



Representativeness of the European social partner organisations: Metal

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This report sets out to provide the necessary information for evaluating sectoral social dialogue in the metal industry. The study consists of three parts: a summary of the sector's economic background; an analysis of the social partner organisations in all of 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, in particular their membership composition and their capacity to negotiate. The aim of the EIRO series of representativeness studies is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus for these studies arises from the goal of the European Commission to recognise the representative social partner organisations to be consulted under the EC Treaty provisions. Hence this study is designed to provide the basic information required to establish and evaluate sectoral social dialogue.

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 metal 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 industrial relations actors across the EU Member States. Only European associations that 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 metal industry and go on to analyse the structure of the industry's relevant European organisations, in particular their membership composition. This involves clarifying the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related' (see below). At both national and European levels, many associations exist that are not considered as social partner organisations as they essentially deal with industrial relations. Thus, there is a need for clear-cut criteria that will enable analysis to differentiate the social partner organisations from other associations.

As regards national-level associations, classification as a sector-related social partner organisation implies fulfilling at least one of two definitional 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 that is on the Commission's list of European social partner organisations consulted under [Article 138 of the EC Treaty](#), or it must participate in the

sector-related [European Social Dialogue](#). 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 level. Following the criteria for national organisations, this study includes those sector-related European organisations that are on the Commission's list of consultation. In addition, the report considers any other sector-related European association with sector-related national social partner organisations under its umbrella. Thus, the aim of identifying the sector-related national and European social partner organisations applies both a 'top-down' and 'bottom-up' approach.

Definitions

For the purpose of this study, the metal industry 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 metal sector considered in this report is defined as embracing C24 (manufacture of basic metals) with the exception of C24.10 (manufacture of basic iron and steel and of ferro-alloys), C24.20 (manufacture of tubes, pipes, hollow profiles and related fittings, of steel) and C24.30 (manufacture of other products of first processing of steel); as well as covering C25 (manufacture of fabricated metal products, except machinery and equipment), C26 (manufacture of computer, electronic and optical products), C27 (manufacture of electrical equipment), C28 (manufacture of machinery equipment n.e.c.), C29 (manufacture of motor vehicles, trailers and semi-trailers) and C30 (manufacture of other transport equipment).

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

- congruence – the domain of the organisation or scope of the collective agreement must be identical to the NACE demarcation, as specified above;
- sectionalism – the domain or scope covers only a certain part of the sector, as defined by the 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 that 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.

At European level, the European social partners established a new sectoral social dialogue committee covering the metal, engineering and technology-based industries in January 2010,

following 10 years' of discussions. The European Metalworkers' Federation (EMF) on the employees' side and the Council of European Employers of the Metal, Engineering and Technology-based Industries (CEEMET) on the employers' side participate in the sector's European Social Dialogue. Thus, affiliation to either of these European organisations is one 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 definitional criterion is one of sector-related membership. This is important in the case of EMF due to its multi-sector domain. Thus, the study will include only those affiliates to EMF whose domain relates to the metal industry.

Collection of data

The collection of quantitative data, such as those on membership, is essential for investigating the representativeness of social partner organisations. Unless stated otherwise, this study draws on country studies provided by the EIRO national centres, based on a standard questionnaire. It is often difficult to find precise quantitative data and where there is none, rough estimates are provided rather than leaving a question blank, because of 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 report.

Structure of report

The study consists of three main parts, beginning with a brief summary of the metal industry's economic background. The report then analyses the relevant social partner organisations in all EU Member States. 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, 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

The European metal sector comprises at least 10 million workers in around 200,000 enterprises, according to a [European Commission report](#) from 14 January 2010. It includes large parts of many European industries such as automotive, shipbuilding, electronics, machine tools, non-ferrous metals and many others. The sector is characterised by high export shares (for example the metal processing sector in Slovenia). The properties of the labour force echo the archetype of industrial manufacturing – predominantly male and blue-collar. This is mainly due to the heavy nature of the production work. Features of the metal industry are large fluctuations in demand along with business cycles and a strong dependence on world market developments such as metal and energy prices.

Like other sectors the metal industry has also been heavily affected by the Europe-wide economic crisis. In 2008 the first signs of the crisis were starting to show, with announcements of reduced production and consequent job losses. The segments most affected have been the production of motor vehicles and other transport equipment, the manufacture of basic metals and the manufacture of machinery. The volume of job losses in the sector so far resulting from the crisis has been estimated to amount to a million jobs.

Irrespective of the recent economic crisis, the European metal industry has undergone considerable restructuring over the last few decades caused by technological innovation, privatisation, internationalisation and market concentration. These fundamental changes within the sector have intensified competition and led to dramatic job losses – albeit more markedly in the iron and steel industry than the metal sector in general. In the metal sector the effects on employment have been mixed, depending on the branch. The data set used in this study stems from before 2008, when the economic downturn hit the sector, and therefore does not illustrate how employment has been affected since then.

Table 1 gives an overview of developments from the mid 1990s to the mid 2000s, presenting a few indicators that are important to industrial relations and the social dialogue. The figures indicate that employment in the metal sector has been affected by several trends with contradicting effects. In countries like Belgium and Slovenia, employment declined between 1996 and 2007; it remained relatively stable in Germany, Denmark and Portugal and even increased in countries like the Czech Republic, Finland, Italy, Slovakia and Spain.

Available data suggest that the employment composition by gender remained relatively stable in the period between 1996 and 2007 in most countries. The Czech Republic, France and the Netherlands experienced a growth in the proportion of female employment in the metal industry in the respective period by approximately 3–4%; in Finland, on the contrary, the female share of total employment fell from 22% to 20%. In 2007, the proportion of women employed in the sector ranged from 1% in Slovakia, to 14% in Belgium and 33% in the Czech Republic.

Table 1: Total employment in metal industry, 1996 and 2007*

	Number of employers		Aggregate employment		Male employment		Female employment	
	1996	2007	1996	2007	1996	2007	1996	2007
AT	n.a.	9732 ¹	n.a.	289179	n.a.	231379	n.a.	57800
BE	n.a.	5499 ²	246011 ⁶	225458 ²	212036 ⁶	194091 ²	33975 ⁶	31367 ²
BG	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
CY	n.a.	1280 ^{1,3}	n.a.	4180 ³	n.a.	n.a.	n.a.	n.a.
CZ	96456	107425 ²	514800	681100 ²	363100	464800 ²	151700	216300
DE	n.a.	87161	4261000	4248000	n.a.	n.a.	n.a.	n.a.
DK	5881 ^{1,8}	6099 ¹	247760	242238	184199	180033	63561	61995
EE	n.a.	1802 ¹	n.a.	35100	n.a.	n.a.	n.a.	n.a.
GR	n.a.	10795 ¹	n.a.	100348	n.a.	87761	n.a.	12587
ES	41513 ⁹	57230 ²	1073630 ⁹	1149448 ²	903492 ⁹	952661 ²	170138 ⁹	196787 ²
FI	10132 ¹	8280 ¹	162648	199340	127390	159358	35258	39982
FR	n.a.	5710	n.a.	n.a.	88%	84%	12%	16%
HU	5256	5380	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
IE	n.a.	1776 ¹	n.a.	92404	n.a.	n.a.	n.a.	n.a.
IT	113658	133636	1499810	1788290	1229845	1466398	269965	321892
LT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LU	n.a.	263 ²	n.a.	~30000 ²	n.a.	n.a.	n.a.	n.a.
LV	3 ⁵	12	2569 ⁵	4122	n.a.	n.a.	n.a.	n.a.
MT	n.a.	~600	n.a.	~9200	n.a.	~6800	n.a.	~2400
NL	14115	16285 ⁴	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
PL	n.a.	n.a.	n.a.	739500	n.a.	n.a.	n.a.	n.a.

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PT	8629	11808 ⁴	233000	243000 ⁴	173000	180000 ⁴	60000	63000 ⁴
RO	6385 ^{1,6}	12740 ¹	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SE	13151	14780	287069	292054	224339	229244	62730	62810
SI	8869	8252	145403	102996	n.a.	74745	n.a.	28251
SK	3065	5811	213407	257867	n.a.	n.a.	n.a.	n.a.
UK	n.a.	~100000	n.a.	1237940	n.a.	1001716	n.a.	236224

¹ companies ² 2008 ³ 2005 ⁴ 2006 ⁵ 1997 ⁶ 2004 ⁷ 2003 ⁸ 2000 ⁹ 2001

** National sector definitions are not fully identical with the definitions of this study in some cases. For details, see the country reports.*

Table 2 underscores the huge differences in the relative weight of the sector across countries. In 2007, the span of sectoral employment as a percentage of total employment ranged from approximately 12–13% in some countries, such as the Czech Republic and Slovenia, to as little as 2% or less in Cyprus and Greece.

Table 2: Total employees in metal industry, 1996 and 2007*

	Aggregate employees		Male employees		Female employees		Total sectoral employment as % of total employment in economy		Total sectoral employees as % of total employees in economy	
	1996	2007	1996	2007	1996	2007	1996	2007	1996	2007
AT	n.a.	283000	n.a.	225981	n.a.	57019	n.a.	7.2	n.a.	8.2
BE	239091 ⁶	218999 ²	205291 ⁶	187795 ²	33800 ⁶	31204 ²	5.9 ⁶	5.0 ²	6.8 ⁶	5.8 ²
BG	143336	141131	97400	90685	45936	50446	n.a.	n.a.	6.3	5.8
CY	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1.2 ³	n.a.	n.a.
CZ	491800	644800 ²	342600	432200 ²	149200	212600 ²	10.4	13.6 ²	11.5	15.4 ²
DE	n.a.	4023124 ²	n.a.	3279600 ²	n.a.	743524 ²	n.a.	10.5 ²	n.a.	14.5 ²
DK	185162	178449	137750	132656	47412	45793	9.3	8.6	7.6	6.3
EE	n.a.	33800	n.a.	n.a.	n.a.	n.a.	n.a.	5.4	n.a.	5.7
EL	n.a.	88247	n.a.	75928	n.a.	12319	n.a.	2.3	n.a.	2.7
ES	970170 ⁹	1022642 ²	812505 ⁹	843962 ²	157665 ⁹	178680 ²	6.7 ⁹	6.3 ²	7.5 ⁹	6.9 ²
FI	156047	192573	121228	153137	34759	39436	8.3	8.6	9.2	9.3
FR	1680000	1580000	1478232	1327042	201768	252958	6.1	6.2	6.3	6.8
HU	297069	319350	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	10.8	11.6
IE	n.a.	92404	n.a.	n.a.	n.a.	n.a.	n.a.	4.4	n.a.	4.4
IT	1302384	1597927	1062419	1310301	234429	287626	6.8	7.7	8.1	9.3
LT	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
LU	n.a.	~27000 ²	n.a.	n.a.	n.a.	n.a.	n.a.	~8.5 ²	n.a.	~8.1 ²

