



# Representativeness of the European social partner organisations: Electricity

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sector

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*This study provides information designed to aid sectoral social dialogue in the electricity sector. The study is divided into three parts: a summary of the sector's economic and employment background; an analysis of the social partner organisations in all EU Member States, with emphasis on their membership, their role in collective bargaining, social dialogue and public policy, and their national and European affiliations; and finally, an analysis of the relevant European organisations, particularly their membership composition and their capacity to negotiate. The aim of the EIRO series of representativeness studies is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The impetus for these studies arises from the European Commission's desire to recognise the representative social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU).*

## Objectives of the study

The aim of this representativeness study is to:

- identify the relevant national and supranational social actors – that is, the trade unions and employer organisations – in the field of industrial relations in the electricity sector;
- show how these actors relate to the sector's European interest associations of labour and business.

The impetus for this study, and for similar studies in other sectors, arises from the aim of the European Commission to identify the representative social partner associations to be consulted under the provisions of the [Treaty on the Functioning of the European Union \(TFEU\)](#) (1.4 MB PDF). Hence, this study seeks to provide the basic information needed to set up sectoral **social dialogue**. The effectiveness of the European social dialogue depends on whether its participants are sufficiently representative in terms of the sector's relevant national actors across the EU Member States. Only European associations that meet this precondition will be admitted to the European social dialogue.

## Concept and methodology

To accomplish these aims, the study identifies the relevant national social partner organisations in the electricity sector, via a top-down approach (listing the members of the European affiliations) and a bottom-up approach (using national correspondents from the [European Industrial Relations Observatory](#) (EIRO)).

This involves clarifying the unit of analysis at both national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related'.

The study follows the conceptual and methodological approach of the EIRO series of representativeness studies.

A European association is considered a relevant sector-related interest association if:

- it is on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 TFEU;
- and/or it participates in the sector-related European social dialogue;
- and/or it has requested to be consulted under Article 154 TFEU.

National associations are considered relevant sector-related interest associations if they meet both criteria A and B.

- A: The association's domain relates to the sector.
- B: The association is: (1) either regularly involved in sector-related collective bargaining, and/or (2) affiliated to a 'sector-related' European association of business or labour on the

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Commission's list of European social partner organisations consulted under Article 154 of the TFEU and/or which participates in the sector-related European social dialogue.

Sector-relatedness (criterion A) is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE), to ensure the cross-national comparability of the study's findings. More specifically, the electricity sector falls under NACE (Rev. 2) 35.1. This includes the following activities:

- 35.1 Electric power generation, transmission and distribution;
- 35.11 Production of electricity;
- 35.12 Transmission of electricity;
- 35.13 Distribution of electricity;
- 35.14 Trade of electricity.

Organisations are considered 'sector-related' if their membership domain relates to the sector in one of the ways displayed in Figure 1. A more detailed description as to how this is established can be found in the methodological annex.

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



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

As regards criterion B.2, it must be said that taking affiliation to a European social partner organisation as sufficient to determine a national association as a social partner does not necessarily imply that the association is involved in industrial relations in its own country. Although this selection criterion may seem odd at first glance, a national association that is a member of a European social partner organisation will become involved in industrial relations matters through its membership of the European organisation. Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective countries. Affiliation to a European social partner organisation and/or involvement in national collective bargaining are of utmost importance to the European social dialogue, since they are the two constituent mechanisms that can systematically connect the national and European levels.

Data have been collected through the EIRO network, which approached the national organisations with a standard questionnaire. In order to ensure the quality of the information gathered, several verification procedures and feedback loops with the different parties involved

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(European and national level social partner organisations, the European Commission, Eurofound) have been applied.

The activities covered by this representativeness study are classes in group 35.1 of NACE Rev. 2. According to this definition, the organisations listed by the European Commission as social partner organisations consulted under Article 154 of the TFEU are:

On the employees' side:

- [IndustriAll](#) European Trade Union;
- European Federation of Public Service Unions ([EPSU](#)).

On the employers' side:

- European Union of the Electricity Industry ([Eurelectric](#)).

In addition, the study considers any other sector-related European associations with sector-related national associations as defined below.

## Employment and economic trends

### Employment characteristics

According to a [report](#) by the European Commission in 2010 (1.23MB, PDF), the electricity sector employs more than 800,000 people in Europe. The large majority of electricity workers have employee status and full-time work is predominant. Some 78% of the workers are men, with 69% of the workforce having a low or intermediate education level. The size of enterprise varies widely between countries. While, in some countries, one or a few large companies dominate, in others, smaller companies play a more significant role.

### Long-term trends

The Commission's 2010 report and [a report on industrial relations in the electricity sector](#) by Eurofound in 2012 (404KB PDF) highlight that restructuring in the electricity sector since the second half of the 1990s has mainly been caused by the EU liberalisation of network industries. The first steps towards restructuring were taken with the [1996 Directive \(96/92/EC\)](#), which came into effect in 1999. Further measures, introduced in 2003, were made into national law by 2004, with the provisions on the complete liberalisation of the market coming into force in 2007, including for domestic end-users. The most important recent European initiatives to transform the electricity sector are those included in the 2009 'third package' to develop and reinforce further the internal market for electricity and gas, as well as the strategy for the promotion of renewable energy sources (RES) introduced in 2001.

This legislation was explicitly aimed at benefiting customers and promoting employment in sectors heavily dependent on energy use, through lower prices generated by greater competition. At the same time, there were concerns that greater competition would lead to job losses and poorer working conditions in energy businesses. Besides, the EU commitment to reduce greenhouse gas emissions by 20% will require major technological change, and puts pressure on workers with regards to skill needs.

The [study by ECOTEC \(2007\)](#) on the impact of the opening of electricity and gas markets on employment in the EU (215KB PDF) concludes that the process of privatisation and liberalisation has had the effect of significantly reducing employment in the electricity sector. Radical shifts in employment within the electricity sector have been observed. Utilities in the EU15 (Member States before 2004) lost nearly 250,000 jobs (more than 25%) from 1995 to 2004. Around 50,000 jobs, or one-sixth of the workforce, were lost during the same period in the EU12 (Member States that joined between 2004 and 2012).

According to the ECOTEC study, the exact impact of liberalisation on these trends varies between countries and is hard to isolate, as it has not been the only factor responsible for the

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decline. Technological changes (such as the transition to less labour-intensive electricity generation), the growing importance of a few international market leaders, expansion abroad, and a trend of consolidation among the smaller municipal utilities have also led to drastic cuts in employment. Privatisation, commercialisation and outsourcing can be seen as consequences of liberalisation, but they may also occur regardless. Furthermore, liberalisation is in its early stages in many of the EU12 Member States, and the process is expected to have a profound impact on employment.

According to ECOTEC (2007), the impact of liberalisation on employees is diverse.

- Job cuts have mostly targeted low-skilled personnel (maintenance, customer service and administration, low-skilled technicians). Demand has grown for highly educated and experienced technicians and legal experts.
- The share of female workers has increased, partly as a result of emerging new occupational profiles being more attractive to female employees than traditional 'technical' jobs.
- Many countries have seen large proportions of their older energy sector workforce retire early in response to corporate strategies seeking reductions in staff through early retirement.
- Young workers and technical graduates have suffered as new employment opportunities in the sector have declined in the context of restructuring and cost cutting.

Tables 1 and 2 give a general overview of the development of the sector from 2001 to 2011. They present figures on companies, employment and employees in the sector and in relation to the national economy. Most of the data come from national sources (and are collected by national centres).

In light of the trends highlighted by Eurofound (2012), it is notable that the number of companies has increased in 17 of the 21 countries, where data was available, since 2001. This reflects the shift from vertically integrated, and often monopolistic, operators at national level to a plurality of smaller companies operating in the various sector segments – generation, transmission, distribution and marketing. In Denmark, Sweden and the Netherlands, the number of companies has decreased, although the drop in the number of Dutch companies is almost insignificant (-2). In Denmark and Sweden, the decrease may be linked to an employment decrease. As for Malta, there is only one company.

**Table 1: Total employers and employment in electricity sector between 2001 and 2011**

	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as a % of total employment
AT	2001	275	n.a.	n.a.	n.a.	n.a.
AT	2010	995	22,729	n.a.	n.a.	0.6
BE	2003	16	13,917	2,556	11,361	0.3
BE	2011	59	16,716	4,498	12,218	0.4
BG	2001	n.a.	n.a.	n.a.	n.a.	n.a.
BG	2010	n.a.	n.a.	n.a.	n.a.	n.a.
CY	2001	1	n.a.	n.a.	n.a.	n.a.

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	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as a % of total employment
CY	2011	7	2,469	n.a.	n.a.	0.6
CZ	2001	2,694	39,100	8,900	30,200	0.8
CZ	2011	5,986	37,500	7,100	30,400	0.8
DE	2001	n.a.	195,000	39,000	156,000	0.9
DE	2011	35,604	325,000	81,000	244,000	1.5
DK	2001	2,056	9,258	2,122	7,136	0.3
DK	2011	1,234	8,538	2,295	6,243	0.3
EE	2001	56 (2005)	8,600	1,300	7,300	1.5
EE	2011	92	8,200	1,600	6,600	1.3
EL	2001	n.a.	30,359	4,470	25,889	0.7
EL	2011	61	19,849	5,818	14,031	0.5
ES	2008	11,787	43,822	n.a.	n.a.	n.a.
ES	2011	15,687	48,093	n.a.	n.a.	n.a.
FI	2001	272	14,817	3,467	11,350	0.6
FI	2011	340	11,176	3,032	8,144	0.5
FR	2001	n.a.	n.a.	n.a.	n.a.	n.a.
FR	2011	115	115,500	28,875	86,625	0.4
HU	2001	119	29,974	n.a.	n.a.	1.5
HU	2011	894	14,352	n.a.	n.a.	0.5
IT	2001	763	81,469	9,726	71,743	0.4
IT	2011	3,291	60,237	7,191	53,046	0.3
LT	2008	122	9,971	n.a.	n.a.	0.66
LT	2011	238	5,323	n.a.	n.a.	0.42
LU	2001	n.a.	1,200	n.a.	n.a.	0.4
LU	2011	n.a.	1,300	n.a.	n.a.	0.3
LV	2005	154	6,769	n.a.	n.a.	1
LV	2011	258	5,271	n.a.	n.a.	1
MT	2001	1	1,956	n.a.	n.a.	1
MT	2011	1	1,613	n.a.	n.a.	0.75
NL	2001	28	n.a.	n.a.	n.a.	n.a.
NL	2011	26	n.a.	n.a.	n.a.	n.a.

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	Year	Number of companies	Total employment	Female employment	Male employment	Sectoral employment as a % of total employment
PL	2001	n.a.	n.a.	n.a.	n.a.	n.a.
PL	2011	5,247	91,305	n.a.	n.a.	0.6
PT	2000	115	16,923	n.a.	n.a.	0.6
PT	2010	166	7,488	n.a.	n.a.	0.3
RO	2001	n.a.	n.a.	n.a.	n.a.	n.a.
RO	2011	744	51,584	n.a.	n.a.	0.6
SE	2001	430	n.a.	n.a.	n.a.	n.a.
SE	2011	359	n.a.	n.a.	n.a.	n.a.
SI	2001	233	6,413	1,165	5,248	0.8
SI	2011	756	7,057	1,324	5,733	0.9
SK	2001	62	39,800	700	32,800	1.9
SK	2011	263	26,800	3,800	23,000	1.1
UK	2001	175	111,300	26,900	84,400	0.4
UK	2011	680	128,200	31,600	96,600	0.4

Note: n.a. = not available

Source: EIRO national contributions (2012), national statistics. For a detailed description of sources, please refer to the national reports.

**Table 2: Total employees in the electricity sector between 2001 and 2011**

	Year	Total employees	Female employees	Male employees	Sectoral employees as a % of total employees
AT	2001	n.a.	n.a.	n.a.	n.a.
AT	2010	22,398	n.a.	n.a.	0.7
BE	2003	13,917	2,556	11,361	0.4
BE	2011	16,716	4,498	12,218	0.5
B G	2001	n.a.	n.a.	n.a.	n.a.
B G	2011	26,677	6,285	20,392	1.3

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	Year	Total employees	Female employees	Male employees	Sectoral employees as a % of total employees
CY	2004	2,046	n.a.	n.a.	0.8
CY	2011	2,453	n.a.	n.a.	0.7
CZ	2001	37,800	8,900	28,900	0.9
CZ	2011	35,300	7,200	28,100	0.9
DE	2001	189,665	41,530	148,135	0.7
DE	2011	202,967	50,771	152,196	0.7
D K	2001	8,700	2,020	6,680	0.3
D K	2011	7,910	2,140	5,770	0.3
EE	2001	8,600	1,300	7,300	1.6
EE	2011	8,200	1,600	6,600	1.5
EL	2001	n.a.	n.a.	n.a.	n.a.
EL	2011	n.a.	n.a.	n.a.	n.a.
ES	2008	32,855	n.a.	n.a.	n.a.
ES	2011	33,154	n.a.	n.a.	n.a.
FI	2001	14,817	3,467	11,350	0.7
FI	2011	11,174	3,032	8,142	0.5
FR	2001	n.a.	n.a.	n.a.	n.a.
FR	2011	115,500	28,875	86,625	0.4
H U	2001	28,968	n.a.	n.a.	1.1
H U	2011	14,147	n.a.	n.a.	0.5
IT	2001	80,550	9,626	70,924	0.5
IT	2011	56,634	6,768	49,866	0.3
LT	2008	9,952	n.a.	n.a.	0.74
LT	2010	7,884	n.a.	n.a.	0.66
LU	2001	1,100	n.a.	n.a.	0.4
LU	2011	1,300	n.a.	n.a.	0.4
LV	2005	6,768	n.a.	n.a.	1
LV	2011	5,251	n.a.	n.a.	1

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	Year	Total employees	Female employees	Male employees	Sectoral employees as a % of total employees
<b>M T</b>	2001	1,956	n.a.	n.a.	1
<b>M T</b>	2011	1,613	n.a.	n.a.	0.75
<b>NL</b>	2001	28,000	5,000	23,000	0.4
<b>NL</b>	2011	35,000	9,000	26,000	0.4
<b>PL</b>	2001	n.a.	n.a.	n.a.	n.a.
<b>PL</b>	2011	n.a.	n.a.	n.a.	n.a.
<b>PT</b>	2000	15,116	2,564	12,552	0.6
<b>PT</b>	2010	7,370	1,088	6,282	0.3
<b>R O</b>	2001	n.a.	n.a.	n.a.	n.a.
<b>R O</b>	2011	50,915	n.a.	n.a.	1.2
<b>SE</b>	2001	20,545	n.a.	n.a.	0.5
<b>SE</b>	2011	15,908	n.a.	n.a.	0.3
<b>SI</b>	2001	6,397	1,163	5,234	0.9
<b>SI</b>	2011	7,003	1,319	5,684	1
<b>SK</b>	2001	37,800	7,000	30,800	2
<b>SK</b>	2011	25,600	3,600	22,000	1.3
<b>U K</b>	2001	109,100	26,000	83,100	0.4
<b>U K</b>	2011	121,900	31,600	90,300	0.5

Note: n.a. = not available

Source: EIRO national contributions (2012), national statistics. For a detailed description of sources, please refer to the national reports.

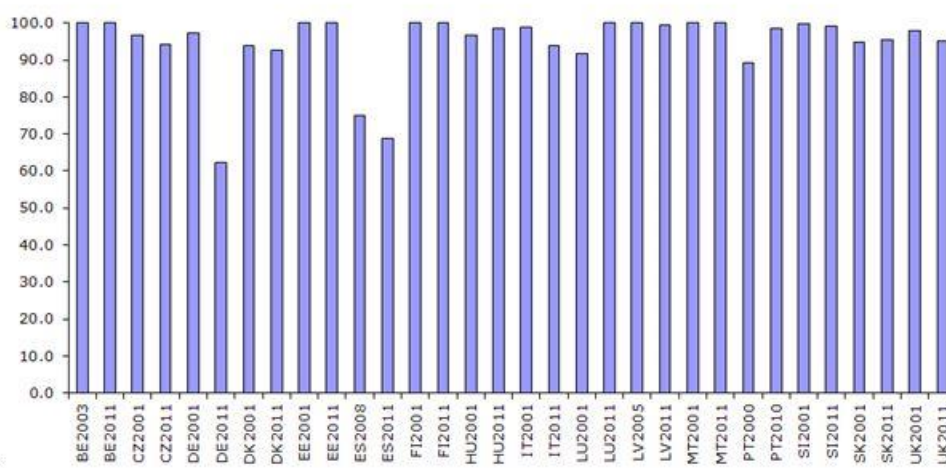
The data in Tables 1 and 2 show that female employment is lower than male employment in all countries with available data.

The tables also show that only 6 countries (Belgium, Germany, Spain, Luxembourg, Slovakia and the UK), out of the 18 with available information, recorded an increase in overall employment from 2001 (or the last figure available) to 2011. Data on change in employee numbers from 2001 to 2011 show the same pattern. On the other hand, Cyprus and the Netherlands, which do not provide figures on employment from 2001 to 2011, record an increase in the number of employees. None of the Member States records an increase in employment and a decrease in employees.

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Data provided by national centres, in Figure 2, show the change in the share of employees in employment from 2001 to 2011. According to available data, the share of employees in employment has remained very stable in the majority of countries. The exception is Germany, where the share of employees in employment decreased from 97% to 62%. Of 16 countries with available data, 8 have recorded a decrease of employees in employment, while in 4 countries it has slightly increased. In Belgium, Estonia, Finland and Malta, the share of employees in employment has remained stable at 100%.

*Figure 2: Share of employees in employment between 2001 and 2011*



**Figure 2: Share of employees in employment between 2001 and 2011**

Source: Own elaboration according to EIRO national contributions (2013).

For a detailed description of sources, please refer to national reports.

## Recent developments

The small size of the electricity sector, as defined in this study, means that figures from the European Labour Force Survey (Eurostat) are not available for several countries. Accordingly, it is not possible to provide accurate figures on recent employment developments in the sector. Figures available from this source show that the crisis has not particularly affected the electricity sector. Thus, employment has remained relatively stable or has even increased slightly. If other sources, such as the European Business Statistics (Eurostat), are considered, aggregate figures for the electricity sector are available only for 2008 and 2009. According to the European Business Statistics, employment decreased from 894,200 to 885,500 from 2008 to 2009.

Figure 3 shows employment change from 2008 to 2012 (or similar years) for those countries where accurate figures are available. Of the 16 countries with available figures, 10 record an increase in employment from 2008 to 2012. The greatest increases are recorded in:

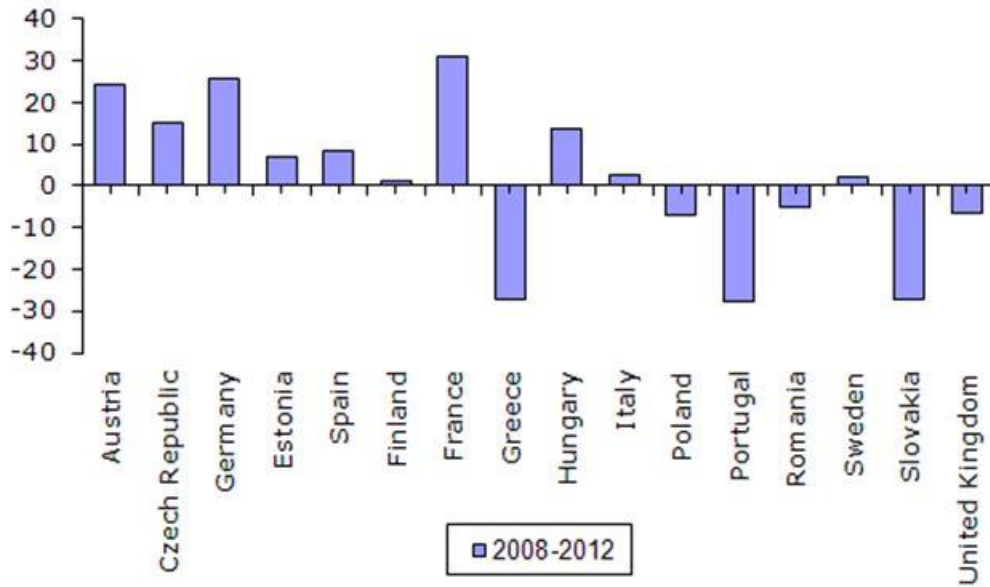
- Austria (24%);
- Germany (25%);
- France (31%).

