



# Representativeness of the European social partner organisations: Commerce

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This report is available in electronic format only.

*This study aims to provide the necessary information for encouraging sectoral social dialogue in the commerce sector. The study comprises three parts: a summary of the sector's economic background; an analysis of the social partner organisations in all the EU Member States, with special emphasis on their membership; their role in collective bargaining and public policy, and their national and European affiliations; and finally, an analysis of the relevant European organisations, particularly their membership composition and their capacity to negotiate. The EIRO series of representativeness studies aims to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus for these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the EC Treaty provisions. Hence, this study is designed to provide the basic information required to establish sectoral social dialogue.*

## **Objectives of study**

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

Against this background, the study will first identify the relevant national social partner organisations in the commerce sector, subsequently analysing the structure of the sector's relevant European organisations, in particular their membership composition. This involves clarifying the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related' (Table 1).

**Table 1: Determining the 'sector relatedness' of an organisation**

Scope	Question in the standardised questionnaire to all correspondents	Possible answers	Notes and Explanations
<b>Domain of the organisation within the sector</b>	Does the union's/employer organisation's domain embrace potentially all employees in the commerce sector?	Yes/No	This question has not been asked directly in the questionnaire, but is considered to be 'yes' if all of the five following sub-questions are 'yes'. It is considered to be 'no', if at least one of the following sub-questions is answered with 'no'.
	...cover 'basically all' groups of employees (min.: blue collar, white collar) in the commerce sector?	Yes/No	This question refers to the organisation's scope of the sector with regard to different types of employment contracts. As the contractual forms are rather heterogeneous, the minimum requirement to answer this question with 'yes' would be the fact that both blue-collar and white-collar workers are potentially covered by the organisation's domain.
	...cover the 'whole' commerce sector in terms of economic activities, (i.e. including all sub-activities)	Yes/No	This question refers to the economic sub-activities of the NACE code chosen. In the spreadsheet part of the questionnaire, correspondents have been provided a detailed breakdown of sub-activities down to the four-digit level.
	... cover employees in all types of companies (all types of ownership: private, public...) in the commerce sector?	Yes/No	This question refers to ownership. Some organisations might limit for instance their domain to domestically owned, or to public sector companies/employees only.
	... cover employees in enterprises of all sizes in the commerce sector?	Yes/No	Often, organisations limit their domain to enterprises by size class (such as SMEs only).
	...cover all occupations in the commerce sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to certain occupations only. This sub-question intends to identify these occupational organisations.
<b>Domain of the organisation outside the sector</b>	Does the union also represent members outside the commerce sector?	Yes/No	This question is again being asked directly to the correspondents.

*Source: Standardised Excel-based questionnaire, sent to EIRO National correspondents.*

At both national and European levels, many associations are not considered as social partner organisations as they do not deal with industrial relations. Thus, there is a need for criteria to clearly define the social partner organisations.

As regards the national-level associations, classification as a sector-related social partner organisation implies fulfilling one of two criteria. The association must be either:

- a party to ‘sector-related’ **collective bargaining**;
- or a member of a ‘sector-related’ European association of business or labour on the Commission’s list of European social partner organisations consulted under Article 154 of the EC Treaty;
- or it must participate in the sector-related European Social Dialogue.

Taking affiliation to a European social partner organisation as a sufficient criterion for determining a national association as a social partner, implies that such an association may not be involved at all in industrial relations in its own country. Hence, this selection criterion may seem odd at first glance. However, if a national association is a member of a European social partner organisation, it becomes involved in industrial relations matters through its membership in the European organisation.

Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective countries. Affiliation to a European social partner organisation and involvement in national collective bargaining are of utmost importance to the European social dialogue, since these are the two constituent mechanisms that can systematically connect the national and European levels.

In terms of the selection criteria for the European organisations, this report includes those sector-related European social partner organisations that are on the Commission’s list of consultation.

In addition, this study considers any other sector-related European associations with sector-related national social partner organisations – as defined above – under its umbrella.

Thus, the aim of identifying the sector-related national and European social partner organisations applies both a ‘top-down’ and ‘bottom-up’ approach.

## Definitions

For the purpose of this study, the commerce sector is defined in terms of the Statistical Classification of Economic Activities in the European Community ([NACE](#)), to ensure the cross-national comparability of the findings. More specifically, the commerce sector is defined as embracing NACE (Rev. 2) 45, 46 and 47.

This includes the following activities:

NACE Rev. 2	
45	Wholesale and retail trade and repair of motor vehicles and motorcycles
46	Wholesale trade, except of motor vehicles and motorcycles
47	Retail trade, except of motor vehicles and motorcycles

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

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

*Figure 1: Sector relatedness of social partner organisations: Domain patterns*



**Table 2: Pattern and scope of an organisation's domain**

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

*Note: The domain pattern results from the answers to the questions on the scope of the domain derived in Table 1.*

At European level, the European Commission established a sectoral social dialogue committee for the commerce sector in 1999. The Retail, Wholesale and International Trade Representation to the EU ([EuroCommerce](#)) on the employers' side, as well as the UNI Global Union Europa-Section Commerce ([UNI Europa-Commerce](#)) on the employees' side, participate in the sector's European social dialogue. Thus, affiliation to one of these European organisations is a sufficient criterion for classifying a national association as a social partner organisation for the purpose of this study. However, it should be noted that the constituent criterion is one of sector-related membership. This is important, in particular, in the case of UNI Europa due to its multi-sectoral domain. Thus, the study will include only the organisations affiliated to UNI Europa-Commerce whose domain relates to the commerce sector.

### Collection of data

The collection of quantitative data, such as those on membership, is essential for investigating the representativeness of the social partner organisations. Unless cited otherwise, this study draws on country studies provided by the EIRO national centres, based on a standard questionnaire in both Word and Excel format, which they complete through contacting the sector-related social partner organisations in their countries. The contact is generally made via telephone interviews in the first place, but might also be established via email. In case of non-availability of any representative, the national correspondents are asked to fill out the relevant questionnaires based on secondary sources, such as information given on the social partner's website, or derived from previous research studies.

It is often difficult to find precise quantitative data. In such cases, the EIRO national centres are requested to provide rough estimates rather than leaving a question blank, given the practical and political relevance of this study. However, if there is any doubt over the reliability of an estimate, this will be noted.

In principle, quantitative data may stem from three sources:

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

- personal estimates made by representatives of the respective organisations.

While the data sources of the economic figures cited in the report are generally statistics, the figures in respect of the organisations are usually either administrative data or estimates. Furthermore, it should be noted that several country studies also present data on trade unions and business associations that do not meet the above definition of a sector-related social partner organisation, in order to give a complete picture of the sector's associational 'landscape'. For the above substantive reasons, as well as for methodological reasons of cross-national comparability, such trade unions and business associations will not be considered in this overview report. However, these organisations can still be found in the national contributions, which will be published together with the overview report.

## Quality assurance

In order to assure the quality of the information gathered, several verification procedures and feedback loops have been used.

- First, staff of the European Foundation, together with the report's author, check the figures provided for consistency, and make sure that the organisations listed correspond to the definition relevant for the scope of this study (see above).
- Second, the European Foundation sends the national contributions to both their national members of governing board, as well as to the European-level sector-related social partners' organisations. The peak level organisations then ask their affiliates to verify the information. Feedback received from the sector-related organisations is then taken into account, if it is in line with the methodology of the study.
- Third, the complete study is finally evaluated by the European-level sectoral social partners and Eurofound's Advisory Committee on Industrial Relations, which consists of representatives from both sides of industry, governments and the European Commission.

## Structure of report

The study consists of three main parts, beginning with a brief summary of the sector's economic background. The report then analyses the relevant social partner organisations in all EU Member States, with the exception of Finland and Latvia which have not been part of the EIRO network (and thus have not provided any data) since March 2010. The study therefore covers 25 European countries. In the cases of Finland and Latvia, only those sector-related social partner organisations are considered which could be identified by applying the 'top-down' approach (see above). The third part of the analysis considers the representative associations at European level.

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

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

## Economic background

Commerce in Europe, covers – according to Eurostat’s Structural Business Statistics (2008) – more than six million companies and, according to Eurostat’s Labour Force Survey (LFS, 2010) employs about 24.5 million people in the EU-27. Part of the growth in jobs in 2000–2010 were however lost during the economic crisis, particularly in the Baltic countries, Ireland, Spain and Bulgaria. While one out of seven workers in the EU-27 is currently employed in commerce, the sector generates about 11% of the EU’s gross domestic product (GDP). These figures suggest that commerce is a relatively labour-intensive but lower-than-average productive sector, which is also reflected in lower-than-average [pay](#). In terms of company structure, the sector is characterised by a predominance of small and medium-sized enterprises (SME) – according to EuroCommerce, over 95% of these companies are SMEs.

## Employment characteristics

The share of [self-employed persons](#) among all sectoral workers is supposed to amount to almost 25%. With regard to the employees, part of the sector’s growth is attributable to the increasing incidence of [part-time work](#) and other forms of [atypical work](#). About half of the workers within EU commerce are women, although there are marked differences between the individual countries. In line with a relatively high proportion of (poorly skilled) women employees, young workers and the non-standard type of employment in this sector, the fluctuation of workers in commerce is high. The three subsectors of commerce differ, however, in their work-force composition, as well as in their contractual arrangements: Although there is a predominance of female workers and more atypical contractual forms of employment in the retail sector, in the wholesale sector as well as that of the sale, trade and repair of motor vehicles and cycles, there is a predominance of men, who generally, are more likely to have standard employment contracts, including full-time work. Countries often differ in this regard, as well as in the way the sector deals with working time arrangements. This can be seen, for instance, in the [country reports](#) on the commerce sector for Denmark, Germany, Hungary, the Netherlands, Spain, Romania and the United Kingdom, which were conducted within Eurofound’s stakeholder enquiry service. The way the commerce sector organises working time ([flexibility](#)) is rather a matter of tradition within the country itself, rather than a ‘sector-specific’ pattern observable for Europe. This can be seen in the [Eurofound report Industrial relations, social dialogue and working time: The commerce sector in Europe](#).

## Long term trends

Over the past decades, EU commerce has undergone a process of increasing economic internationalisation, often accompanied by national deregulation initiatives (for instance regarding the liberalisation of the shop opening hours and the relaxation of working time regulations). Many large, multi-national chains, attracted by developing markets in the middle and east European countries, have established outlets there. This development, along with some technological innovations such as the introduction of self-scanning systems and the expansion of e-commerce, have further intensified competition and compelled the companies to advance new competitive management strategies. As a result, a considerable movement towards market concentration has been observed in many countries, often accompanied by pressures for restructuring and deregulation of employment. According to organised labour, all these developments have had a problematic impact on the sector’s [working conditions](#), in particular in the retail segment, especially as regards job security, [quality of work](#), working hours regulations and remuneration. Indeed, in order to investigate this aspect further, Eurofound plans to launch a



further comparative study on working conditions in the commerce sector in Europe through its [European Working Conditions Observatory](#) (EWCO) in 2011.

Tables 3 and 4 give an overview of the development from the late 1990s to the late 2000s (before the economic crisis), presenting figures on companies, employment and employees in the sector and in relation to the national economy, mainly stemming from national sources. These figures have been collected through the national centres. In most Member States (12 out of 18), for which related data are available, the number of companies more or less increased, reflecting the general expansion of the sector in most countries. By contrast, in six countries, the number of companies slightly decreased. These decreases at least partially appear to be attributable to a general trend of market concentration, at the expense of SMEs, which can be observed in almost all EU Member States. Apart from that, the outstandingly high number of more than six million companies within the sector across the EU is attributable to the fact that many of these companies are just one-person establishments without any [employee](#). In several countries, this category of enterprise – despite market concentration – still constitutes the majority of the sector’s companies.

**Table 1: Total employers and employment in commerce, 1998 and 2008**

Country	Year	Number of Companies	Total Employment	Female Employment	Male Employment	Total sectoral employment as % of total employment in economy
AT	1998	64.039	578.300	313.000	265.200	16
AT	2008	72.874	661.300	353.500	307.800	16
BE	1998	n.a.	n.a.	n.a.	n.a.	n.a.
BE	2008	56.881	726.138	311.226	414.912	n.a.
BG	1998	n.a.	n.a.	n.a.	n.a.	n.a.
BG	2008	128.702	530.000	283.100	246.900	16
CY	1998	n.a.	n.a.	n.a.	n.a.	17
CY	2008	19.629	71.500	n.a.	n.a.	18
CZ	1998	575.682	598.880	337.620	261.260	12
CZ	2008	678.197	612.750	323.540	289.210	12
DE	1998	n.a.	5.155.000	2.719.000	2.433.000	14
DE	2007	733.772	5.289.000	2.778.000	2.511.000	13
DK	1998	48.668	410.363	164.751	245.612	15
DK	2009	48.529	449.851	196.207	253.644	16
EE	1998	10.704	83.200	47.600	35.600	14
EE	2008	13.635	92.500	54.800	37.700	14
ES	1998	786.384	2.276.800	956.500	1.320.200	16
ES	2008	843.212	3.211.600	1.562.500	1.649.100	16

FR	2000	625.349	3.013.546	1.808.128	1.205.418	12
FR	2007	656.616	3.451.600	1.587.736	1.863.270	13
GR	1998	74.797	674.827	254.522	420.305	17
GR	2008	106.983	886.783	363.150	503.633	19
HU	1998	167.742	476.100	254.000	222.100	13
HU	2008	150.006	576.400	303.800	272.600	15
IE	1998	n.a.	215.300	99.700	115.600	14
IE	2008	n.a.	303.200	156.800	146.500	14
IT	1996	1.227.679	2.979.637	1.223.494	1.756.143	14
IT	2007	1.233.709	3.512.353	1.442.237	2.070.116	15
LT	1998	n.a.	n.a.	n.a.	n.a.	n.a.
LT	2008	22.583	270.100	148.800	121.300	18
LU	1998	7.392	21.900	9.700	12.200	10
LU	2007	7.113	18.800	8.200	10.500	10
MT	2001	11.392	20.653	6.511	14.142	14
MT	2008	16.030	24.700	8.100	16.600	15
NL	1998	166.925	n.a.	n.a.	n.a.	n.a.
NL	2008	159.830	n.a.	n.a.	n.a.	n.a.
PL	1998	1.060.500	2.106.400	n.a.	n.a.	13
PL	2008	1.097.200	2.325.900	1.267.200	1.058.700	15
PT	1998	225.827	727.279	n.a.	n.a.	n.a.
PT	2008	266.231	830.006	n.a.	n.a.	n.a.
RO	1998	222.017	925.894	504.464	421.430	9
RO	2008	216.290	1.166.400	634.400	532.000	12
SE	1998	68.338	472.574	205.724	266.850	12
SE	2008	70.854	551.919	247.533	304.386	12
SI	2000	30.254	111.000	56.000	55.000	12
SI	2007	22.980	117.000	63.000	54.000	12
SK	1999	23.993	265.400	152.400	113.100	12
SK	2008	40.083	292.300	172.800	119.400	12
UK	1998	n.a.	4.208.859	2.144.672	2.064.187	16
UK	2008	231.638	4.096.514	2.022.039	2.074.475	14

Source: EIRO national centres, national statistics. For detailed description of sources please refer to the national reports.

**Table 2: Total employees in commerce, 1998 and 2008**

Country	Year	Total Employees	Female Employees	Male Employees	Total sectoral employees as % of total employees in economy
AT	1998	508,200	286,900	221,200	16
AT	2008	592.700	332.100	260.600	17
BE	1998	n.a.	n.a.	n.a.	n.a.
BE	2008	482.029	231.847	250.182	14
BG	1998	n.a.	n.a.	n.a.	n.a.
BG	2008	419.100	192.311	226.789	14
CY	1998	n.a.	n.a.	n.a.	n.a.
CY	2008	n.a.	n.a.	n.a.	n.a.
CZ	1998	439.910	275.370	164.540	11
CZ	2008	463.250	273.050	190.200	11
DE	1998	4.262.690	2.167.931	2.094.759	15
DE	2007	4.107.861	2.111.638	1.996.223	15
DK	1998	365.275	149.619	215.656	15
DK	2009	421.870	187.039	234.831	16
EE	1998	71.600	42.800	28.800	13
EE	2008	83.600	51.700	31.900	14
ES	1998	1.430.100	612.500	817.600	13
ES	2008	2.351.700	1.208.700	1.142.900	14
FR	2000	2.522.116	1.513.270	1.008.846	12
FR	2007	3.078.400	1.416.064	1.662.336	13
GR	1998	295.912	121.826	174.086	13
GR	2008	443.541	216.494	227.047	15
HU	1998	285.500	n.a.	n.a.	11
HU	2008	365.300	n.a.	n.a.	13
IE	1998	n.a.	n.a.	n.a.	n.a.
IE	2008	266.600	145.000	121.600	15
IT	1996	1.251.727	586.632	665.095	8

Country	Year	Total Employees	Female Employees	Male Employees	Total sectoral employees as % of total employees in economy
IT	2007	1.907.362	893.901	1.013.461	11
LT	1998	n.a.	n.a.	n.a.	n.a.
LT	2008	235.200	133.400	101.800	17
LU	1998	18.900	9.000	9.900	10
LU	2007	17.500	7.600	9.900	10
MT	2001	13.102	4.811	8.291	11
MT	2008	17.800	6.900	10.900	13
NL	1998	1.137.000	531.000	606.000	15
NL	2008	1.286.000	612.000	674.000	15
PL	1998	1.321.100	n.a.	n.a.	13
PL	2008	1.782.600	n.a.	n.a.	15
PT	1998	443.380	195.114	248.266	n.a.
PT	2008	569.868	276.502	293.366	n.a.
RO	1998	737.834	445.969	291.865	11
RO	2008	1.000.100	582.500	417.600	16
SE	1998	472.574	205.724	266.850	12
SE	2008	551.919	247.533	304.386	12
SI	2000	85.658	45.946	39.712	13
SI	2007	99.995	53.535	46.460	14
SK	1999	220.700	137.000	83.600	11
SK	2008	241.100	155.000	86.100	12
UK	1998	3.653.965	1.976.728	1.677.237	16
UK	2008	3.675.605	1.856.018	1.819.587	15

*Source: EIRO national centres, national statistics. For detailed description of sources please refer to the national reports.*

All countries with available data but two (Luxembourg and the UK) record an increase in overall employment from the late 1990s to the late 2000s. The same holds true of sectors – with only Germany and Luxembourg recording a slight decline. Almost one million jobs were created in Spain within a decade, even though some were lost during the crisis. Excepting Sweden, in all countries for which comparable data are available, the number of employees clearly falls short of the total number workforce. This indicates that the sector is characterised by a relatively high incidence of non-standard or self-employment. Tables 3 and 4 also show that women represent the majority of workers in the sector in about half of the countries. In countries for which data are

available (Austria, the Czech Republic, Estonia, Lithuania, Romania and Slovakia) female employment clearly exceeds male employment. Conversely, higher male employment is recorded in Denmark, Italy, Malta and Sweden, while the relationship between the sexes is largely balanced in Greece, Portugal, Spain and the UK. The tables also indicate that – as outlined earlier – the sector is particularly large and continued to grow in most countries up to the late 2000s. Its share in aggregate employment is 12% or higher in all countries studied except Luxembourg. In a few countries, such as Cyprus and Greece, employment shares of the sector are extraordinarily high, peaking at 18% or 19%.