LV	2569 ⁵	4116	n.a.	n.a.	n.a.	n.a.	0.3 ⁵	0.4	0.3 ⁵	0.4
MT	n.a.	8600	n.a.	n.a.	n.a.	n.a.	n.a.	5.0	n.a.	5.0
NL	370000	352000	325000	299000	45000	53000	n.a.	n.a.	6.0	5.0
PL	n.a.	808500	n.a.	n.a.	n.a.	n.a.	n.a.	7.5	n.a.	5.9
PT	215000	221000 ⁴	162000	169000 ⁴	53000	52000 ⁴	6.3	4.7 ⁴	6.8	5.0 ⁴
RO	537963 ^{6,7}	460880 ⁷	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
SE	275498	278982	215054	217688	60444	61294	7.5	6.6	7.8	7.0
SI	125568	92731	n.a.	65744	n.a.	26987	18.9	12.3	19.8	13.1
SK	191756	216787	198083	214513	2673	2274	10.1	10.6	9.7	10.4
UK	n.a.	1186120	n.a.	955988	n.a.	230132	n.a.	4.3	n.a.	4.7

¹companies ²2008 ³2005 ⁴2006 ⁵1997 ⁶2004 ⁷2003 ⁸2000 ⁹2001

** National sector definitions are not fully identical with the definitions of this study in some cases. For details, see the country reports.*

In many Member States, statutory regulations explicitly refer to the concept of representativeness when giving unions or employer organisations certain rights of interest representation and public governance. 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 an [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 national social partner organisations is of interest to this study in terms of the capacity of their European umbrella organisations to participate in European social dialogue. Hence, the role of 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 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, 2004). Social partner organisations that are engaged in multi-employer bargaining are incorporated in state policies to a significantly greater extent than their counterparts in countries where multi-employer bargaining is lacking. This can be attributed to the fact that only multi-employer agreements matter in macroeconomic terms, giving governments an incentive 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 and their role in public policymaking.

Membership domains and strength

The membership domain of an organisation, as formally established by its constitution or name, distinguishes its potential members from other groups that the organisation does not claim to represent. As already explained, this study considers only organisations whose domain relates to the metal sector (excluding iron and steel). 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. 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. 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 complicated, since they organise collective entities, namely companies, rather than individual employees. In this case, therefore, two possible measures of membership strength may be used – one that refers 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 trade unions and employer organisations also have to consider how the membership domains relate to the sector. If a domain is not congruent with the sector demarcation, the organisation's total density (the density referring to its overall domain) may differ from its sector-specific density, (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.

Table 3 presents data on the domains and membership strength of trade unions. The table lists all trade unions that meet at least one of the two definitional criteria for classification of a sector-related social partner organisation, as defined earlier. Of the 108 unions listed in Table 3, overlapping domains, sectionalist overlaps and sectionalism account for 55, 42 and six unions, respectively. There are five unions with a domain congruent with the sector definition. Membership of all unions in the table is voluntary.

Table 3: Trade unions, 2005-06

Country and trade union name	Domain comprehensiveness	Membership			Density (%)		Collective bargaining ^c	Consultation ^e	M
		Members	Sectoral Members	Female membership (% of total membership)	Domain	Sector (sectoral domain)			
AT									
GMTN	SO	230000 ¹	116000 ¹	16-17 ¹	n.a.	41.0 (69.0)	Yes	Yes	ÖG EF EM ET EM
GPA-DJP	SO	24600 ¹	30600 ¹	43.5 ¹	20	10.8 (26.6)	Yes	Yes	ÖG Eu EF EM EP
BE									
MWB/FG TB	SO	80000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	FG V,

		Membership			Density (%)				
ABVV- metaal	SO	80000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	FG V,
CSC métal/ ACV metaal	SO	220000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CS EM
BBTK/SET Ca	SO	360000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	FG V,
LBC/NVK	SO	300000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CS EM
CNE/GNC	SO	150000	n.a.	64.5	n.a.	n.a.	Yes	Yes	CS EM
CGSLB/ ACLVB	O	265000	n.a.	51.0	n.a.	n.a.	Yes	Yes	
BG									
NTUF Metal- Electro	C	10417	10417	45	7.4	7.4 (7.4)	Yes	No	CI/ EM
TUFMW	C	6028	6028	43	4.3	4.3 (4.3)	Yes	No	Po CL (to co
NFTINI	O	985	880	55	n.a.	0.6 (0.6)	Yes	No	Po CL
TUFOEMI	O	2169	1624	50	n.a.	1.2 (1.2)	Yes	No	CI/ EM
FTUMIC	C	2971	2971	60	2.1	2.1 (2.1)	Yes	No	CI/ EM
CY									
OBIEK	O	8625 ²	~4500 ²	~ 30 ²	n.a.	n.a.	Yes	No	SE

		Membership			Density (%)				
SEMMHK	O	3801 ²	n.a.	~ 13.5 ²	n.a.	n.a.	Yes	No	PE
CZ									
OS KOVO	O	171250	~152000	25.7	37	24 (24)	Yes	Yes	ČM EM
DE									
IG Metall	O	2300563 ²	n.a.	17.7 ²	n.a.	n.a.	Yes	Yes	DG
CGM	O	91000 ¹	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CG
DK									
3F	SO	292533	62350	33	70	35 (n.a.)	Yes	No	CC Inc LO EF EF ET Eu EP (EF)
Dansk Metal	O	95530	87000	4,4	80	48.8 (48.8)	Yes	No	CC Inc LO EF EF ET Eu EP (EF)
DEF	SO	23236	~1200- 1400	1	85	0.8 (85)	Yes	No	CC Inc LO EM (EF EF)

		Membership			Density (%)				
HK (HK/Private)	SO	226981 (130000)	n.a.	75	50 (50)	<10 (45)	Yes	No	NI CC Inc LO UN Eu (E)
TL	SO	22267	n.a.	44.7	n.a.	n.a.	Yes	No	CC Inc LO Eu EP (E)
IDA	SO	43475	3188	17.5	60	18 (53)	No	No	EM
EE									
EMAF	O	2050 ²	n.a.	~30	6	6 (6)	Yes	Yes	EA
EL									
POEM	O	~30000	10	25	n.a.	n.a.	Yes	Yes	GS
ES									
FI-CCOO	O	178129 ¹	102414	~11	17	14.5 (14.5)	Yes	Yes	CC EM EM
MCA-UGT	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	EM
USO	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	EM
LAB	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	—
FTM-ELA	SO	31571 ²	n.a.	n.a.	n.a.	n.a.	Yes	No	EL
CIG-metal	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	n.a.
Intersindical	SO	18000	3000	45	15	0.3	Yes	No	

		Membership			Density (%)				
Canaria						(n.a.)			
FI									
TEK	SO	68000	20000	19	70	10.4 (75)	(Yes)	No	AK UN Eu EM EM
SA	SO	32000	2500	4	88	1.3 (98)	Yes	No	SA EM UN Eu EF
UIL	SO	73000	17000	14	70	8.8 (70)	(Yes)	No	AK EM EM UN Eu
Metallilit to	O	167300	128000	20	88	66.5 (66.5)	Yes	Yes	SA
TU	SO	125000	26000	49	79	13.5 (70)	Yes	No	ST EF UN Eu EF ET ET EM
SEFE	SO	47000	3500	52	65	1.8 (70)	(Yes)	No	AK UN Eu
FR									
FTM-CGT	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	CG

		Membership			Density (%)				
FO-Métaux	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	FO
FM-CFTC	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	CF
FNTE-CGT	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	CG
FO-Défense	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	FO
FGMM-CFDT	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	CF
CFDT-FEAE	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	CF
CFE-CGC	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	—
HU									
Vasas	O	22000	20000	38	n.a.	6.3 (6.3)	Yes	No	MS EM
LIGA VFS	O	15000-18000	15000	15-20	n.a.	4.7 (4.7)	Yes	No	LIG
FGMOSZ	O	4000-4500	4000	25-30	n.a.	1.3 (1.3)	Yes	No	Me
IE									
SIPTU	O	225000	2000	n.a.	n.a.	n.a.	(Yes)	Yes	ICT
UNITE	O	50000	622	n.a.	n.a.	0.7 (0.7)	(Yes)	Yes	ICT
TEEU	SO	45000	n.a.	n.a.	n.a.	n.a.	(Yes)	Yes	ICT
IT									
FIOM	SO	359828	n.a.	15.5	17.6	n.a.	Yes	Yes	CG
FIM	SO	200848	n.a.	16.5	9.8	n.a.	Yes	Yes	CIS
UILM	SO	100000	n.a.	32.0	4.9	n.a.	Yes	Yes	UI

		Membership			Density (%)				
UGL ME-TALMECCANICI	SO	183672	180127	23.0	11.3	11.3 (n.a.)	Yes	Yes	UC
FISMIC	O	n.a.	26723	34.0	n.a.	1.7 (1.7)	Yes	Yes	—
FAILMS	SO	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CIS
MET, SAVT/METT	SO	574	258	15.0	23.0	0.02 (n.a.)	Yes	Yes	SA
USAS/ASGB	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	n.a.
LT									
LMPSS	O	1600	1200	~ 50	10	n.a.	(Yes)	Yes	LP
MPPSS	O	1200	1100	~ 20	10	n.a.	(Yes)	Yes	LD
LU									
OGB-L	O	63000	5000	33	7.9	18.7 (18.7)	Yes	Yes	CG EM CS
LCGB	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	EM
NGL/SNEP	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	0	—
LV									
LMA	O	1900	n.a.	n.a.	14	46 (46)	(Yes)	Yes	LB
MT									
AAE	SO	75	30-50	0	8	0.3-0.6 (n.a.)	Yes	Yes	—
GWU	O	41343 ²	3855	18	26	45 (45)	Yes	Yes	EM EF UN

