

# Industrial relations and social dialogue

## Industrial relations landscape in Europe



Central government administration, education, human health, local and regional government, and social services sectors



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**Central government administration,  
education, human health,  
local and regional government,  
and social services sectors**



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**Authors:** Inga Pavlovaite (independent researcher) and Peter Kerckhofs (Eurofound)

**Research manager:** Peter Kerckhofs, with Victoria Cojocariu

**Visualisations:** Victoria Cojocariu

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**European Foundation for the Improvement of Living and Working Conditions**

**Telephone:** (+353 1) 204 31 00

**Email:** [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

**Web:** [www.eurofound.europa.eu](http://www.eurofound.europa.eu)

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## Country codes EU27 and the United Kingdom

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

# Introduction

This report analyses and compares the landscape in several sectors and activities that form a public service cluster. It is based on Eurofound's representativeness studies on the central government administration (CGA), education, human health, local and regional government (LRG), and social services sectors. This section introduces the objectives, scope and methodology of the study and sets out the structure of the report.

## Objectives of the study and context

This report aims to contribute to a better understanding of the overall industrial relations landscape of employers and trade union organisations in a number of sectors (in alphabetical order) – the CGA, education, human health, LRG and social services sectors – and provide guidance to the European Commission on how best to support this dialogue. Furthermore, it aims to help social partners in the given sectors strengthen their social dialogue further and build capacity.

Usually, representativeness studies have as their scope one specific sector. As this report assesses and compares the landscape in a cluster of sectors, it provides an opportunity to enhance mutual understanding and cross-committee cooperation. The analyses in this report can therefore help to support and encourage cooperation initiatives between the European sectoral social dialogue committees, while fully respecting the autonomy of social partners (as set out in Commission staff working document (SEC(2010)964 final, 22.7.2010).

The cross-checking of information from national organisations that appear in different sectors also helps to increase the accuracy of the analyses provided in the representativeness studies for the education, human health, LRG and social services sectors, which were conducted in parallel to this landscape study. As the individual representativeness studies were amended throughout 2020 based on social partner comments, this report could only be finalised in 2021. However, no new data were collected for this study, which means that it is based on the data included in the respective representativeness studies. As verification of this report identified further inaccuracies, clarifications have been made in the report or in footnotes. It should be noted that this is the first time such a landscape report has been conducted, and drafting the report has been a learning process that will continue after its publication. Nonetheless, the overall larger landscape, described in terms of the various differences in strengths of the multisectoralism observed, is robust enough in spite of any minor remaining inaccuracies.

Representativeness studies assess the membership base representativeness of European social partner organisations and their capacity to negotiate on behalf of their national member organisations, based on mandating procedures and on the involvement of their members in shaping (and their capacity to shape) working conditions through collective bargaining and social dialogue at national level. This report is not a representativeness study. It focuses on the membership of sectoral trade unions in other sectors, which is an aspect that is not relevant for representativeness in a given sector. This multisectoralism, and how it is analysed in this report, is visualised in Figure 2.

For the purpose of this study, the sum of the following sectors and activities is understood to comprise public services (in alphabetical order): CGA, education, human health, LRG and social services. This study was being finalised in 2020 in the face of the challenges caused by the COVID-19 pandemic, and hence the importance of these sectors for the whole of European society must not be underestimated. In terms of the workforce, the number of public service employees increased by 7% between 2013 and 2018. Significant increases were seen particularly in social services (+11%) and education (+8%). The public services workforce as a proportion of the overall workforce and the proportions of each of the public services

sectors in each Member State are analysed in Chapter 1. Chapter 2 looks at the role of the CGA and LRG sectors in providing education, human health and social services. Chapter 2 also assesses how far those public services are provided by public providers or private providers (both non-profit organisations and for-profit organisations), and whether any privately provided services are publicly financed. In Chapter 3, the national social partner landscape is analysed in terms of sector-relatedness and multisectoralism. Chapter 4 focuses on the European social partner organisations, which are introduced in the following section. Summarising conclusions can be found in Chapter 5.

## European social partners and sectoral social dialogue in public services

European social dialogue in these sectors began with the establishment of a European sectoral social dialogue committee (ESSDC) for the LRG sector in 2004 by the Council of European Municipalities and Regions (CEMR) and the European Public Service Union (EPSU). In 2006, an ESSDC was set up for the hospitals and healthcare sector by HOSPEEM and EPSU. In 2010, an ESSDC for the education sector was established following an application submitted by the European Trade Union Committee for Education (ETUCE), EPSU, the European Confederation of Independent Trade Unions (CESI) and the European Federation of Education Employers (EFEE), and an ESSDC for the CGA sector was established, with EUPAE and TUNED (comprising a joint delegation of CESI and EPSU) as social partners (Table 1). An analysis of the activities of these ESSDCs, in terms of the texts they agreed upon, is provided in Chapter 4, showing where there are content-based similarities between them and indicating where there are opportunities for stimulation, cooperation or coordination across sectors.

Table 1: European sectoral social dialogue committees in the public services sectors, 2020

ESSDC (year of establishment)	European trade union organisations	European employer organisations
LRG (2004)	EPSU (four CESI members are invited by EPSU to participate in the meetings )	CEMR
Hospitals and healthcare (2006)	EPSU	HOSPEEM
Education (2010)	ETUCE, EPSU (CESI is a complementary partner, without voting rights.)	EFEE
CGA (2010)	TUNED (a joint delegation of EPSU and CESI)	EUPAE

**Sources:** Representativeness studies for the given sectors (Eurofound, 2017a, 2020a, 2020b, 2020c)

With regard to European trade union organisations, EPSU is involved in all ESSDCs in the public services sectors and is (except for the ESSDC in the education sector) the most representative trade union organisation. ETUCE is involved only in the ESSDC in the education sector but is by far the most representative body in this sector. CESI is involved in all ESSDCs except for that in the hospital and healthcare sector. When involved in ESSDCs, the representativeness of CESI is weaker than that of EPSU and ETUCE. At the level of European employer organisations, a separate organisation is related to each sector. However, contrary to there being a single European employer organisation per ESSDC, there is cooperation among European trade union organisations in all sectors, except in the hospital and healthcare sector.

Looking at the sector-relatedness of social partner organisations in public services unveils multisectoralism at both European and national levels. This study illustrates the balance between organisations that are representative for several sectors and organisations that cover only one sector or activity. Chapter 5 discusses other European social partner organisations and other European associations that, based on the

membership domains of their national members, have some representativeness in one or more public services sectors.

SGI Europe (formerly CEEP), a cross-sectoral social partner organisation, is the umbrella organisation to which HOSPEEM and EFEET belong as European sectoral member organisations. These three organisations cooperate, mainly informally, with CEMR. SGI Europe is not directly involved in any ESSDC, as it participates in European cross-sectoral social dialogue.

UNI Europa and the Federation of European Social Employers (Social Employers) have been included in this analysis, even though they are not involved in any of the ESSDCs in the sectors included in this report. This is justified by the complex setting of social services, combining public and private service providers, in which some social services (organised by non-profit non-governmental organisations (NGOs) and for-profit enterprises) are covered by their membership domain. The 2020 Eurofound representativeness study for the LRG sector, including social services activities, assessed this in greater detail. In this report, Chapter 2 reviews the proportions of public services that are publicly and privately provided.

## Methodology and quality assurance

The methodology applied in this report is based on two data sources. Chapter 1 is based on Eurostat data related to the Statistical Classification of Economic Activities in the European Community (NACE) codes for the sectors studied. For all other chapters, the data come from the representativeness studies conducted for the different sectors. These representativeness studies were compiled from national reports provided by experts in each of the 27 Member States and the United Kingdom (UK). For all sectors apart from CGA, the national experts, who are part of the Network of Eurofound Correspondents, contacted all relevant trade unions, employer organisations and sector experts in their country to obtain the information requested, based on a questionnaire provided for each of the sectoral representativeness studies. These data were gathered in 2019. The data collection for the CGA representativeness study was conducted in house in 2016 by the Eurofound project manager, based on questionnaires in English that were completed by the relevant social partners from that sector and returned directly to Eurofound.

The data collection and analysis carried out in the representativeness studies included various layers of cross-checking and triangulation. First, an internal check was carried out for completeness and internal consistency, by comparing the information from the different organisations within each country. Based on overview tables presenting the data collected, feedback from social partners was used to allow the data to be cross-checked and corrected where necessary. Finally, the European social partners provided comment on the draft reports, after which they were formally evaluated, edited and published. The formal evaluation of the reports was carried out according to a written procedure of the Eurofound Advisory Committee for Industrial Relations, including representatives from the European social partners in the different sectors.

As the checking and correction process for the representativeness studies was rather intensive and lengthy, taking place throughout 2020, it can be assumed that the resulting analysis has been brought into line with the reality in each of the sectors. On the other hand, it is expected that, because of the multitude of individual corrections, some minor mistakes inevitably remain. As this overview report focuses on the broader picture, it allows us to step beyond the details provided in each of the individual studies.

As this report is not a representativeness study, no new data were collected; the information presented is based on the already evaluated and published representativeness studies for the different sectors. Without the further involvement of the national correspondents, additional checking for emerging errors was limited. Therefore, we acknowledge that this report is not completely free of any inaccuracies.

A first draft of this report was shared and discussed with the European Commission in April 2020, and a second draft was presented and discussed at the September meeting of the Eurofound Advisory Committee

for Industrial Relations. Based on this, a refocused version of the report was drafted, on which the European Commission provided feedback in January 2021. A draft of the report was then shared with the European social partners in February 2021. The organisations consulted were EPSU, ETUCE, CESI, UNI Europa, CEMR, SGI Europe, EFFE, HOSPEEM, Federation of European Social Employers (Social Employers), HOPE, UEHP, EFSI, EFFE and EUPAE. Based on the comments received, a reworked final draft of the report was prepared, which was formally evaluated according to a written procedure from 7 June to 16 July 2021 by the Eurofound Advisory Committee for Industrial Relations, including representatives from all relevant European social partner organisations.

An online discussion was organised on 7 July 2021 to allow the European social partners and members of the Eurofound Advisory Committee for Industrial Relations to exchange their views on the report's findings. During the high-quality editing process following the formal evaluation, language corrections were carried out and internal inconsistencies clarified.

Altogether, the work presented in this report spans several years. The work on the CGA representativeness study was carried out in 2016–2017. For the other representativeness studies (education, human health, LRG and social services), preparatory work was conducted in 2018, data collection was carried out in 2019, and cross-checking and evaluation were carried out in 2020. This multisectoral landscape report was evaluated and published in 2021.

## Definitions of sector-relatedness and scope of the sectors

Having explained the data sources and methodology used in the report (Chapter 1 is based on Eurostat data and the other chapters are based on findings from the Eurofound representativeness studies), this section clarifies how the sectors are defined. In Chapter 1, the scope of the sectors is defined by NACE codes 84–88, as illustrated in Table 2. NACE is a European statistical classification system allowing organisations to be broken down by the types of activities carried out in a given sector.

**Table 2: Demarcation of the different public services sectors**

NACE code	Corresponding economic activity
84	Public administration
85	Education
86	Human health activities
87	Residential care activities
88	Social work activities without accommodation

**Source:** NACE Rev. 2

Each sector's scope was defined slightly differently in each representativeness study, in consultation with the relevant sectoral social partners and in agreement with the European Commission.

In this report and the 2020 education sector representativeness study, two minor parts of NACE code 85 were excluded: 'Cultural education' (NACE code 85.52) and 'Driving school activities' (NACE code 85.53). As both cultural education and driving schools account for only a very small proportion of the total workforce in NACE code 85, this is more of a minor clarification. In addition, 'Child day-care activities' (NACE code 88.91), which is not part of NACE code 85 but in some countries considered to be pre-primary education (NACE code 85.1), is not considered as part of the education sector in this report, but as part of non-residential social services (NACE code 88).

For the human health sector, the whole of NACE code 86 was considered in the 2020 representativeness study and in this report, whereas both HOSPEEM and EPSU consider that their ESSDC for that sector focuses on the hospital activities referred to in NACE code 86.1. In terms of the workforce, 58% of human health sector employees in NACE code 86 are employed in hospitals (NACE code 86.1; both public and private hospitals). At the request of the European Commission, the wider human health sector was considered here.

With regard to the CGA sector, employers in this sector indicated that all those employed by them are part of the sector, resulting in a viable scope and understanding in some Member States and at European level. In defining the CGA sector as a 'public administration' and not as a 'public service', public enterprises and public services outside administration are excluded (Auer et al, 1996; Polet and Nomden, 1996). This limits CGA to NACE code 84; however, in Austria, Cyprus, Czechia, Estonia, France, Germany, Italy, Malta, Poland and Portugal, CGA also comprises activities outside NACE code 84 (see Table 3 in the CGA representativeness study – Eurofound, 2017a).<sup>1</sup> CGA does not cover the whole of NACE code 84 because some sections are part of the LRG sector.<sup>2</sup> In the vertical dimension, the CGA sector is distinguished from local and regional administration (Polet, 1997; Bosseart et al, 2001). On the horizontal dimension, CGA can be distinguished from activities in education and healthcare. Exceptionally, however, in France and Italy, education activities are considered as part of CGA, while, in Portugal, this is the case for education, health and social work activities.

The LRG sector comprises administration activities in NACE code 84 that depend on local and regional authorities, that is, excluding activities that depend on CGA. In addition, the LRG sector also covers libraries, archives, museums and other cultural activities (NACE code 91), and social services (NACE codes 87 and 88) provided directly by local and regional authorities. Figure 1 was produced in cooperation with the social partners from the LRG and social services sectors to visualise how both sectors cover parts of NACE codes 87 and 88.

Social services are activities related to NACE codes 87 and 88 (covering residential care and non-residential social work);<sup>3</sup> this includes both the public sector parts of social services and the for-profit and non-profit parts, provided by NGOs and private enterprises. In addition, those social services financed and supervised by LRGs but provided by NGOs and private parties are included in the chapters on social services. However, the NACE codes do not always cover the complexity of social services. In particular, this relates to social services regulated and financed by CGAs and LRGs but provided by NGOs and private parties. Indeed, personal and household services (PHS) are difficult to understand in statistical terms. They are traditionally measured by adding together NACE code 88 'Social work activities without accommodation' and NACE code 97 'Activities of households as employers of domestic personnel' and are also statistically mixed with other NACE codes such as 81.21 'General cleaning of buildings' and 53.20 'Other postal and courier activities' (covering meal delivery, for example).

Public services in this report are understood as the totality of the activities included in the CGA sector, LRG sector, education sector, human health sector and social services. Public services are services intended to

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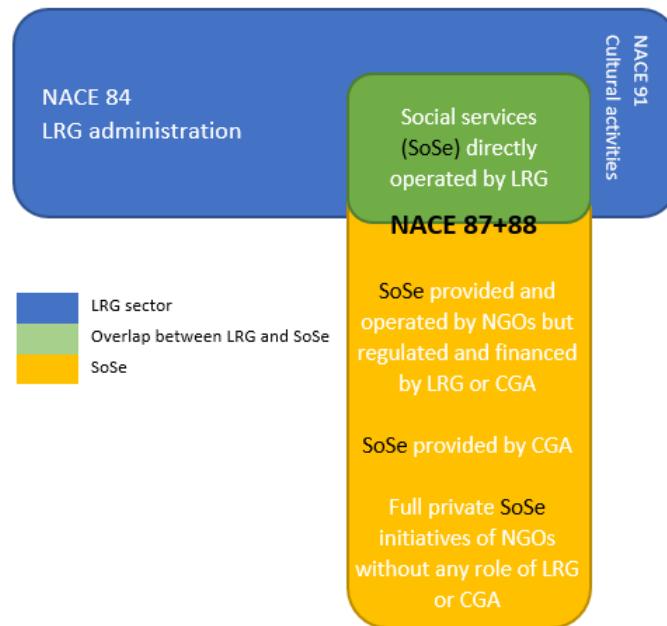
<sup>1</sup> Examples of CGA activities falling outside NACE code 84 are federal waterways and federal highways in Germany, access to traffic infrastructure in Czechia, education and/or human health activities in France, Italy and Portugal, gender policy activities in Austria and Malta, consumer protection in Austria, and the statistical offices and activities in culture, telecommunications, and radio and television broadcasting in other countries.

<sup>2</sup> The activities in NACE code 84 at central or federal level are part of the CGA sector, while those activities at local and regional authority levels are part of the LRG sector.

<sup>3</sup> It should be noted that for Social Employers both codes 87 and 88 represent one – social services – sector.

serve all community members, usually provided by governments to people living within their jurisdictions, either directly (through the public sector) or by financing and regulating privately provided services. The adjective 'public' also refers to a social consensus or public policy (oriented by democratic elections) that certain services should be available to all, regardless of income, physical ability or mental acuity.<sup>4</sup>

Figure 1: Visualisation of the LRG sector and social services activities



**Source:** *Representativeness study for the LRG sector and social services (Eurofound, 2020c)*

This report focuses on the question of how organisations relate to the different public services sectors. It builds further on each sector's relatedness, outlined in the different representativeness studies for each sector separately. Only a small number of social partners have a membership domain that perfectly matches the definition of a given sector. According to this report's scope, composite indicators of sector-relatedness are considered in the following two dimensions. First, the organisations (1) relating to a single sector are distinguished from those (2) that have a multisectoral membership domain. Second, the organisations (3) covering an entire sector are distinguished from those (4) covering only part of a given sector. These four composite indicators are formed by adding up the organisations from two specific sector-relatedness variables (single/more than one sector and covering entire/part of a sector).

The membership domains of trade unions and employer organisations can fall exactly within a sector's limits; this type of sector-relatedness is called 'congruence' in this report (Table 3). If an organisation's membership domain goes beyond a single sector, it is called an 'overlapping' organisation from the perspective of that single sector. 'Sectionalism' refers to an organisation that covers part of a sector and

<sup>4</sup> See [https://en.wikipedia.org/wiki/Public\\_service](https://en.wikipedia.org/wiki/Public_service) for more information on public services.

nothing else, whereas 'sectional overlapping' refers to an organisation that covers part of a sector and has membership in other sectors.

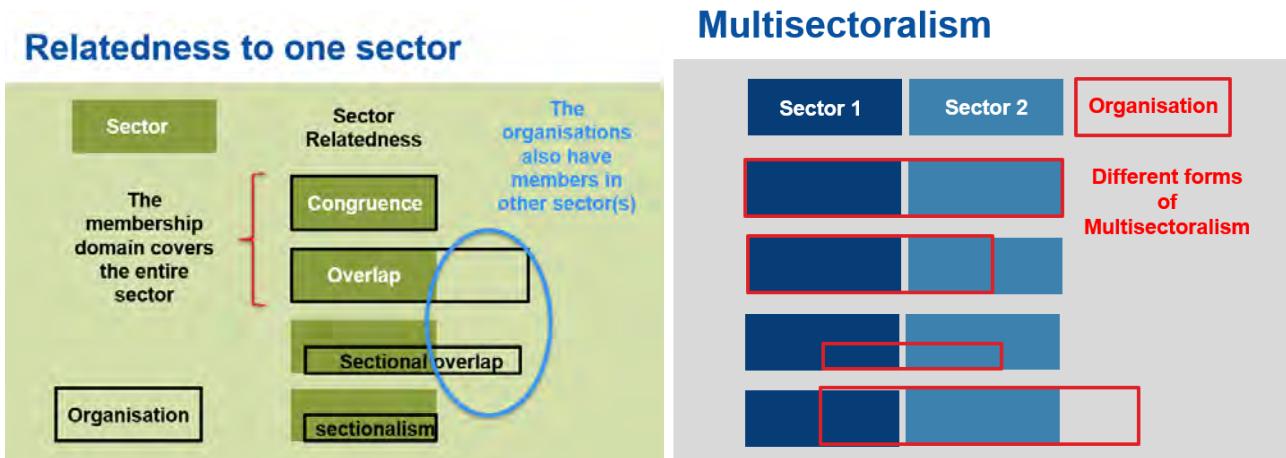
Table 3: Membership domain patterns of an organisation (types of relatedness to one sector)

Domain pattern	Membership domain of organisation within the sector	Membership domain of organisation outside the sector	
	Does the domain of the union/employer organisation embrace all employees/companies in the sector?	Does the union/employer organisation also have employee/company members outside the sector?	Is the organisation limited to one single sector, without having members in other sectors
Congruence	Yes, the entire sector is covered	No	Yes
Overlap		Yes	No
Sectionalism	No, only part of the sector is covered	No	Yes
Sectional overlap		Yes	No

These definitions of the scope of the different sectors and the different types of sector-relatedness were used in the analysis of the employment structure and industrial relations landscape in the different sectors. As the report takes a broad view of several public services sectors, the sector-relatedness concepts also have to be adjusted to this multisectoral perspective. In the perspective of a single sector representativeness study, the overlapping membership domain has only marginal or no relevance for representativeness in the sector studied.

Looking at several public services together in this industrial relations landscape report allowed a better assessment of multisectoralism. As illustrated in Figure 2, this report moves beyond the 'overlapping' membership domains to assess 'multisectoral' membership domains.

Figure 2: Single-sector-relatedness and multisectoralism



**Note:** The different types of multisectoralism and bi-sectoralism are analysed in detail in section 3.4.

## Structure of the report

The report consists of six chapters.

1. Chapter 1 provides an overview of the employment trends in all public services sectors together and a comparison between the different sectors.
2. Chapter 2 provides an analysis based on the employment structure in terms of distinguishing between wholly public and wholly privately provided public services.
3. Chapter 3 describes the trade unions and employer organisations in the different public services sectors. It includes a consideration of the trade unions and employer organisations with multisectoral membership domains, distinguishing between residential care and non-residential care, but also between childcare, care for older people and care for people with disabilities. All types of multisectoralism between LRG, CGA, education, human health and social services are assessed. Bi-sectoral membership domains are assessed between social services and LRG, between social services and CGA, between social services and education, and between social services and human health.
4. Chapter 4 analyses how the bodies from Chapter 3 interact in terms of collective bargaining and social dialogue.
5. Chapter 5 looks at the overlapping membership domains of European-level organisations.
6. Chapter 6 presents conclusions. It is essential to note the difference between the research and the political aspects of this study. Although the report provides factual presentations of the membership domains of the organisations under consideration, it does not provide any statements on whether or not these are sufficient for participating in ESSDCs. However, bodies and decision-makers can use the information and analyses provided in this report to make further statements, proclamations, decisions or action plans for developing cooperation, capacity building and strengthening social dialogue as necessary.

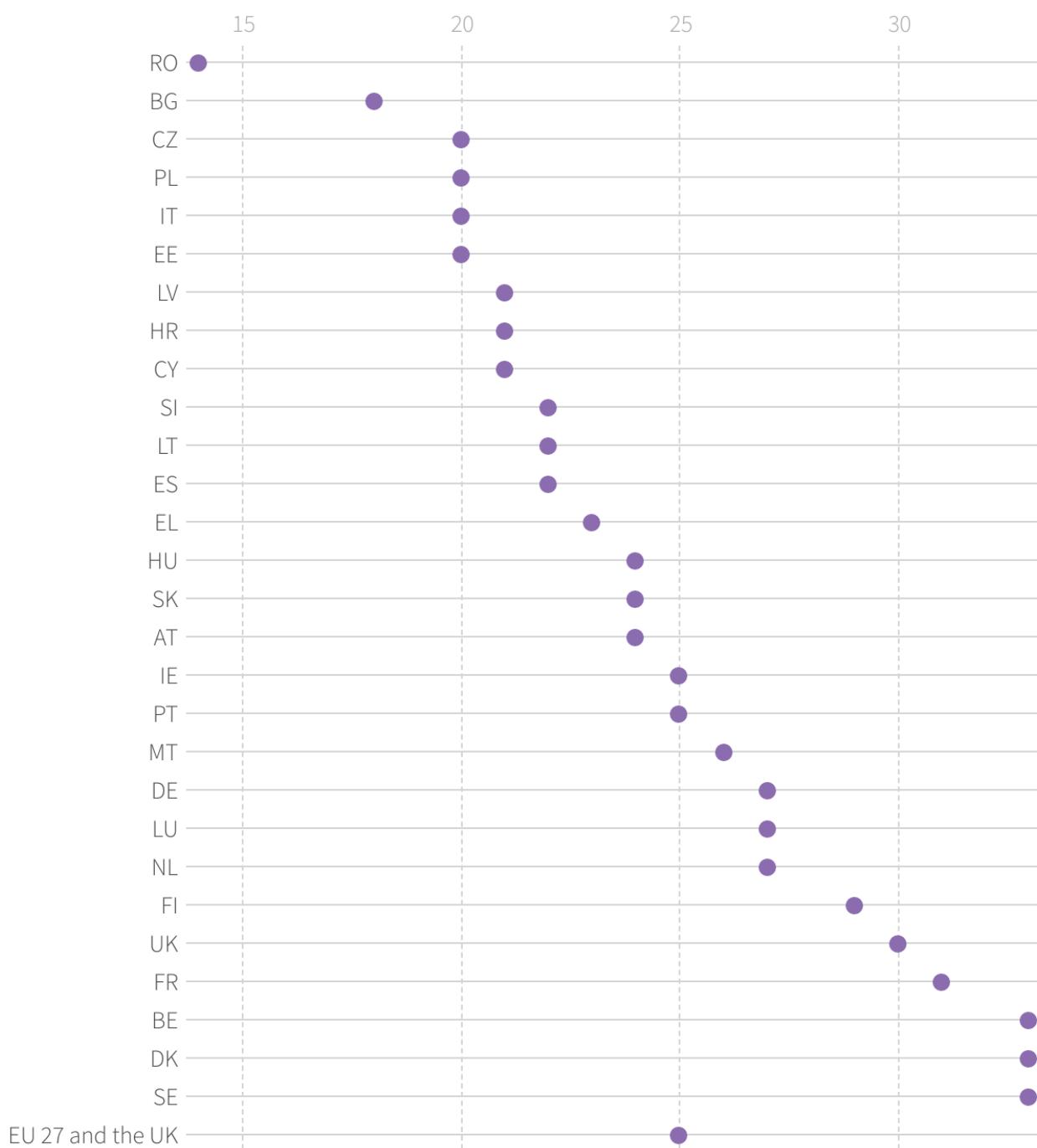
# 1. Employment trends in public services sectors

## 1.1. Overview

Workers in the sectors included in this study form a significant part of the overall workforce in the economy and labour market across the EU. As shown in Table 4, in 2018, over 57 million workers were employed in the different parts of the public services sector covered by this study across the EU and the UK. This represents 25% of the overall European workforce in the total economy. The highest numbers of workers are found in the education sector (NACE code 85; over 17 million), followed by the public administration sector (NACE code 84; 15 million workers). Human health activities (NACE code 86) employ around 14 million workers, and social services employ 11 million workers, with residential care (NACE code 87) and non-residential social work (NACE code 88) activities employing around 5.5 million workers each. According to the latest estimates from the social partners (not included in Table 4), there are 6.3 million PHS workers in the EU27. At least 3.1 million PHS workers are undeclared, which gives a total number of around 9.4 million PHS workers, representing 5% of total employment in the EU27.

The importance of the public services workforce differs between countries (Figure 3). On the one hand, in countries such as Belgium, Sweden and the UK, such workers make up more than 30% of total national employment. In contrast, this figure is less than 20% in Romania and Bulgaria.

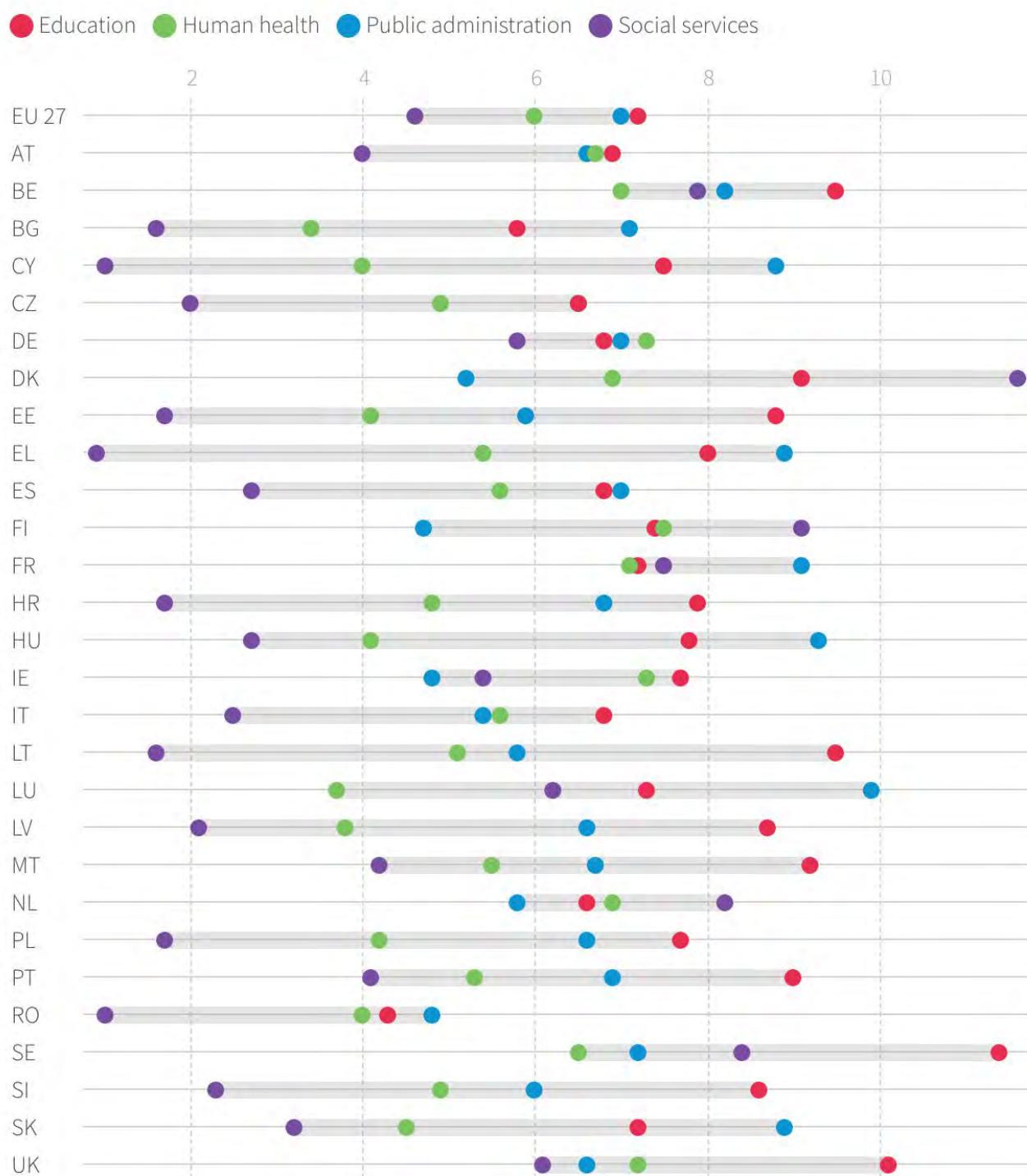
Figure 3: Employment in the five sectors included as a percentage of the entire national labour force, 2018



**Source:** Eurostat, *Employment by detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_egan22d]*

In about half of the Member States, the education sector (NACE code 85) has the highest employment share. Public administration (NACE code 84) has the highest share in nine Member States. This comprises both CGA and LRG. While social services (NACE codes 87 and 88) is the smallest of the public services sectors, it is the largest in Denmark, Finland and the Netherlands. Figure 4 shows the proportion of the entire workforce in each of the public services sectors included by country.

Figure 4: Employment shares of the sectors included as a percentage of the entire national labour force, 2018



**Note:** For statistical reasons, LRG and CGA are presented together here, as they both correspond to NACE code 84.

**Source:** Eurostat, Employment by detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [fsa\_egan22d]

Table 4 provides employment figures for the different public services sectors across the 27 EU Member States and the UK. Across the EU27, most employment is concentrated in the public administration and education sectors (both around 13.5 million workers).

Table 4: Numbers of workers in the different sectors, 2018 (thousands)

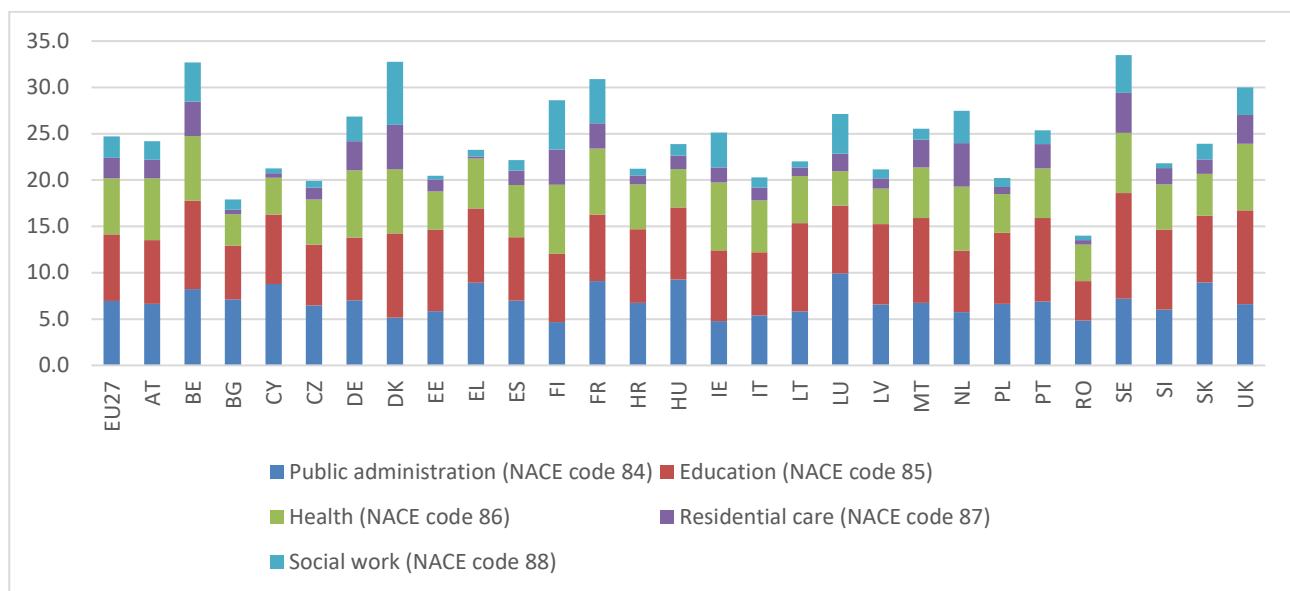
Country	Public administration; compulsory social security	Education	Human health activities	Residential care activities	Social work activities without accommodation	All public services	Total national employment	% of the national workforce in public services
<b>NACE code</b>	84	85	86	87	88	84–88	All	84–88
EU27	13,443.7	13,868.0	11,655.3	4,302.0	4,505.8	47,774.8	193,184.7	25
AT	281.1	291.7	282.8	86.2	84.5	1,026.3	4,241.1	24
BE	387.2	448.2	328.0	174.4	198.2	1,536.0	4,699.4	33
BG	219.1	177.6	103.7	15.7	33.0	549.1	3,068.9	18
CY	34.2	29.2	15.6	1.8	2.0	82.8	389.7	21
CZ	333.6	336.5	252.0	65.9	36.4	1,024.4	5,146.8	20
DE	2,856.0	2,744.9	2,959.8	1,272.5	1,075.8	10,909.0	40,635.7	27
DK	141.4	249.0	189.4	131.1	186.9	897.8	2,739.3	33
EE	36.9	55.5	26.0	7.9	2.6	128.9	630.2	20
EL	334.7	300.1	202.4	8.6	26.7	872.5	3,751.1	23
ES	1,335.5	1,308.6	1,077.7	303.2	217.1	4,242.1	19,136.3	22
FI	115.0	181.3	184.6	93.1	131.1	705.1	2,464.8	29
FR	2,424.5	1,922.6	1,901.4	727.2	1,268.2	8,243.9	26,686.3	31
HR	110.2	129.3	79.0	15.7	11.6	345.8	1,630.2	21
HU	408.7	343.3	182.9	63.8	55.3	1,054.0	4,410.7	24
IE	103.9	166.9	159.5	35.4	82.1	547.8	2,180.0	25
IT	1,218.1	1,540.3	1,261.3	313.0	251.4	4,584.1	22,585.7	20
LT	77.2	126.2	67.2	12.3	8.5	291.4	1,323.7	22
LU	27.6	20.4	10.3	5.3	11.9	75.5	278.4	27
LV	57.4	75.9	33.3	9.6	8.4	184.6	873.3	21
MT	15.8	21.5	12.8	7.0	2.8	59.9	234.4	26
NL	492.2	564.0	593.0	401.0	296.7	2,346.9	8,543.3	27
PL	1,070.9	1,236.3	674.6	123.3	156.8	3,261.9	16,133.4	20
PT	318.0	416.5	246.7	121.3	69.0	1,171.5	4,615.0	25
RO	406.2	356.4	331.4	38.7	41.6	1,174.3	8,381.8	14
SE	353.7	560.1	318.9	211.4	199.4	1,643.5	4,910.2	33
SI	57.9	83.1	46.8	17.0	4.9	209.7	961.9	22

SK	226.6	182.6	114.1	39.4	42.9	605.6	2,533.3	24
UK	2,051.6	3,150.3	2,239.5	971.8	921.2	9,334.4	31,112.0	30

**Source:** Eurostat, *Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_egan22d]*

Figure 5 combines the data presented in Figures 3 and 4; the height of the bars corresponds to the proportion of the entire workforce made up of public service employees, and the different colours in each bar indicate the employment share of each sector.

**Figure 5: Employment shares of the sectors included as a percentage of the entire national labour force, 2018**



**Source:** Eurostat, *Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_egan22d]*

Another key feature of the workforce in the public services sectors is that it is dominated by women (Figure 6).

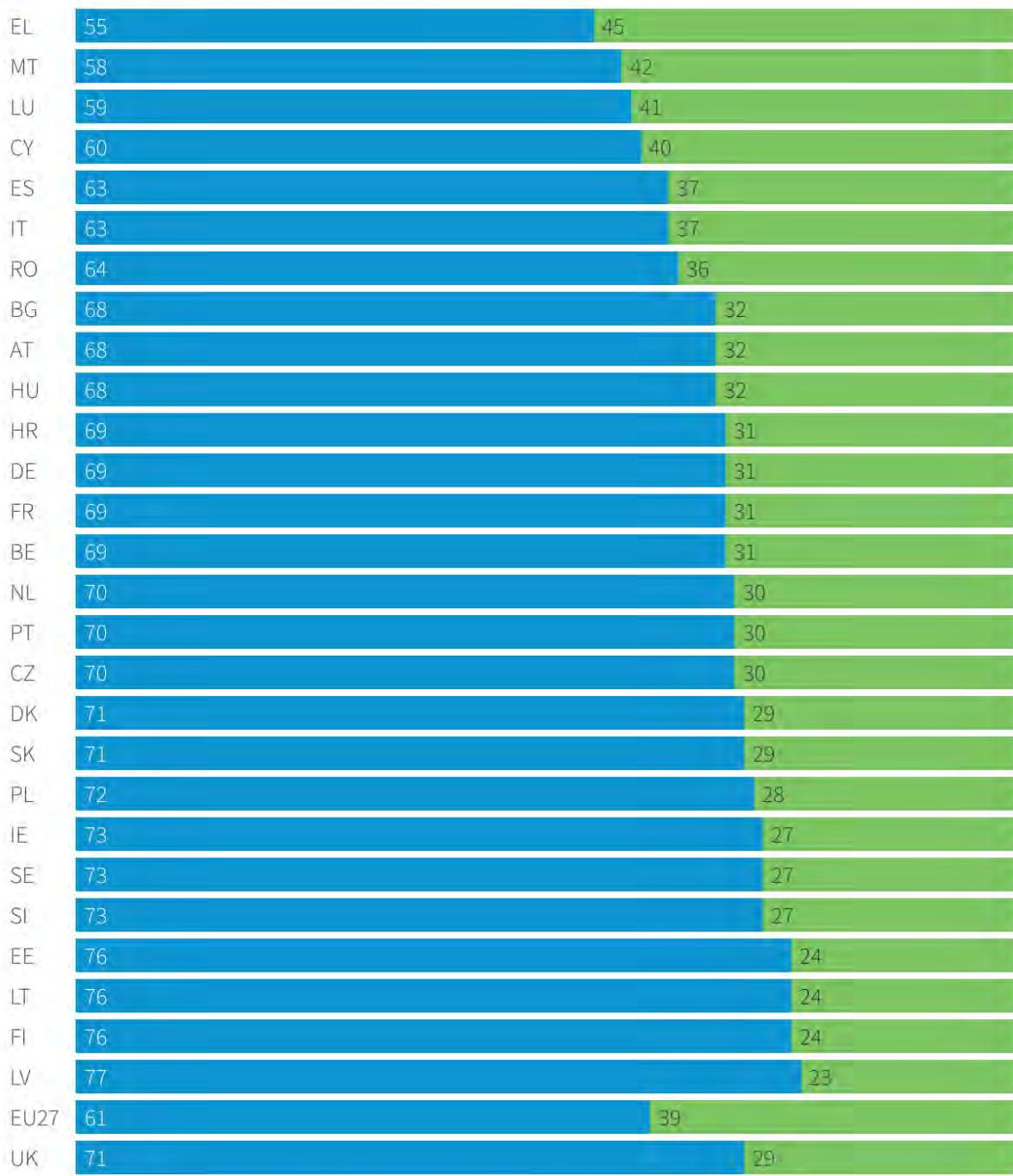
In 2018, across the EU, 61% of workers in public services were women; this ranged from over 80% in residential care and social work to 48% in public administration. Education and human health activities are also heavily dominated by women, who made up over 70% of their workforce in 2018 (Table 5).

This pattern differs between countries. On the one hand, the Baltic countries and Finland have an even higher proportion of women workers in public services (around 75%) than the EU average of 61%. In contrast, the proportion of women workers is comparatively low in Greece, Malta, Luxembourg and Cyprus (60% or lower).

Figure 6: Employment by sex in the sectors included, 2018 (%)

## Employment by sex in all public services, 2018

■ Women ■ Men



**Source:** Eurostat, Employment by sex, age and detailed economic activity

Table 5: Proportion of women workers in the public services sectors, 2018 (% of the sector workforce)

Country	Public administration; compulsory social security	Education	Human health activities	Residential care activities	Social work activities without accommodation	All public services
NACE code	84	85	86	87	88	84–88
EU27	48	73	76	81	81	61
AT	47	72	77	84	77	68
BE	48	70	77	82	83	69
BG	48	81	77	84	86	68
CY	40	74	68	89	95	60
CZ	50	80	79	86	84	70
DE	50	72	79	76	75	69
DK	51	62	82	82	80	71
EE	54	81	87	95	92	76
EL	36	65	66	78	84	55
ES	42	67	74	83	85	63
FI	56	68	83	86	90	76
FR	53	68	75	80	86	69
HR	46	80	76	87	92	69
HU	52	77	75	87	89	68
IE	51	74	78	79	84	73
IT	35	76	67	81	84	63
LT	56	80	85	90	87	76
LU	39	59	73	81	80	59
LV	57	84	89	91	96	77
MT	35	70	54	70	89	58
NL	44	64	77	84	90	70
PL	52	80	81	86	89	72
PT	39	79	80	90	91	70
RO	38	77	78	86	83	64
SE	59	73	79	81	78	73
SI	55	78	81	86	67	73
SK	52	82	81	85	91	71
UK	52	73	78	81	81	71

**Source:** Eurostat, *Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_egan22d]*

## 1.2. Employment trends in the public services sectors (2013–2018)

Across the EU, the numbers of workers in the public services sectors included in this study were on the rise in the period covered (Table 6), increasing by 7% between 2013 and 2018. This is slightly higher than the growth in overall national employment across the EU, which was 6% in the 2013–2018 period (from 210 million to 224 million workers, respectively).

The rise in the number of workers has been particularly pronounced in residential care (13%) and social work (10%), also associated with the increase in part-time work. In contrast, the number of workers in public administration rose by only 4%. Comparatively moderate growth has been registered in education (8%) and human health activities (6%). A relatively large proportion of the spread in employment in social services is due to the (non-)existence of care facilities and social work activities. The public administration and education sectors have a more stable share of employment.