However, three countries record drops of more than 20% in employment:

- Greece (-27%);
- Portugal (-27%);
- Slovakia (-27%).

*Figure 3: Change in employment (%), 2008–2012*

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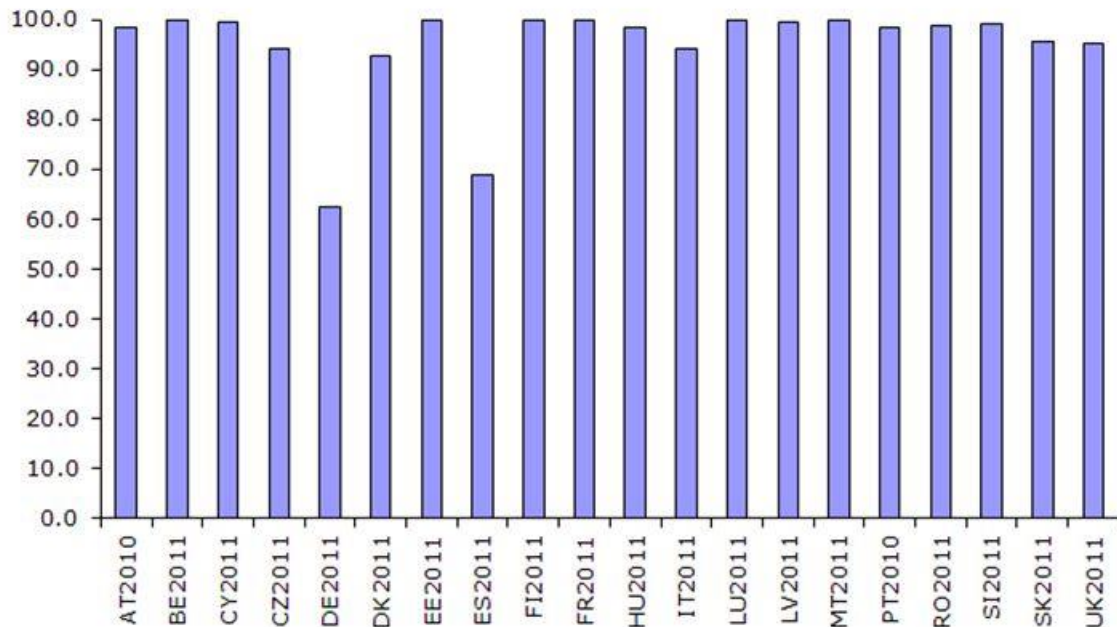


**Figure 3: Differences in employment 2008–2012**

Note: Figures from Italy and the United Kingdom are for 2011–2012.

Source: Labour Force Survey (2013) Figure 4 illustrates the share of employees in employment in the countries with available data for 2011. The figure shows that self-employment and other non-employee relationships (such as apprentices and freelancers) are only widespread in countries such as Germany and Spain, with more than 30%. In the other countries, self-employment and other non-employee relationships appear to be low.

*Figure 4: Share of employees in employment, 2011*



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### Figure 4: Share of employees in employment, 2011

Source: Own elaboration according to EIRO national contributions (2012).  
For a detailed description of sources, please refer to national reports.

## National level of interest representation

The analysis of the national level of interest representation focuses on:

- the membership domain and strength of the organisations;
- their role in collective bargaining;
- their role in public policymaking.

## Membership domain and strength

The study uses the quantitative data on membership and relative strength collected through the EIRO network of correspondents from the categories listed in Table 3.

**Table 3: Definitions of membership**

Type of organisation	Membership	Density
<b>Trade union</b>	Number of active members in employment Number of active members in employment in electricity sector	Sectoral density: Number of active members in employment in electricity sector divided by total number of employees in electricity sector.
<b>Employer organisation</b>	Number of member companies Number of employees working in member companies Number of member companies in electricity sector Number of employees working in member companies in electricity sector	Sectoral density (companies): Number of member companies in electricity sector divided by the total number of companies in the electricity sector. Sectoral density (employees): Number of employees working in member companies in electricity sector divided by total number of employees in electricity sector

### *Trade unions and employee interest representations*

Tables A2 and A3 in Annex 2 present data on employee organisations' domains and membership strength. The tables list all sector-related organisations that are either involved in collective bargaining and/or affiliated to one of the European-level organisations.

All of the countries record at least one sector-related trade union. In total, 113 sector-related trade unions that fulfil the criteria to be included in the representativeness study are identified. A pluralistic union landscape prevails in the electricity sector. Accordingly, there is a rather fragmented picture as:

- 2 countries have only 1 sector-related union (Greece and Latvia); 7 countries have 2 unions;
- 2 countries have 3 unions;
- 16 have 4 or more.

Only six unions (5% of all the unions) demarcate their domain in a way that is congruent with the sector definition. This fact implies that statistical definitions of business activities of the sector differ from the lines along which employees identify their interests.

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Domain demarcations resulting in overlap (41%) and sectional overlap (44%) are the dominant sector-related domain patterns in the electricity sector. Overlap is explained by two main different modes of demarcation. The first one refers to general or cross-sectoral domains (CSC-CNE in Belgium; Ver.di in Germany; GCT in Spain; GWU and UHM in Malta; FETESE in Portugal; and GMB and Unite in the UK). The second, and more frequent, mode in the sector relates to various forms of multi-sector domains, covering other sectors apart from electricity such as:

- different energy sectors (ABVV-ACOD Gazelco/FGTB CGSP Gazelco in Belgium; CISAL FederEnergia in Italy; FNME-CGT, FNEM-FO and CFTE-CMTE in France; GENOP/DEI-KHE) in Greece; and ASOSI in Portugal);
- chemical plus other sectors such as mining, textiles and clothing, or pharmaceuticals (OS ECHO in the Czech Republic; IG BCE in Germany; LPPSF in Lithuania; FITAG-UGT, FI-CCOO and FI-USO in Spain; LCGB Industrie in Luxembourg; FCE-CFDT in France; and Filctem-Cgil, UGL Federazione Chimici Sindactio Energia and Uiltec-Uil in Italy);
- other activities developed within electricity companies such as repair, construction and cleaning (EEAÜL in Estonia and ZZZE in Poland);
- different activities in the public sector (Jyty in Finland and Unison in the UK);
- metal and paper sectors (KTN in Finland);
- telecommunications, sport and real estate sectors (Syndicat Services et Energie, OGBL in Luxembourg).

Domain demarcations resulting in sectional overlap in relation to the sector occur in 44% of the cases. This circumstance usually arises from domain demarcations that focus on certain categories of employees, which are then organised across several or all sectors. Employee categories are specified by various parameters. These can be:

- distinct occupations, such as managers, engineers or technicians (TL in Denmark; CFE-CGC Energies in France; Ledarna and Sveriges Ingenjörer in Sweden; YTN in Finland; and Prospect in UK), electricians (Sähköliitto in Finland and SEF in Sweden) or crafts (TEEU in Ireland)
- employment status, such as white-collar workers (GPA-djp in Austria; Civilekonomerna and Unionen in Sweden; Pro and SKL in Finland; OS UNIOS in the Czech Republic; and HK/Privat in Denmark), blue-collar workers (PRO-GE in Austria; JHL in Finland; and Kommunal and SEKO in Sweden), workers from or public or semi-public companies (CSC Services Publics and VSOA-SLFP in Belgium, and Vision in Sweden)
- employment status and geographic region, such as CSC-CNE in Belgium
- geographic region, such as ELA-HAINBAT in Spain and BDSZ in Hungary

Finally, sectionalism (10% of all the unions) usually arises from the existence of several unions which are active only in a specific company, such as:

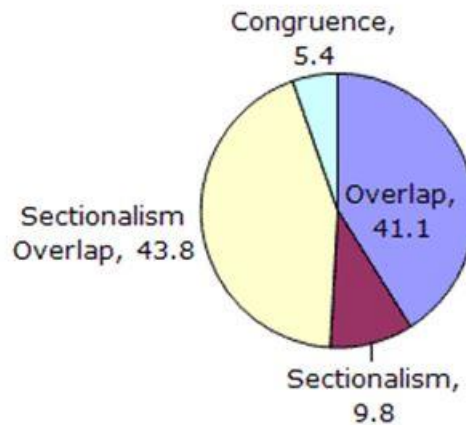
- EPOPAI, SEPAIK, EAC-DIDIKEK and SYVAIC in Cyprus;
- ESBOA in Ireland;
- EPOU and ESSU in Malta;
- ATYPE-CC in Spain.

In other cases, it is due to the existence of unions that cover only a part of the sector (KESA in Estonia, SKE 'Solidarność' in Poland and ZOES in Slovakia).

The domain descriptions of all the unions are shown in Table A4 in Annex 2.

*Figure 5: Electricity sector-related trade unions and their domain patterns (N = 112)*

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**Figure 5: Electricity sector-related trade unions and their domain patterns (N= 112)**

Source: Author's own based on EIRO national contributions (2013).

As has been mentioned above, in the electricity sector most of the countries have a pluralistic union landscape. Bearing this in mind, Table A2 in Annex 2 shows the overlap of the unions' domain. In 21 out of 25 countries that have more than one sector-related trade union, their domain overlaps with the domain of all or most of the others. However, in Austria, Denmark and Ireland, none of the unions' domains overlaps with the domain of the others. (Bulgaria did not provide information on this.)

Inter-union competition is recorded in Estonia, Finland, France, Italy, Portugal and Sweden, which, in most cases, is over-recruiting members. In France, unions compete for members but also for their subsequent support in the workplace elections that determine which trade union has a seat on the Works Council. According to the French national report, competition is expected to increase in 2013, when a new representativeness regulation, based on the outcomes of workplace elections, will come into force.

Membership of the sector-related trade union is, in principle, voluntary in the 27 countries under consideration.

The numbers of active trade union members differs widely, ranging from more than 2,061,198 (for Ver.di in Germany) to only a few dozen (such as SYVAIK in Cyprus). This considerable variation reflects differences in the size of the economy and the comprehensiveness of the membership domain, rather than the ability to recruit members. Therefore, density is the measure of membership strength, which is more appropriate for comparative analysis. In this context, it should be noted that density figures in this section refer to net ratios, which means that they are calculated on the basis of active members (employees) only, rather than taking all union members (those in a job and those who are not) into account. This is mainly because research usually considers net union densities as more informative compared to gross densities, since the former measure tends to reflect unionisation trends among the employees more quickly and accurately than the latter (only the employees are capable of taking industrial action). When looking at sector density (again referring only to active members), it is important to differentiate between the trade unions' sectoral density and their domain density. The domain or overall density must be higher than the sectoral density if a trade union organises a particular part of the sector – that is, where the trade union's membership domain is sectional – and equal if a trade union organises the whole sector as it is defined in the study – that is, where the trade union's membership domain is congruent. In this study, we analyse only the sectoral density.

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Sectoral density rates are available for more than half of the sector-related organisations covered (60 out of 111 cases). Statistics show that:

- sectoral density exceeds 20% in 32% (19) of the trade unions that document figures on density;
- 25% (15) of unions claim to gather between 10% and 20% of the sector's employees;
- 20% (12) of the trade unions, for which data are available, claim to organise between 5% and 10% of the active employees of the sector;
- 23% (14) of the trade unions record a sector density rate of less than 5% of employees in the sector.

Generally, low and very low sectoral densities (fewer than 10%) are recorded in countries where there is a fragmented union landscape, and the domain of the unions overlap with each other. This is the case in Spain, Poland or Romania. Besides, in other countries where there are several trade unions whose domains overlap, such as Finland or Belgium, we find unions recording relatively high sectoral densities together with unions recording low sectoral densities. In Austria, for example, none of the unions' domains overlaps with those of any of the others. In Austria trade unions record high sectoral densities. In Greece, where there is only one sectoral union, this trade union records a sectoral density close to 100%.

### *Employer organisations*

Tables A5 and A7 in Annex 2 present membership data for the employer organisations in the electricity sector. Sectoral employer organisations are identified in all the European Member States.

In total, 48 sector-related employer organisations are identified. However, it is worth noting that three of these organisations included in the EIRO national reports are companies rather than employer associations (EAC in Cyprus, PPC in Greece and Enemalta in Malta). Since, in these countries, these companies concentrate the highest share of the electricity sector, the national reports include them as employer associations. Moreover, these companies are involved in collective bargaining and are affiliated to the European social partner Eurelectric, (even though PPC in Greece is indirectly affiliated by means of the employer association HELAS). In the case of EAC in Cyprus and Enemalta in Malta, the companies are also consulted by the government in sector-related matters.

A less fragmented system prevails for employers. Accordingly:

- 15 countries record only 1 employer organisation;
- 7 countries record 2 employer organisations;
- 2 countries record 3 employer organisations;
- 3 countries record 4 employer organisations or more.

In seven countries (Estonia, Spain, Lithuania, Latvia, Poland, Portugal and the UK), none of the sectoral employer associations included in the study is party to collective bargaining (see Table A5 in Annex 2). In Germany, Denmark, Greece, Hungary Ireland, Italy, Netherlands and Poland, at least one of the employer organisations included is not involved in collective bargaining. Generally, business organisations may also deal with interests other than those related to industrial relations. Organisations specialised in matters other than industrial relations are commonly defined as 'trade associations' (see [TN0311101S](#)). Bearing this in mind, all the 18 organisations not involved in collective bargaining (see Table A5 in the Annex 2), either primarily or exclusively act as trade organisations in their country although, in the case of VAEU in Germany, it concludes collective agreements by means of their regional member associations. Such sector-related trade associations thus account for a significant share of the employer organisations recorded in the study (36% of all the organisations).

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All these organisations, except VAEU in Germany, are members of Eurelectric. (VAEU is included in the study because it concludes collective agreements by means of their regional member associations.) In this sense, it must be stressed that, according to our selection criteria described above, all national organisations affiliated to Eurelectric, the EU-level employer association, are included in the study, irrespective of whether they are involved in collective bargaining.

With regard to the domain patterns of the employer organisations, it is observed that its domain tends to be narrower than the domain of the trade unions. Of all of the organisations for which related information is available, 42.5% have overlap and 22.5% have sectional overlap compared with 42% and 43% respectively in the case of the unions.

Cases of domain overlaps arise from the coverage of different sectors and activities beyond the electricity sector such as:

- design and research (ČSZE in the Czech Republic);
- gas, heating and drinking water supply (BDEW in Germany);
- transport (VAEU in Germany);
- hospitals and care facilities (VKA in Germany);
- hardware production (DE in Denmark);
- producers of electric equipment, construction and education (LEEA in Latvia);
- coalmining (GZS in Slovenia);
- heat-supplier companies and secondary vocational schools (ZZES in Slovakia).

However, only one employer organisation has a cross-sectoral domain (IBEC in Ireland).

Sectional overlap is usually due to domain demarcations that cover one subsector of electricity (such as production and distribution), plus another sector or activities such as transport and distribution of gas (Synergrid and FEBEG in Belgium, ENA in United Kingdom) or gas and telecommunications (Federutility in Italy). In other cases, it occurs because employer organisations that represent only some kinds of companies within the electricity sectors, such as public municipalities (VKA in Germany, KFS in Sweden) or private companies (EFA in Sweden), also cover other activities or sectors beyond the electricity sector.

Sectionalism is not very significant (12.5% of all cases with available information). It is caused by domain demarcations that exclude from their scope some specific subsectors such as:

- trade of electricity (UNESA in Spain);
- distribution of electricity (UNEI in Italy);
- transmission and distribution of electricity (Assoelettrica in Italy);
- transmission, distribution and trade of electricity (ZPEC and ZPE in Poland).

On the other hand, nine organisations, 22.5% of all the organisations with available information, (show a domain more or less congruent with the sector definition:

- OEE in Austria;
- NEK EAD in Bulgaria;
- ETL in Estonia;
- Energiateollisuus ry in Finland;
- UFE in France;
- EAI in Ireland;
- NLEA in Lithuania;
- PKEE in Poland;
- Swedenergy in Sweden.

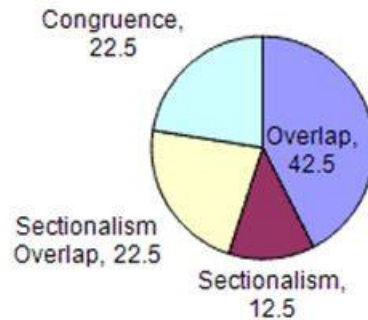
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This means that the domain of these organisations largely focuses on the electricity sector as defined above. However, it cannot be ruled out that these organisations may also organise companies of a contiguous sector, or do not really organise the entire sector.

No sector-related employer organisations rely on obligatory membership.

*Figure 6: Electricity sector-related organisations/business associations and their domain patterns (N= 40)*



**Figure 6: Electricity sector-related organisations/business associations and their domain patterns (N= 40)**

Source: Author's own, based on EIRO national contributions (2013).

In countries with a pluralist structure for employer organisations (Germany, Italy, Poland, Romania and Sweden), these organisations have usually managed to arrive at non-competing relationships. In the case of Ireland, there is no rivalry as only IBEC has a negotiation licence to conclude collective agreements. Something similar happens in the Netherlands, where there is no rivalry since one of the two existing organisations, Energie-Nederland, does not conclude collective agreements.

In other countries (Belgium, Denmark and the UK), the activities of these organisations are complementary as a result of inter-associational differentiation by their membership demarcation.

As far as the sectoral density of the employer organisations is concerned, it must be noted that figures, in terms of employees, are available only for 19 organisations. In terms of companies, figures are available for 30 organisations. When information is available, the sectoral domain densities of companies are, in all cases, lower than the densities in terms of employees. This may indicate a slightly higher propensity of the larger companies to associate, as compared to their smaller counterparts. Accordingly, 47% (9 out of 19) of the organisations with available data show a sectoral domain density exceeding 50% in terms of employees. However, in terms of companies, only 23% (7 out of 30) show a sectoral domain density exceeding 20%.

### Collective bargaining

Tables A3 and A6 in Annex 2 list all social partners engaged in sector-related collective bargaining. With regard to the unions, 96% of all sector-related unions record participation in collective bargaining (information is available for all the cases):

- 40% record participation in single-employer bargaining;
- 21% show participation in multi-employer bargaining;
- 35% show participation both in single and multi-employer bargaining.

As for employers, 62% of all the organisations for which information is available say they participate in collective bargaining (information is not available for only two employer organisations):

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- 11% participate in single-employer bargaining;
- 40% in multi-employer bargaining;
- 11% participate in single and multi-employer bargaining.

As has been mentioned before, this implies that sector-related trade associations account for a significant share of the employer organisations recorded in the study (36% of all the organisations).

