UNIVERSITE CATHOLIQUE DE LOUVAIN

INSTITUT DES SCIENCES DU TRAVAIL

STUDY ON THE REPRESENTATIVENESS OF THE SOCIAL PARTNER ORGANISATIONS IN THE FURNITURE INDUSTRY

EU-25

PROJECT NO VC/2005/0753

December 2006

Research project conducted on behalf of the Employment and Social Affairs DG of the European Commission

STAFF WORKING ON THIS STUDY

Author of the report

Delphine ROCHET, researcher

Coordinators

Prof. Armand SPINEUX and Prof. Evelyne LEONARD

Research Team

Prof. Bernard FUSULIER

Prof. Pierre REMAN

Cécile ARNOULD, researcher

Isabelle VANDENBUSSCHE, researcher

Administrative co-ordination

Myriam CHEVIGNE

Network of National Experts

Austria:	Franz Traxler, Institut für Wirtschaftssoziologie, Universität Wien, Bruennerstrasse 72, A-1210 Vienna
Belgium:	Jean Vandewattyne, Université Libre de Bruxelles-Université de Mons-Hainaut
Cyprus:	Evros I. Demetriades, Department of Economics – University of Cyprus
Czech Republic:	Ales Kroupa and Jaroslav Hála, Research Institute for Labour and Social Affairs – Charles University of Prague
Denmark:	Carsten.Jorgensen, Forskningscenter for Arbejdsmarkeds- og Organisationsstudier, FAOS – Department of Sociology, University of Copenhagen
Estonia:	Kaia Philips, Kadri Ukrainski and Raul Eamets, Institute of Economics, University of Tartu
Finland:	Jukka Niemelä, University of Tampere, Faculty of Social Sciences, Department of Pori

France :	Nadia Hilal, Université de Rouen
Germany:	Thorsten Ludwig, Institut Labour and Economy, University of Bremen
Greece:	Aliki Mouriki, Institute for Social Policy, National Center for Social Research, NCSR – Athens
Hungary:	Csaba Makó, Miklós Illéssy, Péter Csizmadia, Research Group for Sociology of Organisation and Work, Institute of Sociology, Hungarian Academy of Sciences
Ireland:	Pauline Conroy and Niamh Murphy, B.Soc.Sc, M.Soc.Sc., Ralaheen Ltd
Italy:	Andrea Bellini and Franca Alacevich, Dipartimento di Scienza della Politica e Sociologia (DISPO), Università degli Studi di Firenze
Latvia:	Alf Vanags, Baltic International Centre for Economic Policy Studies (BICEPS)
Lithuania:	Mark Chandler, Stockholm School of Economics in Riga and Baltic International Centre for Economic Policy Studies (BICEPS)
Luxembourg:	Franz Clément, Centre d'Études de Populations, de Pauvreté et de Politiques Socio-Economiques (CEPS – INSTEAD)
Malta:	Manwel Debono, Christine Farrugia and SueAnn Scott, Centre for Labour Studies, University of Malta
Netherlands:	Marc van der Meer, Amsterdam Institute for Advanced Labour Studies, University of Amsterdam, ADRES and Marian Schaapman, Hugo Sinzheimer Institute, University of Amsterdam
Poland:	Pierre Grega and Roza Rzeplinskza, DRIS (Développement, Réhabilitation, Intégration et Sécurité) s.p.r.l.
Portugal :	Marinus Pires de Lima and Ana Guerreiro, Universidade de Lisboa – Instituto de Ciências Sociais – Instituto Superior de Ciências do Trabalho e da Empresa (ISCTE)
Slovakia:	Lubica Bajzikova, Helena Sajgalikova and Emil Wojcak, Faculty of Management, Comenius University in Bratislava
Slovenia:	Alenka Krasovec, Faculty of Social Sciences, University of Ljubljana
Spain:	Ramón Alós and Elsa Corominas, Grup d'Estudis Sociologics sobre la Vida Quotidiana i el Treball (QUIT), Universitat Autònoma de Barcelona
Sweden:	Dominique Anxo & Jacques Ferrat, Centre for European Labour market Studies (CELMS), Göteborg, Sweden
The United Kingdom:	David Marsden and Bethania Antunes, London School of Economics

TABLE OF CONTENTS

ACRONYMS

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

EUMABOIS: European Federation of Woodworking Machinery Manufacturers

EUROFEDOP: European Organisation of Public Service Employees

EURO WEA: European Workers' Education Association

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

FEFPEB: European Federation of Wooden Pallet and Packaging Manufacturers

FEIBP: European federation of the brush industries

FEIC: European Federation of the Plywood Industry

FEMIB: Federation of the European Building Joinery Associations

FEMB: European Federation of Office Furniture

FEP: European Federation of the Parquet Industry

FERPA: Federation of Europe Retired Personnel Association

FIEC: European Construction Industry Federation

FGE: European Graphic Confederation

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

ICFTU: International Confederation of Free Trade Unions

IFWEA: International Federation of Workers' Education

IMF: International Metalworkers' Federation

INFEDOP: International Federation of Employees in the Public Service

IOE: International Organisation of Employers

ITF: International Transport Workers' Federation

ITGLWF: International Textile, Garment and Leather Workers' Federation

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

PSI : Public Service International

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

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

UEA: European Federation of Furniture Manufacturers

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

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

UNI: Union Network International

UNI Europa : European Union Network

UNICE: Union of Industrial and Employers' Confederations of Europe

WFIW: World Federation of Industry Workers

WLC: World Confederation of Labour

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

INTRODUCTION

Presentation of the study

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

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

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

---

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

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

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

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

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

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

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

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

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

Research approach and comments on methodology

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

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

---

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

[7] Op cit.

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

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

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

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

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

The consultation for the report on the furniture industry took place during the month of October 2006.

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

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

THE FURNITURE INDUSTRY IN THE EUROPEAN UNION (EU-25)

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

1. Delimitation and scope of activities of the sector

Basically, the furniture manufacturing industry may be limited to activities included in the *NACE classification, Rev. 1.1, section DN, division 36.1: Manufacture of furniture.*

This class includes:

- 36.11: Manufacture of chairs and seats
- 36.12: Manufacture of other office and shop furniture
- 36.13: Manufacture of other kitchen furniture
- 36.14: Manufacture of other furniture

  This item includes:

  - manufacture of furniture for bedrooms, living rooms, gardens, etc.
  - finishing of furniture such as spraying, painting, French polishing and upholstery, except of chairs and seats
- 36.15: Manufacture of mattresses

National systems of classification of activities are usually congruent with the NACE classification and consequently, statistical data presented in the report generally refer to the range of activities included in NACE 36.1. However, according to the national traditions, the structuring of the sector, for collective bargaining purposes, may differ from the statistical delimitation. Indeed, the structuring of the employers' organisations and trade unions as well as the organisation of the social dialogue may cover only specific sub-sectors or, at the opposite, larger range of activities than NACE 36.1.

In this framework, the table below presents for each country the activities included in the furniture industry,

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

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

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

Country		Delimitation of the furniture industry sector
Austria	S	Activities included in the sector correspond to NACE 36.1
	CB	In Austria, the Trades Code establishes a formal divide between 'industrial' production in the narrow sense (Industrie) and small-scale craft production (Gewerbe). From the industrial relations perspective, this divide is important in the sense that the domains of the employer associations and the purview of the collective agreements in the furniture sector echo this divide.
Belgium	S	Activities included in the sector correspond to NACE 36.1
	CB	The manufacture of furniture is covered by the "Joint Committee for the Furniture and Woodworking Industry". This JC covers blue-collar workers in 23 branches of activity such as the manufacture, trade and storage of furniture (excluding metal furniture) and mattresses; the woodworking sector (excluding sawmills); leasing and/or installation of all material (excluding sound, video, lighting and signposting installations) for fairs, exhibition and festivities; the manufacture, leasing and/or installation of stands, decorations, theatre sets, etc. The manufacture of furniture belongs to the *secondary processing of wood.* In addition, blue-collar workers active in the manufacture of **metal** furniture are covered by the Joint Committee for steel, mechanical and electrical constructions (JC 111) and white-collar workers by the Joint Committee for white-collar workers in metal manufacturing (JC 209).
Cyprus	S	Activities included in the sector correspond to NACE 36.1
	CB	From the collective bargaining point of view, trade unions in the sector do not cover exclusively the furniture industry but also the building sector, the mining and quarrying sector and the woodworking sector. On the employers' side, the organisation active in the sector covers both the woodworking and the furniture sectors. Collective agreement for the sector covers both the woodworking and the furniture sectors.
Czech Republic	S	Activities included in the sector correspond to NACE 36.1
	CB	To date, one higher-level collective agreement (HLCAs) has been concluded purely for businesses in the furniture-making industry and another HLCA has been concluded for the woodworking, furniture-making, consumer industry and forestry management sectors.
Denmark	S	Activities included in the sector correspond to NACE 36.1
	CB	Collective bargaining for the sector covers the furniture industry (NACE 36.1) as well as the woodworking industry (NACE 20)
Estonia	S	Activities included in the sector correspond to NACE 36.1
	CB	Trade unions in the sector include the following activities: manufacture of furniture, woodworking, forestry, manufacture of pulp, paper and paper products, and construction. Employers' organisation in the sector includes the following activities: manufacture of furniture and woodworking.
Finland	S	Activities included in the sector correspond to NACE 36.1
	CB	From the point of view of collective bargaining, the sector is linked to the carpentry industry
France	S	Activities included in the sector correspond to NACE 36.1
	CB	Collective agreements cover NACE 36.1 as well as the manufacture of musical instruments – only for organs of any material (36.3Z), the manufacture of small bedding textile articles, except the manufacture of sleeping bags and the manufacture of hand-made (woven) tapestry (17.4B), the manufacture of wood articles – only for coffin; wood containers for audiovisual and hi-fi and sewing items (20.5); clock-making containers (frames), the manufacture of wood for lamps, and the manufacture of games and toys – only for billiard table (36.5Z). The companies producing plastic or semi-plastic furniture can choose between the collective bargaining of the manufacture of furniture and the collective bargaining of the plastic or semi-plastic industry. However, the metallic furniture is not covered by collective bargaining for the furniture industry but is dealt with by the metallurgical sector.
Germany	S	Activities included in the sector correspond to NACE 36.1. However, as regards sales and share in the GDP, the German Federal Bureau of Statistics only provides statistical data for both the woodworking and the furniture industries.
	CB	Workers' and employer's organisations in the sector cover both the woodworking and the furniture sectors. From the point of view of collective bargaining, woodworking and furniture sectors are covered by the same collective bargaining process.
Greece	S	Activities included in the sector correspond to NACE 36.1

	CB	Sector collective agreements concluded for the furniture industry cover the following activities: cabinet-makers, wood-processing machine operators, carvers, wood turners, chair-makers, frame-makers, box-makers, barrel-makers, French polishers, as well as employees working in floor production, wood sawing, wooden houses fabrication, synthetic panels' production, furniture upholstery and shipbuilding and repairing.
Hungary	S	Activities included in the sector correspond to NACE 36.1
	CB	From the social dialogue point of view, a same bipartite collective bargaining process covers the Forestry, Woodworking and Furniture Sectors.
Ireland	S	Activities included in the sector correspond to NACE 36.1
	CB	Activities included in the sector correspond to NACE 36.1
Italy	S	Activities included in the sector correspond to NACE 36.1
	CB	Both employers' and workers' organisations consider the sector as a "production chain" that goes from sawmilling and manufacture of wood to manufacture of furniture and accessories. Hence, they represent forest and wood as well as furniture industries. Furthermore, they regard woodworking and furniture as a sub-sector of the wider construction sector, which includes also cement, bricks and tiles, ornamental and building stones industries. The delimitation of the sector given from the national collective bargaining is a mirror image of the configuration of interest representation and the industry-wide agreements (CCNLs) for the sector refer to both woodworking and furniture.
Latvia	S	Activities included in the sector correspond to NACE 36.1
	CB	Workers' and professional organisations (with the exception of the "Latvian Furniture") usually consider NACE 20 and NACE 36.1 as one industry. Likewise it is considered to be one industry in social bargaining. However, a separate collective agreement for the furniture industry will be soon concluded.
Lithuania	S	Activities included in the sector correspond to NACE 36.1
	CB	Both the worker's organisation and the employer's organisation represent firms across both the wood and furniture industries.
Luxembourg	S	The Luxembourg Statistical Yearbooks (published by the STATEC — the Central Statistics and Economic Studies Service) generally refer to the whole 'wood and furniture' sector. Within the 'wood and furniture' sector, a distinction is made between *industrial* enterprises on the one hand, and *craft* enterprises on the other. As far as industrial enterprises are concerned, specific data for the furniture manufacturing industry (NACE 36.1) are generally published. However, data for craft enterprises refer to both the woodworking and the furniture industries.
	CB	The division between industrial enterprises and craft enterprises is echoed in the structure of the collective bargaining for the sector.
Malta	S	Activities included in the sector correspond to NACE 36.1.
	CB	Activities included in the sector correspond to NACE 36.1.
Poland	S	Activities included in the sector correspond to NACE 36.1. However, specific data for NACE 36.1 are not always available and data presented in the following section sometimes represents the whole furniture businesses, which corresponds to the wood industry connected with processing and making sub-assemblies and prefabricates for furniture manufacture, manufacture of furniture and floors.
	CB	From the collective bargaining point of view, the interests of the furniture businesses are represented by the construction sector as a whole (PKDF 45) and generally a dominancy of the problems of construction over the problems of wood and furniture industry is noticed.
Portugal	S	Activities included in the sector correspond to NACE 36.1.
	CB	Collective agreements for the sector cover the following activities: cutting, felling and sawing of wood; manufacture of wood panels; carpentry and other wood products; wood import and export (CAE 51.130; 51.531); manufacture of Furniture (CAE 36.1).
Slovak Republic	S	Activities included in the sector correspond to NACE 36.1
	CB	Collective agreements for the sector cover both the woodworking industry (NACE 20) and the furniture industry (NACE 36.1)
Slovenia	S	Activities included in the sector correspond to NACE 36.1
	CB	Collective bargaining for the sector covers both the woodworking and the furniture sectors.
Spain	S	Activities included in the sector correspond to NACE 36.1
	CB	From the collective bargaining point of view, the furniture sector is linked to the woodworking sector.
Sweden	S	Activities included in the sector correspond to NACE 36.1
	CB	Two separate collective bargaining processes cover the manufacture of furniture sector. One covers the activities of joinery and cabinet-making (NACE 20 with the exception of NACE 20.1, and NACE 36.1); the other one covers upholstered furniture.

The Netherlands	S	Activities included in the sector correspond to NACE 36.1
	CB	A sector collective agreement covers the furniture industry (NACE 36.1) according to a product based classification, that is, the agreement covers not only manufacturers of wooden furniture, but also manufacturers of furniture of other materials, with the exception of metal furniture companies. Indeed, from a collective bargaining point of view metal furniture companies are covered by the Collective agreement for the Metalworking and electrical engineering Sector.
United Kingdom	S	Activities included in the sector correspond to NACE 36.1
	CB	Although the woodworking and furniture sectors are both distinctive sectors, they are treated as part of one sector within the unions.

Source: national reports

2. Socio-economic features of the sector

Production

According to an UEA study[11], production in the furniture manufacturing industry in the EU-25 countries reached EUR 95,500 million in 2005. This represented a 1.1% increase compared with 2003. In this context, Italy and Germany remained the largest furniture producing countries.

Analysing the evolution of the sector, the production value of the furniture industry declined sharply between 2000 and 2003. According to a CEI-Bois study on the furniture industry within the EU-25[12], NACE 36.1 output reached EUR 108,138 million in 2000 and dropped to EUR 105,920 million in 2003. In 2004, production in the furniture manufacturing industry in the EU-25 countries reached EUR 114,881 million.

In terms of activity, the upholstered furniture industry, the kitchen furniture sub-sector and the office furniture sub-sector were the most important sub-sectors in 2003 with respectively EUR 13,100 million, EUR 10,600 million and EUR 8,900 million of production value[13].

Production in the furniture manufacturing industry in million EUR per EU Member State, 2003

	Production value (EUR Mill)
Austria	2,203
Belgium	2,376
Cyprus	107
Czech Republic	1,558
Denmark	2,541
Estonia	301
Finland	1,135
France	9,224
Germany	19,800
Greece	828

[11] *The World Furniture Industry: Production – Trade-Market*, UEA, September 2005, p.1

[12] *The woodworking industry in the European Union in 2004,* Doc. 2165, CEI-Bois, September 2006, p.2.

[13] *Furniture in Europe*, UEA, p.8

Hungary	382
Ireland	435
Italy	19,456
Latvia	150
Lithuania	328
Malta	75
Poland	3,500
Portugal	1,260
Slovak Republic	733
Slovenia	752
Spain	8,492
Sweden	2,113
The Netherlands	2,581
United Kingdom	8,328

Source of the figures: *Furniture in Europe,* UEA, p.7

Companies, employment and share in the national GDP

This section presents, for each country, the share of the furniture manufacturing industry in the national GDP and in the national employment, as well as the number of companies and the number of employees[14] in the sector. Data presented in the following table are derived from the national reports of this study.

Main socio-economic features of the furniture sector by country

	Share of NACE 36.1 in the national GDP	**Share of NACE 36.1 in the national employment**	**Number of companies in NACE 36.1**	**Number of employees in NACE 36.1**
Austria	1.1%	1.0%	3,697	31,577
Belgium	ND	0.6%	925	16,731
Cyprus	0.4%	0.68%	599	1,788
Czech Republic	0.97%	0.96%	4,198	38,211
Denmark	0.69%	0.81%	1,021	18,471
Estonia	3.6%	3.07%	481	12,807
Finland	0.4%	0.5%	1,545	11,111
France	ND (Estimate: less than 0.2%)	0.64%	18,150	99,520 or 110,000 (depending on the sources)
Germany	1.7% (share for the woodworking	0.3%	1,190	127,165

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

	and the furniture industries)			
Greece	ND	8.2% of employees in the manufacturing industry	6,932 - 7,423 depending on the source	45,853
Hungary	0.7% of industrial production in terms of gross outputs	2.2%	552	16,869
Ireland	0.2%	0.36%	475	6,494
Italy	0.64%	1.56%	33,218	159,822
Latvia	ND	1.3%	200	12,900
Lithuania	About 2%	1.3%	545	18,661
Luxembourg*	ND	ND	43 industrial firms in NACE 36.1 and 220 craft enterprises in the 'wood and furniture sector'	693 employees in NACE 36 industrial firms and 1,941 employees in 'wood and furniture' craft companies
Malta	ND	1%	1,045	1,482
Poland	ND	ND	24,426	112,700
Portugal	ND	1.5%	4,106**	43,576**
Slovak Republic	ND	ND	58	ND
Slovenia	6.2% for woodworking and furniture	1.28%	332	10,431
Spain	0.7%	1.1%	21,280	163,500
Sweden	0.5% of GNP	0.4%	3,136	15,429
The Netherlands	0.2%	0.36%	5,470	24,800
United Kingdom	0.41%	0.54%	7,467	126,000

Source: national reports
ND: No data
* As mentioned in the first table of this report, the Luxembourg Statistical Yearbooks provides on the one hand data for industrial enterprises in NACE 36.1 (only for NACE 36 as regards the number of employees), and on the other hand data for craft enterprises in the whole 'wood and furniture' sector.
** Figures published by the Statistics and Planning of the Ministry of Labour and Social Solidarity of Portugal. According to the trade unions in the sector, about 2,500 companies and 34,000 employees are active in the manufacture of furniture sector.

3. Description of the organisations actives in the sector

Caution is called for as regards the numerical data presented in the following tables. We have previously touched on the differences that exist between the countries as regard the delimitation of the sector. These differences lead to the fact that in some countries, the number of members and the estimate of density do not exactly refer to NACE 36.1 in particular but only to a specific sub-sectors or to a larger range of activities than NACE 36.1 (in such case, a note has been added in order to precise the exact activities concerned by the figure). This can cause difficulties in comparing data of the 25 countries taken into account. For more details concerning definitions and methodologies used for each country, refer to the national reports.

Workers' organisation

At European level

The European Federation of Building and Woodworkers (EFBWW)[15]

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

The operating structure of EFBWW consists of:

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

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

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

At national level

The following table presents, for each country, the different workers' organisations active in the furniture manufacturing industry at national level.

For each organisation, the following information is presented:

- Activities covered by the organisation;
- The total membership;

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

- The number of members active in the furniture manufacturing industry (NACE 36.1), as well as an estimate of the density (the density compares the number of members active in the furniture manufacturing industry with the total number of employees in NACE 36.1 in the country);
- The role of the organisation in the collective bargaining for the sector;
- The European affiliations of the organisation.

Workers' organisations active in the furniture manufacturing industry by country

Country	Organisation	Activities covered	Total members	Number of members in the sector (Estimate of the density)	Role in collective bargaining for the furniture industry	European affiliations
Austria	Union of Salaried Private Sector Employees, GPA	White-collar employees in the entire private sector	287,558	ND (50%, estimate by the interview partners)	GPA and GBH are member unions of the national federation ÖGB. Only the ÖGB (in contrast with its member unions) has the legal right to concluded collective agreements. In practice, GPA and GBH autonomously negotiate sector collective agreements for the furniture manufacturing industry but they sign agreements in the name of the ÖGB.	UNI-EUROPA
	Construction and Woodworkers Union, GBH	Blue-collar workers in the construction sector, the woodworking and wood processing sector. This includes all of NACE 36.1.	153,827	ND (35%, estimate by the interview partners)		**EFBWW**
Belgium	CSC/ACV Building and Industry	Building, stonework, cement and wood industries (primary and secondary wood processing)	230,000	17,856 in wood and furniture industries (68%, estimate made by CSC/ACV)	It signs sector level collective agreements for blue-collar workers in the secondary wood processing activities.	**EFBWW** FGE EMCEF
	Union for Clerical Workers and Managerial Staff in Wallonia and Brussels, CNE-GNC	White-collar workers and managerial staff in the private sector in Brussels Region and the Walloon Region	120,000	250 in wood and furniture industries (6% of white-collar workers in woodworking and furniture industries)	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the furniture sector)	EMCEF
	Union for Clerical Workers and Managerial Staff in Flanders and Brussels, LBC-NVK	White-collar workers and managerial staff in the private sector in Brussels Region and the Flemish Region	294,000	ND	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the furniture sector)	EMCEF
	General Federation FGTV/ABVV	Construction, chemical industry, construction related industry, printing, services and the non-market sector (it is active in primary and secondary wood processing)	355,000	8,486 in wood and furniture sectors (32% of workers in woodworking and furniture industries)	It signs sector level collective agreements for blue-collar workers in the secondary wood processing activities.	**EFBWW** EMCEF UNI-Europa EFFAT ETUF-TCL
	The Belgian Union of White-Collar Staff, Technicians and Managers, SETCa/BBTK	White-collar workers, technicians and operatives in the private sector, teachers and administrative workers in secular education, and blue-collar workers in books, the graphic arts and the media	324,000	ND	It signs agreements for white-collar workers whose employers are not attached to any particular Joint Committee (which is the case in the furniture sector)	-
	The Federation of Liberal Trade Unions of Belgium, CGSLB/ACLVB	Inter-sector organisation	220,000	ND	It signs sector level collective agreements for blue-collar workers in the secondary wood processing activities.	**EFBWW** ETUC

Cyprus	Cyprus Building, Wood, Mines and General Workers Trade Union (member of PEO)	Building workers (including workers in the manufacture of construction materials such as mosaics, tiles, bricks, cement, ready-made concrete, stone-cutting); Wood and furniture workers; Mines workers	13,000	200 (11%)	It signs sector level agreements for the furniture sector	None
	Federation of Builders, Miners and Related Workers (member of SEK)	Builders, Miners and Related Workers	10,000	200 (11%)	It signs sector level agreements for the furniture sector	None
Czech Republic	Trade Union of Workers in the Woodworking Industry, Forestry and Water Management, OS DLV	Woodworking, furniture-making, consumer and paper industries, forestry, water and environmental management, and related fields of activity	25,500	1,740 (About 5%)	OS DLV concludes every year one higher-level collective agreement (HLCA) for the woodworking, furniture-making and consumer industry and forestry management in the Czech Republic. It also concludes every year one HLCA for the furniture sector solely but no agreement was signed for 2006.	None
	Bohemian-Moravian Trade Union Federation, Č-MOS	Paper and pulp industry but also some companies in the furniture sector	2,300	1,300 (About 3.4%)	Usually, Č-MOS concludes every year one sector level agreement for the furniture sector. However, no collective agreement was signed for 2006.	None
Denmark	Wood, Industry and Building Workers Union in Denmark, TIB	Building, woodworking and furniture sectors	70,164	25,014 in the woodworking and the furniture industry (80.6% of the woodworking and the furniture industry)	TIB signs collective agreements at sector level on behalf of the members within wood and furniture industry.	**EFBWW**
	Union of Commercial and Clerical Employees in Denmark –private sector, HK/Private	commercial and clerical employees in all sectors	160,000	ND	It signs collective agreement for its members	**EFBWW**
Estonia	Trade Union of Estonian Forest Industry Workers, EMT AÜ	Forestry, paper, woodworking, furniture, and construction industries	2,000	ND	EMT AÜ has no power to negotiate for the furniture sector because of its low representation of the employees in the sector.	**EFBWW**
Finland	Union of Salaried Employees (Toimihenkilöunioni)	Lower-level white-collar workers	127,000	1,047 in NACE 20.309, 20.4, 20.5 and 36.1 (36% in the sub-sectors 20.309, 20.4, 20.5 and 36.1)	It signs collective agreement for white-collar workers in the carpentry industry (including the furniture industry)	**EFBWW**
	Wood and Allied Workers' Union (Puu-ja erityisalojenliitto)	Blue-collar workers in mechanical wood processing, carpentry, boat building, forestry, driving of forest harvesters, furniture etc.	46,133	10,807 in NACE 20.309, 20.4, 20.5 and 36.1 (87% in the sub-sectors 20.309, 20.4, 20.5 and 36.1)	It signs collective agreement for blue-collar workers in the carpentry industry (including the furniture industry)	**EFBWW**
France	National Federation of Building and Wood Workers- CFDT, FNCB - CFDT	Woodworking, furniture industries and building	33,500	ND	It negotiates and signs sector collective agreements	**EFBWW**
	CGT-Wood, furniture and similar activities	Woodworking and furniture industries	3,000	1,500 (ND)	It has the capacity to negotiate and sign sector collective agreements. However, for the moment, it refuses to participate to collective bargaining for the furniture sector	**EFBWW**

	CGT-FO Building, Public Works, Wood, Paper, Ceramic, Quarries and Construction materials	Woodworking, furniture, building, paper etc.	ND	ND	It negotiates and signs sector collective agreements	**EFBWW**
	Bâti-MAT-TP-CFTC	Woodworking, furniture industries and building	ND	ND	It negotiates and signs sector collective agreements	**EFBWW**
	FIBOPA-CGC-CFE	Professional and managerial staff in the wood, furniture and paper industries	ND	ND	It negotiates and signs sector collective agreements for executive workers	None
Germany	Trade Union in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries, IG Metall	The metal, electrical, textile, garment, wood and plastics industries (this organisation covers both the woodworking and the furniture industries)	2.2 million	Appr. 190,000 in furniture and woodworking (90% of woodworking and furniture workers)	It negotiates and signs sector level collective agreements	**EFBWW** EMF
Greece	There is no particular union for workers in the manufacture of furniture industry					
Hungary	Trade Union of Furniture and Woodworkers	Both the woodworking and the furniture sectors	2,500	2,500 in both the woodworking and the furniture industries (6.5% in both the woodworking and the furniture industries)	It negotiates and signs sector collective agreements for the sector	It is member of **EFBWW** through ÉFÉDOSZSZ to which it is affiliated
Ireland	Building and Allied Trades' Union (BATU)	Builders, tradesmen and apprentices in bricklaying, carpentry, interiors and furniture industries	10,500	1,500 in the woodworking and furniture sectors (ND)	BATU can negotiate at both sector and company level on behalf of its members. However, there is no sector collective bargaining for the furniture industry in Ireland	None
Italy	Italian Federation of Wood, Building and Allied Industry Workers, FILLEA	Wood, building and allied industry (including the furniture industry)	335,489	34,874 in woodworking and furniture (12.9% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
	Italian Federation of Construction and allied Workers, FILCA	Wood, furniture, construction, mining and quarrying	248,458	20,515 in woodworking and furniture (7.6% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
	National Federation of Building, Wood and Allied Workers, FENEAL	Building, wood, furniture and allied workers	50,000	19,300 in woodworking and furniture (7.1% of the woodworking and furniture sectors)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
Latvia	Forest Sphere Workers Trade Union	Forest management, logging, wood-processing (manufacture of wood and wood products and manufacture of furniture), and manufacture of pulp, paper and paper products.	6,000	2,280 in the woodworking and the furniture sectors (4.96% of the woodworking and the furniture sectors)	FSWTU has power to negotiate and sign collective agreements on the sector level. However, the main obstacle for negotiations is that there are no official employers' organisations present.	None
Lithuania	Lithuanian Forest and Wood Industry Workers Trade Union	Furniture industry, wood processing and paper industry	ND	About 3,015 workers in the woodworking and furniture sectors	It has the power to negotiate at the sector level and to sign sector level collective agreements. However, it has no partner	None

	Federation			(6.3% in the woodworking and furniture sectors)	to negotiate within the wood and furniture sector, as the employers' organisation refuses to take part in negotiations. Thus, no sector level agreement has been signed.	
Luxembourg	Federation of the Chemicals, Ceramics, Glass and other industries – LCGB	Various industrial activity including the furniture industry	28,000	ND	The federation is entitled to sign collective agreements but has signed none for the sector.	None
	Wood, rubber, ceramics, chemicals, paper, plastic, textiles and glass union – OGB-L	Various industrial activity including the furniture industry	ND	ND	The federation is entitled to sign collective agreements but has signed none for the sector.	None
	The Craft and Construction Section – LCGB	Craft branch of the woodworking, the furniture and the construction sectors	ND	ND	It negotiates and signs sector collective agreements for artisan workers in the sector	**EFBWW**
	The Construction, Construction Crafts and Metallic Constructions Union – OGB-L	Craft branch of the construction (including wood and furniture sectors)	7,000	500 in the craft section of the wood and furniture sectors (25%)	It is a signatory to the one branch-level collective agreement specific to joiners	**EFBWW**
Malta	General Workers' Union, GWU	All sectors of the Maltese economy	46,489	About 120 in the woodworking and furniture sector (4.3% of the woodworking and furniture sector)	It signs enterprise level collective agreements for workers in the sector	ETF EFFAT EPSU ETUF – TCL EMF EMCEF UNI Europa EURO WEA FERPA ETUC – Youth
Poland	The « Budowlani » Trade Union, BTU	The construction sector, the building materials industry, the housing cooperative movement, the forestry and environmental protection, the woodworking and furniture, and panel manufacturing industries and the associated industries	19,800	2,800 in woodworking and furniture industries (1.33% of the woodworking and furniture industries)	It signs sector level collective agreements for the construction sector (including the woodworking and the furniture industries)	No (observatory status within **EFBWW**)
	The Federation of Trade Unions of Furniture Industry of Polish Republic, ZZM RP	Workers of furniture and wood based board manufactures as well as workers of sanatoriums who belong to the Union.	2,119	2,059 in woodworking and furniture sector (0.98% of the woodworking and furniture industries)	It signs sector level collective agreements for the construction sector (including the woodworking and the furniture industries)	None

	The National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union "Solidarność", NSBWI	Construction, woodworkers, wood based boards, furniture manufacturers, construction materials.	14,500	5,300 in woodworking and furniture sector (2.52% of the woodworking and furniture industries)	It signs sector level collective agreements for the construction sector (including the woodworking and the furniture industries)	None
Portugal	Portuguese Confederation of Construction, Ceramics and Glass Trade Unions, FEVICCOM	Construction, ceramics, glass, (including wood and furniture)	ND	ND	FEVICCOM negotiates and signs sector collective agreements for the sector	None
	Trade Union for Construction, Public Works and Similar Services, SETACCOP	A varied range of sub-sectors of the industry, from construction to public works, wood and services	27,000	4,700 in the woodworking and the furniture sectors (9% of the woodworking and the furniture sectors)	SETACCOP negotiates and signs sector collective agreements for the sector	**EFBWW**
Slovak Republic	Trade Union of Wood, Forest, Water	Wood, Forest and Water sectors	24,000	ND	It concludes every year a sector collective agreement for the sector	None
Slovenia	Trade Union of Wood Industry of Slovenia – SINLES	The woodworking and furniture industry	8,000	8,000 in the woodworking and furniture (40.6 % of the woodworking and furniture)	The trade union takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level.	None
	Confederation of the New Trade Unions of Slovenia – Independence	As a confederation, the trade union covers numerous sectors, including the sector of woodworking and furniture.	Between 80,000 and 90,000	Between 2,000 and 10,000 in the woodworking and furniture (Between 10.2 % and 50.8% in the woodworking and furniture)	The trade union takes part in the bipartite dialogue at sector level and also has the power to sign collective agreements at this level.	None
Spain	National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions, FECOMA-CCOO	Primary processing (logging and sawmilling); wood board and sheets; carpentry, joinery and cabinet making; upholstery, etc.; manufacture of furniture; warehouses; parquet flooring; toys; musical instruments; containers, etc.; cork extraction, production and marketing; construction and public works; cement by-products, plasters and plaster casts; tiles and bricks; artistic pottery; abrasives; natural stone; infrastructure maintenance, ceramic tiles; and cement works.	90,000	25,000 in wood, cork and furniture (10% of wood, cork and furniture sectors)	It negotiates and signs sector collective agreement for the sector	**EFBWW**
	Federation of Metal and Building Workers and Associated Trades of the General Workers Union, MCA-UGT	Building, building materials, wood and cork industry, and metalworking (including manufacture of furniture)	190,000	ND	It negotiates and signs sector collective agreement for the sector	**EFBWW** EMF

	Basque Workers' Solidarity Union – General Industrial, ELA-HAINBAT	Chemical, transport, building, wood, sea, energy, telecommunications, communications media and paper sectors (including manufacture of furniture)	23,500	1,552 in the wood and furniture sectors (11.5% of wood and furniture workers in Basque Country)	It signs collective agreements for the sector at the provincial level (for the Basque Country).	**EFBWW**
Sweden	The Swedish Forest and Wood Trade Union	Blue-collar workers in the forest and wood industry	28,531	10,500 (68.1%)	It negotiates and signs sector level collective agreements for blue-collar workers of the manufacture of furniture sector	**EFBWW**
	The Swedish Association of Graduate Engineer, CF	Graduate engineers	75,900	100 (0.6%)	It negotiates and signs sector level collective agreements for white-collar workers of the manufacture of furniture sector	ND
	The Swedish Union of technical and Clerical Employees in Industry, SIF	White-collar workers and technicians in industry	300,000	1,500 (9.7%)	It negotiates and signs sector level collective agreements for white-collar workers of the manufacture of furniture sector	**EFBWW**
	The Swedish association for managerial and professional staff, LEDARNA	Supervisory staff in the private sector and self-employed	70,500	300 (1.9%)	It negotiates and signs sector level collective agreements for white-collar workers of the manufacture of furniture sector	CEC
The Netherlands	Dutch Trade Union Federation, Construction Sector, Section Wood and furniture, FNV Bouw	Construction industry, completion, hydraulics, housing services and wood & furniture	ND	2,840 (11.5%)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
	Construction and Woodworking Union, Christian Trade Union Federation, Hout en Bouwbond CNV	Wood and construction industry	ND	1,275 (5.1%)	It negotiates and signs sector collective agreements for the sector	**EFBWW**
United Kingdom	GMB	A wide range of activities	600,000	20,000 (16%)	It signs enterprise-level agreements as well as a national agreement for the sector	**EFBWW**
	Union of Construction, Allied Trades and Technicians, UCATT	All building trades	125,000	About 10% of the members are in the woodworking and furniture sectors	It signs enterprise-level agreements	**EFBWW**

Source: National reports
ND: No data

Elements of representativeness of EFBWW within the furniture manufacturing industry in Europe

As far as the furniture industry is concerned, EFBWW has affiliated members in 15 of the 25 countries taken into account in this study (Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Hungary, Italy, Luxembourg, Portugal, Spain, Sweden, The Netherlands and United Kingdom). However, the Polish trade union "Budowlani" benefits from an observatory status within EFBWW. In conclusion, EFBWW has no furniture members in Cyprus, Czech Republic, Greece, Ireland, Latvia, Lithuania, Malta, Slovak Republic and Slovenia (with particular situations for Poland as mentioned above). It should be noted that in Greece there is no organisation representing workers of the furniture industry at national level.

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

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

Employers' organisations

At European level

The European Furniture Manufacturers Federation (UEA)[16]

UEA represents the interests of the furniture manufacturers in Europe. It was founded in 1950 and has its headquarters in Brussels.

Currently, UEA has 27 affiliated members in 27 countries. Its main operating structure consists of:

- The General Council, which defines the priorities for the sector;
- The Directors' Board and the President, which constitute the executive bodies;
- The secretariat, which manages projects on the sector, provides information to the sector, authorities and public, makes studies about the sector and lobbies authorities at the European, international and national levels on subjects of interest for the sector;
- UEA Commissions.

The UEA has a mandate to engage in collective bargaining at the European sector-level. It has represented furniture manufacturers within the European social dialogue since 1993 and since 2001, it has represented furniture manufacturers within the sector social dialogue committee for this industry.

The European Furniture Industries' Confederation (EFIC)

Since the 1st March 2006, seven national federations active in the furniture industries have decided to create a new organisation representing this industry at the European level: The European Furniture Industries' Confederation (EFIC). Recently, EFIC has requested that the EU Commission be recognised as a social partner. Currently, social partners are being consulted on that request. The secretariat of this organisation is based at Brussels.

At national level

The following table presents for each country the different employers' organisations active in the manufacture of furniture industry.

For each organisation, the following information is presented:

- Activities covered by the organisation;

[16] Source: http://www.ueanet.com/ and *Furniture in Europe*, UEA, pp 1-5.

- The total number of members, as well as an estimate of the density (the density compares the number of member active in the furniture manufacturing industry with the total number of companies in NACE 36.1 in the country);
- The role of the organisation in the collective bargaining for the sector;
- The European affiliations of the organisation.

Employers' organisations active in the furniture industry by country

Country	Organisation	Covered sector	Company members (Density companies)	Role in national collective bargaining for the furniture industry	European affiliations
Austria	Federal Organisation of the Austrian Wood Industries, FH	Furniture industry, the construction elements industry (e.g. windows, doors, parquet floorings etc), the wood based panels industry, the saw milling industry and the ski industry	1,412 (100%)	The FH, BT and BB negotiate and conclude the sector collective agreements on behalf of all companies covered by their membership domain.	CEI-Bois EMMA EOS ERA-Wood EPF FEP GLULAM **UEA**[17]
	Federal Organisation of the Sculptors, the Wood Turners, the Manufacturers of Wooden Containers, of Brooms and Brushes, of Articles of Cork, Straw and Plaiting Materials, and of Toys, BB	The craft areas of the sculptors, the wood turners, the manufacturers of wooden containers, of brooms and brushes, of articles of cork, straw and plaiting materials, and of toys.	364 (100%)		None
	Federal Organisation of the Joiners, BT	Joinery understood in the broad sense (the craft segment of the manufacture of furniture but also some business activities outside, such as floor covering work (i.e. NACE 45.43.01)).	5,560 (100%)		None
Belgium	The Belgian Woodworking and Furniture Industry Federation, Fébelbois/Febelhout	Wood and furniture sectors	About 400 (around 17%)	It negotiates and signs sector level collective agreements for blue-collar workers within the secondary wood processing activities	CEI-Bois, **EFIC**, EPF, FEP, FEIC, WEI, FEIBP, FEFPEP, EBIA
	Houtunie Houtbewerkers	Construction industry	391 (ND)	It negotiates and signs sector level collective agreements for blue-collar workers within the secondary wood processing activities	EBC

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

	AGORIA	Metals and material, metal products, plastics, mechanical and mechatronical engineering, electrical engineering and electronics, ICT, automotive, aerospace, security and defence	10 in NACE 36.1 (ND)	It negotiates and signs sector level collective agreements for workers in the Joint Joint Committee for steel, mechanical and electrical constructions (JC 111) and in the Joint Committee for white-collar workers in metal fabrications (JC 209). These committees include workers from the metal furniture sector.	WEM Orgalime Eurométaux EuPC EICTA and others
Cyprus	Cyprus Furniture and Woodworking Industry Association, PASYVEX	Woodworking and furniture sectors	28 (7.6%)	It signs sector level collective agreement for the furniture sector	**UEA**
Czech Republic	Union of Employers in Wood Processing Industries, SZDP	Essentially active in the basic saw-mill industry, as well as in other fields of the wood processing (constructional joineries, cabinetries, manufacturers of music instruments, toys, sporting goods and brushes). Some member organisations also include forestry and trading companies, vocational schools and research institutions.	13 (about 1%)	It signs every year one collective agreement for the sector	None
	Association of Czech Furniture-Makers, AČN	NACE 36.1	40 (ND)	Usually, ACN concludes every year, one sector level agreement for the furniture sector. However, no collective agreement was signed for 2006.	**UEA**
Denmark	Association of Danish Woodworking Industries, TA	NACE 20 and 36.1	400 in NACE 20 and 36.1 (39.6% of NACE 20 and 36.1)	It does not negotiate collective agreements for the sector. The Confederation of Danish Industries (Dansk Industri, DI), to which it is affiliated, negotiates and signs the sector level agreement on behalf of TA.	CEI-Bois FEMIB **EFIC**
	Association of Danish Master Joiners and Carpenters, DST	SMEs and craft companies in NACE 20, 36.1 and in the building sector	500 in NACE 20 and 36.1 (24.8% of NACE 20 and 36.1)	It negotiates and signs collective agreements for the sector.	None
	Danish Construction Association, DB	The building sector and some companies in NACE 20 and 36.1	124 in the industry (12.3% of NACE 20 and 36.1)	It negotiates and signs collective agreements for the sector.	FIEC
Estonia	Estonian Woodworking Federation, Eesti Puutööliit	Timber processing (woodworking), furniture manufacturing as well as respective technology sellers and producers.	28 in woodworking and furniture sectors (1.8% of woodworking and furniture sectors)	Due to the low representation of both the Estonian Woodworking Federation and the trade union in the sector, there is no sector level collective agreement in the furniture sector.	**UEA**
Finland	Association of Finnish Furniture and Joinery Industries, AFFJI	Manufacture of furniture, manufacture of other builders' carpentry and joinery (NACE 20.309), and manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials (NACE 20.4 and 20.5).	26 in the furniture sector (1.7%)	It negotiates and signs collective agreements for NACE 20.309, 20.4, 20.5 and 36.1.	**UEA**

France	French Furniture Industry, UNIFA	The entire furniture sector as well as activities upstream from the creation of furniture, e.g. manufacture of upholstery fabric, upholsterer's suppliers, designers, etc.	700 (3.9%)	This organisation is legally recognised. It negotiates and signs collective agreements for the sector.	**UEA**
	Furniture Crafts Union, UNAMA	Craft companies operating in furniture, decoration and related crafts	600 (3.3%)	This organisation is legally recognised. It negotiates and signs collective agreements for the sector.	None
Germany	Association of the German furniture industries, VDM	Furniture industry	80% of furniture industries	It does not negotiate collective agreements for the sector. It is HDH (Association of the German woodworking and plastic industries) to which VDM is affiliated which negotiates and signs collective agreements for the sector.	**EFIC** (CEI-Bois indirectly, through HDH)
Greece	Pan-Hellenic Federation of Handicraft Associations of Wood Processing, POVSKX	The Federation mainly covers artisan producers such as : wood-makers, furniture-makers, polishers, wood-carvers, barrel-makers, shipbuilders, furniture upholsterers, etc.	ND	Every year, POVSKX concludes a sector collective employment agreement covering employees working in the wood-processing industry (including cabinet-makers, chair-makers, French polishers and workers engaged in furniture upholstery activities).	**UEA**
Hungary	Hungarian Furniture Federation	Both the woodworking and the furniture sectors	131 in both the woodworking and the furniture sectors (ND)	It takes part in sector level collective bargaining for the furniture industry	**UEA**
	The Hungarian Association of Joiners	Both the woodworking and furniture sectors	1,100 in the woodworking and furniture sectors (ND)	It takes part in sector level collective bargaining for the furniture industry	Internationale Union des Schreiner- und Möbelhandwerks
Ireland	Construction Industry Federation, CIF	All areas of the Irish construction industry	3,000 in total – no specific data for the manufacture of furniture sector (ND)	CIF and IBEC represent companies from NACE 36.1. However, they do not negotiate collective agreements for this sector (collective bargaining for furniture makers takes place exclusively at company level).	FIEC UEAPME
	Irish Business and Employers Confederation, IBEC	All sectors	7,000 in total – no specific data for the manufacture of furniture sector (ND)		UNICE
Italy	Federation of Wood, Furniture, Cork and Furnishing Italian Industries, Federlegno-Arredo	Wood, Furniture, Cork and Furnishing Italian Industries	2,500 (3.1% of woodworking and furniture)	It negotiates and signs sector collective agreements for industrial firms in the sector	CEI-Bois **EFIC**
	Italian Association of Wood and Furniture Industries, Unital	Wood and Furniture Industries	2,440 (3% of woodworking and furniture)	It negotiates and signs sector collective agreements for SMEs in the sector	None
	National Federation of Wood and Furniture, Legno e Arredo	Wood and Furniture Industries	30,000 (37% of woodworking and furniture)	It negotiates and signs sector collective agreements for craft companies in the sector	None
	CNA Manufacturing Union, CNA Produzione	Metalworking, woodworking and furniture, shipbuilding	23,000 (27.2% of woodworking and furniture)	It negotiates and signs sector collective agreements for craft companies in the sector	None
	Italian Federation of Wood Artisans, FIAL	Wood Artisans	ND	It negotiates and signs sector collective agreements for craft companies in the sector	None

	Confederation of Italian Free Crafts Associations, CLAAI	Free Crafts Associations	ND	It negotiates and signs sector collective agreements for craft companies in the sector	None
Latvia	The Latvian Forest Industry Federation, LFIF	The forest industry (starting from forestry to woodworking and manufacture of furniture)	122 (ND)	These organisations are not legally registered as employers' organisations. They are professional organisations that have no obligations to partake in the social dialogue. However, they have a dialogue and do have agreements with the Trade Union in the sector.	CEI BOIS UCBR UCBD
	The Association "Latvijas Mēbeles", Latvian Furniture	Manufacture of furniture	20 (10%)		**UEA**
Lithuania	Lithuanian Wood Association	The furniture, wooden houses and constructions, fences and garden equipment, paper, parquet, briquettes, pallets, plywood, wood panels, carpentry products, fibreboard, particleboard, and woodworking equipment sub-sectors.	113 (ND)	It is not recognised as a partner for social dialogue. The association has no interest in collective bargaining. The activities of the association are more lobbying-related	**UEA** CEI-Bois
Luxembourg	Federation of Luxembourg Industrialists, FEDIL	The sectors of industry, construction and business services	ND	FEDIL represents companies in NACE 36.1. However, it does not sign collective agreements for the sector as collective bargaining for industrial enterprises in the sector exclusively takes place at company level.	None
	The Luxembourg Association of Master Joiners asbl	Craft branch of the woodworking and furniture sectors	117 in the wood and furniture sector (80.4% of the craft branch of the wood and furniture sector)	It signs the only branch-level collective agreement specific to joiners (craft branch)	None
Malta	Malta Furniture Manufacturers Organisation, MFMO	Furniture Manufacturers	46 (4.4%)	It does not sign collective agreements for the sector	**UEA**
Poland	The Polish Union of Private Employers of Wood, Furniture and Pulp Industries, PUPEWFPI	NACE 36, as well as NACE 20.2 and 85.	7 in the woodworking and furniture sectors (0.001% of woodworking and furniture sectors)	It signs sector level collective agreements for the construction sector (including the woodworking and the furniture sectors)	None
	Polish Chamber of Commerce of Furniture Manufacturers, OIGPM	NACE 36.1, 73.10 E, 73.10 H	57 (ND)	It does not take part in social dialogue and does not sign collective agreement with trade unions.	**UEA**
Portugal	Portuguese Association for Wood and Furniture Industries, AIMMP	Wood and Furniture Industries	800 in the woodworking and the furniture sector (16% of the woodworking and furniture sector)	It negotiates and signs sector collective agreements for the sector	CEI-Bois EPF FEFPEB FEIC
	Association of Wood Industries of Central Portugal, AIMC	Sawmills, carpentry and furniture industries	158 in the woodworking and the furniture sector (3% of the woodworking and the furniture sector)	It negotiates and signs sector collective agreements for the sector	None

	Portuguese Association for Furniture and Similar Industries, APIMA	The manufacture of wooden furniture	400 (8%)	It negotiates and signs sector collective agreements for the sector	**UEA**
Slovak Republic	The Association of Wood Processing Manufacturers of the Slovak Republic, ZSD SR	Woodworking, furniture manufacturing, manufacturers and importers of machinery, tools and materials for wood processing and furniture manufacturing, ecological wood structures, traders in furniture.	58 in the furniture sector (ND)	It negotiates and signs every year a sector collective agreement for the sector	**UEA** CEI-Bois **EFIC** EUMABOIS
Slovenia	Wood Processing Association	Wood and Furniture Industries	332 companies from furniture sector (100%)	It negotiates and signs sector collective agreements for the sector	CEI-Bois
	Section on Wood and Paper Industry	Wood and Furniture Industries	23 companies from furniture sector (6.9%)	It negotiates and signs sector collective agreements for the sector	None
Spain	Spanish Confederation of Woodworking Industries, CONFEMADERA	Wood importers, Wood recovery, Wood protection, Recycling of pallets, Furniture businesses, Wooden containers and their components, Sawmills	27,000 in NACE 20 and 36.1 (70% of NACE 20 and 36.1)	It has signed the Second National Wood Industry Agreement.	CEI-Bois **EFIC**
	Spanish Federation of Furniture Businesses and Manufacturers, FEDERMUEBLE (sub-section of CONFEMADERA)	Manufacture of furniture	ND	It does not take part in collective bargaining for the sector. It is CONFEMADERA to which it is affiliated which signs sector-level collective agreements.	CEI-Bois EFIC (indirectly through Confemadera)
	Spanish Association of Furniture Manufacturers and Exporters, ANIEME	Manufacture of furniture	1,394 (7%)	It does not take part in collective bargaining or in social "concertation" in the sector.	**UEA**
Sweden	Swedish Federation of Wood and Furniture Industry, TMF	Joinery and cabinet-making branches (as well as mattresses)	736 in total, in which 154 for cabinet-making (18.3%)	It negotiates and concludes the sector collective agreements	CEI-BOIS **UEA**
The Netherlands	Central Union of Furniture Manufacturers, CBM	Furniture Manufacturers	530 (ND)	It negotiates and concludes the sector collective agreements	**UEA**
	Union of Frame Manufacturers, BLF	Frame Manufacturers	ND (ND)	It is formally signatory partner of the sector level collective agreement for the furniture industry. However, it is not physically present in the negotiations. It is more or less a sleeping partner	ND
United Kingdom	British Furniture Manufacturers, BFM	Furniture industry	320 (4.3%)	It negotiates a national labour agreement for the sector	**UEA**

Source: National reports
ND: No data

Elements of representativeness of UEA within the manufacture of furniture sector in Europe

UEA has affiliated members in 18 of the 25 countries taken into account in this study (Austria, Cyprus, Czech Republic, Estonia, Finland, France, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Slovak Republic, Spain, Sweden, The Netherlands and United Kingdom).