Country patterns diverge in this respect. Above-average growth in the number of workers in public services has been recorded in Croatia, Cyprus, Ireland, Hungary, Malta and Portugal. It is worth recalling here that in some countries, such as Ireland and Portugal, this represents a reversal of budgetary and job cuts to public services in the aftermath of the 2007–2008 economic crisis. In contrast, in other countries, such as Bulgaria, Latvia and the Netherlands, the numbers of workers employed in public services have declined or remained stagnant. Denmark, Estonia, Italy and Poland have witnessed very moderate growth, of around 2–3%.

Only in Bulgaria and Latvia did the total number of employees across all public services sectors decrease between 2013 and 2018. In the Netherlands, the overall number of employees was stable between 2013 and 2018 because the decreases in numbers of employees in public administration and social services were balanced out by the increases in the education and healthcare sectors. The incidences of a decreasing workforce in a given country for a given sector are shaded in red in Table 6.

The proportions from Table 6 are visualised in Figure 7, where countries are ranked by percentage increase in number of workers in the total public services sector workforce.

**Table 6: Evolution in the numbers of workers in the public services sectors included between 2013 and 2018 (% change)**

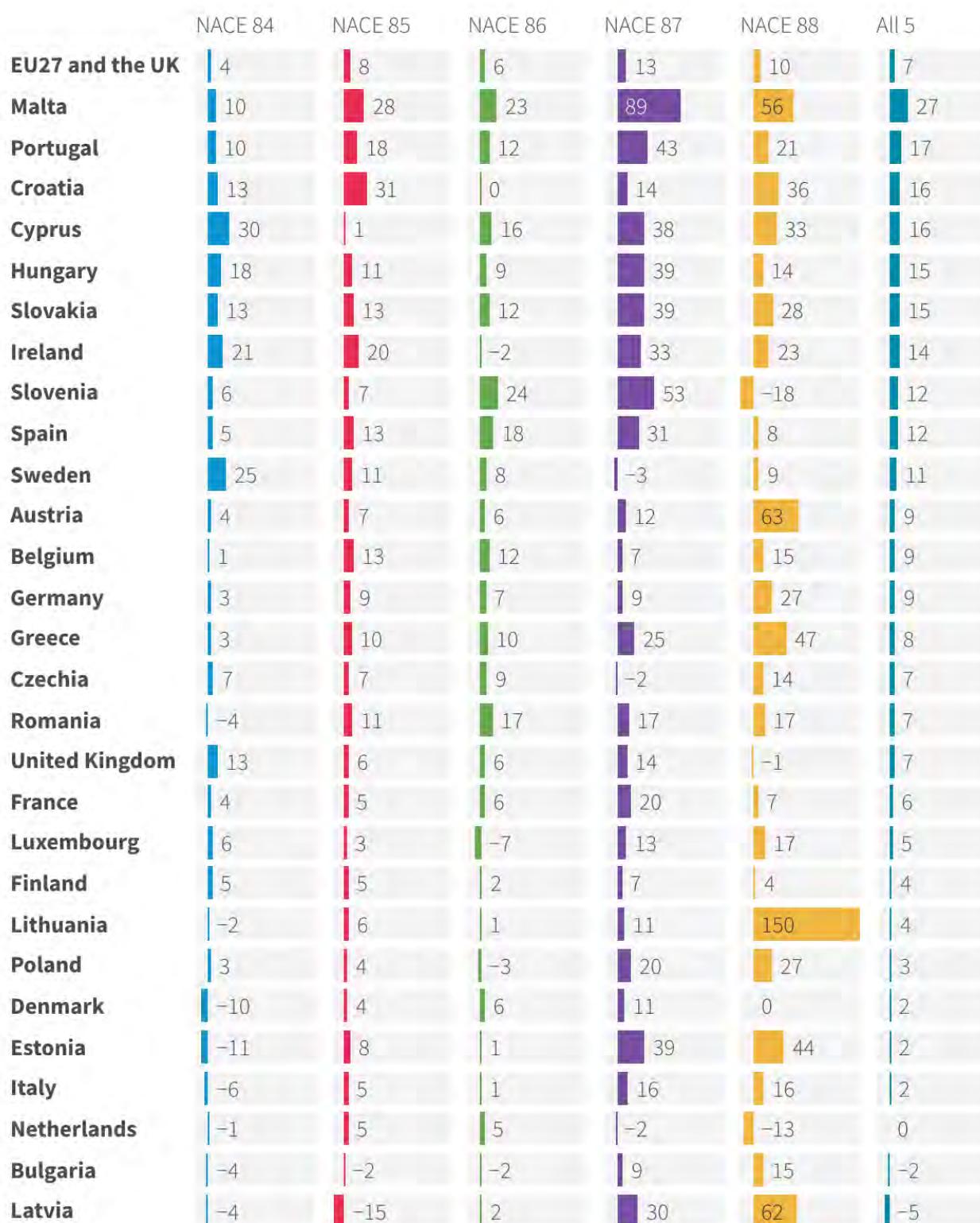
Country	Public administration; compulsory social security	Education	Human health activities	Residential care activities	Social work activities without accommodation	All public services
NACE code	84	85	86	87	88	84–88
EU27	4	8	6	13	10	7
AT	4	7	6	12	63	9
BE	1	13	12	7	15	9
BG	-4	-2	-2	9	15	-2
CY	30	1	16	38	33	16
CZ	7	7	9	-2	14	7
DE	3	9	7	9	27	9
DK	-10	4	6	11	0	2

Country	Public administration; compulsory social security	Education	Human health activities	Residential care activities	Social work activities without accommodation	All public services
NACE code	84	85	86	87	88	84–88
EE	-11	8	1	39	44	2
EL	3	10	10	25	47	8
ES	5	13	18	31	8	12
FI	5	5	2	7	4	4
FR	4	5	6	20	7	6
HR	13	31	0	14	36	16
HU	18	11	9	39	14	15
IE	21	20	-2	33	23	14
IT	-6	5	1	16	16	2
LT	-2	6	1	11	150	4
LU	6	3	-7	13	17	5
LV	-4	-15	2	30	62	-5
MT	10	28	23	89	56	27
NL	-1	5	5	-2	-13	0
PL	3	4	-3	20	27	3
PT	10	18	12	43	21	17
RO	-4	11	17	17	17	7
SE	25	11	8	-3	9	11
SI	6	7	24	53	-18	12
SK	13	13	12	39	28	15
UK	13	6	6	14	-1	7

**Note:** The red shading indicates countries and sectors for which there was a decrease in the number of employees.

**Source:** Eurostat, Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_eg22d]

Figure 7: Evolution in the numbers of workers in the public services sectors included between 2013 and 2018 (% change)



Source: Eurostat, Employment by sex, age and detailed economic activity (from 2008 onwards, NACE Rev. 2 two-digit level) – 1 000 [lfsa\_egan22d]

## 2. Employment structures

This chapter first analyses the landscape of employment structures, to determine the proportion of privately provided public services. Second, for each of the public services sectors, the relative weights of the different activities carried out in terms of their workforce are presented. These internal breakdowns help in understanding the analysis in the following chapter, which describes how different trade unions and employer organisations organise different parts or activities in a given sector. Thus, the sector-relatedness of social partner structures is partly a function of internal employment structures in each of the public services sectors.

### 2.1. Public and private providers of public services sectors

An analysis was undertaken to determine the wholly public and private delivery of public services in the social services, education and human health sectors (Table 7). This shows a diverse picture across the countries and sectors. Generally, in most Member States, public delivery plays a large or dominant role in providing services in these public services sectors. Indeed, in some countries, such as Denmark, Ireland and Malta, almost all services in the social services, education and human health sectors are delivered by public bodies or employers. In contrast, there are also countries where private provision also plays a significant role. This is the case, for example, in Cyprus (significant private role in social services and education), Germany (in social services and human health), the Netherlands (in social services), Portugal (in social services), Spain (in social services and human health) and the UK (in social services and partly in education).

**Table 7: The landscape of public and private provision of services in the social services, education and human health sectors**

Country	Social services (% of employees)			Education (predominant ownership type)	Human health (predominant ownership type)
	Public part	For-profit part	Non-profit part		
AT	NA	NA	NA	NA but two-thirds of workers are employed by the state, <i>Land</i> or municipality	39% public, 61% private
BE	19%	NA	NA	Depends on subsector; most are run with public funding	NA
BG	<b>89%</b>	8%	2%	Over 85% public; no private institutions receive public funding	<b>68%</b> public
CY	6%	<b>40%</b>	<b>54%</b>	Around 65% public	NA
CZ	<b>80%</b>	20%		96% public, but private institutions also receive public funding	<b>59%</b> public
DE	Minority for NACE 87; second in importance for NACE 88	Second in importance for NACE 87; third ranking for NACE 88	Vast majority in NACE 87; majority in NACE 88	86% public	29% public hospitals, 34.1% welfare association hospitals and 37.1% private hospitals
DK	<b>Close to 100%</b>	1%	None	100% public	Mostly public
EE	<b>63%</b>	NA	NA	Around 60% are funded by the state or municipality	<b>60%</b> public
EL	33%	<b>46%</b>	NA	Around 85% public	Mostly public

ES	20%	<b>Large</b>	<b>Large</b>	75% public (93% of primary and secondary schools and 59% of vocational training schools are funded by the state)	<b>50%</b> public
FI	<b>50–60%</b>	15–20%	15–20%	68% public	<b>50%</b> public
FR	30%	8%	<b>62%</b>	90% public	<b>95%</b> public
HR	<b>67%</b>	11%	22%	99% public	Mostly public
HU	<b>75%</b>	1%	24%	75% public	Mostly public
IE	<b>Majority</b>	Minority	Majority	Over 90% public	Mostly public
IT	<b>44%</b>	10%	<b>46%</b>	Majority public	Mostly public
LT	<b>77%</b>	Up to 10–20%	Up to 5–10%	Over 90% public	Mostly public
LU	0%	0%	<b>100%</b>	Very few private	<b>85%</b> public
LV	<b>87%</b>	NA	NA	Around 70% public	Mostly public
MT	<b>Majority</b>	Very few	Very few	Mainly public	Mostly public
NL	8%	NA	NA	Depends on subsector but around 80%	<b>97%</b> public
PL	<b>79%</b>	21%	NA	Around 80% public in primary and secondary education; lower than 30% in higher and post-secondary education	Mostly public
PT	5%	30%	<b>60%</b>	86% public	Mostly public
RO	<b>82%</b>	2%	16%	Nearly 90% public	27% public
SE	<b>50%</b>	NA	NA	85% public	Mostly public
SI	<b>72%</b>	15%	13%	Large majority public	Mostly public
SK	<b>78%</b>	1%	21%	Between 65% and 92% public	NA
UK	33%	<b>48.7%</b>	17.7%	Higher education all private; 95% primary and 86% secondary public	Mostly public

**Notes:** See also Tables 45 and 46 in Annex 2 and Eurofound (2020d). NA, not available. Bold indicates where the share of employees is 40% or over.

**Source:** Network of Eurofound Correspondents

In terms of the sectors considered, CGA and LRG are, by definition, purely public sectors. For education and human health, there are a small minority of private providers in most Member States, while the vast majority of services are publicly provided. In most Member States, publicly provided education and human health corresponds to more than 80%, or even more than 90%, of the provision. Table 7 indicates that, for social services, the situation is different. In only half of the Member States are a majority of social services publicly provided. In those countries, the proportion of publicly provided social services is often higher than the proportion of publicly provided services in the human health sector, but often lower than the proportion of publicly provided services in the education sector. On the other hand, in 10 Member States and the UK, less than half of the social services are publicly provided. The countries where this is the case are Belgium, Cyprus, France, Germany, Greece, Italy, Luxembourg, the Netherlands, Portugal, Spain and the UK.

A double dynamic should thus be distinguished. On the one hand, public providers in social services and to a lesser extent in human health are organised by both public and private sector trade unions, and the plethora of employer organisations make the industrial relations landscape more colourful. On the other

hand, the CGA and LRG play an important role in providing education, human health services and social services (Table 8). Indeed, central, local and regional authorities also provide a significant amount of funding to private providers in the social services, health and education sectors.

In Table 8, an assessment was also made of the extent to which the activities in social services, education and human health are under the responsibility of LRGs and CGAs. The situation across countries in this respect is diverse. On the one hand, in several countries the LRG plays a significant role in the provision of social services, education and human health services (either through direct involvement or by funding services provided by NGOs or private undertakings). This is the case in Austria, Belgium, Denmark, Finland, Germany, Poland, Spain and Sweden. In contrast, in other countries, central government and the central ministry (or a central-level public agency) play a significant role in these three sectors. This is the case in Croatia, Czechia, Greece, Hungary, Ireland, Latvia, Lithuania, Malta, Romania, Slovakia, Slovenia and the UK. Somewhat in the middle are countries where both LRG and CGA authorities play a role, such as Bulgaria, Estonia, France, Italy, Luxembourg, the Netherlands and Portugal, often depending on the sector specificities in a particular country.

**Table 8: The importance of LRG and CGA in providing social services, education and human health services**

Country	Social services (proportion (or estimate) of the activities in NACE codes 87 and 88 that are under the responsibility of LRG)	Education	Human health
AT	More than two-thirds (estimate)	Employers are regions/municipalities; wages are set by the central ministry in negotiations	Public hospitals are financed by provincial ( <i>Land</i> ) funds –around 40% of the sector
BE	Significant	Under the responsibility of the regions	The majority are non-profit private organisations; some role for LRG
BG	100%	Employers are individual institutions; wages are set by the central ministry	There are 30 state–municipal hospitals (9.3%) and 160 municipal hospitals (49.7%)
CY	Not typically provided by local and regional authorities	Under the responsibility of the central ministry	Under the responsibility of the CGA; in the process of transfer to the private sector
CZ	Around 40%	Employers are individual institutions; wages are set by the central ministry	Little role for LRG
DE	No data: statistics differentiate between private, public and non-profit care homes but do not distinguish between public and other owners of non-profit care homes	Under the responsibility of the regions	Regional administration plays an important role
DK	100% provided by local government	Under the responsibility of municipalities for primary public education and central ministry for other levels	Both public and private hospitals are under the administration of the Danish regions
EE	Mostly LRG	The state and municipalities are responsible for setting wages	Mostly under the responsibility of the central ministry
EL	Difficult to estimate	Under the responsibility of the central ministry	Mostly under the responsibility of the central ministry

Country	Social services (proportion (or estimate) of the activities in NACE codes 87 and 88 that are under the responsibility of LRG)	Education	Human health
ES	Around 90%	Under the responsibility of the regions	Regional administration plays an important role
FI	NACE code 87, 42% (estimate); NACE code 88, 65% (estimate)	Under the responsibility of public sector municipalities (90% of the sector)	The majority of the hospitals in Finland are owned by municipalities or joint municipal authorities
FR	30%	Under the responsibility of the central ministry	Regional administration plays an important role
HR	25%	Under the responsibility of the central ministry	Small role for LRG; more significant role for CGA
HU	Difficult to estimate	Under the responsibility of the central ministry	National Healthcare Service Center (ÁEEK), a state agency, acts as an employer for hospitals
IE	For NACE code 88: very small	Under the responsibility of the central ministry	Mostly CGA level of organisation (Health and Safety Executive)
IT	Large majority	Under the responsibility of the central ministry	Mostly CGA level of organisation (ARAN)
LT	Might be more than 50%	Under the responsibility of the central ministry	Mostly under the responsibility of the central ministry
LU	Mostly LRG	Under the responsibility of the central ministry	Led by the Luxembourg Hospital Federation (FHL)
LV	Precise data are not available for this issue	Under the responsibility of the state and municipalities	Mostly under the responsibility of the central ministry
MT	0% (all CGA)	Under the responsibility of the central ministry	Mostly under the responsibility of the central ministry
NL	The activities under NACE codes 87 and 88 are outsourced by LRAs. The national government, health insurance providers, public employment service and municipalities are all involved in coordinating and financing different social work activities and parts of residential care	Employers are mostly institutions (school boards)	Most hospitals are public organisations, specifically referred to as social enterprises ( <i>maatschappelijke onderneming</i> ). Hospitals are run by management boards or boards of directors
PL	Around 20%	Mostly under the responsibility of the central ministry and local authorities	Local government units manage the vast majority of hospitals
PT	Difficult to estimate	Mostly under the responsibility of the central ministry and local authorities	Bargaining is carried out by a group of 38 corporate public hospitals (known as EPEs); minor role for LRGs
RO	Difficult to estimate	Under the responsibility of the central ministry	Mostly under the responsibility of the central ministry

Country	Social services (proportion (or estimate) of the activities in NACE codes 87 and 88 that are under the responsibility of LRG)	Education	Human health
SE	100%	Under the responsibility of the central ministry	Most are under the responsibility of the administrations of the county councils (regional administration)
SI	A very low proportion of the activities in NACE code 87 is under the responsibility of LRG (less than 1%). In the case of NACE code 88, approximately 80% of activities are under the responsibility of the LRG	Under the responsibility of the central ministry	Mostly under the responsibility of the central ministry
SK	About 12%	Under the responsibility of the central ministry	A mix of CGA and LRG responsibility
UK	There is no known source of data that directly addresses this issue. Across NACE codes 87 and 88 as a whole, there is generally only a relatively small amount of direct provision by local authorities. Activities are instead dominated by private and not-for-profit operators, with the local government often arranging and paying for the care provided by these operators or commissioning services from them	Under the responsibility of the regions	Mostly administered centrally by the National Health Service (NHS) Staff Council (a partnership of NHS trade unions and NHS employers)

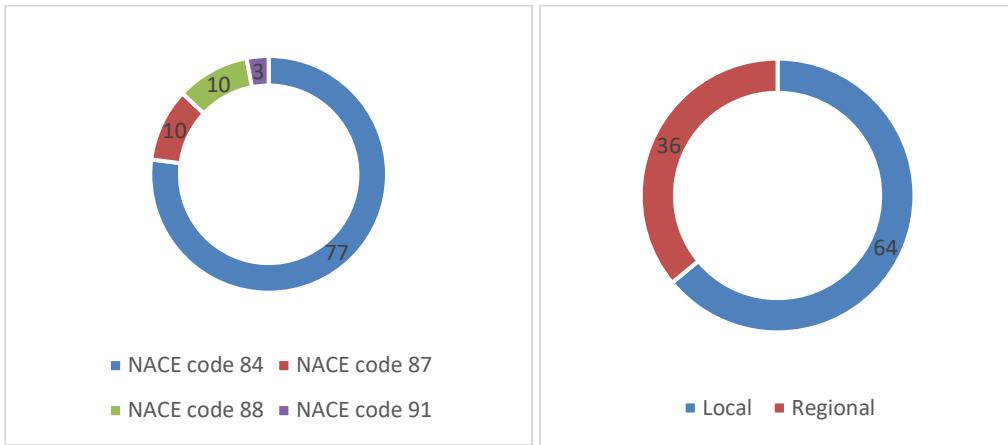
**Source:** LRG and social services representativeness study (Eurofound, 2020c)

This can be further illustrated in the social services sector. Here, in several countries, LRG plays a major or a significant role in providing social services, either directly or through commissioning such care. This is the case in 10 countries: Austria, Belgium, Bulgaria, Denmark, Estonia, Italy, Lithuania, Luxembourg, Spain and Sweden. The role of the LRG is much smaller in another 10 countries: Croatia, Cyprus, Czechia, Finland, France, Ireland, Malta, Poland, Slovakia and the UK.

## 2.2. Employment structures in the different public services sectors

Within each of the different public services sectors, certain types of activities correspond to a larger workforce than others. For example, in the LRG sector, 77% of the sectoral workforce is employed in public administration (NACE code 84). This type of activity is shared with the CGA sector, which covers another part of public administration. The social services directly provided by LRGs correspond to 20% of the LRG sectoral workforce; in the left-hand part of Figure 8 these are broken down into residential social services (10%, in red) and non-residential social services (10%, in green). Libraries, archives, museums and other cultural activities (NACE code 91) correspond to 3% of the LRG sector workforce. The right-hand part of Figure 8 illustrates that two-thirds of the LRG workforce is employed at the local level and one-third at the regional level.

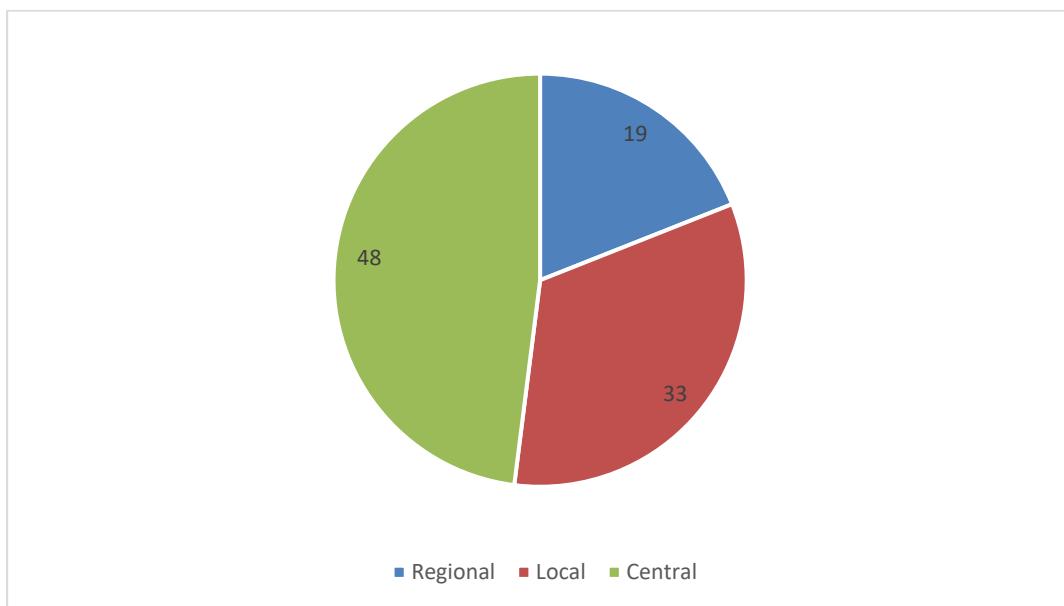
Figure 8: Internal breakdown of the LRG workforce (%)



Source: *LRG and social services representativeness study (Eurofound, 2020c)*

Figure 9 provides a breakdown of employment in public administration (NACE code 84) between central, local and regional levels. Almost half of the European workforce is employed at the central level, one-third at the local level and about one-fifth at the regional level.

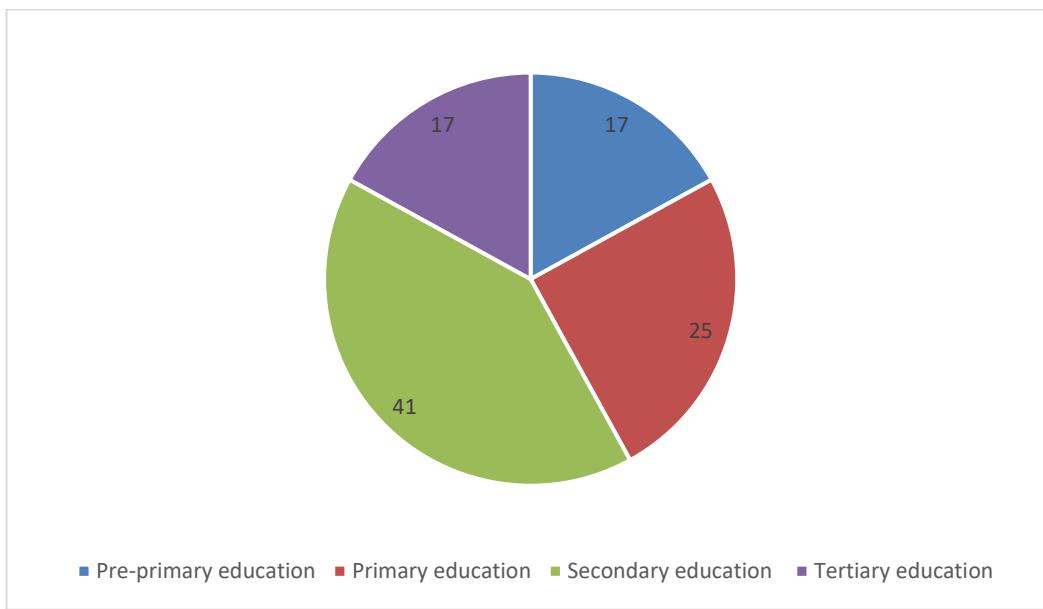
Figure 9: Internal breakdown of the public administration sector workforce (NACE code 84) (%)



Sources: *CGA and LRG and social services representativeness studies (Eurofound, 2017a, 2020c)*

The largest part of the education sector workforce is employed in secondary education (41%), followed by primary education (25%). Pre-primary and tertiary education both account for 17% of the total education sector workforce (Figure 10). ‘Other education’ (NACE 85.5) and ‘Educational support activities’ (NACE 85.6) account for a small fraction of the sectoral workforce, probably smaller than 1% of the total.

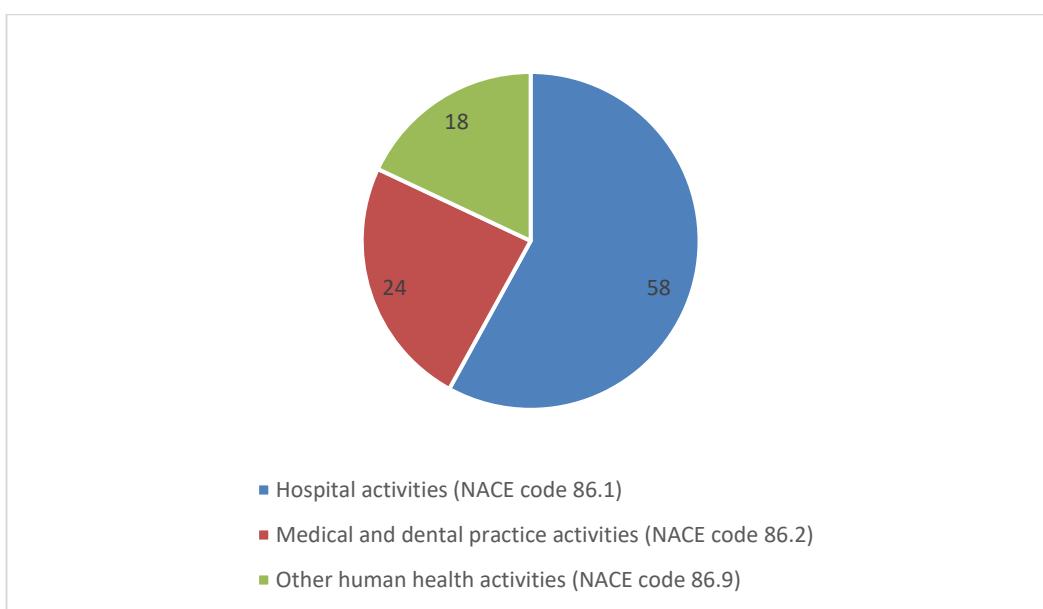
Figure 10: Internal breakdown of the education sector workforce (NACE code 85) (%)



Source: *Education sector representativeness study (Eurofound, 2020a)*

In the human health sector, the largest part of the sectoral workforce is associated with hospital activities (58%). In contrast, one-quarter of the sectoral workforce is associated with 'General medical practice activities' (86.2.1), 'Specialist medical practice activities' (86.2.2) and 'Dental practice activities' (86.2.3). 'Other human health activities' provide employment for 18% of the sectoral workforce (Figure 11).

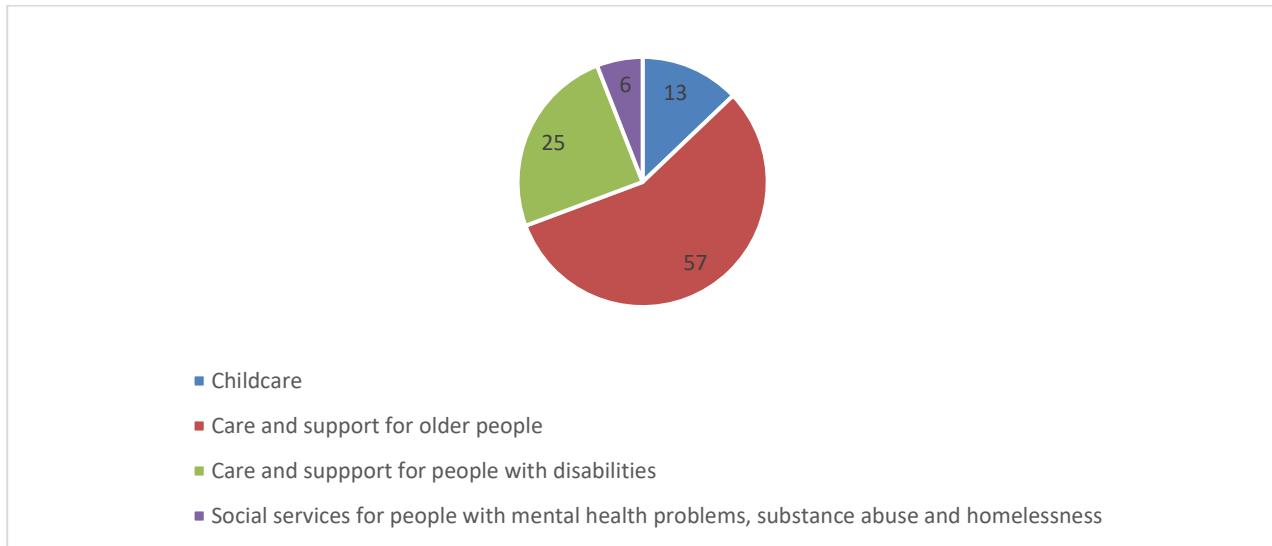
Figure 11: Internal breakdown of the human health sector workforce (NACE code 86) (%)



Source: *Human health sector representativeness study (Eurofound, 2020b)*

The employment structure of social services can be looked at in three dimensions. First, 57% of the sectoral workforce is employed in providing care and support for older people (Figure 12). This proportion has been growing over the years because of the ageing of societies.

Figure 12: Proportions of employees in different types of social services (%)



**Source:** *LRG and social services representativeness study (Eurofound, 2020c)*

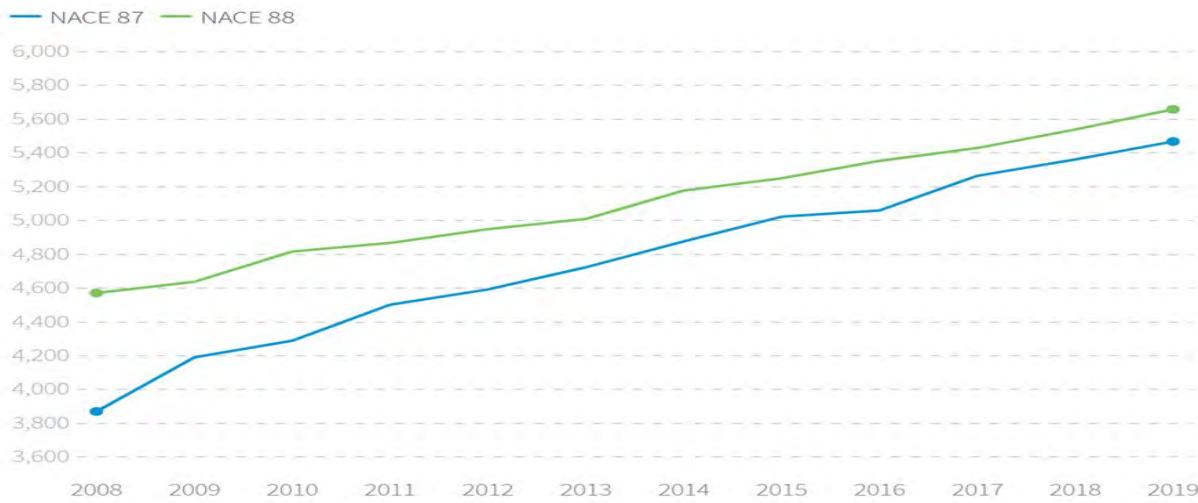
The second dimension is that of the growing proportion of privately provided social services. This has already been discussed in the previous chapter. A Eurofound study on care homes for older Europeans indicates that the share of privately provided care for older people increased between 2007 and 2017 in all countries for which such data are available (Eurofound, 2017b, p. 41). Cyprus, France and Scotland (UK) provide the only exceptions where this is not the case. This increase has been remarkably rapid in Romania, Slovakia and Slovenia. It has taken place in the context of slower growth (except in Malta and Spain) or negative growth of public residential care for older people (Eurofound, 2017b). Within these privately provided residential social services for older people, the proportion of for-profit providers has grown more quickly than that of non-profit providers in most countries. In France, for-profit and non-profit care providers have grown at the same pace.

This second dimension is enforced by the first dimension and the third dimension, which is the overall growing trend in the social services workforce, driven primarily by the increasing number of employees working in residential and non-residential services for older people (Figure 13). In this context, it is also worth recalling the call in the European Pillar of Social Rights<sup>5</sup> for investment in the long-term care workforce, as well as the European Centre for the Development of Vocational Training (Cedefop) forecasts of an increasing workforce in the social services sectors in the medium and long terms.<sup>6</sup>

<sup>5</sup> For more information on the European Pillar of Social Rights, see <https://ec.europa.eu/social/main.jsp?catId=1226&langId=en>

<sup>6</sup> See Cedefop's skills forecast at <https://www.cedefop.europa.eu/en/publications-and-resources/data-visualisations/skills-forecast>

**Figure 13: Growing workforce in residential (NACE code 87) and non-residential (NACE code 88) social services**



**Source:** LRG and social services representativeness study (Eurofound, 2020c)

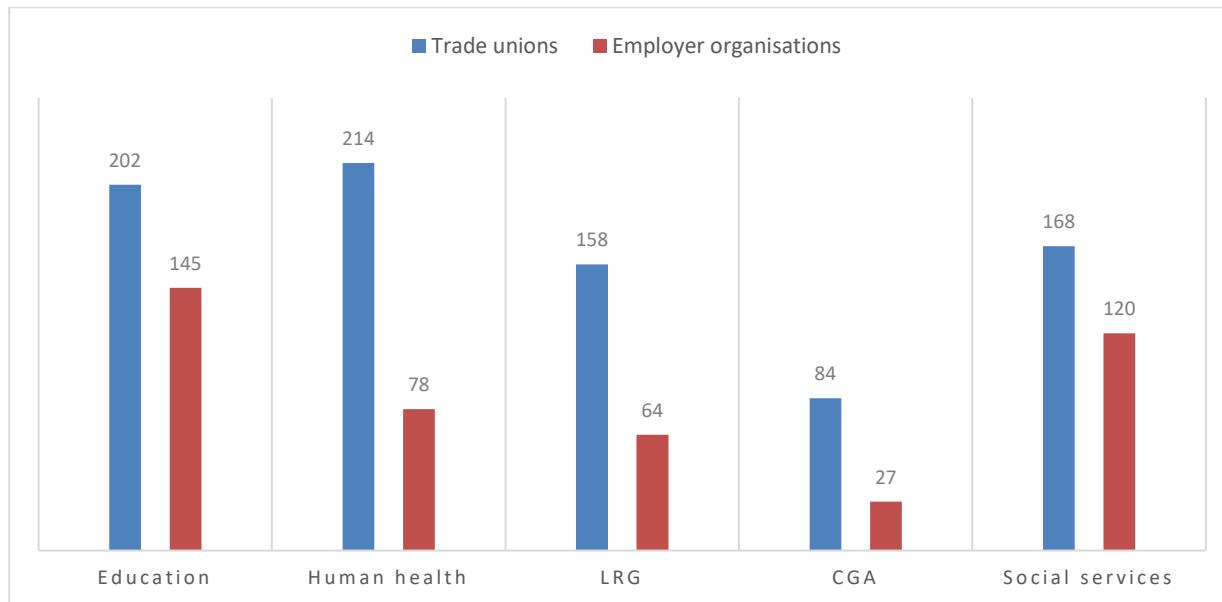
The PHS workforce is not captured in the data above. Workers who perform PHS work for pay are not a homogeneous group of workers because of the multiple work arrangements (such as live-in, live-out, single or multiple employers), various employment relationships (arranged through placement agencies or provider organisations, contracts concluded with end-users or self-employed people), differences in employment and residence status (declared, underdeclared or undeclared, EU nationals and non-EU nationals with various types of residence status and access to the labour market) and diversity of tasks performed. For these reasons, the statistical data do not fully capture the complex structure of the PHS workforce because of the limitations of using NACE codes 87 and 88 to measure it. The latest estimates from PHS social partners consider that, among the 9.5 million PHS workers in the EU27, 53% provide mainly direct care (e.g. care for older people, people with disabilities and children) and 47% provide mainly indirect care (e.g. cleaning and housekeeping). Both types of activities can be provided in the framework of publicly financed services allocated to dependent people.

### 3. Landscape of national social partner organisations

#### 3.1. Number of social partner organisations in the public services sectors

Altogether, there are over 500 trade unions and around 400 employer organisations across the five public services sectors covered in this report (Figure 14). These are listed in the tables in Annex 1 and Annex 2, respectively. Some of these trade unions and employer organisations organise members in one specific public services sector only, whereas others do so in several sectors.

Figure 14: Numbers of trade unions and employer organisations in the different public services sectors



**Sources:** Representativeness studies for CGA, education, human health, LRG and social services (Eurofound, 2017a, 2020a, 2020b, 2020c)

Table 9 gives the numbers of trade unions and employer organisations for all public services sectors together and for each of the sectors separately, the numbers of countries that have trade unions and employer organisations, and the average numbers of organisations per country. These averages are significantly higher than those in the private sector.

Table 9: Numbers of trade unions (TUs) and employer organisations (EOs) in the different public services sectors

	All public services	CGA	LRG	Education	Human health	Social services
Number of TUs	524	84*	158	202	214	168
Countries with TUs	27 MS + UK	27 + UK	27 MS + UK	27 MS + UK	27 MS + UK	27 MS + UK
Average no. of TUs per MS	6.1	3.1	5.9	7.5	7.9	6.2
Number of EOs	389	27 (8 EOs)**	64	145	78	120
Countries with EOs	27 MS + UK	27 MS + UK	27 MS + UK	27 MS + UK	20 MS + UK	26 MS + UK
Average no. of EOs per MS	3.4	1	2.5	5.4	3.9	4.6

**Notes:** \* For CGA, there are more than 84 trade unions in the sector; however, data were collected for only 84 in the CGA representativeness study, as only a top-down approach was used. \*\* There are only eight employer organisations in CGA; for the other Member States, the state is the employer. MS, Member State(s).

**Sources:** Representativeness studies for CGA, education, human health, LRG and social services (Eurofound, 2017a, 2020a, 2020b, 2020c)

There is an average of 3.2 trade unions and 2.2 employer organisations per Member State in the private sector (Eurofound, 2019). In the public services sector overall, the average number of trade unions per Member State is 6.1 and the average number of employer organisations is 3.4. For trade unions, the average is highest for the education sector at 7.5 and the human health sector at 7.9, followed by social services at 6.2 and LRG at 5.9. The average is lower than that for the private sector only for CGA, but this might be because, in that representativeness study, another methodology was applied, which may not include all sector-related trade unions. In all sectors trade unions are found in all 27 Member States and the UK. On the employer side, the highest number of employer organisations is found in the education sector, with an average of 5.4 per country, followed by social services, with 4.6 per country, and the human health sector, with 3.9 per country. In the human health sector, there are employer organisations in only 20 Member States and the UK. The seven Member States without an employer organisation in the human health sector are Croatia, Cyprus, Czechia, Greece, Hungary, Malta and Poland. For social services, no employer organisations are found in Malta. For all other sectors, employer organisations are found in all 27 Member States and the UK.

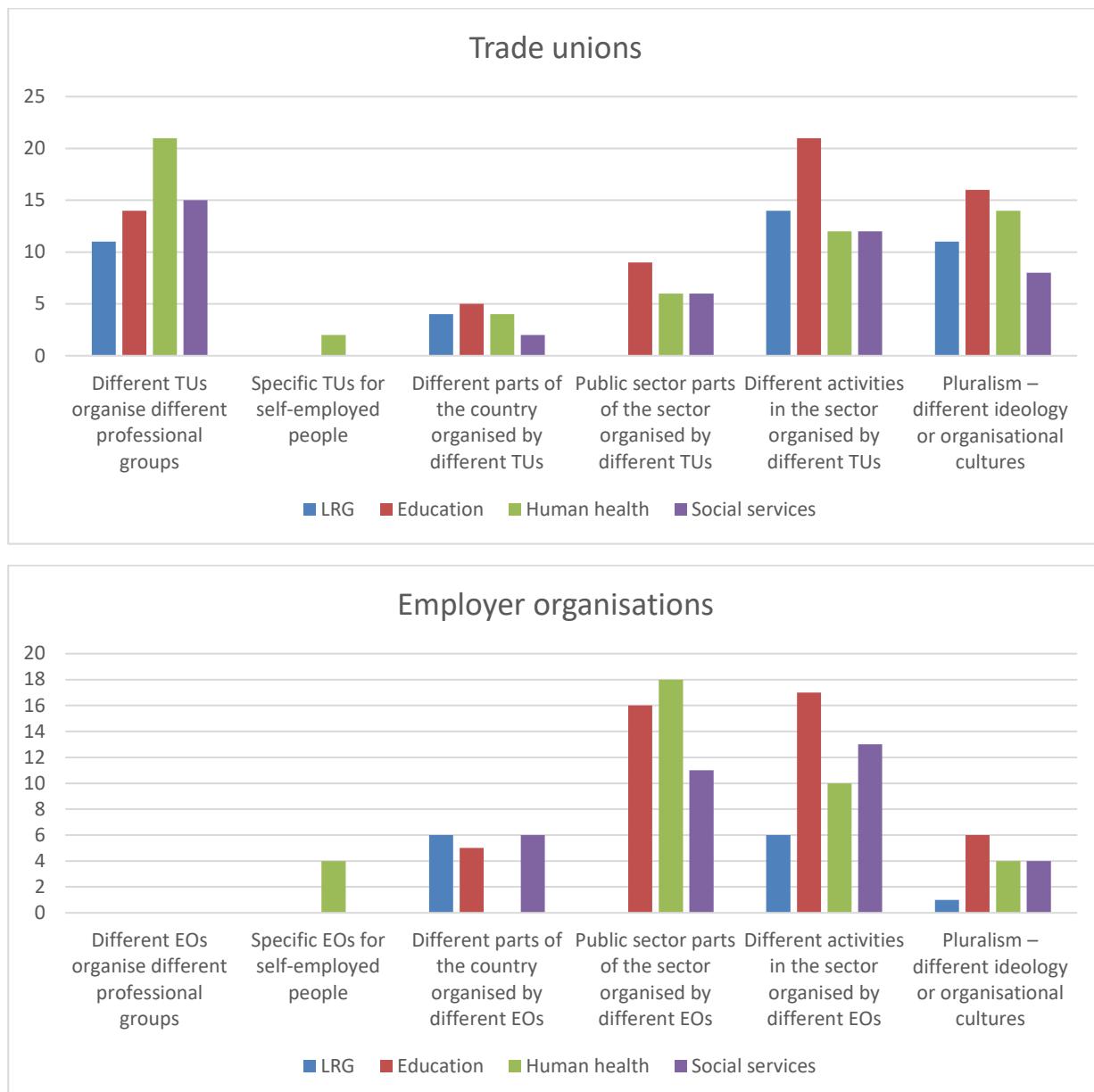
The reasons for the relatively high numbers of trade unions and employer organisations were considered for each of the sectors included; these reasons are shown in the top part of Figure 15 for trade unions and the bottom part of Figure 15 for employer organisations. It is apparent that for trade unions the major reasons are that:

- different trade unions organise different occupational groups
- different trade unions organise different activities in the sector
- there are ideological or organisational culture differences explaining why there are different trade unions

For employer organisations, the two main reasons for the relatively high number of organisations are:

- because there are different employer organisations for public and private providers
- because different employer organisations cover different parts of the sector

**Figure 15: Reasons for fragmentation and pluralism in the different public services sectors (numbers of countries for which this reason contributes to the coexistence of several organisations)**



**Source:** Network of Eurofound Correspondents, 2019

Figure 15 shows that there are different trade unions for different professional groups, contributing to fragmentation, but not different employer organisations for different professional groups. This effect is the strongest for trade unions in the human health sector. There are specific trade unions and employer organisations for self-employed people only in the human health sector. With regard to different social partner organisations covering different parts of the country, this is a factor contributing to fragmentation, although it is only a minor factor. The presence of separate organisations covering private and public providers is a factor in fragmentation primarily in the education and human health sectors in most Member States. Obviously, for the LRG sector, this is not relevant. For both trade unions and employer organisations, in many Member States there are different organisations covering different activities or parts of the sector. For the LRG sector there are often different organisations at regional and local levels, and for the education sector there are different organisations for primary, secondary and tertiary education. Finally, pluralism – different ideological reasons – is more relevant for trade union

fragmentation. Table 10 lists the countries for which these factors contribute to the coexistence of several organisations within each sector.