Figure 7: Involvement of included organisations in collective bargaining

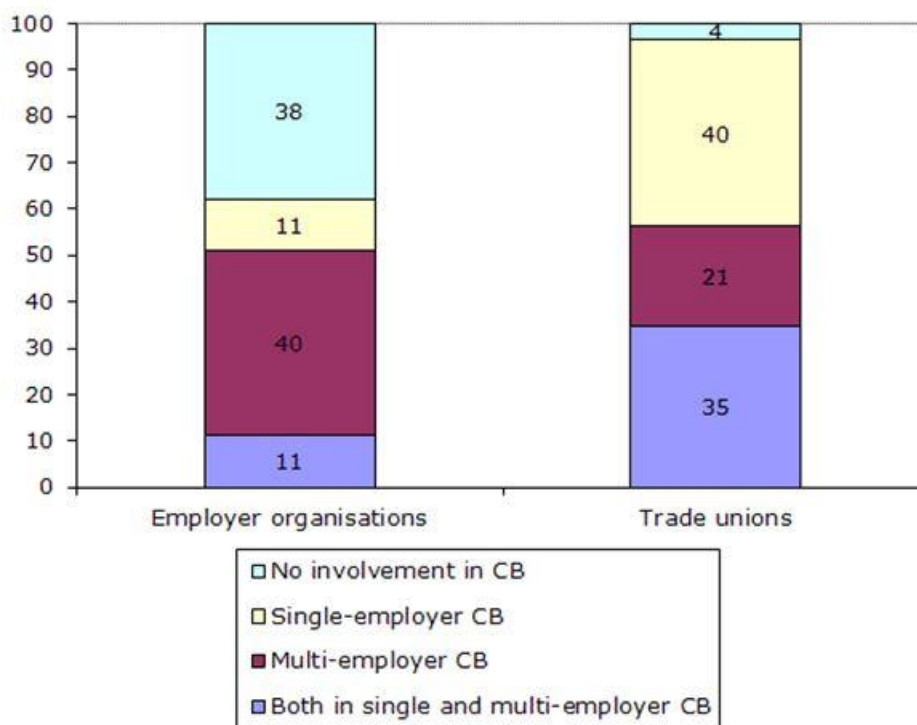


Figure 7: Involvement of included organisations in collective bargaining

Source: Author's own, based on EIRO national contributions (2012).

The data presented in Table 4 provide an overview of the system of sector-related collective bargaining in the 27 countries under consideration. The importance of collective bargaining as a means of employment regulation is measured by calculating the total number of employees covered by collective bargaining as a proportion of the total number of employees within a certain segment of the economy (Traxler et al, 2001). Accordingly, the sector's rate of collective bargaining coverage is defined as the ratio of the number of employees covered by any kind of collective agreement to the total number of employees in the sector.

Table 4: System of sectoral collective bargaining, 2011

	CBC (%) (estimates)	Share of MEB (%) (estimates)	Extension practices <sup>a</sup>
AT	100	90	0
BE	100	100	2
BG	70	MEB prevailing	1
CY	100	SEB prevailing	0

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	<b>CBC (%) (estimates)</b>	<b>Share of MEB (%) (estimates)</b>	<b>Extension practices<sup>a</sup></b>
CZ	47	n.a.	1
DE	n.a.	n.a.	0
DK	75	MEB prevailing	0
EE	n.a.	0	0
ES	n.a.	0	2
FI	100	100	2
FR	100	MEB prevailing	2
GR	80	0	1 <sup>b</sup>
HU	90	MEB prevailing	1
IE	80	0	n.a.
IT	100	MEB prevailing	1
LT	80–90	SEB prevailing	0
LU	n.a.	MEB prevailing	0
LV	45	SEB prevailing	2
MT	99	0	n/a
NL	100	MEB prevailing	2
PL	n.a.	n.a.	0
PT	90–100	0	n/a
RO	70	85	0
SE	95	95	1
SI	100	MEB prevailing	0
SK	59	MEB prevailing	0
UK	54	0	0

*Notes: CBC = collective bargaining coverage: employees covered as a percentage of the total number of employees in the sector; MEB = multi-employer bargaining relative to single-employer bargaining; SEB = single-employer bargaining*

*<sup>a</sup> = 0 = no practice, 1 = limited/exceptional, 2 = pervasive; <sup>b</sup> = extension practices abolished or limited in 2011 or 2012*

*n.a. = not available; n/a = not applicable*

*Source: Own elaboration according to EIRO national contributions (2012)*

### **Collective bargaining coverage**

In terms of the sector's collective bargaining coverage, 15 of the 22 countries with available data record high rates of collective bargaining coverage, exceeding 80%. These countries are Austria, Belgium, Cyprus, Finland, France, Greece, Hungary, Ireland, Italy, Lithuania, Malta,

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the Netherlands, Portugal, Sweden and Slovenia. Belgium, Denmark and Romania could be added to this group of countries since they record a coverage rate of around 70%.

The remaining countries with available information (the Czech Republic, Latvia, Slovakia and the UK) record a rate of collective bargaining coverage that varies between 40% and 60%.

This shows a relatively high collective bargaining coverage system among European countries in the electricity sector.

Generally, several factors which sometimes interact with each other, such as the predominance of multi-employer bargaining or the existence of pervasive extension practices, explain the highest coverage rates. However, these factors are not so determinant as in other sectors in explaining high coverage rates of collective bargaining. Accordingly, we find countries such as Greece, Ireland, Lithuania and Portugal, which record high coverage rates of collective bargaining, where single-employer bargaining prevails, and the use of extension practices is limited or non-existent.

## **Participation in public policy**

Interest associations can influence public policy by being:

- consulted by the authorities on matters affecting their members;
- represented on ‘corporatist’ (in other words tripartite) committees and policy consultation boards.

This study considers only cases of consultation and corporatist participation which explicitly relate to sector-specific matters. Consultation processes can be wide-ranging and, therefore, the organisations consulted by the authorities may vary according to issues, and also depend on changes in government. Moreover, consultation may be occasional rather than regular.

### *Trade unions and employee interest representations*

Some 78 of the 98 (80%) sector-related unions with available data are consulted. Authorities consult unions in 23 of the 27 countries where sector-related trade unions are recorded. Unions are not consulted in Greece and Estonia. Information is not available for Portugal and Luxembourg. Unions are regularly consulted in Austria, Belgium, Bulgaria, Denmark, Finland, France, Hungary, Italy, Latvia, Malta, the Netherlands, Sweden, Slovenia and the UK.

Since a multi-union system has been established in 25 of the 27 countries with sector-related trade unions, it cannot be ruled out that the authorities favour certain trade unions over others, or that the unions compete for participation rights. In some countries with a multi-union system where a noticeable practice of consultation is observed, any existing trade unions may take part in the consultation process. By contrast, in Belgium, Bulgaria, the Czech Republic, Estonia, France, Italy, Malta, Sweden, Slovenia and the UK only part of the sector-related trade unions are consulted.

### *Employer organisations or business associations*

Authorities consult 37 of the 42 (90%) employer organisations for which related data are available. Employer organisations are consulted by the government in all the countries with sector-related organisations except Hungary, where sectoral social dialogue is bipartite, and authorities are not involved. In Greece and Luxembourg, there is no information about this issue. Organisations are regularly consulted in Austria, Bulgaria, the Czech Republic, Denmark, Finland, Ireland, Italy, Latvia, Malta, Sweden and the UK. In seven of the countries with a multi-organisation system where a practice of consultation is recorded, all the existing employer organisations may take part in the consultation process. However, in Italy, Poland and Sweden, only some of the existing employer organisations take part in the consultation process.

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*Tripartite participation*

The findings reveal that genuine sector-specific bodies have been established in 16 of the 27 countries under consideration (Table 5). Tripartite bodies have been established in Belgium, Bulgaria, Germany, Denmark, Finland, France, Hungary, Italy, Lithuania, Latvia, Malta, Poland, Romania, Slovenia, Slovakia and the UK. The scope of activity of the tripartite bodies is focused on:

- training, qualifications or education (Denmark, Finland, France and Italy);
- welfare funds and social security issues (Belgium, Bulgaria and France);
- health and safety (Bulgaria, Germany, Denmark, Italy and the UK);
- collective bargaining (France);
- equal opportunities issues (Italy);
- energy policy issues (Latvia, Poland, Slovenia and Slovakia).

**Table 5: Tripartite and bipartite sector-specific boards of public policy, 2011**

	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
<b>BE</b>	Commission for the Regulation of Electricity and Gas (Does not play a direct role in collective bargaining)	Tripartite	Statutory	n.a.	n.a.
	Welfare Fund for the Gas and Electricity Sector	Bipartite	Agreement	n.a.	n.a.
<b>BG</b>	Sectoral Council for Tripartite Cooperation Activities: health and safety, anti-crisis measures, sectoral legislation	Tripartite	Statutory	NSFEB, NFE, FEW-PODK	BBKE
	Branch Council for Social Cooperation Activities: branch collective bargaining, social security thresholds, Fund for Vocational Training	Bipartite	Statutory	NSFEB, NFE, FEW-PODK	BBKE
<b>DE</b>	Bipartite Board of the Self-governing	Bipartite	n.a.	n.a.	n.a.

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
	Employers' Liability Associations Activities: health and safety issues				
<b>DK</b>	Joint Council of Industry	Tripartite	Statutory	3F	DI
	Education Committee for the Training of Electricians	Tripartite	Statutory	DEF	Tekniq
	Education Committee of the Metal Industry	Tripartite	Statutory	3F, Dansk Metal	DI
	Health and Safety Council in the Industry Sector	Tripartite	Statutory	3F, Dansk Metal, HK/Privat, DEF, NNF, TL	DI, Danish Fashion and Textile
<b>FI</b>	The WR of the Structure of Education and System of Degrees and Curricula in the Electricity Sector	Tripartite	Agreement	Sähköliitto, JHL	Energiateollisuus ry
<b>FR</b>	Bipartite Sector Commission In charge of the collective bargaining within the sector of gas and electricity industries	Bipartite	Statutory	FNME-CGT, FCE-CFDT, CFE-CGC Energies, CFTC-CMTE, FNEM-FO (each union has four representatives)	UFE, UNEmIG
	Concertation and coordination meeting The place for informal discussion between social partners without any power of	Bipartite	Agreement	FNME-CGT, FCE-CFDT, CFE-CGC Energies, CFTC-CMTE, FNEM-FO (each union	UFE, UNEmIG

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
	negotiation			has at least three representatives)	
	Bipartite Observatory on Collective Bargaining	Bipartite	Agreement	FNME-CGT, FCE-CFDT, CFE-CGC Energies, CFTC-CMTE, FNEM-FO (each union has three representatives)	UFE, UNEmIG
	National Bipartite Commission on Employment and Professional Training	Bipartite	Agreement	n.a.	UFE, UNEmIG
	National High Commission of the Workforce In charge of extension of collective agreements, disciplinary role, etc.	Bipartite	Statutory	FNME-CGT, FCE-CFDT, CFE-CGC Energies, CFTC-CMTE, FNEM-FO	UFE, UNEmIG
	National Council of Energy	Tripartite	Statutory	FCE-CFDT, CGT, CGT-FO, CFE-CGC Energies	UFE, UNEmIG EDF, RTE, GDF-Suez, Total, Association des nouveaux entrants sur le marché de l'énergie, Représentants des ELD, Regroupement d'Employeurs
	National Pension Regime of the IEG	Bipartite	Statutory	FCE-CFDT, CGT, CGT-FO, CFE-	UFE, UNEmIG

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
				CGC Energies	
<b>HU</b>	Sub-Sectoral Social Dialogue Committee	Bipartite, but Secretary is paid by the Ministry.	Statutory	EVDSZ, BDSZ	VTMSZ
<b>IT</b>	Sectoral Observatory	Bipartite	Agreement	Filctem-Cgil, Flaei-Cisl, Uiltec-Uil	Assoelettrica, Federutility and NCA signatory enterprises
	Health and Safety	Bipartite	Agreement	Filctem-Cgil, Flaei-Cisl, Uiltec-Uil	Assoelettrica, Federutility and NCA signatory enterprises
	Equal Opportunities	Bipartite	Agreement	Filctem-Cgil, Flaei-Cisl, Uiltec-Uil	Assoelettrica, Federutility and NCA signatory enterprises
	Vocational Training	Bipartite	Agreement	Filctem-Cgil, Flaei-Cisl, Uiltec-Uil	Assoelettrica, Federutility and NCA signatory enterprises
<b>LT</b>	Energy Committee under the Tripartite Council of the Republic of Lithuania (LRTT)	Tripartite	Agreement	Lithuanian Trade Union Confederation (LPSK)	Lithuanian Confederation of Industrialists (LPK)
<b>LV</b>	Energetic Committee with the Council of National Economy of the Ministry of Economics A national-level body for consultation on economic development and energy policy issues	Tripartite	Statutory	Free Trade Union Confederation of Latvia, LAB Enerģija	LDDK, the Latvian Chamber of Commerce
	National Tripartite Cooperation	Tripartite	Statutory	LBAS	LDDK, LTRK

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
	Council				
<b>MT</b>	<p>Public Administration Collective Bargaining Unit (PACBU) within the Ministry of Finance.</p> <p>Each of the parastatal corporations or enterprises receives ad hoc instructions from the PACBU, which serve as guidelines to be followed during the collective bargaining process. The PACBU's primary aim is to ensure that the financial side of collective agreements carried out by parastatal entities reflects government wage policy.</p>	Tripartite	Statutory	n.a.	n.a.
<b>PL</b>	<p>Team for Power Industry Sector of the Tripartite Commission for Social and Economic Affairs</p> <p>Scope of activity: pay-related issues, work organisation, working time, national energy policies, restructuring and consolidation of the power industry</p>	Tripartite	Statutory	SKE 'Solidarność', SKEE 'Solidarność', ZZZE, OZZZPRC, ZZIT	ZPE (Związek Pracodawców Energetyki), ZPEC, ZPE (Związek Pracodawców Elektrowni)
<b>RO</b>	Commission at the level of the Ministry of the	Tripartite	Statutory	All the national representative	All the national representative

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
	Economy			trade union confederations	employer associations
<b>SI</b>	Economic and Social Committee in the energy sector (ESOE) Monitors economic and social conditions in the sector and cooperates in the preparations of the legislation, provides recommendations and proposals for the legislative changes and initiatives for new regulations	Tripartite	Statutory	SDE	GZS-EZS
<b>SK</b>	Economic and Social Council (HSR) Mainly energy policy, including the electricity, and related legislation	Tripartite	Statutory	KOZ SR represents ECHOZ and ZOES	AZZZ SR represents ZZES
<b>UK</b>	Energy and Utility Skills (EU Skills) (skills and training)	Tripartite	Statutory	Unite has a board member; Unison states that it is represented at EU Skills.	Individual employers (such as E.On UK and UK Power Networks) are members of board. ENA states that it is represented at EU Skills, and UK Energy states that it is an affiliate.
	Cogent (skills and training)	Tripartite	Statutory	Prospect and Unite have	Individual employers

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	<b>Body and scope of activity</b>	<b>Bipartite/ Tripartite</b>	<b>Origin</b>	<b>Trade unions participating</b>	<b>Employer organisations participating</b>
	National Joint Health, Safety and Environment Committee (HESAC)	Bipartite	Agreement	board members  GMB, Prospect, Unison, Unite	(such as Magnox) are represented on the board.  ENA, Energy UK and individual employers

*Source: Author's own, based on EIRO national contributions (2013)*

## European level of interest representation

At European level, eligibility for consultation and participation in social dialogue are linked to three criteria defined under Article 1 of the [Commission Communication COM\(1998\) 322 final \(2.81MB PDF\)](#). Accordingly, a social partner organisation must:

- relate to specific sectors or categories and be organised at European level;
- consist of organisations which are themselves an integral and recognised part of Member States' social partner structures and have the capacity to negotiate agreements, and which are representative of several Member States;
- have adequate structures to ensure their effective participation in the work of the Committees.

Regarding social dialogue, the constituent feature is the ability of such organisations to negotiate on behalf of their members and to conclude binding agreements. Accordingly, this section on European associations of the electricity sector will analyse:

- these organisations' membership domain;
- the composition of their membership;
- their ability to negotiate.

As outlined in greater detail below, two sector-related European employee associations, namely IndustriAll Europe and EPSU, and one employers' association, Eurelectric, are particularly significant in the electricity sector; they are listed by the European Commission as social partner organisations consulted under Article 154 of the TFEU. Hence, the following analysis will concentrate on these organisations while providing supplementary information on others which are linked to the sector's national industrial relations actors.

### Membership domain

IndustriAll Europe is affiliated to the European Trade Union Confederation ([ETUC](#)) and organises workers from the manufacture, mining and energy sectors on the European level. It represents 194 national organisations and 7,314,027 workers from 39 European countries.

EPSU organises workers from the public sector. It represents more than 265 unions and eight million public service workers from 40 countries.

Eurelectric represents the common interests of the electricity industry at pan-European level, plus its affiliates and associates on several other continents. It has over 30 full members which represent the electricity industry in 32 European countries.

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## Membership composition

Table 6 shows membership-related trade unions for IndustriAll drawn from the country reports. This membership list is confined to the sector-related associations of the countries under consideration; hence, it does not include trade unions affiliated to the European-level organisations that do not have any members in the electricity sector. The membership of the employee organisations is obtained through the membership list provided by the organisations and a further check of the membership lists published on the organisations' webpages.

**Table 6: Electricity trade unions affiliated to IndustriAll, 2013**

	Trade union	Collective bargaining	Geographical coverage
AT	PRO-GE	Yes, multi-employer bargaining only	The whole country
AT	GPA-djp	Yes, multi-employer bargaining only	The whole country
BE	ACLVB-CGSLB	Yes, both multi-employer and single bargaining	The whole country
BE	ACV-CSC BIE	Yes, both multi-employer and single bargaining	The whole country
BE	LBC	No	The whole country
BG	NFE	Yes, both multi-employer and single bargaining	The whole country
BG	FNE-PODK	Yes, both multi-employer and single bargaining	The whole country
CY	EPOPAI	Yes, single-employer bargaining only	The whole country
CZ	OS ECHO	Yes, both multi-employer and single bargaining	The whole country
DE	IG BCE	Yes, both multi-employer and single bargaining	The whole country
DK	DEF	Yes, both multi-employer and single bargaining	The whole country
DK	CO-industri	Yes, multi-employer bargaining only	The whole country
EE	EEAÜL	Yes, single-employer bargaining only	The whole country
EL	GENOP/DEI-KHE	Yes, single-employer bargaining only	The whole country
ES	FITAG-UGT	Yes, single-employer bargaining only	The whole country
ES	ELA-HAINBAT	Yes, single-employer bargaining only	Only the Basque region

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	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>ES</b>	FI-CCOO	Yes, single-employer bargaining only	The whole country
<b>FI</b>	Sähköliitto	Yes, multi-employer bargaining only	The whole country
<b>FI</b>	YTN	Yes, multi-employer bargaining only	The whole country
<b>FR</b>	FCE-CFDT	Yes, single-employer bargaining only	The whole country
<b>FR</b>	FNEM-FO	Yes, single-employer bargaining only	The whole country
<b>FR</b>	CFE-CGC	Yes, single-employer bargaining only	The whole country
<b>HU</b>	EVDSZ	Yes, both multi-employer and single bargaining	The whole country
<b>HU</b>	BDSZ	Yes, both multi-employer and single bargaining	Northern-Hungary and in Trans-Danubia
<b>IE</b>	SIPTU	Yes, single-employer bargaining only	The whole country
<b>IT</b>	Uiltec-Uil (Uilcem previous name)	Yes, both multi-employer and single bargaining	The whole country
<b>IT</b>	Filctem-Cgil	Yes, both multi-employer and single bargaining	The whole country
<b>LT</b>	LPPSF	Yes, single-employer bargaining only	The whole country
<b>LU</b>	Syndicat Services et Energie, OGBL	Yes, single-employer bargaining only	The whole country
<b>LU</b>	LCGB	Yes, single-employer bargaining only	The whole country
<b>PL</b>	SKE 'Solidarność'	Yes, both multi-employer and single bargaining	The whole country
<b>PT</b>	SINDEL	Yes, single-employer bargaining only	The whole country
<b>PT</b>	Fiequimetal	Yes, single-employer bargaining only	The whole country
<b>RO</b>	UFS Atlas	Yes, both multi-employer and single bargaining	The whole country
<b>RO</b>	FNME	Yes, both multi-employer and single bargaining	The whole country
<b>RO</b>	Hidrosind	Yes, multi-employer bargaining	The whole country

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	Trade union	Collective bargaining	Geographical coverage
		only	
SE	Unionen	Yes, multi-employer bargaining only	The whole country
SE	SEF	Yes, multi-employer bargaining only	The whole country
SE	Sveriges Ingenjörer	Yes, multi-employer bargaining The whole country only	The whole country
SK	ZOES	Yes, both multi-employer and single bargaining	The whole country
SK	ECHOZ	Yes, both multi-employer and single bargaining	The whole country
SI	SDE	Yes, both multi-employer and single bargaining	The whole country
UK	GMB	Yes, single-employer bargaining only	The whole country
UK	Unite	Yes, single-employer bargaining only	The whole country

In all countries, except Latvia, the Netherlands and Malta, there is at least one sectoral affiliation to IndustriAll. IndustriAll has 44 direct affiliations from the countries under consideration, and all of them participate in sectoral collective bargaining except LBC in Belgium. Moreover, all the unions affiliated to IndustriAll cover the sector in all their countries' regions except in the case of ELA-HAINBAT in Spain and BDSZ in Hungary. Therefore, 39% of the unions listed in Tables A2 and A3 in Annex 3 are directly affiliated to IndustriAll.