As far as activities are concerned, more than 60% of UEA members cover not only the furniture industry (NACE 36.1) but also some companies from the woodworking industry (NACE 20), from the construction industry, and/or from the forestry industry.

65% of UEA member organisations have the power to negotiate collective agreement for the furniture industry in their country. The members which do not have a mandate to take part in collective bargaining are found in Estonia (Due to its low representation of companies in the sector, the Estonian Forest Industries Association has no power to negotiate at sector level), in Lithuania (the activities of the Lithuanian Wood Association are more lobbying-related), in Malta, in Spain (Neither the Malta Furniture Manufacturers Organisation, nor the Spanish Association of Furniture Manufacturers and Exporters are recognised as a partner for social dialogue), and in Poland (the UEA member in Poland is the Polish Chamber of Commerce of Furniture Manufacturers and it is not recognised as a employers' organisation). The situation in Latvia is distinctive as the UEA member is not legally registered as an employers' organisation. It is a professional organisation that has no obligations to partake in the social dialogue. However, it has a dialogue and does have agreement with the Trade Union in the sector.

Elements of representativeness of EFIC within the manufacture of furniture sector in Europe

Out of the 25 countries taken into account in this study, EFIC has six members:

- the Belgian Woodworking and Furniture Industry Federation (Fébelbois/Febelhout);
- the Association of Danish Woodworking Industries (TA);
- the Association of German Furniture Industries (VDM);
- the Federation of Wood, Furniture, Cork and Furnishing Italian Industries (Federlegno-Arredo);
- the Association of Wood Processing Manufacturers of the Slovak Republic (ZSD SR);
- the Spanish Federation of Furniture Businesses and Manufacturers (FEDERMUEBLE-CONFEMADERA).

As far as activities are concerned, members from Belgium, Denmark, Italia and the Slovak Republic represent both the furniture and the woodworking industries, while members from Germany and Spain represent exclusively the furniture industry.

Unlike members from Belgium, Italia and the Slovak Republic, member from Spain does not have the power to negotiate collective agreement for the furniture industry. In Denmark, the Association of Danish Woodworking Industries (TA) does not directly negotiate collective agreements for the sector. This is the association Danish Industries (DI), to which it is affiliated, which negotiates and signs agreements. The same situation is observed in Germany where the responsibility to negotiate and sign sector level agreements does not belong directly to VDM, but belongs to the Association of the German Woodworking and Plastics Industries (HDH) to which it is affiliated.

4. Description of social dialogue in the sector

At European level

A sector social dialogue committee for the furniture industry was set up in March 2001. Within this committee, employers are represented by UEA, while workers are represented by EFBWW. Since 2001, three documents have been adopted within the framework of this committee:

- The procedural text of the committee *Règlement intérieur du comité de dialogue dans le secteur d'ameublement*, adopted in March 2001;
- *Joint declaration by the European social partners of the furniture sector on the enlargement at the occasion of their conference on the enlargement held in Budapest on 5-6 July 2002*.
- Joint declaration of the UEA and the EFBWW, on *the extension of the social dialogue in the enlargement countries*, 6 - 7 February 2004, Zvolen (Slovak republic).

At national level

The structure of social dialogue at national level is diverse and complex. In some countries, tripartite[18] consultation for the furniture industry takes place. In others, the structure of social dialogue in the sector is purely bipartite.

Tripartite concertation

Basic features of tripartite concertation specifically for the furniture sector

Country	Existence	Basic features of tripartite concertation	Results
Austria	No	/	/
Belgium	No	/	/
Cyprus	There is no specific tripartite dialogue for the furniture industry. However, if no agreement is reached in the framework of the bipartite sector level social dialogue, then the parties concerned can proceed to tripartite concertation under the chairmanship of the Ministry of Labour and Social Insurance.		
Czech Republic	No	/	/
Denmark	No	/	/
Estonia	No	/	/
Finland	No	/	/
France	Yes	This concertation takes place in exceptional circumstances (when there is a conflict or a deadlock in bipartite collective bargaining) and when at least one employees' organisation asks for it.	Collective agreements are signed between the social partners (the Ministry does not sign the agreement)
Germany	No	/	/
Greece	No	/	/
Hungary	There is regular but rather informal tripartite concertation for the sector. The main topics of these informal meetings are – among others – wages, underground economy, vocational training.		
Ireland	No	/	/
Italy	No	/	/
Latvia	There is no tripartite concertation in the sector. However, representatives from FSTWU, professional organisations, and government agencies are meeting on a regular basis in the Latvian Forest Advisory Council of the Ministry of Agriculture (LFAC), which only has an advisory power.		
Lithuania	No	/	/
Luxembourg	No	/	/
Malta	No	/	/

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

Poland	There is no tripartite social concertation specifically for the furniture industry. However, there are plans to establish a Tripartite Commission of Construction Industry and Related Sectors. The Commission would work upon the problems of woodworking and furniture industry. Two meetings working on the matters of establishing such Commission, initiated by the government, took place in 2006.		
Portugal	Yes	There are forms of consultation and meetings between the government and the social partners in the sector. These are considered as positive for the sector's development.	No agreements signed
Slovak Republic	No	/	/
Slovenia	No	/	/
Spain	Yes	Tripartite negotiation is not usual in the sector. However, an example of it has been seen recently with an agreement aiming to set up an Industrial Monitoring Sector Observatory in order to keep track of questions such as employment, company delocalisation, R&D and innovation... This agreement covers the woodworking and the furniture industry, but not the cork industry.	One agreement signed
Sweden	No	/	/
The Netherlands	Yes	Tripartite concertation in the furniture industry takes place at a general habit only concerning the subject of occupational safety and health.	One tripartite agreement, so-called Occupational Safety and Health (OSH) Covenant
United Kingdom	Yes	Occasional consultation. There is also a Furniture Industry Strategy Group which was formed in order to address concerns about the competitiveness of the UK furniture manufacturing industry. This forum involves unions, employers and the Department of Trade and Industry (DTI).	No agreements signed

Source: national reports

Bipartite social dialogue

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

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

	Structure of sector bipartite social dialogue for the furniture industry	**Sector Collective agreements**	**Coverage rate**
Austria	Collective bargaining for NACE 36.1 almost exclusively takes place at the sector level, sometimes also, at multi-sector level. Collective bargaining is differentiated by employee categories (i.e. blue- and white-collar workers) on the one hand, and, by the production system (i.e. industry in the narrow sense as distinct from craft production) on the other hand.	2 sector collective agreements for blue-collar workers; 3 sector collective agreements for white-collar workers	100%
Belgium	Social dialogue for the furniture industry takes place at sector level in two Joint Committees: one covers blue-collar workers of the secondary wood processing industry; one covers white-collar workers whose employers are not attached to any particular Joint Committee. In addition, blue-collar workers active in the manufacture of **metal** furniture are covered by the Joint Committee for steel, mechanical and electrical constructions (JC 111) and white-collar workers by the Joint Committee for white-collar workers in metal manufacturing (JC 209).	Various sector level collective agreements	100%
Cyprus	Collective bargaining takes place at the sector level and covers both the woodworking and the furniture sectors.	One sector level collective agreements	Nearly 100%[19]

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

Czech Republic	Collective bargaining for NACE 36.1 takes place at the sector level and at the enterprise level. At sector level, two agreements are usually concluded. One mainly covers the woodworking sector as well as some companies of the furniture and consumer industries and of the forestry industry. The other one covers specifically for the furniture sector. However, this agreement has not been renegotiated for 2006.	Two sector level collective agreements are concluded every year but only one is in force for the moment.	ND (1.28% of companies in the sector)
Denmark	The 'Wood's Agreement' is the most important collective agreement for the sector. It covers both the woodworking and the furniture industries. Collective bargaining also takes place at the company level. The provisions of the sector level agreement form the basis for further negotiations at company level.	Various sector collective agreements	80%
Estonia	Bipartite social dialogue at sector level is not developed for the furniture sector. Collective bargaining only takes place at enterprise level.		
Finland	Furniture workers and enterprises are covered by two collective agreements: The first is the collective agreement for blue-collar workers in the carpentry industry; The second is the collective agreement for lower level white-collar workers in the carpentry industry. These agreements cover the furniture sector (NACE 36.1) and some sub-sectors of the woodworking industry: employees in manufacture of builders' carpentry and joinery (NACE 20.309), and manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials (NACE 20.4 and 20.5).	2 sector collective agreements	Nearly 100%[20]
France	Collective bargaining for the sector takes place at sector level and at the enterprise level. One national collective agreement for enterprises in the furniture manufacturing industry is in force for the moment. It should be noted that the companies producing plastic or semi-plastic furniture can choose between the collective bargaining of the manufacture of furniture and the collective bargaining of the plastic or semi-plastic industry. However, the metallic furniture is not covered by collective bargaining for the furniture industry but is dealt with by the metallurgical sector.	Sector collective agreements signed at the national level	100%
Germany	Bipartite collective bargaining for the woodworking and furniture sectors takes place both at the sector and the company level. However, the most important level for collective bargaining is the sector.	Sector level collective agreements	80-90%
Greece	There is no bipartite social dialogue exclusive to the furniture sector. Cabinet-makers, chair-makers, French polishers and workers engaged in furniture upholstery activities are covered by an annual collective labour agreement for the wood-processing industry. This agreement is concluded every year.	1 annual collective labour agreement for the wood-processing industry	ND
Hungary	In 20th March 2006, the Sector Dialogue Committee for Forestry, Woodworking and Furniture Sector has been formed. No collective agreement has been concluded in this framework yet. Consequently, workers of the sector are still covered by an agreement signed in 2002 and covering the furniture sector exclusively.	1 collective agreement is in force	ND
Ireland	There is no sector level social dialogue for the furniture sector. Most of the collective bargaining for furniture makers takes place at a company level. These agreements mainly relate to pay and conditions of employment, such as health and safety issues. Exact details on the number and content of these agreements are not available.		
Italy	The Italian collective bargaining structure is articulated on a two-tier system: a first level industry-wide agreement (CCNL), and a decentralised one (regional, provincial or company). The former provides minimum standards concerning pay, working time, working conditions and equal opportunities for women and men. The latter provides for the implementation of the CCNL and is mainly addressed to variable pay and incentives. As far as the furniture sector is concerned, three CCNL are in force. The fields of application of these CCNL are related to the firms' size (i.e. industrial firms, SMEs, and craft companies). These CCNL cover both furniture and woodworking sectors. In addition, some plastic furniture companies are covered by plastics industry-wide agreements.	3 CCNL: one for industrial firms, one for SMEs, and one for craft companies	ND

[20] One agreement covers 100% of workers concerned while the other one covers the majority of workers concerned.

Latvia	Although legally no collective bargaining in the sector of Woodworking and Furniture is taking place, a dialogue between professional organisations and the trade union is present. This dialogue covers both the woodworking and the furniture sectors.	1 Collective agreement for the woodworking and furniture sectors and another collective agreement especially for the furniture sector will be concluded soon.	60-70% of the turnover in the market
Lithuania	Social dialogue in the wood and furniture sectors is united by the single employers' association and single national union representing both sectors together. However, there is no sector level social dialogue due to the resistance of the employers' side. Hence all social dialogue takes place at the company level.		
Luxembourg	Collective bargaining for the sector is differentiated between craft enterprises (for which a branch-level collective agreement, covering construction turners and cabinet makers, coffin manufacturers, wood sculptors, manufacturers of shutters and of roll shutters, fitters, model makers, parquet floor layers etc., is concluded) and industrial enterprises (for which collective bargaining only takes place at company level but until now none enterprise in the sector has signed collective agreement.)	One sector level collective agreement	100% of the workers concerned
Malta	In line with the collective bargaining trends in Malta, all the collective bargaining in the furniture industry takes place at company level.		
Poland	Sector level collective agreements covering the construction sector (including the woodworking and furniture industries) are concluded in Poland. There is no conflict between these organisations, however the atmosphere is not conducive to a permanent cooperation. In the opinion of workers' organisation, employers' organisations of the sector are badly organised and not interested in social dialogue; they only make difficult the process of formulating and signing of collective agreements for the whole sector initiated by the trade unions.	Various sector level collective agreements	ND
Portugal	Collective bargaining for the sector takes place at the sector level and covers the following activities: cutting, felling and sawing of wood (CAE 20.1); wood panels (CAE 20.2); carpentry and other wood products (CAE 20.3, 20.4; 20.51 and 20.52); wood import and export (CAE 51.130; 51.531); manufacture of Furniture (CAE 36.1).	2 Collective Labour Contracts	100%
Slovak Republic	Collective bargaining takes place at sector level and covers NACE 20 and 36.1.	1 sector level collective agreement is concluded every year	ND
Slovenia	Collective bargaining for the sector takes place at the sector and the enterprise levels. It covers both the woodworking and the furniture sectors.	The validity of the last sector agreement was terminated in 2005.	100%
Spain	There is one sector level collective agreement covering the manufacture of furniture sector: The Second National Wood Industry Agreement (covering woodworking and furniture industry, with the exception of the cork industry).	1 national sector level agreement	85-90% (estimate)
Sweden	Collective bargaining for the sector takes place at the sector level. Collective bargaining is differentiated by employee categories (i.e. blue- and white collar workers) on the one hand, and by sub-sectors on the other hand: - branch agreements for the Joinery/Cabinet-making (NACE 20, with the exception of NACE 20.1 and NACE 36.1) - branch agreements for upholstered furniture.	Various sector collective agreements cover the sector	> 95%
The Netherlands	Collective agreements are negotiated exclusively at the sector level and concern employment conditions in the sector. In addition, a social fund for all kind of purposes and a supplement fund for the purpose of early retirement are established.	Various sector collective agreements	100% coverage (extended)
United Kingdom	Collective bargaining over pay takes place at company level. At national level, a labour agreement was recently signed for the Furniture Manufacturing Industry.	1 sector national agreement	ND

Source: National reports
ND: No data

Summary Table: Levels of social dialogue in the furniture industry

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

Source: National reports
X= existing level of bargaining

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

- In **Estonia**, the low representativeness of actors in the sector leads to the fact these actors have no mandate to negotiate at sector level. It should also be noted that, whatever the sector under consideration, social partnership and social dialogue at the sector level is not very common in Estonia due to the low representation, and often also due to the institutional and financial shortcomings of social partners' institutions. Collective agreements on wages and working conditions are being negotiated only in a limited number of sectors and companies.

- In **Ireland**, it is the significant decrease in size of many companies in the sector that has led to the disappearance of sector level collective bargaining for the furniture industry.
- In **Lithuania**, the resistance of the employers' organisation (the Lithuanian Wood Association) hinders the development of a collective bargaining process for the sector. This association is not recognised as a partner for social dialogue and its activities are more lobbying-related.
- In **Malta**, there is no industrial relations tradition to negotiate at sector level. All collective bargaining takes place at the company level.

It should be noted that in **Luxembourg**, only craft enterprises of the furniture sector are covered by a sector level collective bargaining. For industrial enterprises, collective bargaining only takes place at the company level.

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

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

- In Hungary[21] and the United Kingdom[22], a sector level collective bargaining process specific to the furniture sector has been identified;
- In 15 countries (Austria, Belgium, Cyprus, Denmark, Finland, Germany, Greece, Italy, Latvia[23], Luxembourg (craft), Poland, Portugal, Slovak Republic, Slovenia and Spain) furniture sector is included within a larger collective bargaining process including not only this activity, but also related activities such as the woodworking sector, the construction industry, the shipbuilding and repairing industry,… It should be noted that in the majority of them (11 out of the 15 under consideration), a collective bargaining process covering specifically both the woodworking sector and the furniture manufacturing industry has been identified;
- In the Czech Republic, France, the Netherlands and Sweden, sector level collective bargaining consists of a mix between two scenarios. For instance, in the Netherlands, a sector collective agreement covers the furniture industry (NACE 36.1) according to a product based classification, that is, the agreement covers not only manufacturers of wooden furniture, but also manufacturers of furniture of other materials. However the agreement does not cover metal furniture companies, which are included into the collective agreement for the Metalworking and electrical engineering Sector.

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

---

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

[22] Even if collective bargaining over pay takes place at company level, a national labour agreement was recently signed for the furniture manufacturing industry.

[23] Currently, dialogue covers both the woodworking and the furniture sectors. However, a collective agreement covering specifically the furniture sector will be soon concluded.

NATIONAL REPORTS

AUSTRIA

1. Description of the sector

Delimitation and activities of the sector

For this report, the manufacture of furniture is understood to refer to NACE 36.1 activities.

Socio-economic features of the sector[24]

Summary table: Companies (2003)

Sub-sectors	Number of companies	% companies without employees	% companies with 1-9 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE 36.1	3,697	ND	79.5	18.6	1.6	0.3

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

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies 1-9 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE 36.1	3,458	31,577	1.0	24.0	37.4	21.3	17.3

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

Turnover of NACE 36.1 accounts for 1.1% of national GDP. No reliable data on the underground economy are available. However, it is not seen by the representatives of business and labour as a problem particularly plaguing the sector.

As far as the structure of employment is concerned, blue-collar workers prevail in terms of numbers[25]. Among blue-collar workers, skilled workers who have a craft certificate (Lehrabschluss) awarded upon conclusion of a vocational training course represent the majority of the sector, as regards qualifications. In terms of gender, the sector is clearly male dominated. Full-time, standard employment is the most common pattern, such that forms of atypical work are relatively rare. Wage levels tend to be lower than those in manufacturing in general and the economy as a whole. In the case of craft production of furniture the share of labour costs in total costs was around 40% in 2004. This is rather high.

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

[25] In many cases, disaggregated statistics are not available for NACE 36.1.

The number of employees in the sector has remained fairly stable since the early 1980s, in contrast with most other manufacturing sectors, which recorded a decline in employment. Generally, the sector benefits from the fact that Austria is rich in forests and thus wood. Hence, it is one of the major manufacturing sectors in terms of both employees and production.

A specific characteristic of the entire Austrian manufacturing sector (and thus the sector under consideration) is worth mentioning. This is the formal divide between ‘industrial’ production in the narrow sense (Industrie) and small-scale craft production (Gewerbe), as laid down by the Trades Code (Gewerbeordnung) (Guger et al. 2000). Accordingly, 'industry' in the narrow sense is defined by characteristics such as capital-intense production; a high degree of mechanization; standardized mass production; production process involving a high degree of division of labour and using a large number of employees; and the organisational separation of management functions from execution. It is understood that craft production shows none or only a few of these characteristics. In contrast with 'industry', craft production is normally bound to the award of certain qualifications earned through vocational training. From the industrial relations perspective, this divide is important in the sense that the domains of the employer associations and the purview of the collective agreements echo this divide. This also holds for NACE 36.1.

2. Organisations active in the sector

Workers’ organisations

All trade unions dealing with NACE 36.1 are member unions of the Austrian Federation of Trade Unions (Österreichischer Gewerkschaftsbund, ÖGB). The ÖGB and its member unions are voluntary associations that are financed by voluntary dues paid by their members. The domains of the member unions are demarcated by sector and employee category (i.e. blue- vs. white-collar workers). It is extremely difficult to estimate the density ratio of both the member unions and certain member sub-groups, since the membership domains of the unions crosscut conventional statistical definitions. Therefore, the density ratios reported below by the union representatives should be taken as very rough estimates.

As a voluntary association, the ÖGB obtains legal recognition as a bargaining party. Only the ÖGB (in contrast with its member unions) has the legal right to conclude collective agreements[26]. In practice, this means that the unions autonomously negotiate collective agreements for their members, while formally they have to sign the collective agreements in the name of the ÖGB. The ÖGB (together with its member unions) has a de facto monopoly on bargaining on behalf of labour.

Two ÖGB member unions are active in NACE 36.1: GPA and GBH

The **Union of Salaried Private Sector Employees (Gewerkschaft der Privatangestellten, GPA)** represents the white-collar employees in the entire private sector (including in NACE 36.1). It had a total of 287,558 members in 2002. Precise data on the number of white-collar employees working within the GPA’s domain do not exist. Hence, only a rough estimate can be made which yields an overall density of approximately 30% within the GPA’s domain. There are no membership figures on NACE 36.1 available. According to estimates by union officials, density in the sector under consideration is approximately 50%. The GPA has about 370 staff members. It negotiates three collective agreements for the private-sector white-collar workers of NACE 36.1.

The **Construction and Woodworkers Union (Gewerkschaft Bau-Holz, GBH)** organises the blue-collar workers in the entire construction sector and the woodworking and wood processing sector. This includes all of NACE 36.1. In 2002 the GBH’s total membership was 153,827. Union officials estimate union density for the sector under consideration at around 35%. Traditionally, union membership is higher in industry than in the craft segment of the sector. The GBH has about 130 staff members. It regularly negotiates two collective agreements for the blue-collar employees of NACE 36.1.

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

Workers' organisations

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

Source: Interviews; [a] estimate by the interview partners, [b] date: 2002

ND: No data

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

Employers' organisations

All employers' associations concerned with NACE 36.1 are sub-units of the Austrian Federal Economic Chamber (Wirtschaftskammer Österreich, WKÖ), i.e. they belong to the WKÖ's Federal Organisations. Each WKÖ Federal Organisation has nine Länder sub-units, echoing the federal structure of the Austrian state.

The membership unit of the WKÖ's Federal Organisations is the business licence. It does not correspond to the number of companies or establishments. Indeed, companies often have more than one licence[27], such that the number of licences under the umbrella of a certain Federal Organisation normally exceeds the number of member companies if the Federal Organisation's scope comprises more than one licence.

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

As part of the WKÖ, each Federal Organisation is an employers' organisation directly eligible to conclude collective agreements. The WKÖ and its sector sub-units have this capacity *ex lege*, in contrast with the other employers' organisations, which have voluntary membership, and for which a special recognition procedure is required. As regards NACE 36.1, only the WKÖ's Federal Organisation listed below conducts collective bargaining on behalf of businesses, since there are no other employers' organisations. As the membership domains and responsibilities are defined in a complementary, non-competitive way, each Federal Organisation has a de facto bargaining monopoly in its respective area.

Within the WKÖ, the **Federal Organisation of the Austrian Wood Industries (Fachverband der Holzindustrie, FH)** organises the following five branches of industry: the furniture industry, the construction elements industry (e.g. windows, doors, parquet floors, etc), the wood-based panels industry, the saw milling industry and the ski industry[28]. In sectoral terms, the domain of the FH covers not only NACE 36.1 but also other branches of industry.

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

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

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

The FH negotiates and concludes collective agreements on behalf of all companies covered by its membership domain (three collective agreements on behalf of NACE 36.1 employers).

The membership domain of the **Federal Organisation of Joiners (Bundesinnung der Tischler, BT)** covers joinery in the broad sense. Hence, its domain comprises not only the craft segment of the manufacture of furniture but also related business activities, such as floor covering work (i.e. NACE 45.43.01). In 2001, the BT had 5,560 member companies, with a total of 36,919 employees (Wirtschaftskammer Österreich n.d.). As is general practice in the crafts sector, the BT shares its staff with other Federal Organisations in the sector. In administrative respects, crafts relating to wood, plastics and motor vehicles form a common group (Bürogemeinschaft). This group (to which the BT belongs) has 5 full-time staff members. BT concludes collective agreements on behalf of the companies in its domain. This includes almost all the craft segments of NACE 36.1, for which BT concludes two collective agreements.

The membership domain of the **Federal Organisation of Sculptors, Wood Turners, Manufacturers of Wooden Containers, Brooms and Brushes, Articles of Cork, Straw and Plaiting Materials, and Toys (Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller, BB)** embraces the craft areas of sculptors, wood turners and the manufacture of wooden containers, brooms and brushes, articles of cork, straw and plaiting materials, and toys. Hence, the domain of the BB includes minor parts of NACE 36.1. In 2001, the BB had 364 member companies with a total of 1,329 employees (Wirtschaftskammer Österreich n.d.). In administrative respects, the BB is part of the Bürogemeinschaft representing the areas of wood, plastics and motor vehicles. This group of craft-related Federal Organisations (to which both the BT and BB belong) has 5 full-time staff members. BB concludes collective agreements on behalf of companies in its domain.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in the organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC?	Others	
FH	1,412[a]	32,553	100%[b]	Yes	UEA[29]	CEIBOIS, EMMA, EOS, ERA-Wood, EPF, FEP, GLULAM	DGfH, CIB
BT	5,560[a]	36,919	100%[b]	Yes	No	No	No
BB	364[a]	1,329	100%[b]	Yes	No	No	No

Source: Interviews and associations' documents; [a] date: 2001, [b] mandatory membership.
*Density: number of companies that are affiliated to the organisation concerned divided: - by total number of companies with activities in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of companies with activities in this sub-sector within the country if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation

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

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

3. Industrial relations in the sector

Tripartite concertation

Concertation processes in the sense of institutionalised tripartite dialogue do not exist in the case of NACE 36.1, with the exception of a rather 'technical' issue. For the dual system of vocational training, all the unions and employers' organisations listed above[30] participate in the formulation of the demarcation, qualification profiles and curricula of apprenticeships for their respective domain.

Bipartite social dialogue

Sectoral level

Collective bargaining for NACE 36.1 takes place almost exclusively at sectoral level, sometimes also at multi-sectoral level, when a certain number of sectoral negotiators team up to form a bargaining cartel. Collective bargaining is differentiated by employee categories (i.e. blue- and white-collar workers) on the one hand, and by the production system (i.e. industry in the narrow sense as distinct from craft production) on the other. Generally, the purview of the collective agreements follows the domain of the Federal Organisations involved in the respective bargaining process. This means that the purviews of the collective agreements crosscut the demarcation of NACE 36.1.

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

The pattern of regularly concluded sectoral collective agreements

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

[a] As demarcated by the membership domain of the FH (including furniture), with the exception of the particle and fibreboard industry.
[b] Including the BT and the BB.
[c] As demarcated by the membership domains of the Federal Organisations involved.
[d] As demarcated by the membership domain of the FH.

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

[e] Including the FH.
[f] As demarcated by the membership domains of the Federal Organisations involved.

As can be seen from the table above, GBH negotiates two agreements for blue-collar workers in the furniture sector: a sectoral agreement for the "wood industry" and a multi-sectoral collective agreement for blue-collar workers in numerous sectors of craft production (including NACE 36.1 craft production). The GPA regularly negotiates three collective agreements that embrace NACE 36.1 white-collar workers: one cross-sectoral type of collective agreement for workers in craft production; one wage agreement for wood industry white-collar workers; one inter-industry umbrella agreement on behalf of all white-collar workers in industry. There is no obligation to participate in collective bargaining.

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

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

Collective bargaining is characterised by a high degree of stability and a cooperative climate. Union representatives, however, note that negotiations are sometimes more difficult than in other sectors, which appears to be due to the governance structure of the two sectors (i.e. the identity of ownership and management). The representatives of both business and labour nevertheless trust that the social partners will be able to rise to the future challenges (globalisation, flexible working time (in which the FH is interested) and further training[31]).

Company Level

Since individual employers are not vested by labour law with the power to engage in collective bargaining, company-level agreements do not exist.

In contrast with company collective agreements, plant agreements are important mechanisms, which supplement the sectoral agreements when it comes to regulating employment relations in the major companies. Employee representation is institutionalised at firm and at multi-firm (i.e. associational) level[32]. In every establishment with five or more employees, a works council (Betriebsrat) must be set up, if the workforce so requests. These can either be formed separately for white-collar workers and blue-collar workers, or may combine representation of both categories. In multi-plant companies, each works council is entitled to elect a certain number of its members to a central (enterprise) council. The works council's rights are precisely defined, ranging from information and consultation to co-determination, including the opportunity to conclude plant agreements (Betriebsvereinbarungen) with management for a rather narrow range of social and personnel matters.

Due to the relatively small size of the companies in the sector under consideration, works councils are not widespread.

---

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

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

Acronyms

BB:	Federal Organisation of Sculptors, Wood Turners, Manufacturers of Wooden Containers, Brooms and Brushes, Articles of Cork, Straw and Plaiting Materials, and Toys (Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller)
BT:	Federal Organisation of Joiners (Bundesinnung der Tischler)
DGfH:	German Society for Wood Research (Deutsche Gesellschaft für Holzforschung)
FH:	Federal Organisation of the Austrian Wood Industries (Fachverband der Holzindustrie)
GBH:	Construction and Woodworkers Union (Gewerkschaft Bau-Holz)
GLULAM:	European Association of Glued-laminated Timber Manufacturers (Europäische Vereinigung der Holzleimbauindustrie)
GPA:	Union of Salaried Private Sector Employees (Gewerkschaft der Privatangestellten)
ÖGB:	Austrian Federation of Trade Unions (Österreichischer Gewerkschaftsbund)
WKÖ:	Austrian Federal Economic Chamber (Wirtschaftskammer Österreich)

BELGIUM

1. Description of the sector

Delimitation and activities of the sector

Statistics in Belgium observe the definition laid down in the NACE classification. Accordingly, the statistical data presented below are based on NACE 36.1 “Manufacture of furniture”.

For the manufacture of wooden furniture, the socio-economic data presented below cover the entire **secondary wood processing sector,** namely the manufacture of wooden furniture (NACE 36.1), the manufacture of wooden crates and pallets, the manufacture of wooden construction components (joinery and carpentry components, skirting, parquet flooring, etc.), the manufacture of wood panels and white cooperage (NACE 20.2 to 20.5).

The royal decree setting out the areas of competence of Joint Committee 126 gives a relatively clear description of the activities coming under the secondary processing of wood: the JC for the Furniture and Woodworking Industry (JC 126) covers blue-collar and white-collar workers in 23 branches of activity such as the manufacture, trade and storage of furniture (excluding metal furniture) and mattresses; the woodworking sector (excluding sawmills); leasing and/or installation of all material (excluding sound, video, lighting and signposting installations) for fairs, exhibition and festivities; the manufacture, leasing and/or installation of stands, decorations, theatre sets, etc.

Blue-collar workers active in the manufacture of **metal** furniture are covered by the Joint Committee for steel, mechanical and electrical constructions (JC 111) and white-collar workers by the Joint Committee for white-collar workers in metal manufacturing (JC 209).

Socio-economic features of the sector

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 199 employees	% companies with > than 200 employees
NACE 36.1	925	ND	81.2	15.5	3.1	0.2

Source: ONSS, 2005.

Summary table: Workers (2005)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-199 workers/ Number of employees in the sector (%)	Number of employees in companies with > 200 workers/ Number of employees in the sector (%)
NACE 36.1	ND	16,731	0.6%	15.6%	36.3%	29.2%	18.9%

Source: ONSS, 2005.

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

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

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

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

2. Organisations active in the sector

Workers' organisations

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

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

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

Three occupational confederations within the CSC/ACV are active in secondary wood processing:

- *CSC/ACV Building and Industry* (CSC-Bâtiment et industrie/ACV-Bouw en Industrie) – 230,000 members – was created from the merger in 1998 of the Christian Federation of Building and Woodworkers (CCTBB, Centrale Chrétienne des Travailleurs du Bois et du Bâtiment, founded in 1921) and the Christian Federation of General Workers (Centrale Chrétienne des Diverses Industries, CCDI, founded in 1988). Its members are blue-collar workers in sectors such as building, stonework, cement and wood. It has a staff of almost 170. The federation affiliates around 68% of blue-collar workers for the entire wood and furniture industry.

- *Union for Clerical Workers and Managerial Staff in Wallonia and Brussels (Centrale Nationale des Employés, CNE-GNC)* – 120,000 members – represents white-collar workers and managerial staff in the private sector in the Brussels Region and the Walloon Region. It is structured by sector (commerce, finance, industry, the non-market sector and Joint Committee 218[33]). This organisation affiliates 250 people in the woodworking and furniture sectors.
- *Union for Clerical Workers and Managerial Staff in Flanders and Brussels (Landelijke Bediende Centrale-Nationaal Verbond voor Kaderpersoneel, LBC-NVK)* – 294,149 members – represents white-collar workers and managerial staff in the private sector in Brussels and in the Flemish Region.

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

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

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

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

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

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

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

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

Workers' organisations

	Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
		Total number of members	Number of members working in the sector			*European affiliations****		*Other affiliations*****
						Member of EFBWW?	Others	
CSC/ACV	CSC/ACV Building and Industry	230,000	17,856 in woodworking and furniture industry	68% (CSC/ACV estimate)	Yes	EFBWW	FGE EMCEF	BWI
	CNE-GNC	120,000	250 in woodworking and furniture industry	6% of white-collar workers in woodworking and furniture industry	Yes	No	EMCEF	-
	LBC-NVK	294,000	ND	ND	Yes	No	EMCEF	-
FGTB/ABVV	CG/AC	355,000	8,486 in woodworking and furniture industry	32% of workers in woodworking and furniture industry	Yes	EFBWW	EMCEF UNI-Europa EFFAT ETUF-TCL	BWI ICEM UNI IUF ITGLWF
	SETCa/BBTK	324,000	ND	ND	Yes	No	-	-
CGSLB/ACLVB		220,000	ND	ND	Yes (CP 126)	EFBWW	ETUC	ICFTU

Source: Trade unions (2006)

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

Employers' organisations

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

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

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

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

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

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

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

AGORIA, previously known as Fabrimétal, is the multi-sector federation for the technology industry, and is one of the country’s leading sectoral employers’ federations. It is organised into 11 main industry branches (metals and materials, metal products, plastics, mechanical and mechatronical engineering, electrical engineering and electronics, ICT, automotive, aerospace, security and defence), and has 5 regional associations. Agoria’s structure is also based on the country’s institutional structure, and there are therefore 3 interregional associations: Agoria Bruxelles/Brussel, Agoria Vlaanderen and Agoria Wallonie. The whole organisation has 250 staff.

Agoria represents nearly 1,300 member companies, only about 10 of which are linked to the manufacture of metal furniture. The organisation says that nearly 300,000 people are employed in the technology industry, which is the scope corresponding to the sectors that it covers. Agoria generates over a quarter of added value to the Belgian industry.

This organisation has 10 mandates on Joint Committee 111 and 11 mandates on Joint Committee 209.

Agoria is a member of the Federation of Enterprises in Belgium (Fédération des Entreprises de Belgique/Verbond van Belgische Ondernemingen, FEB/VBO), which represents the interests of employers at federal and interprofessional levels. At international level, it is affiliated to a number of European federations including Orgalime, Eurométaux, EuPC and EICTA, and to the Western European Metal Trades Employers’ Organisation (WEM).

Employers’ organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of member companies	*Total number of workers employed by member companies*			Member of UEA or EFIC?	Others	

Fébelbois/Febelhout	Around 400	ND	Around 17%	Yes	EFIC	CEI-Bois, EPF, FEP, FEIC, WEI, FEIBP, FEFPEP, EBIA	-
Houtunie Houtbewerkers	391	ND	ND	Yes	No	EBC	-
Agoria	1,300 in total, 10 of them linked to NACE 36.1	About 55	ND	Yes	No	WEM, Orgalime, Eurométaux, EuPC, EICTA and others	No

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

3. Industrial relations in the sector

Tripartite social dialogue

Social dialogue for secondary wood processing is mainly bipartite. A tripartite dialogue is nonetheless starting to develop in the Flemish Region, where the social partners in the sector have signed an agreement with the Flemish Government on employment and training in the wood sector (including the manufacture of wooden furniture).

Bipartite social dialogue

At sector level

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

- the Joint Committee for the Furniture and Woodworking Industry (JC 126) for blue-collar workers ;
- the Auxiliary National Joint Committee for White-Collar Staff (JC 218).

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

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

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

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

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

The organisations sitting in this JC are:

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

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

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

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

The organisations with seats in this JC are:

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

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

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

In addition, blue-collar workers active in the manufacture of **metal** furniture are covered by the Joint Committee for steel, mechanical and electrical constructions (JC 111) and white-collar workers by the Joint Committee for white-collar workers in metal manufacturing (JC 209). The trade unions representing workers within JC 111 and JC 209 are FGTB/ABVV, CSC/ACV and CGSLB/ACLVB. On the employers' side, metal furniture companies are representing by Agoria. 14 collective agreements on the JC 111 and two on the JC 209 were signed in 2005.

According to AGORIA, the manufacture of metal furniture is a marginal activity within the Belgian economy.

At company level

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

According to the main employers' organisation for secondary processing of wood, the rare company-level agreements concluded in recent years have mostly been related to restructuring plans.

Acronyms

CG/AC:	General Federation (Centrale Générale/Algemene Centrale), within the FGTB/ABVV
CGSLB/ACLVB:	Federal of Liberal Trade Unions of Belgium (Centrale Générale des Syndicats Libéraux de Belgique/Algemene Centrale der Liberale Vakbonden van België)
CNE:	Union for Clerical Workers and Managerial Staff in Wallonia and Brussels (Centrale Nationale des Employés)
CSC/ACV:	Confederation of Christian Trade Unions (Confédération des Syndicats Chrétiens/Algemeen Christelijk Vakverbond)
FEB/VBO:	Belgian Federation of Employers (Fédération des Entreprises de Belgique/Verbond van Belgische Ondernemingen)
Fébelbois/Febelhout :	Belgian Woodworking and Furniture Industry Federation (/Belgische Federation van de Hout- en Meubelindustrie)
FGTB/ABVV:	Belgian General Federation of Labour (Fédération Générale du Travail de Belgique/Algemeen Belgisch Vakverbond)
LBC-NVK :	Union for Clerical Workers and Managerial Staff in Flanders and Brussels (Landelijke Bediende Centrale-Nationaal Verbond voor Kaderpersoneel)
ONSS :	National Office for Social Security (Office National de la Sécurité sociale/ Rijksdienst voor Sociale Zekerheid)
SETCa/BBTK:	Belgian Union of White-Collar Staff, Technicians and Managers (Syndicat des Employés, Techniciens et Cadres de Belgique/Bond der Bedienden, Technici en Kaders van België)

CYPRUS

1. Description of the sector

Delimitation and activities of the sector

In Cyprus, the activities covered by the furniture industry correspond to the code DN 36.1 of the NACE Rev.1: Manufacture of furniture.

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

Socio-economic features of the sector[34]

Summary table: Companies/Enterprises (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE DN 36.11	113	54.0	45.1	0.9	0	0
NACE DN 36.12	23	8.7	47.9	39.1	4.3	0
NACE DN 36.13	8	0	50.0	50.0	0	0
NACE DN 36.14	446	35.9	56.3	7.8	0	0
NACE DN 36.15	9	11.2	44.4	22.2	22.2	0
Total NACE DN 36.1	**599**	**37.4**	**53.4**	**8.5**	**0.7**	**0**

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

The furniture sector is one of the smallest sectors in the economy of Cyprus. In 2004, its annual contribution to GDP at current market prices was 27.4 million Cyprus pounds or 0.4% of GDP. No accurate figures on the shadow economy in the sector are available but it is reckoned to be relatively small and is attributed mainly to under-reporting by firms.

According to the 2000 Census of Establishments, there were 612 enterprises in the sector. 74.8% were in the manufacture of other furniture (NACE 36.14), 19.3% in the manufacture of chairs and seats (NACE 36.11), 3.4% in the manufacture of other office and shop furniture (NACE 36.12), 1.3% in the manufacture of mattresses (NACE 36.15) and 1.2% in the manufacture of other kitchen furniture (NACE 36.13). The sector was characterised by the small size of enterprises (76.2% employing 1-4 persons). The distribution of these enterprises by ownership was: 51.8% privately owned, 44.9% limited companies, 3.1% partnerships and 0.2% other legal entities. There are no governmental enterprises in the sector. As regards geographical distribution, 50.4% of the establishments were in the Nicosia District, 25.6% in Limassol District, 16.4% in Larnaka District, 4.7% in Paphos District and 2.9% in Ammochostos District.

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

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE DN 36.11	110	56	0.02	82.1	17.9	0	0
NACE DN 36.12	5	386	0.15	11.9	53.9	34.2	0
NACE DN 36.13	0	106	0.04	44.3	55.7	0	0
NACE DN 36.14	225	1027	0.39	51.2	48.8	0	0
NACE DN 36.15	2	213	0.08	7.1	23.9	69.0	0
Total NACE 36.1	**342**	**1,788**	**0.68**	**36.2**	**48.2**	**15.6**	**0**

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

According to the 2000 Census of Establishments, 2,826 persons were employed in the sector. 10.7% were employers, 10.9% self-employed, 78.1% employees and 0.3% contributing family members. Women accounted for 2.1% of the total full-time employment and the major part of workers (78.8%) were craftsmen and related workers[35]. The educational level of the labour force, based on the 2001 Census of Population was: 38.5% completed Lyceum (6 years secondary), 17.2% gymnasium (3 years secondary), 34.4% primary school, 3.8% post-secondary, 3.8% university and 2.3% had education below full primary level.

The furniture sector has been experiencing relatively low or negative rates of growth during the last five years. The index of quantity production dropped from 100 units in 2000 to 94.4 in 2002, rose to 102.1 in 2003 and dropped to 97.9 in 2005. This is attributed to a fall in external demand for furniture and the increased import penetration. Furniture exports rose from 7.6million Cyprus pounds (CyP) in 1995 to 10.7million CyP in 2000 and gradually declined to 6.9 million CyP in 2005, whilst imports of furniture rose from 17.9 million CyP in 1995 to 47.7 million CyP in 2000 and 78.8 million CyP in 2005. The main problems faced by the furniture industry pertain to technological upgrading, inadequate infrastructure, increased foreign competition, low productivity due, inter alia, to lack of skilled workers, fragmentation of enterprises and wide product range, and the harmonisation with the EU standards and regulations.