		Membership			Density (%)				
									Eu EF FE Eu , E
UHM	O	26246 ²	560	32	16	6.5 (6.5)	Yes	Yes	CM EU P,
NL									
FNV Bond- genoten	O	470000	95000	n.a.	n.a.	30 (30)	Yes	Yes	FM
CNV Bedrij- venbond	O	90000	22500	n.a.	n.a.	6.4 (6.4)	Yes	Yes	CM
De Unie	O	85000	6000	n.a.	n.a.	1.7 (1.7)	Yes	Yes	MI
VHP Metal- elektro	S	950	950	n.a.	n.a.	0.3 (n.a.)	Yes	Yes	MI
PL									
SM-NSZZ Solidarno sc	O		45000	< 10	n.a.	6.1 (6.1)	Yes	No	NS So c, l
KZZMP- OPZZ	O		35000	< 10	n.a.	4.7 (4.7)	Yes	No	OP
ZZIT-FZZ	SO		1500	< 10	n.a.	0.2 (n.a.)	Yes	No	—
PT									
SITese	SO	10000	n.a.	68	n.a.	n.a.	Yes	No	FE UC

		Membership			Density (%)				
SINDEL	O	9200	3600	11	3.4	1.6 (1.6)	Yes	No	UG EM EP
SITESC	SO	4000	n.a.	n.a.	n.a.	n.a.	Yes	No	UG
SERS	S	2500	160	<5	n.a.	0.07 (80)	Yes	No	Fe do En s
SQTD	S	950	400	<30	n.a.	0.2 (n.a.)	Yes	No	CG
SEMM	S	700	n.a.	0	n.a.	n.a.	(Yes)	No	FE FE UG
SIMA	O	65000 ³	30000 ³	30	n.a.	n.a.	Yes	No	EM
FIEQUI- METAL	O	72000	50500	17	22.6	22.9 (22.9)	Yes	No	CG
RO									
FSS Metarom	O	~ 22500	~ 1200	28.4	65	10 (10)	Yes	Yes	Ca EM
FSLMN	C	3000	3000	10	25	0.7 (0.7)	Yes	Yes	Ca
FSCM	C	30000	30000	n.a.	n.a.	6.5 (6.5)	Yes	Yes	CM Fr
FNSS Metal	O	20000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BN
FSLI Metal	O	11000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BN
FSI Braşov	SO	3000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BN
Automobi lul Românes	S	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BN

		Membership			Density (%)				
c									
Metal Henri Coandă	O	3000	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CM Fro
Electron M III	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BN
SE									
IF Metall	SO	385000	180000	23	~ 80	64.5 (~ 75)	Yes	Yes	LO EM ET
Ledarna	SO	77000	4000	19	25	1.4 (n.a.)	Yes	Yes	PT CE
SI	SO	121000	8800	22.6	62	3.2 (25)	Yes	Yes	SA NF EM EM Eu , F UN Eu
Unionen	SO	403000	99000	45	47	35.5 (n.a.)	Yes	Yes	TC NF Eu , E
SI									
SKEI	O	42000	12000	40	40	12.9 (12.9)	Yes	No	ZS
SKEM	O	10000	3000	50	15	3.2 (3.2)	Yes	No	KN
NSS-SKI	O	6000	2000	30	8	2.2 (2.2)	Yes	No	—
KS90-	O	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	KS

		Membership			Density (%)				
SKEIE									
ZDSS-SDPMVPP	S	2300	2300	20	5	2.5 (~60)	Yes	No	SO ST
SK									
OZ KOVO	O	70000 ²	62000	32	28	30 (30)	Yes	(Yes)	KC EM
UK									
GMB	O	590069	n.a.	44.8	2.3	n.a.	Yes	Yes	TU ICT CS GF EP EM EF EF ET EM UN Eu ET EP
Unite	O	1892491	29000	22.6	7.5	2.4 (2.4)	Yes	Yes	TU EP EM EM EF EF ET
Communi-ty	O	31886	< 30000	17.0	1.2	< 2.5 (<2.5)	Yes	Yes	TU W TU GF EM

		Membership			Density (%)				
									ET

^c parenthesis means indirect involvement in bargaining via lower-level affiliates or higher-level affiliations;

^d national affiliations put in italics; for the national level, only cross-sectoral (i.e. peak-level) associations are listed; for the European level sector-related associations only; affiliations put in parenthesis are indirect via lower-level affiliates or higher-level affiliations

^e parenthesis means consultation takes place only indirectly via higher-level affiliations

* through higher order union (CO-Industri) ¹ 2009 ² 2008 ³ figures probably inflated

Source: Membership data stem from the European peak associations in some cases

The standard case of an overlapping domain is represented by an industrial union that embraces the metal industry in the broad sense, but often also covers iron and steel. Sectionalist overlaps happen when certain employee groups specialise across sectors and are then organised by the respective unions also across sectors. Typical examples of sectionalist overlaps are unions that are specialised in white-collar employees or blue collar-employees. Sectionalist overlaps based on specialisation in certain occupations (e.g. graduate engineers, electrical workers, managerial staff) are rather rare and can be found only in the Nordic countries (Denmark, Finland, Sweden). In nine out of the 27 countries there are no more than two sector-related unions, whereas in the remaining 18 countries a multi-union system exists. In most of the countries with a multi-union system the trade unions tend to cooperate rather than compete.

In matters of collective bargaining and participation in public policy, rivalries are reported in the following countries:

- Spain at province level in the Basque region
- Germany, between IG Metall ([IGM](#)) and the Christian Metalworkers' Union ([CGM](#)), for their capacity to conclude collective agreements;
- Ireland, where there is moderate competition between [SIPTU](#) and the UK-based union [UNITE](#), which has about 100,000 members in Ireland;
- Italy, between the Italian Metalworkers' Federation ([FIM](#)) and Italian Metalworkers' Union ([UILM](#)) on one side and the Federation of white-collar and blue-collar Metalworkers ([FIOM](#)) on the other side regarding the renewal of the economic part of the national collective agreement;
- Portugal;
- Rivalries over membership are also reported for Finland, Malta, Poland and Sweden.

Looking at the trade union membership data, it becomes apparent that female membership varies widely between countries – it ranges from very low at 1-5%, right up to 75%. At first glance, this finding is quite remarkable, since the sector's employment is clearly dominated by male employees. However, closer consideration shows that almost all unions that record a female membership share of more than 50% overlap the sector in one way or another. Hence, the predominance of female members in these unions is likely to come from areas other than the metal sector.

Trade union membership is voluntary for all unions covered by this study.

The absolute numbers of the unions' members differ widely. Their records range from more than two million members in Germany's IG Metall to around five hundred in Italy's MET, or even less than one hundred in Malta's Association of Airline Engineers ([AAE](#)). This considerable

variation reflects differences in the size of economies and the comprehensiveness of the membership domain, rather than the ability of unions to attract members.

Density is the measure of membership that is more appropriate to a comparative analysis, as it corrects for differences in country size. Sectoral density indicates the quantitative importance of the trade unions as the voice of labour voice in the sector. Again, the trade unions show high differences in density across the EU. For instance, Finland's [Metalliliitto](#) and Sweden's [IF Metall](#) register a sectoral density of 66.5% and 64.5%, respectively, while the corresponding figures for the Engineers' Union of the Southern Region in Portugal ([SERS](#)) and the Irish section of Unite are 0.07% and 0.7%, respectively.

In the case of domain density these differences are less accentuated but still considerable. A comparison between domain density and sectoral domain density gives an indication of the relative strength of the trade union in the metal industry compared to its membership domain in general. For all cases where data on both density measures are documented, the following pattern can be found: In 16 cases, domain density exceeds sectoral domain density; in 11 cases, domain density is smaller than sectoral domain density and in seven cases, the density measures are equal. This means that in the metal industry, as defined in this study, unionisation tends to be lower than in the trade unions' overall domain. That is because the domains of most of the sector-related trade unions also cover the well-organised steel and iron industry.

In general, it is worth noting that all these figures should be treated with caution, since for a considerable number of trade unions at least, part of the relevant data is not available.

Employer organisations

Table 4 presents membership data for employer organisations. 24 out of 27 countries register employer organisations – 12 of them have more than one in the sector. In three countries (Hungary, Luxembourg and Malta) there is no employer organisation that meets the definition of a sector-related industrial-relations actor, as introduced above. However, this does not mean that business has remained unorganised. Generally, business interest organisations may also deal with interests other than those related to industrial relations.

Table 4: Employer organisations

Country	Employer Association	Domain comprehensiveness	Membership			Density				Collective Bargaining	Consultation	National and European Affiliations
						Companies		Employees				
			Type	Companies in the sector	Employees in the sector	Domain (%)	Sector/s sectoral domain (%)	Domain (%)	Sector/s sectoral domain (%)			
AT	FM MI	SO	0	902 ¹ (> 800)	1179 66 ¹ (>10 0000)	100	7-10/100	100	30-40/100	Yes	Yes	WKÖ, (CEEMET), ORGALIME
	FVG	S	0	36 ¹ (36 ¹)	7537 ¹ (7537 ¹)	100	0.4 ¹ /100	100	2.7/100	Yes	Yes	WKÖ, (CEEMET)
	FV NE-Metall	S	0	59 ² (59 ²)	5205 ³ (5205 ³)	100	0.6 ³ /100	100	1.8/100	Yes	Yes	WKÖ, (CEEMET)
	FFI	S	0	601 (601)	2988 61 (298861)	100	0.6 ¹ /100	100	10.6 / 100	Yes	Yes	WKÖ, (CEEMET)
	FEEI	SO	0	187 ¹ (> 150)	> 4000 0 (> 40000)	100	1-2/100	100	15/100	Yes	Yes	WKÖ, (CEEMET), ORGALIME
BE	AGO	O	1	1600 (n.a.)	3000 00	n.a.	n.a.	n.a.	n.a.	Yes	Yes	FEB/VBO, CEEMET

						Density						
	RIA)	(n.a.)							
	VLA MEF	S	1	812 (812 for NAC E 27, 28, 29)	n.a.	n.a.	n.a.	n.a.	n.a.	-Yes		AGORIA, UNIZO, EMU
BG	BCM B	O	1	320 (260)	8300 0 (800 00)	n.a.	n.a.	69	57/5 7	Yes	Yes	BIA, BICA
	BCE	S	1	35 (35)	700 (700)	n.a.	n.a.	4.3	0.5/ 3.9	Yes	No	BIA
	NCE EB	S	1	~150 (~15 0)	~130 00 (~13 000)	n.a.	n.a.	85	8.9/ 82	Yes	No	BIA
CY	SYM EBIK	C	1	60 (60)	4000 ⁴ (400 0 ⁴)	n.a.	n.a.	n.a.	n.a.	Yes	No	—
CZ	AFC	SO	1	141 (98)	2200 0 (175 00)	n.a.	0.1/ n.a.	n.a.	03- Jul	Yes	Yes	SP ČR, CAEF, MEGI
	CME EA	SO	1	56 (48)	3565 0 (335 00)	n.a.	0.04 /~0. 2	n.a.	05- Feb	Yes	Yes	SP ČR, ORGALIME, INTER-ELEKTRO

