



Representativeness of the European social partner organisations: Central government administration

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Abstract

This study provides information allowing for an assessment of the representativeness of the actors involved in the European sectoral social dialogue committee for central government administration. The aim of Eurofound's series of studies on representativeness is to identify the relevant national and supranational social partner organisations in the field of industrial relations in selected sectors. The study identified TUNED (representing employees) and EUPAE (representing employers) as the most important European-level social partner organisations in the sector.

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Country codes

AT	Austria	FI	Finland	NL	Netherlands
BE	Belgium	FR	France	PL	Poland
BG	Bulgaria	HR	Croatia	PT	Portugal
CY	Cyprus	HU	Hungary	RO	Romania
CZ	Czech Republic	IE	Ireland	SE	Sweden
DE	Germany	IT	Italy	SI	Slovenia
DK	Denmark	LT	Lithuania	SK	Slovakia
EE	Estonia	LU	Luxembourg	UK	United Kingdom
EL	Greece	LV	Latvia		
ES	Spain	MT	Malta		

Abbreviations used in the report

CEEP	European Centre of Employers and Enterprises providing Public Services and Services of general interest
CESI	European Confederation of Independent Trade Unions
CGA	Central government administration
EIPA	European Institute of Public Administration
EPSO	European Personnel Selection Office
EPSU	European Federation of Public Service Unions
EPU	European Police Union
ESSDC	European sectoral social dialogue committee
EUPAE	European Public Administration Employers
EUPAN	European Public Administration Network
Eurocop	European Confederation of Police
Eurofedop	European Federation of Public Service Employees
Euromil	European organisations of military associations
LRA	Local and Regional Administration
NACE	<i>Nomenclature statistique des activités économiques dans la Communauté européenne</i> - Statistical classification of economic activities in the European Community
NEA	National and EU Administrations (the NEA standing committee is part of EPSU)
TFEU	Treaty on the Functioning of the European Union
TUNED	Trade Unions' National and European Administration Delegation
UCL	Université Catholique de Louvain
UFE	Union of Finance Personnel in Europe

Introduction

The aim of this representativeness study is to identify the relevant national and supranational social partners (that is, the trade unions and employer organisations) in the field of industrial relations in central government administration (CGA), and to show how they relate to the sector's European interest associations representing the employees and the employers. The report is divided into three parts: a summary of the sector's scope; an analysis of the social partner organisations in all the EU Member States, and an analysis of the relevant European organisations, in particular their membership composition and capacity to negotiate.

In this section, the objectives of the study are presented along with a brief introduction to the chosen methodology, which is adapted to the specificities of the sector and fine-tuned in agreement with the European social partners and the European Commission. The context of this study is the European Sectoral Social Dialogue Committee (ESSDC) for the CGA sector. While adapted to the features of the sector, the analyses and structure of this report stays in line with all other representativeness studies.

Objectives of the study and its methodology

Representativeness studies are conducted for three reasons:

- it is the European Commission's aim to identify the representative social partner associations to be consulted under Article 154 of the [Treaty on the Functioning of the European Union \(TFEU\)](#);
- representativeness is also a criterion for being eligible for the setting up of an ESSDC, or the participation in one of them;
- representativeness means also having the capacity to negotiate agreements that can lead to an implementation by Council decision as provided by Article 155 of the TFEU.¹

Representativeness is defined by the European Commission Decision on the establishment of Sectoral Social Dialogue Committees promoting the Dialogue between the social partners at European level (98/500/EC) (European Commission, 1998). It includes the following requirements for a European social partner organisation to be representative:

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

In the context of setting up ESSDCs in the area of public administration, Eurofound published a representativeness study (Eurofound, 2010) for the entire public administration (combining CGA with the local and regional government sector), covering NACE code 84. Since then, the situation has evolved substantially, and therefore this study is not just an update of the previous report, for two reasons. Firstly – and in contrast to the previous study – this study focuses on central administration only and the definition of CGA varies from country to country (Eurofound, 2014a). Therefore, particular attention was given to delimit the sector. Secondly, European Public

¹ Such an agreement was signed on 21 December 2015 by EUPAE and TUNED, providing a general framework for informing and consulting civil servants and employees of central government administration, as is shown in the 'Capacity to negotiate' section of Chapter 3.

Administration Employers (EUPAE) representing the employers in CGA had not been established at the time the data was collected for the 2011 representativeness study, and therefore not included.

To take into account the specificities of the sector, such as different definitions of CGA in the 28 EU Member States and specific industrial relations settings in CGA (Eurofound, 2014b), Eurofound has adjusted the methodology in close cooperation with the European Commission, the Trade Unions' National and European Administration Delegation (TUNED) and EUPAE. Instead of involving national correspondents, the questionnaires were sent directly to the relevant sector-related trade unions and CGA employers contact persons, at the beginning of 2017. With the exception of Slovenia, all CGA employers' contact persons returned the questionnaires, providing information on the scope of CGA in their country, their affiliation to European associations and specifying how and with which trade unions there is [social dialogue](#) (including information, consultation and negotiation). On the trade union side, for some Member States, all the necessary information is available; in some others, there is only part of the information, while for others there was very little information or no questionnaire returned at all. This report has been drafted on the basis of the available information.

The report has been checked by the actors involved in the ESSDC for CGA, and evaluated by a tripartite Eurofound advisory committee. More information on the applied methodology can be found in the annex, including the questionnaires used for the data collection and the measures aimed to ensure the quality of the analyses.

European sectoral social dialogue committee for CGA

The ESSDC for the central government administrations was set up in December 2010 by TUNED and EUPAE. EUPAE was established as a non-profit organisation on 17 December 2010 with the purpose of representing central government administrations in EU level social dialogue. Initially, EUPAE was created by the governments of Belgium, the Czech Republic, France, Italy and Luxembourg. In Article 6 of its statutes, the establishment of an ESSDC for CGA is the first objective of EUPAE; unanimity is required, according to article 7 of the EUPAE statutes, for any common position. New members are required to sign a declaration of adherence and endorse the statutes, according to its article 10. By doing so, there are, in 2017, 11 members and 6 observers in EUPAE.

EUPAE emanated out of the activities of the European Public Administration Network (EUPAN) as a kind of 'coalition of the willing' for the establishment of the CGA ESSDC. EUPAN is an informal network of the director generals, responsible for public administration in all EU Member States. Since the establishment of the ESSDC for CGA, EUPAN has not been involved in European social dialogue and has not expressed a wish to do so.

TUNED is a platform jointly set up by the European Public Service Union (EPSU) and the European Confederation of Independent Trade Unions (CESI). On 2 February 2005, the unions signed the Cooperation Agreement for the ESSD in National Administration, which was updated on 25 May 2010. With this cooperation agreement, EPSU and CESI established a joint trade union delegation with a view to setting up a sectoral social dialogue committee for central government administration. Both the initial cooperation agreement of 2005 and the update of 2010 refer in the preamble to the [2004 CGA representativeness study](#) conducted by Université Catholique de Louvain (UCL), stating that this study has shown EPSU to be the most representative European trade union organisation in Europe, with CESI adding a complement of representativeness. With this joint trade union delegation, EPSU and CESI commit to a spirit of good cooperation, loyalty, transparency and mutual respect of the identity of both organisations. These statements, in the TUNED cooperation agreement, are a declaration of mutual recognition of the representative European trade union organisations in the CGA sector (Eurofound, 2015).

The cooperation agreement specifies how the participation of trade union delegates to the CGA ESSDC meetings is to be distributed between EPSU and CESI.² EPSU leads and coordinates the trade union delegation in close cooperation with CESI. Decisions of the ESSDC are to be endorsed by the relevant decision making bodies of both EPSU and CESI on the recommendation of TUNED.

Structure of report

Following this introduction, the report consists of three main parts, beginning with a presentation of the CGA sector (Chapter 1). As the delimitation of the sector is not linked to a standard NACE code definition, the specific CGA sector delimitation for each of the 28 EU Member State is presented and assessed in a first part. Secondly, the report analyses the relevant social partner organisations in all 28 EU Member States (Chapter 2). The third part assesses the representative associations at European level (Chapter 3).

This study only assesses the representativeness of the European social partner organisations and their national affiliates without deciding on whether their representativeness is sufficient for admission to the European social dialogue, which might imply a political judgement. The findings presented here can furthermore be guiding initiatives to strengthen the capacity of European social partner organisations, whether in terms of their membership-based representativeness or their capacity to commit and negotiate on behalf of their members.

² Four invitations are reserved for the EPSU and CESI European secretariats, giving them two members each. In the initial 2005 cooperation agreement, two invitations were allocated to the CESI affiliates from Germany and Luxembourg, while the 2010 update provides for five national seats for the CESI affiliates from Austria, Germany, Hungary, Luxembourg and Slovakia. All other invitations go to EPSU affiliates.

1. Defining the sector

The sectoral scope of ESSDCs is defined by the European social partners together with the European Commission. For most sectors, this is done in reference to NACE codes that correspond with the relevant economic activities. This agreed delimitation forms the basis for the assessment of the sector-relatedness of the social partners (see Chapter 2). As there was no commonly agreed delimitation of the CGA sector available, this study builds on three approaches. Firstly, its limits are traced, distinguishing CGA from other public sector activities that are not considered to be part of the CGA sector. Secondly, the employer contact persons for CGA of 27 of the 28 EU Member States indicated how the CGA sector in their country relates to the subheadings of NACE code 84. This, together with the possibility that there are CGA activities related to NACE codes other than 84, is presented in Table 3. Thirdly, the scope of the CGA workforce is considered.

Public sector activities not part of the CGA sector

The 2004 representativeness study states that there is no standard definition of central public administration at European level. Based on data collected between March and June 2003, a general description of the central public sector is given for the then 15 EU Member States. Three dimensions are put forward here to develop a delimitation of the CGA sector: a vertical dimension; a horizontal dimension; and a distinction between public services and public administration.

In defining the CGA sector as ‘public administration’ and not as a ‘public service’, public enterprises and public services outside of the administration are excluded (Polet and Nomden, 1996; Auer et al, 1996).

In the vertical dimension, the CGA sector is distinguished from local and regional administration (Polet, 1997; Bosseart et al, 2001). At European level, the European Commission established a [Sectoral social dialogue committee](#) for local and regional governments in 2004. The Council of European Municipalities and Regions (CCRE-CEMR) on the employer side, as well as EPSU on the employee side, participate in the European sectoral social dialogue³. The sector is defined by the social partners together with the European Commission. As such, it corresponds to the NACE codes presented in Table 1, whereby to the NACE codes 84.11, 84.12, 84.13, 84.24 and 84.25 there has been added the specification that it concerns only the activities ‘under the responsibility of local and regional governments’.

³ CESI is not directly involved as a European trade union organisation in the ESSDC for local and regional government, even if CESI reported that for some countries, such as in Hungary where its affiliated trade union is participating in national level CGA social dialogue meetings. According to the latest communication of EPSU, the CESI trade unions SLOVES and MKKSZ participate in the SDC LRA for Slovakia and Hungary, the German trade union DBB has agreed on the substitution of members for the German seat in consultation with the union Ver.di, and FGFC of Luxembourg may participate in the SDC LRA. According to the 2015 representativeness study on the local and regional administration sector (Eurofound, 2015; p 30), CESI has members in the sector in 11 of the 27 EU member states included in that study, including the members of Eurofedop, which is affiliated to CESI. CESI’s membership in the LRA sector thus amounts to at least 850,000 workers (or 17% of the total union members reported for that 2015 study).

Table 1: Delimitation of the local and regional administration sector

NACE code	Activities
84.11	General public administration activities
84.12	Regulation (under the responsibility of local and regional governments) of the activities of providing health care, education, cultural services and other social services (excluding social security)
84.13	Regulation (under the responsibility of local and regional governments) of and contribution to more efficient operation of businesses
84.24	Public order and safety activities (under the responsibility of local and regional governments)
84.25	Fire service activities (under the responsibility of local and regional governments)
87	Residential care activities
88	Social work activities without accommodation
91	Libraries, archives, museums and other cultural activities

Source: Representativeness study for the local and regional government sector (Eurofound, 2015).

In the horizontal dimension, CGA can be distinguished from activities in education and healthcare, for which separate ESSDCs exist. The Education ESSDC covers NACE code 85, while the Healthcare and hospitals ESSDC is defined with NACE code 86. Social work activities without accommodation (NACE code 88) and residential care activities (NACE code 87) are covered by the local and regional government ESSDC, as shown in Table 1. Exceptionally, however, in France⁴ and Italy, education activities are considered as part of CGA, while in Portugal this is the case for education, health and social work activities.⁵

Different CGA delimitations in EU Member States

Having excluded education and healthcare activities, local and regional administration, and public services that are not directly part of public administration, brings the scope of what can be considered as CGA to the NACE codes in Table 2. Each of the responding CGA employers has indicated for each of the subdivisions in Table 2 whether they are part of CGA in their country or not. For each subdivision the respondents could answer whether these activities are completely in the scope of CGA, partly or not at all. It was also asked whether there were any CGA activities that were not yet listed in Table 2, to be sure that the complete scope of what is understood as CGA in each Member State is given. An overview presenting this for each of the 28 EU Member States is presented in Table 3.