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

[35] Source : Census of Population of 2001.

2. Organisations active in the sector

Workers' organisations

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

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

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

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

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

The total number of members of the organisation is about 13,000 of which 500 are white-collar workers. In the furniture sector, the union has 200 members.

As it is registered as a trade union, the Cyprus Building, Wood, Mines and General Workers Trade Union is legally recognised and therefore it takes part in consultations at sector, enterprise and tripartite levels. It also has the capacity to sign agreements at all levels. However, in its areas of activities, the collective agreements are nearly all confined to the sub-sector level. In the furniture sector, it has recently signed one collective agreement at sector level.

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

The Federation of Builders, Miners and Related Workers (Omospondia Ikodomon, Metallorihon ke Sinafon Epagelmaton Kiprou) was created in 1959 and registered as a trade union with the Ministry of Labour and Social Insurance. Funds mainly come from membership subscriptions and 16 people work as full-time staff within the organisation. Elections are held every four years at the General Congress of the trade union, whereby a five member Executive Committee is elected by majority vote.

The total number of members of the organisation is about 10,000 of which 600 are white-collar workers. In the furniture sector, the union has 200 members.

As it is registered as a trade union, the Federation of Builders, Miners and Related Workers is legally recognised and therefore it takes part in consultations at sector, enterprise, and tripartite levels. It also has the capacity to sign agreements at all levels. However, in its areas of activities, the collective agreements are nearly all confined to the sub-sector level. In the furniture sector, it has recently signed one collective agreement at sector level, which is in force. It also participates in tripartite concertation and can negotiate and sign agreements within this framework. In the furniture industry, tripartite concertation was not considered necessary in recent agreements.

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

Workers' organisations (2005)

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
Cyprus Building, Wood, Mines and General Workers Trade Union (PEO)	13,000	200	11%	Yes	No	No	UITBB
Federation of Builders, Miners and Related Workers (SEK)	10,000	200	11%	Yes	No	No	BWI

Source: Trade Unions and the Statistical Service of Cyprus.

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

Employers' organisations

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

Two employees work for the organisation on a full-time basis. Its funds come mainly from membership subscriptions. Some revenue is also raised from the organisation of seminars and exhibitions. At present, PASYVEX has 79 members' enterprises (28 in the furniture sector). These are active in carpentry, furniture making, mattresses and various other branches of the woodworking and furniture sectors (NACE DD 20 and DN 36.1).

The organisation is legally recognised on the basis of its registration with the Registrar of Trade Unions. It takes part in collective bargaining at sector level and has the power to negotiate and sign collective agreements at this level. One agreement signed by the organisation is in force for the moment in the furniture sector (this agreement also covers the woodworking sector). Its duration is 2 years.

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

Employers' organisations(2005)

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
					*European affiliations****		*Other affiliations*****
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Member of UEA or EFIC ?	Others	
PASYVEX	79 in total; 28 in the furniture sector	400	7.6%[36]	Yes	UEA	No	No

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

3. Industrial relations in the sector

Tripartite concertation

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

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

Bipartite social dialogue

a) At sector level

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

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

---

[36] The density has been calculated on the basis of the number of enterprises **with employees** in the furniture sector: About 370.

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

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

b) At company level

There is no collective bargaining at the enterprise level for the furniture industry.

Acronyms

CSIL: Centro Studi Industria Leggera

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

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

PEO: Pancyprian Federation of Labour (Pankipria Ergatiki Omospondia)

SEK: Cyprus Confederation of Workers (Synomospondia Ergaton Kiprou)

CZECH REPUBLIC

1. Description of the sector

Delimitation and activities of the sector

One fundamental economic classification used for statistical purposes in the Czech Republic is the "Sector Classification of Economic Activities" (Odvětvová klasifikace ekonomických činností, OKEČ). OKEČ is fully based on NACE and consequently, statistical data presented in this report are based on NACE DN 36.1. "Manufacture of furniture".

In industrial relations term, the furniture sector is generally linked to others sectors. For instance, within the Trade Union of Workers in Woodworking Industry, Forestry and Water Management in the Czech Republic (OS DLV) - one trade union operating in the sector - the same organisational section covers woodworking, furniture-making and retailing. Similarly, the Bohemian-Moravian Trade Union Federation (Č-MOS) represents not only the furniture sector but also the paper and pulp industry.

As far as collective bargaining is concerned, to date one higher-level collective agreement (HLCAs) has been concluded purely for businesses in the furniture-making industry and another HLCA has been concluded for woodworking, furniture-making, retail and forestry management sectors. This differentiation corresponds to the sector structure of the member base of employers' organisations: hence the first HLCA has been concluded by the Czech Furniture-makers' Association (Asociace českých nábytkářů, AČN) which represents exclusively furniture manufacturers, whereas the second HLCA has been concluded by the Union of Employers in Wood Processing Industries (Svaz zaměstnavatelů dřevozpracujícího průmyslu, SZDP) which negotiated both for its members in the wood processing industry and for certain firms in the furniture-making industry, the retail industry and forestry management.

Socio-economic features of the sector

In the Czech Republic, the furniture sector accounts for a very small proportion of the national economy in terms of employment (0.96%), economic units (0.2%) and value added (0.97%). It is estimated that the grey economy plays a minimal role in this sector.

Various indicators (NACE DN 36.1)

	2002	2003	2004	2005
Average registered number of employees (natural persons)	39,301	38,451	38,211	ND
As a % of employees in the national economy	0.96	0.95	0.96	ND
Average monthly wage per head (CZK)	11,498	11,939	12,903	13,606
Gross added value in group 36.1 as a % of total gross added value at current prices	0.72	0.62	0.97	ND

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

Note: Data for average monthly wage per head 2002 – 2005 and for gross value added in year 2004 was available only for the whole sector 36. However, Furniture manufacture forms the major part of the OKEČ 36 sector (in which it accounts for approximately 70% of foreign exports, for example).

According to the Register of Economic Subjects maintained by the CZSO, there were 4,198 business entities registered in NACE 36.1 at December 31, 2005. The following table presents their breakdown by legal form and size of the workforce:

Breakdown of business entities by legal form and by number of employees (NACE DN 36.1)

Breakdown by legal form:			Breakdown by number of employees:		
	absolute	*%*		*absolute*	*%*
self-employed	3,184	75.85	no employees	1,227	29.23
commercial companies	907	21.60	1-9 employees	487	11.60
cooperatives, state firms, other	107	2.55	10-100 employees	468	11.15
Total	**4,198**	**100.0**	>100 employees	68	1.62
			not stated	1,948	46.40
			Total	**4,198**	**100.0**

Source: Register of Economic Subjects, CZSO 2005

The furniture industry is characterised by a large number of micro-firms and small enterprises. 29% of business entities do not employ salaried workers and 76% of the sector's business entities are self-employed people. The core businesses in the sector are large enterprises, such as Tusculum, a.s. Rousínov (manufacture of lounge and bedroom furniture), Jitona, a.s. Soběslav or ALFA, a.s. Říčany u Prahy (office, kitchen, bedroom and lounge furniture), Koryna nábytek, a.s. Koryčany (kitchen and office furniture).

In 2004, the average registered number of employees (individuals) in the furniture sector was 38,211. As can be seen from the first table, the workforce in the sector has remained at a relatively stable level in recent years. In term of gender, 73% of workers in the sector are male. Most are crafts workers and machine operators, chiefly with secondary school education without school-leaving examination. Just less than one quarter of employees completed secondary school education with the school-leaving examination.

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

Employment characteristics (NACE DN 36.1)

ISCO	**%**	**Education**	**%**	**Work contract**	**%**	**Full-time/part-time**	**%**	**Sex**	**%**
Legislators and managers (1)	3.8	Basic education - ISCED 1,2	7.2	Permanent contract	95.1	Full-time	97.3	Men	72.5
Professionals (2)	1.5	Secondary without GCE. - ISCED 3	68.0	Fixed term contract	4.9	Part-time	2.7	Women	27.5
Technicians (3)	10.1	Secondary with GCE - ISCED 3,4	23.1						
Clerks (4)	5.3	University - ISCED 5,6	1.7						
Service and sales workers (5)	0.9								
Craft and related trades workers (7)	44.1								
Plant and machine operators (8)	28.8								
Elementary occupations (9)	5.5								

Source: Labour Force Survey, Czech Statistical Office 2005

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

Wage (NACE DN 36)

	2002	2003	2004	2005
Average monthly wage per head in NACE DN 36 (CZK) [37]	11,498	11,939	12,903	13,606
National average wage (CZK)	15,866	16,920	18,035	19,030

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

In recent years, the furniture sector has been gaining in strength in terms of turnover, book value added and work productivity; employment levels are generally stable. Domestic consumption of Czech-made furniture is on the rise (with consumption of cheap Polish furniture in decline) and the consumption of output from small and medium-sized Czech manufacturers is growing. Domestic production still has the best prospects on the domestic market.

2. Organisations active in the sector[38]

Workers' organisations

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

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

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

---

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

[38] Sources: Interview with representatives of the social partners, web sites of OS DLV, SZDP, AČN (Č-MOS does not have its own web site).

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

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

Every year, OS DLV concludes one higher-level collective agreement (HLCA) for the woodworking, furniture-making and retail industry and forestry management in the Czech Republic. Its partner is the Union of Employers in Wood Processing Industries. The HLCA for 2005 (effective until December 31, 2005) covered in total 49 employers employing 6,322 employees, in which 63 basic organisations of OS DLV with 1,940 members operated. In the furniture sector proper, the trade union has 15 basic organisations (i.e. a total of 1,740 trade union members). For 2006, this agreement was signed on 25 April 2006.

In addition, OS DLV concludes one HLCA for the furniture industry every year with Č-MOS and AČN. However, no collective agreement was signed for 2006.

OS DLV does not negotiate enterprise-level collective agreements (ELCAs) directly. These are negotiated by the trade union's basic organisations. However, at the request of a member organisation, OS DLV may provide support for the negotiations (information, consulting etc.), and possibly (particularly if the employer permits) OS DLV officials or assigned experts may personally take part in the talks. The aforementioned 15 basic organisations operating in the furniture sector concluded a total of 11 ELCAs for 2005 covering a total of 3,026 employees (1,430 trade union members of OS DLV).

The **Bohemian-Moravian Trade Union Federation** (Česko-moravské odborové sdružení, Č-MOS) was founded in August 2000. Its members are trade union organisations that split from OS DLV. According to the chairman of the Federation, whom we interviewed, the reason for the split was discontent with OS DLV's work, especially with the support it gave its member organisations. Economic considerations also played a part, i.e. the size of subscriptions paid towards the work of OS DLV's head office and regional offices.

The Federation provides labour-law consultancy, assistance in collective bargaining, specialist training for members and officials and other services required by basic organisations. It is funded by membership subscriptions. It mainly represents members in the paper and pulp industry but also some companies in the furniture sector. According to this organisation, the number of members totals 2,300 (1,300 in the furniture sector[41]). Č-MOS's membership comprises employees of all categories (chiefly blue-collar professions) and also pensioners (approx. one tenth of total membership). Men and women are equally represented. One employee works for the organisation.

The Federation concludes two HLCAs, one for the paper and pulp industry and one (with AČN) for the furniture sector. However, no collective agreement was signed for 2006 in the furniture sector. Č-MOS does not negotiate enterprise-level collective agreements (ELCAs) directly.

---

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

[41] according to Č-MOS.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
OS DLV	25,500 (round figure)	1,740 in the furniture sector	About 5% of workers in the furniture sector	Yes	No	No	BWI, PSI (Public Services International)
Č-MOS	2,300	1,300	About 3.4% of workers in the furniture sector	Yes	No	No	No

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

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

Employers' organisations

The **Union of Employers in Wood Processing Industries** (Svaz zaměstnavatelů dřevozpracujícího průmyslu, SZDP) was founded at the general meeting held in Prague on April 10, 1991. The thirty founding companies, essentially active in the basic sawmill industry, were soon joined by new members active in other fields of the wood processing (constructional joineries, cabinet makers, manufacturers of musical instruments, toys, sporting goods and brushes). Membership also includes forestry and trading companies, vocational schools and research institutions. Today, SZDP totals 66 members[42] and has become one of the major organisations within the Union of Employers´ Associations of the Czech Republic (Unie zaměstnavatelských svazů ČR). Its members are firms of various size categories: Some have only one employee, while others employ over 2,000 people. Regular SZDP members (of all represented sectors) employ a total of 5,959 employees (as of March 31, 2006); affiliated members a total of 310 employees. SZDP operates nationwide. Its funding is based on membership subscriptions and one employee (SZDP secretary) works for it.

Recognition procedures do not exist in the Czech Republic. The SZDP has traditionally been featured as a social partner in sector social dialogue and, every year, it signs one HLCA for all represented branches with OS DLV,, including furniture. In the furniture sector the collective agreement concluded for 2006 concerns 13 companies. The SZDP does not take part directly in collective bargaining at company level. SZDP companies have so far concluded 11 ELCAs for 2006 (in all represented branches).

The **Association of Czech Furniture-Makers** (Asociace českých nábytkářů, AČN) was founded in 1995, following up the tradition of joinery guilds that played a crucial role in the professional growth and social recognition of the trade, industry and design in the inter-war period in particular.

The Association mainly covers the sector defined as NACE/OKEČ 36.1. Its mission and objective is to promote and represent the shared interests of businesses involved in the development, production and sale of furniture and furniture components and in exhibiting furniture at national and international level. Among other things, the Association is the administrator of the "Czech quality – furniture" brand. AČN is funded by membership subscriptions and it creates 1.5 converted jobs.

---

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

According to AČN's web site, the Association has 40 members[43], comprising large firms, small firms and technical colleges. The Association's members account for approximately 40% of total furniture production.

AČN has so far concluded HLCAs with Č-MOS and OS DLV. However, the Association has not signed an HLCA for 2006 yet; according to the Association's secretary, one reason was the disagreement with the new labour legislation (new Labour Code) currently being enacted. This collective agreement was last signed for 2005 and, according to the Association's secretary, covered 3 members of AČN with a total of 4,300 employees.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
SZDP	66 in total and 13 in the furniture sector	6,269[44] in total, ND in the furniture sector	About 1%	Yes	No	No	No
AČN	40	ND	ND	Yes	UEA	No	No

Source: SZDP, AČN, CZSO, RILSA .

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

3. Industrial relations in the sector

Tripartite concertation

No tripartite platform exists in the sector of furniture and no tripartite talks take place[45].

---

43 According to the questioned representative of the AČN, the Association currently has over 100 members.

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

45 According to the questioned representatives of sectoral trade union organisations.

Bipartite social dialogue

At sector level

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

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

In the furniture sector, 13 companies are covered by this HLCA (1.28% of companies in the sector[46]). All employees of SZDP members are covered by the agreement. There is no data regarding the exact number of workers covered by the agreements as the number of workers in the 13 SZDP member companies in the sector is not available.

Procedures for extending collective agreements to parties that are not signatories to the agreement exist in the Czech Republic[47]. However, the HLCA signed for the furniture sector was not extended, as the parties did not ask for it.

In addition, C-MOS and OS DLV conclude one HLCA specifically for the furniture sector, every year. The partner on the employers' side is the AČN. However, they have not signed an HLCA for 2006 yet. Indeed, AČN is currently blocking collective bargaining, claiming that the Association is prepared to start collective bargaining if any of its members so requests.

At the enterprise level

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

OS DLV reports a total of 11 ELCAs signed as of December 31, 2005. In addition, Č-MOS reports 2 ELCAs signed amongst its members. This means that 1.28%[48] of companies in the sector are covered by an ELCA. ELCAs cover all the employees of the company concerned. According to OS DLV, these 11 ELCAs cover 3,026 employees in the sector. In addition, ELCAs concluded by Č-MOS members cover 2,500 employees. As a result, 5,526 employees in the furniture sector are covered by ELCAs, i.e. 14.5% of employees in the sector. Unlike HLCAs, ELCAs are not subject to extension in the Czech Republic.

[46] This coverage rate is calculated on the basis of the total number of companies in the sector (4,198) minus the number of self-employed companies (3,184), i.e. 1,014.

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

[48] This coverage rate is calculated on the basis of the total number of companies in the sector (4,198) minus the number of self-employed companies (3,184), i.e. 1,014.

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

Acronyms

AČN: Association of Czech Furniture-Makers (Asociace českých nábytkářů)

CZSO: Czech Statistical Office

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

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

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

Č-MOS: Bohemian-Moravian Trade Union Federation (Česko-moravské odborové sdružení)

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

DENMARK

1. Description of the sector

Delimitation and activities of the sector

The Danish Industrial Classification follows the NACE Rev.1.1 Classification[49]. The figures presented in this study concern companies and employees in group 36.10: "Manufacture of furniture".

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

Socio-economic features of the sector

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

111-sector grouping	Companies	Full-time equivalents	Turnover	Export	Gross value added
	Number		Million EUR		
Total (National level)	275,637	2,168,346	319,711	77,047	157,590
3610 Furniture Industry	1,021	18,471	2,805	1,453	1,088

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

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

Sector/Sub-sector	Number of companies in the Sub-sector	Number of employees in the Sub-sector	Total employment in the Sub-sector
3611 Manufacture of chairs and seats	389	3,417	3,664
3612 Manufacture of office and shop furniture	108	2,109	2,141
3613 Manufacture of kitchen furniture	75	2,600	2,626
3614 Manufacture of other furniture	403	9,724	9,917
3615 Manufacture of mattresses	46	621	ND
3610 Furniture Industry total	**1,021**	**18,471**	**Approx 19,000**

Source: Statistics Denmark: General Firm Statistics: Account statistics for selected detailed sectors, (DB03) 2003
Note: NACE 3615 in relation to furniture is missing from these statistics but can be calculated - except for 'total employment'.

Tables above are taken from General Firm Statistics of the Statistics Denmark and cover the year 2003. As can be seen from the first table, the share of the furniture industry in the national GDP, expressed as gross value added, is 0.69%. Export covers around half of the total turnover in Danish furniture industry. The second table shows that the Manufacture of other furniture sub-

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

sector (3614) is the largest sub-sector in terms of companies and employment. None of the employers' and employees' organisations within the furniture industry estimate the underground economy to be of any significance.

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

Summary table: Companies (3rd quarter 2002)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 100 employees	% companies with > than 100 employees
NACE 36.1	666	5.71	48.65	34.38	6.01	5.26

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

Summary table: Workers (3rd quarter 2002)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-100 workers/ Number of employees in the sector (%)	Number of employees in companies with > 100 workers/ Number of employees in the sector (%)
NACE 36.1	ND	17,775	0.81	7	29	15	49

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

The furniture industry has experienced a decline in employment: in 4th quarter 2000, the employment peaked with 23,600 employees; in the same quarter 2002, employment had declined to 18,800 employees. The latest figures, 4th quarter 2005, show that 16,400 were employed in the furniture industry in Denmark. This is a decline of 30% over five years.[50]

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

The majority of workers in the sector could be classified as skilled blue-collar workers – either highly skilled through a special craft training or skilled through experience or continuing vocational training. Information from the Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg i Danmark, TIB) indicates that around 28% of the workers in the furniture industry are skilled workers and 72% are unskilled/acquired skilled workers[51]. TIB information also indicates that 25% of its members are women. Among the unskilled members, women comprise 29.3%, while women are represented with 13.3% among the skilled members (TIB, April 2006). The TIB confirms that the number of women has increased significantly within the upholstery industry because the profession has become trendy.

---

[50] Figures are from Statistics Denmark and based on atp-payment and seasonally adjusted. 4th quarter normally shows the peak of the year.

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

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

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

2. Organisations active in the sector

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

Workers' organisations

The **Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg, TIB)** represents the trade union side in the wood and furniture sectors. It is a democratic membership controlled organisation, comprised by 31 autonomous local unions divided all over the country. TIB is the result of many mergers and acquisitions of unions within woodworking, manufacturing industry and the building trade[52]. The union activities are entirely funded through membership subscriptions. Altogether, it has 122 elected and 203 staff (i.e. 325 employees), which corresponds to 308 full-time equivalents.

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

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

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

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

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

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

Workers' organisations

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

Source: Statistics Denmark and TIB

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

Employers' organisations

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

The member companies of TA cover approximately 66% of employees in the woodworking and furniture sectors[53]. They contribute to TA and DI through a membership subscription, which currently amounts to 0.4% of the single company's total wage sum paid to the employees. TA employs six staff directly.

As in the case of the employees' organisations, membership of TA is voluntary and recognition is reciprocal. TA's counterpart on the employees' side is TIB. However, all employers' associations that took part in founding DI, or joined the organisation later, leave the actual competence to conduct collective bargaining with DI. This means that DI is the joint employers' organisation for all members[54]. In the specific case of TA, negotiators from DI conduct the sector collective bargaining with TIB – called the Wood's Agreement - on behalf of TA. In practice, there is a close contact between DI and TA during the negotiations but TA does not actually sign the agreement.

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

DST was founded in 1925, when the first association of master joiners was created. In 1993, this association merged with the master carpenters to become the existing Association of Danish Master Joiners and Carpenters. DST is affiliated with the higher-level organisation, the Federation of Small and Medium-Sized Enterprises (Håndværksrådet, HVR). It could be seen as an alternative to DI for the SMEs that do not want to disappear – or be invisible - among the interests of the larger companies. DST has 500 small and medium-sized enterprises as members[55]. It signs one collective agreement in the sector, which is concluded with TIB. This agreement covers 6% (estimate) of the workers in the sector.

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

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

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations	
	Total number of member	*Total number of workers*			*European affiliations****	*Other affiliations*****

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

[54] The sector agreement, the Industry Agreement, signed between DI and the counterpart CO-industri, is the most influential sector agreement in Denmark.

[55] These members make a yearly turnover of DKK 700 million equivalent to EUR 94 million.

	companies in this organisation	*employed by member companies*			Member of UEA or EFIC ?	Others	
TA	400 in NACE 20 and 36.1[56]	Approx. 20,000 in NACE 20 and 36.1	39.6% of NACE 20 and 36.1	No (DI negotiates and signs the agreement on behalf of TA)	EFIC	CEI-bois, FEMIB	DI DA
DST	500 in NACE 20, 36.1 and in the building sector	3,200 in NACE 20, 36.1 and in the building sector	24.8% of NACE 20 and 36.1	Yes	No	No	HVR
DB	5,219 in total (124 in the industry)	24,321 in total (2,431 in the industry)	12.3% of NACE 20 and 36.1	Yes	No	FIEC (European Construction Industry Federation)	DA

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

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

3. Industrial relations in the sector

Tripartite concertation

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

Bipartite social dialogue

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

At sector level

[56] TA informs that the members cover 485 production units. 400 companies are listed as members on DI’s home page concerning TA.

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

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

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

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

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

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

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

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

At company level

Collective negotiations at company level take place between the company management and/or owner on the employers' side[57] and the shop steward (the unions' representative) on behalf of the employees. It is only in case of industrial disputes that the sector employers' organisation will represent the employer directly[58]. Due to the companies' dual membership of both TA and DI, it will be DI that in case of dispute will represent the employer.

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

Acronyms

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

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

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

ESTONIA

1. Description of the sector

Delimitation and activities of the sector

In Estonia, from the national statistics point of view, the furniture sector (NACE 36.1 - Manufacture of furniture) includes the following activities: NACE 36.11 (Manufacture of chairs and seats); NACE 36.12 (Manufacture of other office and shop furniture); NACE 36.13 (Manufacture of other kitchen furniture); NACE 36.14 (Manufacture of other furniture); NACE 36.15 (Manufacture of mattresses).

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

Socio-economic features of the sector

The furniture industry has been one of the traditional industries of Estonia that has proven itself on the foreign markets after restructuring in the beginning of 1990s. The main competitive advantage has, so far, been in low labour costs compared to Western Europe. The main exported product groups include living and dining room furniture, bedroom furniture, and mattresses. The importance of exports in sales has been high in recent years (over 70%), however, the export success on foreign markets is endangered by the rising labour costs. There have been several foreign direct investments made into Estonian furniture sector; however the share of foreign ownership is below the manufacturing average. Generally, the sector has lower productivity compared to other manufacturing industries.

Table 1 presents the dynamics of GDP over the years of 2000-2004. As is seen from the table, the share of furniture industry in the GDP is continuously growing and represented 3.6% in 2003.

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

	2000	2001	2002	2003	2004
Furniture	2,970	3,714	4,142	4,585	ND
Total value added	82,705.1	92,927.5	103,556.6	112,763.2	125,660.9
GDP at market prices	92,937.7	104,459.0	116,915.3	127,333.8	141,493.4
Share of furniture sector from GDP (%)	3.20	3.56	3.54	3.60	ND

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

As can be seen from table 2, the absolute numbers of net sales and exports have been growing in the period of 2000–2004. The shares of net sales and exports in the national economy have been relatively stable showing similar speed of growth as that of the whole economy. In 2003, net sales of furniture industry comprised about 1.5% of the total sales and exports 4.5% of total exports; however, the share of exports has decreased by one percentage point in 2004. The absolute sum and the share of profits have decreased constantly to 0.5% of all profits in 2004, as a result of low export prices and growing labour and material costs.

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

		2000	2001	2002	2003	2004
Total	*Net sales*	254,649,181	291,410,783	327,726,866	354,411,304	417,176,287
	Export	55,999,112	67,021,772	74,449,090	81,189,620	104,094,897
	Total profit	10,935,989	11,143,840	15,620,992	20,559,991	23,810,846
Furniture	*Net sales*	3,810,353	4,581,380	5,012,036	5,466,145	5,861,729
	Export	2,480,617	3,152,884	3,344,157	3,627,315	3,595,413
	Total profit	203,017	244,737	230,119	135,207	126,709
Share of furniture in the total (%)	*Net sales*	1.5	1.6	1.5	1.5	1.4
	Export	4.4	4.7	4.5	4.5	3.5
	Total profit	1.9	2.2	1.5	0.7	0.5

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

As can be seen from the following table, the number of enterprises in furniture sector has been growing in recent years (the same trend has been observed for the whole economy). The majority of companies employ between 1-9 people (the share of such enterprises was more than 60% in 2004). The production activities of furniture sector are spread all over the country, mostly concentrated near the larger towns (Tallinn, Tartu, Pärnu).

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

	2000	2001	2002	2003	2004	
					absolute	*percentage*
1-9 employees	231	263	262	283	301	62.6%
10-19 employees	49	53	55	61	53	11%
20-49 employees	43	42	39	57	66	13.7%
50-99 employees	27	33	34	29	28	5.8%
100-249 employees	18	20	23	29	27	5.6%
250 and more employees	6	6	6	6	6	1.3%
Total	**374**	**417**	**419**	**465**	**481**	**100%**

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

The furniture sector has a growing number of employees, except in the last year, 2004. The share in total employment has similarly grown up to the year 2003 and then declined in 2004, because of both the decline in the absolute number of workers in the furniture sector and growth of numbers of average employees in the economy.

Table 4. Employed people in furniture sector, 2000-2004

	2000	2001	2002	2003	2004
In companies with 1-9 employees	974	ND	977	ND	ND
In companies with 10-19 employees	703	ND	ND	ND	ND
In companies with 20-49 employees	ND	ND	ND	ND	ND

In companies with 50-99 employees	ND	ND	ND	ND	ND
In companies with 100-249 employees	2,374	2,775	3,113	3,908	ND
In companies with more than 250 employees	4,650	4,654	4,719	4,100	3,242
Total	**11,945**	**12,812**	**13,310**	**13,566**	**12,807**
Share of furniture employees from total number of employees (%)	3.14	3.32	3.31	3.33	3.07

ND – due to the small sample size, the data are not published.

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

According to the Labour Force Survey data, the majority of workers (around 68%) in the furniture sector are men. Most of the workforce has primary education with vocational training. 40% of employees in the sector work as craft and related workers, and 20% as plant and machine operators and assemblers

The average monthly wages in the furniture sector was 6,351 EEK in 2004. This is below the national average wage at the same time (7,287 EEK). Wages in the sector has increased constantly between 2000 and 2004: 7-13% per year[59].

The sales and exports of the Estonian furniture industry have shown increasing trends in recent years. Similarly, the share of furniture production in manufacturing industry, the number of furniture producers and the employment in furniture industry have grown. However, the year 2004 shows a downturn in some economic indicators (profits, employment), the others (sales, exports, number of companies) have grown, however, at a slower rate than the overall economy. In terms of demand, the developments in the main target market, the EU, are favourable, while the competition between different countries (including transition countries) is intensifying. The positions of Estonian producers are very different in this respect. In general, the recipients of FDI tend to be stronger than domestic companies. The labour productivity in the Estonian furniture industry is rather low in international comparison, but also in domestic comparison with other industries. In the case of the furniture industry, foreign-owned companies are far more export-oriented than domestic counterparts and have substantially (about 1.5 times) higher productivity levels, while investing less into technology and having considerably lower fixed assets per employee (Ukrainski, Vahter, 2003). The concentration process reflecting the general trend of furniture industries across Europe has not taken place in Estonia (the number of enterprises with more than 250 employees has been constant in recent years).

The availability of domestic resources (production of sawn wood and wood-based panels), the closeness of main target markets (Germany, Finland, UK, Sweden and Denmark), and availability of good transport capabilities (sea ports) are the main strengths of Estonian furniture industry. An important role has been played by foreign direct investments, which have allowed transfers of knowledge as well as financial resources. As in other industries in the forestry and wood sector, the Estonian furniture producers also benefit from favourable labour costs (however, in the competition with Asian producers, the labour costs are still higher in Estonia) (Ukrainski, Vahter, 2003). Since the wages have been growing constantly, the sustainability of the sector depends on the ability to raise productivity levels compared to wages.

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

2. Organisations active in the sector

Industrial relations in the furniture sector are evolving gradually and slowly. The cross-sector trade union organisation, which also represents woodworking employees was created in 1990. On the employers' side, there is one sector organisation. The main reason for a low level of partnership is that more than 60% of enterprises are very small (1-9 employees) and it is complicated to create trade union organisations under these conditions.

Workers' organisations

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

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

EMT AÜ is recognised by the employers' organisation (Estonian Woodworking Federation) as a partner for information exchange and cooperation. However, EMT AÜ has no power to negotiate for the furniture sector because of its low representation of the employees in the sector.

At company level, EMT AÜ has the power to negotiate and sign collective agreements in most of the larger furniture companies. In fact, EMT AÜ has signed 10 collective agreements over the period 2005-2006, 5 of which were in companies of the furniture sector. Additionally to the agreements mentioned, EMT AÜ has successfully terminated the negotiations with three more furniture companies and the collective agreements are about to be signed[60].

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

Workers' organisations

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

Source: *EMT AÜ*

[60] According to the EMT AÜ, it has to be noted, that the existing collective agreements are not fully reflected in the Register of Collective Agreements. According to the Register of Collective Agreements, EMT AÜ has concluded only one collective agreement since 2001, when the register was created. The agreement covered a company (Optiroc AS) from the construction industry and did not extend to other companies in the sector. The companies have generally no motivation for registering the existing collective agreements. However, according to the Collective Agreements Act, all collective agreements should be registered in the Register of Collective Agreements.

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

Employers' organisations

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

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

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

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

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Estonian Woodworking Federation	28 in woodworking and furniture sector	2,800 in woodworking and furniture sector	1.8% of the woodworking and furniture sectors[61]	No	UEA	No	No

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

61 As this organisation is active in both the woodworking and the furniture sectors, density has been calculated on the basis of the total number of companies in both the woodworking and furniture sectors (1,552).

3. Industrial relations in the sector

Tripartite concertation

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

Bipartite social dialogue

At sector level

Bipartite social dialogue is not well developed in the furniture sector. It was only at the end of 2005 that the Estonian Woodworking Federation and EMT AÜ signed a social partnership cooperation memorandum, which establishes a mutual information exchange, cooperation in improving work safety, advancing the relevant vocational education, and a system of qualification assignment. The cooperation is planned to extend also to the furniture sector workers organisations abroad by securing the rights of Estonian furniture workers working abroad.

At company level

Collective bargaining in the furniture sector only takes place at company level. In this process, EMT AÜ plays the central role as the representative of employees. The collective agreements signed by EMT AÜ, cover currently four out of six of the largest furniture companies (with more than 250 employees) and additionally one company with slightly more than 200 employees in the furniture sector. Currently, enforced collective agreements comprise firms with 2,246 employees[62] (17.5% from all employees in the furniture sector) in five companies (comprising 1% of the companies). Out of the companies with collective agreements, two are under foreign ownership (employing 39.4% of the employees covered with company level collective agreements) and the other 3 are domestically owned firms (covering 60.6% of the employees covered with company level collective agreements). There is no multi-employers bargaining corresponding to the sector.

Moreover, EMT AÜ is about to sign an additional three company level collective agreements (with medium to large sized firms). However, the majority of enterprises in the sector (more than 60% in 2004) have 1-9 employees and this makes the further unionisation extension of collective agreements to other companies very difficult. Typically, the company level collective agreements are not extended to other parties that are not signatories of the contracts, but do extend to all employees in the company with the collective agreement (including the employees who are not union members).

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

Acronyms

EAKL:	Confederation of Estonian Trade Unions (Eesti Ametiühingute Keskliit)
EMT AÜ:	The Trade Union of Estonian Forest Industry Workers (Eesti Metsatöötajate Ametiühing)

---

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

ETTK: Estonian Employers Confederation (Eesti Tööandjate Keskliit)

FINLAND

1. Description of the sector

Delimitation and activities of the sector

In Finland, the furniture sector corresponds to activities included under NACE classification 36.1 "Manufacture of furniture". From the point of view of collective bargaining, the sector is linked to the carpentry industry.

Socio-economic features of the sector

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
NACE 36.11	235	45.6	39.4	11.5	2.6	0.9
NACE 36.12	173	12.7	59.0	25.4	2.9	0
NACE 36.13	305	30.2	55.7	10.8	2.6	0.7
NACE 36.14	822	54.7	37.4	6.7	1.1	0.1
NACE 36.15	10	20.0	40.0	20.0	10.0	10.0
Total of NACE 36.1	**1,545**	**43.6**	**43.7**	**10.4**	**1.9**	**0.4**

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

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector[63]	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
NACE 36.11	ND (107)	3,111	0.14	10.4	18.3	19.9	51.4
NACE 36.12	ND (22)	1,726	0.08	22.8	48.0	29.3	0
NACE 36.13	ND (92)	2,673	0.12	21.3	23.1	27.6	28.0
NACE 36.14	ND (450)	3,199	0.14	28.9	40.7	21.6	8.8
NACE 36.15	ND (2)	401	0.02	5.0	5.7	15.7	73.8
Total of NACE 36.1	**ND (673)**	**11,111**	**0.5**	**20.1**	**30.1**	**23.6**	**26.3**

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

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

In 2004, the furniture manufacturing sector accounted for 2.6% of industrial employment and 0.5% of total employment in Finland. The sector accounted for 0.4% of national gross added value and 0.5% of exports by Finnish industry. About 21% of total production of the Finnish furniture industry is exported. The most important group of export articles is home furniture. In recent years, the value of imported furniture products has averaged around 10% more than the value of exported furniture products.

Companies in the furniture sector are predominantly small and usually family businesses: 87% of companies are micro-enterprises. Micro-enterprises employ 20% of the total workforce of the sector and account for 20% of the sector's turnover. About half the total workforce works in firms with fewer than 50 employees. The small firms produce mostly for the domestic market and only a limited number are involved in export activities. The largest enterprises (with at least 50 employees) account for about 2% of enterprises in the sector and they generate 40% of its turnover.

Gross value of production by sub-sectors (2004)

	Production %
NACE 36.11	19%
NACE 36.12	20%
NACE 36.13	29%
NACE 36.14	28%
NACE 36.15	4%
Total of NACE 36.1	100%

Source: Statistics Finland.

The biggest share of production in this sector consists of kitchen furniture (NACE 36.13) and other furniture (NACE 36.14). There are major differences between the NACE 36.1 sub-sectors as far as socio-economic features are concerned. NACE 36.11 (manufacture of chairs and seats) mainly consists of two big companies employing at least 250 persons. The situation is very much the same in the manufacture of mattresses (NACE 36.15): production is limited to only 10 companies and the two biggest firms employ the most wage-earners in the sector. In contrast with these centralised sub-sectors, the manufacture of other furniture (NACE 36.14) occupies mostly small and medium-sized firms. This sub-sector includes production mostly for private homes.

As a rule, jobs are permanent and full time. Most workers are male, however, jobs are strongly segregated by sex. Women work mostly in clerical jobs and men in production tasks, as supervisors and in other technical tasks. Female white-collar workers usually have the lowest level tertiary education in the field of business administration while male white-collar workers typically have the lowest level tertiary education in a technical field. Blue-collar workers typically have upper secondary education or have acquired their qualifications as an apprentice.

According to data from Statistics Finland, profitability in the furniture sector is low. Operating result was about 6% and self-sufficiency was less than 40% in 2004. However, there are significant differences between enterprises as concerns profitability and solvency. In the future, the furniture trade will remain concentrated in the hands of big distributors and department stores selling interior decoration items. The big dealers are capable of steering the development of the furnish sector because they have strong negotiating power in their relations with manufacturers. To compete successfully, manufacturers need a clearer and more custom-made approach and concentration on their core competences. (Vallin 2005).

2. Organisations active in the sector

Workers' organisations

The **Union of Salaried Employees (Toimihenkilöunioni)** organises lower level white-collar workers[64]. It was founded in 2001 when three white-collar unions united into a single trade union. Membership totals 127,000, of which 1,047 work in the furniture sector (NACE 36.1) and in part of the woodworking sector (NACE 20.309, 20.4 and 20.5)[65]. The union is affiliated to the Finnish Confederation of Salaried Employees (STTK) and through this affiliation to the European Trade Union Confederation (ETUC). It is also a member of the EFBWW. It concludes 43 collective agreements in service and industry sectors.

The **Wood and Allied Workers' Union (Puu-ja erityisalojenliitto)** is the major union organising blue-collar workers in the sector. It was founded in 1899 and represents workers in the following industries: mechanical wood processing, carpentry, boat building, forestry, driving of forest harvesters, forest nurseries, allied rural works, gardening, fur farming, peat industry and furniture. Membership totals 46,000, with 10,807 members active in the furniture sector (NACE 36.1) and in part of the woodworking sector (NACE 20.309, 20.4 and 20.5)[66]. The Wood and Allied Workers' Union is affiliated to the confederation of blue-collar workers' unions, SAK (the central organisation of Finnish Trade Unions) and through this affiliation to the ETUC. It negotiates 13 collective agreements.

Workers' organisations

Organisation (English name)	Members		Estimate of density*[67]	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	Number of members working in the sector			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
Union of Salaried Employees (lower level white-collar workers)	127,000	1,047(1) in NACE 36.1, 20.309, 20.4, 20.5	36% in sub-sectors 36.1, 20.309, 20.4 and 20.5	Yes	EFBWW	No	BWI IUF ICEM NFS
Wood and Allied Workers' Union (blue-collar workers)	46,133	10,807 (2) in NACE 36.1, 20.309, 20.4, 20.5	87% in sub-sectors and 36.1, 20.309, 20.4 20.5	Yes	EFBWW	No	BWI IUF

Note: (1) Labour Court, 8 November 2004; Board for Confirmation of erga omnes applicability, 19 June 2003. (2) Board for Confirmation of erga omnes applicability, 6 October 2005 and 27 October 2005.
*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector within the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector within the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.

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

65 There are no specific figures for NACE 36.1.

66 There are no specific figures for NACE 36.1.

67 The densities have been calculated on the basis of 12,460 blue-collar workers and 2,920 lower level white-collar workers in NACE 36.1, 20.309, 20.4. and 20.5.

Employers' organisations

The **Association of Finnish Furniture and Joinery Industries (AFFJI)** was founded in 1927. Its membership totals 80 companies employing around 6,208 persons in the following NACE sectors: Manufacture of furniture (NACE 36.1), manufacture of other builders' carpentry and joinery (NACE 20.309), and manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials (NACE 20.4 and 20.5). In the furniture sector, membership consists of 26 companies, employing 2,469 persons and generating about 75% of the sector's turnover. The association is a member of the Confederation of Finnish Industries, and through this, it is affiliated to the UNICE.

AFFJI represents the most important firms in the furniture sector. There is another organisation, however, which represents mostly the very small firms of the furniture sector and woodworking industry: the **Association of Finnish Wood Processing Entrepreneurs (Suomen puuteollisuusyrittäjät)**. Its membership consists of 490 enterprises, which employ about 5,000 persons[68]. However, the Association of Finnish Wood Processing Entrepreneurs is not a labour market organisation and it does not participate in collective bargaining.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of companies that are members of this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
AFFJI	80 in total; 26 in the furniture sector	6,208 in total and 2,469 in the furniture sector	1.7%	Yes	UEA	No	No

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

3. Industrial relations in the sector

Tripartite concertation

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

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

Bipartite social dialogue

Furniture workers and enterprises are covered by two collective agreements:

---

[68] There are no specific figures for NACE 36.1.

- The first is the collective agreement for blue-collar workers in the carpentry industry. It is signed by the Wood and Allied Workers' Union and by AFFJI.
- The second is the collective agreement for lower level white-collar workers in the carpentry industry. It is signed by the Union of Salaried Employees and by AFFJI.

These agreements cover the furniture sector (NACE 36.1) and some sub-sectors of the woodworking industry: employees in manufacture of builders' carpentry and joinery (NACE 20.309), and manufacture of wooden containers and other products of wood; manufacture of articles of cork, straw and plaiting materials (NACE 20.4 and 20.5).

The collective agreement for blue-collar workers in the carpentry industry sets the minimum terms and conditions of employment for all organised and non-organised workplaces in the furniture sector. It is a collective agreement with *erga omnes* applicability. The collective agreement for white-collar workers in the carpentry industry does not have such applicability, according to a decision of the Board for Confirmation of erga omnes applicability[69]. However, the majority of lower level white-collar workers are covered by the agreement, since the Association of Finnish Wood Processing Entrepreneurs have an agreement with the Union of Salaried Employees, whereby the members of the Association of Finnish Wood Processing Entrepreneurs agrees to apply the provisions of the collective agreement concluded between the Union of Salaried Employees and AFFJI.

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

Employment conditions are regulated for the most part by national collective agreements. However, the Wood and Allied Workers' Union and the Union of Salaried employees started including so-called opening clauses in their national collective agreements with AFFJI in the early 1990s. The opening clauses allow bargaining at the workplace level on some issues within certain limits set by collective agreements[70]. The opening clauses in the collective agreements for the furniture sector include among others the following matters: pay systems, daily allowances, the timing and length of pauses, the timing of days off and the maximum number of overtime hours. Blue-collar and lower level white-collar workers have very similar options to local bargaining except that white-collar workers have more options concerning flexible working time arrangements.

The Wood and Allied Workers' Union and the Union of Salaried Employees have a critical and reserved attitude towards local bargaining. Local bargaining resources are weak in small enterprises in the furniture sector. Most companies are not members of any labour market association and the entrepreneurs are not knowledgeable about local bargaining. In addition, there is not usually a shop steward in small workplaces. In medium-sized and large firms, shop stewards do not have access to all the relevant information for local bargaining and are often under pressure from management. The union argues that the collective agreements do not provide enough instruments for solving different problems. Shop stewards are not sufficiently knowledgeable about how and in which situations to conclude local agreements to secure workers' position. Local bargaining processes and content should be better regulated by national collective agreements. Furthermore, representatives from union head offices could be used more often to check and confirm the local agreements, a procedure that would encourage the shop

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

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

stewards to conclude agreements. Management argues that local agreements are solutions to unique local problems and they cannot be modeled satisfactorily on collective agreements or on solutions developed by other firms. Management can only learn from the experience of other firms[71].

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

Acronyms

AFFJI:	Association of Finnish Furniture and Joinery Industries
NFS:	Council of Nordic Trade Unions
SAK:	Central Organization of Finnish Trade Unions
STTK:	Finnish Confederation of Salaried Employees

[71] In addition to interviews, this chapter is based on a recent bipartite memorandum (dated 24 February 2006) on possibilities for enlarging local bargaining in the furniture and carpentry industry. The memorandum reports on the results of a bipartite working group set up by the Wood and Allied Workers' Union and the AFFJI.

FRANCE

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the furniture sector in France (Code 36.1 of the French Nomenclature of Activities) consists of the following activities:

36.1A: Manufacture of seats;

36.1C: Manufacture of other office and shop furniture;

36.1E: Manufacture of (other) kitchen furniture;

36.1G: Manufacture of furniture for living rooms, bedrooms, dining rooms, etc.;

36.1H: Manufacture of furniture for gardens;

36.1J: Manufacture of other furniture (it includes Manufacture of occasional furniture – chests, stands, etc. – and of bathroom furniture);

36.1K: Finishing of furniture such as spraying, painting, French polishing and upholstering, except of chairs and seats;

36.1M: Manufacture of mattresses.

From the point of view of collective bargaining, all the activities described above are included in the sector. It should be noted that the manufacture of musical instruments – only for organs of any material (36.3Z), the manufacture of small bedding textile articles, except the manufacture of sleeping bags and the manufacture of hand-made (woven) tapestry (17.4B), the manufacture of wood articles – only for coffins; wooden containers for audiovisual and hi-fi and sewing items (20.5); clock-making containers (frames), the manufacture of wood for lamps, and the manufacture of games and toys – only for billiard tables (36.5Z), are also included in the sector.

Companies producing plastic or semi-plastic furniture can choose between collective bargaining for the manufacture of furniture sector or for the plastic or semi-plastic industry. However, metallic furniture is not covered by collective bargaining for the furniture industry but is dealt with by the metallurgical sector.

Socio-economic features of the sector

Summary table: Companies (2004/2006)

Sub-sectors	**Number of companies**	**% companies with < 20 employees**	**% companies with 20 to 249 employees**	**% companies with > than 249 employees**
Total of the sector	18,150	96.3%	3.3%	0.4%

Source: UNIFA (2006), Economy and Finance Ministry, Annual Survey of Furniture Enterprises, SESSI, Paris, 2004.