According to the information provided by the national correspondents, there are several members of IndustriAll which do not have members in the electricity sector. For this reason, they are not included in Table 6. However, they are shown in Table 6a, below.

**Table 6a: Trade unions affiliated to IndustriAll without members in the electricity sector, 2013**

Country	Trade union
BE	SETCA-BBTK
BG	NEWF Podkrepa
DK	DK Funktionærforbund
EL	PFEPPCI
ES	FITEQA-CCOO
LV	LINA
NL	FNV
NL	CNV Vakmensen
RO	FSLCP

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Table 7 documents a list of membership-related trade unions for EPSU drawn from the country reports. Again, this membership list is confined to the sector-related associations of the countries under consideration, hence it does not include trade unions affiliated to the European-level organisations that do not have any members in the electricity sector. The membership of employee organisations is obtained through the membership list provided by the organisations and a further check of the membership lists published on the organisations' webpages.

**Table 7: Electricity trade unions affiliated to EPSU, 2013**

	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>AT</b>	GDG	Yes, single-employer bargaining only	The whole country
<b>BE</b>	CSC	Yes, both multi-employer and single bargaining	The whole country
<b>BE</b>	VSOA-SLFP	No	The whole country
<b>BE</b>	ABVV-ACOD Gazelco/FGTB CGSP Gazelco	Yes, both multi-employer and single bargaining	The whole country
<b>BG</b>	NSFEB	Yes, both multi-employer and single bargaining	The whole country
<b>BG</b>	FEW-PODK	Yes, both multi-employer and single bargaining	The whole country
<b>BG</b>	NFE	Yes, both multi-employer and single bargaining	The whole country
<b>CZ</b>	OS UNIOS	Yes, single-employer bargaining only	The whole country
<b>CZ</b>	OS ECHO	Yes, both multi-employer and single bargaining	The whole country
<b>CZ</b>	OS Transgas	Yes, single-employer bargaining only	The whole country
<b>DE</b>	Ver.di	Yes, both multi-employer and single bargaining	The whole country
<b>DK</b>	3F	Yes, both multi-employer and single bargaining	The whole country
<b>DK</b>	Dansk Metal	Yes, both multi-employer and single bargaining	The whole country
<b>EE</b>	EEAÜL	Yes, single-employer bargaining only	The whole country
<b>ES</b>	FITAG-UGT	Yes, single-employer bargaining only	The whole country
<b>FI</b>	Pro	Yes, multi-employer bargaining only	The whole country
<b>FI</b>	JHL	Yes, multi-employer bargaining only	The whole country
<b>FI</b>	Jyty	Yes, multi-employer bargaining only	The whole country
<b>FI</b>	KTN	Yes, multi-employer bargaining only	The whole country
<b>FR</b>	FNME-CGT	Yes, both multi-employer and single bargaining	The whole country

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	<b>Trade union</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>FR</b>	FNEM-FO	Yes, single-employer bargaining only	The whole country
<b>FR</b>	CFTC-CMTE	Yes, single-employer bargaining only	The whole country
<b>FR</b>	UNSA Energie	Yes, single-employer bargaining only	The whole country
<b>HU</b>	EVDSZ	Yes, both multi-employer and single bargaining	The whole country
<b>IE</b>	ESBOA	Yes, single-employer bargaining only	The whole country
<b>IE</b>	IMPACT	Yes, single-employer bargaining only	The whole country
<b>IE</b>	SIPTU	Yes, single-employer bargaining only	The whole country
<b>IT</b>	Uiltec-Uil	Yes, both multi-employer and single bargaining	The whole country
<b>IT</b>	Flaei-Cisl	Yes, both multi-employer and single bargaining	The whole country
<b>IT</b>	Filctem-Cgil	Yes, both multi-employer and single bargaining	The whole country
<b>LT</b>	LPPSF	Yes, single-employer bargaining only	The whole country
<b>LV</b>	LAB Enerģija (LTUE according to EPSU)	Yes, multi-employer bargaining only	The whole country
<b>MT</b>	GWU	Yes, single-employer bargaining only	The whole country
<b>NL</b>	CNV- Publieke Zaak	Yes, multi-employer bargaining only	The whole country
<b>NL</b>	Abvakabo FNV	Yes, both multi-employer and single bargaining	The whole country
<b>PL</b>	SKEE Solidarność	Yes, both multi-employer and single bargaining	The whole country
<b>PT</b>	SINDEL	Yes, single-employer bargaining only	The whole country
<b>RO</b>	Federația Univers	Yes, both multi-employer and single bargaining	The whole country
<b>RO</b>	Federația Energetica	Yes, both multi-employer and single bargaining	The whole country
<b>RO</b>	Federația Gaz România	Yes, both multi-employer and single bargaining	The whole country
<b>SE</b>	SEKO	Yes, multi-employer bargaining only	The whole country
<b>SE</b>	Kommunal	Yes, multi-employer bargaining only	The whole country
<b>SE</b>	Vision	Yes, multi-employer bargaining only	The whole country

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	Trade union	Collective bargaining	Geographical coverage
<b>SI</b>	SDE	Yes, both multi-employer and single bargaining	The whole country
<b>SK</b>	ECHOZ	Yes, both multi-employer and single bargaining	The whole country
<b>UK</b>	Prospect	Yes, single-employer bargaining only	The whole country
<b>UK</b>	Unison	Yes, single-employer bargaining only	The whole country
<b>UK</b>	Unite	Yes, single-employer bargaining only	The whole country
<b>UK</b>	GMB	Yes, single-employer bargaining only	The whole country

In all countries, except Cyprus, Greece and Luxembourg, at least one sectoral affiliation to EPSU is found. In Cyprus there are no sectoral affiliations to EPSU, although EPOPAI is indirectly affiliated to EPSU through its federation OHO-SEK. EPSU has 49 direct affiliations from the countries under consideration, and 48 of them are involved in sectoral collective bargaining. Moreover, all the unions affiliated to EPSU cover the sector in all the regions of their countries. Accordingly, 44% of the unions listed in Tables A2 and A3 are directly affiliated to EPSU.

According to the information provided by the national correspondents, there are several members of EPSU which do not have members in the sector. For this reason, they are not included in Table 7. However, they are shown in Table 7a, below.

**Table 7a: Trade unions affiliated to EPSU without members in the electricity sector, 2013**

Country	Trade union
<b>BG</b>	CG-FGTB
<b>BG</b>	PK Services
<b>BG</b>	NDWU
<b>BG</b>	FCIW-PODK
<b>BG</b>	FITUGO
<b>BG</b>	VODOSNABDITEL
<b>CY</b>	FSGEC (OHO-SEK according correspondent)
<b>CY</b>	PASYDY
<b>CZ</b>	OS DLV
<b>DK</b>	PEU
<b>DK</b>	FOA
<b>ES</b>	FSAP-CCOO (current name FSC-CCOO)
<b>ES</b>	FSP UGT
<b>FI</b>	PARDIA
<b>FR</b>	FPSPSS-FO

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<b>Country</b>	<b>Trade union</b>
<b>FR</b>	CGT-SP
<b>FR</b>	INTERCO CFDT
<b>HU</b>	VKDSZ
<b>HU</b>	HVDSZ 2000
<b>IT</b>	FEMCA
<b>IT</b>	FP-Cgil
<b>LT</b>	LVPF
<b>LT</b>	LTUSE
<b>LU</b>	LCGB
<b>LV</b>	LAKRS
<b>NL</b>	FNV Bondgenoten
<b>PL</b>	PSS Solidarność
<b>PT</b>	STAL
<b>PT</b>	SINTAP
<b>PT</b>	STE
<b>RO</b>	APA NOVA
<b>RO</b>	GAZ MEDIAS
<b>RO</b>	Federatia Sindicatelor 'Gaz Romania'
<b>SE</b>	NOFS
<b>SE</b>	TRANSPORT
<b>SE</b>	FACKFÖRBUNDET ST
<b>SK</b>	SOZE
<b>SK</b>	TUWIFWS
<b>SK</b>	POZ
<b>SK</b>	Slovak Gas Industry Trade Union
<b>SK</b>	Slovak Trade Union of Health and Social Services
<b>SK</b>	SOZPS
<b>SK</b>	SPP
<b>UK</b>	NIPSA
<b>UK</b>	FDA
<b>UK</b>	T&G

It is important to note that in the case of France, FPSPPS-FO, CGT-SP and INTERCO-CFDT could have members in municipal companies within the electricity sector. According to the French correspondent, it is possible that some employees working in an electrical company managed by a municipality could be covered by one of those unions; however, those are

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exceptional cases. In the case of Luxembourg, the correspondent there notes that LCGB (a confederation) is a member of EPSU, but the federation that is active in the electricity sector, namely LCGB Industry, is not a member of EPSU.

Table 8 lists the employer organisations that are members of Eurelectric. Again, this membership list is confined to the sector-related associations of the countries under consideration; hence it does not include employer organisations affiliated to the European-level organisations which do not have any members in the electricity sector.

**Table 8: Electricity employer organisations affiliated to Eurelectric, 2013**

	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>AT</b>	OEE	Yes, both multi-employer and single bargaining	The whole country
<b>BE</b>	FEBEG	Yes, multi-employer bargaining only	The whole country
<b>BE</b>	Synergrid	Yes, multi-employer bargaining only	The whole country
<b>BG</b>	NEK EAD	n.a.	The whole country
<b>CY</b>	AHK/EAC	Yes, single-employer bargaining only	The whole country
<b>CZ</b>	ČSZE	Yes, multi-employer bargaining only	The whole country
<b>DE</b>	BDEW	No	The whole country
<b>DK</b>	DE	No	The whole country
<b>EE</b>	ETL	No	The whole country
<b>EL</b>	HELAS	No	The whole country
<b>ES</b>	UNESA	No	The whole country
<b>FI</b>	Energiateollisuus ry	Yes, multi-employer bargaining only	The whole country
<b>FR</b>	UFE	Yes, multi-employer bargaining only	The whole country
<b>HU</b>	EMT	No	n.a.
<b>IE</b>	EAI	No	The whole country
<b>IT</b>	UNEI	No	The whole country
<b>LT</b>	NLEA	No	The whole country
<b>LU</b>	Organisation des Entreprises d'Electricité du Luxembourg	n.a.	The whole country
<b>LV</b>	LEEA	No	The whole country

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	<b>Employer organisation</b>	<b>Collective bargaining</b>	<b>Geographical coverage</b>
<b>MT</b>	Enemalta Corporation	Yes, single-employer bargaining only	The whole country
<b>NL</b>	WENb	Yes, multi-employer bargaining only	The whole country
<b>NL</b>	Energie-Nederland	No	The whole country
<b>PL</b>	PKEE	No	The whole country
<b>PT</b>	ELECPOR	No	The whole country
<b>RO</b>	IRE	No	The whole country
<b>SE</b>	Swedenergy	No	The whole country
<b>SI</b>	GZS-EZS	Yes, multi-employer bargaining only	The whole country
<b>SK</b>	ZZES	Yes, multi-employer bargaining only	The whole country
<b>UK</b>	ENA	No	The whole country
<b>UK</b>	Energy UK	No	The whole country

In total, Eurelectric has 30 direct affiliations, 11 of which participate in sectoral collective bargaining. Moreover, it is worth noting that there are two companies included in their affiliations (AHK/EAC in Cyprus and Enemalta Corporation in Malta). Accordingly, 62% of the employer organisations listed in Tables A5 and A6 in Annex 2 are directly affiliated to Eurelectric. Thus, it covers the sector's most important sectoral employer organisations.

### Capacity to negotiate

The third criterion of representativeness at European level refers to the organisations' capacity to negotiate on behalf of their members. They have been asked whether or not they have the capacity to negotiate on behalf of their members. IndustriAll and EPSU have been given a general mandate to negotiate on behalf of their members. In the case of Eurelectric, it has been given a general mandate to negotiate on behalf of its members, although it states that it does not negotiate collective agreements with the European trade union federations.

As final proof of the weight of IndustriAll, EPSU and Eurelectric, it is useful to look at the other European organisations to which the sector-related trade unions and employer organisations are affiliated. The affiliations of the trade unions are listed in Table A3 in Annex 2, and there we find several European organisations other than IndustriAll and EPSU. Accordingly, there are five European organisations mentioned here, which cover at least three countries: [UNI Europa](#), the European Federation of Food, Agriculture and Tourism Trade Unions ([EFFAT](#)), the Council of European Professional and Managerial Staff ([Eurocadres](#)), the European Federation of Building and Woodworkers ([EFBWW](#)) and the European Transport Workers' Federation ([ETF](#)). The presence of these organisations reflects the overlapping domains of many trade unions, because these organisations do not claim to attract unions belonging to the electricity sector. This overview of affiliates underlines the principal status of IndustriAll and EPSU as the sector's labour representative.

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A similar review of the membership of the national employer or business associations is shown in Table A6 of Annex 2. Some have associations at European level other than Eurelectric. There are three European associations that cover at least three countries: [GEODE](#), [Eurogas](#) and [CEEP](#). As in the case of the trade unions, the presence of these organisations reflects the overlapping domains of some employer organisations because these organisations do not claim to attract employer organisations from the electricity sector. In conclusion, Eurelectric is by far the most important sector-related European organisation since it covers 27 Member States under discussion here.

## Conclusions

A pluralist associational system prevails on the employee side of the electricity sector, where 113 unions have been identified. Only 1 sector-related union is recorded in 2 countries, 2 unions in 7 countries and 3 unions are present in 2 countries. However, 16 countries record 4 or more sector-related unions, thus showing a fragmented landscape.

On the employer side, a less fragmented system exists. Thus, 15 countries record only 1 employer organisation, while 7 countries record 2 employer organisations, 2 countries record 3 employer organisations, and 3 countries record 4 employer organisations or more.

Differences between unions and employer associations also appear with regard to their domain demarcation. In the case of the unions, overlap and sectional overlap are the dominant domain patterns while, in the case of the employer associations, domain tends to be narrower. Thus, 41% of unions have an overlap domain and 44% have a sectional overlap domain, compared to 42% and 22% respectively in the case of the employer associations. On the other hand, 22% of all the employer organisations with available information show a domain more or less congruent with the sector definition, while only six unions (5% of all the unions) demarcate their domain in a way that is congruent with the sector definition.

With regard to the densities of the trade unions, the situation differs widely among countries and unions. Generally, low and very low sectoral densities (fewer than 10%) are recorded in countries where there is a fragmented union landscape, and the domain of the unions overlap with each other. In other countries where there are several trade unions whose domains overlap, such as Finland or Belgium, we find unions recording relatively high sectoral densities alongside unions recording low sectoral densities.

With respect to the employer organisations, figures are available only for a few organisations, especially in terms of employees (available for only 19 organisations). When information is available, the sectoral domain densities in terms of companies are, in all cases, lower than the densities in terms of employees. This may indicate a slightly higher propensity of the larger companies to associate, as compared to their smaller counterparts. Accordingly, 47% (9 out of 19) of the organisations with available data show a sectoral domain density exceeding 50% in terms of employees. However, in terms of companies, only 23% (7 out of 30) show a sectoral domain density exceeding 20%.

Collective bargaining coverage is relatively high in the electricity sector. Some 18 of the 22 countries with available data record high rates of collective bargaining coverage, exceeding 70%. The remaining countries with available information record a rate of collective bargaining coverage which varies between 40% and 60%. Several factors, which sometimes interact with each other, such as the predominance of multi-employer bargaining or the existence of pervasive extension practices, explain the highest coverage rates. However, these factors are not as decisive as in other sectors in explaining the high coverage rates of collective bargaining. Accordingly, in countries such as Greece, Ireland, Lithuania and Portugal, which record high coverage rates of collective bargaining, single-employer bargaining prevails, and the use of extension practices is limited or non-existent.

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As far as participation in public policy is concerned, a relatively high proportion of unions (78 of the 98 unions with available data) are consulted. On the employer side, authorities consult 37 of the 42 (90%) employer organisations for which related data are available. On the other hand, the study reveals that genuinely sector-specific bodies have been established in 16 of the 27 countries under consideration.

According to the three criteria defined under Article 1 of the [Commission Communication COM\(1998\) 322 final \(2.81MB PDF\)](#) organisations that are eligible to be consulted shall:

- relate to specific sectors or categories and be organised at European level;
- consist of organisations which are themselves an integral and recognised part of Member States' social partner structures and have the capacity to negotiate agreements, and which are representative of several Member States;
- have adequate structures to ensure their effective participation in the work of the Committees.

In the light of the present study, the three European social partners under consideration, IndustriAll, EPSU and Eurelectric, fulfil the above criteria.

As seen from the bottom-up mapping of individual organisations, IndustriAll has 44 direct affiliations (39% of the unions identified in the study) in 24 European Member States, and all of them participate in sectoral collective bargaining except LBC in Belgium. In the case of EPSU, 49 direct affiliations are identified (44% of the unions identified in the study), 48 of which are involved in sectoral collective bargaining. Finally, Eurelectric has 30 direct affiliations (46% of the employer organisations identified in the study) in the 27 Member States under discussion, 11 of which participate in sectoral collective bargaining. Moreover, it is worth noting that no further European-level actors with a comparable coverage could be found on either side of the industry.

Top-down and bottom-up analyses of the electricity sector in these EU27 show that IndustriAll and EPSU for the employees and Eurelectric for the employers ought to be regarded as the most important EU-wide representatives of the employers' and employees' within the sector.

## References

Traxler, F., Blaschke, S. and Kittel, B. (2001), *National labour relations in internationalised markets*, Oxford University Press, Oxford.

Pablo Sanz de Miguel, CIREM Foundation

## Annex 1: Methodological approach

The study first identifies the relevant national social partner organisations in the electricity sector, subsequently analysing the structure of the sector's relevant European organisations, in particular their membership composition.

This involves a clarification of the unit of analysis at both the national and European level of interest representation. The study includes only organisations whose membership domain is 'sector-related'.

## Conceptual framework

The study follows the conceptual and methodological approach of the EIRO series of representativeness studies.

A European association is considered a relevant sector-related interest association if:

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- it is on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 TFEU;
- and/or it participates in the sector-related European Social Dialogue;
- and/or it has requested to be consulted under Article 154 TFEU.

National associations are considered a relevant sector-related interest association if:

- The association's domain relates to the sector.
- The association is: either regularly involved in sector-related collective bargaining, and/or affiliated to a 'sector-related' European association of business or labour on the Commission's list of European social partner organisations consulted under Article 154 of the TFEU and/or which participates in the sector-related European social dialogue.

### Demarcation of the sector

For the purpose of this study, the electricity sector is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE), to ensure the cross-national comparability of the findings. More specifically, the electricity sector is defined as embracing NACE (Rev. 2) 35.1. This includes the following activities:

- 35.1 Electric power generation, transmission and distribution;
- 35.11 Production of electricity;
- 35.12 Transmission of electricity;
- 35.13 Distribution of electricity;
- 35.14 Trade of electricity.

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

- Congruence: the domain/purview is identical to the NACE classification;
- Sectionalism: the domain/purview only covers a certain part of the sector as demarcated by NACE classification, while no group outside the sector is covered;
- Overlap: the domain/purview covers the entire sector plus (parts of) one or more other sectors;
- Sectional overlap: the domain/purview covers part of the sector plus (parts of) one or more other sector.