⁴ The French and Italian definition of CGA includes education, which is particularly true as decisions taken in the ESSDC CGA also impact the Education sector, as well as the rest of the CGA. Moreover, the EESSDC CGA is also representative for education in France; this all the more so as France does not participate in the ESSDC for education. As a consequence, education is not part of the CGA for the other countries, but should be included for France and Italy.

⁵ Besides NACE Section O, the central government sector in Portugal also includes NACE Section P (Education) and Section Q (Human health and social work activities), representing 41.6% and 25.4%, respectively of the central government sector employment, as well as other small activities classified in Sections C, E, F, G, H, I, J, K, L, M, N, R and S.

Table 2: Delimitation of the sector within NACE code 84

NACE code	Activities of public administration, defence and compulsory social security
84.11	General public administration activities: administration and supervision of fiscal affairs; operation of taxation schemes; tax/duty collection and violation investigation, customs administration
84.12	Public administration of programmes or activities aimed to increase personal well-being in terms of health, education, culture, sport, recreation, environment, housing, social services, administration of potable water and waste collection and disposal
84.13	Public administration and regulation, including subsidy allocation and administration of research and development policies to improve economic performance for different economic sectors: agriculture, land use, energy and mining, infrastructure, transport, communication, hotels and tourism, wholesale and retail trade
84.21	Administration of ministry of foreign affairs and diplomatic and consular missions, aid to foreign countries, management of foreign trade and international financial affairs
84.22	Defence activities
84.23	Justice and judicial activities – judges, magistrates and prison services, etc.
84.24	Public order (police) and safety (civil protection) activities
84.30	Compulsory social security activities. Administration of sickness, work accident, employment insurance, retirement pension, programmes covering losses of income due to situations such as maternity, disablement and widowhood.
Other	Are there any other activities in central government administration that are not mentioned above?

Source: Eurostat list of NACE codes (Rev.2).

In Table 3, the answers for each subdivision of NACE code 84 are presented for all EU Member States. The colours refer to the scope of the CGA: Green means that this is entirely part of CGA, yellow means it is partly within the CGA and red means that it is not part of CGA. In Belgium, for example, 84.22 is yellow because only the administration of the defence activities is part of CGA and not the military forces. Also, 84.23 is yellow because the judges and magistrates are not part of CGA, while 84.24 is yellow because the police forces are also not part of CGA. For Austria, subdivisions 84.12 and 84.13 are only partly included in CGA as most of the activities here are at regional and local administration level. Also, for Belgium, the competences of 84.12 and 84.13 are partly CGA and partly local and regional government activities.

Table 3: Delimitation of the sector in Member States

	84.11	84.12	84.13	84.21	84.22	84.23	84.24	84.30	Other*
AT	Green	Yellow	Yellow	Green	Green	Green	Green	Red	Green
BE	Green	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Green	Red
BG	Green	Yellow	Green	Green	Green	Green	Green	Green	Red
CY	Green	Yellow	Yellow	Green	Green	Green	Green	Green	Green
CZ	Green	Green	Green	Green	Green	Green	Green	Green	Green
DE	Red	Yellow	Red	Green	Green	Yellow	Yellow	Yellow	Green
DK	Green	Yellow	Green	Green	Green	Green	Green	Yellow	Red
EE	Green	Yellow	Green	Green	Green	Green	Yellow	Yellow	Green
EL	Yellow	Yellow	Green	Green	Green	Green	Yellow	Yellow	Red
ES	Green	Yellow	Yellow	Green	Green	Green	Red	Green	Red
FI	Green	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Red	Red
FR	Green	Yellow	Yellow	Green	Green	Green	Yellow	Red	Green
HR	Green	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow
HU	Green	Yellow	Green	Green	Green	Yellow	Yellow	Yellow	Red
IE	Green	Green	Green	Green	Green	Green	Green	Green	Red
IT	Green	Yellow	Yellow	Green	Green	Green	Green	Green	Green
LT	Green	Green	Green	Green	Green	Green	Green	Green	Red
LU	Green	Yellow	Green	Green	Green	Green	Green	Green	Red
LV	Green	Green	Green	Green	Green	Green	Green	Green	Red
MT	Green	Green	Green	Green	Green	Green	Green	Green	Green
NL	Green	Red	Yellow	Green	Green	Green	Green	Yellow	Red
PL	Green	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Red	Green
PT	Yellow	Yellow	Yellow	Green	Green	Green	Yellow	Yellow	Green
RO	Green	Green	Green	Green	Green	Green	Green	Green	Red
SE	Green	Yellow	Green	Green	Green	Green	Green	Green	Red
SK	Green	Yellow	Yellow	Green	Green	Green	Green	Green	Red
SI	White	White	White	White	White	White	White	White	White
UK	Green	Green	Green	Green	Green	Green	Yellow	Green	Red

Notes: Green = activities entirely CGA, yellow = partly CGA, red = not at all. * The inclusion of activities from other NACE codes into what is considered as CGA in the given EU Member State.

Source: Replies from CGA employers to Eurofound questionnaire (2017).

In Austria, Cyprus, Czech Republic, Estonia, France, Germany, Italy, Malta, Poland and Portugal, CGA also comprises of activities outside of NACE code 84.

CGA workforce in EU Member States

The CGA contact persons for employers reported the number of employees in the sector in their country and the percentage of them that are civil servants. Both are shown in the left columns of Table 4, together with the year the data was provided for. In the right columns, the numbers of employees in three specific CGA activity areas: police, justice and army.

Table 4: Numbers of employees in the CGA sector in Member States

	Number of CGA employees	Civil servants (%)	Year	Police	Justice	Army	Police, justice and army	CGA (%)
AT	131,361	57%	2015	30,243	2,923	13,533	46,699	36%
BE	68,383	79%	2016	2,440	11,134	1,551	15,125	22%
BG	104,833	69%	2015	49,838	4,335	30,000	84,173	80%
CY	48,630	35%	2016	10,135				21%
CZ	*77,970	90%	2017					
DE	424,280	32%	2015	44,275	520	166,005	210,800	50%
DK	183,907	16%	2016	13,487	6,144	18,982	38,613	21%
EE	55,234	43%	2015	2,203	277	3,229	5,709	10%
EL	482,875	91%	2016	54,413	15,950	86,306	156,669	32%
ES	524,314	77%	2016	140,212	47,633	120,017	307,862	59%
FI	73,000	20%	2016	200	8,000	1,000	9,200	13%
FR	*2,392,579	64%	2014	238,893	78,857	262,388	580,138	24%
HR	61,905	89%	2016	25,292	3,299	18,391	46,982	76%
HU	872,800	10%	2016	64,000	20,000	29,700	113,700	13%
IE	32,000		2016				0	
IT	*2,051,540	92%	2015	346,974	10,605	181,523	539,102	26%
LT	66,288	66%	2017	8,083	2,917	18,340	29,340	44%
LU	26,720	65%	2016	2,070	722	472	3,264	12%
LV	57,990	20%	2016	12,714	1,008	5,333	19,055	33%
MT	31,579	97%	2017	2,184	714	1,800	4,698	15%
NL	239,955	100%	2015	62,497	3,420	57,510	123,427	51%
PL	119,000	6%	2015	11,454	678	2,853	14,985	13%
PT	155,863	47%	2015	49,507	23,999	30,418	103,924	67%
RO	*501,626	13%	2017				0	
SE	250,000	100%	2016	30,000	19,000	27,000	76,000	30%
SI							0	
SK	407,523	23%	2017	28,060	2,473	14,209	44,742	11%
UK	*419,399	100%	2017	**151,000	***3,134	****83,560	237,694	57%

Notes: *Details per referenced Member State is shown below.

Czech Republic: The number refers only to civil servants (in the scope of the Civil Service Act) as only these data are available. The Civil Service Act covers civil servants in the state administration (central) in different field of public services – tax, social security, central administration, administration of the state, public procurement, staff in the ministries (Education, Army, Justice, Health). However, it does not apply to security forces (army, justice or police) as they have their own legal acts and employees in these CGA activities are not included in the given number. **France:** The number includes education as this is considered part of CGA in France. Without education it would be 1,392,529. The 1,000,050 CGA employees in education correspond to 42% of CGA employees. **Italy:** The number for Italy includes 1,094,256 CGA employees in education, which corresponds to 53% of all CGA employees. The source of the data is the ‘conto annuale’ (Treasury Annual Accounts) for the years 2007–2015 of the Italian Ministry of Economy and Finance (MEF). **Romania:** The National Agency of Civil Servants (NACS) does not manage

*the records of all employees in the public system, but only the data regarding civil servants. In July 2017, we were informed that according to data centralised by NACS, the number of civil servants in the central public administration is 66,890. This does not include civil service positions with special status (such as staff employed in the Romanian police or the prison system). Later on, in November 2017, the information was received that in Romania there are 501,626 employees in central government administration. **UK:** The number refers to full-time equivalents as at 31 March 2017; ** the number of police as at 31 March 2016; *** the number of judges in England and Wales as at 1 April 2017; **** the number of army regulars as at 1 April 2017 (this does not include the Royal Navy or Air Royal Force). These figures have been compiled using published data.*

Source: Replies from CGA employers to Eurofound questionnaire.

In total, this brings us to estimate the number of employees working in CGA at around 10 million, which equates to approximately 4.5% of employees in the 28 EU Member States, with around 2.6 million employees (27%) working in three specific CGA activities: police; justice; and army (as shown in the dark green column of Table 4). This corresponds to the proportion of the CGA employees in these three specific activity areas added together and divided by the total number of CGA employees in the light blue column of Table 4. For Germany and the Netherlands, around 50% of the CGA workforce is either in police, justice or army activities, while for Finland and Spain it is around 60%, Croatia 76%, and for Bulgaria 80%. For Austria, Greece, Latvia and Sweden this figure is around 30%, and for Belgium, Cyprus, Denmark, France, Italy and Portugal, it is around 20%. In Hungary, Luxembourg, Malta and Poland, the CGA employees in police, justice and army activities correspond to around 10% of the total CGA workforce.

As Table 4 only includes the employees in these three activity groups which are part of the CGA sector, the total number of employees in the CGA sector should be higher than the sum of the employees in police, justice, army activities.

Conclusions

The delimitation of which activities are included in CGA differs from country to country, just as the relative importance of certain CGA activities related to police, justice and the army. A comparison with NACE code 84 allows for cross-checking of these national delimitations, as there is Eurostat data on the number of employee active in activities related to NACE code 84.

Table 3 illustrated (by colour) that the different national delimitations of the CGA do not correspond (yellow in part/red not at all) to NACE code 84. Including the CGA workforce in the delimitation of the sector strengthens this conclusion. Table 5 shows Eurostat data for the numbers of employees corresponding to the activities in NACE code 84. In total, for the 28 EU Member States, there are around 15 million employees related to NACE code 84 activities, while almost two thirds of them (9.3 million⁶) are actually working in the CGA sector. The proportions for the different EU Member States are included in Table 6.

⁶ As some numbers are missing or incomplete, this figure could be slightly higher.

Table 5: Eurostat data for entire NACE code 84 in the 28 EU Member States

	Total NACE activities (x1000)	Total NACE activities (x1000)	NACE 84 Public administration and defence; compulsory social security (x1000)	NACE 84 Public administration and defence; compulsory social security (x1000)	NACE 84 proportion of entire workforce (%)
	2015	2016	2015	2016	2016
EU28	220,841	224,289	15,198	15,372	7%
DE	40,211	41,367	2,757	2,895	7%
UK	31,205	31,640	1,846	1,909	6%
FR	26,424	26,583	2,430	2,431	9%
IT	22,465	22,758	1,293	1,262	6%
ES	17,866	18,341	1,325	1,266	7%
PL	16,084	16,197	1,075	1,085	7%
RO	8,535	8,449	442	434	5%
NL	8,319	8,427	485	483	6%
CZ	5,042	5,139	316	330	6%
SE	4,837	4,910	313	324	7%
PT	4,549	4,605	306	288	6%
BE	4,552	4,587	380	394	9%
HU	4,210	4,352	423	445	10%
AT	4,148	4,220	280	272	6%
BG	3,032	3,017	224	220	7%
DK	2,752	2,840	145	152	5%
SK	2,424	2,492	217	222	9%
FI	2,437	2,448	106	111	5%
IE	1,964	2,020	100	101	5%
HR	1,585	1,590	110	104	7%
LT	1,335	1,361	82	83	6%
SI	917	915	55	55	6%
LV	896	893	59	62	7%
EE	641	645	42	40	6%
CY	358	367	29	30	8%
LU	257	260	27	25	10%
MT	186	191	16	15	8%

Source: Eurostat for NACE code 84.