## Recent developments

Over the past decades, although most countries have recorded considerable business expansion within the commerce sector, the impact of the global economic downturn on the sector as of the late 2000s varies. In most countries, both turnover and employment within the sector declined in the period 2007–2010, while an upward trend, at least in terms of turnover, is observable from 2009. A decrease in private consumption has directly led to sales stagnating or even shrinking, – a manifestation of people’s declining purchasing power in most countries. In some countries, the economic slowdown has been somewhat averted by special government support measures – for instance the car scrappage premium schemes as reported by Eurofound in December 2009: [‘Greening the European Economy’](#). However, increased levels of unemployment and considerable austerity measures in most Member States are expected to depress the already moderate prospects for the commerce sector for years to come.

Figure 2 shows that, overall in the European union, commerce has been severely hit by the crisis: While total employment (for those aged 15–64) peaked above 31 million at the end of 2008, it stood at 29.1 million in the first quarter 2011. The last two quarters for which data are available, however, show a strong upward trend again. Yet, the pre-crisis levels of employment have not been reached in third quarter of 2010.

Figure 2 Development of employment (workforce aged 15-64) during the crisis in the commerce sector, percentage change to quarter two of the previous year.

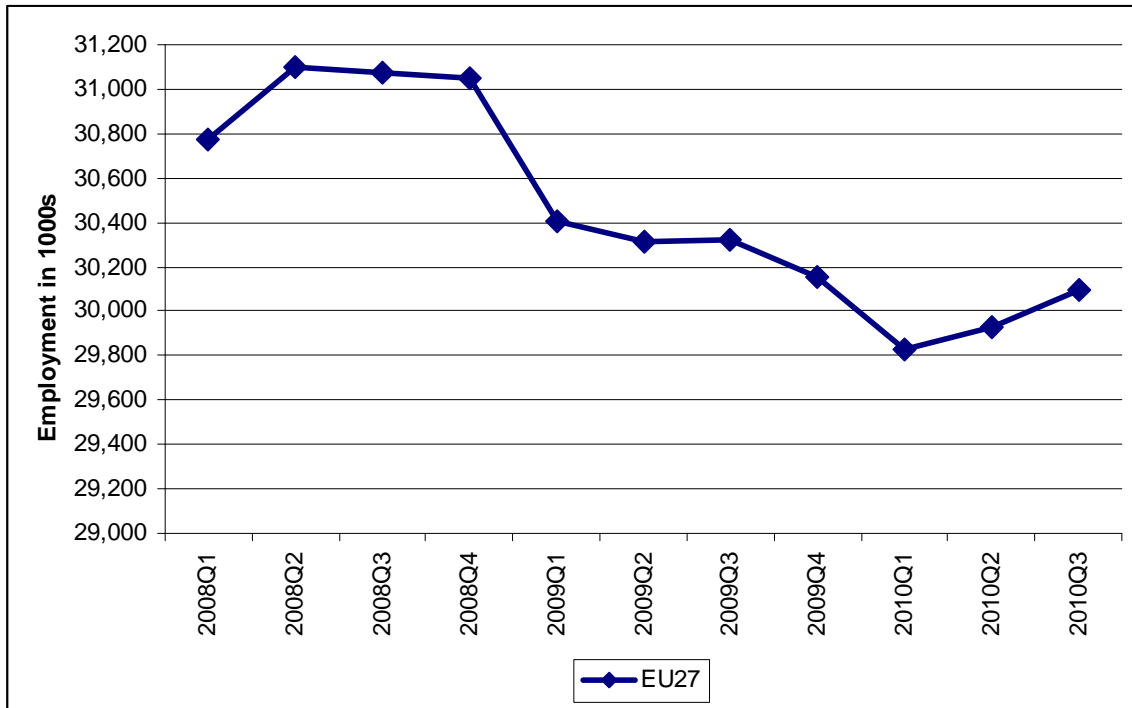
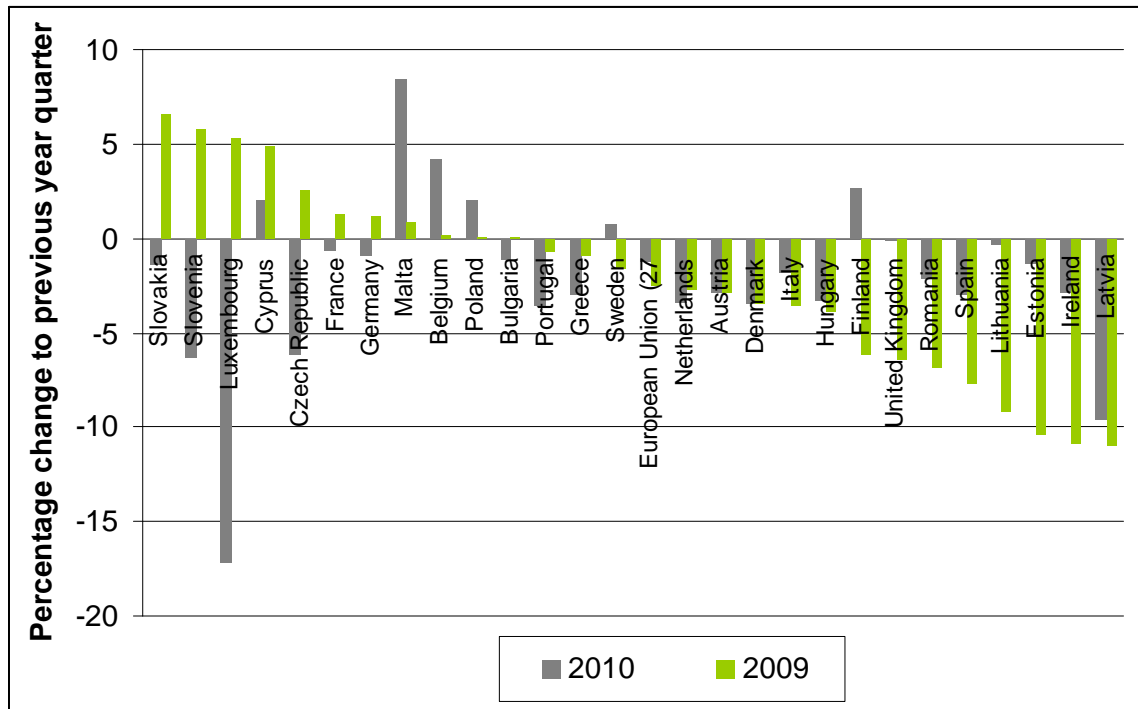


Figure 3: Development of employment (workforce aged 15–64) during the crisis in the commerce sector, percentage change from quarter two of the previous year.



Source: Eurostat, Labour force survey

Figure 3 indicates that the commerce sector in most EU states has been badly affected by the crisis, with employment declining significantly within two years. In the Baltic states, Ireland, Spain and Romania, the employment growth of the decade to 2008 was absorbed within a two-year period. Only in a few countries, such as Malta, Belgium and Poland has this sector been relatively unaffected. This very unfavourable economic situation has also affected the sector's industrial relations in some countries. For instance, in Ireland the recession has led to widespread calls for pay freezes and restructurings. The trade unions, argue that employers are using the crisis as pretext to drive down wages and terms of employment. In 2009, Ireland's most important employer organisation in this sector, the Irish Business and Employers Confederation ([IBEC](#)), withdrew from the national pay agreement, with many employers refused to pay levels set by this agreement. Smaller-scale disputes among the sectoral industrial relations actors caused by the downturn have also been reported in Austria (over the set-up of an arbitration board dealing with enterprises ignoring the collective agreement) and Belgium (over restructuring and companies evading wage increases).

### National level of interest representation

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

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

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

As outlined, the representativeness of the national social partner organisations is of interest to this study in terms of the capacity of their European umbrella organisations for participation in European social dialogue. Hence, the role of the national actors in collective bargaining and public policy-making constitutes another important component of representativeness. The effectiveness of European social dialogue tends to increase with the growing ability of the national affiliates of the European organisations to regulate the employment terms and influence national public policies affecting the sector.

A cross-national comparative analysis shows a generally positive correlation between the bargaining role of the social partners and their involvement in public policy (see Traxler, F., 'The metamorphoses of corporatism: From classical to lean patterns', in *European Journal of Political Research*, Vol. 43, Issue No. 4, 2004, pp. 571-598). Social partner organisations that are engaged in multi-employer bargaining are incorporated in state policies to a significantly greater extent than their counterparts in countries where multi-employer bargaining is lacking. This can be attributed to the fact that only multi-employer agreements matter in macro-economic terms, setting an incentive for the governments persistently to seek the cooperation of the social partner organisations. If single-employer bargaining prevails in a country, none of the collective agreements will have a noticeable effect on the economy due to their limited scope. As a result, the basis for generalised tripartite policy concertation will be absent.

In summary, representativeness is a multi-dimensional concept that embraces three basic elements:

- the membership domain and strength of the social partner organisations;
- their role in collective bargaining;
- their role in public policy-making.

## **Membership domains and strength**

The membership domain of an organisation, as formally established by its constitution or name, distinguishes its potential members from other groups which the organisation does not claim to represent. As already explained, this study considers only organisations whose domain relates to the commerce sector. However, there is insufficient room in this report to delineate the domain demarcations of all the organisations. Instead, the report notes how they relate to the sector by classifying them according to the four patterns of 'sector-relatedness', as specified earlier. A more detailed description of how an organisation may relate to the sector can be found in Figure 1 above and in the annex.

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

Furthermore, a difference also arises between trade unions and employer organisations in relation to measuring membership strength. Trade union membership simply means the number of unionised persons. However, in this context a clarification of the concept of 'member' should be made. Whereas in most countries recorded membership includes both employees in jobs and members who are not in active employment (such as unemployed persons and retired workers) some countries provide information on employed membership only. Hence, two measures of



trade union density have to be differentiated: gross union density (including inactive members) and net union density (referring to employed union members only). In addition to taking the total membership of a trade union as an indicator of its strength, it is also reasonable to break down this membership total according to sex. However, measuring the membership strength of employer organisations is more complex since they organise collective entities, namely companies that employ employees. In this case, therefore, two possible measures of membership strength may be used – one referring to the companies themselves, and the other to the employees working in the member companies of an employer organisation.

For a sector study such as this, measures of membership strength of both the trade unions and employer organisations have also to consider how the membership domains relate to the sector. If a domain is not congruent with the sector demarcation, the organisation’s total density, that is the density referring to its overall domain, may differ from sector-specific density, that is the organisation’s density referring to the sector. This report will first present the data on the domains and membership strength of the trade unions and will then consider those of the employer organisations.

This report basically distinguishes between three types of organisational densities, as defined in the following table, which are – depending on data availability – also broken down into net and gross rates.

**Table 5: Definition of organisational density figures**

<b>Type of density</b>	<b>Definition</b>	<b>Breakdown</b>
<b>Domain density</b>	Total number of employees (companies) organised by the organisation divided by potential number of employees (companies) as demarcated by the organisation’s domain	Net and gross; Employees (for trade unions) Companies and employees (for employer organisations)
<b>Sectoral density</b>	Number of employees (companies) organised by the organisation in the commerce sector divided by total number of employees (companies) in the sector.	Net and gross; Employees (for trade unions) Companies and employees (for employer organisations)
<b>Sectoral domain density</b>	Number of employees (companies) organised by the organisation in the commerce sector divided by potential number of employees (companies) in the commerce sector as demarcated by the organisation’s domain	Net and gross; Employees (for trade unions) Companies and employees (for employer organisations)

### *Trade unions*

Tables 6 and 7 present the trade union data on their domains and membership strength. The tables list all trade unions which meet at least one of the two criteria for classification of a sector-related social partner organisation, as defined earlier.

**Table 3: Domain coverage and membership of trade unions in commerce, 2009/10**

Country	Trade Union	Type of membership	Domain coverage <sup>a</sup>	Membership				
				Members total	Members active	Members sector	Members sector active	Female membership (%) of total membership
AT	GPA-djp*	voluntary	sectional overlap	260.000	180.000	n.a.	20.000	44%
AT	Vida*	voluntary	sectional overlap	n.a.	155.049	21.139	3.328	33%
AT	VAAÖ	voluntary	sectionalism	n.a.	3.100	n.a.	3.100	80%
BE	BBTK/SETca*	voluntary	sectional overlap	382.291	n.a.	n.a.	n.a.	n.a.
BE	CNE/GNC*	voluntary	sectional overlap	148.201	115.000	n.a.	16.000	65%
BE	LBC/NVK*	voluntary	sectional overlap	304.622	n.a.	n.a.	n.a.	60%
BE	ACLVB/CGSLB*	voluntary	sectional overlap	259.367	n.a.	n.a.	n.a.	n.a.
BE	MWB-FGTB*	voluntary	sectional overlap	90.000	n.a.	n.a.	n.a.	n.a.
BE	ABVV-METAAL*	voluntary	sectional overlap	90.000	n.a.	n.a.	n.a.	n.a.
BE	ACV-CSC METEA*	voluntary	sectional overlap	233.887	n.a.	n.a.	n.a.	n.a.
BE	ACV-Voeding en Diensten/CSC-Alimentations et Services*	voluntary	sectional overlap	232.403	n.a.	n.a.	n.a.	56%
BE	ABVV/FGTB Horval*	voluntary	sectional overlap	109.391	n.a.	n.a.	n.a.	n.a.
BG	ITUFECCCTS	voluntary	sectional overlap	5.340	2.850	1.890	1.890	65%
BG	Podkrepa Services Union	voluntary	sectional overlap	2.850	1.890	n.a.	1.600	64%
CY	OIYK/SEK*	voluntary	sectional overlap	n.a.	7.568	n.a.	596	n.a.

CY	SEVETTYK/PEO*	voluntary	sectional overlap	n.a.	13.885	n.a.	1.569	n.a.
CZ	OSPO	voluntary	congruence	8.876	6.657	8.876	6.657	75%
DE	ver.di*	voluntary	overlap	2.806.496	n.a.	320.000	270.000	50%
DE	DHV*	voluntary	sectional overlap	77.180	n.a.	n.a.	n.a.	30%
DE	IG Metall	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	17%
DK	HK	voluntary	sectional overlap	311.815	226.981	55.000	55.000	77%
DK	Fødevareforbundet, NNF	voluntary	sectional overlap	24.963	23.934	n.a.	5.000	32%
DK	Dansk Metal	voluntary	sectional overlap	125.758	91.613	n.a.	20.000	4%
DK	Fagligt Fælles Forbund, 3F	voluntary	sectional overlap	319.423	275.224	n.a.	n.a.	32%
DK	MFD	voluntary	sectional overlap	12.155	8.424	1.057	864	28%
EE	ETKA*	voluntary	overlap	1.002	n.a.	898	n.a.	96%
EE	ESTAL*	voluntary	overlap	1.875	1.575	98	78	67%
ES	FETICO*	voluntary	sectional overlap	63.037	56.537	49.913	49.413	60%
ES	FASGA*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
ES	CHTJ-UGT*	voluntary	sectional overlap	n.a.	n.a.	38.964	35.910	57%
ES	FIA-UGT*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
ES	FITEQA-CCOO*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
ES	FECOHT-CCOO*	voluntary	sectional overlap	114.989	103.713	47.504	n.a.	57%
ES	FSC-CCOO*	voluntary	sectional overlap	257.635	n.a.	n.a.	n.a.	n.a.
ES	ELA-ZERBITZUAK *	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.