As regards criterion A, the domains of the associations are likely to vary from the precise NACE demarcation of the electricity sector. To ascertain whether the domain of an association relates to the sector, the following questions must be answered by the EIRO national correspondent based on interviews conducted with the respective national organisations.

**Table A1: Determining the electricity 'sector-relatedness' of an organisation**

Scope	Question: Does the association's domain ...	Possible answers	Notes and Explanations
<b>Domain of the organisation within the sector</b>	... cover the 'whole' electricity sector in terms of economic activities, (including all sub-activities)	Yes/No	This question refers to the economic sub-activities of the NACE code chosen. Some organisations may limit their domain to some of the sub-activities.

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Scope	Question: Does the association's domain ...	Possible answers	Notes and Explanations
	... cover employees in all (legal) forms of enterprises (for instance: public ownership, private ownership, multinationals, domestic companies, etc.) (of course, only insofar as they exist in the sector)?	Yes/No	Some organisations may limit, for instance, their domain to public sector companies/employees only.
	... cover employees in enterprises of all sizes in the electricity sector?	Yes/No	Some organisations (notably employer organisations) may limit their domain to enterprises by size class (such as SMEs only).
	... cover the electricity sector in all the regions?	Yes/No	This question refers to geographical coverage. Some organisations may not be national in scope and limit their domain to some of the regions.
	... cover all occupations in the electricity sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to certain occupations only.
	... cover blue-collar and white-collar employees in the electricity sector?	Yes/No	Some organisations (notably trade unions) delimit their domain to either blue-collar or white-collar employees
	... cover employees with other than standard employment contracts in the electricity sector? (self-employed, temporary agency workers, fixed-term contracts...)	Yes/No	Some organisations (notably trade unions) cannot potentially cover certain types of workers, like self-employed, free-lancers, temporary agency workers, etc.
<b>Domain of the organisation outside the sector</b>	... also cover employees or enterprises outside the electricity sector?	Yes/No	Some organisations may enlarge their domain to other activities not included in the electricity sector.

Source: Standardised questionnaire sent to EIRO national correspondents

As regards criterion B.2, it must be said that taking affiliation to a European social partner organisation, as sufficient to determine a national association as a social partner, does not necessarily imply that the association is involved in industrial relations in its own country. Although this selection criterion may seem odd at first glance, a national association that is a member of a European social partner organisation will become involved in industrial relations matters through its membership of the European organisation. Furthermore, it is important to assess whether the national affiliates to the European social partner organisations are engaged in industrial relations in their respective country. Affiliation to a European social partner organisation and/or involvement in national collective bargaining are of utmost importance to the European social dialogue, since they are the two constituent mechanisms that can systematically connect the national and European levels.

### Collective bargaining

The second indicator considers whether statutory extension schemes have been applied to the sector. For reasons of brevity, this analysis is confined to extension schemes which widen the

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scope of a collective agreement to employers not affiliated to the signatory employer organisation. Extension regulations targeting the employees are therefore not included in the research. Regulations concerning the employees are not significant to this analysis for two reasons:

- Extending a collective agreement to employees who are not unionised in a company covered by the collective agreement is a standard rule of the International Labour Organisation (ILO), aside from any national legislation.
- If employers did not extend a collective agreement concluded by them, even when not formally obliged to do so, they would set an incentive for their workforce to unionise.

### Collection of data

The collection of quantitative data is essential for investigating the representativeness of the social partner organisations is done two-fold through a bottom-up (EIRO correspondents) and a top-down approach (list of members of European Social Partners at national level). Unless cited otherwise, this study draws on country studies provided by EIRO, a network of national industrial relations experts, based on a standard questionnaire, which they have completed by contacting the sector-related social partner organisations in their countries. The contact was generally made via telephone interviews in the first place, but might also have been established via email. In case of non-availability of any representative, the national correspondents were asked to fill out the relevant questionnaires based on secondary sources, such as information given on the social partner's website, or derived from previous research studies.

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

In principle, quantitative data may stem from three sources:

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

### Quality control

In order to ensure the quality of the information gathered, several verification procedures and feedback loops are already foreseen in the series of EIRO representativeness studies:

- First, the coordinators, in collaboration with Eurofound, will check the consistency of the national contributions.
- Second, Eurofound sends the national contributions to both their national members of governing board, as well as to the European-level sector-related social partners' organisations. The peak-level organisations then ask their affiliates to verify the information. Feedback received from the sector-related organisations is then taken into account, if it is in line with the methodology of the study.
- Third, the complete study is finally evaluated by the European-level sectoral social partners and Eurofound's Advisory Committee on Industrial Relations, which consists of representatives from both sides of industry, governments and the European Commission.

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## Annex 2: Individual organisations

### Employee organisations

**Table A2: Domain coverage and membership of employee organisations, 2013**

	Trade union	Domain coverage	Type of membership	Active members total	Active members in sector
AT	GPA-djp	Sectional overlap	Voluntary	172,000	11,000
AT	PRO-GE	Sectional overlap	Voluntary	232,226	3,713
AT	PRO-GE	Sectional overlap	Voluntary	135,000	68,500
BE	ABVV-ACOD Gazelco/FGTB CGSP Gazelco*	Sectional overlap	Voluntary	6,000	n.a.
BE	ACV-CSC BIE*	Sectional overlap	Voluntary	285,000	6,100
BE	CSC Services Publics*	Sectional overlap	Voluntary	160,000	500
BE	CSC-CNE*	Sectional overlap	Voluntary	n.a.	n.a.
BE	ACLVB-CGSLB*	Overlap	Voluntary	285,000	600
BE	VSOA-SLFP*	Sectional overlap	Voluntary	n.a.	n.a.
BE	LBC	Sectional overlap	Voluntary	n.a.	153
BG	NSFEB	Congruence	Voluntary	6,000	6,000
BG	NFE	Congruence	Voluntary	9,179	9,179
BG	FNE-PODK	Congruence	Voluntary	2,200	2,200
BG	FEW-PODK	Congruence	Voluntary	5,200	5,200
CY	EPOPAI*	Sectionalism	Voluntary	1,569	1,569
CY	SEPAIK*	Sectionalism	Voluntary	210	210
CY	EAC-SIDIKEK*	Sectionalism	Voluntary	496	496
CY	SYVAIC	Sectionalism	Voluntary	135	135
CZ	ČOSE (Český odborový svaz energetiků) *	Overlap	Voluntary	4,000	3,000
CZ	OS ECHO (Odborový svaz EEECHOdborový ECHO) *	Overlap	Voluntary	22,500	8,000
CZ	OS UNIOS (Odborový svaz UNIOS) *	Sectional overlap	Voluntary	10,339	447
CZ	OS Transgas (Odborový svaz Transgas) *	Sectional overlap	Voluntary	100	30

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	Trade union	Domain coverage	Type of membership	Active members total	Active members in sector
DE	IG BCE*	Overlap	Voluntary	668,982	17,500
DE	Ver.di*	Overlap	Voluntary	2,061,198	n.a.
DK	CO-industri	Sectional overlap	Voluntary	239,871	7,000
DK	3F	Sectional overlap	Voluntary	280,019	800
DK	DEF	Sectional overlap	Voluntary	23,530	5,500
DK	Dansk Metal	Sectional overlap	Voluntary	86,561	269
DK	TL	Sectional overlap	Voluntary	24,700	391
DK	IDA	Sectional overlap	Voluntary	86,000	n.a.
DK	HK/Privat	Sectional overlap	Voluntary	205,931	n.a.
EE	EEAÜL*	Overlap	Voluntary	2,013	2,013
EE	KESA*	Sectional	Voluntary	2,400	2,400
EL	GENOP/DEI-KHE (ΓΕΝΟΠ/ΔΕΗ-KHE)	Overlap	Voluntary	33,744	19,993
ES	FI-CCOO*	Overlap	Voluntary	163,000	6,000
ES	FI-USO*	Overlap	Voluntary	n.a.	n.a.
ES	CGT*	Overlap	Voluntary	n.a.	3,713
ES	ELA-HAINBAT*	Sectional overlap	Voluntary	19,990	n.a.
ES	SIE*	Sectional overlap	Voluntary	n.a.	3,000
ES	ATYPE-CC*	Sectional	Voluntary	n.a.	n.a.
ES	Asociación de Cuadros del Grupo Hidrocantábrico*	n.a.	Voluntary	n.a.	n.a.
FI	Sähköliitto*	Sectional overlap	Voluntary	21,000	5,500
FI	Pro (Ammattiliitto Pro)*	Sectional overlap	Voluntary	90,000	2,600
FI	JHL (Julkisten ja hyvinvointialojen liitto)	Sectional overlap	Voluntary	180,000	2,100
FI	Jyty (Julkis- ja yksityisalojen toimihenkilöliitto)*	Overlap	Voluntary	55,000	150
FI	KTN (Tekniikka ja Terveys)	Overlap	Voluntary	20,000	960
FI	YTN (Ylemmät Toimihenkilöt) *	Sectional overlap	Voluntary	120,000	2,400
FI	SKL (Suomen Konepäällystöliitto)	Sectional overlap	Voluntary	2,500	600
FR	FNME-CGT*	Overlap	Voluntary	36,000	20,000

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	Trade union	Domain coverage	Type of membership	Active members total	Active members in sector
FR	CFE-CGC Energies*	Sectional overlap	Voluntary	5,300	4,400
FR	FCE-CFDT*	Overlap	Voluntary	62,000	13,000
FR	FNEM-FO*	Overlap	Voluntary	5,000	4,000
FR	CFTC-CMTE*	Overlap	Voluntary	n.a.	n.a.
FR	UNSA Energie*	Overlap	Voluntary	90	10
FR	SUD Energie*	Overlap	Voluntary	n.a.	n.a.
HU	EVDSZ*	Congruence	Voluntary	n.a.	n.a.
HU	BDSZ*	Sectional overlap	Voluntary	4,223	1,752
IE	SIPTU	Sectional overlap	Voluntary	199,881	2,100
IE	Unite	Sectional overlap	Voluntary	31,594	3,000
IE	ESBOA	Sectional	Voluntary	1,740	1,740
IE	IMPACT	Sectional overlap	Voluntary	63,566	n.a.
IE	TEEU	Sectional overlap	Voluntary	39,000	1,500
IT	Filctem-Cgil *	Overlap	Voluntary	223,500	13,400
IT	Flaei-Cisl*	Congruence	Voluntary	16,000	16,000
IT	Uiltec-Uil (previously named Uilcem-Uil)*	Overlap	Voluntary	79,263	7,500
IT	UGL Federazione chimici sindacato energia*	Overlap	Voluntary	n.a.	n.a.
IT	CISAL FederEnergia*	Overlap	Voluntary	n.a.	n.a.
LT	LPPSF*	Overlap	Voluntary	5,000	2,000
LT	LEPS 'Solidarumas'*	Overlap	Voluntary	500	400
LU	Syndicat Services et Energie, OGBL*	Overlap	Voluntary	n.a.	400
LU	LCGB Industrie*	Overlap	Voluntary	n.a.	n.a.
LV	LAB Enerģija	Overlap	Voluntary	3,394	3,394
MT	GWU*	Overlap	Voluntary	44,971	900
MT	EPOU*	Sectionalism	Voluntary	110	107
MT	ESSU*	Sectionalism	Voluntary	37	37
MT	UHM*	Overlap	Voluntary	26,273	306
NL	Abvakabo FNV*	Overlap	Voluntary	350,000	6,200
NL	CNV Publieke Zaak*	Overlap	Voluntary	80,000	1,800
NL	VMHP-N*	Overlap	Voluntary	60,000	1,800
PL	SKE 'Solidarność'	Sectionalism	Voluntary	17,000	n.a.

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Type of membership</b>	<b>Active members total</b>	<b>Active members in sector</b>
	(part of SGiE 'Solidarność') *				
<b>PL</b>	SKEE 'Solidarność' (part of SGiE 'Solidarność') *	Sectional overlap	Voluntary	10,000	10,000
<b>PL</b>	ZZIT*	Sectional overlap	Voluntary	10,500	3,500
<b>PL</b>	ZZZE*	Overlap	Voluntary	17,000	n.a.
<b>PL</b>	OZZZPRC*	Sectional overlap	Voluntary	16,000	10,000
<b>PT</b>	SINDEL*	Overlap	Voluntary	9,000	3,500
<b>PT</b>	Fiequimetal*	Overlap	Voluntary	n.a.	n.a.
<b>PT</b>	FETESE	Overlap	Voluntary	n.a.	n.a.
<b>PT</b>	ASOSI*	Overlap	Voluntary	n.a.	n.a.
<b>RO</b>	Federația Univers (Federația Națională a Sindicatelor din Electricitate Univers)*	Overlap	Voluntary	26,506	25,000
<b>RO</b>	Federația Energetica (Federația Sindicatelor Libere și Independente Energetica)*	Overlap	Voluntary	13,669	2,000
<b>RO</b>	UFS Atlas (Uniunea Federativă Sindicală Atlas) *	Overlap	Voluntary	n.a.	10,000
<b>RO</b>	FNME*	Overlap	Voluntary	17,794	4,500
<b>RO</b>	Hidrosind (Federația Sindicală Hidroelectrică Hidrosind) *	Sectional overlap	Voluntary	6,000	4,500
<b>RO</b>	Federația Termoelectrică (Federația Sindicală Termoelectrică) *	Sectional overlap	Voluntary	7,000	3,500
<b>SE</b>	Vision *	Sectional overlap	Voluntary	135,000	5,000
<b>SE</b>	Ledarna*	Sectionalism overlap	Voluntary	90,000	3,000
<b>SE</b>	SEF*	Sectional overlap	Voluntary	25,000	1,500
<b>SE</b>	Unionen*	Sectional overlap	Voluntary	580,000	6,300
<b>SE</b>	Kommunal*	Sectional overlap	Voluntary	505,000	1,200
<b>SE</b>	Sveriges Ingenjörer*	Sectional overlap	Voluntary	111,831	3,550

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	Trade union	Domain coverage	Type of membership	Active members total	Active members in sector
SE	SACO*	Sectional overlap	Voluntary	636,000	1,500
SE	SEKO*	Sectional overlap	Voluntary	90,000	4,500
SE	Civilekonomerna*	Sectional overlap	Voluntary	40,070	170
SI	SDE*	Sectional overlap	Voluntary	n.a.	n.a.
SI	KNSS-Neodvisnost*	Sectional overlap	Voluntary	19,000	n.a.
SK	ECHOZ*	Sectional overlap	Voluntary	12,312	3,861
SK	ZOES*	Sectionalism	Voluntary	1,930	1,930
UK	GMB*	Overlap	Voluntary	610,116	n.a.
UK	Prospect*	Sectional overlap	Voluntary	93,137	1,4138
UK	Unison*	Overlap	Voluntary	1,300,000	14,000
UK	Unite*	Overlap	Voluntary	1,500,000	50,000

*a = A more detailed description of the trade unions membership domain, with regard to the sector, is in Table A1 in Annex 1*

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

*n.a. = not available or not applicable*

**Table A3: Density, collective bargaining, consultation and affiliations of employee organisations, 2013**

	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
AT	GPA-djp	48.4	Yes, multi-employer bargaining only	Yes	On a regular basis	International: IndustriALL Global Union, ITUC-CSI-IGB (International Trade Union Confederation), UNI Global Union, WOW (World Organisation of Workers) European: IndustriAll Europe, ETUC, EPSU, EFFAT, UNI Europa National: ÖGB (Austrian Trade Union Federation)
AT	PRO-GE	16.3	Yes, multi-employer bargaining only	Yes	On a regular basis	International: IndustriALL Global Union, ILO, ITUC-CSI-IGB, TUAC (Trade Union Advisory Committee to the OECD), IUF-UITA-IUL (Uniting Food, Farm and Hotel Workers World-Wide) European: IndustriAll Europe, ETUC, EPSU, EFFAT, UNI Europa National: ÖGB

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
<b>AT</b>	GdG-KMSfB	30.1	Yes, single-employer bargaining only	Yes	n.a.	International: Public Services International (PSI), International Transport Workers Federation (ITF), International Federation of Journalists (IFJ), Union Network International – Media and Entertainment (UNI-MEI), Federation of International Musicians (FIM), Federation International des Associations Footballeurs Professionnels (FIFPro), Federation of International Actors (FIA) European: IndustriAll Europe, ETUC, EPSU, EFFAT UNI Europa National: ÖGB
<b>BE</b>	ABVV-ACOD Gazelco/ FGTB CGSP Gazelco	n.a.	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: PSI European: EPSU National: ACOD, ABVV
<b>BE</b>	ACV-CSC BIE	36.5	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: IndustriALL Global Union European: IndustriAll Europe National: ACV-CSC (Confédération des Syndicats Chrétiens)
<b>BE</b>	CSC Services Publics	3.0	Yes, both multi-employer and single bargaining	No	n.a.	International: ITF European: EPSU, ETF National: ACV
<b>BE</b>	CSC-CNE	n.a.	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: ITUC, UNI Global Union European: EPSU, IndustriAll Europe National: ACV-CSC
<b>BE</b>	ACLVB-CGSLB	3.6	Yes, both multi-employer and single bargaining	n.a.	n.a.	International: IVV, ITUC, EVV European: ETUC, IndustriAll Europe
<b>BE</b>	VSOA –SLFP	n.a.	No	No	n.a.	European: EPSU
<b>BE</b>	LBC	0.9	No	n.a.	n.a.	European: IndustriAll Europe
<b>BG</b>	NSFEB	n.a.	Yes, both multi-employer and	No	n.a.	International: PSI European: EPSU

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
			single bargaining			National: CITUB
<b>BG</b>	NFE	n.a.	Yes, both multi-employer and single bargaining	No	n.a.	International: IndustriALL Global Union European: EPSU National: CITUB
<b>BG</b>	FNE-PODK	n.a.	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union National: CL Podkrepa
<b>BG</b>	FEW-PODK	n.a.	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union, ICEM, PSI European: EPSU, European Mine, Chemical and Energy Workers' Federation (EMCEF) National: CL Podkrepa
<b>CY</b>	EPOPAI	63.5	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No information on international affiliations European: IndustriAll Europe, EPSU (is a member of EPSU through its federation OHO-SEK) National: SEK
<b>CY</b>	SEPAIK	8.5	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No affiliations at European or international level National: Pancyprian Federation of Independent Trade Unions (POAS)
<b>CY</b>	EAC-SIDIKEK	20.1	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No affiliations at international or European level National: Pancyprian Federation of Labour (PEO)
<b>CY</b>	SYVAIC	5.5	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No affiliations at international or European level. National: POAS
<b>CZ</b>	ČOSE	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No affiliations at international or European level National: Association of Independent Trade Unions (ASO)
<b>CZ</b>	OS ECHO	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	European: EPSU, IndustriAll Europe National: Czech-Moravian Confederation of Trade Unions (Českomoravská konfederace odborových svazů, ČMKOS)

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
<b>CZ</b>	OS UNIOS	n.a.	Yes, single-employer bargaining only	No	n.a.	International: PSI European: EPSU National: ČMKOS
<b>CZ</b>	OS Transgas	n.a.	Yes, single-employer bargaining only	No	n.a.	International: PSI European: EPSU National: Asociace pro rozvoj kolektivního vyjednávání a pracovních vztahů (AKV)
<b>DE</b>	IG BCE	5.4	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: ICEM European: EMCEF, IndustriAll Europe National: DGB
<b>DE</b>	Ver.di	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: PSI, UNI Global Union European: EPSU, UNI Europa National: DGB
<b>DK</b>	CO-industri	2.2	Yes, multi-employer bargaining only	Yes	On a regular basis	International: IndustriALL Global Union, IUL European: IndustriAll Europe, EFFAT National: Danish Confederation of Trade Unions(LO)
<b>DK</b>	3F	0.2	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union, IUL, UNI Global Union, ITF European: IndustriAll Europe, EFFAT, EPSU, UNI Europa, ETF, EFBWW National: LO
<b>DK</b>	DEF	1.7	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union European: IndustriAll Europe National: LO
<b>DK</b>	Dansk Metal	0.1	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union European: IndustriAll Europe National: LO
<b>DK</b>	TL	0.1	Yes, both multi-employer and single bargaining	Yes	On a regular basis	No affiliation at international level European: EPSU National: LO
<b>DK</b>	IDA	n.a.	No	Yes	On an	International: IndustriALL

