbers 56 regular members and 10 affiliated (companies outside the Czech Republic, mostly in Slovakia).

42 Regular SZDP members (of all represented sectors) employ a total of 5,959 employees (as of 31.3.2006); affiliated members a total of 310 employees.

3. Industrial relations in the sector

Tripartite concertation

No tripartite platform exists in the sector of woodworking and no tripartite talks take place[43].

Bipartite social dialogue

At sector level

Collective bargaining for the woodworking sector takes place at sector level. In this framework, one HLCA is concluded every year. It covers the woodworking sector as well as some companies in the furniture and retail industries and in the forestry industry. The players involved in this bargaining process are OS DLV and SZDP. There are no conflicts between players regarding recognition issues and there is no obligation to participate in collective bargaining.

The last HLCA for the woodworking sector was signed on April 25, 2006 and lasts until December 31, 2006. It contains provisions regulating relations between the parties, questions of employment, working hours, leave, night work, overtime, obstacles to work on the part of the employee and on the part of the employer, occupational health and safety, company catering, employees' social and healthcare needs, wage questions, provisions for control, and a list of enterprises/members of SZDP and a list of basic organisations of OS DLV in the woodworking sector.

In the woodworking sector, 31 companies are covered by this HLCA (0.77% of companies in the sector[44]). All employees of SZDP members are covered by the agreement. There is no data regarding the exact number of workers covered by the agreements as the number of workers in the 31 SZDP member companies in the sector is not available.

Procedures for extending collective agreements to parties that are not signatories to the agreement exist in the Czech Republic[45]. However, the HLCA signed for the woodworking industry, was not extended, as the parties did not ask for it.

At the enterprise level

Collective bargaining for the woodworking sector also takes place at enterprise level. The players involve in such negotiation are the employer and the appropriate trade union organisation (operating at the employer).

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[43] According to the questioned representatives of sector trade union organisations.

[44] This coverage rate is calculated on the basis of the total number of companies in the sector (56,155) minus the number of self-employed companies (52,151), i.e. 4,004.

[45] An amendment of the collective bargaining act (Act No. 255/2005 Coll.) has applied since 1 July 2005, bringing new conditions for extensions. Specifically, the trade union in question must be in membership terms the biggest union in the sector for which extension is proposed, or the employers' organisation in question must be the biggest employer grouping in the sector. If the conditions laid down by law are demonstrably satisfied, the HLCA is extended, on the basis of a joint proposal by the parties to the HLCA, to cover all employers whose principal business ranks them in the sector in question as defined by NACE.

OS DLV reports a total of 26 ELCAs signed as of December 31, 2005. This means that 0.65%[46] of companies in the sector are covered by an ELCA. ELCAs cover all the employees of the company concerned. According to OS DLV, these 26 ELCAs cover 5,469 employees in the sector, i.e. 12.17% of employees in the sector. Unlike HLCAs, ELCAs are not subject to extension in the Czech Republic.

ELCAs are usually effective for one year. Broadly, they have similar content to HLCAs, but the ELCAs tend to be more specific and more detailed in their provisions.

Acronyms

CZSO: Czech Statistical Office

OKEČ: Sector Classification of Economic Activities (Odvětvová klasifikace ekonomických činností)

OS DLV: Trade Union of Workers in Woodworking Industry, Forestry and Management of Water (Odborový svaz pracovníků dřevozpracujících odvětví, lesního a vodního hospodářství)

ČMKOS: Czech-Moravian Confederation of Trade Unions (Českomoravská konfederace odborových svazů)

SZDP: Union of Employers in Wood Processing Industries (Svaz zaměstnavatelů dřevozpracujícího průmyslu)

[46] This coverage rate is calculated on the basis of the total number of companies in the sector (56,155) minus the number of self-employed companies (52,151), i.e. 4,004.

DENMARK

1. Description of the sector

Delimitation and activities of the sector

The Danish Industrial Classification follows the NACE Rev.1.1 Classification[47]. The figures presented in this study concern companies and employees in group 20.00: "Wood industries".

In Denmark the domain of trade unions and employers' associations follow historical lines based on a common factor. In the present case, this common factor is 'wood'. Thus the organisations mentioned in this study cover both wood and furniture industry and for some also the 'wooden part' of the building sector. The same counts for collective bargaining, as the organisations involved cover both sectors. In this report, wood and furniture is separated when the concern is figures and numbers. When it comes to organisations and collective bargaining the activities are not separated because it would not make any sense in the Danish context.

Socio-economic features of the sector

Wood Industry 2003: Number of companies, full-time employment, turnover, export, and gross value added.

111-sector grouping	Companies	Full-time equivalents	Turnover	Export	Gross value added
	Number		Million EUR		
Total (National level)	275,637	2,168,346	319,711	77,047	157,590
2000 Wood Industry	662	12,548	1,811	388	656

Source: Statistics Denmark, General Firm Statistics 2003, 111-grouping

Companies, employees and total employment in full-time equivalents by subsector (2003)

Sector/Subsector	Number of companies in the subsector	Number of employees in the subsector	Total employment in the subsector
2010 Sawmilling, impregnation of wood, etc.	113	1,104	1,153
2020 Manufacture of veneer sheets, plywood, etc.	46	1,041	1,051
2030 Manufacture of builders' carpentry and joinery	264	8,957	9,036
2040 Manufacture of wooden containers	73	651	689
2051 Manufacture of other products of wood	157	787	884
2052 Manufacture of articles of cork, straw, etc.	9	8	15
2000 Wood Industry, total	**662**	**12,548**	**12,828**

Source: Statistics Denmark: General Firm Statistics: Account statistics for selected detailed sectors, (DB03) 2003

[47] The Danish Industrial Classification (DB03) contains a six-digit code whereof the first four digits refer to the NACE code.

Tables above are taken from General Firm Statistics of the Statistics Denmark and cover the year 2003. As can be seen from the first table, the share of the woodworking industry in the national GDP, expressed as gross value added, is 0.42%. The numbers covering exports show that the wood industry is mainly oriented towards the domestic market. The second table shows that the manufacture of builders' carpentry and joinery (2030) is the largest sub-sector in terms of companies and employment. None of the employers' and employees' organisations within the wood industry estimate underground economy to be of any significance.

The two following tables present the structure of the sector according to size of company. These statistics only cover 3rd quarter 2002 and are calculated on the basis of special runs of Statistics Denmark based on atp-payment (i.e. wage earners' supplementary pension). Figures based atp-payment should be treated with some caution because notable variations can occur.

Summary table: Companies (3rd quarter 2002)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 100 employees	% companies with > than 100 employees
NACE 20.00	473	6.34	50.32	33.83	4.86	4.65

Source: "Humlebien – de siger den ikke kan flyve" ("The bumblebee – they say it can't fly") Report about the wood and furniture industry in Denmark made by the Building, Construction and Wood Industry Cartel, BAT-kartellet 2003.

Summary table: Workers (3rd quarter 2002)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-100 workers/ Number of employees in the sector (%)	Number of employees in companies with > 100 workers/ Number of employees in the sector (%)
NACE 20.00	ND	12,233	0.57	8	29	13	50

Source: "Humlebien – de siger den ikke kan flyve" ("The bumblebee – they say it can't fly") Report about the wood and furniture industry in Denmark made by the Building, Construction and Wood Industry Cartel, BAT-kartellet 2003.

The wood industry has experienced a decline in employment : in 4th quarter 2000, the employment was 15,300 full-time equivalents and then fell to 14,000 in same quarter 2002. In 4th quarter 2005 employment in the wood industry were 13,000 full-time equivalent. This is a decline of 15%.

The tables presented above show that, although there is a concentration in companies with 1 – 49 employees, the much smaller number of companies with more than 100 employees cover 5O% of employees in the wood industry. During the last 6-7 years, a concentration on fewer but larger companies with increasing annual turnovers has taken place.

The majority of workers in the sector could be classified as skilled blue-collar workers – either highly skilled through a special craft training or skilled through experience or continuing vocational training. Information from the Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg i Danmark, TIB) indicates that around 28% of the workers in wood industry are skilled workers and 72% are unskilled/acquired skilled workers[48]. Among the skilled workers most have been trained as joiners and joinery manufacturers. The TIB information also indicates that 25% of its members are women. Among the unskilled members women comprise 29.3%, while women are represented with 13.3% among the skilled members (TIB, April 2006).

[48] The 'acquired-skilled workers' are basically unskilled in relation to the industry, but trained at workplace for the various skilled operations. Some of them only have primary school as educational background. Others have another occupational background, e.g. as welders or mechanics. Many of the acquired-skilled workers, however, have long seniority in the industry and thereby an experience that makes them comparable with skilled workers.

The wood industry sector belongs to the minimum wage area. This means that a minimum rate is agreed at sector level and then further negotiated at company level. This also means that the actual pay might differ significantly from the minimum rates. The basic minimum hourly rate without supplements is approximately EUR 13 – 14 (depending of the agreement). According to statistics from the employers' organisation, the Association of Danish Woodworking Industries (Træets Arbejdsgiverforening, TA) actual average pay, in 4th quarter 2005, for all job functions was DKK 141.59 (EUR 19) an hour inclusive labour market pension. The actual labour costs were DKK 189.18 (EUR 25.38) an hour.

Cooperation in networks is facilitated in the Danish furniture industry, since a large proportion of the companies are situated within a small geographical area. The situation in clusters gives the companies the benefits that only large companies benefit from normally (economies of scale because the single company through specialisation can serve the whole cluster as market: The companies in the cluster virtually become each other's sub-supplier). Today, competition in the market is very tough and the portfolio of products is extensive. The Danish furniture industry is under pressure, and the beginning of a tendency to "offshore" production is arousing misgivings in the trade unions. Furthermore, employment is on the decline. It is, however, possible to detect a certain optimism among the sector organisations. Investment in new technology, new forms of work and a high level of continuing training combined with an already high-skilled workforce is the way for the Danish companies to stay competitive in the industry.

2. Organisations active in the sector

The Danish labour market model is a voluntary based model. There is no legislation governing collective bargaining or recognising employers' and/or employees' organisations. They are independent organisations and the social dialogue is built on reciprocal (mutual) recognition (Representativeness lies in entering into dialogue with the equivalent counterpart). In other words, the influence of the organisations depends on the ability to conclude collective agreements.

Workers' organisations

The **Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg, TIB)** represents the trade union side in the wood and furniture sectors. It is a democratic membership controlled organisation, comprised by 31 autonomous local unions divided all over the country. TIB is the result of many mergers and acquisitions of unions within woodworking, manufacturing industry and the building trade[49]. The union activities are entirely funded through membership subscriptions. Altogether, it has 122 elected and 203 staff (i.e. 325 employees), which corresponds to 308 full-time equivalents.

TIB affiliates are high-skilled workers and unskilled/acquired skilled workers. The majority of its members work in the building sector. Today TIB has around 70,000 members (around 54,000 active). As shown in the table below, wood and furniture industry employees constitute 25,000 or 35% of all members. TIB is the fifth largest union under the umbrella of the Danish Confederation of Trade Unions (Landsorganisationen i Danmark, LO).

TIB is recognised as taking part in collective bargaining and sign collective agreements at sector level and at company level (where the shop steward represents the unions). TIB signs seven collective agreements at sector level. Among these the most important for the wood and furniture industry is the Wood's Agreement. This agreement covers both sectors (wood and furniture).

[49] The first of these unions were created in 1864. In August 1885 joiners from all parts of Denmark met in Copenhagen where they created the first national trade union of joiners. After almost a century the Joiners' Union merged with the Carpenters' Union in 1969. In 1974 the glaziers joined the new union. Discussions about a merger with the Wood Industry Workers' Union, created in 1875, had begun in the 1950ies but did not become a reality until the final creation of the present Wood, Industry and Building Workers Union (TIB) in January 1997. Throughout the years other smaller occupational unions joined the joiners and carpenters.

Furthermore TIB has concluded a total of 1,440 adoption agreements with non-organised employers (i.e. single-employer agreements) covering 4,521 employees. The 31 local unions administer the negotiations at company level, while the union leadership conducts the central negotiations.

TIB is affiliated to the LO but also to the cartel in industry, the Central Organisation of Industrial Employees in Denmark (Centralorganisationen af Ansatte i Industrien, CO-industri) and the cartel in Building Construction and Wood Industry (BAT-kartellet).

Another trade union also represents some workers in the woodworking and furniture sectors: **HK/Private (Union of Commercial and Clerical Employees in Denmark –private sector)**. It is important to note that this union is present in all sectors since they work with administration and IT. All offices, whatever the sector and the company, are populated with members of HK (clerks, secretaries, IT-employees, administrators). Then, they are present in the sub-sectors of woodworking and furniture but they are not significant in the sense that TIB is significant. HK/Privat is part of HK/Denmark and has 160,000 members. The branch-section Production within HK/Privat (which has members in the woodworking and furniture sectors) has 32,400 members, but there are no data available for woodworking and furniture alone. HK/Privat/Production has signed a collective agreement with the Confederation of Danish Industries, DI, and is member of LO.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
TIB	70,164	25,014 in the woodworking and the furniture industry	80.6% of the woodworking and the furniture industry	Yes	EFBWW	No	No	No
HK/Private	160,000	ND	ND	Yes	EFBWW	No	No	No

Source: Statistics Denmark and TIB

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The Association of Danish Woodworking Industries (Træets Arbejdsgiverforening, TA) is the largest employers' organisation in the wood and furniture industries. It was founded in 1897 by mergers of several woodworking producers' associations. In 1987, TA merged with the Central Association of Master Joiners and Carpenters under the name of the Association of Danish Woodworking Industries. In 1992, it was party to the creation of the largest merger, by far, on the employers' side until then, the foundation of the Confederation of Danish Industries (Dansk Industri, DI). DI covers all manufacturing industry as well as a significant part of the service industry and is the most influential employers organisation in Denmark. DI covers half of the contributions to the budget of the employers' umbrella organisation the Confederation of Danish Employers (DA).

The member companies of TA cover approximately 66% of employees in the woodworking and furniture sectors[50]. They contribute to TA and DI through a membership subscription, which currently amounts to 0.4% of the single company's total wage sum paid to the employees. TA employs six staff directly.

[50] The affiliates of TA together represent a yearly turnover of DKK 36 billion (EUR 4.82 billion).

As in the case of the employees' organisations, membership of TA is voluntary and recognition is reciprocal. TA's counterpart on the employees' side is TIB. However, all employers' associations that took part in founding DI, or joined the organisation later, leaves the actual competence to conduct collective bargaining with DI. This means that DI is the joint employers' organisation for all its members[51]. In the specific case of TA, negotiators from DI conduct the sector collective bargaining with TIB – called the Wood's Agreement - on behalf of TA. In practice there is close contact between DI and TA during the negotiations but TA does not actually sign the agreement.

The Association of Danish Master Joiners and Carpenters (Danske Snedker og Tømrermestre, DST) is also a significant organisation in the wood and furniture industries. DST covers companies in wood and furniture industries but also craft companies in building – in contrast to TA whose members are concentrated in the manufacturing industry. Also in contrast to TA, DST only organises SMEs, and among these, mainly small companies.

DST was founded in 1925 when the first association of master joiners were created. In 1993 this association merged with the master carpenters to the existing Association of Danish Master Joiners and Carpenters. DST is affiliated with the higher-level organisation, the Federation of Small and Medium-Sized Enterprises (Håndværksrådet, HVR). It could be seen as an alternative to DI for the SMEs that do not want to disappear – or be invisible - among the interests of the larger companies. DST has 500 small and medium-sized enterprises as members[52]. It signs one collective agreement in the sector, which is concluded with TIB. This agreement covers 6% (estimate) of the workers in the sector.

Another large organisation in the sector is the **Danish Construction Association (Dansk Byggeri, DB).** DB is mainly covering companies within building and construction, whereas the Industry Section of DB covers companies in the wood and furniture industry. In total DB represents approximately 6,000 member companies, comprising about 80,000 workers from contracting and manufacturing companies within the Danish building, construction, and industry sector. DB is the result of a merger with effect from 1 January 2003 of two large associations in building and construction, the Danish Contractors' Association (Danske Entreprenører) and the Danish Building Employers Confederation (Byggeriets Arbejdsgivere, BYG). Both were members of the Confederation of Danish Employers, DA, and today DB is the third largest member association of DA.

DB has signed a collective agreement with TIB covering both building and industry. Building is by far the largest with 21,890 employees working at 5,095 companies, who are covered by the TIB/DB agreement. In the Industry Section, which is relevant in the context of this study, the TIB/DB agreement covers 124 companies with 2,431 employees.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
TA	400 in NACE 20 and 36.1[53]	Approx. 20,000 in NACE 20 and 36.1	39.6% of NACE 20 and 36.1	No (DI negotiates and signs the agreement on behalf of TA)	CEI-bois, FEMIB, EFIC	No	DI	DA
DST	500 in NACE 20, 36.1	3,200 in NACE 20, 36.1	24.8% of NACE 20 and 36.1	Yes	No	No	No	HVR

51 The sectoral agreement, the Industry Agreement, signed between DI and the counterpart CO-industri, is the most influential sectoral agreement in Denmark.

52 These members make a yearly turnover of DKK 700 million equivalent to EUR 94 million.

53 TA informs that the members cover 485 production units. 400 companies are listed as members on DI's home page concerning TA.

	and in the building sector	and in the building sector						
DB	5,219 in total (124 in the industry)	24,321 in total (2,431 in the industry)	12.3% of NACE 20 and 36.1	Yes	No	FIEC (European Construction Industry Federation)	No	DA

Important note: these densities are calculated on the basis of the Danish expert estimation and do not take into account companies without employees.
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with employees and with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

In the case of TA the member companies cover 66% of all employees in the sector. DST covers 6% of all employees but almost 25% of the companies. DB-Industry Section covers 8% of the employees. TIB has signed 46 adoption agreements in this area covering 262 employees. This means that the total collective agreement coverage in the wood and furniture industry is approximately 80%.

3. Industrial relations in the sector

Tripartite concertation

Tripartite social concertation defined as ‘a process in which the state involves workers’ and employers’ organisations in the policy debate and possibly in decision making’ does not take place in the wood and furniture sector. As a rule tripartite concertation seldom takes place in Denmark and when it does, it usually takes place at national level, and not at sector level. According to the organisations active in the sector, they do not take part in other kinds consultations or meetings with the government concerning the sector.

Bipartite social dialogue

In Denmark, collective bargaining at sector level and at the company level are connected in most sectors. A framework agreement is concluded at sector level and then further negotiated at company level. During the last decades more bargaining competence has been transferred to the company level, but without cutting the bonds to the sector level. This process of collective bargaining is called *centralised decentralisation* – meaning that even if more influence and competence have been decentralised, the centre is still in control.

At sector level

The most important sector-level collective agreements for the wood and furniture industry is the ‘Wood’s Agreement’. It was signed in 2004 by TIB on the employees’ side and DI (on behalf of TA) on the employers’ side. It will be in force until 2007. There is no obligation to participate at collective bargaining at sector level. And there are no conflicts between the players regarding recognition issues.

The employers’ organisation DST also signed an agreement with TIB in 2005. This agreement covers small and medium-sized enterprises in the sector (6% – estimate – of the workers in the sector) and runs until 2008.

The content of the two agreements do not differ much. Presumably the first to be signed, the Wood’s Agreement, has a rub-off effect on the agreement signed between TIB/DST a year after.

The Wood's Agreement and the TIB/DST agreement are framework agreements. They contain all important issues regulating the employment relations in the sector: Working time (normal, varying weekly working hours, staggered hours, week-end work, part-time work and shift work); Hourly pay (minimum rates, personal hourly pay, pay at reduced work capacity); Overtime (supplements, notification, dispensation, time off in lieu, etc.); Daily allowance, sickness, maternity leave, etc.; Productivity-enhancing wage systems (bonus, piece work, price lists, compensation for waiting time, local agreements between employer and employees) ; Holidays; Rules about employment, termination clauses, seniority rules, etc. ; Rules about the employees' representative, the shop steward (election of, activities, meetings with the management, etc.) ; Industrial procedures in case of conflict. In addition to these main issues there is a multitude of other provisions of a more specific character, including education and apprentices. It should be noted that the important part of the wage negotiations in the wood and furniture sector takes place at company level. The sector level only decides the minimum rates.

The provisions of these framework agreements form the basis for further negotiations at company level. In this connection a pilot scheme was introduced in the bargaining round of 2004 in the Wood's Agreement §72, (as well as in the pace-setting Industry Agreement): Where local agreement can be concluded the provisions about working time, overtime, the shop steward, and continuing training can be adjusted to local conditions – without prior acceptance by the sector organisations. The sector organisations only have to be informed about local deviations from the sector agreement.

The coverage rate of the Wood's Agreement is closely connected to the density of the employers, i.e. TA. The general rule in Denmark is that all workers employed at a company affiliated to an employers association are covered by the collective agreement signed by the association. Membership of a union has no influence on agreement coverage rates. In comparison with the total number of companies the coverage rate is thus approximately 29%. In comparison with the total number of workers the coverage rate is 66%. The coverage rate of TIB/DST agreement is 11%. There are no procedures concerning for extending collective agreements to parties that are not signatories to the agreement at sector level.

The players of the sector do not anticipate any specific structural changes with regard to future developments in the social dialogue at sector level. In terms of contents of the dialogue, however, adult and continuing training is and will be a hot issue over the next couple of years. Training and education is likely to be one of the main issues at the coming negotiations in 2007.

Apart from collective bargaining, the social partners engage in bipartite cooperation at a formal as well as an informal level. They have regular meetings concerning technical as well as political issues relating to the sector. Currently, they are cooperating on a project, whose purpose is to analyse and recommend development paths for the Danish wood and furniture industry.

At company level

Collective negotiations at company level take place between the company management and/or owner on the employers' side[54] and the shop steward (the unions' representative) on behalf of the employees. It is only in case of industrial dispute that the sector employers' organisation will represent the employer directly[55]. Due to the companies' dual membership of both TA and DI, it will be DI that in case of dispute will represent the employer.

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[54] The employers' association is not present during the negotiations but through membership of the association, the employer is guaranteed support and advice in questions concerning collective bargaining and agreements at local level. In principal the employer is able to conclude agreement without needing the formal acceptance of the sector organisation. In practice the employer and the association will have discussions about acceptable wage levels, for instance.

[55] The course of events including organisational meetings in this connection follows the provisions laid down in the 'Norm' (in Danish 'Normen'), i.e. the Standard Rules for Handling Industrial Disputes (from 1910), which is the legal regimen of conflict resolution at the Danish labour market.

The number of signed company agreements under the umbrella of the two agreements in wood and furniture is not known. There is no obligation in Denmark to report or inform about agreements concluded.

Acronyms

DA:	Confederation of Danish Employers (Dansk Arbejdsgiverforening)
DB:	Danish Construction Association (Dansk Byggeri)
DI:	Confederation of Danish Industries (Dansk Industri)
DST:	Danish Master Joiners and Carpenters (Danske Snedker og Tømrermestre)
HK/Private:	Union of Commercial and Clerical Employees in Denmark –private sector
HVR:	Federation of Small and Medium-Sized Enterprises (Håndværksrådet)
LO:	Danish Confederation of Trade Unions (Landsorganisationen i Danmark)
TA:	Association of Danish Woodworking Industries (Træets Arbejdsgiverforening)
TIB:	Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg I Danmark)

ESTONIA

1. Description of the sector

Delimitation and activities of the sector

In Estonia, from the national statistics point of view, the woodworking sector (NACE 20 - Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials) includes the following activities: NACE 20.1 - Sawmilling and planing of wood, impregnation of wood; NACE 20.2 - Manufacture of veneer sheets, manufacture of plywood, laminate board, particle board, fibre board and other panels and boards; NACE 20.3 - Manufacture of builders' carpentry and joinery; NACE 20.4 - Manufacture of wooden containers; NACE 20.5 - Manufacture of other products of wood, manufacture of articles of cork, straw and plaiting materials.

From the point of view of the social partners, the activities of the trade union organisation in the sector involve the following sectors: NACE 20 – woodworking, NACE 02 – forestry, NACE 36.1 – manufacture of furniture, NACE 21 - manufacture of pulp, paper and paper products, and NACE 45 – construction. Activities of the employers' organisation involve NACE 20 – woodworking, NACE 02 – forestry, and NACE 21 - manufacture of pulp, paper and paper products.

Socio-economic features of the sector

All branches of woodworking sector have been characterised by steady growth in recent years. Table 1 presents the dynamics of GDP over the years of 2000-2004. As is seen from the table, the share of woodworking industry in the GDP is continuously growing and has an importance of 8.5% in 2003.

Table 1. Gross domestic product and the share of woodworking sector at current prices (million EEK), 2000-2004

	2000	2001	2002	2003	2004
Woodworking	6252	7331	9597	10858	ND
Total value added	82,705.1	92,927.5	103,556.6	112,763.2	125,660.9
GDP at market prices	92,937.7	104,459.0	116,915.3	127,333.8	141,493.4
Share of woodworking sector from GDP (%)	6.73	7.02	8.21	8.53	ND

ND – The sector division of manufacturing GDP for 2004 has been not published yet.
Source: Statistical Office of Estonia, electronic database, www.stat.ee

The importance of exports in sales has been high in recent years (over 60%); however, the speed of the sales growth has slowed down recently. Because of the increased production capacities and also limited domestic fellings, the share of imported wood in the production is growing. There have been several foreign direct investments made into Estonian woodworking sector. Generally, the sector has higher productivity compared to other manufacturing industries.

Table 2. Net sales, export and total profit in woodworking sector and their relative importance in economy, 2000-2004 (thousand EEK, %)

		2000	2001	2002	2003	2004
Total	*Net sales*	254,649,181	291,410,783	327,726,866	354,411,304	417,176,287
	Export	55,999,112	67,021,772	74,449,090	81,189,620	104,094,897
	Total profit	10,935,989	11,143,840	15,620,992	20,559,991	23,810,846
Woodworking	*Net sales*	6,887,869	8,044,060	10,680,789	12,024,827	13,794,957
	Export	4,288,688	4,736,273	6,077,095	6,901,974	7,742,661
	Total profit	310,163	342,668	712,542	748,540	853,192
Share of the woodworking in the total (%)	*Net sales*	2.7	2.8	3.3	3.4	3.3
	Export	7.7	7.1	8.2	8.5	7.4
	Total profit	2.8	3.1	4.6	3.6	3.6

Source: Statistical Office of Estonia, electronic database, www.stat.ee

In terms of share in the national economy, the net sales and total profit of woodworking were around 3% in 2004, while the share of exports was higher at around 7-8%. As in the total economy, the net sales, exports and profits have increased steadily in recent years, but slightly faster in the woodworking sector. However, the year 2004 shows a slight deceleration which translates into lower shares of net sales and exports and a stable share in total profits.

Table 3. Number of enterprises in woodworking sector, 2000-2004

	2000	**2001**	**2002**	**2003**	**2004**	
					absolute	*percentage*
1-9 employees	421	502	575	638	709	66.2%
10-19 employees	130	133	172	175	161	15%
20-49 employees	121	141	151	140	122	11.4%
50-99 employees	40	36	39	43	47	4.4%
100-249 employees	19	18	20	25	24	2.2%
250 and more employees	4	4	7	6	8	0.8%
Total	**735**	**834**	**964**	**1,027**	**1,071**	**100%**

Source: Statistical Office of Estonia, electronic database, www.stat.ee

According to the Statistics Office of Estonia, the number of enterprises in the woodworking sector has been growing. As can be seen from the table, the majority of companies have between 1-9 employees (the share of such enterprises was more than 66% in 2004). The companies are spread across the country; however larger wood-based panel and wooden window and door producers are located near larger towns.

Table 4. Employed persons in woodworking sector, 2000-2004

	2000	2001	2002	2003	2004	
					absolute	*percentage*
In companies with 1-9 employees	1,566	1,979	2,442	2,273	2,576	13.9%
In companies with 10-19 employees	1,847	1,824	2,341	2,349	2,262	12.2%
In companies with 20-49 employees	3,670	ND	4,232	4,078	3,531	19%
In companies with 50-99 employees	2,711	2,373	2,693	2,820	3,023	16.3%
In companies with 100-249 employees	2,566	2,833	2,871	3,624	3,427	18.5%
In companies with more than 250 employees	1,770	ND	2,610	2,781	3,739	20.2%
Total	**14,130**	**14,918**	**17,189**	**17,925**	**18,558**	**100%**
Share of woodworking employees from total number of employees in the country (%)	3.71	3.87	4.27	4.40	4.45	/

Source: Statistical Office of Estonia, electronic database, www.stat.ee

This sector has a growing number of employees in the period we are concerned with. The share in total employment has shown similar constant growth. According to the Labour Force Survey data, the majority of workers (around 80%) in the woodworking sector are men. Most of the workforce has primary education with vocational training and the share of this educational group has increased over time. 40% of employees in the sector work as plant and machine operators and assemblers, while 23.7% work as craft and related workers.

The average monthly wage in the woodworking sector was 7,084 EEK in 2004. This is close to the national average wage at the same time (7,287 EEK). Wages in the sector have increased constantly between 2000 and 2004: 8-12% per year[56].

The whole woodworking sector has several sub-sectors, the largest of which are production of sawnwood, wood-based panels, prefabricated wooden buildings and wooden windows and doors. Estonian sawnwood production is relatively concentrated (the net turnover of sawmills belonging to Stora Enso Group was around 83 million euros in 2001, which is about the half the total turnover of 43 sawnwood producers). The share of sawnwood production in the Estonian total industrial employment is high, but by the year 2010, this figure is expected to fall because of the rapid increase in productivity (Blombäck et al., 2003). The strengths of Estonian sawnwood production are modern technology and developing processing quality; these advantages come from being integrated into larger concerns or from having foreign ownership (investment capacity for expanding the production); and ability to compete in terms of purchase prices with the roundwood exporters. Estonian sawnwood production has retained its price advantages over sawnwood industries of developed European economies (for example Finland), and Estonian sawmills have also managed to diversify their export markets. These strengths have created possibilities for knowledge and technology transfers to the neighbouring markets (Latvia, Lithuania and Russia), for developing sales cooperation in distant markets, and for reducing the impact of price fluctuations on performance by continuing the diversification process. (Roolaht, 2004)

In production of wood-based panels, it is noteworthy, that in last years Estonia has been one of the fastest growing producers in the world. The output of wood-based panels *per capita* is comparable to that of Finland and considerably higher than in Latvia, Poland and EU in general. Particleboard is the most important product in Estonian wood-based panels' production with 39%, followed by fibreboard 37%, veneer sheets 16%, and plywood 8%. The main competitive advantages in the exporting of Estonian wood-based panels are related to the relatively low price of products, availability of raw materials, and geographic closeness of European markets. The Estonian wood-based panels industry is predominantly oriented to exports (in 2002, the share of

[56] *Source: Statistical Office of Estonia, electronic database, www.stat.ee*

exports in total output was 80% and in previous years it was even higher). Important improvements have taken place in processing quality and also foreign investments into that industry (they create possibilities to benefit from technology transfers also for domestic companies). Several companies benefit from inter-company synergies by belonging to the same concern. In addition, the Estonian producers have considerable price advantages, because of their lower labour cost, in comparison with EU countries' (like Finland and Germany) producers and also Central and Eastern European producers. The diversification of export markets and the increase of market shares in several European countries is an indication of the competitiveness of Estonian wood-based panels. (Vahter, et al. 2004)

About 80 Estonian companies produce prefabricated wooden houses and the estimated turnover of this industry, by the end of 2003, exceeded one billion Estonian crowns (about 64 million euros). About 85-90% of the production is exported (The export of wooden houses doubled between 1995-2002). The strengths of the Estonian wooden houses' industry are related to the flexibility of Estonian producers and to the somewhat better quality of products, than that of Polish, Lithuanian, and Latvian competitors. (Vissak, 2004a).

Estonian window and door producers constitute another important element of woodworking industry. In this respect, it is still important to note, that wood in this industry is only one of the raw materials, varying from 10-75% of all raw materials used. In 2002, the export turnover of windows was 198.8 million and doors 227.7 million Estonian. The main target markets of windows were Finland (44%), Denmark (14%) and Sweden (8%); also, the doors were exported mainly to these three countries, with subsequent export shares of 22, 12 and 11% respectively. (Vissak, 2004b).

2. Organisations active in the sector

Industrial relations in the woodworking sector are evolving gradually and slowly. The cross-sector trade union representing employees in furniture also was created in 1990. From the employers' side, there is one sector organisation, which acts more like a professional organisation, not like a social partner. The main reason for low partnership is that more than 66% of enterprises are very small (1-9 employees) and it is complicated to create trade union organisations in these conditions.

Workers' organisations

The **Trade Union of Estonian Forest Industry Workers (Eesti Metsatöötajate Ametiühing, EMT AÜ)** covers the following activities: forestry, paper, woodworking, furniture, and construction industries. The organisation was re-created on 10th of April, 1990 having been set up originally under the name *Trade Union of Woodworkers* on the 18th of November 1905. This trade union organisation was forced to terminate its activities in 1940. EMT is also a legal successor of the Trade Union of Estonian Forest-, Paper- and Woodworking Workers active in 1940–1990.

The organisation covers more than 2,000 employees from about 100 enterprises. Its members are mainly wood workers, joiners, lumbermen, builders, but also weather workers. The staff of EMT AÜ comprises of five persons (chairman, bookkeeper and three regional coordinators) and 20 representatives from companies.

At the company level, EMT AÜ has power to negotiate and sign collective agreements in the woodworking sector. In fact, EMT AÜ has signed 10 collective agreements over the period 2005-2006, amongst which one of them was with a woodworking company[57].

[57] According to the EMT AÜ, it has to be noted, that the existing collective agreements are not fully reflected in the Register of Collective Agreements. According to the Register of Collective Agreements, EMT AÜ has concluded only one collective agreement since 2001 when the register was created. The agreement covered a company (Optiroc AS) from the construction industry and did not extend to other companies in the

EMT AÜ is the member of the central organisation of trade unions – Confederation of Estonian Trade Unions (Eesti Ametiühingute Keskliit, EAKL). The organisation is also a member of EFBWW, BWI and ICEM (International Federation of Chemical, Energy, Mine and General Workers' Unions).

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
Trade Union of Estonian Forest Industry Workers	2,000	ND	ND	No	EFBWW	No	BWI	ICEM

Source: EMT AÜ.

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

There are no employers' organisations in the woodworking sector. The **Estonian Forest Industries Association (Eesti Metsatööstuse Liit, EMTL)** which is a member of CEI-Bois is active in the sector but it does not act as a social partner by its constitution. It acts more like a professional organisation.

The EMTL is a non-profit association founded in 1996. It affiliates companies and organisations engaged in the acquisition of forests, chemical and mechanical processing of wood as well as marketing. According its constitution, its objectives are to represent and protect the interests of its membership; to help to create the necessary legal and commercial conditions in order to develop the mechanical and chemical forest industry in Estonia.

The organisation is based upon voluntary membership and is financed mainly through membership subscriptions. The membership consists of 56 Estonian companies mainly involved in forest and woodworking industries, also including three educational institutions. In 2004, the net turnover of the members was approximately 12 billion EEK. The number of employees working in the member companies was over 5,200. The number of staff in full-time equivalents is 4 (managing officer, deputy managing officer, assistant and project manager). The board consists altogether of 15 members who are mostly the CEO-s of enterprises and participate in the management activities through board meetings.

The EMTL has no power to engage in collective bargaining at sector level and there is no sector-level collective bargaining for the woodworking sector in Estonia. The reasons stem mainly from the low representation of EMTL of companies and low representation of employees in their representative organisation. The EMTL does not take part in collective bargaining at the company level, either.

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sector. The companies have generally no motivation for registering the existing collective agreements. However, according to the Collective Agreements Act, all collective agreements should be registered in the Register of Collective Agreements.

The EMTL is a member of the Estonian Employers' Confederation (Eesti Tööandjate Keskliit, ETTK) representing employers' organisations at national level. At European level, EMTL is a member of the CEI-Bois, and the European Federation of the Plywood Industry (FEIC).

The **Estonian Woodworking Federation (Eesti Puutööliit)** is a non-profit organisation created in 1991. It affiliates enterprises in timber processing (woodworking), furniture manufacturing as well as respective technology sellers and producers. The membership consists of 28 companies, but also 5 vocational education organisations all over Estonia and one Institute of Tallinn Technical University. However, most of the members are furniture manufacturers.

The organisation is financed mainly from membership subscriptions. Its purposes are: to ensure competitiveness in the Furniture and Woodworking Sector; To guarantee a peaceful work environment; to achieve, as wide representation as possible.. Three full-time equivalent staff are employed by the organisation. The board consists, altogether, of 12 members who are mostly the CEOs of enterprises and participate in the management activities through board meetings. The main functions of this organisation cover primarily those of a professional organisation, however, recently, more cooperative activities with employees' organisation have been revealed.

Due to the low representation of the Estonian Woodworking Federation and EMT AÜ, there is no sector-level collective agreement in the sector. The Woodworking Federation does not take part in collective negotiations at company level, either.

The Estonian Woodworking Federation is a member of the Estonian Employers' Confederation (Eesti Tööandjate Keskliit, ETTK) representing employers' organisations at national level. At European level, it is member of the UEA.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
Estonian Forest Industries Association	56 in forestry, woodworking and paper industries	5,200 in forestry, woodworking and paper industries	ND	No	CEI-Bois, FEIC	No	No	No
Estonian Woodworking Federation	28 in woodworking and furniture sector	2,800 in woodworking and furniture sector	1.8% of woodworking and furniture sectors.	No	UEA	No	No	No

Source: EMTL, Statistical Office of Estonia. (27.03.2006); www.furnitureindustry.ee (27.03.2006)
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation at the sector level in the Estonia. Tripartism is satisfactorily developed only at the national level.

Bipartite social dialogue

At sector level

Bipartite social dialogue at sector level is not developed for the woodworking sector. The representativeness of actors in the sector is quite low. Also, EMTL is acting more as a professional organisation and it is interested more in developing the filed than to act as a social partner.

Social partnership and social dialogue at the sector level is not very common in Estonia due to the low representation, and often also institutional and financial shortcomings of social partners' institutions. Collective agreements on wages and working conditions are being negotiated only in a limited number of sectors and companies.

In general, the institutional weakness of employees and employers' organisations in Estonia has many interlinked reasons. Low density rates and moderate wage levels result in scarce human and financial resources of trade union organisations. This in turn means that the negotiators are poorly provided with knowledge and skills. In addition there are not resources to set up permanent organisations in all levels and bargaining in all levels at the same time is not possible. Unions are very poorly represented in the private sector and missing in SMEs. Decreasing union density undermines furthermore their role in society. In lot of sectors, either employers' or trade union organisations are missing and the development of social partnership is impossible. In the sectors, where average wages are higher than the national average, are also not very keen to develop social dialogue. For lot of employers' organisations the social issues are not the major interest of their activities, they find that promoting their field is more important for the development of the sector (government lobbyist).

The extreme diversity of enterprises is also damaging the employers' organisations representation at sector level. Regarding enterprises, the differences in economic, social and industrial relations within some sectors are too large to establish a common framework for all. Even if there is the organisation that might represent employers' interests, it does not have the authority to conclude the agreements that extend to other companies. This results in a situation where unions do not have a counterpart with whom they can negotiate at sector level or vice versa.

Unstable economic and structural environment has hindered collective bargaining development also through many factors. These include the large proportion of SMEs in which the unionisation is low.

At company level

Collective bargaining in the woodworking sector only takes place at company level. In this process, EMT AÜ plays a central role as the representative of the employees. The collective agreements signed by EMT AÜ, currently only cover one company in the woodworking sector. This company employs 104 employees[58] (below 1% of all the employees in the woodworking sector), which can be considered medium-sized in the national context. The company with a collective agreement has foreign ownership.

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[58] This number is an estimate based on a public data source covering latest available data from 2004 (www.net.aripaev.ee)

EMT AÜ is in the process of signing two additional company level collective agreements (with a medium foreign owned firm and a large domestic firm). If these agreements are confirmed, all the firms with collective agreements would comprise about 825 employees (about 4.4% of all employees in woodworking sector). However, the majority of enterprises in the sector (about 66% in 2004) have 1-9 employees and this makes further unionisation and extension of collective agreements to other companies very difficult. Typically, the company level collective agreements are not extended to other parties that are not signatories to the contracts, but are extended to all employees in the company with the collective agreement (including the employees who are not union members).

The collective agreements typically cover different collective issues, such as wages, working time, working conditions, work safety, etc. The agreements are concluded typically for the period of one to two years and renegotiated after extension of this deadline.

Acronyms

EAKL: Confederation of Estonian Trade Unions (Eesti Ametiühingute Keskliit)

EMT AÜ: Trade Union of Estonian Forest Industry Workers (Eesti Metsatöötajate Ametiühing)

EMTL: Estonian Forest Industries Association (Eesti Metsatööstuse Liit)

ETTK: Estonian Employers Confederation (Eesti Tööandjate Keskliit)

FINLAND

1. Description of the sector

Delimitation and activities of the sector

In Finland, the woodworking sector corresponds to activities included in NACE 20.

From the statistical point of view, the sector is divided as follows: NACE 20.1: Sawmilling, planing and impregnation of wood; NACE 20.2: Veneer sheets, manufacture of plywood, laminate, particle and fibre board and other panels and boards; NACE 20.3: Manufacture of builders' carpentry and joinery; *NACE 20.301: Manufacture of prefabricated wooden buildings; NACE 20.309: Manufacture of builders' carpentry and joinery;* NACE 20.4 and NACE 20.5: Manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials

Socio-economic features of the sector

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE 20.1	1,099	34.1	56.9	6.9	1.7	0.4
NACE 20.2	45	15.6	53.3	15.6	11.1	4.4
NACE 20.3	938	32.8	48.5	14.6	3.4	0.6
20.301	*236*	*27.1*	*47.9*	*16.5*	*8.1*	*0.4*
20.309	*702*	*34.8*	*48.7*	*14.0*	*1.9*	*0.7*
NACE 20.4 and 20.5	587	44.3	49.4	5.6	0.7	0
Total of NACE 20	**2,669**	**35.6**	**52.2**	**9.5**	**2.2**	**0.4**

Source: Corporate Enterprises and Personal Businesses in Finland 2004. Unpublished tables. Statistics Finland

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector[59]	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE 20.1	ND (375)	8,723	0.38	13.0	17.5	19.2	50.3

[59] Statistics Finland does not provide adequate information on the number of self-employed workers. The figure in parentheses is the number of companies without employees. However, not all self-employed persons are included in the number. It does not include those self-employed workers whose income consists of the wages they pay themselves. These are considered employees by the authorities.