Summary table: Workers (2006)

Sub-sectors	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 20 workers/Number of employees in the sector (%)	Number of employees in companies with 20-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
Total of the sector	According to UNIFA: 99,520 According to FNCB-CFDT: 110,000 According to CGT-FO: 102,000	0.64%	26%	35%	39%

Source: UNIFA IPEA/SESSI (2006), Economy and Finance Ministry.

Important Note: Due to lack of data, these figures do not include furniture that is not made of wood. Moreover, there are no data available for self-employed workers in the sector.

The furniture sector in France mainly consists of small enterprises (67%) which are mostly located in the following areas: Ile-de-France, Rhône-Alpes, Vosges, Landes and Vendée. 26% of enterprises in the sector belong to French groups while 7% belong to foreign groups. The remainder (67%) are independent small and medium-sized enterprises. Little by little, companies in the sector have tended to concentrate and big international groups (European-sized structures) have become established, as the number of small firms grows.

There are no data available regarding the share of the sector in national GDP. However, the National Statistics Institute (INSEE) estimates it to be less than 0.2%[72]. There is virtually no underground economy in this sector, or it is very limited [73].

99,520 people (UNIFA estimate) were employed in the sector in 2004. The majority are male (75-78%[74]) and manual labourers. Blue-collar workers account for 70% of the workforce, clerical workers 20% and executives 10%. As regards qualification levels, companies usually require at least the Vocational Training Certificate (French CAP) or the BTS (Vocational Training Certificate after 18). There are a lot of senior workers in the sector (long length of service), which will lead to problems finding skilled workers in the future.

In general, the sector is experiencing considerable difficulties. There is strong foreign competition from Eastern Europe (Poland) and more recently from India and China. The social partners (UNIFA and the CGT) point out the high number of relocations of companies in the sector and the intensification of this trend for big companies in particular. The furniture industry's external trade increasingly operates at a deficit. In 2001, its cover rate (imports/exports) was 62%.

2. Organisations active in the sector

Workers' organisations

A 1966 national decree legally recognised five confederations as representative at the national level[75]: CGT, CFDT, FO, CFTC and CGC. All member federations of these five confederations can represent employees in every sector. The trade union membership rate in the furniture sector is estimated to be less than 7% (3-4% according to UNIFA).

---

[72] This is an estimate based on the sum of the added value of each sub-sector. This does not include the added value of the manufacture of garden furniture and of furniture-related industries, two sub-sectors covered by statistical secrecy (no data available).

[73] Source : UNIFA and trade unions.

[74] Source : UNEDIC.

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

The **National Federation of Workers in Wood, Furniture and Similar Activities – General Confederation of Labour (CGT Wood, Furniture and Similar Activities)** was founded in 1920. It covers the activities of woodworking and furniture. It has 6 employees and is mainly funded by members' dues, resources from training and grants for the management of joint committees. The CGT Wood, Furniture and Similar Activities has 3,000 members (around 1,500 in the furniture sector), 90% of whom are blue-collar workers. This organisation has the capacity to negotiate and sign collective agreements for the sector. The CGT, however, reports that it no longer signs agreements in the furniture sector, except for a few less important agreements on vocational training and provident funds. It denounces the "insufficiency of collective guarantees", their exceptional nature and above all insufficient wage levels.

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

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

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

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of members	Number of members working in the sector			Member of EFBWW ?	Others	
FNCB - CFDT	33,500	ND	ND	Yes	EFBWW	ETUC	BWI
CGT-Wood, Furniture and Similar Activities	3,000	1,500	ND	Yes	EFBWW	ETUC	No
CGT-FO Building, Wood, Paper, etc.	ND	ND	ND	Yes	EFBWW	ETUC	BWI
Bâti-MAT-TP-CFTC	ND	ND	ND	Yes	EFBWW	ETUC	BWI

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

FIBOPA-CGC-CFE	ND	ND	ND	Yes (only for executives)	No	European Confederation of executives and Managerial Staff	No

Source: Interviews : February and March 2006

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

Employers' organisations

The **French Furniture Industry Union (Union Nationale des Industries Françaises de l'Ameublement, UNIFA)** was created in 1960. It covers the entire furniture sector (all materials) as well as activities upstream from the creation of furniture, e.g. manufacture of upholstery fabric, upholsterer's suppliers, designers, etc. UNIFA has 700 member companies and tends to draw all types of furniture companies (small, medium and big ones). Enterprises are direct members of the UNIFA (i.e. there are no intermediary structures between the companies and UNIFA). This organisation is funded by member companies' dues and has a staff of nine. It is legally recognised and negotiates and signs collective agreements for the sector. It is member of the MEDEF (Movement of French Enterprises).

The **Furniture Crafts Union (Union nationale des artisans des métiers de l'ameublement, UNAMA)** was formed in 1998 from the merger of two organisations: the FNSPA (Fédération nationale des syndicats professionnels de l'ameublement – National Furniture Professionals Federation) and UNIMAD (Union nationale interprofessionnelle des métiers de l'ameublement – National Interbranch Furniture Crafts Union). It has 600 member craft companies operating in furniture, decoration and related crafts. UNAMA is funded by member companies' dues and by grants for annual and contractual programmes. It is recognized as representative for the sector and it negotiates and signs collective agreements. UNAMA is a member of the CNAMS (Confédération Nationale de l'Artisanat des métiers et services – National Confederation of Trade and Services Handcrafts) and has close ties with UNIFA.

Other employers' organisations are active in the sector: the CSNL (Chambre Syndicale Nationale de la Literie – Bedding Industrial Union), which is now known as SFL. The SFL has nevertheless become virtually non-operational since almost all its former members are now affiliated to the UNIFA; and the GPFO (Groupement Professionnel des Facteurs d'Orgues – Organ Builders Professional Organisation), whose members have also joined the UNIFA.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of member companies	*Total number of workers employed by member companies*			Member of UEA or EFIC ?	Others	
UNIFA	700	60,000	3.9%	Yes	UEA,	FEMB EBIA	No
UNAMA	600	ND	3.3 %	Yes	No	No	No

Source: Interviews, March and February 2006.

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

3. Industrial relations in the sector

Tripartite concertation

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

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

Bipartite social dialogue

Collective bargaining for the sector takes place at sectoral level and at enterprise level. There is no conflict between players regarding recognition issues. Participation in collective bargaining at sector level is compulsory, but no legal sanctions exist if collective bargaining does not take place.

One national collective agreement for enterprises in the furniture industry is currently in force. It was signed on 16 January 1986 by the following organisations: UNIFA, UNAMA, GPFO, SFL, FNCB-CFDT, Bâti-Mat-T.P.-CFTC, CGT-FO and FIBOPA-CGC-CFE (but not by the CGT). This agreement focuses on benefits, the right to organise, workers' representatives, the hygiene committee, safety and working conditions, national joint committees, the financing of social and cultural activities, hiring conditions, preliminary vocational testing, modification of employment contracts, seniority, bonuses, travel, paid leave, absences and sickness, actual working time, women's work, notice periods, retirement, "13th month" bonus, minimum wages, etc. It has been concluded for an indefinite period and covers 100% of workers and companies in the sector (extension procedure).

At enterprise level, collective bargaining takes place between the manager of the enterprise and the union delegation. There are no data on collective agreements (number, content, etc.) signed at this level. It should be noted that collective bargaining at company level is not in wide use in this sector because of the predominance of small firms: 95% of companies have fewer than 20 employees and there are consequently few trade union representatives in companies.

Acronyms

Bâti-MAT-TP-CFTC :	Bâti-MAT-TP Federation of the French Christian Workers' Confederation (Fédération Bâti-MAT-TP de la Confédération Française des Travailleurs Chrétiens)
CGT :	General Confederation of Labour (Confédération Générale du Travail)
CGT-FO :	General Confederation of Labour – Force Ouvrière (Confédération Générale du Travail – Force Ouvrière)
FIBOPA-CGC-CFE:	FIBOPA - General Confederation of Professional and Managerial Staff - French Confederation of Professional and Managerial Staff (Syndicat national du personnel d'encadrement de la filière bois et papier - Confédération Générale des Cadres - Confédération française de l'encadrement)

FNCB– CFDT :	National Federation of Building and Woodworkers – French Democratic Confederation of Labour (Fédération Nationale des salariés de la Construction et du Bois - Confédération Française Démocratique du Travail)
FNSPA :	National Federation of Furniture Industry Unions
INSEE :	National Statistics Institute (Institut National de la Statistique et des Études Économiques)
MEDEF :	Movement of French Enterprises (Mouvement des Entreprises de France)
UNAMA :	Furniture Crafts Union
UNIFA :	French Furniture Industry (Union Nationale des Industries Françaises de l'Ameublement)
UNIMAD :	National Interbranch Furniture Crafts Union

GERMANY

1. Description of the sector

Delimitation and activities of the sector

The German Federal Office of Statistics (Statistisches Bundesamt) uses the NACE nomenclature. Statistical data for the furniture sector are grouped into the category 36.1 (Manufacture of furniture) with the following sub-categories:

36.11: Manufacture of chairs and seats

36.12 : Manufacture of other office and shop furniture

36.13 : Manufacture of other kitchen furniture

36.14 : Manufacture of other furniture

36.15 : Manufacture of mattresses

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

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

Socio-economic features of the sector

According to the German Federal Bureau of Statistics, the gross domestic product (GDP) of Germany in 2004 amounted to EUR 2,178.20 billion. On the basis of a total turnover of EUR 37.37 billion in 2004, the woodworking and furniture's share in the German GDP for 2004 was 1.7%.

The furniture-manufacturing sector is the most important branch of the German wood-based industry. In 2005, its revenue totalled EUR 17.2 billion, which meant there was growth by 1.9% for the first time for five years. The main reason for this figure was a positive development in furniture exports, which grew by 5.9% in the year 2005. In the first quarter of 2006, the export business continued this development with excellent growth of 15.4%. Due to the intended increase of VAT from 16% to 19% by the beginning of the year 2007, the employers' organisation expects a further increase of turnover for its industry – because it hopes that many customers will undertake purchases of furniture previously postponed. Total growth of the German furniture industry by 2% is expected.

During the year 2003, the furniture industry, the major pillar of the woodworking industry, employed an average of 137,298 persons in 1,293 firms. This represents a fall of 6.9% in employment and a fall of 3.4% in the number of companies compared to 2002. However, despite these declining figures, Germany remains by far the biggest market for furnishings in Europe.

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

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Sub-sector 36.11	281	ND	ND	44.1	42.0	13.9
Sub-sector 36.12	253	ND	ND	58.9	37.9	3.2
Sub-sector 36.13	105	ND	ND	40	44.8	15.2
Sub-sector 36.14	492	ND	ND	45.3	47.8	6.9
Sub-sector 36.15	59	ND	ND	42.4	52.5	5.1
Sector 36.1	**1,190**	**ND**	**ND**	**47.3**	**44.3**	**8.4**

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

The German furniture industry is characterised by small and medium-sized enterprises with an average employment rate of app. 90-100 employees/company. On the geographical level, a significant concentration of the companies can be found in the region of Northrhine-Westfalia (app. more than 50% of the employees of this sector), Bavaria and Baden-Württemberg.

In recent years, some big enterprises in the furniture industry have extended their activities by taking over other companies. However, in general the German furniture industry remains an SME based industry.

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
Sub-sector 36.11	ND	40,813	0.1	ND	8.9	33.2	57.9
Sub-sector 36.12	ND	17,746	0.04	ND	26.0	52.8	21.2
Sub-sector 36.13	ND	16,959	0.04	ND	7.6	36.4	26.6 (500-999)
Sub-sector 36.14	ND	46,255	0.1	ND	14.1	53.3	20.6 (250-499)
Sub-sector 36.15	ND	5,932	0.01	ND	13.4	63.0	ND
Sector 36.1	**ND**	**127,165**	**0.3**	**ND**	**13.2**	**44.9**	**18.0 (250-499)**

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

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

2. Organisations active in the sector

Workers’ organisations

The **IG Metall (Trade Union in manufacturing and services of the metal, electrical, textile, garment, wood and plastics industries)** was founded in 1891 and expanded into sectors other than metalworking through mergers with smaller unions in 1998 and in 2000. IG Metall is now responsible for collective bargaining in the furniture sector.

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

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

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

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

Workers' organisations

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

Source: IG Metall (Interview with the representative of the IG Metall)

Note: Only data for the woodworking and furniture industry as a whole can be provided.

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

Employers' organisations

The **Association of the German woodworking and plastic industries (Hauptverband der Holz und Kunststoffe verarbeitenden Industrie, HDH)[76]** was founded in 1990. It covers mainly SMEs from both the woodworking and the furniture industries. According to this organisation, there are four main pillars to the German woodworking industries, apart from the furniture industry, which are the "build nearby" range (including prefabricated constructions and windows), the wood-based industry (chipboard and plywood boards) and then, other special lines, such as the piano industry and bonded wood construction. The total turnover of the industries represented by HDH reached EUR 37 billion in 2004 (EUR 20.1 billion of those for the furniture industry). The HDH is financed by membership subscriptions from its member organisations. There are 20 people employed in the headquarters of the HDH.

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

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

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

Employers' organisations

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

Source: HDH (Interview with the representative of the HDH; date: June 2006)

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

3. Industrial relations in the sector

Tripartite concertation

In Germany, there is no tripartite social concertation specifically for the furniture sector. Besides the bipartite collective bargaining between the IG Metall and the HDH there is no specific consultation procedure between the social partners and the government.

Bipartite social dialogue

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

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

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

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

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

Acronyms

DGB: German Confederation of Trade Unions

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

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

VDM: Association of the German Furniture Industry

GREECE

1. Description of the sector

Delimitation and activities of the sector

The furniture industry activities in Greece come under the code 36.1 of the NACE classification "Manufacture of Furniture".

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

Socio-economic features of the sector

Furniture production is extremely sensitive to variations in the disposable income of households, as well as to changing lifestyles. Demand has been on the increase in recent years due to a set of factors: (a) the development of the service sector, (b) the establishment of work stations at home, and (c) the constant creation of new households, in part affected by the significant influx of migrant workers. Yet, although the size of the domestic market has been expanding, and the value of furniture production steadily increasing (from 886 million euro in 1998 to 1,038 million euro in 2002), market output and retail sales have been falling. The 2004 Athens Olympic Games gave only a temporary, though considerable, boost to local demand, thus concealing the overall negative trends. This deterioration is largely due to high production costs that are increasingly leading many furniture producers to import furniture from low cost countries, mostly Asian; as a result, the growing share of imports extracts a share from locally manufactured products.[77] In the household furniture sub-sector in particular, imported products cover 45% of total domestic demand.[78]

The furniture sector in Greece is highly competitive and characterised by excessive fragmentation. There are 7,423 companies –mostly small size and family owned firms- operating as producers of furniture products (either exclusively, or combined with commercial activities).[79] Only a handful of these companies employ more than 100 employees, whilst 80% employ between 1-4 workers.[80] A small but increasing number of medium and large production and import companies are claiming an expanding share of the market: so far, this group of companies have attained 37% of the total consumption value of the furniture sector.[81]

---

[77] During 2002, the value of furniture imports reached 271 million euro, whilst that of exports barely exceeded 25 million euro, illustrating a significant trade deficit. Only 2.4% of the domestic furniture production is being exported (see CSIL, 2003). Competition has further intensified recently as international new players have dynamically entered the local market, like IKEA and Habitat, along-side low budget retail chains.

[78] See AG, "The Greek furniture and timber industry", 2005.

[79] Source: data base of the AG 2005 "Professional Index of the Furniture and Woodworking Industry".

[80] See CSIL, 2003.

[81] The three largest furniture producers (Dromeas, Sato and Varagis) saw their profits shrink, however, by 73% during 2005.

Employment in the furniture sector amounted to 45,853 people in 2002[82], indicating signs of stability (45,228 employees in 1998)[83]. Employment in the furniture industry represents 8.2% of total employment in the manufacturing industry.

Companies and turnover in the furniture sector, Greece. 2001

Sub-sector	Number of companies	Turnover (million euro)
36.11: manufacture of chairs and seats	416	47.32
36.12: manufacture of other office and shop furniture	374	131.47
36.13: manufacture of other kitchen furniture	985	119.92
36.14: manufacture of other furniture	4,995	499.11
36.15: manufacture of mattresses	162	50.27
TOTAL	6,932	848.09

Source: National Statistics Service Greece, Business Register, 2001

Around 55% of the total production comes from small companies, which are nevertheless seeing their share diminish, as imports of branded furniture are increasing. During 2005, a significant number of these small firms have been driven out of business, unable to sustain the sudden fall in sales, especially in the home and kitchen furniture sub-sectors, after a "magic year" in 2004, when the supply needs for the Athens Olympic Games gave a considerable boost to the furniture sector.[84]

In an attempt to overcome the recent crisis and address the new challenges, such as the massive influx of low cost furniture items, the well established furniture producing companies are concluding new strategic alliances, diversifying and expanding their product range and distribution networks (especially through franchising) and restructuring their portfolio. Small producers, for their part, in order to survive, are tending to adjust their production to the requirements of their customers and are increasingly producing flexible products "on demand", whilst at the same time offering pay-off facilities and establishing co-operations.

2. Organisations active in the sector

Workers' organisations

There is no particular union for the furniture sector workers.

[82] National Statistics Service Greece, LFS (2002)

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

[84] Thanks to the organisation of the 2004 Olympic Games in Athens, furniture firms received a significant number of orders for the equipment of Olympic premises, which led to increased sales and high profits. Even the smaller and the regional firms were able to reap some of the benefits of this boom through sub-contracting. Sales for 208 firms examined increased by almost 20%, from 354.3 million euro in 2003 to 422.3 million euro in 2004. (see ICAP, sectoral studies, website).

Employers' organisations

The Panhellenic Federation of Handicraft Associations of Wood Processing (Panellinia Omospondia Viotehnikon Somateion Katergassias Xylou, POVSKX) was established in 1957. Its affiliated local wood processing associations consist of 5 principal and 25 secondary members, representing handicraft companies nation-wide[85]. Every year, POVSKX concludes a sector collective employment agreement (co-signed by the Federation of Greek Industries – SEV) with the union organisation OOSEE, covering employees working in the wood-processing industry (including cabinet-makers, chair-makers, French polishers and workers engaged in furniture upholstery activities). The 2005 annual agreement was signed last April. The Federation does not employ any workers at its headquarters. POVSKX is affiliated to the tertiary-level organisation GSEVEE (General Confederation of Greek Small Business and Trades) at the national level. At the European level, the Federation has recently become a member of the UEA, the European Federation of Furniture Manufacturers.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
POVSKX	ND	ND	ND	Yes	UEA	No	No

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

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite consultation regarding industry-wide agreements.

Bipartite social dialogue

There is no bipartite social dialogue exclusive to the furniture sector. Cabinet-makers, chair-makers, French polishers and workers engaged in furniture upholstery activities are covered by a annual collective labour agreement for the wood-processing industry. This agreement concluded every year is signed by the Panhellenic Federation of Handicraft Associations of Wood Processing (POVSKX) and the Federation of Greek Industries (SEV) on the employers' side, and by the Federation of Construction Workers and Allied Professions (OOSEE) on the union side. It deals exclusively with basic wage rises and allowances. The coverage rate of this agreement is not available.

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

---

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

Acronyms

CSIL: Centro Studi Industria Leggera

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

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

SEV: Federation of Greek Industries (Syndesmos Ellinikon Viomihanion)

HUNGARY

1. Description of the sector

Delimitation and activities of the sector

From a statistical point of view, the furniture industry in Hungary is in accordance with the NACE activity codes used by EUROSTAT and consists of NACE 36.1.

The trade union in the sector (The Trade Union of Furniture and Woodworkers) covers both the woodworking (NACE 20) and the furniture sectors (NACE 36.1). From a social dialogue point of view, the same bipartite collective bargaining process covers the Forestry, Woodworking and Furniture Sectors.

Socio-economic features of the sector

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

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

Following a deep depression, the furniture industry has been revitalised from the middle of the 1990s in terms of gross production. This growth is based on the export activities and on the growth of productivity. It is worth noting that from 2003 to 2004, the number of employees in the sector decreased by approximately 5%[86]. Presently (i.e. in 2004), the furniture sector represents 0.7% of industrial production in terms of gross output, while in terms of the number of employees it represents 2.2%. It is important to note that in the furniture sector the decrease of employees came to a halt in 1997 while from 1997 to 2004 it increased by almost 30%.

[86] In the sector, the number of white-collar workers decreased by more than 30% (Source: KSH, 2005, pp. 185-192).

Table 1: Some important indicators for the furniture industry (2004)

	Manufacture of furniture (NACE 36.1)	
Gross sales (million HUF[87])	107,004	
within which the share of export	47%	
Share within the total sales of industry	0.67%	
Number of employees by staff groups (their share within the total number of employees)	*Blue collar*	*White collar*
	14,279 (85%)	2,590 (15%)
Number of employees by type of employment (their share within the total number of employees)	*Full-time*	*Part-time*
	16,151 (96%)	718 (4%)
	2.4%	1.5%
Monthly average net earnings of employees – HUF (average net earnings' proportion compared to average net earnings of the total industry, NACE C, D, E)	*Blue collar*	*White collar*
	59,787 (78.5%)	89,314 (62.3%)

Source: KSH (2004)

Table 2: Share of enterprises by size group of employees

	Size group of employees, people			
	20-49	*50-249*	*250-1,999*	*2,000 or more*
Manufacture of furniture (NACE 36)	65.4%	29.8%	4.8%	0.0%

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

It is worth noting that there are no reliable data on the share of enterprises by size group in terms of number of employees for the furniture sub-sector (NACE 36.1), but only for the whole sector of NACE 36 including such sub-sectors as manufacture of jewellery and related articles (NACE 36.2), manufacture of musical instruments (NACE 36.3), manufacture of sporting goods (NACE 36.4), manufacture of games and toys (NACE 36.5), miscellaneous manufacturing (NACE 36.6). However, we have data on the organisational structure of furniture industry (36.1) for the year 1999.

Table 3: Number of enterprises and employees by size group of employees, 1999.

Size group employees	**Number of enterprises**	**Number of employees**	**Share of employees**	**Average number of employees**
5-9 people	228	1,413	7.8%	6
10-19 people	156	2,048	11.3%	13
20-49 people	82	2,609	14.4%	32
50-249 people	72	6,608	36.4%	92

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

250-499 people	12	4,193	23.1%	349
500 people or more	2	1,258	7.0%	629
Total	**552**	**18,129**	**100.0%**	**33**

Source: Ten Years of the Hungarian Furniture Association, 2000; quoted by Dr. Vargáné dr Horváth, P. – Nagy, Sz. – Szegő, K. – Zánkai, K. (2000), p. 13.

There are no reliable data or estimation on the importance of the underground economy. However, the fact that both the employers' and employees' representatives mentioned this problem as a core issue of the collective bargaining shows that the share of the underground economy should not be underestimated. An analysis made by a trade union leader mentions two important sources of the underground economy: firstly, those dismissed employees who were formerly employed (this is especially the case for the upholstery activities within the sub-sector NACE 36.11: manufacture of chairs and seats) and secondly the workforce coming from the neighbouring countries.

2. Organisations active in the sector

Workers' organisations

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

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

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
Trade Union of Furniture and Woodworkers	2,500 in the woodworking and the furniture sectors	2,500 in the woodworking and the furniture sectors	2,500/38,457=6.5% of the woodworking and furniture	Yes	It is member of EFBWW through ÉFÉDOSZSZ	No	It is member of BWI through ÉFÉDOSZSZ

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

Employers' organisations

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

The Hungarian Association of Joiners (Országos Asztalos- és Faipari Szövetség, OAFSz) was founded in 1990, and at present, it has 1,100 members, recruited mainly from small entrepreneurs. The Association is a member organisation of the National Federation of Craftsmen Boards (Ipartestületek Országos Szövetsége, IPOSZ) and is financed through membership subscriptions. OAFSz does affiliate companies from the furniture sector, but more precise data about them are not available.

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

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Hungarian Furniture Federation	131 in both the woodworking and the furniture sectors	ND	ND	Yes	UEA	No	No
The Hungarian Association of Joiners	1,100 in the woodworking and furniture sectors	ND	ND	Yes	No	Internationale Union des Schreiner- und Möbelhandwerks	No

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

3. Industrial relations in the sector

Tripartite concertation

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

Bipartite social dialogue

At sector level

On the 20th March 2006 the abovementioned organisations, as well as the Hungarian Federation of Forestry and Wood industries, the Trade union of Forestry and Woodworkers and the National Federation of Construction and Associated Trade Unions, formed the **Sector Dialogue Committee for Forestry, Woodworking and Furniture Sector**. The Committee will develop the framework for cooperation and dialogue. The partners will also discuss all strategic questions and problems related to the sector and will represent a shared opinion during negotiations with the government.

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

No data regarding the coverage rate of agreements concluded are available

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

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

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

At company level

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

Acronyms

ÉFÉDOSzSz: Federation of Building, Wood and Material Workers' Unions (Építő, Fa- és Építőanyagipari Dolgozók Szakszervezeteinek Szövetsége)

FAGOSZ: Hungarian Federation of Forestry and Wood Industries/Fagazdasági Országos Szakmai Szövetség

IPOSz: National Federation of Craftsmen Boards (Ipartestületek Országos Szövetsége)

MAFABÉ: Hungarian Trust of Wood and Furniture Industries and the Building Joiners (Magyar Fagazdasági, Bútoripari és Épületasztalosipari Érdekösszefogás

MGYOSz: Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos Szövetsége)

MszOSz: Confederation of Hungarian Trade Unions (Magyar Szakszervezetek Országos Szövetsége)

OAFSz: Hungarian Association of Joiners (Országos Asztalos- és Faipari Szövetség)

VOSz: National Association of Entrepreneurs and Employers (Vállalkozók és Munkáltatók Országos Szövetsége)

IRELAND

1. Description of the sector

Delimitation and activities of the sector

The Irish furniture sector consists of NACE 36.1 activities: ‘Manufacture of furniture’.

Socio-economic features of the sector

According to the Census of Industrial Production, in 2004, the Irish furniture sector accounted for 0.2% of national GDP, and 3.8% of Gross Value Added of all industrial enterprises[88].

The statistics used in this report are mainly taken from the *Census of Industrial Production, 2003*, which comprises two sections: first, the *Census of Industrial Enterprises* (required under Council Regulation (EC, Euratom) No 58/97) which covers those enterprises which are wholly or primarily engaged in industrial production and have three or more persons engaged; second, the *Census of Industrial Local Units* which covers all industrial local units with three or more persons engaged. An ***enterprise*** is defined as the smallest combination of legal units that is an organisational unit producing goods or services, which benefits from a certain degree of autonomy in decision making, especially for the allocation of its current resources. A ***local unit*** is defined as an enterprise or part thereof situated in a geographically defined place.’[89]

Number of Industrial Enterprises and Manufacturing Local Units, 2003

NACE code	Number of industrial enterprises	NACE code	Number of local units		
			Irish-owned	*Foreign-owned*	*Total*
NACE 36.11	37	NACE 36, 37 and 23[90]	580	25	**605**
NACE 36.12	77				
NACE 36.13	161				
NACE 36.14	184				
NACE 36.15	16				
Total NACE 36.1	**475**				

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

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

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

[90] Where the identity of individual units needs to be protected, the *Census of Industrial Production* groups a number of NACE codes together. In this report, NACE 36, 37 and 23 are grouped together in some instances as *‘the breakdown which can be provided at sectoral level is in [some] cases constrained by the need to preserve the confidentiality of data provided by individual units’* (source: Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin. *Pg*. 7.). NACE 23 consists of ‘Manufacture of coke, refined petroleum products and nuclear fuel’; NACE 36 ‘Manufacture of furniture; manufacturing n.e.c.’; NACE 37 ‘Recycling’.

More than half of the local units in NACE 36-37 and 23 are small with fewer than 10 persons who are employees, proprietors or unpaid family workers. These units could be described as micro-enterprises or artisanal production. Only a small number of the local units have more than 100 people working for them.

In 2003, 6,494 salaried workers were employed in the furniture sector. This sector mainly consists of full-time workers. They are skilled manual workers who gain their skills through an apprenticeship that lasts four years. 83% of them are male.

Summary table: Companies (2003)

Sub-sectors	Number of local units	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 199 employees	% companies with > 200 employees
NACE 36, 37 and 23[91]	605	ND	57	37	5	1

Source: Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin. The most recent *Census of Industrial Production* that has been published presents figures from 2003.
ND: No data

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-199 workers/ Number of employees in the sector (%)	Number of employees in companies with > 200 workers/ Number of employees in the sector (%)
NACE 36.11	ND[92]	534	ND	ND			
NACE 36.12		1,496					
NACE 36.13		1,569					
NACE 36.14		2,273					
NACE 36.15		622					
Total NACE 36.1		**6,494**	**0.36**				
NACE 36, 37 and 23[93]	**ND**	**11,104**	**0.62**	**16**	**41**	**21**	**22**

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

It was suggested in a meeting with a social partner that a significant number of specialised furniture makers undertake 'nixers'[94]. A 'nixer' is a term used in Ireland to describe undeclared work on which no tax is paid. This could involve self-employed persons not declaring all the jobs that they do to the revenue office or employees doing a job outside of their work hours to supplement their wages. It is not possible to estimate the extent of this underground activity.

[91] The only statistics available for the breakdown of the size of companies have grouped NACE 36, 37 and 23 together.

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

[93] The only statistics available for the breakdown of the size of companies have grouped NACE 36, 37 and 23 together.

[94] Ralaheen interview, 7 February 2006.

The manufacture of furniture products is in decline. This is due to the effect of a number of issues such as: a significant increase in imports of cheaper furniture from abroad[95]; an over-dependence on independent retail which is declining due to increased competition from multiple retailers; a slow pace in new product development; a lack of strategic management skills due to the family-based nature of many of the businesses; a perception that Irish manufacturers produce good quality, but dated products; high operating costs resulting from rising wages, utility costs, insurance and employers' social security contributions; and insufficient education and training places related to the sector[96].

2. Organisations active in the sector

Workers' organisations

The **Building and Allied Trades' Union (BATU)**[97] was founded in 1989 with the merger of the National Union of Woodworkers and Woodcutting Machinists and the Ancient Guild of Incorporated Brick and Stonelayers and Allied Trades Union. It is the trade union for building workers, tradesmen and apprentices, in bricklaying, carpentry, interiors and furniture industries. It has 10,500 members and it is estimated that 1,500 of these members are involved in the woodworking and furniture sectors[98]. Traditionally BATU was a furnishing union rather than covering 'on-site' workers. However, with the significant growth in the Irish construction industry and the decline in manufacturing the emphasis has changed more towards construction workers.

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

The Services, Industrial, Professional and Technical Union (SIPTU) is the largest trade union in Ireland and represents workers in the public and private sectors in general, technical and professional occupations and sectors. Although SIPTU is a member of the EFBWW, it does not represent any workers within NACE 36.1.[99]

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density ***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of members	Number of members working in the Furniture sector			Member of EFBWW ?	Others	
Building and Allied Trades' Union (BATU)	10,500	1,500 in the woodworking and furniture sectors	ND[100]	Yes	No	No	No

[95] Ralaheen interviews, 27 January, 30 January 2006, 7 February 2006. The overall market for furniture is worth around €1bn a year. However, just under one third of this is supplied by Irish manufacturers.

[96] Enterprise Ireland, Invest Northern Ireland and Inter Trade Ireland (2004) *A review of the all-island furniture industry.*

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

[98] There are no specific data for the furniture sector.

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

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

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

Employers' organisations

The **Construction Industry Federation (CIF)**[101] was founded in 1935. It covers businesses in all areas of the Irish construction industry with a network of 13 branches in three regions and 37 associations so as to ensure that their members are served at a local, sectoral and national level. Altogether, CIF represents over 3,000 members who account for over 85% of the output of the Irish construction industry. The trade associations in CIF that are of relevance to NACE 36.1 are the: National Furniture Manufacturers' Association and the Irish Kitchen and Fitted Furniture Association. The companies who are members of CIF are private enterprises that range from large companies to much smaller, family-run companies. The members of the furniture associations are mostly small enterprises. The organisation is funded through member subscriptions and employs 140 permanent staff.

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

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in the organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Construction Industry Federation (CIF)	3,000	ND	ND	Yes	No	FIEC UEAPME	No
Irish Business and Employers Confederation (IBEC)[102]	7,000	ND	ND	Yes	ND	UNICE	ND

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

[101] Information from a Ralaheen interview, 7th February 2006.

[102] It was not possible to arrange an interview with IBEC.

3. Industrial relations in the sector

Tripartite concertation

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

Bipartite social dialogue

There is no sector level social dialogue for the furniture sector, although there was in the past. The reasons are the decrease in size of many companies in the sector (due to an increase in imports of cheaper furniture) and the use of new machinery to do jobs previously done by workers, so that companies now have a much smaller labour force than in the past[103].

Most of the collective bargaining for furniture makers takes place at company level. These agreements mainly relate to pay and conditions of employment, such as health and safety issues.[104] Exact details on the number and content of these agreements are not available.

Acronyms

BATU:	Building and Allied Trades' Union
CIF:	Construction Industry Federation
IBEC:	Irish Business and Employers Confederation
ICTU:	Irish Congress of Trade Unions
SIPTU:	Services, Industrial, Professional and Technical Union

[103] Ralaheen communication, 7 April 2006.

[104] Ralaheen interview, 27 January 2006.

ITALY

1. Description of the sector

Delimitation and activities of the sector

The national classification of economic activities adopted by the National Institute of Statistics (Istat), Ateco 2002, derives directly from the current NACE nomenclature. Consequently, the furniture sector in Italy includes all activities classified under the code 36.1 of the NACE nomenclature – "Manufacture of furniture".

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

The delimitation of the sector used by the national collective bargaining process is a mirror image of the configuration of interest representation. In fact, there are three industry-wide agreements[105] (*Contratti Collettivi Nazionali di Lavoro* – CCNLs) referring to both woodworking and furniture, whose field of application differs depending on the company size. The most important one is for industrial firms, another one for small and medium-sized enterprises (SMEs), and the latter for craft companies.

Socio-economic features of the sector

According to 'Federlegno-Arredo' – one of the employers' organisations in the woodworking and furniture production sector amounted to 38,000 million euro in 2004 (+2.23% with respect to 2003), of which exports represented 32.44% (12,328 million euro). On the other hand, imports reached 5,772 million euro (+6.1% with respect to 2003). In the furniture sector, in particular, production amounted to 22,806 million euro, of which exports represented 47.94% (10,934 million euro), while imports reached 1,841 million euro (+13.7% with respect to 2003). Referring to the national economic accounts data by sector, provided by Istat, in 2004 the added value produced in the furniture sector, which here includes the manufacture of musical instruments (NACE 36.3), was 7,535 million euro, and the relative weight of the sector was estimated at 0.64% of the whole economy and 2.89% of industry.

Referring to the eighth National Statistical Census on Industry and Services (available since 2004 and providing data updated to 2001), there were 33,218 companies in 2001 in the sector (0.81% and 3.02% of the total in the country and in industry respectively). They are mainly small companies with less than 10 employees (43.15%) and companies with no employees (42.75%). Companies with more than 50 employees represent only 1.65% of the total in the sector. Actually, proportions vary slightly at sub-sector level. In fact, in two sub-sectors, 36.12 and 36.13, there is a lower proportion of companies with no employees (23.10% and 25.99% respectively) and a higher incidence of companies with 10-49 employees (25.61% and 23.38%) compared to the other sub-sectors. More generally, companies are concentrated in two sub-sectors, 36.14 and 36.11 (respectively 52.47% and 31.22% of the total in the sector).

---

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

With regard to their legal form, firms are mostly individual companies (55.54%) and partnerships (28.94%), while joint-stock companies represent only a relatively small proportion of the total (15.15%). The number of co-operatives is insignificant (0.35%).

Geographically, companies are mainly in the Northeast (30.68%), in the Northwest (29.51%) and in the Centre (22.92%), while they represent only 12.26% in the South and 4.64% in Islands.

Summary table: Companies (2001)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with < 10 employees**	**% companies with 10 to 49 employees**	**% companies with 50 to 249 employees**	**% companies with > than 249 employees**
Sub-sector 36.11	10,369	47.75	39.71	11.27	1.12	0.15
Sub-sector 36.12	3,377	23.10	47.47	25.61	3.49	0.33
Sub-sector 36.13	958	25.99	43.74	23.38	6.26	0.63
Sub-sector 36.14	17,429	44.55	44.17	10.09	1.13	0.06
Sub-sector 36.15	1,085	42.12	45.71	11.06	1.11	0.00
Total of the sector 36.1	**33,218**	**42.75**	**43.15**	**12.45**	**1.52**	**0.13**

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

According to the Census on Industry and Services, there were 216,140 regular workers in the sector, in 2001, of which 70.94% were employees and 23.15% self-employed workers. On the other hand, workers with a non-standard contract of employment (so-called "coordinated freelance workers" – *collaboratori coordinati e continuativi* or co.co.co. – and temporary workers) represented only 2.91% of total employment in the sector. According to Istat, the weight of non-regular employment has progressively decreased from a maximum of 8.0% in 1994-1995 to a minimum of 6.7% in 2002. This is the only available source of information on the weight of the underground economy at sector level.

Workers are mostly employed in three sub-sectors: 36.14, 36.12 and 36.11. Employees are more concentrated in small and medium-sized companies, with 10-49 employees (43.64%) and with 50-249 employees (27.29%). The rest are in companies with less than 10 employees (17.16%) and with more than 249 employees (11.91%).

As to the gender repartition, women employed in the sector represent 26.63% of the total number of employees. The proportion of female workers is lower in the three sub-sectors: 36.12 (19.01%), 36.13 (21.31%) and 36.14 (22.39%), while it is higher in the other sub-sectors (37.36% in 36.11, and 45.08% in 36.15).

Summary table: Workers (2001)

Sub-sectors	**Number of self-employed workers in the sector**	**Number of employees in the sector**	**Number of employees in the sector / total number of employees in the country (%)**	**Number of employees in companies < 10 workers / Number of employees in the sector (%)**	**Number of employees in companies with 10-49 workers / Number of employees in the sector (%)**	**Number of employees in companies with 50-249 workers / Number of employees in the sector (%)**	**Number of employees in companies with > 249 workers / Number of employees in the sector (%)**
Sub-sector 36.11	14,942	45,630	0.45	16.72	43.31	21.17	18.81
Sub-sector 36.12	5,452	32,972	0.32	11.94	45.07	29.17	13.82
Sub-sector 36.13	1,508	13,158	0.13	7.62	33.06	41.64	17.69
Sub-sector 36.14	26,476	64,012	0.63	21.79	45.01	27.63	5.57
Sub-sector 36.15	1,651	4,050	0.04	22.44	48.47	29.09	0.00
Total of the sector 36.1	**50,029**	**159,822**	**1.56**	**17.16**	**43.64**	**27.29**	**11.91**

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

Referring to the above-mentioned Census and comparing data from 1971 to 2001, the number of furniture firms increased from 34,027 in 1971 to 36,634 in 1991, and then fell to 33,218 in 2001. This decline is explained by the strong decrease in the number of small companies, with less than 10 employees (from 18,130 in 1991 to 14,335 in 2001). On the other hand, as mentioned above, these do not represent the main source of employment in the sector. In effect, Istat's Labour Force Survey Historical Series show an increase in the number of employees, from 155,400 in 1998 to 170,100 in 2003, even though this followed a period of decline since 1994, when to the total was 169,700.

With respect to woodworking, the furniture sector has provided higher growth, mainly due to stronger exports (almost 50% of sector production). Nevertheless, it is facing some structural problems. In general, the strong points of the sector (the small size of firms, flexibility, and craft skills) have now turned into weak points. Today, the impact of the EMU, labour cost competition, and a downturn in international demand, have made it very difficult for the Italian furniture industry to reverse these negative trends.

2. Organisations active in the sector

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

Trade union organisations are free associations. Membership subscriptions are the main source of finance, even if practically all trade unions also receive public funds[106].

As regards the ability to negotiate collective agreements or take part in consultations, the lack of the ordinary law *ex* art. 39 of the Constitution makes the representation system highly informal and uncertain[107] (also on the employers' side), based only on *mutual recognition*.

Workers' organisations

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

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

- The **Italian Federation of Wood, Building and Allied Industry Workers (FILLEA)** of the General Confederation of Italian Workers (CGIL) is the most representative one. It affiliates 335,489 workers altogether and 34,874 wood and furniture workers.
- The **Italian Federation of Construction and Allied Workers (FILCA)** of the Italian Confederation of Workers' Unions (CISL), was set up in 1959 from the merger of wood, construction, and mining and quarrying federations. It organises 248,458 workers, of which about 200,000 are employed in the construction sector and 20,515 in wood and furniture sectors.

---

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

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

- The **National Federation of Building, Wood and Allied Workers (FENEAL)** of the Union of Italian Workers (UIL) was founded in 1951 as a national federation of construction and allied industry workers. It incorporated wood workers in 1958. It organises about 19,300 wood and furniture workers: 14,500 in industrial companies and 4,800 in SMEs.

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

Workers' organisations

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

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

Employers' organisations

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

The **Federation of Wood, Furniture, Cork and Furnishing Italian Industries (Federlegno-Arredo)**, affiliated to the General Confederation of Italian Industry (Confindustria), is a signatory of the CCNL for industrial firms in the woodworking and furniture sector. It includes ten sub-sector associations that represent more than 2,500 companies altogether[108], in particular larger

---

108 In Italy, there are leading companies using various materials, which although they are members of Federlegno are covered by other collective bargaining agreements (plastics). According to the Italian expert, it is not possible to know how many companies are in this situation since the data available is not detailed enough.

companies, which account for about 70% of total sales revenue in the sector. The most important one is the National Association of Furniture and Furnishing Manufacturers (Assarredo), which has 830 member companies[109]. Among other things, Federlegno-Arredo is actively involved in the promotion of Italian products in European and extra-European countries.

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

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

- The **National Federation of Wood and Furniture (Legno e Arredo)** is a sector federation of the General Italian Confederation of Artisans (Confartigianato)[110]. Confartigianato Legno e Arredo is structured into three sub-sector associations: the Italian Association of Wood Artisans (AIAL); the Italian Association of Upholsterers (ANTAI); and the Italian Association of Urban Furniture (ANAU). Nevertheless, companies normally join the confederation directly at local level, since Confartigianato is organised mainly vertically.
- The **CNA Manufacturing Union (CNA Produzione)** is a national union of the National Confederation of the Craft Sector and Small and Medium Enterprise (CNA)[111].
- The **Italian Federation of Wood Artisans (FIAL)** is part of the Independent Confederation of Artisans' Organisations (CASA)[112].
- The **Confederation of Italian Free Crafts Associations (CLAAI)** is another autonomous confederation of crafts associations, which is particularly active in the South of Italy.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Federlegno-Arredo	over 2,500	over 100,000	about 3.1% of woodworking and furniture	Yes	EFIC	CEI-Bois	No
Unital	2,440 [1]	about 48,239 [1]	about 3% of woodworking and furniture [1]	Yes	No	No	No

109 The others are: Assobagno (National Association of Furnishing and Bathroom Articles Industries – 132 members); Assoimballaggi (National Association of Wood Packaging, Pallet, Cork, and Logistic Companies – 267); Assolegno (National Association of Woodworking and Timber Industries – 138); Assoluce (National Association of Interior Decorative Lighting Manufacturers – 97); Assopannelli (National Association of Wood Panels and Semi-finished Products Manufacturers – 153); Assufficio (National Association of Office Furniture and Furnishing Manufacturers – 153); Edilegno (National Association of Construction Timber Industries – 419); Fedecomlegno (National Federation of Timber Distribution Companies – 111); and ASAL-Assoallestimenti (National Association of Exhibition Contractors – 252).

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

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

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

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations			
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****	
					Member of UEA or EFIC ?	Others		
Legno e Arredo	about 30,000 [2]	about 100,000 [2]	about 37% of woodworking and furniture [2]	Yes	No	No	No	No
CNA Produzione	about 23,000 (About 14,000 are in woodworking, and 9,000 in furniture)	ND	about 27.2% of woodworking and furniture	Yes	No	No	No	No
FIAL	ND	ND	ND	Yes	No	No	No	No
CLAAI	ND	ND	ND	Yes	No	No	No	No

Source: Direct contacts with each organisation (2005)

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

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

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

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

3. Industrial relations in the sector

Tripartite concertation

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

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

Bipartite social dialogue

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

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

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

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

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

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

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

(3) The *CCNL for woodworking and furniture craft companies (15 December 1997)* was signed by Confartigianato Legno e Arredo, CAN Produzione, FIAL-CASA, and CLAAI on the employers' side, and by FILLEA, FILCA, and FENEAL on the employees' one. It formally expired on 2000, December the 31st, without any renewal. On the other hand, the economic part has been renewed twice, on December the 13th 2002 and July the 6th 2004.. These agreements provided pay increases and supplementary one-off payments for the period following the expiration of

the CCNL. As a result of the conclusion of an Interconfederal Agreement for Handicraft (March 2004), which re-defined the structure of collective bargaining, negotiations for the renewal of the normative part are supposed to start within a few months.

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

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

Acronyms

AIAL:	Italian Association of Wood Artisans (Associazione Italiana Artigiani Legno)
ANAU:	National Association of Urban Furniture Artisans (Associazione Nazionale Arredo Urbano)
ANTAI:	National Association of Upholsterers (Associazione Nazionale Tappezzieri)
ARCO:	National Supplementary Pension Fund (Fondo Nazionale Pensione Complementare)
ASAL-Assoallestimenti:	National Association of Exhibition Contractors (Associazione nazionale aziende allestitrici mostre e fiere)
Assarredo:	National Association of Furniture and Furnishing Manufacturers (Associazione nazionale delle industrie produttrici di: mobili, imbottiti, cucine, materassi, arredo urbano e per esterni, complementi d'arredo, arredamenti commerciali, aste e cornici, contract, fai da te)
Assobagno:	National Association of Furnishing and Bathroom Articles Industries (Associazione nazionale delle industrie dell'arredamento e articoli per il bagno)
Assoimballaggi:	National Association of Wood Packaging, Pallet, Cork, and Logistic Companies (Associazione nazionale delle industrie di imballaggi di legno, pallet, sughero e servizi logistici)
Assolegno:	National Association of Woodworking and Timber Industries (Associazione nazionale industrie prima lavorazione e costruzioni in legno)
Assoluce:	National Association of Interior Decorative Lighting Manufacturers (Associazione nazionale delle imprese degli apparecchi di illuminazione)
Assopannelli:	National Association of Wood Panels and Semi-finished Products Manufacturers (Associazione nazionale fabbricanti di pannelli e semilavorati in legno)
Assufficio:	National Association of Office Furniture and Furnishing Manufacturers (Associazione nazionale delle industrie dei mobili e degli elementi d'arredo per ufficio)
CASA:	Independent Confederation of Artisans' Organisations (Confederazione Autonoma Sindacati Artigiani)
CGIL:	General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro)
CISL:	Italian Confederation of Workers' Unions (Confederazione Italiana Sindacati Lavoratori)
CLAAI:	Confederation of Italian Free Crafts Associations (Confederazione delle Libere Associazioni Artigiane Italiane)

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

LATVIA

1. Description of the sector

Delimitation and activities of the sector

The delimitation of the manufacture of furniture of the Central Statistical Bureau of Latvia (CSB) corresponds to the NACE classification, i.e. NACE 36.1. However, in most cases, NACE 36 is not divided any further, i.e. the manufacture of furniture is usually described together with manufacturing n.e.c. (NACE 36.2 – NACE 36.6).