				Density								
	AAM	SO	1	40 (34)	1000 0 (n.a.)	n.a.	0.03 / n.a.	n.a.	2/n. a.	Yes	Yes	SP ČR, ASD
DE	Gesamt-meta II	C	1	6366 ³ (6366 ³)	2101471 ³ (2101471 ³)	n.a.	n.a.	n.a.	n.a.	Yes	Yes	BDA, CEEMET
DK	DI	O	1	1100 (850) 0	1000 000 (95000)	n.a.	14/14	n.a.	54/54	Yes	Yes	DA, CEEMET, BIAC
	DS	SO	1	2399 (916)	2310 8 (13501)	n.a.	15/ n.a.	n.a.	13/n. a.	Yes	No	HVR
EE	EML	O	1	88 (88)	6700 (6700)	5	05-May	20	20/20	Yes	Yes	ETTK, EK-T, CEEMET
EL	EN.E .- EPE. M	O	1	65 (n.a.)	n.a.	43	n.a.	n.a.	n.a.	Yes	Yes	SEV, EUROPUMP
ES	CONFEMETAL	O	1	~9000 (n.a.)	~150000 (~70000)	n.a.	90/90	90	~68.5/ ~68.5	Yes	Yes	CEOE, CEPYME, CEEMET, ORGALIME
FI	FFTI	O	1	1470 (1360)	2500 00 (20000)	13	16/16	83	n.a.	Yes	Yes	EK, CEEMET, EICTA, ORGALIME

				Density								
FR	UIM M	O	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	MEDEF, CEEMET
HU	—	—	—	—	—	—	—	—	—	—	—	—
IE	IBEC	O	1	7500 (155 4)	n.a. (525 19)	n.a.	n.a.	n.a.	n.a.	Yes	Yes	IEEF
LT	FEDE R- MEC CA- NICA	SO	1	~173 00 (172 13)	~919 000 (~88 0000)	28.9	12.9 / 29.3	56.6	55.1 / n.a.	Yes	Yes	CONFIN-DUSTRIA, CEEMET
	UNI ON- MEC CA- NICA	S	1	2000 0 (n.a.)	n.a.	14.8	n.a.	n.a.	n.a.	Yes	Yes	CONFAPI
	CMP	SO	1	3000 0 (n.a.)	8400 0 (n.a.)	30	n.a.	30	n.a.	Yes	Yes	CONFARTI-GIANI, UEAPME
	CNA PRO DU- ZION E	SO	1	4000 0 (230 00)	~150 000 (~10 0000)	40	17.2 / ~30. 7	53.6	6.2/ n.a.	Yes	Yes	CNA, EMU
	CAS A	SO	1	8466 3 (132 15)	3558 7 (~55 55)	5.8	9.9/ ~17. 6	5.8	0.3/ n.a.	Yes	Yes	—
	CLAA I	SO	1	1159 76 (n.a.)	4874 9 (n.a.)	8	n.a.	8	n.a.	Yes	Yes	—

						Density						
))							
	ANC PL	SO	1	859 (71)	1259 5 (270 0)	n.a.	0.06 / n.a.	n.a.	0.2/ n.a.	Yes	Yes	Legacoop, CECOP/ CICOPA Europe
	FeS	SO	1	5083 (n.a.)	1839 82 (n.a.)	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CONF-COOPERA-TIVE, CECOP/ CICOPA Europe
	AGCI	SO	1	6463 (55)	2010 0 (108 6)	n.a.	0.04 / n.a.	n.a.	0.07 / n.a.	Yes	Yes	CECOP/ CICOPA Europe
	Asso - lomb arda	SO	1	6229 ³ (182 8 ³)	3260 50 ³ (885 73 ³)	n.a.	4.7 ³ / n.a.	n.a.	5.5 ³ / 45.6 ³	Yes ⁶	Yes	Confindustria CEEMET
LT	LINP RA	C	1	100 (100)	2500 0 (250 00)	6	06- Jun	50	50/5 0	No	Yes	LPK, CEEMET, ORGALIME
LU	—	—	—	—	—	—	—	—	—	—	—	—
LV	MAS OC	O	1	172 (7)	3281 7 ³ (336 5 ³)	n.a.	58/5 8	n.a.	82/8 2	Yes ²	Yes	LDDK, [CEEMET], Eurometaux, ORGALIME
MT	—	—	—	—	—	—	—	—	—	—	—	—
NL	FME- CW M	O	1	2850 (155 0)	2600 00 (189 000)	75 ⁵	n.a.	90 ⁵	n.a.	Yes	Yes	VNO-NCW, CEEMET, ORGALIME

				Density								
	Metal Union	S	1	13000 (13000)	n.a. (125000)	85	n.a.	85	n.a./85	Yes	Yes	MKB
	Bovag	S	1	11000 (11000)	n.a. (81000)	80	n.a.	80	n.a./80	Yes	Yes	VNO-NCW, CECRA
	Unetovni	S	1	53000 (53000)	n.a. (107000)	60	n.a.	82	n.a./82	Yes	Yes	VNO-NCW, MKB, AIE, GCI-UICP
PL	ZPP Oil	S	1	33 (33)	~1500 (~15000)	n.a.	n.a./65	n.a.	n.a./80	Yes	Yes	—
PT	ANEMM	S	1	~1000 (~1000)	40500 (40500)	10	8.5/10	18.3/n.a.	n.a.	-Yes	No	FENAME, CIP, ORGALIME,CEEMET
	AIM	SO	1	10 (8)	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	FENAME, CIP, CESA, SMRCG
	AIMinho Industrial Association	SO	1	2000 (235)	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	FENAME, CIP
	ANIMEE	S	1	105 (105)	28500 (28500)	n.a.	0.9/n.a.	57	12.9/n.a.	Yes	No	CIP, CEMEP

				Density								
	AFAL	S	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	-
	ACAP	SO	1	2000 (n.a.)	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	n.a.
	ABIMOT A	SO	1	90 (n.a.)	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	No	-
RO	ARGOS	O	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	Yes	Yes	CON-PIROM
	F Met al- urgia	O	1	245 (185)	4800 (4000)	n.a.	1.5/ 1.5	n.a.	0.9/ 0.9	Yes	Yes	CON-PIROM, EUROFER, ESTA
	FEPA CM	S	1	n.a.	3150 52 (315052)	n.a.	n.a.	95	68.4 / n.a.	Yes	Yes	CON-PIROM
	APR EL	S	1	n.a.	7000 0 (70000)	n.a.	n.a.	40	15.2 / n.a.	Yes	Yes	CON-PIROM
SE	IK-G	O	1	1200 (80)	8500 0 (10000)	n.a.	0.5/ 0.5	n.a.	3.6/ 3.6	Yes	Yes	SN, ECEG
	SMA	O	1	200 (<200)	4000 0 (<40000)	~ 100	1.4/ 1.4	~ 100	14/1 4	Yes	Yes	SN, MetallgruppenEUROFER
	Teknik- föret	SO	1	3400 (2074)	3000 00 (220)	~21	14/2 1	~70	79/8 5	Yes	Yes	SN, Industri- kommittén, CEEMET, ORGALIME

						Density						
	agen				000)							
SI	GZS	O	1	1339 6 (312)	2900 00 (550 00)	3.5	3.5/ 3.5	47.6	59/5 9	Yes	No	[CEEMET], (ORGALIME)
	ZDS	O	1	1500 (193)	2050 00 (520 00)	2.3	2.3/ 2.3	45	56/5 6	Yes	No	
SK	ZSP SR	SO	1	693(60)	2374 2 (230 00)	10	7-8/ 8-9	n.a.	11/ 18- 20	Yes	Yes	
	ZEP SR	S	1	82 (82)	3000 0 (300 00)	35	Aug- 35	42	14/4 2	Yes	Yes	
UK	EEF	C	1	5400 (540 0)	9580 00 (958 000)	n.a.	5.4/ 5.4	n.a.	81/8 1	n.a.	Yes	CEEMET

^a = voluntary membership = 1, obligatory membership = 0

^b = yes = 1, no = 0; yes for collective bargaining put in parenthesis means indirect involvement in bargaining via lower-level affiliates or higher-level affiliations

^c = national affiliations put in italics; only affiliations to sectoral European associations listed; affiliations put in parenthesis are indirect via lower-level affiliates or higher-level affiliations; affiliations put in brackets are observer members

^d = consultation put in parenthesis takes place only indirectly via higher-level affiliations

* = Domain overlap

O = Overlap, SO = Sectional overlap, S = Sectionalism, C = Congruence, n.a. = not available

¹ = 2007, ² = 2009, ³ = 2008, ⁴ = 2000, ⁵ Large-company segment of membership

⁶ undersigns only local collective agreements

Source: Membership data stem from the European peak associations in some cases

Organisations specialised in matters other than industrial relations are commonly designated as trade associations (see [TN0311101S](#)). Sector-level trade associations usually outnumber sector-level employer associations (see Traxler, 1993). However, this is not the case for the associations in the metal industry covered in this study, since all of them except for one are involved in industrial relations. The association of Lithuania, which is not engaged in collective bargaining, resembles a trade association rather than an employer association. Regardless of this, it is covered by this study because of its affiliation to the Council of European Employers of the Metal, Engineering and Technology-based Industries (CEEMET).

As regards domain demarcation, four out of a total of 59 business associations are congruent with the sector definition, while the majority of associations listed in Table 4 demarcated their domain in a way that overlaps the sector. Sectionalist overlaps and overlaps account for 35% and 30%, respectively, of the total number of associations. Overlaps typically ensue from domains which encompass broader areas of the metal industry. Sectionalist overlaps are most frequently based on differentiation by firm size in combination with a broader domain in terms of business activity. In particular, this pattern which equips small and medium-sized firms with separate associations has given rise to a comparatively large number of associations in Italy. If there is more than one association in a country, then these associations have managed to arrive at non-competing relationships. Their activities are complementary to each other because of differentiation by either membership demarcation or functions and tasks. No case of inter-associational rivalry is recorded in the country studies.