NACE 20.2	ND (7)	6,732	0.29	0.8	2.2	11.6	85.4
NACE 20.3	ND (308)	10,250	0.45	13.7	29.9	33.3	23.2
20.301	*ND (64)*	*3,437*	*0.15*	*9.4*	*24.4*	*55.3*	*10.9*
20.309	*ND (244)*	*6,813*	*0.30*	*15.9*	*32.6*	*22.0*	*29.4*
NACE 20.4 and 20.5	ND (260)	1,721	0.08	47.2	34.5	18.4	0
Total of NACE 20	**ND (950)**	**27,426**	**1.2**	**12.4**	**19.4**	**22.5**	**45.6**

Source: Corporate Enterprises and Personal Businesses in Finland 2004. Unpublished tables. Statistics Finland.

In 2004, employment in the woodworking sector was 5.5% of industrial employment and 1.2% of total employment in Finland. Woodworking exports accounted for 5.2% of Finnish industrial exports and the sector made up 1% of the national gross added value. The relative importance of the woodworking sector in the Finnish economy is nonetheless more significant than these numbers indicate. The major share of production is in companies, which are an integral part of the Finnish paper industry, one of the most important sectors of the Finnish economy.

Gross value of production by sub-sectors (2004)

	Production %
NACE 20.1	52%
NACE 20.2	15%
NACE 20.301	11%
NACE 20.309	19%
NACE 20.4 and 20.5	3%
Total of NACE 20	100%

Source: Statistics Finland.

There are big differences between the sub-sectors as far as socio-economic features are concerned:

- **NACE 20.1** generates about half the gross value of production in the woodworking industry. Sawmill industry companies operate in the global market, which is highly competitive and Finland accounts for approximately 5% of the world's softwood production. In 2004, the three largest sawmill companies in Europe were all Finnish. It should be noted that over 90% of enterprises in NACE 20.1 have fewer than 10 workers, but these firms account for only 7% of total turnover of the sub-sector and their share of employment is 13%. These small firms operate in local markets all over Finland. Production is quite concentrated in the Finnish sawmill industry: the four largest firms (with personnel of at least 250) employ about half the total workforce of the sub-sector[60]. According to a sector report published by the Finnish Ministry of Trade and Industry, the economic situation of the sawmill industry is bleak. Productivity has been low for the last four years. Only a few sawmills are making small profits. The bleak situation is a result of many factors: due to supply in excess of demand and increased capacity with lower production costs in global markets, the prices of sawn timber and other timber products have continued to decline. Raw material costs, however, rose to 72% of turnover in the Finnish sawmill industry in 2005. As a result, the large companies are expected to grow even bigger and the concentration of production in the large companies will continue.
- **NACE 20.2** is even more export oriented than sawmills, with exports accounting for 74% of the gross value of production. NACE 20.2 products are mostly produced in two large companies, which employ 85% of the total workforce of the sub-sector. The concentration of production is partly a consequence of the development of the Finnish paper industry: the most important

[60] Source: Arovuo, Kari: Puun sahaus, höyläys ja kyllästys (with an English summary: Sawing, planing and impregnation of wood) Sector report 10/2005. Ministry of Trade and Industry. November 2005.

companies of sub-sectors 20.1 and 20.2 are owned by the Finnish paper industry, where there has been a very heavy concentration of ownership during the last 10 years. The three biggest paper industry conglomerates currently account for 87% of total turnover and employ 79% of the total labour force in the Finnish paper industry (Statistics Finland 2003.)

- **NACE 20.3, 20.4 and 20.5** produce mostly for domestic markets. The relative importance of NACE 20.4 and 20.5 is minor in terms of companies, employment and gross value of production. These two sub-sectors are dominated by handicraft production and micro-firms, which employ fewer than 10 persons. In NACE 20.3, the profitability of the sub-sector "Manufacture of prefabricated wooden buildings" (NACE 20.301) remained stable in 2004. This sub-sector is a growing sector in Finland. In the NACE 20.309 sub-sector "Manufacture of builders' carpentry and joinery", profitability varies from one product group to another; in general, enterprises with a strong position on the export market achieve higher profitability than enterprises producing only for the domestic market. Growth of demand on the domestic market is limited; growth must be sought through exports, but competition on exports markets will remain stiff. For many products, it is difficult to attain sufficient competitiveness.

As a rule, jobs are permanent and full time in the NACE 20 sector. Most workers are male, however, jobs are strongly segregated by sex. Women work mostly in clerical jobs and men in production tasks, as supervisors and in other technical tasks. Female white-collar workers usually have the lowest level tertiary education in the field of business administration while male white-collar workers typically have the lowest level tertiary education in a technical field. Blue-collar workers typically have upper secondary education or have acquired their qualifications as an apprentice. Vocational schools have difficulties recruiting enough students for carpentry training. Partly for this reason, companies use apprenticeships as way of recruiting new workers in the sector.

2. Organisations active in the sector

Workers' organisations

The **Union of Salaried Employees (Toimihenkilöunioni)** organises lower level white-collar workers[61]. It was founded in 2001 when three white-collar unions united into a single trade union. Membership totals 127,000, of which 2,151 work in mechanical wood processing industry and 1,047 in sub-sectors 20.309, 20.4, 20.5 and 36.1. The union is affiliated to the Finnish Confederation of Salaried Employees (STTK) and through this affiliation to the European Trade Union Confederation, ETUC. It is also a member of the EFBWW. It concludes 43 collective agreements in service and industry sectors.

The **Wood and Allied Workers' Union (Puu-ja erityisalojenliitto)** is the major union organising blue-collar workers in the sector. It was founded in 1899 and represents workers in the following industries: mechanical wood processing, carpentry, boat building, forestry, driving of forest harvesters, forest nurseries, allied rural works, gardening, fur farming, peat industry and furniture. Membership totals 46,133, with 16,327 working in the mechanical wood processing industry (NACE 20.1, 20.2 and 20.301) and 10,807 in the rest of the wood processing industry (NACE 20.309, 20.4, 20.5) and in the manufacture of furniture (NACE 36.1). The Wood and Allied Workers' Union is affiliated to the confederation of blue-collar workers' trade unions, SAK (the central prganisation of Finnish Trade Unions) and through this affiliation to the ETUC. It negotiates 13 collective agreements.

There are altogether about 500 electricians and metalworkers that take care of maintenance tasks in the mechanical wood processing industry. They account for about 3% of the blue-collar workers of the mechanical wood processing industry. They are represented by the **Finnish Electric Workers´ Union (Sähköalojen ammattiliiitto Ry.)**, which is a member of the EFBWW, and

[61] Upper level white-collar workers do not have any collective agreements in the sector.

by the **Metal Workers' Union**. According to the Metal Workers' Union (11April), this organisation affiliates 289 members in the mechanical wood processing industry and density is over 90% in the sector. According to the Finnish Electric Workers' Union (4 April), the union has 249 members in the mechanical wood processing industry (90% density). The Finnish Electric Workers´ Union and the Metal Workers' Union are both affiliated to SAK and through this affiliation to the ETUC.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density**[62]*	**Collective Bargaining**** **(Yes/No)**	**Affiliations**			
	Total number of members	Number of members working in the sector			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Union of Salaried Employees (lower level white-collar workers)	127,000	2,151(1) in NACE 20.1, 20.2 and 20.301; 1,047 in NACE 20.309, 20.4, 20.5 and 36.1	69% in sub-sectors 20.1, 20.2 and 20.301; 36% in sub-sectors 20.309, 20.4, 20.5 and 36.1	Yes	EFBWW	No affiliations	BWI	IUF, ICEM, NFS
Wood and Allied Workers' Union (blue-collar workers)	46,133	16,327(2) in NACE 20.1, 20.2 and 20.301; 10,807 in NACE 20.309, 20.4, 20.5 and 36.1	88% in sub-sectors 20.1, 20.2 and 20.301; 87% in sub-sectors 20.309, 20.4, 20.5 and 36.1	Yes	EFBWW	No affiliations	BWI	IUF
Finnish Electric Workers´ Union	32,000	249	90% of electricians in mechanical wood processing industry	Yes	EFBWW	NEUK	BWI	ICEM
Metal Workers' Union	166,750	289	90% of metalworkers in mechanical wood processing industry	Yes	No affiliations	EMF	No affiliations	IMF, NM

Note: (1) Board for Confirmation of erga omnes applicability, 19 June 2003 and Labour Court, 8 November 2004; (2) Board for Confirmation of erga omnes applicability, 27 October 2005
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Finnish Forest Industries Federation (FFIF)** was founded in 1927. The member companies cover the entire Finnish pulp and paper industry. In addition to paper and pulp, membership totals 52 companies employing 13,942 persons in mechanical wood processing (industrial production of sawn timber, plywood, particleboard, fibreboard) and in the sub-sector of builders' carpentry and joinery.

[62] The densities have been calculated on the basis of 18,500 blue-collar workers and 3,100 lower level white-collar workers in NACE 20.1, 20.2. and 20.301 and 12,460 blue-collar workers and 2,920 white-collar workers in sub-sectors 20.309, 20.4, 20.5 and 36.1.

Some companies in the sub-sector of manufacture of builders' carpentry and joinery (NACE 20.3) are member of the **Association of Finnish Furniture and Joinery Industries (AFFJI).** Roughly speaking, it can be said that companies producing prefabricated wooden buildings are in general affiliated to FFIF and firms producing other builders' carpentry are mostly affiliated to AFFJI. The association's membership consists of 54 companies in the woodworking sector employing 3,740 persons. Remaining members (26 companies) operate in the furniture sector. The association is a member of the Confederation of Finnish Industries, and through this, it is affiliated to the UNICE.

FFIF and AFFJI represent the most important firms in the woodworking industry. There is however a third organisation, the **Association of Finnish Wood Processing Entrepreneurs (Suomen puuteollisuusyrittäjät)**, which represents mostly very small firms in the furniture sector and the woodworking industry. The association has 490 member companies, which employ around 5,000 persons. However, the Association of Finnish Wood Processing Entrepreneurs is not a labour market organisation and does not participate in collective bargaining.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density[63]**	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
FFIF	52 in NACE 20.1, 20.2, 20.301	13,942 in NACE 20.1, 20.2, 20.301	4%	Yes	CEI-Bois	No	No	No
AFFJI	54 in NACE 20.309, 20.4, 20.5	3,740 in NACE 20.309, 20.4, 20.5	4%	Yes	UEA	No	No	No

Source: Statistics of Finnish Forest Industries Federation, Association of Finnish Wood Processing Entrepreneurs
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in the sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite social dialogue specific to the woodworking sector.

In the Finnish industrial relations system, tripartite social dialogue takes place almost entirely between the state and the central organisations representing wage-earners and employers. No tripartite collective agreements specific to the woodworking sector are signed at this level. Tripartite social dialogue at sectoral level concerns only vocational training and dialogue is basically similar to what exists in other sectors.

Bipartite social dialogue

There are four collective agreements for the wood working sector. These four agreements cover different socio-economic groups and sub-sectors of the woodworking industry.

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[63] Estimate of density is based on the total number of companies in NACE 20.1, 20.2. and 20.301 (1,380) and on the total number of companies in NACE 20.309, 20.4 and 20.5 (1,289).

Labour market associations and collective agreements in the Finnish wood working sector by sub-sector and socio-economic group

	Wood and Allied Workers' Union (blue-collar workers)	**Union of Salaried Employees** (lower level white-collar workers)
FFIF (NACE 20.1, 20.2, 20.301)	The collective agreement for blue-collar workers in the mechanical wood processing industry[64]	The collective agreement for white-collar workers in the mechanical wood processing industry
AFFJI (NACE 20.309, 20.4, 20.5 and the furniture sector, NACE 36.1)	The collective agreement for blue-collar workers in the carpentry industry	The collective agreement for white-collar workers in the carpentry industry

The AFFJI has concluded two two-year agreements, the first for blue-collar workers and the second for lower level white-collar workers in the carpentry industry. The FFIF has likewise concluded two two-year agreements. The first covers blue-collar workers in the mechanical wood processing industry. This agreement also covers electricians and metalworkers in the mechanical wood processing industry. It is signed by the Wood and Allied Workers' Union, but also by the Finnish Electric Workers´ Union and by the Metal Workers' Union. The second agreement covers lower level white-collar workers in the mechanical wood processing industry.

The collective agreements in mechanical wood processing and the collective agreement for blue-collar workers in the carpentry industry set minimum employment terms and conditions for all organised and non-organised workplaces in the sectors concerned. They are applicable *erga omnes*. The collective agreement for white-collar workers in the carpentry industry does not have such applicability, according to the decision of the Board for Confirmation of erga omnes applicability[65]. However, the majority of lower level white-collar workers are covered by the agreement, since the Association of Finnish Wood Processing Entrepreneurs have an agreement with the Union of Salaried Employees, whereby the members of the Association of Finnish Wood Processing Entrepreneurs agrees to apply the provisions of the collective agreement concluded between the Union of Salaried of employees and AFFJI.

Collective agreements in the sector follow the provisions of the general tripartite income policy agreement for the years 2005-2007.

Employment conditions are regulated for the most part by national collective agreements. However, the Wood and Allied Workers' Union and the Union of Salaried Employees started including so-called opening clauses in their national collective agreements with FFIF and AFFJI in the early 1990s. The opening clauses allow bargaining at the work-place level on some issues within certain limits set by collective agreements[66]. The opening clauses in the collective agreements for the woodworking sector include among others the following matters: pay systems, daily allowances, the timing and length of pauses, the timing of days off and the maximum number of overtime hours. Blue-collar and lower level white-collar workers have very similar options to local bargaining except that white-collar workers have more options concerning flexible working time arrangements.

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[64] This agreement is signed by three blue-collar unions: the Wood and Allied Workers' Union, the Electricians' Union and the Metal Workers' Union.

[65] The members of the board are all individuals who cannot be regarded as representing either employer or employee interests. The starting point in assessing erga omnes applicability is representativeness based on statistics. If around 50% of all employees in a given area of employment fall within the scope of a particular agreement, that agreement can be deemed representative. The following criteria are also applied in assessing representativeness: general degree of organisation on both sides in the area of employment concerned, and stability of collective bargaining. The purpose of erga omnes principle is to safeguard minimum employment conditions for non-organised employees. (Kairinen 2003, 301.)

[66] Depending on the issue concerned the limits are strict or more flexible. If the parties at local level are unable to reach agreement, the national collective agreement is applied.

The Wood and Allied Workers' Union and the Union of Salaried Employees have a critical and reserved attitude towards local bargaining. Local bargaining resources are weak in the small woodworking enterprises. Most companies are not members of any labour market association and the entrepreneurs are not knowledgeable about local bargaining. In addition, there is not usually a shop steward in small workplaces. In medium-sized and large firms, the shop stewards do not have access to all the relevant information for local bargaining and are often under pressure from management. The union argues that the collective agreements do not provide enough instruments for solving different problems. Shop stewards are not sufficiently knowledgeable about how and in which situations to conclude local agreements in order to secure workers' position. Local bargaining processes and content should be better regulated by national collective agreements. Furthermore, in the most important firms of the mechanical wood processing industry, local management's possibilities of bargaining and negotiating at workplace level are heavily dictated by the big paper industry conglomerates that own these companies.

According to the Wood and Allied Workers' Union and the Union of Salaried Employees, the industrial relations climate has become worse in woodworking sector over the last ten years. In the 1980s and early 1990s, the Wood and Allied Workers' Union and the Union of Salaried Employees prepared with employers' organisations joint guidelines on the application of collective agreements. Nowadays, there is little real bipartite social dialogue between rounds of collective bargaining. Once collective agreements have been concluded, employers begin unilaterally to interpret and apply the details of the agreements. When a disagreement occurs over the application and interpretation of an agreement, employers are unwilling to negotiate with employees and trade unions. Usually, employers take to the labour court employees' violations of the peace obligation of collective agreements and trade unions initiate legal proceedings on the interpretation of collective agreements. The unions argue that nowadays, employers' unilateral attitudes and actions are the major obstacle to the development of social dialogue at sectoral level.

Acronyms

AFFJI:	Association of Finnish Furniture and Joinery Industries
FFIF:	Finnish Forest Industries Federation
NEUK:	The Nordic Electrical Training and Education Committee
NFS:	Council of Nordic Trade Unions
NM:	Nordic Metal
SAK:	Central Organisation of Finnish Trade Unions
STTK:	Finnish Confederation of Salaried Employees

FRANCE

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the woodworking sector in France (Code 20 of the French Nomenclature of Activities) consists of the following activities:

20.1A: Sawmilling and planing of wood;

20.1B: Impregnation of wood;

20.2: Manufacture of veneer sheets; manufacture of plywood, laminboard, particle board, fibre board and other panels and boards;

20.3: Manufacture of builders' carpentry and joinery;

20.4: Manufacture of wooden containers;

20.5 A: Manufacture of other products of wood;

20.5 C: Manufacture of articles of cork, straw and plaiting materials.

From the point of view of collective bargaining, all the activities described above (NAF 20) as well as the wood trade and import sector, charcoal production (24.1 G), manufacture of sport goods (except balls, equipments for water sports and camping equipments) (36.4 Z), requisites for sport fishing and fibragglos panels (26.6 J) are included in the sector.

Socio-economic features of the sector

Summary table: Companies (Estimate – 2004)

Sub-sectors	Number of companies	% companies with < 20 employees	% companies with 20 – 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
20.1 A	2,420	86.2% (in which 19% without employees)	13%	0.4%	0
20.1 B	502	94.4% (data from SESSI, INSEE 2000)	4.4%	1%	0.2%
20.2	76-110[67]	8% (year 2000)	37%	55%	10.5%
20.3	1,925	86.9% (year 2000)	12.4%		0.7%
20.4	1,126	80% (year 2000)	19.5%		0.5%
20.5 A	2,572	97.3% (year 2000)	2.6%		0.1%
20.5 C	173	89.6% (year 2000)	7.5%	2.3%	0.6%
Total of the sector	9,257[68]	89.5%	10.2%		0.3%

[67] Marie-Jeanne Prudhommeaux, *L'industrie des panneaux à base de bois*, Paris, SESSI, 2000, p.15.

Source: Annual Survey of Wood Industry Enterprises, SESSI, 2004. Economy and Finance Ministry, Le bois en chiffres, Paris, SESSI, Coll. Chiffres-clés, 2004.

Summary table: Workers (Estimate – 2004)

<table>
<tr><th>Sub-sectors</th><th>Number of employees in the sector</th><th>Number of employees in the sector/total number of employees in the country (%)</th><th>Number of employees in companies < 20 workers/Number of employees in the sector (%)</th><th>Number of employees in companies with 20-49 workers/ Number of employees in the sector (%)</th><th>Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)</th><th>Number of employees in companies with > 249 workers/ Number of employees in the sector (%)</th></tr>
<tr><td>20.1 A</td><td>25,100*</td><td>0.16%</td><td>43%</td><td colspan="3">57%</td></tr>
<tr><td>20.1 B</td><td>3,088</td><td>0.02%</td><td>54.4%</td><td colspan="2">34.8%</td><td>10.8%</td></tr>
<tr><td>20.2</td><td>10,181**</td><td>0.07%</td><td>4.1%</td><td>6.7%</td><td>51.8%</td><td>37.4%</td></tr>
<tr><td>20.3</td><td>26,565***</td><td>0.17%</td><td>28.6 %</td><td colspan="2">49.1%</td><td>22.4%</td></tr>
<tr><td>20.4</td><td>18,506</td><td>0.12%</td><td>28.6%</td><td colspan="2">56.6%</td><td>14.8%</td></tr>
<tr><td>20.5 A</td><td>7,617</td><td>0.05%</td><td>49.1%</td><td colspan="2">39.3%</td><td>11.6%</td></tr>
<tr><td>20.5 C</td><td>1,473</td><td>0.01%</td><td>33.9%</td><td colspan="2">48.9%</td><td>17.2%</td></tr>
<tr><td>Total of the sector</td><td>92,530</td><td>0.6%</td><td>32.4%</td><td colspan="2">52.4%</td><td>15.2%</td></tr>
</table>

Source: Annual Survey of Wood Industry Enterprises, SESSI, 2004. Economy and Finance Ministry, Le bois en chiffres, Paris, SESSI, coll. Chiffres-clés, 2004.

* 35,000 according to CGT-FO; ** 9,500 according to CFDT; ***30,000 according to CFDT.

N.B.: There are no data available for self-employed workers and for companies with fewer than 20 employees, except for 20.1 A.

The woodworking sector in France mainly consists of SMEs which are mostly located in the following areas: Ile-de-France, Rhône-Alpes, Pays de la Loire, Aquitaine and the East Region. 18% of enterprises in the sector belong to French groups while 7% are owned by foreign groups. The remainder (75%) are independent small and medium-sized enterprises, which account for half of employment in the sector, 38% of turnover, 32% of exports and 44% of gross added value.

There are no data available regarding the sector's share of national GDP. However, the National Statistics Institute (INSEE) estimates it to be less than 0.2%[69]. There is virtually no underground economy in this sector, or it is very limited[70].

92,530 people were employed in the sector in 2004. The majority are male (83.6%) and manual labourers. Blue-collar workers account for 78% of the workforce, clerical workers 12% and executives 10%. As regards qualification levels, companies usually require at least the Vocational Training Certificate (French CAP) or the BTS (Vocational Training Certificate after 18). There are a lot of senior workers in the sector (long length of service), which will lead to problems finding skilled workers in the future.

The economic structure of the sector varies greatly from one sub-sector to another: the wood panels sub-sector (20.2) is very capitalistic and globalised. It is also the most highly concentrated sub-sector, with the four biggest companies accounting for 23% of the workforce. The carpentry and joinery sub-sector (20.3) is highly fragmented: two thirds of companies have fewer than 50 workers and companies with fewer than 20 workers account for 28% of the workforce. The wooden containers sub-sector (20.4) is primarily a cottage industry (craft businesses represent 77%

[68] Source: SESSI-EAE 2002, INSEE BIC 2001.

[69] This is an estimate based on the sum of the added value of each sub-sector. It does not, however, include the added value of sawing and planing (20.1A, no data available).

[70] Source: UNIFA and trade unions.

of businesses). It is made up of many small enterprises, two thirds of which have fewer than 50 employees and account for 42% of turnover. Finally, in sawmills (20.1A), there is also a large number of productive structures. The other sub-sectors are very fragmented.

Generally speaking, external trade for this sector shows a deficit. In 2003, the cover rate (imports/exports) of woodworking industries was 67%, compared to 74% in 2002 and 77% in 1998. This rate continues to decline. There are differences between sub-sectors, however: in terms of production, the wood panels sub-sector (20.2) is expanding, ranking second in Europe in 2002. Its cover rate was 110% in 2003. The sawmills sub-sector (20.1 A) put in a good performance in 2000 with growth of over 8%. In 2002, France ranked fourth in European production for this sub-sector. The carpentry and joinery industry (20.3), however, is seeing a collapse of its commercial balance and its cover rate in 2003 slipped to 49.8%.

The 2005 activity report of the Woodworking Employers Federation (FNB)[71] notes that while global competition is forcing prices down in this sector, demand for wood is increasing on the whole. The Kyoto Protocol and the increase in petroleum prices are considered to have a favourable influence on the sector by encouraging the use of wood.

2. Organisations active in the sector

Workers' organisations

A 1966 national decree legally recognised five confederations as representative at the national level[72] : CGT, CFDT, FO, CFTC and CGC. All member federations of these five confederations can represent employees in every sector. The trade union membership rate in the woodworking sector is estimated to be less than 7%.

The **National Federation of Building and Wood Workers – French Democratic Confederation of Labour (FNCB – CFDT)** was created in 1934. It covers the activities of woodworking, furniture industries and building. It has a staff of 21 and is funded by members' dues, resources from training, etc. FNCB has 33,500 members (70% of them are blue-collar workers). There is no specific data for the woodworking sector. This organisation negotiates and signs collective agreements for the sector.

The **National Federation of Workers in Wood, Furniture and Similar Activities – General Confederation of Labour (CGT Wood, Furniture and Similar Activities)** was founded in 1920. It covers the activities of woodworking and furniture industries. It has six employees and is mainly funded by members' dues, resources from training and grants for the management of joint committees. The CGT Wood, Furniture and Similar Activities has 3,000 members (around 1,500 in the woodworking sector), 90% of whom are blue-collar workers. This organisation negotiates and signs collective agreements for the sector.

The **CGT-FO Building, Public Works, Wood, Paper, Ceramic, Quarries and Construction Materials (CGT-FO Bâtiment Travaux publics, Bois, Papier, Carton, Céramique, Carrières, matériaux de construction, exploitation thermique)** was created in 1947-1948. It covers the activities of woodworking, furniture, building, paper, etc. It is funded by members' dues, resources from training, etc. It negotiates and signs collective agreements for the sector. There are no data available on the number of members affiliated to this organisation.

[71] Woodworking Employers Federation (Fédération Nationale du Bois)

[72] The Labour Minister's circular of 28 May 1945 sets the criteria for recognition of trade union organisations by the administration: number of declared members, independence, regularity and level of dues paid, experience and seniority, patriotic attitude during the war.

The **Bâti-MAT-TP Federation of the French Christian Workers' Confederation (Bâti-MAT-TP-CFTC)** was created in 1919. It covers the activities of woodworking, furniture and building. It is funded by members' dues, resources from training, etc. and has no salaried staff. CFTC has 140,000 members. There is no specific data available for the woodworking sector. Bâti-MAT-TP-CFTC has negotiated and signed various collective agreements for the sector.

The **FIBOPA (Wood and Paper) - General Confederation of Professional and Managerial Staff - French Confederation of Professional and Managerial Staff (FIBOPA-CGC-CFE)** was created in 1937. It covers executive workers in the sub-sector of manufacture of wood panels. It is funded by members' dues, resources from training, and so on. It has no salaried staff. There are no data available on the number of members affiliated to the organisation. FIBOPA-CGC-CFE negotiates and signs collective agreements for executive workers of the sector.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	Number of members working in the sector			Related to the sector	Others	Related to the sector	Others
FNCB - CFDT	33,500	ND	ND	Yes	EFBWW	ETUC	BWI	No
CGT-Wood, furniture and similar activities	3,000	1,500	ND	Yes	EFBWW	ETUC	No	No
CGT-FO Building, wood, paper…	ND	ND	ND	Yes	EFBWW	ETUC	BWI	No
Bâti-MAT-TP-CFTC	ND	ND	ND	Yes	EFBWW	ETUC	BWI	No
FIBOPA-CGC-CFE	ND	ND	ND	Yes (only for executives)	No	European Confederation of executives and Managerial Staff	No	No

Source: Interviews: February and March 2006

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Association of Wood Industries (Union des Industries du Bois, UIB)** was founded in 1998 as a result of the merger of the CNIB (Confédération Nationale des Industries du Bois – National Confederation of Wood Industries) and the FILB (Fédération des Industries Lourdes du Bois – Federation of Heavy Wood Industries). It is an association of 20 professional unions[73],

[73] Union des Industries de Panneaux de Process (Process Panels Industries Union); Union des Fabricants de Contreplaqués (Plywood Manufacturers' Union); Fédération des Industries Bois Construction (Building Wood Industries Federation); Union Française des Fabricants et Entrepreneurs de Parquets (Union of Parquet Flooring Manufacturers and Entrepreneurs); Syndicat National des Fabricants de Matériaux Fribragglo (Union of Manufacturers of Fribragglo Materials); Fédération Nationale des Industries des Moulures et du Travail Mécanique du Bois (Federation of Moulding and Woodworking Industries); Syndicat National des Industries de l'Emballage Léger en Bois (Union of Light Wooden Containers Industries); Fédération Française de la Tonnellerie (Cooperage Federation); Syndicat National des Fabricants d'Eléments Spéciaux en Bois Multiformes et Multiplis (Federation of Manufacturers of Special Multiform Wood Items); Fédération Nationale du Matériel Industriel, Agricole et Ménager en Bois (Federation of Industrial, Agricultural and Household Wooden Materials); Fédération Nationale de l'Injection des Bois (Wood Injection Federation).

meaning that enterprises are not direct members of the UIB (there are intermediary structures between the companies and the association). UIB is funded by member companies' dues and covers the entire wood sector. The organisation has a staff of two. The majority of its members are SMEs (though there are also some big firms). This organisation is legally recognised. It does not directly negotiate collective agreements for the sector, however. UIB member organisations negotiate and sign sector-level collective agreements.

The **Woodworking Employers Federation (Fédération Nationale du Bois, FNB)** was established in 1960. It is funded by member companies' dues and covers the mechanical woodworking sector (mainly SMEs, craft companies) and the forestry industry. It has a staff of eight. This organisation is legally recognised and it negotiates and signs collective agreements for the sector. It is affiliated to the MEDEF (Movement of French Enterprises).

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies	*Total number of workers in member companies*			Related to the sector	Others	Related to the sector	Others
UIB	Approx. 650	20,000 – 25,000	ND	Yes (but indirectly, through its members)	CEI-Bois	No	No	No
FNB	1,700 in NACE 20.1 and 02	45,000 in NACE 20.1 and 02	ND	Yes	CEI-Bois EOS	No	No	No

Source: Interviews, March and February 2006.
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

Tripartite social dialogue exists in the sector. It takes place in exceptional circumstances (when there is a conflict or a deadlock in bipartite collective bargaining) and at the request of at least one workers' organisation. This dialogue is organised by the Ministry of Labour and Social Relations. It mainly focuses on wages and the reduction of working time. The organisations taking part are: FNCB-CFDT, CGT, CGT-FO, Bâti-MAT-TP-CFTC and FIBOPA-CGC-CFE on the workers' side, and members of the UIB[74], FNB and other organisations on the employers' side. Collective agreements are signed at this level but these are not signed by the Ministry (bipartite agreements), whose role consists simply in helping the parties to reach an agreement.

In December 2005, a round of collective bargaining on wages was organised by the Ministry at this level.

[74] UIB is not in favour of these tripartite negotiations. In particular, it rejects the Labour Ministry's intervention on minimum wages.

Bipartite social dialogue

Collective bargaining for the sector takes place at sectoral level and at enterprise level. There is no conflict between players regarding recognition issues. Participation in collective bargaining at sector level is compulsory but no legal sanctions exist if collective bargaining does not take place. Sectoral collective agreements focus on wage, working conditions, working time, collective issues, etc. and are concluded for an indefinite period.

Three national collective agreements are in force for the moment in the sector:

Collective agreement for the wood panels industry (June 29, 1999) covers 100% of workers of the sub-sectors concerned. The signatory parties are FNCB-CFDT, l'Union des Industries de Panneaux de Process (Process Panels Industries Union), l'Union des Fabricants de Contreplaqués (Plywood Manufacturers' Union) (both members of UIB) and the Syndicat des fabricants de panneaux plaqués bois (Union of Manufacturers of Veneered Panels). Different agreements have been signed as part of this national collective agreement. These focus on wages, early retirement, working time, training and the like. The signatories of these agreements are the above-mentioned organisations, the CGT-FO Building and Wood, Bâti-MAT-TP-CFTC, CGT-Wood, Furniture and Similar Activities and FIBOPA-CGC-CFE.

Collective agreement for the builder's carpentry and joinery industry (March 1, 1955). The signatory parties are FNCB-CFDT, CGT, CGT-FO, FIBOPA-CGC-CFE, le syndicat national des fabricants de menuiseries industrielles (SNFMI – Union of Joinery Manufacturers) and the Fédération nationale des industries du bois pour le bâtiment (FNIBB – Federation of Building Wood Industries) (members of UIB).

Collective agreement for mechanical woodworking, sawing, import/export of wood (November 28, 1955) covers the sub-sectors of sawmill products, manufacture of parquet flooring, wooden containers, sport items, office material, brushes and wholesale cork trade. It covers 100% of workers of the sub-sectors concerned. The signatory parties are CGT, CGT-FO, FNCB-CFDT, FIBOPA-CFE-CGC, FNB, the National Union of Coal and Forest Fuels Producers (an organisation with close ties to the FNB), the wood trade (importers and exporters), the French Brush Making Federation (member of UIB), and 15 others sectoral trade unions. However, this collective agreement has been terminated and negotiations for a new agreement are under way. Different agreements have been signed as part of this national collective agreement. These concern wages, working time, training and so on. In addition to the above-mentioned organisations, Bâti-MAT-TP-CFTC is also a signatory to agreements in this sector.

Moreover, there is one sectoral collective agreement signed at the regional level: the collective agreement for the Gascony Forest maritime pine industry (March 29, 1956). It covers about 8,500 workers and focuses on working time, vocational training, etc. The signatory parties are CGT, CGT-FO, CFDT, CGC and various regional organisations.

At enterprise level, collective bargaining takes place between the manager of the enterprise and the union delegation. There are no data on collective agreements (number, content, etc.) signed at this level. It should be noted that collective bargaining at company level is not in wide use in this sector because of the predominance of small businesses.

Acronyms

Bâti-MAT-TP-CFTC : Bâti-MAT-TP Federation of the French Christian Workers' Confederation (Fédération Bâti-MAT-TP de la Confédération Française des Travailleurs Chrétiens)

CGT : General Confederation of Labour (Confédération Générale du Travail)

CGT-FO : General Confederation of Labour – Force Ouvrière (Confédération Générale du Travail – Force Ouvrière)

FIBOPA-CGC-CFE:	FIBOPA - General Confederation of Professional and Managerial Staff - French Confederation of Professional and Managerial Staff (Syndicat national du personnel d'encadrement de la filière bois et papier - Confédération Générale des Cadres - Confédération française de l'encadrement)
FNB :	Woodworking Employers Federation (Fédération Nationale du Bois)
FNCB– CFDT :	National Federation of Building and Woodworkers – French Democratic Confederation of Labour (Fédération Nationale des salariés de la Construction et du Bois - Confédération Française Démocratique du travail)
INSEE :	National Statistics Institute (Institut National de la Statistique et des Études Économiques)
MEDEF :	Movement of French Enterprises (Mouvement des Entreprises de France)
UIB:	Association of Wood Industries (Union des Industries du Bois)

GERMANY

1. Description of the sector

Delimitation and activities of the sector

The German Federal Office of Statistics (Statistisches Bundesamt) uses the NACE nomenclature. Statistical data for the woodworking sector are grouped into the category 20 (Manufacture of wood and of products of wood and cork; manufacture of articles of straw and plaiting materials) with the following sub-categories:

20.1 Sawmilling and planing of wood; impregnation of wood

20.2 Manufacture of veneer sheets; manufacture of plywood, laminate board, particleboard, and fibreboard and other panels and boards

20.3: Manufacture of builders' carpentry and joinery

20.4: Manufacture of wooden containers

20.5: Manufacture of other products of wood; manufacture of articles of cork, straw and plaiting materials

20.51: Manufacture of other products of wood

20.52: Manufacture of articles of cork, straw and plaiting materials.

The workers’ organisation active in the sector covers the metal, electrical, textile, garment, wood and plastics industries. Consequently, it covers both the woodworking and the furniture industries. On the employers’ side, the organisation also covers both the woodworking and the furniture sectors.

From the point of view of collective bargaining, the woodworking and furniture sectors are covered by the same collective bargaining process.

Socio-economic features of the sector

According to the German Federal Bureau of Statistics, the gross domestic product (GDP) of Germany in 2004 amounted to EUR 2,178.20 billion. As far as woodworking is concerned, only data for the woodworking and furniture industry as a whole are available. On the basis of a total turnover of EUR 37.37 billion in 2004, the woodworking and furniture’s share in the German GDP for 2004 was 1.7%.

In 2003, sales of the woodworking and furniture industry fell by 2.2% compared with the previous year, to reach EUR 36 billion. The number of businesses dropped by 5.2% to 2,998, while the number of employees sank by 6.8% to 236,998. From the year 1998 to the year 2004, the German woodworking and furniture industry as a whole experienced a decrease in turnover of approximately 10%. However, in the year 2005 (for the first time since 1998) the turnover increased by 2.2%. Due to the intended increase of VAT from 16% to 19% by the beginning of the year 2007, the employers’ organisation expects a further increase of turnover for its industry – because it hopes that many customers will undertake purchases of furniture previously postponed.

The underground economy does not play an important role in this sector. Estimations on this topic are not available.

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Sub-sector 20.1	570	ND	ND	82.3	16.5	1.2
Sub-sector 20.2	117	ND	ND	35	47.9	17.1
Sub-sector 20.3	540	ND	ND	61.1	34.3	4.6
Sub-sector 20.4	134	ND	ND	79.9	19.4	0.7
Sub-sector 20.5	119	ND	ND	69.7	27.8	2.5
Sub-sector 20.51	*115*	*ND*	*ND*	*69.6*	*27.8*	*2.6*
Sub-sector 20.52	*4*	*ND*	*ND*	*75*	*25*	*0*
Sector 20	1,480	ND	ND	69.6	26.6	3.8

Source: German Federal Bureau of Statistics, Data for September 2004

The German woodworking industry is characterised by small and medium-sized enterprises with an average employment rate of approximately 90-100 employees/company. The German Federal Bureau of Statistics provides structural data for the year 2004. On that basis, only 3 out of 1,480 companies employed more than 1,000 employees and only 22 had between 500 and 999 employees.

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
Sub-sector 20.1	ND	19,390	0.05	ND	42.0	58.0	0
Sub-sector 20.2	ND	16,959	0.04	ND	7.3	43.0	49.7
Sub-sector 20.3	ND	38,612	0.09	ND	25.4	45.4	29.2
Sub-sector 20.4	ND	5,744	0.01	ND	56.3	43.7	0
Sub-sector 20.5	ND	6,717	0.01	ND	34.7	23.7 (50-99)	ND
Sub-sector 20.51	*ND*	*6,595*	*0.01*	*ND*	*ND*	*ND*	*ND*
Sub-sector 20.52	*ND*	*148*	*0.0003*	*ND*	*ND*	*ND*	*ND*
Sector 20	ND	87,422	0.2	ND	28.3	44.0	27.7

Source: German Federal Bureau of Statistics, Data for September 2004

Regarding the different categories of the employees in the industry one can say that the general structure is 1/3 white collar and 2/3 blue collar. Statements about an average income in this sector cannot be met. Nevertheless, in the area of the blue-collar employees, a basic wage exists on 13 euro/hour (“Ecklohn”).

2. Organisations active in the sector

Workers' organisations

The **IG Metall (Trade Union in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries)** was founded in 1891 and expanded into sectors other than metalworking through mergers with smaller unions, between 1998 and 2000. Since the former independent union wood and plastics (Gewerkschaft Holz und Kunststoff) joined the IG Metall in the year 2000, the IG Metall is now responsible for collective bargaining in the woodworking sector.

The IG Metall is one of eight members unions of the DGB (German Confederation of Trade Unions). The DGB function as an umbrella organisation for its member unions.

The IG Metall is the second largest union in Germany covering approximately 2.2 million of members. Approximately 2,800 people are on the pay-roll of the IG Metall. This organisation is divided into seven regional organisations that are in charge of collective bargaining.

There are no formal recognition procedures in Germany. The organisations recognise each other as bargaining partners/parties.

Another German organisation is member of EFBWW: **Industriegewerkschaft Bauen-Agrar-Umwelt.** However, when the national expert asked this organisation for an interview, it told him that it is IG Metall, which is responsible for collective bargaining in the sector. IG Metal and HDH confirm that they are the sole actors active in the sector.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of members	Number of members working in the sector			European affiliations***		Other affiliations****	
					Related to the sector	Others	Related to the sector	Others
IG Metall	2.2 million	Appr. 190,000 furniture and woodworking	Approximately 90% of the employees in these sectors	Yes	EFBWW	EMF	BWI	IMF

Source: IG Metall (Interview with the representative of the IG Metall)
Note: Only data for the woodworking and furniture industry as a whole can be provided.
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Association of the German woodworking and plastic industries (Hauptverband der Holz und Kunststoffe verarbeitenden Industrie, HDH)**[75] was founded in 1990. It covers mainly SMEs from both the woodworking and the furniture industries. According to this organisation, the substantial four legs of the German woodworking industries are, apart from the furniture industry, the build nearby range (from the prefabricated constructions to the windows), the wood-based industry (from chipboard to plywood board) and the other special lines, as for example

[75] Source: http://www.hdh-ev.de/english/index.html

the piano industry and the bonded wood construction. The total turnover of the industries represented by HDH reached out EUR 37 billion in 2004 (EUR 20.1 billion of those for the furniture industry).

HDH has 13 special associations, 10 regional associations and 3 confederation associations as members. The largest special association in the HDH is the association of the German furniture industries (Verband der Deutschen Möbelindustrie, VDM), which is itself a head association with special and regional associations as its members. Both associations are non-profit-organisations.

The HDH is financed by membership subscriptions of its member organisations. In the Headquarter of the HDH, 20 people are employed directly.

There are no formal recognition procedures in Germany. The organisations recognise each other as bargaining partners/parties.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	Total number of workers employed by member companies			European affiliations***		Other affiliations****	
					Related to the sector	Others	Related to the sector	Others
HDH	2,150 in wood and plastic industries	ND. Estimation by the HDH representative: 80% of all employees in the woodworking and furniture sector	80% of the woodworking and furniture sector	Yes	CEI-BOIS	No	No	No

Source: HDH (Interview with the representative of the HDH; date: June 2006)
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

In Germany, a tripartite social concertation specifically for the woodworking sector does not exist. Beside the bipartite collective bargaining between the IG Metall and the HDH, there is no specific consultation procedure between the social partners and the government.