FI	PAM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FI	PRO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FI	SEFE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FR	CGT*	voluntary	overlap	550.000	550.000	35.000	35.000	30%
FR	CFDT*	voluntary	overlap	500.000	500.000	n.a.	n.a.	n.a.
FR	CGT-FO*	voluntary	overlap	500.000	450.000	n.a.	n.a.	n.a.
FR	CFTC*	voluntary	overlap	70.000	70.000	n.a.	n.a.	n.a.
FR	CFE-CGC*	voluntary	sectional overlap	80.000	80.000	n.a.	n.a.	n.a.
FR	UNSA*	voluntary	overlap	100.000	100.000	n.a.	n.a.	n.a.
FR	CSNVA*	voluntary	sectionalism	n.a.	n.a.	n.a.	n.a.	n.a.
GR	OIYE	voluntary	overlap	n.a.	65.300	n.a.	46.580	35%
HU	KASZ	voluntary	sectionalism	19.000	18.000	19.000	18.000	80%
IE	MANDATE*	mixed system	sectional overlap	44.750	45.206	42.500	43.000	66%
IE	SIPTU*	voluntary	sectional overlap	217.000	209.881	5.450	5.450	37%
IE	UMTE*	voluntary	sectionalism	2.500	2.000	2.500	2.000	n.a.
IT	UILTuCS*	voluntary	sectional overlap	111.600	111.600	76.000	76.000	50%
IT	FILCAMS*	voluntary	overlap	372.268	372.268	162.000	162.000	58%
IT	FISASCAT*	voluntary	n.a.	222.000	222.000	n.a.	n.a.	60%
IT	MANAGERITALIA	voluntary	sectional overlap	34.750	26.589	29.012	24.309	17%
IT	FISALS*	voluntary	overlap	7.500	6.500	3.500	3.000	55%
IT	FESICA*	voluntary	sectional overlap	375.000	375.000	250.000	250.000	40%

IT	UGIFAI	voluntary	sectional overlap	n.a.	n.a.	39.000	31.200	n.a.
IT	FENASALC*	voluntary	sectional overlap	120.000	98.000	61.500	53.000	38%
IT	FEDERAGENTI*	voluntary	sectionalism	30.000	28.000	30.000	28.000	10%
IT	USARCI*	voluntary	sectional overlap	65.000	58.000	40.000	36.000	n.a.
IT	CIU*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
IT	CONFLAVORATORI	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IT	FIARC*	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IT	FNAARC*	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IT	UGL TERZIARIO*	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IT	CONFAIL*	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IT	FIADEL	voluntary	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LT	SAMPRO*	voluntary	sectionalism	400	400	350	350	85%
LT	LPSDPS*	voluntary	sectional overlap	4.000	4.000	900	900	60%
LT	LKKDPS*	voluntary	overlap	2.000	2.000	1.800	1.800	85%
LU	OGB-L commerce*	voluntary	congruence	n.a.	n.a.	n.a.	n.a.	56%
LU	LCGB commerce, food processing industry and restauration*	voluntary	overlap	n.a.	n.a.	2.300	n.a.	n.a.
LV	LTDA	n.a.	n.a.	n.a.	n.a.	2.700	n.a.	n.a.
MT	GWU	voluntary	overlap	41.343	34.543	1.150	1.150	18%
Adobe NL	FNV Bondgenoten*	voluntary	overlap	477.000	n.a.	n.a.	n.a.	35%

NL	De Unie (MHP)*	voluntary	sectional overlap	45.000	45.000	1.500	1.500	n.a.
NL	CNV Dienstenbond*	voluntary	overlap	n.a.	n.a.	n.a.	n.a.	n.a.
PL	SKBHiU - SKH NSZZ Solidarnosc*	voluntary	congruence	9.800	n.a.	9.800	n.a.	n.a.
PL	FZZPSPHiU*	voluntary	sectional overlap	7.510	6.251	n.a.	n.a.	n.a.
PT	CESP*	voluntary	overlap	25.000	20.000	12.000	10.000	75%
PT	SITese*	voluntary	overlap	10.000	8.000	5.000	4.000	68%
PT	SITesc*	voluntary	sectional overlap	5.000	4.000	2.500	2.000	70%
PT	SINDESCOM*	voluntary	sectional overlap	850	355	483	180	48%
RO	FSC	voluntary	overlap	11.500	11.500	10.800	10.800	70%
SE	Handels*	voluntary	sectional overlap	149.000	123.000	100.000	90.000	70%
SE	Sveriges farmaceutförbund*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
SE	AHT*	voluntary	sectional overlap	380.000	n.a.	10.000	n.a.	60%
SE	Farmaciförbundet*	voluntary	sectional overlap	7.000	5.000	6.500	4.500	n.a.
SE	IF Metall*	voluntary	sectional overlap	370.000	280.000	n.a.	15.000	23%
SE	Unionen*	voluntary	sectional overlap	n.a.	n.a.	n.a.	n.a.	n.a.
SE	Ledarna*	voluntary	sectional overlap	95.000	80.000	n.a.	n.a.	20%
SI	SDTS*	voluntary	congruence	17.450	17.450	17.450	17.450	70%
SI	STS-KS 90*	voluntary	congruence	n.a.	n.a.	n.a.	n.a.	70%
SK	OZPOCR	voluntary	overlap	12.765	10.969	12.355	10.611	87%
UK	GMB*	voluntary	overlap	601.131	601.131	50.000	50.000	46%

UK	USDAW*	voluntary	overlap	386.572	386.572	306.000	306.000	58%
UK	Unite*	voluntary	overlap	1.585.536	1.275.000	76.000	76.000	23%

<sup>a</sup> = Please find a more detailed description of the trade unions' membership domain with regard to the sector in Table I in the ANNEX

\* = Domain overlap with other sector-related trade unions.

n.a. = not available

**Table 4: Density, collective bargaining, consultation and affiliations of trade unions in commerce, 2009/10**

Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
AT	GPA-djp	23%	16%	n.a.	4%	n.a.	7%	yes	yes	ÖGB; UNI Europa-Commerce, EPSU, EFFAT, EFJ, EMCEF
AT	vida	n.a.	n.a.	4%	1%	16%	2%	yes	yes	ÖGB ; EFFAT, ETF, UNI Europa
AT	VAAÖ	n.a.	65%	1%	1%	n.a.	65%	yes	yes	n.a.
BE	BBTK/SETca	n.a.	27%	n.a.	20%	n.a.	n.a.	yes	yes	FGTB/ABVV; UNI Europa, Eurocadres
BE	CNE/GNC	n.a.	n.a.	3%	4%	n.a.	n.a.	yes	yes	ACV/CSC ; UNI Europa, Eurocadres
BE	LBC/NVK	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	ACV/CSC ; UNI Europa, Eurocadres
BE	ACLVB/CGSLB	8%	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	UNI Europa
BE	MWB-FGTB	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	FGTB/ABVV; EMF
BE	ABVV-METAAL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	FGTB/ABVV; EMF
BE	ACV-CSC METEA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	ACV/CSC; EMF

Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
BE	ACV-Voeding en Diensten/CSC-Alimentations et Services	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	ACV/CSC; EFFAT
BE	ABVV/FGTB Horval	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	FGTB/ABVV, EFFAT
BG	ITUFECCTCS	1%	1%	n.a.	n.a.	n.a.	n.a.	yes	yes	Uni Europa
BG	Podkrepa Services Union	n.a.	1%	n.a.	1%	n.a.	1%	yes	yes	PODKREPA CL; EPSU, EFFAT
CY	OIYK/SEK	n.a.	10%	n.a.	1%	n.a.	n.a.	yes	yes	SEK, Uni Europa
CY	SEVETTYK/PEO	n.a.	11%	n.a.	3%	n.a.	n.a.	yes	yes	PEO
CZ	OSPO	2%	1%	2%	1%	2%	1%	yes	yes	ČMKOS; UNI Europa-Commerce
DE	ver.di	n.a.	n.a.	7%	6%	7%	6%	yes	yes	DGB ; UNI Europa
DE	DHV	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	CGB; (CESI)
DE	IG Metall	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	DGB; EMF
DK	HK	n.a.	40%	n.a.	13%	45%	45%	yes	yes	LO; UNI Europa-Commerce, ETF
DK	Fødevareforbundet, NNF	n.a.	75%	n.a.	1%	n.a.	49%	yes	yes	LO; EFFAT, UNI Europa
DK	Dansk Metal	n.a.	73%	n.a.	n.a.	n.a.	n.a.	yes	yes	CO-industri, LO; EMF
DK	Fagligt Fælles Forbund, 3F	n.a.	70%	n.a.	n.a.	n.a.	n.a.	yes	yes	CO-industri, LO; EMF
DK	MFD	n.a.	70%	n.a.	0%	n.a.	70%	yes	yes	LO
EE	ETKA	1%	n.a.	1%	n.a.	1%	n.a.	yes	no	EAKL, AHL; UNI Europa-Commerce
EE	ESTAL	2%	2%	0%	0%	0%	0%	yes	no	EAKL; UNI Europa-Commerce



Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
ES	FETICO	3%	2%	2%	2%	n.a.	n.a.	yes	no	no
ES	FASGA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	CESI
ES	CHTJ-UGT	n.a.	n.a.	2%	2%	n.a.	n.a.	yes	yes	UNI Europa-Commerce
ES	FIA-UGT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	n.a.
ES	FITEQA-CCOO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	n.a.
ES	FECOHT-CCOO	n.a.	n.a.	2%	n.a.	n.a.	n.a.	yes	yes	CCOO; UNI Europa-Commerce
ES	FSC-CCOO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	CCOO; EPSU
ES	ELA-ZERBITZUAK?	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	UNI Europa-Commerce
FI	PAM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	UNI Europa-Commerce
FI	PRO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	UNI Europa-Commerce
FI	SEFE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	UNI Europa-Commerce
FR	CGT	n.a.	n.a.	1%	1%	n.a.	n.a.	yes	yes	UNI Europa, UITA
FR	CFDT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	UNI Europa, EFBWW
FR	CGT-FO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	UNI Europa
FR	CFTC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	no
FR	CFE-CGC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<b>CEC</b> European Managers
FR	UNSA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	no
FR	CSNVA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	n.a.
GR	OIYE	n.a.	15%	n.a.	13%	n.a.	n.a.	yes	yes	GSEE; UNI Europa-Commerce
HU	KASZ	16%	15%	5%	4%	16%	15%	yes	yes	MSZOSZ; UNI

Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
										Europa-Commerce
IE	MANDATE	30%	30%	17%	17%	n.a.	n.a.	yes	yes	ICTU; UNI Europa
IE	SIPTU	n.a.	n.a.	2%	2%	n.a.	n.a.	yes	yes	ICTU
IE	UMTE	50%	40%	1%	1%	50%	40%	yes	yes	no
IT	UILTuCS	3%	3%	4%	4%	5%	5%	yes	no	UIL; UNI Europa, EFFAT
IT	FILCAMS	22%	22%	9%	9%	9%	9%	yes	yes	CGIL; ETLC, EFFAT, UNI Europa
IT	FISASCAT	13%	13%	n.a.	n.a.	n.a.	n.a.	yes	yes	CISL; UNI Europa, EFFAT
IT	MANAGERITALIA	12%	9%	2%	1%	n.a.	n.a.	yes	yes	CONFEDIR-MIT
IT	FISALS	75%	65%	0%	0%	0%	0%	yes	yes	CONFSAL; CESI
IT	FESICA	18%	19%	13%	13%	n.a.	n.a.	yes	yes	CONFSAL; CESI
IT	UGIFAI	n.a.	n.a.	2%	2%	12%	10%	yes	n.a.	CIDEC
IT	FENASALC	51%	54%	3%	3%	n.a.	n.a.	yes	yes	CISAL; CESI
IT	FEDERAGENTI	11%	10%	2%	2%	11%	10%	yes	yes	CISAL; CESI
IT	USARCI	16%	15%	2%	2%	n.a.	n.a.	yes	yes	no
IT	CIU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	CGIE
IT	CONFLAVORATORI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	FIARC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	CONFESERCENTI
IT	FNAARC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	CONF-COMMERCIO
IT	UGLTERZIARIO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	UGL
IT	CONFAIL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	FIADEL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no

Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
LT	SAMPRO	4%	4%	0%	0%	4%	4%	yes	no	LLF
LT	LPSDPS	n.a.	n.a.	0%	0%	1%	1%	yes	yes	LPSK; UNI Europa
LT	LKKDPS	n.a.	n.a.	1%	1%	1%	1%	no	no	LPSK; UNI Europa
LU	OGB-L Commerce	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	OGB-L; UNI Europa
LU	LCGB commerce, food processing industry and restauration	n.a.	n.a.	12%	n.a.	n.a.	n.a.	yes	yes	EFFAT
LV	LTDA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	UNI Europa-Commerce
MT	GWU	26%	26%	7%	7%	7%	7%	yes	no	EPSU, UNI Europa, EURO WEA, FERPA, Eurocadres, ETF, EFBWW, EMF, EFFAT
NL	FNV Bondgenoten	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	FNV; UNI Europa
NL	De Unie (MHP)	3%	3%	0%	0%	n.a.	n.a.	yes	yes	MHP; UNI Europa-Commerce
NL	CNV Dienstenbond	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	CNV; UNI Europa-Commerce
PL	SKBHiU - SKH NSZZ Solidarnosc	1%	n.a.	1%	n.a.	1%	n.a.	no	yes	NSZZ Solidarnosc; UNI Europa-Commerce
PL	FZZPSPHiU	15%	12%	0%	0%	n.a.	n.a.	yes	yes	OPZZ
PT	CESP	1%	1%	1%	1%	1%	1%	yes	n.a.	CGTP
PT	SITESE	0%	0%	1%	0%	1%	0%	yes	n.a.	FETESE, UGT; UNI Europa-Commerce
PT	SITESC	0%	0%	1%	0%	1%	0%	yes	n.a.	UGT

Country	Trade unions	Union densities (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Domain total	Domain active	Sector	Sector active	Sectoral domain	Sectoral domain active			
PT	SINDESCOM	2%	2%	0%	0%	6%	2%	yes	n.a.	<i>FETESE, UGT</i>
RO	FSC	1%	1%	1%	1%	1%	1%	yes	no	<i>CNSLR Frăția; UNI Europa-Commerce</i>
SE	Handels	60%	60%	20%	15%	n.a.	n.a.	yes	yes	<i>LO; UNI Europa-Commerce</i>
SE	Sveriges farmaceutförbund	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>SACO, PTK</i>
SE	AHT	70%	n.a.	4%	n.a.	10%	n.a.	yes	no	<i>PTK, SACO; UNI Europa-Commerce</i>
SE	Farmaciförbundet	60%	40%	1%	1%	60%	35%	yes	no	<i>SACO, PTK</i>
SE	IF Metall	80%	80%	2%	2%	80%	80%	yes	no	<i>LO; EMF, EMCEF, ETUF:TCL</i>
SE	Unionen	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	<i>SACO, PTK; UNI Europa-Commerce, EMF, Eurocadres</i>
SE	Ledarna	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	<i>OFR; CEC</i>
SI	SDTS	18%	18%	18%	18%	18%	18%	yes	yes	<i>ZSSS; UNI Europa-Commerce</i>
SI	STS-KS 90	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>KS 90</i>
SK	OZPOCR	n.a.	n.a.	5%	4%	5%	4%	yes	yes	<i>KOZ SR; UNI Europa, EFFAT</i>
UK	GMB	2%	2%	1%	1%	n.a.	n.a.	yes	yes	<i>TUC</i>
UK	USDAW	10%	10%	8%	8%	n.a.	n.a.	yes	yes	<i>TUC; UNI Europa-Commerce</i>
UK	Unite	6%	5%	2%	2%	2%	2%	yes	yes	<i>TUC</i>

*a = National affiliations put in italics; for the national level, only cross-sectoral (peak-level) associations are listed; for the European level sectoral associations only; affiliation put in parenthesis means indirect affiliation via higher-order unit.*

*Note: The figures have rounded in all cases. Densities reported as 0% hence refer to a figure of 0.49% to more than 0%.*

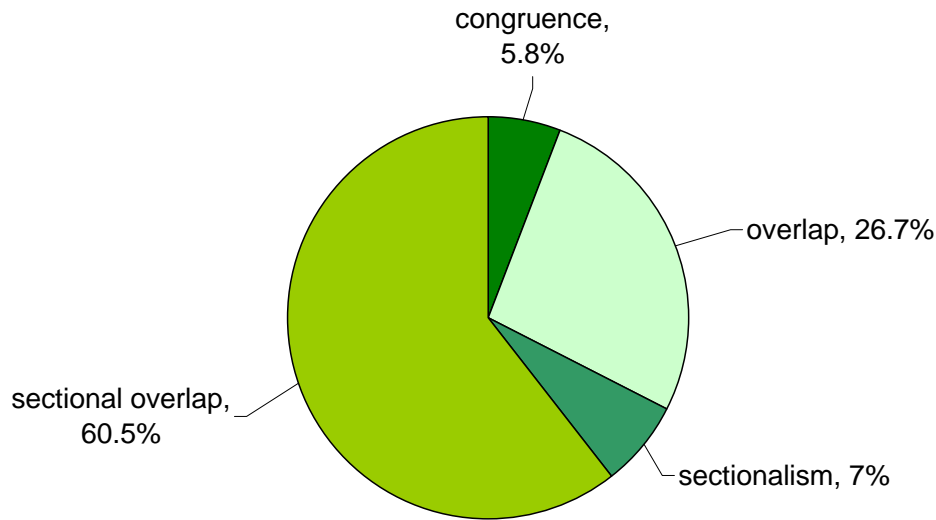
*n.a. = not available*

All of the 25 countries, plus Finland and Latvia (whose sector-related affiliates of UNI Europa-Commerce are also considered) record at least one sector-related trade union. In total, 97 sector-related trade unions could be identified. Of these 97 unions, 5.8% have demarcated their domain in a way which is congruent with the sector definition. This low proportion underscores the fact that statistical definitions of business activities rather differ from the lines along which employees identify common interests and band together in trade unions. Domain demarcations resulting in overlap in relation to the sector occur in 26.7% of the cases. Overlap by and large arises from two different modes of demarcation. The first one refers to general (for example, cross-sectoral) domains ([CGT](#), [CFDT](#), [CGT-FO](#), [CFTC](#) and [UNSA](#) of France, [GWU](#) of Malta, [FNV Bondgenoten](#) of the Netherlands and [GMB](#) and [Unite](#) of the UK). The second and more frequent mode in the sector relates to various forms of multi-sector domains, covering contiguous sectors, frequently in the broader distribution or private services segments of the economy (such as [Ver.di](#) of Germany, [ETKA](#) and [ESTAL](#) of Estonia, [OIYE](#) of Greece, [FILCAMS](#) of Italy, [LKKDPS](#) of Lithuania, [CNV Dienstenbond](#) of the Netherlands, [CESP](#) and [SITESE](#) of Portugal, [FSC](#) of Romania, [OZPOCR](#) of Slovakia and [USDAW](#) of the UK). Sectional overlaps prevail in the commerce sector (up to 60.5%). This mode usually emanates from domain demarcations which focus on certain categories of employees which are then organised across several or all sectors.