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

Socio-economic features of the sector

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

In 2004, the manufacture of furniture contributed 3%[113] to the total output of manufacturing industries. The value of furniture exports in 2004 was 78.9 millions LVL, which is 8.9% more than in 2003. In 2004, this sector employed 12,900 workers (1.3% of the total number of employees in Latvia) in approximately 200 companies (mostly small and medium size), which are located all over Latvia. In the past few years, the turnover of the bigger companies has been increasing, while the smaller companies tend to focus in a small segment of the sector. Overall, the number of employees in companies has tended to fall.

This sector employs both white and blue-collar workers, mostly with vocational training. No detailed information about the gender repartition or wages is available for this sector, but the manufacturing industries, in general, are dominated by male-workers, which constitute 58.8% of the labour-force.[114] Male-workers also receive considerably higher salaries – 192 LVL per month versus 156 LVL per month for female-workers.[115]

The growth in the manufacture of furniture has not been very consistent, but it has been increasing every year since 2000, and it has grown 1.8 times in comparison to 1999.[116]

The privatisation process in the sector was finished around 1995, and it does not have any effect on the development of the sector at the moment.

---

[113] "Rūpnieciskā ražošana", the Ministry of Agriculture

[114] CSB – table 5-2. – data.csb.lv

[115] CSB – table 6-7. – data.csb.lv

[116] CSB – table 16-2. – data.csb.lv

2. Organisations active in the sector

Workers' organisations

The Forestry Industry Workers Trade Union (Latvijas Meža nozaru arodu biedrība, FSWTU) was created on 7 April 1990, registered in the Ministry of Justice of the Republic of Latvia on 10 May 1991, and reregistered in the Register of Enterprises on 19 September 2003. The chairperson of the union is Mr Juris SPARE. At the moment FSTWU has approximately 6,000 members in 51 trade-union organisations, and it employs 6 full-time workers. Members pay the trade union 1% of their income, and this is the FSWTU's source of funding. Sectors covered by the organisation are: forestry management, logging, wood-processing (manufacture of wood and wood products and manufacture of furniture), and manufacture of pulp, paper and paper products.

The composition of workers affiliated to FSTWU is very diverse – ranging from civil servants in the forest management sector, to engineers, to blue-collar workers, to pensioners of the covered sectors. The Statute of FSTWU also allows students of programmes related to forest sphere to join the union, but most students have transferred to Education and Science Workers Trade Union.

FSWTU is registered as a trade-union according to the Latvian legislation, thus it is legally recognised as a partner in the social dialogue. It is also the only trade-union in the forest sector, and it has no problems regarding recognition issues. It has a representative in the Latvian Forest Advisory Council (LFAC) of the Ministry of Agriculture.

FSWTU has power to negotiate and sign collective agreements on the sector level. The main obstacle for negotiations is that there are no official employers' organisations present. This taken into account, FSTWU has signed four simple agreements with State Forest Service, State Stock Company "Latvia's State Forests", Latvian Forest Industry Federation, and association "Latvian Furniture".

FSWTU has the power to negotiate and sign collective agreements at company level, and 42 such collective agreements are valid at the moment.

No real tripartite concertation specific to the sector of Woodworking and Furniture exists. LFAC is an opportunity for representatives from the non-governmental sector and government agencies to meet, but it is not designed for debates upon social issues, moreover, it has only advisory power.

FSWTU is a member of the Free Trade Union Confederation of Latvia (Latvijas Brīvo arodbiedrību savienība – LBAS).

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of members	*Number of members working in the sector*			Member of EFBWW ?	Others	
FSWTU	6,000	2,280 in the woodworking and the furniture sectors	4.96% of the woodworking and the furniture sectors	Yes	No	No	BWI ICEM

Source: Personal interview with Mr Juris SPARE

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

Employers' organisations

There are several organisations which affiliate companies in the forest industry in Latvia. An important fact that has to be mentioned is that these organisations are not officially employers' organisations; most of them are professional organisations that have no obligations to partake in the social dialogue. There are also no obligations for companies to join any of these organisations, thus only part of the companies are represented by these organisations. However, some of these organisations have a dialogue with the FSWTU, and do have agreements with the Trade Union. In this section the two organisations that have signed agreements with the FSWTU will be described.

The Latvian Forest Industry Federation (Latvijas Kokrūpniecības federācija, LFIF) is an umbrella organisation, which affiliates six professional organisations active in the forest industry, going from forestry to woodworking and manufacture of furniture. It was founded in 2000 by four organisations active in the forestry industry. The current members of LFIF are:

- Association "Latvijas Mēbeles" (Latvian Furniture),
- Latvian Timber Exporters Association,
- Latvian association of wood processing companies and exporters,
- Association "Latvijas Koks" (Latvian Wood),
- Latvian Union of timber harvesting companies,
- Latvian association of independent timber harvesting companies.

The organisation is financed through three means – membership subscriptions, domestic fundraising for projects, and international fundraising for projects. The LFIF itself employs 6 full-time and 2 part-time workers, but it is also one of the owners of the Forest and Wood Products Research and Development Institute, where more people are employed. The members of the LFIF affiliate mainly the bigger companies, as the total number of companies affiliated to these organisations is 122, while they occupy 60-70% of the whole forestry industry. The LFIF works on the basis of consensus – on each issue it takes a concrete position only if all members agree on it – otherwise all members represent their own position.

Although the LFIF is not legally registered as an employers' organisation, its president Mr Juris BIKIS is vice-president of the Employers' Confederation of Latvia (ECL), and also a member of the National Tripartite Cooperation Council (NTCC). As the LFIF is not an employers' organisation, legally it does not take part in collective bargaining or signing collective agreements. However, if we consider substance over form, it is involved in dialogue with FSTWU and it has signed with it one agreement concerning social conditions of employees of the companies represented by the LFIF. The LFIF does not negotiate at company level. It is a member of ECL.

The Association "Latvijas Mēbeles" (Asociācija "Latvijas Mēbeles", Latvian Furniture) was established in 2001, and, at the moment, affiliates 20 companies and two individuals active in the sphere of the manufacture of furniture. The turnover of the companies affiliated to the association has increased from 31.1million LVL in 2001 to 38.3million LVL in 2004[117], but the organisation itself has not changed much over the few years of existence. The organisation is financed by the membership subscriptions and project-based domestic and international fundraising.

[117] "Informācija masu medijiem par asociāciju "Latvijas Mēbeles"," Latvijas Mēbeles, 2005

Similarly to the LFIF, Latvian Furniture is not an employers' organisation, it still it has a dialogue with FSTWU, and an agreement about social conditions of workers in companies affiliated to Latvian Furniture is about to be signed. It therefore enjoys reciprocal recognition with the FSTWU. It is legally recognised as a professional organisation – it also takes part in the LFAC, but it does not have the legal status of an employers' organisation.

Latvian furniture represent only about 10% of all companies active in the manufacturing of furniture, thus it cannot negotiate for all or even most companies in the sector, as agreements are only binding to its members. As Latvian Furniture is not an employers' organisation, it does not negotiate at company level.

Just like LFIF, Latvian Furniture takes part in LFAC. Latvian Furniture is a member of LFIF.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Latvian Forest Industry Federation (LFIF)	122	ND	ND	No*	No	CEI BOIS UCBR UCBD	No
Association "Latvijas Mēbeles" (Latvian Furniture)	20	ND	10%	No*	UEA	No	No

Source: Personal interview with Mr Harijs JORDANS

*LFIF and Latvian Furniture are not legally employers' organisations, but they are involved in social dialogue with FSTWU.

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation in the sector. Representatives from FSTWU, professional organisations, and government agencies meet on a regular basis in the LFAC, which only has advisory power.

Bipartite social dialogue

Although legally, no collective bargaining in the sector of Woodworking and Furniture takes place, there is dialogue between the professional organisations and the trade union.

At sector level

FSTWU and LFIF negotiate in the sector of woodworking and furniture. As LFIF is not an employers' organisation, there is no obligation for them to participate in the negotiations. Due to this, some issues, which the FSTWU finds important are not included in the agreement between these two organisations. There are no conflicts regarding recognition issues and each organisation enjoys respect from the other.

There is one agreement signed between these two organisations, and the addressed issues are:

1. Creation of a system of labour protection;
2. Prophylactic medical examinations for some of the workers;
3. Introduction of technologies friendly to the working conditions, health and environment;
4. Involvement of educational institutions in the life long learning and training of trustees in labour protection;
5. Other issues.

This agreement is binding only to the companies affiliated to the members if LFIF, i.e. only 122 companies out of 1,400 in the woodworking and furniture sector. Although this might seem to be a small number, it still represents 60-70% of the turnover in the market (there is no data about the number of employees). According to Mr Juris SPARE, this agreement is also helps to develop social dialogue at company level in these companies. The agreement states that it will be renewed at the end of every term unless one of the parties objects.

Although Latvian Furniture is a member of LFIF and therefore is involved in the social dialogue with FSTWU through LFIF, it also negotiates with the trade union on an individual basis. They are about to sign their first agreement.

The agreement is mainly about the working conditions in the companies affiliated to Latvian Furniture. The agreement is going to be renewed upon expiry, unless one of the parties objects and it is open for mutually agreed amendments at any time. The coverage rate, in comparison with total number of companies is approximately 10%, but no data is available about the coverage rate of workers.

None of the professional organisations active in the Furniture sector are willing to become employers' organisations, thus social dialogue will not become the focus of their attention. Also, none of the organisations aim to represent all or most of the companies, and these two points can become obstacles to the future development in the social dialogue.

At company level

No distinction between the Woodworking and the Furniture sector is made at company level negotiations. At this level, the signatory parties are local branches of FSTWU in companies and companies themselves. Boards of companies are obliged by the law of trade unions to listen to and to respond to issues raised by their local trade union. There are no conflicts between players regarding recognition issues.

Altogether, there are collective agreements within 42 companies (3% of companies in the woodworking and furniture sectors), both SMEs and large companies. In these agreements some of the points are wage levels, working conditions, support for students, sports and cultural life. Types of workers covered by these agreements vary from blue-collar workers to engineers and administrative staff. More than 5,220 employees are covered by collective agreements within companies, and this constitutes about 10.5% of all workers.

According to Mr Juris SPARE, it is easier to create a dialogue with those companies that are members of the professional associations. The other companies are quite reluctant to get involved in dialogue.

One big obstacle for a further development of the social dialogue in the sector of Woodworking and Furniture is the lack of employers' organisations. Organisations, which affiliate companies at the moment, are not obliged or willing to discuss the raising of the minimal wage rate. And the companies not affiliated to one of these organisations are not willing to get involved in dialogue at all. According to Mr Juris SPARE, the NTCC could also be working more effectively; for example, it hasn't reached an agreement to raise the minimal wage rate in the country since 2004.

As mentioned previously, co-operation at sector level facilitates the social dialogue at company level, but the biggest problem is that only a few companies are affiliated to one of the professional associations that co-operate with FSTWU.

Acronyms

ECL:	Employers' Confederation of Latvia
FSWTU:	Forest Sphere Workers Trade Union (Latvijas Meža nozaru arodu biedrība)
LBAS:	Free Trade Union Confederation of Latvia (Latvijas Brīvo arodbiedrību savienība)
LFAC:	Latvian Forest Advisory Council of the Ministry of Agriculture
LFIF:	Latvian Forest Industry Federation (Latvijas Kokrūpniecības federācija)
NTCC:	National Tripartite Cooperation Council

LITHUANIA

1. Description of the sector

Delimitation and activities of the sector

The statistical office follows the NACE classification. However, both the worker's organisation and the employer's organisation represent firms across both the wood and furniture industries.

Socio-economic features of the sector

The furniture industry contributed just under 2% of GDP in 2002.[118] No data is available on the estimated importance of the underground economy. It is weighted more towards larger firms, with most employment being in firms with more than 50 employees. The furniture industry could be even called the national industry, as its share of foreign capital is very small. On the contrary, Lithuanian companies are already expanding into foreign countries (Russia, Ukraine). Quite a lot of individual furniture producing companies are situated in Taurage district. Considering the distribution of public companies, the Western part of Lithuania stands out, with several of the largest furniture producers situated there.

Summary table: Companies[119]

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Total of the sector	545	ND	54%	34%	10%	3%

Source: Eurostat website < http://epp.eurostat.ec.europa.eu>

In the furniture sector, the average gross monthly salary as of December 2005 varied from 1,300 to 2,500 LTL in the biggest companies and from 600 to 1,400 LTL in smaller ones (with certain exceptions).[120] This represents from EUR 400 to EUR 700 and from EUR 200 to EUR 400. It compares with a national average wage of around €400. No data is available on the characteristics of the employment in the sector in terms of categories of workers, in terms of qualifications level and in terms of gender repartition.

Summary table: Workers

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
Total of the sector	710[a]	18,661	1.3%	6.0%	21.7%	31.7%	40.6%

[118] Own calculations from data in Statistics Lithuania (2004). Main Indicators of Small, Medium and Large Enterprises 2002 (Vilnius).

[119] The following table contains data for 2003 on companies with employees, However, in 2002 there were an additional 175 firms in NACE 36 that had no employees.

[120] <http://www.lietuvosmediena.lt/Baldu_gamintojai.pdf>

Source: EuroStat website <www.eurostat.ec.eu>, Statistics Lithuania (2005). 2005 Statistical Yearbook of Lithuania (Vilnius), p. 79, Statistics Lithuania (2004). Main Indicators of Small, Medium and Large Enterprises 2002 (Vilnius), p. 18.
Notes: Data for 2003. a2002.

In general, the furniture sector has been even more successful than the woodworking industry.[121] The number of firms, as well as their employees, in the sector has also been increasing steadily.

2. Organisations active in the sector

Workers' organisations

The Lithuanian Forest and Wood Industry Workers Trade Union Federation (Lietuvos miško ir miško pramonės darbuotojų profesinių sąjungų federacija) was established on February 8, 1990, just before the re-establishment of Lithuanian independence. It is funded by a membership subscription, paid by members of the federation. Each worker pays 1% of their salaries to the professional union of their company. Out of this 1%, 30% goes to the Federation, and 70% remains for the company level professional union. The federation covers the furniture industry (about 7 big companies), wood processing and paper (many small companies). Three employees work for the federation (the elected chairman of the federation, an accountant, a project coordinator). All employees, working for affiliated companies, are members of the Federation. Most of the affiliated workers, about 70%, are blue-collar workers. The remaining 30% consist mainly of engineers, administrative staff and production managers.

The Federation is recognised, but only in the legal sense of being a registered enterprise. There is no formal recognition of a role in collective bargaining, other than by the Lithuanian Trade Union Confederation. It has the power to negotiate at sector level and to sign sector level collective agreements, as stipulated in the Labour Code. It has succeeded in doing so in the forestry sector. However, it has no partner to negotiate with in the wood and furniture sector, as the employers' organisation refuses to take part in negotiations. Thus, no sector level agreement has been signed. The Federation is also able to take part in negotiations at company level. The Federation has not yet signed any treaties at company level, but the negotiation process is taking place with those companies that do not have labour unions. The Federation has made its offers concerning certain agreements, but the companies have not been responsive. Tripartite dialogue is absent from this sector, since the employer organisations do not seem willing to cooperate. There is no legal basis which could encourage or force the parties to cooperate at sector level. The president of the Federation, Algirdas Rauka, commented that as long as they are not forced to, employers will simply not put any effort in to activate the dialogue. The state has not made many efforts to strengthen the sector-level dialogue either. Besides this, there is no single employer organisation which would be able to represent the whole sector. The different level of development and profitability, and, consequently, varying employee salaries among companies make it difficult for employer organisations to reach a unanimous stance in discussions with employee organisations.

The Federation is a member of the Lithuanian Trade Union Confederation (Lietuvos Profesinių Sajungų Konfederadcija - LPSK).

[121] <www.lietuvosmediena.lt/mu.pdf>

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
Lithuanian Forest and Wood Industry Workers Trade Union Federation	About 44 companies in the wood, furniture and forestry sector	About 3,015 workers in the woodworking and furniture sectors	6.3%	Yes	No	No	No

Source: Personal correspondence with Association representatives.

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

Employers' organisations

The Lithuanian Wood Association (Lietuvos Mediena) was established in May 1993, with the purpose of promoting the development of the Lithuanian wood industry. It defends the interests of wood production producers and traders.[122] It is funded by a fee paid by member companies that depends on the number of employees in the company. The organisation covers the furniture, wooden houses and constructions, fences and garden equipment, paper, parquet, briquettes, pallets, plywood, wood panels, carpentry products, fibreboard, particleboard, and woodworking equipment sub-sectors. It has 3 employees, a director, a project manager and an accountant. Member companies are mostly medium-sized and large enterprises in the wood sector; both private and public companies; there are also several educational institutions (e.g. Kaunas University of Technology).

For this organisation, there is only legal recognition as a registered enterprise but no recognition as a partner for social dialogue. The Association has no interest in collective bargaining. The activities of the association are more lobbying-related. According to association representatives, labour unions should take care of the social dialogue.

Membership in the Lithuanian Confederation of Industrialists has been suspended.[123]

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Lithuanian Wood Association	113	ND	ND	No	UEA	CEI-Bois	No

Source: Lietuvos Mediena website (www.mediena.lt) and personal correspondence with Association representatives.

122<http://www.lietuvosmediena.lt/index.php?cid=42>

123 See website of Lithuanian Confederation of Industrialists <www.lpk.lt..

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

3. Industrial relations in the sector

Tripartite concertation

The unwillingness of Lietuvos Mediena to take part in collective bargaining has precluded both tripartite negotiation and sector level negotiation in both the wood and the furniture sectors.

Bipartite social dialogue at company level

Collective agreements are in place in about 40 companies in the woodworking and the furniture sectors. Collective agreements are signed by the employer (or its representative) and the union (or its representative). In all companies that have labour unions, collective agreements have been signed. There is an obligation for parties to take part in collective bargaining if at least one of the parties (employer or employee) expresses the wish to negotiate. The union reports no conflicts over recognition. The union also reported that agreements cover traditional issues (wages, working time, conditions) and their duration varies. While no precise data on the proportion of the industry covered was available, the union reported that it is a very minor proportion of employees. Indeed, the number of companies involved is less than 2% of the total number of companies in the two sectors (woodworking and furniture). Nevertheless, the union remains strongly in favour of further dialogue. They also point out that the legal basis for development of the sector level dialogue was only initiated in 2002.

For the collective agreements signed and which remain in force for the moment, there is no data concerning the type or size of the companies which signed the agreements, nor the type of workers covered by these collective agreements. There are procedures for extending collective agreements to parties that are not signatories to the agreement. Indeed, by law, collective agreements at the workplace are automatically applied to all workers irrespective of whether they are members of the union or not. Usually, these procedures do appear to be enforced in practice, although non-union members cannot rely on the union for legal assistance.

LUXEMBOURG

1. Description of the sector

Delimitation and activities of the sector

In Luxembourg, there is no clear distinction between the furniture and wood sectors. The 'wood and furniture' sector, however, is very clearly divided into two branches, **industrial** enterprises on the one hand, and **craft** enterprises on the other. This division is reflected in the way social dialogue is handled in trade union organisations.

From a statistical standpoint, **industrial** furniture enterprises correspond to NACE classification 36.1 'Manufacture of furniture'. For **craft** firms, the wood and furniture sector groups the following trades:

Code	Trade	Activities included in the sector[124]
408-00	Joiner – cabinet making	Planning, execution, repair, fitting and assembly of elements made of wood or other materials, used in construction, insulation and soundproofing for buildings and vehicles; planning, execution and repair of wooden furnishing articles and technical devices; treatment and finishing of wood; manufacture of coffins; manufacture, assembly and repair of wooden sport and recreational articles and installations; manufacture and repair of skittles alleys; execution of wood turning work; planning, manufacture and repair of models of all kinds made of wood or wood by-products, including simple corresponding metal parts.
408-01	Joiner – model maker	
408-02	Sculptor – wood turner	
408-03	Parquetry worker	Planning, manufacture, laying, sanding, varnishing and maintenance of parquet flooring and other wooden flooring; manufacture of wooden friezes.
408-04	Layer of prefabricated wooden or synthetic elements	Assembly of prefabricated elements for the furnishing of buildings.
408-11	Manufacturer of wooden packaging and pallets	Manufacture of pallets, crates, stencils and packaging made of chipboard or plywood, adapting the form and the construction of packaging to the goods.
408-12	Furniture restorer	Restoration, repair and finishing of antique furniture made of wood or related materials.
408-13	Installer of windows, doors and prefabricated furniture	Assembly of windows, doors and prefabricated furniture.
408-14	Funeral director	Placing of mortal remains in coffins; finishing of coffins; transport of mortal remains; preparation of mortal remains and all handling related to measures guaranteeing compliance with hygiene and disinfection conditions; opening and closing of graves and exhumation; decoration of funeral facilities.
408-15	Builder of exhibition stands	Construction and assembly of exhibition stands.
409-00	Manufacturer-installer of shutters, slatted blinds, inlaid work and awnings	

[124] Regulation of 4 February 2005.

Socio-economic features of the sector

Companies and staff

For **industrial firms**, figures for 2002[125] show 66 kind-of-activity units, 736 persons employed and 693 salaried workers under NACE 36 (no specific data for NACE 36.1). More recent figures[126] (2004) on the number of companies in the sector are as follows:

	Number of companies
NACE 36.11	6
NACE 36.12	6
NACE 36.13	0
NACE 36.14	30
NACE 36.15	1
TOTAL	**43**

For **craft** enterprises, in 2004 the wood and furniture sector numbered 220 companies and 1,941 salaried workers, among whom 81% blue-collar workers[127]. There are no separate data for the furniture sector.

Concerning the size of companies, the statistical yearbook of craft enterprises provides the following data for 2004, but for the entire construction and habitat sector that includes the trades under codes 401-00 to 423-13:

	< 10 workers	10 to 49 workers	50 to 199 workers	> 200 workers	No salaried workers
Number of companies	41.1%	30.3%	6.6%	1.1%	20.9%
Number of workers	9.5%	34.6%	32.9%	23.0%	0%

According to the social partners, an underground economy is present in the sector, but it is not quantifiable nor can it be estimated.

Without prejudicing possible differences between STATEC's figures and those of the Chamber of Trade, we would suggest, with the usual precautions, that for 2004 the entire wood and furniture sector (both industrial and craft) in Luxembourg comprised 283 companies with some 3,000 to 3,500 persons employed.

---

125 Luxembourg Statistical Yearbook 2004, STATEC (Central Statistics and Economic Studies Service), Luxembourg, 2005

126 Companies in Luxembourg, Systematic Directory, STATEC, Luxembourg, 2004.

127 Craft Enterprises: Statistical Yearbook 2004, Chamber of Trade, Luxembourg, 2005.

Characteristics of employment

There are no statistics on the characteristics of employment in the **industrial** branch of the wood and furniture sector.

For the **craft** branch, the statistical yearbook of craft enterprises 2004 provides data on the sex of workers. For that year, workers in the construction and habitat sector were 82.6% male. This figure should be taken cautiously, however, since it concerns all the codes from 401-00 to 423-13.

The wood and furniture sector has strong competition from Germany and Belgium. A decline is being seen in the number of active companies in the sector, but their staff numbers are rising.

2. Organisations active in the sector

Workers' organisations

Under existing legal provisions[128], only the Christian Trade Union Confederation (LCGB) and the Luxembourg Confederation of Independent Trade Unions (OGB-L) have the national representativity required to validate the signature of a collective agreement, whether at company or branch level. With nearly 57,000 members, the OGB-L is by far the biggest trade union organisation in Luxembourg. It has 72 employees and is affiliated at national level to the General Confederation of Labour-Luxembourg (CGT-L). The LCGB has 40,000 members[129] and is affiliated to the European Trade Union Confederation (ETUC).

Industrial enterprises

The Federation of the Chemicals, Ceramics, Glass and Other Industries – LCGB

Within the LCGB, the Federation of the Chemicals, Ceramics, Glass and Other Industries is charged with the industrial activity of the furniture sector. This organisation has been a member of the LCGB since 1921. In 2005, its membership stood at 28,000 (50% white-collar workers, 45% blue-collar workers and 5% management) and its membership rate is estimated at 25% for the sector. Not all its members are engaged exclusively in activities coming under NACE 36.1, making it difficult to estimate precisely the number of members in the furniture industry. The federation is entitled to sign collective agreements but has signed none for the sector.

The Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union – OGB-L

OGB-L originated in various workers' associations of the mining and metalwork sector in the past century, and in the basic organisation of the trade union movement that preceded it, LAV, founded in 1944. This trade union covers the following activities: aviation; banks, insurance and trust companies; construction, construction crafts, metallic constructions; wood, rubber, ceramics, chemicals, cement, paper, plastic, textiles and glass; trade; education and science; printing works, media and artists; health, social and educational services; food and hotels; services

---

[128] Law of 30 June 2004 on industrial relations, the settlement of labour disputes and the National Conciliation Office, and amending: 1. the amended law of 7 June 1937 on the reform of the law of 31 October 1919 regulating contracts for the services of private employees; 2. the amended law of 9 December 1970 reducing and regulating the working hours of blue-collar workers in the public and private sectors of the economy; 3. the amended law of 16 April 1979 establishing general staff regulations for State civil servants; 4. the amended law of 24 December 1985 establishing general staff regulations for local-level civil servants; 5. the amended law of 23 July 1993 introducing various measures in favour of employment, Chronicle A, number 119, 15 July 2004.

[129] Soziale Fortschrëtt, LCGB, Luxembourg, January 2006.

and energy; private cleaning, hygiene and environmental services; public services; iron and steel industry and mines; metals processing and garages; road transport – ACAL (Association Professionnelle et de Secours Mutuels des Conducteurs d'Automobiles du Grand-Duché de Luxembourg – Mutual and Professional Association for Luxembourg Drivers). Within the OGB-L, the Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union is in charge of the industrial activity for the sector in question. This union has formed an integral part of the OGB-L since the confederation's founding. There is a staff of 80 for the entire confederation. The union has no figures on its exact membership but it is comprised of approximately 60% blue-collar workers and 40% white-collar workers. The organisation is entitled to sign collective agreements but has not signed any for the sector.

Craft enterprises

The Craft and Construction Section – LCGB

Within the LCGB, the Craft and Construction Section is in charge of the activity of the craft branch of the sector. The LCGB cannot give a precise figure on the number of members in the sector and its representativity is impossible to calculate. It nonetheless estimates that its members from the wood and furniture sector probably do not account for even 1% of the union's total membership and that they are exclusively blue-collar workers. The Craft and Construction Section – LCGB is a signatory of the only branch-level collective agreement specific to joiners.

The Construction, Construction Crafts and Metallic Constructions Union– OGB-L

The craft activity of the wood and furniture sector is managed in the OGB-L by the Construction, Construction Crafts and Metallic Constructions Union. It is an integral part of the OGB-L. With 7,000 members, including 500 in the wood and furniture sector (95% blue-collar workers), it accounts for nearly 25% of workers in the sector. The Construction, Construction Crafts and Metallic Constructions Union – OGB-L is a signatory to the one branch-level collective agreement specific to joiners.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	Number of members working in the sector			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
INDUSTRY							
Federation of the Chemicals, Ceramics, Glass and Other Industries – LCGB	28,000	ND	ND	No*****	No	No	No
Wood, Rubber, Ceramics, Chemicals, Paper, Plastic, Textiles and Glass Union – OGB-L	ND	ND	ND	No*****	No	No	No
CRAFT							
Craft and Construction Section – LCGB	ND	ND	ND	Yes	EFBWW (via LCGB)	ETUC (via LCGB)	No
Construction, Construction Crafts and Metallic Constructions Union – OGB-L	7,000	500 for the 'wood and furniture' section	25%	Yes	EFBWW (via OGB-L)	No	BWI (via OGB-L)

ND: No data

*Density: number of employees who are affiliated to the organisation concerned divided: - by total number of employees working in the sector in the country, if the activities of the organisation concern the whole sector studied; - by total number of employees working in this sub-sector in the country, if the activities of the organisation only concern a sub-sector. **Collective Bargaining: Does the organisation negotiate and have the power to sign collective agreements at sector level for the sector? ***European affiliations: List of European organisations to which the organisation is affiliated. ****Other affiliations: List of other organisations (group of countries, international) to which the organisation is affiliated.***** The organisation is entitled to sign collective agreements but has not signed any for the sector.

Employers' organisations

All the industrial companies in the sector are obliged to join the Chamber of Commerce. Likewise, all the craft enterprises in the sector must be affiliated to the Chamber of Trade. Industrial firms that so wish are free to join the Federation of Luxembourg Industrialists (FEDIL) and craft firms may join the Federation of Craft Enterprises.

Industrial enterprises

The *Federation of Luxembourg Industrialists (FEDIL)*

Founded in 1918, FEDIL is the Luxembourg professional association representing the sectors of industry, construction and business services. With respect to the Luxembourg economy, the companies that are members of FEDIL account for 25% of added value, 30% of domestic employment and +/-8 billion euros a year in exports. Nationally, FEDIL aims to defend its members' professional interests and to analyse all related economic, social and related issues. FEDIL also works to develop a spirit of real solidarity between Luxembourg employers. The sectors covered by FEDIL are iron and steel, metals processing, chemical and parachemical, non-metallic minerals, construction and finishing, quarries, agri-foods, beverages and tobacco, printing and paper, wood, electrical and electronic, energy, communication and telecommunication, information technology, transport and handling, waste transport and management, international trade, cleaning and maintenance, security guard services, consulting services, intellectual property consulting, pharmaceuticals, temporary work and miscellaneous business services[130].

FEDIL's members include certain firms falling under NACE 36.1. The organisation does not participate in social dialogue in the sector.

Craft enterprises

The Luxembourg Association of Master Joiners asbl

In 1905, a small group of wood sector professionals founded an association representing all the wood-related trades in the City of Luxembourg and its surrounding area. The association was set up to defend its members' economic, political and social interests. At the time, it already had more than 80 members, including construction joiners, internal fittings joiners, carpenters, wood sculptors, turners, milling machine operators, manufacturers of shutters, furniture manufacturers, funeral firms, etc. The federation was later renamed the Luxembourg Association of Master Joiners.

The federation was also one of the founding members in 1905 of the future Federation of Craft Enterprises. From that time, the activities of the Association of Master Joiners were strongly tied to those of the Federation of Craft Enterprises[131]. Today, the federation has only one employee, its secretary.

[130] Source: www.fedil.lu, 12 April 2005.

[131] www.apm.lu, 8 February 2006.

The association has only company members and not individual members. Only a very few self-employed joiners are affiliated. In 2004, the association's members included 177 of the 220 craft companies listed with the Chamber of Trade. Its representativity can be estimated at 80.4% of all craft enterprises in the wood and furniture sector. There are no data on the number of employees. By extrapolating from the number of companies, however, it can be estimated that of the 1,941 employees counted in 2004, 80% or 1,552 work for the 177 member companies.

The association participates, through the Federation of Craft Enterprises, in formal and informal national consultations on the furniture sector. It is also a signatory to the one branch-level collective agreement specific to joiners. It is a direct member of the Federation of Craft Enterprises and is indirectly, through the federation, affiliated to the Union of Enterprises in Luxembourg (UEL) at national level. It is indirectly affiliated at European level, through the Federation of Craft Enterprises, to the European Association of Craft, Small and Medium-sized Enterprises (UEAPME).

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
FEDIL	ND	ND	ND	No	No	No	No
The Luxembourg Association of Master Joiners asbl	117 (wood and furniture)	ND	80.4% of the craft branch of the wood and furniture sector	Yes	No	UEAPME (via the Federation of Craft Enterprises)	No

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

3. Industrial relations in the sector

Bipartite social dialogue

For **craft** enterprises in the sector there is only one branch-level collective agreement specific to joiners. Signed on 20 September 2005 by the Luxembourg Association of Master Joiners and by the Craft and Construction Section-LCGB and the Construction, Construction Crafts and Metallic Constructions Union-OGB-L, it is valid for three years. The agreement applies (Art. 2) at three levels:

- locally: for the country as a whole, to 'construction turners and cabinet makers, coffin manufacturers, wood sculptors, manufacturers of shutters, manufacturers of roll shutters, fitters, model makers, parquet floor layers, etc., both Luxembourg nationals and foreigners';
- professionally: to all works coming within the area of activities of the above-mentioned craft enterprises;
- personally: to workers exercising these trades as skilled or specialised workers, unskilled labourers or young workers.

At the time the agreement was negotiated, the main points of conflict concerned the increase in salaries, end-of-year bonuses and additional holidays. Its conclusion required a procedure before the National Conciliation Office[132].

By means of a declaration of generally binding nature[133], this agreement has been extended to all enterprises in the sector, both present and future. It covers 100% of blue-collar workers in the sector.

There is no collective agreement for management and white-collar workers.

For **industrial** enterprises, collective bargaining takes place at company level, however no companies in the sector have signed agreements.

Acronyms

CGT-L: General Confederation of Labour-Luxembourg

FEDIL: Federation of Luxembourg industrialists

LCGB: Christian Trade Union Confederation (Lëtzebuerger Chrëschtleche Gewerkschafts-Bond)

OGB-L: Luxembourg Confederation of Independent Trade Unions (Onofhängege Gewerkschafts-Bond Lëtzebuerg)

[132] Article 24 of the above-mentioned law of 30 June 2004 establishes that the National Conciliation Office has the tasks of: (1) solving labour disputes over working conditions; (2) settling labour disputes which have not resulted in a collective agreement; (3) advising on requests for a declaration of generally binding nature for collective agreements and agreements concluded under national social dialogue.

[133] Article 37 of the law of 30 June 2004 provides for this extension. All collective agreements complying with legal provisions can be declared of a generally binding nature for all employers and workers in the profession, activity, branch or economic sector concerned.

MALTA

1. Description of the sector

Delimitation and activities of the sector

The Furniture sector in Malta is congruent with the NACE classification, code 36.1.

Socio-economic features of the sector

According to Malta Enterprise (ME), the Government's agency in charge of attracting inward investment and supporting local industries, the Maltese furniture manufacturing sector caters primarily for the local market. This sector's exports, at present, are very low and it is unlikely that the situation will change in the near future. ME justifies this situation by stating that since demand in the local market is still high, employers do not feel the need to expand their operations overseas.

According to the National Statistics Office figures concerning the period January to December 2005, the manufacturing industry on the whole remained relatively stable. In general, the manufacturing industry is currently going through a series of restructuring exercises aimed at making enterprises leaner and more competitive to align with European standards. The main restructuring issues for the sector under analysis concern health and safety and environmental protection.

The gross value added for the manufacturing industry in 2005 increased by 0.9%. The furniture manufacturing industry registered the first positive result in three years, increasing from Lm -3.9 million in 2003 to Lm 2.3 million in 2005 (Central Bank of Malta, 2005, p.32)[134]. Total sales for the furniture industry, after having fallen considerably between 2003 and 2004, rose slightly during 2005.

The share of the furniture industry in the national GDP is not available.

Total Sales (in Lm000)

Year	Furniture & Manufacturing	% Change
2003	49.187	
2004	45.047	-8.4
2005	45.402	0.8

Source: Adapted from NSO; 41/2006.

With regard to investment, over the last three years, the furniture and manufacturing industry continued to register a decrease in investment.

[134] One Maltese lira is equivalent to 2.38 Euros.

Companies

According to NSO[135], there are a total of 1,045 companies operating in the furniture sector. 975 companies employ between 1 and 9 employees. ME officials stated that restructuring in such micro enterprises, when compared to companies employing a larger number of employees, was less problematic since these enjoy greater flexibility and could adapt more easily to market changes. Locally, the three largest companies operating in the furniture industry work on a combination of importing of product and actual production of wood products. Within the furniture manufacturing category, most companies operate in category 36.14. Items, which fall under this heading, include home furniture, finishing of wooden products and manufacture of lighting fittings or lamps.

Summary table: Companies (2003)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
36.11	87	2.3%	96.5%	1.2%	0	0
36.12	11	0	54.5%	45.5 (5)	0	0
36.13	39	0	89.7%	7.7%	2.6%	0
36.14	904	3.1%	94%	2.5%	0.2%	0
36.15	4	25%	0	75%	0	0
NACE 36.1	**1,045**	**3.1%**	**93.3%**	**3.3%**	**0.1%**	**0**

Source: Structural Business Statistics 2003; NSO

Employment

The following table gives the number of employees in the furniture sector categories according to NACE classifications. In this sector, the vast majority of employees work for companies involved in the production of other furniture (Nace 36.14) such as finishing and lighting fittings. A total of 996 employees work in such organisations.

Summary table: Workers (2003)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
36.11	ND	95	0.06	51.5%	48.5%	0	0
36.12	ND	140	0.09	10%	90%	0	0
36.13	ND	183	0.12	23.5%	24.5%	52%	0
36.14	ND	996	0.67	51%	41.5%	7.5%	0
36.15	ND	68	0.05	0	100%	0	0
NACE 36.1	**ND**	**1,482**	**1.00**	**41.4%**	**47%**	**11.5%**	**0**

[135] Available data as provided by NSO is a derivation of the Labour Force Survey (LFS) Annual 2005 Data.

Source: NSO - Structural Business Statistics (SBS), 2003. The SBS data, which are collected directly from enterprises relate to the number employed in local enterprises and make no allowance for people who might work in more than one enterprise. In other words, the SBS essentially records jobs.

The following table regarding occupations of employees refers to both the woodworking sector (NACE 20) and the furniture manufacture sector (NACE 36.1). According to this table, the majority of employees in NACE 20 and 36.1 work in the craft and related trades subsection (85.5%). Second in line is the plant and machine sub-sector, which employs a total of 226 (8.1%) employees. In other respects, the majority of employees are male and employed on a full-time basis.

Main occupation of persons employed in the woodwork and furniture industries (Nace 20 & 36.1)

Occupations	Sex				Total	
	Males		*Females*			
	N°	*%*	*N°*	*%*	*N°*	*%*
Legislators, senior officials and managers	16*	0.6	-	-	16*	0.6
Technicians and associate professionals	0	0.0	-	-	16*	0.6
Clerks	0	0.0	-	-	25*	0.9
Service workers, shop and sales workers	0	0.0	-	-	78*	2.8
Craft and related trades workers	2,301	92.7	-	-	2,379*	85.5
Plant and machine operators and assemblers	139*	5.6	-	-	226*	8.1
Elementary occupations	27*	1.1	-	-	42*	1.5
Total	**2,483**	**100.0**	**299***	**100.0**	**2,782**[136]	**100.0**

* Figures are under-represented
Source: NSO Malta

The presence in the sector of a high percentage of craftsmen is also reflected in the workforce education level. The majority of employees, 1,537 (55.2%) have attained a secondary level of education, followed by 670 (24.1%) of employees who hold a post secondary education certificate (Source NSO Malta).

As far as the wage level is concerned, the average gross annual salary for those employed in the woodwork and furniture industry as given by the NSO amounts to Lm4,088.20. The workers in the woodwork and furniture industry earn an average of Lm937.47, which is less than the average earned manufacturing industry as a whole (Source: NSO Malta).

[136] Source: NSO – Labour Force Survey (LFS), 2005. The LFS data are collected from a survey of private households. They relate to the number of residents in employment in the country, irrespective of whether they work in the country or abroad. Moreover, the LFS essentially counts the number of people in employment irrespective of the number of jobs, which they might have.

2. Organisations active in the sector

Workers' organisations

The **General Workers' Union (GWU)** was founded in 1943. It boasts a wide representation reaching all sectors of the Maltese economy and is especially strong in the public sector. The union has eight sections dealing with different employment sectors, namely Chemical, Energy and Printing, Hospitality and Foods, Manufacturing and SME, Maritime and Aviation, Metal and Construction, Public Sector, Services and Metal and Technology and Electronics. The woodworking and furniture sector falls under the Manufacturing and SME Section. GWU is funded through the members' subscriptions and through subsidiary companies, which it owns, and also through publications.

GWU has a total of around 46,489 members (Registrar of Trade Unions, 2005), and has a workforce of around 50 people. Data about the different categories (e.g. workers, retired, etc) is not available. It has around 120 members working in the woodworking and furniture sector (specific data for the furniture sector are not available).

The organisation takes part in consultations at enterprise level. It has the ability to sign collective agreements, which are signed at enterprise level. GWU is recognised as the main union in two organisations and has, thus, signed two collective agreements in this sector, one of which is currently being renegotiated. Since the Maltese woodwork and furniture manufacturing sectors exists on a very small scale, no tripartite negotiations have ever been carried out. At sector level there are no organisations to support such negotiations. At national level, the Malta Council for Economic and Social Development (MCESD), an organisation aiming to support and encourage dialogue between social partners, intervenes only on issues of national interest.

At international level, GWU is affiliated to various networks of other unions and confederations, amongst which is the International Confederation of Free Trade Unions. GWU represents the Maltese workers in the International Labour Organisation (ILO), Geneva conference and is affiliated to the Commonwealth Trade Union Council (CTUC)-United Kingdom and the European Trade Union Confederation (ETUC). The GWU is affiliated to various networks of other unions and confederations at European and International level. In the Furniture sector, the GWU is a member of the BWI.

The Union of United Workers (Union Haddiema Maghqudin, UHM) was founded in 1966. Since 1977, it has affiliated workers from all sectors. UHM has seven sections, which are the Government Employees' Section, the Health Services Section, the Hotels, Food and Beverages Section, the Manufacturing and Services Section, the Ports, Transport and Aviation Section, the Public Entities Section, and the Pensioners Section. The manufacturing of furniture falls under the Manufacturing and Services Section. The UHM is mainly funded by members' subscriptions. It has a total of around 25,901 members (Registrar of Trade Unions, 2005) and employs 14 members of staff. According to the Section Secretary, UHM represents around 50 employees in woodwork and furniture manufacturing (there is no specific data for the furniture sector). Given that the union represents a limited number of employees, it does not enjoy official recognition at company level. Therefore, the union does not carry out any collective bargaining and has never signed any collective agreements in this respect. With specific reference to the Manufacturing and Services Section under analysis, UHM has a larger number of employees in the Services Sector. Furthermore, those employees it represents in the Manufacturing Industry occupy clerical posts. With regard to tripartite negotiations, UHM officials confirmed that no consultations ever took place concerning the woodwork or furniture manufacturing sectors.

Even though the union enjoys numerous affiliations both on local and international affiliations, no such associations are directly linked to the section under which the furniture manufacturing falls. At a National Level UHM is affiliated to the Confederation of Malta Trade Unions (CMTU).

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
General Workers' Union	46,489	About 120 in the woodworking and furniture sector	4.3% in the woodworking and furniture sector	Yes	No	ETF EFFAT EPSU ETUF – TCL EMF EMCEF UNI Europa EURO WEA FERPA ETUC – Youth	BWI ITF IUF PSI ITGLWF IMF ICEM UNI IFWEA

Source: Report by the Registrar of Trade Unions 2004-2005; interview with Section Secretary; Union's website.

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

Employers' organisations

For the purpose of this research the main employers' organisation, the Malta Federation of Industries (FOI), the Malta Employers Association (MEA) and the Malta Chamber for Small and Medium Enterprises (GRTU) were contacted. All confirmed that they do not represent any employers in the sector of the manufacturing of furniture. However, Malta Enterprise (ME) is a Government organisation (not an employers' association) responsible for offering assistance to local enterprises. This organisation represents around 400 enterprises operating in the woodwork and furniture industry, and even if it does not provide assistance specifically to these sectors, it coordinates a variety of programs from which the furniture sector may benefit. Such assistance is offered at both sector and enterprise level. At sector level, ME focuses on financial and technical support, while at enterprise level ME makes it possible for organisations to benefit from the European Regional Development Fund (ERDF) and the European Social Fund (ESF).

Other organisations active in the sector:

On the initiative of the former Institute for the Promotion of Small Enterprises (IPSE) now part of ME, the **Malta Furniture Manufacturers Organisation (MFMO)** was set up. This organisation, which presently counts 46 organisations among its members, was set up with the aim of bringing together local furniture manufacturers and promoting the 'Made in Malta' concept. MFMO is affiliated to the European Confederation of Furniture Manufacturers (UEA). Among the initiatives of MFMO there are the establishment of a service quality mark for Maltese furniture, an in depth skill and technical audit among MFMO members, and the offer of a tailor made software package for MFMO members in the furniture industry and the design of a collective catalogue for its members.

MFMO is not an employers' organisation and it does not take part to collective bargaining for the furniture sector.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA ?	Others	
Malta Furniture Manufacturers Organisation (MFMO)	46	ND	4.4%	No	UEA	No	No

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

3. Industrial relations in the sector

Tripartite concertation

With regard to the manufacturing of furniture, the two trade unions (GWU and UHM) confirmed that no tripartite negotiations concerning this sector ever took place in Malta. The sector is too fragmented and small.

Bipartite social dialogue

In line with the collective bargaining trends in Malta, all the collective bargaining in the furniture industry takes place at company level. The GWU is the only Maltese trade union with sufficient power to negotiate collective agreements. The GWU section secretary for Manufacturing and SMEs declared that the union has signed two collective agreements in this industry. The two agreements cover a period of three years and deal with issues such as working time, payment conditions and human resource development. The main players involved in bipartite social dialogue are the GWU through its section secretary, an employers' representative and the shop steward.

