UNIVERSITE CATHOLIQUE DE LOUVAIN

Institut des Sciences du Travail

MONOGRAPHS ON THE SITUATION OF SOCIAL PARTNERS IN THE CANDIDATE COUNTRIES: TEXTILE SECTOR

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National experts :

Bulgaria: Rumiana Gladicheva and Teodor Dechev, Department of Sociology - Sofia University

Cyprus: Dr. Savvas Katsikides and Maria Modestou, Department of Social and Political Science - University of Cyprus

Czech Republic: Ales Kroupa, - Research Institute for Labour and Social Affairs - Charles University of Prague

Estonia: Raul Emeats and Kaia Philips, University of Tartu

Hungary: Dr. Andras Toth, Institute of Political Sciences, Hungarian Academy of Sciences

Latvia: Alf Vanags, Baltic International Centre for Economic Policy Studies (BICEPS)

Lithuania: Mark Chandler, EuroFaculty Vilnius Centre Ekonomikos fakultetas, Vilniaus universitetas

Malta: Prof. Godfrey Baldacchino, Workers' Participation Development Centre, Department of Sociology, University of Malta. Research Work: Edward Zammit and Saviour Rizzo assisted by Godwin Mifsud

Poland: Jolanta Kupinska and Andrzej Ogrodowczyk, Katedra Socjologii Organizacji i Zarzadzania, Uniwersytetu Lódzkiego

Romania: Ion Glodeanu, Institut de Sociologie de l'Académie Roumaine

Slovak Republic: Lubica Bajzikova, Faculty of Management, COMENIUS UNIVERSITY

Slovenia: Miroslav Stanojevic, Faculty of Social Sciences, University of Ljubljana

Turkey: Dr. Engin Yildirim, Faculty of Political Sciences, Department of Labour Economics and Industrial Relations, Sakarya University

Institut des Sciences du Travail – UCL :

Author: Alexandre Chaidron

Research Team:

Prof. Armand Spineux

Prof. Pierre Reman

Catherine Delbar, coordination

Marinette Mormont, researcher

Olivier Hoff, researcher

Administrative coordination:

Marie-Anne Saussu

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INTRODUCTION

This report has been produced as part of research into the institutional representativeness of social partners in the European Union, and the situation of trade unions and employers' associations in acceding and candidate countries. The research has been conducted by the Institut des Sciences du Travail (Catholic University of Louvain) at the request of the Employment and Social Affairs Directorate-General of the European Commission (Call for tenders No VT/2002/83).

The aim of the report has been to produce monographs that set out both brief descriptions of the way that social dialogue functions in acceding and candidate countries, and descriptions of the various workers' and employers' organisations involved in social dialogue at textile sectoral level.

Background

This research is located against a backdrop of the European Commission's promotion of social dialogue at Community level, and in the setting of enlargement of the European Union.

The issue of the representativeness of European organisations came to the fore in the context of the promotion of social dialogue. In a Communication[1] in 1993, the European Commission set out three criteria determining the access of employers' associations and trade unions to the consultation process established under Article 3 of the Social Policy Agreement, and 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 interprofessional and sectoral organisations in the European Union, and in a new Communication[3] in 1998, announced the measures that it proposed taking in order to adapt and promote social dialogue at EU 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. They were that the social partners should *1) be related to specific sectors or categories and organised at European level; (2) consist of organisations which are themselves an integral and recognised part of Member States' social partner structures and with the capacity to negotiate agreements, and which are representative of several Member States; (3) have adequate resources to ensure their effective participation in the consultation process.* 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].

Against this background, it is clear that one of the main issues in the coming months, both for the Commission and for the European social partners, will be to prepare for 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 process*[5]. As far as the European Commission is concerned, *[o]nly with sufficiently robust national structures will*

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

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

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

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

[5] *Op cit.*

the social partners be able to participate effectively in negotiations and other European social dialogue activities and also implement agreements at national level [6].

The development of social dialogue therefore forms part of the *acquis communautaire*: *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 EU 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*[7].

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. The role played by collective bargaining is vastly inferior to the traditions of which we are aware, for example, in Germany, Sweden or Italy. In particular, social dialogue does not exist in all countries at a sectoral level*[8]. By and large, most of the country studies are notable for strongly developed tripartism, but weakness at central bipartite level, in social dialogue at sectoral level, and at the level of organisations, particularly employers' associations.

This study may be seen as a tool to help understand these quantitative and qualitative factors. It will also make it possible to understand the various systems of industrial relations in different countries, and to introduce the actors involved in social dialogue.

The research process and methodological remarks

For the purposes of conducting this research, a network of university researchers was established for the 13 acceding and candidate countries. These researchers are independent both of the European Commission and of employers' and workers' organisations. Each researcher was tasked with producing a report on the basis of a common canvas, and a questionnaire dealing specifically with the realities of the acceding and candidate countries was drawn up for this purpose (see questionnaire in the Annex). The IST was responsible for coordinating and writing the summaries, and reaffirms its independence in respect of the political consequences and decisions that may flow from this study. Lastly, a few words on the consultation process involving the European social partners. The following organisations have been consulted: EURATEX (European apparel and textile organisation) and ETUF:TCL (European Trade Union Federation: Textile, Clothing and Leather).

The research process that was developed involved not only the gathering of quantitative and qualitative information on the actors and the social dialogue in which they took part, but also *an active approach to constructing a consensus that forms an integral part of social dialogue itself*. For example, although the data collected do not in many cases make it possible to be wholly objective about the role played by organisations, the contacts that were made in the course of collecting the data and discussions with the various actors concerned will *form an integral part of a process of mutual recognition* [9]. It follows that the main sources used in the course of this study have been the social partners themselves.

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[6] *Op cit.*

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

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

[9] *Reply to Call for tenders VT/2002/83. Studies on the representativeness of the social partners at sectoral 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.

From the point of view of delimiting the scope of the research, three criteria were defined *a priori* with a view to identifying the organisations to be included:

- organisations that negotiate at sectoral level;
- organisations that are members of recognised European organisations;
- emerging organisations that are not recognised, but which play roles at sectoral level.

The aim of incorporating these three criteria was both to target the organisations *that play a role in social dialogue at sectoral level* in each country, and to take account of the *evolving nature* of the various national situations.

Several methodological questions were raised on this point, and a number of choices were made, although some departed from previously established criteria in order to adapt to the national realities in each country.

The present study focuses on the sectoral level, but it should be noted that in some of the countries covered in the study, collective bargaining and signature of collective labour agreements take place only at the company level – despite the existence of trade union and employers' organisations at sectoral level. (The role of the latter is limited to providing support to the local players.) Collective agreements at the company level are in any case the majority. Other countries are characterised by the absence of sectoral organisations specific to the textile industry. Also noteworthy, the social dialogue is sometimes limited to just two organisations representing respectively employers and workers, whereas in other countries a plurality of organisations cater to companies and workers. As regards tripartite concertation at sectoral level, this form of negotiation is generally not anchored in the traditional practice of the social partners and governments. Where it exists, it is often practised indirectly, through the respective federations (intersectoral organisations).

The present configuration of industrial relations in these countries still bears the marks of the process of privatisation and deregulation, which they have rapidly had to assimilate. The changes brought about by these transformations require adaptation, which at times is still partly lacking. Thus, for example, multinational corporations established on their territory may be reluctant to accept the imposition of forms of social regulation or legislation. Conversely, in other countries, companies of this kind (multinational corporations and large enterprises), owing to their relatively large size, are a potential launching pad for the development of the social dialogue and the negotiation of collective agreements. Indeed, some of the candidate and accession countries are characterised by a significant number of small or very small (often family) enterprises, in which the imposition through legal instruments of social norms is not readily accepted and/or difficult to implement.

At the level of statistical data, great differences appear between countries. In some countries, owing to the shortfall of numerical data, a sufficiently precise image of the socio-economic situation and/or of the situation of the social partners cannot be provided, whereas other countries are able to produce comprehensive statistical data. In some cases, several statistical sources are available for the same country, but the data do not match. These different factors explain the difficulties that were at times encountered in elaborating the monographs.

Lastly, 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 organisations in 2003. Interviews with organisations took place, and the national reports were written, between June and September 2003.

Sectoral monographs on candidate countries

The sectoral monographs set out below examine the situations in the 13 acceding and candidate countries, that is to say Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia and Turkey.

Each monograph starts out with a delimitation and description of the scope of activities covered by the textile sector in the country concerned (wherever possible, based on the NACE classification). Next, after a brief description for each country of the macroeconomic situation (macroeconomic indicators) and of the labour market (principal indicators characterising the labour market), each national monograph outlines the principal characteristics of the mechanisms of the social dialogue. As regards tripartite concertation at the level of the textile sector in these countries, the following points are examined:

- The organisers and players involved in tripartite concertation.
- The links between this concertation and the bipartite social dialogue.
- The consultation / decision-making processes, such as they can be observed within these structures.
- The characteristics of the results obtained through these processes.
- The topics covered within the tripartite structures.
- The existence of informal procedures.

The autonomous (bipartite) social dialogue is described under the following headings:

- The players in the social dialogue.
- The different levels of the social dialogue and the links between them.
- The characteristics of the agreements concluded by the organisations (duration, procedures for extending validity, etc.)
- The topics covered within the framework of collective bargaining.
- The coverage rate of collective agreements.
- The obstacles that may hamper development of the social dialogue.

Next, all trade union and employers' organisations participating in the social dialogue at the level of the textile sector are described under the following headings:

- Institutional and organisational characteristics (juridical status, structure, decision-making process, historical overview, financing, services).
- Elements of representativeness (number of represented affiliates, types of members).
- Elements of recognition of the organisation (participation in tripartite structures, entitlement to sign a collective agreement, participation in the social dialogue).

Lastly, you will find in annex a table for each country which includes the persons consulted by the national experts.

BULGARIA[10]

1. Description of the sector

Delimitation and activities of the sector

The textile sector (TS) in Bulgaria can be defined according to the NACE classification, including category DB 17 and category DB 18 (+ category DC 19). Due to the fact that the trade union federations are only organised into two subdivisions, light and heavy industry, the textile sector is covered by the light industry trade union. The latter covers also category 19 (leather) and more (e.g. glass and porcelain). However in contrast, the employers are structured in 5 branches associations (cotton industry, knitwear industry, sewing industry, wool textile/silk industry and leather/fur/footwear industry)[11]. So it means that each branch collective agreement is signed by one relevant employers' branch organisation and the two trade union federations of Light Industry.

We propose to base our report on the data for category 17 and 18 which correspond to the basis definition of the textile sector. We will also include category 19 because the social partners act as if the DC 19 belongs to the textile sector. In other words that means that the branch contracts for DC 19 follow the same structure and logic; for example the representatives of DC 19 are invited to all initiatives of DB 17 and DB 18.

Socio-economic features of the sector

Since 1996, the textile sector in Bulgaria has been almost completely privatised (99,1% companies are private). In this new context, the strategy mainly adopted by the firms is based on costs, especially labour costs and illegal transactions. The share of the underground economy is relatively important : it is estimated at 30-35% and the illegal employment at 20-25%. The employers taking advantage of this situation come from Greece and Turkey and are located near the borders where the control of the General Labour Inspectorate is not very regular.

Another aspect which should be underlined is the important number of part-time jobs usually running without an official employment contract. It can be explained by the low level of wages in Bulgaria, so the Bulgarians have to compensate for it by working for more than one employer. Moreover, employees and employers just do not declare part-time employment in order to avoid social insurance contributions and taxes. Concretely, only the first main employer pay the social charges. Beyond this consideration, as for other eastern countries, the wages in the textile sector are lower than the national average wage level. According to a source[12], despite the fact that the wages have been falling since 1995 in all economic sectors, an increase (4,9% to 11,4%) of the real wage in the textile sector has been noticed between march 2002 and march 2003.

In 2001, the share of the textile sector in GDP was 2,28%, in the produced added value 2,57% and in employment 8,68%. It is the sub-sector of manufacture of wearing apparel which represents the most important part in terms of GDP (1,47% out of 2,28%) as well as of employment (6,01% out of 8,68%).

Regarding the number of enterprises or salaried workers, it is once again the DB 18 (wearing apparel) which is the most important sub-sector. The largest enterprises (more than 100 employees) are also concentrated in this sub-sector (70% of the textile sector is composed of this type of company).

The main categories of employees for all the three sectors consists of the craft and related workers and the plant and machine operators and assemblers.

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[10] The data is provided by the National Statistical Institute (NSI - 2001). If the source is different, it will be noted.

[11] There is no legal definition of "sector" or "branch" in the Bulgarian Labour Law. However, the branch corresponds to a subdivision of the sector.

[12] Living standards journal, 1/2003, CITUB (Confederation of Independent Trade Unions in Bulgaria).

Lastly, we can observe that the Bulgarian textile sector is growing thanks to the dynamics of private sector and of the black economy. It seems that the development of companies with 10-100 employees will be more and more the basic structure of the textile sector.

Summary table: companies (2001)

Sub-sectors	Number of companies	Companies without salaried workers	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
DB 17	651	177	245	156	73
DB 18	3583	896	1338	1068	281
DC 19	453	99	153	153	48
Total Sector	4687[13]	1172	1736	1377	402

Summary table: workers (2001)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with 10 to 100 salaried workers	% of workers in companies with > than 100 salaried workers
DB 17	31987	906	0,97	0,5	84,6	14,9
DB 18	117548	3840	0,97	3,1	50,8	46,1
DC 19	20384	495	0,98	0,4	91,1	8,5
Total Sector	169919	5241	0,97	3,9	26,5	69,6

* Total number of salaried workers in the sector divided by the total number of workers (employed) in the sector. This % shows that the share of owners and self-employed is relatively low compared to the situation in trade sector for example, or to country average, which is 87%.

2. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation despite a legal framework available for such bargaining. Indeed, since the privatisation of the textile sector, the Bulgarian State is no longer interested in taking part in such a structure and, in fact, withdrew itself from the tripartite council (officially it still exists on paper).

Bipartite social dialogue

The bipartite social dialogue takes place mainly at branch, sectoral and enterprise levels. The branch or sectoral agreements consists of the minimum provisions that must be respected in the collective agreements. So, the enterprise collective agreements are more detailed than the sectoral one. The trade unions pressure the employers to adopt sectoral agreements containing a maximum of aspects in order to unify the content of contracts. Currently, a draft agreement is being discussed between the national representative social partners in order to include chapters (which are already present at enterprise level) at sectoral or branch collective contracts[14]. It is worth noting that all agreements negotiated at national level (predominantly negotiated in the National Council for Tripartite Cooperation) are in force at lower levels automatically by default.

All trade union organisations have the ability to negotiate with the employers in the bargaining process but the trade unions organised at national level tend to diminish the influence of the small trade unions, which are limited in their scope to an individual enterprise. According to the Labour code, only one collective agreement can be concluded for each enterprise or for each branch. Concretely, at both levels it is the appropriate trade union organisation which has to propose to the employers a common draft for the collective contract. Compared to other sectors, the employers of the textile sector are quite

[13] 42 out of 4687 are companies from public sector.

[14] These chapters are as follows: employment / working time, vacation / health and safety at work, / wages, social insurance and securities / trade union activities in the enterprise of the sector (branch) / others. This agreement has not been signed yet due to a conflict about the necessity or not to change the Labour code in a more flexible or liberal way.

well prepared because the procedure of collective bargaining has been exercised for a long time at both levels. So, the social partners have developed good skills to enable them to conclude collective agreements in textile sector[15]. It is also noteworthy that in the textile sector workers' organisation are more involved in international structures than the employer's organisation.

With regard to the extension of a collective agreement, at sectoral or branch level the employers and workers organisations have to send a common request to the Minister of Labour and Social Policy which has the final decision. Actually, up to now, these procedure have never been used. At enterprise level, the extension is not allowed for parties that are not signatories to the agreement but a legal procedure exists for individual worker membership (unionised or non-unionised).

Since 1991, at sectoral or branch level, there are 2 sectoral agreements and 25 branch agreements (5 not directly related to textile sector e.g. porcelain) which have been signed. They last at least for one year but cannot exceed two years. According to the Federation of Independent Trade Unions in Light Industry (FOSIL) and the Branch chamber of cotton, linen and hemp industry, the coverage rate of sectoral/branch agreements can be estimated in March 2003 at 15 % covering 31700 employees (90% of them are blue collars and skilled workers). The collective agreements cover the majority the DB 17's employees: 19000 - 59,4% (11400 - 9,7% of DB 18 employees and 1300 - 6% of DC 19 employees). Among the obstacles to the development of the sectoral level, there is the possibility of introducing work councils, which will strengthen the enterprise level at the expense of the sectoral one and may increase the unwillingness of new employers (due to the privatisation) to be engaged in collective bargaining.