Dividing the number of employees provided in the responses to the Eurofound questionnaires by the number of employees provided by Eurostat for the entire NACE code 84 gives an indication

of the proportion of employment within NACE code 84 that can be considered as CGA. This calculation breaks down the 24 EU Member States for which the data was provided in 5 groups. The first group (Cyprus, Denmark, Estonia, Hungary, Italy and Portugal) with a number of employees in CGA reported in the replies to the Eurofound questionnaires that the figure is larger than the number of employees Eurostat has for NACE code 84 for the same year. The fact that other activities outside of NACE Code 84 are considered part of CGA in Cyprus, Estonia, France, Italy, Malta and Portugal (as indicated in table 3) explains the high percentages in those countries. The numbers of employees in CGA appears to be more or less equal to the Eurostat numbers for NACE Code 84 in France, Latvia, Luxembourg and Romania, while for the other Member States this figure is smaller.

Table 6: Proportion of employees in NACE code 84 that is part of CGA

	Member States
More than 100%	CY, DK, EE, HU, IT, MT
+/- 100%	FR, LV, LUX, RO
+/- 75 %	FI, LT, SE
+/- 50%	AT, BG, HR, NL, PT, ES
Less than 25%	BE, CZ, DE, IE, PL, UK

Note: For the Czech Republic, Greece, Slovakia and Slovenia, the data was not available to make the comparison between CGA employees and Eurostat data of employees in NACE Code 84.

Source: Own calculation using data from Eurofound questionnaires and Eurostat data.

The diversity in the scope of what is understood as CGA in the different EU Member States, and the different proportions of NACE code 84 to which this corresponds, underline the difficulty to singularly define CGA for all. The assessment of the representativeness of the social partners in this study, therefore, cannot start from a NACE code delimitation of the sector.

Comparing the proportions presented in Table 6 with the answers in Table 3 allows us to check the consistency of the provided answers with the available Eurostat data. If, for example, in Table 3 all boxes are green, except for the 'other' box being red, we would expect CGA to be exactly 100% of NACE code 84. When more boxes would be red or yellow, the proportion should go lower, and when the other box is green in Table 3, which is the case for Austria, Cyprus, the Czech Republic, Germany, Estonia and Poland, the proportion could be above 100% if the activities relating to the other box (outside of NACE code 84 are employing more employees than the activities for which there is a yellow or red box in that country in Table 3.

2. National level of interest representation

This chapter aims to present an overview of the national level social partner within the scope of the CGA sector in each of the 28 EU Member States. Normally, the method to conduct a representativeness study combines a top-down and a bottom-up approach to identify national level sector-related organisations. As previously mentioned, the methodology in this study has been adjusted to the specificities of the CGA sector, and instead of a broad bottom-up approach, both the CGA employers contact and the CGA trade unions affiliated CESI and EPSU, were asked which are the different national trade unions having members in the sector, and which are the different trade unions involved in social dialogue and in collective bargaining. Triangulation as a method to cross-check information from different sources was applied here in order to increase the validity of the findings in this study.

This approach seems fully adequate for the employers' side as the CGA is specific in that there is – in general per definition – only one single employer or an obligatory affiliation to a collective bargaining alliance (employer organisation). Their contact person completed the questionnaire and should be aware of all trade unions with which social dialogue or collective bargaining is ongoing. However, to ensure that the assumption of a single employer is legitimate, it was also asked whether there are CGA activities⁷ that are not covered by the organisation receiving the questionnaire, or not represented by them in social dialogue activities.

Employer organisations

As shown in Table 7, in eight EU Member States there is a specific employer's organisation in CGA. For some of these countries, this is the unique CGA employers' actor. For example, the Danish agency for the modernisation of the public administration is the CGA employers' organisation, and also the CGA contact point. The Employers' organisation covering the CGA in Italy is the Presidency of the Council of Ministers – Department for Public Administration. The Agency for the representation in negotiations of the Public Administration (ARAN) is an Agency also for the regional and local authorities. The Department for Public Administration negotiates directly with trade unions collective bargaining agreements for some specific CGA sectors such as police, magistrates, army, diplomacy and prisons. For all other sectors, ARAN negotiates with trade unions.

Table 7: Employers' organisations covering CGA

DK	Agency for the Modernisation of the Public Administration (within Ministry of Finance)
FI	Office for the government as Employer (VTML) (within Ministry of Finance)
HU	Chamber of Hungarian Government Officials
IT	Presidency of the Council of Ministers – Department for Public Administration
MT	People and Standards Division within the Office of the Prime Minister
NL	League for public sector employers (VSO)
RO	National Agency for Civil Servants (ANFP)
SE	Swedish Agency for Government Employers (SAGE)

Source: Replies from CGA employers to Eurofound questionnaire.

⁷ As defined by CGA employers responding to the Eurofound questionnaires.

The government responsibility as employer of CGA employees lies in Estonia, Finland, France and Ireland within their Ministry of Finance, while in the Czech Republic, Germany, Lithuania and the Netherlands it is to be found within their Ministry for Interior Affairs. As such there is co-existing in the Netherlands the employers' organisation VSO and a contact point within the Ministry for Interior affairs. In Austria, the employers contact is within the Federal Chancellery (Bundeskanzleramt) in Poland within the Chancellery of the Prime Minister (KPRM), and in Slovakia within the Government Office of the Slovak Republic (Úrad vlády). A specific public administration department takes up the CGA employers role in the *Ministère de la fonction publique et de la Réforme Administrative* (Bulgaria, Latvia and Luxembourg), DGAEP (Portugal), Directorate-General for the Civil Service through Sub-directorate General for Labour Relations (Spain), the Civil service Industrial Relations Lead (UK) and the Presidency of the Council of Ministers – Department for Public Administration (Italy). In Belgium, the employer's responsibility of the government in the framework of the social dialogue is exercised by the Minister of the Civil Service whose instrumental administration is the Federal Public Service Policy and Support (FPS BOSA).

For three EU Member States (Cyprus, Slovakia and Spain), it was reported that certain CGA activities are not covered by the CGA employer responsible. In Cyprus and Spain, this is the case for the army (defence activities). While in Slovakia, it is the army, police and prison service that are the CGA activities not covered by the CGA employer contact. In Greece, the employers' role of the CGA responsible does not cover the diplomatic corps, doctors in the public health system and parliamentary employees. In most EU Member States, the delimitation of the CGA sector and the employers' competence at national level appear to be identical, in that they are congruent. Only in Cyprus, Greece, Slovakia and Spain is there sectionalism, as the CGA employers contact is not responsible for all CGA activities.

It appears that a distinction is to be made between the coverage as employer at national level, and the competence of the CGA sector, entirely or partly at EU level activities. When it comes to the coverage of the entire CGA for the participation in the ESSDC through the involvement in EUPAE, 10 of the affiliates of EUPAE (Austria, Belgium, France, Greece, Italy, Lithuania, Luxembourg, Malta, Romania and the UK) reported to represent the entire CGA in their EUPAE involvement. There are five EUPAE members that are not representing the entire CGA, and for two (Hungary and Slovenia) the question regarding the coverage for their EUPAE involvement as observer was not answered. As for the involvement in EUPAN, 17 Member States stated they represent the entire CGA, 8 Member States do not, and for 3 Member States the question was not answered.

Table 8: Involvement of affiliates (members and observers) in EUPAE

Is your involvement in EUPAE covering the entire CGA in your country?	
Yes	AT, BE, FR, GR, IT, LT, LU, MT, RO, UK
No	CZ, DE, ES, PT, SK
No reply	HU, SI
Is your involvement in EUPAN covering the entire CGA in your country?	
Yes	AT, BE, BG, HR, EE, FI, FR, GR, IT, LT, LV, LU, MT, PL, RO, SE, UK
No	CY, CZ, DE, ES, HU, NL, PT, SK
No reply	DK, IE, SI

Source: Replies to Eurofound questionnaires from CGA employers' contact persons.

Trade unions

Based on a list of the affiliates of EPSU and CESI, those trade unions were asked to complete a questionnaire. Some of them replied that they do not have members in CGA. For others it is not so clear, although it can be reasonably assumed that they do not have any members in the CGA sector. These trade unions will no longer be considered as CGA sector-related trade unions in this report, but are listed in Table A3 in the annex of this report. Excluding these no sector-related trade unions from the TUNED list of affiliated trade unions did not, however, completely clarify the situation. Some of the listed trade unions clearly have members in the CGA sector, but they did not respond to the questionnaire that was sent to them. Other trade unions did reply, even though they were not on the list, some without even having been sent a questionnaire. This presumes interlinkages between trade unions at national level or through affiliations at European level, which cannot be clarified without national expertise normally provided by Eurofound's European Network of Correspondents. The trade unions that participated in this study by returning a more or less completed questionnaire are listed with their abbreviation and full names in Table A2 in the annex. The CGA trade unions that did reply, and those that did not, are put together in Table A4 in the annex. This shows that for 11 Member States, all the necessary data could be collected via these questionnaires (in English) and directly returned to Eurofound. This process worked well for Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, Poland, Spain, and Sweden. For Croatia, Germany, Greece, Hungary, Ireland, Lithuania, Luxembourg and the Netherlands) there are it is unclear due to missing information but, nevertheless, some interpretation can be made on that what is known. For France, Italy, Latvia, Malta, Portugal, Romania, Slovakia, Slovenia and the UK, the applied methodology does not provide any conclusions.

For some countries, such as Austria and Belgium, cross-checking of the information from the trade unions and employers side allows the conclusion that all the representative sector-related trade unions in the CGA sector are identified. Without the bottom-up approach, in which the European Network of Correspondents screens for other sector-related trade unions in their country, it cannot be considered as complete. Both employers and trade unions were asked to mention about other trade unions in the CGA sector, which some of them did.

In Table A5 in the annex, trade unions are listed that probably have representativeness in the CGA sector via their involvement in collective bargaining for some CGA employees. Further research on them is, however, needed to allow for any conclusions on their sector-relatedness. Table 9 shows CGA sector-related activities of those trade unions where information was clearly presented in the questionnaire. Because of missing information from the trade unions of some countries, these are marked red in the table.

Table 9: Trade unions covering most of the CGA sector domain

	Trade union	Number members in CGA	Year	CGA members that are civil servants	Members in Police	Members in Justice	Members in Army	Are some CGA activities not covered? Part of CGA activities not covered.
AT	GOD	No CGA membership data was provided						
BE	ACV-Openbare Diensten (CSC SP)	46,000	2015	30%	yes	yes	yes	
BE	UNSP	4,112						Only Finance Ministry
BE	ACOD AMiO (CGSP)	12,500	2016	75%	no	yes	yes	No police
BE	VSOA (SLFP)	10,000	2016	60%	yes		yes	
BG	NDWU	1,350					yes	Only Army
BG	Podkrepa CL	8,785	2016	1.5%	yes	yes	yes	
BG	Tufemi	7,500			yes			Only Police
CY	KTAMS	3,000	2017	20%	no		no	No police, army
CY	PASYDY	14,640	2016	30%	yes	yes	no	No army
CY	FPSE-SEK	4,498	2016	9%			255	
CZ	OS SOO (Statorg)	7,000	2016	9%	yes	yes	no	No army
CZ	CMOSA							Army only
DE	VER.di	15,000	2016	30%	no	no	yes	11,000 members in army
DE	DBwB							Army only
DE	DBB	1,000,000	2016	60%				?
DE	CGB	60,000	2015	23%	yes	yes	yes	
DK	HK Stat (OAO)	21,060	2016					
DK	Serviceferbundet (OAO)	1,700						?
DK	KRIFA	2,000	2016	2%	yes	yes	yes	
EE	ROOTAL	2,400	2016	4%	yes	yes	no	No army
EL	FPSE SEK (not on TUNED list)							
EL	ESTIA	250	2017	100%			yes	Only army
EL	ADEDY							Largest trade union
ES	FSC CC. OO.	14,043	2016	100%		yes	no	
ES	FESP UGT							
ES	CSI-F							

ES	FEP USO								
FI	JHL	10,000	2016	90%	yes	yes	yes	No Ministry of Foreign Affairs	
FI	Pardia	25,000	2016	90%					
FR	DGFIP	220	2015	0%				Only Finance Ministry	
FR	UGFF CGT, FGPSS FO, FP CGC, FA-FPT, FSU, Solidaires, CFTC								
FR	FO FGF	No information provided							
FR	CGT UGFF	No information provided							
FR	UNSA	No information provided							
FR	Interco CFDT				yes	yes		Only four ministries	
FR	FGAF	15,000	2017	0.6%		yes			
HR	SPH	15,000	2017	40%	yes	yes		**	
HR	NSD MUP-a	No CGA membership data was provided							
HR	SDLSN RH	10,000	2016	16%	yes		yes		
HR	SSKH	No membership data was provided						no	No army
HU	MKKSZ	1,000	2017	58%				Only Finance Ministry	
HU	KSZSZ	5,000	2015	7%		yes			
HU	KKDSZ								
IE	AHCPS	No information provided							
IE	Siptu								
IE	PSEU	10,000	2017	95%	yes	yes	yes		
IE	CPSU	12,000	2016	98%					
IE	Impact	5,000	2016	90%	yes	yes	no	No army	
IE	AHCPS – Association of Higher Civil and Public Servants								
IE	PD Forra						yes	Army only	
IT	FP CGIL	43,270	2015	12%	yes	yes	yes		
IT	CISL FP				No army police, prison, judges, magistrates				
IT	CONFSAL	13,301	2015	12%	yes	yes	no	No army	
IT	UILPA; CISAL; UNSA; INTESA; FILP; USB, SILP CIGL (federal police) and others. (see also Table A5 in annex)								
LT	LT (LT USE)	2,148	2015	8%	no	no	no		
LU	CGFP	30,000	2016	100%	yes	yes	yes		
LU	OGBL Services Publics								
LU	LCOB								
LV	LAKRS	No information provided							
LV	LVIPUFDA								
MT	UHM								