Bipartite social dialogue

Bipartite collective bargaining for the woodworking and furniture sectors takes place both at the sector and company level. However, the most important level for collective bargaining is the sector. At this level, general agreements on working conditions (working times, working conditions and wages,) are concluded. The bargaining parties are the HDH and the IG Metall, recognised by each other as the only negotiating partners.

The typical procedure of sector level collective bargaining is that one regional organisation of the union IG Metall is bargaining with the regional counterpart of the employers' organisation HDH. After that, these agreements are adopted by the regions. General agreements on wages have an average duration of five years.

In 2005, the IGM and the employer's organisation reached a general agreement on working times, flexibility of working times and on wage supplements. In spring 2006, the social partners reached a general agreement on wages, including an increase of 1.54% for the next twelve months. About 80 up to 90% of the total employees in the woodworking and furniture sectors are covered by these regulations. The estimations available differ in that range.

Beside these two general agreements at sector level concerning working time and wages, there are a huge number (estimated: more than 1,000) of single agreements at company level. These agreements cover various regulations, concerning for instance the limited extension of working times or the cutting of wage supplements.

According to the interviews with experts, the future challenges for the social dialogue in the woodworking and furniture sectors will be the questions on wages and working times. From HDH's point of view, they believe that, above all, the 35-hour-week should be given up in favour of an extension of working time. From the union's point of view, above all the social partners should fight in common for the future of the German woodworking and furniture industries. Especially the question of qualification and innovation should be included into future agreements.

Acronyms

DGB: German Confederation of Trade Unions

HDH: Association of the German woodworking and plastic industries (Hauptverband der Holz und Kunststoffe verarbeitenden Industrie)

IG Metall: Trade Union in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries

VDM: Association of the German Furniture Industry

GREECE

1. Description of the sector

Delimitation and activities of the sector

The woodworking industry activities in Greece come under the code 20 of the NACE classification "Manufacture of wood and of products of wood and cork; manufacture of articles of straw and plaiting materials".

Sector collective agreements concluded for the sector cover the following activities: cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing.

Socio-economic features of the sector

Severely hit by recession during the 1990s, the woodworking industry in Greece is currently at a critical turning point. Woodworking manufacturing activities have been showing signs of recovery, after a prolonged period of stagnation or decline. In recent years, the leading firms have made considerable investments and improved the quality of their products and in 2002; the total value of domestic production (excl. VAT) reached EUR 203 million[76]. Overall, however, the long-standing problems of the sector still persist, despite the boom in the construction activity (triggered off by the 2004 Athens Olympic Games), low mortgage interest rates and the gradual reversion of consumers' preference to wooden products.

As in many other European countries, the local woodworking sector suffers from massive imports of low cost (and often poor quality) raw materials from China. The share and value of exports has been steadily falling, whilst that of imports has been considerably increasing. The trade deficit exceeded EUR 300 million in 2000.[77] Exports of wood products are mostly directed to the neighbouring Balkan countries and Cyprus, whilst imports come from Italy, Germany, Sweden, Finland, Bulgaria, Russia, Slovakia, the Czech Republic, Austria and the USA.

Between 1998 and 2002, employment in the woodworking sector fell substantially from 30,930 employees to 26,651 employees.[78]

The major problems affecting the sectors' vitality and future perspectives can be summarised as follows: (1) insufficient quantities and the poor quality of the local raw materials, due to systematic forest destruction and degradation (fires, uncontrollable grass, etc.)[79] ; (2) absence of certificates of origin of timber; (3) lack of standardisation of wood products; (4) high transport costs, dependence from abroad ; (5) lack of a coherent policy of forest protection ; (6) diminishing demand ; (7) rising imports of low quality and low cost wood products.

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[76] See CEI-Bois, 2003

[77] See V. Nikolakakis, 2005b

[78] See NSSG, LFS, 1998 & 2002.

[79] Greece has a relatively small forestry sector, as only 19% of the national territory is covered by wood, i.e. 2.5 million hectares, of which only 1 million hectares are productive. As a result, the primary woodworking industry is not very developed. The annual production of timber is 2 million cubic meters, of which only 0.6 million is destined for the local woodworking sector, while the rest is used as fuel.

In conclusion, woodworking companies are confronted with the massive influx of low cost imports of wood and furniture products, at unbeatable prices, and the emergence of large international furniture retail firms that offer their own imported products. These two developments, which reduce orders from the domestic woodworking sector, are a source of great uncertainty for the small and large companies alike, although their reaction is by definition different. Recovery will largely depend on the course of the construction industry and the trends in the domestic furniture sector, but also on the ability of producers to increase their share of exports, in a context of a very modest development of the primary woodworking industry.

Production of the main semi-finished products. Greece, 2002

Type of good	Cubic meters
Sawmills	123,000
Plywood	34,000
Particle board panels	594,000
Fibreboard panels (MDF)	85,000 (50,000)
Total	836,000

Source: C.S.I.L., 2003

Growth trends vary according to the sub-sector: MDF is the most popular product with dynamic growth perspectives; particleboards have also seen their share in consumption rise steadily, whilst demand for plywood has been declining. This vigorous expansion of synthetic wood is taking place at the expense of the natural wooden products.

Statistical data on the woodworking sector are not very reliable and the methodology differs from one source to the other. According to the data bank compiled by the publisher of the specialised professional index (which is being constantly updated), there are 2,642 wood processing companies, a figure significantly lower than the one given by the National Statistics Service (see table below)[80].

26,651 employees were active in the sector in 2002, which account for 4.8% of employees in the manufacturing sector[81].

Companies and turnover in the woodworking sector, Greece. 2001

Sub-sector	**Number of companies**	**Turnover (million euro)**
20.1: sawmilling and planning of wood; impregnation of wood	330	74.18
20.2: manufacture of veneer sheets; manufacture of plywood, laminate board, particle board, fibre board and other panels and boards	44	191.18
20.3: manufacture of builders' carpentry and joinery	4,762	258.70
20.4: manufacture of wooden containers	201	38.37
20.5: manufacture of other products of wood; manufacture of articles of cork, straw and plaiting materials	834	54.20
TOTAL	**6,171**	**616.64**

Source: National Statistics Service Greece, Business Register, 2001

[80] See AG, 2005 Professional Index of the Furniture and Woodworking Industry.

[81] National Statistics Service Greece, LFS, 1998 & 2002.

The woodworking sector is, at the same time, characterised by excessive fragmentation and high concentration, with 6,200 companies, of which the five largest companies account for over 50% of the sector's total annual turnover. Intensified competition has driven a considerable number of small production companies out of business, thus reducing the total number of firms. It is worth noting that over 77% of firms are engaged in the manufacture of builders' carpentry and joinery and are, thus, sensitive to the volatilities of the construction industry. By contrast, only 44 companies (a mere 0.7% of the total) are engaged in the most dynamic and profitable sub-sector of wood-based panels.[82]

2. Organisations active in the sector

Workers' organisations

The Federation of Construction Workers and Allied Professions (Omospondia Oikodomon kai Synafon Epaggelmaton Elladas, OOSEE) was established in 1953. It is the second largest federation affiliated to the General Confederation of Greek Labour (GSEE) with 53,707 registered members. It remains the only workers' organisation still advocating the concept of "class struggle". OOSEE represents the construction workers and allied professions (carpenters, ironmongers, tilers, floorers, marble carvers and cutters, insulators, house painters, etc.). Every year, it concludes eight collective agreements (one for the woodworking sector) with the employers' organisations SEV, GSEVEE and the various sector employers' associations, including the Panhellenic Federation of Handicraft Associations of Wood Processing (POVSKX). The most recent agreement covering salaried workers employed in the woodworking industry[83] was signed in April 2005, involving SEV and POVSKX on the employers' side.

OOSEE employs 3 full-time employees. It participates as an observer at the Building and Wood Workers International (BWI). It is not affiliated to ETUC, as it is ideologically opposed to it.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
OOSEE	53,707	ND	ND	Yes	No	No	BWI (as an observer)	No

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

[82] See NSSG, The 2001 Business Register.

[83] This agreement covers cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing.

Employers' organisations

The Panhellenic Federation of Handicraft Associations of Wood Processing (Panellinia Omospondia Viotehnikon Somateion Katergassias Xylou, POVSKX) was established in 1957. Its affiliated local wood processing associations consist of 5 principal and 25 secondary members, representing handicraft companies nation-wide.[84] Every year, POVSKX concludes a sector collective employment agreement (co-signed by the Federation of Greek Industries – SEV) with the union organisation OOSEE, covering employees working in the wood-processing industry. The 2005 annual agreement was signed last April. The Federation does not employ any workers at its headquarters. POVSKX is affiliated to the tertiary-level organisation GSEVEE (General Confederation of Greek Small Business and Trades) at the national level. At the European level, the Federation has recently become a member of the UEA, the European Federation of Furniture Manufacturers.

The Federation of Greek Industries (Syndesmos Ellinikon Viomihanion, SEV) was established in Athens in 1907. It is the most powerful and influential employers' organisation, as it includes among its members the most important sectors of the economy, as well as the largest firms. According to its statutes, SEV represents firms employing over 50 employees, which are considered medium-sized and large by Greek standards. Although increasingly SEV membership covers a broad spectrum of economic activity, ranging from small entities to large corporations, including privatised public utility companies, in practice, it represents the "big" and long-established manufacturing companies.

The SEV remains a business organisation, consisting of both associations and firms, but not individuals. The affiliated members (private law legal entities) can be organised at either the sector or the regional level. Membership of the SEV is voluntary. As recent official membership figures have not been disclosed by the SEV, we can only provide an estimate, by using 1998 data; given the fact that –according to our interlocutors- figures have not changed substantially since 1998 we can infer that membership consists approximately of 560 private companies, 70 sector and 7 regional associations. During 2003, 46 new members were admitted. Although most sector industrial associations are members of the SEV, this is true for less than half of the regional associations.

The SEV is directly engaged in collective bargaining and plays a central role in negotiating the National General Collective Employment Agreement, as well as 67 sector and occupational labour agreements. Regarding the woodworking sector, every year, the SEV concludes a collective agreement with the OOSEE, co-signed by the other recognised employers' organisation POVSKX .

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
POVSKX	ND	ND	ND	Yes	No	UEA	No	No
SEV	ND	ND	ND	Yes	No	UNICE	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

[84] The Federation mainly covers artisan producers such as : wood-makers, furniture-makers, polishers, wood-carvers, barrel-makers, shipbuilders, furniture upholsterers, etc.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite consultation regarding industry-wide agreements. Tripartite social dialogue takes place, either within the established institutions of social consultation (Economic and Social Committee, National Employment Committee, National Social Protection Committee, etc.), or on ad-hoc occasions in view of the preparation of reforms on public policy issues, such as the labour market reforms in 1997 and 2000. The social partners' organisations (i.e. GSEE, SEV, GSEVEE and ESEE), also have the capacity to nominate their representatives in a wide array of public bodies; thus, they participate in a large number of institutions, decision-making bodies, ministerial committees, steering committees, monitoring committees of EU funded programs.

Bipartite social dialogue

Collective bargaining for the sector takes place at sector level. One collective agreement is concluded every year. The players involved in the social dialogue process in the woodworking sector are the two employers' organisations SEV and POVSKX and the union federation OOSEE. The most recent agreement (signed in April 2005) covers salaried workers employed in the following activities: cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing. The coverage rate of this agreement is not available.

As is the case with the vast majority of sector and occupational collective agreements in Greece, the social dialogue in the woodworking industry sector focuses mostly on the usual issues: pay rises; bonuses and allowances; health and safety at work; and paid leave. The agreement concluded annually in the sector deals exclusively with basic wage rises and allowances.

Special emphasis is placed however, on behalf of the union, on the long-standing demand to include all woodworking activities in the arduous and strenuous occupations category, which implies higher wage compensation and eligibility to earlier retirement. It is worth noting, that this year's list of demands put forward by the OOSEE, in view of concluding the 2006 collective employment agreement, includes (amongst others) the following: a rise in basic wages of over 100%; extension of allowances to broader categories of workers; the introduction of the 35-hour week with no loss in pay; improved compensation in the case of work-related accidents; increased redundancy pay ; better health and safety at work conditions. Given the unfavorable industrial relations' and business context in Greece, it is clear that the above represents more of a "wish list", rather than a sound basis for negotiations.

Collective bargaining at the enterprise level may happen in some isolated cases, but there is no relevant information about it.

Acronyms

CSIL: Centro Studi Industria Leggera

ESEE: Federation of Greek Traders' Associations

GSEE: General Confederation of Greek Labour (Geniki Synomospondoia Ergaton Elladas)

GSEVEE: General Confederation of Greek Small Business and Trades (Geniki Synomospondoia Emporon, Viotechnon, Epaggelmation Ellados)

OOSEE: Federation of Construction Workers and Allied Professions (Omospondia Oikodomon kai Synafon Epaggelmaton Elladas)

POVSKX: Panhellenic Federation of Handicraft Associations of Wood Processing (Panellinia Omospondia Viotehnikon Somateion Katergassias Xylou)

SEV: Federation of Greek Industries (Syndesmos Ellinikon Viomihanion)

HUNGARY

1. Description of the sector

Delimitation and activities of the sector

From a statistical point of view, the woodworking industry in Hungary is in accordance with the NACE activity codes used by EUROSTAT and consists of NACE 20.

The trade union in the sector (The Trade Union of Furniture and Woodworkers) covers both the woodworking (NACE 20) and the furniture sectors (NACE 36.1). On the trade union side, there is also some overlap with the forestry industry (NACE 02). As an example, a significant proportion of the employees working in the woodworking sector is employed by public forest farms of which the main production profile is forestry, while the manufacture of wood and wood products is only a secondary activity (that is, the majority of these firms' income derives from forestry activities even if the majority of the employees are working in woodworking industry as a secondary or complementary activity).

From the social dialogue point of view, a same bipartite collective bargaining process covers the Forestry, Woodworking and Furniture Sectors.

Socio-economic features of the sector

During the transformation period of the Hungarian economy and society which took place in the late 1980s and the 1990s the woodworking industry underwent severe changes. Among these the following are worth mentioning:

1. Financial difficulties of the enterprises operating in the sector
2. Losses of both internal and external markets
3. Dramatic decrease in the number of housing starts as well as falling household income.
4. Liberalisation of the import: the presence of foreign companies and products have been strengthened
5. The number of employees have been decreased dramatically.

After a deep depression, the woodworking industry is revitalised from the middle of the 1990s in terms of gross production. This growth is based on the export activities and on the growth of productivity. It is worth noting that from 2003 to 2004, the number of employees in the sector decreased by approximately 5%.[85] Presently (i.e. in 2004), the woodworking sector represents 1% of industrial production in terms of gross outputs, while in terms of the number of employees it represents 2.8%. It is important to note that the number of employees is continually decreasing (from 2000 to 2004 the rate of decrease was +/-. 4%).

[85] However, in the woodworking industry the number of white-collar workers increased by 10% from 2003 to 2004 (Source: KSH, 2005, pp. 185-192).

Some important indicators for the woodworking industry (2004)

	Manufacture of wood and wood products (NACE 20)	
Gross sales (million HUF[86]) *within which the share of export* *Share within the total sales of industry*	156,802 51% 1%	
Number of employees by staff groups (their share within the total number of employees)	*Blue collar*	*White collar*
	18,561 (86%)	3,027 (14%)
Number of employees by type of employment (their share within the total number of employees)	*Full-time*	*Part-time*
	19,250 (89%)	2,338 (11%)
Monthly average net earnings of employees – HUF (average net earnings' proportion compared to average net earnings of the total industry, NACE C, D, E)	*Blue collar*	*White collar*
	57,179 (75.1%)	97,566 (68.0%)

Source: KSH (2004)

Summary table: Companies (2004)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with 20-49 employees**	**% companies with 50 to 249 employees**	**% companies with 250 to 1,999 employees**	**% companies with > than 2,000 employees**
NACE 20	254	ND	72.4%	23.6%	4.0%	0%

Source: KSH (2004), p. 242-243

There are no reliable data or estimates on the importance of the underground economy. However, the fact that both the employers' and employees' representatives mentioned this problem as a core issue of the collective bargaining shows that the share of the underground economy should not be underestimated. An analysis made by a trade union leader mentions two important sources of the underground economy: firstly, those dismissed employees who were formerly employed and secondly, the workforce coming from the neighbouring countries.

Summary table: Workers (2004)

Sub-sectors	**Number of self-employed workers in the sector**	**Number of employees in the sector**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies < 10 workers/Number of employees in the sector (%)**	**Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)**	**Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)**	**Number of employees in companies with > 249 workers/ Number of employees in the sector (%)**
NACE 20	ND	21,588	ND	ND	ND	ND	ND

Source: KSH (2004)

[86] The actual conversion rate for the euro is about 260 HUF

2. Organisations active in the sector

Workers' organisations

The Trade Union of Furniture and Woodworkers (Fa- és Bútoripari Dolgozók Szakszervezete) was founded in 1993 by 44 trade unions operating in the sector, however, their number decreased to 16 up to now due to the abovementioned restructuring process. Its members are recruited from both the woodworking (NACE 20) and furniture industries (NACE 36.1). It is member organisation of the Federation of Building, Wood and Material Workers' Unions (Építő, Fa- és Építőanyagipari Dolgozók Szakszervezeteinek Szövetsége, ÉFÉDOSZSZ) through which it is also affiliated to the biggest Hungarian trade union confederation: National Confederation of Hungarian Trade Unions (Magyar Szakszervezetek Országos Szövetsége, MSZOSZ). ÉFÉDOSZSZ is member of the European organisation EFBWW.

The Trade Union of Furniture and Woodworkers is a representative and legally recognised social partner in the sector and company level collective bargaining in the field of both furniture and woodworking industries. It has its own resources from membership subscriptions and utilisation of real estate. Two employees work for the trade union in full-time jobs.

Two others organisations are active in the sector in Hungary:

- Trade Union of Forestry and Woodworkers
- National Federation of Construction and Associated Trade Unions

The National expert has tried to contact them but without success.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Trade Union of Furniture and Woodworkers	2,500 in the woodworking and the furniture sectors	2,500 in the woodworking and the furniture sectors	6.5% in the woodworking and the furniture sectors	Yes	It is member of EFBWW through ÉFÉDOSZSZ	No	It is member of BWI through ÉFÉDOSZSZ	No
Trade Union of Forestry and Woodworkers	ND	ND	ND	Yes	ND	ND	ND	ND
National Federation of Construction and Associated Trade Unions	ND	ND	ND	Yes	ND	ND	ND	ND

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The Hungarian Furniture Federation (Magyar Bútorszövetség) was founded in 1990. Presently, it has 131 member organisations. It is a representative and legally recognised social partner in the sector and company level collective bargaining in the field of both furniture and woodworking industries. The Association is a member organisation of the Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos Szövetsége, MGYOSZ), National Federation of Craftsmen Boards (Ipartestületek Országos Szövetsége, IPOSZ) and National Association of Entrepreneurs and Employers (Vállalkozók és Munkáltatók Országos Szövetsége, VOSZ). The Association is financed through the membership subscriptions.

The Hungarian Federation of Forestry and Wood Industries (Fagazdasági Országos Szakmai Szövetség, FAGOSZ) was founded in 1990 by 34 firms operating in the sector. Presently, it has 146 member organisation including wood industry companies (44 members), forest management companies (31 member organisations), suppliers (33 members), wood trading companies (29 member organisations), education and other institutions (8 members), Forest Propagation Material Council, PANFA (Pannon Wood and Furniture Cluster). The Federation is a representative and legally recognised social partner in the sector and company level collective bargaining in the field of both furniture and woodworking industries. It is also a member organisation of the Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos Szövetsége, MGYOSZ).

The Hungarian Association of Joiners (Országos Asztalos- és Faipari Szövetség, OAFSz) was founded in 1990; presently it has 1,100 members, recruited mainly from small entrepreneurs. The Association is a member organisation of the National Federation of Craftsmen Boards (Ipartestületek Országos Szövetsége, IPOSZ) and is financed through the membership subscriptions.

On 5th November 2003, the three above mentioned employers' organisations founded a joint interest representative organisation: **Hungarian Trust of Wood and Furniture Industries and the Building Joiners (Magyar Fagazdasági, Bútoripari és Épületasztalosipari Érdekösszefogás, MAFABE)** in order to make the cooperation of these organisations more close and efficient.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
Hungarian Furniture Federation	131 in both the woodworking and the furniture sectors	ND	ND	Yes	UEA	No	No	No
Hungarian Federation of Forestry and Wood Industries	146 (44 in the woodworking sector)	ND	ND	Yes	CEI-Bois	No	No	No
Hungarian Joiner's Federation	1,100	ND	ND	Yes	Internationale Union des Schreiner- und Möbelhandwerks	No	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

There is regular but rather informal tripartite concertation with the participation of all abovementioned organisations. The main topics of these informal meetings are, among others, wages, the underground economy, vocational training.

Bipartite social dialogue

a) At sector level

In 20th March 2006 the abovementioned six organisations has formed the **Sector Dialogue Committee for Forestry, Woodworking and Furniture Sector**. The Committee will develop the framework of the cooperation and dialogue. The partners will also discuss all strategic questions and problems related to the sector and will represent a shared opinion during the negotiation with the government.

It is interesting to note that, in 2002, there were two sector collective agreements in parallel. One of them was signed by the Trade Union of Forestry and Woodworkers, as the employees' representative organisation and by the Hungarian Federation of Forestry and Wood Industries, as the employers' representative organisations. The other sector level collective agreement was concluded by the Trade Union of Furniture and Woodworkers and by the Hungarian Furniture Association. Although both of the two collective agreements tradition going back more than ten years, neither of them has been extended by the Minister of Employment and Labour.

There are no data available as regards the coverage rate of agreements concluded.

There are significant differences between these collective agreements: the first one is more a collection of recommendations and lays down the principles of the collective agreements to be signed at company level. It deals with the question of working time, wages and forms of social compensation, rules and procedures in the case of mass dismissals, severance payment, working clothes and occupational safety, etc. The other collective agreements concluded between the Trade Union of Furniture and Woodworkers and the Hungarian Furniture Association, is more detailed and concrete. It regulates the operation of the trade unions and trade unionists at the company level, conditions of the employment and dismissals, wages, working time, overtime, conditions and procedures in the case of strikes. Besides this, it also defines the classification of the employees working in the sector and their minimum wages.

Currently, there is no any obligation to participate at collective bargaining at sector level and the social partners interviewed assumed that their relationship is rather balanced and not conflicting.

The newly formed Sector Dialogue Committee has an ambition to elaborate a common collective agreement at sector level, which is able to regulate the most important issues of wage formation, working conditions and vocational training. If they succeed in concluding such an agreement, the partners assume that it can be extended by the Minister of Employment and Labour.

c) At company level

There are some collective agreements at company level but this is rather the exception than the rule. Thus, the social partners could not estimate the proportion of enterprises and employees covered by these collective agreements. The main reason of the lack of such collective agreements is the fact that the organisational structure has been transformed radically during the last 15 years and the increasing number of SMEs did not favour for the trade unions' activity.

Acronyms

ÉFÉDOSzSz:	Federation of Building, Wood and Material Workers' Unions (Építő, Fa- és Építőanyagipari Dolgozók Szakszervezeteinek Szövetsége)
FAGOSZ:	Hungarian Federation of Forestry and Wood Industries/Fagazdasági Országos Szakmai Szövetség
IPOSz:	National Federation of Craftsmen Boards (Ipartestületek Országos Szövetsége)
MAFABÉ:	Hungarian Trust of Wood and Furniture Industries and the Building Joiners (Magyar Fagazdasági, Bútoripari és Épületasztalosipari Érdekösszefogás
MGYOSz:	Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos Szövetsége)
MszOSz:	Confederation of Hungarian Trade Unions (Magyar Szakszervezetek Országos Szövetsége)
OAFSz:	Hungarian Association of Joiners (Országos Asztalos- és Faipari Szövetség)
VOSz:	National Association of Entrepreneurs and Employers (Vállalkozók és Munkáltatók Országos Szövetsége)

IRELAND

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the Irish woodworking sector consists of NACE 20 activities 'Manufacture of wood and of products of wood and cork; manufacture of articles of straw and plaiting materials'. It is important to note that the social partners and collective agreements in Ireland strictly differentiate between woodworkers employed in the construction industry and those outside of the construction industry.

Socio-economic features of the sector

According to the Census of Industrial Production, in 2004, the woodworking sector accounted for 0.23% of national GDP, and 4.5% of Gross Value Added of all industrial enterprises[87].

The statistics used in this report are mainly taken from the *Census of Industrial Production, 2003*, which comprises two sections: first, the *Census of Industrial Enterprises* (required under Council Regulation (EC, Euratom) No 58/97) which covers those enterprises which are wholly or primarily engaged in industrial production and have three or more persons engaged; second, the *Census of Industrial Local Units* which covers all industrial local units with three or more persons engaged. An ***enterprise*** is defined as the smallest combination of legal units that is an organisational unit producing goods or services, which benefits from a certain degree of autonomy in decision making, especially for the allocation of its current resources. A ***local unit*** is defined as an enterprise or part thereof situated in a geographically defined place.'[88]

Number of Industrial Enterprises and Manufacturing Local Units, 2003

	Number of industrial enterprises	**Number of local units**		
		Irish-owned	*Foreign-owned*	*Total*
NACE 20	307	307	10	317

Source: Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin

Almost half of the local units in the NACE 20 are small with fewer than 10 persons who are employees, proprietors or unpaid family workers. These units could be described as micro-enterprises or artisanal production. Only a small number of the local units have more then 100 people working for them.

[87] These early estimates for 2004 are based on a 57% response rate up until November 2005 to the Census of Industrial Production.

[88] Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin, p. 5.

Summary table: Companies (2003[89])

Sub-sectors	Number of local units	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 99 employees	% companies with 100 to 499 employees	% companies with > 499 employees
NACE 20	317	ND[90]	48.5	42.5	4	5	0

Source: Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin.

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-99 workers/ Number of employees in the sector (%)	Number of employees in companies with 100-499 workers/ Number of employees in the sector (%)	Number of employees in companies with > 499 workers/ Number of employees in the sector (%)
NACE 20.1	ND[91]	1,607	ND					
NACE 20.2		705						
NACE 20.3		3,416						
NACE 20.4		415						
NACE 20.5		727						
Total NACE 20		**6,870**	**0.39**	**12**	**42**	**12**	**34**	**0**

Source: Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin

6,870 salaried workers were employed in the woodworking sector in 2003 (89% of them were male). However, there are a number of carpenters and joiners employed in the construction industry who are not accounted for in the *Census of Industrial Production* statistics. This could be due to the fact that many of these workers are classified as 'self-employed' and therefore do not appear in the Census, as it examines local units or industrial enterprises with three or more persons engaged. According to the FAS (2005) Expert Group on Future Skills Needs - National Skills Bulletin 2005 (Dublin), there were 36,800 woodworkers (salaried and self-employed) in the construction industry in 2003.

Workers in the woodworking sector are skilled manual workers. They gain their skills through an apprenticeship that lasts four years. Of all craftspeople, woodworkers have the highest percentage of people in the young age cohort, with 35% of woodworkers being under the age of 24.[92]

The situation of woodworkers working in the construction industry and the situation of those who do not are very different in terms of wages and growth. The construction industry in Ireland grew by 4.5% in 2005 and is set to record its 13th successive year of growth in 2006,[93] whereas woodworking that is not in the construction industry is experiencing decline. In terms of wages, those

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89 The most recent *Census of Industrial Production* that has been published presents figures from 2003.

90 There is no data available for enterprises with fewer than three people employed (see above).

91 There is no data available for enterprises with fewer than three people employed (see above).

92 FAS (2005) Expert Group on Future Skills Needs - *National Skills Bulletin 2005*, Dublin, Table 7.11.2.

93 RTE (30 January 2006) 'Firm predicts 80,000 home completions in '06'. See www.rte.ie

for woodworkers involved in the construction industry are much higher than for woodworkers outside the construction industry.[94] Based on a 38-hour week, craftspeople working in the construction industry receive a minimum gross weekly salary of €640.30. Craft workers who do not work in the construction industry and who are not covered by the Registered Employment Agreements for the construction industry receive a minimum gross weekly salary of €385.98.

The woodworking sector mainly consists of full-time workers. However, as already mentioned, these workers are not all employees. The issue of employment status is becoming more prevalent for workers in the construction industry, with some workers being classified as self-employed when they are actually employees.[95] Around 130,000 construction workers in Ireland (from all areas of the construction industry) are not covered for pensions or sick pay benefits as they are 'self-employed'. Quite a number of employers are deliberately avoiding paying pension contributions by either failing to disclose all their workers to the authorities or *'falsely declaring them as self-employed contractors'.*[96] The Pensions Ombudsman has said that he has received reports of workers who are being forced to declare themselves as self-employed contractors or else face being sacked from their jobs.[97] At present, there is a backlog of 400 contractors who are being brought to the Labour Court over this issue.[98] For those outside of the construction industry this is not such an issue and they tend to be employees.

It was suggested in a meeting with a social partner that a significant number of carpenters undertake 'nixers'.[99] A 'nixer' is a term used in Ireland to describe undeclared work on which no tax is paid. This could involve self-employed persons not declaring all the jobs that they do to the revenue office or else employees doing a job outside of their work hours to supplement their wages. It is not possible to estimate the extent of this underground activity.

2. Organisations active in the sector

Workers' organisations

The **Union of Construction, Allied Trades and Technicians (UCATT)**[100] has its origins in the Amalgamated Society of Woodworkers, which was established in 1872. The amalgamation of a number of woodworking and decorating unions preceded the formation of the current union in 1978. UCATT has 12,000 members in the Republic of Ireland and also has 123,000 members in the United Kingdom. The majority of UCATT members are carpenters and joiners who work in the construction industry. Other construction workers such as builders, who are not included in the woodworking sector, are also members of UCATT. The union's members are mostly skilled manual workers who have undertaken apprenticeships. Members pay a weekly/monthly subscription fee which funds the organisation.

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94 Ralaheen interview, 30 January 2006.

95 The Commission of the European Communities Communication entitled *Report on the Functioning of the Transitional Arrangements set out in the 2003 Accession Treaty (period 1 May 2004-30 April 2006),* refers to this issue of *'false self-employment'.*

96 Irish Examiner (10/02/2006) 'Most Construction Workers have no Pension or Sick Pay Cover'.

97 Irish Examiner (10/02/2006) 'Most Construction Workers have no Pension or Sick Pay Cover'.

98 RTE (10/02/2006) 'Building workers left without pensions'. See www.rte.ie

99 Ralaheen interview, 7 February 2006.

100 Information from a Ralaheen interview, 27 January 2006.

Ten full-time employees work for the union. It is affiliated to the Irish Congress of Trade Unions (ICTU). UCATT has legal recognition as a Trade Union and has a negotiating licence. It takes part in sector level negotiations for woodworkers within the construction industry and has the power to sign agreements at this level for its members.

The **Building and Allied Trades' Union (BATU)**[101] was founded in 1989 with the merger of the National Union of Woodworkers and Woodcutting Machinists and the Ancient Guild of Incorporated Brick and Stonelayers and Allied Trades Union. It is the trade union for building workers, tradesmen and apprentices, in bricklaying, carpentry, interiors and furniture industries. It has 10,500 members and it is estimated that 1,500 of these members are involved in the woodworking and furniture sectors[102]. Traditionally BATU was a furnishing union rather than covering 'on-site' workers. However, with the significant growth in the Irish construction industry and the decline in manufacturing the emphasis has changed more towards construction workers.

The organisation is entirely funded by subscription fees. At present, it employs 11 full-time staff. It is affiliated to the Irish Congress of Trade Unions (ICTU). BATU has legal Trade Union status and can negotiate at both sector and company level on behalf of its members.

The Services, Industrial, Professional and Technical Union (SIPTU) is the largest trade union in Ireland and represents workers in the public and private sectors in general, technical and professional occupations and sectors. Although SIPTU is a member of the EFBWW, it does not represent any workers within NACE 20.[103]

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	Number of members working in the Woodworking sector			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
The Union of Construction, Allied Trades and Technicians (UCATT)	12,000	ND[104]	ND	Yes	EFBWW (Indirectly through UCATT UK)	No	BWI (Indirectly through UCATT UK)	No
Building and Allied Trades' Union (BATU)	10,500	1,500 in the woodworking and furniture sectors	ND[105]	Yes	No	No	No	No

Source: Ralaheen interviews, January 2006.

[101] Information from a Ralaheen interview, 30 January 2006.

[102] There are no specific data for the woodworking sector.

[103] Conversation with SIPTU branch secretary, 17 January 2006.

[104] The exact figures are not available. However, UCATT states that the majority of its members are carpenters and joiners.

[105] It is not possible to calculate this figure as a number of its members could be classified as 'self-employed' workers in the construction industry and therefore do not appear in the Census statistics. This means that the total number of workers in the sector is unknown.

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Construction Industry Federation (CIF)**[106] was founded in 1935. It covers businesses in all areas of the Irish construction industry with a network of 13 branches in three regions and 37 associations so as to ensure that its members are served at a local, sectoral and national level. Altogether, CIF represents over 3,000 members who account for over 85% of the output of the Irish construction industry. The trade associations in CIF that are of relevance to NACE 20 are the Joinery Manufacturers' Association, the Irish Window Association and the Irish Kitchen and Fitted Furniture Association[107]. The companies who are members of CIF are private enterprises that range from large companies to much smaller, family-run companies. The organisation is funded through member subscriptions and employs 140 permanent staff.

CIF takes part in the tripartite negotiations in Ireland. It also provides its members with industrial relations and employment legislation information and lobbies on their behalf on issues such as training, health and safety, and costs. It does not lobby on issues related to pay, as this would, in its view, be contrary to anti-competition legislation. CIF is a strong and recognised trade association and members may find it beneficial to be associated with the organisation. CIF has signed the two Registered Employment Agreements for the construction industry.

Employers' organisations

Organisation (English name)	Members		Estimate of density *	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in the organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Construction Industry Federation (CIF)	3,000	ND	ND	Yes	No	FIEC UEAPME	No	No
Irish Business and Employers Confederation (IBEC)[108]	7,000	ND	ND	Yes	ND	UNICE	ND	ND

Source: Ralaheen interview, February 2006 and www.ibec.ie

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

106 Information from a Ralaheen interview, 7 February 2006.

107 The Irish Kitchen and Fitted Furniture Association not only refers to kitchen furniture but also to the manufacture of kitchen doors, etc.

108 It was not possible to arrange an interview with IBEC.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite social dialogue specifically for the woodworking sector in Ireland. Likewise, there are no other meetings with the Government specifically for this sector.

Bipartite social dialogue

Woodworkers who work in the construction industry, such as on-site joiners or carpenters, are covered by the two Registered Employment Agreements for the construction industry:

- Registered Employment Agreement (Construction Industry: Wages and Conditions of Employment) Variation Order (No 2), with effect from 27 May 2005.[109]
- Registered Employment Agreement (Construction Industry: Pensions Assurance and Sick Pay) Variation Order, 2006 as from 26 January 2006.[110]

These two Agreements, which were negotiated between CIF on the employers' side and various workers' organisations[111], are registered with the Labour Court. Once registered with the court, these Agreements are legally binding for both the parties and for others who are *'in the class, type or group to which the agreements are expressed to apply'.*[112] In other words, not just trade union members or members of employers' bodies are covered by these Registered Employment Agreements, but rather all workers and employers in the sector to which the agreement is relevant.

For other woodworkers who do not work in the construction industry, most collective bargaining takes place at company level. Quite a number of company level agreements exist for the woodworking sector. These agreements mainly relate to pay and conditions of employment, such as health and safety issues.[113] Exact details on the number and content of these agreements are not available.

Acronyms

BATU: Building and Allied Trades' Union

CIF: Construction Industry Federation

IBEC: Irish Business and Employers Confederation

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[109] Employment Agreement registered in the register of Employment Agreements on 15 March 1967 as varied for the twenty-third time by the Labour Court under Section 28 of the Industrial Relations Act, 1946.

[110] Employment Agreement relating to Pensions Assurance and Sick Pay in the construction industry, registered in the register of Employment Agreements on 7 March 1969 as varied for the nineteenth time by the Labour Court under Section 28 of the Industrial Relations Act, 1946.

[111] These agreements were originally signed in the 1960s. The original signatory trade unions are no longer in existence or have amalgamated into other trade unions. These are: the Amalgamated Society of Woodworkers, the Irish Society of Woodcutting Machinists and the Irish National Union of Woodworkers.

[112] See the Labour Court Website at www.labourcourt.ie

[113] Ralaheen interview, 27 January 2006.

ICTU: Irish Congress of Trade Unions

SIPTU: Services, Industrial, Professional and Technical Union

UCATT: Union of Construction, Allied Trades and Technicians

ITALY

1. Description of the sector

Delimitation and activities of the sector

The national classification of economic activities adopted by the National Institute of Statistics (Istat), Ateco 2002, derives directly from the current NACE nomenclature. Consequently, the woodworking sector in Italy includes all activities classified into the code 20 of the NACE nomenclature – "Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials".

From the point of view of interest representation, both the employers' and workers' organisations consider the sector as a "production chain" that goes from sawmilling and manufacture of wood to manufacture of furniture and accessories. Hence, they represent the forestry and wood industry as well as the furniture industry. Furthermore, they regard woodworking and furniture as a sub-sector of the wider construction sector, which also includes the cement, bricks and tiles, ornamental and building stones industries.

The delimitation of the sector used by the national collective bargaining process is a mirror image of the configuration of interest representation. In fact, there are three industry-wide agreements[114] (*Contratti Collettivi Nazionali di Lavoro* – CCNLs) referring to both woodworking and furniture, whose field of application differs depending on the company size. The most important one is for industrial firms, another one for small and medium-sized enterprises (SMEs), and the latter for craft companies.

Socio-economic features of the sector

According to 'Federlegno-Arredo' – one of the employers' organisations in the woodworking and furniture production sector amounted to 38,000 million euro in 2004 (+2.23% with respect to 2003), of which exports represented 32.44% (12,328 million euro). On the other hand, imports reached 5,772 million euro (+6.1% with respect to 2003). The proportion is significantly different in the woodworking sector in particular. Sector production amounted to 15,269 million euro, of which exports represented only 9.14% (1,395 million euro), while imports reached 3,931 million euro. Referring to the national economic accounts by sector provided by Istat, in 2004, the added value produced in the woodworking sector was 6,716 million euro, and the relative weight of the sector was estimated at 0.57% of the whole economy and 2.57% of industry.

Taking the InfoCamere[115] database named Movimprese as a reference to provide data on the birth/death rate of Italian companies, the number of registered companies active in the woodworking sector on December the 31st 2005, was 49,808 (1.45% of the total in the country). In 2005, there were only 1,547 new registrations in the sector in comparison with 3,007 companies which closed, showing the very low dynamism of Italian wood industries and relating to the current crisis of the sector which is mainly due to new developing countries (for example, China).

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[114] The European Employment and Industrial Relations Glossaries (EMIRE) define CCNLs as agreements, which are "concluded at national level between employees' and employers' sector federations", and whose "sphere of application is the homogeneous product sector, which usually corresponds to an industrial category (such as, metalworking, textiles, construction, chemicals)". Under the Agreement of 23 July 1993, the industry-wide agreement constitutes the first and leading of the two levels in the Italian bargaining structure.

[115] InfoCamere is the Italian private company, which created and now administers the national information system linking up the 103 provincial Chambers of Commerce and their 300 branches.

Referring to the 8th National Statistical Census on Industry and Services (available since 2004 and providing data updated to 2001), there were 47,812 companies in the sector in 2001 (1.17% and 4.35% of the total in the country and in industry respectively). 51.7% of them do not have employees and 40.6% are small firms with less than 10 employees. Companies with more than 50 employees represent only 0.54% of the total in the sector. Actually, proportions vary slightly at sub-sector level. A higher proportion of companies with no employees is to be found in sub-sectors 20.3 (53.61%) and 20.5 (60.14%), in which most of the companies are concentrated (respectively 67.81% and 23.03% of the total in the sector). After that, there is a very high incidence of small companies with less than 50 employees in other two sub-sectors, 20.1 (87.57%) and 20.4 (75.82%).

With regard to the legal form, firms are mostly individual companies (67.69%) and partnerships (25.03%), while stock companies represent only a small part (6.86%). The number of co-operatives is insignificant (0.39%).

Geographically, companies are spread all over the country, with a relative majority in the North. In detail, 26.07% of them are in the Northeast; 24.38% in the Northwest; 19.77% in the Centre; 19.74% in the South; and 10.04% in Islands.

Summary table: Companies (2001)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with < 10 employees**	**% companies with 10 to 49 employees**	**% companies with 50 to 249 employees**	**% companies with > than 249 employees**
Sub-sector 20.1	2,141	10.98	63.05	24.52	1.40	0.05
Sub-sector 20.2	472	15.25	37.92	35.38	10.81	0.64
Sub-sector 20.3	32,421	53.61	41.48	4.65	0.25	0.01
Sub-sector 20.4	1,766	23.16	53.51	22.31	1.02	0.00
Sub-sector 20.5	11,012	60.14	31.84	7.38	0.62	0.02
Total of the sector 20	**47,812**	**51.70**	**40.63**	**7.12**	**0.52**	**0.02**

Source: Istat, *8th National Statistical Census on Industry and Services* (2001)

According to the Census on Industry and Services, regular workers in the sector were 183,864 in 2001, of which 60.71% were employees and 36.64% self-employed workers. On the other hand, workers with a non-standard contract of employment represented only 2.65% of total employment in the sector (among them, 82.22% were so-called "coordinated freelance workers" (*collaboratori coordinati e continuativi* – co.co.co.) and 17.77% were temporary workers). According to Istat, the weight of non-regular employment went from a maximum of 17.2% in 1995 to a minimum of 15.5% in 2002. This is the only available source of information on the weight of the underground economy at sector level.