Acronyms

CMTU: Confederation of Malta Trade Unions

FOI: Malta Federation of Industry

GRTU: Association of General Retailers and Traders

GWU: General Workers' Union

ME: Malta Enterprise

MEA: Malta Employers' Association

MFMO: Malta Furniture Manufacturing Organisation

NSO: National Statistics Office, Ufficju Nazzjonali ta l-Istatistika

THE NETHERLANDS

1. Description of the sector

Delimitation and activities of the sector

In the Standaard Bedrijfsindeling 1993 (SBI, the Dutch equivalent of the NACE classification system) of the Centraal Bureau voor de Statistiek (Central Statistics Office, CBS), the following activities are classified as part of the furniture industry (SBI 361): manufacture of chairs and seats (SBI 3611), manufacture of office and shop interiors and -furniture (SBI 3612), manufacture of kitchen furniture (SBI 3613), manufacture of other furniture (SBI 3614), manufacture of mattresses (SBI 3615). The delimitation according to SBI corresponds to the NACE classification.

From the point of view of the employers' and workers' organisations, the same activities are included in the furniture industry in accordance with both the SBI and the NACE classification. The employers' organisation, the Central Union of Furniture Manufacturers (Centrale Bond van Meubelfabrikanten, CBM) stresses that from an economic point of view, the classification of companies in the furniture industry is not material based, but product based, that is, CBM represents not only manufacturers of wooden furniture, but also manufacturers of furniture of other materials.

The sector is covered by a sector collective agreement. In addition, the collective agreement applies a product-based classification, with the exception of metal furniture companies. Although economically represented by the CBM, from a collective bargaining point of view, metal furniture companies are covered by the Collective agreement for the Metalworking and electrical engineering Sector.

Socio-economic features of the sector

In terms of its share in the GDP, the weight of the furniture sector compared to the whole economy is modest. Between 2001 and 2003, this share was a stable 0.3%, in 2004, the furniture sector made out 0.2% of GDP (Source: CBS). Compared to other sectors of industry, the production of the furniture industry is largely aimed at the national market. There are no exact figures on the share of production in the sector that is exported, but other figures can provide an indication. According to the CBS, the furniture industry together with the rest of NACE 36 (manufacture of other goods) export 23% of their production (CBS, 1999). The Central Union of Furniture Manufacturers, CBM, estimates that about 10 to 15% of the home furniture production is being exported. The share of the underground economy in the furniture sector is estimated very low (FNV interview).

Summary table: Companies (2004)

Sub-sectors	Number of companies	% companies without employees*	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 100 employees	% companies with > than 100 employees
SBI 3611	1,670	59.28	32.93	6.59	0.6	0.6
SBI 3612	2,225	60.9	28.99	9.21	1.12	0.67
SBI 3613	215	41.86	39.53	16.28	0	2.32
SBI 3614	1,305	62.45	27.97	7.66	1.15	0.38
SBI 3615	55	33.3	33.3	16.7	8.3	8.3
Total SBI 361	**5,470**	**59.78**	**30.44**	**8.23**	**1.0**	**0.64**

Source: CBS Statline, 2004.

* The number of companies without employees in CBS statistics is often considerably higher than the estimations on this number by representatives of employers' and employees' organisations in the sector. This is also the case for the furniture sector (FNV interview). CBS follows the registration system of companies of the Chamber of Commerce.

The major proportion of the companies in the sector are SME's, most of them have less than 10 employees. The companies are spread all over the country with concentrations in the southern province Brabant, the eastern provinces Gelderland and Overijsel, and in the city of Rotterdam. The latter is due to the connection between the manufacture of interiors and the shipbuilding industry.

Summary table: Workers (2004)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
SBI 3611	ND	6,200	ND	ND	ND	ND	ND
SBI 3612	ND	9,800	ND	ND	ND	ND	ND
SBI 3613	ND	2,500	ND	ND	ND	ND	ND
SBI 3614	ND	5,400	ND	ND	ND	ND	ND
SBI 3615	ND	1,000	ND	ND	ND	ND	ND
Total SBI 361	**ND**	**24,800**	**0.36**	**ND**	**ND**	**ND**	**ND**

Source: CBS Statline, 31-12-2004, preliminary figures.
Note: The unions estimate the total number of workers in the furniture sector at 1 March 2006 at 21,357 (FNV Bouw table; Hout- en Boutbond CNV interview).

The sector is labour intensive, but employment has been declining significantly in recent years. In 2003, employment in the furniture sector made up 0.39% of total employment in the Netherlands, in 2004, this percentage had declined to 0.36% (CBS).

The employee in the furniture industry is typically a blue-collar worker. About 66% of the personnel in the sector is direct production personnel. Large companies have relatively less direct production personnel. The most important categories are traditional furniture makers and builders of interiors (38%, 2002) and machine woodworkers (17%, 2002) (Stichting Hout en Meubel, SH&M, 2005). The level of education of workers in the furniture sector is traditionally low. The sector still employs many unskilled workers and low-skilled workers, who have developed professional competences by experience, the so-called required competences. To get insight into these competences, as a basis for developing vocational training, the sector has developed a so-called Recognition of Required Competences procedure for its personnel, that is included in the Collective Agreement of the sector since 1 March 2005 (www.kenniscentrumevc.nl). As a consequence of an increasing level of computer-controlled production, however, education requirements for new personnel are showing an upward trend towards the level of intermediate vocational training (FNV interview). The sector has developed refresher courses for their current personnel (CBM interview). Wages in the sector are at the average level compared to other sectors in the Netherlands (FNV interview). The share of women in the sector labour force was 17% in 2005 (Stichting Hout en Meubel, SH&M, 2005). The sector has an ageing workforce (Meijer Organisatie Adviseurs, 2005; Hout- en Bouwbond CNV). A-typical work hardly occurs in the sector, but a new phenomenon in this respect is the 'Eastern European' worker, working through the mediation of a temporary employment agency.

The furniture industry has been declining significantly in recent years and this decline is still going on, though the second half of 2005 showed a slight recovery. The CBM estimates the decline to be between 10 and 15% over the last 5 years. This can partly be attributed to the economic situation in those years, because the sector for 90% depends on replacement purchases. This also explains the slight recovery of the second half of 2005. Of a more structural nature, however, there is the influence of increasing international competition. The greatest part (58%) of imported furniture still comes from the old EU countries, most notably, Germany, Belgium and Italy. Beside these traditional competitors on the Dutch furniture market, however, competition is increasingly coming from low wage countries in Eastern Europe and Asia. Especially, imports from Poland and China, and to a lesser extent Indonesia, have been increasing[137].

Besides imports, another trend is to outsource part of the production to lower wages countries. This concerns particularly the larger companies (> 50 workers). The fact that the education level that is needed in the sector is low compared to other sectors, such as the metalworking and the electrical engineering sector, and the fact that the presence of R&D and other infrastructure are no key preconditions for the furniture industry to function, may lead to the hypothesis that more work will be outsourced in the future. The general expectations include that the furniture market in the Netherlands in the future particularly will remain in the niche of design furniture and highly specialised work (innovation of products and of production), as well as in the field of providing high quality logistics services (delivery time, reliability) (union interviews, interview CBM). CBM also mentions mechanisation as a way to remain in business (CBM interview).

As a consequence of the decline in the furniture market, the number of workers in the sector has decreased between 2001 and 2004 with almost 15% and is expected to decrease further in the future, which is confirmed by the figures on the number of employees in the sector in 2006 of the unions (see above). Between 2001 and 2004, the number of companies has decreased by 10% and the average size of companies also slightly decreased from 9.8 workers on average per company in 2001 to 9.3 workers on average per company in 2004. (Meijer Organisatie Adviseurs, 2005)

2. Organisations active in the sector

Workers' organisations

The Dutch Federation of Trade Unions, Construction Industry, Section Wood & Furniture (Federatie Nederlandse Vakbeweging Bouw, Sector Hout & Meubel, FNV Bouw) is one of the most important trade union federations in the country and the largest union in the sector (Van der Meer, 1998). It is affiliated to the Dutch Federation of Trade Unions, the largest federation of unions in the Netherlands. FNV Bouw covers the following sub-sectors: construction industry, completion, hydraulics, housing services and wood & furniture. About 300 fte's are working for FNV Bouw, of which 10 are working for the woodworking and furniture sector, among them 4 fte's is directed at the furniture industry. The type of members organised in the furniture sector is mainly the low-skilled, blue-collar worker. FNV Bouw has 4,127 members in the furniture industry, of which 2,840 are active members. With a total of 21,357 workers in the furniture sector, FNV Bouw's density in the sector is at 19.5% (figures of FNV Bouw, 1 March 2006).

The Netherlands does not have a formal recognition system of social interest organisations. Recognition is of a reciprocal nature, that is, there is recognition if the partners accept each other at the negotiation table. FNV Bouw is recognised in this sense. It is signatory partner to the sector Collective Agreement for the Furniture Industry as well as to the sector Collective Agreement on the Social Fund for the Furniture Industry and the sector Collective Agreement on the Supplement Fund for the Furniture Industry. FNV participates in the bi-partite management of these funds. FNV Bouw also participates in the bipartite sector pension fund. Finally, FNV participates in the bipartite 'Trade council for the furniture industry' (*Vakraad voor de Meubelindustrie en*

[137] The import from the main importing Eastern European and Asian countries in percentages of the total turnover of the Dutch furniture industry, give an impression of its importance: Poland 6.6%, China 6.5%, Indonesia 5.8%, Romania 3.5%, Czech Republic 1.5%. (Percentages refer to the situation in 2003. Source: Meijer Organisatie Adviseurs, 2005)

Meubileringsbedrijven), a bi-partite consultation body in the furniture sector. FNV Bouw participates with the employers' associations and the government in tripartite consultations on occupational health and safety in the sector and is signatory partner to the OSH covenant for the furniture industry.

The Christian Trade Union Federation Wood and Construction Union (Hout- en Bouwbond Christelijk Nationaal Vakverbond, Hout- en Bouwbond CNV) is the second largest union in the furniture sector. It is affiliated at national level to the Christian Trade Union Federation. The Hout- en Bouwbond CNV employs about 4 fte's for the woodworking and furniture industry all together. Its type of members are the same as those of FNV Bouw: low-skilled, blue-collar workers. The Hout- en Bouwbond CNV has about 1,700 members in the furniture sector, of which 75% are active members, which brings its density at 8% (figures of Hout- en Bouwbond CNV). Hout- en Bouwbond CNV is recognised as a partner at the negotiating table of unions and employers' organisations. Like FNV, the Hout- en Bouwbond CNV is signatory partner to the sector Collective Agreement for the Furniture Industry as well as to the sector Collective Agreement on the Social Fund for the Furniture Industry and the sector Collective Agreement on the Supplement Fund for the Furniture Industry. The Hout- en Bouwbond participates in the bipartite management of the Social Fund, the bipartite management of the sector pension fund, and in the Vakraad voor de Meubelindustrie en Meubileringsbedrijven, the bipartite consultation body for the furniture sector. Finally, the union participates in the tripartite consultations on occupational safety and health and it is signatory partner to the OSH covenant for the furniture industry.

Workers' organisations

Organisation (English name)	**Members**	**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Number of members working in the furniture sector			*European affiliations****		*Other affiliations*****
				Member of EFBWW ?	Others	
Dutch Trade Union Federation, Construction Sector, Section Wood and furniture, FNV Bouw	4,127 members (2,840 active members) in the furniture sector	11.5%	Yes	EFBWW	No	BWI
Construction and Woodworking Union, Christian Trade Union Federation, Hout- en Bouwbond CNV	1,700 members (1,275 active members) in the furniture sector	5.1%	Yes	EFBWW	No	BWI

Source: FNV Bouw and Hout- en Bouwbond CNV.

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

Employers' organisations

The Central Union of Furniture Manufacturers (Centrale Bond van Meubelfabrikanten, CBM) is founded in 1912, in response to the fact that also workers were getting organised in that time. The CBM is a branch organisation that deals with both economic and social interests of its members. It has 22 fte's working for the interests of the branch. CBM is organised in three sections corresponding with the three markets in the sector: home furniture (including mattresses), interior building, and supply. The organisation has 530 members. Particularly the larger companies are members of CBM. All companies, except one, with more than 100 employees are members, and also among the category of companies with 50-100 employees, the CBM's density is high. The member-companies represent about 65% of the employees in the sector. CBM is recognised as a partner at the negotiating table of unions and employers' organisations. It is signatory partner to the general sector Collective Agreement for the Furniture Industry as well as to the sector Collective Agreement on the Social Fund for the Furniture Industry and to the sector Collective Agreement on the Supplement Fund for the Furniture Industry. CBM participates in the bi-partite management of this fund, in the bipartite management of the sector pension fund, and in the bi-partite *Vakraad voor de Meubelindustrie en Meubileringsbedrijven*, the bi-partite consultation body in the furniture sector. CBM participates in tripartite consultations on occupational safety and health (OSH) in the sector and is signatory partner to the OSH covenant for the furniture industry. CBM is affiliated to the *Vereniging van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond, VNO-NCW* (Confederation of Netherlands Industry and Employers).

The Union of Frame Manufacturers (Bond van Lijstenfabrikanten, BLF) is the second signatory partner to the sector Collective Agreement for the Furniture Industry as well as the sector Collective Agreement on the Social Fund for the Furniture Industry and the sector Collective Agreement on the Supplement Fund for the Furniture Industry. It is a small organisation that is formally signatory partner, but is not physically present in the negotiations.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Central Union of Furniture Manufacturers, CBM	530	13,884(a)	65% of employees in the sector	Yes	UEA	No	No
Union of Frame Manufacturers, BLF	ND	ND	ND	Yes	ND	ND	ND

Source: CBM interview

(a) This figure is an estimate. The CBM estimates the percentage of workers covered by their member companies to be 65%. FNV Bouw estimates the total number of workers in the sector at 1 march 2006 at 21,357. 65% of 21,360 = 13,884.

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

3. Industrial relations in the sector

Tripartite concertation

As a general rule, tripartite concertation in the furniture sector only takes place concerning the subject of occupational safety and health. The negotiating partners are the Ministry of Social Affairs and Employment, the employers' association CBM, the trade unions FNV Bouw and Hout- en Bouwbond CNV. On the 9 October 2002, a tripartite agreement was signed between these partners, a so-called OSH-covenant, which runs until 31 December 2006. At the heart of this covenant are measures to ensure that regular consultations between the partners take place (at least 4 times a year, in practice 6 to 10 times a year) on the progress of the implementation of the covenant.

Bipartite social dialogue

The bipartite dialogue takes place at sector level between FNV Bouw and Hout- en Bouwbond CNV on the one hand and employers' association CBM on the other. The Union of Frame Manufacturers is more or less a sleeping partner, that is, signatory partner to the collective agreements in the sector but not actively involved in collective bargaining, nor in other sector consultations or joint management. There is no obligation to participate in collective bargaining, partners participate voluntarily. There are no conflicts between players regarding recognition issues in the sector.

Recently however, according to the trade unions themselves, developments at national level and in other sectors have raised some concerns for the unions about their position in collective bargaining in general (FNV interview). Firstly, in other sectors such as in the hotel, catering and restaurant sector, the smallest of three main trade union federations, has one-sidedly negotiated collective agreements with the employers' associations. In this process, the main unions FNV and CNV were not invited as bargaining partners.[138] Secondly, the establishment of a new independent trade union aimed at the representation of younger workers and freelancers is causing some concern for the main trade unions.[139] We do not expect that these developments will have a major impact on the furniture sector in the mid-long run.

Collective agreements

Sectors covered	Agreement	Parties		Duration	Coverage
		Trade Union	*Employers' organisation*		
Furniture Industry (NACE 36.1 / SBI 361)	Collective Agreement for the Furniture Industry	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. CBM 2. BLF	19 December 2005 – 31 March 2007	Generally extended by the government, 100% coverage
Furniture Industry	Collective Agreement for the Furniture Industry regarding employers' contributions to the Social Fund	1. FNV Bouw 2. Hout- en Bouwbond CNV	1. CBM 2. BLF	12 September 2003 – 31 December 2007, amended at 4 June 2004	Generally extended by the government. 100% coverage
Furniture Industry (NACE 36.1 / SBI 361) Building of Exhibitions (SBI 7487.2) Building of Organs (SBI 363)	Collective Agreement for the Supplement Fund of the Furniture Industry	1. FNV Bouw 2. Hout- en Bouwbond CNV	1.CBM 2. BLF 3. Exhibition Services Association Holland 4. Vereniging van Orgelbouwers	13 January 2006 – 31 December 2010	Generally extended by the government, 100% coverage

Source: Ministry of Social Affairs and Employment, 2006.

In the furniture sector, there is one general sector collective agreement and two sector collective agreements on social funds for the sector. The general collective agreement deals with the employment conditions in the sector. In addition to the more traditional items like wages, secondary benefits and working hours, employability is an important subject for the sector, since the level of education demanded in the sector is increasing as a consequence of computerisation, but also because employment in the sector is decreasing and workers need to be made broadly employable in case they lose their jobs. For this purpose, the collective agreement contains a provision that workers in the sector can also follow education and training meant for jobs outside of the sector (Hout- en Bouwbond CNV). The Social Fund is meant to give financial support to all kind of activities aimed at the promotion of good industrial relations, employment, education and

[138] In the Netherlands, sector-wide collective agreements are usually concluded by all the trade unions affiliated to the three main federations. However, in December 2005, this pattern was broken in the hotel, restaurant and catering industry, where an agreement was signed only by the union for managerial and professional staff (De Unie), and not by the much larger unions affiliated to the FNV and CNV federations. Although the signatory partners of these collective agreements have not submitted a request to government to extend the applicability of the agreement, it still is applicable to a large part of the sector, namely to those companies linked to the employers' association that is signatory partner. Around 200,000 employees work at these companies, while the sector as a whole employs some 320,000. The union that is signatory partner to the agreement (De Unie) represents some 500 members within the sector, while the FNV union counts 25,000 members in the sector. It is not yet clear what standpoint the government would take in case such collective agreements were submitted for extension. (FNV interview, Van het Kaar, 2006)

[139] The Alternative Trade Union (AVV) is critical of both employers' associations and the established trade unions, claiming that they only represent the interests of older workers and neglect the interests of the young. Specific issues highlighted by AVV include early retirement, pensions and dismissal protection. AVV also criticises what it sees as the undemocratic internal organisation of traditional unions. It hopes to gain a seat in collective bargaining and on consultative bodies (FNV interview, M. Grünell, 2005).

training, and occupational safety and health. The Supply Fund is meant to create possibilities for early retirement. Besides the furniture industry, the latter also covers the sector of exhibition builders and organ builders. Beside these collectively agreed arrangements and funds, the sector pension fund deserves to be mentioned as a fund that is managed by the social partners.

The sector Social Fund and the sector Supplement Fund are managed by a bi-partite governance board. Furthermore, the Furniture Sector has a bi-partite consultation body, the so-called *Vakraad voor de Meubelindustrie en Meubileringsbedrijven*, in which regular bi-partite consultations take place outside the collective bargaining consultations on issues that concern the sector as a whole or particular issues related to the implementation of the Collective Agreement.

The furniture industry is a relatively well organised sector compared to other sectors in the Netherlands. Union density is about 27.5%, which is almost identical to the average union density (27%). The employers' organisation CBM estimates its density to be about 65%, which is a little below the average density of employers' organisations (80% of employees covered). However, it meets the official government established threshold of 60% coverage to declare the collective agreements, signed by FNV, CNV and CBM, generally extended by the government.

Acronyms

BLF:	Bond van Lijstenfabrikanten (Union of Frames Manufacturers)
CBM:	Centrale Bond van Meubelfabrikanten (Central Union of Furniture Manufacturers
CBS:	Central Bureau voor de Statistiek (National Central Statistics Office)
CNV:	Christelijke Nationaal Vakverbond (Christian Trade Union Federation)
FNV:	Federatie Nederlandse Vakbeweging (Dutch Federation of Trade Unions)
SBI:	Standaard Bedrijfsindeling (the Dutch equivalent of NACE)
SH&M:	Stichting Hout en Meubel (Wood and Furniture Foundation)
VNO-NCW:	Vereniging van Nederlandse Ondernemingen – Nederlands Christelijk Werkgeversverbond (Confederation of Netherlands Industry and Employers)

POLAND

1. Description of the sector

Delimitation and activities of the sector

The Polish Classification of Activities (Polska Klasyfikacja Działalności, PKD) is compiled on the basis of the NACE rev.1. Consequently, the PKD for the manufacture of furniture corresponds to the code 36.1 of the NACE's classification: Manufacture of furniture.

Specific data for the furniture sector (NACE 36.1) are not always available and data presented in the following section sometimes represents all businesses relating to furniture, which corresponds to the wood industry and related processing, sub-assembly manufacture and prefabricates for furniture manufacture as well as manufacture of furniture and floors.

From the collective bargaining point of view, it should be noted that the interests of the furniture businesses are represented by the construction sector as a whole (PKDF: 45) and generally more attention is given to the problems of construction than to the problems of the wood and furniture industry. The main trade union in the sector (Budowlani) covers the construction sector, the building materials industry, the housing cooperative movement, the woodworking, furniture, and panel manufacturing industries but also the forestry, logging and related service activities (NACE 02) and environmental protection. Another trade union covers workers of furniture and wood based board manufacturing as well as workers in sanatoriums (health care and welfare sector – NACE 85).

Socio-economic features of the sector

There are no data about the share of the furniture industry in GDP. The wood and furniture industries belong to the construction sector, whose share in GDP was 4.9% in 2004[140].

It is difficult to state whether there is an underground economy in the sector and if so, how big it is, because no relevant research has been conducted, and none of the unions that have been interviewed could describe the problem in detail.

Summary table: Companies (2006)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Sub-sector 3611Z	2,637	ND	88.4%	8.3%	2.7%	0.6%
Sub-sector 3612Z	2,018	ND	86.9%	10.7%	2.3%	0.2%
Sub-sector 3613Z	4,081	ND	94.1%	5.2%	0.7%	0.02%
Sub-sector 3614A	8,910	ND	86.6%	9.8%	2.8%	0.8%
Sub-sector 3614B	6,683	ND	98.6%	1.2%	0.2%	0
Sub-sector 3615Z	97	ND	84.5%	8.2%	7.2%	0
Total	**24,426**	**ND**	**91.3%**	**6.6%**	**1.7%**	**0.4%**

[140] In decrease : 5.7% in 2002

Source: GUS – Central Statistical Office - 24.03.2006. These are official figures from the Central Statistical Office. However, these figures are contested by the social partners in the sector.

In 2001, the total number of entities active in the woodworking and furniture industries was 59,400 (together with individual people running business activity). 99.8% of them were in the private sector[141]. Small companies (employing no more than 49 people) constituted 99.6% of the total number of entities, and the share of the workers working in these companies amounted to 38%.

From the survey conducted in 2005 on a sample of 32,636 companies of codes PKD 20 (manufacture of wood products), 36 (manufacture of furniture) and 51 (trade – activity connected with sale of wood and construction materials), it appears that about 90% of the companies in the business are micro-companies (often one-person). Economists predict that about half of those will go bankrupt or change their profile of activity or change their registered office in the coming three years. Most of the companies surveyed (74%) are in services and/or in manufacture (52%). Only 4% of the surveyed companies have indicated trade/ distribution as a sole type of business activity[142].

The dynamics of change in the sector (liquidation of companies) cause difficulties in updating the data, in which leads to discrepancies in numerical and other data.

In 2006, 112,700 workers[143] are employed in NACE 36.1. These data concern economic entities employing more than 9 people as well as budgetary entities, budgetary establishments and auxiliary units of budgetary entities regardless of the number of employees. It excludes people employed abroad. In 2004, 29.7% of workers were women and 69.8% were full-time paid employees in NACE 36.

In NACE 36, the average monthly gross wage in 2004 was PLN 1758.24 (EUR 439.56[144]).

The woodworking and furniture sectors have to face high manufacturing costs, a major decrease in exports, the impossibility of competing with the arrival of very cheap products from China, a high exchange rate for the PLN and no support for the business in the from of economic regulations taken by the Polish government. These elements together result in a gradual shrinking of the wood and furniture industry and according to the trade unions, the industry is on the verge of extinction.

2. Organisations active in the sector

Workers' organisations

The Budowlani Trade Union (Związek Zawodowy "Budowlani", BTU) was founded on February 16th 1991 as a follower and successor to many trade union organisations in the building trade, that had existed in the 110 year history of the trade union movement in this branch. The many years of experience in the building sector and the richness of its tradition made it possible for this trade union to continue its activities while going through the social and economic transformations in Poland. The organisation has been strengthened by joining the Trade Union of Forests, Wood and Environment Protection Workers in Republic of Poland, which happened during III Congress of Trade Union "Budowlani", 22-23 October' 99.

---

[141] 73 entities in the woodworking and furniture industries were state-owned in 2002: 39 were in wood products industry and 34 in furniture industry.

[142] Małgorzata Marianowska, Najbardziej aktualne dane o branży drzewnej i meblarskie (The most up-to-date data about wood- and furniture business), 02.05.2006, www.drewno.net

[143] "Employment, wages and salaries in national economy first quarter 2006" Warsaw 2006 – General Office of Statistics. Data for Semesters I-III 2006.

[144] Indicative rate : 1 PLN = 0,25 €

The BTU is a trade-union organisation which affiliates employees from the construction sector, the building materials industry, the housing cooperative movement, the forestry and environmental protection, the woodworking and furniture, and panel manufacturing industries and the associated industries as well as those engaged in the educational system related to these professions. Its most important task is the protection of economic interests of trade union members. To this purpose, it aims to establish a tripartite system of collaboration between employees, employers and government structures. The Union aims at collective agreements being entered into at different levels, social agreements and contracts being implemented. BTU provides legal aid, mediates conflicts between the union's members and employers, organises protest and strike campaigns. it initiates intense training, information, publishing, social, rest, cultural and sport and recreation activities.

"Budowlani" Trade Union is a homogenous structure. At the end of 1999, it consisted of 14 Regional Boards covering the whole territory of Poland. The Union's work is directed by the National Management and its Presidium. The highest body of the Union is the National Congress of Delegates convened every 5 years. The term of office in all the Union's bodies is also 5 years.

At Central Level, there are National Branch Sections that associate basic union organisations, whose employees are engaged in the same sub-sector of the construction industry. The following sections operate, among others, in the "Budowlani" Trade unions: General Building, Special Building, Municipal and Housing Economy, Building Materials, Housing Co-operative Movement, Building Services, Building Products, Forestry and Environmental Protection, Woodworking, Furniture and Panel Manufacturing Industries, Machine-Building Industry. The organisation is divided into 14 districts. Particular plant organisations belong to the district organisation and are a part of a country-wide organisation.

In order to obtain financial means to perform its statutory tasks, the BTU is also engaged in business activity. 80% of the membership subscriptions remain in the plant, 20% go to district organisation. The corporate unions also receive subsidies from the central office. 15 people work full-time in the central office.

The BTU is legally recognised[145]. Since 2003, the BTU has started procedure for negotiating the first sector agreement, for many years, for workers in the building and related professions. The employers have not started negotiations in this area yet. The BTU has an agreement with the employers' organisation as from 1996, which has been renewed a few times.. However, the difficulty in adopting a method of calculation of the minimal wages in the sector of construction do inspire confidence in a climate of good negotiations in the future. Despite agreements on this field with the Employers' Unions and the Polish Craft Association, the government does not have the intention of accepting common alignments and to use them in the public orders procedure.

The BTU is a signatory of two "supra company" agreements – for National Forest and Polish National Parks. Both of them are state–owned companies. In cases of "supra company" agreements, negotiations with the employer are held by plenipotentiary representatives (approved by the Presidium) of applicable branch sectors.

The BTU is also a signatory of many (but they do not know how many exactly) collective agreements in factories in the building, wood, housing communities and building materials industries. Collective agreements are functioning in the majority of the companies where BTU is active. From BTU's standpoint, cooperation with international companies is easier.

The BTU is a member of All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych, OPZZ). Since the fall of 1994, it has been a member of BWI. It also co-operates with EFBWW[146] and participates in the "Multiprojet" initiative, co-ordinated by the Federation.

---

[145] Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

[146] BTU is not a member of EFBWW but has observer status within the European federation.

The Federation of Trade Unions of Furniture Industry of Polish Republic (Związek Zawodowy Meblarzy RP, ZZM RP) was established in 1893. From the Union of Foresters and Woodworkers that had existed until 1983, the Federation of Trade Unions of Furniture Industry of Polish Republic was set up in Radomsk. The registered office of the Federation was located according to the place of work of its Chairman and when the authorities changed, the Federation moved its office to Lodz. The organisation has evolved; in 1991, a Countrywide Trade Union of Furniture Manufacturers of RP was set up. Since 1995, it is been based in Olsztyn. The union is composed of 24 organisations based in particular plants and 3 of a wider profile. The organisation covers workers in the furniture and wood based board manufacturing industries, as well as workers in sanatoriums who belong to the Union. About 90% of the members are manual workers.

The organisation is financed from membership subscriptions. There are plans to raise funds from business activities (for instance with the sanatoria, which the union co-owns with two other unions). One person is employed by the organisation.

The organisation is legally recognised[147]. At sector level, it defends plants and fights for support of the profitability of the sector. In the opinion of the chairwoman of ZZM RP, the members have a sensible approach to the problems of the sector; they cooperate in critical situations, act together on social matters, work together on communication with the self-government administration (for example in the matters of supporting the sector in a region). In the opinion of the chairwoman, the cooperation between the unions at sector level runs smoothly. At company level, the organisation, as such, does not sign agreements. However, particular agreements are negotiated in particular plants. At the present, there are three collective agreements signed and in force. In other plants, the existing agreements were terminated because of the restructuring of the plants. New agreements are being worked upon now.

ZZM RP is a member of All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych, OPZZ).

The National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union "Solidarność" (Krajowy Sekretariat Budownictwa i Przemysłu Drzewnego - NSZZ "Solidarność", NSBWI) was established in 1991. It gathers five national sections: National Construction Section Board; National Section of Woodworkers; National Section of Wood Based Boards; National Section of Furniture Manufacturers; National Section of Construction Materials. The representative of the Union estimates that about 15% of the members are white-collar workers. The organisation is financed from subsidies from The National Committee that distributes membership subscriptions[148]. One person is employed by the organisation.

NSBWI is legally recognised[149]. It takes part in forming agreements at sector level and it cooperates with other trade unions, like the Trade Union of Polish Foresters in RP, Trade Union "Budowlani" and ZZM RP. However, the union meetings are not very productive; any agreements signed have no real power and do not translate into any activities aimed at improving working conditions in the sector. The organisation takes part in collective bargaining at company level. However, the chairperson of NSBWI has no exact knowledge about the number of collective agreements signed in his organisation. He estimates that a large majority of plant-based committees gathered in the Secretariat have signed collective agreements. Workers' organisations

[147] Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

[148] The opinion of the chairperson of NSBWI is that the rules of distribution of financing are not transparent and that the funds are dispersed between various levels of the Union's administration. From NSBWI's standpoint, the financing it receives is barely sufficient for the maintenance of the organisation.

[149] Official Journal 1991 no. 55 pos. 234 Trade Union Act, 23 May 1991 with subsequent amendments, Official Journal 2004 no. 240 pos. 2407, Tripartite Commission for Socio-Economic Affairs Act Amendment Act, 8 October 2004, Ordinance of the Minister Of Labour and Social Policy, 3 July 2001 concerning the Commission for Collective Labour Agreements (Official Journal No. 73, pos. 773, 18 July 2001, with subsequent changes).

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
					European affiliations***		Other affiliations****
	Total number of members	*Number of members working in the sector*			Member of EFBWW ?	Others	
ZZ "Budowlani", BTU	19,800	2,800 in woodworking and furniture industries	1.33% of the woodworking and furniture industries	Yes	No (observatory status within the EFBWW)	No	BWI
ZZM RP	2,119	2,059 in woodworking and furniture sector	0.98% of the woodworking and furniture industries	Yes	No	No	No
NSBWI	14,500	5,300 in woodworking and furniture sector	2.52% of the woodworking and furniture industries	Yes	No	No	BWI

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

From the standpoint of the trade unions, the dominance of family businesses of a micro scale, where workers do not belong to the trade unions is a problem for the industry as a whole. Additionally, there are sometimes difficulties involved with setting up trade union branches in larger plants. For example, in larger plants in the Warmia-Mazury voivodship (region), setting up a trade union branch is not possible. Those who try are fired. The trade union tried to intervene in the matter, but even the mediation of the voivode did not bring the expected results.

Employers' organisations

The Confederation of Polish Employers (Konfederacja Pracodawców Polskich, CPE) is the oldest and the largest employers' organisation in Poland. It has been established in November 1989 and it represents the interest of all sectors and branches. Since 1990, the Confederation represents the interests of Polish employers in the International Labour Organisation.

CPE is a non-profit organisation, financed from membership subscriptions. It employs 24 people.

The membership structure in the CPE is varied. Most of the entities represented by the Confederation are associated at regional or sector level. Members of the Confederation are small, medium as well as large companies. CPE associates 62 direct members, including federations, regional and sector unions and individual companies[150], meaning a total of over 5,500 companies. A large majority of these (82%) are private companies. The employers affiliated in the CPE employ more than 2 million workers, the highest number among all Polish employers' organisations. Unfortunately, the CPE does not conduct specific analyses of the woodworking and furniture industries.

The CPE takes part in tripartite negotiations at national (Tripartite Commission for Socio-Economic Affairs) and international level. In all the Voivodship Commissions of Social Dialogue and in all branch-level teams, there are representatives of organisations affiliated in the CPE. However, the CPE does not take part in making collective agreements in the woodworking and furniture sector. Indeed, the woodworking and furniture industries are not direct members of CPE. The CPE is, however, treated by the trade unions of the woodworking sector as a partner for possible negotiations and agreements.

[150] The number of regional unions associated is nine; the number of federations and sector unions associated is 19; the number of individual companies associated is 34.

The Polish Union of Private Employers of Wood, Furniture and Pulp Industries (Polski Związek Pracodawców Prywatnych Branży Drzewnej, Meblarskiej i Papierniczej, PUPEWFPI) was founded on February 10th, 2000. It covers NACE 36, as well as NACE 20.2 and 85. The organisation is financed from the membership subscriptions. Seven companies are members of the PUPEWFPI. They are medium-sized and large companies.

The union has a right to sign sector collective agreements, collective agreements above a single plant level, and collective agreements concerning a single plant. There are no data that would indicate that such agreements have been signed. In the opinion of the representative of the organisation, the reasons could be the lack of a partner to sign such an agreement and/or unfavourable terms of a collective agreement that should be more advantageous than the regulations of the Labour Code.

The PUPEWFPI is member of Polska Konfederacja Pracodawców Prywatnych "Lewiatan" (PKPP Lewiatan) and the Polish Confederation of Private Employers (PCPE Lewiatan).

The mission of the **Polish Chamber of Commerce of Furniture Manufacturers (OIGPM)** is to integrate the Polish furniture trade in order to create more effective participation in the formation and development of the Polish furniture trade, to actively promote Polish furniture in the country and abroad, and to support consumer warranties to encourage full satisfaction with the purchase and use of Polish furniture. According to the statutes, the basic aims of the Chamber are the representation and defence of the affiliated economic entities of the state and self governmental administration of all levels; protection of the economic interests of the affiliated entities, the creation of a deontology and honest competition in the trade.

OIGPM has 57 members. Most of members are active in section 36.1, others section: 73.10 E, 73.10 H. OIGPM publish The Informational Bulletin of Chamber. It does not take part in social dialogue and it does not sign collective agreement with trade unions.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*** **
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Member of UEA or EFIC ?	Others	
CPE	5,500 (ND for the woodworking sector)	ND	ND	Yes	No	CEEP, IOE, BIAC	No
PUPEWFPI	7	3,353	0.001	Yes	No	UNICE and BIAC (indirectly through Leviathan)	No
OIGPM	57	ND	ND	No	UEA	No	No

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

3. Industrial relations in the sector

It can be assumed that all the parties potentially interested in social dialogue and the negotiation collective agreements in the sector do not venture beyond declarations. The involvement of trade unions in matters concerning collective agreements is brought to a halt because of the employers' unwillingness to discuss and the reluctance of the government to get involved. Additionally, the unions do not have up-to-date information on signed agreements and arrangements made.

Another difficulty is the fact that the majority of companies in the sector are small and therefore are not members of larger organisations. They have no active trade unions and nor do the largest plants. Therefore, there is no possibility of signing any agreements. The trade unions are being blackmailed. The tension and lack of stability of the sector on the market results in trade unions limiting their demands and expectations as regards conditions of work, salaries, working hours, etc.

Tripartite concertation

There is no tripartite social concertation specifically for the sector of woodworking and the manufacture of furniture. The reason is that there is no organisation on the employers' side that could become a body devoted to social dialogue and, in addition, the lack of consistency in the attitude of successive ministers with regard to social dialogue. However, there are plans to establish a Tripartite Commission for the Construction Industry and Related Sectors. The Commission would work, inter alia, upon the problems of the woodworking and furniture industry. Two meetings on the matters related to establishing such Commission, initiated by the government, took place in 2006. Work regulations for the Commission have been adopted but no more activity has followed. The Commission was to be composed of NSZZ "Solidarność", Trade Union "Budowlani", The Trade Unions Forum, representatives of the employers and representatives of six ministries.

From the point of view of the trade unions, it is important that a special construction body be established. However, it does not make sense for them, at the moment, to set up a dedicated wood and furniture body. Nevertheless, the chairperson of the NSBWI is aiming to raise the issues of the woodworking and furniture sectors during the meetings of the construction sector, so that in the future, a body dedicated only to this sector could be established.

Bipartite social dialogue

At sector-level

Sector-level collective agreements covering the construction sector (including the woodworking and furniture industries) are concluded in Poland. The signatory parties are BTU, ZZM RP and NSBWI on the employees' side, and PUPEWFPI on the employers' side. There is no conflict between these organisations, however the atmosphere is not conducive to permanent cooperation. In the opinion of workers' organisation, employers' organisations of the sector are badly organised and not interested in social dialogue; they only make the process difficult for the formulating and signing of collective agreements for the whole sector initiated by the trade unions.

Except for one trade union (ZZM RP), the rest of the unions do not have precise data about the number of agreements signed. The data currently available are therefore not representative.

Number of sector-level collective agreements

	Number of CA	Number of workers (which are filled by CA)
NACE 20	64	13,911
NACE 36	81	15,489

Source :General Inspection of Labour, situation on 5 of April, 2006.

At enterprise level

Factory level collective agreements are the most important from the point of view of Polish law. However, concluding them is difficult not just because of the reluctance on the part of the employers, but also because of division of the union movement. Generally, the employers boycott these negotiations and as a result, many of these regulations are “dead”. There are no data on the number of enterprise-level collective agreements signed in the woodworking and furniture sector.

Acronyms

BTU:	Budowlani Trade Union (Związek Zawodowy “Budowlani”)
CPE:	Confederation of Polish Employers (Konfederacja Pracodawców Polskich)
NSBWI:	National Secretariat of Building and Wood Industry of the Independent Self-Governing Trade Union “Solidarność” (Krajowy Sekretariat Budownictwa i Przemysłu Drzewnego - NSZZ “Solidarność”)
NSZZ “Solidarność”:	Independent Self-Governing Trade Union “Solidarność”
OIGPM:	Polish Chamber of Commerce of Furniture Manufacturers
OPZZ:	All-Poland Alliance of Trade Unions (Ogólnopolskie Porozumienie Związków Zawodowych)
PKD:	Polish Classification of Activities (Polska Klasyfikacja Działalności)
PUPEWFPI:	Polish Union of Private Employers of Wood, Furniture and Pulp Industries (Polski Związek Pracodawców Prywatnych Branży Drzewnej, Meblarskiej i Papierniczej)
ZZM RP:	Federation of Trade Unions of Furniture Industry of Polish Republic (Związek Zawodowy Meblarzy RP)

PORTUGAL

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the furniture sector (classified 36.1 in the national Classification of Economic Activities - CAE) covers the manufacture of furniture and mattresses. The Portuguese Association for Wood and Furniture Industries (AIMMP) considers that the sub-sector of manufacture of mattresses (CAE 36.15) should be excluded from section 36.1.

Socio-economic features of the sector[151]

In Portugal, the industrial fabric of the furniture sector is made up almost entirely of micro and small enterprises; the majority of companies have fewer than 20 workers and there is little mechanisation.

Companies and persons employed in CAE 36.1 according to the INE and according to the DGEEP

CAE-REV. 2	INE (data 2003)		DGEEP (data 2001)						
	Enterprises	*Persons employed*	*Enterprises*	*Persons employed*	*% companies without employees*	*% companies with < 10 employees*	*% companies with 10 to 49 employees*	*% companies with 50 to 199 employees*	*% companies with > than 200 employees*
CAE 36.1	6,925	49,855	4,106	43,576	0	73.4	23.3	3	0.2

Source: Economy and Finance, Statistics on Enterprises and Statistics on Enterprises and Establishments (INE) and General Directorate of Studies, Statistics and Planning of the Ministry of Labour and Social Solidarity (DGEEP).

Companies and persons employed in the wood sector according to the SETACCOP and the AIMMP

Sub-sectors[152]	SETACCOP (2006)		AIMMP (2005)			
	Enterprises	*Persons employed*	*Enterprises*	*Persons employed*	*Turnover (Euro million)*	*Geographic distribution*
Furniture	2,510	33,600	> 2,500	34,000	1,800	The furniture manufacturing companies are found mainly north of the Douro (roughly 70% of the total), with a particularly large number of companies in the Leiria, Viseu and Setúbal districts.

Source: SETACCOP (2006) and AIMMP (2005)

151 We present data on the sector for the years 2006, 2005, 2003 and 2001, based on statistics published by the Trade Union for Construction, Public Works and Similar Services (SETACCOP), the AIMMP, the National Statistics Institute (INE – Economy and Finance, Statistics on Enterprises and Statistics on Enterprises and Establishments), and the General Directorate of Studies (DGEEP/MTSS – Personnel Tables), respectively. We would point out that there is a serious lack of statistics in Portugal; these are not only rare but also unreliable and not presented in a timely fashion.

152 For the AIMMP and SETACCOP, the sector covers the manufacture of furniture with the exception of the manufacture of mattresses.

According to the President of the Portuguese Association of Furniture and Similar Industries (APIMA), in 2004 the Portuguese furniture industry had turnover of EUR 1,450 million and exports of EUR 765 million; this was an increase of 15.3% over 2003 and the fourth biggest rise in all 25 European Union countries. The main destinations for Portuguese furniture exports are France with 37%, Spain with 33% and Sweden with 7%; other markets are Germany, Angola, the United Kingdom, Austria and the Arab countries.

If the current exploitation conditions in the forestry sector are maintained overall, in 10 years there is expected to be a reduction of about 29% in the number of companies and about 30% in the number of workers. Meanwhile, the trend registered is an increase in the volume of production and in exports of furniture products. This trend will favour the more innovative furniture companies with better marketing skills and higher exports, which will absorb the market share of other companies that will be forced to close.

Turnover and gross added value

CAE-REV. 2	**INE (data 2003)** Unit: € 10^3	
	Turnover	**Gross Added Value (market prices)**
CAE 36.1	45,473	635,482

Source: INE.

The workforce in the furniture sector is largely male (73.3%) and relatively unskilled. Most employees have few educational qualifications[153] and learn their job at the workplace[154]. It should be noted that the lack of a skilled workforce is a major obstacle to the industry's adaptation to change.

With regard to age groups, the average age in the sector is high, as about 45% of employees are over age 35. Generally speaking, workers in the sector tend to stay a long time in the cluster where they started their career. Salaries in the sector are relatively low and there are some geographical asymmetries: salary levels in companies in the North are lower than those in companies in the Centre, Lisbon and Tagus Valley.

Summary table: Workers (2001)

Sub-sectors	**Number of self-employed workers in the sector**	**Number of employees in the sector**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies < 10 workers/Number of employees in the sector (%)**	**Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)**	**Number of employees in companies with 50-200 workers/ Number of employees in the sector (%)**	**Number of employees in companies with > 200 workers/ Number of employees in the sector (%)**
CAE 36.1	ND	43,576	1.5	25.3	43.3	23.1	8.3

Source: DGEEP, 2001.

153 Recruitment is mainly of people with low levels of schooling (primary school level).

154 Some companies have now changed their recruitment and internal training strategies and are hiring qualified workers (at management level) in response to the many challenges facing this activity.

Qualification Level

	Senior Management	Middle management; Foremen, Supervisors and Team Leaders	Highly Skilled and Skilled Workers	Semi-skilled Workers	Unskilled workers	Trainees
	%	%	%	%	%	%
Manufacturing Industry	1.9	5.9	48.0	24.0	7.5	10.6
Furniture	1.7	5.8	31.1	28.4	27.6	4.8

Source: DGEEP

2. Organisations active in the sector

Workers' organisations[155]

The **Portuguese Confederation of Construction, Ceramics and Glass Trade Unions (Federação Portuguesa dos Sindicatos da Construção, Cerâmica e Vidro, FEVICCOM)** resulted from the merger of the Federation of Ceramic, Cement and Glass Industries Trade Unions of Portugal and the National Federation of Construction, Wood, Marble and Construction Materials Trade Unions on 8 July 2004 (date of the publication of the new statutes). Currently, FEVICCOM has 36 trade union delegates, three of whom in the Wood and Furniture Industry. The organisation provided no data on the total number of members or on the number of members working in the furniture sector. FEVICCOM finances its activities from membership dues paid by member trade unions and has two salaried staff members. It has legal and reciprocal recognition and has signed a Collective Labour Agreement for the sector.

The **Trade Union for Construction, Public Works and Similar Services (Sindicato da Construção, Obras Públicas e Serviços Afins, SETACCOP)** was founded in 1952. At the time, its members were technical workers with various specialities, in any area of activity. In 1986, the trade union began to represent civil construction as a result of the large number of members from this branch of activity. It was consequently renamed 'Trade Union of Technical and Salaried Civil Construction Workers, in Public Works and Similar Services - SETACCOP'. More recently, its name changed to 'Trade Union for Construction, Public Works and Similar Services', though the old abbreviation was maintained. Today, SETACCOP covers a varied range of sub-sectors of the industry, from construction (the single largest sub-sector of the trade union in terms of number of members) to public works, wood, and services.

The trade union has a total of roughly 27,000 members, of whom only two thirds pay their dues regularly. Approximately 4,700 members work in the Wood and Furniture sector (there are no separate data available for the furniture sector)**.**

SETACCOP is legally recognized and has signed a Collective Labour Agreement for the sector. The organisation is funded from membership dues and has a staff of 14.