MT	GWU	No information provided						
NL	ACOP FNV	18,057	2016	100%				
NL	CCOP CNV							
NL	Ambtenarencentrum							
NL	CMHF							
PL	NSZZ Solidarnosc	20,000	2016	4%			yes	
PT	STE	No information provided						
PT	Sintap	15,000	2017	100%	no	no	no	No army
PT	ASAPOL	15	2016		15			
PT	APIT, STCDE (diplomats)							
RO	SEDEX	No information provided						
RO	PUBLISIND	No information provided						
RO	ANSB SED LEX	45,000	2015	90%	yes	no	no	No army/ justice
RO	CSN Meridian	24,342	2016	10%	yes	yes	yes	15,580 members in police
RO	Columna, ATSR, (see also Box 1)							
SE	ASSR	11,000	2016	100%	yes	yes	no	
SE	ST	57,000	2016	0%	yes	yes	no	No army – in police only (non-uniformed)
SE	SEKO	11,500	2017	100%	yes	yes	yes	
SK	TUCEA (army)	No information provided						
SK	SLOVES	No information provided						
SK	Independent Christian Trade Unions of Slovakia, Universal Independent Trade Union, Confederation of Trade Unions							
SI	KSS PERGAM	500	2017	90%	no	yes	no	No police/ army
SI	See Table 21 in annex							
UK	PCS (prison officers)	No information provided by PCS***						
UK	POA	No information provided						
UK	UNITE	No information provided						
UK	GMB	No information provided						
UK	FDA	No information provided						
UK	Prospect	26,500	2016	6%	900	1200	4400	No tax collection

Source: Replies to Eurofound questionnaires from CGA trade union contact persons.

Notes: Green = trade unions that returned a questionnaire indicating their affiliation to EPSU; yellow = trade unions that returned a questionnaire indicating their

affiliation to CESI; red = missing information for some countries that do not allow drawing conclusions for those countries.

National trade union involvement:

Tufemi (Bulgaria) – reported by Podkrepa CL. Tufemi is a police trade union that is affiliated to OPU, which is a member of Eurofedop. **DBB (Germany)** – the figure of one million CGA employees affiliated to DBB is more than the reported 424,280 employees in the CGA sector in Germany. **KRIFA (Denmark)** – KRIFA is not involved in social dialogue in the CGA sector in Denmark. **CFI-F (Spain)** – in 2016, the Spanish subdirector general for industrial relations stated that the ‘Mesa General de Negociacion de la Administracion General del Estado (MGN-AGE) negotiation table for the CGA sector is composed based on the respective representativeness of the Spanish trade unions in the CGA sector. CSIF is the most representative trade union, with 36.4% of trade union delegates and 5 representatives at the negotiation table for the CGA sector. FSC CC.OO accounts for 32.6% of trade union delegates in the sector and FESP UGT for 27.6%. Both CC.OO and UGT have four mandates at the negotiation table for the CGA sector. With 2% of the trade union delegates in the sector, the regional trade union from Galicia CIG holds one mandate at the negotiation table for the CGA sector. Also, ELA, the regional trade union from the Basque region has 1% of the trade union delegates and one mandate at the negotiation table for the CGA sector. EPSU reported that these figures have been the subject of discussions both in Spain and between EPSU and CESI. Irrespective of this, the cumulative representativeness of the three Spanish trade unions affiliated to EPSU remains higher than that of CSIF. **FO FGF (France)** – in France, the representativeness of trade unions is partly based upon results of [elections of workplace representatives](#). **Interco CFDT (France)** – 21,353 votes in 2014 workplace representative elections. **SPH (Croatia)** – there is, apparently, also a prison officer’s trade union called Sindikat Pravosudne Policije Hrvatske (SPPH). **SPH** (Croatia)** – army trade unions are forbidden in Croatia. **Siptu (Ireland)** – it was reported by POA that for prison staff, 15 different trade unions are involved in collective bargaining, namely UNITE, MSLA, POA, IMPACT, INMO, PSEU, IFUT, TEEU, TUI, SIPTU, INTO, AHCPs, OPATSI and IMO. Siptu is member of EPSU (for other sectors), although it is not clear if their affiliation also covers these CGA employees in Ireland. **CONFESAL (Italy)** – the number of trade union members was reported by CONFESAL, although this might have been a misunderstanding. The published figure from the government agency ARAN for CONFESAL UNSA is 13,301.

Some of the trade unions in Table 9 have members in most activity parts of CGA, while others are only organising one specific CGA activity area, as is indicated in the right column. A number of these sectional CGA trade unions are only organising employees in the army, such as NDWF (Bulgaria), CMOSAs (Czech Republic), ESTIA (Greece) and PD Forra (Ireland). HKK⁸ (Denmark) is organising army and police employees.

There are also sectional CGA trade unions that only represent police staff, such as Tufemi (Bulgaria), NSD-MUP (Croatia), SAP (Cyprus), SILP CGIL (Italy) and ASAPOL (Portugal). Another type of sectional CGA trade union that focuses on organising employees in the Ministry of Finance in their country includes UNSP (Belgium), DGFIP (France) and MKKSZ (Hungary). A fourth type of sectional CGA trade unions are those only representing prison staff, such as Fængelsforbundet (Denmark) and NPC (Ireland). STCDE (Portugal) only organises consuls and diplomats within the Portuguese Ministry of Foreign affairs.

⁸ Hærens Konstabel og Korporalforening.

The cross-checking of the information provided brought indications of many more CGA related trade unions in Cyprus, Italy, Romania and Slovenia. In Table 9, there is a reference to Table A5 in the annex where these additional trade unions were reported in the returned questionnaires as involved in CGA sector-related collective bargaining. As this information could not be checked by national experts, they are only included in the aforementioned annex table. Further research is needed to allow for conclusions on their relevance for the CGA sector.

A number of Spanish organisations reported in the questionnaires are not integrated as trade unions in the study, namely SUP for the police, AUGC for the Guardia Civil and AUME for the army. Trade unions are not allowed in any of these specific activities, therefore, these associations cannot be included here as CGA sectional trade unions. Some trade unions that only organise army employees were included in the Table 9, namely NDWU (Bulgaria), CMOSA (Czech Republic), DBwV (Germany), ESTIA (Greece) and PD Forra (Ireland). Further research is required to ensure whether these organisations can be considered as representative trade unions in the CGA in the given countries.

Also not included here are the regional trade unions such as NIPSA in Northern Ireland (UK), and CIG for Galicia and ELA for the Basque region in Spain.

A third reason why certain trade unions are not included in the listing here of CGA sector-related trade unions, is because they cover activities that are not considered to be part of the CGA sector in their country. In Belgium, for example, ACOD CGSP Parastataux is a trade union for semi-public entities such as BPost, NMBS, Belgocontrol and RTBF, which cannot be considered as part of CGA.

Collective bargaining and social dialogue

Different practices of collective bargaining and social dialogue practices not only occur in different EU Member States, but also within Member States regarding different topics or subgroups of central government employees.

In Belgium, Cyprus, the Czech Republic, Germany, Denmark, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Luxembourg, the Netherlands, Slovakia, Spain, Sweden and the UK, management of central government administration has a CGA sector-wide general capacity to negotiate collective bargaining agreements. In Greece and Latvia, however, in the last five years no such agreement was reached. Besides the question of whether all kinds of CGA activities are covered by collective bargaining, it was also asked how many CGA employees were covered by this.⁹ As for the proportion of central government administration employees covered by collective bargaining agreements, the figure is 90% or more in Croatia, Germany¹⁰, Denmark, Finland, France, Hungary, Luxembourg, Slovakia, Spain and Sweden.

⁹ Even if all CGA activities are covered by collective bargaining, this does not mean all CGA employees are. It can, however, be that certain CGA employees are covered by such negotiations, and others not.

¹⁰ For Germany, two different proportions were given. For some topics there are collective bargaining agreements covering 100% of CGA employees, while for other topics 29% are covered. This distinction reflects the difference between civil servants and other CGA employees. In Germany there are two different types of employees in the public service: beamte (civil servants); and tarifbeschäftigte (such as contract agents), where there are collective bargaining agreements. The working conditions of the civil servants are ruled by law, but the collective bargaining agreements concerning the tarifbeschäftigte are used as a model in these laws.

Central administration management in the 28 EU Member States was asked to indicate which way they interact with trade unions on the following topics:

1. pay schemes and career paths;
2. working time and working time flexibility;
3. training;
4. pensions and active ageing;
5. restructuring and changing work organisation;
6. health and safety at work;
7. work–life balance;
8. telework;
9. consultation practices and social dialogue structures.

Each of these nine topics is included in a separate column in Table 10.

The potential ways of interaction were categorised as following:

- negotiations of collective bargaining agreements (CBA)
- other kinds of negotiations (N)
- Consultations and Information (C)
- Information only (I)
- No involvement with trade unions on this topic (No)

Table 10: Collective bargaining involvement of CGA management

	Pay schemes and career paths	Working time and working time flexibility	Training	Pensions and active ageing	Restructuring and work organisations	Health and safety at work	Work-life balance	Telework	Consultation practices and social dialogue structures
AT	C	C	C	C	I	C	C	C	C
BE	CBA	CBA	CBA	CBA	No	CBA	CBA	CBA	CBA
BG	C	C	No	C	No	I	No	No	I
CY	C	C	C	C	C	C	C	C	C
CZ	I	I	I		C	C	I	I	
DE	N/CBA	N/CBA	N/CBA	N/CBA	N/CBA	N/CBA	N/CBA	N/CBA	N/CBA
DK	CBA	CBA	CBA	CBA	C	N	C	N	N
EE									
EL	No	CBA	CBA	No	CBA	CBA	CBA	CBA	CBA
ES	CBA	CBA	CBA	N	C	CBA	CBA	CBA	CBA
FI	CBA	CBA	CBA	CBA	CBA	CBA	C	CBA	CBA
FR	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA
HR	C	CBA	C			No	No		No
HU	CBA	C	C	C	C	C	I	I	C
IE	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA
IT	CBA	CBA	CBA	No	I	C	CBA	CBA	No

LT	C	CBA	C	C	CBA	C	CBA	No	CBA
LV	C	C	No	No	C	C	C	No	No
LU	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA
MT	CBA	CBA	C	N	C	C	I	I	N
NL	CBA	CBA	C	CBA	C	C	CBA	CBA	CBA
PL	C	C	C	C	C	C	C	C	C
PT	C	CBA	CBA	C	C	CBA	CBA	CBA	
RO	C	CBA	CBA	No	No	CBA	No	No	CBA
SE	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA	CBA
SK	CBA	CBA	No	CBA	C	C	CBA		
SI									
UK	CBA	C	C	C	C	C	C	C	C

Notes: Key to columns:

C = consultations and information, CBA = negotiations of collective bargaining agreements, I = information only, N = other kinds of negotiations, No = no involvement with trade unions on this topic.

Source: Replies from central government administration management.

It could be that there is collective bargaining on a specific topic only covering part of the central government employees, while for other CGA activities or employee groups other types of interactions occur. Also, the different types of interactions for different topics hinder general conclusions to be drawn from the answers presented in Table 10. The different levels and practices in Portugal, for example, illustrate that further research is needed to understand the situation in each Member State in more detail.¹¹ Nevertheless, Member States can be grouped, breaking them down according to their different degree of involvement in collective bargaining.

For six EU Member States, the replies seem to be contradictory, requiring further research to understand the degree of collective bargaining involvement. In Croatia, Lithuania, and Romania, management is not having any capacity to negotiate collective bargaining agreements, yet on some topics the level of involvement is indicated to include such negotiations. While for Cyprus and the Czech Republic, the existence of collective bargaining agreements in the last five years is reported, although it is not happening on any of the nine listed topics.

In some Member States, such as Belgium, Denmark, Greece, Hungary and Sweden, the social dialogue or bargaining practices are institutionalised in legislation or in the country's civil servants act. Austria, Bulgaria, Latvia and Poland are examples of EU Member States where it takes place in an informal, not institutionalised way.¹² Different understandings and definitions of what is understood as collective bargaining in CGA may hinder cross country comparisons.