53.42% of workers in the sector are employed in sub-sector 20.3. Most Employees work in small companies with 10-49 employees (46.44%) and with less than 10 employees (30.56%). The rest are mostly in companies with 50-249 employees (20.04%), while only 3,300 are in larger companies. As to the gender repartition, women employed in the sector represent only 16.88% of the total number of employees. The proportion of female workers is lower in sub-sector 20.3 (10.37%), while it is higher in the other sub-sectors (22.97% in 20.1, 25.72% in 20.2, 17.82% in 20.4 and 29.06% in 20.5).

Summary table: Workers (2001)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector / total number of employees in the country (%)	Number of employees in companies < 10 workers / Number of employees in the sector (%)	Number of employees in companies with 10-49 workers / Number of employees in the sector (%)	Number of employees in companies with 50-249 workers / Number of employees in the sector (%)	Number of employees in companies with > 249 workers / Number of employees in the sector (%)
Sub-sector 20.1	4,093	13,892	0.10	23.11	57.00	17.87	2.02
Sub-sector 20.2	746	11,224	0.08	4.33	30.36	51.22	14.09
Sub-sector 20.3	44,706	51,049	0.37	43.18	41.14	13.86	1.82
Sub-sector 20.4	2,934	10,081	0.07	24.41	61.85	13.74	0.00
Sub-sector 20.5	14,887	25,373	0.18	23.29	52.33	22.37	2.01
Total of the sector 20	**67,366**	**111,619**	**0.80**	**30.56**	**46.44**	**20.04**	**2.96**

Source: Istat, *8th National Statistical Census on Industry and Services* (2001)

The development of the woodworking sector reached a peak in 1980-1981, when both the number of companies and the employment level started falling. Referring to Istat's Census and comparing data from 1971 to 2001, it is possible to observe a decline in the number of woodworking firms from 75,677 in 1981 to 55,703 in 1991, and then again to 47,812 in 2001. Similarly, Istat's Labour Force Survey Historical Series show a progressive decrease in the number of workers from 271,800 in 1980 to 186,900 in 1997, but followed by a small increase to 197,700 in 2003. As regards the number of employees, this has declined since 1974, when there were 182,800 employed to 112,200 in 1997, and then it rose slightly to 123,600 in 2003.

The situation of prolonged decline is explained by a strong decrease in the number of individual firms (from 40,185 in 1981 to 24,721 in 2001) and companies with less than 10 employees (from 31,441 in 1981 to 19,427 in 2001), which are also the main employment source in the sector (in fact, they still represent more than 50% of total employment in the sector). In recent years, the sector has shown signs of recovery, even though there are difficulties that remain. In general, the strong points of the sector (the small size of firms, flexibility, and craft skills) have now turned into weak points. Today, the impact of EMU, labour cost competition and a downturn in international demand have made it very difficult for the Italian wood industry to reverse this negative trends.

2. Organisations active in the sector

Information on the number of employees working for the representative organisations is rarely available. In general, trade unions benefit not only their employees, but also other human resources, such as volunteers and delegates. The latter are not trade union employees: they remain employed within their original firms, as they can have temporary or full leave of absence.

Trade union organisations are free associations. Membership subscriptions are the main source of financel, even if practically all trade unions also receive public funds [116].

As regards the ability to negotiate collective agreements or take part in consultations, the lack of the ordinary law *ex* art. 39 of the Constitution makes the representation system highly informal and uncertain[117] (also on the employers' side), based only on *mutual recognition*.

[116] Trade unions' financial asset comes out of both membership and State contributions. The former constitute the trade unions' patrimony, and are submitted to general financial laws. The latter are connected to their tax and patronage services, which require a consistent organisational structure, and therefore imply State evaluation of trade unions' consistency. Internal financial distribution may differ from one organisation to another. In any case, funds are granted to all structures.

[117] Decree-Law No. 396/1997 represents an exception only for the public sector.

Workers' organisations

Workers' representation in Italy is both horizontal and sector based. The sector federations are, nevertheless, part of the general trade unions. Despite the fact that sector federations have autonomy in collective bipartite negotiations, they usually behave according to interfederal strategies, especially in the field of social and industrial relations policies.

The most representative trade unions and the dominant players within the woodworking sector are the following:

- The **Italian Federation of Wood, Building and Allied Industry Workers (FILLEA)** of the General Confederation of Italian Workers (CGIL) is the most representative one. It affiliates 335,489 workers altogether and 34,874 wood and furniture workers.
- The **Italian Federation of Construction and Allied Workers (FILCA)** of the Italian Confederation of Workers' Unions (CISL), was set up in 1959 from the merger of wood, construction, and mining and quarrying federations. It organizes 248,458 workers, of which about 200,000 are employed in the construction sector and 20,515 in the wood and furniture sectors.
- The **National Federation of Building, Wood and Allied Workers (FENEAL)** of the Union of Italian Workers (UIL) was founded in 1951 as a national federation of construction and allied industry workers. It incorporated wood workers in 1958. It organises about 19,300 wood and furniture workers: 14,500 in industrial companies and 4,800 in SMEs.

In point of fact, these sector federations have a strong "oligopoly" of interest representation, as they are the only signatories of the specific industry-wide agreements on the workers' side. They represent all types of employees (blue-collars, white-collars, supervisors, technical specialists, managers) in five sectors: construction; cement; bricks and tiles; wood and furniture; ornamental and building stones. They are signatories of 14 CCNLs, of which 3 for the woodworking and furniture sector. Decentralised bargaining mainly takes place at company level. Data on company agreements are not available. The only important case of bargaining at provincial level is that of Pordenone, in the Northeast of Italy. At trans-national level, FILLEA, FILCA, FENEAL, and the German union *Gewerkschaft Holz und Kunststoff* (GHK) signed a first agreement on 1999, June the 18th, with the main purpose of establishing within the EFBWW standing committee on woodworking a European collective bargaining committee aimed at coordinating bargaining policies.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector (woodworking and furniture)*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
FILLEA	335,489	34,874	12.9% of woodworking and furniture	Yes	EFBWW	No	BWI	No
FILCA	248,458	20,515 [1]	7.6% of woodworking and furniture [1]	Yes	EFBWW	No	BWI	No
FENEAL	about 50,000	about 19,300	about 7.1% of woodworking and furniture	Yes	EFBWW	No	BWI	No

Source: Direct contacts with each organisation (2005)
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.
NB. Density is calculated on the basis of 2001 data on employment, and therefore might be under/overestimated, depending on recent sector trends
[1] According to FILCA itself, data are actually underestimated, as many wood workers tend to register as construction workers

Employers’ organisations

Employers' associations have many vertical structures, but employers normally join their territorial structures and, through them, the national one. The territorial structures are entitled to negotiate collective agreements at decentralised level (territorial or company). Sector associations usually do not take part in collective bargaining at decentralised level (territorial structures do). The employers' associations active in the sector are signatories of three CCNLs for the woodworking and furniture sector, which are related to the firms' size.

The **Federation of Wood, Furniture, Cork and Furnishing Italian Industries (Federlegno-Arredo)**, affiliated to the General Confederation of Italian Industry (Confindustria), is a signatory of the CCNL for industrial firms in the woodworking and furniture sector. It includes ten sub-sector associations that represent more than 2,500 companies, altogether, in particular the larger companies, which together account for about 70% of total sales revenue in the sector. The most important one is the National Association of Furniture and Furnishing Manufacturers (Assarredo), which has 830 member companies. Among other things, Federlegno-Arredo is actively involved in the promotion of Italian products in European and extra-European countries.

The **Italian Association of Wood and Furniture Industries (Unital)**, affiliated to the Italian Confederation of Small and Medium-sized Industry (Confapi), is the only signatory on the employers' side of the CCNL for SMEs active in the woodworking and furniture sector.

Four associations are signatories of the CCNL for craft companies in the woodworking and furniture sector:

- The **National Federation of Wood and Furniture (Legno e Arredo)** is a sector federation of the General Italian Confederation of Artisans (Confartigianato)[118]. Confartigianato Legno e Arredo is divided into three sub-sector associations: the Italian Association of Wood Artisans (AIAL); the Italian Association of Upholsterers (ANTAI); and the Italian Association of Urban Furniture (ANAU). Nevertheless, companies normally join directly the confederation at local level, since Confartigianato is organised mainly vertically.
- The **CNA Manufacturing Union (CNA Produzione)** is a national union of the National Confederation of the Craft Sector and Small and Medium Enterprise (CNA)[119].
- The **Italian Federation of Wood Artisans (FIAL)** is part of the Independent Confederation of Artisans' Organisations (CASA)[120].
- The **Confederation of Italian Free Crafts Associations (CLAAI)** is another autonomous confederation of crafts associations, which is particularly active in the South of Italy.

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[118] Founded in 1946, Confartigianato was originally linked to the Christian Democrats (DC). After the dissolution of DC, in 1994, the links with political parties became weak. It is member of the UEAPME.

[119] Founded in 1945, CNA has recently changed its sectoral structure and is now organised into 10 national unions. In particular, CNA Produzione has three Sectoral Co-ordinating Bodies (*Coordinamenti Nazionali di Settore*): Metalworking, Woodworking and furniture, and Shipbuilding. On the other hand, its territorial structure is still the same: CNA is organised into Provincial Associations, which are the only channel for companies to join the organisation. Furthermore, CNA now represents not only craft companies, but also SMEs.

[120] CASA was born in 1958 from the split from CNA of its republican and social-democratic components. It is an autonomous confederation, which represents craft companies of several sectors organised into eleven sectoral federations at the national level, amongst which there is FIAL. However, CASA is organised vertically.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Federlegno-Arredo	over 2,500	over 100,000	about 3.1% of woodworking and furniture	Yes	CEI-Bois EFIC	No	No	No
Unital	2,440 [1]	about 48,239 [1]	about 3.0% of woodworking and furniture [1]	Yes	No	No	No	No
Legno e Arredo	about 30,000 [2]	about 100,000 [2]	about 37.0% of woodworking and furniture [2]	Yes	No	No	No	No
CNA Produzione	about 23,000 (14,000 are in woodworking, and 9,000 in furniture)	ND	about 27.2% of woodworking and furniture	Yes	No	No	No	No
FIAL	ND	ND	ND	Yes	No	No	No	No
CLAAI	ND	ND	ND	Yes	No	No	No	No

Source: Direct contacts with each organisation (2005)

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

NB. Density is calculated on the basis of 2001 data on companies, and therefore might be under/overestimated, depending on the recent sector trends

[1] Data are updated to 2004. In the course of interviews, Confapi declared that the number of companies has grown to 2,570 in 2005, while the number of member companies' employees has risen to about 78-80,000. These data have been questioned by the other organisations, and actually do look comparatively overestimated. In any case, there are no objective data to confirm or refute them.

[2] Data (especially those concerning employment) are not certain, since companies join directly the Confartigianato territorial associations instead of the sector associations.

3. Industrial relations in the sector

Tripartite concertation

During the period of office of the 13th Legislature (1996-2001), a concertation committee (so-called "*Tavolo Casa*") was established within the Ministry of Trade and Industry (*Ministero del Commercio Estero*). Tripartite concertation was abandoned in the following years. Social dialogue in the woodworking and furniture sector is now a bipartite process, and takes the form of collective bargaining and information procedures. The Government also undertakes separate bipartite consultations with the social partners in informal working groups. Nevertheless, trade unions are demanding the setting up of a permanent tripartite concertation committee, to address important issues for the revitalisation of the sector, i.e. quality certification, marketing strategies, wood cost, fiscal policies and incentives, research and development.

There are no collective agreements, which have been signed at this level.

Bipartite social dialogue

The Italian collective bargaining structure is articulated on a two-tier system: a first level industry-wide agreement (CCNL), and a decentralised one (regional, provincial or company). The former provides minimum standards concerning pay, working time, working conditions, equal opportunities for women and men. The latter provides for the implementation of the CCNL and is mainly addressed to variable pay and incentives. The first part of CCNLs is "normative", setting general rules in the field of personnel classification, contracts of employment and flexibility, working time and rest periods, and union rights, on the one side, and the procedures and contents of second level bargaining, on the other side. The second part is "economic" (wages). The normative part lasts four years, while the economic one only two years.

Article 39 of the Italian Constitution states that a collective agreement is automatically extended to all employees (*erga omnes*), whenever it is signed by representative bodies in which "registered" trade unions are represented in proportion to their numerical strength. The missing implementation of Article 39 makes it impossible the *erga omnes* extension, even if, actually, the courts often provide *erga omnes*, especially for pay issues.

There are no obligations to participate in collective bargaining, at any level.

Collective bargaining at sector level: As pointed out previously, the woodworking sector is currently covered by three CCNLs, whose fields of application is related to the firms' size (i.e. industrial firms, SMEs, and craft companies). However, it is not possible to calculate the coverage rate of each agreement with reference to woodworking companies and workers.

(1) The *CCNL for woodworking and furniture industrial firms (21 December 1999)*, signed by Federlegno-Arredo on the employers' side, and by FILLEA, FILCA, and FENEAL on the employees' side, is the most important industry-wide agreement in the sector. It was renewed on July the 21st 2004, after more than six months of negotiations. As regards wages, the renewal agreement provided average pay increases of 82 euro, plus a supplementary one-off payment of 200 euro. As for the normative part, it abolished job profiles and introduced a new job classification system, articulated in four wide categories (low-skilled blue- and white-collars, technical specialists, supervisors, managers) and further sub-divided into 3-4 economic levels each. It also established a sector joint body, addressing the issues of vocational training, health and safety, and industrial policies. Very importantly, it confirmed the former flexitime system (which fixed a maximum of additional 80 working hours per year, in order to meet the companies' seasonal needs) and the regulation of overtime (a maximum of 250 hours per year). Last but not least, it provided a regulation of flexible contracts of employment, on the basis of the recent reform of the labour market (Decree 276/2003).

(2) The *CCNL for woodworking and furniture SMEs (24 January 2000)*, signed by Unital on the employers' side, and by FILLEA, FILCA, and FENEAL on the employees' one, was renewed on 2004, September the 22nd. As in the case of the Federlegno-Arredo CCNL, the renewal agreement provided average pay increases of 82 euro and introduced a new job classification system, articulated in four wide categories (low-skilled blue- and white-collars, technical specialists, supervisors, managers) and further sub-divided into 3-4 economic levels each. Similarly, it confirmed the former regulation of flexitime (which made it possible to extend the weekly working hours from 40 to 45 hours, but fixed a maximum of additional 90 working hours per year) and overtime (a maximum of 55 weekly working hours and 250 hours per year). In line with the Federlegno-Arredo CCNL, it introduced four forms of part-time work (horizontal, vertical, mixed, and "vertical-cyclical", which consists of an alternation of full-time work and rest periods) and a regulation of fixed-term contracts of employment (which fixed a maximum of 20% compared to the number of open-ended contracts). In addition, it provided an increased financial coverage (from 80% to 85% of total retribution) for the first three days of absence due to a non-work illness or injury.

Furthermore, the Federlegno-Arredo CCNL on the one side, and the renewal agreement of the Unital CCNL on the other, introduced separate information systems (articulated at national, territorial, and company level), focusing on sector issues (such as economic and employment trends and perspectives, competitiveness, technological innovation, vocational training, etc.). The former also established the Joint Monitoring Body for the Wood, Furniture and Furnishing Sector (OLMA). The parties are currently working to reform OLMA and create other joint bodies, in order to develop the bipartite social dialogue within the sector.

(3) The *CCNL for woodworking and furniture craft companies (15 December 1997)* was signed by Confartigianato Legno e Arredo, CAN Produzione, FIAL-CASA, and CLAAI on the employers' side, and by FILLEA, FILCA, and FENEAL on the employees' one. It formally expired on 2000, December the 31st, without any renewal. However, the economic part has been renewed twice, on December the 13th 2002 and July the 6th 2004. These agreements provided pay increases and supplementary one-off payments for the period following the expiration of the CCNL. As a result of the conclusion of an Interconfederal Agreement for Handicraft (March 2004), which re-defined the structure of collective bargaining, negotiations for the renewal of the normative part are supposed to start within a few months.

To end with supplementary pension schemes, the National Supplementary Pension Fund (ARCO) was set up based on a *Collective agreement (7 November 1997)*, which was signed by Federlegno-Arredo and Unital on the employers' side, and FILLEA, FILCA, and FENEAL on the employees' side. On December the 31st 2005, ARCO had 20,099 members and 1,848 companies affiliated, and its working capital amounted to 70.669 million euro.

Collective bargaining at company level: There are no official data on decentralised bargaining (at regional, local or company level).

Acronyms

AIAL: Italian Association of Wood Artisans (Associazione Italiana Artigiani Legno)

ANAU: National Association of Urban Furniture Artisans (Associazione Nazionale Arredo Urbano)

ANTAI: National Association of Upholsterers (Associazione Nazionale Tappezzieri)

ARCO: National Supplementary Pension Fund (Fondo Nazionale Pensione Complementare)

ASAL-Assoallestimenti: National Association of Exhibition Contractors (Associazione nazionale aziende allestitrici mostre e fiere)

Assarredo: National Association of Furniture and Furnishing Manufacturers (Associazione nazionale delle industrie produttrici di: mobili, imbottiti, cucine, materassi, arredo urbano e per esterni, complementi d'arredo, arredamenti commerciali, aste e cornici, contract, fai da te)

Assobagno: National Association of Furnishing and Bathroom Articles Industries (Associazione nazionale delle industrie dell'arredamento e articoli per il bagno)

Assoimballaggi: National Association of Wood Packaging, Pallet, Cork, and Logistic Companies (Associazione nazionale delle industrie di imballaggi di legno, pallet, sughero e servizi logistici)

Assolegno: National Association of Woodworking and Timber Industries (Associazione nazionale industrie prima lavorazione e costruzioni in legno)

Assoluce: National Association of Interior Decorative Lighting Manufacturers (Associazione nazionale delle imprese degli apparecchi di illuminazione)

Assopannelli: National Association of Wood Panels and Semi-finished Products Manufacturers (Associazione nazionale fabbricanti di pannelli e semilavorati in legno)

Assufficio: National Association of Office Furniture and Furnishing Manufacturers (Associazione nazionale delle industrie dei mobili e degli elementi d'arredo per ufficio)

CASA:	Independent Confederation of Artisans' Organisations (Confederazione Autonoma Sindacati Artigiani)
CGIL:	General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro)
CISL:	Italian Confederation of Workers' Unions (Confederazione Italiana Sindacati Lavoratori)
CLAAI:	Confederation of Italian Free Crafts Associations (Confederazione delle Libere Associazioni Artigiane Italiane)
CNA:	National Confederation of the Craft Sector and Small and Medium Enterprise (Confederazione Nazionale dell'Artigianato e della PMI)
CNA Produzione:	CNA Manufacturing Union
Confapi:	Italian Confederation of Small and Medium-sized Industry (Confederazione italiana della piccola e media industria)
Confartigianato:	General Italian Confederation of Artisans (Confederazione generale italiana dell'artigianato)
Confindustria:	General Confederation of Italian Industry (Confederazione generale dell'industria italiana)
Edilegno:	National Association of Construction Timber Industries (Associazione nazionale imprese industriali operanti nel settore dell'edilizia)
Fedecomlegno:	National Federation of Timber Distribution Companies (Federazione nazionale delle industrie del commercio del legno)
Federlegno-Arredo:	Federation of Wood, Furniture, Cork and Furnishing Italian Industries (Federazione italiana delle industrie del legno, del sughero, del mobile e dell'arredamento)
FENEAL:	National Federation of Building, Wood and Allied Workers (Federazione Nazionale Lavoratori Edili Affini e del Legno)
FIAL:	Italian Federation of Wood Artisans (Federazione Italiana Artigiani Legno)
FILCA:	Italian Federation of Construction and Allied Workers (Federazione Italiana Lavoratori Costruzioni e Affini)
FILLEA:	Italian Federation of Wood, Building and Allied Industry Workers (Federazione Italiana Lavoratori Legno Edili e Affini)
Istat:	National Institute of Statistics (Istituto Nazionale di Statistica)
Legno e Arredo:	National Federation of Wood and Furniture (Federazione Nazionale Legno e Arredo)
OLMA:	Joint Monitoring Body for the Wood, Furniture and Furnishing Sector (Osservatorio del Legno, del Mobile e dell’Arredamento)
UIL:	Union of Italian Workers (Unione Italiana del Lavoro)
Unital:	Italian Association of Wood and Furniture Industries (Unione Italiana Arredi Legno)

LATVIA

1. Description of the sector

Delimitation and activities of the sector

The delimitation of the manufacture of wood and wood products of the Central Statistical Bureau of Latvia (CSB) corresponds to the NACE classification, i.e. NACE 20.

In order to describe the import and export, CSB uses different classification (LPKN) and in this case Forest Industry is viewed as a whole, i.e. NACE 02, NACE 20, and NACE 21 together. It is, however, divided in more detail so that it can be combined to reflect NACE classification. But statistics for some smaller divisions are not accessible, thus it is difficult to trace exports and imports to specific NACE sectors.

Workers' and professional organisations usually consider NACE 20 and NACE 36.1 as one industry, with the exception of the association "Latvian Furniture". Likewise it is considered to be one industry in social bargaining, with the previously mentioned exception.

Socio-economic features of the sector

Forestry sectors (NACE 02, NACE 20, NACE 21, NACE 36.1) play a significant role in the Latvian economy – it is considered to employ approximately 7% of all the Latvian labour force and generate 10-14% of the total GDP of Latvia. With approximately 750 millions LVL (1,070 millions EUR) it also constitutes 30.5% of all the exports of Latvia and is the only sector that has a positive export/import balance.

The manufacture of wood and wood products is the biggest part of the Forestry Industry. It produces 17.3% of all the added value of the manufacturing industries (NACE D) and thus ranks the second just after the manufacture of food products and beverages, which creates 18.6% of all the added value of the manufacturing industries[121]. According to the data of the CSB, the total added value in manufacturing industries in 2004 was 888.4 million LVL, thus the contribution of the manufacture of wood and wood products to this number was 153.7 million LVL[122].

Out of 1,200 companies in this sector in Latvia, the majority are of small and medium size. Approximately 100 companies have a turnover between 5 – 81 millions of LVL. Over the past few years, the bigger companies have re-orientated themselves to the market segments with high consumption volume, such as construction timber, impregnated timber products, building materials and components, while the SMEs tend to focus on the niche products: items for gardening, decking, boarding, wooden packaging, carpentry and joinery products etc. Many of these companies are based in less prosperous regions of Latvia, thus contributing greatly to development and employment in the regions.[123]

[121] "Forest Sector in Latvia 2005", the Forest Sector Information Centre

[122] CSB – table 2-4. – data.csb.lv

[123] "Forest Sector 2005", the Forest Sector Information Centre

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE 20	ND	33,000	3.2%	ND	ND	ND	ND

Source: “Forest Sector in Latvia 2005”, the Forest Sector Information Centre (2004); “Meža nozares loma nodarbinātībā”, the Ministry of Agriculture (2004)

According to Mr Juris SPARE, both white- and blue-collar workers are employed in this industry. Engineers and administrative staff, the white-collar workers, usually have either higher or vocational education, while the others usually have vocational or no specific training. There is no specific information about the gender repartition or wages in this sector, but the manufacturing industries in general are dominated by male-workers, which constitute 58.8% of all the labour-force[124]. Male-workers also receive considerably higher salaries – 192 LVL per month versus 156 LVL per month for female-workers[125].

The manufacture of wood and wood products has experienced steady growth since 1992, and it has increased 5 times in comparison with 1990[126].

2. Organisations active in the sector

Workers’ organisations

The Forest Sphere Workers Trade Union (Latvijas Meža nozaru arodu biedrība, FSWTU) was created on 7 April 1990, registered in the Ministry of Justice of the Republic of Latvia on 10 May 1991, and reregistered in the Register of Enterprises on 19 September 2003. The chairperson of the union is Mr Juris SPARE. At the moment FSTWU has approximately 6,000 members in 51 trade-union organisations. It employs 6 full-time workers. Members pay the trade union 1% of their income, and this is FSWTU source of funding. Sectors covered by the organisation are: forest management, logging, wood-processing (manufacture of wood and wood products and manufacture of furniture), and manufacture of pulp, paper and paper products.

The composition of workers affiliated to FSTWU is very diverse – ranging from civil servants in the forest management sector, to engineers, to blue-collar workers, to pensioners of the covered sectors. The Statute of FSTWU also allows students of programmes related to forest sphere to join the union, but most students have transferred to Education and Science Workers Trade Union.

FSWTU is registered as a trade-union according to the Latvian legislation, thus it is legally recognised as a partner in the social dialogue. It is also the only trade-union in the forest sector, and it has no problems regarding recognition issues. It has a representative in the Latvian Forest Advisory Council (LFAC) of the Ministry of Agriculture.

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[124] CSB – table 5-2. – data.csb.lv

[125] CSB – table 6-7. – data.csb.lv

[126] CSB – table 16-2. – data.csb.lv

FSWTU has power to negotiate and sign collective agreements on the sector level. The main obstacle for negotiations is that there are no official employers’ organisations present. This taken into account, FSTWU has signed four simple agreements with State Forest Service, State Stock Company “Latvia’s State Forests”, Latvian Forest Industry Federation, and association “Latvian Furniture”.

The FSWTU has the power to negotiate and sign collective agreements at company level, and 42 such collective agreements are valid at the moment.

There is no real tripartite concertation specific to the sector of Woodworking and Furniture.. The LFAC is an opportunity for representatives from the non-governmental sector and government agencies to meet, but it is not designed for debates upon social issues, moreover, it only has advisory power.

The FSWTU is a member of the Free Trade Union Confederation of Latvia (Latvijas Brīvo arodbiedrību savienība – LBAS).

Workers’ organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
FSWTU	6,000	2,280 in the woodworking and the furniture sectors	4.96% of the woodworking and the furniture sectors	Yes	No	No	BWI	ICEM

Source: Personal interview with Mr Juris SPARE

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers’ organisations

There are several organisations, which affiliate companies in the forestry industry in Latvia. An important fact that has to be mentioned is that these organisations are not officially employers’ organisations – most of them are professional organisations which have no obligation to take part in the social dialogue. There is also no obligation for companies to join any of these organisations, thus only part of the companies are represented by these organisations. However, two organisations have a dialogue with the FSWTU, and do have agreements with the Trade Union. In this section, one organisation that has signed agreements with the FSWTU will be described: The Latvian Forest Industry Federation. The other organisation that has signed an agreement with the FSWTU (The Association “Latvijas Mēbeles”) is only active in the furniture sector. It should be noted that the Association “Latvijas Mēbeles” is a member of LFIF.

The Latvian Forest Industry Federation (Latvijas Kokrūpniecības federācija, LFIF) is an umbrella organisation uniting six professional organisations active in the forest industry – starting from forestry to woodworking and manufacture of furniture. It was founded in 2000 by four organisations active in the forest industry. The current members of LFIF are:

- Association "Latvijas Mēbeles" (Latvian Furniture),
- Latvian Timber Exporters Association,
- Latvian association of wood processing companies and exporters,

- Association "Latvijas Koks" (Latvian Wood),
- Latvian Union of timber harvesting companies,
- Latvian association of independent timber harvesting companies.

The organisation is financed from three sources: membership subscriptions, domestic fundraising for projects and international fundraising for projects. The LFIF itself employs 6 full-time and 2 part-time workers, but it is also one of the owners of Forest and Wood Products Research and Development Institute, where more people are employed. The members of LFIF affiliate mainly the bigger companies, as the total number of companies affiliated to these organisations is 122, while they occupy 60-70% of the whole forest industry. LFIF works on the basis of consensus and on each issue it only takes a firm position if all members are in agreement. Otherwise, all members represent their own positions.

Although the LFIF is not legally registered as an employers' organisation, its president Mr Juris BIKIS is vice-president of the Employers' Confederation of Latvia (ECL), and also a member of the National Tripartite Cooperation Council (NTCC). As the LFIF is not an employers' organisation, legally it does not take part in collective bargaining or signing collective agreements. However, if we consider substance over form, it is involved in dialogue with FSTWU and it has signed with it one agreement concerning social conditions of employees of the companies represented by LFIF. LFIF does not negotiate at company level. It is a member of ECL.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies in	*Total number of workers employed by*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Latvian Forest Industry Federation (LFIF)	122	ND	ND	No*	CEI BOIS UCBR UCBD	No	No	No

Source: Personal interview with Mr Harijs JORDANS
*LFIF is not legally employers' organisations, but it is involved in social dialogue with FSTWU.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation in the sector. Representatives from FSTWU, professional organisations, and government agencies meet on a regular basis in the LFAC, which only has advisory power.

Bipartite social dialogue

Although legally, no collective bargaining in the sector of Woodworking and Furniture takes place, there is dialogue between the professional organisations and the trade union.

At sector level

FSTWU and LFIF negotiate in the sector of woodworking and furniture. As the LFIF is not an employers' organisation, there is no obligation for them to participate in the negotiations. Due to this, some issues, which the FSTWU finds important, are not included in the agreement between these two organisations. There are no conflicts regarding recognition issues and each organisation enjoys respect from the other.

There is one agreement signed between these two organisations, and the addressed issues are:

1. Creation of a system of labour protection;
2. Prophylactic medical examinations for some of the workers;
3. Introduction of technologies friendly to the working conditions, health and environment;
4. Involvement of educational institutions in the life long learning and training of trustees in labour protection;
5. Other issues.

This agreement is binding only to the companies affiliated to the LFIF, i.e. only 122 companies out of 1,400 in the woodworking and furniture sector. Although this might seem to be a small number, it still represents 60-70% of the turnover in the market (there is no data about the number of employees). According to Mr Juris SPARE, this agreement is also helps to develop social dialogue on the company level in these companies. The agreement states that it will be renewed at the end of every term unless one of the parties objects.

None of the professional organisations active in the Woodworking sector are willing to become employers' organisations, thus social dialogue will not become the focus of their attention. Also, none of the organisations aim to represent all or most of the companies, and these two points can become obstacles to the future development in the social dialogue.

At company level

No distinction between the Woodworking and the Furniture sector is made at company level negotiations. At this level the signatory parties are local branches of FSTWU in companies and companies themselves. Boards of companies are obliged by the law of trade unions to listen to and to respond to issues raised by their local trade union. There are no conflicts between players regarding recognition issues.

Altogether there are collective agreements within 42 companies (3% of companies in the woodworking and furniture sectors), both SMEs and large companies. In these agreements some of the points are wage levels, working conditions, support for students, sports and cultural life. Types of workers covered by these agreements vary from blue-collar workers to engineers and administrative staff. More than 5,220 employees are covered by collective agreements within companies, and this constitutes about 10.5% of all workers.

According to Mr Juris SPARE, it is easier to create a dialogue with those companies that are members of the professional associations. The other companies are quite reluctant to get involved in dialogue.

One big obstacle for a further development of the social dialogue in the sector of Woodworking and Furniture is the lack of employers' organisations. Organisations, which affiliate companies at the moment are not obliged or willing to discuss the raise of the minimal wage rate. And the companies not affiliated to one of these organisations are not willing to get involved in a dialogue at all. According to Mr Juris SPARE, the NTCC could also be working more effectively; for example, it has not reached an agreement to raise the minimal wage rate in the country since 2004.

As mentioned previously, co-operation at sector level facilitates the social dialogue at company level, but the biggest problem is that only a few companies are affiliated to one of the professional associations that co-operate with FSTWU.

Acronyms

ECL:	Employers' Confederation of Latvia
FSWTU:	Forest Sphere Workers Trade Union (Latvijas Meža nozaru arodu biedrība)
LBAS:	Free Trade Union Confederation of Latvia (Latvijas Brīvo arodbiedrību savienība)
LFAC:	Latvian Forest Advisory Council of the Ministry of Agriculture
LFIF:	Latvian Forest Industry Federation (Latvijas Kokrūpniecības federācija)
NTCC:	National Tripartite Cooperation Council
UCBR:	European softwood association (Union pour le commerce de bois résineux)
UCBD :	European Hardwood Federation (Union pour le commerce des bois durs dans l'Union Européenne)

LITHUANIA

1. Description of the sector

Delimitation and activities of the sector

The statistical office follows the NACE classification. However, both the worker's organisation and the employer's organisation represent firms across both the wood and furniture industries.

Socio-economic features of the sector

The wood industry (including pulp and paper producers) produced approximately 3.2% of the GDP in 2002. Wood products made up 11% of total industrial production in Lithuania in 2005. There is no data on the size of the underground economy in this sector. One can only assume that it does not differ greatly from the average level in the Lithuanian economy as a whole.

The wood industry is dominated by individual, small and medium sized companies. Lithuanian companies are already expanding into foreign countries (Russia, Ukraine). The three largest companies of the wood sub-sector ('Stora Enso Timber', 'Pajurio mediena', 'Ochoco lumber') are owned by foreign investors. The wood industry is fairly spread out geographically, with the biggest number of companies in three largest cities –Vilnius, Kaunas, Klaipeda. The next three biggest districts, Panevezys, Utena and Siauliai districts stand out in terms of the number of wood companies.

Summary table: Companies[127]

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Total of the sector	1,649	ND	57%	37%	6%	0

Source: Eurostat website < http://epp.eurostat.ec.europa.eu>

The average wage of workers in other wood sector companies was between 650 and 2,200 LTL[128], or EUR 200 to EUR 600. This compares to a national average wage of about EUR 400.

In most contracts, there is a clause that a wage should not be lower than the minimum official wage. No data is available on the characteristics of the employment in the sector in terms of categories of workers and in terms of qualifications level. Generally, in manufacturing, women accounted for half of the workforce in 2004. There is no sector level data for the wood sector.

[127] The following table provides data for 2003 for companies with employees. However, in 2002 there were an additional 284 firms with no employees (personal enterprises).

[128] Lietuvos mediena <http://www.lietuvosmediena.lt/Baldu_gamintojai.pdf>.

Summary table: Workers

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
Total of the sector	3,331[a]	29,121	2.0%	12.1%	46.2%	29.0%	12.6%

Source: EuroStat website <www.eurostat.ec.eu>, Statistics Lithuania (2005). 2005 Statistical Yearbook of Lithuania (Vilnius), p. 79, Statistics Lithuania (2004). Main Indicators of Small, Medium and Large Enterprises 2002 (Vilnius), p. 18.
Notes: Data for 2003. a2002.

The Lithuanian wood sector has been thriving for the last several years; both sales and exports in all sub-sectors of the industry have been increasing. The Wood industry has been developing much faster than the total Lithuanian manufacturing sector. The wood sector has been undergoing a process of consolidation and concentration of power. This process was rather favourable for the industry, as in 2005, all the indicators of economic and technical progress (e.g. efficiency, salary level, profitability), have been the best for the biggest companies that have merged lately. The biggest share of production was delivered by 4 groups of companies – 'SBA', 'Libra', 'Vakaru medienos' and 'Baltijos baldai'. The biggest companies have also been the biggest investors and exporters of wood products.[129] The focus in production has gradually been shifting from intermediate goods to more valuable, end-goods. This is a very favourable economic development.

2. Organisations active in the sector

Workers' organisations

The Lithuanian Forest and Wood Industry Workers Trade Union Federation (Lietuvos miško ir miško pramonės darbuotojų profesinių sąjungų federacija) was established on February 8, 1990, just before the reestablishment of Lithuanian independence. It is funded by a membership subscription paid by members of the federation. Each worker pays 1% of their wages to the professional union of their company. Out of this 1%, 30% goes to the Federation, and 70% remains for the company level professional union. The federation covers the furniture industry (about 7 big companies), wood processing and paper (many small companies). Three employees work for the federation (the elected chairman of the federation, an accountant, a project coordinator). All employees, working for affiliated companies, are members of the Federation. Most of the affiliated workers – about 70% - are blue-collar workers. The remaining 30% mainly consist of engineers, administrative staff and production managers.

The Federation is recognised but only in the legal sense of being a registered enterprise. There is no formal recognition of a role in collective bargaining, other than by the Lithuanian Trade Union Confederation. It has the power to negotiate at sector level and to sign sector level collective agreements, as stipulated in the Labour Code. It has succeeded in doing so in the forestry sector. However, it has no partner to negotiate with in the wood and furniture sector, as the employers' organisation refuses to take part in negotiations. Thus, no sector level agreement has been signed. The Federation is also able to take part in negotiations at company level. The Federation has not yet signed any treaties at company level, but the negotiation process is taking place with those companies that do not have labour unions. The Federation has made its offers concerning certain agreements, but the companies have not been responsive. Tripartite dialogue

[129] See the wood sector review 2005 by association *Mediena*.

is absent from this sector, since the employer organisations do not seem willing to cooperate. There is no legal basis, which could encourage or force the parties to cooperate at sector level. The president of the Federation, Algirdas Rauka, commented that as long as they are not forced to, employers would simply not put any effort in to activate the dialogue. The state has not made many efforts to strengthen the sector-level dialogue either. Besides this, there is no single employer organisation, which would be able to represent the whole sector. The different level of development and profitability, and, consequently, varying employee salaries among companies make it difficult for employer organisations to reach a unanimous stance in discussions with employee organisations. The Federation is a member of the Lithuanian Trade Union Confederation (Lietuvos Profesinių Sajungų Konfederadcija - LPSK).

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
Lithuanian Forest and Wood Industry Workers Trade Union Federation	About 44 companies in the wood, furniture and forestry sector	About 3,015 workers in the woodworking and furniture sectors	6.3%	Yes	No	No	No	No

Source: Personal correspondence with Association representatives.

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The Lithuanian Wood Association (Lietuvos Mediena) was established in May 1993 with purpose of promoting the development of the Lithuanian wood industry. It defends the interests of wood production producers and traders.[130] It is funded by a fee paid by member companies that depends on the number of employees in the company. The organisation covers the furniture, wooden houses and constructions, fences and garden equipment, paper, parquet, briquettes, pallets, plywood, wood panels, carpentry products, fibreboard, particleboard, and woodworking equipment sub-sectors. It has 3 employees - director, project manager and accountant. Member companies are mostly medium and large enterprises of the wood sector; both private and public companies; there are also several educational institutions (e.g. Kaunas University of Technology).

For this organisation, there is only legal recognition as a registered enterprise but no recognition as a partner for social dialogue. The Association has no interest in collective bargaining. The activities of the association are more lobbying-related. According to association representatives, labour unions should take care of the social dialogue.

Membership in the Lithuanian Confederation of Industrialists has been suspended.[131]

[130] <http://www.lietuvosmediena.lt/index.php?cid=42>

[131] See website of Lithuanian Confederation of Industrialists <www.lpk.lt..

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	Total number of workers employed by member companies			European affiliations***		Other affiliations****	
					Related to the sector	Others	Related to the sector	Others
Lithuanian Wood Association	113	ND	ND	No	CEI-Bois, UEA	No	No	No

Source: Lietuvos Mediena website (www.mediena.lt) and personal correspondence with Association representatives.
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

The unwillingness of Lietuvos Mediena to take part of collective bargaining has precluded both tripartite negotiation and sector level negotiation in both the wood and the furniture sectors.

Bipartite social dialogue

Collective agreements are in place in about 40 companies of the woodworking and the furniture sectors. Collective agreements are signed by the employer (or its representative) and the union (or its representative). In all companies that have labour unions, collective agreements have been signed. There is an obligation for parties to take part in collective bargaining if at least one of the parties (employer or employee) expresses the wish to negotiate. The union reports no conflicts over recognition. The union also reported that agreements cover traditional issues (wages, working time, conditions) and their duration varies. While no precise data on the proportion of the industry covered was available, the union reported that it is a very minor share of employees. Indeed, the number of companies involved is less than 2% of the total number of companies in the two sectors (woodworking and furniture). Nevertheless, the union remains strongly in favour of further dialogue. They also point out that the legal basis for development of sector level dialogue was only initiated in 2002.

For the collective agreements signed and which remain in force for the moment, there is no data concerning the type or size of the companies, which signed the agreements, nor on the type of workers covered by these collective agreements. There are procedures for extending collective agreements to parties that are not signatories to the agreement. Indeed, by law, collective agreements in the workplace are automatically applied to all workers irrespective of whether they are members of the union or not. Usually, these procedures do appear to be enforced in practice, although non-union members cannot rely on the union for legal assistance.

LUXEMBOURG

1. Description of the sector

Delimitation and activities of the sector

In Luxembourg, there is no clear distinction between the furniture and wood sectors. The 'wood and furniture' sector, however, is very clearly divided into two branches, **industrial** enterprises on the one hand, and **craft** enterprises on the other. This division is reflected in the way social dialogue is handled in trade union organisations.

From a statistical standpoint, there are specific data for the NACE 20 as far as **industrial** enterprises are concerned. For **craft** firms, the wood and furniture sector groups the following trades:

<table>
<tr><th>Code</th><th>Trade</th><th>Activities included in the sector[132]</th></tr>
<tr><td>408-00</td><td>Joiner – cabinet making</td><td rowspan="3">Planning, execution, repair, fitting and assembly of elements made of wood or other materials, used in construction, insulation and soundproofing for buildings and vehicles; planning, execution and repair of wooden furnishing articles and technical devices; treatment and finishing of wood; manufacture of coffins; manufacture, assembly and repair of wooden sport and recreational articles and installations; manufacture and repair of skittles alleys; execution of wood turning work; planning, manufacture and repair of models of all kinds made of wood or wood by-products, including simple corresponding metal parts.</td></tr>
<tr><td>408-01</td><td>Joiner – model maker</td></tr>
<tr><td>408-02</td><td>Sculptor – wood turner</td></tr>
<tr><td>408-03</td><td>Parquetry worker</td><td>Planning, manufacture, laying, sanding, varnishing and maintenance of parquet flooring and other wooden flooring; manufacture of wooden friezes.</td></tr>
<tr><td>408-04</td><td>Layer of prefabricated wooden or synthetic elements</td><td>Assembly of prefabricated elements for the furnishing of buildings.</td></tr>
<tr><td>408-11</td><td>Manufacturer of wooden packaging and pallets</td><td>Manufacture of pallets, crates, stencils and packaging made of chipboard or plywood, adapting the form and the construction of packaging to the goods.</td></tr>
<tr><td>408-12</td><td>Furniture restorer</td><td>Restoration, repair and finishing of antique furniture made of wood or related materials.</td></tr>
<tr><td>408-13</td><td>Installer of windows, doors and prefabricated furniture</td><td>Assembly of windows, doors and prefabricated furniture.</td></tr>
<tr><td>408-14</td><td>Funeral director</td><td>Placing of mortal remains in coffins; finishing of coffins; transport of mortal remains; preparation of mortal remains and all handling related to measures guaranteeing compliance with hygiene and disinfection conditions; opening and closing of graves and exhumation; decoration of funeral facilities.</td></tr>
<tr><td>408-15</td><td>Builder of exhibition stands</td><td>Construction and assembly of exhibition stands.</td></tr>
<tr><td>409-00</td><td>Manufacturer-installer of shutters, slatted blinds, inlaid work and awnings</td><td></td></tr>
</table>

[132] Regulation of 4 February 2005.