Bargaining refusals among companies and/or business associations are reported for seven countries:

- in Bulgaria, BCE and NCEEB refuse to conclude branch collective agreements;
- in the Czech Republic, some companies and employer associations refuse to enter collective bargaining;
- in Germany, this is the case for individual companies, especially in the capital goods sector;
- in Hungary and Luxembourg, some companies have withdrawn from collective bargaining;
- in the UK, refusal occurs in particular among smaller firms;
- in Portugal, AIMMAP has withdrawn from all larger collective agreements in the metal industry, while FENAME has done so with regard to collective agreements with FIEQUIMETAL and SIMA. ANIMEE has quit the agreement with FIEQUIMETAL in the electrical industries of Northern Portugal, but maintained the other agreements.

The figures on density in Table 4 show that membership strength in terms of companies varies with respect to both the membership domain in general and the sector-related densities. Domain density in terms of companies tends to be relatively low, except for Austria and the Netherlands. Also membership strength in terms of employees is diverse for both the membership domain in general and the sector-related densities.

The densities of companies tend to be lower than the densities of employees for most associations for which data is available, something which indicates a higher propensity of the larger companies to associate, compared to their smaller counterparts. Only a few associations register a density of less than 50% of employees. This is especially the case for several Italian associations, which are characterised by very low densities at 6-8%, caused by the high degree of fragmentation of the associational system there. Also Bulgaria displays a low density for one association, which organises small and medium-sized enterprises.

This situation contrasts with a large number of associations in other countries that register densities from 80-95% of the employees up to 100%, even though in most of these cases membership is voluntary. Overall, there is little difference between the density of domains and the sector-related densities. In the case of employees, high levels of domain density usually coincide with high sectoral density and sectoral domain density. This means that employers are highly organised both in the metal industry and across their overall domain. In particular, this pattern applies to density in terms of employees. Again, it should be noted that for a considerable number of employer organisations density data are lacking, so the findings should be treated cautiously.

Collective bargaining and its actors

Table 5 gives an overview of the system of sector-related collective bargaining in the 27 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, Blaschke and Kittel, 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.

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 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 that widen the scope of a collective agreement to employers not affiliated to the signatory employer organisation. Extension regulations targeting employees are not significant to this analysis for two reasons.

Firstly, extending a collective agreement to employees who are not unionised in a company covered by a collective agreement is a standard of the International Labour Organisation (ILO), regardless of any national legislation.

Secondly, employers have good reason to extend a collective agreement concluded by them, even when they are not formally obliged to do so; otherwise, they would be giving an incentive to their workforce to unionise.

In comparison with employee-related extension procedures, schemes that target employers have far more effect on the strength of collective bargaining in general and multi-employer bargaining in particular. This is because employers can refrain from joining an employer organisation and from entering single-employer bargaining in a purely voluntary system. Therefore, employer-related extension practices increase the coverage of multi-employer bargaining.

When it is pervasive, an extension agreement may also encourage more employers to join the controlling employer organisation; such a move then enables them to participate in the

bargaining process and 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).

Table 5: The system of sectoral collective bargaining (2005/06)

Country	Collective bargaining coverage (CBC) – employees covered as % of total employees in sector	Share of Multi-employer bargaining (MEB) as a percentage of total CBC	Extension practices ^a
AT	100	100	(2)
BE	~ 100	~ 100 ³	2
BG	100 ¹ (18 ²)	100 ¹ (0 ²)	2
CY	95	90	0
CZ	~50	9.5	0
DE	n.a.	MEB prevailing	1
DK	85	n.a.	n.a.
EE	27	93	0
EL	100	100	2
ES	~ 100	90	2
FI	100	100	2
FR	95	100	0
HU	15	0	0
IE	n.a.	MEB prevailing	1
IT	100	100 ³	(2)
LT	15	0	0
LU	37	0	0

Country	Collective bargaining coverage (CBC) – employees covered as % of total employees in sector	Share of Multi-employer bargaining (MEB) as a percentage of total CBC	Extension practices ^a
LV	n.a.	MEB prevailing	0
MT	> 50	0	0
NL	100	100	2
PL	2 ⁴	n.a.	0
PT	n.a.	MEB prevailing	2
RO	95	100	2
SE	100	90	1
SI	100	100	2
SK	15-20	n.a.	1
UK	60	n.a.	0

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

^a0 = no practice, 1 = limited/exceptional, 2 = pervasive. Cases of functional equivalents are put in parentheses.

¹cross-sectoral regulating minimum social insurance thresholds ²sector-specific

³complementary single-employer wage bargaining on a notable scale

⁴MEB only

Collective bargaining coverage

On aggregate, the sector's collective bargaining coverage is relatively high, with 12 out of the 23 countries for which data are available registering a very high coverage rate of 90% and more (Table 5). In seven of these countries, the coverage rate amounts to or comes close to 100%.

In contrast, five countries register a coverage rate of less than 20%, with Poland's rate as the lowest at only 2%. One can infer from these findings that in more than half of the 27 countries

under consideration, the sector's industrial relations structures are well-established, while they appear to be underdeveloped in a minority of countries.

Closer consideration regarding the different countries reveals that collective bargaining coverage rates tend to be high in the 'old' EU-15 (with the notable exceptions of Luxembourg and the UK), while sectoral bargaining standards vary widely from one of the 2004/7 accession countries to the other. The low levels in Hungary and Lithuania combine with single-employer bargaining, while no sufficient information regarding the prevailing bargaining type is available for Poland and Slovakia, which also record low collective bargaining coverage rates.

Several factors, sometimes interacting with each other, account for the generally high coverage rates: In the majority of countries where coverage peaks at 95%-100%, the predominance of multi-employer bargaining coincides with pervasive extension practices. While coverage in countries with prevalent multi-employer bargaining is generally high, there is more variance across countries which have predominant single-employer bargaining. In such circumstances, coverage ranges from 15% (Hungary, Lithuania) to more than 50% (Malta). Total coverage in single-employer bargaining systems is usually contingent on trade union density, which is low at least with regard to the sector-related trade unions of Hungary, while no data are available for those of Lithuania.

In spite of the relative strength of collective bargaining, employers unwilling to enter or continue collective bargaining are not completely absent in the sector (see section *employer organisations* above).

A rough picture can be drawn regarding the relative importance of multi-employer bargaining. This type of bargaining prevails in 17 countries, as compared to six countries characterised by predominant single-employer bargaining. No data are available for four countries (Denmark, Poland, Slovakia and the UK). The distinction between multi- and single-employer bargaining, however, does not fully describe the complexity of the bargaining systems. Belgium and Italy are countries for which a mixed system of single- and multi-employer bargaining is documented. In Belgium, company bargaining is the main level of negotiation for wages and working conditions, while multi-employer bargaining covers aspects such as early retirement, training and social benefits. In Italy, single-employer agreements exist for large companies, e.g. in the automobile (Fiat), metalworking (Piaggio) and naval (Fincantieri) sector, whereas the rest of the sector's companies are covered by multi-employer bargaining.

Pervasive extension practices in the metal industry are reported for Belgium, Bulgaria, Estonia, Finland, Greece, the Netherlands, Romania and Slovenia. Referring to the aim of extension provisions – making multi-employer agreements generally binding – the provisions of obligatory membership in the chamber system of Austria should also be noted. Obligatory membership creates an extension effect, since the Austrian Federal Economic Chamber (WKÖ) and its sectoral divisions are parties to multi-employer bargaining. Another functional equivalent to a

statutory extension scheme 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 multi-employer agreements, to the extent that they are regarded as generally binding.

Participating in public policy-making

Interest associations may partake in public policy in two basic ways: Firstly, they may be consulted by the authorities on matters affecting their members; and secondly, they may be represented on tripartite committees and boards of policy concertation. This study considers only cases of consultation and corporatist participation that explicitly relate to sector-specific matters.

Consultation processes are not necessarily institutionalised and, therefore, the organisations consulted by the authorities may vary according to the issues to be addressed and also over time, depending on changes in government. Moreover, the authorities may initiate a consultation process on an occasional rather than a regular basis. Given this variability, Tables 3 and 4 list only those sector-related trade unions and employer organisations that are consulted *usually* and *regularly*. Depending on country-specific regulations and practices, the sector-related associations may directly or indirectly participate in public policy. Indirect participation takes place via their affiliation to a peak-level association which obtains participatory rights.

Trade unions

Trade unions are consulted by the authorities in 19 out of 27 countries. If such consultation occurs, this process usually involves all of the existing trade unions, except for two countries. In Spain, only two out of seven trade unions are consulted (FI-CCOO and MCA-UGT) and in Finland only one out of six trade unions (Metalliliitto). In 17 countries where trade unions are consulted, organised business is consulted as well. For Luxembourg and Malta where unions are consulted, no data on business associations is available.

Employer organisations

Similarly, the sector-related employer organisations are involved in consultation procedures in most countries. Business associations are usually consulted in 20 out of the 27 countries. In Bulgaria, Denmark and Poland business associations are consulted while trade unions are not. Still, the general pattern is that each of the two sides of industry is either consulted or not consulted on a regular basis. It is worth noting that in countries without regular consultation practices, the two sides of industry are often consulted on an *ad hoc* basis (for example in Slovenia, Portugal and Cyprus).

Tripartite participation

Turning to tripartite participation in Table 6, one finds that tripartite bodies are established only in Estonia, Spain, Finland, Romania and the UK. Their legal basis is either a statute or an agreement between the parties involved. Their scope of activity most frequently concentrates on issues of skill formation.

Several countries – the Czech Republic, Romania, Finland and Poland – have sector-unspecific, or cross-sectoral, tripartite bodies for concertation of economic and social policy. They may also address the sector, depending on circumstances and issues.