¹¹ In Portugal, there are different levels of collective bargaining. Collective general bargaining may be concluded by trade union associations and by public employer entities: The government members responsible for finance and public administration and in the case of collective special career agreements by the remaining concerned Government members according to the careers which are object of agreements. Senior managers have no decision-making power at this level. In the case of collective public employer agreements, the agreements may be concluded from the employer side, by the government members responsible for finance and public administration, by those responsible for the service concerned, as well as by the senior managers.

¹² In Italy, there is formal collective bargaining involving the public and private sector. For the public sector, collective bargaining concerns the employment relationship aspects mainly for single bargaining

In representativeness studies the involvement of social partners in collective bargaining or social dialogue is taken as an indicator that they are an integral and recognised part of the social partner structures of the Member State concerned. However, Member States' approach to when an organisation can be considered a social partner differs greatly. In 2015, Eurofound explored the concept of the representativeness of the social partners by reviewing key elements such as electoral success, organisational strength in terms of membership, and the capacity to negotiate (Eurofound, 2016).

Scope of social dialogue

Certain specific CGA activities, such as police services, justice and judicial activities, and defence activities, are not represented in all EU Member States by the employers' side in social dialogue. There are, for example, no social dialogue structures in which the police service employees are represented in the Czech Republic. For the Justice and judicial CGA employees there is no social dialogue foreseen in Bulgaria, Cyprus, Czech Republic and Malta. While for defence CGA activities, social dialogue with trade unions representing employees is not foreseen in Cyprus, Lithuania, Latvia, Portugal and Spain. In Greece, the diplomatic corps, doctors in the public health system and the parliament's employees are not represented in social dialogue. In Spain, the army and the Guardia Civil is not covered in social dialogue. In France and Italy, there are only non-trade union employee representatives for the army employees, while in the UK the trade unions cover the civilian army staff only.

areas (school, ministries, healthcare, and local authorities). At a higher level (political), the social dialogue that concerns both public and private sectors is a direct interaction with the government and may also cover matters that cannot be part of collective bargaining as pensions. This social dialogue is not mandatory and does not lead to legally binding commitments: as a consequence, this social dialogue it may be considered informal. On the contrary, the collective bargaining is always formal.

3. European level of interest representation

In this chapter, the representativeness of the social partners at European level is assessed in three ways. Firstly the membership strength of both TUNED and EPAE is described, based on the collective coverage of the national affiliates in each of the EU Member States. Secondly, the ‘capacity to negotiate’ of the European social partners is analysed; this is their ability to commit themselves on behalf of their members and to conclude binding agreements or actions that can be implemented or monitored EU wide through the support of their affiliates. Finally, every representativeness study also measures the limits of the representativeness of social partners involved in ESSDC, by counterweighting with the representativeness of other European associations, and the national organisations not represented by EUPAE and TUNED in the CGA ESSDC.

As outlined in greater detail below, the study presents detailed data on two sector-related European associations – namely TUNED, (formed by EPSU and CESI) on the employee side and EUPAE on the employer side. Both of them are listed by the European Commission as a social partner organisation to be consulted under Article 154 of the TFEU. Supplementary information will be provided for other organisations (potentially) involved in social dialogue in the sector, where this information has become available in the course of the study.

Membership domain of EUPAE

EUPAE was created in December 2010 by the governments of the Belgium, the Czech Republic, France, Italy and Luxembourg. At the time when EUPAE was established, it was these five countries that were in order with the due proxies that were requested by the notary that was enacting the deed. According to article 10 of the EUPAE statutes, new members are required to sign a declaration of adherence and endorse the statutes. This way, four countries (Greece, Romania, Spain and the UK) officialised their participation by writing to the EUPAE chair in 2011, the first year of the existence of EUPAE. Since its conception, EUPAE also had two observers (Hungary and Slovenia). Over the years new countries have joined as members or observers: Slovakia joined as a member in 2012, with Austria, Germany, Lithuania, Malta and Portugal becoming observers. Lithuania, which had first joined as an observer in 2012, later became a full member in 2013.

As of 2017, EUPAE has 11 Member States (Belgium, the Czech Republic, France, Greece, Italy, Lithuania, Luxembourg, Romania, Slovakia, Spain and the UK). Furthermore, there are six Member States with observers status (Austria, Germany, Hungary, Slovenia Malta and Portugal), as presented in Table 12. As the EUPAE statutes foresee only new members, there is no formal role for observers. Pragmatically, given the interest of some countries in the work of EUPAE, the EUPAE steering committee accepted them as observers, awaiting their formal application. In practice there is no real difference between EUPAE members and observers, as observers also take part in discussions and in consensus-based decision making. Also, observers organise EUPAE events in their own country, influence EUPAE positions on topics and documents produced. The difference between EUPAE members and observers thus remains theoretical, as formally the observers consent would not be needed in EUPAE decision making, while in practice they are equally involved. Also, because members do not pay a membership fee to EUPAE, the difference between members and observers is only formal.

Table 11 presents the replies from the members in EUPAE regarding their capacity to commit formally within EUPAE and whether their involvement in EUPAE covers the entire CGA of their country. The right column expresses the involvement in the activities of EUPAE in the number of working days.

Table 11: Involvement of affiliates in EUPAE

	EUPAE			
	Member/ Observer	Formal commitment	Covering entire CGA	Number of days involved
AT	Observer	No	Yes	5–10
BE	Member	Yes	Yes	>20
CZ	Member	Yes	No	10–20
DE	Observer	No	No	10–20
EL	Member	No	Yes	5–10
ES	Member	Yes	No	>20
FR	Member	Yes	Yes	>20
HU	Observer			
IT	Member	Yes	Yes	>20
LT	Member	Yes	Yes	5–10
LU	Member	Yes	Yes	10–20
MT	Observer	No	Yes	10–20
PT	Observer	No	No	5–10
RO	Member	Yes	Yes	<5
SL	Observer			
SK	Member	Yes	No	5–0
UK	Member	Yes	Yes	<5

Note: Slovenia has not yet participated in this study.

Source: Replies to Eurofound questionnaires from CGA employers' contact persons.

Of the 11 full members of EUPAE, 10 have confirmed that they can formally commit themselves as an employer of CGA in the activities of EUPAE; it has been reported that this is not possible for Greece. Also the six countries with observer status in EUPAE reported to be unable to commit formally within EUPAE.

Among the 17 countries that are members or observers in EUPAE, 10 are covering the entire CGA as members or observers in EUPAE. As for the involvement in the activities of EUPAE, replies vary from less than 5 days (for full members Romania and UK), to more than 20 working days (for full members Belgium, France, Italy and Spain). This is in line with the fact that these countries are part of the steering committee of the CGA ESSDC¹³. There is no significant difference of involvement in the activities of EUPAE between observers and members.

On the basis of the data provided in the questionnaires answered by CGA employers contact persons from 27 of the 28 EU Member States, the total number of CGA employees was included in Table 12. In those 27 EU Member States, at total of 9,803,554 employees were registered in CGA of which 8.6 million (88%) worked in Member States that had either a membership or an observer status with EUPAE. Considering the number of Member States with membership in EUPAE only, they still represent around 72% of the respective European CGA workforce.

¹³ The Czech Republic is also in that steering committee.

Table 12: European affiliations of CGA employers

	EUPAE		Number of employees in CGA*		
	Member	Observer	Member	Observer	Others
AT		Observer		131,361	
BE	Member		68,383		
BG					104,833
CY					48,630
CZ	Member		77,970		
DE		Observer		424,280	
DK					183,907
EE					55,234
EL	Member		482,875		
ES	Member		524,314		
FI					15,000
FR	Member		2,392,579		
HR					61,905
HU		Observer		872,800	
IE					32,000
IT	Member		2,051,540		
LT	Member		66,288		
LU	Member		26,720		
LV					57,990
MT		Observer		31,579	
NL					239,955
PL					119,000
PT		Observer		155,863	
RO	Member		501,626		
SE					250,000
SK	Member		407,523		
SI	No data available				
UK	Member		419,399		
Total CGA workforce in EU Member States (excluding Slovenia): 9,803,554			7,025,217	1,615,883	1,168,454
			72%	16%	12%
			8,631,100 88%		

Source: Replies to Eurofound questionnaires from CGA employers' contact persons.

Note: * As defined by employers responding to the Eurofound questionnaires. The number of members is taken from Table 4. For example, France, Italy and Portugal include employees in education activities as this is part of CGA in those countries. For the UK, the number refers to full-time equivalents. The number for Romania is incomplete. The respondent from Slovenia has not yet given the CGA workforce in their country. As Slovenia is an observer in EUPAE, including these numbers in the calculation would slightly tilt the balance in favour of EUPAE representativeness.

Other European employer associations

Employers of CGA in all EU Member States were asked if they are a member of or participating in any other European association as an employer of a CGA employer. Within the scope of this study, only two other European associations are relevant: EUPAN and CEEP¹⁴. Other relevant European associations, apart from EUPAE, are thus EUPAN with all 28 EU Member States affiliated, and CEEP, which has affiliates in 6 Member States (Austria, Denmark, Finland, the Netherlands, Sweden and Spain). Because Austria is an observer in EUPAE and Spain a full member, there are only four countries which are members of CEEP that are not represented by EUPAE (Denmark, Finland, Sweden and the Netherlands).

Apart from EUPAE, EUPAN is the most relevant other European association in the CGA sector. However, up until now, EUPAN has never expressed the intention to be an EU-level social partner and bind its members on social issues.

EUPAN was included as the only European employers association in the representativeness study for the entire public administration sector (Eurofound, 2010), as EUPAE was established in December 2010 when representativeness study was already published.

It was, however, with EUPAE and TUNED that the European Commission established the CGA ESSDC. EUPAN was never involved in European social dialogue and has never claimed any involvement or competence in this. From this perspective, only EUPAE can be considered competent for social dialogue at EU level. The objectives on which EUPAN is representing the Member States cover a wide range of topics, as is illustrated in the mission, mandate and main activity areas of EUPAN. These can be found on the EUPAN website and in Box 1.

¹⁴ Other organisations were only mentioned once or twice by a country that EUPAN is representing. Greece and Lithuania, both members of EUPAE, reported that they are also member of the European Institute of Public Administration (EIPA). The website of EIPA states that it is established by all 28 EU Member states and the European Commission, with the aim to provide training to professionals in CGA and also for regional governments. Considering its role as a training institute, it is not a social partner body and was, therefore, not taken into account. Malta was the only country that reported to be member of the European Personnel Selection Office (EPSO) (which is recruiting staff for EU institutions – but not for national CGA), and Sweden was the only country mentioning its membership to the European Federation of Education Employers (EFEE) (from the answers in Table 3, it can be deduced that education activities are not part of what is considered CGA by the Swedish government).

Box 1: Mission, mandate and main activity areas of EUPAN and EUPAE

<p>EUPAN mission</p> <p>The main objective of the network is to make cooperation among European public administrations more relevant and focused, with clear deliverables and to find an effective way of selecting topics of interest for a common agenda in line with Member States and EU-level priorities, while also taking into account current developments and debates. The uniqueness of EUPAN lies in its role to facilitate its members in their exchange and sharing of views, experiences, tools and best practices on certain topics and areas of interest. Moreover, EUPAN fosters the development of common tools, activities and/or visions that are utilised among all its members.</p>	<p>Article 5 EUPAE statutes (Aim)</p> <p>The Association has a non-profit making aim of international utility. Its aim is to represent the positions and the interests of the employers of the personnel of the central governments of the EU so as to coordinate their points of view and their actions in a European context. To achieve this aim, the Association undertakes to encourage social dialogue in the central government sector and to see to it that the employers’ opinions are better taken into consideration by the institutions of the EU when it comes to launching new policies having an impact on management and working relations in the central government sector at national and European level.</p>
<p>Mandate of EUPAN Members</p> <p>Member States’ representatives (working level, DGs, Ministers) participating in EUPAN on behalf of their public administration represent different Ministries and areas, and have different mandates in their national administration. This adjusts and defines the current areas of cooperation within EUPAN and with the EC. The EC is represented by the DG Human Resources and Security.</p>	<p>Article 7 EUPAE statutes (mandating)</p> <p>Any joint opinion or position of the employers, at any time of the social dialogue and of the operation of the ESSDC will be established unanimously by the members. These joint opinions or positions may be obtained by any means, in writing, by e-mail in particular, at any time, without the obligation of holding a general meeting.</p>
<p>Main areas of interest</p> <p>The network is organised around its main domains, which include human resources management and organisational development, service innovation and delivery, but is also open to further areas of public administration, such as public administration reform implementation, open governance, etc. The direction of EUPAN’s work is determined by two main documents: its strategy paper and rolling programme.</p>	<p>Article 6 EUPAE statutes (activities)</p> <ul style="list-style-type: none"> • Set up, with employees’ representatives, an ESSDC for the CGA sector. • Represent on such a committee the employers of the personnel of the CGA of the EU • Express opinions with regard to the European institutions, representing the position of the employers of the personnel of central governments in all the matters concerning them.

Source: [EUPAN website](#) and EUPAE statutes.