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
					ad-hoc basis	Global Union European: IndustriAll Europe No affiliation at national level
<b>DK</b>	HK/Privat	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: IndustriALL Global Union, UNI Global Union European: IndustriAll Europe, UNI Europa, EPSU No affiliation at national level
<b>EE</b>	EEAÜL	24.5	Yes, single-employer bargaining only	No	n.a.	International: IndustriALL Global Union European: EPSU National: EAKL (Estonian Trade Union Confederation)
<b>EE</b>	KESA	29.3	Yes, single-employer bargaining only	No	n.a.	National: EAKL
<b>EL</b>	GENOP/DEI-KHE	100	Yes, single-employer bargaining only	No	n.a.	International: ICEM, IndustriALL Global Union European: EMCEF National: Greek General Confederation of Labour
<b>ES</b>	FITAG-UGT	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	European: IndustriAll Europe, EPSU
<b>ES</b>	FI-CCOO	12.5	Yes, single-employer bargaining only	No	n.a.	European: IndustriAll Europe National: CCOO
<b>ES</b>	FI-USO	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No affiliations
<b>ES</b>	CGT	n.a.	Yes, single-employer bargaining only	No	n.a.	No affiliations
<b>ES</b>	ELA-HAINBAT	n.a.	Yes, single-employer bargaining only	No	n.a.	European: IndustriAll Europe National: ELA
<b>ES</b>	SIE	6.2	Yes, single-employer bargaining only	No	n.a.	No affiliations
<b>ES</b>	ATYPE-CC	n.a.	Yes, single-	No	n.a.	No affiliations

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
			employer bargaining only			
<b>ES</b>	Asociación de Cuadros del Grupo Hidrocantábrico	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	No information on affiliations
<b>FI</b>	Sähköliitto	49.2	Yes, multi-employer bargaining only	Yes	On a regular basis	International: International Metalworkers' Federation (IMF), ICEM, Building and Woodworkers' International (BWI) European: IndustriAll Europe; also a member of Nordisk Tele Organisation (NTO), the Nordic Building and Woodworkers' Federation (Nordiska Byggnads- och Träarbetarefederationen, NBTF), NEF, IndustriAll, UNI Europa, EFBWW National: Central Organisation of Finnish Trade Unions (SAK)
<b>FI</b>	Pro	23.3	Yes, multi-employer bargaining only	Yes	On a regular basis	International: IMF, ICEM, UNI Global Union, International Federation of Building and Woodworkers (IFBWW), International Textile, Garment and Leather Workers' Federation (ITGLWF), International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF), International Transport Workers' Union (ITF) European: EPSU; also a member of Nordic-IN, UNI-IBITS Norden NTO, NBTF, Nordic Industry Workers' Federation (Nordiska Industriarbetarefederationen, NIF), Nordic Food and Allied Workers' Union (Nordiska Unionen innen Nærings- og Nytelsesmiddelarbeiderforbund, NNN), Nordic Transport Workers' Federation (Nordisk Transportarbetarefederation, NTF), EMF, EMCEF, UNI Europa, EFBWW, the

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
						European Trade Union Federation: Textiles, Clothing and Leather (ETUF-TCL), EFFAT and ETF National: Finnish Confederation of Professionals (STTK)
FI	JHL	18.8	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI, ITF European: EPSU; also the following affiliations: Nordic Public Service Unions (NOFS), Nordic Federation of Unions of Municipal Employees (KNS/KPY), Nordic Union for the Service Sectors (SUN), NTF, ETUC National: SAK
FI	Jyty	1.3	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI European: EPSU National: STTK
FI	KTN	8.6	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI European: EPSU National: STTK
FI	YTN	21.5	Yes, multi-employer bargaining only	Yes	On a regular basis	No higher-level memberships, but its member associations do have affiliations European: IndustriAll Europe (via the Union of Professional Engineers in Finland (UIL)) National: Confederation of Unions for Professional and Managerial Staff (AKAVA)
FI	SKL	5.4	Yes, multi-employer bargaining only	Yes	On a regular basis	International: International Maritime Organisation (IMO), ITF, ILO European: ETUC National: STTK
FR	FNME-CGT	17.3	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: Organisation Internationale de l'Energie et des Mines (OIEM) European : IndustriAll Europe, EPSU CGT
FR	CFE-CGC Energies	3.8	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	International: IndustriALL Global Union European : IndustriAll Europe, Fédération Européenne des

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
						Cadres de l'Énergie et de la Recherche (FECER) National: Confédération Française de l'Encadrement – Confédération Générale des Cadres (CFE-CGC)
FR	FCE-CFDT	11.3	Yes, single-employer bargaining only	Yes	On a regular basis	International: IndustriALL Global Union European : IndustriAll Europe National: Confédération française démocratique du travail (CFDT)
FR	FNEM-FO	3.5	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	International: PSI European: IndustriAll Europe National: Confédération Générale du Travail – Force Ouvrière (CGT-FO)
FR	CFTC-CMTE	n.a.	Yes, single-employer bargaining only	No	n.a.	No information on international affiliations European: EPSU National: Confédération française des travailleurs chrétiens (CFTC)
FR	UNSA Energie	0	Yes, single-employer bargaining only	Yes	On a regular basis	European: Through UNSA is affiliated to EPSU, but is thinking of affiliating to IndustriALL Global Union and IndustriAll Europe National: Union nationale des syndicats autonomes (UNSA)
FR	SUD Energie	n.a.	Yes, single-employer bargaining only	No	n.a.	No affiliation at international or European levels National: Solidaires
HU	V.D.Sz.Sz(EV DSZ)	n.a.	Yes, both multi-employer and single bargaining	Yes	n.a.	International: PSI, IndustriALL Global Union European: EPSU, IndustriAll Europe National: Metal and Iron Industry Association (LIGA)
HU	BDSZ	12.2	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: IndustriALL Global Union European: IndustriAll Europe National: National Association of Hungarian Trade Unions (Szakszervezetek Országos Szövetsége, MSZOSZ)
IE	SIPTU	21.4	Yes, single-	Yes	On an	European: EPSU, IndustriAll

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
			employer bargaining Only		ad-hoc basis	National: ICTU, ESB Group of Unions
<b>IE</b>	Unite	30.6	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: ICTU, ESB Group of Unions
<b>IE</b>	ESBOA	17.8	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	European: EPSU National: ICTU, ESB Group of Unions
<b>IE</b>	IMPACT	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	European: EPSU National: ICTU
<b>IE</b>	TEEU	15.3	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: ICTU, ESB Group of Unions
<b>IT</b>	Filctem-Cgil	22.2	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: IndustriALL Global Union, PSI European: IndustriAll Europe, EPSU National: General Confederation of Italian Workers (Confederazione Generale Italiana del Lavoro, Cgil)
<b>IT</b>	Flaei-Cisl	26.6	Yes, both multi-employer and single bargaining	Yes	On a regular basis	European: EPSU, ETUC National: Italian Confederation of Workers' Trade Unions (Confederazione Italiana Sindacati Lavoratori, Cisl)
<b>IT</b>	Uiltec-Uil (previously named Uilcem-Uil)	12.5	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: IndustriALL Global Union European: EPSU (as Uilcem), IndustriAll Europe (as Uilcem) National: Union of Italian Workers (Unione Italiana del Lavoro, UIL)
<b>IT</b>	UGL Federazione chimici sindacato energia	n.a.	Yes, multi-employer bargaining only	n.a.	n.a.	National: General Union of Work (Unione generale del lavoro, UGL)
<b>IT</b>	CISAL FederEnergia	37.6	Yes, multi-employer bargaining only	n.a.	n.a.	National: Italian Confederation of Workers' Autonomous Trade Unions (Confederazione Italiana Sindacati Autonomi Lavoratori, CISAL)

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
LT	LPPSF	37.6	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	International: PSI European: EPSU, IndustriAll Europe National: LPSK
LT	LEPS 'Solidarumas'	7.5	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: Lithuanian Trade Union 'Solidarumas' (LPS 'Solidarumas')
LU	Syndicat Services et Energie, OGBL	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	International: UNI Global European: UNI Europa, IndustriAll Europe, Eurocadres National: OGBL
LU	LCGB Industrie	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	European: IndustriAll Europe National: LCGB
LV	LAB Enerģija	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI European: EPSU, IndustriAll Europe National: LBAS
MT	GWU	n.a.	Yes, single-employer bargaining only	Yes	On a regular basis	International: PSI, ITUC, ILO, ITF, IUF, IFBWW, IMF, IICEM, International Textiles, Garment and Leather Workers' Federation (ITGLWF), UNI Global Union, International Federation of Musicians (IFM) and the International Federation of Workers' Education (IFWEA) European: EPSU, ETUC, UNI Europa, European Workers' Education Association (EURO WEA), European Federation of Retired and Older People (FERPA), Eurocadres, ETF, EFBWW, Metalworkers Federation (EMF), EFFAT No affiliations at national level
MT	EPOU	n.a.	Yes, single-employer bargaining only	Yes	On a regular basis	No affiliations at international or European levels National: Forum Unions Maltin (ForUM)
MT	ESSU	n.a.	Yes, single-employer bargaining only	No	On an ad-hoc basis	No affiliations
MT	UHM	n.a.	No	n.a.	n.a.	International: International Organisation of Public Service

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
						Employees (INFEDOP); a member of the CMTU, is indirectly affiliated with Commonwealth Trade Union Council (CTUC) and ITUC European: European Organisation of Public Service Employees (Eurofedop); as a member of the CMTU, is indirectly affiliated with ETUC, and FERPA National: Confederation of Malta Trade Unions (CMTU)
<b>NL</b>	Abvakabo FNV	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	International: PSI European: EPSU (is a member arising from its role in the gas sector) National: FNV
<b>NL</b>	CNV Publieke Zaak	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI European: EPSU National: CNV
<b>NL</b>	VMHP-N	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	European: Eurocadres MHP (only via Federation of Managerial and Professional Staff Unions – Vakcentrale voor middengroepen en hoger personeel, MHP)
<b>PL</b>	SKE ‘Solidarność’	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No international or national affiliations European: IndustriAll Europe (as a sector relevant part of the Secretariat of Mining and Power Industry of the NSZZ ‘Solidarity’ – SGiE)
<b>PL</b>	SKEE ‘Solidarność’	11	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No international or national affiliations European: EPSU
<b>PL</b>	ZZIT	3.8	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No international or European affiliations National: Trade Unions Forum (Forum Związków Zawodowych, FZZ)
<b>PL</b>	ZZZE	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No international or European affiliations National: All-Poland Alliance of Trade Unions (OPZZ)

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
PL	OZZZPRC	11	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	No international or European affiliations National: FZZ
PT	SINDEL	47	Yes, single-employer bargaining only	n.a.	On an ad-hoc basis	International: IndustriALL Global Union, PSI European: IndustriAll Europe, EPSU National: UGT (General Union of Workers), FETESE (Federation of Service Workers' Unions)
PT	Fiequimetal	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	No information available on international affiliations European: IndustriAll Europe (manufacturing) National: General Confederation of Portuguese Workers (CGTP)
PT	FETESE	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	Information not obtained for international or European affiliations National: UGT (according to UGT website)
PT	ASOSI	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	Information not obtained on affiliations
RO	Federația Univers	48.5	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	European: EPSU National: National Trade Union Bloc (Blocul Național Sindical, BNS)
RO	Federația Energetica	3.9	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	European: EPSU National: BNS
RO	UFS Atlas	19.4	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	European: IndustriAll Europe National: National Free Trade Union Confederation from Romania Frăția (Confederația Națională a Sindicatelor Libere din România Frăția, CNSLR Frăția)
RO	FNME	8.7	Yes, both multi-employer and single	Yes	On an ad-hoc basis	International: ICEM European: EMCEF, IndustriAll Europe

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
			bargaining			National: National Trade Union Confederation Cartel Alfa (Confederația Națională Sindicală Cartel Alfa, CNS Cartel Alfa)
RO	Hidrosind	8.7	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	European: IndustriAll Europe National: CNSLR Frăția
RO	Federația Termoelectrica	6.8	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	National: CNSLR Frăția
SE	Vision	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No affiliation at international level European: EPSU, PSI, NOFS, Nordiska tjänstemannarådet (NTR) National: Swedish Confederation for Professional Employees (TCO), Public Employees' Negotiation Council (OFR), Ingenjörssamfundet (ISF)
SE	Ledarna	n.a.	Yes, multi-employer bargaining only	No	n.a.	European: European Confederation of Managers (CEC), Eurocadres National: Council for Negotiation and Cooperation (Privattjänstemannakartellen, PTK)
SE	SEF	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	No affiliation at international level European: IndustriAll Europe, Nordic Federation of Building and Wood Workers (NFBWW) National: Swedish Trade Union Confederation (Landsorganisationen i Sverige, LO)
SE	Unionen	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	International: UNI Global Union, European: IndustriAll Europe National: TCO, PTK
SE	Kommunal	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	International: ITF, PSI, International Union of Food Workers (IUL) European: ETUC, EPSU Swedish Trade Union

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
						Confederation (Landsorganisationen, LO)
<b>SE</b>	Sveriges Ingenjörer	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	International: IndustriALL Global Union, ICEM, IMF, UNI Global Union European: Confédération européenne des cadres (CEC), Federation of Professional Engineers (FEANI), Association for Nordic Engineers (ANE), Industri-anställda i Norden (IN) National: TCO
<b>SE</b>	SACO	n.a.	Yes, multi-employer bargaining only	n.a.	n.a.	No affiliations
<b>SE</b>	SEKO	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	International: PSI European: ETUC, ETF, UNI Europa, EPSU National: Nordic Transport Federation (NTF), Swedish Trade Union Confederation (LO)
<b>SE</b>	Civilekonomerna	n.a.	Yes, multi-employer bargaining only	No	n.a.	International: UNI Global Union, ILO, International Confederation of Free Trade Unions (ICFTU) European: ETUC, Nordic Association of Economics or Business School Graduates (Nordiska Civilekonomförbundet, NCF), Council of Nordic Trade Unions (Nordens Fackliga Samorganisation, NFS) National: Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation, SACO)
<b>SI</b>	SDE	n.a.	Yes, both multi-employer and single bargaining	Yes	On a regular basis	European: EPSU National: Union of Free Trade Unions of Slovenia (Zveza svobodnih sindikatov Slovenije, ZSSS)
<b>SI</b>	KNSS-Neodvisnost	n.a.	No	No	n.a.	National: Economic and Social Council of Slovenia
<b>SK</b>	ECHOZ	14.4	Yes, both multi-	Yes	On an ad-hoc	European: EPSU, IndustriAll Europe

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	Trade union	Sectoral density (%)	Collective bargaining	Consultation		International, European and national affiliations
			employer and single bargaining		basis	National: KOZ SR
<b>UK</b>	GMB	n.a.	Yes, single-employer bargaining only	n.a.	n.a.	International: IndustriALL Global Union, BWI, ITF, IUF, PSI, UNI Global Union European: IndustriAll Europe Union, EFBWW, EFFAT, EPSU, ETF, UNI Europa National: TUC
<b>UK</b>	Prospect	11	Yes, single-employer bargaining only	Yes	On a regular basis	International: ITF, PSI, UNI Global Union European: Eurocadres, EPSU, ETF, UNI Europa National: TUC
<b>UK</b>	Unison	10.9	Yes, single-employer bargaining only	Yes	On a regular basis	International: PSI European: EPSU National: TUC
<b>UK</b>	Unite	39	Yes, single-employer bargaining only	Yes	On a regular basis	International: IndustriALL Global Union, BWI, ITF, IUF, PSI, UNI Global Union European: IndustriAll Europe, EFBWW, EFFAT, EPSU, ETF, UNI Europa National: TUC

**Table A4: Domain coverage descriptions of employee organisations, 2012**

	Trade union	Domain coverage	Domain description
<b>AT</b>	GPA-djp	Sectional overlap	White-collar employees in all sectors of the private economy
<b>AT</b>	PRO-GE	Sectional overlap	Blue-collar employees in the private sector from the following industries: electricity, metalworking, mining, energy (other than electricity), agriculture, food-processing, tobacco, chemicals, glass production, paper, textile and clothing, vulcanisation, mineral oil and gas, waste, and temporary agency workers.
<b>AT</b>	GdG-KMSfB	Sectional overlap	Workers in public companies in the following activities: electricity, municipalities, employees, arts, media and sports
<b>BE</b>	ABVV-ACOD Gazelco/FGTB	Overlap	All kind of employees in the electricity sector and gas sector

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Domain description</b>
	CGSP Gazelco		
<b>BE</b>	ACV-CSC BIE	Sectional overlap	All employees in the private electricity sector. It does not cover the workers in the public distribution facilities
<b>BE</b>	CSC Services Publics	Sectional overlap	All employees in the public sector. In the electricity sector, domain is limited to operators in the public sector
<b>BE</b>	CSC-CNE	Sectional overlap	All French-speaking white-collar employees in the private sector
<b>BE</b>	ACLVB-CGSLB	Overlap	All the sectors
<b>BE</b>	VSOA-SLFP	Sectional overlap	All public employees. In the electricity sector, it covers public sector employment in distribution
<b>BE</b>	LBC	Sectional overlap	White collar workers in the electricity sector
<b>BG</b>	NSFEB	Congruence	All employees in the electricity sector
<b>BG</b>	NFE	Congruence	All employees in the electricity sector
<b>BG</b>	FNE-PODK	Congruence	All employees in the electricity sector
<b>BG</b>	FEW-PODK	Congruence	All employees in the electricity sector
<b>CY</b>	EPOPAI	Sectionalism	Workers employed in EAC
<b>CY</b>	SEPAIK	Sectionalism	Scientific staff in the electricity sector
<b>CY</b>	EAC-SIDIKEK	Sectionalism	Workers employed in EAC
<b>CY</b>	SYVAIC	Sectionalism	Technical personnel working on a shift basis in EAC
<b>CZ</b>	ČOSE	Overlap	All employees in the electricity sector plus workers employed in the following companies operating outside the electricity sector: ČEZ Teplárenská, Severočeské doly – kolejová doprava, I+C Energo, Energetické opravy, Energotrans.
<b>CZ</b>	OS ECHO	Overlap	Employees in the electricity sector plus employees in the chemical sector (who make up the majority of this trade union membership) as well as security staff of the Temelín Nuclear Power Plant
<b>CZ</b>	OS UNIOS	Sectional overlap	White-collar workers in the trade of electricity subsector, plus workers in the gas industry, heating industry, and also in companies run by municipalities, mostly in social and health care
<b>CZ</b>	OS Transgas	Sectional overlap	Trade of electricity subsector plus gas industry

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Domain description</b>
<b>DE</b>	IG BCE	Overlap	All of the energy sector, the chemical sector and the mining sector
<b>DE</b>	Ver.di	Overlap	Most of the public and private service sector
<b>DK</b>	CO-industri	Sectional overlap	All electricity workers except engineers, plus all manufacturing industry sectors
<b>DK</b>	3F	Sectional overlap	Skilled and unskilled workers (except white collar workers) in many sectors within the private as well as the public sector
<b>DK</b>	DEF	Sectional overlap	Blue-collar employees in the electricity sector plus workers in the EL-installation sector
<b>DK</b>	Dansk Metal	Sectional overlap	Blue-collar employees in the electricity sector plus workers in the metal industry
<b>DK</b>	TL	Sectional overlap	Technicians and technical designers in all industry sectors
<b>DK</b>	IDA	Sectional overlap	All engineering activities
<b>DK</b>	HK/Privat	Sectional overlap	White-collar employees in many sectors
<b>EE</b>	EEAÜL	Overlap	The union is active only in the electricity sector, but besides electricity workers represents metal workers, repair workers, construction workers, cleaning workers working in electricity sector
<b>EE</b>	KESA	Sectionalism	Only workers employed in the production of electricity
<b>EI</b>	GENOP/DEI-KHE	Overlap	Electricity plus hydroelectric production (including all of the subsectors), renewables and photovoltaic systems
<b>ES</b>	FITAG-UGT	Overlap	Electricity sector plus the following sectors: agriculture, food and drink, textile and leather, mining and chemical
<b>ES</b>	FI-CCOO	Overlap	Electricity sector plus the metal and mining sectors
<b>ES</b>	FI-USO	Overlap	Electricity sector plus textile and clothing, chemical, mining, construction, graphic arts and agriculture
<b>ES</b>	CGT	Overlap	All sectors
<b>ES</b>	ELA-HAINBAT	Sectional overlap	Electricity sector plus chemical, textile, paper, graphics, fisher, mass media and