At enterprise level, all legal trade unions (whether or not they are nationally representative) can negotiate and sign. But in reality, it is the trade unions organised at sectoral or branch level which are the most influential at this level. The enterprise collective agreements come across with lots of subjects such as working hours, wages, procedure for joining the collective contract or health and safety at work. The estimation of the FOSIL and of the Branch chamber of cotton, linen and hemp industry for the coverage rate of enterprise collective agreements are as follows: 17,37% covering 36800 employees, almost all of them being blue collars workers. As the sectoral/branch level, it is the subsector DB 17 which is the most concerned : at least 19000 - about 60% of them (16500 - 14% of DB 18 employees and 1300 - 6% of DC 19 employees).

3. Organisations active in the sector

Workers' organisations

At sectoral level in the textile sector only two workers' organisations have the legal capacity to act. Indeed, the organisations at sectoral level are limited to those which are members of central trade union organisations recognized as representative at national level: the FOSIL[16] and Podkrepa CL (set up as an NGO - non profit basis).

Both were founded in 1990 and cover the activities of NACE DB 17-18 and DC 19 representing mainly blue collars workers. In addition to their role of direct negotiators at sectoral level (since 1990 2 agreements have been signed), at branch level (25 agreements since 1990) and indirectly at enterprise level through company sections, they provide training seminars and legal protection for their members. FOSIL offers technical support (not Podkrepa CL). Members have also to pay fees. In the two workers' organisations internal elections for ruling bodies are organized.

Regarding representativeness, there is a difference between the two trade unions. The FOSIL is the most important in terms of number of collective members (118 for 60) as well as in terms of individual members (20651 for 4000[17]).

At international level, the two trade unions are member of the same organisations excepted FOSIL which belongs in addition to the European Trade Union Federation: Textile, Clothing and Leather (ETUF:TCL).

[15] See the tables in annex to know the signatory parties.

[16] FOSIL= Fédération des organisations syndicales de l'industrie légère (Federation of Independent Trade Unions in Light Industry), member of CITUB, is more known abroad as FOSIL and they insist on keeping this abbreviation for official purposes.

[17] Estimations given by respondents.

Employers' organisations

In order to sign collective agreements, as for the workers' organisations, each organisation (5) has to belong to a national employers' organisation. All of them were set up at the beginning of the 90's (1992-1994) on a non profit basis (NGO) and are members of the Bulgarian Industrial Association (BIA) and the Bulgarian Chamber of Commerce and Industry (BCCI). Five branch level agreements have been signed by the employers' organisations but only the Branch Union of Woollen and Silk Industry (BUWSI) concludes a sectoral and an intersectoral agreement. The five organisations also takes part in consultation at sectoral and at branch level, some of them even at intersectoral level (the Bulgarian Branch Union of Knitwear Industry and the BUWSI). In each organisation, the members have to pay fees. The employers' organisation do not all offer the same services to their members: some of them provide legal protection, others provide training or both but all give legal technical support. At international and European levels, they are all member of the same organisations.

BIA: Bulgarian Industrial Association

BCCI: Bulgarian Chamber of Commerce and Industry

CITUB: Confederation of Independent Trade Unions in Bulgaria

ETUC: European Trade Unions Confederation

ETUF:TCL: European Trade Union Federation: Textile, Clothing and Leather

IOE: International Organisation of Employers

ITGLWF: International Textile, Garment & Leather Workers' Federation

TEXTILE SECTOR - BULGARIA

Note: Estimates of respondents are marked by (*), while estimates of researchers are marked by(**).

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
1. Branshova kamara na shivashkata industria	Branch chamber of sewing industry	DB 18.2	50*	6800**	1.07	4.0	Yes	Yes	BIA and BCCI	no	No	Eurochambers and UNICE via BCCI and BIA	No	IOE via BCCI and BIA
2. Branshov suyuz na vulneno-tekstilnata i koprinena promishlenost	Branch union of woollen and silk industry	DB 17	23	3570**	0.49	2.1	Yes	Yes	BIA and BCCI	no	No	Eurochambers and UNICE via BCCI and BIA	No	IOE via BCCI and BIA
3. Bulgarski Branshovi suyuz na trikotazhnata promishlenost	Bulgarian Branch Union of Knitwear Industry	DB 17.71, DB 17.72, DB 18.23, DB 18.24	45	5450**	0.96	3.2	Yes	Yes	BIA and BCCI	no	no	Eurochambers and UNICE via BCCI and BIA	no	IOE via BCCI and BIA
4. Branshova kamara na pamuchnata, lenenata I konopenata industria	Branch chamber of cotton, linen and hemp industry	DB 17	no data	no data	no data	no data	Yes	Yes	BIA and BCCI	no	no data	Eurochambers and UNICE via BCCI and BIA	no data	IOE via BCCI and BIA
5. Branshovi suyuz na kozharskata, kozhucharskata, obuvnata I galanteriynata promishlenost v Bulgaria	Branch Union of Leather, Fur, Footwear and Haberdashery Industries in Bulgaria	DC 19 DB 18.1 DB 18.3	123	1300**	2.62	0.7	Yes	Yes	BIA and BCCI	no	no	Eurochambers and UNICE via BCCI and BIA	no	IOE via BCCI and BIA

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector (including DC19)
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
1. Federatzia na nezavisimite sindikalni organizatzii ot lekata promishlenost	Federation of the Independent Trade Unions in Light Industry (FOSIL)	blue collars and skilled occupations - 95%	20 651	16 942	9*	Yes	Yes	CITUB	-	ETUF:TCL observant in : SDC:T/C;L/T;Shoe	ETUC	ITGLWF	ICFTU
2. Federatzia Leka promishlenost «Podkrepa»	Federation of Light Industry «Podkrepa»	blue collars and skilled occupations - >70%	4000 *	3000 *	1.6*	Yes	Yes	Podkrepa Confederation of Labour	-		ETUC	ITGLWF	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

CYPRUS

1. Description of the sector[18]

Delimitation and activities of the sector

The textile sector in Cyprus corresponds to the category DB 17 and category DB 18 of NACE classifications.

Socio-economic features of the sector

The textile sector does not represent an important part of the Cyprus economy. Indeed, in 2001 its annual contribution was 0,5% of GDP, 1,2% of the total gainfully employed population and its share in manufacturing value added about 5,2% and 10,7% in employment. The sector is privatised for the most part: 62,6% of the enterprises are privately owned, 35,6% are companies with limited liability and 1,8% are in partnerships. The share of the grey economy is estimated as 1% of the sector.

With regard to employment, 83,3% of workers are employees, 6,1% are employers, 10,1% self-employed (without employees) and 0,5% are contributing family workers. Among workers, 76% of them are craftsmen/women, machine operators and related workers and 80% are women.

Over the last 15 years, the textile sector has declined steadily. For example, its share of value added in the manufacturing sector dropped from 14,9% in 1990 to 4,7% in 2002. In terms of employment, there has also been a similarly huge decline: this has fallen from 14641 in 1989 to 4111 in 2000. This development can be explained by a combination of several factors, such as an intensification of competition, due to globalisation or the low level of adoption of modern methods of management and organisation. The result has been the delocalisation of enterprises to other countries (Bulgaria, Romania, Hungary,...) where the labour costs are lower. Among the measures taken in order to deal with these difficulties, the textile sector adopted modern technology in the 1990's with assistance from the Government, in the context of its Technological Plan of Upgrading the manufacturing sector.

Summary table: companies (2000)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 10 employment	Companies with 10 to 50 employment	Companies with > than 50 employment
Textiles (DB 17)	147		121	24	2
Clothing (DB 18)	644		563	73	8
Total Sector	791		684	97	10

Summary table: workers (2000)

Sub-sectors	Employment	Other workers	% of salaried workers*	% workers in companies with < 10 employment	% of workers companies with 10 to 50 employment	% of workers in companies with > than 50 employment
Textiles (DB 17)	901			357	385	159
Clothing (DB 18)	3210			1001	1329	880
Total Sector	4111			1358	1714	1039

[18] The main statistical data available comes from the Annual Survey of Industrial Production as well as the Census of Establishments (Statistical Service of Cyprus which do not take into account the area controlled by Turkey). It should be also noted that cottage industry textile activities is not taken into account in the data (estimation of workers:500 full-time equivalent).

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

2. Industrial relations in the sector

Tripartite concertation

There is tripartite social concertation at textile level which could lead to the signature of an agreement. The main participants are the Ministry of Labour and Social Insurance, the Employers and Industrialists Federation (OEV), the Cyprus Chamber of Commerce and Industry (KEVE), the Cyprus Clothing Industries Association and the two main Trade Unions (Cyprus Industrial, Commercial, Press-Printing and General Services Workers Trade Union - PEO and Cyprus Industrial Workers Federation - SEK). All kinds of topics can be discussed at this tripartite concertation, but usually the issues are those which cannot be resolved in a bipartite dialogue. No informal procedure is settled.

Bipartite social dialogue

Both social partners and the government encourage the bipartite social dialogue and its development. Collective bargaining takes place at the three levels: enterprise, higher than enterprise and sectoral level. These levels are interconnected. If the issue concerned is not resolved at the enterprise level, it is taken for discussion at the other levels. It is worth noting that the signature of a collective agreement has, up to now, been mainly limited to the sectoral level. In the past, there were agreements at enterprise level. No formal procedure of extension of an agreement to other enterprises is provided. Within their enterprises, the managers usually extend by themselves the collective agreement to non-unionised labour. It can be explained by the fear of loosing these employees. However, there may be minor differences in the degree of adoption of the collective agreement in its totality. The same applies to enterprises in the sector, not belonging to any Employer's Association, regardless if they have unionised or non-unionised employees. So, for the last 50 years, about 25 collective agreements have been signed, mostly at sectoral level, lasting 2-3 years and covering 70% of the enterprises and employees of the textile sector[19].

At sectoral level, the subjects covered by collective agreements are wages, work relations, overtime pay, holidays, etc. The participants are the representatives of the employers (the Cyprus Clothing Industries Association which is affiliated to the OEV and to the KEVE) and the trade unions (PEO and SEK) recognised by the State and by each of the partners. According to the Industrial Relations Code operating in Cyprus, there is an obligation to participate in collective bargaining at sector level.

At enterprise level, the negotiators are the proprietor or general manager and the representatives of the workers' union in the enterprise. The implementation of an agreement is organised according to the terms of the collective agreement and is usually supervised by the main trade unions. Complaints can be addressed to the Ministry of Labour for mediation. Informal procedures also exist between the two partners.

3. Organisations active in the sector

Workers' organisations

The principal workers' organisations in the textile sector are the following:

The Cyprus Industrial, Commercial, Press-Printing and General Services Workers Trade Union (SEVETTYK) PEO, founded in 1997, it is registered with the Ministry of Labour and Social Insurance as a trade union. Members have to pay

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[19] Although Cyprus collective agreements are not legally binding, there are specific provisions in the recently enforced new EU harmonised labour legislation, that ensures that collective agreements are amended so that provisions which are contrary to this new legislation are effectively removed. Possible evolution relating to the number of collective agreements is that it will remain relatively constant but their content is likely to change to include items such as equal pay, changes in the cost of living allowance, and the provision of 13th or 14th salary.

fees (1% of gross income) and about 0,5-1% for medical, social and welfare benefits. Officers are elected. It covers the sectors of clothing and footwear, printers, retail trade and nurses. It takes part in consultations at all levels but mainly at enterprise level. It negotiates and signs agreements at all levels. Since 1 January 2001, it has signed about 400 collective agreements in all its branches of activity (4 at the sectoral level and 396 at the enterprise level). It takes part in tripartite concertation and about 30% of the collective agreements signed are within this framework.

The Cyprus Industrial Workers Federation (OVIEK) SEK, founded in 1962, is registered with Registrar of Trade Unions at the Ministry of Labour and Social Insurance. It covers the sub-sector of footwear, clothing, beverages, metal products, plastics, chemical industries, printing, electricians and importing of motor-vehicles. Members have to pay fees: 1% of their gross income and about 0,5-1% for medical, social and other welfare benefits. Officers are elected. It takes part in consultations at sectoral, higher than enterprise and enterprise level. This organisation can negotiate and sign collective agreements at all levels. Since 1 January 2001, it has signed about 120 collective agreements (of 2-3 years duration each) in all branches of activities: 111 are concerned the enterprise level and 9 the sectoral level. It also participates at tripartite concertation and about 30 collective agreements were signed in this framework.

Employers' organisations

They are three main employers' organisation active in the textile sector:

The Cyprus Chamber of Commerce and Industry (CCCI), founded in 1927, is registered as a private Law Chamber. The composition of its members is as following: 94% from small enterprises, 5% from medium enterprise and 1% from large enterprises. More than 120 professional associations from the sector of trade, industry and services are affiliated with it. The members have to pay subscriptions. The organisation provides a wide range of services to its members such as access to trade and business information, participation in training programmes, seminars, etc. This organisation has, up to now, signed 25 agreements at sectoral level and 150 at enterprise level. It also takes part in consultation at all levels and in tripartite concertation.

The Employers and Industrialists Federation (OEV), founded in 1960, is registered as a not for profit company. Its members are mostly SMEs, with a few multinationals and internationals, in a wide spectrum of economic activities. Indeed, the organisation comprises 40 main professional associations and 400 major individual enterprises in the manufacturing, trade services, construction and agricultural sectors of the economy. The members have to pay subscriptions. The OEV has signed about 200 collective agreements (30 at sectoral level and 170 at enterprise level). It also participates in tripartite concertation and about 50% of the collective agreements signed are within this framework. It provides different services to its members. It should be noted that the OEV helps formulate national socio-economic policy through the direct participation of its representatives in various Government Advisory Boards or Committees, which deal with economic, labour, industrial and social issues.

The Cyprus Clothing Industries Association, founded in 1993, is registered with the Registrar of Trade Unions at the Ministry of Labour and Social Insurance. It covers the sub-sectors of clothing and related activities such as the manufacture of trimmings, labels and leather-ware. The members, who have to pay fees, consist of small and medium enterprises. The association takes part in consultations at sectoral, higher than enterprise and at enterprise level. Moreover, it can negotiate and sign collective agreements at all levels (including tripartite concertation). So far, it has signed 4 collective agreements.

ABC Association of Balkan Chambers

ASCAME Assembly of the Mediterranean Chambers of Commerce and Industry

EAN International Article Numbering Association International

EATO: European Apparel and Textile Organisation

EFTEC: European Fashion and Textile Export Council

EUROCHAMBERS: Association of the Chambers of Commerce and Industry of the European Union

ETPO: European Trade Promotion Organization

ETUC: European Trade Union Congress

ETUF:TCL: European Textile Union Federation of Textile, Clothing and Leather

ICC: International Chamber of Commence

ILO: International Labour Organization

ITGLWF: International Textile, Garment, Leather Workers' Federation

PEO: Pancyprian Federation of Labour

SEK: Cyprus Workers Federation

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

UMCE: Union of Mediterranean Confederations of Enterprises

UNICE: Union of Industrial and Employers Confederations of Europe

UNI-Europa: European Union Network International

WASME: World Association for Small and Medium Enterprises

WTCA: World Trade Centers Association

TEXTILE SECTOR - CYPRUS

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*		*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Kypriako Emporiko Ke Viomihaniko Epimelitirio (KEVE)	Cyprus chamber of commerce and industry (CCCI)		8000	255000	13	80	Yes	Yes (all levels)			Eurochambres, ABC, UEAPME, ETPO		ICC, WTCA, ASCAME, EAN International, ILO	
Omospondia Ergodoton Ke Viomihanon (OEV)	Employers and industrialists Federation (OEV)		4500	180000	9	60	Yes	Yes (all levels)			UNICE		IOE, ILO	
Kypriakos Synthesmos Viomihanion Endysis	Cyprus Clothing Industries Association		150	2000	50	70	Yes	Yes (all levels)	CCCI, OEV		EATO, EFTEC		Textile Institute	

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Syntehnia Ergatoepallilon Viomihanias, Emporiou, Typou-Typografion Kai Genikon Ipireson Kyprou (PEO)	Cyprus Industrial, Commercial, Press-printing and General Services Workers Trade Union	Blue collar (70%) and white collar workers (30%)	7000	700	60	Yes	Yes	Part of PEO		UNI-Europa			
Omospondia Viomihanikon Ergatoepallilon Kyprou (SEK)	Cyprus Industrial Workers Federation	Workers and craftsmen (80%) and other employees (20%)	12000	450	35	Yes	Yes	Part of SEK		ETUC, ETUF:TCL, UNI-Europa		ETUC, ITGLWF	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

ESTONIA

1. Description of the sector

Delimitation and activities of the sector

The textile sector (TS) in Estonia covers, on the one hand, the manufacture of textiles and textile products (category 17 of NACE classifications – called here "manufacturing or production of textiles") and, on the other hand, the manufacture of wearing apparel, dressing and dyeing of fur (category 18 of NACE classifications – called here "manufacturing or production of wearing apparel"). The most important industries focus on clothing, home textiles and cotton fabric.