On the EUPAN website it is indicated that it has a working group on HR and organisational development, which shows that it has also some activities that could be considered in the work programme of the CGA ESSDC. EUPAE, however, does not have a website, although its statutes orient the purpose of the organisation directly to its functioning in the ESSDC and representing the Member States in their role as employer, on topics related to working conditions. In article 3 of the EUPAE statutes, the registered office of EUPAE is at the address of the Belgian member organisation in Brussels. In practice, however, the presidency of the organisation is rotating.

From its establishment in 2010 to 2013, Belgium held the presidency; followed by France in 2014 and 2015, and Italy in 2016 and 2017. Every year the country that holds the presidency and the two other countries participating in the steering committee are published in the annexes of the Belgian official journal. EUPAE does not have a budget or human resources of its own to finance or support activities separate from those of the CGA ESSDC. The organisation does have a rotating presidency and the secretariat work for its ESSDC involvement is done by the country holding the presidency. EUPAE thus proves to have adequate structures to ensure effective participation in the ESSDC.

A rotating presidency is also practiced by EUPAN without a budget or human resources for the organisation, underlining its autonomy. Both EUPAE and EUPAN members agree that EUPAN is an informal network.

EUPAE has, in Article 7 of its statutes, provided that decisions regarding positions or joint opinions of the ESSDC, decisions are to be taken unanimously by all EUPAE members, and that mandates and approval of proposed decisions can be obtained in writing, by email, at any time, without the need to hold a meeting for this. EUPAN does not have such formal decision making procedure, which supports the argument that it is only an informal network.

EUPAE states that it reports on the EUPAE activities at the occasion of the semestrial EUPAN DG meeting. This practice can somehow informally enforce the EUPAE representativeness through the wider organisational scope of EUPAN.

Membership domain of TUNED

Of all trade unions covering CGA activities that are included in Table 9, around 64 are represented in TUNED. The exact number is difficult to determine, as some of the affiliations in CESI are indirect affiliations via another cross-sector umbrella organisation. An overall assessment of the trade unions affiliated to EPSU and CESI in Table 9, and in the country-by-country assessment in Table 13, supports the conclusion that in most Member States, most representative trade unions are represented by TUNED.

The collected information indicates that TUNED has a CGA trade union affiliated in 27 EU Member States. The only EU Member States for which no trade union reported to be affiliated to TUNED is Slovenia. EPSU reported that KSS PERGAM from Slovenia was in the process to become a member, but this was not confirmed as finalised by that trade union.

For 10 EU Member States (Austria, Belgium, Bulgaria, Croatia, Cyprus¹⁵, Czech Republic, Estonia, Poland, Spain and Sweden), all the survey questionnaires indicated that all CGA sector-related national trade unions are represented by TUNED. The trade unions that replied to a questionnaire indicating their membership to either EPSU or CESI were coloured in Tables 9 and Table 11. A country-by-country assessment is provided in Table 13.

¹⁵ For Cyprus, there were indications of more trade unions involved in sector-related collective bargaining. They are included in table A5 in the annex. It could not be checked within this study whether these trade unions are really sector-related and relevant for the CGA sector. If this would be the case, what is said here about the representation of the Cyprus members in TUNED would have to be reconsidered.

Table 13: Assessment of the representativeness of TUNED, by country

	Number of trade unions in CGA	Number of trade unions affiliated to EPSU	Number of trade unions affiliated to CESI	Assessment of the representativeness of TUNED
AT	1	1 (all)	0	GÖD is the only trade union in CGA. Besides its affiliation to EPSU, GÖD is also a member of Eurofedop, EuroCOP, EUROMIL and EFE (Union of Finance Employees).
BE	4	4 (all)	1	There are three trade unions covering each the entire CGA – ACV OD, ACOD AMiO and VSOA; all are affiliated to EPSU. UNSP is only organising employees in the ministry of finance and is affiliated to CESI.
BG	3	2 (all)		Podkrepa CL is the only trade union covering the entire CGA; it is affiliated to EPSU and EPU. NDWF mainly covers army employees and is also affiliated to EPSU. Tufemi covers police employees; no information on its affiliation was given. There appear to be more trade unions covering only a small part of CGA activities (Eurofound, 2014)
CY	3*	2 (all)		Trade unions KTAMS and PASYDY cover the entire CGA and are affiliated to EPSU
CZ	2	1 (all)		OS SOO appears to be the only trade union covering the entire CGA and is a member of EPSU. CMOSA only covers army employees.
DE	4		3	DBB, DBwV and CGB are all affiliated to CESI. Ver.di is a member of EPSU.
DK	3	2	1	Many trade unions are covering CGA in DK (Eurofound, 2014); OAO and HK STAT are affiliated to EPSU, and KRIFA is member of CESI.
EE	1	1 (all)		ROTAL is the only trade union in CGA and is affiliated to EPSU.
EL	3	1	1	ESTIA, covering army employees, is affiliated to CESI. ADEDY is affiliated to EPSU, but did not cooperate in this study. There appears also to be another trade union in CGA – POEIDD (Eurofound, 2014).
ES	4	3 (all)	1	FESP UGT, FSC CCOO and FEP USO are members of EPSU, and CSI-F is a member of CESI.
FI	2	2		Both Pardia and JHL are affiliated to EPSU.

FR	13	4	2	FGAF and DGFIP are affiliated to CESI, and INTERCO CFDT is affiliated to EPSU. EPSU reported that also FO FGF, CGT UGFF and UNSA are affiliated to them. The relative strength of trade unions in CGA in France is expressed not in the number of members, but in the outcome of the elections for the central administrative committee (Eurofound, 2008). Important representative trade unions in CGA did not cooperate in this study – not allowing a complete assessment of the country.
HR	4	2 (all)		Both SDLSN RH and SSKH cover the entire CGA and are both affiliated to EPSU. Both police trade unions, SPH and NSD MUP, have no EU affiliation.
HU	3		2	KSZSZ, covering the entire CGA, and MKKSZ covering only ministry of economy and finance, are both affiliated to CESI. For KKDSZ and other trade unions in CGA (Eurofound, 2014), no information is provided – not allowing a complete assessment of the country.
IE	6	3		CPSU, Impact and PSEU are members of EPSU. Siptu and AHCPS did not cooperate in this study. Of the trade unions covering only the army (PD Forra) and police (POA), no EU affiliation info is available (maybe Siptu is not covering CGA?)
IT	*	2	1	FP CGIL and CISL FP are affiliated to EPSU, while CONFSAL is affiliated to CESI. There are, however, a large number of trade unions in CGA (Eurofound, 2014) – not allowing a complete assessment of the country.
LT	1 or 2	1		LT is affiliated to EPSU, with no information on LVPF.
LU	3		1	CGFP is member of CESI, while OGBL and LCGB did not respond to the questionnaire.
LV		1		There is no information available on LAKRS; EPSU reported that LAKRS is affiliated to EPSU.
M T	2	1		No trade union replied to the questionnaire. EPSU reported that GWU is affiliated to EPSU.
NL	4	1		FNV is a member of EPSU. There are, however, several other trade unions in CGA (Eurofound, 2014).
PL	1	1 (all)		NSZZ Solidarnosc appears to be the only trade union in CGA, and is affiliated to EPSU.

PT	24	2		Of the three trade unions covering the entire CGA, SINTAP is a member of EPSU, with no information on STE and APIT. Asapol covers only the police and is member of Eurofedop; there is no information on STCDE, and EPSU reported that STE is an affiliated member.
RO	*	2		ANSB SEDLEX and Publisind are members of EPSU, while there are many trade unions in CPA (Eurofound, 2014 and Eurofound, 2008).
SE	3	3 (all)		ASSR, SEKO and ST are all members of EPSU
SI	*			There were reported to be 16 trade unions in CGA (see box 1 and Eurofound, 2014). EPSU reported that KSS PERGAM is in the process of becoming a member.
SK		1	1	No trade unions responded to the questionnaire. EPSU reported that TUCEA (the trade union of civilian employees of the army of the Slovak Republic) is affiliated to EPSU, and that SLOVES is a member of CESI, having members in both LRA and in CGA.
UK		6		Prospect is a member of EPSU. There is no information on the other five trade unions in CGA. Some of them are affiliated to EPSU or CESI, but it is not clear if this is for their CGA members or only for members in other public sector activities. EPSU reported that PCS, POA, UNITE, GMB, FDA are affiliated members.

Source: Replies to Eurofound questionnaires from CGA trade union contact persons, completed with information provided by EPSU.

*Note: * See also Table A5 in the annex. ** As included in Table 9, without claiming to be complete, or considering the trade unions included in table A5 in the annex. *** In France, the representativeness of trade unions is partly based upon results of [elections of workplace representatives](#).*

Other European trade union associations

To assess the relative weight of the European associations involved in the ESSDC, the relevant sector-related trade unions and employers contact were asked if they are also affiliated to any other European associations. On the trade union side, Eurofedop was mentioned four times; the three trade unions that reported to be members of EPU added that EPU is also affiliated to Eurofedop. Other European associations mentioned by CGA trade unions are EuroCOP, EUROMIL and UFE. The trade unions that mentioned they were members of these European associations are included in Table 14.

Table 14: Affiliation to other EU trade union organisations

European Federation of Public Service Employees (Eurofedop)	GÖD (AT), KRIFA (DK), KSZSZ (HU), ASAPOL (PT)
European Police Union (EPU)	Podkrepa CL (BG), TOFEMI (BG), SPH (HR),
European Confederation of Police (EuroCOP)	GÖD (AT), VSOA (BE), FESP UGT (ES)
European Organisation of Military Associations (EUROMIL)	GÖD (AT), OAO (DK)
Union of Finance Employees (UFE)	GÖD (AT), UNSP (BE), DBB (DE), PSEU (IE)

Source: Replies to Eurofound questionnaires from CGA trade union contact persons.

Eurofedop: Eurofedop is a member of CESI and covers CGA activities (security, justice, central administration and finance), as well as local and regional authorities and post and telecom sectors. It has 55 affiliated trade unions in Austria, Belgium, the Czech Republic, Germany, Denmark, Spain, France, Hungary, Croatia, Italy, Ireland, Luxembourg, Latvia, Lithuania, Malta, the Netherlands, Romania, Serbia, Slovakia and the UK. All trade unions affiliated to Eurofedop that have members in the CGA sector¹⁶, are thus indirectly also part of CESI through the affiliation of Eurofedop to CESI.

EPU: EPU has 14 different national police trade unions affiliated. As EPU is member of Eurofedop, all of its members are indirectly also part of the CESI membership.

EuroCOP: EuroCOP has [26 affiliated police trade unions in the EU](#),¹⁷ in 18 different EU member states. Of these 26, there are 22 full members (from 13 different EU member states) and 4 associated members.

EUROMIL: EUROMIL organises trade unions and staff associations for army. The [EUROMIL website](#) states that the right of association is a requirement for social dialogue, and that well-structured social dialogue for this CGA subsector takes place in Austria, Belgium, Denmark, Finland, Germany, Ireland, the Netherlands and Sweden. There is no list of affiliated organisations on the EUROMIL website.

As for **UFE**, CESI has a cooperation agreement with UFE, signed in 2011. It allows for each party to combine specific competencies: labour and social policy; and tax-and customs-specific policies. Through several other organisations, there is also a formal linkage between UFE and a Luxembourg affiliate of CESI. It is, however, difficult to consider UFE as part of the indirect membership of CESI. UFE is connected to Syndicat des Cadres des Contributions (SCC) which is part of Syndicat Unifiee des Impots Directs (SUID) which is, in turn, affiliated to the Association Generale des Cadres (AGC), which is, in turn, part of CGFP – Luxembourg’s member of CESI.

These data confirm that EPSU and CESI are the most representative European trade union organisations in the CGA sector.

¹⁶ CESI has asked Eurofedop to provide a list of the Eurofedop affiliates in the CGA sector.

¹⁷ Of these 26, there are 23 that are full members, three others are guests or associated members.

Capacity to negotiate

The third criterion of representativeness at the European level refers to an organisation's capacity to negotiate on behalf of its members. TUNED and EUPAE have proven, in practice, to be able to agree on behalf of their members to 10 different joint statements and one framework agreement.

In Article 2 of the 2010 Rules of Procedure for the ESSDC for CGA in the EU, the competence is granted to deliver opinions, statements, common positions or other types of documents.

Table 15: Texts agreed by TUNED and EUPAE

Year	Agreed text
2015	Information and consultation rights for central governments administrations – framework agreement
2015	Quality central government services for people in vulnerable situations – recommendations
2014	Preventing undeclared work – joint response in second stage consultation
2014	Closing the gender pay gap – recommendations
2014	Strengthening human resources by anticipating and managing change – joint policy guidelines on strategy
2013	'Towards well-being at work in central government administrations as part of a new EU occupational safety and health strategy framework' statement
2012	Quality service in central government administrations – joint European framework agreement
2012	Traineeships: Response to the EC Communication 'Towards a quality framework on traineeship'
2012	EU Commission green paper restructuring and anticipation of change – joint opinion
2011	Effects of the crisis – statement
2011	Equal pay for women and men – statement

Source: European Commission web page: [Sectoral social dialogue – Central government administrations](#).