Table 6: Tripartite sector-specific boards of public policy (2005/06)

Country	Name of the body and scope of activity	Origin	Unions participating	Business associations participating
EE	Professional Council of Engineering, Metal and Machine Industry; skill formation	Statutory	EMAF	EML, EK-T
ES	Metal Sector Industrial Observatory;	Agreement	FI-CCOO, MCA-UGT	CONFEMETAL
FI	Trio Programme; industrial policy	Agreement	TEK, UIL, TU, Metalliliitto	FFTl
RO	Commission for Social Dialogue within the Ministry of Economy	Statutory	FSS Metarom, FSLMN, FNSS Metal, FSI Brasov, Metal Henri Coanda, Electron M III	F Metalurgia, FEPACM, APREL, ARGOS
	Committee for ferrous and non-ferrous metalworking and for refractory products industries; skill formation	Statutory	FNS Metarom, FSLMN	F Metalurgia
	Committee for machine building industry, fine mechanical	Statutory	FNSS Metal, Automobilul Românesc	FEPA CM

Country	Name of the body and scope of activity	Origin	Unions participating	Business associations participating
	equipment and machines; skill formation			
	Committee for electronics, automatic and electro technics; skill formation	Statutory	FNSS Metal, Electron M III	APREL
UK	Semta; skill formation	Agreement	Confederation of Shipbuilding and Engineering Unions CSEU	EEF

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

**Not involved in collective bargaining **Indirectly involved in collective bargaining via higher- or lower-level affiliations.*

Associations put in parentheses are sector-related unions listed in Table 3 which are indirectly affiliated via national higher-order associations or lower-level affiliates.

European level of interest representation

At European level, eligibility for consultation and participation in 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 metal sector will analyse these organisations' membership domain, the composition of their membership and their ability to negotiate.

There is one single European association each on the side of labour and business whose membership domain is sector-related in the way as delineated above. Regarding labour, this association is the European Metalworkers' Federation (EMF), which is affiliated to the European Trade Union Confederation ([ETUC](#)). Sector-related business interests are organised by the Council of European Employers of the Metal, Engineering and Technology-Based Industries (CEEMET), which is a recognised consultation body and discussion partner of the European Institutions and BusinessEurope. Both EMF and CEEMET are listed by the European Commission as a social partner organisation consulted under Article 138 of the EC Treaty. Hence, the following analysis will concentrate on these two organisations, while providing supplementary information on other European organisations which are linked to the sector's national industrial relations actors.

Membership domain

Since EMF organises the metal industry in the broad sense (including iron and steel), its membership domain overlaps with the metal sector. The membership domain of CEEMET is more or less congruent with the sector.

Membership composition

In terms of membership composition, it should be noted that the countries covered by EMF and CEEMET go beyond the 27 EU Member States examined in this study. However, the report will only consider the members of the EU-27. Furthermore, the study will be confined to those

affiliates to EMF whose members are sector-related insofar as they gather employees of the metal sector, as demarcated above.

Following these specifications, Table 7 documents the list of membership of the European associations of labour. Accordingly, EMF organises 24 of the 27 EU Member States under consideration. Estonia, Latvia and Lithuania are not covered. Membership of CEEMET is composed exclusively of business organisations rather than individual companies. A number of CEEMET members are federations, which means that their members (subunits) are either autonomous regional associations (as in France, Germany, Spain and the United Kingdom) or professional branch groups (as in Austria, Denmark, Italy and the Netherlands). On aggregate, associations affiliated to CEEMET comprise 16 of the 27 countries. Out of these 16 countries, Latvia and Slovenia are observer members. No members are recorded for Bulgaria, Cyprus, the Czech Republic, Greece, Hungary, Ireland, Luxembourg, Malta, Poland, Romania and Slovakia.

Table 7: EMF Membership⁺ (2009)

Country	Membership
AT	GMTN
BE	ABVV-Metaal, MWB-FGTB, CSC metal/ACV metaal, BBTK-SETCa, LBC-NVK, CNE/GNC, CGSLB-AGLVB
BG	TUFMW (Metallurgy), TUFOEMI, NFTINI, NTUF Metal-Electro
CY	OBIEK
CZ	OS KOVO
DE	IG Metall
DK	CO-Industri (3F, Dansk Metal, DEF, HK, TL), IDA*
EE	
EL	POEM
ES	FI-CCOO, MCA-UGT, FTM-ELA, USO
FI	TEK**, SA, UIL**, TU, Metalliliitto
FR	FTM-CGT, FO-Métaux, FM-CFTC, FNTE-CGT, FO-Défense, FGMM-CFDT, CFDT-FAE
HU	Vasas

Country	Membership
IE	SIPTU, UNITE
IT	FIOM, FIM, UILM
LT	
LU	OGB-L, LCGB
LV	
MT	GWU
NL	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP Metalelektro
PL	SM-NSZZ Solidarnosc, KZZMP-OPZZ
PT	FIEQUIMETAL, SIMA
RO	FSS Metarom, FNSS Metal, FSLI Metal
SE	IF METALL, SI, UNIONEN
SI	SKEI
SK	OZ KOVO
UK	GMB, Unite, Community
Negotiating mandate	General mandate, conferred by the members

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

**Not involved in collective bargaining **Indirectly involved in collective bargaining via higher- or lower-level affiliations.*

Associations put in parentheses are sector-related unions listed in Table 3 which are indirectly affiliated via national higher-order associations or lower-level affiliates. In addition to the territorial remit of the European associations, the weight of their affiliates in the national industrial relations systems is another criterion for evaluating their membership structure. This weight can be measured in two respects: involvement of the national affiliates in collective bargaining and their membership strength. Table 7 also summarises the bargaining role of the affiliates to EMF. All member unions of EMF except for the Danish IDA conduct collective bargaining. Two Finnish unions (TEK and UIL) are only indirectly involved in collective bargaining via higher level affiliations. Table 8 documents whether the members of CEEMET are a signatory

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party to a collective agreement of major importance to the national bargaining systems. In all countries except for the UK, for which associational members are registered, they are parties to collective bargaining.

As far as the sector-specific weight of the national affiliates in terms of membership strength is concerned, the appropriate measures are the members in the sector and sectoral domain density. For the unions, this measure is documented in Table 3. As far as available data on membership of the national unions provide sufficient information on their relative strength (Table 3), one can conclude that EMF tends to organise the largest national unions of the sector in the EU Member States. It is evident from these data that EMF represents the vast majority of the sector’s unionised employees across Europe. In almost half of the countries covered by associational members of CEEMET (7 out of 16), its national affiliate is the one and only voice of business which covers the majority of employees in the sector (Table 4). In Estonia, the CEEMET member association also holds a monopoly-like position, but represents less than a quarter of the employees of the sector. In four countries (Austria, Denmark, Sweden and Slovenia) with multi-associational systems, the affiliates to CEEMET record a sectoral domain density of more than 50% of the employees. The Italian affiliates to CEEMET record a sectoral domain density of less than 50%. For the remaining countries with affiliates to CEEMET (Belgium, the Netherlands and Portugal), data on sector-related membership strength are lacking.

Capacity to negotiate

The third criterion of representativeness at the European level refers to the capacity to negotiate on behalf of one’s own members. Information on this issue is included in Table 7 for the unions and in Table 8 for business associations. EMF has obtained a general negotiating mandate by its members. CEEMET can be equipped by its members with an ad-hoc mandate for negotiating on a case-by-case basis.

Table 8: CEEMET Membership⁺ (2009)

Country	Membership
AT	WKÖ
BE	AGORIA
BG	
CY	
CZ	
DE	Gesamtmittel

Country	Membership
DK	DI
EE	EML
EL	
ES	CONFEMETAL
FI	FFTI
FR	UIMM
HU	
IE	
IT	Assolombarda, FEDERMECCANICA
LT	LINPRA
LU	
LV	MASOC – observer member
MT	
NL	FME-CWM
PL	
PT	ANEMM
RO	
SE	Teknikföretagen
SI	GZS – observer member
SK	
UK	EEF – not involved in collective bargaining
Negotiating mandate	Ad hoc mandate, conferred by the members on a case-by-case basis

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

As a final proof of the sector-related importance of EMF and CEEMET, one also has to look for other European associations that may be important representatives of the sector. This can be done by reviewing membership of the national associations to sector-specific European associations. For the unions, these affiliations are shown in Table 3. As a consequence of the multiplicity of the unions listed in Table 3, there are also numerous affiliations to European organisations other than EMF. For reasons of brevity, only those European organisations are mentioned here which cover at least three countries. They are:

- the European Mine, Chemical and Energy Worker's Federation (EMCEF), with 13 associations in seven countries;
- UNI Europa, with 14 associations in six countries;
- the European Transport Worker's Federation (ETF), with six associations in six countries;
- the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT), with eight associations in five countries;
- the European Federation of Building and Woodworkers (EFBWW), with eight associations in four countries;
- the European Federation of Public Service Unions (EPSU), with seven associations in four countries;
- the European Trade Union Federation Textiles, Clothing and Leather (ETUF:TCL), with six associations in four countries.

These affiliations do not necessarily relate to the sector. In principle, this relationship depends on how national unions demarcate their domains. In many cases, the affiliations to European associations other than EMF result from overlapping and rather broadly defined membership domains of the national unions and thus involve member groups outside the metal industry. Linkages to the metal industry are most plausible in the case of UNI Europa, EPSU and EFBWW, since their domains crosscut sectoral demarcations and this may include certain parts of the sector. At any rate, each of these European associations covers only a minority of the 27 countries. Even though the list of affiliations in Table 3 may be incomplete, this review clearly confirms that the sector-related national unions are most frequently affiliated to the EMF.

An analogous review of the membership of national business associations can be derived from Table 4. Most of them entertain rather few affiliations to European associations other than CEEMET. There is only one European association that covers at least three countries. This involves the European Engineering Industries Association representing the interests of the

Mechanical, Electrical, Electronic, Metalworking & Metal Articles Industries (ORGALIME), with 11 associations in 10 countries. In terms of both the number of affiliations as well as territorial coverage, however, ORGALIME remains far behind CEEMET.

In conclusion, EMF and CEEMET are obviously the most important sector-related European organisations.

Commentary

Despite thorough restructuring of the European non-ferrous metal sector during the past 10–20 years, industrial relations still tend to be quite well organised in this industry. This can be seen in the relatively high unionisation rates, a strong presence of employer associations and a high level of collective bargaining coverage in most countries. These findings do not come as a surprise, given the long tradition of European metal manufacturing with its tradition of male blue-collar employment and usually strong workplace representation.

Examining the figures on cross-sectoral collective bargaining coverage in the 25 EU Member States (the EU25, prior to the accession of Bulgaria and Romania), shows that the metal industry's bargaining coverage is higher than the country average in 11 of the 16 countries for which comparable data are available (see Marginson and Traxler, 2005). Closer examination shows that collective bargaining coverage rates tend to be high in the 'old' EU15 – with the exception of Luxembourg and the UK, where about 30% and 60% of the employees, respectively, are covered – while sectoral bargaining standards vary widely among the 'new' Member States. In Hungary, Lithuania and Poland, sectoral bargaining takes place only scarcely. Conversely, collective bargaining settlements cover a major part of the sector in Cyprus, Romania and Slovenia. Generally, high collective bargaining coverage rates in the sector are strengthened by the predominance of multi-employer arrangements and a significant use of extension practices.