Socio-economic features of the sector

The textile sector in Estonia, which has been privatised, represents a considerable part of the Estonian manufacturing economy : 19% of the total workforce in the manufacturing sector (4% of the total workforce in Estonia) and 13% of the sales of industrial production. The production of textiles exceeds the production of wearing apparel (respectively 8% and 3,9% of the total production of the manufacturing industry). The sector (TS) is even growing in importance with an increase of 11% percent of its turnover in 2002. In terms of labour productivity, the increase since 1995 is quite important in the production of textiles compared to the sub-sector of wearing apparel. Regarding wages, the salary in the textile sector (TS) is situated under the level of the average wage in Estonia (between 74,9 and 76,9% in 2001). No data is relating to the share of the underground economy in the textile sector.

The enterprises of the textile sector (TS) are concentrated more in the manufacture of wearing apparel (74,7% of enterprises in the textile sector) than in the manufacture of textiles (25,3%). The manufacture of textiles is composed more by large enterprises (78,3%) than in the manufacturing of wearing apparel (49,6%) and in terms of employment the manufacturing of wearing apparel represents the biggest part (about 60%). It is worth noting that the number of employees in the textile sector (TS) varies according to the sources consulted. Indeed, the labour force survey data counts 25500 employees (defined as persons in age of 15-69 working in the textile sector in 2001) but the enterprise survey counts 23474 employees (quarter 4 in 2001)[20].

The main products of manufactured textiles (86,2%) and of wearing apparel (69,8%) are exported. Currently, the growth rate of export is diminishing due to the stabilisation or the reduction of the number of work contracts. It is likely that it will become more difficult to increase exports as from 2005, when joining the EU will expose the textile sector to international competition.

Summary table: companies (4th quarter of 2002 - enterprise survey)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 20 salaried workers	Companies with 20 to 100 salaried workers	Companies with > than 100 salaried workers
Manufacture of textiles	130	ND	56,9	33,1	10
Manufacture of wearing apparel	384	ND	65,6	28,2	6,3
Total Sector	514	ND	63,4	29,4	7,2

Summary table: workers (4th quarter of 2002 - enterprise survey)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with	% of workers companies with	% of workers in companies with

[20] There is a difference in the number employed persons between enterprise survey and labour force survey data. Firstly, the enterprise survey data takes into account the average number of employees in full-time units, while the labour force data are not recalculated in terms of full-time employment. Secondly, the labour force survey covers all firms, while enterprise statistics covers only firm with 20 employees and more. Small firms are underrepresented in the enterprise statistics.

				< 20 salaried workers	20 to 99 salaried workers	> than 100 salaried workers
Manufacture of textiles	10788			5,9%	15,8%	78,3%
Manufacture of wearing apparel	13012			15,8%	34,5%	49,6%
Total Sector	23800		19%	11,3%	26%	62,6%

* Total number of salaried workers in the sector divided by the total number of salaried workers in manufacturing.

2. Industrial relations in the sector

Tripartite concertation

There is no real tripartite concertation at textile sector (TS) level. Nevertheless, the three actors take part in the Vocational Council of Light Industry which deals with the elaboration and the implementation of workers' qualifications and vocational systems, and in the Work Environment Council of the Ministry of Social Affairs which is an advisory body on working condition.

Bipartite social dialogue

The bipartite social dialogue is also not really developed at sectoral level or at " higher than enterprise" level. So, it focuses on the enterprise level.

The main reason for the weak development of the social dialogue at sectoral level has to be found in the refusal of the employers 'organisation (Eesti Rõiva-ja Tekstiiliit, ERTL) which considers that the density rates in Estonian textile sector (TS) are too low to conduct collective bargaining. Indeed, only 48 % of employees work in companies affiliated to ERTL and 11,9% of companies are affiliated to ERTL. Moreover, only 26,2% of employees are affiliated to workers' organisation. Thus, according to the ERTL, both workers and employers should be stronger before taking part in social dialogue.

However, the workers' organisation (Eesti Kergetööstustöötajate Ametiühingute Liit, EKTAL) shows clearly its interest in developing a kind of social dialogue with ERTL. That's why since 1993, a draft including provisions for a future cooperation has been proposed in collaboration by EKTAL to ERTL with the help of the public conciliator (currently Mr. Raivo Paavo). This draft has been discussed and changed several times but it never tackles the question of wage or other very sensitive topics. The lack of concrete results lies in the ability to negotiate varying from one partner to the other. Indeed, while EKTAL has the right to intervene in its member trades' unions activities and to represent them in negotiations without needing a special mandate, the ERTL can only represents its members after obtaining an authorisation.

Finally, we can point out that the eight biggest enterprises of the textile sector (TS) include the majority of trade unions members in the sector and these enterprises are member of ERTL. It could set up a basis for an eventual bipartite social dialogue.

At enterprise level, there are 29 enterprises covered by collective agreements negotiated by the employers and trade unions. They affect 8690 employees, usually in big and medium sized enterprises and are limited only to blue-collar workers because other types of employees have not joined nor established trade unions in the sector. Soon, a new collective agreement will be concluded in an enterprise of 1030 employees. So, about 5,1% of enterprises and 35,9% of employees are currently concerned by these collective agreements, which is a high rate compared to other Estonian economic sectors. It can be explained by the fact that the biggest enterprise of the textile sector is covered by a collective agreement. The collective bargaining and the collective agreements are focused mainly on wages but subjects such as disease and industrial accidents have assumed importance in recent years. The violation of working time regulation by some employers (overtime without remuneration) is a topic of discussion. Lastly, a collective agreement is automatically extended to the whole of the enterprise's workers even if they do not belong to the trade union.

3. Organisations active in the sector

Workers' organisations

There is one central trade union organisation in the Estonian textile sector, founded in 1990, and called the Association of Estonian Light Industry Workers' Trade Union (Eesti Kergetööstustöötajate Ametiühingute Liit, EKTAL). This workers' organisation unites trade unions coming from the manufacturing of textiles, textile products, wearing apparel and accessories. Moreover, some other enterprises are or will be affiliated to EKTAL (in the field of footwear, frozen sea food and pig farming). Its scope of action in terms of collective bargaining is confined to the enterprise level. Actually, the EKTAL's mission is limited to be a consultative and supportive organisation to its members trade unions (training of shop stewards, legal assistance,…).

For 2003, EKTAL counts 10035 members (all blue-collar workers) which are distributed as following: 6500 members pay fees including 6340 salaried workers of the textile sector and 3535 members who don't pay any charges (retired, women on maternity leave). It represents, in the sector, a coverage rate of employees (or salaried workers) of 26,2%. A large majority of the EKTAL members (87,7%) are covered by collective agreements.

In terms of structure of organisation, the chairman is elected every 5 years by the delegation of shop stewards who are themselves chosen by the employees (blue-collar workers). Trade unions' members have to pay 1% of their monthly wage. A part of this amount (40%) is devoted to the EKTAL. Because most employees are only earning the official minimum wage, the employees contribution does not amount to a significant sum. This situation limits the EKTAL's work.

The EKTAL is a member of the Confederation of Estonian Trade Unions (Eesti Ametiühingute Keskliit, EAKL). Regarding international aspects, it is member of the European Trade Union Federation-Textiles, Clothing and Leather (ETUF - TCL) and of the International Textile, Garment and Leather Workers' Federation Textile and Clothing (ITGLWF)[21]. EKTAL also cooperates with the Finnish Textile and Garment Workers' Union.

Employers' organisations

There is one employers' organisation: the Estonian Clothing and Textile Association (Eesti Rõiva-ja Tekstiililiit, ERTL) founded in 1993 on a voluntary non profit basis. Its members have to pay fees depending on their turnover and the number of their employees. Its main mission is to defend and promote the interests of the clothing and textile industry in particular by representing the employers in the collective bargaining but such a situation has not occurred up to now. The main reason is that the ERTL needs special authorisation from its members to negotiate at different levels. The organisation also participates in other meetings at sectoral level, organises seminars, spreads information, etc…

In 2003, ERTL is composed of 89 members but 21 of them are indirectly related to the textile sector (TS). These 21 members are actually associated members. The ERTL includes 11,9% of the textile sector enterprises. The coverage rate in terms of employees reaches 48% and 75% in terms of the sector's production.

ERTL is affiliated to the Estonian Confederation of Employers (Eesti Tööandjate Keskliit, ETTK), to the Estonian Trade Council (Eesti Väliskaubanduse Liit, EVL), of the European Apparel and Textile Organisation (EURATEX), of the International Textile Manufactures Federation (ITMF) and is a support member of Estonian Chamber of Commerce and Industry (Eesti Kaubandus-Tööstukoda, EKTK). It also cooperates with the Estonian Society of Merchants (Eesti Kaupmeeste Liit, EKL).

EAKL: Confederation of Estonian Trade Unions

EKL : Estonian Society of Merchants

EKTK :Estonian Chamber of Commerce and Industry

ERTL : Estonian Clothing and Textile Association

EURATEX : European Apparel and Textile Organisation

ETTK: Estonian Confederation of Employers

ETUF- TCL: European Trade Union Federation-Textiles, Clothing and Leather

EVL: Estonian Trade Council

IFTC : International Federation Textile and Clothing

ITMF : International Textile Manufactures Federation

TEXTILE SECTOR - ESTONIA

1. Employer's organisations (2003)

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Eesti Rõiva ja Tekstiililiit	Estonian Clothing and Textile Association	DB 17,DB 18	89[22]	11616	11,9%	48%	No	Yes	ETTK	EVL, EKTK	EURATEX		ITMF	

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions (2003)

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Eesti Kergetööstustööta jate Ametiühingute Liit	Association of Estonian Light Industry Workers' Trade Union	Blue-collar	10035[23]	6340	26,2%	Yes	No	EAKL		ETUF:TCL	ETUC	IFTGLWF	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements*

[22] 21 of 89 are indirectly related to the textile sector.
[23] This number includes also the retired and women on maternity leave.

Hungary

1. Description of the sector

Delimitation and activities of the sector

The textile sector covers the sub-sectors 17, 18 and 19 of NACE classifications.

Socio-economic features of the sector

1988 represent a turning point in the history of the light industry. The collapse of the COMECOM and the shift towards market economy resulted in a long and deep crisis in the industry, which ended around 1994-1995. Among the three sub-sectors, the clothing industry fared the best due to its contract work relations it had with European companies, while the textile and shoe industry, which had more eastern market connection in the 80s, suffered badly the collapse of the Soviet Union.

At the present day, the privatisation is almost complete in the sector, and the state has practically withdrawn as owner. Strategic foreign investors have played a major role in acquiring some of the former state owned companies and establishing greenfield enterprises. The light industry is an important part of the Hungarian industrial production. It provided the 3,7 % of all industrial output, 4.3% of all export of Hungarian industry and 15% of industrial employment in 2000.

Light industry is a typical low-wage industry. The wage level is considerably lower than in other manufacturing industries. There is a 40% gap between wages in light industry and industrial average wage. The export dependence of the industry makes it vulnerable to changes of domestic cost factors. The rise of statutory minimum wage in 2000 by 57%, and in 2001 by 20%, coupled with increase of the health-care contribution per employee has resulted in a crisis of the industry, whose performance is based on low cost production factors. On the other hand, in general, the investment level in technological upgrading is fairly low. The value of investments is around 5% compared to the brt. capital in the industry, while it would need an 8-10% investment rate to follow the technology development in the industry. In the context of slow down of the European economy, the Hungarian light industry has also entered into a crisis period. In 2002, industrial output shrunk by 3%, and in 2003, 20000 jobs have been destroyed in the light industry.

Summary table: companies (2000 - Annual Statistical Reviews of Central Statistical Office)

Sub-sectors	Number of companies	Companies without salaried workers (%)[24]	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 workers
DB 17	1644	2013			
DB 18	3000	5327			
DC 19	678	896			
Total Sector	5322	8236			

Summary table: workers (1998 - Annual Statistical Reviews of Central Statistical Office

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 20 salaried workers	% of workers companies with 21 to 300 salaried workers	% of workers in companies with > than 300 workers
DB 17				77,4	19,2	3,4
DB 18				65,1	30,5	4,4
DC 19				54,6	41,4	4
Total Sector						

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

[24] Self-employed

2. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation in the sector.

Bipartite social dialogue

The Trade Union of Leather Industrial Employees (BDSZ) together with the Trade Union of Clothing Industrial Employees (RDSZ) and the Trade Union of Textile Industrial Employees (TDSZ) has initiated negotiations with the Hungarian Light Industrial Federation (MKSZ) in 1990 to conclude a *sectoral level* collective agreement.

BDSZ has concluded sectoral level collective agreement with MKSZ in 1992 and, as part of that, annually renew the wage agreement. The agreement is a voluntary agreement. Consequently, it covers only those companies, whose management voluntarily joined to the agreement.

RDSZ concluded a multi-employer voluntary collective agreement with those companies, which had union organisations in 1992. The voluntary agreement regulated some aspects of working time and overtime. The agreement has been renewed in 1995 and in 1999. The 2000 renewal, however, was endorsed by only 9 companies, a considerably less than earlier, and its coverage is lessened by 5000 employees. Still, the sectoral level multi-employer agreement covers about half of the large enterprises employing more than 100 employees and have impact on terms and conditions of employment on 65% of employees in the sector.

The multi-employer collective agreement of RDSZ set also contained a wage tariff scheme, which set minimum wage floors to major groups of employee categories, like unskilled, semi-skilled, skilled and master, by rendering multiplication factors to minimum wage. The wage tariff agreement was renewed annually until 2000. Following a 57% raise of the national statutory minimum wage, companies have refused to renew the wage agreement. Companies have argued that the statutory minimum wage has surpassed the minimum wage level they had for various groups of skilled workers, and thus they are unable to maintain traditional wage differentials. But companies have agreed on a wage agreements which stipulated wage increases in the sector in line with the national level recommendation of the national tripartite council for 2000, 2001 and 2002. For 2003, in the context of general crisis of the industry, the union and the companies had not concluded any wage agreement. Currently, there are talks taking place between the union and a number of companies to renew the collective agreement and to conclude a wage agreement for 2004.

As far as the textile subsector concerned, there following of two years of negotiations, the attempts have failed to conclude a sectoral agreement. The crisis of the industry and the varied state of companies has impeded so far any effort to develop a joint regulatory framework. None the less, there is a continuous cooperation have developed between TDSZ and MKSZ.

The relative failure of unions in the light industry in achieving a comprehensive sectoral collective agreement can be explained, in one hand, by the weaknesses of organisational powers of both trade unions and employers' associations. But also has to be taken into account the nature of the industry. Namely, companies are operating under wide variety of labour conditions, and employing varying level of mechanisation.

A new phase has started as far as sectoral level social dialogue concerned in June 2002. A project launched in June 2002 with the financial support of the EU's PHARE programme seeks to create an institutional structure for sectoral social dialogue in Hungary - an element virtually absent from the country's industrial relations system at present.

The member unions of HVDSZ 2000 have concluded collective agreements at every *workplaces* in which they are functioning. The union also launched preparations for concluding a nation-wide collective agreement concerning the handicapped as a special group.

The member organisations of the Textile and Clothing Section of the National Federation of Workers' Councils concluded local collective agreements at two workplaces out of the three ones they are organising 10 out of 22 organised companies by RDSZ has workplace level collective agreement in force.

According to the TDSZ, workplace level collective agreements concluded by its member unions are covering 69% of the employees of unionised workplaces. As a general rule, the normative rules of collective agreements concerning employment have an indefinitive time span, while wage and social benefit issues are negotiated annually. None the less, there is a palpable trend that regulations of collective agreements are getting closer to minimum standards set by the Labour Code, reflecting the difficult situation of the industry.

Altogether, in the light industry, about 41% of employees were covered by workplace level in 2000.

3. Organisations active in the sector

Workers' organisations

The Trade Union of Leather Industrial Employees (BDSZ), the Trade Union of Textile Industrial Employees (TDSZ) and the Trade Union of Clothing Industrial Employees (RDSZ) regularly conduct joint consultations with the Hungarian Light Industrial Federation (MKSZ) in order to discuss and formulate joint standpoints on and implement joint efforts concerning a number of issues, like developing position papers for strategic government decisions and dealing with problems having a significant impact in undertakings operating in the light industry, such as the issue of 'informal' economy, the impact of minimum wage, state of industry development, etc.

The Trade Union of Leather Industrial Employees (BDSZ), in addition of its role of defending workers' interests, organises the professors and students of vocational training institutes for these industries. BDSZ is composed of workplace level trade unions. The union was fairly successful in retaining membership in the successor undertakings of former state owned enterprises. Approximately, 20% of the total labour force in the sector is organised. The organisation level of employees range between 20% and 80% at undertaking level. In the shoe industry, in the works council elections of 2000, the BDSZ received 88.7% of votes at those workplaces, where RDSZ candidates have been running for works councillors positions. BDSZ has relationship only to the Hungarian Light Industrial Federation (MKSZ) among the various employers' associations in the industry.