Socio-economic features of the sector

Companies and staff

For **industrial firms**, figures for 2002[133] show 19 kind-of-activity units, 521 persons employed and 514 salaried workers under NACE 20. More recent figures[134] (2004) on the number of companies in the sector are as follows:

	Number of companies
NACE 20.1	13
NACE 20.2	1
NACE 20.3	2
NACE 20.4	2
NACE 20.51	1
NACE 20.52	1
TOTAL	**20**

For **craft** enterprises, in 2004 the wood and furniture sector numbered 220 companies and 1,941 salaried workers, among whom 81% blue-collar workers[135]. There are no separate data for the woodworking sector.

Concerning the size of companies, the statistical yearbook of craft enterprises provides the following data for 2004, but for the entire construction and habitat sector that includes the trades under codes 401-00 to 423-13:

	< 10 workers	10 to 49 workers	50 to 199 workers	> 200 workers	No salaried workers
Number of companies	41.1%	30.3%	6.6%	1.1%	20.9%
Number of workers	9.5%	34.6%	32.9%	23.0%	0%

According to the social partners, an underground economy is present in the sector, but it is not quantifiable nor can it be estimated.

133 Luxembourg Statistical Yearbook 2004, STATEC (Central Statistics and Economic Studies Service), Luxembourg, 2005.

134 Companies in Luxembourg, Systematic Directory, STATEC, Luxembourg, 2004.

135 Craft Enterprises: Statistical Yearbook 2004, Chamber of Trade, Luxembourg, 2005.

Without prejudicing possible differences between STATEC's figures and those of the Chamber of Trade, we would suggest, with the usual precautions, that for 2004 the entire wood and furniture sector (both industrial and craft) in Luxembourg comprised 283 companies with some 3,000 to 3,500 persons employed.

Characteristics of employment

There are no statistics on the characteristics of employment in the **industrial** branch of the wood and furniture sector.

For the **craft** branch, the statistical yearbook of craft enterprises 2004 provides data on the sex of workers. For that year, 82.6% of workers in the construction and habitat sector were male. This figure should be taken cautiously, however, since it concerns all the codes from 401-00 to 423-13.

The wood and furniture sector has strong competition from Germany and Belgium. A decline is being seen in the number of active companies in the sector, but their staff numbers are rising.

2. Organisations active in the sector

Workers' organisations

Under existing legal provisions[136], only the Christian Trade Union Confederation (LCGB) and the Luxembourg Confederation of Independent Trade Unions (OGB-L) have the national representativity required to validate the signature of a collective agreement, whether at company or branch level. With nearly 57,000 members, the OGB-L is by far the biggest trade union organisation in Luxembourg. It has 72 employees and is affiliated at national level to the General Confederation of Labour-Luxembourg (CGT-L). The LCGB has 40,000 members[137] and is affiliated to the European Trade Union Confederation (ETUC).

Industrial enterprises

The Federation of the Chemicals, Ceramics, Glass and Other Industries – LCGB

Within the LCGB, the Federation of the Chemicals, Ceramics, Glass and Other Industries is charged with the industrial activity of the sector. This organisation has been a member of the LCGB since 1921. In 2005, its membership stood at 28,000 (50% white-collar workers, 45% blue-collar workers and 5% management) and its membership rate is estimated at 25% for the sector. Not all its members are engaged exclusively in activities coming under NACE 20, making it difficult to estimate precisely the number of members in the woodworking industry. The Federation of the Chemicals, Ceramics, Glass and Other Industries – LCGB has signed the only company-level collective agreement signed in the industrial wood sector.

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[136] Law of 30 June 2004 on industrial relations, the settlement of labour disputes and the National Conciliation Office, and amending: 1. the amended law of 7 June 1937 on the reform of the law of 31 October 1919 regulating contracts for the services of private employees; 2. the amended law of 9 December 1970 reducing and regulating the working hours of blue-collar workers in the public and private sectors of the economy; 3. the amended law of 16 April 1979 establishing general staff regulations for State civil servants; 4. the amended law of 24 December 1985 establishing general staff regulations for local-level civil servants; 5. the amended law of 23 July 1993 introducing various measures in favour of employment, Chronicle A, number 119, 15 July 2004.

[137] Soziale Fortschrëtt, LCGB, Luxembourg, January 2006.

The Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union – OGB-L

OGB-L originated in various workers' associations of the mining and metalwork sector in the past century, and in the basic organisation of the trade union movement that preceded it, LAV, founded in 1944. This trade union covers the following activities: aviation; banks, insurance and trust companies; construction, construction crafts, metallic constructions; wood, rubber, ceramics, chemicals, cement, paper, plastic, textiles and glass; trade; education and science; printing works, media and artists; health, social and educational services; food and hotels; services and energy; private cleaning, hygiene and environmental services; public services; iron and steel industry and mines; metals processing and garages; road transport – ACAL (Association Professionnelle et de Secours Mutuels des Conducteurs d'Automobiles du Grand-Duché de Luxembourg – Mutual and Professional Association for Luxembourg Drivers). Within the OGB-L, the Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union is in charge of the industrial activity for the sector in question. This union has formed an integral part of the OGB-L since the confederation's founding. There is a staff of 80 for the entire confederation. The union has no figures on its exact membership but it is comprised of approximately 60% blue-collar workers and 40% white-collar workers. The Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union– OGB-L has signed the only company-level collective agreement in the industrial wood sector.

Craft enterprises

The Craft and Construction Section – LCGB

Within the LCGB, the Craft and Construction Section is in charge of the activity of the craft branch of the sector. The LCGB cannot give a precise figure on the number of members in the sector and its representativity is impossible to calculate. It nonetheless estimates that its members from the wood and furniture sector probably do not account for even 1% of the union's total membership and that they are exclusively blue-collar workers. The Craft and Construction Section – LCGB is a signatory of the only branch-level collective agreement specific to joiners.

The Construction, Construction Crafts and Metallic Constructions Union– OGB-L

The craft activity of the wood and furniture sector is managed in the OGB-L by the Construction, Construction Crafts and Metallic Constructions Union. It is an integral part of the OGB-L. With 7,000 members, including 500 in the wood and furniture sector (95% blue-collar workers), it accounts for nearly 25% of workers in the sector. The Construction, Construction Crafts and Metallic Constructions Union – OGB-L is a signatory to the one branch-level collective agreement specific to joiners.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	Number of members working in the sector			Related to the sector	Others	Related to the sector	Others
			INDUSTRY					
Federation of the Chemicals, Ceramics, Glass and Other Industries – LCGB	28,000	ND	ND	No*****	No	No	No	No
Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union – OGB-L	ND	ND	ND	No*****	No	No	No	No
			CRAFT					
Craft and Construction Section – LCGB	ND	ND	ND	Yes	EFBWW (via LCGB)	ETUC (via LCGB)	No	No

Construction, Construction Crafts and Metallic Constructions Union – OGB-L	7,000	500 for the 'wood and furniture' section	25%	Yes	EFBWW (via OGB-L)	No	BWI (via OGB-L)	No

ND: No data

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector in the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector in the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated. ***** It only signs company-level collective agreements.

Employers' organisations

All the industrial companies in the sector are obliged to join the Chamber of Commerce. Likewise, all the craft enterprises in the sector must be affiliated to the Chamber of Trade. Industrial firms that so wish are free to join the Federation of Luxembourg Industrialists (FEDIL) and craft firms may join the Federation of Craft Enterprises.

Industrial enterprises

The *Federation of Luxembourg Industrialists (FEDIL)*

Founded in 1918, FEDIL is the Luxembourg professional association representing the sectors of industry, construction and business services. With respect to the Luxembourg economy, the companies that are members of FEDIL account for 25% of added value, 30% of domestic employment and +/-8 billion euros a year in exports. Nationally, FEDIL aims to defend its members' professional interests and to analyse all related economic, social and related issues. FEDIL also works to develop a spirit of real solidarity between Luxembourg employers. The sectors covered by FEDIL are iron and steel, metals processing, chemical and parachemical, non-metallic minerals, construction and finishing, quarries, agri-foods, beverages and tobacco, printing and paper, wood, electrical and electronic, energy, communication and telecommunication, information technology, transport and handling, waste transport and management, international trade, cleaning and maintenance, security guard services, consulting services, intellectual property consulting, pharmaceuticals, temporary work and miscellaneous business services[138].

FEDIL's members include certain firms falling under NACE 20. It has five member companies in the wood sector and only one in joinery, for a total of six enterprises. The organisation does not participate in social dialogue in the sector, which takes place at company level; employers sign collective agreements directly.

Craft enterprises

The Luxembourg Association of Master Joiners asbl

In 1905, a small group of wood sector professionals founded an association representing all the wood-related trades in the City of Luxembourg and its surrounding area. The association was set up to defend its members' economic, political and social interests. At the time, it already had more than 80 members, including construction joiners, internal fittings joiners, carpenters, wood sculptors, turners, milling machine operators, manufacturers of shutters, furniture manufacturers, funeral firms, etc. The federation was later renamed the Luxembourg Association of Master Joiners.

[138] Source: www.fedil.lu, 12 April 2005.

The federation was also one of the founding members in 1905 of the future Federation of Craft Enterprises. From that time, the activities of the Association of Master Joiners were strongly tied to those of the Federation of Craft Enterprises[139]. Today, the federation has only one employee, its secretary.

The association has only company members and not individual members. Only a very few self-employed joiners are affiliated. In 2004, the association's members included 177 of the 220 craft companies listed with the Chamber of Trade. Its representativity can be estimated at 80.4% of all craft enterprises in the wood and furniture sector. There are no data on the number of employees. By extrapolating from the number of companies, however, it can be estimated that of the 1,941 employees counted in 2004, 80% or 1,552 work for the 177 member companies.

The association participates, through the Federation of Craft Enterprises, in formal and informal national consultations on the sector. It is also a signatory to the one branch-level collective agreement specific to joiners. It is a direct member of the Federation of Craft Enterprises and is indirectly, through the federation, affiliated to the Union of Enterprises in Luxembourg (UEL) at national level. It is indirectly affiliated at European level, through the Federation of Craft Enterprises, to the European Association of Craft, Small and Medium-sized Enterprises (UEAPME).

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
FEDIL	ND	ND	ND	No	No	No	No	No
The Luxembourg Association of Master Joiners asbl	117 (wood and furniture)	ND	80.4% of the craft branch of the wood and furniture sector	Yes	No	UEAPME (via the Federation of Craft Enterprises)	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector in the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector in the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Bipartite social dialogue

For **craft** enterprises in the sector there is only one branch-level collective agreement specific to joiners. Signed on 20 September 2005 by the Luxembourg Association of Master Joiners and by the Craft and Construction Section-LCGB and the Construction, Construction Crafts and Metallic Constructions Union-OGB-L, it is valid for three years. The agreement applies (Art. 2) at three levels:

[139] www.apm.lu, 8 February 2006.

- locally: for the country as a whole, to 'construction turners and cabinet makers, coffin manufacturers, wood sculptors, manufacturers of shutters, manufacturers of roll shutters, fitters, model makers, parquet floor layers, etc., both Luxembourg nationals and foreigners';
- professionally: to all works coming within the area of activities of the above-mentioned craft enterprises;
- personally: to workers exercising these trades as skilled or specialised workers, unskilled labourers or young workers.

At the time the agreement was negotiated, the main points of conflict concerned the increase in salaries, end-of-year bonuses and additional holidays. Its conclusion required a procedure before the National Conciliation Office[140].

By means of a declaration of generally binding nature[141], this agreement has been extended to all enterprises in the sector, both present and future. It covers 100% of blue-collar workers in the sector.

There is no collective agreement for management and white-collar workers.

For **industrial** enterprises, collective bargaining in the sector takes place at company level. Only one company has signed an agreement: Kronospan SA Luxembourg (active in the wood panelling industry – NACE 20.2), based in Sanem in the south of Luxembourg. The signatory parties are the employer on the one hand, and the Federation of the Chemicals, Ceramics, Glass and Other Industries– LCGB, and the Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union–OGB-L, on the other. The agreement is valid from 1 July 2003 to 30 June 2006. It covers all the company's blue-collar workers.

Again, there is no collective agreement for management and white-collar workers.

Acronyms

CGT-L: General Confederation of Labour-Luxembourg

FEDIL: Federation of Luxembourg industrialists

LCGB: Christian Trade Union Confederation (Lëtzebuerger Chrëschtleche Gewerkschafts-Bond)

OGB-L: Luxembourg Confederation of Independent Trade Unions (Onofhängege Gewerkschafts-Bond Lëtzebuerg)

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140 Article 24 of the above-mentioned law of 30 June 2004 establishes that the National Conciliation Office has the tasks of: (1) solving labour disputes over working conditions; (2) settling labour disputes which have not resulted in a collective agreement; (3) advising on requests for a declaration of generally binding nature for collective agreements and agreements concluded under national social dialogue.

141 Article 37 of the law of 30 June 2004 provides for this extension. All collective agreements complying with legal provisions can be declared of a generally binding nature for all employers and workers in the profession, activity, branch or economic sector concerned.

MALTA

1. Description of the sector

Delimitation and activities of the sector

The woodworking sector in Malta is congruent with the NACE classification, code 20.

Socio-economic features of the sector

According to Malta Enterprise (ME), the Government's agency in charge of attracting inward investment and supporting local industries, the Maltese furniture manufacturing sector caters primarily for the local market. This sector's exports at present are very low and it is unlikely that the situation will change in the near future. ME justifies this situation by stating that since demand in the local market is still high, employers do not feel the need to expand their operations overseas.

The National Statistics Office (NSO) figures concerning the period January to December 2005, show that the sector remained relatively stable. Manufacturing industries in various sectors are currently going through a series of restructuring exercises aimed at making the enterprises leaner and more competitive to align with European standards. The main restructuring issues for the sector under analysis concern health and safety and environmental protection.

The gross value added for the manufacturing industry in 2005 increased by 0.9%. The manufacturing of wood and wood products registered a gross value added increase of Lm26,000, moving up from Lm765,000 to Lm791,000 between 2004 and 2005[142] (NSO; 47/2006). Total sales for woodwork, after the decline registered between 2003 and 2004, increased once again, reaching 502,000 in 2005.

The share of the woodworking industry in the national GDP is not available.

Total Sales (in Lm000)

Year	Wood & Wood Products	% Change
2003	497	
2004	380	-23.5
2005	502	32.1

Source: Adapted from NSO; 41/2006

In the woodwork sector there was no investment in 2003 and 2004, while figures for 2005 show an Lm1000 investment.

[142] One Maltese lira is equivalent to 2.38 Euros.

Companies

According to NSO, there are 141 companies operating in woodwork producing industries. The majority, 130 companies, employ between 1 and 9 employees. ME officials stated that restructuring in such micro enterprises, when compared to companies employing a larger number of employees, was less problematic since these enjoy greater flexibility and therefore adapt more easily to market changes. Within the wood and wood products manufacturing category, the majority of companies operate in category 20.51, which produce small items such as caskets, household utensils and wooden handles.

Summary table: Companies (2003)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
20.1	0	0	0	0	0	0
20.2	1	0	100%	0	0	0
20.3	43	7%	88.3%	4.7%	0	0
20.4	1	0	100%	0	0	0
20.51	85	5.9%	94.1%	0	0	0
20.52	11	9.1%	90.9%	0	0	0
NACE 20	**141**	**6.4%**	**92.2%**	**1.4%**	**0**	**0**

Source: Structural Business Statistics 2003; NSO

Employment

The following table gives the number of employees in the woodwork sector categories according to Nace classifications. Findings show that there are 79 employees working in organisations, which manufacture wooden goods intended to be used primarily by the construction industry (20.3). Out of these, 24 employees work in small enterprises employing up to 9 individuals, while the remaining 55 work in a larger organisation.

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
20.1	ND	0	0	0	0	0	0
20.2	ND	0	0	0	0	0	0
20.3	ND	79	0.05	30.3%	69.7%	0	0
20.4	ND	0	0	0	0	0	0
20.51	ND	65	0.04	100%	0	0	0
20.52	ND	0	0	0	0	0	0
NACE 20	**ND**	**144**	**0.10**	**61.8%**	**38.2%**	**0**	**0**

Source: NSO – Structural Business Statistics (SBS), 2003. The SBS data are collected directly from enterprises relate to the number employed in local enterprises and make no allowance for people who might work in more than one enterprise. In other words, the SBS essentially records jobs.

The following table regarding occupations of employees refers to both the woodworking sector (NACE 20) and the furniture manufacture sector (NACE 36.1). According to this table, the majority of employees in NACE 20 and 36.1 work in the craft and related trades subsection (85.5%). Second in line is the plant and machine sub-sector, which has 226 (8.1%) employees. In other respects, the majority of employees are male and employed on a full-time basis.

Main occupation of persons employed in the woodwork and furniture industries (Nace 20 & 36.1)

Occupations	Sex				Total	
	Males		*Females*			
	N°	*%*	*N°*	*%*	*N°*	*%*
Legislators, senior officials and managers	16*	0.6	-	-	16*	0.6
Technicians and associate professionals	0	0.0	-	-	16*	0.6
Clerks	0	0.0	-	-	25*	0.9
Service workers, shop and sales workers	0	0.0	-	-	78*	2.8
Craft and related trades workers	2,301	92.7	-	-	2,379*	85.5
Plant and machine operators and assemblers	139*	5.6	-	-	226*	8.1
Elementary occupations	27*	1.1	-	-	42*	1.5
Total	**2,483**	**100.0**	**299***	**100.0**	**2,782**[143]	**100.0**

* Figures are under represented
Source: NSO Malta

The presence in the sector of a high percentage of craftsmen is also reflected in the workforce education level. The majority of employees, 1,537 (55.2%) have attained a secondary level of education, followed by 670 (24.1%) of employees who hold a post secondary education certificate (Source NSO Malta).

As far as the wage level is concerned, the average gross annual salary for those employed in both the woodwork and furniture industry as given by the NSO amounts to Lm4,088.20. The workers in the woodwork and furniture industry earn an average of Lm937.47 less when compared to other workers in the manufacturing industry.

2. Organisations active in the sector

Workers' organisations

The **General Workers' Union (GWU)** was founded in 1943. It boasts a wide representation reaching all sectors of the Maltese economy and is especially strong in the public sector. The union has eight sections dealing with different employment sectors, namely Chemical, Energy and Printing, Hospitality and Foods, Manufacturing and SME, Maritime and Aviation, Metal and

[143] Source: NSO – Labour Force Survey (LFS), 2005. The LFS data are collected from a survey of private households. They relate to the number of residents in employment in the country, irrespective of whether they work in the country or abroad. Moreover, the LFS essentially counts the number of people in employment irrespective of the number of jobs, which they might have.

Construction, Public Sector, Services and Metal and Technology and Electronics. The woodworking and furniture sector falls under the Manufacturing and SME Section. GWU is funded through the members' subscriptions and through subsidiary companies, which it owns, and also through publications.

GWU has a total membership of around 46,489 (Registrar of Trade Unions, 2005), and has a workforce of around 50 people. Data about the different categories (e.g. workers, retired, etc) is not available. It has around 120 members working in the woodworking and furniture sector (specific data for the woodworking sector are not available).

The organisation takes part in consultations at enterprise level. It is empowered to sign collective agreements, which are signed at enterprise level. GWU is recognised as the main union in two organisations and has thus signed two collective agreements in this sector, one of which is currently being renegotiated. Since the Maltese woodwork and furniture manufacturing sectors exists on a very small scale, no tripartite negotiations have ever been carried out. At sector level, there are no organisations to support such negotiations. At national level, the Malta Council for Economic and Social Development (MCESD), an organisation, which aims to support and encourage dialogue between social partners, intervenes only on issues of national interest.

At international level, GWU is affiliated to various networks of other unions and confederations amongst which is the International Confederation of Free Trade Unions. GWU represents the Maltese workers in the International Labour Organisation (ILO), Geneva conference and is affiliated to the Commonwealth Trade Union Council (CTUC)-United Kingdom and the European Trade Union Confederation (ETUC). The GWU is affiliated to various networks of other unions and confederations at European and International level. In the Furniture sector, the GWU is a member of the BWI.

The Union of United Workers (Union Haddiema Maghqudin, UHM) was founded in 1966. Since 1977, it affiliates workers from all sectors. UHM has seven sections, which are the Government Employees' Section, the Health Services Section, the Hotels, Food and Beverages Section, the Manufacturing and Services Section, the Ports, Transport and Aviation Section, the Public Entities Section, and the Pensioners Section. The woodwork sector falls under the Manufacturing and Services Section. The UHM is mainly funded by members' subscriptions. It has a total of around 25,901 members (Registrar of Trade Unions, 2005) and employs 14 members of staff. According to the Section Secretary, UHM represents around 50 employees in woodwork and furniture manufacturing (there is no specific data for the woodworking sector). Given that the union represents a limited number of employees, it does not enjoy official recognition at company level. Therefore, the union does not carry out any collective bargaining and has never signed any collective agreements in this respect. With specific reference to the Manufacturing and Services Section under analysis, UHM has a larger number of employees in the Services Sector. Furthermore, those employees it represents in the Manufacturing Industry occupy clerical posts. With regard to tripartite negotiations, UHM officials confirmed that no consultations ever took place concerning the woodwork or furniture manufacturing sectors.

Even though the union enjoys numerous affiliations both on local and international affiliations, no such associations are directly linked to the section under which the woodworking industry falls. At a National Level UHM is affiliated with the Confederation of Malta Trade Unions (CMTU).

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
General Workers' Union	46,489	About 120 in the woodworking and furniture sector	4.3% in the woodworking and furniture sector	Yes	No	ETF EFFAT EPSU ETUF – TCL EMF	BWI	ITF IUF PSI ITGLWF IMF

						EMCEF UNI Europa EURO WEA FERPA ETUC – Youth		ICEM UNI IFWEA

Source: Report by the Registrar of Trade Unions 2004-2005; interviews with Section Secretaries; Union's websites.
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

For the purpose of this research the main employers' organisation, the Malta Federation of Industries (FOI), the Malta Employers Association (MEA) and the Malta Chamber for Small and Medium Enterprises (GRTU) were contacted. All confirmed that they do not represent any employers in the woodworking sector. However, the Malta Enterprise (ME) is a Government organisation (not an employers association) responsible for offering assistance to local enterprises. This organisation represents around 400 enterprises operating in the woodwork and furniture industry, and even if it does not provide assistance specifically to these sectors, it coordinates a variety of programs from which the woodworking sector may benefit. Such assistance is offered at both sector and enterprise level. At sector level, ME focuses on financial and technical support, while at an enterprise level ME makes it possible for organisations to benefit from the European Regional Development Fund (ERDF) and the European Social Fund (ESF).

3. Industrial relations in the sector

Tripartite concertation

With regard to the woodworking sector, the two trade unions (GWU and UHM) confirmed that no tripartite negotiations concerning this sector ever took place in Malta. The sector is too fragmented and small.

Bipartite social dialogue

In line with the collective bargaining trends in Malta, all the collective bargaining in the wood and wood products industry takes place at company level. The GWU is the only Maltese trade union with sufficient power to negotiate collective agreements. The GWU section secretary for Manufacturing and SMEs declared that the union signed two collective agreements in this industry. The two agreements cover a period of three years and deal with issues such as working time, payment conditions and human resource developments. The main players involved in bipartite social dialogue are the GWU through its section secretary, an employers' representative and the shop steward.

Acronyms

CMTU: Confederation of Malta Trade Unions

FOI: Malta Federation of Industry

GRTU: Association of General Retailers and Traders

GWU: General Workers' Union

ME: Malta Enterprise

MEA: Malta Employers' Association

MFMO: Malta Furniture Manufacturing Organisation

NSO: National Statistics Office, Ufficju Nazzjonali ta l-Istatistika

THE NETHERLANDS

1. Description of the sector

Delimitation and activities of the sector

In the Standaard Bedrijfsindeling 1993 (SBI, the Dutch equivalent of the NACE classification system) of the Centraal Bureau voor de Statistiek (Central Statistics Office, CBS), the following activities are classified as part of the woodworking industry (SBI 20): primary woodworking (SBI 201), manufacture of veneer sheets and panels (SBI 202), manufacture of carpentry (SBI 203), manufacture of pallets and packaging materials (SBI 204), manufacture of other products of wood, manufacture of articles of cork, straw and plaiting materials (SBI 205). The delimitation according to SBI corresponds to the NACE classification.

From a collective bargaining point of view, the wood trade sector has been classified by the unions as a woodworking industry. This is because the Dutch wood trade does not trade Dutch wood, but imports all of its wood from other countries. This wood traditionally was imported in log form and had to be processed before it could be traded. In the past, two thirds of the wood trade sector, therefore, actually was the woodworking industry and it fell within the category of primary woodworking (SBI 201). Although there is a development in the direction of importing less rough wood and more wood that has already been treated abroad, the wood trade sector in the Netherlands still consists of around 50% woodworking activities falling within the category of SBI 201. The rest of the wood trade sector, including pure trading companies and the trade part of the primary woodworking companies fall within the category of the wood trade, that is SBI 5153.1. The employers' organisation in the wood trade sector, the *Vereniging van Nederlandse Houtondernemingen, VvNH* (the Association of Dutch Wood-companies), however, confirms that the wood trade sector is primarily a trade sector and differs from the woodworking industry especially as regards occupational hazards[144].

The unions have also ranked some other, smaller sub-sectors under the umbrella of woodworking industries. These are the sub-sectors of exhibition building, organ building and yacht building (yachts with wooden or synthetic hulls). We will leave these sub-sectors out of consideration, because they fall completely within other NACE/SBI-codes. Finally, the furniture sector is also included under the same umbrella by the unions. This sector is treated by a separate report in the context of this research (Schaapman & Van der Meer, 2006, forthcoming).

Although conscious of the fact that the wood trade sector cannot be considered as a woodworking industry like the other sub-sectors, we will nevertheless include a description of the wood trade sector in this report. At some points, especially concerning quantitative data, we will restrict our information to the primary woodworking part of the wood trade sector, that is, the part that falls within SBI-code 201/NACE-code 20.1.

Socio-economic features of the sector

In terms of its share in the GDP, the weight of the woodworking industry compared to the whole economy is modest. Between 2001 and 2004 this was a stable 0.2% of GDP (CBS). The production of the largest sub-sector, the carpentry factories, supply the national market, most notably, the national construction industry (NACE/SBI 45) (45% of production, CBS 1999). Only 13 % of the production of the carpentry industry is exported (CBS, 1999). The second largest sub-sector is the Industry of wooden articles, which covers the brooms and brushes industry, the pallet

[144] This has consequences for the way the sector should be treated concerning its occupational safety and health policies and for the ranking of the sector in systems of premium differentiation in occupational disability insurance systems.

industry, the (very small) wooden shoes industry and the industry of other wooden products. Parts of this sector are more internationally oriented. An estimation of the percentage of exports in this sector amounts to around 20% (interview employers). The wood trade sector (SBI 5153.1) is also nationally oriented and mainly delivers to the national construction industry (NACE/SBI 45).

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 100 employees	% companies with > than 100 employees
SBI 201	190	36.84	55.26	7.89	2.63	0
SBI 202	25	16.7	50	33.3	0	0
SBI 203	1,115	35.43	40.36	17.49	3.59	0.9
SBI 204	150	30.0	33.33	33.33	6.67	0
SBI 205	535	63.55	30.84	3.75	0.93	0
Total of the sector	**2,010**	**42.29**	**39.55**	**14.68**	**2.98**	**0.75**

Source: CBS Statline, 2004.

Most companies in the woodworking industry are small. The carpentry sector typically has so-called business-to-business companies that deliver largely to the construction industry, only a few deliver directly to consumers. The carpentry factories are spread all over the country with a few concentrations, that is, in the provinces Gelderland, Brabant and Zuid-Holland.

The wood trade sector has three large companies (of which two are multinationals), one with 1,500 workers, one with 1,000 workers and one with 600 workers. Traditionally, the wood trade sector has been a sector with family firms. In the last 15 years, many of these small firms have been taken over by one of the three large companies. Nevertheless, the wood trade sector still has many small companies, most of them with less than 10 workers. These are wholesale businesses, so they are not classified as SME's. The companies are geographically spread, but concentrations still exist in Amsterdam, Zaandam and Rotterdam, where the wood used to be delivered in the past when it was still transported by ship.

The share of the underground economy is estimated to be very low in all sub-sectors.

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
SBI 201	ND	1,100	ND	ND	ND	ND	ND
SBI 202	ND	200	ND	ND	ND	ND	ND
SBI 203	ND	11,700	ND	ND	ND	ND	ND
SBI 204	ND	2,100	ND	ND	ND	ND	ND
SBI 205	ND	1,800	ND	ND	ND	ND	ND
Total of the sector	**ND**	**16,900**	**ND**	**ND**	**ND**	**ND**	**ND**

Source: CBS, Statline, 31-12-2004, preliminary figures.

The sector is labour intensive. Employment in the complete woodworking industry made out 0.26% of total employment in the Netherlands in 2003, and 0.24% in 2004 (CBS). Generally speaking, the worker in the woodworking industry is a low skilled or even unskilled, blue-collar worker. However, some differences can be discerned between the different sub-sectors and within the different sub-sectors. In carpentry, the bulk of workers are skilled carpenters with an education level of 1-4, but there is a growing demand for planning engineers (education level 4 and higher) and operators. Among the industries of wooden products, the pallet- and packaging industry demands the lowest educational level. This is also the case in the woodworking part of the wood trade sector (primary woodworking). The brooms and brushes industry and the industry of other wooden articles demand a somewhat higher educational level. Most workers in the woodworking industry are men (89%, CBS, 2004). The sector has an ageing workforce. Wages are average in the woodworking industry, compared to other sectors in the Netherlands (FNV interview). A-typical work hardly occurs, but the phenomenon of the Eastern European worker working through a temporary employment agency, comes up, especially in the lower skilled professions, notably in the pallet- and packaging industry.

Employability is expected to become an increasingly important issue in the sector. On the one hand, it will be increasingly difficult to find adequately educated personnel (e.g. planning engineers and operators in the carpentry industry) when the ageing workforce in the sector will have to be replaced in the near future and the demands of the sector for education will continue to become higher due to computerisation. This requires an upgrading of the sector’s personnel as well as a policy aimed at increasing the attractiveness of the sector for young people. On the other hand, the fact that certain low-skilled work will disappear from the sector (due to computerisation as well as international competition from low wages countries) will lead to certain workers becoming surplus to requirement. If these workers do not have the capabilities to undergo additional vocational training, inter-sector employability strategies would have to be developed, to find work for these employees in other sectors.

In terms of developments, the different sub-sectors in the woodworking industry show different trends, due to different characteristics of their markets. The carpentry industry has a national market that is largely related to the construction sector. Therefore, the decline in the construction sector in recent years, due to the bad economic situation, has been felt in the carpentry sector as well, as is now the case for the upturn.. However, the decline of the carpentry industry has been minor, because of the integration of work processes into the carpentry industry that were done before by the construction industry[145]. From 1998 until 2001, this has even led to a considerable growth of the sector. On the whole, the sub-sector of the production of wooden products (which is more internationally oriented) is rather stable, even if it has had to deal with international competition in certain market segments (competition from China).

In the wood trade sector, also being a national market, mergers and closures of companies have taken place in recent years. As a consequence, the number of companies has declined slightly in recent years (Stichting Hout en Meubel, 2005). The worldwide discussions on wood logging do not do the sector any good; it makes consumers search for alternative solutions. Another factor that counts for the decline of the sector is that the wood that is imported by the Dutch wood trade companies has increasingly been treated abroad before arrival. This accounts for the loss of jobs in the primary woodworking part of the sector.

[145] Building companies more and more want to spread their responsibilities over other participants in the building process, and therefore, carpentry factories are invited not only to make building components, like doors, window frames, stairs, etc., but also to produce complete or half-complete products, like dormer windows and house fronts. In addition, other work processes, like painting, are integrated into the work of the carpentry factories. Because the carpentry sector produces typically Dutch products, that is, products that follow the architecture in the Dutch construction sector, as well as tailor-made products, international competition from lower wage countries is not easy and probably will not occur.

2. Organisations active in the sector

Workers' organisations

The Dutch Federation of Trade Unions, Construction Industry, Section Wood & Furniture (Federatie Nederlandse Vakbeweging Bouw, Sector Hout & Meubel, FNV Bouw) is the largest union in the sector. It is affiliated to the Dutch Federation of Trade Unions, the largest federation of unions in the Netherlands. FNV Bouw covers the following sub-sectors: the construction industry, completion, hydraulics, housing services and wood& furniture. About 270 full-time-equivalents (ftes) work for FNV Bouw, of which 10 work for the woodworking and furniture sector, of which 6 ftes work for the woodworking industry. The type of members organised in the woodworking sector is mainly the low-skilled, blue-collar worker. FNV Bouw has 6,020 members in the woodworking industry, of which 4,622 are active members, which makes FNV Bouw's density in the sector 22.3% (figures of FNV Bouw, 1 March 2006). Density in the different sub-sectors differs from 32% in the carpentry sector to 14% in the parquet floor sector. In the wooden products industry, FNV Bouw's density is 19% and in the wood trade, it is 14.5%. The Netherlands does not have a formal recognition system of social interest organisations. Recognition is of a reciprocal nature, that is, there is recognition if the partners accept each other at the negotiation table. FNV Bouw is recognised in this sense. FNV Bouw is signatory partner to the Collective Agreement for Carpentry Factories, the Collective Agreement for Parquet Floor Companies, the Collective Agreement for the Industry of Wooden Products, and the Collective Agreement for the Wood Trade. Three of these four sub-sectors also have collective agreements on early retirement (the Parquet floor sector does not), to which FNV Bouw also is signatory partner. The carpentry sector, the industry of wooden products, and the wood trade also have collective agreements on social funds, of which FNV is a signatory partner. The carpentry sector also has a collective agreement on accident insurance, of which FNV is a signatory partner. FNV Bouw participates in tripartite consultations on occupational health and safety in the carpentry industry and in the wood trade and is a signatory partner to the Occupational Safety and Health covenants (OSH) for these sub-sectors.

The Christian Trade Union Federation Wood and Construction Union (Hout- en Bouwbond Christelijk Nationaal Vakverbond, Hout- en Bouwbond CNV) is the second largest union in the woodworking industry. It is affiliated at national level to the Christian Trade Union Federation. The Hout- en Bouwbond CNV employs about 4 fte's for the woodworking and furniture industry together. Its type of members are the same as those of FNV Bouw: low-skilled, blue-collar workers. The Hout- en Bouwbond CNV has about 2,300 members in the woodworking industry, of which 75% are active members and 25 are inactive members, which brings its density to 8.5%. Like FNV Bouw, Hout- en Bouwbond CNV has the highest density in the carpentry sector: 13%. (figures of Hout- en Bouwbond CNV). Hout- en Bouwbond CNV is recognised as a partner at the negotiating table of unions and employers' organisations. It is a signatory partner to the Collective Agreement for Carpentry Factories, the Collective Agreement for Parquet Floor Companies, the Collective Agreement for the Industry of Wooden Products, and the Collective Agreement for the Wood Trade. Three of these four sub-sectors also have collective agreements on early retirement, to which Hout- en Bouwbond CNV also is signatory partner. The carpentry sector, the industry of wooden products, and the wood trade also have collective agreements on social funds, of which CNV is signatory partner. The carpentry sector also has a collective agreement on accident insurance, of which CNV is signatory partner. Hout- en Bouwbond CNV participates in tripartite consultations on occupational health and safety in the carpentry industry and in the wood trade and is signatory partner to the OSH covenants for these sub-sectors.

The trade unions in the industry are well organised and can be considered to be generally representative in the sector.

Workers' organisations

Organisation (English name)	Members	Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Number of members in the woodworking sector			*European affiliations****		*Other affiliations*****	
				Related to the sector	Others	Related to the sector	Others
Dutch Trade Union Federation, Construction Sector, Section Wood and furniture, FNV Bouw	6,020 members (4,622 active members) in the woodworking sector	27.4%	Yes	EFBWW	No	BWI	No
Construction and Woodworking Union, Christian Trade Union Federation, Hout en Bouwbond CNV	2,300 members (1,725 active members) in the woodworking sector	10.2%	Yes	EFBWW	No	BWI	No

Source: FNV Bouw and Hout en Bouwbond CNV.

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The employers' associations that are active in the sector can be categorised according to sub-sectors: (1) the carpentry sector; (2) the wood trade; (3) the industry of wooden products; (4) the parquet floor companies.

(1) The largest sub-sector is the carpentry sector, in which one employers' organisation is active: **The Dutch Union of Carpentry Manufacturers (Nederlandse Bond van Timmerfabrikanten, NBvT).** NBvT was founded in 1946, as a reaction to the rise of the industrial production of house front carpentry after World War II. It is composed of a number of regional organisations that existed at that time. The organisation is primarily an employers' organisation, but it has become a branch organisation as well. It deals with both the economic and the social interests of its members and employs 11 fte's. The Union has 250 member companies in different size categories: one third of its members have 5-15 employees, one third have 15-35 employees, and one third have more than 35 employees. In addition, with regard to the products, there are different sections of member companies: companies that manufacture stairs, doors, windows and window frames, or cavity sheets. Windows and cavity sheets are often manufactured in the same factory. Some factories manufacture a full range of products. The member companies represent about 8,000 workers, that is a density of about 65-70%. Density has been growing slightly in recent years. NBvT is recognised at the negotiating table of unions and employers' organisations. It is a signatory partner to the sector Collective Agreement for Carpentry Factories as well as to the sector Collective Agreement on the Social Fund for the Carpentry Factories, and to the sector Collective Agreement on Accident Insurance for the Carpentry Factories. At national level, NBvT is affiliated to the Vereniging van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond, VNO-NCW (Confederation of Netherlands Industry and Employers).

(2) The second largest sub-sector is the wood trade, that also is covered by one employers' organisation: the **Netherlands Timber Trade Association (Vereniging van Nederlandse Houtondernemingen, VVNH).** VVNH is the successor of the Netherlands Timber Union that was founded in 1976. Before that time, the wood trade sector was organised in different organisations according to different types of wood, and had a separate organisation for representing the social interests of the sector. The VVNH represents around 300 wholesale timber companies, that constitute the large majority of the employees in the sector (about 86%, estimation of VVNH). Until recently, the VVNH employed 10 fte's. The VVNH has recently merged with the so-called Centrum Hout (Timber Centre), the expertise and education centre in the sector, and together VVNH and the Centrum Hout employ around 17 fte's. VVNH represents wholesale

timber companies of all different sizes in the following sub-sectors: drying companies, sawing/planning companies, preserving companies, pure trade companies. VVNH is recognised at the negotiating table of unions and employers' organisations. It is a signatory partner to the general sector Collective Agreement for Wood Trade as well as to the Collective Agreement on the Social Fund for the sector and the Collective Agreement on early retirement for the sector. At national level, VVNH is affiliated to the Nederlands Verbond van de Groothandel (NVG) (Netherlands Union of Wholesale). Due to the international character of the wood trade sector, the VVNH is affiliated to many European organisations, among others The European Timber trade Association (FEBO), and the European Confederation of Woodworking Industries (CEI-Bois).

(3) The third sub-sector in the woodworking industry, that is the wooden products industry is very diverse, and is therefore covered by four different employers' organisations. These organisations represent different parts of the sub-sector, and therefore do not compete with one another, but rather cooperate in collective bargaining. The organisations in this sub-sector are not very big, some are even very small, most notably the Netherlands Association for Manufacturers of Wooden Shoes. Their size has certain consequences for the way they operate in collective bargaining. The Netherlands Association for Manufacturers of Wooden Shoes has itself represented at the bargaining table by the other three employers' organisations in the sector. Though the largest three employers' organisations are present at the bargaining table themselves, they have outsourced their secretariat to a company specialised in the Management of Associations (called: Wissenraet Van Spaendonck), that prepares the policy of the employers' organisations. Density figures of these four organisations are only available on an aggregate level. There is however qualitative information on density for some of the organisations (kind of members).