However, despite the sector's relatively advanced position in terms of industrial relations standards, the metal industry has encountered a series of major problems due to restructuring caused by privatisation, globalisation and market concentration. Moreover, in the wake of the 2008/9 global economic downturn, a significant part of the workforce was made redundant. These developments have stimulated associational action on the employer side as well as its cooperation with organised labour.

In order to cope with these challenges, the sector's social partners at European level – CEEMET on the employers' side and EMF on the employees' side – have set up a joint social dialogue committee, with the inauguration ceremony held on 14 January 2010. While these two European actors are still in the process of establishing formal social dialogue, they have to be regarded as by far the most important, if not the only, EU-wide representatives of the sector's employers and employees.

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Annex: List of Abbreviations

Country	Abbreviation	Full name
AT	FEEI	Association of the Austrian Electrical and Electronics Industries
	FFO	<u>FFO - Fachverband der Fahrzeugindustrie Österreichs (Austria)</u> Industry
	FMMI	Association of Austrian Machinery and Metalware Industries
	FVG	Association of the Casting Industry
	FV NE-Metall	Association of the non-ferrous Metal Industry
	GMTN	Metalworking, Textiles, Agriculture and Food-processing Union
	ÖGB	Austrian Trade Union Federation
	WKÖ	Austrian Federal Economic Chamber
BE	ABVV-metaal	Belgian General Federation of Metal
	AGORIA	Multisector Federation for the Technology Industry
	BBTK-SETCa	Belgian Union of White-collar Workers
	CGSLB/ACLVB	Federation of Liberal Trade Unions of Belgium
	CNE-GNC	National Federation of White-collar Workers
	CSC-ACV	General Christian Trade Union
	CSC métal/ACV metaal	General Christian Trade – Metal
	FEB/VBO	Belgian Federation of Employers
	FGTB/ABVV	Belgian General Federation of Labour
	LBC-NVK	Landelijke Bedienden Centrale - Nationaal Verbond voor Kaderpersoneel
	MWB-FGTB	Metalworkers' Wallonnie Brussels – Belgian General Federation of Labour

Country	Abbreviation	Full name
	UNIZO	Organisation for the Self-Employed and SMEs
	VLAMEF	Belgium Metal Federation for Small and Medium-Sized Enterprises
BG	BCE	Branch Chamber of Electronics
	BCMB	Branch Chamber – Machine Building
	BIA	Bulgarian Industrial Association
	BICA	Bulgarian Industrial Capital Association
	CITUB	Confederation of Independent Trade Unions in Bulgaria
	FTUMIC	Federation of Trade Unions of the Military Industrial Complex
	NCEEB	National Chamber of Electrical Engineering in Bulgaria
	NFTINI	
	NTUF Metal-Electro	National Trade Union Federation Metal-Electro
	TUFMW	Trade Union Federation of Metal Workers
	Podkrepa CL	Confederation of Labour ‘Podkrepa’
	TUFOEMI	Confederation of Independent Trade Unions in Bulgaria
CY	OBIEK	Federation of Industrial Workers of Cyprus
	PEO	Pancyprian Federation of Labour
	SEK	Cyprus Workers’ Confederation
	SEMMHK	Cyprus Metalworkers, Mechanics and Electricians’ Trade Union
	SYMEBIK	Cyprus Metalworking Industry Employers’ Association
CZ	AAM	Association of the Aviation Manufacturers
	AFC	Association of Foundries of the Czech Republic

Country	Abbreviation	Full name
	CMEEA	Czech and Moravian Electrical and Electronic Association
	ČMKOS	Czech-Moravian Confederation of Trade Unions
	OS KOVO	Czech Metalworkers' Federation KOVO
	SP ČR	Czech Confederation of Industry
DE	BDA	German Confederation of Employers' Associations
	CGB	Christian Trade Union Federation
	CGM	Christian Metalworkers' Union
	DGB	Confederation of German Trade Unions
	Gesamtmetall	Employers' Associations for the Metal and Electrical Industry
	IG Metall	German Metalworkers' Union
DK	3F	United Federation of Danish Workers
	CO-Industri	Central Organisation of Industrial Employees in Denmark
	DA	Confederation of Danish Employers
	Dansk Metal	Danish Metalworkers' Union
	DEF	Danish Unions of Electricians
	DI	Confederation of Danish Industries
	DS	DS Trade and Industry
	HK	Union of Commercial and Clerical Employees in Denmark
	HVR	The Danish Federation of Small and Medium-Sized Enterprises
	IDA	Danish Society of Engineers
	LO	Danish Confederation of Trade Unions
	TL	Danish Association of Professional Technicians
EE	EAKL	Confederation of Estonian Trade Unions

Country	Abbreviation	Full name
	EKT	Estonian Chamber of Commerce and Industry
	EMAF	Estonian Metalworkers' Trade Union Federation
	EML	Federation of Estonian Engineering Industry
	ETTK	Estonian Employers' Confederation
EL	EN.E.EPE.M	Association of Metal Processing Companies
	GSEE	Greek General Confederation of Labour
	POEM	Hellenic Federation of Metalworkers
	SEV	Hellenic Federation of Enterprises
ES	CC.OO	Trade Union Confederation of Workers' Commissions
	CEOE	Spanish Federation of Employer Organisations
	CEPYME	Spanish Confederation of Small and Medium-Sized Enterprises
	CIG-metal	Inter-union Galician Confederation – Metal Federation
	CONFEMETAL	Spanish Confederation of Metal Industries
	ELA-STV	Basque Workers Solidarity
	FI-CCOO	?
	FTM-ELA	Basque Workers Solidarity, Metal
	Intersindical Canaria	Canary Islands Labour Federation
	LAB	Patriot Workers Commissions
	MCA-UGT	Metal, Construction and Allied Workers' Federation – General Workers' Confederation
	USO	Workers Trade Unionist Confederation
FI	AKAVA	Confederation of Unions for Academic Professionals

Country	Abbreviation	Full name
	EK	Confederation of Finnish Industries
	Teknoliigiteollisuus	Federation of Finnish Technology Industries
	Metalliliitto	Finnish Metalworkers' Union
	SA	Finnish Electrical Workers' Union
	SAK	Central Organisation of Finnish Trade Unions
	SEFE	Finnish Association of Business School Graduates
	STTK	Finnish Confederation of Salaried Employees
	TEK	Finnish Association of Graduate Engineers
	TU	Union of Salaried Employees
	UIL	Union of Professional Engineers in Finland
FR	CFDT	French Democratic Confederation of Labour
	CFDT-FEAE	French Democratic Confederation of Labour – Public Sector Defence Workers' Federation
	CFE-CGC	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff
	CFTC	French Christian Workers' Confederation
	CGT	General Confederation of Labour
	FGMM-CFDT	Metalworking and Mining Workers' Federation – French Democratic Confederation of Labour
	FM-CFTC	National Trade Union Federation for the Metalworking Industry and Related Activities – French Christian Workers' Confederation
	FNTE-CGT	State Employees' Federation – General Confederation of Labour
	FO	<i>Force Ouvrière</i>
	FO-Défense	<i>Force Ouvrière - Defence</i>

Country	Abbreviation	Full name
	FO-Métaux	<i>Force Ouvrière</i> – Metal
	FTM-CGT	Metalworkers’ Federation – General Confederation of Labour
	MEDEF	Movement of French Enterprises
	UIMM	Union of Metallurgy and Mining Industries
HU	FGMOS	National Alliance of Workers’ Councils in Metal and Machinery Industries
	LIGA	Democratic League of Independent Trade Unions
	LIGA VFS	LIGA Metal and Iron Industry Association
	MOSZ	National Federation of Workers’ Councils
	MSZOSZ	Association of Hungarian Trade Unions
	Vasas	Metalworkers' Union
IE	IBEC	Irish Business and Employers Confederation
	ICTU	Irish Congress of Trade Unions
	IEEF	Irish Engineering Enterprises Federation
	SIPTU	Services, Industrial, Professional and Technical Union
	TEEU	Technical Electrical and Engineering Union
	UNITE	General UK Trade Union
IT	AGCI	General Association of Italian Cooperatives
	ANCPL-Legacoop	National Co-operative Association of Production and Labour - Legacoop
	Assalombarda	Largest territorial association of the entire entrepreneurial system in Italy
	CASA/ CASARTIGIANI	Autonomous Confederation of Artisan Unions

Country	Abbreviation	Full name
	CECOP/CICOPA	The European Confederation of Workers' Co-operatives, Social Co-operatives and Social and Participative Enterprises
	CGIL	General Confederation of Italian Workers
	CISAL	Italian Confederation of Free Workers' Unions
	CISL	Italian Confederation of Workers' Trade Union
	CLAAI	Confederation of Free Italian Artisan Associations
	CMP	General Italian Federation of Artisans – Metalworking production
	CNA	National Confederation of Artisans and of the Small and Medium-sized Enterprises
	CNA Produzione	National Confederation of Artisans and of Small and Medium-Sized Enterprises – Production
	CONFAPI	Italian Confederation of Small and Medium-sized Industry
	CONFARTIGIANI	General Italian Confederation of Artisans
	CONFCOOPERATIVE	Confederation of Italian Cooperatives
	CONFINDUSTRIA	General Confederation of Italian Industry
	FAILMS	Autonomous Italian Federation of Metal and Steel Workers and Services
	FEDERMECCANICA	Federation of Metalworking Employers' Federation
	FeS	National Co-operative Federation of Production and Labour, Artisans and Service Cooperatives
	FIM	Italian Federation of Metalworkers
	FIOM	Federation of Metallurgical Employees and Workers
	Fismic	Autonomous Trade Union of Metalworkers and Related Industries