The Trade Union of Clothing Industrial Employees (RDSZ) has 22 enterprise union organisation members and it unites altogether approximately 6000 union members during the late nineties. Currently it has approximately 3000 members. Most of their member organisations are functioning in major enterprises of the industry. In the clothing industry, in the works council elections of 2000, the RDSZ received 83% of votes at those workplaces, where RDSZ candidates have been running for works councillors positions.

The Trade Union of Textile Industrial Employees (TDSZ) is composed of workplace level trade unions. TDSZ currently has about 3000 active members and 3000 non-paying members, mostly pensioners. Similarly to the other unions, it has acquired more than 80% of seats in the last works council elections in 2000. TDSZ is planning an amalgamation with BDSZ, due in November 2004.

The Trade Union of Local Government Employees 2000 (HVDSZ 2000) is organising the employees of former local government owned companies and that of firms employing handicapped people in the clothing sector. Up to now, there has not developed any meaningful co-operation between RDSZ and HVDSZ 2000, due to the fact that they are organising very different segments of the workforce within the clothing industry. HVDSZ 2000 has trade union organisation in 8 clothing profile enterprises and in 2 mixed profile enterprises, with clothing section.

Three trade unions (workers' councils) working in three clothing plants are belonging to the Textile and Clothing Section of the National Federation of Workers' Councils. It unites about 600 employees altogether. Works council elections are also indicators of union representativeness. Workers' councils, altogether, received 88% of the votes at those three workplaces where they have organisation presence. It is member of the World Confederation of the Textile, Leather and Clothing Industrial Trade Unions.

Employers' organisations

It is a common characteristic that major companies are members in more than one employers' associations, while smaller companies hardly join to any association. The membership fee is low, or non-existent at all. Consequently, the Hungarian Light Industrial Federation (MKSZ) alone has a headquarters with full-time employees devoted to deal with the specialised issues of light industry. All other employers' associations have not independent headquarters with full time employees, or the national level headquarters takes care of organising sectoral level activities. Most of these organisations are member of the Sectoral Social Dialogue Committee.

The Hungarian Light Industrial Federation (MKSZ) was established on November 1990. It is a voluntary and democratic organisation representing the interest of its members. MKSZ is the employers' organisation, which has been involved in sectoral level social dialogue with trade unions representing employees in the light industry. MKSZ has a good unofficial co-operation with EURATEX. None the less, MKSZ has not able to join to EURATEX due to its financial weaknesses (low income of the organisation). According to MKSZ, regular membership would require about 30% of all income of MKSZ, which the organisation could not afford.

The Union of Leather and Shoe Industry (BCE) is an independent employers' organisation, enlisting companies active in the leather and shoe industrial sub-sector. The BCE is a member organisation of MKSZ and until now has participated in the sectoral level social dialogue through MKSZ. BCE maintains relationship with COTANCE and CEC. It has on observes member status at CEC.

The Hungarian Apparel Manufacturers' Association (MRE) is primarily enlisting clothing manufacturing and trading companies. It was established by 21 companies in 1992 to facilitate the export activities of domestic clothing companies. MRE has been active in developing international relations with European employers organisations, partly in the name of MKSZ also, as the General Secretary of MRE member of the Presidency of MKSZ and hi is responsible for the clothing manufacturing subsector within the Presidency.

The Light Industry Section of National Federation of Entrepreneurs and Employers (VOSZ Light Industry Section) established in 2001 has begun active organising campaign recently to increase its presence in the industry. Currently, it has 80 member companies.

The Hungarian Industrial Association (OKISZ) has long tradition of presence in the industry. It was set up in 1920. OKISZ has also reformed itself and became a voluntary, democratic and open employers' association following the democratic transition. OKISZ in 2001 had 153 member-organisations from the light industry.

The National Association of Industrial Corporations (IPOSZ) is a voluntary, democratic and open employers' association, which is mainly organising micro and small enterprises across industries, including light industries. Its major structural feature that it has a regional structure, which differs form other sectorally organised employers associations.

The Association of Hungarian Shoe Manufacturers (MCE) was set up in 2001 by a group of domestic companies disillusioned with the activities of BCE. The major concern of organisers was to facilitate governmental measures against Chinese product. According to the self report of the organisation, it has 70 member companies, all domestic owned shoe manufacturing company.

ETUF:TCL: European Textile Union Federation of Textile, Clothing and Leather

ITGLWF: International Textile, Garment, Leather Workers' Federation

MGYOSZ: National Association of Employers and Industrialists

MKSZ: Hungarian Light Industrial Federation

MSZOSZ: National Confederation of Hungarian Trade Unions

TEXTILE SECTOR - HUNGARY

1. Employer's organisations (2000)

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Magyar Könnyüipari Szövetség	Hungarian Light Industrial Federation	All	59	16000		10%	Yes	Yes	MGYOSZ					
Boőr és Cipőipari Egyesülés	Union of Leather and Shoe Industry	DB 19	42	12000			Yes (indirectly)	Yes (indirectly)	MKSZ					
Magyar Ruhagyártók Egyesülés	Hungarian Apparel Manufacturers' Association	DB 17, DB 18	187 (in 2003)							MKSZ				
VOSZ -Textil és Ruhaipari Szekció	Light Industry Section of National Federation of Enterpreneurs and Employers	All	80											
Magyar Iparszövetség	Hungarian Industrial Association	All	153 (in 2001 in light industry)											
Ipari Szövetkezetek Országos Szövetsége	National Association of Industrial Corporations	All												
Magyar Cipőgyártók Egyesülete	Association of Hungarian Shoe Manufacturers	DC 19	70											

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		pean affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Bőripari Dolgozók Szakszervezete	Trade Union of Leather Industrial Employees	Blue-collar	2600 (in 2003)	2600				MSZOSZ				ETUF:TCL	
Ruházati Ipari Dolgozók Szakszervezete	Trade Union of Clothing Industrial Employees	Blue-collar	3000	3000				MSZOSZ				ETUF:TCL	
Textilipari Dolgozók Szakszervezete	Trade Union of Textile Industrial Employees	Blue-collar	6000	3000				MSZOSZ				ETUF:TCL	
Helyi Ipari és Városi Dolgozók Szakszervezete 2000	Trade Union of Local Government Employees 2000		4000					MSZOSZ					
Munkástanácsok Textil s Ruházati Ipari	Textile and Clothing Section of the National Federation of Workers' Councils		600									ITGWF	

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*

***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

LATVIA

1. Description of the sector

Delimitation and activities of the sector

The NACE classification does not fully describe the Latvia textile sector because it is classified as part of the light industry sector. There is only one social partner which is active at textile sectoral level (The Latvian Industrial Workers' Trade Union - LITWTU). Its scope of activities is not limited to the textile industry which is also the case for employers' organisation, called the Latvian Textiles and Clothing Association (VRUA). However, in contrast to the trade union, the VRUA is not involved itself in social dialogue.

Socio-economic features of the sector

According to the Light Industry Association (LIA)[25], the textile sector (year 2002) represents 9,8% of the manufacturing output and 16,6% (20000) of all employees employed in manufacturing industry. Most of the 500 companies are small and medium sized enterprise (95%). Finally, this sector has been privatised and can be described as stable, but with little growth.

Summary table: companies (2002 - Light Industry Association)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
Total Sector	500	ND	ND	ND	ND

Summary table: workers (2002 - Light Industry Association)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with < 10 salaried workers	% of workers in companies with > than 100 salaried workers
Total Sector	20000		16,6%	ND	ND	ND

* Total number of salaried workers in the sector divided by the total number of salaried workers in manufacturing.

2. Industrial relations in the sector

Tripartite concertation

There is no specific tripartite concertation in the textile sector but when a textile' topic arises, the LIWTU indirectly takes part as consultant to the National Tripartite Cooperation Council through its membership to the Free Trade Unions' Federation of Latvia (LBAS).

Bipartite social dialogue

The bipartite social dialogue is not organised at **sectoral level** in the textile industry. Indeed, there is no sectoral employer counterparts for the Latvian Industrial Workers' Trade Union. Moreover, no sectoral issues have been recognised at governmental level. Consequently, the LITWTU operates entirely at the enterprise level even though a cooperation agreement was signed in 1999 between the LITWTU and the LIA. The LITWU regards this agreement as useless and vague. Regarding the link with the Confederation of Employers and the LITWU, a dialogue has not developed because enterprises with union activity are not members of the Confederation and vice-versa.

[25] The Central Statistical Bureau of Latvia does not collect data on all sectors of the economy, and has so far not assembled information on the textile industry separately.

At **enterprise level**, there are 28 enterprise agreements which have been signed by the LITWTU and are still valid. They usually last one year (in some cases longer) and are typically concerned with wages, work security, work insurance, guarantees of the right of free assembly for employee organisations, etc... The total number of employees covered by collective agreements in force at the end of 2002 was 13300. Because the employees of some small enterprises are afraid to reveal the existence and activity of the trade union organisation to their employers, the social dialogue process (and therefore the number of collective agreements) at enterprise level is not very developed. In this context, one role played by the LITWTU is to provide consultations with members not covered by agreements.

3. Organisations active in the sector

Workers' organisations

There is one employees' organisation, which was founded in 1999 as a result of the merger of two former trade sector unions, active respectively in the chemical industry and light industry (including the textile sector): the **Latvian Industrial Workers' Trade Union (LITWTU)** which covers all types of employees[26]. As mentioned above, this Trade Union operates beyond the limits of textiles, encompassing 68 enterprise employees organisations and 7000 members (4341 are women and few of them are retired workers). The coverage rate of employees in textile sector is about 20%. There are 28 enterprise agreements which have been signed by the trade union and are still valid.

In addition to its role as negotiator or consultant at enterprise level, the LITWTU provides several services to its members: legal consultations and legal assistance, representation in court, information distribution (through seminars, monthly newsletter,...), education and learning.

With regard to structures, the Council is elected by the Congress which meets once every two years and is composed of representative members. It is the Council which chooses the Board (the executive branch of the organisation). Membership of the trade union is not free of charge: all members pay a fee amounting to 1% of their working income.

At international level, the LITWTU is full-member of two international organisations: the International Federation of Chemical, Energy, Mine and General Workers' Federation (ICEM) and the International Textile, Garment, Leather Worker's Union (ITLWF). Besides, the LITWTU has cooperation and partnership with several Scandinavian organisations as well as with Estonian, Lithuanian and Russian employee organisations in the sectors covered by the LITWTU.

Employers' organisations

As mentioned above, there is a sectoral employers' organisation active at textile sectoral level, called the Latvian Textiles and Clothing Association (VRUA), but it does not take part in the social dialogue.

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

ITLGWF: International Textile, Garment, Leather Worker's Union

LBAS: Free Trade Unions' Federation of Latvia

[26] There is no official data about the type of employees covered by the trade union but the LIWTU 's CEO estimates at 90% the part of blue-collar workers.

TEXTILE SECTOR - LATVIA

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Latvijas Industrialo Nozaru Arodbiedriba…	Latvian Industrial Workers' Trade Union (LIWTU)	All (mostly blue-collar workers)	7000	Almost 7000	20	Yes (at enterprise level)	Yes (at enterprise level)	LBAS		ETUF:TCL	ETUC	ITGLWF, ICEM	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

LITHUANIA

1. Description of the sector

Delimitation and activities of the sector

Lithuania's classification of the textile sector complies with chapters 17 (manufacture of textiles and textiles products) and 18 (manufacture of wearing apparel, dyeing and dressing of fur) of the NACE classifications. Leather products have to be considered separately. However, the main union representing textile workers, the Lithuanian Federation of Light Industry Workers, also represents workers in the leather and footwear industries.

Socio-economic features of the sector

The mining and manufacturing represents 24% of GDP, and the textile sector makes up 15% of total mining and manufacturing output. Textile sector accounts for 16% in total exports (2001). This sector provides 4,5% of total employment in Lithuania (2000). As for the other economic sectors, between 2001 and 2002, the number of enterprises active in the textile sector increased (reaching 1255 in 2002).

The sub-sector of textiles manufacture is less important than the sub-sector of manufacture of wearing apparel, dyeing and dressing of fur in terms of number of enterprises (371 for 884 in 2002) as well as in terms of employment (33500 for 38000 in 2002). But with regard to average monthly wages, the workers are better paid in the sub-sector of textile production (251$ as compared to 192$ in 2001[27]).

The number of individual enterprise[28] (as opposed to industrial enterprises) is quite considerable: in 2002 more than the half of the enterprises belonged to this category (722 out of 1255).

Summary table: companies (2002 - Statistics Lithuania - Industry)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
Manufacture of textiles (DB 17)	371 (29,6%)	ND	ND	ND	ND
Manufacture of wearing apparel, dressing and dyeing of fur (DB 18)	884 (70,4%)	ND	ND	ND	ND
Total Sector	1255 (100%)	ND	ND	ND	ND

Summary table: companies (2001 - Statistics Lithuania - Industry)[29]

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
Manufacture of textiles (DB 17)	159 (30,7%)	ND	45	72	42
Manufacture of wearing apparel, dressing and dyeing of fur (DB 18)	358 (69,3%)	ND	57	221	80
Total Sector	517 (100%-without individual	ND	102 (19,7%)	293 (56,7%)	122 (23,6%)

[27] The Lithuanian monthly gross wages in 2001 was for 246$.

[28] An individual enterprise can be defined in Lithuania as a legal entity, formed to organise the property of one private person in order to carry out business. This means that the individual enterprises are owned by a single individual, hence they may have employees.

[29] The distribution by the size of the firm is only available with the industrial enterprises (so including not the individual enterprises).

	enterprises)				

Summary table: workers (Statistical Yearbook of Lithuania 2002 - Vilnius)

Sub-sectors	Employees	% of employees*	% workers in companies with < 10 salaried workers	% of workers companies with < 10 salaried workers	% of workers in companies with > than 100 salaried workers
Manufacture of textiles (DB 17)	33500	2,1			
Manufacture of wearing apparel, dressing and dyeing of fur (DB 18)	38000	2,4			
Total Sector	71500	4,5			

* Total number of employees in the sector divided by the total number of salaried workers in the country

2. Industrial relations in the sector

Tripartite concertation

There is no specific tripartite concertation at the national level for the textile sector. Nevertheless, we can notice that the textile sector has participated in national level discussions through its representatives on the Tripartite Board.

Bipartite social dialogue

The bipartite social dialogue takes place only at enterprise level even though both social partners have expressed the will to set up sectoral discussions in the future. It has to be said that the governmental bodies do not really promote this kind of dialogue.

The participants in collective bargaining at enterprise level are the trade union leaders on one side, and the employers on the other. Sometimes, the State Work Inspection plays a role in providing clarification on matters concerning, for example, working conditions. In addition, the new labour code tends to encourage the social dialogue because it refers to collective agreements for settling some issues.

There is a separate collective agreement for each part of an enterprise located in different areas. Currently, 12 collective agreements (lasting two years) have been signed in 12 different enterprises, mostly in the bigger entities, and are concerned with wages. It is worth noting that the collective agreement is extended to all workers of the enterprise concerned.

Conflicts between partners are usual when the question of recognition arises. Indeed, the employers sometimes refuse to acknowledge and negotiate with one trade union leader because of his incompetence. In some cases, the Lithuanian Federation of Light Industry Workers (LFLIW - one of the workers' organisation) intervenes suggesting, for example, to the local trade association to choose another union representative. But sometimes conflicts occur between the trade union federations, for example about trust in the members trade unions (in terms of competence or in terms of understanding the enterprises' interests).

3. Organisations active in the sector

Workers’ organisations

Globally, the rate of unionisation is relatively low: 9% of overall employment in the sector. There is only one active textile national sectoral Federation, the Lithuanian Federation of Light Industry Workers (LFLIW - Lietuvos lengvosios pramones imoniu darbininku federacija). Another sectoral federation called the Light Industry Employees' Federation does exist but it seems not be very influential. According to FSE:THC, there is a third organisation active in the textile sector:KPS which gathers salaried workers from the metal and textile sectors (1500 members in the textile sector). It also should be mentioned that there are several enterprise unions representing all trades within the enterprises, which are quite powerful but which do not belong to the LFLIW or to the cross sectoral federation "Solidarity"[30]. For example, one of the largest and most active enterprise level unions in the textile sector is AB Linas[31].