- **The Association of Suppliers of household goods, toys, wooden and similar articles (Vereniging van leveranciers van huishoudelijke artikelen, speelgoederen, houtwaren en soortgelijke artikelen, Vereniging HAS)** is the branch organisation for the industry of wooden products, that was founded 50 to 60 years ago. The Vereniging HAS deals with both the economic and social interests of the branch. The member companies are very diverse, often unique. Vereniging HAS has 23 member companies. Five to six of the larger companies (50-60 employees) are not member of the Vereniging HAS. The Vereniging HAS tries to attract these companies as members. The Vereniging HAS is recognised as a partner at the negotiating table of unions and employers' organisations. It is signatory partner to the general sector Collective Agreement for the Industry of Wooden Products as well as to the Collective Agreements on the Social Fund, and on Early retirement for the Industry of Wooden Products. The Vereniging HAS is not affiliated to a national confederation of employers' organisations nor is it affiliated to a European Employers' Organisation. The reason for the latter is that the sector is too divers. The secretary of the association is looking for possibilities to cooperate at a European level.
- **The Brushware Industry Trade Association (Vereniging van Nederlandse Borstelfabrikanten)** represents the interests of a small, but strong and diverse group of companies: manufacturers of household brushes, paint brushes, industrial/technical brushes, toothbrushes. In addition, a few firms supplying them are members of the Association. The organisation is recognised as a partner at the negotiating table. It is signatory partner to the general sector Collective Agreement for the Industry of Wooden Products as well as to the Collective Agreements on the Social Fund, and on Early retirement for the Industry of Wooden Products. It is not affiliated to a national confederation of employers' organisations. At European level, it is affiliated to the European Brushware Federation, the FEIBP.
- **The Netherlands Wooden Packaging and Pallet Industry Association (Nederlandse Emballage- en Palletindustrievereniging, EPV)** is the representative association of the Dutch wooden packaging and pallet industry. Among its members are producers and traders of wooden packaging and pallets as well as their main suppliers. The producers are better organised than the traders in the sector are. Counted without traders, density of the Association would be 80%. Counted with traders, density is only 56%, which is only just enough to have the sector collective agreement generally extended. Therefore, this is a point of concern to the association, that is trying to recruit more members among the traders. EPV is recognised as a partner at the negotiating table of unions and employers' organisations. It is a signatory partner to the general sector Collective Agreement for the Industry of Wooden

Products as well as to the Collective Agreements on the Social Fund, and on Early retirement for the Industry of Wooden Products. At national level, the EPV is affiliated to the Vereniging van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond, VNO-NCW (Confederation of Netherlands Industry and Employers).

- **The Netherlands Association for Manufacturers of Wooden Shoes (Nederlandse Vereniging voor Klompenfabrikanten)** is the representative association for the Dutch manufacturers of wooden shoes. The organisation is recognised as a negotiating partner, but is not present at the negotiating table. The Association is a signatory partner to the general sector Collective Agreement for the Industry of wooden products as well as to the Collective Agreements on the Social Fund, and on Early retirement for the Industry of Wooden Products, but has itself represented at the negotiating table by the other three branch organisations that are signatory partners to these collective agreements. It is not affiliated to organisations at European or international level. The character of the product is typically local and the branch is very small.

The density of the four above-mentioned organisations together is 56% of the employees working in the sector (source: Collective Agreement on the Industry for the Industry of Wooden Products).

(4) Finally, the sub-sector of the parquet floor companies is also included in the woodworking industry. This very small sub-sector is covered by three employers' organisations that are all signatory partners to the general sector Collective Agreement for the Parquet Floor Companies. The members of these organisations are manufacturers and importers, traders, on the one hand, and retail companies on the other. Some of the parquet floor companies are not represented by one of these organisations, but are members of the Centrale Branchevereniging Wonen (Central Branch Association Home Furnishing), that is signatory partners to the sector agreement for the home furnishing branch. We leave the latter out of consideration, because this is not an employers' organisation that is specifically directed at the woodworking industry. The three employers' organisations in the parquet floor sector that are signatory partners to the Collective Agreement for Parquet Floor Companies have also outsourced their secretariat to a company specialised in the Management of Associations (Wissenraet Van Spaendonck), that prepares the policy of the employers' organisations. They are:

- **The Association of Parquet Floor Suppliers (Vereniging van Parketvloerenleveranciers, VPL)** is the largest organisation in the sub-sector and has about 140 members.
- **The Alliance of Parquet Manufacturers and Importers (Alliance van Parket Fabrikanten en Importeurs)** represents 13 parquet floor companies.
- **The Parquet Masters (Parketmeesters)** represents 27 parquet floor companies.

The members of these three organisations cover about 825 employees in the sector, which brings their density at about 80%.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
Dutch Union of Carpentry Manufacturers, NBvT	250	8,000	68.4% in terms of workers and 22.4% in terms of companies	Yes	CEI-Bois	No	No	VNO-NCW
Netherlands Timber trade Association, VVNH	300	8,300**	about 86% of employees in the sector (estimation of VVNH)	Yes	FEBO; CEI-Bois	No	No	NVG

Association of suppliers of household goods, toys, wooden and similar articles, Vereniging HAS	23	The four organisations in the industry of wooden products together represent about 2,925 workers.	56% of the employees working in the sector	Yes	No	No	No	No
Brushware Industry Trade Association	ND			Yes	FEIBP	No	No	No
Netherlands Wooden Packaging and Pallet Industry Association, EPV	ND			Yes	FEFPEB (indirectly to CEI-Bois)	No	No	VNO-NCW
Netherlands Association for Manufacturers of Wooden Shoes	ND			Yes (It signs but does not negotiate the agreement)	No	No	No	No
Association of Parquet Floor Suppliers, VPL	140	The three organisations in the parquet floor sector together represent about 825 workers.	about 80% of the employees working in the sector	Yes	No	No	No	No
Alliance of Parquet Manufacturers and Importers	13			Yes	FEP (indirectly to CEI-Bois)	No	No	No
Parquet Masters	27			Yes	No	No	No	No

Source: Interviews employers' organisations

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

** This figure is an estimate at the basis of combined information from the Netherlands Timber Trade Organisation and FNV Bouw.

3. Industrial relations in the sector

Tripartite concertation

As a general rule, tripartite concertation only takes place concerning occupational health and safety in the carpentry sector and in the wood trade. The negotiating partners are the Ministry of Social Affairs and Employment, FNV Bouw and Hout- en Bouwbond CNV, for the carpentry sector the NBvT, and for the wood trade sector the VVNH. In 2002, a tripartite agreement, a so-called Occupational Safety and Health (OSH) Covenant was signed for the carpentry sector. This covenant runs until 31 December 2006. In 2003, the partners in the wood trade signed an OSH covenant, which runs until 31 July 2006. A basic part of the covenant is that regular consultations should take place on the progress of the implementation of the covenant.

Bipartite social dialogue

The bipartite dialogue and the conclusion of collective agreements in the woodworking industry take place at sub-sector level. There are collective agreements in the following sub-sectors:

- the carpentry sector (NACE 20.3; SBI 203)

- the industry of wooden products (NACE 20.4 and 20.5 and part of NACE 20.2; SBI 204 and 205 and part of SBI 202)
- the wood trade (including parts of NACE 20.1; parts of SBI 201)[146]
- the parquet floor sector (part of NACE 20.3; part of SBI 203).

There is no obligation to participate in collective bargaining. There are no conflicts between players regarding recognition issues in the sector, though in the recent past a conflict occurred in the small sector of the parquet floor companies. A large part of this sector has itself represented by the above-mentioned branch organisations, but part of the parquet floor companies are members of the Central Branch Association Home Furnishing. This organisation has raised objections against a separate collective agreement for the parquet floor companies, but in the end, this conflict has been settled, and the Central Branch Association Home Furnishing has officially withdrawn its objections. What remained was the issue of classification of the unorganised companies into either the Collective Agreement for Parquet Floor Companies or the Collective Agreement for the Home Furnishing Sector (both being generally extended by the government to companies that are not a member of the employers' association).

The following table gives an overview of the collective agreements signed in the woodworking industry:

Collective Agreements

Sectors covered	Agreement	Parties		Duration	Coverage
		Trade Union	*Employers' organisation*		
Carpentry Industry (NACE 20.3 / SBI 203	Collective Agreement for the Carpentry Factories	1. FNV Bouw 2. Hout en Bouwbond CNV	NBvT	1 January 2005- 31 December 2006	Generally extended by the government, 100% coverage
Carpentry Sector	Collective Agreement for the Social Fund of the Carpentry Sector	1. FNV Bouw 2. Hout en Bouwbond CNV	NBvT	1 January 2004 – 31 December 2008	Generally extended by the government. 100% coverage
Carpentry Sector	Collective Agreement for the Carpentry Sector on Accident Insurance	1. FNV Bouw 2. Hout- en Bouwbond CNV	NBvT	1 January 2005 – 31 December 2006	Generally extended by the government, 100% coverage
Industry of Wooden Products (NACE 20.4 and 20.5 and part of NACE 20.2; SBI 204 and 205 and part of SBI 202)	Collective Agreement for the Industry of Wooden Products	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. Vereniging HAS 2. Vereniging van Nederlandse Borstelfabrikanten 3. EPV 4. Nederlandse Vereniging voor Klompenfabrikanten	1 January 2006 – 31 December 2007	Generally extended by the government, 100% coverage
Industry of Wooden Products	Collective Agreement on the Social Fund of the Industry of Wooden Products	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. Vereniging HAS 2. Vereniging van Nederlandse Borstelfabrikanten 3. EPV	1 May 2005 – 31 December 2007	Generally extended by the government, 100% coverage

[146] The collective Agreement for the Wood Trade is counted as a collective agreement on a woodworking industry, although according to SBI/NACE, this is only the case as far as the primary woodworking part of the wood trade sector is concerned (see the first part of this report). The trade part of the sector falls within another NACE/SBI-code.

			4. Nederlandse Vereniging voor Klompenfabrikanten		
Industry of Wooden Products	Collective Agreement on Early Retirement for the Industry of Wooden Products	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. Vereniging HAS 2. Vereniging van Nederlandse Borstelfabrikanten 3. EPV 4. Nederlandse Vereniging voor Klompenfabrikanten	1 January 2005 – 31 December 2009	Generally extended by the government, 100% coverage
Wood Trade (Including parts of NACE 20.1; parts of SBI 201)	Collective Agreement for the Wood Trade	1. FNV Bouw 2. Hout- en Bouwbond CNV	VVNH	1 August 2005 – 31 July 2007	Generally extended by the government, 100% coverage
Wood Trade	Collective Agreement on the Social Fund for the Wood Trade	1. FNV Bouw 2. Hout- en Bouwbond CNV	VVNH	1 January 2006 - 31 December 2007	Generally extended by the government, 100% coverage
Wood Trade	Collective Agreement on Early Retirement for the Wood Trade	1. FNV Bouw 2. Hout- en Bouwbond CNV	VVNH	1 January 2006 - 31 December 2010	Generally extended by the government, 100% coverage
Parquet Floor Companies (part of NACE 20.3; part of SBI 203).	Collective Agreement for Parquet Floor Companies	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. VPL 2. Alliance van Parket Fabrikanten en Importeurs 3. Parketmeester	1 January 2006 – 31 December 2007	Generally extended by the government, 100% coverage

Source: Ministry of Social Affairs and Employment, 2006

Union' density is the highest in the carpentry sector: 45% (which is far above the national average union density of 27%), and the lowest in the parquet floor sector: an estimated 14-18%. Especially in the industry of wooden products, employers' organisations' density is with 56% relatively moderate. This is hardly enough to get the collective agreements generally extended by the government, and therefore the organisations have made an issue of recruiting new members. In the carpentry sector, the density of the employers' organisations is sufficient with 65-70%, and has been growing slightly in recent years. Density of employers' organisations is at the national average in the parquet floor sector (80%), and high in the wood trade sector (86%).

Acronyms

CBS: Centraal Bureau voor de Statistiek (Central Statistics Office)

CNV: Christelijk Nationaal Vakverbond (Christian Trade Union Federation)

EPV: Nederlandse Emballage- en Palletindustrievereninging (Netherlands Wooden Packaging and Pallet Industry Association)

FNV: Federatie Nederlandse Vakbeweging (Dutch Federation of Trade Unions)

NBvT: Nederlands Bond van Timmerfabrikanten (Dutch Union of Carpentry Manufacturers)

NVG: Nederlandse Verbond van de Groothandel (Netherlands Union of Wholesale)

SBI: Standaard Bedrijfsindeling (the Dutch equivalent of NACE)

SH&M: Stichting Hout en Meubel

Vereniging HAS:	Vereniging van leveranciers van huishoudelijke artikelen, speelgoederen, houtwaren en soortgelijke artikelen (Association of suppliers of household goods, toys, wooden and similar products)
VPL:	Vereniging van Parketvloerenleveranciers (Association of Parquet Floor Suppliers)
VNO-NCW:	Vereniging van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond (Confederation of Netherlands Industry and Employers)
VVNH:	Vereniging van Nederlandse Houtondernemingen (Netherlands Timber Trade Association)

POLAND

1. Description of the sector

Delimitation and activities of the sector

The Polish Classification of Activities (Polska Klasyfikacja Działalności, PKD) is compiled based on the NACE rev.1. Consequently, the PKD for the manufacture of wood products corresponds to the code 20 of the NACE's classification: Manufacture of wood and of products of wood and cork, manufacture of articles of straw and plaiting materials.

Specific data for the woodworking sector (NACE 20) are not always available and data presented in the following section sometimes represents all businesses relating to furniture, which corresponds to the wood industry and related processing, sub-assembly manufacture and prefabricates for furniture manufacture as well as manufacture of furniture and floors.

From the collective bargaining point of view, it should be noted that the interests of the furniture businesses are represented by the construction sector as a whole (PKDF: 45) and generally more attention is given to the problems of construction than to the problems of the wood and furniture industry. The main trade union in the sector (Budowlani) covers the construction sector, the building materials industry, the housing cooperative movement, the woodworking, furniture, and panel manufacturing industries but also the forestry, logging and related service activities (NACE 02) and environmental protection. Another trade union covers workers of furniture and wood based board manufacturing as well as workers in sanatoriums (health care and welfare sector – NACE 85).

Socio-economic features of the sector

There are no data about the share of woodworking industry in GDP. The wood and furniture industries belong to the construction sector, whose share in GDP was 4.9% in 2004[147].

It is difficult to state whether there is an underground economy in the sector and if so, how big it is, because no relevant research has been conducted, and none of the unions that have been interviewed could describe the problem in detail.

Summary table: Companies (2006)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Sub-sector 2010	1,040	ND	97.5%	1.9%	0.6%	0
Sub-sector 2020	382	ND	73.6%	16.5%	5.6%	4.2%
Sub-sector 2030	15,296	ND	93.7%	5.4%	0.8%	0.1%
Sub-sector 2040	3,823	ND	91.3%	7.9%	0.7%	0.1%
Sub-sector 2051	8,413	ND	94.4%	4.7%	0.9%	0.05%
Sub-sector 2052	1,869	ND	98%	1.7%	0.3%	0
Total	**30,823**	**ND**	**93.7%**	**5.4%**	**0.8%**	**0.1%**

[147] In decrease : 5.7% in 2002

Source: GUS – Central Statistical Office - 24.03.2006. These are official figures from the Central Statistical Office. However, these figures are contested by the social partners in the sector.

In 2001, the total number of entities active in the woodworking and furniture industries was 59,400 (together with individual people running business activity). 99.8% of them were in the private sector[148]. Small companies (employing no more than 49 people) constituted 99.6% of the total number of entities, and the share of the workers working in these companies amounted to 38%.

From the survey conducted in 2005 on a sample of 32,636 companies of codes PKD 20 (manufacture of wood products), 36 (manufacture of furniture) and 51 (trade – activity connected with sale of wood and construction materials), it appears that about 90% of the companies in the business are micro-companies (often one-person). Economists predict that about half of those will go bankrupt or change their profile of activity or change their registered office in the coming three years. Most of the companies surveyed (74%) are in services and/or in manufacture (52%). Only 4% of the surveyed companies have indicated trade/distribution as a sole type of business activity[149].

The dynamics of change in the sector (liquidation of companies) cause difficulties in updating the data, which leads to discrepancies in numerical and other data.

Summary table: Workers

Sub-sectors	**Number of self-employed workers in the sector**	**Number of employees in the sector**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies with > 9 workers**	**Number of employees in companies with > 49 workers**
Sub-sector 2010	ND	ND	ND	ND	18,300
Sub-sector 2020	ND	ND	ND	ND	12,200
Sub-sector 2030	ND	ND	ND	ND	23,500
Sub-sector 2040	ND	ND	ND	ND	3,900
Sub-sector 2050	ND	ND	ND	ND	8,100
Total	ND	ND	ND	97,200	66,000

Source: "Employment, wages and salaries in national economy first quarter 2006" Warsaw 2006 – General Office of Statistics, Data for Semesters I-III 2006

Note: As far as sub-sectors are concerned, available data only cover employees in companies with more than 49 workers. For the total (NACE 20), available data concern economic entities employing more than 9 people as well as budgetary entities, budgetary establishments and auxiliary units of budgetary entities regardless of the number of employees. These figures exclude people employed abroad.

In 2006, the total number of people employed in the woodworking industry (NACE 20) is about 97,200. In 2004, 15.7% of workers were women and 63.7% were full-time paid employees.

In NACE 20, the average monthly gross wages in 2004 was PLN 1735.52 (EUR 433.88[150]).

The woodworking and furniture sectors have to face high manufacturing costs, a major decrease in exports, the impossibility of competing with the arrival of very cheap products from China, a high exchange rate for the PLN and no support for the business in the from of economic regulations taken by the Polish government. These elements together result in a gradual shrinking of the wood and furniture industry and according to the trade unions, the industry is on the verge of extinction.

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148 73 entities in the woodworking and furniture industries were state-owned in 2002: 39 were in wood products industry and 34 in furniture industry.

149 Małgorzata Marianowska, Najbardziej aktualne dane o branży drzewnej i meblarskie (The most up-to-date data about wood- and furniture business), 02.05.2006, www.drewno.net

150 Indicative rate : 1 PLN = 0,25 €

2. Organisations active in the sector

Workers' organisations

The Budowlani Trade Union (Związek Zawodowy "Budowlani", BTU) was founded on February 16th 1991 as a follower and successor to many trade union organisations in the building trade that had existed in the 110 year history of the trade union movement in this branch. The many years of experience in the building sector and the richness of its tradition made it possible for this trade union to continue its activities while going through the social and economic transformations in Poland. The organisation has been strengthened by joining the Trade Union of Forests, Wood and Environment Protection Workers in Republic of Poland, which happened during III Congress of Trade Union "Budowlani", 22-23 October' 99.

The BTU is a trade-union organisation, which affiliates employees from the construction sector, the building materials industry, the housing cooperative movement, the forestry and environmental protection, the woodworking and furniture, and panel manufacturing industries and the associated industries as well as those engaged in the educational system related to these professions. Its most important task is the protection of economic interests of trade union members. To this purpose, it aims to establish a tripartite system of collaboration between employees, employers and government structures. The Union aims at collective agreements being entered into at different levels, social agreements and contracts being implemented. BTU provides legal aid, mediates conflicts between the union's members and employers, organises protest and strike campaigns. It initiates intense training, information, publishing, social, rest, cultural and sport and recreation activities.

"Budowlani" Trade Union is a homogenous structure. At the end of 1999, it consisted of 14 Regional Boards covering the whole territory of Poland. The Union's work is directed by the National Management and its Presidium. The highest body of the Union is the National Congress of Delegates convened every 5 years. The term of office in all the Union's bodies is also 5 years.

At Central Level, there are National Branch Sections that associate basic union organisations, whose employees are engaged in the same sub-sector of the construction industry. The following sections operate, among others, in the "Budowlani" Trade unions: General Building, Special Building, Municipal and Housing Economy, Building Materials, Housing Co-operative Movement, Building Services, Building Products, Forestry and Environmental Protection, Woodworking, Furniture and Panel Manufacturing Industries, Machine-Building Industry. The organisation is divided into 14 districts. Particular plant organisations belong to the district organisation and are a part of a country-wide organisation.

In order to obtain financial means to perform its statutory tasks, the BTU is also engaged in business activity. 80% of the membership subscriptions remain in the plant, 20% go to district organisation. The corporate unions also receive subsidies from the central office. 15 people work full-time in the central office.

The BTU is legally recognised[151]. Since 2003, the BTU has started procedure for negotiating the first sector agreement, for many years, for workers in the building and related professions. The employers have not started negotiations in this area yet. The BTU has an agreement with the employers' organisation as from 1996, which has been renewed a few times. However, the difficulty in adopting a method of calculation of the minimal wages in the sector of construction do not inspire confidence in a climate of good negotiations in the future. Despite agreements on this field with the Employers' Unions and the Polish Craft Association, the government does not have the intention of accepting common alignments and to use them in the public orders procedure.

[151] Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

The BTU is a signatory of two “supra company” agreements – for National Forest and Polish National Parks. Both of them are state–owned companies. In cases of “supra company” agreements, negotiations with the employer are held by plenipotentiary representatives (approved by the Presidium) of applicable branch sectors.

The BTU is also a signatory of many (but they do not know how many exactly) collective agreements in factories in the building, wood, housing communities and building materials industries. Collective agreements are functioning in the majority of the companies where BTU is active. From BTU’s standpoint, cooperation with international companies is easier.

The BTU is a member of All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych, OPZZ). Since the fall of 1994, it has been a member of BWI. It also co-operates with EFBWW[152] and participates in the "Multiprojet" initiative, co-ordinated by the Federation.

The Federation of Trade Unions of Furniture Industry of Polish Republic (Związek Zawodowy Meblarzy RP, ZZM RP) was established in 1893. From the Union of Foresters and Woodworkers that had existed until 1983, the Federation of Trade Unions of Furniture Industry of Polish Republic was set up in Radomsk. The registered office of the Federation was located according to the place of work of its Chairman and when the authorities changed, the Federation moved its office to Lodz. The organisation has evolved; in 1991, a Countrywide Trade Union of Furniture Manufacturers of RP was set up. Since 1995, it is been based in Olsztyn. The union is composed of 24 organisations based in particular plants and 3 of a wider profile. The organisation covers workers in the furniture and wood based board manufacturing industries, as well as workers in sanatoriums who belong to the Union. About 90% of the members are manual workers.

The organisation is financed from the membership subscriptions.. There are plans to raise funds from business activities (for instance with the sanatoria, which the union co-owns with two other unions). One person is employed by the organisation.

The organisation is legally recognised[153]. At sector level, it defends plants and fights for support of the profitability of the sector. In the opinion of the chairwoman of ZZM RP, the members have a sensible approach to the problems of the sector – they cooperate in critical situations, act together in the social matters, work together on communication with the self-government administration (for example in the matters of supporting the sector in a region). In the opinion of the chairwoman, the cooperation between the unions at sector level runs smoothly. At company level, the organisation, as such, does not sign agreements. However, particular agreements are negotiated in particular plants. At the present there are three collective agreements signed and in force. In other plants, the existing agreements were terminated because of the restructuring of the plants. New agreements are being worked upon now.

ZZM RP is a member of All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych, OPZZ).

The National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union “Solidarność” (Krajowy Sekretariat Budownictwa i Przemysłu Drzewnego - NSZZ “Solidarność”, NSBWI) was established in 1991. It affiliates five national sections: National Construction Section Board; National Section of Woodworkers; National Section of Wood

[152] BTU is not a member of EFBWW but has observer status within the European federation.

[153] Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

Based Boards; National Section of Furniture Manufacturers; National Section of Construction Materials. The representative of the Union estimates that about 15% of the members are white-collar workers. The organisation is financed from subsidies from The National Committee that distributes membership fees[154]. One person is employed by the organisation.

NSBWI is legally recognised[155]. It takes part in forming agreements at sector level and it cooperates with other trade unions, like the Trade Union of Polish Foresters in RP, Trade Union "Budowlani" and ZZM RP. However, the meetings of the unionists are not very fruitful – any agreements signed have no real power and does not translate into any activities aiming to ameliorate working conditions in the sector. The organisation takes part in collective bargaining at company level. However, the chairperson of NSBWI has no exact knowledge about the number of collective agreements signed in his organisation. He estimates that a large majority of plant-based committees gathered in the Secretariat have signed collective agreements.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
ZZ "Budowlani", BTU	19,800	2,800 in woodworking and furniture industries	1.33% of the woodworking and furniture industries	Yes	No (observatory status within the EFBWW)	No	BWI	No
ZZM RP	2,119	2,059 in woodworking and furniture sector	0.98% of the woodworking and furniture industries	Yes	No	No	No	No
NSBWI	14,500	5,300 in woodworking and furniture sector	2.52% of the woodworking and furniture industries	Yes	No	No	BWI	No

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

From the standpoint of the trade unions, the dominance of family businesses of a micro scale, where workers do not belong to the trade unions is a problem for the industry as a whole. Additionally, there are sometimes difficulties involved with setting up trade union branches in larger plants. For example, in larger plants in the Warmia-Mazury voivodship (region), setting up a trade union branch is not possible. Those who try are fired. The trade union tried to intervene in the matter, but even the mediation of the voivode did not bring the expected results.

Employers' organisations

The Confederation of Polish Employers (Konfederacja Pracodawców Polskich, CPE) is the oldest and the largest employers' organisation in Poland. It has been established in November 1989 and it represents the interest of all sectors and branches. Since 1990, the Confederation represents the interests of Polish employers in the International Labour Organisation.

154 The opinion of the chairperson of NSBWI is that the rules of distribution of financing are not transparent and that the funds are dispersed between various levels of the Union's administration. From NSBWI's standpoint, the financing it receives are barely sufficient for the maintenance of the organisation.

155 Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

CPE is a non-profit organisation, financed from membership subscriptions. It employs 24 people.

The membership structure in the CPE is varied. Most of the entities represented by the Confederation are associated at regional or sector level. Members of the Confederation are small, medium as well as large companies. CPE associates 62 direct members, including federations, regional and sector unions and individual companies[156], meaning over 5,500 companies. A large majority of these (82%) are private companies. The employers affiliated in the CPE employ more than 2 million workers, the highest number among all Polish employers' organisations. Unfortunately, the CPE does not conduct specific analyses of the woodworking and furniture industries.

The CPE takes part in tripartite negotiations at national (Tripartite Commission for Socio-Economic Affairs) and international level. In all the Voivodship Commissions of Social Dialogue and in all branch-level teams, there are representatives of organisations affiliated in the CPE. However, the CPE does not take part in making collective agreements in the woodworking and furniture sector. Indeed, the woodworking and furniture industries are not direct members of CPE. The CPE is, however, treated by the trade unions of the woodworking sector as a partner for possible negotiations and agreements.

The Polish Union of Private Employers of Wood, Furniture and Pulp Industries (Polski Związek Pracodawców Prywatnych Branży Drzewnej, Meblarskiej i Papierniczej, PUPEWFPI) was founded on February 10th, 2000. It covers NACE 36, as well as NACE 20.2 and 85. The organisation is financed from the membership subscriptions. Seven companies are members of the PUPEWFPI. They are medium-sized and large companies.

The union has a right to sign sector collective agreements, collective agreements above a single plant level, and collective agreements concerning a single plant. There are no data that would indicate that such agreements have been signed. In the opinion of the representative of the organisation, the reasons could be the lack of a partner to sign such an agreement and/or unfavourable terms of a collective agreement that should be more advantageous than the regulations of the Labour Code.

The PUPEWFPI is member of Polska Konfederacja Pracodawców Prywatnych "Lewiatan" (PKPP Lewiatan) and the Polish Confederation of Private Employers (PCPE Lewiatan).

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
CPE	5,500 (ND for the woodworking sector)	ND	ND	Yes	No	CEEP, IOE, BIAC	No	No
PUPEWFPI	7 in total	3,353	0.001% of the woodworking and furniture sectors	Yes	No	UNICE and BIAC (indirectly through Leviathan)	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation

[156] The number of regional unions associated is nine; the number of federations and sector unions associated is 19; the number of individual companies associated is 34.

negotiate <u>and</u> have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

It can be assumed that all the parties potentially interested in social dialogue and the negotiation collective agreements in the sector do not venture beyond declarations. The involvement of trade unions in matters concerning collective agreements is brought to a halt because of the employers' unwillingness to discuss and the reluctance of the government to get involved. Additionally, the unions do not have up-to-date information on signed agreements and arrangements made.

Another difficulty is the fact that the majority of companies in the sector are small and therefore are not members of larger organisations. They have no active trade unions and nor do the largest plants. Therefore, there is no possibility of signing any agreements. The trade unions are being blackmailed. The tension and lack of stability of the sector on the market results in trade unions limiting their demands and expectations as regards conditions of work, salaries, working hours, etc.

Tripartite concertation

There is no tripartite social concertation specifically for the sector of woodworking and the manufacture of furniture. The reason is that there is no organisation on the employers' side that could become a body devoted to social dialogue and, in addition, the lack of consistency in the attitude of successive ministers with regard to social dialogue. However, there are plans to establish a Tripartite Commission for the Construction Industry and Related Sectors. The Commission would work, inter alia, upon the problems of the woodworking and furniture industry. Two meetings on the matters related to establishing such Commission, initiated by the government, took place in 2006. Work regulations for the Commission have been adopted but no more activity has followed. The Commission was to be composed of NSZZ "Solidarność", Trade Union "Budowlani", The Trade Unions Forum, representatives of the employers and representatives of six ministries.

From the point of view of the trade unions, it is important that a special construction body be established. However, it does not make sense for them, at the moment, to set up a dedicated wood and furniture body. Nevertheless, the chairperson of the NSBWI is aiming to raise the issues of the woodworking and furniture sectors during the meetings of the construction sector, so that in the future, a body dedicated only to this sector could be established.

Bipartite social dialogue

At sector-level

Sector-level collective agreements covering the construction sector (including the woodworking and furniture industries) are concluded in Poland. The signatory parties are BTU, ZZM RP and NSBWI on the employees' side and PUPEWFPI on the employers' side. There is no conflict between these organisations; however, the atmosphere is not conducive to a permanent cooperation. In the opinion of workers' organisation, employers' organisations of the sector are badly organized and not interested in social dialogue; they only make the process difficult for the formulating and signing of collective agreements for the whole sector initiated by the trade unions.

Except for one trade union (ZZM RP), the rest of the unions do not have precise data about the number of agreements signed. The data currently available are therefore not representative.

Number of sector-level collective agreements

	Number of CA	Number of workers (which are filled by CA)
NACE 20	64	13,911
NACE 36	81	15,489

Source: General Inspection of Labour, situation on 5 of April, 2006.

14.3% of woodworkers are concerned by sector-level collective agreements concluded.

At enterprise level

Factory level collective agreements are the most important from the point of view of Polish law. However, concluding them is difficult not just because of the reluctance on the part of the employers, but also because of division of the union movement. Generally, the employers boycott these negotiations and as a result, many of these regulations are "dead". There are no data on the number of enterprise-level collective agreements signed in the woodworking and furniture sector.

Acronyms

BTU: Budowlani Trade Union (Związek Zawodowy "Budowlani")

CPE: Confederation of Polish Employers (Konfederacja Pracodawców Polskich)

NSBWI: National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union "Solidarność" (Krajowy Sekretariat Budownictwa i Przemysłu Drzewnego - NSZZ "Solidarność")

NSZZ "Solidarność": Independent Self-Governing Trade Union "Solidarność"

OPZZ: All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych)

PKD: Polish Classification of Activities (Polska Klasyfikacja Działalności)

PUPEWFPI: Polish Union of Private Employers of Wood, Furniture and Pulp Industries (Polski Związek Pracodawców Prywatnych Branży Drzewnej, Meblarskiej i Papierniczej)

ZZM RP: Federation of Trade Unions of Furniture Industry of Polish Republic (Związek Zawodowy Meblarzy RP)

PORTUGAL

1. Description of the sector

Delimitation and activities of the sector

In Portugal, the woodworking sector, classified 20 in the national Classification of Economic Activities – CAE, covers the activities of sawing, planing and impregnation of wood (20.1); veneer manufacturing, plywood, laminated panels, fibre and other panels (20.2); manufacture of carpentry work for construction (20.3); manufacture of wooden containers (20.4); manufacture of other products of wood, cork, straw and plaiting materials (20.5).

The Portuguese Association for Wood and Furniture Industries (AIMMP) considers that the sector's activities cover all wood manufacturing (excluding tree felling and transport), from sawing to the end product placed at the consumer's disposal, namely: wood sawing, manufacture of wood-based panels, pallets and other packaging, carpentry, building components and other wood products. According to this organisation, sub-section 20.52 (cork, straw and plaiting materials) should be excluded from section 20 of the CAE classification.

From the point of view of collective bargaining, the wood sector consists of the following activities: CAE 20, wood import and export (CAE 51.130; 51.531) and the manufacture of furniture (CAE 36.1)

Socio-economic features of the sector[157]

In Portugal, the industrial fabric of the wood sector is made up almost entirely of micro and small enterprises; the majority of companies (70% in the case of AIMPP member companies) have fewer than 20 workers and little mechanisation. This characteristic was found across all the sub-sectors analysed and is particularly strong in the carpentry sub-sector. The panels sub-sector, which has fewer companies, has the largest number of companies with more than 50 workers.

Companies and persons employed in CAE 20 according to the INE and according to the DGEEP

CAE-REV. 2	INE (data 2003)		DGEEP (data 2001)						
	Enterprises	Persons employed	Enterprises	Persons employed	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 199 employees	% companies with > than 200 employees
CAE 20.1	981	9,553	765	9,737	0	63.4	32.7	3.8	0.1
CAE 20.2	39	2,546	41	2,394	0	51.2	24.4	17.1	7.3
CAE 20.3	5,012	18,675	2,877	15,956	0	88.6	10.8	0.5	0.1
CAE 20.4	158	1,095	69	721	0	73.9	21.7	4.3	0
CAE 20.5	2,063	16,742	1,144	15,338	0	72.2	23.1	4.1	0.5

[157] We present data on the sector for the years 2006, 2005, 2003 and 2001, based on statistics published by the Trade Union for Construction, Public Works and Similar Services (SETACCOP), the AIMMP, the National Statistics Institute (INE – Economy and Finance, Statistics on Enterprises and Statistics on Enterprises and Establishments), and the General Directorate of Studies (DGEEP/MTSS – Personnel Tables), respectively. We would point out that there is a serious lack of statistics in Portugal; these are not only rare but also unreliable and not presented in a timely fashion.

Total of CAE 20	**8,253**	**48,611**	**4,896**	**44,146**	**0**	**80.3**	**17.4**	**2.1**	**0.25**

Source: Economy and Finance, Statistics on Enterprises and Statistics on Enterprises and Establishments (INE) and General Directorate of Studies, Statistics and Planning of the Ministry of Labour and Social Solidarity (DGEEP).

Companies and persons employed in the wood sector according to the SETACCOP and the AIMMP

Sub-sectors[158]	**SETACCOP (2006)**		**AIMMP (2005)**			
	Enterprises	**Persons employed**	**Enterprises**	**Persons employed**	**Turnover (Euro million)**	**Geographic distribution**
Sawing of wood	296	4,700	< 300	5,000	530	North and Centre of Portugal: Porto (14%), Aveiro (12%), Braga (12%) and Leiria (11%), Santarém (9%), Coimbra and Viseu (8%).
Wood panels	12	1,900	12	2,000	400	North Portugal
Carpentry	2,010	13,500	2,200	14,000	645	The Portuguese carpentry industry can be found all over the country although it is predominantly in the Aveiro, Leiria, Porto, Santarém, Viana do Castelo and Lisbon districts. 54% of the industrial units are found in Porto, Aveiro and Lisbon districts alone, and they account for roughly 60% of national production.
Total	**2,318**	**20,100**	**2,500**	**21,000**	**1,575**	

Source: SETACCOP (2006) and AIMMP (2005)

According to the AIMMP, in 2005 the forestry industries (CAE 20 except CAE 20.52) represented around 5.3% of Portugal's gross added value, 12% of GDP, 12% of total exports, 3.1% of total employment and 9% of industrial employment.

If the current exploitation conditions in the forestry sector are maintained overall, in 10 years there is expected to be a reduction of about 29% in the number of companies and about 30% in the number of workers. It is estimated, however, that the volume of production will be maintained in sawing and carpentry and will increase in the panels segment. This trend will favour innovative carpentry and sawing-mill companies with better marketing skills and higher exports. In the panels sub-sector, there has been a trend of greater concentration: currently two large business groups own the five leading units, another smaller group has two units and the other five companies are very small and operate in a small market niche: the production of wood sheeting and decorative veneer.

Turnover and gross added value

CAE-REV. 2	**INE (data 2003)** Unit: € 10^3	
	Turnover	**Gross Added Value (market prices)**
CAE 20.1	507,038	126,715
CAE 20.2	371,140	80,926
CAE 20.3	633,248	221,906
CAE 20.4	50,725	13,746
CAE 20.5	1,802,730	363,224

[158] For the AIMMP and SETACCOP, the sector covers wood sawing, wood-based panels, pallets and other packaging, carpentry, building components and other wood products. They exclude the manufacture of cork, straw and plaiting materials (NACE 20.52) from the sector.

Total of CAE 20	3,364,882	806,519

Source: INE.

The workforce in the woodworking sector is largely male (73.4%) and relatively unskilled[159]. With the exception of the panels sub-sector, most employees have few educational qualifications and learn their job at the workplace[160]. The lack of skilled manpower is one of the main obstacles hindering companies' ability to adapt to change. In the panels sub-sector, principally in the various units dedicated to the production of plywood and fibre panels, production personnel often have higher education in the areas of engineering, the environment or economics/management.

With regard to age groups, the average age in the sector is high, as about 45% of employees are over age 35. Generally speaking, workers in the sector tend to stay a long time in the cluster where they started their career. Salaries in the wood sector are relatively low and there are some geographical asymmetries: salary levels in companies in the North are lower than those in companies in the Centre, Lisbon and Tagus Valley.

Summary table: Workers (2001)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-200 workers/ Number of employees in the sector (%)	Number of employees in companies with > 200 workers/ Number of employees in the sector (%)
CAE 20.1	ND	9,737	0.34	22	51	23.8	3.1
CAE 20.2	ND	2,394	0.08	3.6	1.1	31.2	50.5
CAE 20.3	ND	15,956	0.56	53.5	33.3	7.4	5.9
CAE 20.4	ND	721	0.025	26.5	41.6	31.9	0
CAE 20.5	ND	15,338	0.54	19.6	35.4	29.2	15.7
Total of CAE 20	**ND**	**44,146**	**1.5**	**31.6**	**36.9**	**20.3**	**11.2**

Source: DGEEP, 2001.

Qualification Level

	Senior Management	Middle management; Foremen, Supervisors and Team Leaders	Highly Skilled and Skilled Workers	Semi-skilled Workers	Unskilled workers	Trainees
	%	%	%	%	%	%
Manufacturing Industry	1.9	5.9	48.0	24.0	7.5	10.6
Cluster Woodworking	1.4	4.8	40.3	17.9	25.3	9.7
Sawing of wood	0.9	3.9	39.8	11.5	36.5	6.9
Wood panels	3.9	10.6	38.7	30.0	9.7	3.1
Carpentry	0.9	3.1	51.9	7.2	16.2	20.0

Source: DGEEP

[159] Recruitment is mainly of people with low levels of schooling (primary school level).

[160] Some companies have now changed their recruitment and internal training strategies and are hiring qualified workers (at management level) in response to the many challenges facing this activity.

In Michael Porter's 1993 study 'Constructing Portugal's Competitive Advantages', the following were identified as the sector's main weaknesses: low added value of products; limited size of sawmills; very heterogeneous quality of wood and erratic supply; low productivity; workers' poor qualifications; and competitiveness based on low salary costs.

Michael Porter also predicts that the sector will develop in the following way: segmentation and strengthening of business (creation of new products); access to new consumers (liberalisation of markets); priority to technological innovation and the modernisation of business structures; professionalisation of management and improved engineering and technological competences (increased flexibility and improved quality and productivity); change of the teaching and training system (specialised qualifications for young people); increased cooperation between companies that can complement each other in different ways (sharing distribution channels and new markets); investment in design, fashion and flexibility aimed at reducing the time to market; investment in information technologies for support (marketing); priority given to the development of products and eco-efficient processes.

2. Organisations active in the sector

Workers' organisations[161]

The Portuguese Confederation of Construction, Ceramics and Glass Trade Unions (Federação Portuguesa dos Sindicatos da Construção, Cerâmica e Vidro, FEVICCOM) resulted from the merger of the Federation of Ceramic, Cement and Glass Industries Trade Unions of Portugal and the National Federation of Construction, Wood, Marble and Construction Materials Trade Unions on 8 July 2004 (date of the publication of the new statutes). Currently, FEVICCOM has 36 trade union delegates, three of whom in the Wood and Furniture Industry. The organisation provided no data on the total number of members or on the number of members working in the wood sector. FEVICCOM finances its activities from membership dues paid by member trade unions and has two salaried staff members. The confederation has legal and reciprocal recognition and has signed a Collective Labour Agreement for the wood industry.

The Trade Union for Construction, Public Works and Similar Services (Sindicato da Construção, Obras Públicas e Serviços Afins, SETACCOP) was founded in 1952. At the time, its members were technical workers with various specialities, in any area of activity. In 1986, the trade union began to represent civil construction as a result of the large number of members from this branch of activity. It was consequently renamed 'Trade Union of Technical and Salaried Civil Construction Workers, in Public Works and Similar Services - SETACCOP'. More recently, its name changed to 'Trade Union for Construction, Public Works and Similar Services', though the old abbreviation was maintained. Today, SETACCOP covers a varied range of sub-sectors of the industry, from construction (the single largest sub-sector of the trade union in terms of number of members) to public works, wood, and services.

The trade union has a total of roughly 27,000 members, of whom only two thirds pay their dues regularly. Approximately 4,700 members work in the Wood and Furniture sector (there are no separate data available for the woodworking sector).

SETACCOP is legally recognized and has signed a Collective Labour Agreement for the wood sector. The organisation is funded from membership dues and has a staff of 14.

[161] Data provided by the organisations themselves unless otherwise indicated.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the woodworking sector*			Related to the sector	Others	Related to the sector	Others
FEVICCOM	ND	ND	ND	Yes	No	No	UITBB	No
SETACCOP	27,000	4,700 in the woodworking and the furniture sector	9% of the woodworking and the furniture sector	Yes	EFBWW	No	BWI	No

Source: FEVICCOM, SETACCOP (2006).

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations[162]

The Portuguese Association for Wood and Furniture Industries (Associação das Indústrias de Madeiras e Mobiliário de Portugal, AIMMP) was created in 1957 under the name 'Association of the Wood Sawing Industries of the Porto and Aveiro Districts'. In 1962, it was authorised to operate nationally under the name 'National Association of Wood Sawing Industries' and in 1970, the association was authorised to cover all forestry sector industries with the exception of cellulose and cork. At that time it changed its name to the 'National Association of Wood Industries'. In 1995, the organisation again changed its name to the 'Portuguese Association of Wood and Furniture Industries' and in 1996 it merged with the Portuguese Association of Wood Commerce and Industry, and with the Association of Wood Panel Industries, and became known as the 'Association of Wood and Furniture Industries of Portugal'.