Employee categories are specified by various parameters. These can be:

- **distinct occupations** such as managers and technicians ([BBTK/SETCa](#) of Belgium, [MANAGERITALIA](#) of Italy and [Ledarna](#) of Sweden, or pharmacists ([VAAÖ](#) of Austria and [Sveriges Farmaceutförbund](#) of Sweden);
- **employment status** such as white-collar workers ([GPA-DJP](#) of Austria, Belgium's [LBC/NVK](#) and Sweden's [Unionen](#)) or blue-collar employees (Austria's [3F](#) of Denmark and [IF Metall](#) of Sweden);
- **geographic region** such as [SITESC](#) and [SINDESCOM](#) of Portugal and [ELA-ZERBITZUAK](#) of Spain which are active only in certain regions or districts;
- **sectionalism**, arising from the existence of sector-specific trade unions, such as pharmacy workers ([VAAÖ](#), or motor trade employees in France's [CSNVA](#) and Ireland's [UMTE](#)), and do not organise employees outside the sector, can be found in 7.0% of the cases.

Figure 4: Commerce sector related trade unions and their domain patterns (N=93)



**Source: EIRO national contributions**

As the domains of the trade unions often overlap with the demarcation of the sector, so their domains overlap with one another in those countries with a pluralist trade union ‘landscape’ in the commerce sector. Table 6 also shows these inter-union domain overlaps. In all countries but two (Bulgaria and Denmark) with more than one sector-related trade union the domain of any of them overlaps with the domain of all or most of the others. Depending on the scale of mutual overlap, this results in competition for members. Noticeable inter-union competition is recorded in several countries, such as Estonia, France, Germany, Ireland, Portugal, Slovenia, Spain and Sweden.

Looking at data on trade union membership data, it becomes apparent that female employees are the majority group in most of the unions (57.1%) for which membership figures by sex are available. This finding is quite remarkable, since the sector’s employment is dominated by neither of the sexes (see Table 3 and Table 4). However, as outlined earlier, the domain of most trade unions overlaps or sectionally overlaps with regard to the sector and often covers areas of the services sector, other than commerce, which are clearly dominated by women employees. Hence, the predominance of female members in these trade unions is likely to originate in areas of their domains other than the commerce sector. For instance, in Denmark’s white-collar HK union, which organises clerical employees, women on average constitute 77% of the membership while the share of female union members in the commerce sector is supposed to be significantly lower.

Membership of the sector-related trade unions is, in principle, voluntary in all cases of the 25 Member States under consideration. However, in the case of Ireland’s [MANDATE](#), which is a voluntary trade union as well, there may be also some element of compulsion in the event of closed-shop arrangements.

Numbers of trade union members differ widely, ranging from about 2.8 million (in the case of Germany’s Ver.di) to only a few hundreds. This considerable variation reflects differences in the

size of the economy and the comprehensiveness of the membership domain rather than the ability to attract members. Therefore, density is the measure of membership strength which is more appropriate to a comparative analysis. In this context it should be noted that density figures in this section refer to net ratios, which means that they are calculated on the basis of active employees only, rather than taking all union members (those in a job and those who are not) into account. This is mainly because research usually considers net union densities as more informative compared to gross densities, since the former measure tends to reflect unionisation trends among the active workforce more quickly and accurately than the latter (only the active workforce is capable of taking industrial action).

Statistics show:

- domain density is over 50% in the case of about one-fifth (20.5%) of the trade unions which document figures on density;
- 11.4% of the unions gather 70% or more of the active employees covered by their domain;
- 50% and 31.8% of the trade unions, for which data are available, organise fewer than 15% and fewer than 5% of the active employees within their domain, respectively;
- 29.5% of the trade unions record a density of between 15% – 50% of their potential active members.

These results indicate that overall domain density of the sector-related trade unions is relatively low. However, it should also be noted that domain density data are recorded for only 44 out of the 97 sector-related trade unions.

Compared with their rather low overall domain densities, the sector-related trade unions' density in the commerce sector tends to be even lower. When looking at sector density (again referring only to active members), it is important to differentiate between the trade unions' *sectoral* density and their *sectoral domain* density. The former measures the ratio of the total number of a trade union's members in the sector to the number of employees in the sector (as defined by NACE). The latter indicates the total number of members of a trade union in the sector in relation to the number of employees which work in that part of the sector as covered by the union domain, (see Table 5). This means that the *sectoral domain* density must be higher than the *sectoral* density if a trade union organises only a particular part of the sector – that is where the trade union's membership domain is either sectionalist or sectionally overlapping in relation to the sector. Even when taking the trade unions' *sectoral domain* density into account (which tends to be higher than their *sectoral* density for the reasons outlined above), the trade unions' density in the commerce sector tends to be lower compared with the density ratio referring to their domain on aggregate. Sectoral domain density is over 50% in the case of only 9.7% of the trade unions for which data are available. More than two-thirds (71.0%) of the trade unions record a sectoral domain density lower than 15%, and 19.4% of them record a sectoral domain density between 15%–50%. Again, it should be noted that, for the majority of the sector-related trade unions, no data on sectoral domain density are available. Of those trade unions which have figures for sectoral domain density and domain density on aggregate, no clear picture in terms of tendencies can be drawn. There are almost as many trade unions with a sectoral domain density higher than aggregate density as unions showing the reverse relationship between the two densities.

Relatively low unionisation rates in the commerce industry do not come as a surprise, given the small size of the vast majority of the establishments in the sector, which then often do not meet the criteria for setting up workplace representation. Moreover, the relatively high proportion of (low-skilled) female employees (who tend to be less inclined to unionise compared to men) as well as the high incidence of atypical work within the sector may serve as an explanation for low unionisation rates.

### Employer organisations

Tables 8 and 9 present the membership data for the employer organisations in the commerce sector. As is the case of the trade union side, for all of the EU27 at least one sector-related employer organisation is documented (in the case of Finland and Latvia, only the EuroCommerce affiliates which could be identified by applying the top-down approach are considered).

**Table 5: Domain coverage and membership of employer/ business organisations in commerce, 2009/10**

Country	Employer Organisation	Domain coverage <sup>a</sup>	Membership				
			Type	Companies	Companies in sector	Employees	Employees in sector
AT	WKO BSH	sectionalism	Compulsory	72.874	72.874	465.648	465.648
AT	WKO BGT	sectionalism	Compulsory	6.734	6.734	5.492	5.492
AT	WKO BGHADP	sectionalism	Compulsory	7.534	7.534	31.548	31.548
AT	WKO BGRE	sectionalism	Compulsory	10.016	10.016	20.771	20.771
AT	WKO BGWV	sectionalism	Compulsory	1.078	1.078	5.094	5.094
AT	WKO BGA	sectionalism	Compulsory	6.003	6.003	8.004	8.004
AT	WKO BIK	sectionalism	Compulsory	9.003	9.003	77.597	77.597
AT	ÖAV	sectionalism	Voluntary	1.523	1.523	n.a.	n.a.
AT	WKO FVAA	sectional overlap	Compulsory	3.707	n.a.	n.a.	n.a.
BE	UCM	sectional overlap	Voluntary	70.000	n.a.	n.a.	n.a.
BE	Federauto	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
BE	Fedis	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
BE	UNIZO	sectional overlap	Voluntary	85.000	n.a.	n.a.	n.a.
BG	BTU	sectionalism	n.a.	43	43	1.000	1.000
CY	CCCI	sectional overlap	Voluntary	8.000	2.500	n.a.	n.a.
CY	OEB	sectional overlap	Voluntary	5.600	600	n.a.	n.a.
DE	HDE	sectionalism	Voluntary	100.000	100.000	n.a.	n.a.



Country	Employer Organisation	Domain coverage <sup>a</sup>	Membership				
			Type	Companies	Companies in sector	Employees	Employees in sector
DE	BGA	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
DE	ZDK	sectionalism	Voluntary	38.300	38.300	456.000	456.000
DE	CDH	n.a.	Voluntary	60.000	n.a.	n.a.	n.a.
DK	Dansk Erhverv	sectional overlap	Voluntary	20.000	10.000	n.a.	150.000
DK	DI	sectional overlap	Voluntary	10.000	2.000	500.000	n.a.
DK	DM	sectionalism	Voluntary	144	144	3.300	3.300
DK	SKAD	sectionalism	Voluntary	95	95	600	600
DK	FAI	sectionalism	Voluntary	285	285	1.800	1.800
DK	ABAF	sectionalism	Voluntary	40	40	n.a.	n.a.
DK	BA	sectionalism	Voluntary	364	364	5.500	5.500
EE	EKL	overlap	Voluntary	47	41	11.000	10.800
ES	ACES	sectionalism	Voluntary	6	6	60.000	60.000
ES	FENADIHER	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
ES	FEDOP	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
ES	AGES	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
ES	AECJ	sectionalism	Voluntary	150	150	n.a.	n.a.
ES	INTERFLORA	sectionalism	Voluntary	1.700	1.700	n.a.	n.a.
ES	GANVAM	sectionalism	Voluntary	9.048	9.048	n.a.	n.a.
ES	CEC	sectionalism	Voluntary	440.000	440.000	1.300.000	1.300.000
ES	ASEDAS	sectionalism	Voluntary	20.215	20.215	220.000	220.000
ES	ANGED	sectionalism	Voluntary	16	16	236.275	236.275
ES	FANDE	sectionalism	Voluntary	190	190	12.000	12.000
ES	CEGAL	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
FI	FFCT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
FR	CDCF	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
FR	FEH	sectionalism	Voluntary	280	280	115.000	115.000
FR	CGI	n.a.	Voluntary	110.000	n.a.	1.000.000	n.a.
FR	FCD	sectional overlap	Voluntary	10.000	8.000	610.000	420.000

Country	Employer Organisation	Domain coverage <sup>a</sup>	Membership				
			Type	Companies	Companies in sector	Employees	Employees in sector
FR	FICIME	sectionalism	Voluntary	280	280	280.000	280.000
GR	ESEE	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
GR	GSEVEE	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
GR	SELPE	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
GR	ACCI	overlap	Compulsory	n.a.	n.a.	n.a.	n.a.
HU	ÁFEOSZ	sectionalism	Voluntary	8.300	8.300	27.500	27.500
HU	KISOSZ	sectional overlap	n.a.	35.000	25.000	95.000	60.000
HU	OKSZ	sectional overlap	Voluntary	214	60	170.000	45.000
HU	VOSZ	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IE	IBEC Retail Ireland	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
IE	SFA	sectional overlap	Voluntary	8.000	n.a.	n.a.	n.a.
IE	SIMI	sectional overlap	Voluntary	1.338	1.313	n.a.	n.a.
IT	CONFCOM-MERCIO	overlap	Voluntary	740.000	480.000	1.700.000	800.000
IT	FEDERDISTRIBUZIONE	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	FEDERFARMA	sectionalism	Voluntary	16.540	16.540	55.000	55.000
IT	ASSIMPRESA	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	ANCC	sectionalism	Voluntary	119	119	56.450	56.450
IT	CONFIMPRESA	sectional overlap	Voluntary	32.000	20.000	150.000	82.000
IT	CASARTIGIANI	sectional overlap	Voluntary	150.000	11.500	35.587	7.596
IT	CONFARTIGIANATO	sectional overlap	Voluntary	521.000	n.a.	n.a.	n.a.
IT	CLAAI	sectional overlap	Voluntary	115.976	n.a.	48.749	n.a.
IT	CNA	sectional	Voluntary	n.a.	n.a.	n.a.	n.a.

Country	Employer Organisation	Domain coverage <sup>a</sup>	Membership				
			Type	Companies	Companies in sector	Employees	Employees in sector
		overlap					
IT	CONFAPI	sectional overlap	Voluntary	120.000	n.a.	n.a.	n.a.
IT	ANCD CONAD	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	UNCI	sectional overlap	Voluntary	7.825	n.a.	129.301	n.a.
IT	CONFECO-OPERATIVE	sectional overlap	Voluntary	19.916	669	506.542	9.790
IT	ASSOFARM	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	AGCI	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	ANCEF	sectionalism	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CONFAR	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	FAPI	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CIDEC	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	UCICT	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	UNAPI	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CONFETER-ZIARIO	sectional overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	FEDARCOM	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CONFEDIA	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	ANASFIM	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	UNIMPRESA	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CIFA	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	CONFIMEA	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
IT	AECP	n.a.	Voluntary	n.a.	n.a.	n.a.	n.a.
LT	LPIA	overlap	Voluntary	30	26	20.000	19.000
LU	CLC	overlap	Voluntary	n.a.	n.a.	60.000	n.a.
LV	LTA	n.a.	n.a.	468	n.a.	n.a.	n.a.
MT	GRTU	sectional overlap	Voluntary	7.000	5.950	n.a.	n.a.
NL	VGL	sectionalism	Voluntary	15	15	140.000	140.000

Country	Employer Organisation	Domain coverage <sup>a</sup>	Membership				
			Type	Companies	Companies in sector	Employees	Employees in sector
NL	FGL	sectionalism	Voluntary	11	11	16.000	16.000
NL	Vakcentrum	sectionalism	Voluntary	1.800	1.800	60.000	60.000
PL	POHiD	sectionalism	Voluntary	12	12	148.000	148.000
PL	NRZHIU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
PT	APED	sectionalism	Voluntary	98	n.a.	81.300	n.a.
PT	CCP	overlap	n.a.	n.a.	n.a.	n.a.	n.a.
RO	FPC	overlap	Voluntary	120	110	11.000	10.000
RO	AMRCR	sectionalism	Voluntary	23	23	30.000	30.000
SE	Svensk Handel	congruence	Voluntary	12.500	12.500	250.000	250.000
SE	MAF	sectionalism	Voluntary	2.100	2.100	41.000	41.000
SE	KFO	sectional overlap	Voluntary	3.600	221	90.000	22.600
SI	TZSLO	overlap	Voluntary	6.353	3.914	89.000	58.000
SI	ZDS	overlap	Voluntary	1.450	156	250.000	30.000
SI	PTZ	overlap	Voluntary	3.389	n.a.	n.a.	n.a.
SK	ZOCR SR	overlap	Voluntary	105	103	40.000	35.000
UK	BRC	congruence	Voluntary	147 Retail members and 17 Trade associations	147 Retail members and 17 Trade associations	1.837.802	1.837.802

<sup>a</sup> = Please find a more detailed description of the employer organisations' membership domain with regard to the sector in Table II in the ANNEX

n.a. = not available

**Table 6: Density, collective bargaining, consultation and affiliations of employer/ business organisations in commerce, 2009/10**

Country	Employer organisation	Density (%)						Collective bargaining	Consultation	National and European affiliations <sup>a</sup>
		Companies			Employees					
		Domain	Sector	Sectoral domain	Domain	Sector	Sectoral domain			
AT	WKO BSH	100%	100%	100%	100%	79%	100%	yes	yes	WKO; EuroCommerce
AT	WKO BGT	100%	9%	100%	100%	1%	100%	yes	yes	WKO
AT	WKO BGHADP	100%	10%	100%	100%	7%	100%	yes	yes	WKO
AT	WKO BGRE	100%	14%	100%	100%	5%	100%	yes	yes	WKO
AT	WKO BGVW	100%	2%	100%	100%	7%	100%	yes	yes	WKO
AT	WKO BGA	100%	8%	100%	100%	2%	100%	no	yes	WKO; EuroCommerce
AT	WKO BIK	100%	11%	100%	100%	13%	100%	yes	yes	WKO
AT	ÖAV	93%	2%	93%	n.a.	n.a.	n.a.	yes	yes	
AT	WKO FVAA	100%	0 - 9%	100%	100%	0 - 9%	100%	yes	yes	WKO
BE	UCM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	
BE	Federauto	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	CECRA
BE	Fedis	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	VBO/FEB; EuroCommerce, CIES, DES, FRUCOM
BE	UNIZO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	n.a.
BG	BTU	0%	0%	0%	0%	0%	0%	yes	yes	BIA
CY	CCCI	26-50%	n.a.	n.a.	10-25%	n.a.	n.a.	yes	yes	EuroCommerce
CY	OEB	10-25%	n.a.	n.a.	0 - 9%	n.a.	n.a.	yes	yes	no
DE	HDE	n.a.	14%	n.a.	n.a.	n.a.	n.a.	yes,	yes	BDA;

								via lower-level units		EuroCommerce
DE	BGA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes, via lower-level units	yes	<i>BDA</i> ; EuroCommerce
DE	ZDK	90%	5%	90%	n.a.	10%	n.a.	yes, via lower-level units	yes	BDA, ZDH
DE	CDH	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	(EuroCommerce)
DK	Dansk Erhverv	n.a.	21%	n.a.	n.a.	24%	n.a.	yes	yes	<i>DA</i> ; EuroCommerce
DK	DI	n.a.	4%	n.a.	n.a.	n.a.	n.a.	yes	yes	DA
DK	DM	72%	0 - 9%	72%	89%	1%	89%	yes	yes	<i>SALA, DCEAA</i>
DK	SKAD	38%	0 - 9%	38%	40%	0%	40%	yes	yes	<i>HVR</i>
DK	FAI	85%	0 - 9%	76-90%	85%	0 - 9%	76-90%	yes	yes	<i>SAMA (DA)</i>
DK	ABAF	8%	0 - 9%	8%	n.a.	0 - 9%	0 - 9%	yes	yes	<i>SAMA, DA</i>
DK	BA	100%	1%	100%	100%	1%	100%	yes	yes	no
EE	EKL	0%	0%	0%	13%	13%	13%	no	yes	<i>ETTK, EKT</i> ; EuroCommerce
ES	ACES	n.a.	0%	n.a.	n.a.	3%	n.a.	yes	yes	CEOE
ES	FENADIHER	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	n.a.
ES	FEDOP	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	ISPO, CEO
ES	AGES	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
ES	AECJ	n.a.	0%	n.a.	n.a.	n.a.	n.a.	yes	yes	FEPEX, CEOE
ES	INTERFLORA	n.a.	0%	n.a.	n.a.	n.a.	n.a.	yes	n.a.	<i>CEC, CEPYME, CEOE</i>
ES	GANVAN	n.a.	1%	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>CEOE, COMFEMETAL, CEC</i> ; CECRA
ES	CEC	n.a.	52%	n.a.	n.a.	6%	n.a.	no	yes	<i>CEPYME</i> ;