The LFLIW founded in 1994 covers the entire textile sector as well as leather goods and footwear. Subscriptions are paid by member organisations and the most important leaders are elected. It represents all types of workers and offers services to its members: legal and social consultation, training, seminars, etc. At local level this trade union does not sign any collective agreements. But through its membership of the national organisation "Solidarity", it takes part in the Tripartite Council. At European level, the LFLIW participates in consultations through its membership of the European Trade Union Federation: Textiles, Clothing and Leather. At international level, the workers' organisation is a member of the International Textile Garment and Leather Workers' Federation.

Employers’ organisations

There is one employers' organisation founded in 1991, which covers the whole textile sector and is called the Lithuanian Apparel and Textile Industry Association (LATIA - Lietuvos aprangos ir tekstiles imoniu asociacija). The membership fee depends on the number of employees in the enterprise. The organisation uses information bulletins to spread information stemming from concertation. About 200 enterprises[32] are represented by the employers' organisation, which means a coverage rate of 6%. The LATIA takes part in consultation process only through its membership of the Confederation of Industrialists. At concertation level, the employers' association has a staff member on the Tripartite Council. Finally at international level, the LATIA is member of EURATEX.

EURATEX: European Apparel and Textile Organisation

ETUF: TCL: European Trade Union Federation: Textiles, Clothing and Leather

ITGLWF: International Textile Garment and Leather Workers' Federation

LCI: Lithuanian Confederation of Industrialists

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[30] We have to distinguish national sectoral federations such as the LFLIW or the Light Industry Employees' Federation for the textile sector with the three cross-sectoral federations including: the Lithuanian Trade Union Confederation (LTUC), Solidarity and the Lithuanian Labour Federation.

[31] The AB Linas trade union (AB Linas profesine sajunga) already existed during the Soviet period. It was been restructured in 1992. This trade union represents only employees of the company called Linas: 900 employees out of 1600 (coverage rate of 56%). Collective agreements can be signed by the AB Linas at enterprise level. It provides financial assistance, leisure services and training. The subscription is based on the personal wage (0,5% of salary). Finally, this trade union belongs to the Light Industry Employees' Federation as well as to one of the cross sectoral federation, the LTUC.

[32] 31 textile manufactures; 53 sewing companies; 18 knitwear; 5 scientific institutions; 6 footwear; 8 fur and leather; 35 textile articles trading companies; 14 service companies.

LFLIW: Lithuanian Federation of Light Industry Workers

LIEF: Light Industry Employees' Federation

TEXTILE SECTOR - LITHUANIA

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Lietuvos aprangos ir tekstiles imoniu asociacija	Lithuanian Apparel and Textile Industry	All	200	31500	6%	56%	No	No	LCI		EUROTEX			

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Lietuvos lengvosios pramones imoniu darbininku federacija	Lithuanian Federation of Light Industry Workers	All	4000	3000		No	No	LPSK	LTUC	ETUF: TCL		ITGLWF	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

MALTA

1. Description of the sector[33]

Delimitation and activities of the sector

The textile sector (TS) in Malta is categorised according to Nace standardised nomenclatures of activities, that is:

- Nace code 17 – Manufacture of textiles and textile products
- Nace code 18 – Manufacture of wearing apparel and clothes
- Nace code 19 – Manufacture of leather and leather products

Socio-economic features of the sector

The textile sector (TS) does not represent an important share of the Maltese economy: 6% of GDP and 2,5% of the labour force. In this sector, the main competitive factor is cost. The manufacture of textiles and textile products was one of only two sectors in manufacturing that reported a decline in turnover within the Maltese economy between 1999 and 2001. Investment is a key factor for maintaining and improving competitiveness: the amount of investment in all three textile sub sectors has diminished in 2003.

In terms of employment in June 2003, in comparison with June 2001, the number of employed people has decreased by nearly 1000 employees, but there is different development from one sector to another: while the number of employees in textile and textile products increased over the past three years, those in clothing and leather products decreased.

As for the employment, the number of enterprises is decreasing: in 1999 there were 322 enterprises, but in 2001 there were only 271. The sector is dominated by small business units.

While the products of the textile sub-sector (DB 17) are mainly produced for the local market, the products of the clothing sub-sector (DB 18) are also exported to EU markets. The clothing industry (DB 18) is the only one to play a significant role because it still has some competitive advantages due to Malta's geographic position, attractive infrastructure and duty free access to the EU. Nevertheless, the competitive advantage of this sector is decreasing because of rising wages, increased quality of production in other countries (Tunisia, Turkey, Morocco, China, Indonesia, Pakistan), intense pressure on prices, including those of raw materials and the abolition of rental subsidies and EU import quotas. The leather sub-sector (DB 19) is very small. Indeed, it consists of a German firm employing around 300 employees (Lloyd Shoes) which exports semi-manufactured shoe-parts directly to Germany.

With regard to the gender distribution, according to Cristiano, the Secretary of the Manufacturing and SME's Section of the General Workers Union (GWU), about 70% of all employees in the textile sector are female.

While the wages of employees in the sub-sectors wearing apparel and clothing (Lm 1951), and leather and leather products (Lm 1291) have decreased between 2001 and 2003, the wages of the textile and textile products sub-sector have doubled (Lm 5542). So, only the sub-sector of textile and textile products has an average wage higher than the national average wage (Lm 4,912).

Summary table: companies (2001)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < than 49 salaried workers	Companies with > than 50 salaried workers

[33] Data Source: National Statistics Office (2003). If the source is different it will be mentioned.

DB 17 + DB 18	239		223	16
DC 19	32		28	4
Total Sector	271		251	20

Summary table: workers (end of June 2003)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with < 10 salaried workers	% of workers in companies with > than 100 salaried workers
DB 17	849		4			
DB 18	2338		11			
DC 19	570		2,7			
Total Sector	3757		17,7			

* Total number of salaried workers in the sector divided by the total number of salaried workers in the manufacturing sector.

2. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation in the textile sector.

Bipartite social dialogue

The bipartite social dialogue only takes place at enterprise level. The participants at enterprise level are the top management and the trade union (represented by an Executive Committee[34]). The first step in the establishment of a collective agreement is the collection of proposals from the firm's employees. These proposals are filtered, and a selection from the Executive Committee negotiates the collective agreement with the firm's management. Later, it discusses the results with the Committee. The Secretary is in charge of signing agreements on behalf of the union.

Between January 2001 and October 2003, 12 collective agreements were signed by the GWU in the textile sector, mostly in small enterprises with a coverage rate of 85%. The main topic covered was the wages, but Cristiano (GWU) argues that recently, job security has become increasingly important for employees[35]. There are no procedures for extending collective agreements to parties that are not signatories to the agreement but within an enterprise a collective agreement covers all employees for 3 years.

There is no tradition of bargaining at the sectoral level. The promotion of bipartite social dialogue at the sectoral level does not seem to be on the agenda of either the trade unions or the employers. Various obstacles impede the development of bipartite social dialogue at this level. These include the lack of a tradition of dialogue at this level, the small size of the sector, and the lack of employer organisations operating in the sector. Social partners are thus unable to conclude agreements relating to sectoral issues.

There exist informal reciprocal recognition systems on the part of social partners. Recognition of a trade union at a particular enterprise is normally conditional on the membership exceeding fifty percent of the entire workforce. No conflicts with regard to union recognition have been registered in the textile sector. This is due to the fact that workers in this sector, as has already been stated, are overwhelmingly members of the GWU which by and large represents workers in the Maltese manufacturing sector.

Finally, the sector is becoming smaller and the number of collective agreements is diminishing accordingly. The bargaining power of the trade union is diminishing due to the continuous threat of redundancies, closures and transfer of capital to lower-cost countries.

[34] An Executive Committee consists of a President, Vice President, Secretary, Assistant Secretary and a number of members which normally do not exceed twelve persons. The Secretary of the section is the effective head and holds the post on a full-time basis.

[35] It should be noticed that the GWU is currently working to help firms to adapt to, or implement EU standards such as the EU's Time Directive and Project Eurosafe.

3. Organisations active in the sector

Workers' organisations

The General Workers Union (GWU) was founded in 1943 and is composed of 8 sections dealing with different employment sectors. The textile sector belongs to one of them: the Manufacturing and Small Enterprises Section. In addition to its role in collective bargaining, the trade union offers to its members, who have to pay fees, a large range of services such as help in finding alternative jobs, in case of unemployment, or services and benefits concerning health both on individual or family basis.

The officials and members of the GWU's Executive Committee are elected by the section's delegates in a General Conference held every two years. The delegates in the conference represent all the groups of GWU members organised in the section. The conference also elects the section's representatives in the National Council - the governing body of the union.

The organisation takes part in consultations at enterprise level. It has the ability to sign collective agreements. The section for manufacturing and small and medium enterprises does not take part in tripartite concertation and has not signed any agreements in the framework of tripartite concertation.

Employers' organisations

There is no employers' organisation active in the textile sector.

EFFAT: European Federation of Trade Unions in the Food, Agriculture and Tourism Sectors and Allied Branches

EMCEF: European Mine, Chemical and Energy Workers' Federation

EMF: European Metalworkers' Federation

EPSU: European Federation of Public Service Unions

ETF: European Transport Federation

ETUF-TCL: European Trade Union Federation - Textile Clothing and Leather

EUROWEA: European Workers' Education Association

FERPA: Federation of Europe Retired Personnel Association

ICEM: International Federation of Chemical, Energy, Mining and General Workers' Unions

IFBWW: International Federation of Building and Wood Workers

IFWEA: International Federation of Workers' Education

IMF: International Metalworkers' Federation

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

UNI: Union Network International

UNI Europa: European Union Network

TEXTILE SECTOR - MALTA

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
General Workers Union	General Workers Union	Not available within textile sector	47653	2300	85 (in the textile sector)	Yes	Yes (at enterprise level)			ETF, EFFAT, EPSU, ETUF:TCL, EMF, EMCEF, UNI-Europa, EUROWEA, FERPA	ETUC	ITF, IUF, IFBWW, PSI, ITGLWF, IMF, ICEM, UNI, IFWEA,	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

POLAND

1. Description of the sector

Delimitation and activities of the sector

The textile sector covers the categories DB 17 and DB 18 of NACE classifications.

Socio-economic features of the sector[36]

The sector has been almost entirely privatised: 90% of light industry companies belong to the private sector. The main customers and suppliers are located in European Union countries. The share of the underground economy is estimated to be quite important even though there is no official data about it. This can partly explain the lack of information about the micro-entrepreneurships. The level of qualification of the workers is not very high and the majority of them are women. The average salary in the textile sector is lower than the average industrial wage (between -25 to -50%).

In general, light industry including textile and clothing industries are in difficulty. The restructuring processes of the last decade has meant almost complete privatization, significant decrease of companies in the sector, a fall in employment, changes in the production structure, a complete change in export destinations etc. This bad situation is confirmed by the fact that, in recent years, there has been a fall in the number of companies by 13%, almost twice as much as the fall in the overall number of industrial companies. Gross profits on total turnover varies, in 2001 it was negative, but in 2002 it was slightly better at - 2,2%, for the textile industry and - 1,1% for clothing industry. The rates profitability on sales are better and being: e.g. 1,1% for clothing industry. Unfortunately, expenditure in light industry investments fell in the years 2000-2002.

This sector evolution has lead to the setting up of the "Strategy for Light Industry in the years 2000-2005", by a Tripartite Group (employers, trade unions and the Ministry of Economy, Labour and Social Policy), in order to propose analysis and applications for the sector.

Summary table: companies 2002 (Ministry of Economy)

Sub-sectors	Number of companies	Density companies*	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
DB 17	298				
DB 18	570				
Total Sector	866	10%			

* Total number of companies in the sector divided by the total number of companies in the industry

Summary table: workers 2001 (Statistical Yearbook 2002)

Sub-sectors	Salaried workers	Other than salaried workers	% of salaried workers and other workers*	% workers in companies with > 9 workers	% of workers companies with > 49 workers[37]
DB 17	88300	3000		83000	64000
DB 18	193700	22400		173500	101000
Total Sector	282000	25400	2,1		

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

[36] The data of the Statistical Yearbook only takes into account the companies consisting of more than 9 workers and the data of the Ministry of Economy only takes into account the companies consisting of more than 49 workers.

[37] According to the Ministry of Economy.

2. Industrial relations in the sector

Tripartite concertation

As mentioned above, there is a tripartite structure which was set up in 2000. More precisely, the Tripartite Group consists of the representatives of the Ministry of Economy, Labour and Social Policy, Vice-Minister for Social Dialogue, who presides over the team. Trade Unions are represented by the chair of the National Secretariat of Light Industry the Independent and Self-Governing Trade Union "Solidarnosc" and the chair of the Federation of Light Industry Workers' Trade Unions (also Member of Parliament). On behalf of the employers, there is a chair of Light Industry Employers' Federation which created a group of employers with Polish Federation of Apparel & Textiles, Gdynia Cotton Association and Polish Union of Employers of Private Clothing and Fabrics' Producers. It should be noted that the group is not very active for negotiations about working conditions and the conclusion of collective agreements. Actually, the Group functions more on a cooperation basis and aims to lobby for the sector.

Bipartite social dialogue

Due to the poor small enterprises owners' organisation and the decrease in forming of trade unions, the bipartite social dialogue is only present in a part of the sector. But it does not prevent some initiatives from being taken up, such as the "Round Table of Social Dialogue for European Integration" which was established in 2002 including the representatives of the social partners. From this initiative, in April 2003, the Association of the Representative Organisations of the Social Partners for the autonomous dialogue in light industry was signed. In addition, there is also a training project co-ordinated by Denmark on behalf of the European Commission for the autonomous social dialogue. One of the trades which actively participates in this project, among others because of its experience in the Tripartite Group, is the light industry (its trade unionists and employers).

At company level, negotiations and the conclusion of collective agreements (lasting usually for two years) do exist. They are signed by all trade unions within a company and are extended to all workers. The agreements have to be registered at the Regional Labour Inspectorate. Because of decentralisation, it not possible to know, in a precise way, the number of agreements signed. Normally, they should not be very different from the Labour Regulations, dealing with social benefits and salaries. It is worth noting that the company's salary regulations, which define the rates, working hours additional payments connected with work status and social benefits, can be negotiated but they are also valid without the trade union's approval.

Finally, in recent years, few conflicts or strikes in the sector have occurred. When they do occur, it is mainly because of delays in paying salaries and failure to respect the freedom of trade unions by the employers (usually in small enterprises).

3. Organisations active in the sector

Workers' organisations

There are two workers' organisations.

The first one is the Independent and Self-Governing Trade Union "Solidarnosc" which was founded in 1980 and reactivated in Spring 1989. It consists of several Trade Secretariats. One of them concerns the light industry sector, called the Light Industry Secretariat and is composed of 43 institutions' commissions. The latter are report to the Regional Board and the National Commission. Neither the Trade Secretariat nor the Regional Board conducts negotiations of collective agreements beyond companies. It takes part in the Tripartite Group. Elections are organised.

The second trade union is the Federation of Independent and Self-Governing Trade Unions of Light Industry, which was founded in 1983. In 2002, it consisted of 157 institutions' commissions. Elections are held once every two years. The Chairman of the Federation is a Member of Parliament and his post raises the authority of trade unions' representatives in the bilateral dialogue. Despite the fact that the Federation has the right to negotiate and settle collective contracts and agreements, it never put into practice. It also participates in the Tripartite Group and the Association for the social dialogue (see above).

Employers' organisations

There are two employers' organisations.

The **Light Industry Employers' Federation** was founded in 1995 and based on voluntary membership. It co-operates with institutions such as the Polish Chamber of Textile Industry and the Chamber of the Wool Industry. The Federation organizes internal information activities and cooperates in activities aimed at development of the sector, particularly within the Tripartite Group and the Association for the social dialogue, as described above. The Federation does not conduct negotiations in the matters of collective agreements beyond or on company level.

The **Polish Union of Employers of Private Clothing and Fabrics' Producers** was founded in 2000. It participates in the activities of the Tripartite Group and the Association for the social dialogue. It is not engaged in the matters of industrial relations (such negotiations).

ETUC: European Trade Union Confederation

UNICE: Union of Industrial and Employers' Confederation

TEXTILE SECTOR - POLAND

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Federacja Pracodawców Przemysłu Lekkiego	Federation of Employers in Light Industry		74	15700	6,5	8,3	Yes	Yes	Polish Employers' Federation			UNICE		
Polski Związek Pracodawców Prywatnych Producentów Odzieży I Tkanin	Polish Association of Private Employers Producers of Clothes and Textiles		37	5378	4,1	2,8	Yes	Yes	Polish Confederation of Private Employers			UNICE		

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*

Niezależny Samorządny Związek Zawodowy Solidarność.	Independant Autonomous Trade Union Solidarity	All	13800	7,3	Yes	Yes	Solidarno sc	ETUF:TCL	ETUC	ITGLWF, IFTC	IFCTU, WCL
Federacja Niezależnych Samorządowych Związków Zawodowych Przemysłu Lekkiego	Federation of Independent Selfgoverning Trade Unions of Light Industry		15689[38]	8,3	Yes	Yes	OPZZ (All Poland Alliance of Trade)	ETUF:TCL	ETUC		

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

[38] In addition, there are 2887 pensioners and health benefit profiteers.