EPSU, CESI and EUPAE all have a statutory grounded procedure to obtain a mandate for negotiations and to conclude agreements on behalf of their members. Both these statutory grounds – as well as how negotiations work in practice – will be presented for each separately, and for EPSU and CESI together in TUNED.

Statutory based capacity to negotiate of EUPAE

The EUPAE statutes were published in the Belgian Official Journal. As for the internal structures of EUPAE, a general assembly is provided of all members, a steering committee (*comité de pilotage*) composed by three members from among whom the EUPAE chair is appointed. Every year, the decision of the EUPAE general assembly nominating the steering committee and the presidency, is also published in the Belgian Official Journal.

Table 16: Statutory bodies of EUPAE: General assembly meetings and nomination to their steering committee and presidency

Year	Date of the meeting and decision of the EUPAE general assembly	Member States in EUPAE steering committee	Presidency
2011–2012	Transitional provisions statutes	BE, CZ, FR	BE
2013	22 October 2012	BE, FR, SK	BE
2014	10 December 2013	BE, FR, SK	FR
2015	12 June 2014	BE, FR, SK	FR
2016	2 June 2015	BE, FR, IT	IT
2017	10 June 2016	BE, FR, IT	IT
2018	15 May 2017	ES, FR, IT	ES

Source: Publications listed in the [Belgian Official Journal annexes](#).

According to Article 6 of its statutes, EUPAE can express opinions representing the position of the employers of the personnel of central governments in all matters that concern them. For EUPAE, the 2 June 2015 general meeting provided a full mandate to negotiate the December 2015 agreement regarding information and consultation rights. Later, in June 2015, EUPAE indicated to the European Commission consultation on that topic, that negotiations had been launched with the aim to reach an agreement. Article 7 of the EUPAE statutes stipulate that ‘any joint opinion or position of the employers will be established unanimously by the members. These joint opinions or positions may be obtained by any means, in writing, by email and at any time, without the obligation of holding an additional general meeting.

In practice, the EUPAE steering committee was composed during the 2015 negotiations by the members from Belgium, France and Slovakia, under the presidency of France. It was this steering committee that was involved in the day-to-day negotiations of the agreement. According to Article 18 of the EUPAE statutes, its steering committee has all powers necessary to manage and administer the organisation, to the exclusion of those powers reserved for the general meeting. However, not only a draft group was formed with additional meetings including these three countries, but also other EUPAE members that were all highly involved in the negotiation of the agreement, such as the Czech Republic, Italy, Luxembourg and Spain. The final draft of the 2015

agreement was endorsed unanimously by all EUPAE members. EUPAE members have given their consent on the agreement via their delegates in meetings, and by email exchange through a non-opposition procedure. The formal agreement was then given by the French Minister (France being chair at that time in EUPAE) at the moment of the signing of the agreement. In the annual meeting on 10 June 2016, reporting was done of the entire negotiation process, which was accepted as fully legitimate by the provided statutory procedures and established practices.

Capacity to negotiate of TUNED

In the 2005 cooperation agreement between EPSU and CESI, that was updated in 2010, reference is made in the preamble to the conclusions of the [2004 representativeness study \(PDF\)](#) conducted by UCL, stating that EPSU is the most representative organisation in Europe, while CESI adds a complement of representativeness. Through this 2005 cooperation agreement, EPSU and CESI established a ‘joint trade union delegation’ to the CGA ESSDC, with a view to develop and formalise European social dialogue based on Articles 152, 154 and 155 of TFEU. These rules of procedures were adopted by EPSU and CESI in the beginning of 2005 and signed by the general secretary of each organisation on 2 February 2005. The revised version was signed on 25 May 2010, the year the ESSDC for CGA was formally established. Article 4 of this cooperation agreement prescribes that the outcomes of the ESSDC shall be endorsed by the relevant decision making bodies of EPSU and CESI at the recommendation of TUNED.

Statutory based capacity to negotiate of EPSU

Negotiating agreements with European employers at European level is one of the aims of EPSU, included in Article 4.5 (b) of its statutes. Also, the content of the 2015 agreement is included as a competence of EPSU. Article 4.5 (g) states that EPSU will develop appropriate industrial relations systems, including, by promoting work place democracy and workers’ rights to information, consultation and participation.

As for the internal structure and decision making procedures, there is a standing committee within EPSU for the CGA sector called the EPSU standing committee for national and EU administrations (NEA). Annex 5 of the EPSU statutes provides information on how their objectives and composition are set; while the procedures and mandates for the social dialogue are defined in Annex 7 (III), stating that it is the standing committee for the CGA sector that has to initiate the process. It is also the standing committee that has to decide on a negotiation team. This negotiation team has to report back during the negotiations to the president and vice presidents of the standing committee.

During the 1 October 2014 meeting of the NEA standing committee, negotiators were mandated via an agreed discussion note. In the 25 November 2014 meeting of the ESSDC for CGA, negotiators were further mandated to draft the agreement that was finalised on 25 September 2015. Before decisions were made on the approval of this final draft of the agreement, the negotiation process had been the issue of discussion in the NEA standing committee meetings on 17 March 2015 and 8 October 2015, and in the EPSU executive committee meeting of 28–29 April 2015 and 3–4 November 2015. How decision-making and voting is to take place, with a clearly defined majority rule, is included in Annex 7 (IV) of the EPSU statutes: ‘Voting on the final result of the negotiations (the actual agreement) will take place on the basis of a two-thirds majority of the votes cast by eligible Executive Members. A quorum is set of 50% + 1 of the Executive Committee Titular Members.’ According to the EPSU statutes, its executive committee can also hold a written procedure to endorse the final draft of an agreement. In reality, however, the agreement was adopted by proclamation in the EPSU executive committee.

On the recommendation of the NEA standing committee, the EPSU executive committee, during its meeting of 3–4 November 2015, endorsed the draft agreement of 25 September. It was subsequently duly signed by Britta Lejon, the EPSU president of the NEA committee and member of the EPSU executive committee, on behalf of EPSU. In the NEA standing committee meeting of 23 February 2015 the achievement was acclaimed. The signed agreement was finally noted and commended by the EPSU executive committee meeting of 19–20 April 2016.

On this basis, it can be concluded that EPSU has the formal statutory capacity provided to obtain a mandate, and to negotiate and conclude agreements on behalf of its members. Furthermore, it has been illustrated how EPSU has applied the provided procedures, legitimising the resulting agreement and its capacity (in practice) to negotiate.

Statutory based capacity to negotiate of CESI

As for CESI, the political aim is to maintain and improve living and working conditions of all European citizens. As a means to pursue this aim, CESI shall represent interests of workforces, support its member organisations, and enter into partnerships with other European trade union organisations, as happened within TUNED. The congress, board and presidium of CESI are its main statutory bodies. Furthermore, CESI pointed out that according to the CESI statutes and the rules of procedures, the Secretary General represents the CESI in its external political activities. This means that he/she can conclude agreements and negotiate on behalf of CESI members. In practice, minutes of the meetings illustrate that the decisions regarding the agreement were taken in the CESI Board and presidium was kept informed.

In the meeting of the CESI board of 17 December 2014, the opening of the negotiations was mentioned. The resulting final draft of the agreement was presented in the CESI presidium meeting of 1 December 2015, and on the following day it was agreed to conclude the agreement. During this time, CESI members in TUNED were informed and involved in the process via their activities in the ESSDC.

4. Conclusions

The CGA ESSDC is made up of TUNED and EUPAE. In each of the 28 EU Member States there is only one central government actor taking up the role of employer for CGA employees. Of them, 11 are full members in EUPAE while 6 have observer status. Together, these 17 Member States (either members or observers in EUPAE) represent approximately 88% of the EU workforce in CGA.

The central government employers involved in EUPAE have the capacity to represent most CGA activities as employer. For police, justice and defence activities, specific arrangements are in place in some EU Member States. In the Czech Republic, this is the case for police and justice activities, while for defence activities there are specific arrangements for EUPAE members in Lithuania, Portugal and Spain.

The national employers of CGA in the respective EU Member States also indicated EUPAN and CEEP as European associations having members in the CGA sector. CEEP is only representing CGA employers for six EU Member States. EUPAN is an informal European platform to exchange views, experiences and good practices to improve the quality of administration. EUPAN does not have any competence for European social dialogue involvement, nor does it have any mandate from national governments to negotiate matters on behalf of them.

EUPAE has in its statutes included its role in the ESSDC and this includes taking the positions of employers of the CGA workforce. The established practice of 10 joint opinions and one framework agreement prove its legitimacy and capacity to negotiate on behalf of its members. The EUPAE steering committee, its presidency and its annual meeting, have in 2015 and 2016 supported and legitimised the proceedings leading to the December 2015 agreement.

EUPAE is officially located at the address of the Belgian CGA employer's contact. The organisation does have a rotating presidency and the secretariat work is done by the country holding the presidency. EUPAE thus proves to have adequate structures in place to ensure effective participation in the ESSDC.

A careful assessment of the trade unions affiliated to EPSU and CESI and the non-affiliated trade unions identified by the national employers (see Tables 9, 13, A2, A3, A4 and A5) supports the conclusion that in most EU Member States, the most representative trade unions are represented by TUNED. Together they have a trade unions affiliated in 27 of the 28 EU Member States. It can thus be concluded that TUNED (the affiliates of EPSU and CESI collectively) is the most representative European association for the trade unions organising the entire European CGA workforce.

Other European trade union organisations were identified: Eurofedop, EPU, EuroCOP, EUROMIL and UFE, with a rather limited scope of representativeness in the CGA sector. Each of these other organisations is oriented to employees of a specific group of CGA activities, such as the police services (Eurofedop, EPU and EuroCOP), defence (EUROMIL) and staff in the ministry of finance (UFE); Eurofedop is affiliated to CESI and EPU is a member of Eurofedop.

An assessment of the representativeness for these specific CGA activities, in the police, army and prison subsectors would only be possible if these European associations were to be included in the analyses with all their affiliates. However, this study does not focus on these CGA subsectors. The applied approach only allows for a more general CGA sector-wide overview.

Both EPSU and CESI separately, or in combination in TUNED, have the capacity to engage in negotiations on behalf of their members. For EPSU, this is clearly stipulated in its statutes and in the annexes to its statutes. For CESI, the procedures for mandating for negotiations and endorsing the outcome are not to be found in the statutes but are based on an established practice of information in its presidium and the endorsement of the decision-making in its board. CESI pointed out that according to its statutes and the rules of procedures, the Secretary General represents the CESI in its external political activities. This means that he or she can conclude agreements and negotiate on behalf of CESI members. The combination of EPSU and TUNED is provided with clear structures and arrangements to operate as an efficient joint trade union delegation in ESSDC activities, including the negotiation of agreements.

The intensive outcome with 10 joint opinions and one framework agreement, in the course of the first 5 years of the existence of the ESSDC, highlights the important capacity to negotiate and the commitment of both EUPAE and TUNED.

Based on all this, and on analysis of the scope of their membership, both TUNED (on the employees' side) as EUPAE (on the employers' side) can be considered as most representative organisations at EU level for the CGA sector.