**Table 10: Basis of the fragmentation of trade unions (TUs) and employer organisations (EOs) in the different public services sectors**

Sector	Organise different categories of workers/ professional groups	Different trade unions for employees and self-employed people in the sector	Members in different parts of the country	Members in different types of employers/ institutions (private/public sector)	Members in different parts/activities of the sector	Similar membership domains and different ideology/ organisational culture
LRG (TU)	CY, DK, FI, IE, NL, PT, RO, SE, SI, SK, UK		BE, PT, RO, UK		BG, CZ, EE, EL, FI, HU, LT, LV, PL, PT, SE, SI, SK, UK	BE, CY, DE, EL, ES, FR, IT, LT, NL, PL, PT
LRG (EO)			BE, DK, FI, PT, RO, UK		BG, EL, IT, LV, PT, SI	CZ
Education (TU)	AT, BE, CY, ES, FI, FR, HR, IE, LU, LV, MT, NL, PT, SE, UK		BE, BG, ES, PT, UK	AT, BE, CY, CZ, EL, ES, FR, IE, NL	BE, BG, CY, CZ, DE, DK, EE, EL, FI, HR, IE, LT, LU, MT, NL, PL, PT, RO, SE, SI, UK	BE, BG, CY, EE, ES, FR, HU, IT, LT, NL, PL, PT, RO, SE, SK, UK
Education (EO)			BE, EL, ES, RO, UK	AT, BE, BG, CY, CZ, DE, EL, ES, FI, FR, IE, IT, NL, PT, SE, SK	AT, BE, BG, CY, CZ, DK, EE, EL, ES, FI, IE, LV, NL, PT, SE, SI, UK	BE, BG, CZ, IE, NL, SE
Human health (TU)	AT, CY, CZ, DE, DK, EE, EL, ES, FI, HU, IE, IT, LT, LV, MT, NL, PL, PT, SE, SI, SK, UK	IE, NL, SI	BE, ES, IE, PT	AT, BE, CY, CZ, EL, FR	CZ, DE, ES, FI, HU, IE, MT, NL, PL, PT, SE, UK	BG, CY, DE, EE, ES, FR, HU, IT, LT, LU, NL, PT, RO, SI
Human health (EO)		CZ, IE, NL, PL	BE, ES	AT, BE, BG, CY, CZ, DE, EE, EL, FI, FR, IE, IT, LV, NL, PL, PT, SE, SK	AT, BE, BG, CZ, ES, FI, LV, NL, PL, PT	AT, BG, CZ, IE
Social services (TU)	AT, BE, CZ, EE, EL, FI, HU, IE, LV, MT, NL, PT, SE, SI, UK		CZ, ES	AT, BE, EL, FR, NL, PT	BG, CZ, DK, EE, EL, FI, HU, IE, MT, NL, RO, SE	BE, DE, ES, FR, HU, IT, LT, LU, NL, PL, PT, RO
Social services (EO)			AT, BE, CZ, LV, SK, UK	BE, DE, EL, ES, FI, FR, IT, PT, SE, SK, UK	AT, BE, CY, CZ, DE, DK, EE, EL, ES, FR, LU, NL, UK	AT, BE, ES, NL

Source: *Network of Eurofound Correspondents, 2019*

### 3.2. Sector-relatedness

Table 11 gives the numbers and proportions of trade unions and employer organisations for each type of sector-relatedness. The dominant types of membership domain of trade unions and employer

organisations across the public services sectors are sectionalism and sectional overlap. This is particularly the case for trade unions in the LRG and social services sectors.

**Table 11: Membership domains of trade unions (TUs) and employer organisations (EOs) in the different sectors**

Sector	TU/EO	Total	Congruence (C)	Sectionalism (S)	Sectional overlap (SO)	Overlap (O)	Covers the entire sector (C and O)	Also organises other sectors (SO and O)
Education	TU	202 (data available for 198 TUs only)	6 (3%) in 5 MS	109 (55%) in 25 MS + UK	76 (38%) in 25 MS + UK	7 (4%) in 3 MS	7%	42%
	EO	145 (data available for 108 EOs only)	2 (2%) in 2 MS	73 (68%) in 18 MS + UK	33 (13%) in 15 MS	0	2%	31%
Human health	TU	214 (data available for 200 TUs only)	2 (1%) in 2 MS	67 (34%) in 19 MS + UK	120 (06%) in 25 MS + UK	11 (6%) in 6 MS + UK	7%	66%
	EO	78 (data available for 73 EOs only)	7 (7%) in 6 MS	45 (62%) in 12 MS	16 (22%) in 9 MS	5 (7%) in 4 MS	16%	29%
LRG	TU	158	9 (6%) in 6 MS	24 (15%) in 12 MS + UK	96 (61%) in 21 MS + UK	29 (18%) in 11 MS + UK	24%	79%
	EO	64	24 (38%) in 12 MS + UK	26 (41%) in 13 MS + UK	8 (13%) in 3 MS	6 (9%) in 2 MS	47%	22%
Social services	TU	168 (data available for 152 TUs only)	0	14 in 7 MS + 1 in UK (10%)	93 in 22 MS + 5 in UK (64%)	39 (27%) in 16 MS	27%	90%
	EO	120 (data available for 90 EOs only)	0	36 in 14 MS + 1 in UK (41%)	52 in 14 MS + 1 in UK (59%)	0	0%	59%

**Note:** MS, Member State(s).

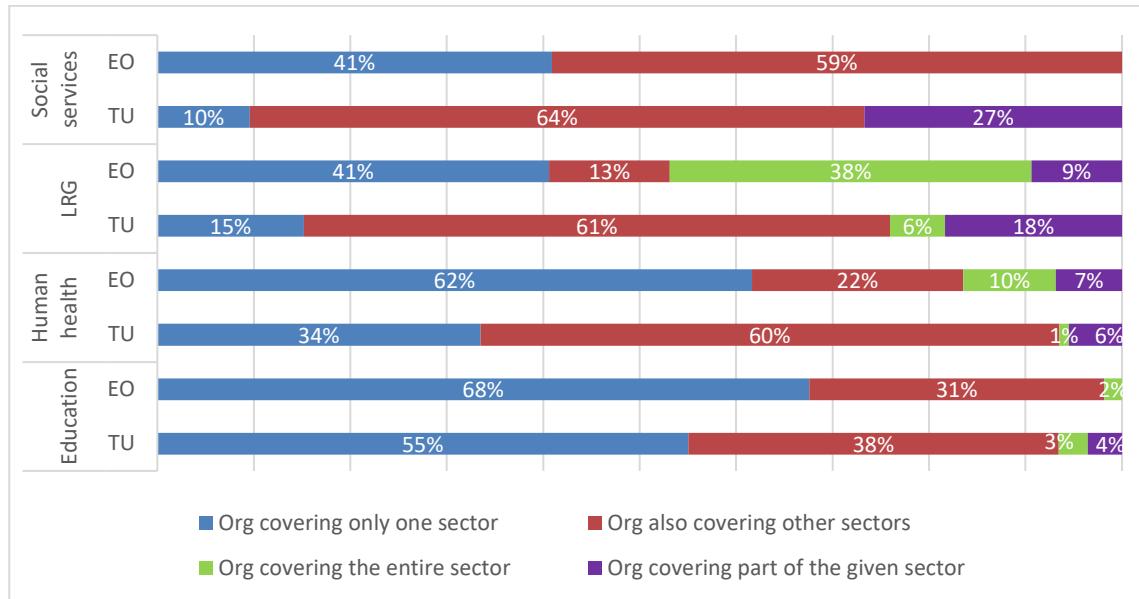
**Sources:** Representativeness studies for LRG and social services, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The proportions from Table 11 are visualised in Figure 16 according to two different dimensions. The first dimension, shown on the left-hand side of Figure 16, distinguishes the proportions of organisations covering only one public services sector (with a congruent or sectional membership domain) from the proportions organising several public services sectors (with an overlapping or sectional overlapping membership domain). The proportions of organisations covering only one sector are much higher for employer organisations than for trade unions. For LRG, social services, education and human health, between 41% and 68% of employer organisations cover only that specific sector.

With regard to the proportions of organisations covering several sectors, this is the case for 79% of trade unions in LRG and 90% of trade unions in social services. In the human health sector, 66% of trade unions also organise other sectors, and in the education sector this is the case for only 42% of trade unions. In other words, the proportion of trade unions (68%) organising only workers in the education sector is higher than the proportion that also covers other sectors.

The right-hand side of Figure 16 shows the proportions of organisations covering an entire sector and the proportions covering part of a given sector.

**Figure 16: Proportions of organisations in the different sector-relatedness categories**



**Note:** EO, employer organisation; TU, trade union. Due to rounding, the percentages in some of the bars exceed 100%.

**Sources:** Representativeness studies for LRG and social services, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The largest proportions of organisations covering an entire sector are found in the LRG sector, with 38% of the employer organisations in LRG covering the entire sector; the equivalent figure for LRG trade unions is 6%. In addition, 10% of employer organisations in human health cover the entire sector compared to just 2% of trade unions. Relatively high proportions of organisations also cover other sectors.

### 3.3. Organisations with most members in the sectors

Table 12 presents the trade unions with the most and second most members in the sectors. Table 13 provides the same information about employer organisations. The organisations marked in red are those that have the most members in one sector and also the most members in another sector. On the trade union side, the main players in the different sectors of public services delivery are the same organisations in 26 Member States and the UK. Only in Lithuania is this not the case. In the other 26 Member States and the UK, at least one trade union is a key player in at least two of the five public services sectors covered in the report. In some countries, most of the leading players in all five public services sectors are the same trade unions. This is the case, for example, in Austria, Finland, Ireland, Italy, Latvia, Malta, the Netherlands, Poland and the UK. In other countries, the same organisation is the largest in two or three public services sectors. This is the case, for example, in Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Germany, Hungary, Portugal and Romania.

Table 12: Trade unions with most members in the different public services sectors

Country	Social services		LRG		Human health		CGA		Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest
AT	GPA-djp	Vida, Younion, GÖD	Younion	GÖD	GÖD	Younion	GÖD		GÖD	Younion
BE	ACV-OD (CSC-SP)/ CNE-Non Marchand	ABVV-FGTB/ ACLVB/ CGSLB	ACOD	ACV-OD	LBC-NVK	BBTK	ACV-OD	ACOD	ACV COC, ACV COV, CSC Enseignement/ ACV Onderwijs	
BG	TUBT	FTUHS	FITUGO – CITUB	FTUHS	FTUHS	MF Podkrepia	Podkrepia CL	TUFEMI	SEB	SEB Podkrepia
CY	PASEY-PEO	OYIK-SEK	OHO-SEK	SIDIKEK-PEO	PASYDY	PASYEK-PEO	PASYDY	FPSE SEK	POED	OELMEK
CZ	OSZSP ČR		OSSOO	ČMOS PŠ	OSZSP ČR	LOK-SČL	OSSOO	NA	ČMOS PŠ	VOS
DE	ver.di	GEW, dbb, DHV, GÖD (no data on membership available)	ver.di	dbb	ver.di	MB	dbb	ver.di <sup>7</sup>	GEW	dbb
DK	FOA	SL	FOA	HK Kommunal	DSR	FOA	HK Stat (OAO)		DLF	GL, DM, UED, BUPL
EE	ROTAL	EÖL	ROTAL	TALO	EÖL	ETK, EAL	ROTAL		EHL, HA, Universitas, TALO	
EL	POEDIN (ADEDY)	OSNIE	POE-OTA	OSYAPE	POEDIN		ADEDY, POP-OTA	ESTIA, FPSE SEK	DOE	OLME
ES	FSS-CCOO	FeSP-UGT	FSS-CCOO	FeSP-UGT	SATSE	FSS-CCOO	CSIF		FECCOO (ANPE)	FeSP-UGT
FI	SuPer	JHL	SuPer	JHL	TEHY	SLL, JHL, SuPer	Pardia	JHL	OAJ	JHL
FR	CFDT-Interco, CFDT Santé Sociaux	FNOS-CGT	FSP-CGT	CFDT-INTERCO, FO, UNSA	CGT Santé Sociale, FO Santé Sociaux/SPS FO, CFDT Santé Sociaux, UNSA Santé Sociaux		FO-Territoriaux (FGF), CGT UGFF, UNSA, CFDT-INTERCO, FGAF, FP CFE-CGC, FA-FP <sup>8</sup>		FSU, FEP-CFDT, CSEN, SPELC, FP CFE-CGC	
HR	SZDSSH	SSZSSH	SDLSN	NA	HSSMS-MT	SZSSH	SDLSN		SHU	NSZSSH
HU	BDDSZ (or SZTDSZ) <sup>9</sup>	MKKSZ	MKKSZ	BDDSZ, HVDSZ 2000	MSZ EDDSZ	MÖSZ	KSZZS	MKKSZ	PSZ	FDSZ, MKKSZ

<sup>7</sup> The second largest trade union in CGA in Germany is ver.di, which is affiliated to EPSU. The information in Table 9 in the 2017 CGA representativeness study indicates that CGB is the second largest trade union in Germany; this appears to be incorrect.

<sup>8</sup> The FA-FPT, which is referred to in the CGA study, has since united with the newly formed FA-FPH and FA-FPE under the umbrella of FA-FP. The FA-FPE represents members in the CGA sector.

<sup>9</sup> There is disagreement over which trade union is the largest in Hungary, depending how the membership figures are counted.

Country	Social services		LRG		Human health		CGA		Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest
IE	SIPTU	Fórsa, INMO	SIPTU	Fórsa	SIPTU	INMO	Fórsa		INTO	TUI
IT	FP-CGIL	FP-CISL, FPL-UIL	FP-CGIL	FP-CISL, FPL-UIL, CISL FISASCAT	FP-CISL	FP-CGIL, FPL-UIL	FP-CISL	CGIL FP (third = UIL FP)	CISL Scuola	FLC CGIL, Federa- zione UIL SCUOLA RUA, Snals- Confsal, Anief, CISAL Scuola, CISAL Univer- sità
LT	LSDPS 'Solidar- rumas'	LVPPF or LSPTDPS	LVTPS, LT-USE	LKDPS	LGS	LSSO	LTUSE		LESTU	LSMPSF, LMSMPS, LPS San- drauga
LU	OGB-L	LCGB	FGFC	NA	OGB-L	LCGB	CGFP	OGB-L, LCGB	CGFP (for primary school level) and FEDUSE (for secondary school level) as number 1 and OGB-L as number 2 (for both primary and secondary school levels)	
LV	LVSADA	LVIPUFDA	LAKRS	LVIP- UFDA	LVSADA	LÄADA	LAKRS, LVIP- UFDA		LIZDA, LIVA	
MT	GWU	UHM	UHM or GWU		GWU	UHM	UHM, GWU		GWU, MUT	
NL	FNV Zorg en Welzijn	CNV Overheid/ CNV Welzijn	FNV Overheid	CNV Overheid	FNV Zorg en Welzijn	NU '91	FNV, CNV		AOb, FNV	CNV Onder- wijs
PL	NSZZ 'Solidar- ność'	PFZPSiPS	NSZZ 'Solidar- ność'	NSZZ 'Solidar- ność'	OZZPiP	NSZZ 'Solidar- ność'	NSZZ 'Solidar- ność'		ZNP	NSZZ 'Solidar- ność', WZZ 'Solidar- ność- Oświata' <sup>10</sup>
PT	FNSTFPS	CESP	STAL	SINTAP	FNSTFPS	SEP	SINTAP	ASAPOL	FENPROF	FNE, ANP
RO	'COLUMNA'	SANITAS	FSAP 'PUBLI- SIND'	'COLUM- NA'	SANITAS	Solidari- tatea Sanitara	ANSB SED LEX, CSN Meridian		FNS Alma Mater, FSI Spiru Haret, FSLE	

<sup>10</sup> This trade union has recently been renamed WZZ 'Forum-Oświata'.

Country	Social services		LRG		Human health		CGA		Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest	Largest	Second largest
SE	Kommunal	Akademikerförbundet SSR or Vision	Kommunal	Vision	Värdförbundet	Kommunal	ST	SEKO	LR	Lärarförbundet
SI	SZSVS	SINCE 07	SDOS	SJUS, SDZNS	SZSVS	SDZNS	KSS PERGAM	SZOS (ZSSS)	SVIZ	ZSSS-VIR
SK	SOZ ZaSS	SLOVES	SLOVES	SOZ ZaSS	SOZ ZaSS	LOZ	TUCEA, SLOVES		OZPŠAV	ZPSaV NKOS
UK	Unison	GMB (or RCN)	Unison	GMB	Unison	RCN	PCS	Prospect	NEU	NASUWT or Unison <sup>11</sup>

**Notes:** Organisations highlighted in red are those that appear in more than one sector included in the study. The information included in this table can be found in the respective representativeness studies, see <https://www.eurofound.europa.eu/observatories/eurwork/representativeness-studies>. For social services, see Table A7 on p. 203, Table 43 on p. 144 and Table 45 on p. 150 of the representativeness study for the LRG sector and social services. For the LRG sector, see Table 24 on p. 76 of the same report. For the human health sector, see Table A1 on p. 88, Table A9 on p. 112 and Table 20 on p. 65 of the representativeness study for the human health sector. For the CGA sector, the information is based on the data in Table 9 on p. 18 of the CGA representativeness study. For the education sector, see Table 29 on p. 84 of the education representativeness study.

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

On the employer side, the employer organisations with most members are substantially different in the different public services sectors and thus the employer landscape is somewhat fragmented (in contrast to the trade union side; see section 3.1). Only 10 countries have some organisations that are the most representative in more than one sector – meaning that the same employer organisation plays a pivotal role in two or more public services sectors covered in the study (compared with 27 countries on the trade union side). These countries are Denmark, Finland, France, Germany, Ireland, Italy, Slovakia, Slovenia, Sweden and the UK. This multisectoralism is particularly large when the same employer organisation is a key player in three or four of the public services sectors covered – as is the case in Denmark (Danish Regions and KL), Finland (KT), Germany (VKA and TdL), Italy (ARAN), Sweden (SALAR) and the UK (COSLA, LGA).

**Table 13: Employer organisations with most members in the different public services sectors**

Country	Social services		LRG		Human health <sup>12</sup>		CGA <sup>13</sup>		Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest	Single organisation	Largest	Second largest	
AT	SWÖ	Caritas	Austrian Association of Municipalities, Austrian Association of Cities and Towns	FVG, VIO, VPKA				FFAV	BABE	

<sup>11</sup> At the time of the data collection carried out for the representativeness study for the education sector, the NEU, the NASUWT and Unison were described as having comparable memberships.

<sup>12</sup> In the human health representativeness study, the density of employers was not estimated. Therefore, all employer organisations identified in the representativeness study are reported.

<sup>13</sup> The CGA representativeness study identified a specific employer organisation for the CGA sector in eight countries.

Country	Social services		LRG		Human health <sup>12</sup>		CGA <sup>13</sup>	Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest		Single organisation	Largest
BE	FISSAAJ	FSB	VVSG	UVCW, Brulocalis, APW, VVP	ZORGNET -ICURO, Santhea	UNESSA		UNISOC	GO
BG	HACO		NAMRB	Association of Directors in Secondary Education in the Republic of Bulgaria	NAHE			UEPES	ASSPRB
CY	SIPEK		UCM					MoECSY	
CZ	APSS ČR, Caritas ČR		SMO ČR	AK ČR, SMS ČR				ČR – CZESHA	ASP ČR
DE	AGVP	BPA, Caritas, Diakonie	VKA	TdL, DST, DStGB, DLT, RGRE	VKA, BDPK			TdL, VKA, ZG BBB	
DK	KL, Danish Regions		KL, Danish Regions		Danish Regions		Agency for the Modern- isation of Public Ad- ministration	KL, Moderniseringsstryrelsen	
EE	EPL	ERL	ELVL		EHL	EKL		EKJÜ	EAHJÜ
EL	PEMFI	PASIDIK	KEDE	ENPE				PALSO	OEFE, EUROPALSO
ES	CEAPs	LARES	FEMP		ASPE			ACADE	CECE, FERE- CECA
FI	KT	HALI	KT		KT	HALI	VTML	KT	AIFEE
FR	Nexem	FEHAP	AFCCRE		FEHAP	FHP		CEPNL	FFP
HR	HUP-UZNJRSS	NA	HRVZZ	Udruga gradova, Udruga općina				UHSR	HUP-UZNJRSS
HU	SZGYF	NA	TÖOSZ	MFSZ			Chamber of Hungarian Government Officials	Klebels- berg Központ	KIMZ
IE	HSE		LGMA		HSE			ACCS	HECA, ETBI
IT	ARAN		ARAN	AICCRE	ARAN	AIOP	Presidency of the Council of Ministers – Department for Public Ad- ministration	ARAN	FISM
LT	LARG		LSA		NSPIA			Ministry of Edu- cation	

Country	Social services		LRG		Human health <sup>12</sup>		CGA <sup>13</sup>	Education	
	Largest	Second largest	Largest	Second largest	Largest	Second largest		Single organisation	Largest
LU	COPAS	FEDAS	SYVICOL		FHL			Ministry of Education	
LV	No employer organisation		LPS		LSB			Ministry of Education	
MT	No employer organisation		AKL				People and Standards Division within the Office of the Prime Minister	MEDC	
NL	ActiZ	VGN	VNG, IPO	UvW	NVZ	NFU	VSO	VO-Raad	PO-Raad
PL	WRZOS	NA	ZMP					PUE, OSKKO, KRASP, KRZaSP, MoE	
PT	CNIS	UMP	SEAL	Govern- ment of the Azores, Regional Govern- ment of Madeira, CML, CM- Porto, ANMP				AEEP, ANIECA	
RO	FONSS		ACoR	ACoR, AOR, UNCJR	PALMED		ANFP	FNIFP, EDUFORM	
SE	SALAR	Almega	SALAR	NA (one employer organisation)	Almega	SALAR	Arbetsgivarverket	KFO	Almega, SALAR
SI	SSZS		SOS, ZMOS	SSZS, ZDRZZ, SVS	ZZS	SZZZS		ZŠD, ZRRVS	
SK	APSSvSR	ZPSSvSR	ZMOS		AŠN SR'	ANS		MŠVVaŠ SR, MV SR, ZMOS	
UK	NHS Employers	LGA	LGA, COSLA, London Councils, NILGA, WLGA		NHS Employers			COSLA	NEOST (LGA)

**Notes:** The information included in this table can be found in the respective representativeness studies, see <https://www.eurofound.europa.eu/observatories/eurwork/representativeness-studies>. For social services, see Table A10 on p. 215, Table 54 on p. 165 and Table 52 on p. 160 of the representativeness study for the LRG sector and social services. For the LRG sector, see Table 27 on p. 95 of the same report. For the education sector, see Table 29 on p. 84 of the education representativeness study. For health sector, see Table 9B on p. 38 of the human health representativeness study. For central government sector, see Table 12 on p. 28 of the central government representativeness study. NA, not applicable.

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

Tables 12 and 13 have been the subject of multiple rounds of checks and cross-checks, as it is understood to be important to recognise those trade union organisations and employer organisations with the most members in a given sector at Member State level. The purpose of both tables did, however, go beyond the identification of these 'largest' organisations in terms of membership strength in each given sector; the aim was to measure their multisectoralism. The organisations marked in red are those that appear to be the largest sectoral organisations in more than one sector.

Table 14 shows that such multisectoralism among the organisations with most members in the different public services sectors occurs for the trade unions in 26 Member States; only in Lithuania does this not occur. For the employer organisations, multisectoralism occurs in eight Member States (Denmark, Finland, Germany, Ireland, Italy, Slovakia, Slovenia and Sweden) and, as Table 14 indicates, with a lower intensity.

For the trade unions there are three Member States where the largest trade union organisation for all five sectors analysed (CGA, LRG, social services, education and human health) is the same organisation. This can be seen on the right of Table 14. For the employer organisations, such wide multisectoralism among the largest employer organisation does not exist. Here, the widest multisectoralism is found in Finland, Italy and Sweden, where the largest employer organisation is the largest in four of the five sectors included.

**Table 14: Multisectoralism of trade unions (TUs) and employer organisations (EOs) that have most members in more than one sector**

In 26 Member States, the largest TU (with most members) is the same in several different public services sectors			
Only in LT does this kind of multisectoralism not occur			
MS where there is a TU that is the largest in two sectors	MS where there is a TU that is the largest in three sectors	MS where there is a TU that is the largest in four sectors	MS where there is a TU that is the largest in five sectors
BE, CY, EL, ES, FI, FR, HR, HU, LV, PT, RO, SI, SK	BG, CZ, DK, EE, IE, LU, SE	DE, IT, PL	AT, MT, NL
13 Member States	7 Member States	3 Member States	3 Member States
In eight Member States, the EOs with most members are the same in several different public services sectors			
MS where there is an EO that is the largest in two sectors	MS where there is an EO that is the largest in three sectors	MS where there is an EO that is the largest in four sectors	MS where there is an EO that is the largest in five sectors
IE, SI, SK	DE, DK	FI, IT, SE	0
3 Member States	2 Member States	3 Member States	0

### 3.4. Organisations with members in several public services sectors

In this section, an analysis is presented of the membership domains of trade unions and employer organisations across the public services sectors.

- In this section, organisations with members in four or three of the public services sectors are counted and identified.
- Subsection 3.4.1 presents the sectors for which the strongest multisectoralism appears among national trade unions; a similar analysis of national employer organisations is provided in subsection 3.4.2.
- An in-depth analysis of bi-sectoralism is then provided between social services and LRG (subsection 3.4.3), social services and CGA (subsection 3.4.4), social services and education (subsection 3.4.5) and social services and human health (section 3.4.6).

- Finally, a comparison is provided of the bi-sectoralism between CGA and LRG and each of the three other public services sectors: education, human health and social services (subsection 3.4.7).

Figure 17: Trade unions and employer organisations covering four of the five public services sectors



**Note:** No analysis of the CGA sector could be compiled, as the 2017 CGA representativeness study included only a top-down approach to the member organisations of the EU social partners in the CGA ESSDC, and no assessment of their sector-relatedness, in terms of multisectoralism with other public services sectors.

In total, 27 (out of over 500) public sector trade unions represent members in four sectors: social services, LRG, education and human health (Figure 17). This is the case in the following 12 Member States and the UK:

- Austria: Younion, GÖD
- Belgium: ACV-OD (CSC-SP), ACOD/CGSP
- Denmark: FOA
- Finland: SuPer, JHL, Jyty, Finnish Psychological Association
- France: FP CFE-CGC
- Germany: ver.di, dbb
- Ireland: SIPTU, Fórsa
- Italy: CISAL, CONFSAL
- Netherlands: CNV-Connectief
- Portugal: SINTAP, STAL, STE
- Spain: FeSP-UGT, CSIF
- Sweden: Kommunal, Vision
- UK: GMB, Unison, Unite

All these unions participate in collective bargaining processes for all the sectors involved.

On the side of employer organisations, four employer organisations represent members in four sectors: social services, LRG, education and human health. This is the case for VKA in Germany, KT in Finland, ARAN in Italy and SALAR in Sweden. All four employer organisations participate in collective bargaining processes for all the sectors involved.

Between bi-sectoralism and the situation where trade unions and employer organisations cover four public services sectors, two types of tri-sectoralism are considered here (visualised in Figures 18 and 19).

Figure 18: Organisations with members in the education; LRG and social services sectors



In terms of organisations with a membership domain covering the social services, LRG and education sectors, there are 29 trade unions active in the social services sector that also have members in the LRG and education sectors (or around 20% of all trade unions in the social services sector). Twenty-six of such unions organising these three sectors participate in collective bargaining processes in the social services sector, 27 participate in collective bargaining processes in the LRG sector and 28 participate in collective bargaining processes in the education sector.

Among employer organisations, the number organising these three sectors is smaller: 6 out of 113 employer organisations with members in the social services sector also have members in the LRG and education sectors. Five of them participate in collective bargaining processes in the social services sector, six participate in collective bargaining processes in the LRG sector and five participate in collective bargaining processes in the education sector.

Figure 19: Organisations with members in the human health, LRG and social services sectors



In terms of organisations covering the social services, LRG and human health sectors, there are 38 trade unions active in the social services sector that also have members in the LRG and human health sectors (or around 25% of all trade unions in the social services sector). Thirty-six of such multisectoral trade unions participate in collective bargaining processes in the social services sector, the LRG sector and the human health sector.

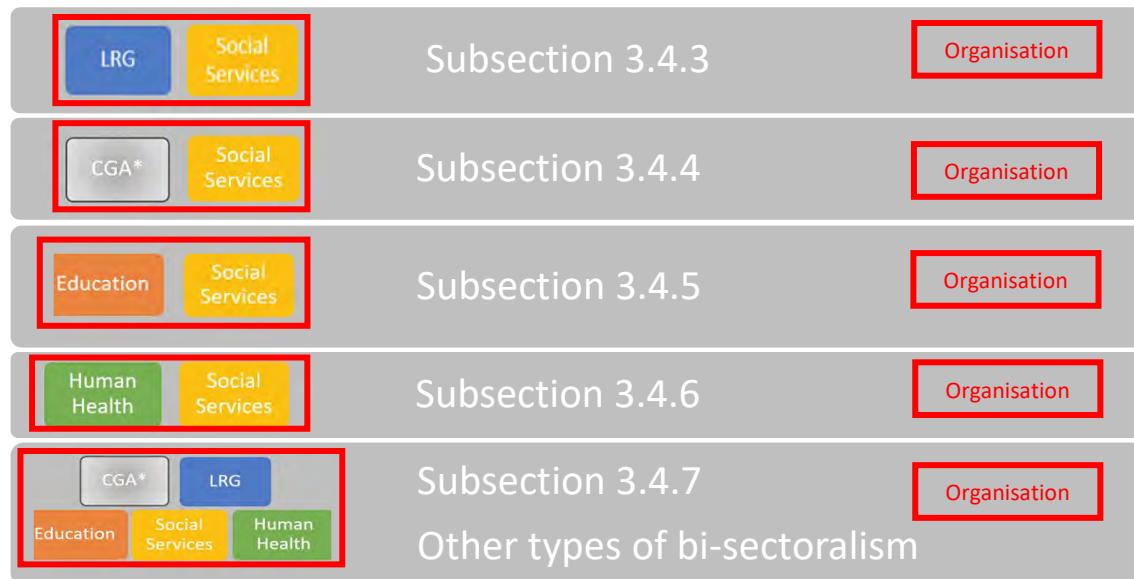
Among employer organisations, the number of organisations covering all three sectors is much smaller: 3 out of 115 employer organisations with members in the social services sector also have members in the LRG and human health sectors. All three participate in collective bargaining processes in the social services sector, the LRG sector and the human health sector.

Other potential forms of tri-sectoralism can be deduced from the analyses of combinations of other types of bi-sectoralism provided in subsection 3.4.7.

In the following subsections, an analysis is carried out of the numbers of trade unions and employer organisations whose membership domains cover two public services sectors. In subsection 3.4.1, the types of bi-sectoralism will be distinguished in terms of the frequency with which they occur among trade unions. The more organisations that cover a combination of two sectors, the stronger is that form of bi-sectoralism. In subsection 3.4.2 the strong forms of bi-sectoralism among employer organisations are distinguished from the weaker, less frequent forms of bi-sectoralism. Subsequently, some specific forms of bi-sectoralism

are considered in depth (Figure 20). First, different combinations of bi-sectoralism with the social services sector are explored in subsections 3.4.3–3.4.6. This is followed in subsection 3.4.7 by an analysis of other forms of bi-sectoralism in the public services sectors.

Figure 20: Visualisation of the different forms of bi-sectoralism analysed in the following subsections



**Note:** No analysis of the CGA sector could be compiled, as the 2017 CGA representativeness study included only a top-down approach to the member organisations of the EU social partners in the CGA ESSDC, and no assessment of their sector-relatedness, in terms of multisectoralism with other public services sectors.

### 3.4.1. Trade unions organising two public services sectors

Across the EU27 and the UK, the Network of Eurofound Correspondents identified 155 trade unions covering the social services sector with information available about their NACE code coverage (Table 15). Over 60%, or 100 trade unions, cover NACE codes 87 and 88 in their membership and 83 are involved in sector-related collective bargaining. Out of the 100 trade unions covering both NACE code 87 and NACE code 88, five cover employees in all other sectors: LRG, CGA, education and human health. These trade unions are JHL, the trade union for the public and welfare sectors, in Finland; SIPTU in Ireland; SINTAP and STE in Portugal; and GMB in the UK. All five trade unions are involved in collective bargaining processes.

Concerning multisectoral membership domains, 56 out of the 100 trade unions covering NACE codes 87 and 88 also cover the human health sector, which is the strongest bi-sectoralism seen among all the sectors investigated. Out of these 56 trade unions, 52 are also involved in human health sector collective bargaining. In other words, 52% of the trade unions in the social services sector covering NACE codes 87 and 88 are also involved in human health sector collective bargaining (52/100 trade unions).

Table 15: Social services trade unions (TUs) that also organise other public services sectors

	All TUs	MS	%	TUs also covering LRG	MS	%	TUs also covering CGA	MS	%	TUs also covering human health	MS	%	TUs also covering education	MS	%
All TUs covering only NACE 87 residential social services	11	8	100	5	5	45	2	2	18	7	7	64	1	1	9
TUs covering only NACE 87 residential social services and involved in sector-related CB	10	5	100	5	4	50	2	1	20	7	5	70	1	1	10
All TUs covering only NACE 88 non-residential social services	22	11	100	8	6	36	3	2	14	3	2	14	8	5	36
TUs covering only NACE 88 non-residential social services and involved in sector-related CB	17	11	100	6	5	35	3	1	18	2	2	12	8	5	47
All TUs covering both residential and non-residential social services	100	27	100	42	20	42	21	16	21	56	24	56	29	13	29
All TUs covering both residential and non-residential social services and involved in sector-related CB	83	27	100	36	19	43	16	15	19	52	24	63	26	12	31
Education	202	27	100	44	20	21	27	17	13	37		18	Not applicable		
Human health	214	27	100	47	16	22	19	13	9	Not applicable			37		17

**Note:** Absolute numbers of trade unions in each category. Green shading represents values approaching and higher than 50%. NACE code information was not available for six trade unions in Belgium. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The second largest form of bi-sectoralism is that with the LRG sector: 42 out of the 100 trade unions covering NACE codes 87 and 88 also cover the LRG sector. Out of these 42 trade unions, 36 are also involved in human health sector collective bargaining. In other words, 36% of the trade unions in the social services sector are also involved in LRG sector collective bargaining (36/100 trade unions).

This is followed by bi-sectoralism with the education sector: 29 trade unions covering NACE codes 87 and 88 also cover the education sector, of which 26 are involved in education sector collective bargaining. This represents 26% of social services trade unions covering NACE codes 87 and 88 (26/100 trade unions).

The smallest extent of bi-sectoralism is observed in the CGA sector, with 21 trade unions covering the CGA sector and NACE codes 87 and 88. Of these, 16 are involved in CGA collective bargaining, representing 16%

of social services trade unions covering NACE codes 87 and 88 (16/100 trade unions). In contrast to the majority of social services trade unions covering NACE codes 87 and 88, 22 unions cover only NACE code 88 and 11 cover only NACE code 87. Of these, the largest forms of bi-sectoralism cover the human health and LRG sectors.

The second type of distinction drawn is whether the trade unions in the social services sector organise employees working in childcare, care for older people and care for people with disabilities (Table 16). Very few trade unions organise employees working with only one of these population groups. The majority – or 82 trade unions in the social services sector – organise employees working with all three population groups; 85% of these trade unions are involved in collective bargaining processes.

Table 16: Multisectoral membership domains of trade unions organising specific social services activities

	All TUs	MS	%	TUs also covering LRG	MS	%	TUs also covering CGA	MS	%	TUs also covering education	MS	%	TUs also covering human health	MS	%
All TUs organising employees in childcare only	8	6	100	3	3	38	0	0	0	6	5	75	1	1	13
TUs organising employees in childcare and involved in sector-related CB	7	6	100	3	3	43	0	0	0	6	5	86	0	0	0
All TUs organising employees in care for older people only	5	4	100	1	1	20	0	0	0	0	0	0	3	2	60
TUs organising employees in care for older people and involved in sector-related CB	3	3	100	0	0	0	0	0	0	0	0	0	3	2	100
All TUs organising employees in care for people with disabilities only	10	7	100	4	4	40	1	1	10	3	3	30	5	4	50
TUs organising employees in care for people with disabilities and involved in sector-related CB	8	6	100	4	4	50	1	1	13	3	3	38	5	4	63
All TUs organising employees in childcare, care for older people and care for people with disabilities	82	25	100	45	21	55	25	17	30	30	13	37	50	23	61
TUs organising employees in childcare, care for older people and care for people with disabilities and involved in sector-related CB	70	25	100	39	20	56	20	15	29	27	13	39	47	22	67

**Notes:** Absolute numbers of trade unions in each category. Green shading represents values approaching and higher than 50%. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

Among the 82 trade unions working with all three population groups, the largest form of bi-sectoralism is related to the healthcare and LRG sectors. In total, 50 of these trade unions (61%) also cover workers in the human health sector, and almost all (94%) are involved in collective bargaining. Similarly, 45 of these trade unions (55%) also cover employees working in the LRG sector, and 39 (46%) are involved in LRG sector-related collective bargaining processes.

Other forms of bi-sectoralism occur with the education sector, where 30 trade unions are also active, and with the CGA sector, where 25 trade unions are also active. In both cases, the proportion of trade unions involved in collective bargaining processes is very high, at 80% or more.

### 3.4.2. Employer organisations covering two public services sectors

Across the EU27 and the UK, the Network of Eurofound Correspondents identified 120 employer organisations present in the social services sector (the full list is presented in Annex 2, and the employer organisation marked in red in Table 13 provide an overview of the bi-sectoral organisations). For 94 organisations, information on their sectoral coverage was provided. This is summarised in Table 17.

Table 17: Social services employer organisations (EOs) that also organise other public services sectors

	All EOs	MS	%	EOs also covering LRG	MS	%	EOs also covering CGA	MS	%	EOs also covering education	MS	%	EOs also covering human health	MS	%
All EOs covering only NACE 87 residential social services	12	7	100	0	0	0	0	0	0	0	0	0	1	1	8
EOs covering only NACE 87 residential social services and involved in sector-related CB	7	5	100	0	0	0	0	0	0	0	0	0	1	1	14
All EOs covering only NACE 88 non-residential social services	20	7	100	0	0	0	0	0	0	0	0	0	0	0	0
EOs covering only NACE 88 non-residential social services and involved in sector-related CB	19	6	100	0	0	0	0	0	0	0	0	0	0	0	0
All EOs covering both residential and non-residential social services	62	22	100	12	6	19	0	0	0	9	9	15	10	6	16
All EOs covering both residential and non-residential social services involved in sector-related CB	45	19	100	10	6	22	0	0	0	9	8	20	9	6	20
Education	14	5		100	12	9	8	0	0	0	Not applicable		11	8	8
Human health	78		100	5	5	8	0	0	0	11	8	14	Not applicable		

**Notes:** Absolute numbers of EOs in each category. The green shading indicates the highest values. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

Almost 66%, 62 employer organisations, cover NACE codes 87 and 88 in their membership and 45 of them are involved in sector-related collective bargaining.

Concerning bi-sectoral organisations, 12 out of 62 employer organisations covering NACE codes 87 and 88 also cover the LRG sector, which is the strongest form of bi-sectoralism of all the sectors investigated. Out of these 12 employer organisations, 10 are also involved in LRG-related collective bargaining. In other words, 16% of employer organisations in the social services sector covering NACE codes 87 and 88 are also involved in LRG-related collective bargaining (10/62 employer organisations).

The second largest form of bi-sectoralism is with the human health sector, where 10 employer organisations provide coverage, nine of which are involved in health sector-related collective bargaining. This represents 16% of social services employer organisations covering NACE codes 87 and 88 (10/62 employer organisations).

The bi-sectoralism with the education sector is slightly smaller: 9 out of 62 employer organisations covering NACE codes 87 and 88 also cover the education sector. Out of these employer organisations, nine are also involved in education sector-related collective bargaining. In other words, around 15% of the employer organisations in the social services sector are also involved in education sector-related collective bargaining (9/62 employer organisations).

The smallest extent of bi-sectoralism is observed with the CGA sector, with none of the employer organisations from the social services sector having any members in this sector.

In contrast, 12 employer organisations cover only NACE code 87, and 20 cover only NACE code 88. Among these employer organisations, the extent of bi-sectoralism with other sectors in the analysis is minimal.

Considering the figures in Table 17, the multisectoralism of social services employer organisations at national level is equally important in the LRG, education and human health sectors, as they all have similar levels of coverage by the national employer organisations.

The second type of distinction drawn is whether the employer organisations in the social services sector organise employers in childcare, care for older people and care for people with disabilities (Table 18). In total, 50 employer organisations in the social services sector organise employers working with all three population groups; 41 of these organisations are involved in collective bargaining processes for the social services sector. Among these employer organisations, the largest bi-sectoralism is with the LRG sector (11 employer organisations) and the education sector (9 employer organisations). Nearly all bi-sectoral employer organisations participate in collective bargaining processes for the respective sectors.

Some employer organisations cover employers working only with a specific population group: 12 employer organisations organise employers working only in childcare, six organise employers working in support for older people and five organise employers working in support for people with disabilities. There is almost no bi-sectoralism with the other sectors analysed here, as only two bi-sectoral employer organisations include the human health sector, one includes the education sector and one covers the LRG sector.

**Table 18: Multisectoral membership domains of employer organisations (EOs) organising specific social services activities**

	All EOs	MS	%	EOs also covering LRG	MS	%	EOs also covering CGA	MS	%	EOs also covering education	MS	%	EOs also covering human health	MS	%
All EOs organising employers in childcare only	12	7	100	0	0	0	0	0	0	1	1	8	0	0	0
EOs organising employers in childcare and involved in CB	9	6	100	0	0	0	0	0	0	0	0	0	0	0	0
All EOs organising employers in care for older people only	6	6	100	1	1	17	0	0	0	0	0	0	2	2	33
EOs organising employers in care for older people and involved in CB	4	4	100	0	0	0	0	0	0	0	0	0	2	2	50
All EOs organising employers in care for people with disabilities only	5	2	100	0	0	0	0	0	0	0	0	0	0	0	0
EOs organising employers in care for people with disabilities and involved in CB	5	2	100	0	0	0	0	0	0	0	0	0	0	0	0
All EOs organising employers in childcare, care for older people and care for people with disabilities	50	20	100	11	6	22	0	0	0	9	7	18	6	6	12
EOs organising employers in childcare, care for older people and care for people with disabilities and involved in CB	41	15	100	10	5	24	0	0	0	8	6	20	5	5	12

**Notes:** Absolute numbers of EOs in each category. Green shading represents values approaching and higher than 50%. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The subsequent subsections provide a more detailed look at the proportions of organisations organising the following pairs of sectors: social services and LRG; social services and CGA; social services and education; and social services and human health.

The proportions of organisations covering both sectors are referred to as 'bi-sectoral' between each of these sectors.

### 3.4.3. Social partners organising both social services and LRG

Overall, 168 trade unions were identified in the social services sector. Of these, 64 trade unions<sup>14</sup> (or around 40%) also have members in the LRG sector. These trade unions are found in all but four Member States: Croatia, Czechia, Greece and Luxembourg. In total, 56 or nearly 90% of these bi-sectoral trade unions are also involved in collective bargaining processes for the LRG sector, and nearly the same number (54) are involved in collective bargaining processes for the social services sector.

The bi-sectoralism on the employer side is much smaller: only 13 out of 120 employer organisations in the social services sector<sup>15</sup> also have members in the LRG sector (around 12%). These 13 bi-sectoral employer organisations are found in eight Member States: Denmark, Estonia, Finland, Germany, Italy, Slovakia, Slovenia and Sweden (all these countries also have bi-sectoral trade unions; see above). All 13 bi-sectoral employer organisations are involved in collective bargaining for the LRG sector; 11 out of 13 bi-sectoral employer organisations are also involved in collective bargaining for the social services sector. Table 19 shows the numbers of bi-sectoral trade unions and employer organisations across NACE codes 87 and 88 and coverage of the different population groups.