Czech Republic

1. Description of the sector

Delimitation and activities of the sector

The textile sector (TOK) covers the following fields: textiles (T), clothing (O) and leatherworking (K) corresponding to the NACE standardised nomenclatures of activities. Category 19 ("manufacture of leather and leather products") in addition of the traditional category 17 and 18 might be included in the textile sector of some eastern countries. That is the case of the Czech Republic for the tanning and dressing of leather, manufacture of luggage, handbags, saddlery, and harness footwear which also are subject to collective bargaining.

Socio-economic features of the sector

The Czech's textile sector (TOK) represents 4,5% of total production revenues in industrial sectors in the year 2001 and around 5% of added value in the processing industry. This sector has been almost complete privatised. It is worth noting that it is estimated that 30% of domestic consumption of textile and clothing products is supplied from the informal economy. Even if this sector is not organised in several branches, we can observe that the textile industry (T) is the most important sub-sector in terms of number of employees but in terms of number of enterprises, the clothing industry (O) is first. Actually, the textile industry (T) is composed by bigger companies than in the other sub-sectors.

With regard to the workers in these sub-sectors, they are better paid (2001) in the textile industry (T) with an average monthly wage of 322 euros as compared with 268 euros in the clothing industry (O) and 286 euros in the leatherworking industry (K). The two first sectors are largely made up of women workers. The main professions of the textile sector (TOK) are craft and related workers (35,5%), plant and machines operators (35,2%) and technicians and associate professionals (13,2%)[39].

The general textile sector (TOK) has been going through a difficult period (1993-1997), which has led to the loss of the half of its employees and capacity. Nevertheless, since 2000 this sector has regained stability reflecting the demand situation in the European market.

Summary table: companies (2001)[40]

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 20 salaried workers	Companies with 20 to 99 salaried workers	Companies with > than 100 salaried workers
Textile industry (T) DB 17	3995	ND	3663 (91,69%)	205 (5,13 %)	127 (3,8%)
Clothing industry (O) DB 18	10737	ND	10310 (96,02 %)	367 (3,42%)	60 (0,56%)
Leatherworking industry (K) DB 19	1350	ND	1199 (88,81%)	115 (8,52%)	36 (2,67%)
Total Sector	16082	ND	15172 (94,34%)	687 (4,27%)	223 (1,39%)

Summary table: workers (2001)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with 10 to 100 salaried workers	% of workers in companies with > than 100 salaried workers
Textile industry	61784	ND	1,31	ND	ND	ND

[39] ISCO categories

[40] The data does not take in account the self-employed.

(T) DB 17						
Clothing industry (O) DB 18	38686	ND	0,82	ND	ND	ND
Leatherworking industry (K) DB 19	16421	ND	0,35	ND	ND	ND
Total Sector	116891	ND	2,49	ND	ND	ND

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

2. Industrial relations in the sector

Tripartite concertation

The tripartite concentration does not exist at the textile sector level (TOK) but meetings are organised on an irregular basis between representatives of state authorities, employers and trade union within the framework of working groups of the departmental ministries (Ministry of Industry and Trade and Ministry of Labour and Social Affairs).

Bipartite social dialogue

The bipartite social dialogue takes place at the sectoral level and the enterprise level (legal basis: collective bargaining act no. 2/1991). In reality, collective bargaining is mostly conducted and developed at enterprise level. This last level contains many more specific commitments than HLCAs (higher-level collective agreements). These collective agreements (usually valid for one year) are related to questions of pay, working hours, recuperation leave and in some cases working conditions. The representation of the employer is ensured by the owner or management and the representation of the workers by the trade union organisation(s) present at the enterprise. In 2001, 88 enterprise-level agreements have been concluded covering 48750 employees which represents a coverage rate of 41,70%.

At sectoral level, which is defined as per NACE classifications, the actors of the collective bargaining are the Association of Textile, Clothing and Leatherworking Industry (ATOK) and the Clothing and Leather Workers' Union (OS TOK). Both negotiate following the Labour Code procedures on a voluntary basis. They conclude together (HLCA) on subjects such as rights and duties of the parties to the agreement, labour entitlements, wages, commitments of both social partners, etc… One HLCA signed in 2001 is currently applicable till end of 2004 for its general provisions and till end of 2003 for its specific part. HLCAs covered 108620 employees as of 30.06.2001 which means a coverage rate of 93%. Note that for enterprises under category 19, the high-level agreement has been concluded between the Czech Confederation of Commerce and Tourism (SOCR CR) representing employers interests and the Union of Commercial Employees (OSPO).

One main obstacle to the development of the bipartite social dialogue concerns the extension of an collective agreement in the TOK, which last 6 or 7 months[41], to enterprises originally non-members of the employers organisation (ATOK). This extension is at the request of the social partners and is formally decided by decree of the Ministry of Labour and Social Affairs. Another difficulty stems from the lack of efficiency of the labour offices in monitoring the practical enforcement of the HLCAs provisions.

Finally, the social climate is relatively calm in the textile, clothing and leather industry (TOK): no conflicts between the partners concluding collective agreements have been noticed.

[41] Indeed, according to vice-president of ATOK (J. Kohoutek) collective bargaining act is a good basis for work with collective agreements, but its practical interpretation leads to over-complicated practice. The process for extending higher-level collective agreements is very complicated and lengthy.

3. Organisations active in the sector

Workers' organisations

The Textile, Clothing and Leather Workers' Union (OS TOK) founded in 1990 has a legal entity (Act no. 83/1990 Coll. on freedom of association) and is economically and politically independent of state authorities or employers. It includes enterprises belonging to three NACE categories (17-18-19). The OS TOK takes part in consultations and negotiations designed to conclude HLCAs. The number of worker members, mostly manual workers, is 26862 and represents in the textile sector (TOK) a coverage rate of 23% (2001). The affiliation to OS TOK is not free of charge but is made on a voluntary basis. The trade union offers to its members a wide range of services : free counselling in labour or economic matters, covering wage-related, social interests, working and living conditions,…but also cultural or physical activities for all members of their families.

With regard to structure, the union includes trade union organisations, plant trade union organisations and local trade union organisations. Elections are organised to choose the representatives to the union bodies and the trade union functions. The OS TOK is a member of regional, european and international organisations: the Czech-Moravian Confederation of Trade Unions (CMKOS), the European Trade Union Federation :Textiles, Clothing and Leather (ETUF:TCL), the European Trade Union Confederation (ETUC, actually through its membership of CMKOS and ETUF:TCL), the International Textile, Garment and Leather Workers' Federation (ITGLWF) and the International Confederation of Free Trade Unions (ICFTU, actually through its membership in CMKOS).

Employers' organisations

The Association of Textile, Clothing and Leather Industry (ATOK) founded also in 1990 has a legal entity (Act no. 83/1990 Coll. on freedom associations) and covers enterprises under categories 17-18 of NACE classifications (for category 19 see below). The ATOK represents only 81 enterprises in 2001 for a total of 16082 enterprises but 32 of them have more than 250 employees. So the density of employees covered by the employer organisation amounts to 55000 (47,1%).

Its main mission is naturally to represent and defend its members' interests nationally in taking part in the collective bargaining at sectoral level but internationally as well in providing, for example, contacts and co-operating with its corresponding international organisations or institutions. At enterprise level, the organisation limits its activity in counselling enterprises to collective bargaining. In addition, the organisation produces specialised publications on various subjects for its members. Beyond the function of bargaining, the AOTK plays a consultation role at various levels in being member of the plenum of the Council of Economic and Social Agreement (RHSD), of the Confederation of Employer and Entrepreneur Associations CR (KZPS) and of the Council's working teams. Moreover the AOTK is a direct member of The Economic Chamber of the Czech Republic (CR).

At international level, AOTK is : a member of EURATEX, the umbrella organisation representing the textile and clothing industry in EU member and candidate countries and a member of the International Manufactures Federation (IMTF).

As mentioned above, enterprises belonging to category 19 of NACE classifications are in a special situation. Indeed, in 1994 they left the AOTK in order to set up their own organisation, the Czech Footwear Association (COA) and in 1998 the Czech Leather and Fur Association (CKKA) which is no longer operational. COA includes more or less 70 firms and institutions active in the manufacturing or sale of footwear and footwear materials and components or conducting scientific research, trials and testing (60% of the Czech production is represented by the COA). This organisation is a member of the Czech Confederation of Commerce and Tourism (SOCR CR) through which it takes part in the collective bargaining[42].

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[42] According to the vice-chairwoman of OS TOK (Milena Krejcova), negotiations pose difficulties in the leatherworking industry, where the production activity of enterprises is gradually replaced being replaced by sales activity, which means that the condition of OKEC 19 is no longer satisfied. Efforts are made every to conclude higher-level collective agreements for the leatherworking industry with the Czech Footwear Association but it is the aforementioned changes that make it impossible to conclude higher-level collective agreements.

ATOK : Association of Textile, Clothing and Leatherworking Industry

KZPS: Confederation of Employer and Entrepreneur Associations CR

CMKOS: Czech-Moravian Confederation of Trade Unions

CR : Economic Chamber of the Czech Republic

EURATEX: European Apparel and Textile Organisation

ETUC : European Trade Union Confederation

ETUF:TCL : European Trade Union Federation :Textiles, Clothing and Leather

ITGLWF: International Textile, Garment and Leather Workers' Federation

OS TOK : Clothing and Leather Workers' Union

RHSD: Council of Economic and Social Agreement

1. Employers' Organisations (2001)

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Asociace textilního-oděvního-kožedělného průmyslu (ATOK)	Association of Textile-Clothing-Leather Industry	DB 17, 18	81	55,000	0.5	47.1	yes	yes	KZPS, CR	RHSD	EURATEX,	-	-	-

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions (2001)

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Odborový svaz pracovníků textilního, oděvního a kožedělného průmyslu Čech a Moravy (OS TOK))	Textile, Clothing and Leather Workers Union	Most blue collars, administrative staff incl	26,862	ND	26.3	yes	yes	ČMKOS		ETUF :TCL	ETUC	ITGLWF	ICFTU

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

ROMANIA

1. Description of the sector

Delimitation and activities of the sector

The official statistics distinguish the three sub-sectors DB 17, DB 18 and DC 19 but in reality the textile sector can't be defined without DC 19 (leather goods and footwear). Indeed, the practical activity and the social dialogue structures bind them together under the generic category of "light industry". The textile sector (TS) in the present report will correspond to this three categories.

Socio-economic features of the sector

As for the whole Romania economy, the textile sector had to deal with a process of restructuring and privatisation (97% of the enterprises are owned by private capital). The consequences have been a fragmentation of the large enterprises into smaller units, which does not favour the development of social dialogue within the sector.

In 2002, the textile sector represents 3,2% of GDP, 35,5% of Romanian exports[43] and 10,5% of the total employees in the Romanian economy (486000 out of 4618000 employees)[44] and 25,5% of the total employees in the industry (486.000 out of 1.901.000 employees)[45] After a period of decrease in the number of employees between 1990 and 1996, from 1996 to 2001 this number increased in DB 18 (wearing apparel) by 30%, in DC 19 by 15% but in DB 17 it fell by 50%. It seems that the textile sector, based on a low costs marketing strategy will consolidate under pressure from internal and external markets.

With regard to the economy underground, it is only possible to make estimates for the whole economy. Moreover, these estimates differ from one source to the other and vary: between 18% and 25% of the GDP.

It is the sub-sector DB 18 which is the most important in terms of number of employees (58% of the textile sector) followed by the DC 19 (22%) and DB 17 (20%) as well as in terms of export (60% of the textile sector) followed by DC 19 (27%) and DB 17 (13%) or in terms of gross added value (62% of the textile sector) followed by DC 19 (21%) and DB 17 (17%).

In terms of company structure in the textile industry, there are multinational firms but no data is available because they are not favourable to the setting up of trade unions nor are they affiliated to the national employers' organisations.

Finally, most workers are women (83%) and the average wage in the textile sector is about 100 USD.

Summary table: companies (2001)

Sub-sectors	Number of companies[46]	Companies without salaried workers (%)[47]	Companies with < 10 salaried workers	Companies with 10 to 100 salaried workers	Companies with > than 100 salaried workers
DB 17	2166	34	30,2	23,7	12,1
DB 18	4930	32,7	30,2	25,6	11,4
DB 19	1732	29,7	32,1	28,5	9,7
Total Sector	8828	32,4	30,6	25,7	11,3

[43] Source : FEPAIUS (The Employers' Federation in Light Industry Branch)

[44] Romanian Statistical Yearbook 2002, p.102.

[45] Romanian Statistical Yearbook, 2002

[46] Romanian Statistical Yearbook, 2002.

[47] The Chamber of Commerce and Industry of Romania and Bucharest Municipality (valid for the following columns).

Summary table: workers (2002)

Sub-sectors	Salaried workers[48]	Other workers[49]	% of salaried workers*	% workers in companies with < 10 salaried workers[50]	% workers in companies with 10 to 100 salaried workers	% of workers companies with > than 100 salaried workers
DB 17	98000	1163	2,1	4	13,7	82,3
DB 18	290000	3166	6,3	1,4	19	79,6
DC 19	98000	2501	2,1	3,7	10,5	85,8
Total Sector	486000	6830	10,5	2,4	16,7	80,9

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country. The Chamber of Commerce and Industry of Romania and Bucharest Municipality.

2. Industrial relations in the sector

Tripartite concertation

The tripartite social dialogue does exist in a formal way (backed by law[51]) as well as in an informal way and in both cases the FEPAIUS is involved, the other employers' organisation active at branch level, the trade unions representative counterparts, the representatives of the ministries and of national agencies.

At the formal level, two agreements have been signed related to legislative problems; industrial, commercial, financial politics specific to the sector; the tariffs for utilities; support policies for flax, wool and pelt production. The implementation is regulated by the conditions laid down by the law.

The informal tripartite social dialogue takes place at any time it is needed. It is similar to the formal procedure excepted in terms for scheduled, rhythmic and thematical development.

Bipartite social dialogue

The bipartite social dialogue takes place at sectoral and enterprise levels and is regulated by law[52]. The negotiators on one side are a single employers' organisation (FEPAIUS) and on the other, the trade unions of the different sub-sectors of the textile sector. But in addition, each trade union and employers' organisation counterpart at sub-sector level can sign a collective work contract at their sub-sector level. Both social partners are interested in developing this social dialogue in order to improve the sector's development. It should also be mentioned that the social partners deplore the lack of interest on the part of the State in the bipartite social dialogue.

The collective agreements signed at sector/sub-sector level, which have the power of law, consist of the minimum provisions (rights and obligations) that must be respected by the partners, consequently also in enterprise collective agreements. The latter allow greater progress towards concrete rules in order to adapt a general framework to specificity of the enterprise as well as to achieve better rules.

[48] Romanian Statistical Yearbook 2002

[49] National Institute of Statistics, Results and Performances of Enterprises from Industry and Constructions, 2003.

[50] The Chamber of Commerce and Industry of Romania and Bucharest Municipality

[51] Law 130/1996 regarding the Collective Work Contract, modified and completed by Law 143/1997.

[52] Law 130/1996 regarding the Collective Work Contract, modified and completed by Law 143/1997.

The collective agreement concluded at sectoral/sub-sector level is applied to all employees whether or not they are members of a trade union. These agreements refer to topics such as working hours and rest time, wages and other wage entitlements, working conditions, etc...

Since the beginning of 2001, two Collective Work Contracts on textile sector have been signed, each of them for one year periods (2001, 2002), and in 2003 an additional annexe to the contract from 2002 was been signed.

At enterprise level, an agreement can be signed if the enterprise is composed of more than 21 employees. The participants at enterprise level are the employer and the employees. The employees have to be representative trade union organisations[53]. It should be mentioned that in the case where a trade union has not been set up or not all employees are trade union members, they can be represented by certain representatives designated by the employees. The number of collective work contracts signed between 2001-2003 is about 800 in 800 different enterprises (usually in large/medium-size enterprises)[54]. The coverage rate of the total number of employees is as high as 30%. As for the other levels, only one agreement can be concluded by enterprise.

3. Organisations active in the sector

Workers' organisations

In the textile sector, there are several workers' organisations active in the different sub-sectors (branch).

Some common aspects link all the trade unions in the textile sector:

- All were founded between 1990-1995.
- All members have to pay fees which represent the main income of the workers' organisations. In addition, some of them receive donations or sponsorship.
- All provide services: legal consulting and assistance, training courses,...
- All are based on a democratic structure: all the key members of the organisation are elected.
- They represent all types of workers.
- All of them have signed collective agreements at sectoral level and at enterprise level in addition to the role of consultant at both levels (e.g. Each organisation has its representatives within the Social Dialogue Commission of the Textile Department in the Industry and Commerce Ministry).
- Through their membership of their respective national confederations, they have indirectly signed the Tripartite Social Agreement ("social peace").