										EuroCommerce
ES	ASEDAS	n.a.	2%	n.a.	n.a.	9%	n.a.	yes	n.a.	<i>CEOE</i> ; EuroCommerce
ES	ANGED	n.a.	0%	n.a.	n.a.	10%	n.a.	yes	yes	<i>CEOE</i> ; EuroCommerce
ES	FANDE	n.a.	0%	n.a.	n.a.	1%	n.a.	yes	yes	n.a.
ES	CEGAL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
FI	FFCT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	EuroCommerce
FR	CDCF	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes, via lower- level units	yes	<i>MEDEF</i> ; EuroCommerce
FR	FEH	96%	0%	96%	n.a.	n.a.	n.a.	yes	yes	<i>CDCF, MEDEF, UCV</i> ; EuroCommerce
FR	CGI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes, via lower- level units	yes	<i>CDCF, MEDEF</i> ; EuroCommerce
FR	FCD	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>CDCF, MEDEF</i> ; EuroCommerce
FR	FICIME	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>CDCF, MEDEF</i> ; EuroCommerce
GR	ESEE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	EuroCommerce
GR	GSEVEE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	no
GR	SELPE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	EuroCommerce
GR	ACCI	100 %	100 %	100 %	100 %	100 %	100 %	no	n.a.	EuroCommerce
HU	ÁFEOSZ	91- 100 %	10- 25%	91- 100 %	91- 100 %	0 - 9%	91- 100 %	yes	yes	OÉT
HU	KISOSZ	91- 100 %	10- 25%	91- 100 %	91- 100 %	0 - 9%	91- 100 %	yes	yes	OÉT
HU	OKSZ	91- 100 %	10- 25%	91- 100 %	91- 100 %	0 - 9%	91- 100 %	yes	yes	<i>MGYOSZ</i> ; EuroCommerce
HU	VOSZ	91- 100	10- 25%	91- 100	91- 100	0 - 9%	91- 100	no	yes	OÉT; EuroCommerce

		%		%	%		%			
IE	IBEC Retail Ireland	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>IBEC</i> ; EuroCommerce
IE	SFA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	no
IE	SIMI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	yes	<i>IBEC</i> ; ACEA, CECRA, AIRC, CITA
IT	CONFCOM-MERCIO	n.a.	39%	39%	n.a.	42%	42%	yes	yes	EuroCommerce, EEN, EURO-MED TDS
IT	FEDER-DISTRIBUZIONE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	no	n.a.	EuroCommerce
IT	FEDERFARMA	98%	4%	98%	98%	3%	98%	yes	yes	PGEU
IT	ASSIMPRESA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	ANCC	n.a.	5%	n.a.	n.a.	3%	n.a.	yes	yes	<i>LEGACOOP</i> ; EUROCOOP
IT	CONFIMPRESA	5%	7%	13%	8%	4%	14%	yes	yes	no
IT	CASARTIGIANI	10%	1%	12%	6%	0%	n.a.	yes	yes	n.a.
IT	CONFARTIGIANATO	36%	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	CLAAI	8%	n.a.	n.a.	8%	n.a.	n.a.	yes	n.a.	no
IT	CNA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	CONFAPI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	ANCD CONAD	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	LEGACOOP
IT	UNCI	10%	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	no
IT	CONFCO-OPERATIVE	24%	1%	n.a.	n.a.	1%	n.a.	yes	n.a.	no
IT	ASSOFARM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	<i>FEDERSALUTE</i> ; EUSP
IT	AGCI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	ANCEF	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	CONFAR	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	FAPI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	CIDEC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	UCICT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	CNAI
IT	UNAPI	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	<i>CNAI</i>



IT	CONFTER- ZIARIO	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	FEDARCOM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	CONFEDIA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	ANASFIM	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	UNIMPRESA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	CIFA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	CONFIMEA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
IT	AECP	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	n.a.
LT	LPIA	0%	0%	0%	8%	8%	8%	no	yes	<i>ICC Lithuania;</i> EuroCommerce
LU	CLC	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	no	yes	<i>UEL;</i> EuroCommerce
LV	LTA	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	EuroCommerce
MT	GRTU	10- 25%	37%	26- 50%	n.a.	n.a.	n.a.	no	yes	EuroCommerce
NL	VGL	100 %	0%	100 %	100 %	11%	100 %	yes	yes	<i>RND, CBL;</i> (EuroCommerce)
NL	FGL	100 %	0%	100 %	100 %	1%	100 %	yes	yes	<i>VNO-NCW,</i> <i>Detailhandel</i> <i>Nederland, CBL;</i> (EuroCommerce)
NL	Vakcentrum	64%	1%	64%	71%	5%	71%	yes	yes	<i>VNO-NCW,</i> <i>Detailhandel</i> <i>Nederland, CBL;</i> (EuroCommerce)
PL	POHiD	n.a.	n.a.	n.a.	40%	8%	n.a.	no	yes	<i>PKPP Leviathan;</i> EuroCommerce
PL	NRZHIU	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	EuroCommerce
PT	APED	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	n.a.	<i>CIP;</i> EuroCommerce
PT	CCP	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes, via lower- level units	n.a.	EuroCommerce
RO	FPC	0%	0%	0%	1%	1%	1%	yes	yes	UGIR 1903
RO	AMRCR	92%	0%	92%	43%	3%	43%	no	yes	EuroCommerce
SE	Svensk Handel	17%	17%	17%	50%	50%	50%	yes	yes	<i>Svenskt Näringsliv,</i> <i>SHA;</i>

										EuroCommerce
SE	MAF	40%	3%	40%	70%	8%	70%	yes	yes	<i>Transportgruppen;</i> CECRA
SE	KFO	26-50%	0%	90%	n.a.	4%	95%	yes	no	EUROCOOP
SI	TZSLO	6%	17%	17%	19%	58%	83%	yes	yes	EuroCommerce, EFF, GIRP, FEDSA, ACEA
SI	ZDS	1%	1%	1%	51-75%	30%	30%	yes	no	n.a.
SI	PTZ	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	yes	no	GZS
SK	ZOCR SR	0%	0%	0%	16%	15%	15%	yes	yes	<i>RUZ SR;</i> EuroCommerce
UK	BRC	0 - 9%	0 - 9%	0 - 9%	48%	48%	48%	no	yes	CBI, EuroCommerce

<sup>a</sup> = National affiliations put in italics; for the national level, only cross-sectoral (i.e. peak-level) associations are listed; for the European level sectoral associations only; affiliation put in parenthesis means indirect affiliation via higher-order unit.

Note: The figures have rounded in all cases. Densities reported as 0% hence refer to a figure of 0.49% to more than 0%.

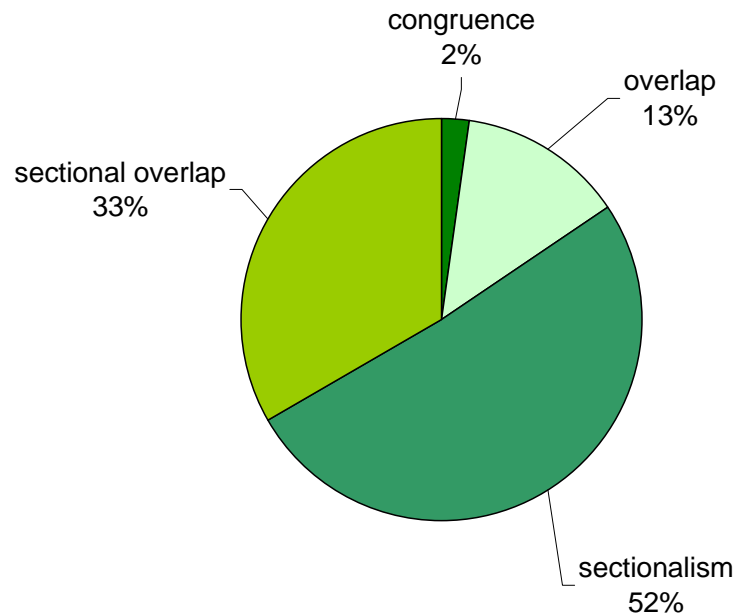
n.a. = not available

In at least 12 of these countries, at least a proportion of the listed employer/ business organisations are not a party to collective bargaining (see Table 9). They are classified here as social partner organisations only due to their European-level affiliation to EuroCommerce. Of the 25 countries for which related data are available 19 have one or more employer organisations engaged in sector-related collective bargaining. Generally, business interest organisations may also deal with interests other than those related to industrial relations. Organisations specialised in matters other than industrial relations are commonly defined as ‘trade associations’ (see [TN0311101S](#)). Such sector-related trade associations also exist in the commerce sector. In terms of their national scope of activities, all the associations not involved in collective bargaining, according to Table 9, either primarily or exclusively act as trade associations in their country. It is only the conceptual decision to include all associational affiliates to EuroCommerce, regardless of whether they have a role in national bargaining, which gives them the status of a social partner organisation within the framework of this study. Of the 109 employer/ business organisations listed in Tables 8 and 9, at least 12 organisations belong to this group. In eight of the 25 countries for which full information on the sector-related associational landscape is given, only one single employer organisation (in the meaning of a social partner organisation as defined before) has been established. Pluralist associational systems thus prevail on the trade union and the employer side, (although to a greater extent on the former). This is despite the fact that the number of sector-related employer/ business organisations, in particular, in Italy (with as many as 30 employer organisations), exceeds the number of sector-related trade unions.

Moreover, the employer organisations’ domains tend to be narrower than those of the trade unions. Of the associations, for which related information is available, 13.3% have overlapping and 33.3% have sectionally overlapping domains. Only relatively few of these organisations, such as [CCCI](#) and [OEB](#) of Cyprus, Denmark’s [DI](#), Greece’s [ACCI](#) and Slovenia’s

[ZDS](#) have a cross-sectoral domain. Most cases of domain overlaps ensue from coverage of the broader trades and commerce sector (often including transport services and tourism) and part of the automobile industry. Overlaps of this kind can be found, in particular, in the Czech Republic, France, Germany, Hungary, Italy, Lithuania, Luxembourg, Romania, Slovenia and Slovakia. Sectionalism or sectionalist overlaps (in case of broader domain demarcation in terms of sector) are mainly caused by domain demarcations which focus on company size (mostly SMEs) or the kind of service they specialise in. For instance, in Austria there are several distinct employer organisations – all of them under the umbrella of the chamber system – each specialising in narrowly defined business activities, such as tobacco, pharmaceuticals, electronics, mail order, foreign trade, and repair of motor vehicles. A similar or even more pronounced fragmentation of the associational ‘landscape’ on the employer side can be observed in countries such as Denmark, Spain and, particularly Italy with its 30 sector-related employer organisations. The latter may serve as an example of a country with a noticeable number of consumer co-operatives, which are represented by specific employer organisations (such as ANCC, a sub-unit of [CONFCOOPERATIVE](#) and AGCI). In line with this fragmentation, more than half (51.1%) of the associations have a membership domain which is sectionalist with regard to the sector. Only two associations (2.2 %) show a domain more or less congruent with the sector definition. This means that the domain of these organisations largely focuses on the commerce sector as defined earlier. Although one cannot rule out the possibility that these associations may also organise companies of contiguous sectors, or do not really organise the entire commerce and repair of vehicles sector. The clear predominance of membership domains which are sectionalist with regard to the sector indicates that the technocratic definition of the sector is broader than the lines along which most sector-related employers identify common interests and band together in associations. Eight of the nine existing sector-related employer organisations of Austria, as well as ACCI of Greece, can rely on obligatory membership. This is due to their public-law status as chamber units.

Figure 5: Commerce sector related employer's organisations/business associations and their domain patterns (N=106)



**Source: EIRO national contributions**

In those countries with a pluralist structure in relation to employer organisations, these associations have usually – with the exception of Hungary, Ireland, Portugal and Spain – managed to arrive at non-competing relationships. Their activities are complementary to each other as a result of inter-associational differentiation by either membership demarcation (as is the case of Austria, Belgium, Denmark, France, Italy, Spain and Sweden) or functions and tasks (as is – at least partially – the case of Cyprus, Greece, Romania and Slovenia).

As the figures on density show (Table 9), membership strength in terms of companies widely varies with regard to both the membership domain in general and the sector-related densities. The same holds true of the densities in terms of employees. Except for a few associations of Cyprus and Romania, where a reverse relationship exists, both the domain and the sectoral domain densities of companies tend to be equal to or – where they differ – lower than the densities of employees. This indicates a slightly higher propensity of the larger companies to associate, as compared to their smaller counterparts. In general, overall densities of the employer/ business organisations in the sector tend to be higher compared to trade union densities (see above). Of the associations for which related data are available, 48.5% show a sectoral domain density higher than 50% in terms of companies, and 50% show a sectoral domain density higher than 50% in terms of employees. Some of them record densities in terms of both companies and employees higher than 90%. This indicates that in several countries the sector-related employer/ business organisations manage to gather not only the sector's most significant (measured in terms of employment) companies, but also their smaller counterparts. In some countries, one or more employer organisations exist which exclusively organise and represent SMEs. This reflects the sector's company structure, which is characterised by a high proportion of SMEs – despite the market concentration processes over the recent one or two decades which has particularly affected the food retailer segment of commerce. In general, the findings suggest that in the commerce sector the employers are quite well organised in terms of both companies and

employees represented. However, it should be noted that for only a minority of the employer/business associations density data are available. Therefore the data set should again be treated cautiously.

### Collective bargaining and its actors

Table 7 lists all of the trade unions engaged in sector-related collective bargaining. In line with numerous cases of inter-union domain overlap and of unclear domain demarcation, in several countries (Estonia, France, Germany, Ireland, Italy, Portugal, Slovenia, Sweden and the UK) inter-union rivalry and competition for bargaining capacities have been identified. In the case of the sector-related employer organisations, competition over collective bargaining capacities has been reported from Estonia, Hungary, Portugal and Spain. In the latter case, a jurisdictional dispute over bargaining capacities within the sector had to be settled by the courts.

The data presented in Table 10 provide an overview of the system of sector-related collective bargaining in the 25 countries under consideration. The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (see Traxler, F., Blaschke, S. and Kittel, B., *National labour relations in internationalised markets*, Oxford University Press, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

**Table 7: The system of sectoral collective bargaining (2009/10)**

Country	CBC (%) (estimates)	Share of MEB in total CBC (%) (estimates)	Extension practices <sup>a</sup>
AT	100	100	(2)
BE	99	100 <sup>b</sup>	2
BG	1-2	100	0
CY	3	0	n/a
CZ	52-65	Almost 100 <sup>b</sup>	0 <sup>c</sup>
DE	n.a. (<50)	MEB prevailing	1
DK	45-50	70-75	0
EE	n.a.	0	n/a
ES	90	90	2
FR	90	MEB prevailing	2
GR	100	Almost 100	2
HU	6-7 <sup>d</sup>	SEB prevailing	0
IE	<20	MEB prevailing	0
IT	100	100 <sup>b</sup>	(2)
LT	2	0	n/a
LU	38	0	n/a

MT	<10	0	n/a
NL	>95	80	2
PL	3	0	n/a
PT	97	99-100	2
RO	100	100	2
SE	90	98	1
SI	100	100	2
SK	n.a.	MEB prevailing	0
UK	15	0	n/a

*CBC = collective bargaining coverage: employees covered as a percentage of the total number of employees in the sector*

*MEB = multi-employer bargaining relative to single-employer bargaining*

*SEB = single-employer bargaining*

*Extension practices (including functional equivalents to extension provisions, i.e. obligatory membership and labour court rulings):*

*<sup>a</sup> = 0 = no practice, 1 = limited/exceptional, 2 = pervasive. Cases of functional equivalents are put in parentheses.*

*<sup>b</sup> = supplemented/complemented by single-employer agreements*

*<sup>c</sup> = extension practices were used only until 2004*

*<sup>d</sup> = 2006*

*n.a. = not available*

*n/a = not applicable*

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

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes which widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation. Extension regulations targeting the employees are therefore not included in the research. Regulations concerning the employees are not significant to this analysis for two reasons.

- Extending a collective agreement to employees who are not unionised in a company covered by the collective agreement is a standard rule of the International Labour Organization, aside from any national legislation.

- If employers did not extend a collective agreement concluded by them, even when not formally obliged to do so; they would set an incentive for their workforce to unionise.

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

### *Collective bargaining coverage*

In terms of the sector's collective bargaining coverage, 11 of the 22 countries for which related data are available record a very high coverage rate of 90% or higher ; with eight of them recording coverage rates of more than 95%. However, there are four countries where collective bargaining is almost absent, with collective bargaining coverage rates of less than 5%. A third group of countries records sector-related collective bargaining at a rather low or medium level, with bargaining coverage rates between about 6%-7% (in Hungary) to more than 50% (the Czech Republic). One can infer from these findings that the sector's industrial relations structures are well-established in about half of the 25 countries under consideration, while they appear to be underdeveloped in at least one-third of the countries. Closer consideration regarding the different countries reveals that collective bargaining coverage rates tend to be (relatively) high in the 'old' EU-15 (with the notable exception of Ireland, Luxembourg and the UK), while sectoral bargaining standards widely vary in the 2004–2007 [accession](#) countries. In Bulgaria, Cyprus, Hungary, Lithuania and Poland sector-related bargaining is rarely conducted, although there are sector-related representative social partner organisations on two sides of the industry in each of these countries (see Tables 7 and 9). By contrast, collective bargaining arrangements cover (almost) the entire sector in Romania and Slovenia, while a significant part of the sector is covered in the Czech Republic.