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Annex: Methodology of representativeness study on central government administration

Table A1: Respondents from employer organisations who replied to the questionnaire

Austria	Thomas Pappenscheller
Belgium	Jacques Druart
Bulgaria	Vanya Novakova
Cyprus	Eliza Loizou
Croatia	Nataša Đak
Czech Republic	Veronika Mojdlová
Denmark	Susanne Højgaard Men
Estonia	Krislin Pärt
Finland	Juha Sarkio
France	Simon LOREAL
Germany	Christian Maiwald
Greece	John Spiliotopoulos
Hungary	Katalin Badacsonyi-Horvath
Ireland	Duncan Farrell
Italy	Stefano Pizzicannella
Latvia	Dita Erna Sīl
Lithuania	Goda Aleksaite
Luxembourg	Danielle Bossaert
Malta	Joyce Cassar
Netherlands	Liesbeth Gerretsen
Poland	Krzysztof Bana
Portugal	Teresa Ganhao and Célia Fernandes
Romania	Adriana Circiumaru
Slovakia	Gabriel Forgáč
Slovenia	
Spain	Hector Casado Lopez
Sweden	Elisabet Sundén Ingeström
UK	Phillip Jones

Table A2: Trade unions that returned a completed questionnaire

Country	Abbreviation	Full name
AT	GÖD	Public Service Union Austria
BE	UNSP/NUOD	Belgian National Union of Public Services
	ACV OD/ CSC SP	ACV Openbare Diensten/ CSC services Publics
	CGSP Amio	Centrale Générale des Services Publics
	VSOA/ SLFP	Vrij Syndicaat voor het Openbaar Ambt/ Syndicat Libre de la Fonction Publique2
BG	Podkrepa CL	Confederation of Labour Podkrepa
	NDWF	National Defense Workers Union of the ‘support’ Labor Confederation
HR	SDLSN R	Trade Union of State and local Government Employee RH
	SSKH	Autonomous Trade Union of Workers in Public Utilities and Kindred activities of Croatia
	SPH	Police Union of Croatia
CY	KTAMS	Cyprus Turkish Civil Servants Trade union
	PA.SY.D.Y	Pancyprian Public Employees Trade Union
	FPSE-SEK	Federation of Public Services of Cyprus SEK
CZ	OS SOO	Trade Union of State Bodies and Institutions – STATORG
DE	Ver.di	Vereinte Dienstleistungsgewerkschaft
	CGB	Christian Trade Union Federation of Germany
	DBB	German Civil Service Union
DK	KRIFA	Kristelig Fagbevægelse
	HK STAT	Commercial and Clerical Employees Union – state sector
	OAO	Organisation of Public Employees
EE	ROTAL	State and Self-government Institutions Workers Trade Union
FI	PARDIA	Federation of Salaried Employees Pardia
	JHL	The Trade Union for the Public and Welfare sectors
FR	DGFIP	Direction Générale des Finances Publiques – (Alliance FN)
	FGAF	Fédération Générale Autonome des fonctionnaires
	Interco CFDT	Confédération Française Démocratique du Travail – Fédération Interco
EL	ESTIA	Hellenic Medical Corps Association
ES	FSC-CCOO	Federación de Servicios a la Ciudadanía de Comisiones Obreras
	FESP (UGT)	Federación de Empleadas y Empleados de los Servicios Públicos – Federation of Public Service Employees
	CSI F	Central Sindical Independiente y de Funcionario
	FEP USO	Federación de Empleados Públicos de la Unión Sindical Obrera / Federation of Public Employees of the Workers Union

Country	Abbreviation	Full name
HU	KSZSZ	Federation of Hungarian Public Services Employees Union
	MKKSZ	Hungarian Civil Servants and Public Employees Trade Union
IE	IMPACT	Irish Municipal Public and Civic Trade Union
	CPSU	Civil Public and Services Union
	PSEU	Public Service Executive Union
	POA	Prison Officers Association
IT	CONFSAL	General Confederation of Worker's Independent Trade Union
	CISL FP	Confederazione Italiana Sindacati Lavoratori – Funzione Pubblica
	FP CGIL	Federation of Public Services Workers
LT	LT	Lithuanian Trade Union of State, Budget and Public service Employees
LU	CGFP	Confédération Générale de la Fonction Publique
MT		
NL	FNV	Federatie Nederlandse Vakbeweging – Federation Dutch Trade Union
PL	PSS – NSZZ Solidarnosc	Public Services Secretariat of NSZZ Solidarność
PT	SINTAP	Union of Public Administration and entities with public purposes
	ASAPOL	Autonomous Police Trade Union – ASAPOL
RO	CNS Meridian	National Trade Union Confederation Meridian
	ANSB SEDLEX	SED LEX Federation of State Employees
SE	ST	Union of civil servants in Sweden
	SEKO	Union of Service and Communication Employees
	ASSR	Union for Professionals in Social Science
SI	KSS Pergom	Confederation of Trade Unions of Slovenia PERGOM
SK		
UK	Prospect	

Table A3: EPSU and CESI unions with no CGA members

	EPSU	CESI
AT	Yunion	
BE	LBC-NVK FISP IFOD	CGSP Admi (maybe linked with CGSP Amio?) SETCa-BBTK CNE
CY	FSGE SEC	
CZ		Trade Union of Firefighters (OSH)
DE	ZDS	
DK	FF	HK Kommunal
FI	Talentia	Tehy (Social and Healthcare sector) JYTY (Municipal sector) SUPER (Social and Healthcare sector)
HU	VKDSZ	
LT		LVPF (at the same address as LTUSE that replied)
PT	STAL	
SE	Vision Transport Komunal	
SK	OZ KOVO	

Source: Reactions from non sector-related trade unions, and own interpretation of the non-reaction of others.

Table A4: CGA trade union questionnaire responses

Country	Unions that replied	Unions that did not reply
AT	GÖD	
BE	UNSP ,CSC SP, CGSP Amio, VSOA	
BG	Podkrepa CL, NDWF	
CY	KTAMS, PA.SY.D.Y, FPSE-SEK (only army)	
CZ	OS SOO	
DE	CGB, DBB	Ver.di, DBwV
DK	KRIFA , HK STAT, OAO	
EE	ROTAL	
EL	ESTIA (only army)	ADEDY
ES	FSC-CCOO , FESP (UGT), CSI F FEP USO	
FI	PARDIA, JHL	
FR	DGFIP, FGAF, Interco CFTD	UGFF CGT, UNSA, FGF FO, CGT SP, FGTE CFTD, FGPSS FO, FP CGC, FA FPT
HR	SDLSN R, SSKH, SPH	NSD MUP, Croatian Police Trade Union
HU	KSZSZ, MKKSZ	KKDSZ
IE	IMPACT, CPSU, PSEU, POA	PD Forra, (in prisons: SIPTU and 14 other trade unions – according to POA)
IT	CONFSAL, CISL FP, FP CGIL	UILPA
LT	LT (LTUSE – LVDPS)	(LVPF)
LU	CGFP	CGT-L Services Publiques
LV		LAKRS
MT		GWU, UHM
NL	FNV	CCOP CNV, Ambtenarencentrum, CMHF
PL	PSS – NSZZ Solidarnosc	
PT	SINTAP, ASAPOL	STE URTCA-APIT
RO	ANSB SEDLEX	Publisind, Columna (EPSU) ATSR, CSN Meridian (CESI)
SE	ST , SEKO, ASSR	
SK		OZH, TUCEA, SLOVES (all EPSU)
SI	KSS Pergom	
UK	Prospect	PCS, POA, UNITE, GMB, Unison, FDA, NIPSA, SCP

Notes: Information on specific unions listed in the table.

Cyprus: The Federation of Public Services Employees of Cyprus SEK (FPSE SEK) is only organising Army employees in Cyprus in the CGA sector. FPSE SEK is affiliated to EPSU. It was not on the TUNED list, but a completed questionnaire was submitted.

France: Because of the lack of cooperation from several French trade unions, no conclusions can be drawn for this country.

Croatia: Both SPH (Sindikat policije Hrvatske) and NSD-MUP (Nezavisni sindikat djelatnika) are police trade unions, NSD MUP is affiliated to CESI, and SPH is only affiliated to EPU (European Police Union). EPU is a member of Eurofedop. And Eurofedop is affiliated to CESI. NSD-MUP was sent a questionnaire, it did not reply. It was SPH that returned the questionnaire and not SPH. This is to be clarified. There is also another police trade union SPPH (Sindikat Pravosudne Policije Hrvatske) which has a different logo to SPH.

Italy: CISAL is the cross-sector organisation of which CONFISAL, the public sector organization, is linked to CISAL. CISAL is member of the ETUC. Both CONFISAL and CISAL are members of CESI.

Luxembourg: On its [website](#), CGFP claims to be the only representative trade union for the public sector in Luxembourg. There is, however, also CGT L affiliated to EPSU.

Malta: GWU is member of EPSU and UHM is member of CESI.

Netherlands: On the lists of affiliates of CESI, CNV, NCF, ACOM are listed as three separate organisations.

Portugal: STE is member of EPSU and to have members in the public sector, based on its [website](#).

Portugal: URTCA-Union Representative of Tax and Customs Auditors, (APIT) is affiliated to EPSU.

Romania: ATSR Trade Union of Air Traffic Services in Romania is affiliated to EPSU.

Slovakia: TUCEA Trade Union of Civilian Employees of the Army of the Slovak Republic is affiliated to EPSU.

Slovakia: SLOVES is both in CGA and in local and regional government, and is affiliated to CESI and Eurofedop.

UK: Only POA and PCS were on the list (both EPSU), but neither of them returned a questionnaire. Prospect is an EPSU member, although it is not on the list but did submit replies. PCS is PCS Public and Commercial Services Union and has members in CGA.

Table A5: Other trade unions that may also have members in the CGA sector and some involvement in CGA sector collective bargaining

Slovenia
<ul style="list-style-type: none"> • Sindikat državnih organov Slovenije • Sindikat veterinarjev Slovenije – KSS PERGAM • Policijski sindikat Slovenije • Sindikata carinikov Slovenije • Konfederacija sindikatov 90 Slovenije • Sindikat delavcev pravosodja Slovenije • Sindikat slovenskih diplomatov • Sindikat Ministrstva za obrambo • Sindikat policistov Slovenije • Sindikat vladne agencije Slovenije • Sindikat občinskih redarjev Slovenije – SORS • Sindikat Kapitanije Slovenije • Sindikat delavcev Statističnega urada RS • Sindikat javnih uslužbencev Slovenije • Sindikat vojakov Slovenije • Konfederacija slovenskih sindikatov
Romania
<p>National representative trade union confederations</p> <ul style="list-style-type: none"> • National Trade Union Bloc (BNS) • National Trade Union Confederation ‘Cartel Alfa’ (Cartel Alfa) • National Confederation of Free Trade Union Fraternity of Romania (CNSLR FRĂȚIA) • National Trade Union Confederation ‘Meridian’ (CSN Meridian) • The Democratic Trade Unions Confederation from Romania (CSDR) <p>Sector or group of units representativeness trade union federations</p> <ul style="list-style-type: none"> • National Federation of Unions of Administration • Employees’ Federation from Public Central and Local Administration ‘Columna’ • National Federation of Unions of Labour and Social Protection • Union of Civil Servants Trade Unions and contract staff ‘FORȚA LEGII’ • Trade Union Federation of Public Services and Social Assistance ‘PUBLISIND’ • National Trade Union Federation of Social Assistance and Child Protection ‘Pro. Asist’ • National Trade Union Federation of Employers of Social Assistance and Child Protection in Romania F.N.S. ‘AS-RO’ • SANITAS Federation from Romania • Federation ‘Sanitary Solidarity’ in Romania (Solidaritatea Sanitară) • National Alliance of Trade Unions of Budget Employees ‘SED LEX’

- National Federation of Unions of Finance
- National Trade Union Federation of Police ‘SED LEX’
- National Trade Union Federation of Police and contract staff in Romania
- Federation of Trade Unions in Education ‘SPIRU HARET’
- Federation of Free Unions in Education
- National Trade Union Federation ‘ALMA MATER’

Italy

- FNS CISL
- UIL PA VV.F
- FP CGIL VV.F
- CO.NA.PO
- CONFISAL VV.F
- USB PI VV.F.
- FNS CISL
- APVVF
- DIRSTAT VV.F.
- SI.N.DIR.VV.F.
- CONFISAL VV.F.
- UIL PA VV.F.
- FP CGIL VV.F
- SAPPE
- OSAPP
- UIL PA PP
- Si.N.A.P.Pe
- CISL FNS
- USPP
- FSA CNPP
- CGIL FP PP
- SI.N.PREF
- SNADIP-CISAL
- AP-ASSOCIAZIONE SIND. PREFETTIZI
- S.N.D.M.A.E.
- SIDIPE
- CISL FNS
- DPS
- CGIL F.P.
- UIL P.A. Coord Penit.
- SAPAF
- UGL/CFS

<ul style="list-style-type: none"> • SINDACATO NAZIONALE FORESTALE • FNS CISL/CFS • FP CGIL/CFS • UIL PA/CFS-DIRFOR • S.I.U.L.P. • S.A.P. • S.I.A.P. • UGL POLIZIA DI STATO • S.I.L.P. CGIL • CONSAP-ADP-ANIP-ITALIA SICURA • FEDERAZIONE COISP • FEDERAZIONE UIL POLIZIA (UIL POLIZIA – M.P.P.N.F.D.)
Cyprus
<ul style="list-style-type: none"> • Pasyki (doctors in CGA Healthcare) • Pasyno (nurses in CGA Healthcare) • Paseek • Asdyk • SAP (Police) • OEKDY-SEK • PASYEK-PEO (hourly paid CGA staff only)
Portugal
<ul style="list-style-type: none"> • ASCR – Keepers Registries Union Association • ASOR – Notary and Registries Officials Union Association • ATE – Education Employees Association • FETESE – Services and Industry Unions Federation • FNE – Education National Federation • FNSTFPS – Social and Public Functions Employees National Federation • SETAA – Agriculture, Food and Forests Union • SINDEP – Teachers National and Democratic Union • SINDITE - Diagnostic and Therapeutic Professionals Union • SINAPE - Education Professionals National Union • SITESC – Offices, Services and Commerce Employees Union • SITESE – Services Employees and Professionals Union • SNE – Engineers’ National Union • STCDE – Consular and Diplomatic Missions Employees Union • STE – State Professionals Union (and Public purpose entities employees) • STFPSSRA – South and Autonomous Regions Social and Public Functions Employees Union • STRN – Notary and Registries Employees Union

Spain
<ul style="list-style-type: none">• ELA STV (Basque country – regional trade union)• CIG (Regional – cross-sector trade union from Galicia)

Source: replies to Eurofound questionnaires from Italy, Romania and Slovenia, Cyprus, Portugal and Spain.

EF/17/31