Employers' organisations

They are three employers' organisations, all are legally established, non-political and non governmental.

The Employers' Federation in the Light Industry Branch (FEPAIUS) represents all the sub-sectors of the light industry field and it was set up in 1992 as the only employers' federation of its kind. Its mission is to represent and promote the interests of its members in their relations with public authorities and the trade unions, both at national and international levels. A wide range of services is also offered: provision of information (market studies,...), technical and scientific support,etc...The Federation is composed of the members of six employers' organisations: the Employers' Organization in the Textile and Knitwear Industries – TRICONTEX; the Employers' Organization in the Ready-Made Clothing Industry – ROMCONF; the Organization of Small/Medium

[53] The number of trade union members must be at least 1/3 of the enterprise's employees.

[54] No date are available for multinational companies but it is considered that within these enterprises there are no collective agreements.

Size Enterprises Ready-Made Clothes Producers – OCIMM; the Employers' Organization in the Textile and Wool Industries – TEXTILLANA; the Professional Association of the Knitwear Producers – APPC; the Employers' Organisation in the Leather and Footwear Industries – PINC) and other firms which are not members of the component organisations, but are members of the Federation itself, because their field of activity is different from any of those organisations. Being the only employers' federation in the light industry field, FEPAIUS takes part in consulting both at branch level (within the Social Dialogue Commission from the Textile Department of the Industry and Commerce Ministry) and at enterprise level (when they are invited, it participates in the signing of collective work contracts at enterprise level). FEPAIUS has negotiated and signed the collective work contract on branch level, every year. Regarding the tripartite agreements, FEPAIUS has signed all the tripartite agreements at branch level. On the national stage, it has indirectly signed the Tripartite Social Agreement ("social peace") from 2001 and 2002, through the General Union of Industrialists in Romania -1903 (GUIR-1903).

The second employers' organisation is the Employers' Organisation in Knitwear, Ready-Made Clothing and Textile Industry (Tricontex) founded in 1991. The services provided are, for example, technical and legal assistance or lobby activities under the coordination of FEPAIUS. It should be noticed that Tricontex is not representative at branch level, but it participates in consulting activities and in negotiations for the collective work contracts at this level every year, under the power granted by FEPAIUS. Its scope of action, for negotiation and signature of contracts when asked, extends to the widening of activities at enterprise level. Since 2001, TRICONTEX has indirectly signed, through FEPAIUS, three collective work contracts on branch level. Every year, each affiliated society has signed the collective work contract at enterprise level. Therefore, since 2001 until now, there are 150 collective work contracts at this level.

The third organisation is the Employers' Organisation of Leather Goods and Footwear (PINC), founded in 1992. PINC participates in consulting activities and negotiations at sector level, within the Social Dialogue Commission of the Economy and Commerce Ministry, both directly and indirectly, through the representatives of the two employers' organisations to which PINC is affiliated to (FEPAIUS and GUIR – 1903). PINC signs collective agreements at sub-sector level. Between 2001 and the present day, PINC has signed 3 collective work contracts in the leather and footwear sub-sector. The affiliated enterprises have signed collective work contracts at enterprise level, every year during the period 2001-2003, giving a total of 120 conventions. PINC also participates in consulting activities and tripartite agreements, indirectly, through GUIR – 1903. It signed the social agreements (social peace) in 2001 and 2002, as well as the unique collective work contract at national level in 2001, 2002 and 2003. PINC has directly participated in consulting meetings and negotiations regarding the new Work Code. At this moment, PINC attends the consulting activities regarding certain improvements of this Work Code.

CDTUR: Confederation of Democratic Trade Unions of Romania

CECOOP: European Confederation for Cooperation in Europe (Confederation Européenne de la Cooperation en Europe)

ETUF:TCL: European Textile Industry Federation

ETUC: European Trade Union Confederation

FEPAIUS: The Employers' Federation in the Light Industry Branch

GUIR – 1903: The General Union of Industrialists in Romania -1903

ICFTU: International Confederation of Free Trade Unions

ITGLWF: International Textile, Garment and Leather Worker's Federation

IFTC: International Federation of Textile and Clothing

NTUB: National Trade Union Block

NTUC - Meridian : National Trade Union Confederation "Meridian"

NTUC- Alfa Cartel: National Trade Union Confederation "Alfa Cartel"

RNCFTU Fratia: Romanian National Confederation of Free Trade Unions

WCL: World Confederation of Labor

1. Employer's organisations[55]

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Federatia Patronala din Ramura Industriei Usoare (FEPAIUS)	The Employers' Federation in Light Industry Branch - FEPAIUS	Textiles and textile products ; textile, fur and leather wearing apparel; leather goods and footwear	300	206000	3.4%	42.2%	Yes	Yes	GUIR – 1903					
Organizatia Patronala din Industria de Tricotaje, Confectii si Textile « TRICONTEX »	The Employers' Organization in Knitwear, Ready-Made Clothes and Textile Industry « TRICONTEX »	Textiles and textile products ; textile, fur and leather wearing apparel;	50	30000	0.70%	7.7%	Yes	Yes	FEPAIUS GUIR – 1903					
Organizatia Patronala Pielarie, Incaltaminte "PINC"	The Employers' Organization of Leather Goods and Footwear "PINC"	Leather goods and footwear	40	22155	2.30%	22.6%	Yes	Yes	FEPAIUS GUIR – 1903					

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions[56]

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA[57]	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*

[55] Main Sources: interviews with organisations' leaders.

[56] Main source: interviews with organisations' leaders.

[57] (number of collective agreements at sectoral level/number of collective agreements at enterprise level)

Federatia Nationala din IndustriaTextila “SINTEXTIL” Ploiesti	The National Federation of Trade Unions in Textile Industry ”SINTEXTIL” Ploiesti	White/blue collars, workers, administrative and specialized personnel	22179	24921	6.42%	Yes	Yes (3/12)	NTUC Meridian as a member with full rights		CECOOP		
Federatia Sindicala « CRAIMODEX » Craiova	« Craimodex » Trade Union Federation Craiova	White/blue collars, workers, administrative and specialized personnel	7789	8850	2.3%	Yes	Yes (2/24)	NTUB as a member with full rights		ETUC		ICFTU
Federatia Sindicatelor din Cofectii si Tricotaje “UNICONF” Bucuresti	The Federation of Ready-Made Clothes and Knitwear Trade Unions “Uniconf” - Bucharest	White/blue collars, workers, administrative and specialized personnel	19880	22000	5.7%	Yes	Yes (3/0)	NTUC - “Alfa Cartel” as a member with full rights	ETIF as a member with full rights	ETUC	ITIF as a member with full rights	WCL
Federatia Nationala a Sindicatelor din Industria Usoara (FNSIU)	The National Federation of Light Industry Trade Unions (FNSIU)	White/blue collars, workers, administrative and specialized personnel	8900	10000	Under 1.0%	Yes	Yes (3/2)	NTUC - “Alfa Cartel” as a member with full rights		ETUC	ITIF as a member with full rights	WCL
Federatia Sindicatelor din Industria Usoara “PELCONTEX” Fratia Siibiu	The Federation of Light Industry Trade Unions “PELCONTEX” Fratia Siibiu	White/blue collars, workers, administrative and specialized personnel	9125	10520	2,2%	yes	Yes (3/66)	RNCFTU Fratia as a member with full rights	ETIF as a member with full rights	ETUC	ITIF as a member with full rights	ICFTU
Federatia Sindicatelor din Confectii, Textile, Tricotaje “Mara” (FSCTT “Mara”)	The Federation of Ready-Made Clothes, Textile and Knitwear Trade Unions “MARA” (FSCTT “Mara”)	White/blue collars, workers, administrative and specialized personnel	1980	2200	under 1.0%	yes	Yes (3/5)	NTUB as a member with full rights		ETUC	IFTITU as a member with full rights	ICFTU
Federatia Sindicatelor Libere din Unitatile Textile, Tricotaje, Confectii si Pielarie, Cauciuc, Incaltaminte	The Federation of Free Trade Unions in the Textile, Knitwear, Ready-Made Clothes, Leather, Rubber and Footwear Units	White/blue collars, workers, administrative and specialized personnel	27830	30000	6.2%	yes	Yes (3/200)	CDTUR as a member with full rights		ETUC	ITIF as a member with full rights	WCL

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

SLOVAKIA

1. Description of the sector

Delimitation and activities of the sector

The textile sector in Slovakia covers category 17 (textile industry) and 18 (clothing industry) of NACE classifications but in addition the category 19 containing the manufacture of leather and leather products has to be taken into account indirectly due to the structure of the employees' organisation (see below).

Socio-economic features of the sector

Entirely privatised, the share of the Slovak textile industry within the industrial economy amounts to 2%. The total number of workers is 51000 out of which there are 41000 blue collars, 5000 white collars employees and 5000 craftsmen[58]. The coverage of the trade unions in the textile sector is as follows: 6200 in textile, 15600 in clothing and 6800 in leather industries[59]. The coverage rate of the collective agreements (all levels) reaches 56%. The proportion of women workers in the textile sector is quite important, especially in the clothing industry.

In Slovakia, the turnover of the underground economy is estimated to be more important than the legal economy. Finally, for the last 10 years the textile sector has been on the decline in terms of financial performance as well as in terms of employment. Its recent full privatisation introduced many changes into social partnership. Indeed, the privatised organisations are becoming difficult partners for the trade unions.

Summary table: companies

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies (craftsmen) with < 19 salaried workers	Companies with 20 or more salaried workers
Total Sector	3240	ND	3000	240

Summary table: workers

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with 10 to 100 salaried workers	% of workers in companies with > than 100 salaried workers
Total Sector	51000		2,5%	ND	ND	ND

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

2. Industrial relations in the sector

Tripartite concertation

There is no specific tripartite concertation in the textile, clothing and leather industry. Nevertheless, through their membership of the Federation of the Employers' Associations of the Slovak Republic (AZZaZ SR) and the Confederation of Trade Unions of the Slovak Republic (KOZ SR), the different employers and employees organisations of the textile sector participate indirectly to the tripartite level (Act on Tripartite No. 106/1999 Coll. Of Laws). There is no direct link between tripartite and bipartite partnership.

[58] Source: Association of Textile and Clothing Industry of the Slovak Republic (ATOP-SR).

[59] Source: The Slovak Trade Union of Textile, Clothing and Leather Workers (ZKOP-SR).

Bipartite social dialogue

The bipartite social dialogue takes place at the sectoral and enterprise level. As mentioned above, at this moment, 28712 employees (of a total of 51000 workers - coverage rate of 56%) working in approximately 13% of the total number of enterprises are concerned with HLCA or enterprise collective agreements.

At sectoral level, the employers are represented in the social bargaining by the Association of Textile and Clothing Industry of the Slovak Republic (ATOP SR – covering category 17-18 of NACE classifications) and the Union of Leather and Footwear Industry of the Slovak Republic (ZKOP SR – covering category 19 of NACE classifications). The employees are represented by the Slovak Trade Union of Textile, Clothing and Leather Workers (SOZ TOK – covering category 17-18-19 of NACE classifications). Together, they draw up the Higher Level Collective Agreement (s) (HLCA) which have the power of law. The HLCAs are related to topics such as the right of bargaining, pay, social policy, health and safety provisions, provisions of trade union activities, etc.

Currently, two Higher-level Collective Agreements are running. One is has been concluded between the ZKOP SR and the SOZ TOK for the years 2002-2003. The second link the ATOP SR and the SOZ TOK for the period of 2002-2004. The bipartite negotiations are supported by the Ministry of Labour, Social Affairs and Family of the Slovak Republic (MLSAFSR). It is the Act on Collective Bargaining No. 2/1991 Coll. of Laws which defines the obligations of the participants and the modes of conflict resolution. In case of such conflict, a mediator can be nominated by the participants themselves or by the Ministry (MLSAFSR). If it fails again, an arbitrator is designed by the parties or by the Ministry on basis of a request of one of the parties if they cannot agree together upon the name of the arbitrator. Finally, if no resolution is possible, a strike can be used as an extreme means of conflict resolution. The extension of a HCLA to an employer who does not belong to an employers' organisation is decided officially by the MLSAFSR but actually it always needs the employer's authorisation.

The main barriers to collective bargaining lie in the different conditions in which the enterprises operate: regional differences in labour market characteristics, infrastructure (e.g. local transportation system), company size,...

At enterprise level, the social dialogue is lead by the enterprise management and the basic trade union unit. An enterprise collective agreement has to respect the provisions and minimum conditions of the HLCA concluded at sectoral level. Currently, there are 36 enterprise/company collective agreements covering 64 enterprises with more than 28700 employees[60].

3. Organisations active in the sector

Workers' organisations

Founded in 1990, the Slovak Trade Union of Textile, Clothing and Leather Workers (SOZ TOK – covering category 17-18-19 of NACE classifications) as of 31 July 2003 covers 55% of the employees in the textile industry, 57% in the clothing industry and 66% in the leather industry. The membership is made on a voluntary basis but each member has to pay an amount corresponding to 1% of his net pay. The SOZ TOK takes part indirectly in the Council of Economic and Social Concertation (RHSD-tripartite level) through its membership of the Confederation of the Trade Unions of the Slovak Republic (KOZ SR).

The employees' organisation is member of the European Trade Union Federation-Textile, Clothing and Leather (ETUF-TCL) and of the International Textile, Garment and Leather Workers Federation (ITGLWF).

Employers' organisations

The Association of Textile and Clothing Industry of the Slovak Republic (ATOP SR – covering category 17-18 of NACE classifications), founded in 1990, not only participate to the social dialogue and the legislative process but it also provides

[60] Source: ATOP SR

information, establishes contacts and organises seminars for its members. A fee has to be paid to become a full member of the Association. The ATOP consists of 47 organisations covering 21000 employees of all types of industry[61] and is member of the EURATEX.

The Union of Leather and Footwear Industry of the Slovak Republic (ZKOP SR – covering category 19 of NACE classifications) founded in 1993 is composed in particular of 11 major footwear and leather manufacturers.

AZZaZ SR: Federation of Employers' Associations of the Slovak Republic

ETUF-TCL: European Trade Union Federation-Textile, Clothing and Leather

EURATEX: European Apparel and Textile Organisation

KOZ SR : Confederation of the Trade Unions of the Slovak Republic

ITGLWF : International Textile, Garment and Leather Workers Federation

[61] Source: ATOP SR

TEXTILE SECTOR - SLOVAKIA

1. Employers' organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Asociacia textilného a odevného priemyslu	Association of Textile and Clothing Industry of the Slovak Republic	DB 17, DB 18	47	21000	19,6	41	Yes	Yes	AZZaZ SR		Euratex			

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Slovensky odoborovy zväz pracovnikov textilneho odborného a koziarského priemyslu	Slovak Trade Union of Textile, Clothing and Leather Workers	All types	28712	21784	56	Yes	Yes	KOZ SR		ETUF:TCL		ITGLWF	

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

SLOVENIA[62]

1. Description of the sector

Delimitation and activities of the sector

The sector (TS), which is organised according to the NACE standardised nomenclature of activities, includes manufacturing of textiles and textile products (DB 17), manufacturing of wearing apparel (DB 18) and manufacturing of leather and leather products (DC 19).

Socio-economic features of the sector

According to the employers' representative, almost the entire textile sector (TS) has been privatised (95%) but the trade union's representative estimates this percentage at 70-80%. The part of the textile sector (TS) in manufacturing industry is 9,7% with the same percentage applying to share of manufactured exports and 15% in terms of employment. The informal economy in the textile sector (TS) is not really very significant (10%) compared to the rate for the whole Slovenian economy (20% of the GDP). The number of employees in the sector composed mostly of women (75% to 80%) has been in continuous decline. The wages in the textile sector (TS) are lower than the national average of wage (- 30%).

In 2002, the textile industry achieved a positive business results on average but the clothing industry faced serious problems. Under this market pressure, the prevailing strategy is the specialisation and differentiation of the production, trying to find niches that have not yet been covered by East Europe and Far East competitors.

With the regard to industry structure, about 11% of large Slovenian companies (more than 250 employees) belong to the textile sector (TS). Within the textile sector (TS), the clothing industry has the highest rate of small companies (less than 50 salaried workers) and the manufacturing of textiles has the highest rate of large companies (more than 250 salaried workers). According to the employers' representatives, the number of small and medium companies is increasing and the number of large companies going bankrupt will also increase.