AIMMP has about 800 member companies in the woodworking and furniture industries (there are no specific data available for the woodworking sector). It is financed by membership dues and employs 10 salaried workers. It is legally empowered to propose, revise and participate in collective bargaining with trade union partners. Since 1995, it has led collective bargaining in the sector with the annual negotiation and revision of salary scales, remuneration clauses and other clauses of the Collective Labour Agreement for the wood sector industries.

The Association of Wood Industries of Central Portugal (Associação de Industriais de Madeiras do Centro, AIMC) was founded on 7 August 1975. It is a national association which essentially represents the sub-sectors of sawing-mills, carpentry and furniture. Its objectives are to study and defend the interests of the wood and other industries, and to increase associated activity in business. AIMC currently has 158 member companies (2006 data) employing roughly 5,305 workers. In 2003, the main activities of the member companies were as follows: furniture (26.44%), carpentry (20.11%), wood sawing (19.54%), sawing and carpentry (10.92%), wood conservation (4.6%), wood industry and commerce (3.45%), carpentry and furniture (3.45%), wood exploitation (2.3%), wagons (1.72%), doors (1.15%), containers and boxes (1.15%), turnery (1.15%), carpentry and flush doors (0.57%), cabinet-making (0.57%), wood commerce (0.57%), box manufacturing (0.57%), upholstery, chairs and seats (0.57%), wardrobes (0.57%) and unspecified wood products (0.57%). The association has a staff of two employees.

162 Data provided by the organisations themselves unless otherwise indicated.

AIMC is legally recognised and has signed Collective Labour Agreements for the wood sector.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
AIMMP	800 in the woodworking and the furniture sector	ND	16% of the woodworking and the furniture sector	Yes	CEI-Bois EPF FEFPEB FEIC	No	No	No
AIMC	158 in the woodworking and the furniture sector	5,305 in the woodworking and the furniture sector	3% of the woodworking and the furniture sector	Yes	No	No	No	No

Source: AIMMP, AIMC (2006).

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite social dialogue as such in the woodworking sector. There are nevertheless forms of consultation and meetings between the government and the social partners in the sector. These are considered positive for its development.

Bipartite social dialogue

Social dialogue in the woodworking sector is essentially bipartite. Two Collective Labour Agreements (CLA) are concluded for the sector. Both cover the following activities: cutting, felling and sawing of wood (CAE 20.1); wood panels (CAE 20.2); carpentry and other wood products (CAE 20.3, 20.4; 20.51 and 20.52); wood import and export (CAE 51.130; 51.531); manufacture of furniture (CAE 36.1).

- The CLA for the wood and furniture sector concluded between FEVICCOM and AIMMP, AIMC and APIMA[163]. This CLA underwent an overall revision in 2005 (BTE No 28, 1st series, 29 July 2005);

[163] APIMA is the Portuguese Association for Furniture and Similar Industries (Associação Portuguesa das Indústrias de Mobiliário e Afins).

- The CLA for the wood and furniture sector concluded between SETACCOP, FETESE[164] and AIMMP, AIMC and APIMA. In 2005, this CLA underwent a revision for salaries and other matters (BTE No 28, 1st series, 29 July 2005). The above-mentioned organisations are currently negotiating the restructuring of careers covered by the CLA owing to the introduction of new technologies, which has made a significant number of careers obsolete.

These CLAs already cover rules published in the new Labour Code (Law 99/2003, 27 August, which came into force on 1 December 2003). The CLAs are valid for two years, with the exception of the salary tables, which are valid for one year.

The main areas of intervention of the collective agreements are: careers, rights and duties of the parties, working hours, remuneration, rest periods (weekly rest, holidays, national holidays and absences), termination of the labour contract, discipline in the company, safety, hygiene and health at the workplace and the framework of professional categories in remuneration levels. The sector's CLAs directly cover all workers in the sector through extension regulations, as a means of clarifying working conditions in the sector (100% cover rate). The extension regulations are provided for by law and are set into motion by the Ministry of Labour after consultation with the interested parties.

There are no conflicts between the partners regarding recognition in this sector. As for the social dialogue climate, the sector has seen a considerable improvement in relations, contacts and the exchange of ideas and there has been clear and constructive discussion in recent years. The parties consulted maintain that the conditions exist for the deepening of social dialogue in the sector.

There is no negotiation at company level in this sector principally because the companies are all micro or small enterprises.

Acronyms

AIMC: Association of Wood Industries of Central Portugal (Associação de Industriais de Madeiras do Centro)

AIMMP: Association of Wood and Furniture Industries of Portugal (Associação das Indústrias de Madeiras e Mobiliário de Portugal)

APIMA: Portuguese Association for Furniture and Similar Industries (Associação Portuguesa das Indústrias de Mobiliário e Afins)

CAE: National Classification of Economic Activities

DGEEP/MTSS: General Directorate of Studies, Statistics and Planning of the Ministry of Labour and Social Solidarity (Direcção-Geral de Estudos, Estatística e Planeamento/Ministério do Trabalho e da Solidariedade Social)

EPF: European Powerlifting Federation

FETESE : Federation of Office and Service Workers (Federação dos Sindicatos dos Trabalhadores do Escritório e Serviços)

FEVICCOM : Portuguese Confederation of Construction, Ceramics and Glass Trade Unions (Federação Portuguesa dos Sindicatos da Construção, Cerâmica e Vidro)

INE: National Statistics Institute (Instituto Nacional de Estatística)

[164] FETESE is the Federation of Office and Service Workers (Federação dos Sindicatos dos Trabalhadores do Escritório e Serviços)

SETACCOP: Trade Union for Construction, Public Works and Similar Services (Sindicato da Construção, Obras Públicas e Serviços Afins)

SLOVAK REPUBLIC

1. Description of the sector

Delimitation and activities of the sector

The classification of the economic activities in the woodworking sector of the Slovak Republic is identical with the 20 NACE classifications.

From industrial relations point of view, the structure of woodworking in the Slovak Republic does not allow for clear identification of individual organisations and their categories. Many of those involved in forestry (therefore belonging under the Ministry of Agriculture) process wood or even manufacture furniture. The others are recorded by the Ministry of Economy. Moreover, the lists of member organisations either among employers or employees representative bodies include schools and research institutes.

Socio-economic features of the sector

According to the data of the Statistical Office of the Slovak Republic, only aggregate data for the manufacture of wood and wood products are available. The manufacture of wood and wood products increased from 6,693 mill SKK (as of 2002) to 6,841 mill SKK (as of 2003) and to 8,565 SKK (as of 2004) in current prices when compared to the GDP total of 1,073,613 mill SKK and 1,201,196 mill SKK and to 1,325,486 mill SKK respectively[165]. At present, the share of the woodworking of the total GDP is estimated at the level of 0.52%[166].

Summary table: Companies (2005)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with < 10 employees**	**% companies with 10 to 49 employees**	**% companies with 50 to 249 employees**	**% companies with > than 249 employees**
NACE 20 and 36	21	0	14.3%	52.4%	19%	14.3%

Source: ZZ LH SR as of 31 December 2005

The structure of the industry comprises SMEs and large companies and is fully in the hands of domestic entrepreneurs. The biggest concentration is in Central Slovakia due to the physical conditions (the densest forestry). The woodworking and furniture manufacturers expect slight rise in the industry in the near future.

In terms of employment, forestry (and thus woodworking) is typical for seasonal work.

[165] Statistical Yearbook of the Slovak Republic 2002, Veda 2002; Statistical Yearbook of the Slovak Republic 2004, Veda 2004, and Statistical Yearbook of the Slovak Republic 2005, Veda 2005

[166] The estimate provided by Ing. Zidek, Zdruzenie zamestnavatelov lesneho hospodarstva SR

Summary table: Workers (2005)

Sub-sectors	**Number of self-employed workers in the sector**	**Number of employees in the sector**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies < 10 workers/Number of employees in the sector (%)**	**Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)**	**Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)**	**Number of employees in companies with > 249 workers/ Number of employees in the sector (%)**
NACE 20 and 36	0	7,175	0.3%	23 (0.3%)	192 (2.7%)	440 (6.1%)	6,520 (90.9%)

Source: ZZ LH SR as of 31 December 2005

While no data are available for the sector, the representativeness of the woodworking sector cannot be calculated.

2. Organisations active in the sector

Workers' organisations

The Trade Union of Wood, Forest, Water (Odborovy zvaz drevo, les, voda) was established in 1990. Currently, there are approx. 24,000 members associated in 175 trade union units. The Trade Union is divided into 5 sections out of which there is one specialized in wood and furniture.

The Trade Union is funded from the membership subscriptions, dividends and bank interests. 8 full-timers work for this organisation.

At sector level, on a yearly basis, the Trade Union of WOOD, FOREST, WATER concludes one collective agreement with the Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky, ZSD SR) covering the furniture sector. Since the establishment of the Association, nine sector collective agreements with ZSD SR have been concluded (one per year) and nine sector collective agreements with ZZ LH SR (one per year).

At national level, the Trade Union of WOOD, FOREST, WATER is a member of the Confederation of Trade Unions of the Slovak Republic (Konfederacia odborovych zvazov Slovenskej republiky, KOZ SR). In the international context, it is a member of the BWI.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Trade Union of Wood, Forest, Water (Odborovy zvaz drevo, les, voda)	24,000	ND	ND	Yes	No	No	BWI	No

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky, ZSD SR) is a non-profit, apolitical, voluntary association of employers (represented by the owners or CEOs). It was founded in 1997 by 16 bodies. At present 150 members are associated in the Association representing approx. 9,000 employees. The turnover of the associated organisations accounts for 11 billion SKK.

Funding for the association only comes from membership subscriptions. It employs 10 full-timers.

The member organisations are divided into the following sections:

a. woodworking (53 members incl. schools and research institutes)

b. furniture manufacturing (58 members incl. schools)

c. manufacturers and importers of machinery, tools and materials for wood processing and furniture manufacturing (15 members)

d. ecological wood structures (4 members)

e. traders in furniture (20 members)

The main goals of the Association can be characterised as follows:

a. environmental protection

b. enhancement of export

c. support of scientific, R&D potential

ZSD SR is a full member of the Republic Union of Employers (Republikova unia zamestnavatelov, RUZ) and the Confederation of Industry Associations of the Slovak Republic (Zvaz priemyslu Slovenska, ZPS). In international context, since 2001 it has been a member of the European Confederation of the Woodworking Industries (CEI-Bois) as well as a member of the European Furniture Manufacturers Federation (UEA). Since 2003, it has been a member of the Federation of Woodworking Machinery (EUMABOIS). Finally, it is also a member of the newly created organisation EFIC (the European Furniture Industries Confederation).

Within the social dialogue, usually on a yearly basis, ZSD SR concludes a sector collective agreement with the Trade Union WOOD, FOREST, WATER.

The **Zdruzenie zamestnavatelov lesneho hospodarstva Slovenskej republiky (ZZ LH SR[167])** was established in 1991 by 4 forestry companies. At present, it has 21 members consisting of the representatives of state-owned, municipal and school forests. They represent 7,175 employees. ZZ LH SR is active in NACE 02.10-02.22 and represents some companies from NACE 20 (There are no data available regarding the exact number of NACE 20 companies affiliated to the ZZ LH SR).

Since its establishment, the Association has concluded 9 sector collective agreements with the Trade Union Wood, Forest, Water. These cover all members.

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[167] No English equivalent of the Organisation's name is available. It can be translated as *The Association of the Employers in Forestry of the Slovak Republic*.

ZZ LH SR is a full member of the RUZ. The Association is not a member of any European or international organisation.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
The Association of Wood Processing Manufacturers of the Slovak Republic, ZSD SR	150 in total (53 in the woodworking sector)	9,000 in total	ND	Yes	CEI-Bois	UEA, EFIC, EUMABOIS	No	No
ZZ LH SR	21 in total (ND for the woodworking sector)	7,175 in total (ND for the woodworking sector)	ND	Yes	No	No	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

Sector-level tripartite concertation takes place in the Slovak Republic between ZZ LH SR, the Ministry of Agriculture of the Slovak Republic (Ministerstvo podohospodarstva Slovenskej republiky) and the Trade Union WOOD, FOREST, WATER. These conclude sector-level collective agreements, being initiated mostly by the Ministry and the Trade Union. In this context, the bargaining is focused on forestry (as well as on the woodworking sector).

Bipartite social dialogue

At sector level

At this level, the partners usually conclude the bipartite/sector collective agreement (Kolektivna zmluva vyssieho stupna, KZVS) which stipulates the terms and conditions for the employees in the sector and, simultaneously, establishes the relationship between the partners.

The sector agreements have the force of law. They are published by the Ministry of Labour, Social Affairs and Family of the Slovak Republic (Ministerstvo prace, socialnych veci a rodiny Slovenskej republiky, MPSVaR SR) in the Collection of Laws of the Slovak Republic.

Since its existence (1997), ZSD SR has concluded 9 sector collective agreements (each per a year) with the Trade Union Wood, Forest, Water (the last one has been concluded for the period of 1 April 2006 to 31 March 2007). The sector agreement covers NACE 20 and 36.1. and focuses on:

1. collective terms and conditions of employment
2. working time, overtime, shifts, work at call etc.
3. obstacles at work (e.g. specific conditions for employees under 18, pregnant women etc.)
4. health and safety
5. employers‘ social policies
6. remuneration, minimum wage etc.

The major topics are those establishing the employment terms and conditions above the framework set by the Labour Code Act No. 5/2004 Coll. of Laws. First of all, they refer to pay, allowances, holidays, health and safety provisions etc.

The terms and conditions agreed upon in the sector collective agreement can be extended under paragraph 7 of the Act on Collective Bargaining No. 2/1991 Coll. of Laws in its amendments by the Ministry of Labour, Social Affairs and Family of the Slovak Republic to the employers who are not members of the employers' organisation which concluded the agreement in question. Based on the above mentioned legal provision, the coverage of collective agreements can be extended only to the employers who operate in the similar field of business under similar economic and social conditions, whose headquarters are located on the territory of the Slovak Republic, and when no sector collective agreement has been covering them, of course, with the organisation's consent. The motion to extend the coverage of a collective agreement can be submitted to the Ministry of Labour, Social Affairs and Family of the Slovak Republic (*MPSVaR SR*) for a minimum of six months before the effectiveness of the current collective agreement terminates.

At enterprise Level

At the enterprise level, the social partners are the management of the enterprise on the part of employers and the trade unions units operating in the enterprise. The partners conclude a bilateral collective agreement – an enterprise collective agreement. This is directly linked to the sector collective agreement. The enterprise collective agreement stipulates the terms and conditions in the specific areas of the enterprise's dealings and sets the framework for the relationship between the employer and employees. The enterprise collective agreement has the force of law. The period for which it is concluded is similar to that of the sector collective agreement. The terms and conditions agreed upon in the enterprise collective agreement can improve the terms and conditions contracted in the sector collective agreement. Such terms and conditions of the enterprise collective agreement that would deteriorate the conditions of employees covered by the relevant sector collective agreement would be automatically void under the current legislation. The terms and conditions of the collective agreement automatically cover all the employees of the given enterprise regardless their membership in the trade unions.

The enterprise collective agreements are concluded mostly per a year. The numbers of enterprise collective agreements are not recorded by the Trade Union Wood, Forest, Water.

Acronyms

KOZ SR: Confederation of Trade Unions of the Slovak Republic (Konfederacia odborovych zvazov Slovenskej republiky)

OZ DLV: Trade Union Wood, Forest, Water (Odborovy zvaz drevo, les, voda)

KZVS: Sector Collective Agreement (Kolektivna zmluva vyssieho stupna)

MPSVaR SR: Ministry of Labour, Social Affairs and Family of the Slovak Republic (Ministerstvo prace, socialnych veci a rodiny Slovenskej republiky)

RUZ : Republic Union of Employers (Republikova unia zamestnavatelov)

ZPS: The Confederation of Industry Associations of the Slovak Republic (Zvaz priemyslu Slovenska)

ZSD SR: Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky)

ZZ LH SR[168]**:** Zdruzenie zamestnavatelov lesneho hospodarstva Slovenskej republiky

[168] No English equivalent of the Organisation's name is available. It can be translated as *The Association of the Employers in Forestry of the Slovak Republic*.

SLOVENIA

1. Description of the sector

Delimitation and activities of the sector

In Slovenia the sector of woodworking includes the activities DD 20.100 – DD 20.520. The Slovenian classification of the activity complies with the NACE classification and is used also by the Statistical Office of the Republic of Slovenia. All the above-mentioned activities are included in the collective negotiations and the collective agreement that covers the sector of woodworking and furniture (DN 36.100 – 36.150, DN 36.3 – 36.5, DN 36.62 and DN 36.63) industry.

Socio-economic features of the sector

The size of the entire sector mentioned above (woodworking and furniture) can be estimated on the basis of some of the data available. In view of the gross value added the entire sector represented 6.2% in 2004. The gross value added per employee or productivity has increased over the past five years from 13,021 EUR to 17,030 EUR. Despite lower productivity in comparison to the EU, the sector shows higher average productivity growth in Slovenia than that registered in the EU as a whole, which shows that the Slovenian sector is reducing the productivity gap with the EU. The interlocutors could not give an estimate concerning the existence of a grey economy. They agreed however that it is surely present, especially in group DD 20.100. Data on GDP for the sector are unavailable.

There are both private and state owned companies. The sector of woodworking and furniture consists mainly of small companies, followed by medium-sized companies and only a few big companies, while multinationals are non-existent. Small companies are especially prevalent in the group DD, which was studied. In the past, there were many more big companies, but at the beginning of the 1990s there was a tendency for these companies to disappear and for smaller companies to be started. . Moreover, in the 1990s the woodworking and furniture sector had some 40,000 employees, while nowadays the number of employees is only around 20,000. The industry is spread out quite evenly throughout Slovenia, with the coastal region having a smaller share of companies.

Summary table: Companies (2006)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with < 10 employees**	**% companies with 10 to 49 employees**	**% companies with 50 to 249 employees**	**% companies with > than 249 employees**
20.1	176	ND	ND	ND	ND	ND
20.2.	31	ND	ND	ND	ND	ND
20.3	144	ND	ND	ND	ND	ND
20.4	39	ND	ND	ND	ND	ND
20.5	110	ND	ND	ND	ND	ND
20.51	*109*	*ND*	*ND*	*ND*	*ND*	*ND*
20.52	*1*	*ND*	*ND*	*ND*	*ND*	*ND*
Total of the sector	**500**	**ND**	**ND**	**ND**	**ND**	**ND**

Source: CCI, Kazalniki poslovanja GZS za leto 2004, 5.5.2006

The average wage in the sector is 802 EUR, while the average wage in Slovenia is 1,157 EUR. The majority of employees have 2nd level education, followed by those with 3rd level education. None of the interlocutors were able to determine the relationship between blue and white-collar workers in the sector (all of them also expressed the view that the use of these categories is inappropriate in today's world). However, given the prevailing level of education, we could say that blue collars are in the majority. The gender balance in group DN is estimated to be relatively even. Employment contracts for an indefinite duration are the prevailing sort (according to some estimates more than 80% of the workers have such full-time employment), therefore, it is hard to talk about atypical forms of work.

Summary table: Workers (2006)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
20.1	ND	1,851	0.22	ND	ND	ND	ND
20.2.	ND	1,850	0.22	ND	ND	ND	ND
20.3	ND	4,238	0.52	ND	ND	ND	ND
20.4	ND	299	0.03	ND	ND	ND	ND
20.5	ND	1,017	0.12	ND	ND	ND	ND
20.51	*ND*	*1,016*	*0.12*	*ND*	*ND*	*ND*	*ND*
20.52	*ND*	*1*	*0.00*	*ND*	*ND*	*ND*	*ND*
Total of the sector	**ND**	**9,255**	**1.11**	**ND**	**ND**	**ND**	**ND**

Source: CCI, Kazalniki poslovanja GZS za leto 2004, 5.5.2006

As was pointed out by some of the interlocutors, the problem of the sector lies in the lack of a qualified and trained labour force. With regards to the expected further development of the woodworking and furniture sector, the interlocutors have emphasised that the sector is gaining importance, which is also evident from the estimate of the Slovenian Government that the wood and furniture industry is included in future development projects and is acknowledged as a strategic industry. As was stressed by the representative of SINLES, this inclusion of the sector among future development projects also means that there would be certain restructuring funds available in the future. In this regard, it is also important to mention that Slovenia is very rich in the relevant raw materials, since 52 % of the land is under forest. However, the representative of SINLES points out the problem of an unfavourable ratio in forestry ownership: 80% of the forests are in private ownership, and 20 % are in public ownership. 9% of them are forests of special importance (are also public property), while only 11 % are public property, which can also be used commercially.

2. Organisations active in the sector

Workers' organisations

The **TRADE UNION OF WOOD INDUSTRY OF SLOVENIA (SINDIKAT LESARSTVA – SINLES)** was established as an independent trade union in 1991 and it carries its current name since 1995. It 'covers' the sector of woodworking and furniture industry or DD 20.100 – DD 20.520 and DN 36.100 – 36.150, DN 36.3 – 36.5, DN 36.62 and DN 36. 63. The trade union is financed exclusively through membership subscriptions and has two employees (the secretary general and a secretary). The representative of the trade union said that there are no people from ruling positions among their members, and stressed that it is difficult to speak about the relationship between blue- and white-collar workers, since these categories are out of date – from the prevailing level of education in the studied sector however, we could gather that the majority are blue-collar workers.

The Trade Union of Wood Industry of Slovenia is a member of the Association of Free Trade Unions of Slovenia at the national level.

The **CONFEDERATION OF NEW TRADE UNIONS OF SLOVENIA – INDEPENDENCE (KONFEDERACIJA NOVIH SINDIKATOV SLOVENIJE – NEODVISNOST)** is a confederation of various trade unions that was founded in 1990. As a confederation, the trade union covers numerous sectors, including the sector of woodworking and furniture. The trade union is financed exclusively by membership subscriptions. It is difficult to answer the question on how many employees is has, since it is composed of a management team and and 10 regional organisations, and there are also joint trade unions, which cross companies and sectors. The confederation itself employs two people (the president and a secretary), while others work in regional organisations. According to the assessment made by the representative of the trade union, its members are mainly "blue-collar" workers (70 %).

In the bipartite dialogue, both trade unions are recognised as partners in legal (recognised status of representative trade unions) as well as reciprocal terms (the partners recognise each other as partners). Thus, the trade unions take part in the bipartite dialogue at sector level and also have the power to sign collective agreements at this level. Until now, they have signed all the sector collective agreements (1991, 1995, annex in 1997 and two declaratory decisions – 1999, 2003). In the bipartite dialogue at company level, however, the trade unions participate merely as technical assistance for their organisations in companies and do not have the power to sign collective agreements at this level. On the other hand, the trade unions do not participate in the tripartite concertation in the sector, since such a dialogue is not organised at sector level.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density**	**Collective Bargaining (Yes/No)**	**Affiliations**			
					European affiliations		*Other affiliations*	
	Total number of members	*Number of members working in the sector**			Related to the sector	Others	Related to the sector	Others
Trade Union of Wood Industry of Slovenia – SINLES	8,000	8,000 in the woodworking and furniture	40.6% in the woodworking and furniture	Yes	No	No	No	No
Confederation of the New Trade Unions of Slovenia – Independence	Between 80,000 and 90,000	Between 2,000 and 10,000 in the woodworking and furniture	Between 10.2% and 50.8% in the woodworking and furniture	Yes	No	No	No	No

Source: Interview with representative of the Trade Union of Wood Industry of Slovenia, 5.4.2006 and interview with representative of the Confederation of the New Trade Unions of Slovenia – Independent, 11.5.2006.
* Both representatives could give data only on total number of members in the woodworking and furniture industry since trade unions dot not have separate statistics for wood sector and separate statistics for furniture sector.

Employers' organisations

The **WOOD PROCESSING ASSOCIATION (ZDRUŽENJE LESARSTVA)** in its current form was founded in 1990. The Association 'covers' the sector of woodworking and furniture, and is financed from compulsory membership subscriptions. The Association has 3 employees; moreover it can use the technical assistance of the common services of the Slovenian Chamber of Commerce and Industry. Membership includes small, medium-sized as well as large companies.

In the bipartite dialogue of the studied sector, the Association is recognised in legal as well as reciprocal terms (the partners recognise it as a partner). Thus the Association takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level. Until now it signed all the sector collective agreements (1991, 1995, annex in 1997 and two declaratory decisions – 1999, 2003). However, the Association does not participate in the bipartite dialogue at the company level, nor does it have the power to sign collective agreements at this level.

In the national framework, the Wood Processing Association is member of the Slovenian Chamber of Commerce and Industry.

The **SECTION ON WOOD AND PAPER INDUSTRY (SEKCIJA ZA LES IN PAPIR)** was established in 1994, which is also when the Association of Employers of Slovenia was founded. The Association of Employers of Slovenia, or its Section on Wood and Paper Industry, combines a certain number of companies on the basis of voluntary membership. The Section 'covers' the sector of woodworking and furniture industry and the sector of paper industry. The number of employees in the Section is hard to determine, since the Section is not a separate legal entity. The Section itself has no employees, but it has the technical services of The Association of Employers of Slovenia working for it. The Association of Employers of Slovenia has 9 employees.

In the bipartite dialogue the Section is recognised in legal as well as reciprocal terms (the partners recognise it as a partner). Thus the Section takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level. Until now it has signed all the sector collective agreements (1995, annex in 1997 and two declaratory decisions – 1999, 2003). However, the Section does not participate in the bipartite dialogue at company level, nor does it have the power to sign collective agreements at this level. According to the section's representative, the Section willl start offering its members technical assistance in bargaining at company level within a year.

At national level, the Section on Wood and Paper Industry is a member of the Association of Employers of Slovenia.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
Wood Processing Association	500 companies from wood + 332 companies from furniture sector = 832 companies	9,255 workers from wood + 10,431 workers from furniture sector = 19,686 workers	100%*	Yes	CEI Bois	No	No	No
Section on Wood and Paper Industry	14 from wood + 23 from furniture sector = 37 companies. Altogether there are 82 members coming from wood and furniture sector as well as from DE 21 and 22 and DN 37	1,423 workers from wood + 4,923 workers from furniture sector = 6,346 workers from wood and furniture sector. Altogether (wood + furniture + DE 21, 22 and DN 37) there are 13,548 workers working in the companies members of the Section	2.8%	Yes	No	UNICE (through the Association of Employers of Slovenia)	No	IOE (through the Association of Employers of Slovenia)

Source: Interview with representative of the Wood Processing Association, 20.4. 2006 and interview with representative of the Section on Wood and Paper Industry, 8.5.2006
* The membership is according to the legislation obligatory for all companies.

3. Industrial relations in the sector

Tripartite concertation

All of the interlocutors informed us that no tripartite concertation, tripartite consultations or meetings had ever existed in the past and do not exist today, specifically for the sector.

Bipartite social dialogue

At sector level

The following actors participate in bipartite negotiations for a collective agreement in the wood and furniture industries:

- The Chamber of Commerce and Industry of Slovenia - Wood Processing Association;
- The Association of Employers of Slovenia - Section on Wood and Paper Industry;
- The Trade Union for the Wood Industry – SINLES;
- and the Confederation of New Trade Unions of Slovenia - Independence.

Representatives of all actors have emphasised that no obligation to participate in negotiations to conclude a collective agreement subsists, but rather that cooperation is founded on a voluntary basis and on the interests of all the actors. Moreover, all the interlocutors agreed that it is the trade unions that have the main interest in negotiating. The representative of the Wood Processing Association mentioned that trade unions have occasionally used the threat to go on strike in order to get the employers willing to negotiate a collective agreement.

The first collective agreement in this sector was signed in 1991, the second in 1995[169] (in 1997 an annex to the agreement was signed) and it was valid for one year with the option of automatic renewal for the following year if none of its signatories proposed to change or amend it. The contents of the sector collective agreement are composed of . In 1996 a general collective agreement in Slovenia had been denounced, and in 1997 sector collective agreements followed suit. The trade unions responded to the process of denouncing the collective agreement in the woodworking and furniture industries and raised a dispute concerning the denouncement procedure. The result of this dispute was the adoption of a declaratory decision (the decision was accepted by all four partners in 1999 and 2003[170]) that the sector collective agreement continues to be in force and its validity has been renewed in this way for each year. According to the assessment of the representative of SINLES, this way of prolonging the validity of the sector collective agreement enabled a great many benefits for employees to be kept, , which have been lost in other sectors, when in 1997 the negotiations on sector collective agreements was renewed.

In 2004 the employers denounced the sector collective agreement for the wood and furniture industries and its validity was terminated in accordance with regulations in 2005. Therefore the studied sector is currently regulated by the general collective agreement (this one has also been denounced already and will expire in July 2006) and the Employment Relationships Act. However, in companies that have concluded company collective agreements, these collective agreements are also valid. The representative of Section on Wood and Paper Industry considered

[169] Source: comments from the representative of the Trade Union of Wood and Furniture Industry of Slovenia – SINLES.

[170] Source: comments from Trade Union of Wood and Furniture Industry of Slovenia – SINLES.

that the partners had already been negotiating a new collective agreement for 8 years. She added that employers made the assessment that the 1995 collective agreement suited the trade unions, since it contained several 'old' benefits and rights for employees, therefore they had no real intention of negotiating changes to the sector collective agreement that would conform to the current circumstances in the industry. According to her, the employers tried to pressure the trade unions by denouncing the sector collective agreement.

Now the representatives of trade unions are not exactly optimistic about the possibility of conducting a new collective agreement, because the existing situation (situation without a sector collective agreement) is considered to suit the employers. This is something the latter have confirmed. Both parties agree, however, that the biggest conflict between them concerns the tariff part of the sector collective agreement. Representatives of employers also put the blame for their lack of interest in conducting a sector collective agreement on systemic solutions established in Slovenia. High taxation of companies and labour in Slovenia are namely preventing the possibility of serious negotiations on sector collective agreements. Moreover, according to their opinion, the Employment Relationships Act already guarantees the workers relatively high or sufficient rights. Both representatives of employers emphasised that the problem in negotiations is the persistence of SINLES on a different understanding of certain provisions of the Employment Relationships Act and thus basically persisting on changing the Act referred to in the framework of negotiations on the sector collective agreement. The representatives of trade unions, however, have pointed out another factor which diminishes the possibility of conducting the sector collective agreement in the near future: the lack of interest in negotiations for drawing-up a sector collective agreement from the employers could be connected to the announced Governmental reforms – in the opinion of the trade unions, the employers' side also started delaying the negotiations due to Government's announcement of numerous reforms, which however have been put on-hold for the time being. The employers would like, first of all, to find out whether the announced reforms of the Employment Relationships Act and some other announced reforms will be implemented, since the adoption of these reforms would set new frameworks within which the negotiations would then take place. The representative of SINLES stressed, that the negotiations should also include discussions on future developments and fate of the sector and not merely negotiations on a sector collective agreement, as is now the case.

Otherwise the sector collective agreement, as set out in Slovenia, automatically covers all companies and all employees in the sector, therefore there is no need to establish an extension mechanism. The representative of the Section on the Wood and Paper Industry believes that with the adoption of a new Act on Chamber of Commerce and Industry and an Act on collective agreements, the automatic validity for all companies and employees in a certain sector in Slovenia will be abolished and that is when the institution of extension will be put into force.

All of the interlocutors also stressed that everyone, who is in this way or another interested in doing so, can take part in the negotiations, and that so far nobody who wanted to participate had been ruled out. For example, at the beginning of the 1990s, the trade union Pergam participated in the negotiations for a sector collective agreement, even though it did not have recognised representativeness and consequently was not a signatory to the agreement. When during the mid 1990s the trade union lost its members from the sector studied, it no longer asked for the possibility of participating in the negotiations.

At company level

In the sector studied, the negotiating partners are company managers and company trade unions. In the same way as the sector level, there is no obligation to participate in the bilateral dialogue at this level, but it is in the interest of both parties to cooperate. The interlocutors, so far, have not sensed any kind of conflict between the actors mentioned regarding mutual recognition as partners in the bilateral dialogue at company level.

No statistical data are available for the number of signed collective agreements at company level; however, the interlocutors are of the opinion that only a minority of companies have conducted company agreements, while there is a noticeable tendency to sign company collective agreements mostly in big companies. This means that they can be found mainly in group DN, since group DD is largely dominated by small companies. According to the assessment of the representative of SINLES, company collective agreements can cover only about 15% of the employees in woodworking and furniture sector. The content of company collective agreements however is equal to that of the sector ones – with a normative and tariff part. As for the sector level, an automatic general validity of the collective agreements is applied to all employees within a certain company[171]. In Slovenia it is laid down that company collective agreements should provide the workers with a higher standard of rights than sector collective agreements.

The representatives of trade unions consider that in case a sector collective agreement is not reached, the backbone of the bipartite dialogue will have to be transferred to the company level, for which they expose the problem of the competence gap between the negotiators on the side of the employers and the side of the workers – in favour of the employers.

[171] There are no procedures for extending collective agreements since collective agreements are automatically valid for all companies and employees – at the sector level and for all employees in a certain company at the company level.

SPAIN

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the woodworking industry in Spain comes under NACE 20.

The Spanish wood industry covers the processing of wood into finished consumer products: from logging, sawmills, the board and panel industries to the manufacture of finished products (companies producing containers and packing cases, furniture, woodwork, etc.) and, to complete the cycle, wood recovery companies.

Socio-economic features of the sector

In 2002, the woodworking sector in Spain (NACE 20) represented 0.4% of national GDP[172]. This sector is mainly concentrated in the Community of Valencia, Catalonia, Andalusia and Galicia. The largest workforce and the biggest companies in the sector are found in the Community of Valencia, though the number of workers per company rarely exceeds 500. Catalonia has the biggest concentration of companies.

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 100 employees	% companies with > than 1000 employees
NACE 20.1	1,646	20.4	60.9	18.4	0.4
NACE 20.2	517	16.4	39.8	39.7	4
NACE 20.3	11,475	36.6	54.9	8.3	0.3
NACE 20.4	1,110	22.3	55.3	22	0.4
NACE 20.5	3,197	42.5	46.4	10.7	0.4
Total NACE 20	**17,945**	**34.7%**	**53.5%**	**11.3%**	**0.4%**

Source: National Statistical Institute (2005): Directorio central de empresas (DIRCE) (Central Directory of Companies) 2005. INE. Madrid.

Companies in the sector are usually small and the market is specialised. According to figures from the Central Directory of Companies (DIRCE) for 2004, 88.2% of companies in NACE 20 had fewer than 10 workers, and many (34.7%) have no employees at all. Companies of more than 100 workers make up 0.4% of the total.

172 Contabilidad Nacional de España. INE. (Not available for more recent years).

Summary table: Workers (2004)

Sub-sectors	**Number of workers in the sector** (self-employed and employees) **(1)**	**Number of employees in the sector (1)**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies < 10 workers/Number of employees in the sector (%)**	**Number of employees in companies with 10-100 workers/ Number of employees in the sector (%)**	**Number of employees in companies with > 100 workers/ Number of employees in the sector (%)**
Total NACE 20	112,900	91,000	0.6% **(2)**	30%	53%	17%

Source: **(1)** National Statistical Institute (2004): 4th Quarter Labour Force Survey (EPA). INE. Madrid; **(2)** Calculated using data from Labour Force Survey (INE) on total salaried workforce in Spain in 2004: 14,720,800.

The woodworking sector employed 91,000 workers in 2004. The breakdown of employees by sub-sectors in 2003 was as follows: 12% in sawing and planing; 13% in the manufacture of veneer sheets, boards, panels, laminboard, chipboard, fibreboard and other types of board and panel; 10% in the manufacture of containers and packing cases; 12% in other wood products; and the bulk of employment, i.e. 53% in 2003, was concentrated in the manufacture of different articles of carpentry, joinery and cabinet making for the building industry.

According to the Labour Force Survey, 108,700 persons (84,000 salaried workers) were on record as working in the wood industry (NACE 20) during the second quarter of 2004. Employment in the sector increased until 2003, but has been declining since then.

Employment trends in the wood sector

	2000		**2001**		**2002**		**2003**		**2004**	
	Workers	% change	Workers	% change	Workers	% change	Workers	% change	Workers	% change
Overall employment	104.5	12.61	114.6	9.67	125.3	9.3	117.9	-5.93	108.7	-7.83
Salaried employment	81.2	1.23	88.4	8.87	93.9	6.22	88.4	-5.84	84.0	-4.97

Source: 2nd Quarter EPA (Labour Force Survey). Figures are in thousands. These tables are provided by MCA-UGT.

The typical worker in the wood sector is a male (87%) skilled worker, aged between 25 and 44 (60%), employed under a fixed-term contract (77.3% of salaried workers had fixed-term contracts in 2004). Part-time contracts are rarely used. According to figures from MCA-UGT and FECOMA-CCOO, 29% of workers in the wood sector have no school qualifications, 39% have completed basic primary studies, 9% higher secondary studies, 18% have technical school qualifications and 5% have university qualifications.

MCA-UGT reports that skilled workers make up the biggest group in the workforce (47.67%), the rest being mainly operatives (23.51%) and unskilled workers (11.02%). FECOMA-CCOO notes that labourers and unskilled workers make up the biggest group in the sector (52%) followed by skilled operatives (31%) and technical and office workers (18%).

There are considerable differences in wage levels between different sub-sectors of the industry, regions and job grades. Wages in the different wood industries, however, are on a par with those in other manufacturing sectors.

In Spain, imports (1,228,778 m3) of wooden boards (including chipboard, fibreboard and plywood) for 2003 exceeded exports (1,159,030 m3), while in the cork sub-sector, exports of both raw materials and manufactured goods easily exceeded imports: 30,156 tonnes of raw material were imported and 60,452 exported, while 13,881 tonnes of manufactured goods in cork were imported and 25,744 tonnes exported.

According to FECOMA-CCOO, the underground economy in the wood sector is not significant.

2. Organisations active in the sector

Workers' organisations

The most representative trade unions, which take part in social dialogue (*concertación*) and collective bargaining in the sector as a whole are FECOMA-CCOO and MCA-UGT. The Ministry of Labour and Social Affairs (Ministerio de Trabajo y Asuntos Sociales) has provided information regarding the degree of representation based on the number of workplace delegates for each union in the wood industry (NACE 20). This information is shown in the tables below:

Wood industry (NACE 20) in Spain: number and percentage of workplace delegates

	Number of delegates	Percentage
FECOMA-CCOO	1,282	45.3%
MCA-UGT	1,063	37.5%
ELA-STV	115	4.1%
USO	54	1.9%
CIG	114	4%
Other	203	7.2%
TOTAL	**2,831**	**100%**

Source: Ministerio de Trabajo y Asuntos Sociales (Ministry of Labour and Social Affairs).

The National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions (Federación Estatal de Construcción Madera y Afines de Comisiones Obreras, FECOMA-CCOO) is the result of the 1984 merger of the Construction and Wood unions (which themselves grew out of the political struggle carried on by the Workers' Commissions against the Franco dictatorship from the 1960s for the return of free trade unions and democracy). After being legalised with the advent of democracy, its development can be summarised as the transformation from a trade union based on confrontation and struggle to one centred on a policy of negotiation and mobilisation. There are currently 10 persons working in the national office of FECOMA-CCOO. The sub-sectors covered by the Federation are the following: primary processing (logging and sawmilling); wood board and sheets; carpentry, joinery and cabinet making; upholstery, etc.; manufacture of furniture; warehouses; parquet flooring; toys; musical instruments; containers, etc.; cork extraction, production and marketing; construction and public works; cement by-products, plasters and plaster casts; tiles and bricks; artistic pottery; abrasives; natural stone; infrastructure maintenance, ceramic tiles; and cement works. The organisation is funded primarily from the dues paid by its 90,000 members, of whom approximately 28% work in the wood, cork and furniture manufacturing industries (around 25,000 workers according to the Federation's estimate, representing about 10% of the total workforce in wood, cork and furniture)[173].

FECOMA-CCOO sits on the following consultative or joint bodies coming under the wood, cork and furniture manufacturing industries: Servicio Interconfederal de Mediación y Arbitraje (Interconfederal Mediation and Arbitration Service); Fundación Tripartita para la Formación (Tripartite Foundation for Training); Instituto Nacional de Seguridad y Salud (National Institute for Health & Safety). It has also signed the Second National Wood Industry Agreement and the National General Cork Sector Agreement.

The Federation is a member of the EFBWW and the BWI. It is also a member of the IFCTU and the ETUC, through CCOO.

[173] There are no specific figures for the woodworking sector.

The Federation of Metal and Building Workers and Associated Trades of the General Workers Union (Federación de Metal, Construcción y Afines de Unión General de Trabajadores, MCA-UGT) was founded in Gijón on 31 May 1998 as the result of a merger between the UGT Steel and Metal Workers Federation (UGT-Metal) and the UGT National Federation of Wood and Building Workers and Allied Trades (FEMCA-UGT), both of which were set up in 1903 in the UGT union. MCA-UGT is present throughout the national territory and its members work in companies belonging to the different divisions of the federation: building, building materials, wood and cork industry, and metalworking. The branches of industry and building included in the remit of MCA-UGT are the following: extraction of non-metallic and non-energy minerals; wood and cork industry; manufacture of non-metallic mineral products; metalworking; manufacture of metal products; manufacture of machines and machine tools; manufacture of office machinery and computer equipment; manufacture of electrical material and machinery; manufacture of electronic materials; manufacture of equipment and appliances for radio, television and communications; manufacture of medical-surgical, precision, optical and watchmaking instruments and equipment; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other transport materials; furniture and other industrial manufacture; recycling, building, sales, maintenance and repair of motor vehicles, motorcycles and mopeds; retailing of motor vehicle fuel; retailing and repair of personal effects and household equipment and fittings; computing, other business activities.