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	Trade union	Domain coverage	Domain description
			construction in the Basque Country
ES	SIE	Sectional overlap	Workers employed in the companies ENDESA and HIBERDROLA
ES	ATYPE-CC	Sectionalism	Only covers the company group IBERDROLA
ES	Asociación de Cuadros del Grupo Hidrocantábrico	Info not available	Information not available
FI	Sähköliitto	Sectional overlap	Electricians plus workers in other sectors such as metalworking or paper
FI	Pro	Sectional overlap	White-collar workers in several sectors
FI	JHL	Sectional overlap	Blue-collar workers in several sectors, mostly in local government
FI	Jyty	Overlap	Electricity sector plus different occupations in the public sector
FI	KTN	Overlap	Employees in the electricity sector plus employees working in other sectors, for instance, in the metalworking or paper sector
FI	YTN	Sectional overlap	Senior salaried employees work in specialist, supervisory and managerial positions in several sectors
FI	SKL	Sectional overlap	White-collar workers in several sectors
FR	FNME-CGT	Overlap	Electricity and gas, energy, mining, petrol and nuclear energy
FR	CFE-CGC Energies	Sectional overlap	Managers, engineers, technicians in the electricity sector and in the gas industry
FR	FCE-CFDT	Overlap	Electricity plus chemicals, pharmaceutical industry, gas, rubber, petrol, pulp and paper, plastic and glass industry
FR	FNEM-FO	Overlap	Electricity, gas industry and mining
FR	CFTC-CMTE	Overlap	Electricity, textile, mining, gas and energy
FR	UNSA Energie	Overlap	Electricity and other industries.
FR	SUD Energie	Overlap	Electricity and gas industry
HU	EVDSZ	Congruence	All employees in the electricity sector
HU	BDSZ	Sectional overlap	Big companies within the production of electricity subsector in northern Hungary and Trans-Danubia, plus mining, textile, clothing, leather sectors
IE	SIPTU	Sectional overlap	Certain grades in Bord Gais, ESB and

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Domain description</b>
			Bord na Mona, plus employees in nearly all the sectors
<b>IE</b>	Unite	Sectional overlap	Certain grades in ESB, Bord na Mona and Bord Gais, plus members in a large number of private and public sector organisations
<b>IE</b>	ESBOA	Sectionalism	Workers in ESB only
<b>IE</b>	IMPACT	Sectional overlap	Commercial semi-state company Coillte
<b>IE</b>	TEEU	Sectional overlap	Certain craft grades in Bord Gais, ESB and Bord na Mona plus another sectors (not specified in the national report)
<b>IT</b>	Filctem-Cgil	Overlap	All employees in the electricity sector plus employees in chemical, textiles and gas sectors
<b>IT</b>	Flaei-Cisl	Congruence	All employees in the electricity sector
<b>IT</b>	Uiltec-Uil (previously named Uilcem-Uil)	Overlap	All employees in the electricity sector plus employees in chemicals and textiles sectors
<b>IT</b>	UGL Federazione chimici sindacato energia	Overlap	All employees in the electricity sector plus employees in chemicals and textiles sectors
<b>IT</b>	CISAL FederEnergia	Overlap	All employees in the electricity sector plus workers in gas and water industries
<b>LT</b>	LPPSF	Overlap	All employees in the electricity sector plus workers in the chemicals sector
<b>LT</b>	LEPS 'Solidarumas'	Overlap	All employees in the electricity sector plus workers in the thermal sector
<b>LU</b>	Syndicat Services et Energie, OGBL	Overlap	All employees in the electricity sector plus workers in telecommunications, sport, real estates, etc.
<b>LU</b>	LCGB Industrie	Overlap	All employees in the electricity sector plus workers in metal and other industry sectors
<b>LV</b>	LAB Energija	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>MT</b>	GWU	Overlap	All categories of workers, from within all employment sectors
<b>MT</b>	EPOU	Sectionalism	Professional ranks within Enemalta
<b>MT</b>	ESSU	Sectionalism	Senior managerial staff within Enemalta
<b>MT</b>	UHM	Overlap	All categories of workers, from all employment sectors

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Domain description</b>
<b>NL</b>	Abvakabo FNV	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>NL</b>	CNV Publieke Zaak	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>NL</b>	VMHP-N	Overlap	Potentially covers all kinds of employees, but mainly represents middle and higher personnel in the electricity sector plus workers in other sectors (not specified in the national report)
<b>PL</b>	SKE ‘Solidarność’	Sectionalism	All employees in the electricity sector except those involved in the production of electricity
<b>PL</b>	SKEE ‘Solidarność’	Sectional overlap	Workers within the production of electricity subsector plus workers in other sectors (not specified in the national report)
<b>PL</b>	ZZIT	Sectional overlap	Qualified workers with at least secondary education within a wide range of sectors beyond electricity such as automotive industry, metallurgy, telecommunications, chemical industry, etc.
<b>PL</b>	ZZZE	Overlap	Electricity workers and workers in construction, engineering and maintenance enterprises linked to the electricity sector
<b>PL</b>	OZZZPRC	Sectional overlap	Workers employed under the system of continuous working in the electricity sector and employees of chemical industry, metallurgy and mining industry
<b>PT</b>	SINDEL	Overlap	Workers in all other parts of the energy sector (namely natural gas), environment, water, waste, metal manufacturing, communication and information systems and related activities
<b>PT</b>	Fiequimetal	Overlap	Workers in the electricity sector and workers in a broad range of manufacturing branches (metal, chemical, electrical, pharmaceutical, paper and printing), the non-electric energy sectors (namely gas) and mining
<b>PT</b>	FETESE	Overlap	All categories of workers in the whole

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	<b>Trade union</b>	<b>Domain coverage</b>	<b>Domain description</b>
			economy
<b>PT</b>	ASOSI	Overlap	Workers in electricity sector, all other parts of the energy sector and telecommunications
<b>RO</b>	Federația Univers	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>RO</b>	Federația Energetica	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>RO</b>	UFS Atlas	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>RO</b>	FNME	Overlap	All employees in the electricity sector plus workers in other sectors (not specified in the national report)
<b>RO</b>	Hidrosind	Sectional overlap	Hydroelectricity and specific services
<b>RO</b>	Federația Termoelectrica	Sectional overlap	Production of electricity and specific services
<b>SE</b>	Vision	Sectional overlap	White-collar workers in the public sector and in public owned (fully or partly owned) companies
<b>SE</b>	Ledarna	Sectional overlap	White-collar workers (managers) in the electricity sector and in many other sectors (not specified in the national report)
<b>SE</b>	SEF	Sectional overlap	Blue-collar workers in the private electricity sector and installation electricians
<b>SE</b>	Unionen	Sectional overlap	White-collar workers in all the sectors
<b>SE</b>	Kommunal	Sectional overlap	Blue-collar workers in all the sectors
<b>SE</b>	Sveriges Ingenjörer	Sectional overlap	White-collar workers (managers) in the electricity sector and in other sectors (not specified in the national report)
<b>SE</b>	SACO	Sectional overlap	Workers employed in municipal enterprises
<b>SE</b>	SEKO	Sectional overlap	Blue-collar workers in nine sectors: rail transportation, public administration, postal, roads and railways, telecommunications, correctional treatment, energy, defence and maritime
<b>SE</b>	Civilekonomerna	Sectional overlap	White-collar workers in all the sectors
<b>SI</b>	SDE	Sectional overlap	Workers in domestic companies with public or mixed ownership in the

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	Trade union	Domain coverage	Domain description
			electricity sector and in the manufacture and distribution of gas and mining
SI	KNSS-Neodvisnost	Sectional overlap	Workers in domestic companies with public or mixed ownership in the transmission and distribution of electricity, and electronics, metal industry, food products, commerce and other sectors
SK	ECHOZ	Sectional overlap	Workers in transmission, distribution and trade of electricity subsectors and in the chemicals sector
SK	ZOES	Sectionalism	Workers in production and trade of electricity subsectors
UK	GMB	Overlap	Covers the whole economy
UK	Prospect	Sectional overlap	Engineering, scientific, management and specialist grades in the electricity sector and in a wide range of industries
UK	Unison	Overlap	Workers in the electricity sector plus workers across public services (for example, in local government, healthcare and education) and also has members in the voluntary sector and at private contractors providing public services
UK	Unite	Overlap	Covers the whole economy

## Employer organisations

**Table A5: Domain coverage and membership of employer/business organisations, 2013**

	Employer organisation	Domain coverage	Type of membership	Firms total	Firms in sector	Total employees	in sector
AT	OEE	Congruence	Voluntary	140	140	21,000	21,000
BE	Synergrid	Sectional overlap	Voluntary	35	13	18,288	10,008
BE	FEPEG	Sectional overlap	Voluntary	21	15	16,800	7,550
BG	NEK EAD	Congruence	Voluntary	n.a.	n.a.	2,600	2,600
CY	AHK/EAC	It does not apply	n.a.	n.a.	n.a.	2,319	2,319
CZ	ČSZE (Český svaz zaměstnavatel)	Overlap	Voluntary	36	14	19,669	14,895

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	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Type of membership</b>	<b>Firms total</b>	<b>Firms in sector</b>	<b>Total employees</b>	<b>in sector</b>
	ù v energetice)						
<b>DE</b>	BDEW	Overlap	Voluntary	1849	1127	258,233	134,628
<b>DE</b>	VAEU*	Overlap	Voluntary	453	406	152,609	140,858
<b>DE</b>	VKA*	Sectional overlap	Voluntary	10	n.a.	2,280,000	n.a.
<b>DK</b>	DI	Overlap	Voluntary	10	60	1,000,000	n.a.
<b>DK</b>	DE	Overlap	Voluntary	n.a.	n.a.	n.a.	n.a.
<b>EE</b>	ETL	Congruence	Voluntary	6	6	8,000	8,000
<b>EL</b>	PPC (ΔEH)	It does not apply	n.a.	n.a.	n.a.	n.a.	n.a.
<b>EL</b>	HELAS	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>ES</b>	UNESA	Sectionalism	Voluntary	5	5	29,000	29,000
<b>FI</b>	Energiateollisuus ry	Congruence	Voluntary	250	250	15,000	10,000
<b>FR</b>	UFE	Congruence	Voluntary	115	115	115,500	115,500
<b>HU</b>	VTMSZ	Overlap	Voluntary	21	19	103,14	10,314
<b>HU</b>	EMT	n.a.	n.a.	20	n.a.	n.a.	n.a.
<b>IE</b>	IBEC*	Overlap	Voluntary	7,500	6	n.a.	n.a.
<b>IE</b>	EAI*	Congruence	Voluntary	11	11	n.a.	n.a.
<b>IT</b>	UNEI	Sectionalism	Voluntary	120	120	n.a.	n.a.
<b>IT</b>	Assoelettrica*	Sectionalism	Voluntary	100	100	n.a.	n.a.
<b>IT</b>	Federutility*	Sectional overlap	Voluntary	398	80	50,000	11,300
<b>LT</b>	NLEA	Congruence	Voluntary	4	4	3,500	3,500
<b>LU</b>	Organisation des Entreprises d'Electricité du Luxembourg	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>LV</b>	LEEA	Overlap	Voluntary	50	n.a.	n.a.	n.a.
<b>MT</b>	Enemalta	Sectionalism	Compulsory	1	1	1	1,613
<b>NL</b>	WENb*	Overlap	Voluntary	50	n.a.	35,000	n.a.
<b>NL</b>	Energie-Nederland*	Overlap	Voluntary	49	n.a.	25,000	n.a.

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	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Type of membership</b>	<b>Firms total</b>	<b>Firms in sector</b>	<b>Total employees</b>	<b>in sector</b>
<b>PL</b>	ZPEC*	Sectionalism	Voluntary	16	16	9,117	9,117
<b>PL</b>	ZPE (Związek Pracodawców Elektrowni) *	Sectionalism	Voluntary	17	17	20,000	20,000
<b>PL</b>	ZPE (Związek Pracodawców Energetyki)*	Overlap	Voluntary	54	26	21,309	15,552
<b>PL</b>	PKEE	Congruence	Voluntary	87	87	81,000	81,000
<b>PT</b>	ELECPOR	Sectional Overlap	Voluntary	6	n.a.	10,000	n.a.
<b>RO</b>	FPEN*	Overlap	Voluntary	300	250	n.a.	n.a.
<b>RO</b>	APEN*	Overlap	Voluntary	201	100	n.a.	n.a.
<b>RO</b>	PUER*	Overlap	Voluntary	23	12	n.a.	n.a.
<b>RO</b>	ACUE*	Overlap	Voluntary	14	11	20,000	15,000
<b>RO</b>	IRE	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>SE</b>	EFA*	Sectional overlap	Voluntary	150	130	18,000	14,000
<b>SE</b>	KFS*	Sectional overlap	Voluntary	574	212	30,000	12,000
<b>SE</b>	Pacta*	n.a.	Voluntary	605	n.a.	48,000	n.a.
<b>SE</b>	Swedenergy	Congruence	Voluntary	169	169	n.a.	n.a.
<b>SI</b>	GZS-EZS*	Overlap	Voluntary	68	n.a.	11,109	n.a.
<b>SI</b>	ZDS*	Sectional overlap	Voluntary	1400	n.a.	n.a.	n.a.
<b>SK</b>	ZZES	Overlap	Voluntary	29	7	15,000	10,100
<b>UK</b>	ENA (Energy Networks Association)	Sectional overlap	Voluntary	12	8	68,000	40,000
<b>UK</b>	Energy UK	Sectional overlap	Voluntary	71	43	n.a.	n.a.

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<sup>a</sup> = Please find a more detailed description of the trade unions membership domain with regard to the sector in Table A1 in Annex 1

\*= Domain overlap with other sector-related employer organisations

n.a. = not available or not applicable

**Table A6: Density, collective bargaining, consultation and affiliations of employer/business organisations, 2013**

	Employer organisation	Sectoral density (%), companies	Sectoral density (%), employees	Collective bargaining	Consultation		National, European international affiliations
<b>AT</b>	OEE	14.1	92.4	Yes, both multi-employer and single bargaining	Yes	On a regular basis	International: International Council on Large Electric Systems (CIGRE), International Conference on Electricity Distribution (CIRED) European: Eurelectric, GEODE (European independent gas and electricity distribution companies)
<b>BE</b>	Synergrid	22	59.9	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No international affiliations European: Eurelectric National: VBO/FEB
<b>BE</b>	FEPEG	25.4	45.2	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No international affiliations European: Eurelectric, Eurogas National: VBO/FEB
<b>BG</b>	NEK EAD	n.a.	n.a.	n.a.	Yes	On a regular basis	International: CIGRE European: Eurelectric National:

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							BBKE
<b>CY</b>	AHK/EAC	Does not apply	Does not apply	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	No information on international affiliations European: Eurelectric, European Centre of Employers and Enterprises providing Public Services (CEEP) National: Cyprus Chamber of Commerce and Industry (CCCI), Cyprus Employers and Industrialists Federation (OEB)
<b>CZ</b>	ČSZE	0.2	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	European: Eurelectric National: Live Working Association (Asociace práce pod napětím, LWA), Confederation of the Industry of the Czech Republic (Svaz průmyslu ČR, SP ČR)
<b>DE</b>	BDEW	3.2	41.4	No	Yes	On an ad-hoc basis	International: World Energy

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							Council (WEC) DNK European: Eurogas, Eureau, Eurelectic, CEEP No national affiliations
<b>DE</b>	VAEU	1.1	43.3	No	Yes	On an ad-hoc basis	No international or European affiliations National: German Confederation of Employers' Associations (BDA)
<b>DE</b>	VKA	n.a.	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No national or international affiliations European: CEEP
<b>DK</b>	DI	0.2	n.a.	Yes, multi-employer bargaining only	Yes	On a regular basis	International: BIAC European: BusinessEurope National: Confederation of Danish Employers (DA)
<b>DK</b>	DE	n.a.	n.a.	No	Yes	On a regular basis	International: CIGRE European: Eurelectric No national affiliations
<b>EE</b>	ETL	6.5	97.6	No	Yes	n.a.	International: WEC European: Eurelectric National: Estonian

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							Employers' Confederation (ETTK)
<b>EL</b>	PPC	Does not apply	Does not apply	Yes, single-employer bargaining only	n.a.	n.a.	No information on international affiliations European: Eurelectric Hellenic Electricity Association (HELAS)
<b>EL</b>	HELAS	n.a.	n.a.	No	n.a.	n.a.	No information on national or international affiliations European: Eurelectric
<b>ES</b>	UNESA	0	60.3	No	Yes	On an ad-hoc basis	No international affiliations European: Eurelectric National: CEOE
<b>FI</b>	Energiategollisuus ry	73.5	89.5	Yes, multi-employer bargaining only	Yes	On a regular basis	International: WEC, International Chamber of Commerce (ICC) European: Eurelectric, Euroheat and Power, FORATOM, GEODE, EWEA, Nordenergi and European Energy Forum (EEF) National: Confederation of Finnish Industries

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							(EK)
<b>FR</b>	UFE	100	100	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	European: Eurelectric National: Medef
<b>HU</b>	VTMSZ	2.1	71.9	Yes, single-employer bargaining only	n.a.	On an ad-hoc basis	National: Confederation of Hungarian Employers and Industrialists (Munkaadók és Gyáriparosok Országos Szövetsége, MGYOSZ)
<b>HU</b>	EMT	n.a.	n.a.	No		n.a.	European: Eurelectric
<b>IE</b>	IBEC	n.a.	n.a.	Yes, single-employer bargaining only	Yes	On an ad-hoc basis	European: BusinessEurope
<b>IE</b>	EAI	n.a.	n.a.	No	Yes	On a regular basis	European: Eurelectric
<b>IT</b>	UNEI	3.6	n.a.	No	No	n.a.	European: Eurelectric
<b>IT</b>	Assoelettrica	3	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	National: General Confederation of Italian Industry (Confederazione Generale dell'Industria Italiana, Confindustria)
<b>IT</b>	Federutility	2.4	18.8	Yes, multi-employer bargaining only	Yes	On a regular basis	International: WEC European: Eurelectric,

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							CEEP, European Confederation of Local Energy Companies (CEDEC) National: UNEI
<b>LT</b>	NLEA	1.7	65.8	No	Yes	On an ad-hoc basis	European: Eurelectric
<b>LU</b>	Organisation des Entreprises d'Electricité du Luxembourg	n.a.	n.a.	n.a.	n.a.	n.a.	European: Eurelectric
<b>LV</b>	LEEA	n.a.	n.a.	No	Yes	On a regular basis	International: WEC European: Eurelectric National: LDDK
<b>MT</b>	Enemalta	Does not apply	Does not apply	Yes, single-employer bargaining only	Yes	On a regular basis	European: Eurelectric
<b>NL</b>	WENb	n.a.	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	European: Eurelectric National: VNO-NCW
<b>NL</b>	Energie-Nederland	n.a.	n.a.	No	Yes	n.a.	European: Eurelectric
<b>PL</b>	ZPEC	0.3	10	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No international or European affiliations National: Federation of Polish Power Industry Employer Unions (FZPEP), Employers of Poland (Pracodawcy RP)