Table 19: Social partners organising both social services and the LRG sector

	Number of bi-sectoral organisations (LRG and social services)			
	Trade unions	Number of MS + UK	Employer organisations	Number of MS
Bi-sectoralism with LRG	64	24	13	8
<b>Distinction between NACE codes 87 and 88</b>				
Only covering NACE code 87 residential social services	5	3	0	0
Only covering NACE code 87 residential social services and involved in sector-related CB	5	3	0	0
Only covering NACE code 88 non-residential social services	8	7	0	0
Only covering NACE code 88 non-residential social services and involved in sector-related CB	6	5	0	0
Covering both residential and non-residential social services	42	18	12	8
Covering both residential and non-residential social services and involved in sector-related CB	36	17	11	6
<b>Distinction between population groups</b>				
Organising in childcare only	3	2	0	0
Organising in childcare and involved in CB	3	2	0	0
Organising in care for older people only	1	1	1	1
Organising in care for older people and involved in CB	0	0	0	0

<sup>14</sup> Covering at least NACE code 87, NACE code 88 or employees working with one of the target groups for social services (children, older people or people with disabilities).

<sup>15</sup> Covering at least NACE code 87, NACE code 88 or employers working with one of the target groups for social services (children, older people or people with disabilities).

Organising in care for people with disabilities only	4	4	0	0
Organising in care for people with disabilities and involved in CB	4	4	0	0
Organising in childcare, care for older people and care for people with disabilities	45	24	11	7
Organising in childcare, care for older people and care for people with disabilities and involved in CB	39	22	10	6

**Note:** Absolute numbers in each category. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

Among the trade unions, most of the bi-sectoral trade unions in 18 countries cover both NACE codes, and almost all bi-sectoral trade unions participate in collective bargaining processes for the social services sector. In terms of population groups, there are very few trade unions covering only members working with a specific group. The majority (70%) of bi-sectoral trade unions cover members working with all target groups, and they tend to participate in collective bargaining processes to a large extent.

Among bi-sectoral employers, nearly all cover both NACE codes and participate in collective bargaining processes. The majority also cover employers working with all target groups and participate in collective bargaining processes.

### 3.4.4. Social partners organising both social services and CGA

Overall, 168 trade unions were identified in the social services sector. Of these, 33 trade unions<sup>16</sup> (or around 20%) also have members in the CGA sector. These trade unions are found in all but six Member States: Croatia, Cyprus, Czechia, Denmark, Greece and Slovenia. In total, 25 or nearly 85% of these bi-sectoral trade unions are also involved in collective bargaining processes for the CGA sector, and the same number (25) are involved in collective bargaining processes for the social services sector.

There is no bi-sectoralism on the employer side – no employer organisations across the 120 employer organisations from the social services sector<sup>17</sup> also have members in the CGA sector.

Table 20 shows the numbers of bi-sectoral trade unions and employer organisations across NACE codes 87 and 88 and coverage of the different population groups. Among the trade unions, most bi-sectoral trade unions cover both NACE codes and almost all of these bi-sectoral trade unions participate in collective bargaining processes for the social services sector. In terms of population groups, none covers only members working with a specific group, with the majority covering employees working for all target groups and participating in collective bargaining processes.

**Table 20: Social partners organising both social services and the CGA sector**

	Trade unions	Number of MS	Employer organisations	Number of MS
Bi-sectoralism with CGA	33	21	0	0
<b>Distinction between NACE codes 87 and 88</b>				
Only covering NACE code 87 residential social services	2	2	0	0

<sup>16</sup> Covering at least NACE code 87, NACE code 88 or employees working with one of the target groups for social services (children, older people or people with disabilities).

<sup>17</sup> Covering at least NACE code 87, NACE code 88 or employers working with one of the target groups for social services (children, older people or people with disabilities).

	Trade unions	Number of MS	Employer organisations	Number of MS
Only covering NACE code 87 residential social services and involved in sector-related CB	2	2	0	0
Only covering NACE code 88 non-residential social services	3	1	0	0
Only covering NACE code 88 non-residential social services and involved in sector-related CB	3	1	0	0
Covering both residential and non-residential social services	21	15	0	0
Covering both residential and non-residential social services and involved in sector-related CB	16	14	0	0
<b>Distinction between population groups</b>				
Organising in childcare only	0	0	0	0
Organising in childcare and involved in CB	0	0	0	0
Organising in care for older people only	0	0	0	0
Organising in care for older people and involved in CB	0	0	0	0
Organising in care for people with disabilities only	0	0	0	0
Organising in care for people with disabilities and involved in CB	0	0	0	0
Organising in childcare, care for older people and care for people with disabilities	25	18	0	0
Organising in childcare, care for older people and care for people with disabilities and involved in CB	20	16	0	0

**Notes:** Absolute numbers in each category. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

### 3.4.5. Social partners organising both social services and education

Overall, 168 trade unions were identified in the social services sector. Of these, 47 trade unions<sup>18</sup> (or around 30%) also have members in the education sector. These unions are found in 16 countries: Austria, Belgium, Bulgaria, Cyprus, Denmark, Germany, Finland, Hungary, Ireland, Luxembourg, Malta, the Netherlands, Portugal, Spain, Sweden and the UK. In total, 46 or nearly 100% of these bi-sectoral trade unions are also involved in collective bargaining processes for the education sector, and a similar number (44) are involved in collective bargaining processes for the social services sector.

The bi-sectoralism on the employer side is much smaller: 12 out of 120 employer organisations in the social services sector<sup>19</sup> also have members in the education sector (around 10%). These 12 bi-sectoral employer organisations are found in eight countries: Cyprus, Denmark, Estonia, Finland, Italy, Portugal, Sweden and the UK (Estonia and Italy do not have the bi-sectoral trade unions; see above). In total, 10 of the 12 bi-

<sup>18</sup> Covering at least NACE code 87, NACE code 88 or employees working with one of the target groups for social services (children, older people or people with disabilities).

<sup>19</sup> Covering at least NACE code 87, NACE code 88 or employers working with one of the target groups for social services (children, older people or people with disabilities).

sectoral employer organisations are involved in collective bargaining for the education sector and 10 are also involved in collective bargaining for the social services sector.

**Table 21: Social partners organising both social services and the education sector**

	Trade unions	Number of MS + UK	Employer organisations	Number of MS + UK
	47	16	12	8
<b>Distinction between NACE codes 87 and 88</b>				
Only covering NACE code 87 residential social services	1	1	0	0
Only covering NACE code 87 residential social services and involved in sector-related CB	1	1	0	0
Only covering NACE code 88 non-residential social services	8	4	0	0
Only covering NACE code 88 non-residential social services and involved in sector-related CB	8	4	0	0
Covering both residential and non-residential social services	29	12	10	7
Covering both residential and non-residential social services and involved in sector-related CB	26	12	9	6
<b>Distinction between population groups</b>				
Organising in childcare only	6	5	1	1
Organising in childcare and involved in CB	6	5	0	0
Organising in care for older people only	0	0	0	0
Organising in care for older and involved in CB	0	0	0	0
Organising in care for people with disabilities only	3	2	0	0
Organising in care for people with disabilities and involved in CB	3	2	0	0
Organising in childcare, care for older people and care for people with disabilities	30	14	9	7
Organising in childcare, care for older people and care for people with disabilities and involved in CB	27	14	8	6

**Notes:** Absolute numbers in each category. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

Table 21 also shows the numbers of bi-sectoral trade unions and employer organisations across NACE codes 87 and 88 and coverage of the different population groups. Among the trade unions, most bi-sectoral trade unions cover both NACE codes and almost all of these participate in collective bargaining processes for the social services sector. In terms of population groups, very few cover only members working with a specific group, with the majority covering employees working for all target groups and participating in collective bargaining processes.

Among bi-sectoral employers, nearly all cover both NACE codes and participate in collective bargaining processes. The majority also cover employers working with all target groups and participate in collective bargaining processes.

### 3.4.6. Social partners organising both social services and human health

Overall, 168 trade unions were identified in the social services sector. Of these, 82 trade unions<sup>20</sup> (or nearly half) also have members in the human health sector. These unions are found in all countries except Hungary. In total, 76 or around 93% of these bi-sectoral trade unions are also involved in collective bargaining processes for the human health sector, and 76 are also involved in collective bargaining processes for the social services sector.

The bi-sectoralism on the employer side is much smaller: only 15 out of 120 employer organisations in the social services sector<sup>21</sup> also have members in the human health sector (around 12%). These 15 bi-sectoral employer organisations are found in eight countries: Belgium, Denmark, Finland, France, Ireland, Italy, Sweden and the UK (all of these countries also have bi-sectoral trade unions; see above). All 15 bi-sectoral employer organisations are involved in collective bargaining for the human health sector, and 14 are also involved in collective bargaining for the social services sector.

Table 22 shows the numbers of bi-sectoral trade unions and employer organisations across NACE codes 87 and 88 and coverage of the different population groups. Among the trade unions, most bi-sectoral trade unions cover both NACE codes, and almost all of these bi-sectoral trade unions participate in collective bargaining processes for the social services sector. In terms of population groups, very few cover only members working with a specific group, with the majority covering employees working for all target groups and participating in collective bargaining processes.

Among bi-sectoral employer organisations, the majority cover both NACE codes and participate in collective bargaining processes. About half of the bi-sectoral employer organisations cover employers working with all target groups and participate in collective bargaining processes.

**Table 22: Social partners organising both social services and the human health sector**

	Trade unions	Number of MS + UK	Employer organisations	Number of MS + UK
All bi-sectoral organisations	82	27	15	8
<b>Distinction between NACE codes 87 and 88</b>				
Only covering NACE code 87 residential social services	7	6	1	1
Only covering NACE code 87 residential social services and involved in sector-related CB	7	6	1	1
Only covering NACE code 88 non-residential social services	3	2	0	0
Only covering NACE code 88 non-residential social services and involved in sector-related CB	1	1	0	0
Covering both residential and non-residential social services	55	21	9	5
Covering both residential and non-residential social services and involved in sector-related CB	52	21	8	4
<b>Distinction between population groups</b>				

<sup>20</sup> Covering at least NACE code 87, NACE code 88 or employees working with one of the target groups for social services (children, older people or people with disabilities).

<sup>21</sup> Covering at least NACE code 87, NACE code 88 or employers working with one of the target groups for social services (children, older people or people with disabilities).

Organising in childcare only	1	1	0	0
Organising in childcare and involved in CB	0	0	0	0
Organising in care for older people only	3	3	2	2
Organising in care for older people and involved in CB	2	2	2	2
Organising in care for people with disabilities only	5	4	0	0
Organising in care for people with disabilities and involved in CB	5	4	0	0
Organising in childcare, care for older people and care for people with disabilities	51	25	6	4
Organising in childcare, care for older people and care for people with disabilities and involved in CB	47	24	6	3

**Notes:** Absolute numbers in each category. CB, collective bargaining; MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)

### 3.4.7. Other forms of multisectoral membership domains in public services sectors

In this section, an analysis is presented of the other types of bi-sectoralism and multisectoralism in the membership of trade unions and employer organisations between the wholly public services sectors, LRG and CGA, and the three other public services sectors, in which there are both public and private providers of those public services: the education sector, the human health sector and social services.

As shown in Table 23, it is with the LRG sector that most education, human health and social services sector trade unions share characteristics of bi-sectoralism. This bi-sectoralism is largest for social services, followed by the human health sector. The bi-sectoralism with CGA is half as strong in terms of absolute numbers of trade unions; however, in terms of numbers of Member States, it is still significant. This comparison points to many overlaps between the different public services sectors, placing the previous analyses of bi-sectoralism between social services and all other sectors in a broader perspective.

Table 23: Trade unions with multisectoral membership domains

	LRG	CGA
Number of education sector trade unions also organising employees in LRG or CGA	44	25
Number of human health sector trade unions also organising employees in LRG or CGA	49	19
Number of social services sector trade unions also organising employees in LRG or CGA	64 trade unions in 24 Member States	33 trade unions in 21 Member States

**Sources:** Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The bi-sectoralism between employer organisations across the sectors is significantly smaller than that for trade unions. The only two types of bi-sectoralism of any significance are between the education sector and the LRG sector, with 10 employer organisations active in both sectors, and between the social services sector and the LRG sector, with 13 social services employer organisations also organising employers in the LRG sector (Table 24).

**Table 24: Employer organisations with multisectoral membership domains**

	<b>LRG</b>	<b>CGA</b>
Number of education sector employer organisations also organising in LRG or CGA	10	0
Number of human health sector employer organisations also organising in LRG or CGA	5	0
Number of social services sector employer organisations also organising in LRG or CGA	13 employer organisations in 8 Member States	0

**Sources:** *Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)*

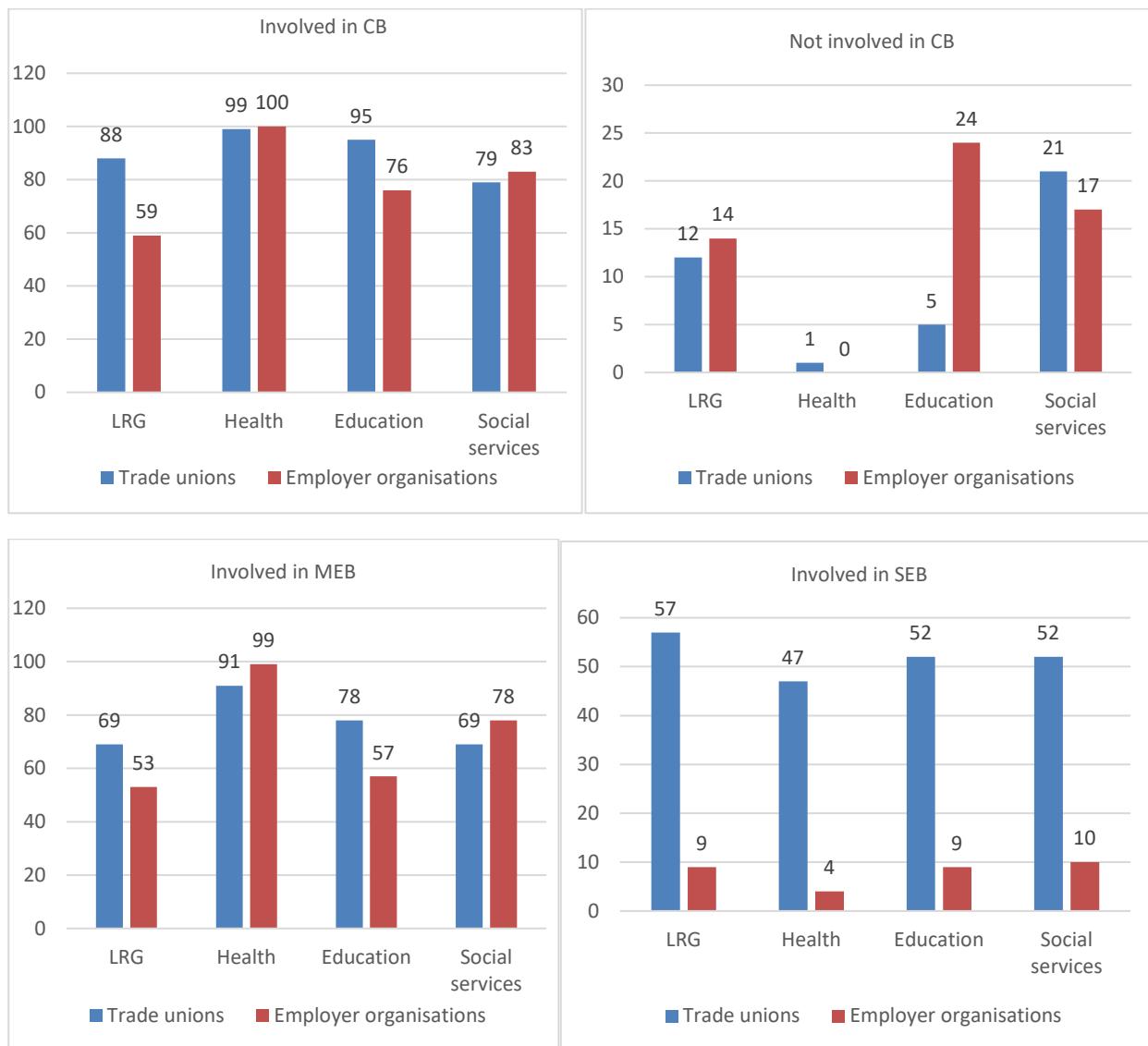
## 4. Collective bargaining and social dialogue

For the education sector, human health sector and LRG sector, there is a collective bargaining coverage of more than 50% of the sectoral workforce in at least two-thirds of the Member States. For social services activities, this is the case in only half of the Member States. Within the education and human health sectors, the degree of coverage varies between different activities and between different professional groups in the sector.

Employees in public sector-provided services are more extensively covered by collective bargaining than private provider employees. This may explain why the overall collective bargaining coverage in social services is lower, as the proportion of employees working for private providers is significantly higher in social services. The following sections take a closer look at the specific situations in the different public services sectors. The section on the CGA sector shows how different types of negotiations or consultations can coexist in the public sector regarding different topics. Table 25 illustrates the different types of collective bargaining and proportions of the workforce covered in the EU27 and the UK. A final section describes those countries where there are bipartite and tripartite social dialogue structures for the different sectors. There are slightly more countries with such social dialogue structures in social services and the education sector.

Figure 21 indicates the proportions of all sectoral trade unions involved in collective bargaining (top left) and the proportions not involved in collective bargaining (top right). The proportions involved in multi-employer bargaining at the sector level and in single-employer bargaining at the sector level are shown on the bottom left and bottom right, respectively. The proportion of organisations involved in collective bargaining is highest in the human health sector, followed by the education sector. The proportion of organisations involved in multi-employer bargaining at the sector level is highest in the human health sector. There are hardly any employer organisations involved in single-employer bargaining, which is normal because this is considered a matter for the management teams of companies or institutions and, generally, employer organisations are not involved.

Figure 21: Proportions of trade unions and employer organisations involved in collective bargaining (%)



Note: CB, collective bargaining; MEB, multi-employer bargaining; SEB, single-employer bargaining.

Sources: Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)

## 4.1. Collective bargaining in the education sector

In the education sector, Greece is the only country where there is no collective bargaining. There are three countries where single-employer bargaining is conducted in the education sector: Latvia, Malta and Poland. In Malta, single-employer collective bargaining is conducted with the government of Malta, as the employer of about 90% of employees in the education sector. In Poland, single-employer bargaining is conducted with about 10% of local authorities and with the central government. For Latvia, there is no information available on collective bargaining coverage.

Table 25 illustrates the types of collective bargaining practised in the EU27 and the UK; the colour coding shows the percentages of sectoral employees covered by collective bargaining. In 23 Member States, multi-employer bargaining is practised at sector level (either only multi-employer bargaining or multi-employer bargaining in combination with single-employer bargaining). There are 14 Member States in which 90% or more of the sectoral employees are covered in terms of collective bargaining coverage. In four other

Member States, the coverage is between 50% and 89%. For example, in Romania, coverage is about 65%, which is relatively high compared with coverage in other sectors in that country. In Latvia, there is no information available on the proportions of the workforce covered by collective bargaining. The six Member States that have collective bargaining coverage of less than half of the education sector workforce are Austria, Czechia, Estonia, France, Hungary, Poland and Portugal. A closer look at six of these countries provides a better understanding of why the collective bargaining coverage is lower there.

Table 25: Types of collective bargaining and percentage coverage in different public services sectors

Country	Education	Human health	LRG	Social services
AT	MEB	MEB + SEB	Informal	MEB + SEB
BE	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
BG	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
CY	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
CZ	MEB	MEB + SEB	MEB + SEB	SEB
DE	MEB	MEB + SEB	MEB + SEB	MEB + SEB
DK	MEB	MEB	MEB	MEB
EE	MEB + SEB	MEB + SEB	MEB	SEB
EL	0%	0%	SEB	MEB + SEB
ES	MEB + SEB	MEB + SEB	SEB	MEB + SEB
FI	MEB	MEB + SEB	MEB + SEB	MEB + SEB
FR	MEB	MEB + SEB	Informal	MEB + SEB
HR	MEB + SEB	MEB + SEB	SEB	MEB + SEB
HU	MEB + SEB	MEB + SEB	SEB	SEB
IE	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
IT	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
LT	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
LU	MEB	MEB	0%	MEB
LV	SEB	MEB + SEB	MEB + SEB	MEB + SEB
MT	SEB	MEB + SEB	SEB	MEB + SEB
NL	MEB	MEB + SEB	MEB + SEB	MEB
PL	SEB	SEB	MEB + SEB	MEB + SEB
PT	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
RO	MEB + SEB	MEB + SEB	MEB + SEB	MEB + SEB
SE	MEB + SEB	MEB	MEB + SEB	MEB
SI	MEB + SEB	MEB	MEB + SEB	MEB + SEB
SK	MEB	MEB + SEB	MEB + SEB	MEB + SEB
UK	MEB + SEB	MEB	MEB + SEB	MEB + SEB

Country	Education	Human health	LRG	Social services
Only SEB	3 MS (LV, MT, PL)	1 MS (PL)	5 MS (EL, ES, HR, HU, MT)	3 MS (CZ, EE, HU)
MEB or MEB + SEB	23 MS + UK	25 MS + UK	19 MS + UK	24 MS + UK
Coverage (coded according to colour)				
> 90%	14	12 + UK	14 + UK	9
50–89%	4 + UK	9	4	4
25–49%	2	3	1	3 + UK
< 25%	5	2	3	11
0%	1 (EL)	1 (EL)	1 (LU)	0
No information	1 (LV)		4 (CZ, EL, HU, LV)	

**Notes:** The unshaded cells are the countries for which it was not possible to estimate the collective bargaining coverage in the given sector. MEB, multi-employer bargaining; MS, Member State(s); SEB, single-employer bargaining.

In Austria, France, Hungary and Portugal there is no collective bargaining for public sector employees in the education sector, as their working conditions are determined by the government after informal consultations with trade unions, which is not considered collective bargaining. In Austria, therefore, there is only collective bargaining for the 25% of private sector employees in the education sector, which covers all private sector employees. In Czechia, there is separate collective bargaining on working conditions at the school level, while salaries are determined by the government. In Estonia, a similar reason explains why only 15% of the sector is covered by collective bargaining. In Estonia, the low level of collective bargaining coverage in the education sector is associated with the minimum wage that applies to primary- and secondary-level general education teachers. The law provides that this can be agreed through a collective bargaining agreement, whereas in reality it is discussed only in tripartite cooperation between the trade unions, employer representatives and the state and is then determined by a government decree. This is because the employer representative, the Association of Estonian Cities and Municipalities, is actually not authorised to represent the municipalities in such negotiations, as it is not considered an employer organisation. Thus, no collective agreement can be concluded covering larger proportions of the workforce. The collective bargaining that does occur is single-employer bargaining between, on the one hand, employee trustees or trade unions and, on the other hand, school directors, covering about 10% of the sectoral workforce.

Furthermore, multi-employer bargaining is conducted with municipalities that own a number of schools or with the Ministry of Education and Research for some state-owned education institutions. This multi-employer bargaining covers about 5% of the sectoral workforce in Estonia.

This analysis shows that there is indeed a lower level of collective bargaining coverage in Austria, Czechia, Estonia, France, Hungary and Portugal but that, in all these countries, there are other kinds of collective arrangements covering larger proportions of the sectoral workforce. However, these arrangements are not considered proper collective bargaining.

In some countries no differences are reported between collective bargaining in the public sector and collective bargaining in the private sector. These countries are Denmark, Malta, the Netherlands, Spain and Sweden. In Cyprus and Germany, it is reported that collective bargaining in the private sector is more

difficult than that in the public sector. In Cyprus, trade unions are weaker in the private sector; public education trade unions are stronger and there are well-established social dialogue structures and collective bargaining practices in place.

Several countries report a difference in the collective bargaining rate between the public sector and the private sector. In Croatia this rate is 100% for the public sector and 70% for the private sector. In Italy these rates are 100% and 80%, respectively, and in Luxembourg they are 100% and 80%, respectively. In Lithuania, there is a significant difference between collective bargaining with the Ministry of Education, Science and Sports, regarding state-owned education institutions, in which more than 90% of the workforce is covered, and collective bargaining with the municipalities' education institutions, in which about 20–25% of the workforce is covered. In Latvia's education sector, talks take place at national level between the Ministry of Education and Science and the Latvian Trade Union of Education and Science Employees (LIZDA) but no agreements have been reached.

## 4.2. Collective bargaining in the human health sector

In 21 EU Member States and the UK, more than half of the sectoral workforce is covered by collective bargaining. In Greece there is no collective bargaining at all. Therefore, in only five Member States is the collective bargaining coverage below 50%. In Czechia, the coverage is 45%, in Bulgaria and Romania it is about 30%, in Portugal it is 16% and in Poland it is less than 2%. In contrast, in 12 Member States and the UK, the coverage is 100% or close to 100%. This is the case in Austria, Belgium, Denmark, Finland, France, Italy, Luxembourg, Malta, the Netherlands, Slovenia, Spain, Sweden and the UK.

In a small number of countries, collective bargaining coverage appears to be fairly even between the different parts of the human health sector. This is the case in Austria, Belgium, Denmark and Sweden. For most Member States, however, the collective bargaining coverage is uneven when considering different activity groups, professional groups or employees in public or private healthcare services. Indeed, there is a significant difference in collective bargaining coverage between the public and the private parts of the health sector, with the latter having lower or medium levels of coverage, especially in Croatia, Finland, Germany, Italy, Lithuania, Malta, Portugal, Romania, Spain and the UK. In some countries, some professional groups are not covered at all by collective bargaining or are more or less excluded from collective bargaining. In Belgium, this is the case for self-employed people. General practitioners are not covered by collective bargaining in Bulgaria, Czechia and Luxembourg, for example. Dental practice employees are not covered in, for example, Czechia, Hungary, Luxembourg and Slovakia. Examples of these variations between different activity groups and professional groups are illustrated in Table 26. The employees in hospitals, and especially those in public sector hospitals, benefit from higher levels of collective bargaining coverage.

Table 26: Variation in collective bargaining coverage between different parts of the human health sector

Country	% of the entire human health sector covered (NACE code 86)	% of hospital employees covered (NACE code 86.10)	% of general practice doctors covered (NACE code 86.21)	% of specialists covered (NACE code 86.22)	% of dental activities covered (NACE code 86.23)	% of sector employees covered by MEB
BG	± 30	22	0	10	0.9	23
CY	55	54	1	1	1	3.5
CZ	45	73	0	0	0	0
HR	89	100 of public	10	100 of public	100 of public	Only MEB 89

		15 of private		10 of private		10 of private
HU	63	74	10	29	0	34 of hospitals
PT	16	19 overall	4	4	4	13.5 MEB
		74 of public				
		8 of private				
SI	98	100	100	90	70	98
SK	± 60	± 72	No information	25–30	0	± 57

**Notes:** The countries included are those for which numbers or estimates were provided for the different types of activity and professional groups in the human health sector. They may not be representative of all Member States and are meant only to illustrate the different types of variation. The darker the shade of green, the higher the coverage. MEB, multi-employer bargaining; SEB, single-employer bargaining.

**Source:** Network of Eurofound Correspondents, 2019

### 4.3. Collective bargaining in social services

Across the EU, collective bargaining coverage in social services appears to be lower than that in other public services sectors. In social services, there are more Member States where the collective bargaining level is below 50%. In fact, 13 Member States have coverage of more than 50%, and 14 Member States plus the UK have lower collective bargaining coverage. In 11 Member States, coverage in social services is below 25%, whereas this is the case in only two to four Member States in the other public services sectors.

A reason for the lower collective bargaining coverage in social services is that only public sector employees tend to be covered, while those in privately provided social services are not covered or are covered to a much lesser extent. In some cases, the industrial relations landscape is fragmented and complex, as is the case in Germany, where, besides the private and public parts of the sector, the non-profit part of the sector is also differentiated between employers applying Catholic church law and those applying Protestant church law and not engaging in collective bargaining at all.

Another possible explanation for the lower collective bargaining coverage in social services is that there may be more workplaces with smaller numbers of employees, making this sector more challenging to organise and to represent in collective bargaining negotiations. Indeed, some types of social services workers have multiple work arrangements (such as live-in, live-out, working for single or multiple employers) and various employment relationships (through placement agencies or provider organisations, contracts concluded with end-users or, more recently, domestic workers operating in a self-employed capacity), especially with regard to PHS activities. This can be exemplified by the experience of France.<sup>22</sup>

Furthermore, the absence of an ESSDC for social services may also have an effect on the presence of employer organisations at national level, and vice versa. As demonstrated by previous Eurofound research,

<sup>22</sup> The direct employment model in France allows private households to easily declare their care workers. In order to fight against undeclared work, public authorities in France invested massively by allowing tax credits and social and fiscal incentives and creating online declarative platforms that automatically give social rights to workers. Social dialogue in the direct employment model is active. FEPEM is the professional organisation representing home employers. Employee unions are present in each of the three branches (residential, non-residential and home-based care): the CGT, FO and CFDT. In 2018, agreements were signed to continue the structuring of vocational training, to start testing an occupational health monitoring system including telemedicine and to develop social dialogue in the regions thanks to territorial joint committees.

there is a link between the existence of social dialogue at EU level and social dialogue activity at national level (Eurofound, 2018).

These factors combined make the representation of both workers and employers difficult, and social dialogue remains to be developed in social services throughout Europe.

Table 27 illustrates the variations in collective bargaining coverage between the different types of social services activities. In about half of the Member States, there is no difference in collective bargaining coverage across the different activities. The variation in the other Member States occurs in different directions. Residential social services (NACE code 87) have a higher coverage in Hungary, the Netherlands and Sweden, while in Croatia these employees are covered slightly less than those working in non-residential social work activities. As for child day-care activities (NACE code 88.91), its employees are significantly less covered in Cyprus, Ireland and the UK.

**Table 27: Variation in collective bargaining coverage between different types of social services activities**

Country	Residential social services (NACE code 87)	Child day-care activities (NACE code 88.91)	Social work without accommodation (NACE codes 88.10 and 88.99)	All social services together
AT	95%	80%	95%	> 90%
BE			100%	
BG	25–27%	30–35%	25–27%	25–30%
CY	18%	6%	20%	15%
CZ			1%	
DE	10%	No information	No information	33% of public sector 5% of private sector
DK			100%	
EE			7% (one SEB agreement)	
EL			< 5%	
ES			100%	
FI			80–90%	
FR			100% of LRG employees (70% of workforce covered by private sector collective bargaining)	
HR	60%	75%	75%	70%
HU	48%	31%	6%	16%
IE	Low	Little to none	Low	Low in public sector Very low in private sector
IT			100% of public sector 75–80% of private sector	
LT			25–30%	
LU			100%	

LV	17% covered by MEB; proportion of employees covered by SEB is unknown			
MT	Only in public sector social services – coverage unknown			
NL	100%	95–100%	95–100%	95–100%
PL	Less than 1%			
PT	No information available at subsector level			72%
RO	No information available at subsector level			31%
SE	80–90%	70–80%	70–80%	> 75%
SI	100%			
SK	No information available at subsector level			49%
UK	28% (15% excluding NACE code 86.90)	8%	32%	27%

**Notes:** The darker the shade of green, the higher the coverage. MEB, multi-employer bargaining; SEB, single-employer bargaining.

Source: Network of Eurofound Correspondents, 2019

#### 4.4. Collective bargaining in the local and regional government sector

In the LRG sector, 14 Member States and the UK have collective bargaining coverage of more than 90%. Another four Member States have coverage between 50% and 90%. In Bulgaria, the coverage level is 36%. Only three Member States have collective bargaining coverage in the LRG sector below 25%: in Estonia it is about 20%; in Poland it is less than 1%; and in Romania 6% of LRG sector employees are covered by collective bargaining. For four Member States – Czechia, Greece, Hungary and Latvia – there is no information available regarding their collective bargaining coverage level. It can be assumed that their coverage level is also relatively low.

In Austria, France and Luxembourg, relatively informal negotiations or consultations are conducted rather than actual collective bargaining negotiations. In other countries, collective bargaining in the public sector, including the LRG sector, is more widespread than in the private sector. This is the case in Cyprus, Germany, Italy and Lithuania. In Latvia and Portugal, collective bargaining is conducted on some topics, such as rights and obligations, working time, telework, trade union activity and conflict resolution, but wage setting is excluded. More than 50% of LRG employees are covered. In Latvia, wages in the LRG sector are determined by national law and governmental regulations. Such governmental regulations are discussed within the National Tripartite Cooperation Council.

Bargaining and the conclusion of collective agreements are more accessible in the LRG sector than in the other public services sectors in most countries, mainly because of the strong unionisation of the sector. While different bargaining practices exist for different groups of employees in some countries (for example, in Bulgaria and Hungary), and the bargaining can take place at different levels (central, regional or local), one common feature is that a large share of the workforce in the sector is covered by collective agreements. In addition, in Italy, employees from outsourced services fall under separate collective bargaining arrangements, with about 75–80% covered by collective bargaining. For civil servants in the LRG sector in Italy, 100% are covered by collective bargaining.

## 4.5. Collective bargaining in the central government administration sector

In the CGA sector, there is some kind of collective bargaining on some topics in 20 Member States and the UK. In Greece and Latvia, the central government has the capacity to negotiate collective bargaining agreements, although no such agreements have been reached since 2015. In 10 Member States, the level of collective bargaining coverage is 90% or more. This is the case for Croatia, Denmark, Finland, France, Germany, Hungary, Luxembourg, Slovakia, Spain and Sweden. Table 28 illustrates the types of collective bargaining and social dialogue that are conducted on a number of topics. For Estonia and Slovenia, no information was provided. For all other countries, the central government provided information about the types of collective bargaining, negotiations and consultations carried out or information provided on the different topics in 2017.

For the countries where there is no collective bargaining at all, there is a combination of consultation and the provision of information on different topics. This is the case for Austria, Bulgaria, Cyprus, Czechia and Poland. Table 28 also illustrates that different understandings and definitions of what is understood as collective bargaining may hinder cross-country comparisons.

Table 28: Different forms of collective bargaining and social dialogue in the CGA sector

Country	Pay schemes and career paths	Working time and working time flexibility	Training	Pensions and active ageing	Restructuring and work organisation	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	N, C, consolidated I and C practice

LT	C	CBA	C	C	CBA	C	CBA	No	CBA
LU	CBA								
LV	CBA	CBA	No	No	CBA	CBA	CBA	No	No
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								
SI									
SK	CBA	CBA	No	CBA	C	C	CBA		
UK	CBA	C	C	C	C	C	C	C	C

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

## 4.6. Social dialogue structures in public services

Table 29 illustrates the countries for which there are dedicated bipartite or tripartite social dialogue structures, specific to the sectors concerned. There appear to be more sector-specific tripartite than bipartite social dialogue structures in all the public services sectors. For education and social services, about 80% of countries have some kind of sector-specific social dialogue structures, while for the human health and LRG sectors this is the case for about 60% of countries. The fact that the lowest proportions of sector-specific structures for social dialogue are found in the human health and LRG sectors could point to a substitute effect in some countries where there is already collective bargaining, that is, there is no further need for social dialogue. Theoretically, the opposite could also be true, that there is a spillover effect, mutually supporting the constructive dynamics between social dialogue and collective bargaining procedures.

Table 29: EU27 and the UK with sector-specific social dialogue structures in the specific sectors

Country	Education		Human health		LRG		Social services	
	Bipartite	Tripartite	Bipartite	Tripartite	Bipartite	Tripartite	Bipartite	Tripartite
AT								
BE								
BG								
CY								
CZ								
DE								
DK								
EE								
EL								

Country	Education		Human health		LRG		Social services	
	Bipartite	Tripartite	Bipartite	Tripartite	Bipartite	Tripartite	Bipartite	Tripartite
ES								
FI								
FR								
HR								
HU								
IE								
IT								
LT								
LU								
LV								
MT								
NL								
PL								
PT								
RO								
SE								
SI								
SK								
UK								
<b>Number of countries</b>	<b>9 MS</b>	<b>17 MS + UK</b>	<b>6 MS</b>	<b>14 MS + UK</b>	<b>5 MS + UK</b>	<b>15 MS</b>	<b>8 MS + UK</b>	<b>18 MS + UK</b>
<b>Any social dialogue</b>	<b>21 MS + UK</b>		<b>16 MS + UK</b>		<b>17 MS + UK</b>		<b>21 MS + UK</b>	
No social dialogue	6 MS: AT, DE, HR, LU, MT, PL		11 MS: AT, CY, DE, HR, IT, LT, MT, NL, PT, RO, SI		10 MS: AT, DE, EE, IT, LU, LV, MT, NL, PL, PT		6 MS: AT, EE, FI, HR, IT, LT	

**Note:** MS, Member State(s).

## 5. European level of interest representation

In the introduction to this report, the European social partners involved in the existing ESSDCs for the LRG, CGA, education, human health and social services sectors were presented. In the representativeness studies for each sector, their representativeness has been analysed in detail. This chapter looks at the broader landscape of European-level organisations with members in the Member States in the public services sectors considered here. It does not reconsider their representativeness; for this, we refer to the respective representativeness studies.

In this chapter, the European social partner organisations are discussed in terms of their membership in the different sectors, from a broader perspective of all public services together. This allows us to see better the entire membership domains of different European organisations. In addition, in this chapter, the activities of the European social partner organisations are compared in terms of the types of texts they agree on in the ESSDCs, to see if there are any spillover effects that may indicate opportunities for more cooperation in the future.

This chapter links to Chapters 1 and 2, which cover the composition of the workforce in the different public services sectors. In addition, the coexistence of public and private human health providers, and the growing importance of private (for-profit and non-profit) providers of social services, is an essential background to the landscape of European associations organising the interests of workers in and providers of public services.

Chapter 3 presented the national social partner organisations in the public services sectors. To be considered as a national social partner, an organisation needs to have members in a sector and be affiliated to a European social partner organisation or be involved in sector-related collective bargaining on behalf of its members in the sector. Wholly business associations that do not deal with any matters regarding working conditions or employment relations, and are not affiliated to a European social partner organisation, were not included in Chapter 3.

In Chapter 4, the interactions between those organisations were described in terms of sector-related collective bargaining or social dialogue at national level. In that chapter, the organisations that are not involved in collective bargaining or social dialogue were considered to be social partners because of their membership in a European social partner organisation, which means that they are involved in social dialogue at EU level, through their European affiliation, without having such involvement at national level.

In this chapter, the affiliations of those national organisations to European associations are analysed. The variety of European associations in public services with national sector-related social partner organisations as members can be divided into five categories.

1. European social partner organisations involved in the ESSDC of the public services sector in which they have national member organisations.
2. European social partner organisations with members in a public services sector for which they are not involved in the ESSDC. These organisations obtained their status as European social partner organisations through their involvement in an ESSDC in another sector or at another level (such as through cross-industry European social dialogue or through involvement in a private sector ESSDC). Examples are SGI Europe and UNI Europa.
3. European associations that are not involved in ESSDCs but do have member organisations that are involved in collective bargaining and do also take up certain matters concerning working conditions and employment relations in the activities of the given European associations. They can also develop cooperation with their sectoral counterparts. Examples of such organisations are EFFE and EFSI, which

both organise employers in PHS. Neither EFFE nor EFSI is involved in an ESSDC, even though they both organise activities on working conditions in the sector and cooperate on such issues with European trade union organisations.

4. European business associations to which some national employer organisations are affiliated but that do not show any interest (on their websites) in considering working conditions or employment relations matters at European level, or in cooperating with European trade union organisations on those matters. Some of these organisations may represent members in public services activities that are not covered by the European social partner organisations in the ESSDC. If that is the case, they deserve to be mentioned or included in the analysis. The European Union of Private Hospitals, for example, represents private hospitals, but also some employers in privately provided social services, especially in residential care for older people and for people with disabilities or mental health problems. The existence of these organisations and the fact that they have national social partner organisations affiliated with them allows them to be included here. For example, HOSPEEM is included even though in the human health representativeness study it was concluded that this organisation also covers private hospitals among its membership. Other examples are Eurodiaconia, which organises Christian NGOs that are active in social services and healthcare, the European Confederation of Care Home Organisations, the European Ageing Network and the European Association of Service Providers for Persons with Disabilities.
5. European professional associations that have some national trade unions affiliated to them but do not carry out any activities at European level regarding working conditions or cooperation with European employer organisations. A few examples of such organisations are the International Federation of Social Workers, the Standing Committee of European Doctors, the European Federation of Salaried Doctors, the European Union of General Practitioners and the European Union of Medical Specialists.

The first section of this chapter gives a broader view of the landscape of European associations in the different public services sectors. A clear distinction is made between the green highlighted organisations in Tables 30 and 32, which are the European social partner organisations in the respective ESSDCs for the given sectors. This landscape view allows us to also see in the panorama other European associations and the national sector-related trade unions and employer organisations they represent.

In the second section, an analysis is carried out of the number of national organisations that have members in more than one public services sector, that is, membership ‘overlap’: first, between the LRG sector and social services; second, between the human health sector and social services; and, third, between the education sector and social services.

A third section looks at the landscape of texts agreed in the different ESSDCs, with the aim of identifying where one ESSDC may have inspired another. Such spillovers could point to opportunities for further intersectoral cooperation between ESSDCs.

## 5.1. Landscape of European-level organisations

In this section, the European social partner organisations are presented along with the number of national sector-related social partner organisations they represent in the different public services sectors in the EU27 and the UK. In Table 30, the European trade unions are presented. The green highlighted organisations are the European social partners involved in the ESSDCs of the given sectors. Except for ETUCE, which organises trade unions only in the education sector, all other European trade union organisations cover several public services sectors in their membership domains.

**Table 30: European trade union (TU) organisations representing national sector-related trade unions**

TU	CGA	LRG	Education	Human health	Social services
EPSU	51 affiliated TUs in 25 MS + UK	71 affiliated TUs in 27 MS + UK	41 affiliated TUs in 18 MS + UK	68 affiliated TUs in 25 MS + UK	84 affiliated TUs in 27 MS + UK
CESI	15 affiliated TUs in 11 MS	20 affiliated TUs in 8 MS + UK	19 affiliated TUs in 10 MS + UK	21 affiliated TUs in 8 MS + UK	18 affiliated TUs in 9 MS + UK
ETUCE			89 affiliated TUs in 27 MS + UK		
UNI Europa		4 affiliated TUs in 4 MS		24 affiliated TUs in 14 MS + UK	35 affiliated TUs in 19 MS + UK

**Notes:** The green highlighted cells indicate the fully recognised European social partners for each sector. The yellow cells indicate observers (see also Table 1). The numbers in this table can be found in the respective representativeness studies for the different sectors, see <https://www.eurofound.europa.eu/observatories/eurwork/representativeness-studies>. See Table 13 on p. 32 in the CGA representativeness study; see Table 25 on p. 84 in the LRG and social services representativeness study; see Table 28 on p. 83 in the education representativeness study; see Table 28 on p. 84 in the human health representativeness study; see Table 48 on p. 156 in the LRG and social services representativeness study. It should be noted that the numbers cannot be added up, as trade unions can be affiliated to more than one European trade union organisation. For example, there are 16 social services trade unions that are member of both EPSU and UNI Europa. This can be seen in Table 42 on p. 141 and in Table 44 on p. 148 of the LRG and social services representativeness study. MS, Member State(s).

**Sources:** This table summarises the information in Table 31 and the findings in the respective representativeness studies (Eurofound, 2017a, 2020a, 2020b, 2020c); see also Annex 1

Two organisations in Tables 30 and 31 that are currently not involved in the ESSDCs of all five sectors are UNI Europa and CESI.

UNI Europa is a social partner organisation because of its involvement in the ESSDCs in the private services sectors. It has affiliated sector-related trade unions in the human health sector and in social services in at least half of the Member States. UNI Europa mainly represents trade unions organising employees in the private sector, including profit and not-for-profit providers of social services and healthcare. The latest representativeness studies in the human health and social services sectors confirmed that UNI Europa has affiliated trade unions in both sectors that represent employees in privately provided health and social services.

It should be noted that, of the 24 human health trade unions that are affiliated to UNI Europa (23 in 14 Member States and one in the UK), 14 are affiliated to both EPSU and UNI Europa. There are thus only 10 human health sector trade unions that are affiliated only to UNI Europa (one in Cyprus, one in Finland, three in Italy, one in Poland, two in Portugal and two in Sweden). This information is provided in detail in Table 21 of the human health sector representativeness study (Eurofound, 2020b).