155 Data provided by the organisations themselves unless otherwise indicated.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of members	*Number of members working in the furniture sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
FEVICCOM	ND	ND	ND	Yes	No	No	UITBB
SETACCOP	27,000	4,700 in the woodworking and the furniture sector	9% of the woodworking and the furniture sector	Yes	EFBWW	No	BWI

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

Employers' organisations[156]

The **Portuguese Association for Wood and Furniture Industries (Associação das Indústrias de Madeiras e Mobiliário de Portugal, AIMMP)** was created in 1957 under the name 'Association of the Wood Sawing Industries of the Porto and Aveiro Districts'. In 1962, it was authorised to operate nationally under the name 'National Association of Wood Sawing Industries' and in 1970, the association was authorised to cover all forestry sector industries with the exception of cellulose and cork. At that time it changed its name to the 'National Association of Wood Industries'. In 1995, the organisation again changed its name to the 'Portuguese Association of Wood and Furniture Industries' and in 1996, it merged with the Portuguese Association of Wood Commerce and Industry, and with the Association of Wood Panel Industries, and became known as the 'Association of Wood and Furniture Industries of Portugal'.

AIMMP has about 800 member companies in the woodworking and furniture sector (there are no specific data available for the furniture sector). It is financed by membership dues and employs 10 salaried workers. It is legally empowered to propose, revise and participate in collective bargaining with trade union partners. Since 1995, it has led collective bargaining in the sector with the annual negotiation and revision of salary scales, remuneration clauses and other clauses of the Collective Labour Agreement for the sector.

The **Portuguese Association for Furniture and Similar Industries (Associação Portuguesa das Indústrias de Mobiliário e Afins, APIMA)** was founded in October 1984 by companies active in the manufacture of wooden furniture. According to the general secretary of APIMA, the National Association for Woodworking Industries (AIMMP's former name), which previously covered furniture companies, defended the wood sector as a whole, and not the furniture sector specifically. As a result of the growing importance of the furniture sector in terms of jobs and companies, certain firms decided to create a separate organisation for the furniture sector, which would give them a voice and the possibility to make the sector's concerns heard. To fulfil this mission APIMA: represents the Portuguese furniture industry in national and international bodies defending its interests and promoting it both internally and abroad; encourages and provides incentives for modernisation of the sector; negotiates the Collective Labour Agreement; organises the collective participation of the national furniture industry in the main international furniture trade fairs; and organises occupational training courses and legal support for its members. The association finances its activities out of membership dues and subscriptions and through the

[156] Data provided by the organisations themselves unless otherwise indicated.

organisation of various events. APIMA has 400 companies (mainly SMEs), employing roughly 1,400 workers. It is legally recognised and has signed Collective Labour Agreements for the sector.

The **Association of Wood Industries of Central Portugal (Associação de Industriais de Madeiras do Centro, AIMC)** was founded on 7 August 1975. It is a national association which essentially represents the sub-sectors of sawing-mills, carpentry and furniture. Its objectives are to study and defend the interests of the wood and other industries, and to increase associated activity in business. AIMC currently has 158 member companies (figure for 2006) employing roughly 5,305 workers. In 2003, the main activities of the member companies were as follows: furniture (26.44%), carpentry (20.11%), wood sawing (19.54%), sawing and carpentry (10.92%), wood conservation (4.6%), wood industry and commerce (3.45%), carpentry and furniture (3.45%), wood exploitation (2.3%), wagons (1.72%), doors (1.15%), containers and boxes (1.15%), turnery (1.15%), carpentry and flush doors (0.57%), cabinet-making (0.57%), wood commerce (0.57%), box manufacturing (0.57%), upholstery, chairs and seats (0.57%), wardrobes (0.57%) and unspecified wood products (0.57%). The association employs two salaried staff members.

AIMC is legally recognised and has signed Collective Labour Agreements for the sector.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of member companies in the organisation	*Total number of workers employed by member companies*			Member of UEA or EFIC ?	Others	
AIMMP	800 in the woodworking and the furniture sector	ND	16% of the woodworking and the furniture sector	Yes	No	CEI-Bois EPF FEFPEB FEIC	No
APIMA	400	1,400	8%	Yes	UEA	No	No
AIMC	158 in the woodworking and the furniture sector	5,305 in the woodworking and the furniture sector	3% of the woodworking and the furniture sector	Yes	No	No	No

Source: AIMMP, APIMA, AIMC (2006).

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

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite social dialogue as such in the furniture sector. There are nevertheless forms of consultation and meetings between the government and the social partners in the sector. These are considered positive for its development.

Bipartite social dialogue

Social dialogue in the furniture sector is essentially bipartite. Two Collective Labour Agreements (CLAs) are concluded for the sector. Both cover the following activities: cutting, felling and sawing of wood (CAE 20.1); wood panels (CAE 20.2); carpentry and other wood products (CAE 20.3, 20.4; 20.51 and 20.52); wood import and export (CAE 51.130; 51.531); manufacture of furniture (CAE 36.1).

- The CLA for the wood and furniture industry concluded between FEVICCOM and AIMMP, AIMC and APIMA. This CLA underwent an overall revision in 2005 (BTE No 28, 1st series, 29 July 2005);
- The CLA for the wood and furniture industry concluded between SETACCOP, FETESE[157] and AIMMP, AIMC and APIMA. In 2005, this CLA was revised for salaries and other matters (BTE No 28, 1st series, 29 July 2005). The above-mentioned organisations are currently negotiating the restructuring of careers covered by the CLA owing to the introduction of new technologies, which has made a significant number of careers obsolete.

These CLAs already cover rules published in the new Labour Code (Law 99/2003 of 27 August, which came into force on 1 December 2003). The CLAs are valid for two years, with the exception of the salary tables, which are valid for one year.

The main areas of intervention of the collective agreements are: careers, rights and duties of the parties, working hours, remuneration, rest periods (weekly, holidays, national holidays and absences), termination of the labour contract, discipline in the company, safety, hygiene and health at the workplace and the framework of professional categories in remuneration levels. The sector's CLAs directly cover all workers in the sector through extension regulations, as a means of clarifying working conditions in the sector (100% cover rate). The extension regulations are provided for by law and are set into motion by the Ministry of Labour after consultation with the interested parties.

There are no conflicts between the partners regarding recognition in this sector. As for the social dialogue climate, the sector has seen a considerable improvement in relations, contacts and the exchange of ideas, and there has been clear and constructive discussion in recent years. The parties consulted maintain that the conditions exist for the deepening of social dialogue in the sector.

There is no negotiation at company level in this sector principally because the companies are all micro or small enterprises.

Acronyms

AIMC:	Association of Wood Industries of Central Portugal (Associação de Industriais de Madeiras do Centro)
AIMMP:	Association of Wood and Furniture Industries of Portugal (Associação das Indústrias de Madeiras e Mobiliário de Portugal)
APIMA:	Portuguese Association of Furniture and Similar Industries (Associação Portuguesa das Indústrias de Mobiliário e Afins)
CAE:	National Classification of Economic Activities

[157] FETESE is the Federation of Office and Service Workers (Federação dos Sindicatos dos Trabalhadores do Escritório e Serviços)

DGEEP/MTSS:	General Directorate of Studies, Statistics and Planning of the Ministry of Labour and Social Solidarity (Direcção-Geral de Estudos, Estatística e Planeamento/Ministério do Trabalho e da Solidariedade Social)
EPF:	European Powerlifting Federation
FETESE :	Federation of Office and Service Workers (Federação dos Sindicatos dos Trabalhadores do Escritório e Serviços)
FEVICCOM:	Portuguese Confederation of Construction, Ceramics and Glass Trade Unions (Federação Portuguesa dos Sindicatos da Construção, Cerâmica e Vidro)
INE:	National Statistics Institute (Instituto Nacional de Estatística)
SETACCOP:	Trade Union for Construction, Public Works and Similar Services (Sindicato da Construção, Obras Públicas e Serviços Afins)

SLOVAK REPUBLIC

1. Description of the sector

Delimitation and activities of the sector

The classification of the economic activities in the furniture sector of the Slovak Republic is identical with the 36.1 NACE classification.

From an industrial relations point of view, the structure of the furniture sector in the Slovak Republic does not allow for clear identification of individual organisations and their categories. Many of those involved in forestry (therefore belonging under the Ministry of Agriculture) process wood or even manufacture furniture. The others are recorded by the Ministry of Economy. Moreover, the lists of member organisations either among employers or employees representative bodies include schools and research institutes.

Socio-economic features of the sector

According to the data of the Statistical Office of the Slovak Republic, only aggregate data for the manufacture of wood and wood products are available. The manufacture of wood and wood products increased from 6,693 mill SKK (as of 2002) to 6,841 mill SKK (as of 2003) to 8,565 SKK (as of 2004) in current prices when compared to the GDP total of 1,073,613 mill SKK and 1,201,196 mill SKK and to 1,325,486 mill SKK respectively[158].

There are no data available for the share of the furniture sector in the national GDP. There are also no data regarding the number of employees in the sector.

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
Total of the sector	58	ND	ND	ND	ND	ND

Source: ZSD SR as of 31 December 2005

2. Organisations active in the sector

Workers' organisations

The Trade Union of Wood, Forest, Water (Odborovy zvaz drevo, les, voda) was established in 1990. Currently, there are approx. 24,000 members associated in 175 trade union units. The Trade Union is divided into 5 sections out of which there is one specialised in wood and furniture.

The Trade Union is funded from the membership subscriptions, dividends and bank interest. 8 full-timers work for this organisation.

---

158 Statistical Yearbook of the Slovak Republic 2002, Veda 2002; Statistical Yearbook of the Slovak Republic 2004, Veda 2004, and Statistical Yearbook of the Slovak Republic 2005, Veda 2005

At sector level, on a yearly basis, the Trade Union of WOOD, FOREST, WATER concludes one collective agreement with the Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky, ZSD SR) covering the furniture sector. Since the establishment of the Association, nine sector collective agreements with ZSD SR have been concluded (one per year).

At national level, the Trade Union of WOOD, FOREST, WATER is a member of the Confederation of Trade Unions of the Slovak Republic (Konfederacia odborovych zvazov Slovenskej republiky, KOZ SR). In the international context, it is a member of the BWI.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of members	*Number of members working in the sector*			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
Trade Union of Wood, Forest, Water (Odborovy zvaz drevo, les, voda)	24,000	ND	ND	Yes	No	No	BWI

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

Employers' organisations

The Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky, ZSD SR) is a non-profit, apolitical, voluntary association of employers (represented by the owners or CEOs). It was founded in 1997 by 16 bodies. At present 150 members are associated in the Association representing approx. 9,000 employees. The turnover of the associated organisations accounts for 11 billion SKK.

The Association's funding comes only from the membership subscriptions. It employs 10 full-timers.

The member organisations are divided into the following sections:

a. woodworking (53 members incl. schools and research institutes)

b. furniture manufacturing (58 members incl. schools)

c. manufacturers and importers of machinery, tools and materials for wood processing and furniture manufacturing (15 members)

d. ecological wood structures (4 members)

e. traders in furniture (20 members)

The main goals of the Association can be characterised as follows:

a. environmental protection

b. enhancement of exports

c. support of scientific, R&D potential

ZSD SR is a full member of the Republic Union of Employers (Republikova unia zamestnavatelov, RUZ) and the Confederation of Industry Associations of the Slovak Republic (Zvaz priemyslu Slovenska, ZPS). In an international context, since 2001 it has been a member of the European Confederation of the Woodworking Industries (CEI-Bois) as well as a member of the European Furniture Manufacturers Federation (UEA). Since 2003, it has been a member of the Federation of Woodworking Machinery (EUMABOIS). Finally, it is also a member of the newly created organisation EFIC (the European Furniture Industries Confederation).

Within the social dialogue, ZSD SR concludes (mostly) yearly a sector collective agreement with the Trade Union WOOD, FOREST, WATER.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
					*European affiliations****		*Other affiliations*****
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			Member of UEA or EFIC ?	Others	
The Association of Wood Processing Manufacturers of the Slovak Republic, ZSD SR	150 in total (58 in the furniture sector)	9,000 in total	ND	Yes	UEA EFIC	CEI-Bois EUMABOIS	No

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

3. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation specific to the furniture sector in the Slovak Republic.

Bipartite social dialogue

At this level, the partners usually conclude the bipartite/sector collective agreement (Kolektivna zmluva vyssieho stupna – KZVS) which stipulates the terms and conditions for the employees in the sector and, simultaneously, establishes the relationship between the partners.

The sector agreements have the force of law. They are published by the Ministry of Labour, Social Affairs and Family of the Slovak Republic (Ministerstvo prace, socialnych veci a rodiny Slovenskej republiky – MPSVaR SR) in the Collection of Laws of the Slovak Republic.

So far ZSD SR has concluded 9 sector collective agreements (yearly) with the Trade Union Wood, Forest, Water. The last one was concluded for the period of 1 April 2006 to 31 March 2007. It covers both NACE 20 and 36.1 and focuses on:

1. collective terms and conditions of employment
2. working time, overtime, shifts, work at call etc.
3. obstacles at work (e.g. specific conditions for employees under 18, pregnant women etc.)
4. health and safety
5. employers' social policies
6. remuneration, minimum wage etc.

The major topics are those establishing the employment terms and conditions above the framework set by the Labour Code Act No. 5/2004 Coll. of Laws. First of all, they refer to pay, allowances, holidays, health and safety provisions etc.

The terms and conditions agreed upon in the sector collective agreement can be extended under paragraph 7 of the Act on Collective Bargaining No. 2/1991 Coll. of Laws in its amendments by the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MPSVaR SR) to the employers who are not members of the employers' organisation which concluded the agreement in question. Based on the above mentioned legal provision, the coverage of collective agreements can be extended only to the employers who operate in the similar field of business under similar economic and social conditions, whose headquarters are located on the territory of the Slovak Republic, and when no sector collective agreement has been covering them, of course, with the organisation's consent. The motion to extend the coverage of a collective agreement can be submitted to the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MPSVaR SR) for a minimum of six months before the effectiveness of the current collective agreement terminates.

At enterprise Level

At the enterprise level, the social partners are the management of the enterprise on the part of employers and the trade unions units operating in the enterprise. The partners conclude a bilateral collective agreement – an enterprise collective agreement. This is directly linked to the sector collective agreement. The enterprise collective agreement stipulates the terms and conditions in the specific areas of the enterprise's dealings and sets the framework for the relationship between the employer and employees. The enterprise collective agreement has the force of law. The period for which it is concluded is similar to that of the sector collective agreement. The terms and conditions agreeded upon in the enterprise collective agreement can improve the terms and conditions contracted in the sector collective agreement. Such terms and conditions of the enterprise collective agreement that would deteriorate the conditions of employees covered by the relevant sector collective agreement would be automatically void under the current legislation. The terms and conditions of the collective agreement automatically cover all the employees of the given enterprise regardless their membership in the trade unions.

The enterprise collective agreements are concluded mostly per a year. The numbers of enterprise collective agreements are not recorded by the Trade Union Wood, Forest, Water.

Acronyms

KOZ SR: Confederation of Trade Unions of the Slovak Republic (Konfederacia odborovych zvazov Slovenskej republiky)

OZ DLV: Trade Union Wood, Forest, Water (Odborovy zvaz drevo, les, voda)

KZVS: Sector Collective Agreement (Kolektivna zmluva vyssieho stupna)

MPSVaR SR: Ministry of Labour, Social Affairs and Family of the Slovak Republic (Ministerstvo prace, socialnych veci a rodiny Slovenskej republiky)

RUZ : Republic Union of Employers (Republikova unia zamestnavatelov)

ZPS: The Confederation of Industry Associations of the Slovak Republic (Zvaz priemyslu Slovenska)

ZSD SR: Association of Wood Processing Manufacturers of the Slovak Republic (Zvaz spracovatelov dreva Slovenskej republiky)

SLOVENIA

1. Description of the sector

Delimitation and activities of the sector

The Slovenian classification of the activity complies with the NACE classification and is used by the Statistical Office of the Republic of Slovenia. In Slovenia, the furniture industry sector includes the activities DN 36.100 – 36.150, DN 36.3 – 36.5, DN 36.62 and DN 36.63. All the above-mentioned activities are included in the collective negotiations and the collective agreement that covers the sector of the woodworking and furniture industries.

Socio-economic features of the sector

The size of the whole above-mentioned sector (woodworking and furniture) can be estimated on the basis of some of the data available. In terms of gross value added, the entire sector represented 6.2% of the national total in 2004. The gross value added per employee or productivity has increased over the past five years from 13,021 EUR to 17,030 EUR. Despite lower productivity in comparison to the EU, the sector shows higher average productivity growth in Slovenia than that registered in the EU, which shows that the Slovenian sector is reducing the productivity gap with the EU. The interlocutors could not give an estimate concerning the existence of a grey economy. Data on GDP for the sector are unavailable.

The furniture sector (DN 36.100 – 36.150) has partly private and partly state ownership companies. The woodworking and furniture sector consists mainly of small companies, followed by medium-sized companies and there are only a few big companies, while multinationals are nonexistent. In the past, there were many more big companies, but at the beginning of the 1990s, there was a tendency for these companies to disappear and for smaller companies to be started. Moreover, in the 1990s, the woodworking and furniture sector had some 40,000 employees, while nowadays the number of employees is only around 20,000. The industry is spread out quite evenly throughout Slovenia, with the coastal region having a smaller share of companies.

Summary table: Companies (2006)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 249 employees	% companies with > than 249 employees
36.11	48	ND	ND	ND	ND	ND
36.12	80	ND	ND	ND	ND	ND
36.13	18	ND	ND	ND	ND	ND
36.14	181	ND	ND	ND	ND	ND
36.15	5	ND	ND	ND	ND	ND
Total of the sector	**332**	**ND**	**ND**	**ND**	**ND**	**ND**

Source: CCI, Kazalniki poslovanja GZS za leto 2004, 5.5.2006

The average wage in NACE group DN is 824 EUR, while the average wage in Slovenia is 1,157 EUR. In the entire group D, the woodworking and furniture sector stands out by number of employees that receive the statutory minimum wage – only group DB has more employees receiving the statutory minimum wage. Employees with tertiary level education are in the majority in group DN, followed by those with 4th level education. None of the interlocutors were able to determine the relationship between blue and white-collar workers in the sector (all of them also expressed the view that the use of these categories is inappropriate in today's world). However, given the prevailing level of education, we could say that blue collar workers are in the majority..

The gender balance in group DN is estimated to be relatively even. Employment contracts for an indefinite duration are the prevailing sort (according to some estimates more than 80% of the workers have such full-time employment); therefore, it is hard to talk about atypical forms of work.

Summary table: Workers (2006)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-249 workers/ Number of employees in the sector (%)	Number of employees in companies with > 249 workers/ Number of employees in the sector (%)
36.11	ND	2,740	0.33	ND	ND	ND	ND
36.12	ND	1,327	0.16	ND	ND	ND	ND
36.13	ND	1,134	0.14	ND	ND	ND	ND
36.14	ND	5,039	0.62	ND	ND	ND	ND
36.15	ND	191	0.02	ND	ND	ND	ND
Total of the sector	**ND**	**10,431**	**1.28**	**ND**	**ND**	**ND**	**ND**

Source: CCI, Kazalniki poslovanja GZS za leto 2004, 5.5.2006

As was pointed out by some of the interlocutors, the problem of the sector lies in the lack of a qualified and trained labour force. With regard to the expected further development of the woodworking and furniture sector, the interlocutors have emphasised that the sector is gaining importance, which is also evident from the estimate of the Slovenian Government that the wood and furniture industry is included in future development projects and is acknowledged as a strategic industry. As was stressed by the representative of SINLES, this inclusion of the sector among future development projects also means that there would be certain restructuring funds available in the future. In this regard, it is also important to mention that Slovenia is very rich in the relevant raw materials, since 52 % of the land is under forest. However, the representative of SINLES points out the problem of an unfavourable ratio in forestry ownership: 80% of the forests are in private ownership, and 20 % are in public ownership. 9% of them are forests of special importance (are also public property), while only 11 % are public property, which can also be used commercially.

2. Organisations active in the sector

Workers' organisations

The **TRADE UNION OF WOOD INDUSTRY OF SLOVENIA (SINDIKAT LESARSTVA – SINLES)** was established as an independent trade union in 1991 and it carries its current name since 1995. It 'covers' the sector of woodworking and furniture industry or DD 20.100 – DD 20.520 and DN 36.100 – 36.150, DN 36.3 – 36.5, DN 36.62 and DN 36. 63. The trade union is financed exclusively through membership subscriptions and has two employees (the secretary general and a secretary). The representative of the trade union said that there are no people from ruling positions among their members, and stressed that it is difficult to speak about the relationship between blue and white-collar workers, since these categories are out of date. From the prevailing level of education in the studied sector, however, we could gather that the majority are blue-collar workers.

The Trade Union of Wood Industry of Slovenia is a member of the Association of Free Trade Unions of Slovenia at national level.

The **CONFEDERATION OF NEW TRADE UNIONS OF SLOVENIA – INDEPENDENCE (KONFEDERACIJA NOVIH SINDIKATOV SLOVENIJE – NEODVISNOST)** is a confederation of various trade unions that was founded in 1990. As a confederation, the trade union covers numerous sectors, including the sector of woodworking and furniture. The trade union is financed exclusively by membership subscriptions. It is difficult to answer the question on how many employees it has, since it is composed of a management team and 10 regional organisations, and there are also joint trade unions, which cross companies and sectors. The confederation itself employs two people (the president and a secretary), while others work in regional organisations. According to the assessment made by the representative of the trade union, its members are mainly "blue-collar" workers (70 %).

In the bipartite dialogue, both trade unions are recognised as partners in legal (recognised status of representative trade unions) as well as reciprocal terms (the partners recognise each other as partners). Thus, the trade unions take part in the bipartite dialogue at sector level and also have the power to sign collective agreements at this level. Until now, they have signed all the sector collective agreements (1991, 1995, annex in 1997 and two declaratory decisions – 1999, 2003). In the bipartite dialogue at company level, however, the trade unions participate merely as technical assistance for their organisations in companies and do not have the power to sign collective agreements at this level. On the other hand, the trade unions do not participate in the tripartite concertation in the sector, since such a dialogue is not organised at sector level.

Workers' organisations

Organisation (English name)	Members		Estimate of density	Collective Bargaining (Yes/No)	Affiliations		
					European affiliations		Other affiliations
	Total number of members	*Number of members working in the sector**			Member of EFBWW ?	Others	
Trade Union of Wood Industry of Slovenia – SINLES	8,000	8,000 in the woodworking and furniture	40.6% in the woodworking and furniture	Yes	No	No	No
Confederation of the New Trade Unions of Slovenia – Independence	Between 80,000 and 90,000	Between 2,000 and 10,000 in the woodworking and furniture	Between 10.2% and 50.8% in the woodworking and furniture	Yes	No	No	No

Source: Interview with representative of the Trade Union of Wood Industry of Slovenia, 5.4.2006 and interview with representative of the Confederation of the New Trade Unions of Slovenia – Independent, 11.5.2006.

* Both representatives could give data only on total number of members in the woodworking and furniture industry since trade unions dot not have separate statistics for wood sector and separate statistics for furniture sector.

Employers' organisations

The **WOOD PROCESSING ASSOCIATION (ZDRUŽENJE LESARSTVA)** in its current form was founded in 1990. The Association 'covers' the sector of woodworking and furniture, and is financed from compulsory membership subscriptions. The Association has three employees. Moreover, it can use the technical assistance of the common services of the Slovenian Chamber of Commerce and Industry. Membership includes small, medium-sized as well as large companies.

In the bipartite dialogue of the studied sector, the Association is recognised in legal as well as reciprocal terms (the partners recognise it as a partner). Thus, the Association takes part in the bipartite dialogue at sector level and has the power to sign collective agreements at this level. Until now it has signed all the sector collective agreements (1991, 1995, annex in 1997 and two declaratory decisions – 1999, 2003). However, the Association does not participate in the bipartite dialogue at the company level, nor does it have the power to sign collective agreements at this level.

In the national framework, the Wood Processing Association is member of the Slovenian Chamber of Commerce and Industry.

The **SECTION ON WOOD AND PAPER INDUSTRY (SEKCIJA ZA LES IN PAPIR)** was established in 1994, which is also when the Association of Employers of Slovenia was founded. The Association of Employers of Slovenia, or its Section on Wood and Paper Industry, combines a certain number of companies on the basis of voluntary membership. The Section 'covers' the sector of woodworking and furniture industry and the sector of paper industry. The number of employees in the Section is hard to determine, since the Section is not a separate legal entity. The Section itself has no employees, but it has the technical services of The Association of Employers of Slovenia working for it. The Association of Employers of Slovenia has 9 employees.

In the bipartite dialogue, the section is recognised in legal as well as reciprocal terms (the partners recognise it as a partner). Thus, the section takes part in the bipartite dialogue at sector level and has the power to sign collective agreements at this level. Until now it has signed all the sector collective agreements (1995, annex in 1997 and two declaratory decisions – 1999, 2003). However, the section does not participate in the bipartite dialogue at company level, nor does it have the power to sign collective agreements at this level. According to the section's representative, the section will start offering its members technical assistance in bargaining at company level within a year.

At national level, the Section on Wood and Paper Industry is a member of the Association of Employers of Slovenia.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Wood Processing Association	500 companies from wood + 332 companies from furniture sector = 832 companies	9,255 workers from wood + 10,431 workers from furniture sector = 19,686 workers	100%*	Yes	No	CEI Bois	No
Section on Wood and Paper Industry	14 from wood + 23 from furniture sector = 37 companies. Altogether there are 82 members coming from wood and furniture sector as well as from DE 21 and 22 and DN 37	1,423 workers from wood + 4,923 workers from furniture sector = 6,346 workers from wood and furniture sector. Altogether (wood + furniture + DE 21, 22 and DN 37) there are 13,548 workers working in the companies members of the Section	6.9%	Yes	No	UNICE (through the Association of Employers of Slovenia)	IOE (through the Association of Employers of Slovenia)

Source: Interview with representative of the Wood Processing Association, 20.4. 2006 and interview with representative of the Section on Wood and Paper Industry, 8.5.2006
* The membership is according to the legislation obligatory for all companies.

3. Industrial relations in the sector

Tripartite concertation

All of the interlocutors informed us that no tripartite concertation, tripartite consultations or meetings had ever existed in the past and do not exist today, specifically for the sector.

Bipartite social dialogue

At sector level

The following actors participate in bipartite negotiations for a collective agreement in the wood and furniture industries:

- The Chamber of Commerce and Industry of Slovenia - Wood Processing Association;
- The Association of Employers of Slovenia - Section on Wood and Paper Industry;
- The Trade Union for the Wood Industry – SINLES;
- and the Confederation of New Trade Unions of Slovenia - Independence.

Representatives of all actors have emphasised that no obligation to participate in negotiations to conclude a collective agreement subsists, but rather that cooperation is founded on a voluntary basis and on the interests of all the actors. Moreover, all the interlocutors agreed that it is the trade unions that have the main interest in negotiating. The representative of the Wood Processing Association mentioned that trade unions have occasionally used the threat to go on strike in order to get the employers willing to negotiate a collective agreement.

The first collective agreement in this sector was signed in 1991, the second in 1995[159] (in 1997 an annex to the agreement was signed) and it was valid for one year with the option of automatic renewal for the following year if none of its signatories proposed to change or amend it. The contents of the sector collective agreement are composed of a normative and a tariff part. In 1996, a general collective agreement in Slovenia had been denounced, and in 1997 sector collective agreements followed suit. The trade unions responded to the process of denouncing the collective agreement in the sector of the woodworking and furniture industries and raised a dispute concerning the denouncement procedure. The result of this dispute was the adoption of a declaratory decision (the decision was accepted by all four partners in 1999 and 2003[160]) that the sector collective agreement continues to be in force and its validity has been renewed in this way for each year. According to the assessment of the representative of SINLES, this way of prolonging the validity of the sector collective agreement enabled a great many benefits for employees to be kept, , which have been lost in other sectors, when in 1997 the negotiations on sector collective agreements was renewed.

In 2004, the employers have denounced the sector collective agreement for the wood and furniture industries and its validity was terminated in accordance with regulations in 2005. Therefore, the studied sector is currently regulated by the general collective agreement (this one has also been denounced already and will expire in July 2006) and the Employment Relationships Act. However, in companies that have concluded company collective agreements, these collective agreements are also valid. The representative of the Section on the Wood and Paper Industry considered that the partners had already been negotiating a new collective agreement for 8 years. She added that employers made the assessment that the 1995 collective agreement suited the trade unions, since it contained several 'old' benefits and rights for employees, therefore they had no real intention of negotiating changes to the sector collective agreement that would conform to the current circumstances in the industry. According to her, the employers tried to pressure the trade unions by denouncing the sector collective agreement.

Now the representatives of trade unions are not exactly optimistic about the possibility of conducting a new collective agreement, because the existing situation (situation without a sector collective agreement) is considered to suit the employers. Something the latter have confirmed. Both parties agree, however, that the biggest conflict between them concerns the tariff part of the

---

[159] Source: comments from the representative of the Trade Union of Wood and Furniture Industry of Slovenia – SINLES.

[160] Source: comments from Trade Union of Wood and Furniture Industry of Slovenia – SINLES.

sector collective agreement. Representatives of the employers also put the blame for their lack of interest in conducting a sector collective agreement on systemic solutions established in Slovenia. High taxation of companies and labour in Slovenia are namely preventing the possibility of serious negotiations on sector collective agreements. Moreover, according to their opinion, the Employment Relationships Act already guarantees the workers relatively high or sufficient rights. Both representatives of the employers emphasised that the problem in negotiations is the persistence of SINLES on a different understanding of certain provisions of the Employment Relationships Act and thus, basically, persisting in changing the Act referred to in the framework of negotiations on the sector collective agreement. The representatives of trade unions, however, have pointed out another factor, which diminishes the possibility of conducting the sector collective agreement in the near future: the lack of interest in negotiations for drawing-up a sector collective agreement from the employers could be connected to the announced Governmental reforms – in the opinion of the trade unions, the employers' side also started delaying the negotiations due to Government's announcement of numerous reforms, which however have been put on-hold for the time being. The employers would like, first of all, to find out whether the announced reforms of the Employment Relationships Act and some other announced reforms will be implemented, since the adoption of these reforms would set new frameworks within which the negotiations would then take place. The representative of SINLES stressed, that the negotiations should also include discussions on future developments and the fate of the sector and not merely negotiations on a sector collective agreement, as is now the case.

Otherwise, the sector collective agreement, as set out in Slovenia, automatically covers all companies and all employees in the sector, therefore there is no need to establish an extension mechanism. The representative of the Section on the Wood and Paper Industry believes that with the adoption of a new Act on the Chamber of Commerce and Industry and an Act on collective agreements, the automatic validity for all companies and employees in a certain sector in Slovenia will be abolished and that is when the institution of extension will be put into force.

All of the interlocutors also stressed that everyone, who is in this way or another interested in doing so, can take part in the negotiations, and that, so far, nobody who wanted to participate had been ruled out. For example, at the beginning of the 1990s, the trade union Pergam participated in the negotiations for a sector collective agreement, even though it did not have recognised representativeness and consequently also was not a signatory to the agreement. When during the mid 1990s, the trade union lost its members from the studied sector, it no longer asked for the possibility of participating in the negotiations.

At company level

In the sector studied, the negotiating partners are company managers and company trade unions. In the same way as the sector level, there is no obligation to participate in the bilateral dialogue at this level, but it is in the interest of both parties to cooperate. The interlocutors, so far, have not sensed any kind of conflict between the actors mentioned regarding mutual recognition as partners in the bilateral dialogue at company level.

No statistical data are available for the number of signed collective agreements at company level; however, the interlocutors are of the opinion that only a minority of companies have set up company agreements, while there is a noticeable tendency for signing company collective agreements mostly in big companies. This means that they can be found mainly in group DN, since group DD is largely populated by small companies. According to the assessment of the representative of SINLES, company collective agreements can cover only about 15% of the employees in the woodworking and furniture sector. The content of company collective agreements however is equal to that of sector ones – with a normative and tariff part. As for the sector level, an automatic general validity of the collective agreements is applied to all employees within a certain company[161]. In Slovenia, it is laid down that company collective agreements should provide the workers with a higher standard of rights than sector collective agreements.

[161] There are no procedures for extending collective agreements since collective agreements are automatically valid for all companies and employees – at the sector level and for all employees in a certain company at the company level.

The representatives of trade unions evaluate that in case a sector collective agreement is not reached, the backbone of the bipartite dialogue will have to be transferred to the company level, for which they raise the problem of the competence gap between the negotiators on the side of the employers and the side of the workers – in favour of the employers.

SPAIN

1. Description of the sector

Delimitation and activities of the sector

From the statistical point of view, the furniture industry in Spain comes under NACE 36.1.

The Spanish wood industry covers the processing of wood into finished consumer products: from logging, sawmills, the board and panel industries to the manufacture of finished products (companies producing containers and packing cases, **furniture**, woodwork, etc.) and, to complete the cycle, wood recovery companies.

Socio-economic features of the sector

The furniture sector in Spain is mainly concentrated in the Community of Valencia, Catalonia, Andalusia and Madrid. The largest workforce and the biggest companies in the sector are found in the Community of Valencia, though the number of workers per company rarely exceeds 500. Andalusia has the biggest concentration of companies.

In 2002, this sector represented 0.7% of national GDP[162].

Summary table: Companies (2005)

Sub-sectors	**Number of companies**	**% companies without employees**	**% companies with < 10 employees**	**% companies with 10 to 100 employees**	**% companies with > than 1000 employees**
Total NACE 36.1	21,280	34.4%	52%	13.1%	0.5%

Source: National Statistical Institute (2005): Directorio central de empresas (DIRCE) (Central Directory of Companies) 2005. INE. Madrid.

Companies in the sector are usually small and the market is specialised. According to figures from the Central Directory of Companies (DIRCE) for 2004, 86.4% of companies in NACE 36.1 had fewer than 10 workers, and many (34.4%) have no employees at all. Companies of more than 100 workers make up 0.5% of the total.

Summary table: Workers (2004)

Sub-sectors	**Number of workers in the sector** (self-employed and employees) **(1)**	**Number of employees in the sector (1)**	**Number of employees in the sector/total number of employees in the country (%)**	**Number of employees in companies < 10 workers/Number of employees in the sector (%)**	**Number of employees in companies with 10-100 workers/ Number of employees in the sector (%)**	**Number of employees in companies with > 100 workers/ Number of employees in the sector (%)**
Total NACE 36.1	211,600	163,500	1.1% **(2)**	27%	55%	18%

Source: **(1)** National Statistical Institute (2004): 4th Quarter Labour Force Survey (EPA). INE. Madrid; **(2)** Calculated using data from Labour Force Survey (INE) on total salaried workforce in Spain in 2004: 14,720,800.

---

[162] Contabilidad Nacional de España. INE. (Not available for more recent years).

According to the Labour Force Survey, 215,800 persons (170,500 salaried workers) were on record as working in the furniture sector (NACE 36.1) during the second quarter of 2004. The table below presents employment trends between 2000 and 2004.

Employment trends in the furniture sector

	2000		2001		2002		2003		2004	
	Workers	% change	Workers	% change	Workers	% change	Workers	% change	Workers	% change
Overall employment	222.5	10.86	212.6	-4.45	215.5	1.4	233.8	8.49	215.8	-7.70
Salaried employment	170.3	10.80	159.9	-6.11	163.5	2.25	184.1	12.58	170.5	-7.40

Source: 2nd Quarter EPA (Labour Force Survey). Figures are in thousands. These tables are provided by MCA-UGT.

The typical worker in the furniture sector is a male (83%) skilled worker, aged between 25 and 44 (60%), employed under a fixed-term contract (77.3% of salaried workers had fixed-term contracts in 2004). Part-time contracts are rarely used. According to figures from MCA-UGT and FECOMA-CCOO, 29% of workers in the furniture sector have no school qualifications, 39% have completed basic primary studies, 9% higher secondary studies, 18% have technical school qualifications and 5% have university qualifications.

MCA-UGT reports skilled workers make up the biggest group in the workforce (47.67%), the rest being mainly operatives (23.51%) and unskilled workers (11.02%). FECOMA-CCOO notes that labourers and unskilled workers make up 51% of the workforce in the wood and furniture sector, skilled operatives 31% and technical and office workers 18%. There are big differences in wage levels between different sub-sectors of the industry, regions and job grades.

According to figures put out by the employers' organisation ANIEME, in 2004 the total value of output by furniture manufacturing companies was 8,515 million euros. The balance of trade in the sector shows a deficit of 384.4 million euros[163]. The main target country for Spanish furniture is France, followed by Portugal and, to a much lesser extent, the United Kingdom, Germany, Italy, the USA, Russia, the Netherlands, Belgium and Mexico.

The main trends in the sector in recent years have been: greater awareness of internationalisation; greater awareness of environmental issues; creation of new products with higher added value in brand and design; greater number of business strategies based on brand; increase of own distribution networks, vertical integration towards distribution.

Business strategies are based on greater added value and product, service and image differentiation, since the existence of producers from low-wage countries makes cost competition unviable. A number of companies have also suffered from the added difficulty of the dollar-euro exchange rates and are abandoning production for export. Developing countries pose a major threat to the Spanish furniture market; these countries have taken over export markets in the middle to low ranges. Only those companies which can count on elements such as design, brand or their own distribution networks can sustain their internationalisation strategies.

According to FECOMA-CCOO, the underground economy in the furniture sector is not significant. For its part, ANIEME notes that it is showing signs of disappearing altogether.

[163] Exports were 1,465 million euros (in 2003 the corresponding figure was 1,497 million) and imports 1,850 million euros.

2. Organisations active in the sector

Workers' organisations

The most representative trade unions, which take part in social dialogue (*concertación*) and collective bargaining in the sector as a whole, are FECOMA-CCOO and MCA-UGT. The Ministerio de Trabajo y Asuntos Sociales (Ministry of Labour and Social Affairs) has provided information regarding the degree of representation based on the number of workplace delegates for each union in the furniture manufacturing industry (NACE 36.1). This information is shown in the tables below:

Furniture manufacturing industry (NACE 361) in Spain: number and percentage of workplace delegates

	Number of delegates	Percentage
FECOMA-CCOO	1,606	47.1%
MCA-UGT	1,345	39.4%
ELA-HAINBAT	93	2.7%
USO	207	6.1%
CIG	41	1.2%
Others	119	3.5%
TOTAL	**3,411**	**100%**

Source: Ministerio de Trabajo y Asuntos Sociales (Ministry of Labour and Social Affairs).

The National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions (Federación Estatal de Construcción Madera y Afines de Comisiones Obreras, FECOMA-CCOO) is the result of the 1984 merger of the Construction and Wood unions (which themselves grew out of the political struggle carried on by the Workers' Commissions against the Franco dictatorship from the 1960s for the return of free trade unions and democracy). After being legalised with the advent of democracy, its development can be summarised as the transformation from a trade union based on confrontation and struggle to one centred on a policy of negotiation and mobilisation. There are currently 10 persons working in the national office of FECOMA-CCOO. The sub-sectors covered by the Federation are the following: primary processing (logging and sawmilling); wood board and sheets; carpentry, joinery and cabinet making; upholstery, etc.; manufacture of furniture; warehouses; parquet flooring; toys; musical instruments; containers, etc.; cork extraction, production and marketing; construction and public works; cement by-products, plasters and plaster casts; tiles and bricks; artistic pottery; abrasives; natural stone; infrastructure maintenance, ceramic tiles; and cement works. The organisation is funded primarily from the dues paid by its 90,000 members, of whom approximately 28% work in the wood, cork and furniture manufacturing industries (around 25,000 workers according to the Federation's estimate, representing about 10% of the total workforce in wood, cork and furniture)[164].

FECOMA-CCOO sits on the following consultative or joint bodies within the ambit of the wood, cork and furniture manufacturing industries: Servicio Interconfederal de Mediación y Arbitraje (Interconfederal Mediation and Arbitration Service); Fundación Tripartita para la Formación (Tripartite Foundation for Training); Instituto Nacional de Seguridad y Salud (National Institute for Health & Safety). It has also signed the Second National Wood Industry Agreement.

The Federation is member of the EFBWW and the BWI. It is also a member of the IFCTU and the ETUC, through CCOO.

[164] There are no specific figures for the furniture sector.

The Federation of Metal and Building Workers and Associated Trades of the General Workers Union (Federación de Metal, Construcción y Afines de Unión General de Trabajadores, MCA-UGT) was founded in Gijón on 31 May 1998 as the result of a merger between the UGT Steel and Metal Workers Federation (UGT-Metal) and the UGT National Federation of Wood and Building Workers and Allied Trades (FEMCA-UGT), both of which were set up in 1903 in the UGT union. MCA-UGT is present throughout the national territory and its members work in companies belonging to the different divisions of the federation: building, building materials, wood and cork industry, and metalworking. The branches of industry and building included in the remit of MCA-UGT are the following: extraction of non-metallic and non-energy minerals; wood and cork industry; manufacture of non-metallic mineral products; metalworking; manufacture of metal products; manufacture of machines and machine tools; manufacture of office machinery and computer equipment; manufacture of electrical material and machinery; manufacture of electronic materials; manufacture of equipment and appliances for radio, television and communications; manufacture of medical-surgical, precision, optical and watchmaking instruments and equipment; manufacture of motor vehicles, trailers and semi-trailers; manufacture of other transport materials; furniture and other industrial manufacture; recycling, building, sales, maintenance and repair of motor vehicles, motorcycles and mopeds; retailing of motor vehicle fuel; retailing and repair of personal effects and household equipment and fittings; computing, other business activities.

This federation is structured at various levels: the trade union sections – or workplace branches – organise all the union members in the company or workplace; the district, inter-district or provincial union organisations are formed by the membership of workplace branches or sections, plus those members without a branch or section at their workplace (together they make up the regional or "autonomous community" federation for their particular industry or group of industries); regional or "autonomous community" federations. MCA-UGT has a staff of 135.

The MCA-UGT Federation is funded from the dues of its 190,000 members. It is difficult to calculate accurately the number of its members in the furniture sector given the many different sectors making up this particular federation.

MCA-UGT has signed the Second National Wood Industry Agreement. The Federation is a member of EFBWW, BWI, European Metalworkers' Federation (EMF) and International Metalworkers' Federation (IMF). Through UGT, it is also a member of the IFCTU and the ETUC.

The Basque General Industrial Workers' Solidarity Union (Solidaridad de Trabajadores Vascos – Diversidad / Euzko Langileen Alkartasuna-Hainbat, ELA-HAINBAT) is a federation of the trade union ELA, whose members come from different sectors, mainly industrial. It was founded in June 2004 as the culmination of a merger process which drew together four different federations. The organisation is funded by dues from its 23,500 members. It covers the chemical, transport, building, wood, sea, energy, telecommunications, communications media and paper sectors. Of the 13,500 workers in the wood and furniture sectors[165] in the Basque Country, 11.5% are members of ELA-HAINBAT. ELA-HAINBAT has signed sectoral collective agreements in the Basque Country. It is affiliated to the EFBWW. It is also a member of the ETUC and the ICFTU through ELA.

Workers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
					European affiliations***		Other affiliations****
	Total number of members	*Number of members working in the sector*			Member of EFBWW ?	Others	
FECOMA-CCOO	90,000	25,000 in wood, cork and furniture	10% of wood, cork and furniture sectors	Yes	EFBWW	No	BWI

[165] There are no specific figures for the furniture sector.

MCA-UGT	190,000	ND	ND	Yes	EFBWW	EMF	BWI IMF
ELA-HAINBAT	23,500	1,552 in the wood and furniture sectors	11.5% of wood and furniture workers in Basque Country	Yes	EFBWW	No	BWI

ND: No data

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

Employers' organisations

The Spanish Confederation of Woodworking Industries (Confederación Española de Empresarios de la Madera, CONFEMADERA) is a not-for-profit organisation founded in 1977. According to CONFEMADERA, this organisation represents 70% of companies and employees in Spain active in fields covered by NACE 20 and 36.1[166]. It covers the following sub-sectors: wood importers, wood recovery, wood protection, recycling of pallets, furniture businesses, wooden containers and their components, and sawmills. CONFEMADERA has a staff of five and the organisation is financed by dues from associates and from public and private subsidies. It is affiliated to the Confederation of Employers and Industries of Spain (CEOE) and CEI-bois. It is also a member of the Wood and Furniture Office in Brussels. As regards collective bargaining, CONFEMADERA has signed the Second National Wood Industry Agreement.

- **The Spanish Federation of Furniture Businesses and Manufacturers (Federación Española de Empresarios e Industriales del Mueble, FEDERMUEBLE)** is one of the organisations federated in CONFEMADERA. It is a nationwide organisation bringing together 18 territorial and sub-sector associations of the Spanish furniture industry. It was created in 1989 as FEOEIM (Spanish Federation of Employer Organisations in the Furniture Industry) with the aim of defending and advancing the interests of industrialists in the sector. It has experienced an important increase in momentum since 1996 and aims to keep abreast of industrial developments. In 2002, FEOEIM changed its name to FEDERMUEBLE. It is a member of CEOE but does not take part in collective bargaining in the sector.

The Spanish Association of Furniture Manufacturers and Exporters (Asociación Nacional de Industriales y Exportadores de Muebles de España, ANIEME) promotes the development and internationalisation of furniture manufacturers (both home and kitchen). It does not take part in collective bargaining or in social dialogue in the sector. It is a private association founded in 1977 on the initiative of an important group of furniture manufacturers active in export trade. At present, it has 220 individual and seven group members, representing 1,394 companies across Spain. The affiliates are medium-sized companies with their own export departments and range of products; ANIEME represents the larger furniture companies which have a greater volume of exports. Since its recognition by the Ministry of Industry as a Partnership and Dialogue Body in the sector, it has produced an annual Export Plan for the Furniture Sector which has the support of the Spanish Institute for Foreign Trade (ICEX), attached to the State Secretariat for Tourism and Trade. It also works in close collaboration with regions or Autonomous Communities. The association is 80% funded by dues from affiliates. The rest of the funding comes from other public bodies and the provision of various export services to third parties. ANIEME currently has a staff of eight.

[166] There are no specific figures for NACE 36.1.