In most of the countries with available information, several factors, which sometimes interact with each other, account for the high coverage rates:

- the predominance of multi-employer bargaining (see Table 10);
- high density rates of the trade unions and/or employer organisations (Austria, the Netherlands and Sweden);
- the existence of pervasive extension practices, such as in Belgium, France, Greece, the Netherlands, Portugal, Romania, Slovenia and Spain.

While (with the exceptions of Bulgaria and Ireland) coverage in countries with prevalent multi-employer bargaining is generally high, single-employer bargaining arrangements in the sector are the exclusive type of bargaining in Cyprus, Estonia, Lithuania, Luxembourg, Malta, Poland and the UK. In the latter group of countries, collective bargaining coverage tends to be rather low.

Due to the prevalence of multi-employer settlements in the sector, the use of extension practices is significant. Extension practices in the commerce sector are widely reported for several countries (see Table 10). In Slovenia, new legislation on extension of collective agreements has recently been introduced, with the effect of complete coverage at least in the commerce sector.

Referring to the aim of extension provisions, that is, making multi-employer agreements generally binding, the provisions for obligatory membership in the chamber system of Austria should also be noted. Obligatory membership creates an extension effect, since the Austrian Federal Economic Chamber ([WKO](#)) and its sub-units are parties to multi-employer bargaining. Another functional equivalent to statutory extension schemes can be found in Italy. According to the country's constitution, minimum conditions of employment must apply to all employees. The country's labour court rulings relate this principle to the multi-employer agreements, to the extent that they are regarded as generally binding.

## **Participation in public policymaking**

Interest associations may influence public policy in two ways:

- they may be consulted by the authorities on matters affecting their members;
- they may be represented on 'corporatist', in other words tripartite, committees and boards of policy concertation.

This study considers only cases of consultation and corporatist participation which explicitly relate to sector-specific matters. Consultation processes can be wide-ranging and, therefore, the organisations consulted by the authorities may vary according to the issues and also depend on changes in government. Moreover, the consultation may be occasional rather than a regular. Given this variability, Tables 7 and 9 flag only those sector-related trade unions and employer organisations that are *usually* consulted.

### *Trade unions*

Authorities regularly consult unions in at least 21 of the 25 countries where sector-related trade unions are recorded. However unions are not regularly consulted in Estonia, Malta or Romania. No information is available for any of Portugal's sector-related trade unions.. Since a multi-union system has been established in 19 out of the 25 countries with sector-related trade unions, one cannot rule out the possibility that the authorities favour certain trade unions over others, or that the unions compete for participation rights. In most countries with a multi-union system where a noticeable practice of consultation is observed, any existing trade unions may take part in the consultation process. By contrast, in Germany, Italy, Lithuania, Spain and Sweden only part of the sector-related trade unions are consulted. Nevertheless, evidence of inter-union conflicts over participation in public policy matters in the commerce sector can be found only in Estonia and – to a lesser degree – in France and the UK.

### *Employer organisations*

Almost all of the sector-related employer/ business organisations for which related data are available are involved in consultation procedures. In countries with multi-organisation systems, no cases of conflicts over participation rights of employer organisations are reported. In the multi-organisation systems of Austria, Cyprus, Denmark, France, Hungary, Ireland, the Netherlands and Romania, where related data of all employer organisations are available, all of the sector's organisations are consulted. In the pluralist systems of Belgium, Germany, Greece, Italy, Slovenia, Spain and Sweden at least one of the employer organisations is regularly consulted, while others are not (or no information is available for them). In all 25 countries with available information on each side but three (Estonia, Malta and Romania) consultation rights are given equally to the two sides of industry, with at least one organisation on each side being consulted. There is no case of a country where representatives of only one side are consulted. For Portugal, however, no related data are available.



### *Tripartite participation*

The findings reveal that a genuinely sector-specific tripartite body has been established in only one of the 25 countries under consideration – that is [Skillsmart Retail](#) in the UK (Table 11). Skillsmart Retail, set up by statutory provisions, addresses the issue of skills and [lifelong learning](#) of the UK commercial workforce. Other tripartite bodies listed in some country reports are not taken into account in this study, since they all cover broader industry segments such as the entire private services sector and thus do not specifically target commerce. However, Eurocommerce indicated that it had communicated regularly with a number of bodies in charge of skills anticipation, in Cyprus, Finland, Ireland, the Netherlands, Portugal and Spain. Some of these bodies are bipartite (Italy) others tripartite (Spain).

**Table 8: Tripartite sector-specific boards of public policy (200/10)**

Country	Name of the body and scope of activity	Origin	Trade unions participating	Business associations participating
UK	Skillsmart Retail – addresses the issue of skills and lifelong learning within the commerce sector	statutory	USDAW	Firms are represented on an individual basis

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

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

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

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

As outlined in greater detail below, one sector-related European association on the employee side – namely, UNI Europa-Commerce – and one on the employer side – namely, EuroCommerce – are particularly significant in the commerce sector; both of them are listed by the European Commission as a social partner organisation consulted under Article 154 of the EC Treaty. Hence, the following analysis will concentrate on these two organisations, while providing supplementary information on others which are linked to the sector's national industrial relations actors.

## Membership domain

As indicated by its name, UNI Europa-Commerce, which is affiliated to the European Trade Union Confederation (**ETUC**), organises the entire commerce segment of the economy. Therefore its membership domain largely coincides with the commerce sector. The same holds true of EuroCommerce, even though several of its members also cover business areas outside the commerce sector (Table 8). EuroCommerce organises both employer/ business organisations and individual companies (in particular, large retail chains).

## Membership composition

As has been said, this report studies only 25 countries of the EU 27, although the number of countries covered by UNI Europa-Commerce and EuroCommerce is much greater. For UNI Europa-Commerce Table 12 documents a list of membership of sector-related trade unions drawn from the country reports.

**Table 9: UNI Europa-Commerce Membership (2009/10)+**

Country	Members
AT	GPA-djp*, Vida*
BE	BBTK/SETCa*, CNE/GNC*, LBC/NVK*, ACLVB/CGSLB*
BG	---
CY	---
CZ	OSPO*
DE	Ver.di*
DK	HK*, Fødevareforbundet*
EE	ETKA*, ESTAL*
ES	FECOHT-CCOO*, CHTJ-UGT*, ELALA ZERBITZUAK*
FI	PAM**, PRO**, SEFE**
FR	CGT*, CFDT*, CGT-FO*
GR	OIYE*
HU	KASZ*
IE	MANDATE*
IT	UILTuCS*, FILCAMS*, FISASCAT*
LT	LPSDPS*, LKKDPS
LU	OGB-L Commerce*
LV	LTDA**
MT	GWU*
NL	FNV Bondgenoten*, De Unie (MHP)*, CNV Dienstenbond*
PL	SKBHiU – SKH NSZZ Solidarnosc

PT	SITese*
RO	FSC*
SE	Handels*, AHT*, Unionen*
SI	SDTS*
SK	OZPOCR*
UK	USDAW*

+ *Membership list confined to the sector-related associations of the countries under consideration*

*Involved in sector-related collective bargaining*

\*\* *No information available on collective bargaining involvement*

Accordingly, at least one affiliation in each country under consideration is recorded, except for Bulgaria and Cyprus. Multiple memberships occur in Belgium, Denmark, Estonia, France, Finland, Italy, Lithuania, the Netherlands, Spain and Sweden. On aggregate, UNI Europa-Commerce counts 44 direct affiliations from the countries under examination. Almost half the trade unions listed in Tables 9 and 10 are directly affiliated to UNI Europa-Commerce. From available data on sectoral membership of the national trade unions, one can conclude that UNI Europa-Commerce covers the sector's most important labour representatives. Exceptional cases of uncovered major trade unions in the sector can be found only in Italy ([FESICA](#)) and Portugal ([CESP](#)). Of the 40 direct members of UNI Europa-Commerce, for which information is available, 38 are involved in collective bargaining related to the commerce sector.

Table 13 lists the members of EuroCommerce. Of the 27 countries under consideration, EuroCommerce has all but one (Bulgaria) under its umbrella through associational members from these countries. Multiple memberships can be found in Austria, France, Germany, Greece, Hungary, Italy, the Netherlands, Poland, Portugal and Spain. Table 9 indicates that affiliated and unaffiliated associations co-exist in Austria, Belgium, Cyprus, Denmark, Germany, Greece, Hungary, Ireland, Italy, Romania, Slovenia, Spain and Sweden. One can infer from the available sectoral membership data of these countries' organisations that the most important associations are affiliated. However, taking into account also the role in collective bargaining as an indicator of an association's significance does not show a clear trend in this respect. In several countries some important, or even all employer organisations that conduct bargaining are not members. There are also several countries (Austria, Estonia, Greece, Hungary, Italy, Lithuania, Luxembourg, Malta, Poland, Romania, Spain and the UK) where affiliates of EuroCommerce are not engaged in bargaining. Employer and business organisations not involved in collective bargaining may regard themselves as trade associations rather than as industrial relations actors. Of the 43 direct and indirect affiliates of EuroCommerce, at least 27 are directly or indirectly (via lower-order units) involved in sector-related collective bargaining. This means that EuroCommerce's proportion of member organisations involved in sector-related collective bargaining is lower than that of UNI Europa-Commerce. EuroCommerce members cover collective bargaining in 17 of the 26 countries with affiliations to EuroCommerce, which accounts for slightly fewer countries (21) where sector-related collective bargaining is conducted by affiliates of its European-level counterpart – i.e. UNI Europa-Commerce. As can be seen from Table 9, there is quite a number of sector-related employer organisations across the EU not affiliated to EuroCommerce which are involved in sector-related collective bargaining.

**Table 10: EuroCommerce Membership (2009/10)<sup>†</sup>**

<b>Country</b>	<b>Members</b>
AT	WKO BSH*, WKO BGA
BE	FEDIS*
BG	---
CY	CCCI*
CZ	SOCR CR*
DE	HDE**, BGA**, (CDH***)
DK	Dansk Erhverv*
EE	EKL
ES	CEC, ASEDAS*, ANGED*
FI	FFCT***
FR	CDCF**, FEH*, CGI**, FCD*, FICIME*
GR	ESEE*, SELPE*, ACCI
HU	OKSZ*, VOSZ
IE	IBEC Retail Ireland*
IT	CONFCOMMERCIO*, FEDERDISTRIBUZIONE
LT	LPIA
LU	CLC
LV	LTA***
MT	GRTU
NL	(VGL*), (FGL*), (Vakcentrum*)
PL	POHiD, NRZHIU***
PT	APED*, CCP**
RO	AMRCR
SE	Svensk Handel*
SI	TZSLO*
SK	ZOCR SR*
UK	BRC

+ *Membership list confined to the sector-related associations of the countries under consideration; associations in parentheses are indirectly affiliated to EuroCommerce via higher-order units*

\* *Involved in sector-related collective bargaining*

\*\* *Collective bargaining involvement via lower-level unit(s)*

\*\*\* *No information available on collective bargaining involvement*

## Capacity to negotiate

The third criterion of representativeness at the European level refers to the organisations' capacity to negotiate on behalf of their members. UNI-Europa says it has been given a permanent mandate by its members to negotiate on matters of European social dialogue.

On the employer side, EuroCommerce, via its Social Affairs Committee, represents its members in matters of the [European sectoral social dialogue](#). According to the Social Affairs Manager of EuroCommerce, the Social Affairs Committee decides, on a case-by-case basis whether to engage in negotiations at European level and on the scope of the negotiating mandate. The respective affiliates eventually either approve the committee's decisions or, in case of disagreement, can take the issue to the Steering Committee for a final decision.

As a final proof of the weight of both UNI Europa-Commerce and EuroCommerce, it is useful to look at other European organisations to which the sector-related trade unions and employer associations are affiliated.

For the trade unions, these affiliations are listed in Table 7. Accordingly, European organisations other than UNI Europa-Commerce represent a relatively large proportion of both sector-related trade unions and countries. For reasons of brevity, only those European organisations are mentioned here which cover at least three countries. This involves the European Federation of Trade Unions in the Food, Agriculture and Tourism Sectors and Allied Branches ([EFFAT](#)), with 10 affiliations covering six countries; the European Metalworkers' Federation ([EMF](#)), with nine affiliations and five countries; the European Confederation of Independent Trade Unions ([CESI](#)), with six affiliations and three countries; the European Federation of Public Service Unions ([EPSU](#)), with four affiliations and four countries; the Council of European Professional and Managerial Staff ([Eurocadres](#)), with four affiliations and two countries; and the European Transport Workers' Federation ([ETF](#)), with three affiliations and three countries. It should be noted that the affiliations listed in Table 7 may not necessarily be exhaustive. Nevertheless, despite the large number of affiliations to European organisations other than UNI Europa-Commerce, this overview underlines the principal status of the latter association as the sector's labour representative. This is mainly because many of the aforementioned affiliations to other European organisations reflect the overlapping domains of the affiliates rather than a real reference of the affiliations as such to the commerce sector.

An analogous review of the membership of the national employer/ business associations can be derived from Table 9. Most of them have few affiliations to European associations other than EuroCommerce. There is only one European association which covers at least three countries. This involves the European Council for Motor Trades and Repairers ([CECRA](#)), with four affiliations covering four countries. In terms of both the number of affiliations as well as territorial coverage, however, CECRA remains far behind EuroCommerce.

In conclusion, UNI Europa-Commerce and EuroCommerce are obviously the by far most important sector-related European organisations.

## Commentary

Industrial relations in commerce, as with many other private services sectors, tend to be organised at a relatively low level. This is shown by relatively low unionisation rates. Densities in terms of employer representation tend to be significantly higher. Moreover, collective bargaining coverage is highly polarised. Whereas in about half of the countries for which related data are available collective bargaining is high, at least one-third of the countries under examination record very low coverage rates. In this respect, there is a pattern. In the ‘old’ EU-15, the sector’s industrial relations structures – with only a few exceptions – are generally well-established, with prevalent multi-employer bargaining settlements and (very) high collective bargaining coverage rates. The only exceptions in this group of countries are Ireland, Luxembourg and the UK, where bargaining is rarely conducted. By contrast, in the 2004/7 accession countries the robustness and effectiveness of the industrial relations structures within commerce widely vary.

However, despite high collective bargaining coverage rates in most of the EU-15 countries, unionisation rates within the sector tend to be low also in these countries. The trade unions’ difficulties in recruiting workers in the sector may result from different factors, such as:

- the high incidence of non-standard work;
- a relatively high proportion of female employment;
- the small size of the vast majority of the establishments;
- high staff turnover;
- the limited capacity of the trade unions involved to set incentives for potential members.

This relative weakness of organised labour in the sector translates into relatively poor pay in many countries and – according to organised labour – problematic working conditions, in particular in terms of [working time](#), [work-life balance](#) and occupational advancement.

In order to tackle at least part of these problems, in particular with regard to the promotion of skilled employment, integration of disabled persons, age diversity, and [corporate social responsibility](#), the sector’s social partners at European level, (EuroCommerce on the employers’ side and UNI Europa-Commerce at the employees’ side), have launched some joint initiatives in the framework of social dialogue. In this context, a series of joint declarations and guidelines have been drawn up and delivered since 2000. Overall, EuroCommerce and UNI Europa-Commerce have to be regarded as by far the most important, if not the only EU-wide representatives of the sector’s employers and employees.

Georg Adam, Vienna, in cooperation with the Università degli Studi di Milano

## Annex

**Table A1: Domain description of trade unions with regard to the commerce sector, 2009/2010**

Country	Trade Union	Domain coverage	Domain description
AT	GPA-djp	sectional overlap	White-collar workers in the entire commerce sector
AT	Vida	sectional overlap	Blue-collar workers in the entire commerce sector
AT	VAAÖ	sectionalism	White-collar workers in pharmacies (retail)
BE	BBTK/SETca	sectional overlap	White-collar workers in retail and wholesale trade and blue-collar workers in larger retailers
BE	CNE/GNC	sectional overlap	White-collar workers in the entire commerce sector of the French-speaking community and blue-collar workers in larger retailers
BE	LBC/NVK	sectional overlap	White-collar workers in the entire commerce sector of the Dutch-speaking community and blue-collar workers in larger retailers
BE	ACLVB/CGSLB	sectional overlap	All categories of employees in part of the commerce sector
BE	MWB-FGTB	sectional overlap	Blue-collar workers in motor trade and repair in the Walloon and Brussels regions
BE	ABVV-METAAL	sectional overlap	Blue-collar workers in motor trade and repair in the Flanders region
BE	ACV-CSC METEA	sectional overlap	Blue-collar workers in motor trade and repair as well as in textile commerce
BE	ACV-Voeding en Diensten/CSC-Alimentations et Services	sectional overlap	Blue-collar workers in food trade
BE	ABVV/FGTB Horval	sectional overlap	Blue-collar workers in food trade
BG	ITUFECCCTCS	sectional overlap	All categories of employees in part of the commerce sector
BG	Podkrepa Services Union	sectional overlap	All employees in retail and wholesale trade
CY	OIYK/SEK	sectional overlap	All categories of employees in part of the commerce sector (not all types of companies)

<b>CY</b>	SEVETTYK/PEO	sectional overlap	All categories of employees in part of the commerce sector (not all types of companies)
<b>CZ</b>	OSPO	congruence	All employees in the entire commerce sector
<b>DE</b>	ver.di	overlap	All employees in the entire commerce sector
<b>DE</b>	DHV	sectional overlap	All employees in private retail trade
<b>DE</b>	IG Metall	sectional overlap	All employees in motor trade and repair
<b>DK</b>	HK	sectional overlap	White-collar workers in retail and wholesale trade
<b>DK</b>	Fødevareforbundet, NNF	sectional overlap	Bakers' and butchers' employees in retail trade (supermarkets)
<b>DK</b>	Dansk Metal	sectional overlap	Employees in motor repair
<b>DK</b>	Fagligt Fælles Forbund, 3F	sectional overlap	Blue-collar workers in retail and wholesale trade
<b>DK</b>	MFD	sectional overlap	Employees in motor repair
<b>EE</b>	ETKA	overlap	All employees in the entire commerce sector
<b>EE</b>	ESTAL	overlap	All employees in the entire commerce sector
<b>ES</b>	FETICO	sectional overlap	All employees in retail trade
<b>ES</b>	FASGA	sectional overlap	All employees in wholesale trade
<b>ES</b>	CHTJ-UGT	sectional overlap	All categories of employees in part of the commerce sector
<b>ES</b>	FIA-UGT	sectional overlap	n.a.
<b>ES</b>	FITEQA-CCOO	sectional overlap	All employees in chemical and drugstore goods trade
<b>ES</b>	FECOHT-CCOO	sectional overlap	All categories of employees in part of the commerce sector
<b>ES</b>	FSC-CCOO	sectional overlap	Public services workers in retail and wholesale trade
<b>ES</b>	ELALA-ZERBITZUAK	sectional overlap	All employees in the entire commerce sector of Basque
<b>FI</b>	PAM	n.a.	n.a.
<b>FI</b>	PRO	n.a.	n.a.
<b>FI</b>	SEFE	n.a.	n.a.