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
<b>PL</b>	ZPE (Związek Pracodawców Elektrowni)	0.3	21.9	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No international or European affiliations National: FZPEP, Pracodawcy RP
<b>PL</b>	ZPE (Związek Pracodawców Energetyki)	0.5	17	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No international or European affiliations National: FZPEP, Pracodawcy RP
<b>PL</b>	PKEE	1.7	88.7	No	No	n.a.	No international or national affiliations European: Eurelectric
<b>PT</b>	ELECPOR	n.a.	n.a.	No	Yes	On an ad-hoc basis	International: WEC European: Eurelectric No national affiliations
<b>RO</b>	FPEN	33.6	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	National: Employer Confederation Concordia (Confederația Patronală Concordia, CP Concordia)
<b>RO</b>	APEN	13.4	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	National: FPEN (sectoral level); CP Concordia (national level)
<b>RO</b>	PUER	1.6	n.a.	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	National: FPEN (sectoral level); CP Concordia

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
							(national level)
<b>RO</b>	ACUE	1.5	29.1	Yes, both multi-employer and single bargaining	Yes	On an ad-hoc basis	National: CP Concordia
<b>RO</b>	IRE	n.a.	n.a.	No	n.a.	n.a.	European: Eurelectric
<b>SE</b>	EFA	36.2	n.a.	Yes, multi-employer bargaining only	No	n.a.	European: Eurelectric National: Confederation of Swedish Enterprise (Svenskt Näringsliv)
<b>SE</b>	KFS	59.1	n.a.	Yes, multi-employer bargaining only	No	n.a.	European: CEEP
<b>SE</b>	Pacta	n.a.	n.a.	Yes, multi-employer bargaining only	na	n.a.	European: CEEP National: Swedish Association of Local Authorities and Region (Sveriges Kommuner och Landsting, SALAR)
<b>SE</b>	Swedenergy	47.1	n.a.	No	Yes	On a regular basis	International: WEC European: Eurelectric, GEODE, Nordenergi National: EnergiFöretagens Arbetsgivareförening (EFA)

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	<b>Employer organisation</b>	<b>Sectoral density (%), companies</b>	<b>Sectoral density (%), employees</b>	<b>Collective bargaining</b>	<b>Consultation</b>		<b>National, European international affiliations</b>
<b>SI</b>	GZS-EZS	n.a.	n.a.	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	European: Eurelectric
<b>SI</b>	ZDS	n.a.	n.a.	No	Yes	On an ad-hoc basis	International: Business and Industry Advisory Committee to the OECD (BIAC), International Organisation of Employers (IOE) European: BusinessEurope
<b>SK</b>	ZZES	2.7	37.7	Yes, multi-employer bargaining only	Yes	On an ad-hoc basis	No affiliations at international level European: Eurelectric National: AZZZ SR
<b>UK</b>	ENA	1.2	31.2	No	Yes	On a regular basis	International: International Social Security Association (ISSA) European: Eurelectric, GEODE, Eurogas, CIGRE, European Committee for Electrotechnical Standardization (CENELEC) National: CBI, Institution of Engineering

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	Employer organisation	Sectoral density (%), companies	Sectoral density (%), employees	Collective bargaining	Consultation		National, European international affiliations
							and Technology (IET), British Standards Institution (BSI)
<b>UK</b>	Energy UK	6.3	n.a.	No	Yes	On a regular basis	No affiliations at international level European: Eurelectric National: CBI, British Institute of Energy Economics (BIEE), Parliamentary Group for Energy Studies (PSEG), Industry Forum, UK Emissions Trading Group (ETG), Energy and Utilities Skills Council (EU Skills)

#### A7: Domain coverage descriptions of employer organisations, 2013

	Employer organisation	Domain coverage	Domain description
<b>AT</b>	OEE	Congruence	Electricity sector
<b>BE</b>	Synergrid	Sectional overlap	Transmission and distribution of electricity plus transport and distribution of gas
<b>BE</b>	FEBEG	Sectional overlap	Producers of electricity, as well as suppliers of electricity and gas
<b>BG</b>	NEK EAD	Congruence	Electricity sector
<b>CY</b>	AHK/EAC	It does not apply	EAC is the biggest enterprise in Cyprus in the electricity sector, covering the entire national network

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	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Domain description</b>
<b>CZ</b>	ČSZE	Overlap	Electricity sector plus the heating industry, specialised schools (universities, colleges of higher education, secondary technical schools), design and research activities
<b>DE</b>	BDEW	Overlap	Electricity sector plus the gas, heating and drinking water supply as well as sewage disposal
<b>DE</b>	VAEU*	Overlap	Electricity sector plus short-distance public transport, rail passenger services. Other members are also involved in disposal services (waste incineration), general business services and gas supply
<b>DE</b>	VKA*	Sectionalism Overlap	Municipal employer associations in the electricity sector, plus organisations from hospitals and care facilities, public administration, waste disposal companies, public transport and airports
<b>DK</b>	DI	Overlap	Electricity, manufacturing industry, transport, service
<b>DK</b>	DE	Overlap	Electricity sector and companies that produce hardware
<b>EE</b>	ETL	Congruence	Electricity sector
<b>EL</b>	PPC	Does not apply	It is the biggest power producer and electricity supply company in Greece
<b>EL</b>	HELAS	Information not available	Information not available
<b>ES</b>	UNESA	Sectionalism	Electricity sector except trade of electricity
<b>FI</b>	Energiateollisuus ry	Congruence	Electricity sector
<b>FR</b>	UFE	Congruence	Electricity sector
<b>HU</b>	VTMSZ	Overlap	Electricity sector plus two companies (MVM, OVIT) outside the sector
<b>HU</b>	EMT	Information not available	Information not available
<b>IE</b>	IBEC*	Overlap	It represents companies in almost all sectors of the economy
<b>IE</b>	EAI*	Congruence	Electricity sector
<b>IT</b>	UNEI	Sectionalism	Production, distribution and trade of electricity
<b>IT</b>	Assoelettrica*	Sectionalism	Production and trade of electricity
<b>IT</b>	Federutility*	Sectional overlap	Production, distribution and trade of electricity plus gas, water, telecommunications, funeral services

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	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Domain description</b>
<b>LT</b>	NLEA	Congruence	Electricity sector
<b>LU</b>	Organisation des Entreprises d'Electricité du Luxembourg	n.a.	n.a.
<b>LV</b>	LEEA	Overlap	Electricity sector plus producers of electric equipment, construction and education sector
<b>MT</b>	Enemalta	It does not apply	Enemalta is the sole company in the electricity sector in Malta
<b>NL</b>	WENb*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>NL</b>	Energie-Nederland*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>PL</b>	ZPEC*	Sectionalism	Production of electricity
<b>PL</b>	ZPE (Związek Pracodawców Elektrowni)*	Sectionalism	Production of electricity
<b>PL</b>	ZPE (Związek Pracodawców Energetyki)*	Overlap	Companies producing, transmitting, distributing and trading energy of any kind and also their subsidiaries being employer regardless of their activity.
<b>PL</b>	PKEE	Congruence	Electricity sector
<b>PT</b>	ELECPOR	Sectional overlap	Companies in the electricity sector with their HQ in Portugal. Besides, two companies affiliated at ELECPOR have business outside electricity
<b>RO</b>	FPEN*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>RO</b>	APEN*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>RO</b>	PUER*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>RO</b>	ACUE*	Overlap	Electricity sector plus other activities or sectors not specified in the national report
<b>RO</b>	IRE	n.a.	n.a.
<b>SE</b>	EFA*	Sectional overlap	Private companies in the whole energy sector
<b>SE</b>	KFS*	Sectional overlap	Municipality owned companies in the electricity sector and beyond this sector
<b>SE</b>	Pacta*	n.a.	n.a.
<b>SE</b>	Swedenergy	Congruence	Electricity sector
<b>SI</b>	GZS-EZS*	Overlap	Electricity sector and coalmining

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	<b>Employer organisation</b>	<b>Domain coverage</b>	<b>Domain description</b>
<b>SI</b>	ZDS*	Sectional overlap	Domestic companies with public, mixed and private ownership in the production and distribution of electricity plus construction, commerce, textile, chemicals, metal, agriculture and food production and transport
<b>SK</b>	ZZES	Overlap	Electricity sector plus heat-supplier companies and secondary vocational schools
<b>UK</b>	ENA	Sectional overlap	Electricity sector except production and trade plus gas transmission and distribution
<b>UK</b>	Energy UK	Sectional overlap	Electricity sector except distribution plus other parts of energy industry and related activities

## Organisation names and abbreviations

**Table A7: Abbreviated employee organisation names**

	<b>Abbreviation</b>	<b>Full association name in English</b>
<b>AT</b>	GPA-djp	Union of Salaried Employees, Graphical Workers and Journalists
<b>AT</b>	PRO-GE	Austrian Trade Union for Production Workers
<b>BE</b>	ABVV-ACOD Gazelco/FGTB CGSP Gazelco	Belgian Federation of Labour – General Confederation of Public Services in the gas and electricity sector
<b>BE</b>	ACV-CSC BIE	Confederation of Christian Trade Unions Building, Industry and Energy
<b>BE</b>	CSC Services Publics	Christian Union – Public Services
<b>BE</b>	ACLVB - CGSLB	Federation of Liberal Trade Unions of Belgium
<b>BE</b>	CSC-CNE	Confederation of Christian Trade Unions – National Federation of White Collar Workers
<b>BE</b>	VSOA –SLFP	Free Trade Union of Civil Servants
<b>BE</b>	LBC	National Federation of White-Collar Workers
<b>BG</b>	NSFEB	Independent Trade Union Federation of Power Engineers in Bulgaria
<b>BG</b>	NFE	National Federation of Energy Workers
<b>BG</b>	FNE-PODK	Federation ‘Nuclear Energy’
<b>BG</b>	FEW-PODK	Federation ‘Energetics’
<b>CY</b>	EPOPAI	Free Pancyprian Organisation of EAC Personnel
<b>CY</b>	SEPAIK	Union of EAC Scientific Personnel
<b>CY</b>	EAC-SIDIKEK	EAC-Local Authority Workers' and Employees' Trade Union

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	<b>Abbreviation</b>	<b>Full association name in English</b>
<b>CY</b>	SYVAIK	Union of EAC Shift Workers
<b>CZ</b>	ČOSE	Czech Trade Union of Energy Workers
<b>CZ</b>	OS ECHO	Trade Union of Chemical and Energy Workers
<b>DE</b>	IG BCE	Mining, Chemicals and Energy Union
<b>DE</b>	Ver.di	United Services Union
<b>DK</b>	CO-industri	Central Organisation of Industrial Employees in Denmark
<b>DK</b>	3F	United Federation of Danish Workers
<b>DK</b>	DEF	Danish Union of Electricians
<b>DK</b>	TL	Danish Association of Professional Technicians
<b>DK</b>	IDA	Danish Society of Engineers
<b>DK</b>	HK/Privat	Union of Commercial and Clerical Employees in Denmark
<b>EE</b>	EEAÜL	Association of Estonian Energy Workers' Trade Unions
<b>EE</b>	KESA	Independent Trade Union of Miners and Energy Workers
<b>EL</b>	GENOP/DEI-KHE	General Federation of Employees at the Public Power Corporation – Electricity Sector
<b>ES</b>	FITAG-UGT	Federation of Industry and Farmer Workers of the General Workers' Union
<b>ES</b>	FI-CCOO	Federation of Industry of the Trade Union Confederation of Workers' Commissions
<b>ES</b>	FI-USO	Federation of Industry of the Workers' Trade Unionist Confederation
<b>ES</b>	CGT	General Labour Confederation
<b>ES</b>	ELA-HAINBAT	Basque Workers' Solidarity
<b>ES</b>	SIE	Independent Union of Energy Sector
<b>ES</b>	ATYPE-CC	Association of Professionals and Technicians of the Energy Sector Iberdrola group
<b>FI</b>	JHL	Trade Union for the Public and Welfare Sectors
<b>FI</b>	Jyty	Federation of Public and Private Sector Employees
<b>FI</b>	KTN	Technics and Health
<b>FI</b>	YTN	Federation of Professional and Managerial Staff
<b>FI</b>	SKL	Finnish Engineers' Association
<b>FR</b>	FNME-CGT	National Federation of Mining and Energy Workers – General Confederation of Labour
<b>FR</b>	CFE-CGC Energies	Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff Energy sector
<b>FR</b>	FCE-CFDT	Chemical and Energy Federation – French Democratic Federation of Labour
<b>FR</b>	FNEM-FO	Energy and Mine National Federation – Force Ouvrière

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	<b>Abbreviation</b>	<b>Full association name in English</b>
<b>FR</b>	CFTC-CMTE	French Christian Workers' Confederation – Chemical, Mine, Textile and Energy Federation
<b>FR</b>	UNSA Energie	National Federation of Independent Unions, Energy Sector
<b>FR</b>	SUD Energie	Solidarity, Unity, Democracy Energy
<b>HU</b>	EVDSZ	Federation of Electricity Workers' Unions
<b>HU</b>	BDSZ	Trade Union of Mining, Energy and Industry Workers
<b>IE</b>	SIPTU	Services, Industrial, Professional, Technical Union
<b>IE</b>	ESBOA	Electricity Supply Board Officers' Association
<b>IE</b>	IMPACT	Irish Municipal Public and Civil Trade Union
<b>IE</b>	TEEU	Technical Electrical and Engineering Union
<b>IT</b>	Filctem-Cgil	Italian Federation of Chemical, Textiles, Energy and Manufacturing Workers
<b>IT</b>	Flaei-Cisl	Federation of Workers in Italian Electrical Enterprises
<b>IT</b>	Uiltec-Uil (previously Uilcem-Uil)	Italian Union of Textile, Energy and Chemical Workers
<b>IT</b>	CISAL FederEnergia	Italian Confederation of Workers' Trade Unions, Energy Federation
<b>LT</b>	LPPSF	Lithuanian Industry Trade Unions' Federation
<b>LT</b>	LEPS 'Solidarumas'	Lithuanian Trade Union 'Solidarity', Energy sector
<b>LU</b>	Syndicat Services et Energie, OGBL	Confederation of Independent Trade Unions, Services and Energy
<b>LU</b>	LCGB Industrie	Luxembourg Confederation of Christian Trade Unions, Industry
<b>LV</b>	LAB Enerģija	Trade Union 'Enerģija'
<b>MT</b>	GWU	General Workers' Union
<b>MT</b>	EPOU	Enemalta Professional Officers' Union
<b>MT</b>	ESSU	Enemalta Senior Staff Union
<b>MT</b>	UHM	Union of United Workers
<b>NL</b>	Abvakabo FNV	Union of Civil Servants, Federation of Dutch Unions
<b>NL</b>	CNV Publieke Zaak	Christian Dutch Trade Union of Civil Servants
<b>NL</b>	VMHP-N	Union for Middle and Higher Personnel – Utility companies
<b>PL</b>	SKE 'Solidarność'	National Energy Section, 'Solidarity'
<b>PL</b>	SKEE 'Solidarność'	National Section of Power Plants and Combined Heat and Power Plants, 'Solidarity'
<b>PL</b>	ZZIT	Trade Union of Engineers and Technicians
<b>PL</b>	ZZZE	Association of Professional Energy Workers' Trade Unions

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	<b>Abbreviation</b>	<b>Full association name in English</b>
<b>PL</b>	OZZZPRC	Nationwide Alliance of Trade Unions of Continuous Process Industry Employees
<b>PT</b>	SINDEL	National Union of Manufacturing and Energy
<b>PT</b>	Fiequimetal	Federation of Metalworking, Mining, Chemical, Pharmaceutical, Petroleum and Gasworkers' Unions
<b>PT</b>	FETESE	Portuguese Federation of Service Workers' and Technicians' Unions
<b>PT</b>	ASOSI	Trade Union Association of Workers in the Energy and Telecommunications Sector
<b>RO</b>	UFS Atlas	Trade Union Federation Atlas
<b>RO</b>	FNME	National Mining and Energy Federation
<b>RO</b>	Hidrosind	Trade Union Federation Hidrosind
<b>SE</b>	Ledarna	Swedish Association for Managerial and Professional Staff
<b>SE</b>	SEF	Swedish Electricians' Union
<b>SE</b>	SACO	Swedish Confederation of Professional Associations
<b>SE</b>	SEKO	Swedish Association for Service and Communications
<b>SE</b>	Civilekonomerna	Swedish Association of Economics or Business School Graduates
<b>SI</b>	SDE	Trade Union of Energy Sector Workers
<b>SI</b>	KNSS-Neodvisnost	Confederation of New Trade Unions of Slovenia
<b>SK</b>	ECHOZ	Energy-Chemicals Trade Union Association
<b>SK</b>	ZOES	Slovakia Association of Energy Trade Unions
<b>UK</b>	GMB	General, Municipal, Boilermakers and Allied Trade Union

**Table A8: Abbreviated employer organisation names and English versions**

	<b>Abbreviation</b>	<b>Full association name</b>
<b>AT</b>	OEE	Austria Energy ('Austria's Energy Economy' is also used)
<b>BE</b>	Synergrid	Belgian Federation of Electricity and Gas Grid Administrators
<b>BE</b>	FEBEG	Belgian Federation of Belgian Electricity and Gas Enterprises
<b>BG</b>	NEK EAD	National Electric Company
<b>CY</b>	AHK/EAC	Electricity Authority of Cyprus
<b>CZ</b>	ČSZE	Czech Association of Energy Sector Employers
<b>DE</b>	BDEW	German Association of Energy and Water Industries

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	<b>Abbreviation</b>	<b>Full association name</b>
<b>DE</b>	VAEU	Federation of Employer Organisations for Energy and Utility providers
<b>DE</b>	VKA	Municipal Employers' Association
<b>DK</b>	DI	Confederation of Danish Industries
<b>DK</b>	DE	Danish Energy Association
<b>EE</b>	ETL	Association of Estonian Electrical Industry
<b>EL</b>	PPC	Public Power Corporation
<b>EL</b>	HELAS	Hellenic Electricity Association
<b>ES</b>	UNESA	Spanish Electricity Industry Association
<b>FI</b>	ET	Finnish Energy Industries Association
<b>FR</b>	UFE	French Electricity Industry Employers' Association
<b>HU</b>	VTMSZ	Association of Electricity Industry Companies
<b>IE</b>	IBEC	Irish Business and Employers' Confederation
<b>IE</b>	EAI	Electricity Association of Ireland
<b>IT</b>	UNEI	Union of Italian Electricity Companies
<b>IT</b>	Assoelettrica	National Association of Electrical Enterprises
<b>IT</b>	Federutility	Federation of Energy and Water Enterprises
<b>LT</b>	NLEA	National Association of Lithuanian Electricity
<b>LV</b>	LEEA	Latvian Association of Power Engineers and Energy Constructors
<b>MT</b>	Enemalta	Malta Electricity Corporation
<b>NL</b>	WENb	Employers' Association for Energy and Utility Companies
<b>NL</b>	Energie-Nederland	Association Energy-Netherlands
<b>PL</b>	ZPEC	Union of Heat and Power Plant Employers
<b>PL</b>	ZPE (Związek Pracodawców Elektrowni)	Power Station Employers' Union
<b>PL</b>	ZPE (Związek Pracodawców Energetyki)	Power Plant Employers' Union
<b>PL</b>	PKEE	Polish Electricity Association
<b>PT</b>	ELECPOR	Portuguese Association of Electric Power Companies
<b>RO</b>	FPEN	Energy Employers' Federation
<b>RO</b>	APEN	Energy Employers' Organisation
<b>RO</b>	PUER	Union of Romanian Energy Power Employers

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	<b>Abbreviation</b>	<b>Full association name</b>
<b>RO</b>	ACUE	Association of Energy Utility Providers
<b>RO</b>	IRE	Romanian Institute for Energy Development Studies
<b>SE</b>	EFA	Energy Employers' Association
<b>SE</b>	KFS	Municipality Companies' Cooperative Organisation
<b>SE</b>	Pacta	Employers' Association of Local Federations of Local Authorities and Enterprises
<b>SI</b>	GZS-EZS	Chamber of Commerce and Industry of Slovenia – Energy Industry Chamber of Slovenia
<b>SK</b>	ZZES	Association of Power Industry Employers in Slovakia
<b>UK</b>	ENA	Energy Networks' Association

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