From this it can be concluded that EPSU also organises employees working in both publicly and privately provided health and social services. The double affiliation also plays a role here. Of the 68 human health sector trade unions that are affiliated to EPSU, 14 are also affiliated to UNI Europa.

With regard to CESI, of the 21 human health sector trade unions affiliated to CESI, only one, GÖD in Austria, is also affiliated to EPSU. In fact, it is the social democratic fraction, GÖD-FSG, that is affiliated to EPSU, while the Christian democratic fraction, GOD-FCG, is affiliated to CESI. However, as both fractions still form one entity in collective bargaining, they are considered as the same trade union in the human health representativeness study. CESI thus has 20 human health trade unions in 10 Member States that are not represented by EPSU in the ESSDC.

CESI represents mainly independent public sector trade unions. CESI is involved in the CGA ESSDC, where it forms a joint delegation with EPSU called TUNED. CESI has members in half of the EU Member States in the LRG sector and in around 10 Member States in the education sector, human health sector and social services. In the education sector ESSDC, CESI participates as a complementary partner without voting rights; in the LRG ESSDC there are four CESI members that are invited by EPSU to the meetings; and in the CGA ESSDC, CESI is part of TUNED and as such is represented in the ESSDC. This is reflected in Table 1 in the introduction to this report. The latest representativeness studies of the human health, CGA, LRG, social services and education sectors confirmed that CESI has affiliated trade unions in a number of Member States for each of those sectors.

Not all the affiliated sector-related trade unions are directly affiliated to CESI. Some are affiliated to multisector or cross-sector confederations that are affiliated to CESI. The numbers of indirectly affiliated organisations are indicated in parentheses in Table 31. In addition, for EPSU, there are two countries in the LRG sector where it has only an indirectly affiliated organisation. In Table 30, however, all members, both direct and indirect, are included together.

With regard to social services activities, EPSU has the most affiliated trade unions, with affiliated trade unions in all EU Member States and the UK, followed by UNI Europa, with affiliated trade unions in 19 Member States and the UK, and CESI, with 17 affiliated trade unions in 12 Member States.

The landscape of European organisations summarised in Table 30 is illustrated in Table 31 by country, for all 27 Member States and the UK.

**Table 31: Affiliated sector-related trade unions in the EU27 and the UK**

Country	CGA		LRG		Education			Human health			Social services		
	EPSU	CESI	EPSU	CESI	ETUCE	EPSU	CESI	EPSU	UNI Europa	CESI	EPSU	UNI Europa	CESI
AT	1		2	(2)	1	2		5	3	1	4	2	(1)
BE	4	1	3		6	3		6	4		6	5	
BG	2		3		2			2			2		
CY	2		2		3	1		2	1		1	1	
CZ	1		6		1	1		1			1	1	
DE	1	3	1	1 (1)	2	1	2	2	1	1 (2)	1		1 (2)
DK	2	1	3		5	5		5			8	2	
EE	1		1		2						1		
EL	1	1	(3)		3	1		1			1 (2)		
ES	3	1	2	1	8	2	2	2	1	3	4	3	1
FI	2		4		3	3		4	1		5	2	
FR	4	2	4	2 (2)	10	3	3	5	1	3	11	4	2 (2)
HR	2		1		4	2		1			1	1	
HU		2	3	1	5	1	1			1	2	1	1
IE	3		2		4	1		4	1		3	1	
IT	2	1	3	1 (1)	3			4	3	3	1 (3)	3	2

Country	CGA		LRG		Education			Human health			Social services		
	EPSU	CESI	EPSU	CESI	ETUCE	EPSU	CESI	EPSU	UNI Europa	CESI	EPSU	UNI Europa	CESI
LT	1		1		2		1	1			4	1	
LU		1	2	1	2		(2)	1	1		1	1	
LV	1		1	1	1			1		1	1		1
MT	1		1	(1)	1	1		1		1	1	1	(1)
NL	1	1	1	(1)	2	2	1	2		(1)	2		2
PL	1		2		2		1	2	1		1	1	
PT	2		3		4	3	1	4	2		3	2	
RO	2		2	1	2		1	2	1	(2)	4	1	1
SE	3		6		4	5		4	2		4	1	
SI	1		(1)	(1)	1	1		1		(1)	1		
SK	1	1	1	(2)	1			1			1		1
UK	6		7		5	3		5	1		5	2	
Total	51	15	71	20	89	41	19	68	24	21	84	35	18
MS	25 + UK	11	25 (+2) + UK	8 (+5)	27 + UK	18 + UK	10 (+1)	25 + UK	14 + UK	8 (+3)	27 + UK	19 + UK	9 (+2)

**Notes:** Different colours are used for different sectors: blue for the CGA sector, grey for the LRG sector, red for the education sector, green for the human health sector and yellow for social services. Numbers in parentheses relate to additional indirect members. When a given European organisation has only indirect members in a particular country, these are included in the table but are not coloured. In other words, unshaded cells that include a number in parentheses indicate a Member State where the given organisation has only an indirectly affiliated sector trade union organisation(s) and no directly affiliated trade unions. MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

The landscape of European associations to which national public services employer organisations are affiliated looks different. The green highlighted cells in Table 32 correspond to the single organisations that are involved in the ESSDCs for the given sectors. The respective representativeness studies have illustrated that, for each sector, this is also the most representative European organisation.

The difference between trade unions and employer organisations is that, in the case of trade unions, except for ETUCE, which organises only education sector trade unions, all European trade union organisations cover several public services sectors, with EPSU covering all of them. Similarly to the European trade union landscape, on the employer side there are also a number of other European associations that have national sector-related employer organisations affiliated to them.

Table 32: European organisations (EOs) representing national sector-related employer organisations

EO	CGA	LRG	Education	Human health	Social services
EUPAE	17 affiliated EOs in 16 MS + UK				
CEMR		47 affiliated EOs in 27 MS + UK			18 affiliated EOs in 12 MS + UK
EFEE			44 affiliated EOs in 21 MS + UK		
SGI Europe	6 affiliated EOs in 6 MS	6 affiliated EOs in 6 MS	10 affiliated EOs in 4 MS + UK	9 affiliated EOs in 6 MS + UK	12 affiliated EOs in 5 MS + UK
HOSPEEM				13 affiliated EOs in 11 MS + UK	
HOPE				11 affiliated EOs in 10 MS + UK	1 affiliated EO in 1 MS
UEHP				6 affiliated EOs in 6 MS	Some affiliated associations
Social Employers					25 affiliated EOs in 16 MS

**Note:** MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)

SGI Europe is a cross-industry social partner organisation that is involved only in cross-industry European social dialogue. It has national sector-related employer organisations affiliated to it in about five or six Member States depending on the particular public services sector. In the CGA sector, SGI Europe has a member organisation in Austria, Denmark, Finland, the Netherlands, Spain and Sweden. For the LRG sector, SGI Europe has only one affiliated employer organisation that is not also affiliated to CEMR; this is ARAN in Italy. In the education and the human health sectors, it is essential to note that both EFEE and HOSPEEM are sectoral federation member organisations of SGI Europe.

In the human health sector, HOPE and UEHP have a number of affiliated sector-related employer organisations in 10 and 6 Member States, respectively. HOPE can be considered a European employer organisation, as it also develops European activities related to working conditions and it cooperates with trade unions. However, when comparing the overall memberships of HOPE and HOSPEEM, it should be noted that HOPE represents organisations from the hospital and health sector, whereas HOSPEEM represents only hospital and healthcare employers with the power to engage in collective bargaining with trade unions at national level. HOPE has a cooperation agreement with HOSPEEM. UEHP can be considered a European business association because it does not directly undertake activities regarding working conditions and it does not cooperate with European trade union organisations on such topics.

In social services activities, Social Employers is the organisation with the largest number of affiliated employer organisations, followed by CEMR. Social Employers organises employer organisations that represent privately provided social services, while the CEMR member organisations mainly represent public sector social services providers, linked to local and regional authorities.

Both HOPE and UEHP do also have some affiliated employer organisations representing providers of residential social services, social services for older people and people with disabilities, and mental

healthcare. HOPE has member organisations in all 27 Member States and the UK, and UEHP has member organisations in 10 Member States. Tables 32 and Table 33 include only the national sector-related employer organisations that are either involved in sector-related collective bargaining or affiliated to a European social partner organisation. As HOPE and UEHP are not considered to be European social partner organisations, only their member organisations involved in sector-related collective bargaining are included here.

The landscape of European organisations summarised in Table 32 is illustrated in Table 33 by country, for all 27 Member States and the UK.

**Table 33: Affiliated sector-related employer organisations in the EU27 and the UK**

Country	CGA	LRG	Education		Human health				Social services		
	EUPAE	CEMR	EFEE	SGI Europe	HOSPEEM	HOPE	UEHP	SGI Europe	Social Employers	CEMR	SGI Europe
AT	OBS	2					1		4	1	
BE	M	5	6	2	1	1		1	1	4	5
BG		1	3			1			1		
CY		1	1				1	1		1	
CZ	M	1	1						1		
DE	OBS	4	1	2	1				1	2	
DK		2		2	1	1		1		2	2
EE		1	1			1				1	
EL	M	2	1								
ES	M	1	1				1		3		
FI		1	2		1			1	1	1	
FR	M	1			1	1			3		1
HR		3	1								
HU	OBS	1	1							1	
IE		1	3		1						
IT	M	1	2		1		1	1	2		1
LT	M	1			1				1		
LU	M	1				1			2	1	
LV		1	1		1	1				1	
MT	OBS	1	1								
NL		2	4		2	1			1		
PL		1							1		
PT	OBS	1	3				1				
RO	M	3	1				1		1		

SE		1	2	2	1	1		1		1	2
SI	OBS	3	5						1	1	
SK	M	1	1			1			1		
UK	M	3	2	2	1	1		1		1	1
Total	17	47	44	10	13	11	6	7	25	18	12
Member States	16 + UK	27 + UK	21 + UK	4 + UK	11 + UK	10 + UK	6	6 + UK	16	12 + UK	5 + UK

**Note:** Not all European associations identified in the relevant representativeness studies have been included here. M, member; OBS, observer.

**Sources:** Representativeness studies for LRG and social services, CGA, education and health (Eurofound, 2017a, 2020a, 2020b, 2020c)

EUPAE organises central governments directly, as they are the direct employers of employees in the sector. Only a small number of Member States have an institution that operates as an employer organisation for that sector. EUPAE has members in 10 Member States and in the UK and observers in six other Member States. Both the members and the observers are counted together in Tables 32 and 33. The SGI Europe members in the CGA and LRG sectors have not been included in Table 33. Similarly, some other European associations have not been included, such as EUPAN for the CGA sector.

In the human health sector and in social services, particularly, several European business associations are not included in Table 32 and professional associations are not included in Table 33. As they do not consider themselves European social partner organisations, they have not been included here; however, in the respective representativeness studies, they are included under other European associations.

## 5.2. Intersectoral overlaps between European social partner organisations

In this section, an analysis is carried out of the numbers of organisations that have members in more than one public services sector. First, the national members of the European social partner organisations in the LRG sector and social services will be considered; second, the national members in the human health sector and social services will be considered; and, third, the national members in the education sector and social services will be considered. In each of Tables 34–36, the European employer organisations are highlighted in blue and the European trade union organisations are highlighted in green.

The first analysis relates to the membership overlaps between social services and the LRG sector (Table 34). On the trade union side, the key European social partner organisation in the two sectors is EPSU, with slightly more than half of its member unions covering both LRG and social services; for UNI Europa and CESI, this is the case for about one-third of them. The overlap is particularly significant for EPSU, as it has 37 trade union members covering both social services and the LRG sector in 18 Member States. The overlap for UNI Europa is smaller, with nine trade unions having members in both social services and the LRG sector in six Member States. It is also smaller for CESI, with seven trade unions having members in both social services and the LRG sector in seven Member States.

Among the employer organisations, the overlaps in organisational membership are much smaller. CEMR has seven members (out of a total of 44 CEMR members) in six Member States, and FESE has one member in one Member State, covering both social services and the LRG sector. It is also worth noting that only 13 out of 120 employer organisations in the social services sector are also members of the LRG sector (around 11%).

**Table 34: LRG sector and social services trade unions affiliated to EU social partner organisations**

Organisation	Members in LRG sector		Members in social services sector		Members in both LRG and social services sectors (overlap)		
	Organisations	MS + UK	Organisations	MS	Organisations	MS	
CEMR	44	28	7	6	7	6	
FESE	1	1	15	13	1	1	
EPSU	61	25	69	25	37	18	
UNI Europa	13	9	37	17	9	6	
CESI	20	13	17	12	7	7	
Sources	Representativeness study for LRG and social services (Eurofound, 2020c)		Network of Eurofound Correspondents		Network of Eurofound Correspondents		

**Note:** MS, Member State(s).

The second analysis, in Table 35, shows such overlaps in relation to social services and human health sector membership. On the trade union side, the key European social partner organisations in both sectors are EPSU, UNI Europa and CESI. The overlap is particularly significant for EPSU as it has 50 trade union members covering both social services and the human health sector in 24 Member States. For UNI Europa, 14 trade unions have members in both social services and the human health sector in eight Member States. For CESI, eight trade unions have members in both social services and the human health sector in six Member States.

Among the employer organisations, the overlaps in organisational membership are much smaller. HOSPEEM has two members in two Member States and FESE has one member in one Member State covering both social services and the human health sector.

**Table 35: Human health sector and social services trade unions affiliated to EU social partner organisations**

Organisation	Members in health sector		Members in social services sector		Members in both human health and social services sectors (overlap)	
	Number	MS	Number	MS	Number	MS
HOSPEEM	13	12	2	2	2	2
FESE	None identified	None identified	17	13	1	1
EPSU	64	26	70	24	50	24
UNI Europa	8	5	37	19	14	8
CESI	21	11	17	12	8	6
Sources	Representativeness study for human health (Eurofound, 2020b)		Network of Eurofound Correspondents			

**Note:** MS, Member State(s).

The third analysis relates to the membership overlaps between social services and the education sector (Table 36). On the trade union side, the key European social partner organisations in the two sectors are ETUCE, EPSU and CESI. The overlap is particularly significant for EPSU, as it has 32 trade union members covering both social services and the education sector in 14 Member States. The overlap is smaller for CESI, with six trade unions having members in both social services and the education sector.

Among the employer organisations, the overlaps in the organisational membership are much smaller. CEMR has five members in five Member States covering both social services and the education sector. EFEE has three members in three Member States covering both social services and the education sector.

**Table 36: Education sector and social services trade unions affiliated to EU social partner organisations**

Organisation	Members in education sector		Members in social services		Members in both education and social services sectors (overlap)	
	Number	MS + UK	Number	MS	Number	MS
CEMR	5	5	8	6	5	5
EFEE	46	23	3	3	3	3
FESE	None identified	None identified	17	13	0	0
ETUCE	89	28	4	4	4	4
EPSU	39	19	69	25	32	14
UNI Europa	None identified	None identified	37	18		
CESI	19	11	17	12	6	5

**Note:** MS, Member State(s).

**Sources:** Representativeness studies for LRG and social services, education and health (Eurofound, 2020a, 2020b, 2020c)

### 5.3. Landscape of ESSDC activities

Since their establishment, the different ESSDCs have produced a series of joint positions, statements, declarations, and other texts and activities. These are presented in Table 37. It should be noted that in Table 37 no distinction is made between activities and agreed texts or between the status of the agreed texts, whether they are agreements, replies to a consultation or joint opinions. The purpose of Table 37 is to see whether any topics, in whatever activity or text they appear, are being dealt with by several ESSDCs in any way.

**Table 37: Comparison of activities, replies to consultations, joint opinions and other agreed texts in the different ESSDCs and public services sectors**

Year	Human health	Education	LRG	CGA
2007	Joint declaration on health services in the EU			
2008	Code of conduct on ethical cross-border recruitment and retention in the hospital sector		Joint response to the consultation of the European social partners on sectoral social dialogue	
2009	Framework agreement on prevention from sharp injuries in the hospital and healthcare sector		Joint message to the spring European Council	
2010	Multi-sectoral guidelines to tackle third-party violence and harassment related to work and Measures to counter workplace violence <sup>a</sup>			
2010			Joint message to the spring European Council	

Year	Human health	Education	LRG	CGA
	Framework of actions on recruitment and retention		Joint statement to the European Council on the economic crisis	
2011	Riga Declaration on strengthening social dialogue in the health care sector in the Baltic countries	Investing in the future: a joint declaration on education, training and research	Municipal and regional employers and trade unions deeply concerned about the effects of the crisis (joint statement)	Effects of the crisis – statement
	Joint statement and contribution to the EU green paper on reviewing the Directive on the Recognition of Professional Qualifications	Joint guidelines on trans-national co-operation in lifelong learning among education stakeholders	The European Commission guide on socially responsible public procurement (joint statement)	Equal pay for women and men – statement
2012	Joint report on the use and implementation of the code of conduct on ethical cross-border recruitment and retention in the hospital sector	Statement on the amendments of the Professional Qualifications Directive (2005/36/EC)	Framework of action for local and regional government	Quality service in central government administrations – joint European framework agreement
			Joint social partner response (local and regional government) to the green paper COM(2012) 7 final on restructuring	Traineeships: Response to the European Commission communication 'Towards a quality framework on traineeship'
	Joint statement on the action plan for the health workforce in Europe		Joint letter to MEP Tarabella on review of procurement directives	EU Commission green paper on restructuring and anticipation of change – joint opinion
2013	Guidelines and examples of good practice to address the challenges of an ageing workforce	Joint declaration on the promotion of self-evaluation of schools and teachers	Local and regional government: Supporting the European framework of action on youth employment	Towards well-being at work in central government administrations as part of a new EU occupational safety and health strategy framework – statement
		Implementation guide for the education sector of the multi-sectoral guidelines to tackle third-party violence and harassment related to work	Necessity and nature of a new EU OSH policy framework (joint response)	
2014	Joint statement on the new EU occupational safety and health policy framework		Joint guidelines on migration and strengthening migration and anti-discrimination in local government	Preventing undeclared work – joint response in second stage consultation
				Closing the gender pay gap – recommendations
				Strengthening human resources by anticipating and managing change – joint policy guidelines on strategy

Year	Human health	Education	LRG	CGA
2015	Joint follow-up report on the use and implementation of the HOSPEEM-EPSU framework of actions on recruitment and retention	Joint declaration on supporting early career researchers in higher education in Europe		Information and consultation rights for central government administrations – framework agreement
		Joint declaration on school leadership		Quality central government services for people in vulnerable situations – recommendations
		Joint position on the contribution of sectoral social dialogue to strengthening social dialogue		
2016	EU-funded project: 'Assessing health and safety risks in the hospital sector and the role of the social partners in addressing them: the case of musculoskeletal disorders (MSDs) and psychosocial risks and stress at work'	Joint practical guidelines on how to promote social partner initiatives to prevent and combat psychosocial hazards in education	Framework for well-being at work in the local and regional government sector	
	Joint declaration on continuing professional development and life-long learning for all health workers in the EU	Joint declaration on preventing and combating psychosocial hazards in the education sector		
2017	EU funded project: 'Promoting effective recruitment and retention policies for health workers in the EU by ensuring access to CPD and healthy and safe workplaces supportive of patient safety and quality care'	Joint statement on improving vocational education and training in Europe		
		Joint statement on promoting the potentials of the European sectoral social dialogue in education		
2018	Joint press release for the 10-year anniversary of the code of conduct on ethical cross-border recruitment and retention	Joint declaration towards a framework of actions on the attractiveness of the teaching profession		EU-funded project: 'Improving work-life balance: opportunities and risks coming from digitalisation'
2019	Joint follow up report on Directive 2010/32/EU on the prevention of sharp injuries in the hospital and healthcare sector	Joint practical guidelines on how to promote effective integration of migrant and refugee learners in the education and socio-economic environment of the host countries through joint social partner initiatives at national, regional and local level		

Year	Human health	Education	LRG	CGA
		<p>Proposal for a quality framework for an effective inclusion of migrants and refugees in education</p> <p>Joint statement on multiculturalism, democratic citizenship and social inclusion in education 'Quo Vadis Europa, Quo Vadis Education'</p>		
<b>2020</b>	EU-funded project: 'Strengthening sectoral social dialogue in the hospital sector in eastern, southern and central Europe'		<p>Joint statement on COVID-19</p> <p>Joint reaction to the 'First phase consultation of social partners under Article 154 TFEU on a possible action addressing the challenges related to fair minimum wages'</p> <p>Joint statement on the 10th anniversary of the multi-sectoral guidelines to tackle third-party violence and harassment related to work</p> <p>Handbook for social partners and a final declaration (joint CEMR-EPSU project, 2018–2020, 'Localising the European Semester')</p>	
<b>Number</b>	18	17	18	13

**Note:** <sup>a</sup> The CGA ESSDC signed the Multi-sectoral guidelines to tackle third-party violence and harassment related to work in 2018.

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

This comparison shows how different sectoral social partners have worked to address the common priorities facing the different public services sectors. In part, the sector ESSDCs reflect the specific challenges facing the individual sectors. For example, a recurring theme in the hospitals and human health ESSDC is the recruitment and retention of workers in the sector, which has been addressed by the social partners on several occasions. Similarly, the education ESSDC has focused several activities on the needs of its professional groups, such as school leaders or early career researchers. A number of common themes can be observed that several ESSDCs have addressed through their activities.

- Several ESSDCs have adopted positions calling for the strengthening of social dialogue processes and bodies.
- Several ESSDCs have adopted actions relating to occupational health and safety issues facing the sector, such as third-party violence, harassment at work and general psychological occupational health and

safety challenges. This underlines the increasing cross-sectoral importance of occupational health and safety issues and the cross-cutting nature of such challenges in public sector workplaces.

- Several ESSDCs have included in their activities issues relating to the recognition of professional qualifications, lifelong learning and the training of sector employees. This highlights the recurring challenge of ensuring that sector employees have the appropriate skills mix and updating it.
- Several ESSDCs have taken positions and actions on the need to further promote gender equality among the workforce in the different sectors and also to address the needs and interests of other vulnerable groups, such as migrants, young people or vulnerable people in general. This underlines the common mission of public service stakeholders to serve the needs of different population groups, including those in vulnerable positions.

For social services, there was no recognised ESSDC in 2020. Nevertheless, a number of cooperation agreements, joint texts and joint projects were realised in 2020 and in previous years regarding social services activities.

Successful cooperation between Social Employers and EPSU started with the Pessis project in 2012 and Pessis+ in 2018. In 2019 and 2020, six joint texts were agreed between Social Employers and EPSU (Table 38). In addition, two new EU-funded projects have been developed with several bodies, including EPSU and Social Employers. In 2020, the Sowell project looked into social dialogue in welfare services, and in 2021 the new Foresee project will deal with challenges related to COVID-19 and promote social dialogue in social services at EU level and in four targeted countries (Greece, Poland, Portugal and Romania) and will work on reinforcing the attractiveness of social services across the EU. Social Employers is also an official partner, together with EPSU, of the European Agency for Safety and Health at Work 2020–2022 campaign ‘Healthy workplaces – Lighten the load’, which aims to raise awareness of and tackle work-related musculoskeletal disorders.

**Table 38: Texts agreed by EPSU and the Federation of European Social Employers**

Date	Topic (and reference)
6 June 2019	Joint position paper on digitalisation in social services: <i>Assessment of opportunities and challenges</i> (Federation of European Social Employers, 2019a)
26 September 2019	Joint letter to Ms Thyssen on social dialogue – <i>Building social dialogue for the social services sector: Time to move to the next level!</i> (Federation of European Social Employers, 2019b)
26 March 2020	Joint statement on COVID-19 outbreak – <i>The impact on social services and needed support measures</i> (Federation of European Social Employers, 2020a)
17 April 2020	Joint letter to Commissioner Schmit calling for action to tackle the lack of protective equipment for some of the most exposed workers: the 11 million social services workers all across Europe (Federation of European Social Employers, 2020b)
24 June 2020	Joint position paper on recruitment and retention in European social services (Federation of European Social Employers, 2020c)
19 October 2020	Joint position paper preparing the social services sector for the COVID-19 resurgence and increasing resilience (Federation of European Social Employers, 2020d)

**Source:** *Federation of European Social Employers*

Social Employers also contributed to the consultation on the forthcoming action plan for social economy. In this framework, it also published a joint statement about social dialogue in the social economy (Federation of European Social Employers, 2021).

Further activities concern care-related activities in PHS. These activities appear to relate at least partly to social services in NACE code 88 and also NACE code 97. In this area the cooperation is between UNI Europa and the European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) on the side of the trade unions and between EFSI and EFFI for employers in PHS.

UNI Europa organises in several sectors, and in social services it mainly represents the trade unions covering workers in privately provided social services. EFFAT is the European trade union federation for the food, agriculture and tourism sector, but also represents workers in PHS, namely the domestic work sector. EFFE represents the interests of national stakeholders including social partner organisations (workers and employers) operating in the field of direct employment. This model is characterised by a contractual work relationship between two private individuals, without any trading or profit-making objective. EFSI is the voice of the PHS industry at European level, representing national associations, employer organisations, PHS providers and companies involved in the development of PHS. It currently operates in 21 EU Member States.

UNI Europa, EFFAT and EFSI were involved in a first joint project in 2016, which resulted in joint recommendations on the quality of jobs and services in PHS (forquality.eu, 2016). In 2020, a joint statement on working conditions was issued in the context of the Ad-PHS project (Advancing Personal and Household Services, 2020). Furthermore, UNI Europa, EFFAT, EFFE-and EFSI issued the following two joint statements related to the impact of COVID-19 on PHS workers (in April 2020) and their access to vaccination (in December 2020):

- a joint statement on COVID-19 and PHS workers, which also includes non-residential care workers in the social services (UNI Europa, 2020a)
- a statement on vaccination for PHS workers, which also includes non-residential social services workers (UNI Europa, 2020b)

## 6. Conclusions

In 2018, over 57 million workers were employed in the different public services sectors covered by this study across the EU and the UK. This represents 25% of the overall workforce in the total economy and thus forms a significant part of the national labour markets. The significant proportion of the overall EU workforce employed in these public services sectors is not the only factor indicating their importance. These public services are also crucial for the proper functioning of our society, now and in the future. The challenging situation of the COVID-19 pandemic has made us even more aware of the importance of public services.

The highest numbers of workers are found in the education sector (over 17 million) followed by the public administration sector (both CGA and LRG) (15 million workers). Human health activities employ around 14 million workers, with residential care and social work activities employing around 5.5 million workers each. About 20% of these social services employees are also part of the LRG sector, as they work in social services directly provided by local or regional authorities. For Denmark, Finland and Sweden, this equates to 50% or more, while for all other EU Member States it is around 15%.

The importance of the public services workforce differs between countries. On the one hand, in countries such as Belgium, Sweden and the UK, such workers make up more than 30% of total national employment. In contrast, this figure is less than 20% in Romania, Bulgaria and Poland. The most prevalent ownership structure of organisations providing public services is public ownership.

In Chapter 2, the employment structures within each sector are explored. For the LRG sector, 77% of employment is in administration. For the human health sector, 58% of employment is associated with hospital activities and, for the education sector, 41% of employment is in secondary education and 25% is in primary education. Within social services activities, 57% of the workforce is involved in providing care for older people and 25% of the workforce is involved in providing care for people with disabilities. Employees providing childcare account for 13% of the total social services workforce. Chapter 2 also analyses the ways that public and private institutions provide social services, human health care and education. The LRG and CGA sectors can be considered by definition to consist wholly of public sector activities, even though services may also occasionally be contracted out to private providers.

The overall landscape includes over 500 national trade unions and around 400 employer organisations across the public services sectors. The highest numbers of trade unions and employer organisations can be found in the human health sector. This is also the sector in which there is the highest proportion of organisations covering only one sector. With regard to trade unions, there are often different organisations for different parts of the sector, while, for employers, the public–private sector divide contributes to the higher number of employer organisations. There is also a high number of trade unions in the human health sector, mainly because of the different professional groups for which separate trade union organisations exist. The different reasons for fragmentation and pluralism are analysed in detail in Chapter 3. With regard to social services activities, relatively high numbers of trade unions and employers were also identified, with a low proportion of them covering only social services.

The national social partner organisations with a membership domain covering more than one sector are analysed in section 3.4. Between one-third and half of the national social services trade unions also organise in the LRG sector. For employer organisations, this is about 20%. About 25% of the education and human health sector trade unions also organise in the LRG sector. For employer organisations, this is true of almost 20% of them. Around 20% of the social services trade unions have a bi-sectoral membership domain also covering the CGA sector. For the education and human health sector, this is the case for 10–15% of trade unions. With regard to employer organisations, no significant bi-sectoral membership domain with CGA employers has been found.

In terms of activities, the social partners covering non-residential social services and social services oriented towards children most frequently also organise in the education sector, while the social partners organising employees and employers from residential social services and social services oriented towards the vulnerable population, including older people, people with disabilities and those requiring mental healthcare, often also organise in the human health sector.

The involvement of national trade unions and employer organisations in collective bargaining and social dialogue is also an essential aspect of the industrial relations landscape of public services. In some countries, the collective bargaining coverage is similar in the different public services sectors, while in the other Member States there are certain parts of the sectors where the proportions of employees covered by collective bargaining are lower. For employees of privately provided public services, collective bargaining coverage is often much lower.

The analysis in section 3.3 of the trade unions and employer organisations with most members in each of the different sectors revealed a difference between them. For many Member States, the same trade unions have the most members in several public services sectors. The same national organisations are thus important national bodies in more than one of the sectors considered here. This was not the case for the national employer organisations. In addition, at European level, European trade union organisations such as EPSU and CESI have members in all the public services sectors; only ETUCE is limited to the education sector only. In contrast, with regard to European employer organisations, a single different organisation is involved in each ESSDC for the different sectors.

EPSU is the organisation with most members in all public services sectors. For each of the sectors, EPSU has a trade union affiliated to it in all Member States and, in over one-third of the Member States, the trade union with most members in a sector is affiliated to EPSU. CESI has a smaller membership domain, covering about 19 Member States for each of the public services sectors, partly through directly affiliated trade unions and partly through sector-related trade unions that are indirectly affiliated through multisector confederations that are members of CESI. UNI Europa organises trade unions in about half of the Member States in the human health sector and in two-thirds of the Member States for social services. While UNI Europa represents only trade unions organising privately provided social services, EPSU covers trade unions in both public and privately provided social services.

With regard to European employer organisations, EUPAE is the leading organisation for the CGA sector, CEMR for the LRG sector, EFEE for the education sector and HOSPEEM for the human health sector. SGI Europe has national sector-related employer organisations affiliated to it in about five or six Member States depending on the particular public services sectors. For social services, Social Employers and CEMR both have a large number of employer organisations affiliated to them in more than half of the Member States. CEMR mainly organises the employers of publicly provided social services, and Social Employers organises the employer organisations covering privately provided social services. The analysis of the concluded texts in the existing ESSDCs for the CGA, LRG, education and human health sectors shows that there are topics on which the ESSDCs can inspire each other and perhaps consider exchanging information or cooperating in the future. With this comparative analysis of the different aspects of these public services sectors, this report aims to contribute to a better understanding of the overall multisectoral landscape.

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## Annex 1: Details of national trade unions

Table 39 details the public services trade unions, their European affiliations, the sectors covered and their collective bargaining involvement.

### Colour coding:

- orange represents direct membership and yellow represents indirect membership
- green and grey represent the parts of the sector covered
- blue indicates the organisations involved in collective bargaining

Number coding with respect to the size of the organisation:

- 1 indicates the largest organisation in the sector
- 2 indicates the second largest organisation in the sector
- x indicates the other organisations in the respective sector, after the largest and second largest organisations

Table 39: National trade unions in the public services sectors

Country	Trade union	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB	Collective bargaining	
AT	GPA-djp								x	1	x	x				
	Younion							1	2	2	x	x	x			
	GÖD					1	2	1		x	x	x				
	Vida									x	2	x	x			
	VAAÖ								x							
BE	UNSP					x										
	CNE-Non Marchand								x	1	x	x				
	ACLVB/CGSLB							x	x	2	x	x				
	ACV-OD (CSC-SP)					1	2	x	x	x	x	x	x			
	ACV COC							2								
	ACV COV							2								

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
ACV Onderwijs							x						
VSOA Onderwijs (SLFP)							x						
ACOD Onderwijs (CECGSP enseignement)							1						
ACOD AMiO				2									
ACOD/CGSP					1	x	x	x	x	x	x		
BBTK/SETCa								2	x	x	x		
LBC-NVK							x	1	x	x	x		
VSOA SLFP					x	x		x	x	x	x		
BG	NDWU (army only)			x									
	FITUGO (ФНСДУ)				1				x	x	x		
	FTUHCS (ФС3)				2			1	2	x	x		
	TUBT (СБУ)								1		x		
	Podkrepia CL			1	x								
	TUFEMI (police only)			2									
	TUEA Podkrepia (CAC Подкрепа)								x	x	x		
	BUT					x							
	NUS					x							
	UE Podkrepia					x							
	ITUF Culture					x							
	NF Culture Podkrepia CL					x							
	MF Podkrepia (МФ Подкрепа)					x		2	x	x	x		
	SEB						1						
	SEB Podkrepia						2						
	ITTU (НУС)					x	x		x		x		
	ITUFCCTS (HCФТКТУ)								x		x		

Country	Trade union	Sectoral bargaining										Collective bargaining	
		EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	
CY	PASYDY					1	x	x	1				SEB
	KTAMS					x							MEB
	FPSE SEK					2							
	OELMEK							2					
	OLTEK							x					
	OEKDY-SEK						x	x					SEB
	SIDIKEK-PEO						2	x					MEB
	POED							1					
	OYIK-SEK							x	x	2	x	x	SEB
	OHO-SEK						1						MEB
	PASYEK-PEO						x	x	2				SEB
	PASEY-PEO							x	x	1	x	x	MEB
	SEVETTYK-PEO								x	x	x		
CZ	ČMOS PŠ						2	1					SEB
	VOS								2				MEB
	OSOO (Statorg)					1	1	x					
	OSPKOP						x						
	ČMOSA						x						
	OSZSP ČR						x		1	1	x	x	SEB
	LOK-SČL								2				MEB
	UZO									x	x	x	
DE	ver.di					x	1	x	1	1	x	x	SEB
	DBwV					x		x					MEB
	MB								2				SEB
	VmF								x				MEB

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
GdP					x								
GÖD <sup>23</sup>					x			x					
GEW		x					2		x		x		
dbb <sup>24</sup>			x	1	2	1	x	2	x	x	x		
DHV			x					x	x	x	x		
DK	OAO	x											
	BF				x								
	FOA	x			2	x	x	1	x	x	x		
	DSR	x						1	x	x	x		
	DM		x			2		x			x		
	BUPL		x			x		x		x	x		
	Serviceforbundet (OAO)	x			x								
	HK Stat (OAO)			1		x							
	HK Kommunal	x			1	x	x	x		x			
	IDA		x		x								
	DS	x			x			x		x	x		
	SL	x				x	x	2	x	x	x		
	3F	x					x	x		x	x		
	DBIO						x						
	YL						x						
	PLO						x						
	FAS						x						

<sup>23</sup> GÖD seems to be organised by CGB, which is a member of EPSU and CESI.

<sup>24</sup> The dbb has several members in the education sector: BvLB, DPhV, VDR, KEG, VHW and VBE. Each of them is smaller than the GEW, but taken together they are bigger.

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
TF								x					
ATO								x					
Danske Fysioterapeuter								x					
DKF								x					
DP								x					
Pharmadanmark								x					
Farmakonomforeningen								x					
Danish Diet and Nutrition Association								x					
DLF			1										
GL							x						
UED							x						
DJØF						x	x	x					
Danish Association of Midwives								x					
TL	1												
HK Privat		1											
EE	ROTAL	1			1	1			1	x	x		
	EHL		1				1						
	HA						2						
	Universitas		1				x						
	TALO					2							
	EAL							1					
	ETK							x					
	EÖL							2	x	x	x		
EL	DOE		1										
	OIELE		x										

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
OLME							2						
POSDEP							x						
OLTEE							x						
OSEP TEI							x						
ADEDY							x						
FPSE SEK					x								
ESTIA				x					x	x	x		
POE-OTA						2							
ΟΣΕΑΔΕ (OSEADE)					x								
ΟΣΥΑΠΕ (OSYAPE)					x								
ΠΟΠ-ΟΤΑ (POP-OTA)						1							
POEDIN (ADEDY)							1	1	x	x			
OSNIE								2	x	x			
OKANA								x		x			
KETHEA								x	x	x			
Union of Employees in Centres for the Prevention of Addictions and the Promotion of Psychosocial Health								x		x			
Trade Union of Workers at Private Day Centres in the Athens and Piraeus Area								x		x			
ALLILEGYI								x	x				
OIYE													
ES	FSC-CCOO				x	1		2	1	x	x		
	FeSP-UGT				x	2	2	x	2	x	x		
	CSIF				1	x	x	x	x	x	x		
	FEP-USO				x								

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
ANPE							1						
CIG-ENSINO							x						
ELA GIZALAN							x						
FECCOO							x						
FE-USO							x						
FESIE							x						
STES-Intersindical							x						
SAE								x					
SATSE								1					
ELA								x					
CIG								x					
USO (hospitals)								x					
FI	ERTO							x					
	SLL							x					
	SPTL							x					
	STHL							x					
	SF							x					
	Suomen Toimintaterapeutit							x					
	STTHL							x					
	SHL							2					
	SuPer				1	x	x	1	x	x			
	Pardia			1									
	SPAL					x							
	JHL			2	2	2	x	2	x	x	x		
	TEHY				x	x	1	x	x	x	x		

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
OAJ					x	1			x		x		
AKAVA					x	x						x	
Professoriliitto (FUUP)						x							
FUURT						x							
TEK						x							
Jyty	x				x	x	x	x	x	x	x		
Talentia					x			x	x	x	x	x	x
Finnish Psychological Association					x	x	x	x	x	x	x	x	x
PRO		x					x	x	x	x	x		x
PAU		x						x		x	x		
VvL		x						x	x	x	x		
FR	CFDT Santé	x						x	x	x	x		
	CFDT-INTERCO	x			x	1			1		x		
	FA FP			x		x							
	CGT UGFF	x			x								
	CGT Santé Action Sociale	x						x	x	x	x		
	FNOS-CGT							x		x	x		
	CGT Services publics	x					x		x	x	x		
	FO Santé Sociaux/SPS FO							x				x	
	FO-Territoriaux (FGF)			x									
	FNAs-FO											x	
	UNSA				x								
	UNSA Santé Sociaux					x		x					
	UNSA Territoriaux		x			x			x	x			
	UNSA Education					x						x	

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
FGAF				x	x	x		x	x	x	x		
CSEN						x							
FP CFE-CGC						x							
CFTC Santé Sociaux								x					
SUD Santé Sociaux							x	x	x	x			
SUD Solidaires					x			x	x	x	x		
SUD Éducation						x	x						
CFE-CGC	x	x	x				x	x	x	x	x		
FPT CGC					x								
FSP-CGT					2								
SZFPT					x								
SNUTER					x								
FO Cadres		x							x	x	x		
FEC-FO		x							x	x	x		
F3C-CFDT		x							x		x		
CFE-CGC SYNEP							x						
CFE-CGC Services							x						
CFTC EPR							x						
FAEN							x						
FEP-CFDT			x				x						
FERC CGT			x				x						
FNEC FP-FO			x				x						
FPPS-FO (FO Territoriaux)	x					x	x						
SGEN-CFDT			x					x					
FSU			x					x					

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
SPELC							x						
UFSE CGT	x						x						
FNACT-CFTC				x		x							
National Union of Christian Education CFTC							x					x	
SNCS		x					x						
SNETAA-FO		x					x						
UNS-FO	x							x	x	x			
F3C-CFD		x						x	x	x			
UNS-Fa		x						x	x	x			
HR	SPH	x			1								
	SDLSN	x			2	1	x					x	
	SSKH				x								
	NSD MUP-a			x	x								
	SPROOH		x				x					x	
	SOMK	x					x					x	
	SHU		x				1					x	
	NSZSSH		x				2					x	
	NSZ.hr		x				x					x	
	PREPOROD						x						x
	SZDSSH								1	x	x		
	SSZSSH							2	2	x	x		
	HLS							x					x
HU	HSSMS-MT	x					1						
	MSZ EDDSZ						1						
	MÖSZ (PA/KPSZ)		x				x	2					

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
AOKDSZ							x						
FDSZ						2							
PDSZ						x							
PSZ						1							
TDSZSZ						x							
MZTSZ						x							
OVSZ						x							
BDDSZ					2	x							
KKDSZ				x	x								
KSZZS				1									
BDDSZ						x			1	x	x		
MKKSZ					2	1	x		2	x	x		
SZTDSZ						x			x	x	x		
HVDSZ 2000						2			x		x		
IE	PD FORRA				x								
	Connect					x							
	AHCPS				x								
	IMPACT <sup>25</sup>				x		x						
	ASTI												
	IFUT												
	INTO						1						
	TUI						2						
	Unite					x	x	x					

<sup>25</sup> IMPACT, PSEU and CPSU have merged to form Fórsa.

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
INMO								2	2	x			
					x	1	x	1	x	x	x		
						2	x	x	x	x	x		
								x	1	x	x		
IT	CONFSAL			x	x	x	x	x	x	x	x		
	FP-CGIL				2	2		2	2	x	x		
	FP-CISL				1	1		1	x	x	x		
	FPL-UIL					x		x	x	x	x		
	DIREL					x							
	DIRER					x							
	Nursing Up							x					
	NurSind							x					
	FSI Sanità							x					
	UGL Sanità							x					
	CIVEMP							x					
	FESMED							x					
	CIMO-ASMD							x					
	ANAAO ASSOMED							x					
	ANPO							x					
	CONFEDIR SANITA			x				x					
	CIMOP							x					
	SIDir.S.S							x					
	Si.Na.Fo							x					
	CISL Scuola		x				x						
	CSA CISAL Università			x			x						

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
CGS Federazione Gilda UNAMS							x						
FLC CGIL			x				1 or 2						
UGL Scuola							1 or 2						
Federazione UIL SCUOLA RUA			x				x						x
UNAMS							x						x
UILTUCS UIL		x							x	x	x		
CISAL <sup>26</sup>	x		x		x	x	x	x	x	x	x		x
LT	LTUSE	x			1	1							
	LVTPS	x				x		x		x			x
	LVPPF	x						x	x				
	LSPTDPS				x			x	x	x			
	LSJDPS				x			x	x	x			
	LSDPS 'Solidarumas'				x			1	x	x			
	LPSDPS	x	x		x			2		x			
	LKDPF				x								
	LKDPS				2								
	MJDPS 'Solidarumas'						x		x				
	LMPS		x				x						
	LŠDPS		x				x						
	SMPS 'Solidarumas'						x						
	LAMPSS		x				2						
	LŠMPS'						1						x

<sup>26</sup> CISAL has four relevant members: Anief, Cisal Scuola, Cisal Università and CSA RAL.

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
LT	LPS 'Sandrauga'						x						
	LMDPS						2						
	LSAPSF						x						
	LGS						1						
	LSSO						x						
	LSADPS						x	x	x				
LU	FGFC					1							
	FEDUSE						x <sup>27</sup>						
	OGB-L (SEW)												
	OGB-L (hospitals)							1					
	OGB-L (Services publics)					x		x	1	x	x		
	CGFP (SNE)						x						
	CGFP FEDUSE						x						
	LCGB					x		2	2	x	x		
LV	LAKRS					x	1						
	LVSADA								1	x	x	x	
	LPDA						x						
	LÄADA								2	x	x	x	
	LVIPUFDA					x	2			2	x	x	
	LIZDA							1					
	LIVA												
MT	UHM					x	1 or 2		2	2	2	x	

<sup>27</sup> This is the biggest union in secondary education (SNE is the biggest trade union in primary education).