FR	CGT	overlap	All employees in the entire commerce sector
FR	CFDT	overlap	All employees in the entire commerce sector
FR	CGT-FO	overlap	All employees in the entire commerce sector
FR	CFTC	overlap	All employees in the entire commerce sector
FR	CFE-CGC	sectional overlap	White-collar workers in the entire commerce sector
FR	UNSA	overlap	All employees in the entire commerce sector
FR	CSNVA	sectionalism	All employees in motor trade and repair
GR	OIYE	overlap	All employees in the entire commerce sector
HU	KASZ	sectionalism	Employees in retail trade
IE	MANDATE	sectional overlap	All employees in retail trade
IE	SIPTU	sectional overlap	Unspecified part of employees in part of retail and wholesale trade as well as motor trade and repair
IE	UMTE	sectionalism	All employees in motor trade and repair
IT	UILTuCS	sectional overlap	n.a.
IT	FILCAMS	overlap	All employees in the entire commerce sector
IT	FISASCAT	n.a.	n.a.
IT	MANAGERITALIA	sectional overlap	Managers in the entire commerce sector
IT	FISALS	overlap	All employees in the entire commerce sector
IT	FESICA	sectional overlap	n.a.
IT	UGIFAI	sectional overlap	n.a.
IT	FENASALC	sectional overlap	All employees but commerce agents in part of the commerce sector
IT	FEDERAGENTI	sectionalism	n.a.
IT	USARCI	sectional overlap	n.a.
IT	CIU	sectional overlap	n.a.
IT	CONFLAVORATORI	n.a.	n.a.
IT	FIARC	n.a.	n.a.
IT	FNAARC	n.a.	n.a.

<b>IT</b>	UGL TERZIARIO	n.a.	n.a.
<b>IT</b>	CONFAIL	n.a.	n.a.
<b>IT</b>	FIADEL	n.a.	n.a.
<b>LT</b>	SAMPRO	sectionalism	White-collar workers in retail trade
<b>LT</b>	LPSDPS	sectional overlap	Employees in retail trade
<b>LT</b>	LKKDPS	overlap	All employees in the entire commerce sector
<b>LU</b>	OGB-L Commerce	congruence	All employees in the entire commerce sector
<b>LU</b>	LCGB commerce, food processing industry and restauration	overlap	All employees in the entire commerce sector
<b>LV</b>	LTDA	n.a.	n.a.
<b>MT</b>	GWU	overlap	All employees in the entire commerce sector
<b>NL</b>	FNV Bondgenoten	overlap	All employees in the entire commerce sector
<b>NL</b>	De Unie (MHP)	sectional overlap	n.a.
<b>NL</b>	CNV Dienstenbond	overlap	All employees in the entire commerce sector
<b>PL</b>	SKBHiU - SKH NSZZ Solidarnosc	congruence	All employees in the entire commerce sector
<b>PL</b>	FZZPSPHiU	sectional overlap	n.a.
<b>PT</b>	CESP	overlap	All employees in the entire commerce sector
<b>PT</b>	SITESE	overlap	All employees in the entire commerce sector
<b>PT</b>	SITESC	sectional overlap	All employees in the entire commerce sector in the southern regions of Portugal
<b>PT</b>	SINDESCOM	sectional overlap	All employees in the entire commerce sector in the southern regions of Portugal
<b>RO</b>	FSC	overlap	All employees in the entire commerce sector
<b>SE</b>	Handels	sectional overlap	Employees in retail and wholesale trade
<b>SE</b>	Sveriges farmaceutförbund	sectional overlap	Employees in pharmacies (retail)
<b>SE</b>	AHT	sectional overlap	Academics in the entire commerce sector
<b>SE</b>	Farmaciförbundet	sectional overlap	Employees in pharmacies (retail)

SE	IF Metall	sectional overlap	Employees in motor trade and repair
SE	Unionen	sectional overlap	White-collar workers in retail and wholesale trade
SE	Ledarna	sectional overlap	Executives and supervisors in the entire commerce sector
SI	SDTS	congruence	All employees in the entire commerce sector
SI	STS-KS 90	congruence	All employees in the entire commerce sector
SK	OZPOCR	overlap	All employees in the entire commerce sector
UK	GMB	overlap	All employees in the entire commerce sector
UK	USDAW	overlap	All employees in the entire commerce sector
UK	Unite	overlap	All employees in the entire commerce sector

*n.a. = not available*

**Table A2: Domain description of employer/ business organisations with regard to the commerce sector, 2009/2010**

Country	Employer Organisation	Domain coverage	Domain description
AT	WKO BSH	sectionalism	Entire commerce sector but pharmacies
AT	WKO BGT	sectionalism	Tobacconists
AT	WKO BGHADP	sectionalism	Companies trading with pharmaceuticals, chemist and perfumery goods
AT	WKO BGRE	sectionalism	Companies trading with electronics goods
AT	WKO BGWV	sectionalism	Companies operating mail order trade and warehouses
AT	WKO BGA	sectionalism	Companies operating in foreign trade
AT	WKO BIK	sectionalism	Companies operating in the repair of motor vehicles
AT	ÖAV	sectionalism	Pharmacies
AT	WKO FVAA	sectional overlap	Companies operating in retail sale of second-hand goods in stores
BE	UCM	sectional overlap	Self-employed and SMEs operating in retail and wholesale trade
BE	Federauto	sectionalism	Companies operating in motor trade and repair
BE	Fedis	sectionalism	Companies operating in retail and wholesale trade
BE	UNIZO	sectional overlap	Self-employed and SMEs operating in retail and wholesale trade
BG	BTU	sectionalism	Companies operating in retail trade

<b>CY</b>	CCCI	sectional overlap	n.a.
<b>CY</b>	OEB	sectional overlap	n.a.
<b>CZ</b>	SOCR ČR	overlap	Entire commerce sector
<b>DE</b>	HDE	sectionalism	Companies operating in retail trade
<b>DE</b>	BGA	sectional overlap	Almost the entire commerce sector
<b>DE</b>	ZDK	sectionalism	Companies operating in motor trade and repair
<b>DE</b>	CDH	n.a.	n.a.
<b>DK</b>	Dansk Erhverv	sectional overlap	Companies operating in retail and wholesale trade
<b>DK</b>	DI	sectional overlap	Companies operating in retail and wholesale trade
<b>DK</b>	DM	sectionalism	Companies operating in trade of agricultural machinery
<b>DK</b>	SKAD	sectionalism	Companies operating in motor trade and repair
<b>DK</b>	FAI	sectionalism	Companies operating in motor repair
<b>DK</b>	ABAF	sectionalism	Companies operating in motor trade
<b>DK</b>	BA	sectionalism	Consumer co-operatives
<b>EE</b>	EKL	overlap	Entire commerce sector
<b>ES</b>	ACES	sectionalism	Supermarket chains
<b>ES</b>	FENADIHER	sectionalism	Companies operating in herbs trade
<b>ES</b>	FEDOP	sectional overlap	Companies operating in prosthesis and orthopedics activities
<b>ES</b>	AGES	sectionalism	Petrol stations
<b>ES</b>	AECJ	sectionalism	Companies operating in gardening trade
<b>ES</b>	INTERFLORA	sectionalism	Companies operating in flower and plant retail trade
<b>ES</b>	GANVAN	sectionalism	Companies operating in motor trade and repair
<b>ES</b>	CEC	sectionalism	Companies operating in retail trade
<b>ES</b>	ASEDAS	sectionalism	Companies operating in retail and wholesale trade
<b>ES</b>	ANGED	sectionalism	Companies operating in wholesale trade
<b>ES</b>	FANDE	sectionalism	Companies operating in book wholesale trade
<b>ES</b>	CEGAL	sectionalism	Companies operating in book retail trade
<b>FI</b>	FFCT	n.a.	n.a.
<b>FR</b>	CDCF	n.a.	n.a.

<b>FR</b>	FEH	sectionalism	n.a.
<b>FR</b>	CGI	n.a.	n.a.
<b>FR</b>	FCD	sectional overlap	SMEs operating in food retail trade
<b>FR</b>	FICIME	sectionalism	n.a.
<b>GR</b>	ESEE	sectionalism	Small traders, traditional commercial shops, outlets
<b>GR</b>	GSEVEE	sectional overlap	Small retailers
<b>GR</b>	SELPE	sectionalism	Large retailers
<b>GR</b>	ACCI	overlap	Entire commerce sector
<b>HU</b>	ÁFEOSZ	sectionalism	Consumer co-operatives
<b>HU</b>	KISOSZ	sectional overlap	SMEs operating in retail and wholesale trade
<b>HU</b>	OKSZ	sectional overlap	Companies operating in retail and wholesale trade
<b>HU</b>	VOSZ	sectional overlap	Companies operating in retail and wholesale trade
<b>IE</b>	IBEC Retail Ireland	sectionalism	Companies operating in retail trade
<b>IE</b>	SFA	sectional overlap	Small enterprises in the entire commerce sector
<b>IE</b>	SIMI	sectional overlap	Companies operating in motor trade and repair
<b>IT</b>	CONFCOM-MERCIO	overlap	Entire commerce sector
<b>IT</b>	FEDER-DISTRIBUZIONE	n.a.	n.a.
<b>IT</b>	FEDERFARMA	sectionalism	Pharmacies
<b>IT</b>	ASSIMPRESA	n.a.	n.a.
<b>IT</b>	ANCC	sectionalism	Consumer co-operatives
<b>IT</b>	CONFIMPRESA	sectional overlap	SMEs operating in retail trade
<b>IT</b>	CASARTIGIANI	sectional overlap	n.a.
<b>IT</b>	CONFARTIGIANATO	sectional overlap	n.a.

<b>IT</b>	CLAAI	sectional overlap	n.a.
<b>IT</b>	CNA	sectional overlap	n.a.
<b>IT</b>	CONFAPI	sectional overlap	n.a.
<b>IT</b>	ANCD CONAD	sectional overlap	Co-operatives within the commerce sector
<b>IT</b>	UNCI	sectional overlap	Co-operatives within the commerce sector
<b>IT</b>	CONFECO-OPERATIVE	sectional overlap	Co-operatives within the commerce sector
<b>IT</b>	ASSOFARM	sectionalism	Public pharmacies
<b>IT</b>	AGCI	sectional overlap	Co-operatives within the commerce sector
<b>IT</b>	ANCEF	sectionalism	Companies operating in flower trade
<b>IT</b>	CONFAR	n.a.	n.a.
<b>IT</b>	FAPI	n.a.	n.a.
<b>IT</b>	CIDEC	n.a.	n.a.
<b>IT</b>	UCICT	n.a.	n.a.
<b>IT</b>	UNAPI	sectional overlap	n.a.
<b>IT</b>	CONFTER-ZIARIO	sectional overlap	n.a.
<b>IT</b>	FEDARCOM	n.a.	n.a.
<b>IT</b>	CONFEDIA	n.a.	n.a.
<b>IT</b>	ANASFIM	n.a.	n.a.
<b>IT</b>	UNIMPRESA	n.a.	n.a.
<b>IT</b>	CIFA	n.a.	n.a.
<b>IT</b>	CONFIMEA	n.a.	n.a.
<b>IT</b>	AECP	n.a.	n.a.
<b>LT</b>	LPIA	overlap	Entire commerce sector
<b>LU</b>	CLC	overlap	Entire commerce sector
<b>LV</b>	LTA	n.a.	n.a.
<b>MT</b>	GRTU	sectional overlap	SMEs operating in the entire commerce sector
<b>NL</b>	VGL	sectionalism	Food retailers

<b>NL</b>	FGL	sectionalism	Companies operating in food wholesale trade
<b>NL</b>	Vakcentrum	sectionalism	n.a.
<b>PL</b>	POHiD	sectionalism	n.a.
<b>PL</b>	NRZHIU	n.a.	n.a.
<b>PT</b>	APED	sectionalism	Medium and large companies operating in retail trade
<b>PT</b>	CCP	overlap	Entire commerce sector
<b>RO</b>	FPC	overlap	Entire commerce sector
<b>RO</b>	AMRCR	sectionalism	Large companies operating in retail trade
<b>SE</b>	Svensk Handel	congruence	Entire commerce sector
<b>SE</b>	MAF	sectionalism	Companies operating in motor trade and repair
<b>SE</b>	KFO	sectional overlap	Co-operatives within the commerce sector
<b>SI</b>	TZSLO	overlap	Entire commerce sector
<b>SI</b>	ZDS	overlap	Entire commerce sector
<b>SI</b>	PTZ	overlap	Entire commerce sector
<b>SK</b>	ZOCR SR	overlap	Entire commerce sector
<b>UK</b>	BRC	congruence	Entire commerce sector

*n.a. = not available*

**Table A3: Abbreviations of organisation names**

Country	Abbreviation	Full Name
<b>AT</b>	GPA-DJP	Union of Salaried Employees, Graphical Workers and Journalists
	ÖAV	Austrian Pharmaceutical Association
	ÖGB	Austrian Trade Union Federation
	VAAÖ	Austrian Association of Salaried Pharmacists
	VIDA	VIDA Trade Union
	WKO	Austrian Federal Economic Chamber
	WKO BGA	Federal Economic Chamber, sectoral subunit of foreign trade
	WKO BGHADP	Federal Economic Chamber, sectoral subunit of commerce with pharmaceuticals, chemist and perfumery goods, chemicals and colours
	WKO BGRE	Federal Economic Chamber, sectoral subunit of radio and electronics trade
	WKO BGT	Federal Economic Chamber, sectoral subunit of tobaccoists
	WKO BGVW	Federal Economic Chamber, sectoral subunit of mail order trade and warehouses
	WKO BIK	Federal Economic Chamber, sectoral subunit of automobile engineering
	WKO BSH	Federal Economic Chamber, sectoral section commerce
	WKO FVAA	Federal Economic Chamber, sectoral subunit of refuse and wastewater disposal
<b>BE</b>	ABVV/FGTB Horval	Belgian General Federation - Food, Horeca and Services
	ABVV-METAAL	Belgian General Federation of Metal
	ACLVB/CGSLB	Federation of Liberal Trade Unions of Belgium
	ACV-CSC METEA	Confederation of Christian Trade Unions – Metal
	ACV-Voeding en Diensten/CSC-Alimentations et Services	Confederation of Christian Trade Unions- Food and Services
	BBTK/SETca	Belgian Union of White-Collar Staff, Technicians and Managers
	CNE/GNC	National Employee Federation
	Federauto	Confederation of trade and repair of motor vehicles and motorcycles and related sectors



	Fedis	Federation of Distribution in Belgium
	LBC/NVK	National Federation of White-collar Workers
	MWB-FGTB	Metalworkers' Walloon-Brussels – Belgian General Federation of Labour
	UCM	Union of Small Firms and Traders
	UNIZO	Organisation for the Self-Employed and Small and Medium-sized Enterprises
	VBO/FEB	Belgian Federation of Employers
<b>BG</b>	BIA	Bulgarian Industrial Association
	BTU	Bulgarian Traders Union
	CL Podkrepa	Confederation of Labour 'Podkrepa'
	ITUFECCCTCS	Independent Trade Union Federation of Employees in Commerce, Cooperatives, Tourism, Credit and Social Services
	PODKREPA Services Union	Podkrepa Services Union
<b>CY</b>	CCCI	Cyprus Chamber of Commerce and Industry
	OEB	Cyprus Employers and Industrialists Federation
	OIYK/SEK	Cyprus Federation of Private Employees
	PEO	Pancyprian Federation of Labour
	SEVETTYK/PEO	Cyprus Union of Workers in Industry, Trade, Press and Printing and General Services
	SEK	Cyprus Workers' Federation
<b>CZ</b>	AHR	Economic Chamber of the Czech Republic
	CMKOS	Czech-Moravian Confederation of Trade Unions
	OSPO	Trade Union of Workers in Commerce
	SOCR ČR	Czech Confederation of Commerce and Tourism
<b>DE</b>	BDA	German Confederation of Employers' Associations
	BGA	Bundesverband Großhandel, Außenhandel, Dienstleistungen
	CDH	Centralvereinigung Deutscher Wirtschaftsverbände für Handelsvermittlung und Vertrieb
	CGB	Christian Trade Union Federation
	DGB	German Trade Union Federation
	DHV	DHV-Die Berufsgewerkschaft
	HDE	Handelsverband Deutschland
	IG Metall	Industriegewerkschaft Metall

	ver.di	Vereinte Dienstleistungsgewerkschaft
	ZDH	German Confederation of Skilled Crafts
	ZDK	Zentralverband des Deutschen Kraftfahrzeuggewerbes
<b>DK</b>	Autobranchens Arbejdsgiverforening, ABAF	Association of Employers in Auto Industry
	Brugsforeningernes Arbejdsgiverforening, BA	Employers Association of Consumer Cooperatives
	Co-industri	Central Organisation of Industrial Workers
	DA	Confederation of Danish Employers
	Dansk Erhverv	Danish Chamber of Commerce
	Dansk Metal	Danish Metalworkers Union
	DCEAA	
	DI	Confederation of Danish Industry
	Dansk Maskinhandlerforening, DM	Association of Danish Agricultural Machinery Dealers
	Fagligt Fælles Forbund, 3F	United Federation of Danish Workers
	LO	Danish Confederation of Trade Unions
	Foreningen af Auto- og Industri-lakerere, FAI	Association of Automotive and Industrial painters
	HK	The Union of Commercial and Clerical Employees in Denmark
	HVR	Federation of Small and Medium-Sized Enterprises
	Malerforbundet i Danmark, MFD	Danish Painters' Union
	Fødevareforbundet, NNF	The Danish Food and Allied Workers' Union
	SALA	Danish Confederation of Employers' Associations in Agriculture
	Sammenslutningen af Køretøjsbyggere og Autooprettere i Danmark, SKAD	Association of Vehicle Builders and Auto Planers in Denmark
	SAMA	Federation of Small Employers' Associations
<b>EE</b>	AHL	Open Education Union
	EAKL	Estonian Trade Union Federation
	EKL	Estonian Traders Association, Eesti Kaupmeeste Liit
	EKT	Estonian Chamber of Commerce and Industry