This federation is structured at various levels: the trade union sections – or workplace branches – organise all the union members in the company or workplace; the district, inter-district or provincial union organisations are formed by the membership of workplace branches or sections, plus those members without a branch or section at their workplace (together they make up the regional or "autonomous community" federation for their particular industry or group of industries); regional or "autonomous community" federations. MCA-UGT has a staff of 135.

The MCA-UGT Federation is funded from the dues of its 190,000 members. It is difficult to calculate accurately the number of its members in the furniture sector given the many different sectors making up this particular federation.

MCA-UGT has signed the Second National Wood Industry Agreement. The Federation is a member of EFBWW, BWI, European Metalworkers' Federation (EMF) and International Metalworkers' Federation (IMF). Through UGT, it is also a member of the IFCTU and the ETUC.

The Basque General Industrial Workers' Solidarity Union (Solidaridad de Trabajadores Vascos – Diversidad / Euzko Langileen Alkartasuna-Hainbat, ELA-HAINBAT) is a federation of the trade union ELA, whose members come from different sectors, mainly industrial. It was founded in June 2004 as the culmination of a merger process which drew together four different federations. The organisation is funded by dues from its 23,500 members. It covers the chemical, transport, building, wood, sea, energy, telecommunications, communications media and paper sectors. Of the 13,500 workers in the wood and furniture sectors[174] in the Basque Country, some 11.5% are members of ELA-HAINBAT. ELA-HAINBAT has signed sectoral collective agreements in the Basque Country. It is affiliated to the EFBWW. It is also a member of the ETUC and the ICFTU through ELA.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of members	*Number of members working in the sector*			Related to the sector	Others	Related to the sector	Others
FECOMA-CCOO	90,000	25,000 in wood, cork and furniture	10% of wood, cork and furniture sectors	Yes	EFBWW	No	BWI	No

174 There are no specific figures for the woodworking sector.

MCA-UGT	190,000	ND	ND	Yes	EFBWW	EMF	BWI	IMF
ELA-HAINBAT	23,500	1,552 in the wood and furniture sectors	11.5% of wood and furniture workers in Basque Country	Yes	EFBWW	No	BWI	No

ND: No data

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The Spanish Confederation of Woodworking Industries (Confederación Española de Empresarios de la Madera, CONFEMADERA) is a not-for-profit organisation founded in 1977. According to CONFEMADERA, this organisation represents 70% of companies and employees in Spain active in fields covered by NACE 20 and 36.1[175]. It covers the following sub-sectors: wood importers, wood recovery, wood protection, recycling of pallets, furniture businesses, wooden containers and their components, and sawmills. CONFEMADERA has a staff of five and the organisation is financed by dues from members and from public and private subsidies. It is affiliated to the Confederation of Employers and Industries of Spain (CEOE) and CEI-bois. It is also a member of the Wood and Furniture Office in Brussels. As regards collective bargaining, CONFEMADERA has signed the Second National Wood Industry Agreement.

- **The National Association of Wood Board Manufacturers (Asociación Nacional de Fabricantes de Tableros, ANFTA)** is one of the organisations federated in CONFEMADERA. It was founded in 1962 and is a not-for-profit body that grew out of the board and panel producers' interest in developing and promoting their industry. ANFTA encompasses the entire Spanish fibreboard and chipboard manufacturing industry, comprising a total of 20 production plants in seven regions or Autonomous Communities (most based in Galicia). In all, eight industrial groupings make up ANFTA. The association is funded by members' dues and has a staff of three. It does not take part in collective bargaining in the sector but it represents the sector before the European Panels Federation (EPF) and consequently before CEI-Bois as well. It is a corporate member of the Spanish Association for Standardisation and Certification (Asociación Española de Normalización y Certificación, AENOR), the Wood and Cork Industry Technical Research Association (Asociación de Investigación Técnica de las Industrias de Madera y Corcho, AITIM), PEFC-España (Programme for the Endorsement of Forest Certification Schemes – Spain) and FSC-España (Forestry Stewardship Council – Spain). It participates indirectly in PEFC-Council, FSC-International and CEN (European Committee for Standardisation).

The Association of Cork Companies of Catalonia (Associació d'Empresaris Surers de Catalunya, AECORK) was founded in 1977 and brings together companies involved in the manufacture and/or marketing of cork which have a place of business in Catalonia. It represents some 70 companies which make up 95% of the total of the cork sub-sector companies in Catalonia (Catalan companies account for 70% of all Spanish cork exports) and 1,215 employees (97% of employees in this sector in Catalonia). Most of these companies are small and family-based. In 2004, the turnover of AECORK's member companies reached 245 million euros, of which almost half (115 million euros) were exports. AECORK is funded by members' dues and has a staff of four. This organisation is currently involved in the initial phases of negotiations for the new national cork agreement.

The Sanvicenteña Grouping of Cork Companies (Agrupación Sanvicenteña de Empresarios del Corcho, ASECOR) is a nationwide organisation which represents 75 companies in the cork sector (most of which are small companies) employing 800 workers. 60% of these companies operate in the preparation of cork sheeting, while the remainder manufacture disks, corks for

[175] There are no specific figures for NACE 36.1.

bottles, corkboard and cava corks. The organisation is funded from members' dues and has a staff of two. ASECOR is currently taking part in the initial phases of negotiations for the new national cork agreement via FEDACOR, which groups ASECOR and ISOCOR for the purpose of signing collective agreements. ASECOR is also a member of the Confederation of Employers' Organisations for the Province of Badajoz (Confederación de Organizaciones Empresariales de la Provincia de Badajoz, COEBA), which for its part is a member of the CEOE.

The Association of Southwest Andalusian Cork Industrialists (Asociación de Industriales del Corcho del suroeste de Andalucía, ISOCOR) was founded in 1995 and operates in Andalusia. It has 37 members out of a total of 51 cork extraction and/or processing industrialists in Andalusia (a representation level of 72%). ISOCOR represents companies accounting for 79% of employment, direct and indirect, generated by the cork industry in the region, some 1,075 workers in all (918 in direct employment and 157 in indirect labour). ISOCOR is affiliated to the C.E. Liège. It is currently involved in the initial phases of negotiations for the new national cork agreement.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*****	
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Related to the sector	Others	Related to the sector	Others
CONFEMADERA	27,000 in NACE 20 and 36.1	175,000 in NACE 20 and 36.1	70% of NACE 20 and 36.1	Yes	CEI-Bois, EFIC	No	No	No
ANFTA (sub-section of CONFEMADERA)	8	6,810	100% of the manufacture of boards and panels sub-sector	No	EPF	No	No	No
AECORK	70	1,215	95% of the companies in Catalunya in the sector	Yes	C.E. Liège	No	No	No
ASECOR	75	800	0.4%	Yes	C.E. Liège	No	No	No
ISOCOR	37	1,075	72% of cork companies in Andalusia	Yes	C.E. Liège	No	No	No

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

Tripartite negotiation is not the rule in the sector. A recent example, however, was the signature of an agreement on 21 March 2006 by the trade union organisations CCOO and UGT and the employers' association CONFEMADERA. The agreement concerns the creation of an Industrial Monitoring Sector Observatory to follow issues such as employment, company relocation, R&D and innovation, and so on. The agreement covers the woodworking and the furniture industry, but not the cork industry.

FECOMA-CCOO, MCA-UGT and CONFEMADERA signed the Third Agreement ratifying the wood and furniture sector's participation in the Vocational training Foundation (FORCEM, Fundación para la Formación Continua).

Bipartite social dialogue

All workers in the wood sector are covered by agreements at the sector or company level. As they are specifically excluded from the scope of national agreements, only higher management have some or all of their working conditions determined by individual arrangement outside the scope of collective bargaining. Self-employed workers are also outside the remit of collective bargaining.

At sectoral level

In general, the main bargaining areas in the wood sector are wages, training, job grades, health and safety at work, work contracts, employment, equal rights and gender discrimination, and working hours. Trade unions and employers' organisations have also agreed to create joint bodies for training and for health & safety. In Spain, labour agreements automatically cover all employees and employers in a given sector, sub-sector or geographical area. The estimate is around 85 to 90%.

There are two national level collective agreements for the sector:

- *The Second National Wood Industry Agreement:* This agreement, covering the woodworking and the furniture industry (excluding the cork industry), replaces the former Wood Ordinance dating from the Franco period. The agreement was signed by the trade unions FECOMA-CCOO and MCA-UGT, and by the employers' organisation CONFEMADERA, which was set up specifically for the signing of this first agreement. On 10 June 2001, the First National Wood Agreement expired and the Second Agreement came into force. This Agreement will be valid until 31 December 2006 and it is in force throughout Spain. It restricts negotiation at lower levels, which has led to challenges by some employers' organisations at provincial level.
- *The National General Cork Sector Agreement:* This agreement was signed in 2000 by FECOMA-CCOO and MCA-UGT, and on the employers' side by FEDACOR (an organisation formed by ASECOR and ISOCOR and operative only for signing agreements) and AECORK. The agreement remains is still in force, but as from the beginning of this year there has been national bargaining by FECOMA-CCOO and MCA-UGT on the union side, and AECORK, ASECOR and ISOCOR for employers. All the main sub-sectors of the cork industry are affected by this agreement: wine bottle corks; cava corks; auxiliaries for cava corks; cork specialities, special sized corks, and corkboard. There are no company-level agreements in the cork sector.

There are also 78 provincial-level agreements covering the woodworking and the furniture industry. In general, the organisations that take part in provincial-level collective bargaining in wood, but excluding cork, are UGT and CCOO for the union side and, in the majority of cases, organisations affiliated to CONFEMADERA for employers. Only 10 employers' organisations taking part in provincial level bargaining are not CONFEMADERA affiliates.

In Galicia and the Basque Country, the trade unions CIG and ELA respectively take part in provincial level bargaining.

At enterprise level

Only some of the big companies in the woodworking and the furniture industry, 10 in number, have their own collective agreement. All these have over 100 employees located in more than one workplace and are part of bigger industrial groupings. Trade union membership in these companies is high. Enterprise-level agreements have little overall impact, however, given the scope of national and provincial agreements.

Acronyms

AECORK: Association of Cork Companies of Catalonia (Associació d'Empresaris Surers de Catalunya)

ANFTA: National Association of Wood Board Manufacturers (Asociación Nacional de Fabricantes de Tableros)

ASECOR: Sanvicenteña Grouping of Cork Companies (Agrupación Sanvicenteña de Empresarios del Corcho)

CEOE: Confederation of Employers and Industries of Spain (Confederación Española de Organizaciones Empresariales)

CONFEMADERA: Spanish Confederation of Woodworking Industries (Confederación Española de Empresarios de la Madera)

DIRCE: Central Directory of Companies (Directorio Central de Empresas)

ELA-HAINBAT: Basque General Industrial Workers' Solidarity Union (Solidaridad de Trabajadores Vascos – Diversidad / Euzko Langileen Alkartasuna-Hainbat)

FECOMA-CCOO: National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions (Federación Estatal de Construcción Madera y Afines de Comisiones Obreras)

ISOCOR : Association of Southwest Andalusian Cork Industrialists (Asociación de Industriales del Corcho del suroeste de Andalucía)

MCA-UGT: Federation of Metal and Building Workers and Associated Trades of the General Workers Union (Federación de Metal, Construcción y Afines de Unión General de Trabajadores)

SWEDEN

1. Description of the sector

Delimitation and activities of the sector

In Sweden, the woodworking-sawmill sector comprises the activities classified under NACE division DD, section 20, sub-sections 20.1 to 20.5: Manufacture of wood and of products of wood and cork; manufacture of articles of straw and plaiting materials.

From the standpoint of collective bargaining, the sector is made up of two separate branches: the first covers joinery and cabinet-making (NACE 20 and 36.1, with the exception of NACE 20.1), and the second covers sawmills (NACE 20.1) and the paper industry. The paper industry is outside the scope of this report.

Socio-economic features of the sector

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 499 employees	% companies with > than 500 employees
Sawing	1,529	57.9	27.2	10.8	3.9	0.2
Wood industries	5,183	68.7	24.9	5.0	1.3	0.1
Total of the sector	6,712	66.3	25.5	6.3	1.9	0.1

Source: Fötetagsdatabaser, Statistics Sweden, 2006.

Summary table: Workers (2005)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-499 workers/ Number of employees in the sector (%)	Number of employees in companies with > 500 workers/ Number of employees in the sector (%)
Sawing	886	13,824	0.4	10.2	26.1	45.8	17.9
Wood industries	3,561	21,983	0.6	18.5	22.6	36.9	22.0
Total of the sector	4,447	35,807	1.0	15.2	24.0	40.4	20.4

Source: Fötetagsdatabaser, Statistics Sweden, 2006.

In 2005, sawmills and woodworking accounted for 0.8% of Sweden's GNP. The sector was made up of 6,712 companies and 35,807 salaried workers that year.

A total of 66.3% of companies in the sector do not employ salaried workers. Companies with fewer than 50 salaried workers account for around 40% of all employment, while big companies (more than 100 salaried workers) represent nearly 47% of employment.

In 2005, skilled and unskilled labourers (blue-collar workers) made up 82% of the sector (Source: Statistics Sweden, 2005). Women made up 18% of total employment. Around 10% of salaried workers in wood industries had fixed-term contracts (below the level of the economy as a whole, 15% in 2005), and more than 90% of salaried workers in the branch worked full time. The average hourly wage for wood industry blue-collar workers in 2005 was around SEK 125[176] (SEK 130 for industry as a whole). For white-collar workers, the average monthly salary was around SEK 27,500 (approximately SEK 28,710 for industry as a whole).

The sawmill and wood industries, offshoots of Sweden's forestry industry ('green gold'), have on the whole registered growth in both added value and employment[177] over the past decade, primarily owing to the activities of construction-related sawmills/woodworking. In general, the future prospects for certain branches of the sector, such as carpentry for the construction business, are relatively good. The social dialogue partners estimate that the sector will be able to create around 6,000 jobs over the next five years, considering that 30% of all workers are over age 50 and 7% over age 60. On the other hand, the social actors are all concerned about the impact of relocations and of competition from eastern Europe and Asia.

2. Organisations active in the sector[178]

Workers' organisations

The **Swedish Forest and Wood Trade Union (Skogs-och Träfacket)**, a member of the Swedish Trade Union Confederation (Landsorganisation Sverige, LO), represents blue-collar workers. Its membership stood at around 28,530 in 2005, with around 18,030 workers engaged in activities related to sawmills/woodworking. According to the union source consulted, the rate of union membership in the sector is over 85%. The union finances its activities primarily through membership dues and has a staff of 37.

The **Swedish Association of Graduate Engineers (Civilingenjörsförbundet, CF),** a member of the Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation, SACO), draws its members from graduate engineers (white-collar workers). In 2005, the organisation had 75,900 active members, of whom some 260 in an activity directly related to woodworking (0.3% of the association's members). According to the union source interviewed, union membership in the sector stands at around 60-70%. CF finances its activities mainly through membership dues and has 100 employees.

The **Swedish Union of Technical and Clerical Employees in Industry (Svenska Industritjänstemannaförbundet, SIF[179]),** a member of the Swedish Confederation of Professional Employees (Tjänstemanna Central Organisation, TCO), represents primarily industrial white-collar workers and technicians employed in industry (employees and middle management). In 2005, the organisation's active members totalled 300,000, with some 4,250 in an activity directly linked to the branch (i.e. around 1.5% of SIF's members). In the woodworking sector, SIF draws its members from employees and intermediate-level professionals. According to trade union sources, union membership is about 80%. SIF funds its activities mostly through membership dues and has a staff of some 200 employees.

[176] SEK 1 = EUR 0.1099.

[177] From 1995 to 2005, the sector's added value increased by around 73%. Over the same period, salaried employment in the sector remained stable (around 35,700 salaried workers in 1995 and 35,800 in 2005).

[178] The representative nature of trade unions and employers' organisations active in the sector is not at issue.

[179] We have kept the former name of the federation, SIF, for reasons of clarity although this abbreviation was dropped in 2004.

The **Swedish Association for Managerial and Professional Staff (LEDARNA),** an independent trade union, recruits its members primarily from supervisory staff (middle managers, foremen and executive managers) in the private sector (the public sector makes up only around 9% of its members) and the self-employed. As the result of a conflict with TCO, LEDARNA was excluded from that confederation in 1997. In 2005, it had 70,500 active members; its *Skog-och Träindustri* section (created recently from the merger of the forestry industry and wood industry associations) had around 700 members working in the woodworking sector (or around 1% of LEDARNA members). LEDARNA has an administrative staff of 106 and is financed by membership dues.

In all, the different trade union federations in the woodworking and sawmills sector represent some 23,240 salaried workers, in all categories. Based on a volume of employment of around 35,807 salaried workers, trade union density was roughly 65% in 2005.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density[*]**	**Collective Bargaining[**] (Yes/No)**	**Affiliations**			
					*European affiliations****		*Other affiliations*[****]	
	Total number of members	Number of members working in the Woodworking sector			Related to the sector	Others	Related to the sector	Others
The Swedish Forest and Wood Trade Union	28,530	18,030	50.4%	Yes	EFBWW	No	BWI	No
The Swedish Association of Graduate Engineer, CF	75,900	260	0.7%	Yes	ND	No	ND	NIF
The Swedish Union of technical and Clerical Employees in Industry, SIF	300,000	4,250	11.9%	Yes	EFBWW	No	BWI	NIF
The Swedish association for managerial and professional staff, LEDARNA	70,500	700	2%	Yes	CEC	ND	ND	ND

Source: Interviews with collective bargaining representatives (2006).
ND: No data
[*]Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. [****]Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

Employers' organisations

The **Swedish Federation of Wood and Furniture Industry (Trä-och Möbelindustriförbundet, TMF),** a member of the Swedish Employers' Confederation *Svenskt Näringsliv,* was created on 1 January 2004 through the merger of two employers' associations. The federation consolidates the activities of the joinery and cabinet-making branches. The latter is divided into two sub-branches: cabinet-making in the broad sense and the manufacture of upholstered furniture (sofas, etc.) and mattresses. TMF is funded mainly through membership dues and investment income. It has an administrative staff of 25 and around 736 member companies (of which around 582 in woodworking) with a total of around 25,176 salaried workers[180] (with some 17,376 in woodworking).

The **Swedish Forest Industries Federation (SkogsIndustrierna),** a member of the Swedish Employers' Confederation *Svenskt Näringsliv,* was created in 2003 from the merger of two employers' federations: Svensk Skogsindustriförbundet and Pappersindustri. The federation now consolidates the activities of the paper and sawmill industries. For the sawmill branch alone, it represents around 262 companies with some 11,000 employees. The organisation funds its activities primarily from membership dues and has an administrative staff of 43.

According to Sweden's statistics institute SCB, in 2005 the sector comprised around 2,209 companies with salaried workers. With 844 member companies belonging to the employers' associations TMF and SkogsIndustrierna in 2005, the density rate thus stood at 38%. Member companies are also those with the highest number of employees: the ratio of salaried workers in member companies to total salaried workers in the sector is approximately 79%.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies in the organisation	*Total number of workers employed by the member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
Swedish Federation of Wood and Furniture Industry, TMF	736, of which 582 for woodworking	25,176, of which 17,376 for woodworking	25.7%	Yes	CEI-BOIS UEA	No	ND	ND
Swedish Forest Industries Federation	262 for sawmills	11,000 for sawmills	40.7%	Yes	CEI-BOIS	No	ND	ND

Source: Interviews with union officials (2006)

ND: No data

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

The sector under consideration covers two separate branches: woodworking/cabinet-making, which comes under NACE 20 (with the exception of NACE 20.1) and NACE 36.1; and sawmills (NACE 20.1), which also includes the branch of papermaking.

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[180] Source: TMF i siffror, No 2, October 2005

Collective agreements in the sector

Collective agreements and sector covered	Bargaining parties	Category of workers covered
Two branch agreements for joinery/cabinet-making	- Swedish Forest and Wood Trade Union - TMF	Blue-collar workers
A branch agreement for sawmills/paper industry	- Swedish Forest and Wood Trade Union - TMF and Swedish Forest Industries Federation	Blue-collar workers
Two branch agreements for joinery/cabinet-making	- CF, SIF and LEDARNA's Skog-och Träindustri section - TMF	White-collar workers
A branch agreement for sawmills/paper industry	- CF, SIF and LEDARNA's Skog-och Träindustri section - TMF and Swedish Forest Industries Federation	White-collar workers

The latest collective agreements in the sector were concluded in spring 2004 for a period of three years (2004-2007). As in other branches, these include general provisions on working conditions and pay (dismissal notice, working hours, paid leave, overtime pay, training, legal leave of absence, parental leave and retirement age[181]). On the initiative of SIF, a new provision was introduced to establish equal pay for equal work (gender equality)[182].

Branch collective agreements are negotiated at company level, where the salary package decided at branch level is divided up as follows: for blue-collar workers, a minimum increase is guaranteed for all employees but part of the total budget is allotted to individualised wage negotiations; for white-collar workers, the entire budget set at branch level is negotiated individually at company level.

According to the social partners interviewed, collective bargaining in the sector has a very high cover rate, in excess of 90%. This high rate results partly from the fact that all big companies in the sector are members of the employers' associations TMF and SkogsIndustrierna. Procedures for the extension of collective agreements to non-member companies (*hängavtal*) are implemented.

The bargaining climate is neither consensual nor marked by conflict and the social partners attempt to reach constructive compromises. According to the social partners, the woodworking and sawmills sector has not experienced any industrial conflicts (strikes, lock-outs) in the past decade.

Acronyms

CF: Swedish Association of Graduate Engineer (Civilingenjörsförbundet)

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[181] Concerning retirement, a rectification has been made under the law authorising flexibility in retirement age, which can be decided by the employee between the ages of 62 and 67 years. Previously, the minimum retirement age was 65.

[182] An overview of the equal pay question will be drawn up in every company and if disparities are seen to exist, measures will have to be taken to correct them at the earliest opportunity.

LEDARNA :	Swedish association for managerial and professional staff
NIF:	Nordic Industry Workers´ Federation (Nordiska Industriarbetarefederationen)
SACO :	Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation)
SIF:	Swedish Union of technical and Clerical Employees in Industry (Svenska Industritjänstemannaförbundet)
TCO :	Swedish Confederation of Professional Employees (Tjänstemanna Central Organisation)
TMF:	Swedish Federation of Wood and Furniture Industry (Trä-och Möbelindustriförbundet)

UNITED KINGDOM

1. Description of the sector

Delimitation and activities of the sector

From a statistical point of view, the woodworking sector in the United Kingdom includes the activities of NACE 20 nomenclature: the manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials.

Although the woodworking and furniture sectors are both distinctive sectors, they are treated as part of one sector within the unions. On the employer's side, organisations in the sector cover the following activities: manufacturers, distributors and installers of timber doors, windows, conservatories, staircases and all forms of architectural joinery.

Socio-economic features of the sector

In 2004, the English woodworking sector represented about 0.37% of total employment and about 0.31% of total turnover. Between 1995 and 2004, the number of enterprises in the sector increased from 8.2 to 8.4 thousand, as shown in the Annual Business Inquiry (see the table). The total turnover in the sector has risen by 1.7% from £7.02 billion in 2002 to £7.14 billion in 2003. The average employment size of firms in the sector is about 10 employees.

The sector experienced changes over the last 10 years. The industry has become more standardised manufacturing and many skilled craft workers lost their jobs. Skilled jobs have been replaced by semi-skilled and unskilled jobs within the industry, and this has certainly affected membership in the trade unions and employers' organisations.

Employment and output in the woodwork sector: Subsection dd - manufacture of wood and wood products

Year	Number of enterprises	Total Turnover	Approximate gross value added at basis prices	Total employment – point in time	Total employment average during the year	Total employment costs
	Number	*£ million*	*£ million*	*Thousand*	*Thousand*	*£ million*
1995	8,256	6,158	1,978	ND	ND	1,222
1996	8,434	6,010	1,930	ND	ND	1,233
1997	8,561	6,145	2,218	ND	ND	1,267
1998	8,578	5,797	2,270	89	91	1,360
1999	8,549	5,838	2,101	89	90	1,246
2000	8,456	6,186	2,303	88	89	1,292
2001	8,444	6,571	2,315	89	90	1,374
2002	8,384	7,016	2,459	92	94	1,626
2003	8,424	7,138	2,678	88	88	1,437
2004	8,454	7,287	2,908	87	88	1,665

Source: Annual Business Inquiry, Office for National Statistics, December 2005.

Unfortunately, there are no data on the estimated importance of the underground economy and on the characteristics of employment in the sector. There is no regional breakdown to be able to evaluate the geographical spread of the industry.

2. Organisations active in the sector

Workers' organisations

Two major unions, GMB and UCATT, negotiate on behalf of employees in the woodworking industry[183]. Both trade unions are members of the Trade Union Congress (TUC).

The **GMB** has approximately 600,000 members nationally across a wide range of occupations and sectors. It has been formed through the merger of a number of unions throughout the last century and is currently organised in 34 of the UK's biggest 50 companies. It is funded by member's subscriptions. There are no data on the number of employees working for the organisation. Through the TUC, the GMB is part of the ETUC and the ICFTU. The GMB is the biggest trade union in the woodworking sector and represents about 7,000 members in this sector. It also represents 20,000 members in the furniture industry. Its members are employed in the wide range of industries such as cabinetmakers, furniture workers, wood machinists, joined/shop fitters, carvers in wood, to name some of them.

The **Union of Construction, Allied Trades and Technicians (UCATT)** has about 125,000 members and was founded in 1971 to represent all building trades. It has been formed by the merger of four unions: the ASW (Amalgamated Society of Woodworkers), the ASPD (Amalgamated Society of Painters and Decorators), the ABT (Association of Building Technicians) and the AUBTW (Amalgamated Union of Building Trade Workers). It is funded by member's subscriptions and on its website presents itself as the UK's only trade union specialising in construction. UCATT could not provide data on the exact number of woodworking members.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
GMB	600,000	7,000	8%	Yes	EFBWW	No	BWI	No
UCATT	125,000	About 10% in the woodworking and furniture sectors	ND	Yes (at enterprise level exclusively)	EFBWW	No	BWI	No

Source: Union websites and communications with the unions (2006)
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of others organisations (group of countries, international) to which the organisation is affiliated.

[183] Other unions may have individual members from the woodworking sector but those unions do not cover this sector.

Employers' organisations

The **British Woodworking Federation (BWF)** is the trade association and the leading representative body for the woodworking and joinery manufacturing industry in the UK. The BWF currently has over 500 members drawn from joinery manufactures, suppliers of components and affiliated organisations of timber. It is funded by member organisation subscriptions and the total turnover of the BWF's membership in 2003 was approximately £560 million. The BWF does not undertake collective bargaining on behalf of its members but gives advice and conciliation. Pay bargaining is dealt with at company level. The BWF's main activities concern: representation to government in consultation over employment law; advice to members concerning employment issues such as pay and holiday disputes, redundancy and dismissal queries and employee entitlements. In addition, the federation provides guidance on health and safety, technical and commercial issues and taxation. The BWF is member of the Construction Confederation and of the CEI-Bois.

The **Timber Trade Federation (TTF)** represents the timber industry's views to central and local government, the devolved political bodies and the European Commission. In addition, it works with the Department of the Environment, Food and Rural Affairs and the Department of International Development on a number of issues. The TTF currently has about 250 members in the Timber industry and it is funded by member organisation subscriptions. The TTF's main activities concern: to represent the timber industry in the UK; advice to members concerning technical and environmental matters, contracts, statistics and standards, legal advice and guidance on health and safety issues. A national agreement was signed in 2005 between TTF and GMB. The TTF is member of the Trade Association Forum and of the CEI-Bois.

The **Wood Panel Industries Federation (WPIF)** is also a CEI-Bois member. However, the organisation informed that they do not negotiate on behalf of their members on employment matters nor do they negotiate with trade unions. The Director General of the organisation informed that their role is to provide technical and environmental support to their members and therefore he could not help with the research. The WPIF has 10 member companies and it is associated to the British Woodworking Federation, British Wood Preserving and Damp-Proofing Association and Timber Trade Federation.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Related to the sector	Others	Related to the sector	Others
BWF	510	ND	6%	No	CEI-Bois	No	No	No
TTF	About 250	ND	About 3%	Yes	CEI-Bois	No	No	No
WPIF	10	ND	ND	No	CEI-Bois	No	No	No

Source: BWF, TTF and WPIF (2006)

*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

3. Industrial relations in the sector

Tripartite concertation

Trade unions and employers' organisations are consulted occasionally by the state but there is no standing arrangement for tripartite discussions of employment issues involving the government.

The woodworking sector is not covered by a dedicated Sector Skills Council. However, several elements of the sector either are covered by the Sector Skills Councils of other sectors, and so may take part in the government's Skills for Business Network[184]. The BWF falls within Construction Industry Training Board CITB-Construction Skills.

Bipartite social dialogue

Collective bargaining over pay takes place at company level. The GMB affirms that around 100 agreements have been signed in the woodworking sector. Equivalent information was not available on company agreements for UCATT. Available data do not provide a breakdown of numbers of employees covered by these agreements.

It should be noted that a national labour agreements were signed in 2005 for the Imported Timber Sawmilling Industry in England and Wales. The agreements were negotiated through the GMB, which is the biggest trade union in the sector and the TTF. The agreement covers the following: Wages and Working Conditions, Employment, Health and Safety, Training and Education, Representations on behalf of the industry and Recognition and Procedure Matters. The agreement was effective from January 2005.

Acronyms

BWF:	British Woodworking Federation
TTF:	Timber Trade Federation
TUC:	Trade Union Congress
UCATT :	Union of Construction, Allied Trades and Technicians
WPIF:	Wood Panel Industries Federation

[184] There are 22 sector skills councils (SSC) in the United Kingdom. SSCs are independent, UK-wide organisations developed by groups of influential employers in industry or business sectors of economic or strategic significance. They are employer-led and actively involve trade unions, professional bodies and other stakeholders in the sector. Each SSC agrees sector priorities and targets with its employers and partners to address four key goals: (1) Reducing skills gaps and shortages; (2) Improving productivity, business and public service performance; (3) Increasing opportunities to boost the skills and productivity of everyone in the sector's workforce, including action on equal opportunities; (4) Improving learning supply, including apprenticeships. SSCs are licensed by the Secretary of State for Education and Skills, in consultation with Ministers in Scotland, Wales and Northern Ireland, to tackle the skills and productivity needs of their sector throughout the UK.

ANNEX

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- SCB (2006) : Företagsdatabasen, Statistic Sweden, various years, Stockholm
- SCB (2006) : Statistiska Meddelanden, AM 63 SM 0404, Statistic Sweden, various years, Stockholm
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The Netherlands

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- Stichting Hout & Meubel, *Bedrijfstakprofiel Timmerindustrie*, Woerden, 2005.

B. Consultation

Austria

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Gewerkschaft Bau-Holz, GBH	Mag. Herbert Aufner	Bundessekretär (Secretary)
Fachverband der Holzindustrie, FH	Dr. Claudius Kollmann	Geschäftsführer (Secretary)
Fachverband der Holzindustrie, FH	Dr. Alexander Schmied	Stv. Geschäftsführer (Deputy Secretary)
Gewerkschaft der Privatangestellten, GPA	Manfred Wolf	Wirtschaftsbereichssekretär Handel (Secretary of the economic sector - Commerce)
Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller, BB	Mag. Dietmar Schönfuß	Geschäftsführer (Secretary)

Belgium

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CG/AC (FGTB)	Desmet	Responsable Bois et ameublement
CSC/ACV Building and Industry	Hierman	Responsable Bois et ameublement
SETCa	Fagnant	Secrétaire général
CNE-GNC	Vandermosten	Permanent national
LBC-NVK		Secrétariat général
CGSLB/ACLVB		Secrétariat général
Fébelbois/Febelhout	Beker	Responsable dialogue social
Houtunie Houtbewerkers	Ramaekers	Secrétaire
FNN	Heyman	Secrétaire générale adjointe
FNS	Richenne	
Fedemar	Hala	
FEB/VBO	Dumoulin	Responsible CP 218

Cyprus

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Cyprus Builders, Wood , Miners and General workers Trade Union (PEO)	Mr Sotiris Demetriou	District Secretary
Federation of Builders,Miners and Related Workers (SEK)	Mr Yiannakis Ioannou	Secretary General
Cyprus Furniture & Woodworking Industry Assoctiation (PASYVEX)	Mr Andreas Tomazou	Vice Chairman
Cyprus Empolyers & Industrialists Federation (OEV)	Mr Paris Anastasiou	Officer responsible for PASYVEX at OEV

Czech Republic

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Trade Union of Workers in Woodworking Industry, Forestry and Management of Water in the Czech Republic, OS DLV	Mgr. Pavel Kunc	sociální problematika, ústředí (social problems, headquarters)
Union of Employers in Wood Processing Industries, SZDP	Ing. Josef Muláček	tajemník SZDP (secretary)

Denmark

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Association of Danish Woodworking Industries (Træets Arbejdsgiverforening, TA)	Lasse Jensen	Director
Association of Danish Master Joiners and Carpenters (Danske Snedker og Tømrermestre, DST)	Erik Møbius	Director
Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg, TIB)	Flemming Andersen Malene Nordestgaard	Industry Group Chairman Consultant

Estonia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Estonian Forest Industries Association	Mr. Andres Talijärv	Managing director
The Trade Union of Estonian Forest Industry Workers	Mr. Rein Harju	Coordinator of Tartu, Jõgeva and Virumaa Regions

Estonian Woodworking Federation	Mr. Alvin Sirel	Director

Finland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
AFFJI	Jukka Nevala	Counsellor
FFIF	Matti Somervuori	Councellor and Economist
Union of Salaried Employees, Toimihenkilöunioni	Markku Palokangas	Chief of Collective Agreement Unit
Wood and Allied Workers' Union, Puu-ja erityisalojenliitto	Kari Asikainen	Bargaining Officer
Wood and Allied Workers' Union, Puu-ja erityisalojenliitto	Jyrki Alapartanen	Bargaining Officer
Metal Workers' Union	Janne Heinimäki	Bargaining Officer
Finnish Electric Workers' Union, Sähköalojen ammattiliitto Ry.	Helge Hakkarainen	Bargaining Officer

France

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FNCB- CFDT	M. Francis Billaudeau	National secretary
CGT-FO Bâtiment Bois	M. Franc Jourdin	National secretary
Bâti-MAT-TP CFTC	M. Haussoulier Frédéric	National secretary
CGT-Wood, furniture and similar activities	M. Henri Sanchez	National secretary
FIBOPA-CFE-CGC	The expert has tried to contact them but has received no answer.	
UIB	M. Olivier Goulard	DRH
UIB	M. Dominique Coutrot	Délégué general (UIPP)
FNB	M. Michel Astier	DRH

Germany

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
HDH - Association of the German woodworking and plastic industries	Jan Kurth	Consultant for Economics and Politics
IG Metall	Wolfgang Bonneik	Trade union secretary for the woodworking and furniture industry

Greece

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
POVSKX	N. Asvestas	President of the Board
OOSEE	I. Pasoulas	President of the Board
EPIPLEON	A. Alexopoulos F. Motesnitsa	Publisher of EPIPLEON Chief Editor of EPIPLEON
SEV	N. Drapaniotis	Director of SEV

Hungary

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Hungarian Federation of Forestry and Wood Industries	Mocsenyi, Miklos	General secretary
Hungarian Furniture Federation	Kovats, Gizella	Executive secretary
Trade Union of Furniture and Woodworkers	Puskas, Eva	Secretary

Ireland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CIF	Steven Molloy	Executive Officer of Specialist Contracting
IBEC	Gerry Farrell	Director of the Irish Forestry Industry Chain
UCATT	Jim Moore	National Secretary
BATU	Dennis Farrell	Deputy General Secretary
SIPTU	Conversation with SIPTU branch secretary, 17th January 2006. As SIPTU does not represent any workers within NACE 20, the national report has not been sent to this organisation	

Italy

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FILCA-CISL	Baroni, Piero	National Secretary
Confapi	Montesi, Riccardo	President of the Commission for International Relations and European Affairs
Federlegno-Arredo	Ghirlandetti, Giacomo	Industrial Relations Director

	Lombardi, Paolo	General Director
Confartigianato	Frigerio, Marco	Officer
	Cesati, Guido	Responsible for the Sector
FILLEA-CGIL	Rossi, Giovanni	Responsible for the Wood and Furniture Sector
	De Rosa, Alida	Officer
CNA Produzione	Gamberini, Giancarlo	Responsible for the Sector
FENEAL-UIL	Pascucci, Fabrizio	National Secretary

Latvia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Forest Sphere Workers Trade Union	Juris SPARE	Chairman
Latvian Forest Industry Federation	Harijs JORDANS	Executive director
Association "Latvijas Mēbeles" (Latvian Furniture)	Andris PLEZERS	Executive director

Lithuania

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Lithuanian Wood Association	Raimundas Beinortas	Director
Lithuanian Forest and Wood Industry Workers Trade Union Federation	Algirdas Rauka	Chairman

Luxembourg

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
LCGB : Secteur artisanat et bâtiment	M. Patrick ZANIER	Secrétaire syndical
Association des Patrons-Menuisiers du Grand-Duché de Luxembourg asbl	M. Giuseppe FATONE	Secrétaire
OGB-L : Syndicat Bâtiment, artisanat du bâtiment, constructions métalliques	M. Romain DAUBENFELD	Secrétaire central

Malta

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Union of United Workers (UHM)	Mr. Nicholas Baldacchino	Section Secretary of the Manufacturing and Services Section
General Workers Union (GWU)	Mr. Roberto Cristiano	Section Secretary of the Manufacturing and SME Section
Malta Enterprise (ME)	Mr. Martin Bowerman	Malta Enterprise Representative
Federation of Industry (FOI)	Ms. Ingrid Buhagiar	Legal Affairs Executive
Malta Chamber for Small and Medium Enterprises (GRTU)	Ms. Elizabeth Said	Secretary
Malta Employers Association (MEA)	Ms. Dorianne Cilia	Secretary

The Netherlands

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FNV Bouw	Mr.T. Heijnen	Administrator woodworking industry
Hout- en bouwbond CNV	Mr. P. van der Eijk	Administrator woodworking industry
Nederlandse Bond van Timmerfabrikanten, NBvT	Mr. Douma	Staff member
Wissenraeth en Van Spaarndonk	Mr. F. Ceelaert	Staff member
Vereniging van Nederlandse Houtondernemingen, VVNH	Mr. F. de Boer	Staff member
Wissenraeth en Van Spaarndonk	Mr. Sonke	Staff member

Poland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
"Budowlani" Trade Union (BTU)	Mariusz Tys	International Relations Coordinator
Związek Zawodowy Meblarzy RP (ZZM RP).	Krystyna Zientara	President
National Secretariat of Building and Wood Industry. NSZZ Solidarnosc	Zbigniew Majchrzak	Coordinator of Secretariat for Development Association
Confederation of Polish Employers (CPE)	Katarzyna Turska	PR
Polish Union of Private Employers of	Łukasz Matras	

Wood, Furniture and Pulp Industries (PUPEWFPI)		
Związek Lesników Polskich RP	Jerzy Przybylski	President

Portugal

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FEVICCOM	Fátima Messias	General Secretary
AIMMP	João Fernandes	General Secretary
AIMC		Direction
SETACCOP	Joaquim Martins	General Secretary

Slovak Republic

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
The Trade Union of Wood, Forest, Water	Boris Majtan	Chairman
Federation of the Employers' Associations of the Slovak Republic	Zidek	Secretary
Association of Wood Processing Manufacturers of the Slovak Republic	Roman Reh	Secretary

Slovenia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Trade Union of Wood and Furniture Industry of Slovenia - SINLES	Marjan Ferčec	General Secretar
Confederation of New Trade Unions of Slovenia - Independent	Evelin Vesenjak	Momentarily General Secretar
Wood Processing Association	Bojan Pogorevc, Vida Kožar	Director, Senior Consultant
Section on Wood and Paper Industry	Nina Globočnik	Senior Legal Constultant

Spain

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CCOO-FECOMA	José Luís López	Responsable de formación sindical,

		estudios y servicios jurídicos
MCA-UGT	Pedro Echániz	Responsable del Sector Madera
ELA	Gurutz Gorraiz	Secretario general de ELA-Hainbat
CONFEMADERA	Miriam Pinto	Responsable de Formación y Prevención de Riesgos Laborales
AECORK	Ariadna Ros	Responsable de Comunicación
ASECOR	Fátima Nieto	Técnico de Proyectos
ANFTA	Genoveva Canals	Secretaria General
ISOCOR	José Borrallo	Coordinador técnico

Sweden

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
The Swedish Forest and Wood Trade Union, Skogs-och Träfacket	Per-Olof Sjöö	Délégué aux négociations
Swedish Federation of Wood and Furniture Industry, TMF	David Johnsson	Délégué aux négociations
Swedish Forest Industries Federation, SkogsIndustrierna	Göran Swanström Gunnar Norbäck	Délégué aux négociations Conseiller au Délégué aux négociations
The Swedish Association of Graduate Engineer, CF	Mikael Wittbäck	Délégué aux négociations
The Swedish Union of technical and Clerical Employees in Industry, SIF	Lis-Marie Fond Bosse Halberg	Délégué aux négociations Expert-conseil au Délégué aux négociations
The Swedish association for managerial and professional staff, LEDARNA	Leif Nordin	Délégués aux négociations

United Kingdom

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
GMB	Phil Davies	CFTA National Secretary
UCATT	Jonathan Green	Research Officer
BWF	Michael Lee	Federation Secretary
TTF	The English expert has not interviewed TTF members. He tried few times to contact John White (Chief Executive) but without success. He got the information from their website and also contacted the secretary to get information about affiliations and number of company members.	

WPIF	The Director General of the organisation informed that their role is to provide technical and environmental support to their members and therefore he could not help with the research.

European Organisations consulted

Name of the organisation consulted	Date of the sending of the report
EFBWW	October 6, 2006
CEI-Bois	October 6, 2006