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
GWU				x	1 or 2	1	1	1	1	1	x		
MUT						2							
UPE													
UMASA													
MUMN							x	x	x	x			
MAM							x						
MCP							x						
NL	ACOP FNV				1		x						
	FNV O&O – S&B						x	x					
	FNV Zorg en Welzijn							1	x	x	x		
	NU '91							2	x	x	x		
	AC-HOP/FBZ						x						
	AOB FNV						1						
	CNV Onderwijs						2						
	VAWO						x						
	FvOv						x						
	AVS						x						
	PO in actie						x						
	CMHF					x	x						
	FNV Overheid					1							
	CNV Overheid					2							
	AVV					x	x						
	Kunstenbond							x					
	Ambtenarencentrum				x								
	CCOP CNV				x								

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
NL	CNV Zorg & Welzijn							x	1	x	x		
	NVDA						x					SEB	MEB
	FBZ						x	2	x	x			
	NVvPO						x						
	De Unie							x		x	x		
	NCF			x				x		x	x	SEB	MEB
PL	NSZZ 'Solidarność' (SOZ)	x			1			x					
	NSZZ 'Solidarność' NAUKI		x				x						
	NSZZ 'Solidarność' Oświaty <sup>28</sup>		x	x			x					SEB	MEB
	ZNP		x				1					SEB	MEB
	ZZPAN						x			1	x	x	
	SKPPS NZZ									1	x	x	SEB
	KSPPS NSZZ 'Solidarność'					2		2					MEB
	SSP NSZZ 'Solidarność'	x				1							
	FZZPOZIPS	x						x	2	x	x		
	OZZPiP	x						1					
PT	KP OPZZ		x					x				SEB	
	ASAPOL				x								
	SINTAP	x			1	x	x	x	x	x	x	SEB	MEB
	STAL	x				1	x	x	x	x	x		
	STE					x	x	x	x	x	x		
	STAD		x						x	x	x		
SI	SITESE		x						x	x	x	SEB	MEB

<sup>28</sup> This trade union was recently renamed WZZ 'Forum-Oświaty'.

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
FNE									x		x		
FNSTFPS						2		1	1	x	x		
STSSSS								x	x	x	x		
STSS								x					
SINDITE								x					
SE								x					
SIPE								x					
SINDEPOR								x					
SERAM								x					
SIFAP								x					
FEPCES							x	x					
FETESE							x	x					
FESAHT								x					
SNP									2				
ASPAS									x				
SITAS									x				
SIM									x				
SEP								x	x	x	x		
ASPL								x					
FNSFP								x					
SNBP						x							
SNM						x							
SNPM						x							
SPGL						x							
STAAE ZN						x							

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
STEESP					x								
STML					x								
Pró-Ordem						x							
FNE			x				1						
SEPLEU							x						
SINAPE							x						
SINDEP			x				x						
SINPROF							x						
SIPE							x						
SIPPEB							x						
SNEPS							x						
SNESup							x						
SNPL							x						
FENPROF			x				1						
SPLIU							x						
ANP			x				2						
STSS								x	x	x			
SNAS							x		x	x	x		
CESP								x	x	x			
RO	SEDLEX	x											
	ANSB SED LEX	x											
	CSN Meridian		x		2	x	x	x					
	SANITAS	x							1	2	x	x	
	'COLUMN'A'	x				1				1	x	x	
	FSAP 'PUBLISIND'	x			2				x	x	x		

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
SE	'HIPOCRAT'	EPSU						2	x	x			
	Solidaritatea Sanitara			EPSU				x					
	FNS 'PRO. ASIST'								x	x	x		
	FSAPH								x	x	x		
	FNS Alma Mater		EPSU				x						
	FSI Spiru Haret		EPSU				2						
	FSLE		EPSU				1						
	FSIE						x						
SE	BRF					x							
	Kommunal	EPSU	EPSU			1	x	2	1		x		
	Lärarförbundet		EPSU			x	1						
	LR		EPSU				2						
	SFHL		EPSU				x						
	Skolledarna						x						
	SULF						x						
	Sveriges Ingenjörer					x	x						
	Vision	EPSU				x	x	x	x		x		
	Sveriges Arbetsterapeuter					x		x	x	x			
	Akademikerförbundet SSR	EPSU			2	x	x	x	2	x	x		
	Psykologförbundet							x					
	Fysoterapeuterna					x		x					
	Sveriges Farmacevtförbund							x					
	Tandläkarförbundet							x					
	Vårdförbundet	EPSU				x		1	x		x		
	Ledarna					2		x	x		x		

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
Läkarförbundet					x			x	x	x			
Unionen		x				x	x	x	x	x	x		
ST (Fackförbundet ST)	x				1		x		x		x		
SEKO	x				2		x		x		x		
SI	KSS PERGAM		x		1								
	SZS PERGAM	x				x		x				x	x
	FIDES							x					
	SDZNS			x		x		2					
	DENS							x					
	PRAKTIK.UM							x					
	SZSVS					x		1	1	x	x		
	SZSSS					x		x	x	x	x		
	SINCE 07	x							2	x	x		
	SVIZ/ESTUS		x			2	1						
	VSS						x					x	x
	ZSSS-VIR						2					x	x
	NSDLU						x						
	VIR					x							x
	GLOSA					x						x	x
	KS-90					x							x
	KSS					x						x	x
	SDOS					1							x
	SFRU					x							x
	SINDIR					x							x
	SJUS					2							x

Country	Trade union										Collective bargaining		
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB
SORS						x							
	SPGS					x							
SK	LOZ							1					
	OZ SaPA							2					
	SOZ ZaSS	■				2			1	x			
	TUCEA (army)	■			x								
	SLOVES	■	■		x	1			2	x			
	OZPŠAV		■				1						
	ZPSaV NKOS						2						
	NŠO						x						
	VSOZ			■		x							
UK	PCS	■			x								
	POA	■			x								
	FDA	■			x								
	Prospect	■			x	x	x						
	EIS		■					x					
	NASUWT		■					2					
	NEU		■					x					
	SSTA		■					x					
	UCU		■					x					
	UTU		■					x					
	Voice							x					
	NAHT							x					
	ASCL					x	2	x	x	x	x		
	GMB	■						x	x	x	x		

Country	Trade union												Collective bargaining	
	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Social services (NACE 87 + 88)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	SEB	MEB	
RCM							x	1			x			
RCN					x		2	x	x	x	x			
SWU					x			x	x	x	x			
Unison					1	1	1	2	x	x				
Unite				x	x	x	x	x	x	x	x			
BMA							x							
BOS TU							x							
BDA							x							
SOR							x							
MiP							x							
ALACE					x									
FBU					x									
FOA					x									
NIPSA					x									

**Note:** MEB, multi-employer bargaining; SEB, single-employer bargaining.

The situation of over 500 European public sector trade unions is summarised in Table 40 (the full list of trade unions is provided in Table 41). In relation to membership of European-level organisations, the most widespread is membership of EPSU (138 organisations) and ETUCE (78 organisations). This is followed by membership of UNI Europa (39 organisations) and CESI (43 members). On the other hand, a number of public services trade unions do not belong to any of the main European-level employer organisations.

In terms of sector coverage, most trade unions are active in the education sector (202 organisations) and the healthcare sector (214 organisations), followed by the LRG sector (158 organisations). For the social services, there are 147 trade unions in the non-residential care sector and 127 in the residential care sector.

Over 60% of the trade unions in the public services sectors participate in collective bargaining processes. Practically all trade unions participate in collective bargaining in some countries, for example Austria, Bulgaria and Germany.

**Table 40: Public services trade unions, European affiliations, sectors covered and collective bargaining involvement**

Country	Trade unions	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	Collective bargaining	
												SEB	MEB
AT	5	5	3	1	1	1	2	2	4	4	4	2	4
BE	14	7	2	6	1	4	3	9	7	7	7	7	7
BG	17	6	0	1	0	3	10	3	2	4	7	14	13
CY	14	5	1	2	0	4	5	9	5	3	2	6	4
CZ	8	5	0	1	0	1	5	3	2	2	2	8	4
DE	9	2	0	1	3	3	4	4	6	3	4	6	6
DK	33	11	4	2	0	2	6	10	19	3	8	0	32
EE	8	1	0	2	0	1	2	3	3	2	2	6	6
EL	21	5	0	2	2	2	4	6	1	5	7	8	2
ES	16	4	0	7	4	4	3	9	8	3	3	12	15
FI	24	5	3	3	0	2	9	10	14	8	10	10	19
FR	48	15	8	8	7	7	13	22	7	12	14	24	22
HR	14	5	0	4	1	4	1	7	3	2	2	7	10
HU	16	4	1	5	2	3	5	11	2	3	4	11	6
IE	13	5	1	3	0	4	4	6	5	4	3	7	10
IT	28	3	2	3	4	4	7	9	5	6	6	10	27
LT	21	5	1	3	1	1	8	6	6	5	6	9	19
LU	8	2	0	2	4	3	1	3	4	3	3	1	6
LV	7	2	0	1	2	2	3	1	2	3	3	6	5
MT	8	1	1	1	1	2	2	2	5	3	3	6	2
NL	23	5	0	1	4	5	4	11	7	5	7	8	21
PL	11	4	1	3	1	1	2	4	4	2	2	5	2
PT	50	4	2	3	1	2	9	22	20	11	13	30	32
RO	14	6	0	3	2	4	3	5	4	6	5	9	10
SE	21	6	1	4	0	3	11	12	12	4	7	6	20
SI	23	1	2	1	1	1	15	4	7	3	3	8	21
SK	9	3	0	2	2	2	3	3	2	2	0	8	7
UK	28	11	0	6	0	6	10	13	10	5	6	10	20

Country	Trade unions	EPSU	UNI Europa	ETUCE	CESI	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	Collective bargaining	
												SEB	MEB
EU27 + UK	511	138	33	81	44	81	154	209	176	123	143	244	352

**Note:** MEB, multi-employer bargaining; SEB, single-employer bargaining.

**Sources:** Representativeness studies for LRG and social services, CGA, education and human health (Eurofound, 2017a, 2020a, 2020b, 2020c)

**Table 41: Abbreviations for public services trade unions and their full names**

Country	Abbreviation	Full association name in original language	Full association name in English
AT	GPA-djp	GPA-djp: Gewerkschaft der Privatangestellten – Druck, Journalismus, Papier	Union of Salaried Employees, Graphical Workers and Journalists
	Younion	Younion: Younion – die Daseinsgewerkschaft	Younion Trade Union
	GÖD	GÖD: Gewerkschaft Öffentlicher Dienst	Union of Public Employees
	Vida	Vida: Vida – die Lebensgewerkschaft	Vida Trade Union
	VAAÖ	Verband Angestellter Apotheker Österreichs	Association of Employed Pharmacists in Austria
BE	UNSP	Union National des Services Publics	National Union of Public Services
	CNE-Non Marchand	Centrale nationale des employés Non Marchand	National White Collar Federation (Non-profit)
	ACLVB/CGSLB	Algemene Centrale der Liberale Vakverbonden van België/Centrale Générale des Syndicats Libéraux de Belgique	General Federation of the Liberal Trade Unions of Belgium
	ACV-OD (CSC-SP)	Algemeen Christelijk Vakverbond Openbare Diensten	General Christian Trade Union Public Services
	ACV COC	Christelijke Onderwijscentrale – COC	General Christian Trade Union – Christian Education Federation
	ACV COV	Christelijke Onderwijzersverbond – COV	General Christian Trade Union – Christian Primary Education
	ACV Onderwijs	Algemeen Christelijk Vakverbond Onderwijs	General Christian Trade Union – Teachers' Association
	VSOA Onderwijs (SLFP)	Vrij Syndicaat voor het Openbaar AMBT Onderwijs	Free Trade Union for Public Services – Education
	ACOD Onderwijs (CECGSP enseignement)	Algemene Centrale der Openbare Diensten Onderwijs	General Federation of Public Services – Education
	ACOD AMiO	Algemene Centrale der Openbare Diensten AMiO	General Federation of Public Services – AMiO sectors

	ACOD/CGSP	Algemene Centrale der Openbare Diensten/Centrale Générale des Services Publics	General Federation of Public Services
	BBTK/SETCa	Bond van Bedienden, Technici en Kaderleden/Syndicat des Employés, Techniciens et Cadres	Union of Employees, Technicians and Executives
	LBC-NVK	Landelijke Bedienden Centrale – Nationaal Verbond voor Kaderpersoneel	National Employees Central – National Association of Senior Staff
	VSOA SLFP	Vrij Syndicaat voor het Openbaar Ambt (Lokale en Regionale Besturen)	Free Syndicate for Public Services (Local and Regional Authorities)
BG	NDWU (army only)	Национален синдикат на отбранителните работници	National Defence Workers' Union
	Podkrepa CL	Синдикат 'Висше образование' към КТ 'Подкрепа'	Higher Education Union Podkrepa
	TUFEMI (police only)	Синдикална федерация на служителите в Министерство на вътрешните работи	Trade Union of Employees in the Ministry of the Interior – Bulgaria
	BUT	Синдикат на българските учители	Bulgarian Union of Teachers
	NUS	Независим учителски синдикат	Independent Teachers' Trade Union
	UE Podkrepa	Синдикат 'ОБРАЗОВАНИЕ' Подкрепа	Union of Education Podkrepa
	ITUF Culture	Независима Синдикална Федерация 'Култура'	Independent Trade Union Federation – Culture
	NF Culture Podkrepa CL	Национална федерация 'Култура' – КТ 'Подкрепа'	National Federation – Culture – Podkrepa CL
	SEB	Синдикат на българските учители SEB	Bulgarian Union of Teachers
	SEB Podkrepa	Синдикат на българските учители Подкрепа	Bulgarian Union of Teachers Podkrepa
	FITUGO (ФНСДУ)	Федерация на независимите синдикати от държавното управление и организации	Federation of Independent Trade Unions of Governmental Organisations
	FTUHCS (ФСЗ)	Федерация на синдикатите в здравеопазването	Federation of Trade Unions in the Healthcare Services
	TUBT (СБУ)	Синдикат на българските учители	Trade Union of Bulgarian Teachers
CY	TUEA Podkrepa (CAC Подкрепа)	Синдикат на административните служители Подкрепа	Trade Union of Employees in Administration Podkrepa
	MF Podkrepa (МФ Подкрепа)	Медицинска федерация Подкрепа	Medical Federation Podkrepa
	ITTU (НУС)	Независим учителски синдикат	Independent Teachers' Trade Union
	ITUFCCTS (НСФТКТУ)	Независима синдикална федерация на търговията, кооперациите, туризма и услугите	Independent Trade Union Federation of Commerce, Tourism, Cooperatives and Services
	OEKDY-SEK	Ομοσπονδία Εργατοϋπαλλήλων Κυβερνητικοστρατιωτικών και Δημοσίων Υπηρεσιών Κύπρου	Cyprus Federation of Governmental Military Workers – Employees and Public Services – SEK

	PASYEK-PEO	Παγκύπρια Συντεχνία Εργατούπαλλήλων Κυβερνητικο-Στρατιωτικών και Κοινωνικών Ιδρυμάτων	Pancyprian Government and Military Workers' Trade Union – Pancyprian Federation of Labour
	SIDIKEK-PEO	Συντεχνία Ημικρατικών, Δημοτικών και Κοινοτικών Εργατούπαλλήλων Κύπρου	Cyprus Semi-governmental, Municipal and Local Authority Workers' and Employees' Trade Union
	OHO-SEK	Ομοσπονδία Σωματείων Ημικρατικών Οργανισμών	Trade Union Federation of Semi-governmental Organisations
	PASYDY	Παγκύπρια Συντεχνία Δημοσίων Υπαλλήλων Κύπρου	Pancyprian Public Servants' Trade Union
	OELMEK	Οργάνωση Ελλήνων	Organisation of Secondary School Teachers of Cyprus
	OLTEK	Λειτουργών Μέσης Εκπαίδευσης Κύπρου	Secondary Education Officers of Cyprus
	KTAMS	Kıbrıs Türk Amme Memurları Sendikası	Cyprus Turkish Civil Servants' Trade Union
	FPSE SEK	Η Συνομοσπονδία Εργαζομένων Κύπρου	Cyprus Workers' Confederation
	POED	Παγκύπρια Οργάνωση Ελλήνων Δασκάλων	Pancyprian Organisation of Greek Teachers
	OYIK-SEK	Ομοσπονδία Ιδιωτικών Υπαλλήλων Κύπρου	Cyprus Federation of Private Employees
	PASEY-PEO	Παγκύπρια Συντεχνία Εργαζομένων στις Υπηρεσίες	Cyprus Trade Union of Employees in Service
	SEVETTYK-PEO	Συντεχνία Εργατούπαλλήλων Βιομηχανίας, Εμπορίου, Τύπου-Τυπογραφείων και Γενικών Υπηρεσιών Κύπρου – ΠΕΟ	Cyprus Union of Workers in Industry, Commerce, Press and Printing and General Services
CZ	OSZSP ČR	Odborový svaz zdravotnictví a sociální péče	Trade Union of Health Service and Social Care in the Czech Republic
	UZO	Unie zaměstnanců obchodu, logistiky a služeb	Union of Workers in Trade, Logistics and Services
	ČMOS PŠ	Českomoravský odborový svaz pracovníků školství	Czech and Moravian Trade Union of Workers in Education
	VOS	Vysokoškolský odborový svaz	Universities' Trade Union
	OSSOO	Odborový svaz státních orgánů a organizací	Trade Union of State Bodies and Organisations
	OSPKOP	Odborový svaz pracovníků kultury a ochrany přírody	Trade Union of Workers of Culture and Nature Preservation
	ČMOSA	Českomoravský odborový svaz civilních zaměstnanců armády	Czech–Moravian Trade Union of Civilian Employees of the Army
	LOK-SČL	Lékařský Odborový Klub Svaz Českých Lékařů	Union of Czech Physicians
DE	MB	Marburger Bund	Association of Salaried Civil Service Medical Doctors
	VmF	Verband medizinischer Fachberufe	Association of Skilled Medical Occupations
	GdP	Gewerkschaft der Polizei	Police Union
	ver.di	Vereinte Dienstleistungsgewerkschaft	United Services Union

	GEW	Gewerkschaft Erziehung und Wissenschaft	German Education Union
	dbb	Deutscher Beamtenbund und Tarifunion	Civil Servants' Union and Wage Union
	DHV	Die Berufsgewerkschaft	German Association of Employees in Trade and Industry
	GÖD	Gewerkschaft öffentlicher Dienst und Dienstleistungen	Public Services and Services Union
	DBwV	Deutscher BundeswehrVerband	German Armed Forces Association
DK	OAO	Offentligt Ansattes Organisationer	Organisations of Public Employees
	BF	Bibliotekar forbundet	Danish Union of Librarians
	DJØF	Dansk Jurist og Økonom forbund	Danish Association of Lawyers and Economists
	BUPL	Børne og Ungdomspædagogernes Lands forbund	Danish Federation of Early Childhood Teachers and Youth Educators
	DLF	Danmarks Lærerforening	Danish Teachers' Union
	GL	Gymnasieskolernes Lærerforening	Union of Danish Upper Secondary Teachers
	HK Kommunal	HK Kommunal Local	Clerical and Commercial Employees' Union
	HK Stat	HK Stat	Union of Clerical and Commercial Employees
	FOA	Fag og Arbejde	Trade and Labour
	DSR	Dansk Sygeplejeråd	Danish Nurses' Organisation
	DM	Dansk Magisterforening	Association of Masters and PhDs
	YL	Yngre Læger	Danish Association of Junior Hospital Doctors
	PLO	Praktiserende Lægers Organisation	Organisation of General Practitioners in Denmark
	FAS	Foreningen af Speciallæge	Danish Association of Medical Specialists
	TF	Tandlægeforeningen	Danish Dental Association
	ATO	Ansatte Tandlægers Organisation	Organisation for Employed Dentists
	Danske Fysioterapeuter	Danske Fysioterapeuter	Association of Danish Physiotherapists
	DKF	Dansk Kiropraktor Forening	Danish Chiropractors' Association
	DP	Dansk Psykolog Forening	Danish Psychological Association
	Pharmadanmark	Pharmadanmark	Pharmadanmark
	Farmakonomforening	Farmakonomforeningen	Danish Association of Pharmaconomists
	DBIO	Danske Bioanalytikere	Danish Association of Biomedical Laboratory Scientists
	Danish Association of Midwives	Danish Association of Midwives	Danish Association of Midwives
	TL	Teknisk Lands forbund	Technical Trade Union

	3F	3F	Danish Federation of United Workers
	HK Privat	HK Privat	HK Private
	HK Kommunal	HK/Kommunal Local	HK/Local Government
	IDA	Ingeniørforeningen i Danmark	Danish Society of Engineers
	DS	Dansk Socialrådgiverforening	Danish Association of Social Workers
	Serviceforbundet	Serviceforbundet	Serviceforbundet
	UED	Uddannelsesforbundet	Union of Education Denmark
	SL	Socialpædagogisk Landsforening	National Federation of Social Educators in Denmark
EE	ROTAL	Riigi- ja Omavalitsuste Töötajate Ametiühingute Liit	State and Local Government Employees' Union
	EÖL	Eesti Õdede Liit	Estonian Nurses' Union
	EHL	Eesti Haridustöötajate Liit	Estonian Educational Personnel Union
	HA	Haritlaste Ametiühing	Trade Union of Educated Personnel
	Universitas	Universitas	Universitas
	TALO	Teenistujate Ametiliitude Keskorganisatsioon	Estonian Employees' Unions' Confederation
	EAL	Eesti Arstide Liit	Estonian Medical Association
	ETK	Eesti Tervishoiutöötajate Kutseliit	Union of Estonian Healthcare Professionals
EL	POEDIN	Panellínia Omospondía Ergazoménon Dimosión Nosokomeón	Panhellenic Federation of Public Hospital Workers
	OSNIE	Omospondia Silogon Nosileftikonidrimaton Elladas	Federation of Hospital Associations of Greece
	OKANA	Sillogos Ergazomenon OKANA (Organismos Kata ton Narkotikon)	Union of Employees in the Organisation Against Drugs
	KETHEA	Sýllogos Ergazoménon KETHEA Kéntro Therapeías Exartiménon Atómon	Union of Employees in Therapy Centres for Dependent Individuals
	Union of Employees in Centres for the Prevention of Addictions and the Promotion of Psychosocial Health	Somateío Ergazoménonta Kéntra Prólipsis ton Exartíseon kai Proagogís tis Psychokoinonikís Ygeías	Union of Employees in Centres for the Prevention of Addictions and the Promotion of Psychosocial Health
	Trade Union of Workers at Private Day-care Centres in the Athens and Piraeus Area	Somatio Ergazomenonstous Pedikous Stathmous Periohis Athinon, Pireos kai Perihorón	Trade Union of Workers at Private Day-care Centres in the Athens and Piraeus Area
	POE-OTA	Πανελλήνια Ομοσπονδία Εργαζομένων Οργανισμών Τοπικής Αυτοδιοίκησης	Panhellenic Federation of Employees of Local Government Organisations

	ΠΟΠ-ΟΤΑ (POP-OTA)	Πανελλήνια Ομοσπονδία Προσωπικού Οργανισμών Τοπικής Αυτοδιοίκησης	Panhellenic Federation of Personnel of Local Government Organisations
	ΟΣΥΑΠΕ (OSYAPE)	Ομοσπονδία Συλλόγων Υπαλλήλων Αιρετών Περιφερειών Ελλάδας	Federation of Employees' Associations of Elected Regions of Greece
	ΟΣΕΑΔΕ (OSEADE)	Ομοσπονδία Συλλόγων Εργαζομένων Αποκεντρωμένων Διοικήσεων Ελλάδας	Federation of Employees' Associations of Decentralised Administrations of Greece
	DOE	Διδασκαλική Ομοσπονδία Ελλάδας, Didaskaliki Omospordia Ellados	Greek Primary Teachers' Federation
	OIELE	Omospordia Idiotikon Ekpaideutikon Litourgon Elladas	Federation of Private School Teachers of Greece
	OLME	Omospordia Litourgon Mesis Ekpaidefsis	Greek Federation of Secondary State School Teachers
	POSDEP	Panellinia Omospordia Sillogon Didaktikou kai Ekpaideftikou Prosopikou AEI	Panhellenic Federation of University Teachers' Associations
	OLTEE	Omospordia Litourgon Tehnikis Epagelmatikis Ekpaidefsis	Greek Federation of Technical Professional School Teachers
	OSEP TEI	Omospordia Sillogon Ekpaideftikou Prosopikou TEI	Panhellenic Federation of Professors of Technological Educational Institutions
	ADEDY	Ανώτατη Διοίκηση Ενώσεων Δημοσίων Υπαλλήλων	Greek Civil Servants' Confederation
	ESTIA	ΕΝΗΜΕΡΩΣΗ ΤΟΥ κ. ΥΠΕΘΑ ΑΠΟ ΤΗΝ ΕΣΤΙΑ	Hellenic Military Medical Corps Association
	FPSE SEK	Η Συνομοσπονδία Εργαζομένων Κύπρου	Cyprus Workers' Confederation
	OIYE	OIYE	Greek Federation of Private Employees
ES	ALLILEGYI	Panelladikí Énosi Nosokómon Nosileftón Apokleistikís Apaschólisis 'Allilengyi'	Hellenic Association of Nurses of Exclusive Employment 'ALLILEGYI' (Solidarity)
	FSS-CCOO	Federación de Sanidad y Sectores Sociosanitarios de Comisiones Obreras	Federation of Citizen Services of the Trade Union Confederation of Workers' Commissions
	FeSP-UGT	Federación de Empleados de Servicios Públicos de la Unión General de Trabajadores	Federation of Public Services Employees – General Workers' Union
	SATSE	Sindicato de Enfermería	Spanish Trade Union of Nursing Professionals
	CSIF	La Central Sindical Independiente y de Funcionarios	Spanish Central Independent and Public Employees' Trade Union
	ANPE	ANPE Sindicato Independiente	National Association of Teachers
	SAE	Sindicato de Técnicos de Enfermería	Spanish Nursing Technicians' Trade Union
	CIG-ENSINO	Confederación Intersindical Galega – ENSINO	Galician Unions Confederacy – ENSINO
	ELA	Eusko Langileen Alkartasuna/Solidaridad de los Trabajadores Vascos	Basque Workers' Solidarity
	FECCOO	Federación de Enseñanza de Comisiones Obreras	Federation of Education of the Trade Union Confederation of Workers' Commissions
	FE-USO	Federación de Enseñanza de la Unión Sindical Obrera	Federation of Education of the Workers' Trade Union Confederation

	FESIE	Federación de Sindicatos Independientes de la Enseñanza	Federation of Independent Trade Unions of Education
	STES-Intersindical	Federación de Enseñanza de Comisiones Obreras – Confederación de Sindicatos de Trabajadoras y Trabajadores de la Enseñanza	Federation of Education of the Trade Union Confederation of Workers' Commissions
	CIG	Confederación Intersindical Galeg	Galician Unions Confederacy
	FEP-USO	Federación de Atención a la Ciudadanía de la Unión Sindical Obrera	Federation of Public Employees of the Workers' Trade Union Confederation
	USO (hospitals)	Unión Sindical Obrera	Syndicated Workers' Union
	ELA GIZALAN	Eusko Langileen Alkartasuna-Solidaridad de los Trabajadores Vascos GIZALAN	Basque Workers' Solidarity GIZALAN
FI	SuPer	Suomen lähi- ja perushoitajaliitto	Finnish Union of Practical Nurses
	PAU	Posti- ja logistiikka alan unioni	Finnish Post and Logistics Union
	TEK	Tekniikan Akateemiset	Academic Engineers and Architects in Finland
	VvL	Vakuutusväen Liitto	Union of Insurance Employees in Finland
	JHL	Julkisten ja hyvinvointialojen liitto	Trade Union for the Public and Welfare Sectors
	TEHY	Uomen Sosiaali-, Terveys- ja Kasvatusalan Ammattijärjestö	Union of Health and Social Care Professionals in Finland
	OAJ	Opetusalan ammattiliitto	Trade Union of Education in Finland
	Jyty	Julkis- ja yksityisalojen toimihenkilöliitto Jyty ry	Federation of Public and Private Sector Employees
	ERTO	Toimihenkilöliitto ERTO ry	Union of Private Sector Professionals
	Talentia	Ammattijärjestö Talentia	Talentia Union of Professional Social Workers
	Finnish Psychological Association	Suomen psykologiliitto ry	Finnish Psychological Association
	PRO	Ammattiliitto Pro	Trade Union Pro
	AKAVA	Akavan Erityisala	Akava Special Branches
	Professoriliitto (FUUP)	Professoriliitto (FUUP)	Finnish Union of University Professors
	FUURT	Tieteentekijöiden liitto	Finnish Union of University Researchers and Teachers
	SLL	Suomen Lääkäriliitto	Finnish Medical Association
	SHL	Suomen Hammaslääkäriliitto	Finnish Dental Association
	SPTL	Suomen puhe- ja kieliterapeutti liitto	Finnish Association of Speech and Language Therapists
	STHL	Suomen Terveydenhoitajaliitto	Finnish Association of Public Health Nurses
	SF	Suomen Fysioterapeutit	Finnish Association of Physiotherapists
	Pardia	Palkansaajajärjestö Pardia	Confederation of Public Employees

	STTHL	Suomen työterveysjärjestö ry	Finnish Association of Occupational Health Nurses
	SPAL	Suomen pelastusalan ammattilaiset	Finnish Association of Firefighters
FR	CFDT Santé Sociaux	Fédération nationale des syndicats des services de santé et services sociaux	French Democratic Confederation of Labour – Social Health Services
	F3C-CFDT	Fédération Communication, Conseil, Culture – CFDT	Federation Communication, Council, Culture – CFDT
	FO Cadres	FO Cadres	Workers' Force/Managers
	FEC-FO	Fédération des Employés et Cadres FO	Federation of Employees and Managers/Workers' Force
	UNS-FO	Union Nationale des Syndicats Force Ouvrière de la Santé Privée	National Union of Private Health Workers'/Workers' Force
	CFDT-INTERCO	Fédération INTERCO – Confédération Française Démocratique du Travail	INTERCO – French Democratic Federation of Labour
	CGT Santé Action Sociale	Fédération de la santé et de l'action sociale – Confédération Générale du Travail	Federation of Health and Social Action – General Confederation of Labour
	FNOS-CGT	Fédération nationale des organismes sociaux – Confédération Générale du Travail	National Federation of Social Bodies – General Confederation of Labour
	CGT Services publics	Fédération des services publics – Confédération Générale du Travail	Public Services Federation – General Confederation of Labour
	FNAS-FO	Fédération Nationale de l'Action Sociale Force Ouvrière	National Federation of Social Action/Workers' Force
	UNSA Santé Sociaux	Union nationale des syndicats autonomes – Santé Sociaux	Union of Autonomous Trade Unions – Health and Social Services
	UNSA Territoriaux	Union nationale des syndicats autonomes – Territoriaux	National Federation of Independent Unions – Territories
	UNSA Éducation	Union nationale des syndicats autonomes – Éducation	National Federation of Independent Unions – Education
	FGAF	Fédération Générale Autonome des Fonctionnaires	Autonomous General Federation of Civil Servants
	SUD Santé Sociaux	Fédération nationale SUD Santé Sociaux (Union syndicale solidaire)	National Health and Social Service Workers' Federation – Solidarity, Unity, Democracy
	SUD Solidaires	Fédération SUD Collectivités Territoriales-Solidaire	Local Government Sector Federation of Solidarity Unions
	FA-FP	Fédération Autonome de la Fonction Publique	Autonomous Federation of Public Workers
	CSEN	Confédération Syndicale de l'Education Nationale	Trade Union Confederation of National Education
	SPELC	Syndicat professionnel de l'enseignement libre catholique	Professional Union of Catholic Free Education
	CFE-CGC	Fédération Française Santé Action sociale CFE-CGC	French Federation of Health and Social Action CFE-CGC
	FSP-CGT	Fédération des services publics – Confédération Générale du Travail	Public Services Federation – General Confederation of Labour

	FPSPSS-FO (FO Territoriaux)	Fédération des Personnels des Services Publics et des Services de Santé Force Ouvrière	Public Services and Health Federation/Workers' Force
	FNACT-CFTC	Fédération nationale des agents des collectivités territoriales CFTC	French Christian Workers' Confederation
	SNUTER	Syndicat national unitaire de la territoriale	National Unitary Union of Territorial Civil Servants
	FP CFE-CGC	CFE-CGC Syndicat National des Territoriaux	CFE-CGC National Union of Territorial Civil Servants
	CFE-CGC	Confédération française de l'encadrement – Confédération générale des cadres/Action et Démocratie	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff/Action and Democracy
	CFE-CGC SYNEP	Confédération française de l'encadrement – Confédération générale des cadres/Syndicat national de l'enseignement privé	French Confederation of Professional and Managerial Staff – General Confederation of Professional and Managerial Staff/National Union of Private Teachers
	CFE-CGC Services	La fédération des Services Publics CFE-CGC	Public Services Federation CFE-CGC
	CFTC EPR	CFTC enseignement public et recherche	CFTC Public Education and Research
	FAEN	Fédération Autonome de l'Éducation Nationale	Autonomous Federation of National Education
	FEP-CFDT	Fédération Formation et Enseignement privé – CFDT	Federation of Training and Private Education – CFDT
	FNEC FP-FO	Fédération Nationale de l'Enseignement, de la Culture et de la Formation Professionnelle – Force Ouvrière	National Federation of Education, Culture and Vocational Training/Workers' Force
	FO-Territoriaux (FGF)	Force Ouvrière Territoriaux	Workers' Force
	FO Santé Sociaux/SPS FO	Force Ouvrière Santé Sociaux	Federation of Public Services and Health Services/Workers' Force
	SGEN-CFDT	Fédération des Sgen-CFDT	Federation Sgen-CFDT
	CGT UGFF	Union fédérale des syndicats de l'État	Federal Union of State Trade Unions
	SUD Éducation	Fédération Solidaires, Unitaires et Démocratiques Education	Education Federation – Solidarity, Unity, Democracy
	SNCS	Syndicat National des Chercheurs Scientifiques	National Union of Scientific Researchers
	SNETAA-FO	Syndicat National de l'Enseignement Technique Action Autonome	National Union of Technical Education Independent Action
	CFTC Santé Sociaux	Confédération française des travailleurs chrétiens Santé Sociaux	National Federation of Christian Trade Unions of Active and Retired Health and Social Services Personnel
	SZFPT	SZFPT	SZFPT
	UNS-Fa	L'union des Architectes	Union of Architects
HR	SZDSSH	Sindikat zaposlenika u djelatnosti socijalne skrbi Hrvatske	Croatian Social Welfare Employees' Union

	NSD MUP-a	Nezavisni sindikat djelatnika	Independent Workers' Union
	SSZSSH	Samostalni sindikat zdravstva i socijalne skrbi Hrvatske	Independent Trade Union of Health and Social Welfare of Croatia
	SDLNS	Sindikat državnih i lokalnih službenika i namještenika	Trade Union of State and Local Government Employees in Croatia
	SPH	Sindikat Pomoraca Hrvatske	Croatian Seafarer's Union
	SSKH	Sastanak Glavnih Povjerenika Sindikalnih Podružnica	Autonomous Trade Union of Workers In Public Utilities and Related Services of Croatia
	SPROOH	Sindikat Radnika U Predikolskom Odgoju I Obrazovanju Hrvatske	Trade Union of Workers in Preschool Education in Croatia
	SOMK	Sindikat Obrazovanja, Medija I Kulture Hrvatske	Trade Union of Education, Media and Culture of Croatia
	SHU	Sindikata Hrvatskih Učitelja	Croatian Union of Teachers
	NSZSSH	Nezavisni Sindikat Zaposlenih U Srednjim Školama Hrvatske	Independent Trade Union of Workers in Secondary Education in Croatia
	NSZ.hr	Nezavisni sindikat Znanosti I Visokog Obrazovanja	Independent Trade Union of Science and Higher Education
	PREPOROD	Sindikat Preporod	Trade Union Preporod
	HLS	Hrvatski liječnički sindikat	Croatian Medical Union
	HSSMS-MT	Hrvatski sindikat medicinskih sestara i medicinara Tehničari	Croatian Professional Trade Union of Medical Nurses and Medical Technicians
HU	BDDSZ	Bölcsődei Dolgozók Demokratikus Szakszervezete	Democratic Trade Union of Crèche Employees
	MKKSZ	Magyar Köztisztviselők, Közalkalmazottak és Közszolgálati Doldozók Szakszervezete	Trade Union of Hungarian Civil Servants and Public Employees
	SZTDSZ	Szociális Területen Dolgozók Szakszervezete	Trade Union of Workers in the Social Sector
	HVDSZ 2000	Helyiipari és Városgazdasági Dolgozók Szakszervezete	Trade Union of Workers of Local Industry and City Services
	AOKDSZ	Agrároktatási és Kutatási Dolgozók Szakszervezete	Trade Union of Teachers and Researchers in Agriculture
	FDSZ	Felsőoktatási Dolgozók Szakszervezete	Trade Union of Employees in Higher Education
	MKSZSZ	Magyar Közoktatási és Szakképzési Szakszervezet	Union of Salaried Workers of the Professional Training and Education Sectors of Hungary
	PDSZ	Pedagógusok Demokratikus Szakszervezete	Democratic Trade Union of Teachers
	TDSZSZ	Tudományos Dolgozók Demokratikus Szakszervezete	Democratic Trade Union of Scientific Workers
	PSZ	Pedagógusok Szakszervezete	Trade Union of Teachers
	MZTSZ	Magyar Zeneművészek és Táncművészek Szakszervezete	Trade Union of Hungarian Musicians and Dancers

	OVSZ	Oktatási Vezetők Szakszervezete	Education Officials' Trade Union
	OSZS	Orvosegyetemek Szakszervezeti Szövetsége	Medical Universities' Trade Union
	MÖSZ (PA/KPSZ)	Munkástanácsok Kereszteny Pedagógusok Ágazata	National Federation of Workers' Councils – Christian Teachers Section
	BDDSZ	Bölcsődei Dolgozók Demokratikus Szakszervezete	Trade Union of Childcare Workers
	MSZ EDDSZ	Magyarországi Munkavállalók Szociális és Egészségügyi Ágazatban Dolgozók Demokratikus Szakszervezete	Democratic Trade Union of Hungarian Health and Social Workers
	KKDSZ	Közgyűjteményi és Közművelődési Dolgozók Szakszervezete	Trade Union of Workers in Public Culture
	KSZZS	Köszolgálati Szakszervezetek Szövetsége	Association of Public Service Trade Unions
IE	INMO	Irish Nurses and Midwives Organisation	Irish Nurses and Midwives Organisation
	SIPTU	Services Industry Professional Technical Union	Services Industry Professional Technical Union
	Fórsa (formerly IMPACT)	Fórsa	'Force' or 'Leverage'
	PNA	Psychiatric Nurses Association	Psychiatric Nurses Association
	Connect	Connect the Union	Connect the Union
	Unite	Unite the Union	Unite the Union
	ASTI	Association of Secondary Teachers in Ireland	Association of Secondary Teachers in Ireland
	IFUT	Irish Federation of University Teachers	Irish Federation of University Teachers
	INTO	Irish National Teachers' Organisation	Irish National Teachers' Organisation
	TUI	Teachers' Union of Ireland	Teachers' Union of Ireland
	PDFORRA	PDFORRA	Permanent Defence Force Other Ranks Representative Association
	AHCPS	Association of Higher Civil and Public Servants	Association of Higher Civil and Public Servants
IT	FP-CGIL	Funzione Pubblica – Confederazione Generale Italiana del Lavoro	Public Function – Italian General Confederation of Labour
	FP-CISL	Funzione Pubblica – Confederazione Italiana Sindacati Lavoratori	Public Function – Italian Confederation of Workers' Unions
	FPL-UIL	Federazione dei Poteri Locali – UIL	UIL Federation of Local Powers
	UILTUCS UIL	Unione Italiana Lavoratori Turismo Commercio Servizi – UIL	UIL Italian Union for Workers in Tourism, Retail and Services
	CONFSAL	Confederazione Generale Sindacati Autonomi Lavoratori	General Trade Union Confederation of Autonomous Workers
	Confedir	Confederazione Autonoma dei Dirigenti, Quadri e Direttivi della Pubblica Amministrazione	Independent Confederation of Executives, Supervisors and Managers in Public Administrations

CISAL <sup>29</sup>	Confederazione Italiana Sindacati Autonomi Lavoratori	Italian Confederation of Autonomous Unions
CISAL Scuola	Confederazione Italiana Sindacati Autonomi Lavoratori della Scuola	Italian Confederation of Autonomous Unions of Employees in the Education Sector
FLC CGIL	Federazione Lavoratori della Conoscenza – Confederazione Generale Italiana del Lavoro	Federation for Workers in the Knowledge Sector
UGL Scoula	Unione Generale del Lavoro Scuola	General Labour Union
Federazione UIL SCUOLA RUA	Federazione UIL SCUOLA Ricerca Università AFAM	Italian Union of School, University, Research, Musical and Dance Training Workers
UNAMS	Unione artisti UNAMS	Artists' Union
DIRER	Federazione Nazionale dei Dirigenti e dei Quadri Direttivi delle Regioni	National Federation of Executive Managers of Regional Governments
DIREL	Federazione Nazionale Dirigenti degli Enti Pubblici Locali	National Federation of Executive Managers of Local Governments
CISAL Università	Confederazione Italiana Sindacati Autonomi Lavoratori Università	Italian Confederation of Autonomous Unions – Universities
Nursing Up	Associazione Nazionale Infermieri Sanitari	National Association of Nursing Health Professionals
NurSind	Sindacato delle Professioni Infermieristiche	Trade Union for Nursing Professions
FSI Sanità	Federazione Sindacale Autonoma Sanità	Independent Trade Union Health Federation
FIALS	Federazione Italiana Amministrazioni Locali e Sanità	Italian Federation of Local Government and Healthcare
UGL Sanità	Unione Generale del Lavoro – Settore Sanitario	General Union of Labour – Healthcare Sector
CIVEMP	Confederazione Italiana Medici Veterinari e Medici Preventivi	Italian Confederation of Veterinary Surgeons and Preventative Medics
FESMED	Federazione sindacale del personale medico esecutivo	Union Federation of Executive Medical Personnel
CIMO-ASMD	Coordinamento Italiano Medici Ospedalieri – Associazione Sindacale Dirigenti Medici	Italian Coordination of Hospital Medics – Trade Union Association of Medical Managers
ANAAO ASSOMED	Associazione del personale medico ed esecutivo del SSN	Association of Medical and Executive Staff of the NHS
ANPO	Associazione Nazionale Primari Medici	National Association of Head Physicians
CONFEDIR SANITA	Confederazione Autonoma dei Dirigenti della Pubblica Amministrazione – Settore Sanitario	Autonomous Confederation of Executives in the Public Administration – Healthcare Sector
CIMOP	Confederazione Italiana Medici del Settore Ospedaliero Privato	Italian Confederation of Physicians in the Private Hospital Sector
SIDir.S.S.	Sindacato Dirigenti Personale Non Medico delle Regioni e del Settore Sanitario	Union for Executive Non-medical Staff in the Regions and the Healthcare Sector

<sup>29</sup> CISAL has four relevant members: Anief, CISAL Scuola, CISAL Università and CSA RAL