	ESTAL	Estonian Communication and Service Workers' Trade Union, Eesti Side- ja Teenindustöötajate Ametiühingute Liit
	ETKA	Estonian Trade Union of Commercial and Servicing Employees, Eesti Teenindus- ja Kaubandustöötajate Ametiühing
	ETTK	Estonian Employers Confederation
<b>ES</b>	ACES	Spanish Association of Supermarket Chains
	AECJ	Spanish Association of Gardening Centres
	AGES	Spanish Confederation of Petrol Stations
	ANGED	National Association of Big Enterprises of Distribution
	ASEDAS	Spanish Association of Distributors, Self-Services and Supermarkets
	CCOO	Trade Union Confederation of Workers' Commissions
	CEC	Spanish Confederation of Commerce
	CEGAL	Spanish Confederation of Trades and Booksellers Associations
	CEHAT	Spanish Confederation of Hotels and Tourist Accommodation Establishments
	CEOE	Spanish Confederation of Employers' Organisations
	CEPYME	Spanish Confederation of Small and Medium-Sized Enterprises
	CHTJ-UGT	Federation of Commerce, Catering trade, Tourism and Gambling of the General Workers Confederation
	COMFEMETAL	Spanish Confederation of Organisations of Metal Companies
	ELA	Basque Workers' Solidarity
	ELALA-ZERBITZUAK	Basque Workers' Solidarity
	FANDE	Federation of National Distributors Associations
	FASGA	Federation of Unions Associations
	FECOHT-CCOO	Federation of Commerce, Catering Trade and Tourism of the Trade Union Confederation of Workers' Commissions
	FEDOP	Spanish Federation of Prosthesis and Orthopedics Professionals
	FENADIHER	Spanish Federation of Herbalist's Associations
	FEPEX	Spanish Federation of Associations of Producers and Exporters of Fruits
	FETICO	Federation of independent workers of the commerce sector

	FIA-UGT	Industry Federation of the General Workers Confederation
	FITEQA-CCOO	Federation of textile, Chemical and Leather Industry of the Trade Union Confederation of Workers' Commissions
	FSC-CCOO	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
	GANVAN	National Association of Sellers and Fixers of Motor Vehicles, Spares and Accessories
	INTERFLORA	Spanish Association of Florists INTERFLORA
	UGT	General Workers' Confederation
	USO	Workers' Trade Union Federation
<b>FI</b>	FFCT	Federation of Finnish Trade and Commerce
	PAM	Service Union United
	PRO	PRO Unions
	SEFE	Finnish Association of Graduates in Economics and Business
<b>FR</b>	CDCF	Commerce Federation for France (Conseil du Commerce de France)
	CFDT	French Democratic Confederation of Labour
	CFE-CGC	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff
	CFTC	French Christian Workers' Confederation
	CGI	Confédération Française du Commerce et de Gros Inter-Entreprises et du Commerce International
	CGPME	Confederation of Small and Medium-Sized Enterprises
	CGT	General Confederation of Labour
	CGT-FO	General Confederation of Labour – Force ouvrière
	CSNVA	National Council for Employees, Salesmen, Technicians, Administrative staff, of the automobile the motoculture & related industries
	FCD	Fédération des Entreprises du Commerce et de la Distribution
	FEH	Fédération des Enseignes de l'Habillement
	FICIME	Fédération des Entreprises Internationales de la Mécanique et de l'Electronique
	MEDEF	Movement of French Enterprises
	UCV	

	UNSA	National Union of autonomous trade union
<b>GR</b>	ACCI	Athens Chamber of Commerce and Industry
	ESEE	National Confederation of Hellenic Commerce
	GSEE	Greek General Confederation of Labour
	GSEVEE	General Confederation of Professionals, Craftsmen and Merchants of Greece
	OIYE	Greek Federation of Private Employees
	SELPE	Hellenic Retail Business Association
<b>HU</b>	ÁFEOSZ	National Federation of General Consumption Employees
	KASZ	Trade Union of Commerce Workers - Kereskedelmi Alkalmazottak Szakszervezete
	KISOSZ	Federation for the Representation of Interest of Commerce and Catering
	MGYOSZ	Confederation of Hungarian Employers and Industrialists
	MSZOSZ	National Association of Hungarian Trade Unions
	OÈT	National Interest Reconciliation Council
	OKSZ	Hungarian Trade Association
	VOSZ	National Association of Entrepreneurs and Employers, Commercial and Services Section
<b>IE</b>	AICC	Association of Irish Contract Caterers
	IBEC	Irish Business and Employers Confederation
	IBEC Retail Ireland	Retail Ireland - Irish Business and Employers Confederation
	ICTU	Irish Congress of Trade Unions
	MANDATE	MANDATE
	SFA	Small Firms Association
	SIMI	The Society of the Irish Motor Industry
	SIPTU	Services, Industrial, Professional and Technical Union
	UMTE	Union of Motor Trade Employees
<b>IT</b>	AECP	Associazione Italiana degli Esercenti e Commercianti delle Attività del Terziario del Turismo e dei Servizi
	AGCI	Associazione Generale Cooperative Italiane
	ANASFIM	Associazione Nazionale agenzie di Servizi e Field Marketing
	ANCC	Associazione Nazionale Cooperative Consumatori
	ANCD CONAD	Associazione Nazionale Cooperative Dettaglianti

	ANCEF	Associazione Nazionale Commercianti Esportatori Fiori
	ASSIMPRESA	
	ASSOFARM	Associazione delle Aziende e Servizi Socio-Farmaceutici
	CASARTIGIANI	Confederazione Autonoma Sindacati Artigiani
	CGIE	
	CGIL	General Confederation of Italian Workers
	CIDEC	Confederazione Italiana degli Esercenti Commercianti ed Artigiani e delle Attività del Terziario del Turismo e dei Servizi
	CIFA	Confederazione Italiana delle Federazioni Autonome
	CISAL	Italian Confederation of Autonomous Workers' Trade Unions
	CISL	Italian Confederation of Workers' Unions
	CIU	Confederazione Italiana di Unione delle Professioni Intellettuali
	CLAAI	Confederazione delle Libere Associazioni Artigiane Italiane
	CNA	Confederazione Nazionale dell'Artigianato e delle Piccola e Media Impresa
	CNAI	National Coordination of Employer Associations
	CONFAIL	Confederazione Autonoma Italiana del Lavoro
	CONFAPI	Confederazione Italiana della Piccole e Media Industria Privata
	CONFAR	Confederazione delle Associazioni Regionali
	CONFARTIGIANATO	Confedeazione Generale Italiana dell'Artigianato
	CONFCOMMERCIO	General Confederation of Italian Commerce and Tourism
	CONFCOMMERCIO	Confederazione Generale Italiana delle Imprese, della Attività Professionali e del Lavoro Autonomo
	CONFCOOPERATIVE	Confederazione Cooperative Italiane
	CONFEDIA	Confederazione Nazionale Datoriale Imprese Autonome
	CONFEDIR MIT	
	CONFESERCENTI	
	CONFIMEA	Confederazione Italiana delle Imrpese e dell'Artigianato
	CONFIMPRESA	Confederazione Italiana della Piccola Media Impresa e dell'Artigianato
	CONFLAVORATORI	Confederazione dei Lavoratori

	CONFSAL	
	CONFTERZIARIO	Confederazione Nazionale del Terizario e della Piccola Impresa
	FAPI	Federazione Artigiani Pensionati Italiani
	FEDARCOM	Federazione Autonoma Commercianti, Rappresentanti, Operatori del Turismo e Artigiani
	FEDERAGENTI	
	FEDERDISTRIBUZIONE	Federazione Associazioni delle Imprese di Distribuzione
	FEDERFARMA	Federazione Nazionale dei Titolari di Farmacia Italiani
	FENASALC	Federazione Nazionale Autonoma Sindacati lavoratori Commercio, terziario e turismo
	FEDERSALUTE	
	FESICA	Federazione Sindacati Industria, Commercio e Artigianato
	FIADEL	Federazione Italiana Autonoma Dipendenti Enti Locali
	FIARC	Federazione Italiana Agenti e Rappresentanti di Commercio
	FILCAMS	Federazione Italiana Lavoratori Commercio Turismo e Servizi
	FISALS	Federazione Italiana Sindacati Autonomi Lavoratori Stranieri
	FISASCAT	Federazione Italiana Sindacati Addetti Servizi Commerciali Affini e del Turismo
	FNAARC	Federazione Nazionale Associazioni Agenti e Rappresentanti di Commercio
	LEGACOOOP	
	MANAGERITALIA	Federazione nazionale dei dirigenti, quadri e professional del commercio, trasporti, turismo, servizi, terziario avanzato
	UCICT	Unione Cristiana Italiana Commercio e Turismo
	UGIFAI	Unione Generale Italiana delle Federazioni degli Agenti Intermediari
	UGL	General Union of Work
	UGL TERZIARIO	Unione Generale del Lavoro Federazione Nazionale Terziario
	UIL	Union of Italian Workers
	UNAPI	Unione Nazionale Artigianato e Piccola Impresa
	UNCI	Unione Nazionale Cooperative Italiane

	UNIMPRESA	Unione Nazionale di Imprese
	USARCI	Unione Sindacati Agenti e Rappresentanti di Commercio Italiani
<b>LT</b>	ICC Lithuania	Business Confederation ICC Lithuania
	LKKDPS	Lithuanian Trade Union of Commerce and Cooperation Workers
	LLF	Lithuanian Labour Federation
	LPIA	Lithuanian Association of Trade Companies
	LPSDPS	Lithuanian Service Workers Trade Union
	LPSK	Lithuanian Trade Union Confederation
	SAMPRO	Trade Union of Hired Employees
<b>LU</b>	CGT-L	General Confederation of Labour of Luxembourg
	CLC	Luxembourg Confederation of Commerce
	LCGB	Luxembourg Christian Union Federation
	LCGB commerce, food processing industry and restauration	Lëtzebuerger Chrëschtliche Gewerkschaftsbond
	OGB-L	Independent Luxembourg Union Federation - Commerce
	OGB-L Commerce	Onhofhangege Gewerkschaftsbond Lëtzebuerg - Commerce
	UEL	Union of Luxembourg Companies
<b>LV</b>	LTA	Latvian Traders Association
	LTDA	Latvian Commercial Workers' Trade Union
<b>MT</b>	GRTU	Malta Chamber of Small and Medium Enterprises
	GWU	General Workers' Union
<b>NL</b>	CBL	Central Council Wholesale Goods
	CNV	Christian Trade Union Federation
	CNV Dienstenbond	CNV Dienstenbond
	Detailhandel Nederland	Detailhandel Nederland
	De Unie	De Unie – Trade Union for Industry and Services
	FGL	Federatie voor de Groothandel in Levensmiddelen
	FNV	Federation of Dutch Trade Unions
	FNV Bondgenoten	Federatie Nederlandse Vakbeweging Bondgenoten
	RND	Council for Dutch Retail
	VGL	Vereniging Grootwinkelbedrijf Levensmiddelen



	Vakcentrum	Vakcentrum
	VNO-NCW	Confederation of Netherlands Industry and Employers
<b>PL</b>	FZZPSPHiU	Federation of Trade Unions of Employees in Co-operatives, Production, Commerce and Services in Poland (Federacja Związków Zawodowych Pracowników Spółdzielczości Produkcji, Handlu i Usług w Polsce)
	NRZHIU	National Association of Trade and Services
	NSZZ Solidarnosc	Independent and Self-Governing Trade Union Solidarnosc
	OPZZ	All-Poland Alliance of Trade Unions
	POHiD	Name of EO Polish Organisation of Commerce and Distribution (Polska Organizacja Handlu i Dystrybucji)
	PKPP Leviathan	Polish Confederation of Private Employers 'Leviathan'
	SKBHiU - SKH NSZZ Solidarnosc	National Secretariat of Banks, Commerce and Insurance – the National Section of Commerce, 'Solidarność' (Sekretariat Krajowy Banków, Handlu i Ubezpieczeń – Sekcja Krajowa Handlu NSZZ „Solidarność”)
<b>PT</b>	APED	Portuguese Association of Retail Companies
	CCP	Confederation of Commerce and Services of Portugal
	CESP	Union of Commerce, Office and Service Workers of Portugal
	CGTP	General Portuguese Workers' Confederation
	FETESE	Technical and Services Workers' Trade Union
	SINDESCOM	Union of Workers in Administration, Commerce, Manufacturing, Tourism and related Services on the Islands of Sao Miguel and Santa Maria
	SITESC	Union of Workers in Administration, Informatics and Services of Southern Portugal
	SITESE	Union of Workers in Administration, Commerce, Hotels and Services
	UGT	General Workers' Confederation
<b>RO</b>	AMRCR	Big Retailers Association from Romania (Asociația Marilor Rețele Comerciale din România)
	CNSLR Fratia	National Confederation of Free Trade Unions from Romania Fratia
	FSC	Trade Union Federation of Commerce (Federația Sindicatelor din Comerț)
	FPC	Employers Federation of Commerce from Romania (Federația Patronatelor de Comerț din România)
<b>SE</b>	AHT	Academics Union in Trade and Service

	Farmaciförbundet	Union of Chemist's Employees
	Handels	Commercial Employees' Union
	IF Metall	Union of Metalworkers
	KFO	The Cooperative Movement Bargaining Organization (free translated) Kooperationens förhandlingsorganisation), KFO
	Ledarna	The Confederation of Executives and Managerial Staff
	LO	Swedish Trade Union Confederation
	MAF	Swedish Motor Trade Employers' Association, (Motorbranschens Arbetsgivarförbund, MAF)
	OFR	Public Employees' Negotiation Council
	PTK	Council for Negotiation and Cooperation
	SACO	Swedish Confederation of Professional Associations
	SHA	Employers Unemployment Fund
	Svensk Handel	The Swedish Trade Federation - Svensk Handel
	Svensk Näringsliv	Confederation of Swedish Enterprise
	Sveriges farmaceutförbund	The Swedish Pharmaceutical Association
	Unionen	Trade union for professionals in the private sector
	Transportgruppen	Transport Group
<b>SI</b>	KS90	Association of Trade Union Confederation 90
	PTZ	Chamber of Small Business and Trade
	SDTS	Slovenian Trade Union of Workers in Commerce
	STS-KS 90	Slovenian Trade Union of Commerce
	TZSLO	Slovenian Chamber of Commerce
	ZDS	Association of Employers of Slovenia, Trade Section
	ZSSS	Association of Free Trade Unions of Slovenia
<b>SK</b>	OZPOCR	Trade Union of Employees in Commerce and Tourism
	RUZ SR	National Union of Employers
	ZOCR SR	Slovak Association of Commerce and Tourism
<b>UK</b>	BRC	British Retail Consortium
	CBI	Confederation of British Industry
	GMB	General, Municipal, Boilermakers and Allied Trade Union
	TUC	Trades Union Congress
	UNITE	Unite the Union
	USDAW	Union of Shop, Distributive and Allied Workers

<b>EUROPE</b>	ACEA	European Automobile Manufacturers' Association
	CEC	CEC European Managers
	CECRA	European Council for Motor Trades and Repairers
	CEMR	Council of European Municipalities and Regions
	CESI	European Confederation of Independent Trade Unions
	CIES	Consumer Goods Forum
	DSE	Direct Selling Europe
	EEN	Enterprise Europe Network
	EFBWW	European Federation of Building and Woodworkers
	EFF	European Franchise Federation
	EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions
	EFJ	European Federation of Journalists
	EMCEF	European Mine, Chemical and Energy Workers' Federation
	EMF	European Metalworkers' Federation
	EPSU	<a href="#">European Federation of Public Service Unions</a>
	ESBA	European Small Business Alliance
	ETF	European Transport Workers' Federation
	ETLC	European Trade Union Liaison Committee on Tourism
	ETUC	European Trade Union Confederation
	ETUF: TCL	European Trade Union Federation: Textile, Clothing and Leather
	EUROCADRES	Council of European Professional and Managerial Staff
	EUROCOMMERCE	European Retail, Wholesale and International Trade Association
	EUROCOOP	Eurocoop
	EuroHandelsinstitut	Euro Handelsinstitut
	EURO-MED	Euro-Mediterranean Partnership
	EUROWEA	European Workers' Education Association
	EUSP	European Union of Social Pharmacies
	FEDSA	Federation of European Direct Selling Associations
	FERPA	European Federation of Retired and Older Persons

	FRUCOM	FRUCOM
	GIRP	European Association of Pharmaceutical Full-line Wholesalers
	PGEU	Pharmaceutical Group of the European Union
	UGAL	Union of Groups of Independent Retailers of Europe
	UNI-Europa	Union Network International - Europe