Employers' organisations

Organisation (English name)	Members		Estimate of density*	Collective Bargaining** (Yes/No)	Affiliations		
	Total number of member companies in this organisation	*Total number of workers employed by member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
CONFEMADERA	27,000 in NACE 20 and 36.1	175,000 in NACE 20 and 36.1	70% of NACE 20 and 36.1	Yes	EFIC	CEI-Bois	No
FEDERMUEBLE (sub-section of CONFEMADERA)	ND	ND	ND	No	EFIC (indirectly through Confemadera)	CEI-Bois	No
ANIEME	1,394	ND	7%	No	UEA	No	No

ND: No data

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

3. Industrial relations in the sector

Tripartite concertation

Tripartite negotiation is not the rule in the sector. A recent example, however, was the signature of an agreement on 21 March 2006 by the trade union organisations CCOO and UGT and the employers' association CONFEMADERA. The agreement concerns the creation of an Industrial Monitoring Sector Observatory to address issues such as employment, company relocation, R&D and innovation, and the like. This agreement covers the woodworking (except cork) and the furniture industry.

FECOMA-CCOO, MCA-UGT and CONFEMADERA signed the Third Agreement ratifying the wood and furniture sector's participation in the Vocational Training Foundation (FORCEM, Fundación para la Formación Continua).

Bipartite social dialogue

All workers in the furniture sector are covered by agreements at the sector or company level. As they are specifically excluded from the scope of national agreements, only higher management have some or all of their working conditions determined by individual arrangement outside the scope of collective bargaining. Self-employed workers are also outside the remit of collective bargaining.

At sectoral level

In general, the main bargaining areas in the sector are wages, training, job grades, health and safety at work, work contracts, employment, equal rights and gender discrimination, and working hours. Trade unions and employers' organisations have, moreover, agreed to create joint bodies for training and for health & safety. In Spain, labour agreements automatically cover all workers and employers in a given sector, sub-sector or geographical area. The estimate is around 85 to 90%.

There is one national level collective agreement for the sector:

The Second National Wood Industry Agreement: This agreement, covering the woodworking and the furniture industry (excluding the cork industry), replaces the former Wood Ordinance dating from the Franco period. The agreement was signed by the trade unions FECOMA-CCOO and MCA-UGT, and by the employers' organisation CONFEMADERA, which was set up specifically for the signing of this first agreement. On 10 June 2001, the First National Wood Agreement expired and the Second Agreement came into force. This Agreement will be valid until 31 December 2006 and it is in force throughout Spain. It restricts negotiation at lower levels, which has led to challenges by some employers' organisations at provincial level.

Provincial level agreements also exist in the sector (78 in total in the wood and furniture sectors). In general, the organisations taking part in provincial level collective bargaining in furniture are UGT and CCOO for the unions and organisations affiliated to CONFEMADERA for employers, in the majority of cases.

In Galicia and the Basque Country, the trade unions CIG and ELA respectively take part in provincial level bargaining.

At enterprise level

Only some of the big companies in the woodworking and furniture industry, 10 in number, have their own collective agreement. All these have over 100 employees located in more than one workplace and are part of bigger industrial groupings. Trade union membership in these companies is high. Enterprise-level agreements have little overall impact, however, given the scope of national and provincial agreements.

Acronyms

ANIEME:	Spanish Association of Furniture Manufacturers and Exporters (Asociación Nacional de Industriales y Exportadores de Muebles de España)
CEOE:	Confederation of Employers and Industries of Spain (Confederación Española de Organizaciones Empresariales)
CONFEMADERA:	Spanish Confederation of Woodworking Industries (Confederación Española de Empresarios de la Madera)
DIRCE:	Central Directory of Companies (Directorio Central de Empresas)
ELA-HAINBAT:	Basque General Industrial Workers' Solidarity Union (Solidaridad de Trabajadores Vascos – Diversidad / Euzko Langileen Alkartasuna-Hainbat)
FECOMA-CCOO:	National Federation of Building and Wood Workers and Associated Trades of Workers' Commissions (Federación Estatal de Construcción Madera y Afines de Comisiones Obreras)
FEDERMUEBLE:	Spanish Federation of Furniture Businesses and Manufacturers (Federación Española de Empresarios e Industriales del Mueble)
MCA-UGT:	Federation of Metal and Building Workers and Associated Trades of the General Workers Union (Federación de Metal, Construcción y Afines de Unión General de Trabajadores)

SWEDEN

1. Description of the sector

Delimitation and activities of the sector

In Sweden, the furniture sector comprises the activities classified under NACE division DN, section 36, sub-section 36.1: Manufacture of Furniture.

From the standpoint of collective bargaining, the sector is divided into two separate branches: joinery/cabinet-making which comes under NACE 20 (with the exception of NACE 20.1) and NACE 36.1; and upholstered furniture.

Socio-economic features of the sector

Summary table: Companies (2005)

Sub-sectors	Number of companies	% companies without employees	% companies with < 10 employees	% companies with 10 to 49 employees	% companies with 50 to 499 employees	% companies with > than 500 employees
Furniture industries	3,136	73.1	18.1	6.6	2.1	0.03

Source: Fötetagsdatabaser, Statistics Sweden, 2006.

Summary table: Workers (2005)

Sub-sectors	Number of self-employed workers in the sector	Number of employees in the sector	Number of employees in the sector/total number of employees in the country (%)	Number of employees in companies < 10 workers/Number of employees in the sector (%)	Number of employees in companies with 10-49 workers/ Number of employees in the sector (%)	Number of employees in companies with 50-499 workers/ Number of employees in the sector (%)	Number of employees in companies with > 500 workers/ Number of employees in the sector (%)
Furniture industries	2,292	15,429	0.4	12.1	27.1	55.0	5.8

Source: Fötetagsdatabaser, Statistics Sweden, 2006.

In 2005, the sector accounted for 0.5% of Sweden's GNP and comprised 3,136 companies with 15,429 salaried workers.

73.1% of the companies in the sector have no salaried workers. Companies with fewer than 50 employees make up around 39% of salaried employment. Big companies (more than 100 employees) account for nearly 46% of total employment in the sector.

In 2005, skilled and unskilled labourers (blue-collar workers) made up 77% of the sector (Source Statistics Sweden, 2005). Women accounted for 32% of total employment. Some 8% of salaried workers had fixed-term contracts (well below the level of the economy as a whole, 15% in 2005), and around 85% of employees worked full time. The average hourly wage for workers in 2005 was around SEK 118[167] (SEK 130 for industry as a whole). For white-collar workers, the average monthly salary for the same year was around SEK 27,200 (around SEK 28,710 for industry as a whole).

Over the last decade, the volume of added value[168] has grown in the furniture sector as a whole, primarily as a result of the activities of the 'office furniture' and 'mattresses' sub-sectors. On the other hand, the volume of salaried employment has declined by some 60%, from around 24,600 employees in 1995 to 15,430 in 2005[169]. In other words, the sector's productivity has increased sharply. Generally speaking, the future outlook for certain branches of the sector, such as furnishings for schools and administrations, is relatively promising. In contrast, the social actors as a whole are more concerned about the consequences of relocations and competition from eastern Europe and Asia.

2. Organisations active in the sector[170]

Workers' organisations

The **Swedish Forest and Wood Trade Union (Skogs-och Träfacket)**, a member of the Swedish Trade Union Confederation (Landsorganisation Sverige, LO), represents blue-collar workers. Its membership stood at around 28,530 members in 2005, of whom some 10,500 in cabinet-making activities. According to the trade union source consulted, the rate of union membership in the sector is over 85%. The union finances its activities primarily through membership dues and has a staff of 37 employees.

The **Swedish Association of Graduate Engineers (Civilingenjörsförbundet, CF),** a member of the Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation, SACO), recruits its members from graduate engineers (white-collar workers). In 2005, the organisation had 75,900 active members, with around 100 in an activity directly related to the sector. According to the trade union source consulted, the rate of union membership in the sector is around 60-70%. The CF finances its activities essentially through membership dues and it has a staff of 100 employees.

The **Swedish Union of Technical and Clerical Employees in Industry (Svenska Industritjänstemannaförbundet, SIF[171])**, a member of the Swedish Confederation of Professional Employees (Tjänstemanna Central Organisation, TCO), represents primarily white-collar workers and technicians employed in industry (professional employees and middle management for the most part). In 2005, it had 300,000 active members, of whom some 1,500 were engaged in an activity directly related to furniture (or around 0.5% of SIF members). SIF draws its members in this sector from white-collar workers and intermediate-level professionals. The union source reports that the rate of union membership is some 80%. SIF finances its activities mostly through membership dues and it has some 200 staff members.

The **Swedish Association for Managerial and Professional Staff (LEDARNA),** an independent trade union, draws its members primarily from supervisory staff (middle managers, foremen and executive managers) in the private sector (the public sector accounts for only around 9% of its members) and the self-employed. Following a conflict with TCO, LEDARNA was excluded

167 SEK 1 = EUR 0.1099.

168 From 1995 to 2005, the sector's added value increased by some 39%.

169 After an appreciable increase in employment in the latter half of the 1990s, the trend reversed in the early 2000s.

170 The representativeness of unions and employers' organisations active in the sector is not at issue.

171 We have kept the former name of the federation, SIF, for reasons of clarity although this Acronym was dropped in 2004.

from that organisation in 1997. In 2005, it had 70,500 active members; its *Skog-och Träindustri* section (founded recently from the merger of the forest industry and wood industry associations*)* had some 300 members working in the cabinet-making sector (i.e. around 0.4% of LEDARNA members). LEDARNA has an administrative staff of 106 and is financed out of membership dues.

The different trade union federations in the furniture sector represent a total of some 12,400 members in all categories. Based on a volume of employment of around 15,430 workers, the overall rate of trade union membership in 2005 was some 80%.

Workers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of members	Number of members working in the Woodworking sector			*European affiliations****		*Other affiliations*****
					Member of EFBWW ?	Others	
The Swedish Forest and Wood Trade Union	28,530	10,500	68.1%	Yes	EFBWW	No	BWI
The Swedish Association of Graduate Engineer, CF	75,900	100	0.6%	Yes	No	No	NIF
The Swedish Union of Technical and Clerical Employees in Industry, SIF	300,000	1,500	9.7 %	Yes	EFBWW	No	BWI NIF
The Swedish Association for Managerial and Professional staff, LEDARNA	70,500	300	1.9%	Yes	No	CEC	ND

Source: Interviews with collective bargaining representatives (2006).

ND: No data

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

Employers' organisations

The **Swedish Federation of Wood and Furniture Industry (Trä-och Möbelindustriförbundet, TMF),** a member of the Swedish Employers' Confederation *Svenskt Näringsliv,* was created on 1 January 2004 from the merger of two employers' associations. The federation consolidates the activities of the joinery and cabinet-making branches. The latter is divided into two sub-branches: cabinet-making in the broad sense and the manufacture of upholstered furniture (sofas, etc.) and mattresses. TMF is funded mainly through membership dues and investment income. It has a staff of 25 to handle its administrative matters. The federation's 736 member companies (of which 154 are active in cabinet-making in the strict sense) have a total of around 25,176 salaried workers[172] (7,800 in cabinet-making).

According to SCB, Sweden's statistics institute, the cabinet-making sector comprised around 844 companies with salaried workers in 2005. The employers' association TMF counted 736 member companies in 2005, of which around 154 in the cabinet-making sector, for a density of 18%. Member companies are also those with the highest number of salaried workers: the ratio of salaried workers in member companies to total number of salaried workers in the sector is approximately 50.5%.

Employers' organisations

Organisation (English name)	**Members**		**Estimate of density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of member companies in the organisation	*Total number of workers employed by the member companies*			*European affiliations****		*Other affiliations*****
					Member of UEA or EFIC ?	Others	
Swedish Federation of Wood and Furniture Industry, TMF	736, of which 154 for cabinet-making	25,176, of which 7,800 for cabinet-making	18.3%	Yes	UEA	CEI-BOIS	ND

Source: Interviews with union officials (2006)

ND: No data

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

3. Industrial relations in the sector

The sector is divided into two separate branches: joinery/cabinet-making, which falls under NACE 20 (with the exception of NACE 20.1) and NACE 36.1; and upholstered furniture.

Collective agreements in the sector

Collective agreements and sector covered	**Bargaining parties**	**Category of workers covered**
Two branch agreements for joinery/cabinet-making	- Swedish Forest and Wood Trade Union - TMF	Blue-collar workers
A branch agreement for upholstered furniture	- Swedish Forest and Wood Trade Union - TMF	Blue-collar workers
Two branch agreements for joinery/cabinet-making	- CF, SIF and LEDARNA's Skog-och Träindustri section	White-collar workers

[172] Source : TMF i siffror, No 2, October 2005

	- TMF	
A branch agreement for upholstered furniture	- CF, SIF and LEDARNA's Skog-och Träindustri section - TMF	White-collar workers

The latest collective agreements in the sector, concluded in spring 2004, are valid for three years (2004-2007). As in other branches, these include general provisions on working conditions and pay (dismissal notice, working hours, paid leave, overtime pay, training, legal leave of absence, parental leave and retirement age[173]). On the initiative of SIF, a new provision was introduced to establish equal pay for equal work (gender equality)[174]. Collective bargaining resulted in an agreement for a wage increase of at least 7.3% over three years.

Branch collective agreements are negotiated at company level, where the salary budget decided at branch level is divided up as follows: for blue-collar workers, a minimum increase is guaranteed for all employees but part of the total budget is allotted to individualised wage negotiations; for white-collar workers, the entire salary budget set at branch level is negotiated individually at company level.

According to the social partners interviewed, the cover rate of collective bargaining in the sector is very high, in excess of 95%. This high level results partly from the fact that all large companies in the sector belong to the employers' association TMF. Procedures for the extension of collective agreements to non-member companies (*hängavtal*) are implemented.

Without being consensual, the bargaining climate is not marked by conflict and the social partners attempt to reach constructive compromises. According to the social partners in the sector, there have been no industrial conflicts (strikes or lock-outs) in the sector for the past decade.

Acronyms

CF: Swedish Association of Graduate Engineer (Civilingenjörsförbundet)

LEDARNA : Swedish Association for Managerial and Professional Staff

NIF: Nordic Industry Workers´ Federation (Nordiska Industriarbetarefederationen)

SACO : Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation)

SIF: Swedish Union of technical and Clerical Employees in Industry (Svenska Industritjänstemannaförbundet)

TCO : Swedish Confederation of Professional Employees (Tjänstemanna Central Organisation)

TMF: Swedish Federation of Wood and Furniture Industry (Trä-och Möbelindustriförbundet)

---

173 Concerning retirement, a rectification has been made under the law authorising flexibility in retirement age, which can be decided by the employee between the ages of 62 and 67 years. Previously, the minimum retirement age was 65.

174 An overview of the equal pay question will be drawn up in every company and if disparities are seen to exist, measures will have to be taken to correct them at the earliest opportunity.

UNITED KINGDOM

1. Description of the sector

Delimitation and activities of the sector

From a statistical point of view, the furniture sector in the United Kingdom includes the activities of NACE 36.1 nomenclature: Manufacture of furniture. The employers' organisation in the sector covers the following activities: upholstered, kitchen furniture, dinning/living room, bedroom furniture, beds and bedding and miscellaneous[175].

Socio-economic features of the sector

In 2004, the English furniture sector represented about 0.54% of total employment and about 0.41% of total turnover. Between 1995 and 2004, the number of enterprises in the sector increased from 7.2 to 7.5 thousand, as shown in the Annual Business Inquiry (see the table). Between 2002 and 2003, the total turnover has fallen by 5.3% (from £9.84 billion in 2002 to £9.32 billion in 2003) and the number of businesses has fallen by 2% (from 7,634 in 2002 to 7,479 in 2003). The top 300 companies in the sector employ 45% of the employment and 67% of manufacturers employ fewer than nine people. The average employment size of firms in the sector is about 20 employees.

Ten years ago imports into the UK accounted for less than 15% of furniture sales by value and the trade deficit was around £400 million. By 2002 this had increased to 28% of sales and the trade deficit had risen to £2 billion. The furniture manufacturing in the UK has been under serious competitive pressure from the Far East and Eastern European markets for some time. There is a skills shortage in the sector and it is particularly difficult to find people with the relevant craft skills and training in small firms.

Employment and output in the furniture sector: Subsection 36.1 - manufacture of furniture

Year	Number of enterprises	Total Turnover	Approximate gross value added at basis prices	Total employment – point in time	Total employment average during the year	Total employment costs
	Number	*£ million*	*£ million*	*Thousand*	*Thousand*	*£ million*
1995	7,174	7,511	2,768	ND	ND	1,903
1996	7,317	8,172	3,210	ND	ND	2,080
1997	7,536	9,078	3,622	ND	ND	2,265
1998	7,667	9,153	3,819	147	147	2,302
1999	7,736	9,305	3,814	149	146	2,349
2000	7,768	9,405	3,746	154	155	2,336
2001	7,673	9,598	3,743	139	140	2,470
2002	7,634	9,836	3,694	138	139	2,516

175 Home office, conservatory, bathroom and other furniture.

2003	7,479	9,316	3,426	127	128	2,374
2004	7,467	9,628	3,619	124	126	2,519

Source: Annual Business Inquiry, Office for National Statistics, December 2005.

Unfortunately, there are no data on the estimated importance of the underground economy and on the characteristics of employment in the sector. There is no regional breakdown to be able to evaluate the geographical spread of the industry.

2. Organisations active in the sector

Workers' organisations

Two major unions, GMB and UCATT, negotiate on behalf of employees in the furniture industry[176]. Both trade unions are members of the Trade Union Congress (TUC).

The **GMB** has approximately 600,000 members nationally across a wide range of occupations and sectors. It has been formed through the merger of a number of unions throughout the last century and is currently organised in 34 of the UK's biggest 50 companies. It is funded by member's subscriptions. There are no data on the number of employees working for the organisation. Through the TUC, the GMB is part of the ETUC and the ICFTU. The GMB is the biggest trade union in the furniture industry and represents about 20,000 members in this sector. It also represents 7,000 members in the woodworking sector (Although the woodworking and furniture sectors are both distinctive sectors, they are treated as part of one sector within the unions). Its members are employed in a wide range of industries such as cabinetmakers, furniture workers, wood machinists, joined/shop fitters, carvers in wood, to name some of them.

The **Union of Construction, Allied Trades and Technicians (UCATT)** has about 125,000 members and was founded in 1971 to represent all building trades. It has been formed by the merger of four unions: the ASW (Amalgamated Society of Woodworkers), the ASPD (Amalgamated Society of Painters and Decorators), the ABT (Association of Building Technicians) and the AUBTW (Amalgamated Union of Building Trade Workers). It is funded by member's subscriptions and on its website presents itself as the UK's only trade union specialising in construction. UCATT could not provide data on the exact number of furniture members.

Workers' organisations

Organisation (English name)	**Members**		**Estimation of the density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of the members of the organisation	Number of members who are working in the sector			*European affiliations****		*Others affiliations*****
					Member of EFBWW ?	Others	
GMB	600,000	20,000	16%	Yes	EFBWW	No	BWI
UCATT	125,000	About 10% in the woodworking and furniture sectors	ND	Yes (at enterprise level exclusively)	EFBWW	No	BWI

Source: Union websites and communications with the unions (2006)

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

176 Other unions may have individual members from the furniture sector but those unions do not cover this sector.

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

Employers' organisations

The **British Furniture Manufacturers (BFM)** has represented the interests of firms in the furniture industry for more than 50 years. It has a broad based membership covering domestic, contract, office and kitchen manufacturers as well as a number of suppliers to the industry and retailers. In addition to its representational role to the government, the BFM provides guidance to members concerning employment issues, health and safety, training and technical issues. BFM undertakes collective bargaining over pay at national level. It is a member of the Confederation of British Industry and a founder member of the Furniture, Furnishings & Interior Training Organisation (FFINTO).

Employers' organisations

Organisation (English name)	**Members**		**Estimation of the density***	**Collective Bargaining** (Yes/No)**	**Affiliations**		
	Total number of companies that are members of this organisation	*Total number of workers who are working in the companies members of this organisation*			*European affiliations****		*Others affiliations*****
					Member of UEA or EFIC ?	Others	
BFM	320	ND	4.3%	Yes	UEA	No	No

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

3. Industrial relations in the sector

Tripartite concertation

Trade unions and employers organisations are consulted occasionally by the state but there is no formal link with the government. However, there is the Furniture Industry Strategy Group (FISG), which was formed in June 2003 in order to address concerns about the competitiveness of the UK furniture manufacturing industry. This forum involves unions, employers and the Department of Trade and Industry (DTI).

Bipartite social dialogue

Collective bargaining over pay takes place at national and company level.

The GMB affirms that around 200 agreements were signed at company level in the furniture industry. Equivalent information was not available on company agreements for UCATT. Available data do not provide a breakdown of numbers of employees covered by these agreements.

At national level, a labour agreement was signed recently for the Furniture Manufacturing Industry. The agreement was negotiated through the GMB, which is the biggest trade union in the sector and BFM. The agreement was the result of a joint exercise undertaken by the employer and employee representativeness of the Joint Industrial Council. The agreement covers Equality and Diversity, Wages and Working Conditions, Employment, Training and Representations on behalf of the industry. The agreement is effective from 1st January 2006.

BFM is a founder member of the Furniture, Furnishings and Interiors National Training Organisation (FFINTO). FFINTO promotes the furniture industry and facilitates discussions between employer's organisation, the unions and other relevant stakeholders regarding causes and implications of the skills needs, gaps and shortages within the industry. In 2005 the BFM, the FFINTO and the GMB trade union developed a code of practice for the industry on Achieving Equality and Diversity in Employment.

Acronyms

BFM:	British Furniture Manufacturers
FFINTO:	Furniture, Furnishings and Interiors National Training Organisation
TUC:	Trade Union Congress
UCATT :	Union of Construction, Allied Trades and Technicians

ANNEX

A. References

Austria

- Guger, A., Runggaldier, U., and Traxler, F. (2000) *European Employment and Industrial Relations Glossary: Austria.* London – Luxembourg. Sweet and Maxwell and Office for Official Publications of the European Communities.
- ÖGB (1999) ÖGB Nachrichtendienst Nr. 3002, November 1999.
- Rechnungshof (2004) "Bericht gemäß Art §8 Bezügebegrenzungsgesetz". Wien: Rechnungshof.
- Statistik Austria (2004a) Leistungs- und Strukturerhebung 2003. Wien: Statistik Austria.
- Statistik Austria (2004b) Mikrozensus Jahresergebnisse 2002. Wien: Statistik Austria.
- Traxler, F. (1998) "Austria: Still the Country of Corporatism" in A. Ferner and R. Hyman (eds.) *Changing Industrial Relations in Europe.* Oxford: Blackwell.
- Wirtschaftskammer Österreich (1997) Die unselbständig Beschäftigten in der gewerblichen Wirtschaft Österreich 1996. Wien: Wirtschaftskammer Österreich.
- Wirtschaftskammer Österreich (n.d.) Sonderauswertung der LSE nach der Kammersystematik.

Cyprus

- Statistical Service , Government of Cyprus, "Industrial Statistics 2004", Nicosia, 2005.
- Statistical Service , Government of Cyprus, "Census of Establishments 2000, Volume 1, Number of Establishments & Employment by Branch of Economic Activity", Nicosia, 2003.
- Statistical Service , Government of Cyprus, "Census of Establishments 2000, Volume 111, Occupational Structure of Employment", Nicosia, 2003.
- Statistical Service, Government of Cyprus, "Census of Population 2001, Volume V. Labour Force", Nicosia, 2005.
- Cyprus Furniture and Woodworking Association (PASYVEX), "Its Profile", Nicosia, 2006.
- Planning Bureau, Government of Cyprus, "Strategic Development Plan 2004-2006" (in Greek), Nicosia, 2004.
- Ministry of Commerce Industry and Tourism, "Development Programme for the Manufacturing Sector in the Rural Areas : Guide of the Programme" (in Greek), Nicosia, May 2005.
- Ministry of Commerce Industry and Tourism, "Plan for Government Grants for the Technological Upgrading of the Manufacturing Sector : Guide of the Plan", Nicosia, April 2005.
- Ministry of Labour and Social Insurance, Government of Cyprus, "Industrial Relations Code", Nicosia 1977.

Estonia

- Eesti Statistikaamet / Statistical Office of Estonia http://www.stat.ee
- EMT AÜ http://kodu.neti.ee/~fa003a , in Estonian
- Estonian Open Education Association http://www.ahl.ee/liikmed.html#l07, in Estonian
- Estonian Woodworking Federation www.furnitureindustry.ee
- Ukrainski, K., Vahter, P., (2004), The Competitiveness of the Furniture Sector, pp. 185–207 in Varblane, U., Ukrainski, K. (eds), The Competitiveness of Estonian Manufacturing Industry, Tartu: Tartu University Press, in Estonian.
- United Nations Comtrade Statistics (2003) database http://unstats.un.org/unsd/comtrade

Finland

- Arovuo, Kari : Puun sahaus, höyläys ja kyllästys (with an English summary: Sawing, planning and impregnation of wood) Sector report 10/2005. Ministry of Trade and Industry. November 2005.
- Board for confirmation of erga omnes applicability. http://www.finlex.fi
- Kairinen, Martti: European Employment and Industrial Relations Glossary: Finland. European Foundation for the Improvement of Living and Working Conditions.
- Labour court. http://www.finlex.fi
- Vallin, Arto: Puutalojen ja rakennuspuusepäntuotteiden valmistus (with an English summary: Manufacture of prefabricated wooden buildings and builders' carpentry and joinery). Sector report 12/2005. Ministry of Trade and Industry. November 2005
- Vallin, Arto: Huonekalujen valmistus (with an English summary: Furniture Manufacturing). Sector report 11/2005. Ministry of Trade and Industry. November 2005.
- Statistics Finland
- The websites of the Confederation of Finnish Industries and above mentioned labour market organizations

France

- Ministère de l'Economie des Finances et de l'Industrie, Résultats des enquêtes de branche "Ameublement". SESSI, Paris, 2004.
- Ministère de l'Economie des Finances et de l'Industrie, Enquête annuelle d'entreprise, SESSI, Paris, 2004.
- Ministère de l'Economie des Finances et de l'Industrie, Le bois en chiffres, Paris, SESSI, coll. Chiffres-clés, 2004.

- UNIFA, Chiffres-Clés, Paris, 2006.
- Revues de presse française (Le Monde, le Figaro, les Echos, Libération, etc.)
- www.insee.fr (institut national des statistiques économiques)
- www.minefi.fr (Ministère de l'Economie des Finances et de l'Industrie)
- www.cfdt-construction-bois.fr (CFDT Bois et ameublement)
- www.federationgeneralefo.com (FO bois et ameublement)
- site du Ministère du Travail
- sites des organisations patronales (françaises et européennes)
- Sites des autres organisations syndicales (françaises et européennes)
- site www.legifrance.fr (toute la documentation officielle et les conventions collectives nationales)

Greece

- AG, 2005, "Professional Index of the Furniture and Woodworking Industry", Athens
- CEI-Bois, 2003, "The woodworking industry in the European Union in 2002", electronic publication
- CHRIMATISTIRIO , 2005, "Expanding in new markets. Sato and Dromeas are turning to home furniture, Varagis to office furniture", July 29
- CSIL, 2003, "The furniture industry in Greece", electronic report, Milano
- Korfiatis, Chr., 2005, "The Chinese are threatening the woodworking industry as well", TO VIMA TIS KYRIAKIS, May 22
- Motesnitsa, F., 2005, "The housing furniture market in Greece", EPIPLEON , vol.19. November – December
- National Statistics Service of Greece, 2001, The Business Register, Athens
- National Statistics Service of Greece, Labour Force Survey, 1998 & 2002, Athens
- Nikolakakis, V., 2005 a, "The local woodworking and furniture market in constant counter-attack", EPIPLEON, May- June
- Nikolakakis, V., 2005 b, "The local woodworking sector is counter-attacking", NAFTEMPORIKI, July 29
- www.ase.gr/content/gr/Announcements/CompaniesPress
- www.icap.gr/services/consulting/financial_studies/finrep_kladikes

- www.marketing-net.gr (4-2-2005)
- www.worldfurnitureonline.com

Hungary

- Központi Statisztikai Hivatal (KSH – Hungarian Central Statistical Office) (2005) Ipari és Építőipari Statisztikai Évkönyv 2004 (Yearbook of Industrial and Construction Statistics 2004)
- Nagy, Sz. – Dr Vajdáné dr Horváth, P. – Zánkai, K. (2002) Fafeldolgozás (Manufacture of Wood), Budapest: Ipargazdasági Kutató és Tanácsadó Kft.
- Dr. Vargáné dr Horváth, P. – Nagy, Sz. – Szegő, K. – Zánkai, K. (2000) Bútoripar (Furniture Industry), Budapest: Ipargazdasági Kutató és Tanácsadó Kft.

Ireland

- Central Statistics Office (2005) *Census of Industrial Production, 2003,* CSO, Dublin
- Central Statistics Office (2005) *2004 Census of Industrial Production: Early Estimates,* CSO, Dublin.
- Central Statistics Office (2005) *Population and Migration Estimates, April 2005,* CSO, Dublin.
- Central Statistics Office (28th July 2005) *National Income and Expenditure Annual Results for 2004,* CSO, Dublin.
- Central Statistics Office Principle Statistics – Construction. See www.cso.ie/statistics/newdwellings.htm .
- Community News Navan (June 2004) 'Demise of Furniture Industry Navan'.
- *Department of the Taoiseach (2003)* Sustaining progress: Social Partnership Agreement 2003-2005, *Stationery Office, Dublin.*
- Enterprise Ireland, Invest Northern Ireland and Inter Trade Ireland (2004) *A review of the all-island furniture industry.*
- Expert Group on Future Skills Needs and Forfás (2005*) Skills needs in the Irish economy – the Role of Migration,* Forfás, Dublin.
- FAS (2005) Expert Group on Future Skills Needs - *National Skills Bulletin 2005*, Dublin.
- Irish Examiner (10/02/2006) 'Most Construction Workers have no Pension or Sick Pay Cover'.
- Irish Examiner (07/07/2004) 'EU report highlights black economy'
- RTE (10/02/2006) 'Building workers left without pensions'. See www.rte.ie
- RTE (30 January 2006) 'Firm predicts 80,000 home completions in '06'. See www.rte.ie
- RTE (05/01/2005) 'Decision gives Ikea plan the all clear'. See www.rte.ie.

- The Commission of the European Communities Communication entitled *Report on the Functioning of the Transitional Arrangements set out in the 2003 Accession Treaty (period 1 May 2004-30 April 2006),*
- The Irish Times (17/01/2005) 'Superstore changes'
- The Sunday Business Post (26/10/2003) 'Ikea, I saw, I conquered'.
- www.labourcourt.ie
- www.oasis.gov.ie

Italy

- http://www.fondoarco.it/
- http://www.casartigiani.org/
- http://www.cgil.it/
- http://www.cisl.it/
- http://www.claai.org/
- http://www.cna.it/
- http://www.cna.it/produzione/
- http://www.confapi.org/
- http://www.confartigianato.it/
- http://www.confindustria.it/
- http://www.federlegno.it/
- http://www.feneal-uil.it/
- http://www.filca.cisl.it/
- http://www.filleacgil.it/
- http://www.istat.it/
- http://www.federlegnoapa.com/

- http://www.uil.it/
- http://www.confapi.org/unital/index.htm

Portugal

- AIMC (2003), 2003 Year book, Leiria.
- DGEEP (2000, 2001), Staff Tables, Lisbon.
- INE (2003), Economic and Finance Statistics, Lisbon.
- INE (2003), Company Statistics. Lisbon.
- INE (2003), Company and Establishment Statistics, Lisbon.
- Porter, Michael (1994), *Construir as Vantagens Competitivas de Portugal, Fórum para a Competitividade*. Constructing Portugal's Competitive Advantages, Forum for Competitiveness
- Valente, Ana Cláudia (Coord.) (2000), *O Sector da Madeira e suas Obras em Portugal*, Lisbon, (The Wood Sector and its Work in Portugal) *Instituto para a Inovação na Formação* (Institute for Innovation in Training) .

Slovak Republic

- Statistical Yearbook of the Slovak Republic 2003, Veda 2003
- Statistical Yearbook of the Slovak Republic 2004, Veda 2004
- Statistical Yearbook of the Slovak Republic 2005, Veda 2005
- Interviews with the representatives of the Trade Union of WOOD, FOREST, WATER and the Association of Wood Processing Manufacturers of the Slovak Republic
- Sectoral Collective Agreement for 2006 concluded between the Association of Wood Processing Manufacturers of the Slovak Republic and the Trade Union of WOOD, FOREST, WATER
- Act on Performance Organisation of the Government and the National Administration No. 575/2004 Coll. of Laws
- Act on Collective Agreement No. 2/1991 Coll. of Laws in its amendments
- Labour Code No5/2004 Coll. of Laws
- http://www.azzz.sk/us_zpd.htm (April 11, 2006)
- http://www.aaainfo.net/databaze.firem/NACEenglish.htm (April 13, 2006)

- http://www.statistics.sk/pls/elisw/metainfo.explorer (April 13, 2006)
- http://www.cei-bois.org/about/members/national/sk.html (April 14, 2006)
- http://www.zsdsr.sk/ (April 15, 2006)

Spain

- Guía Empresarial de ESADE (ESADE Company Guide) (http://www.esade.es/pfw_files/cma/GUIAME/flashes/sectoriales/madera.pdf) updated in January 2006.
- Websites of all the organisations contacted.

Sweden

- SIF (2006) http://www.sif.se/EPIBrowser/Dokumentarkiv/Om_Sif/Siffra/bakgrundsmaterial_Siffra.pdf
- TMF- Trä-och Möbelindustriförbundet : various documents from : http://www.tmf.se
- Föreningen Sveriges Skogsindustrier- various documents from : http://www.skogsindustrierna.org
- Civilingenjörsförbundet (2006): various documents from : http://www.cf.se/cfweb/valkommen.
- Skog- och träfacket: (2006): various documents from : http://www.skogtrafacket.org/
- LO (2006): Medlemsstatistik, Landsorganisation Sverige , http://www.lo.se/
- SACO (2006): Medlemsstatistik, 2004, http://www.saco.se/templates/saco/
- SCB (2006) : Företagsdatabasen, Statistic Sweden, various years, Stockholm
- SCB (2006) : Statistiska Meddelanden, AM 63 SM 0404, Statistic Sweden, various years, Stockholm
- SCB (2006) : Lönestatistik, privata sektor Statistic Sweden, various years, Stockholm
- Ledarna (2006): http://www.ledarna.se/
- TCO (2006): Medlemsstatistik 2005, http://www.tco.se/TCO_omtco.asp
- TMF i siffror- Statistik om den svenska trä- och möbelindustrin, Nr 2, oktober 2005.

The Netherlands

- CBM Nieuwsbrief Nr. 42, winter 2005 *(newsletter).*

- CBM Nieuwsbrief Nr. 43, lente 2006 (newsletter).
- Grünell, M., *New union created for young employees*, http://www.eiro.eurofound.eu.int/2005/10/feature/nl0510103f.html
- Kaar, R.H.van het, *Sectoral Collective Agreement signed without support of largest unions*, http://www.eiro.eurofound.eu.int/2006/02/inbrief/nl0602101n.html
- Meer, M. Van der, (1998), Vaklieden en werkzekerheid. Diss. Amsterdam: Thela Thesis.
- Meijer Organisatie Adviseurs, *Onderzoek naar de toekomstige ontwikkelingen in de personeelsvoorziening en arbeidsmarkt voor de Nederlandse Meubelindustrie en Interieurbouw* (research on the future developments in the staffing and labour market for the Dutch Furniture Industry), Woerden: Stichting Scholing en Werkgelegenheid Meubel, 2005.
- Stichting Hout en Meubel, *Bedrijfstakprofiel meubelindustrie*, Woerden, 2005.
- www.kenniscentrumevc.nl
- www.cao.szw.nl

B. Consultation

Austria

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Gewerkschaft Bau-Holz, GBH	Mag. Herbert Aufner	Bundessekretär (Secretary)
Fachverband der Holzindustrie, FH	Dr. Claudius Kollmann	Geschäftsführer (Secretary)
Fachverband der Holzindustrie, FH	Dr. Alexander Schmied	Stv. Geschäftsführer (Deputy Secretary)
Gewerkschaft der Privatangestellten, GPA	Manfred Wolf	Wirtschaftsbereichssekretär Handel (Secretary of the economic sector - Commerce)
Bundesinnung der Tischler, BT	Mag. Dietmar Schönfuß	Geschäftsführer (Secretary)
Bundesinnung der Bildhauer, Binder, Bürsten- und Pinselmacher, Drechsler, Korb- und Möbelflechter sowie Spielzeughersteller, BB	Mag. Dietmar Schönfuß	Geschäftsführer (Secretary)

Belgium

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CG/AC (FGTB)	Desmet	Responsable Bois et ameublement
CSC/ACV Building and Industry	Hierman	Responsable Bois et ameublement
SETCa	Fagnant	Secrétaire général
CNE-GNC	Vandermosten	Permanent national
LBC-NVK		Secrétariat général
CGSLB/ACLVB		Secrétariat général
Fébelbois/Febelhout	Beker	Responsable dialogue social
Houtunie Houtbewerkers	Ramaekers	Secrétaire
FEB/VBO	Dumoulin	Responsible CP 218

Cyprus

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Cyprus Builders, Wood , Miners and General workers Trade Union (PEO)	Mr Sotiris Demetriou	District Secretary
Federation of Builders,Miners and Related Workers (SEK)	Mr Yiannakis Ioannou	Secretary General
Cyprus Furniture & Woodworking Industry Assoctiation (PASYVEX)	Mr Andreas Tomazou	Vice Chairman
Cyprus Empolyers & Industrialists Federation (OEV)	Mr Paris Anastasiou	Officer responsible for PASYVEX at OEV

Czech Republic

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Trade Union of Workers in Woodworking Industry, Forestry and Management of Water in the Czech Republic, OS DLV	Mgr. Pavel Kunc	sociální problematika, ústředí (social problems, headquarters)
Union of Employers in Wood Processing Industries, SZDP	Ing. Josef Muláček	tajemník SZDP (secretary)
Association of Czech Furniture-Makers, ACN	Tomáš Lukeš	tajemník AČN (secretary)
Bohemian-Moravian Trade Union Federation, C-MOS	Bc. Pavel Žídel	předseda Č-MOS (chairman)

Denmark

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Association of Danish Woodworking Industries (Træets Arbejdsgiverforening, TA)	Lasse Jensen	Director
Association of Danish Master Joiners and Carpenters (Danske Snedker og Tømrermestre, DST)	Erik Møbius	Director
Wood, Industry and Building Workers Union in Denmark (Forbundet Træ-Industri-Byg, TIB)	Flemming Andersen Malene Nordestgaard	Industry Group Chairman Consultant

Estonia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Estonian Woodworking Federation	Mr. Alvin Sirel	Director
The Trade Union of Estonian Forest Industry Workers	Mr. Rein Harju	Coordinator of Tartu, Jõgeva and Virumaa Regions

Finland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
AFFJI	Jukka Nevala	Counsellor
Union of Salaried Employees, Toimihenkilöunioni	Markku Palokangas	Chief of Collective Agreement Unit
Wood and Allied Workers' Union, Puu-ja erityisalojenliitto	Kari Asikainen	Bargaining Officer
Wood and Allied Workers' Union, Puu-ja erityisalojenliitto	Jyrki Alapartanen	Bargaining Officer

France

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FNCB- CFDT	M. Francis Billaudeau	National secretary
CGT-FO Bâtiment Bois	M. Franc Jourdin	National secretary
Bâti-MAT-TP CFTC	M. Haussoulier Frédéric	National secretary
CGT-Wood, furniture and similar activities	M. Henri Sanchez	National secretary
FIBOPA-CFE-CGC	The expert has tried to contact them but has received no answer.	
UNIFA	Mme Elisabeth de Sablet,	Directeur du service juridique et social
UNAMA	M. Patrick Kruse	Directeur du service juridique et social

Germany

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
HDH - Association of the German woodworking and plastic industries	Jan Kurth	Consultant for Economics and Politics
IG Metall	Wolfgang Bonneik	Trade union secretary for the woodworking and furniture industry

Greece

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
POVSKX	N. Asvestas	President of the Board
OOSEE	I. Pasoulas	President of the Board
EPIPLEON	A. Alexopoulos F. Motesnitsa	Publisher of EPIPLEON Chief Editor of EPIPLEON
SEV	N. Drapaniotis	Director of SEV

Hungary

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Hungarian Furniture Federation	Kovats, Gizella	Executive secretary
Trade Union of Furniture and Woodworkers	Puskas, Eva	Secretary

Ireland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CIF	Steven Molloy	Executive Officer of Specialist Contracting
IBEC	Gerry Farrell	Director of the Irish Forestry Industry Chain
BATU	Dennis Farrell	Deputy General Secretary
SIPTU	Conversation with SIPTU branch secretary, 17th January 2006. As SIPTU does not represent any workers within NACE 36.1, the national report has not been sent to this organisation	

Italy

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FILCA-CISL	Baroni, Piero	National Secretary
Confapi	Montesi, Riccardo	President of the Commission for International Relations and European Affairs
Federlegno-Arredo	Ghirlandetti, Giacomo	Industrial Relations Director
	Lombardi, Paolo	General Director
Confartigianato	Frigerio, Marco	Officer
	Cesati, Guido	Responsible for the Sector
FILLEA-CGIL	Rossi, Giovanni	Responsible for the Wood and Furniture Sector
	De Rosa, Alida	Officer
CNA Produzione	Gamberini, Giancarlo	Responsible for the Sector
FENEAL-UIL	Pascucci, Fabrizio	National Secretary

Latvia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Forest Sphere Workers Trade Union	Juris SPARE	Chairman
Latvian Forest Industry Federation	Harijs JORDANS	Executive director
Association "Latvijas Mēbeles" (Latvian Furniture)	Andris PLEZERS	Executive director

Lithuania

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Lithuanian Wood Association	Raimundas Beinortas	Director
Lithuanian Forest and Wood Industry Workers Trade Union Federation	Algirdas Rauka	Chairman

Luxembourg

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
LCGB : Secteur artisanat et bâtiment	M. Patrick ZANIER	Secrétaire syndical
Association des Patrons-Menuisiers du Grand-Duché de Luxembourg asbl	M. Giuseppe FATONE	Secrétaire
OGB-L : Syndicat Bâtiment, artisanat du bâtiment, constructions métalliques	M. Romain DAUBENFELD	Secrétaire central

Malta

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Union of United Workers (UHM)	Mr. Nicholas Baldacchino	Section Secretary of the Manufacturing and Services Section
General Workers Union (GWU)	Mr. Roberto Cristiano	Section Secretary of the Manufacturing and SME Section
Malta Enterprise (ME)	Mr. Martin Bowerman	Malta Enterprise Representative
Federation of Industry (FOI)	Ms. Ingrid Buhagiar	Legal Affairs Executive
Malta Chamber for Small and Medium Enterprises (GRTU)	Ms. Elizabeth Said	Secretary
Malta Employers Association (MEA)	Ms. Dorianne Cilia	Secretary
Malta Furniture Manufacturers Organisation	Mario Calleja	Business Executive of MFMO

Poland

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
"Budowlani" Trade Union (BTU)	Mariusz Tys	International Relations Coordinator
Związek Zawodowy Meblarzy RP (ZZM RP).	Krystyna Zientara	President
National Secretariat of Building and Wood Industry. NSZZ Solidarnosc	Zbigniew Majchrzak	Coordinator of Secretariat for Development Association
Confederation of Polish Employers (CPE)	Katarzyna Turska	PR
Polish Union of Private Employers of Wood, Furniture and Pulp Industries (PUPEWFPI)	Łukasz Matras	-

Związek Lesników Polskich RP	Jerzy Przybylski	President
OIGPM	-	-

Portugal

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
FEVICCOM	Fátima Messias	General Secretary
AIMMP	João Fernandes	General Secretary
APIMA	Rui Ramos	General Secretary
AIMC		Direction
SETACCOP	Joaquim Martins	General Secretary

Slovak Republic

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
The Trade Union of Wood, Forest, Water	Boris Majtan	Chairman
Association of Wood Processing Manufacturers of the Slovak Republic	Roman Reh	Secretary

Slovenia

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Trade Union of Wood and Furniture Industry of Slovenia - SINLES	Marjan Ferčec	General Secretar
Confederation of New Trade Unions of Slovenia - Independent	Evelin Vesenjak	Momentarily General Secretar
Wood Processing Association	Bojan Pogorevc, Vida Kožar	Director, Senior Consultant
Section on Wood and Paper Industry	Nina Globočnik	Senior Legal Constultant

Spain

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
CCOO-FECOMA	José Luís López	Responsable de formación sindical, estudios y servicios jurídicos
MCA-UGT	Pedro Echániz	Responsable del Sector Madera

ELA	Gurutz Gorraiz	Secretario general de ELA-Hainbat
CONFEMADERA	Miriam Pinto	Responsable de Formación y Prevención de Riesgos Laborales
ANIEME	Immaculada Rey	Directora Adjunta
FEDERMUEBLE	Miriam Pinto	Responsable de Formación y Prevención de Riesgos Laborales

Sweden

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
The Swedish Forest and Wood Trade Union, Skogs-och Träfacket	Per-Olof Sjöö	Délégué aux négociations
Swedish Federation of Wood and Furniture Industry, TMF	David Johnsson	Délégué aux négociations
The Swedish Association of Graduate Engineer, CF	Mikael Wittbäck	Délégué aux négociations
The Swedish Union of technical and Clerical Employees in Industry, SIF	Lis-Marie Fond Bosse Halberg	Délégué aux négociations Expert-conseil au Délégué aux négociations
The Swedish association for managerial and professional staff, LEDARNA	Leif Nordin	Délégués aux négociations

The Netherlands

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
Centrale Bond van Meubelfabrikanten	Mr. G.H. Nieuwenhuis	Staff member policy matters
FNV Bouw	Mr. T. Heijnen	Administrator furniture industry
Hout- en bouwbond CNV	Mr. P. van der Eijk	Administrator furniture industry

United Kingdom

Name of the organisation consulted	Name of the person consulted	Function of this person in this organisation
GMB	Phil Davies	CFTA National Secretary
UCATT	Jonathan Green	Research Officer
BMF	Roger Mason	Managing Director

European Organisations consulted

Name of the organisation consulted	Date of the sending of the report
EFBWW	October 6, 2006
UEA	October 6, 2006
EFIC	October 6, 2006