Summary table: companies (2002)

Sub-sectors	Number of companies	Companies without salaried workers (%)	Companies with < 50 salaried workers (percentage)	Companies with 50 to 250 salaried workers (percentage)	Companies with > than 250 salaried workers (percentage)
Textile	239		83	7	10
Clothing	301		95	2,5	2,5
Leather	81		84	7,4	8,6
Total Sector	621		88	5	7

Summary table: workers (2002)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with 10 to 100 salaried workers	% of workers in companies with > than 100 salaried workers
Textile	12547	ND	ND	ND	ND	ND
Clothing	12532	ND	ND	ND	ND	ND
Leather	7474	ND	ND	ND	ND	ND
Total Sector	32553	ND	ND	ND	ND	ND

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

[62] Data coming from the interviews with the representative of the employees and the employers organisations in the textile sector.

2. Industrial relations in the sector

Tripartite concertation

According to the employers' representative, there are in Slovenia some forms of tripartite concertation within the textile sector. For example, in 2000 the Government prepared a programme for the realignment of sectors to the internal EU market. During preparation and implementation phases of the program, the trade union as well as the Chambers association for the sector, were invited to participate and have a say in it.

Bipartite social dialogue

The bipartite social dialogue takes place both at sector and enterprise level but the sector level is the most developed and has to a large extent collective agreement. Enterprise agreements, however, when concluded, are most favourable for employees.

At sectoral level, the two exclusive actors are the Trade Union of the Slovenian Textile and Leather Processing Industry (TUSTLPI) and the Chambers Textile, Clothing and Leather Processing Association (CTCLPA). The content of the agreement is always framed by the general collective agreement for the private manufacturing sector. The agreements concluded by the two partners are extended to all employees of the sector and concern themselves with wages, working conditions, working time, etc. The textile sectoral agreement was signed during the mid-90's and has only once been amended. Indeed, the agreement is automatically continued to the following year if no amendments are demanded either of the partners. Despite the fact that the employers' representatives do not really support collective bargaining because of the desire of the trade union not to reduce the wage levels or the number of holidays, the social dialogue is nevertheless very intensive due to the trade union's force in terms of competent leadership and number of members. For the textile sector, both representatives recognise that the partners are highly competent and able to reach compromises.

At enterprise level, less collective bargaining takes place, concerning itself only with wages and holidays. According to the trade unions' representatives about 40% of the enterprises are covered by a company agreement which has always to respect the standards defined at sectoral level. But sometimes in the case of business problem, both social partners agree to conclude temporary agreements containing less demanding provisions. The position of the employers' representative towards this kind of social dialogue is not very favourable. Indeed, they think that enterprise bargaining in the textile sector has no sense because managers of the companies are not able to provide better standards to the employees than those defined in the sectoral agreement.

The actors are the representative trade union organisations and managers. At present, two main trade unions are active at enterprise level: the TUSTLPI and a second union which is included the Independence Confederation. Besides these two organisations, in some enterprises there can be several local trade unions within the same company.

3. Organisations active in the sector

Workers' organisations

The Trade Union of Slovenian Textile and Leather Processing founded in 1990, is composed of 32000 members (the majority of whom are blue-collar workers): 17000 who pay regularly fees and 15000 who do not because they are unemployed or former workers from bankrupts companies. Therefore, the coverage rate in the textile sector is 50% (10% higher than the Slovenian density rate of unionisation).

The TUSTLPI is able to sign collective agreements, both at sectoral level and at company level. Indirectly, the sectoral union takes part in the tripartite concertation through its membership of the Confederation of the Slovenian Free Trade Unions (ZSSS). If the topic is of direct concern to the textile sector, the trade union participates in the ESC (Economic and Social

Council). In addition, the union offers to its member free legal advice and financial support in case of disputes, loans from the workers saving-bank and inexpensive summer holidays.

With regard to structure, all delegates are elected within their companies and the top union's leaders are chosen every five years. The union is also an indirect member of the European Trade Union Confederation (ETUC). Finally, it belongs directly to the European Trade Union for Textile, Clothing and Leather Industry (ETUF-TCL) and to the International Textile, Garment and Leather Worker Federation (ITLGWF).

Employers' organisations

The Textile, Clothing and Leather Processing Association (TCLPA) represents all companies (non-voluntary membership) and consequently covers all employees from the textile sector: 621 companies and 32553 employees. It is worth noting that mostly individual crafts within the textile sector are organised separately in the Chamber of Crafts. Among the members, only one is a multi-national company.

Founded in 1995 as part of the Chamber of Commerce, the employers' association, in addition to participating in sectoral collective bargaining and exceptionally at company level, manages the sector's interests relating to the governmental and institutional level. When a topic related to the textile sector comes up at the ECS (Economic and Social Council), in this case as for its trade union counterparts, the Association represents the Chamber. It also provides its members with consultant activities and educational programmes (for instance Phare projects).

Lastly, at international level, the employers' association is full member of EURATEX, COTANCE and cooperates with CEC.

CEC: European Confederation of the Footwear Leather

COTANCE: Confederation of National Associations of Tanners and Dressers of the European Community.

EURATEX: European Apparel and Textile Organisation

ETUC : European Trade Union Confederation

ETUF:TCL : European Trade Union Federation :Textiles, Clothing and Leather

GZS: Chamber of Commerce and Industry of Slovenia

ITGLWF: International Textile, Garment and Leather Workers' Federation

ZSSS: Confederation of the Slovenian Free Trade Unions

TEXTILE SECTOR - SLOVENIA

1. Employer's organisations

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Zdruzenje za tekstilno, oblacilno in unsnjarsko-predelovalno industrijo	Textile, Clothing and Leather Processing Association	DB 17, DB 18, DC 19	621	32553	100	100	Yes	Yes		GZS	Euratex, Cotance			

Density companies: number of companies affiliated divided by total number of companies in the sector
Density employees : number of employees in the affiliated companies divided by total number of employees in the sector
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Sindikat tekstilne in usnjarsko-predelovalne industrije Slovenije	Trade Union of the Slovenian Textile and Leather Processing Industry	Blue collars	17000	17000	50	Yes	Yes		ZSSS	ETUF:TCL	ETUC	ITGLWF	

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

TURKEY[63]

1. Description of the sector

Delimitation and activities of the sector

The Turkish textile sector officially corresponds to the NACE classifications (category 17 and 18). A wide range of textile products is made in Turkey, especially based on cotton and wool[64].

Socio-economic features of the sector

The textile and clothing industry represents an important part of the Turkish economy: 10,7% of the GDP, 39% of the industrial production, 28 % of employment and 34,3%[65] of total exports (2002). During the last decade, the growth has been about 10% annually.

Almost entirely privatised, the sector is dominated by small and medium-sized enterprises. Indeed, according to the DIE 92,8% of the enterprises consists of less than 10 employees. The total number of enterprises is 43457, the majority of them (66%) belong to the sub-sector of the manufacture of textiles and textile products.

With regard to the gender split, 34% of the textile workers are women.

Summary table: companies (2002 - DIE)

Sub-sectors	Number of companies	Companies without salaried workers (%)	% companies with < 10 salaried workers	% companies with 10 to 100 salaried workers	% companies with > than 100 salaried workers
Manufacture of textiles and textile products (DB 17)	14872	ND	88,7	8	3,2
Manufacture of wearing apparel and accessories (DB 18)	28585	ND	95	3,7	1,2
Total Sector	43457	ND	92,8	5,2	1,9

Summary table: workers (2002 - DIE)

Sub-sectors	Salaried workers	Other workers	% of salaried workers*	% workers in companies with < 10 salaried workers	% of workers companies with 10 to 100 salaried workers	% of workers in companies with > than 100 salaried workers
Manufacture of textiles and textile products (DB 17)	241372	256,352	1,25	13,2	56,8	30
Manufacture of wearing apparel and accessories (DB 18)	162736	192305	0,93	23	44,5	ND

[63] Some data varies depending on the source from which they come. In this way, the DIE (State Institute of Statistics) figures rely on manufacturing industry surveys, whereas CSGB (Ministry of Labour and Social Security) relies on its own statistics. According to the expert, DIE statistics seems to be more accurate but on the other hand, CSGB is the only source of unionization and related statistics. So, other sources are available: DPT (State Planning Organisation) :19,4 % of industrial production and 21,2 % of manufacturing industry production; ÇSGB (Ministry of Labour and Social Security): 11,5 % of employment and 27,1 % of manufacturing industry employment.

[64] The Turkish textile industry has an important potential in all segments of textile manufacturing, from fibre (cotton, wool, artificial and synthetic fibres) to the finished products.

[65] Calculated from http/:www.foreigntrade.gov.tr:ead/istatistik

Total Sector	404108	448657	2,2	17,4	36,2	30,1

* Total number of salaried workers in the sector divided by the total number of salaried workers in the country

2. Industrial relations in the sector

Tripartite concertation

There is no tripartite concertation in the textile sector.

Bipartite social dialogue

Bipartite social dialogue through collective bargaining takes place at three levels: enterprise, company which operates more than one mill and at sectoral (group of companies). It should be noted that non trade union members may benefit from the collective agreement if they pay monthly solidarity dues to the union.

The main obstacles to the development of bipartite social dialogue at sectoral level is the low rate of unionisation among textile workers but also the widespread existence of informal activity in the textile sector.

The collective agreements, which usually last for two years, focus mainly on wage levels, employment security and the dispute settlement by arbitration. According to CSGB, in 2002, 267 collective agreements have been signed in 344 workplaces covering 135089 workers (coverage rate 26%) and in 2003 the unionisation rate was very high, more than 80% (447411)[66]. However, it is worth noting that the CSGB only takes into account employees working under a contract of employment. In reality, according to the Textile, Knitting and Clothing Industry Workers' Union of Turkey (TEKSIF), the number of workers in the textile and clothing industries can be estimated at 2,5 million workers, including in this way the illegal immigrants without a work permit (mainly coming from the former Soviet Republics) or women working at home[67].

It should also be noted that the civil trade unions representing the public servants of the textile sector have the ability to conduct collective negotiations but not to conclude collective agreements or to strike. That is why there is an large number of workers other than employees (see annex) which also includes workers from the private sector considered as " personnel non-covered " by labour legislation. This type of workers corresponds to managers or "agents of employers" for the labour legislation. So, the coverage rate of collective agreements is limited to some workers.

3. Organisations active in the sector

Workers' organisations

Three workers' trade unions are able to conduct collective bargaining. In addition to these organisations, small trade unions do exist, but considering their size they do not have a legal right to participate in such collective bargaining[68].

The most important of these trade unions is the Textile, Knitting and Clothing Industry Workers' Union of Turkey (TEKSIF - Türkiye Tekstil, Örme ve Giyim Sanayii Iscileri Sendikasi) located in Ankara and founded in 1951. Until the beginning of the privatisation in the 90's, the TEKSIF was a mainly public sector-based union. Currently, it represents 304932 out of 447624 unionised workers (67%). Regarding agreements, the TEKSIF has signed 1 industry-wide, 3 enterprise-wide (or higher than enterprise) and 91 workplace collective agreements since 2001. Besides the capacity to conclude collective agreements, the organisation provides to its members training on industrial relations, legal assistance and cultural activities. Thanks to the fees paid by the members and its current and fixed assets, the trade union can support the costs of its activities.

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[66] According to the DIE (see summary table : workers), the number of workers is as high as 852765.

[67] The case of women working at home is almost beyond the reach of social legislation.

[68] The existence of these small trade unions can explain the difference between the total number of unionised workers (447624) and the total number of unionised workers belonging to the three most important trade unions (441450).

In the workplace, TEKSIF is represented by the trade union representatives, who assemble together every four years in the General Congress in order to elect the executive branch.

At national level, the trade union is affiliated to the Confederation of Turkish Trade Unions (TURK-IS). At international level, it is a member of the European Trade Union Federation: Textile, Garment and Leather (ETUF:TCL) and of the International Textile, Garment and Leather Workers' Federation (ITGLWF).

The second largest workers trade union is the Woven, String, Knitting and Clothing Industries' Workers Union (OII - Tüm Dokuma, Iplik, Trikotaj ve Giyim Sanayi Iscileri Sendikasi) founded in 1978 in Ankara. In 2003, it represents 70994 out of 447624 unionised workers (16%). Regarding the structure and fees, the system is similar to the previous trade union. In terms of collective agreements, it has signed 1 industry-wide and 6 workplace collective agreements since 2001. At international level, the OII is member of the ETUF-TCL and the ITGLWF.

Finally, the third most important trade union is the Union of Textile Workers (TIS- Tekstil Iscileri Sendikasi) founded in 1965 and located in Istanbul. It belongs to the Confederation of Revolutionary Trade Unions (DISK). It represents 66524 out of 447624 unionised workers (15%). One group-wide and 10 workplace collective agreements have been signed by this trade union. As for the two first trade unions, the fees and structure are quite similar. At international level, this trade union is also member of the ITGLWF.

Employers' organisations

There are two employers' organisations active in the textile sector both able to conclude collective agreements.

One, founded in 1961, is called the Turkish Textile Employers' Association (TÛTSIS - Türkiye Tekstil Sanayii Isverenleri Sendikasi). It represents 111 companies (total 135 mills, because some member companies have more than one mill) in the private sector covering almost 34.000 employees, mainly in Marmara the most developed region in Turkey but also in Central Anatolia, Southern Anatolia and Aegean regions. The Turkish Textile Employers' Association has signed 3 industry-wide collective agreements with the three unions. Besides the traditional mission of defending members' interests, among the roles played by this organisation, one is related to the assistance of members in working efficiently and harmoniously. At national level, it is a member of the Confederation of Turkish Employers Association (TISK). At international level, TÜTSIS is affiliated to the Committee of the Cotton and Allied Textile Industries of the E.C. (EUROCOTON), to EURATEX and of the International Wool Textile Organisation (IWTO).

The other employers' organisation was founded in 1971 and operates not only in the textile sector but also in the whole of manufacturing industry representing public enterprises (Public Enterprises Employers' Union- Kamu-Isletmeleri Isverenleri Sendikast). Since 2001, it has signed 4 collective agreements (one for several employers) covering 20 workplaces. As the TÜTSIS, this organisation is member of the TISK.

DISK: Confederation of Revolutionary Trade Unions

EURATEX: European Apparel and Textile Organisation

ETUF:TCL: European Trade Union Federation: Textile, Garment and Leather

EUROCOTON : Committee of the Cotton and Allied Textile Industries of the E.C.

HAK-IS: Confederation of Righteous Unions

ITGLWF: International Textile, Garment and Leather Workers' Federation

ITMF: International Textile Manufacturers' Federation

IWTO: the International Wool Textile Organisation

TISK: Turkish Confederation of Employer Associations

TURK-IS: Confederation of Turkish Trade Unions

1. Employer's organisations (2003)

Organisation		Sub-sector	Companies	Employees	Density companies	Density Employees	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(category)*	*(number)*	*(number)*	*(%)*	*(%)*	*yes/no*	*Yes/no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Türkiye Tekstil Sanayii Isverenleri Sendikasi	Turkish Textile Employers' Association	DB 17-18 (private sector)	93	31993[69]	0,3	6,2	Yes	Yes	TISK		EUROCOT ON, EURATEX		IWTO, ITMF	
Kamu-Isletmeleri Isverenleri Sendikast	Public Enterprises Employers' Union	Public sector-manufacturing industry	20	7413[70]	0,07	1,4	Yes	Yes	TISK					

***Density companies**: number of companies affiliated divided by total number of companies in the sector*
***Density employees** : number of employees in the affiliated companies divided by total number of employees in the sector*
CB: Does the organisation take part in Collective Bargaining? CA: Is the organisation able to sign Collective Agreements?

2. Trade unions (2003)

Organisation		Type of employees covered (white/blue collars, executive, skilled occupations…)	Members Workers	Members working in the sector	Density	CB	CA	National affiliations		European affiliations		International affiliations	
(original name)	*(English name)*	*(type)*	*(number)*	*(number)*	%	*Yes /no*	*Yes /no*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*	Direct *(name)*	Indirect *(name)*
Türkiye Tekstil, Örme ve Giyim Sanayii Iscileri Sendikasi	Textile, Knitting and Clothing Industry Workers' Union of Turkey	Blue-collars	304932	304932	53,7	Yes	Yes	TURK-IS		ETUF:TCL		ITGLWF	
Tüm Dokuma, Iplik, Trikotaj ve Giyim Sanayi Iscileri Sendikasi	Woven, String, Knitting and Clothing Industries' Workers Union	Blue-collar	70994	70994	12,5	Yes	Yes	HAK-IS		ETUF:TCL		ITGLWF	
Tekstil Iscileri Sendikasi	Union of Textile Workers	Blue-collar	66524	66524	11,7	Yes	Yes	DISK				ITGLWF	

***Density**: number of affiliated employees working in the sector divided by total number of employees in the sector*
***CB**: Does the organisation take part in Collective Bargaining? **CA**: Is the organisation able to sign Collective Agreements?*

[69] TISK - 2002

[70] CSGB - 2002