	Si.Na.Fo.	Unione Nazionale dei Farmacisti del SSN	National Union of Pharmacists in the NHS
LT	LKDFF	Lietuvos kultūros darbuotojų profsajungų federacija	Lithuanian Federation of Culture Sector Trade Unions
	LVTPS	Lietuvos valstybės tarnautojų, biudžetinių ir viešųjų įstaigų darbuotojų profesinė sąjunga	Lithuanian Civil Servants, Budgetary and Public Institutions Employees' Trade Union
	LVPPF	Lietuvos visuomeninių paslaugų profsajungų federacija	Lithuanian Federation of Public Services Trade Unions
	LSPTDPS	Lietuvos socialines paslaugas teikiančių darbuotojų profesinė sąjunga	Trade Union of Lithuanian Employees Providing Social Services
	LSJDPSS	Lietuvos socialinių įstaigų darbuotojų profesinė sąjunga	Trade Union of Employees of Lithuanian Social Institutions
	LSDPS 'Solidarumas'	'Solidarumas' – Lietuvos socialinių darbuotojų profesinė sąjunga	Lithuanian Trade Union of Social Workers 'Solidarumas'
	LPSDPS	Lietuvos paslaugų sferos darbuotojų profesinė sąjunga	Lithuanian Service Employees Trade Union
	LMPS	Lainaa, Massia, Pätkää ja Sätkää	Lithuanian Teachers' Trade Union
	LŠDPS	Lietuvos švietimo darbuotojų profesinė sąjunga	Lithuanian Trade Union of Educational Employees
	SMPS 'Solidarumas'	Švietimo ir mokslo profesinė sąjunga 'Solidarumas'	Education and Science Trade Union 'Solidarumas'
	LŠMPS	Lietuvos mokytojų, švietimo ir mokslo profesinė sąjunga	Lithuanian Teachers, Education and Science Trade Union
	LAMPSS	Lietuvos aukštųjų mokyklų profesinių sąjungų susivienijimas	Association of Trade Unions of Lithuanian Higher Education Institutions
	LPS 'Sandrauga'	Lietuvos profesinė sąjunga 'Sandrauga'	Lithuanian Trade Union 'Sandrauga'
	LKDPS	Lietuvos kultūros darbuotojų profesinė sąjunga	Trade Union of Lithuanian Cultural Employees
	LSADPS	Lietuvos sveikatos apsaugos darbuotojų profesinė sąjunga	Lithuanian Trade Union of Healthcare Employees
	LSSO	Lietuvos slaugos specialistų organizacija	Lithuanian Nurses' Organisation
	LMDPS	Lietuvos medicinos darbuotojų profesinė sąjunga	Trade Union of Lithuanian Medical Employees
	LGS	Lietuvos gydytojų sąjunga	Union of Lithuanian Doctors
	LSAPSF	Lietuvos sveikatos apsaugos profesinių sąjungų federacija	Lithuanian Federation of Healthcare Trade Unions
	MJDPS 'Solidarumas'	Medicinos įstaigų darbuotojų profesinė sąjunga "Solidarumas"	Trade Union 'Solidarumas' of Employees of Medical Institutions
	LTUSE	Lietuvos valstybės tarnautojų profesinė sąjunga	Lithuanian Trade Union of State, Budget and Public Service Employees
LU	OGB-L-LU	Syndicat santé, services sociaux et éducatifs de l'OGB-L	Health, Social and Educational Services Union of OGB-L

	LCGB	Confédération luxembourgeoise des syndicats chrétiens	Luxembourg Confederation of Christian Trade Unions
	CGFP (SNE)	Confédération Générale de la Fonction Publique	General Confederation of Public Services
	FEDUSE	Fédération des universitaires au service de l'Etat	Federation of Academics at the Service of the State
	FGFC	Fédération générale de la fonction communale	General Federation of the Municipal Function
LV	LVSADA	Latvijas Veselības un sociālās aprūpes darbinieku arodbiedrība	Trade Union of Health and Social Care Employees of Latvia
	LĀADA	Latvijas Ārstniecības un aprūpes darbinieku arodsavienība	Latvian Nursing and Health Care Personnel Trade Union
	LVIPUFDA	Latvijas Valsts iestāžu, pašvaldību, uzņēmumu un finansu darbinieku arodbiedrība	Trade Union of Employees of State Institutions, Self-governments and Finance Sector
	LPDA	Latvijas Pašvaldību darbinieku arodbiedrība	Trade Union of Local Governments
	LIZDA	Latvijas Izglītības un zinātnes darbinieku arodbiedrība	Latvian Trade Union of Education and Science Workers
	LAKRS	Latvijas Sabiedrisko pakalpojumu un transporta darbinieku arodbiedrība	Latvian Trade Union of Public Service and Transport Workers
	LIVA	Latvijas Izglītības asociācijas vadītāji	Leaders of the Latvian Education Association
MT	UHM	Union Haddiema Maghqudin	Voice of the Workers
	GWU	General Workers' Union	General Workers' Union
	MUMN	Malta Union of Midwives and Nurses	Malta Union of Midwives and Nurses
	MUT	Malta Union of Teachers	Malta Union of Teachers
	UPE	Union of Professional Educators	Union of Professional Educators
	UMASA	University of Malta Academic Staff Association	University of Malta Academic Staff Association
	MAM	Medical Association of Malta	Medical Association of Malta
	MCP	Malta Chamber of Psychologists	Malta Chamber of Psychologists
NL	FNV Zorg en Welzijn	Federatie Nederlandse Vakbeweging Zorg en Welzijn	Federal Dutch Union Movement – Health and Well-being
	NU '91	NU '91, Beroepsorganisatie voor de Verpleging en Verzorging	NU '91, Professional Organisation for Nursing and Care
	CNV-Connectief	CNV Zorg & Welzijn, onderdeel van CNV Connectief	Christian National Trade Union Movement for Health and Well-being
	NCF	Nederlandse Categoriele Vakvereniging Financiën	Dutch Categorial Financial Union
	De Unie	De Unie	The Union
	CNV Zorg & Welzijn	CNV Zorg & Welzijn	Christian National Trade Union Federation – Health and Well-being

	ACOP FNV	Algemene Centrale Overheidspersoneel FNV	General Trade Union for Public Service Employees
	FNV O&O – S&B	Federatie Nederlandse Vakbeweging Overheid – Onderwijs & Onderzoek; Federatie Nederlandse Vakbeweging Sport & Bewegen	Dutch Federation of Labour Organisations – Education and Research; Federation of Labour Organisations – Sports and Movement
	AC-HOP/FBZ	Federatie van Beroepsorganisaties in de zorg en daaraan gerelateerd onderwijs en onderzoek	Federation of Professional Organisations in Healthcare and Related Education and Research
	AOb FNV	Algemene Onderwijsbond	General Trade Union for Education
	CNV Onderwijs	CNV Onderwijs	National Federation of Christian Trade Unions in the Netherlands – Teachers' Union
	VAWO	VAWO Vakbond voor de Wetenschap	Trade Union for Science
	FvOv	Federatie van Onderwijsvakorganisaties	Federation of Trade Unions for Education
	AVS	Algemene Vereniging Schoolleiders	General Association of School Management
	PO in actie	PO in actie	Primary Education in Action
	Kunstenbond	Kunstenbond	Arts Union
	AVV	Alternatief voor Vakbond	Alternative Trade Union
	FNV Overheid	Federatie Nederlandse Vakbeweging Overheid	Federation of Dutch Trade Unions Government
	CNV Overheid	Christelijke Nationale Vakbeweging Overheid	Christian National Trade Union Movement for the Public Sector
	CMHF	Centrale van Middelbare en Hogere Functionarissen bij Overheid, Onderwijs, Bedrijven en Instellingen	Federation of Mid-level and Higher Functionaries in the Public Sector, Education, Enterprises and Institutes
	Ambtenaren-centrum	Ambtenarencentrum	Civil Service Centre
	CCOP CNV	CCOP Christelijke Nationale Vakbeweging	CCOP Christian National Employees Movement
	NVDA	Nederlandse Vereniging van Doktersassistenten	Dutch Association of Doctor's Assistants
	FBZ	Federatie van Beroepsorganisaties in de Zorg	Professional Organisations in Healthcare Federation
	NVvPO	Nederlandse Vereniging van Praktijkondersteuners en Praktijkverpleegkundigen	Dutch Association of Practice Support Workers and Practice Nurses
PL	ZNP	Związek Nauczycielstwa Polskiego	Polish Teachers' Union
	ZZPAN	Związek Zawodowy Pracowników Polskiej Akademii Nauk	Polish Academy of Sciences Trade Union
	SKPPS NZZ	SKPPS NZZ	SKPPS NZZ
	NSZZ 'Solidarność' (all sections)	Niezależny Samorządny Związek Zawodowy „Solidarność”	Independent Self-governed Trade Union 'Solidarity'

	KP OPZZ	Konfederacja Pracy Ogólnopolski Pracowniczy Związek Zawodowy	National Confederation of Workers' Union
	FZZPOZIPS	Federacja Związków Zawodowych Pracowników Ochrony Zdrowia i Pomocy Społecznej	Federation of Trade Unions in Healthcare and Social Services
	PFZPSiPS	Polska Federacja Związkowa Pracowników Socjalnych i Pomocy Społecznej	Polish Trade Union Federation of Social Workers and Social Policy Workers
	WZZ	Wolny Związek Zawodowy 'Forum-Oświata'	Polish Free Trade Union 'Forum – Education'
	OZZPiP FZZ	Ogólnopolski Związek Zawodowy Pielęgniarek i Położnych	All-Poland Trade Union of Nurses and Midwives
	WRZOS	Wspólnota Robocza Związków Organizacji Socjalnych	Working Community of Associations of Social Organisations
PT	SINTAP	Sindicato dos Trabalhadores da Administração Pública e de Entidades com Fins Públicos	Union of Workers in Public Administration and Entities with Public Purposes
	ASAPOL	Associação Sindical Autónoma de Polícia	Autonomous Union of Police
	STAL	Sindicato Nacional dos Trabalhadores da Administração Local e Regional, Empresas Públicas, Concessionárias e Afins	National Union of Workers in Local and Regional Administration, Public Companies, Concessionaires and Correlated
	STE	Sindicato dos Quadros Técnicos do Estado	Union of Technical Staff of the State
	SINDETELCO	Sindicato Democrático dos Trabalhadores das Comunicações e dos Media	Democratic Union of Communications and Media Workers
	STAD	Sindicato dos Trabalhadores dos Serviços de Portaria, Vigilância, Limpeza, Domésticas e Atividades Diversas	Union of Workers in Reception Services, Private Security, Cleaning, Housekeeping and Diverse Services
	SITESE	Sindicato dos Trabalhadores e Técnicos de Serviços, Comércio, Restauração e Turismo	Union of Workers and Service Technicians, Trade, Restoration and Tourism
	FNE	Federação Nacional da Educação	National Federation of Education
	FNSTFPS	Federação Nacional dos Sindicatos dos Trabalhadores em Funções Públicas e Sociais	National Federation of Unions of Workers in Public and Social Services
	STSSSS	Sindicato dos Trabalhadores da Saúde, Solidariedade e Segurança Social	Union of Health, Solidarity and Social Security Workers
	STSS	Sindicato Nacional dos Técnicos Superiores de Saúde das Áreas de Diagnóstico e Terapêutica	National Union of Qualified Health Staff in Diagnosis and Therapy
	ANP	Associação Nacional de Professores	National Teachers' Association
	CESP	Sindicato dos Trabalhadores do Comércio, Escritórios e Serviços de Portugal	Union of Workers in Commerce, Administration and Services of Portugal
	SIM	Sindicato Independente dos Médicos	Independent Union of Doctors
	SINDITE	Sindite-Sindicato dos Técnicos Superiores de Diagnóstico e Terapêutica	Union of Higher Technicians in Diagnosis and Therapy
	SE	Sindicato dos Enfermeiras	Union of Nurses
	SIPE	Sindicato Independente de Profissionais de Enfermagem	Independent Union of Nursing Professionals

SINDEPOR	Sindicato Democrático dos Enfermeiros de Portugal	Democratic Nurses' Union of Portugal
SERAM	Sindicato dos Enfermeiras da Região Autónoma da Madeira	Union of Nurses of the Autonomous Region of Madeira
FEPCES	Federação Portuguesa dos Sindicatos do Comércio e Serviços	Portuguese Federation of Commerce, Office and Service Unions
FETESE	Federação dos Sindicatos dos Trabalhadores de Serviços	Federation of Service Workers' Unions
FESAHT	Federação dos Sindicatos de Agricultura, Alimentação, Bebidas, Hotelaria e Turismo de Portugal	Federation of Agriculture, Food, Beverages, Hotel and Tourism Unions of Portugal
SNP	Sindicato Nacional dos Psicólogos	National Union of Psychologists
ASPAS	Associação Sindical do Pessoal Administrativo da Saúde	Union Association of Administrative Staff in Healthcare
SITAS	Sindicato Independente dos Técnicos Auxiliares de Saúde	Independent Union of Auxiliary Technicians in Healthcare
FNAM	Federação Nacional dos Médicos	National Federation of Doctors
ASPL	Associação Sindical de Professores Licenciados	Union Association of Graduate Teachers
Pró-Ordem	Associação Sindical dos Professores Pró-Ordem	Teachers' Union Association Pró-Ordem
FNE	Federação Nacional da Educação	National Federation of Education
SEP	Sindicato dos Enfermeiros Portugueses	Union of Portuguese Nurses
SEPLEU	Sindicato dos Educadores e Professores Licenciados pelas Escolas Superiores de Educação e Universidades	Union of Educators and Teachers Licensed by Polytechnics and Universities
SINAPE	Sindicato Nacional dos Profissionais de Educação	National Union of Professionals in Education
SINDEP	Sindicato Nacional e Democrático dos Professores	National and Democratic Union of Teachers
SINPROF	Sindicato Nacional dos Professores e/ou Formadores Pós-Graduados	National Union of Postgraduate Teachers and/or Trainers
SIPE	Sindicato Independente de Professores e Educadores	Independent Union of Teachers and Educators
SIPPEB	Sindicato dos Educadores e Professores do Ensino Básico	Union of Educators and Teachers in Primary Education
SNAS	Sindicato Nacional dos Assistentes Sociais	National Union of Social Workers
SNEPS	Sindicato Nacional dos Professores do Ensino Secundário	National Union of Secondary Education Teachers
SNESup	Sindicato Nacional do Ensino Superior	National Union of Higher Education
SNPL	Sindicato Nacional dos Professores Licenciados	National Union of Graduate Teachers
FENPROF	Federação Nacional dos Professores	National Federation of Teachers

	SPLIU	Sindicato Nacional dos Professores Licenciados pelos Politécnicos e Universidades	National Union of Teachers Licensed by Polytechnics and Universities
RO	SANITAS	Federatia SANITAS din Romania	SANITAS Federation of Romania
	'COLUMNA'	Federatia Salariatilor din Administratia Publica Centrala si Locala din Romania 'COLUMNA'	'COLUMNA' Employees' Federation of Local and Central Public Administration in Romania
	FSAP 'PUBLISIND'	Federatia Sindicatelor din Administratie 'PUBLISIND'	'PUBLISIND' Federation
	'HIPOCRAT'	Federatia Sindicala 'HIPOCRAT' din Romania	'HIPOCRAT' Trade Union Federation of Romania
	USLIP	Uniunii Sindicateelor Libere din Învățământul Preuniversitar (USLIP) Iași	Romanian Free Trade Union in Pre-university Education (USLIP) Iași
	CNS Meridian	Confederatia Sindicala Nationala Meridian	Meridian National Trade Union Confederation
	FNS 'PRO. ASIST'	Federatia Nationala Sindicala din Asistenta Sociala si Protectia Copilului 'PRO. ASIST'	National Trade Union Federation for Social Care and Child Protection 'PRO. ASIST'
	FSAPH	Federatia Sindicateelor Asistentilor Sociali ai Persoanelor cu Handicap	Trade Union Federation of Social Workers for Disabled People
	SEDLEX	Federatia Sindicateelor Politistilor SED LEX	Trade Union Federation of Police Workers SED LEX
	ANSB SED LEX	Alianta Nationala a Sindicatelor Bugetarilor SED LEX	National Alliance of Public Workers' Unions
	Solidaritatea Sanitara	Federatia Sindicala Solidaritatea Sanitara din Romania	Healthcare Workers' Solidarity Federation
	FNS Alma Mater	Federatia Nationala Sindicala 'Alma Mater'	National Trade Union Federation 'Alma Mater'
	FSI Spiru Haret	Federatia Sindicateelor din Educatie 'Spiru Haret'	Federation of Education Trade Unions 'Spiru Haret'
	FSLE	Federatia Sindicateelor Libere din Invatamant	Federation of Free Trade Unions in Education
	FSIE	Federatia Sindicateelor Independente din Educatie	Federation of Independent Trade Unions in Education
SE	Sveriges Ingenjörer	Sveriges Ingenjörer	Swedish Association of Graduate Engineers
	Akademikerförbundet Sveriges Socionomers Riksförbund	Akademikerförbundet Sveriges Socionomers Riksförbund	Association of Graduates in Public Administration and Social Work
	Unionen	Unionen	Unionen
	ST	Fackförbundet Statstjänstemannaförbundet	Swedish Union of Civil Servants
	Kommunal	Sveriges kommunalarbetarförbund	Swedish Municipal Workers' Union
	Vision	Vision	Vision
	Sveriges Arbetsterapeuter	Förbundet Sveriges Arbetsterapeuter	Swedish Association of Occupational Therapists
	Vårdförbundet	Vårdförbundet	Swedish Association of Health Professionals

	Ledarna	Ledarna	Confederation of Executives and Managerial Staff
	Läkarförbundet	Sveriges Läkarförbund	Swedish Medical Association
	Psykologförbundet	Sveriges Psykologförbundet	Swedish Psychological Association
	Fysoterapeuterna	Fysioterapeuterna	Swedish Association of Physiotherapists
	Sveriges Farmacevtförbund	Sveriges Farmacevtförbund	Swedish Pharmaceutical Association
	Tandläkarförbundet	Sveriges Tandläkarförbundet	Swedish Dental Association
	LR	Lärarnas Riksförbund	National Union of Teachers in Sweden
	SFHL	Svenska Folkhögskolans Lärarförbund	Swedish Union of Folk High School Teachers
	Skolledarna	Skolledarna	Swedish Association of School Principals and Directors of Education
	Lärarförbundet	Lärarförbundet	Swedish Teachers' Union
	SULF	Sveriges universitetslärare och forskare	Swedish Association of University Teachers
	ASSR	Akademikerförbundet SSR	Association of Graduates in Public Administration and Social Work
	BRF	Bostadsrättsföreningen Geringslädan	Association of Housing Cooperatives
SI	SVIZ/ESTUS	Sindikat vzgoje in izobraževanja Slovenije	Education, Science and Culture Trade Union of Slovenia
	SZSVS	Sindikat zdravstva in socialnega varstva Slovenije	Trade Union of Health and Social Security of Slovenia
	SINCE 07	SINCE 07 Sindikat centrov za socialno delo	SINCE 07 Trade Union of Centres for Social Work
	SDZNS	Sindikat delavcev v zdravstveni negi Slovenije	Slovenian Nursing Workers' Union
	SZSSS	Sindikat zdravstva in socialnega skrbstva Slovenije	Trade Union of Health and Social Care of Slovenia
	VSS	Visokošolski sindikat Slovenije	Higher Education Trade Union of Slovenia
	ZSSS-VIR	Sindikat delavcev v vzgojni, izobraževalni in raziskovalni dejavnosti Slovenije – VIR	Trade Union of Workers in Educational and Research Activities of Slovenia
	NSDLU	Neodvisni sindikat delavcev Ljubljanske univerze	Independent Trade Union of Workers at the University of Ljubljana
	FIDES	FIDES	Trade Union of Doctors and Dentists of Slovenia
	SZS PERGAM	Sindikati v zdravstvu Sloveni PERGAM	Confederation of Trade Unions in Health PERGAM
	DENS	DENS	Slovenian Dental Trade Union
	PRAKTIK.UM	PRAKTIK.UM	General Practitioners' Trade Union

SI	SDOS	Sindikat državnih organov Slovenije	Trade Union of Civil and Social Bodies of Slovenia
	SORS	Sindikat občinskih redarjev Slovenije	Trade Union of Municipal Wardens of Slovenia
	KS-90	Konfederacija sindikatov 90 Slovenije	Confederation of Trade Unions 90
	SJUS	Sindikat javnih uslužencev Slovenije	Trade Union of Public Sector Employees of Slovenia
	KSS	Konfederacija sindikatov Slovenije	Confederation of Slovenian Trade Unions
	SPGS	Sindikat poklicnega gasilstva Slovenije	Trade Union of Professional Firefighters of Slovenia
	VIR	Sindikat delavcev v vzgojni, izobraževalni in raziskovalni dejavnosti Slovenije	Slovenian Pre-school, Education and Research Workers' Trade Union
	GLOSA	Sindikat kulture in narave Slovenije	Trade Union of Culture Workers of Slovenia
	SINDIR	Sindikat direktorjev in ravnateljev Slovenije	Trade Union of Directors and Principals of Slovenia
	SFRU	Sindikat finančno računovodskih uslužencev plačne skupine J	Trade Union of Financial Accountants of the Wage Group J
	KSS PERGAM	Konfederacija sindikatov Slovenije PERGAM	Confederation of Trade Unions of Slovenia PERGAM
	VSOZ	Vseobecný slobodný odborový zväz	General Free Trade Union Association
SK	OZPŠAV	Odborový zväz pracovníkov školstva a vedy na Slovensku	Trade Union of Workers in Education and Science of Slovakia
	SOZ ZaSS	Slovenský odborový zväz zdravotníctva a socialných služieb	Slovak Trade Union Association of Health Care and Social Services
	SLOVES	Slovenský odborový zväz verejnej správy a kultúry	Slovak Trade Union Association of Public Administration and Culture
	ZPSaV NKOS	Nezávislé kresťanské odbory Slovenska	Union of Education and Science Workers of the Independent Christian Trade Unions of Slovakia
	NŠO	Nové školské odbory	New School Trade Union
	LOZ	Lekárske odborové združenie	Medical Trade Union Association
	OZ SaPA	Odborové združenie sestier a pôrodných asistentiek	Trade Union Association of Nurses and Midwives
	RCM	Royal College of Midwives	Royal College of Midwives
UK	GMB	General, Municipal, Boilermakers and Allied Trades Union	General, Municipal, Boilermakers and Allied Trades Union
	RCN	Royal College of Nursing	Royal College of Nursing
	SWU	Social Workers Union	Social Workers Union
	Unison	Unison	Unison
	Unite	Unite the Union	Unite the Union
	BMA	British Medical Association	British Medical Association

BOS TU	BOS TU, the TUC-affiliated part of the British and Irish Orthoptic Society (BIOS)	BOS TU, the TUC-affiliated part of the British and Irish Orthoptic Society (BIOS)
BDA	British Dietetic Association	British Dietetic Association
SOR	Society of Radiographers	Society of Radiographers
MiP	Managers in Partnership	Managers in Partnership
ALACE	Association of Local Authority Chief Executives and Senior Managers	Association of Local Authority Chief Executives and Senior Managers
FBU	Fire Brigades Union	Fire Brigades Union
FOA	Fire Officers' Association	Fire Officers' Association
NIPSA	Northern Ireland Public Service Alliance	Northern Ireland Public Service Alliance
Prospect (FLA)	Prospect (Fire Leaders Association branch)	Prospect (Fire Leaders Association branch)
EIS	Educational Institute of Scotland	Educational Institute of Scotland
NASUWT	National Association of Schoolmasters/Union of Women Teachers	National Association of Schoolmasters/Union of Women Teachers
NEU	National Education Union	National Education Union
SSTA	Scottish Secondary Teachers' Association	Scottish Secondary Teachers' Association
UCU	University and College Union	University and College Union
UTU	Ulster Teachers' Union	Ulster Teachers' Union
Voice	Voice (formerly Professional Association of Teachers)	Voice (formerly Professional Association of Teachers)
NAHT	National Association of Head Teachers	National Association of Head Teachers
ASCL	Association of School and College Leaders	Association of School and College Leaders
POA	Prison Officers' Association	Prison Officers' Association
FDA	FDA – Union for managers and professionals in public service	Union for managers and professionals in public service
PCS	Public and Commercial Services Union	Public and Commercial Services Union

## Annex 2: Details of national employer organisations

Table 42 details the public services employer organisations, their European affiliations, the sectors covered and their collective bargaining involvement.

Colour coding:

- orange represents direct membership and yellow represents indirect membership
- green represents the parts of the sector covered
- blue indicates the organisations involved in collective bargaining

Number coding:

- 1 indicates the largest organisation in the sector where data was available
- 2 indicates the second largest organisation in the sector where data was available
- x indicates the other organisations in the sector, after the largest and second largest organisations

Table 42: National employer organisations in the public services sectors

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
AT	ADÖ									x	x	x	x	x
	AGV									x	x	x	x	x
	ASBO			x						x	x	x		
	Austrian Association of Cities and Towns	x						x						Informal
	Austrian Association of Municipalities	x						x						Informal
	BABE								1		x	x	x	x
	BARS			x						x	x	x	x	x
	Caritas									x	x	x	x	
	DU							2						x
	DV									x		x	x	x
	FFAV							x						x
	FVG								x					x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
AT	OKAPEB									x	x			x
	ÖRK									x	x	x	x	x
	SOS-Kinderdörfer									x	x			x
	SWÖ		x	x						x	x	x	x	x
	VFA						x							x
	VIO								x					x
	Volkshilfe			x						x	x	x		
	VPKA								x					x
	VSU							x						x
BE	AGE			x			x							x
	AMA									x			x	x
	APW	x					x							x
	Brulocalis	x					x							x
	BVZ								x					x
	CBI									x				x
	CCV									x				x
	CEPC						x							x
	CESSoC						x							x
	CPEONS						x							x
	CVV								x					x
	EWETA									x				x
	FASD								x					x
	FASS									x	x	x	x	x
	FCSD									x			x	x
	FEBRAP									x			x	x
	FEDOM									x			x	x
	FELSI						x							x
	FEMMO FIPE									x			x	x
	FILE									x				x
	FISSAAJ									x			x	x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
BE	FSB									x			x	x
	FSPF/PLAF									x			x	x
	GIBBIS								x					x
	GO			x				x						x
	Groep Maatwerk									x			x	x
	Katholiek Onderwijs Vlaanderen			x				x						x
	MID									x	x			x
	OVSG			x				x						x
	POV			x				x						x
	Santhea								x	x				x
	SeGEC – SKU			x				x						x
	SOCIARE							x						x
	SOM							x	x	x	x	x	x	x
	SOVERVLAG								x	x	x			x
	UDB								x					x
	UFFIPRAH							x			x			x
	UFLDB								x					x
	UNESSA								x					x
	UNISOC		x					x						x
	UVCW	x						x						x
	Vlaams welzijnsverbond									x			x	x
	VVP	x						x						x
	VVSG	x						x						x
	WGK Vlaanderen								x					x
	ZORGGEZIND									x			x	x
	ZORGNET-ICURO		x	x						x	x		x	x
BG	ADEB							x						x
	AHCSB							x						
	APSEECT							x						

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
BG	AQMB								x					
	Association of Directors in Secondary Education in the Republic of Bulgaria						x	x					x	
	ASSPRB								x					x
	ATT								x					
	BAMA								x					
	BAPS								x					
	HACO			x						x	x	x		
	Ministry of Education and Science			x					x					x
	NAHE									x				x
	NAMRB	x						x						
	NUPH									x				x
	SMSRBAEMS								x					x
	SUPRIM								x					x
	UEPES								x					x
CY	MoECSY				x				x					x
	PASISTE								x					
	SIAEK								x					
	SIPEK								x		x	x	x	
	UCM	x						x						x
CZ	AASKOL								x					
	AIVD ČR								x					
	AJŠ								x					
	AK ČR						x							
	ALMŠ								x					
	APSS ČR		x								x			x
	APV								x					
	AŘG ČR								x					
	AŘHŠ								x					

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
Czech Republic	Asociace obchodních akademíí								x					
	Asociace ředitelů církevních škol ČR								x					
	ASP ČR								x					
	ASPS ČR								x					
	ASVEN								x				x	
	AVOŠ								x				x	
	AZŘŠ								x					
	AZUŠ ČR								x					
	Caritas ČR									x	x	x	x	
	ČKR								x					
	Confederation of Social Services									x			x	
	ČR – CZESHA								x					x
	MŠMT								x					x
	RVS								x					
	SMO ČR	x						x						
Germany	SPTV								x					
	SSŠČMS								x				x	
	Union of Apprentice Schools								x					
	AAA									x				x
	AAZ									x				x
	AGV AWO				x						x	x		x
	AGVP										x			x
	BDPK									x				x
	BPA										x			
	BVAP										x	x		x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
DK	DStGB	x		x				x						
	RGRE	x						x						
	TdL			x				2	1	x	x	x		x
	VKA		x	x				1	1	x	x			x
	ZG BBB				x				x					x
EE	Agency for the Modernisation of Public Administration (within Ministry of Finance)			x			1							
	Danish Regions	x	x	x				2		x	2			x
	KL	x		x	x			1	2		1	x	x	x
	Moderniseringsstryrelsen			x					1					x
EL	ANDRAS								x					
	EAHJÜ								2					
	EAKL								x					
	EHL								x	x				
	EKFL								x					
	EKJÜ								1					
	EKKL								x					
	EKL									x				x
	ELAL								x					
	ELVL	x						1	x		x	x	x	x
	EMKL								x					
	EÖL								x					
	EPL									1	x	x		
	ERL									2	x	x		
	RKRN								x					
	RN								x					

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
ES	KEDE	x					1							
	OEFE							2					x	
	OMIROС							x					x	
	PALSO							1					x	
	PASIDIK								x			x	x	
	PEMFI								x	x	x	x	x	x
	POSIPS								x			x		
FI	ACADE							2						x
	AESTE								x	x	x	x	x	x
	ASPE							1						x
	CEAPS		x						1	x	x	x	x	x
	CECE							x						x
	FEACEM	x		x			2		x	x	x	x	x	x
FR	FEMP	x					1							
	FERE-CECA							1						x
	LARES		x							2				x
	MoE			x				x						
	AIFEE			x				x						x
PT	Avainta							x	x	x	x	x	x	x
	HALI		x						x	2	x	x	x	x
	KT	x	x	x	x	x	1	1	x	1	x	x	x	x
	VTML		x				1		x	x				x
GR	YOL ry							x						x
	AFCCRE	x					1							
	CEPNL							1						x
	CNEA <sup>30</sup>		x							x		x	x	x
	CNSFOR							x						x
ES	FEHAP	x							x	1	x	x		x

<sup>30</sup> CNEA has been called Hexopée since 2020.

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
ES	FFP								2					x
	FHP								x					x
	FNEAP								x					x
	FNEP								x					x
	Ministry of Education								x					x
	Nexem		x	x						x	x	x	x	x
	SNAECSO <sup>31</sup>			x						x			x	x
	SYNERPA								x	x	x	x	x	x
	SYNOFDES								x					x
	UDES		x						x	x	x			x
	USB Home									x			x	x
HR	HRVZZ	x						x						
	HUP-UZNJRSS								2		1	1	1	x
	Udruga gradova	x						1						
	Udruga opcina	x						2						
	UHSR			x					1					
HU	Chamber of Hungarian Government Officials						1							
	KIMSZ			x					x					x
	Klebelsberg Központ								x					x
	MFSZ						1							x
	SZGYF										1	1	1	x
	TÖOSZ	x			x			1						
IE	ACCS			x				1						x
	CIBE							x						x
	CPSMA							x						x
	Educate Together							x						x
	ETBI							2						x

<sup>31</sup> SNAECSO is now called Elisfa.

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
IE	Gaelscoileanna								x					x
	HECA								x					x
	HSE	x								1	1			x
	IBEC								x					x
	IFI								x					x
	IUA								x					x
	IVEA				x				x					x
	JMB								x					x
	LGMA	x					1							x
	NAMBSE								x					x
	THEA								x					x
IT	AGCI										x	x	x	x
	AGIDAE								x					x
	AICCRE	x					2							x
	AIOP									x				x
	ANINSEI				x				x					x
	ARAN	x	x	x			1	1	x	1	x	x	x	x
	ARIS									x				x
	Cenfop								x					x
	FDCG									x				x
	FEDER-CULTURE								x					x
	FIINSEI								x					x
	FIIS								x					x
	FILINS								x					x
	FISM								2					x
	FORMA								x					x
	Presidency of the Council of Ministers – Department of Public Administration						1							
	UNASCA								x					x
	UNEBA									x	x			x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
LT	LARG				x						1	1		
	LSA	x						1						x
	MoE								1					
	NSPJA		x						1					x
LU	COPAS			x						1	x	x	x	x
	EGMJ									x	x	x	x	x
	FEDAS			x						2	x	x	x	x
	FHL								1	x	x	x	x	x
	MoE							1						
	SYVICOL	x					1							
LV	LPS	x					1							
	LSB		x						1					x
	MoES							1						
MT	AKL	x					1							
	MEDC			x				1						
	People and Standards Division within the Office of the Prime Minister						1							
NL	ActiZ			x						1		x	x	
	AOC-raad				x				x					x
	ASKA									x				x
	Bond KBO								x					
	Brancheorganisaties Kinderopvang									x		x	x	x
	CMHF								x					
	Cultuurconnectie								x					
	GAO								x					
	GGZ Nederland									x				x
	InEen									x				x
	IPO	x			x			2						
	Jeugdzorg NL									x		x	x	x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
NL	LHV								x					x
	LVGS								x					
	MBO-Raad								x					
	MEE NL										x			x
	Netwerk in de Sport								x					
	NFU	x							x	x				x
	NRTO								x					
	NVZ	x								x				x
	PO-Raad			x				2						x
	Sociaal Werk Nederland										x	x	x	x
	SRB							x						
	UvW		x				1							
	VBS							x						x
	Vereinigung hogescholen							x						
	Verus Vereniging voor Katholiek en Christelijk Onderwijs							x						
	VGN										1	1	x	x
	VNG	x	x				1							x
	VO-Raad			x				1						x
	VOS/ABB							x						x
	VSNU							x						x
	VSO					1								
	VSO-ZPW							x						
	VZA								x					
	Werkgeversvereniging Adviesorganisaties Onderwijs en Jeugd							x						x
	WOS							x						
	Zorghuisnl									2	2	x	x	x
PL	KRASP							x						
	KRZaSP							x						

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
PT	MoE								x					
	OSKKO								x					
	PUE								x					
	WRZOS			x						x	x	x		
	ZMP	x					x							
RO	AEEP								x				x	
	ANESPO				x				x				x	
	ANIECA								x				x	
	ANMP	x					x							
	APAC									x			x	
	APEC								x				x	
	APHP									x			x	
	APOMEPA									x			x	
	Bo									x			x	
	CML						x						x	
	CM-Porto						x						x	
	CNEF			x					x				x	
	CNIS		x						x		1	x	x	x
	Government of the Azores						x						x	
	Grupo ACT Hospitais EPE									x			x	
	MCTES		x						x					
	MoE		x						x				x	
	Regional Government of Madeira						x							
	SEAL						1						x	
	UMP								x		2	x	x	x

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
SI	FNIPP								x					
	FNS									x				
	FONSS			x							x	x	x	
	PALMED									x				x
	UNCJR	x					x							
SE	Almega								x	x	x			x
	Arbetsgivaralliansen		x						x					x
	Arbetsgivarverket		x	x					x					x
	Folksbindningsförbundet								x					x
	Idea								x					x
	KFO		x	x					x		x	x	x	x
	SALAR	x	x	x		x		x	x	x	x	x	x	x
	Sobona			x					x	x				x
	Swedish Church Employer Organisation								x					
SK	Association of Primary and Music Education Headmasters				x				x					x
	Društvo Ravnatelj				x				x					x
	KFO									x				x
	Ministry of Education and Sport			x					x					
	SOS	x						x						x
	SSZS	x						x						x
	SSZS			x							x	x	x	
	SVS							x						
	ZDRZZ							x						
	ZMOS	x						x						x
	ZRRVS				x				x					x
	ZŠD			x				x						x
	ZZS								x					x
ES	ANS								x					x
	APSSvSR			x						x	x	x	x	

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
Slovakia	ASN SR								x					x
	BBSK									x		x	x	x
	BSK									x		x	x	x
	KSK									x		x	x	x
	MŠVVaŠ SR				x			x						x
	MV SR							x						x
	NSK									x	x	x	x	x
	PSK									x	x	x	x	x
	SZZZS								x					x
	TSK									x	x	x	x	x
	TTSK									x		x	x	x
	ZMOS	x					x	x		x	x	x	x	x
	ZPSSvSR									x	x			
	ŽSK									x	x	x	x	x
UK	AoC							x						x
	Care England									x	x	x		
	CFW									x	x	x		
	COSLA	x					x	x		x	x	x	x	x
	ICHA									x	x			
	IHCP									x	x	x		
	LGA	x	x				x			x	x	x	x	x
	London Councils							x						x
	NCA									x	x	x		
	NCF									x	x	x		
	NDNA									x				
	NEOST (LGA)				x			x						x
	NHS Employers		x							x	x	x	x	
	NILGA	x					x							x
	RNHA									x	x	x		
	Scottish Care									x	x	x		

Country	Employer organisation	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Healthcare (NACE 86)	Residential social care (NACE 87)	Non-residential social work (NACE 88)	CGA (NACE 84)	Collective bargaining
UCEA					x				x					x
	UKHCA									x	x	x		
	WLGA	x	x				x			x	x	x	x	x

The situation of around 400 European public sector employer organisations is summarised in Table 43 (the full list of employer organisations is provided in Table 44). In relation to membership of European-level organisations, the most widespread is membership of CEMR (47 organisations) and EFEE (39 organisations). This is followed by the membership of FESE (24 organisations), with SGI Europe and HOSPEEM having 18 and 13 members, respectively. On the other hand, around 270 of the public service employers do not belong to any of the main European-level employer organisations.

In terms of sector coverage, most employer organisations are active in the education sector (137 organisations), followed by the social services sector, with 89 organisations active in non-residential social work and 75 active in residential social services. The LRG sector and health sector have 64 and 78 employer organisations, respectively.

In this context, it is essential to note that some of the organisations included here could be considered to be somewhere between an employer organisation and an employer. This concerns, for example, organisations such as Caritas/Red Cross, which is a sort of obligatory umbrella organisation.

It is also important to note that the number of employer organisations is one way of looking at the industrial relations landscape, with other dimensions being the size and variety of affiliated organisations and the country coverage.

Nearly 70% of the employer organisations in the public services sectors participate in collective bargaining processes. Practically all employer organisation participate in collective bargaining in some countries, for example Austria, Belgium, France, Germany, Ireland and Sweden. In contrast, very few employer organisations participate in collective bargaining processes in Croatia, Lithuania, Malta and Romania.

**Table 43: Public services employer organisations, European affiliations, sectors covered and collective bargaining involvement**

Country	Employer organisations	CEMR	HOSPEEM	SGI Europe	FESE	EFEE	CGA (NACE 84)	LRG (NACE 84)	Education (NACE 85)	Health (NACE 86)	Social services (NACE 87+88)	Residential (NACE 87)	Non-residential (NACE 88)	Collective bargaining involvement
AT	21	2	0	1	4	0	0	2	5	3	12	11	10	17
BE	47	5	1	2	0	6	0	5	14	13	22	3	14	47
BG	17	1	0	0	1	1	0	2	13	2	1	1	1	9

CY	5	1	0	0	0	1	0	1	4	0	1	0	0	2
CZ	27	1	0	0	1	0	0	2	22	0	3	1	2	7
DE	14	4	1	7	1	1	0	6	3	5	8	5	0	9
DK	4	2	1	4	0	1	1	2	2	1	2	1	1	3
EE	16	1	0	0	0	0	0	1	13	2	3	3	3	2
EL	11	1	0	0	0	1	0	2	6	0	3	1	3	7
ES	10	2	0	0	3	1	0	2	4	1	4	3	3	8
FI	6	1	1	2	1	2	1	1	5	4	3	3	3	6
FR	16	1	1	1	3	0	0	1	9	3	6	3	5	15
HR	5	3	0	0	0	1	0	3	2	0	1	1	1	1
HU	6	1	0	0	0	1	1	2	2	0	1	1	1	4
IE	16	1	1	0	0	2	0	1	14	1	1	0	0	16
IT	18	1	1	1	2	2	1	2	11	4	3	35	24	17
LT	4	1	1	0	1	0	0	1	1	1	1	1	0	2
LU	6	1	0	0	2	0	0	1	1	1	4	4	4	4
LV	3	1	1	0	0	0	0	1	1	1	0	0	0	3
MT	3	1	0	0	0	1	1	1	1	0	0	0	0	0
NL	38	2	2	2	2	3	1	3	21	7	7	3	6	21
PL	7	1	0	0	1	0	0	1	5	0	1	1	1	0
PT	20	1	0	0	1	4	0	6	9	5	2	2	2	17
RO	9	3	0	0	1	1	1	3	2	2	1	1	1	1
SE	9	1	1	5	0	2	0	1	9	3	3	2	2	9
SI	13	3	0	0	1	5	0	5	5	2	1	1	1	9
SK	16	1	0	0	1	1	0	1	3	3	11	7	10	16
UK	19	4	1	2	0	2	0	5	4	1	14	13	12	8
EU27 + UK	386	48	13	27	26	39	7	64	191	65	119	107	110	260

**Notes:** The employer organisations covering general administration (NACE code 84) at central government level are based on the list included in Table 9 of the representativeness study for the CGA sector (Eurofound, 2017a). The employer organisations from the LRG sector are listed in Table 3.2 and from the social services sectors are listed in Table 6.2 of the representativeness study for the LRG and social services sectors (Eurofound, 2020c). The employer organisations covering the education sector (NACE code 85) are listed in Table 4 of the representativeness study for the education sector (Eurofound, 2020a). The employer organisations covering healthcare (NACE code 86) are listed in Table 6 of the representativeness study for the human health sector (Eurofound, 2020b).