Country	Abbreviation	Full name
	Legacoop	Lega Nazionale delle Cooperative e mutue
	SAVT	Autonomous Trade Union of Valle D'Aosta 'Travailleurs'
	SAVT/MET	Autonomous Trade Union of Valle D'Aosta 'Travailleurs' / MET
	UGL	General Union of Work
	UGL METALMECCANIC I	General Union of Italian Workers, Metalworkers
	UIL	Union of Italian Workers
	UILM	Italian Metalworkers' Union
	Union Meccanica	National Union of Small and Medium-sized Metalworking Enterprises
	USAS/ASGB	Sud-Tirol Autonomous Trade Unions
LT	LDF	Lithuanian Labour Federation
	LINPRA	Engineering Industries Association of Lithuania
	LMPSS	Union of Lithuanian Metalworkers Trade Unions
	LPK	Lithuanian Confederation of Industrialists
	LPSK	Lithuanian Trade Union Confederation
	MPPSS	Union of Metal Industry Trade Unions
LU	CGT-L	General Confederation of Labour of <i>Luxembourg</i>
	NGL/SNEP	Neutral Union of Luxembourg Workers / National Union of Private Sector White-Collar Employees
	OGB-L	Independent Trade Union Confederation of Luxembourg
	LCGB	Luxembourg Christian Trade Union Confederation
LV	LBAS	Free Trade Union Confederation of Latvia

Country	Abbreviation	Full name
	LDDK	Latvian Employers' Confederation
	LMA	Metalworkers' Trade Union
	MASOC	Association of Mechanical Engineering and Metalworking Industries in Latvia
MT	AAE	Association of Airline Engineers
	CMTU	Confederation of Malta Trade Unions
	GWU	General Workers' Union
	UHM	Union of United Workers
NL	CNV Bedrijvenbond	Industry, Food and Transport Workers' Union
	FNV Bondgenoten	Federation of Dutch Trade Union Allied Unions
	Bovag	Employers' organisation for the automobile industry
	CNV	Christian Trade Union Federation
	De Unie	Union for Intermediate and Higher Personnel
	FME-CWM	Federation for the Metal and Electrical Industry – Contact Group of Employers in the Metal Industry
	FNV	Dutch Trade Union Federation
	Metal Union	Royal Metal Union
	MHP	Federation of Managerial and Professional Staff Unions
	MKB	Federation of Small and Medium-Sized Enterprises
	Uneto-Vni	Association of Dutch Electromechanical Service Facilities
	VHP Metalektro	Union for Higher Personnel in the Metal and Electrical Engineering Sector
	VNO-NCW	Confederation of Netherlands Industries and Employers

Country	Abbreviation	Full name
PL	KZZMP-OPZZ	Confederation of Metalworking Trade Unions in Poland
	NSZZ Solidarnosc	Independent and Self -Governing Trade Union Solidarity
	OPZZ	All-Poland Alliance of Trade Unions
	SM-NSZZ Solidarnosc	National Metalworking Section – Metalworkers’ Secretariat of the Independent and Self-Governing Trade Union ‘Solidarity’
	ZZIT-FZZ	National Metalworking Section of the Trade Union of Engineers and Technicians
PT	ABIMOTA	National Association of Manufacturing of Two-Wheel Vehicles, Fittings, Furniture and related services
	ACAP	Portuguese Vehicle Trade Association
	AFAL	Association of Manufacturers of Luminous Advertising
	AIM	Association of Maritime Industries
	AIM	Industrial Association of the Minho Region
	ANEMM	National Association of Metal and Electromechanical Companies
	ANIMEE	Portuguese Association of the Electrical and Electronic Sector
	CGTP	General Confederation of Portuguese Workers
	CGTP-IN	General Confederation of Portuguese Workers
	CIP	Confederation of Portuguese Industry
	Federacao dos Engenheiros (FE)	Federation of Engineers
	FENAME	National Federation of Metal Industries
	FESMAR	Federation of Sea Workers
	FETESE	Federation of Commerce, Offices and Services’ Unions
	Fiequimetal	Federation of Metalworking, Mining, Chemical, Pharmaceutical, Petroleum and Gas Workers’ Unions

Country	Abbreviation	Full name
	SEMM	Union of Engineers in the Merchant Marine
	SERS	Engineers Union of the Southern Region
	SIMA	Union of Metal Industries and Correlative Industries and Services
	SINDEL	National Industry and Energy Trade Union
	SITESC	Union of Qualified Employees, Administrative Staff, Services and New Technologies
	SITese	Union of Service Workers and Technicians
	SQTD	Union of Draughtsmen
	UGT	General Worker's Confederation
RO	APREL	Romanian Employer Organisation from Electronics, Electrotechnics, Information and Communication Technologies
	ARGOS	Employer Organisation representing non-ferrous metal industry manufacturers
	Federația Automobilul Românesc	Romanian Car Federation
	BNS	National Trade Union Bloc
	Cartel Alfa	National Trade Union Confederation 'Cartel Alfa'
	CNSLR Frăția	National Confederation of Free Trade Union Fraternity of Romania
	CONPIROM	Employer Confederation of Romanian Industry
	FS Electron M III	Trade Unions Federation Electron M III
	FEPA CM	Employers Federation of the Machine-Building Industry
	F Metalurgia	Employers Federation of the Ferrous Nonferrous and Refractory Materials Industries

Country	Abbreviation	Full name
	FNS Metarom	National Trade Union Federation 'Metarom'
	FNSS Metal	National Trade Union Federation Solidaritatea Metal
	Înfrățirea Brașov	Trade Unions Federation Fraternity Brașov
	FSCM	Machine Building Trade Unions Federation
	FSLI Metal	Industry Workers Trade Union Federation Metal
	FSLMN	Free Trade Unions Federation of Non-ferrous Metallurgy
	FS Metal Henri Coandă	Trade Unions Federation Henri Coandă
SE	IF Metall	Union of Metalworkers
	IK-G	Swedish Industrial and Chemical Employers' Association
	Industrikommittén	Industry Committee. Consists of senior representatives of Swedish employers and workers in the industrial sector.
	Ledarna	Confederation of Executives and Managerial Staff
	LO	Swedish Trade Union Confederation
	Metallgruppen	No English translation
	OFR	Public Employees' Negotiation Council
	PTK	Federation of Salaried Employees in Industry and Services
	SACO	Swedish Confederation of Professional Associations
	SI	Swedish Association of Graduate Engineers
	SMA	Steel and Metal Employers' Association
	SN	Confederation of Swedish Enterprises
	TCO	Swedish Confederation of Professional Employees
	Teknikföretagen	Association of Swedish Engineering Industries

Country	Abbreviation	Full name
	Unionen	Union of White-collar Workers
SI	GZS	Chamber of Commerce and Industry of Slovenia
	KNSS	Independent Confederation of New Trade Unions of Slovenia
	KS90	Confederation of Trade Unions '90 of Slovenia
	KS90-SKEIE	Trade Union of the Metal, Electro and Electronic Industry
	NSS-SKI	Independent Trade Union of Slovenia - Trade Union of the Metal Industry
	SKEI	Trade Union of the Metal and Electro-industry of Slovenia
	SKEM	Metal, Electro and Metallurgy Industries Trade Union
	SOLIDARNOST	The Union of Worker's Trade Unions of Slovenia – Solidarity
	ZDS	Slovenian Employers' Association
	ZDSS-SDPMVPP	Workers' Trade Union of Slovenia – Solidarity for the Activity of Manufacturing Motor Vehicles, Trailers and Semi-Trailers
	ZSSS	Association of Free Trade Unions of Slovenia
SK	KOZ SR	Confederation of Trade Unions
	OZ KOVO	Metal Trade Union Association
	ZEP SR	Association of Electrical Industry
	ZSP SR	Association of Mechanical Engineering
UK	Community	General Trade Union
	CSEU	Confederation of Shipbuilding and Engineering Unions
	EEF	Engineering Employers' Federation
	GFTU	General Federation of Trade Unions
	GMB	General, Municipal, Boilermakers and Allied Trade Union

Country	Abbreviation	Full name
	ICTU	Irish Congress of Trade Unions
	STUC	Scottish Trades Union Congress
	TUC	Trades Union Congress
	Wales TUC	Trades Union Congress of Wales
	Unite	Unite the Union
EUROPE	AIE	Industrial Agency of the State
	ASD	AeroSpace and Defence Industries Association of Europe
	BIAC	Business and Industry Advisory Council
	CAEF	European Foundry Association
	CECOP/CICOPA Europe	European Confederation of Workers' Co-operatives, Social Co-operatives and Social and Participative Enterprises
	CECRA	European Motor Trades and Car Repair Association
	CEEMET	Council of European Employers of the Metal, Engineering and Technology-based Industries
	CEMEP	European sector committee of Manufacturers of Electrical Machines and Power Electronics
	CES	Economic and Social Council
	CESA	<u>Community of European Shipyards' Association</u>
	CESI	European Confederation of Independent Trade Union
	CSI	Confédération Syndicale Internationale
	ECEG	European Chemical Employers' Group
	EFBWW	European Federation of Building and Wood Workers
	EFFAT	European Federation of Food, Agriculture and Tourism Trade

Country	Abbreviation	Full name
		Unions
	EICTA	European Information, Communications and Consumer Electronics Industry Technology Association
	EMCEF	European Mine, Chemical and Energy Workers' Federation
	EMF	European Metalworkers' Federation
	EMU	European Metal Union
	EPSU	European Federation of Public Service Unions
	ESTA	European Steel Tube Association
	ETF	European Transport Workers' Federation
	EFBWW	European Federation of Building and Wood Workers
	EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions
	EICTA	European Information, Communications and Consumer Electronics Industry Technology Association
	EMCEF	European Mine, Chemical and Energy Workers' Federation
	EMF	European Metalworkers' Federation
	EMU	European Metal Union
	EPSU	European Federation of Public Service Unions
	ESTA	European Steel Tube Association
	ETF	European Transport Workers' Federation
	ETUF-TCL	European Trade Union Federation – Textile Clothing and Leather
	Eurocadres	Council of European Professional and Managerial Staff
	EUROFER	European Confederation of Iron and Steel Industries
	EUROFEDOP	European Federation of Public Service Employees

Country	Abbreviation	Full name
	Eurometaux	European Association of Metals
	EUROPUMP	European Committee of Pump Manufacturers
	FEANI	European Federation of National Engineering Associations
	FERPA	Federation of Europe Retired Personnel Association
	CEETB	European Technical Contractors Committee for the Construction Industry
	MEGI	Central European Foundry Initiative
	NFS	Council of Nordic Trade Unions
	ORGALIME	European Engineering Industries Association
	SMRCG	Ship Maintenance, Repair and Conversion Group
	UEAPME	European Association of Craft, Small and Medium-sized Enterprises
	UNI-Europa	Union Network International Europe