**Source:** Network of Eurofound Correspondents, 2018

**Table 44: Abbreviations for public services employer organisations and their full names**

Country	Abbreviation	Full association name in original language	Full association name in English
AT	SWÖ	Sozialwirtschaft Österreich	Employer Organisation of the Social Economy of Austria
	AGV	Arbeitgeberverein für Sozial- und Gesundheitsorganisationen in Vorarlberg	Employer Association for Social and Health Organisations in Vorarlberg
	ADÖ	Arbeitgeberverband der Diakonie Österreich	Employer Organisation of the Diaconia of Austria
	BARS	Berufsvereinigung von ArbeitgeberInnen in Rettungs- und zugehörigen Sanitätsberufen	Employer Association of Emergency Medical Service Occupations
	Caritas	Caritas: Verein Interessenvertretung karitativer Einrichtungen der Katholischen Kirche Österreichs	Interest Association of Charitable Institutions of the Catholic Church of Austria
	OKAPEB	Interessenvertretung von Ordensspitäler und von konfessionellen Alten- und Pflegeheimen, Erziehungs- und Bildungseinrichtungen	Interest Association of Religious Hospitals and Denominational Retirement and Care Homes and Educational Institutions
	DV	Dachverband für ambulante mobile Heim- und Altenhilfe	Federation of Outpatient Mobile Home Help and Elderly Care
	ÖRK	Österreichisches Rotes Kreuz	Austrian Red Cross
	SOS-Kinderdörfer	Arbeitgeberverband der SOS-Kinderdörfer	SOS-Kinderdörfer
	Volkshilfe Wien	Volkshilfe Wien	Volkshilfe Vienna
	Volkshilfe NÖ	Volkshilfe Niederösterreich	Volkshilfe of Lower Austria
	ASBO	Arbeiter-Samariter-Bund Österreichs	Samaritans Organisation
	Austrian Association of Municipalities	Österreichischer Gemeindebund	Austrian Association of Municipalities
	Austrian Association of Cities and Towns	Österreichischer Städtebund	Austrian Association of Cities and Towns
	BABE	Berufsvereinigung der ArbeitgeberInnen privater Bildungseinrichtungen	Association of Employers of Private Institutions for Training and Further Training
	FFAV	Fachverband Fahrschulen und Allgemeiner Verkehr	Professional Association of Driving Schools and General Transport
	FVG	Fachverband Gesundheitsbetriebe	Association of Health Companies
	VFA	Forschung Austria	Austrian Research Association
	VIO	Verein Interessenvertretung von Ordensspitäler und von konfessionellen Alten- und Pflegeheimen Österreichs	Association of Interest Representation of Catholic Hospitals and Old People's and Nursing Homes
	VPKA	Verband der Privatkrankenanstalten Österreichs	Association of Private Hospitals
	VSU	Vereinigung der Schischulunternehmer Österreichs	Austrian Association of Ski School Entrepreneurs
BE	UNISOC	Unie van socialprofitondernemingen	Union of for-profit Social Enterprises

Country	Abbreviation	Full association name in original language	Full association name in English
		L'Union des entreprises à profit social	
UNIPSO		Confédération intersectorielle des employeurs du secteur à profit social (non marchand) en Wallonie et en Fédération Wallonie-Bruxelles	Inter-professional national employer organisations represented in the Central Economic Council and the National Labour Council
VERSO		Vereniging voor Social Profit Ondernemingen	Association for Social Profit Enterprises
BRUXEO		Confédération Bruxelloise des Entreprises Non Marchandes	Brussels Confederation of Non-market Enterprises
AnikoS		AnikoS - ArbeitgeberInnenverband für den nicht-kommerziellen Sektor in der Deutschsprachigen Gemeinschaft	AnikoS – Employers' Association for the Non-commercial Sector in the German-speaking Community
ZORGGEZIND		Vereniging van diensten van de gezinszorg Vlaamse gemeenschap-ZORGGEZIND	Association of Family Care Services in the Flemish Community
FCSD		Fédération des Centres de Services à Domicile	Federation of Home Service Centres
FSB		Federatie van de Brusselse diensten voor thuiszorg	Federation of Brussels Home Care Services
FEDOM		Fédération wallonne de services d'aide à domicile	Walloon Federation of Home Care Services
SOM		De federatie van sociale ondernemingen	Federation of Social Enterprises
UFFIPRAH ANCE		Union des Fédérations Francophones d'Institutions de Protection de la Jeunesse et d'Aide aux Handicapés	Union of the French-speaking Federations of Institutions for the Protection of Young People and Support for Persons with Disabilities
Vlaams welzijnsverbond		Vlaams welzijnsverbond	Flemish Welfare Association
FSPF/PLAF		Fédération des services de placement familial	Federation of Foster Care Services
AMA		Federatie van onthaaltehuizen en dienst voor hulp aan daklozen/Fédération des maisons d'accueil et des services d'aide aux sans-abri	Federation of Hostels and Shelters for the Homeless
FISSAAJ		Fédération des institutions et services spécialisés d'aide aux adultes et aux jeunes	Federation of Institutions and Specialised Services for Adults and Young People
FEMMO FIPE		Association de la federation des équipes mandatées en milieu ouvert (FEMMO) et de la fédération des institutions de prévention éducative (la FIPE)	Association of the Federation of Mandated Open Teams (FEMMO) and the Federation of Educational Prevention Institutions (FIPE)
EWETA		Entente Wallonne des entreprises de travail adapté	Walloon Federation of Adapted Work Companies
Groep Maatwerk		Groep Maatwerk	Groep Made to Measure
FEBRAP		Fédération Bruxelloise des entreprises de travail adapté	Brussels Federation of Adapted Work Companies
CBI		Coördinatie van Brusselse instellingen voor welzijnswerk en gezondheidszorg	Coordination of Brussels institutions for social work and health care

Country	Abbreviation	Full association name in original language	Full association name in English
	FASS	Fédération des associations sociales et de santé	Federation of Social and Health Associations
	SOVERVLAG	Socialistische Vereniging Van Vlaamse Gezondheidsvoorzieningen	Socialist Association of Flemish Health Services
	Santhea	Santhea	Employers' federation of Walloon and Brussels healthcare institutions
	ZORGNET-ICURO	ZORGNET-ICURO	Carenet-Icuro
	FILE	Fédération des initiatives locales pour l'enfance	Federation of Local Initiatives for Children
	WGK Vlaanderen	WGK Vlaanderen	White-Yellow Cross Flanders
	FASD	Fédération Aide et Soins à Domicile	Federation of Social and Health Associations
	CCV	Caritas Catholica Vlaanderen	Caritas Catholica Flanders
	MID	Medisch Sociale sector in dialoog	Medical Sector in Dialogue
	BVZ	Belgische vereniging der ziekenhuizen	Belgian Association of Hospitals
	UDB	Unie van dentaaltechnische bedrijven	Union of Dental Technical Companies
	UNESSA	Union en Soins de Santé	National Federation for Medico-Social Associations
	GIBBIS	Gezondheidsinstellingen Brussel – Bruxelles Institutions de Santé	Brussels Health Institutions
	UFLDB	Union Francophone des Laboratoires Dentaires de Belgique	Francophone Union of Dental Laboratories
	VVSG	Vlaamse Vereniging voor Steden en Gemeenten	Flemish Association for Cities and Municipalities
	Brulocalis	Vereniging Stad & Gemeenten Van Brussel/Association Ville & Communes de Bruxelles	Association of the City and Municipalities of Brussels
	APW	Association Provinces Wallons	Association of Walloon Provinces
	VVP	Vereniging Vlaamse Provincies	Association of Flemish Provinces
	UVCW	Union des Villes et Communes de Wallonie	Union of Walloon Cities and Municipalities
	CECP	Conseil de l'Enseignement des Communes et Provinces	Education Council of Communes and Provinces
	CPEONS	Conseil des Pouvoirs Organisateurs de l'Enseignement Officiel Neutre Subventionné	Council of Organising Authorities of Official Non-denominational Grant-aided Education
	FELSI	Fédération des Établissements Libres Subventionnés Indépendants	Federation of Private Grant-aided Independent Schools
	SOCIARE	Sociare, Socioculturele Werkgeversfederatie	Sociare, Sociocultural Employers' Federation
	AGE	Administration générale de l'Enseignement	General Administration of Education
	Katholiek Onderwijs Vlaanderen	Katholiek Onderwijs Vlaanderen	Catholic Education Flanders

Country	Abbreviation	Full association name in original language	Full association name in English
	SeGEC – SKU	Secrétariat général de l'enseignement catholique en Communautés française et Germanophone	General Secretariat of Catholic Education in French and German-speaking Communities of Belgium
	CESSoC	Confédération des Employeurs des Secteurs Sportif et Socioculturel	Confederation of Sports and Socio-cultural Employers
	GO	GO! onderwijs van de Vlaamse Gemeenschap	GO! Flemish Community Education Network
	POV	Provinciaal Onderwijs Vlaanderen	Flemish Provincial Education
	OVSG	Onderwijskoepel Van Steden en Gemeenten	Education Umbrella Organisation of the Cities and Municipalities of the Flemish Community
BG	UEPES	Съюз на работодателите в системата на народната просвета в България	Union of Employers in the Public Education System
	BAPS	Българска асоциация на частните училища	Bulgarian Association of Private Schools
	HACO/NASO	Национален алианс за социална отговорност	National Alliance for Social Responsibility
	NUPH	Националното сдружение на частните болници	National Union of Private Hospitals
	ATT	Асоциация за обучение в транспорта	Association for Training in Transport
	APSEECT	Асоциация на професионалните гимназии по електротехника, електроника и компютърна техника	Association of Professional Schools in Electrotechnics, Electronics and Computer Technologies
	ASSPRB	Сдружение на директорите в средното образование в Република България	Association of Secondary School Principals in the Republic of Bulgaria
	AQMB	Асоциация за квалификация на автомобилистите в България	Association for Qualification of Motorists in Bulgaria
	BAMA	Българска асоциация на мрежовите академии	Bulgarian Association of Networking Academies
	AHCSB	Асоциацията на училищата по ресторантърство и хотелиерство в България	Association of Hotel and Catering Schools in Bulgaria
	SMSRBAEMS	Секция на училищата с профилирано и разширено изучаване на музика в Република България към Европейската музикална асоциация	Music School in Republic of Bulgaria Section at Association of European Music School
	Ministry of Education and Science	Министерство на образованието и науката	Ministry of Education and Science
	Association of Directors in Secondary Education in the Republic of Bulgaria	Сдружение на директорите в средното образование в РБ	Association of Directors in Secondary Education in the Republic of Bulgaria
	ADEB	ADEB	ADEB

Country	Abbreviation	Full association name in original language	Full association name in English
	NAHE	Национална Асоциация На Работодателите От Здравеопазването	National Association of Healthcare Employers
	SUPRIM	SUPRIM	SUPRIM
	NAMRB	Националното сдружение на общините в Република България	National Association of Municipalities in the Republic of Bulgaria
CY	MoECSY	Υπουργείο Παιδείας Και Πολιτισμού	Ministry of Education, Culture, Sport and Youth
	ΠΣΙΣΕ/PSISE	Παγκύπριος Σύνδεσμος Ιδιοκτητών Στεγών Ευγηρίας	Pancyprian Association of Elderly Home Owners
	ΣΙΠΕΚ/SIPEK	Σύνδεσμος Ιδιωτικής Προσχολικής Εκπαίδευσης Κύπρου	Cyprus Association of Private Pre-school Education
	PASISTE	Παγκύπριος Σύνδεσμος Ιδιωτικών Σχολών Τριτοβάθμιας Εκπαίδευσης	Pancyprian Association of Private Schools of Tertiary Education
	SIAEK	SIAEK	SIAEK
	UCM	Ένωση Δήμων Κύπρου	Union of Cyprus Municipalities
CZ	APSS ČR	Asociace poskytovatelů sociálních služeb České republiky	Association of Social Care Providers of the Czech Republic
	Caritas ČR	Charita Česká republika	Caritas Czech Republic
	Confederation of Social Services	Konfederace sociálních služeb	Confederation of Social Services
	SMO ČR	Svaz měst a obcí ČR	Union of Towns and Municipalities of the Czech Republic
	AK ČR	Asociace krajů České republiky	Association of the Regions of the Czech Republic
	ČR – CZESHA	Unie školských asociací ČR – CZESHA, z. s.	Union of Schools' Associations of the Czech Republic
	AZŘŠ	Asociace ředitelů základních škol ČR	Association of Primary School Principals of the Czech Republic
	AŘG ČR	Asociace ředitelů gymnázií České republiky, z. s.	Association of Grammar School Principals of the Czech Republic
	Asociace obchodních akademíí	Asociace obchodních akademíí	Association of Business Academies
	APV	Asociace předškolní výchovy	Preschool Education Association
	Asociace ředitelů církevních škol ČR	Asociace ředitelů církevních škol ČR	Association of Directors of Church Schools of the Czech Republic
	ASPS ČR	Asociace středních průmyslových škol ČR, z. s	Association of Industrial Secondary Schools of the Czech Republic
	AŘHŠ	Asociace ředitelů hotelových škol, z. s.	Association of Hotel School Principals
	SSŠČMS	Sdružení soukromých škol Čech, Moravy a Slezska, z. s.	Association of Private Schools of Bohemia, Moravia and Silesia

Country	Abbreviation	Full association name in original language	Full association name in English
CZECH REPUBLIC	Union of Apprentice Schools	Sdružení učňovských zařízení	Union of Apprentice Schools
	ASVEN	Asociace vzdělávacích zařízení pro rozvoj venkovského prostoru	Association of Educational Facilities for Rural Area Development
	AASKOL	Asociace aktivních škol, z. s.	Association of Active Schools
	AJŠ	Asociace jazykových škol	Professional Association of Language Schools
	ALMŠ	Asociace lesních mateřských škol, z. s.	Association of Forest Kindergartens
	AVOŠ	Asociace vyšších odborných škol ČR	Association of Higher Professional Schools in the Czech Republic
	ASP ČR	Asociace speciálních pedagogů ČR	Association of Special Education Teachers in the Czech Republic
	AZUŠ ČR	Asociace základních uměleckých škol ČR	Basic Art School Association of the Czech Republic
	SPTV	Sdružení profesního terciárního vzdělávání, z. s.	Czech Association of Professional Higher Education
	AIVD ČR	Asociace institucí vzdělávání dospělých ČR, z.s.	Association of Adult Education Institutions in the Czech Republic
	MŠMT	Ministerstvo školství, mládeže a tělovýchovy	Ministry of Education, Youth and Sport
	ČKR	Česká konference rektorů	Czech Rectors' Conference
	RVS	Rada vysokých škol	Higher Education Council
GERMANY	TdL	Tarifgemeinschaft deutscher Länder	Employers' Association of German <i>Länder</i>
	AGVP	Arbeitgeberverband Pflege	Federal Employer Association Care
	AGV AWO	Arbeitgeberverband AWO Deutschland	Federal Employer Association AWO Germany
	BPA	Bundesverband privater Anbieter sozialer Dienste/bpa Arbeitgeberverband	Federal Association of Private Social Service Providers/Employer Organisation of Private Social Service Providers
	BVAP	Bundesverband der Arbeitgeber in der Pflegebranche	Federal Association of Employers in the Care Sector
	VKA	Vereinigung der kommunalen Arbeitgeberverbände	Municipal Employers' Association
	ZG BBB	Zweckgemeinschaft des Bundesverbandes der Träger beruflicher Bildung	Purpose Group of the Federal Association of Vocational and Further Training Providers
	BDPK	Bundesverband Deutscher Privatkliniken	Federal Association of Private Hospitals
	AAA	Bundesärztekammer WG	Working group in the German Medical Association regulating the working conditions of skilled medical staff
	AAZ	Bundesärztekammer WG	Working group in the Federal Chamber of Medical Doctors regulating the working conditions of skilled dental nurses and assistants
	DLT	Deutscher Landkreistag	German Rural District Association
	DST	Deutscher Städtetag	Federal Association of German Towns and Cities

Country	Abbreviation	Full association name in original language	Full association name in English
	DStGB	Deutscher Städte- und Gemeindebund	German Association of Cities and Communities
	RGRE	Rat der Gemeinden und Regionen Europas, deutsche Sektion	German Section of the Council of European Municipalities and Regions
DK	Moderniseringsstyrelsen	Moderniseringsstyrelsen	Agency for Public Finance and Management
	KL	Kommunernes Landsforening	Local Government Denmark
	Danish Regions	Danske Regioner	Danish Regions
EE	EPL	Erihoolekandeteenuste Pakkujate Liit	Association of Estonian Special Care Service Providers
	ERL	Eesti Rehabilitatsiooniasutuste Liit	Association of Estonian Rehabilitation Institutions
	RKRN	Rakenduskõrgkoolide Rektorite Nõukogu	Estonian Rector's Conference of Universities of Applied Sciences
	EMKL	Eesti Muusikakoolide Liit	Estonian Union of Music Schools
	EAKL	Eesti Autokoolide Liit	Estonian Association of Driving Schools
	EÖL	Eesti Õpetajate Liit	Estonian Teachers' Union
	ELAL	Eesti Lasteaiaõpetajate Liit	Association of Preschool Teachers in Estonia
	EKJÜ	Eesti Koolijuhtide Ühendus	Estonian School Heads Association
	EAHJÜ	Eesti Alushariduse Juhtide Ühendus	Estonian Preschool Heads' Association
	ANDRAS	Eesti Täiskasvanute Koolitajate Assotsiatsioon Andras	Association of Estonian Adult Educators Andras
	RN	Rektorite nõukogu	Universities Estonia
	EKFL	Eesti Koolitusfirmade Liit	Association of Training and Consulting Companies of Estonia
	EKKL	Eesti Kunstikoolide Liit	Association of Estonian Art Schools
	EHL	Eesti Huvikoolide Liit	Estonian Association of Hobby Schools
EL	EKL	Eesti Kirjanike Liit	Estonian Writers' Union
	ELVL	Eesti Linnade ja Valdade Liit	Association of Estonian Cities and Municipalities
	POSIPS	Panellínia Omospondía Syllógonidiotikón Paidikón Stathmóν	Panhellenic Federation of Unions of Private Day Nurseries
	PEMFI	Panellínia Énosi Monádon Frontídás Ilikioménon	National Association of Nursing and Care Homes
	PASIDIK	Panellinios Sindesmoslatrikon Diagnostikon Kentron	Panhellenic Union of Medical Diagnostic Centres
	ENPE	Ένωση Περιφερειών Ελλάδος	Association of Greek Regions
	KEDE	Κεντρική Ένωση Δήμων Ελλάδος	Central Union of Municipalities of Greece
	HCA	Sindesmos Ellinikon Kollegion	Hellenic Colleges' Association
	HAIS	Sholion, Σύνδεσμος Ιδιοκτητών Ιδιωτικών Σχολείων	Hellenic Association of Independent Schools

Country	Abbreviation	Full association name in original language	Full association name in English
GR	PALSO	Panellinia Omospondia Idiokhton Kentron Xenon Gloson	Panhellenic Federation of Language School Owners
	OEFE	Omospondia Ekpaideftikon Frontiston Ellados	Federation of Tutoring Establishments of Greece
	EUROPALSO	Panellinios Sindesmos Kathigiton Idioktiton Kentron Xenon Gloson	Panhellenic Association of Teachers–Owners of Foreign Language Centres
	OMIROS	Omospondia Sillogon Frontiston Xenoglossis Ekpaidefsis Ellados	Federation of Greek Language Care Providers Associations
ES	ACADE	Asociación Española de Centros Privados de Enseñanza	Spanish Association of Private Education Centres
	ASPE	Spanish Private Healthcare Alliance	Spanish Private Healthcare Alliance
	CECE	Confederación Española de Centros de Enseñanza	Spanish Confederation of Education Centres
	FEMP	Federación Española de Municipios y Provincias	Spanish Federation of Municipalities and Provinces
	LARES	LARES	LARES
	MEFP	Ministerio de Educación y Formación Profesional	Ministry of Education and Vocational Training
	FERE-CECA	Escuelas Católicas	Catholic Schools
	AESTE	Asociación de Empresas de Servicios para la Dependencia	Association of Social Services Companies
	CEAPS	Círculo Empresarial de Atención a Personas	Business Circle of People Care
FI	KT	Kuntatyönantajat	Local Government Employers
	HALI	Hyvinvointiala HALI ry	Finnish Association of Private Care Providers
	Avainta	Avaintyönantajat Avainta ry	Avainta Employers
	VTML	Valtion työmarkkinalaitos	Office for the Government as Employer
	AIFEE	Sivistystyönantajat	Finnish Education Employers
	YOL ry	YOL ry	YOL ry
FR	Ministry of Education	Ministère de l'Éducation nationale, de l'Enseignement supérieur et de la Recherche	Ministry of National Education, Higher Education and Research
	FNEP	Fédération Nationale de l'Enseignement Privé	National Federation of Private Education
	CEPNL	Confédération de l'Enseignement Privé non lucratif	Confederation of Private Non-profit Education
	FNEAP	Fédération Familiale Nationale pour l'Enseignement Agricole Privé	National Family Federation for Private Agricultural Education
	FFP	Fédération de la formation professionnelle	Federation of Vocational Training
	SYNOFDES	Syndicat national des organismes de formation de l'économie sociale	National Union of Social Economy Training Organisations
	CSNFOR	Chambre syndicale nationale des organismes de formation	National Union of Training Associations

Country	Abbreviation	Full association name in original language	Full association name in English
FR	AFCCRE	Association française du CCRE	French Association for the Council of European Municipalities and Regions
	Nexem	Nexem	Network representing employers from the not-for-profit social services sector
	SNAEC SO	Syndicat National d'Associations Employeurs de personnels au service des Centres Sociaux et Socio-Culturels	National employers' organisation of associations employing staff in services at social and socio-cultural centres
	CNEA	Conseil national des employeurs d'avenir	National Council of Employers of the Future
	FEHAP	Fédération des établissements hospitaliers et d'aide à la personne privés non lucratifs	Federation of Not-for-profit Hospitals and Social Care Facilities
	SYNERPA	Syndicat National des Établissements et Résidences Privés pour Personnes Agées	National Union of Private Institutions and Residences for the Elderly
	USB Home	USB Domicile	USB Home
	FHP	Fédération de l'Hospitalisation Privée	Federation of Private Hospitals
	UDES	L'Union des employeurs de l'économie sociale et solidaire	Union of Social and Solidarity Economy Employers
HR	UHSR	Udruge hrvatskih srednjoškolskih ravnatelja	Association of Secondary School Principals
	HUP-UZN RSS	HUP – Udruga zdravstvene njegi, rehabilitacije i socijalne skrbi	Croatian Employers Association – Healthcare, Rehabilitation and Social Welfare Association
	Udruga gradova	Udruga gradova u Republici Hrvatskoj	Association of Cities in the Republic of Croatia
	Udruga općina	Udruge općina u Republici Hrvatskoj	Association of Municipalities in the Republic of Croatia
	HRVZZ	Hrvatska zajednica županija	Croatian County Association
HU	TÖOSZ	Települési Önkormányzatok Országos Szövetsége	Hungarian National Association of Local Authorities
	MFSZ	Magyar Faluszövetség	Association of Hungarian Villages
	KIMSZ	KIMSZ	Association of School Headmasters
	Klebelsberg Központ	Klebelsberg Központ	Klebelsberg Centre
	Chamber of Hungarian Government Officials	Magyar Kormánytisztselői Kar	Chamber of Hungarian Government Officials
	SZGYF	Szociális és Gyermekvédelmi Főigazgatóság	Directorate-General for Social Affairs and Child Protection
IE	HSE	Health Service Executive	Health Service Executive
	LGMA	Local Government Management Agency	Local Government Management Agency
	ACCS	Association of Community and Comprehensive Schools	Association of Community and Comprehensive Schools

Country	Abbreviation	Full association name in original language	Full association name in English
IE	JMB	Joint Managerial Body for Voluntary Secondary Schools	Joint Managerial Body for Voluntary Secondary Schools
	IUA	Irish Universities Association	Irish Universities Association
	THEA	Technological Higher Education Association	Technological Higher Education Association
	HECA	Higher Education Colleges Association	Higher Education Colleges Association
	ETBI	Education and Training Boards Ireland	Education and Training Boards Ireland
	IBEC	Irish Business and Employers Confederation	Irish Business and Employers Confederation
	CIBE	Church of Ireland Board of Education	Church of Ireland Board of Education
	CPSMA	Catholic Primary School Management Association	Catholic Primary School Management Association
	Educate Together	Educate Together	Educate Together
	Gaelscoileanna	Gaelscoileanna	Irish-language schools
	IFI	IFI	IFI
	IVEA	Irish Vocational Education Association	Irish Vocational Education Association
IT	NAMBSE	National Association of Boards of Management in Special Education	National Association of Boards of Management in Special Education
	ARAN	Agenzia per la Rappresentanza Negoziale delle Pubbliche Amministrazioni	Agency for the Representation of Public Administrations in Collective Bargaining
	UNEBA	Unione Nazionale Istituzioni ed Iniziative di Assistenza Sociale	National Union of Institutions and Enterprises of Social Care
	AICCRE	Associazione italiana per il Consiglio dei Comuni e delle Regioni d'Europa E	Italian Association for the Council of European Municipalities and Regions
	AIOP	Italian Association of Private Hospitals Associazione italiana per ospitale private	Italian Association of Private Hospitals
	ARIS	Associazione Religiosa Istituti Socio-Sanitari	Religious Association of Social and Healthcare Institutions
	FDCG	Fondazione Don Carlo Gnocchi	Don Carlo Gnocchi Foundation
	AGIDAE	Associazione Gestori Istituti Dipendenti dall'Autorità Ecclesiastica	National Association of Education Institutions Dependent on Ecclesiastical Authority
	ANINSEI	Associazione Nazionale Istituti Non Statali Di Educazione E Di Istruzione	National Association of Non-state Institutions for Education
	Cenfop	Coordinamento Enti Nazionali per la Formazione e l'Orientamento Professionale	Coordination of National Vocational Training Bodies
	FIINSEI	Federazione Italiana Istituti non Statali di Educazione ed Istruzione	Italian Federation of Non-state Educational Institutions
	FILINS	Federazione Italiana Licei Linguistici e Istituti Scolastici Non Statali	Italian Federation of Language Schools and Non-state Schools
	FISM	Federazione Italiana Scuole Materne	Italian Federation of Preschools

Country	Abbreviation	Full association name in original language	Full association name in English
	FORMA	Associazione Enti Nazionali di Formazione Professionale	Association of National Bodies for Vocational Training
	FIIS	Federazione Nazionale Imprenditori Impianti Sportivi	National Federation of Entrepreneurs of Sports Structures
	UNASCA	Unione Nazionale Autoscuole Studi Consulenza Automobilistica	National Union of Driving Schools for Automotive Consultancy Studies
	FEDER-CULTURE	FEDER-CULTURE	FEDER-CULTURE
	Presidency of the Council of Ministers – Department of Public Administration	Presidenza del Consiglio dei Ministri – Dipartimento della Pubblica Amministrazione	Presidency of the Council of Ministers – Department of Public Administration
LT	LSA	Lietuvos savivaldybių asociacija	Association of Local Authorities in Lithuania
	LARG	Asociacija 'Rūpeitinga globa'	Association 'Rupeitinga globa'
	NSPJA	Nacionalinė sveikatos priežiūros įstaigų asociacija	Lithuanian National Association of Healthcare Organisations
	MoE	Švietimo, mokslo ir sporto ministerija	Ministry of Education, Science and Sport
LU	FHL	Fédération des Hôpitaux Luxembourgeois	Federation of Luxembourg Hospitals
	MoE	Minister de l'Éducation nationale, de l'Enfance et de la Jeunesse	Ministry of Education
	SYVICOL	Le syndicat des villes et communes luxembourgeoises	Union of Towns and Municipalities of Luxembourg
	COPAS	Fédération COPAS	COPAS Federation
	FEDAS	FEDAS Luxembourg	FEDAS Luxembourg
	EGMJ	Entente des gestionnaires des maisons de jeunes	Youth Housing Managers' Agreement
LV	LPS	Latvijas Pašvaldību savienība	Latvian Association of Local and Regional Governments
	LSB	Latvijas Slimnīcu biedrība	Latvian Hospitals' Association
	MoES	Izglītības un zinātnes ministrija	Ministry of Education and Science
MT	MEDC	Ministry of Education, Culture, Youth and Sport	Ministry of Education, Culture, Youth and Sport
	AKL	Assocjazzjoni Kunsilli Lokali	Local Councils' Association
	People and Standards Division within the Office of the Prime Minister	Servizz publikuu dejjem mieghel	People and Standards Division within the Office of the Prime Minister
NL	Zorghuisnl	Zorghuisnl	Home Care NL
	VGN	Vereniging Gehandicaptenzorg Nederland	Dutch Disability Care Association
	ActiZ	ActiZ	ActiZ

Country	Abbreviation	Full association name in original language	Full association name in English
	Jeugdzorg NL	Jeugdzorg Nederland	Youth Care Netherlands
	Brancheorganisaties Kinderopvang	Brancheorganisaties Kinderopvang	Sector association for childcare
	NVZ	Nederlandse Vereniging van Ziekenhuizen	Dutch Hospitals' Association
	Sociaal Werk Nederland	Sociaal Werk Nederland	Social Work Netherlands
	MEE NL	MEE NL	MEE Netherlands
	VSNU	Vereniging van Universiteiten	Association of Dutch Universities
	VO-Raad	VO-Raad	Secondary Education Council
	PO-Raad	PO-Raad	Primary Education Council
	MBO-Raad	MBO-Raad	Secondary Vocational Education Council
	Vereinigung hogescholen	Vereinigung hogescholen	Association of Universities and Applied Sciences
	NRTO	Nederlandse Raad voor Training en Opleiding	Dutch Council for Training and Education
	Cultuurconnectie	Cultuurconnectie	Culture Connection
	Netwerk in de Sport	Netwerk in de Sport	Network in Sports
	VOS/ABB	VOS/ABB	Employer Organisation for State and other Pluralist Schools
	Verus Vereniging voor Katholiek en Christelijk Onderwijs	Verus Vereniging voor Katholiek en Christelijk Onderwijs	Verus, Association for Catholic and Christian Schools
	Bond KBO	Bond KBO	Bond KBO
	VBS	Vereniging van algemeen bijzondere scholen	Association of Independent Schools in the Netherlands
	LVGS	Landelijk Verband van Gereformeerde Schoolverenigingen	National Association of Reformed Schools
	VSO-ZPW	Verbond Sectorwerkgevers Overheid – Zelfstandige Publieke Werkgevers	Dutch Government Sector Employers' Association – Independent Public Employers
	AOC-raad	AOC-raad	Council of Agricultural Training Centres
	SRB	Stichting Rijschool belang	Purchasing organisation for Dutch driving school owners
	NFU	Nederlandse Federatie van Universitair Medische Centra	Netherlands Federation of University Medical Centres
	CMHF	Centrale van Middelbare en Hogere Functionarissen bij Overheid, Onderwijs, Bedrijven en Instellingen	Federation of Middle-ranking and Senior Officials in the Public Sector
	Werkgeversvereniging Adviesorganisaties Onderwijs en Jeugd	Werkgeversvereniging Adviesorganisaties Onderwijs en Jeugd	Employers' Association for Advisory Organisations for Education and Youth

Country	Abbreviation	Full association name in original language	Full association name in English
NL	GAO	Groep Arbeidsvoorwaarden Onderwijsadviesbureaus	Working Conditions Group for Educational Consultants
	IPO	Interprovinciaal Overleg	Interprovincial Consultation
	VNG	Vereniging van Nederlandse Gemeenten	Association of Dutch Municipal Governments
	UvW	Unie van Waterschappen	Union of Water Authorities
	VZA	VZA	Association of Independent Pharmacists
	InEen	InEen	In One Association of Organisations for First-line Care
	LHV	LHV	National Association for General Practitioners
	GGZ Nederland	GGZ Nederland	Dutch Association of Mental Health and Addiction Care
	WOS	Werkgevers in de Sport	Employers in Sports
	VSO	VSO	League for Public Sector Employers
PL	PUE	Polska Unia Edukacyjna	Polish Educational Union
	OSKKO	Ogólnopolskie Stowarzyszenie Kadry Kierowniczej Oświaty	All-Poland Association of Education Executives
	KRASP	Konferencja Rektorów Akademickich Szkół Polskich	Conference of Heads of Polish Academic Schools
	KRZaSP	Konferencja Rektorów Zawodowych Szkół Polskich	Conference of Heads of Polish Vocational School Presidents
	MoE	Ministerstwo Edukacji i Nauki	Ministry of Education and Science
	ZMP	Związek Miast Polskich	Association of Polish Cities
	WRZOS	Wspólnota Robocza Związków Organizacji Socjalnych	Working Community of Associations of Social Organisations
PT	CNIS	Confederação Nacional das Instituições de Solidariedade	National Confederation of Solidarity Institutions
	UMP	União de Misericórdias Portuguesas	Union of Portuguese Misericórdias
	SEAL	Secretaria de Estado da Administração Local	State Department of Local Administration
	Government of the Azores	Governo dos Açores	Government of the Azores
	Regional Government of Madeira	Governo Regional da Madeira	Regional Government of Madeira
	CML	Câmara Municipal de Lisboa	Lisbon Municipality Council
	CM-Porto	Câmara Municipal do Porto	Porto Municipality Council
	ANMP	Associação Nacional dos Municípios Portugueses	National Association of Portuguese Municipalities
	Grupo ACT Hospitais EPE	Grupo ACT Hospitais EPE	Hospital and University Centre Coimbra and 37 other public hospitals

Country	Abbreviation	Full association name in original language	Full association name in English
PT	APHP	Associação Portuguesa de Hospitalização Privada	Portuguese Association of Private Hospitals
	APAC	Associação Portuguesa de Analistas Clínicos	Portuguese Association of Clinical Analysts
	APOMEPA	Associação Portuguesa dos Médicos Patologistas	Portuguese Association of Pathologist Doctors
	Bo	Bo	Sector Association for Birth Care
	AEEP	Associação de Estabelecimentos de Ensino Particular e Cooperativo	Association of Private and Cooperative Education Providers
	ANIECA	Associação Nacional dos Industriais do Ensino de Condução Automóvel	National Association of Entrepreneurs in Driving Instruction
	ANESPO	Associação Nacional de Escolas Profissionais	National Association of Professional Schools
	CNEF	Confederação Nacional de Educação e Formação	National Confederation of Education and Training
	APEC	Associação Portuguesa de Escolas Católicas	Catholic Schools Association
	MoE	Ministério da Educação	Ministry of Education
	FNS	Federação Nacional de Provedores de Saúde	National Federation of Healthcare Providers
	MCTES	Ministério da Ciência, Tecnologia e Ensino Superior	Ministry of Science, Technology and Higher Education
RO	FONSS	Federatia Organizatiilor Neguvernamentale pentru Servicii Sociale	Federation of Non-governmental Organisations for Social Services
	ACoR	Asociația Comunelor din România	Association of Communes of Romania
	AOR	Asociația Oraselor din România	Association of Cities of Romania
	UNCJR	Uniunea Națională a Consiliilor Județene din România	Romanian National Union of County Councils
	PALMED	Patronatul Furnizorilor de Servicii Medicale din România	Romanian Private Medical Services Owners' Organisation
	FNIFP	Federatia Nationala pentru Invatamant si Formare Profesionala	National Federation for Education and Professional Training
	EDUFORM	Federatia Patronatelor din Educatie si Formare Profesionala din Romania	Employers' Education and Training Federation
	ANFP	Agentia Nationala a Functionarilor Publici	National Agency for Civil Servants
SE	Sobona	Sobona	Employer Organisation for Municipal Companies
	Arbetsgivaralliansen	Arbetsgivaralliansen	Swedish Employer's Alliance
	Arbetsgivarverket	Arbetsgivarverket	Swedish Agency for Government Employers
	Folksbindningsförbundet	Folksbindningsförbundet	Swedish Adult Education Association
	Idea	Arbetsgivarförbundet för ideella organisationer	Employer Association for Non-profit Organisations

Country	Abbreviation	Full association name in original language	Full association name in English
	Swedish Church Employer Organisation	Svenska Kyrkans arbetsgivarorganisation	Swedish Church Employer Organisation
	SALAR	Sveriges kommuner och landsting	Swedish Association of Local Authorities and Regions
	KFO	Kooperationens Förfhandlingsorganisation	Cooperative Movement Bargaining Organisation
	Almega	Almega	Employer and Trade Organisation for the Swedish Services Sector
SI	Ministry of Education and Sport	Ministrstvo za izobraževanje, znanost in šport	Ministry of Education and Sport
	ZŠD	Zveza srednjih šol in dijaških domov	Federation of Secondary Schools and Dormitories
	ZRRVS	Združenje ravnateljic in ravnateljev vrtcev Slovenije	Preschool National Principals' Association
	Društvo Ravnatelj	Društvo Ravnatelj	Association of Secondary and Vocational School Headmasters
	ZSGŠ	Zveza Slovenskih Glasbenih Šol	Association of Primary and Music Education Headmasters
	ZZS	Zdravniška zbornica Slovenije	Medical Chamber of Slovenia
	SZZZS	Slovensko združenje zasebnih zdravnikov in zobozdravnikov	Slovenian Association of Private Doctors and Dentists
	ZMOS	Združenje mestnih občin Slovenije	Association of Urban Municipalities of Slovenia
	SVS	Skupnost vrtcev Slovenije	Community of Kindergartens of Slovenia
	SOS	Skupnost občin Slovenije	Association of Municipalities and Towns of Slovenia
SK	APSSvSR	Asociácia poskytovateľov sociálnych služieb v SR	Association of Social Service Providers in Slovakia
	ZMOS	Združenie miest a obcí Slovenska	Association of Towns and Communities of Slovakia
	ZPSSvSR	Zväz poskytovateľov sociálnych služieb v SR, o.z.	Union of Social Service Providers in Slovakia
	BBSK	Banskobystrický samosprávny kraj	Banska Bystrica Self-governing Region
	BSK	Bratislavský samosprávny kraj	Bratislava Self-governing Region
	KSK	Košický samosprávny kraj	Kosice Self-governing Region
	NSK	Nitriansky samosprávny kraj	Nitra Self-governing Region
	PSK	Prešovský samosprávny kraj	Presov Self-governing Region
	TSK	Trenčiansky samosprávny kraj	Trenčin Self-governing Region
	TTSK	Trnavský samosprávny kraj	Trnava Self-governing Region
	ŽSK	Žilinský samosprávny kraj	Zilina Self-governing Region
ANS	Asociácia nemocníc Slovenska	Association of Hospitals in Slovakia	

Country	Abbreviation	Full association name in original language	Full association name in English
	AŠN SR	Asociácia štátnych nemocníc	Association of State Hospitals of Slovakia
	MŠVVaŠ SR	Ministerstvo školstva, vedy, výskumu a športu Slovenskej republiky	Ministry of Education, Science, Research and Sport of the Slovak Republic
	MV SR	Ministerstvo vnútra SR	Ministry of Interior of the Slovak Republic
UK	Care England	Care England	Care England
	CFW	Care Forum Wales	Care Forum Wales
	COSLA	Convention of Scottish Local Authorities	Convention of Scottish Local Authorities
	ICHA	Independent Children's Homes Association	Independent Children's Homes Association
	IHCP	Independent Health and Care Providers Northern Ireland	Independent Health and Care Providers Northern Ireland
	LGA	Local Government Association	Local Government Association
	NCA	National Care Association	National Care Association
	NCF	National Care Forum	National Care Forum
	NDNA	National Day Nurseries Association	National Day Nurseries Association
	NHS Employers	NHS Employers	NHS Employers
	RNHA	Registered Nursing Home Association	Registered Nursing Home Association
	Scottish Care	Scottish Care	Scottish Care
	UKHCA	United Kingdom Homecare Association	United Kingdom Homecare Association
	WLGA	Welsh Local Government Association	Welsh Local Government Association

Next, an analysis was undertaken of the multisectoral employment structure in relation to both employees and employers in the social services sectors (that is, exclusively NACE codes 87 and 88), in particular the following:

- the proportions of workers involved in the public, for-profit and non-profit delivery of social services – these were calculated or estimated by the national correspondents by dividing the numbers of employees in the public, for-profit and non-profit parts of the social services sector by the total number of employees in the social services sector
- the proportions of workers in social services under the responsibility of central, local and regional government administrations falling under the health and education sectors – these were calculated or estimated by the national correspondents by dividing the numbers of social services employees by the total number of employees in more than one sector

- the proportions of employers<sup>32</sup> providing public, for-profit and non-profit social services – these were calculated or estimated by the national correspondents by dividing the numbers of employers in the public, for-profit and non-profit parts of the sector by the total number of employers in the social services sector

Such detailed data on multisectoralism in the employment structure were often not available at the national level, and national correspondents therefore provided rough estimates or qualitative assessments.

Taking worker and employer data together (Tables 45 and 46), the social services were first analysed in terms of whether they are delivered in the public/for-profit or non-profit parts of the sector. In most countries, the majority of social service activity is delivered through public sector organisations. In a few countries (especially in Cyprus, Germany and Portugal), a sizeable proportion of social service activity is also delivered through non-public sector organisations (covering both private and non-profit). The for-profit subsector plays a significant role in seven countries: Croatia, Cyprus, Germany, Greece, Portugal, Spain and the UK. The non-profit subsector is important in 11 countries: Cyprus, France, Germany, Hungary, Italy, Luxembourg, Portugal, Romania, Slovakia, Slovenia and Spain.

On the employer side, the degree of organisation and participation in collective bargaining varies between countries with significant non-public provision of social services (Table 45). On the one hand, in Cyprus, Romania and Slovenia, none of the employer organisations in the social services sector participates in collective bargaining processes. In Slovakia and the UK, the employer organisations representing LRGs take part in collective bargaining processes, whereas employer organisations representing private and non-profit providers do not take part in collective bargaining processes. In the remaining countries, employer organisations covering the non-public sector do take part in collective bargaining processes, most frequently multi-employer bargaining (Table 45).

**Table 45: Employer structure in the countries with significant non-public provision of social services**

Country	Employer organisation	Collective bargaining in the social services sector	Multi-employer bargaining	Single-employer bargaining
CY	PSISE	No	No	No
	SIPEK	No	No	No
DE	AGV AWO	Yes	Yes	Yes
	AGVP	Yes	Yes	Yes
	BPA	No	No	No
	BVAP	Yes	Yes	Yes
EL	PEMFI	Yes	Yes	No
	POSIPS	Yes	Yes	No
	PASIDIK	Yes	Yes	No
ES	AESTE	Yes	Yes	No

<sup>32</sup> Caution is needed when counting the numbers of employers in social services. Certain umbrella organisations or NGOs can be considered as one employer or as a conglomerate of different care facilities or providers, each of which can be considered as a distinct employer.

	CEAPS	Yes	Yes	No
	LARES	Yes	Yes	No
FR	CNEA	Yes	Yes	No
	FEHAP	Yes	Yes	No
	Nexem	Yes	Yes	No
	SNAECSO	Yes	Yes	Yes
	SYNERPA	Yes	Yes	No
	USB Home	Yes	Yes	No
HR	HUP-UZNJRSS	Yes	Yes	Yes
HU	SZGYF	Yes	Yes	Yes
IT	AGCI Solidarietà	Yes	Yes	No
	ARAN	Yes	Yes	No
	Confcooperative Federsolidarietà	Yes	Yes	No
	Legacoop Sociali	Yes	Yes	No
	UNEBA	Yes	Yes	No
LU	EGMJ	Yes	Yes	No
	FEDAS	Yes	Yes	No
	COPAS	Yes	Yes	No
PT	CNIS	Yes	Yes	No
	UMP	Yes	Yes	No
RO	FONSS	No	No	No
SI	SSZS (Association of Social Institutions of Slovenia)	No	No	No
SK	APSSvSR	No	No	No
	BBSK	Yes	Yes	No
	BSK	Yes	Yes	No
	KSK	Yes	Yes	No
	NSK	Yes	Yes	No
	PSK	Yes	Yes	No
	TSK	Yes	Yes	No
	TTSK	Yes	Yes	No
	ZMOS	Yes	Yes	No
	ZPSSvSR	No	No	No
UK	ŽSK	Yes	Yes	No
	Care England	No	No	No

CFW	No	No	No
COSLA	Yes	Yes	No
ICHA	No	No	No
IHCP	No	No	No
LGA	Yes	Yes	No
NCA	No	No	No
NCF	No	No	No
NDNA	No	No	No
NHS Employers	No	No	No
RNHA	No	No	No
Scottish Care	No	No	No
UKHCA	No	No	No
WLGA	Yes	Yes	No

**Source:** *Network of Eurofound Correspondents (2018–2019)*

Table 46 shows the proportions of workers in the different parts of the social services sector – public, for-profit and non-profit. Across the EU, in most countries, the majority of workers are employed in the public sector, followed by the non-profit sector. The for-profit sector dominates in five countries.

- In 13 out of 27 Member States and the UK, the majority of social services workers are employed in the public sector. In some countries, this proportion is close to or above 80% (Bulgaria, Denmark, Latvia, Poland, Romania).
- A large proportion of employees are employed in the for-profit sector in five countries: Cyprus, Greece, Portugal, Spain and the UK. The non-profit sector is dominant among employees in seven Member States: Cyprus, France, Germany, Italy, Luxembourg, Portugal and Spain.

The second aspect in Table 46 relates to the proportion of social services employees employed in other sectors (CGA, LRG, health and education). While the extent of multisectoralism differs between the sectors, multisectoralism with the LRG sector is most significant.

- **LRG (significant bi-sectoralism):** Very large proportions of social services workers are employed under LRGs in 11 Member States: Bulgaria, Denmark, Estonia, Finland, Germany, Hungary, Italy, Lithuania, Poland, Romania and Slovakia.
- **CGA (some bi-sectoralism):** Most social services employees are employed under the central administration in five Member States: Greece, Ireland, Luxembourg, Malta and Slovenia.
- **Health (minor bi-sectoralism):** One country (Finland) reports significant bi-sectoralism, as here social and health services are delivered together; some bi-sectoralism (around 20% of employees) is reported in Bulgaria, Estonia, Lithuania, Malta, Romania and the UK.
- **Education (no bi-sectoralism):** Most countries with available data show very minor to negligible bi-sectoralism.

Table 46: Multisectoralism among workers in the social services

Country	% of workers in the social services sector			% of social services workers under the responsibility of <sup>33</sup>			
	Public employers	For-profit employers	Non-profit employers	CGA	LRG	Health	Education
AT	NA	NA	NA	NA	NA	NA	NA
BE	19	NA	NA	NA	1.5	NA	NA
BG	89	8	2	4	85	Some	Small
CZ	80	20 (for both profit and non-profit)		Below 10–15	80–90	Below 1	No overlap
CY	6	40	54	1	5	0	0
DE	Minority for NACE code 87; second in importance for NACE code 88	Second in importance for NACE code 87; third ranking for NACE code 88	Vast majority in NACE code 87; the majority in NACE code 88	Very limited	Very large role	No bi-sectoralism	Very low bi-sectoralism
DK	Close to 100	1	None	None	Almost 100	None	None
EE	63	NA	NA	Minor role	Major role	Some	None
EL	33	46	NA	62	38	NA	NA
ES	20	Large	Large	1–5	20	Negligible	Negligible
FI	50–60	15–20	15–20	Small	50–60	Major, as social care and healthcare are integrated to a large degree in Finland	Minor, mostly in early childhood education
FR	30	8	62	0	30	0–1	0–1
HR	67	11	22	33	34	2	1
HU	75	1	24	11	64	No bi-sectoralism	No overlap
IE	Majority	Minority	Majority	Majority	Minority	Minor	0–25 (early childcare education)
IT	44	10	46	Minority	Majority	No bi-sectoralism	Marginal

<sup>33</sup> This is based on the data provided by the Network of Eurofound Correspondents in the national contributions. Experts divided the number of employees in the social services sector by the overall number of employees in the overlapping sectors.

LT	77	Up to 10–20	Up to 5–10	20–40	60–80	Less than 10	Less than 10
LU	0	0	100	100	0	NA	NA
LV	87	NA	NA	30	33	Below 1	Below 1
MT	Majority	Very few	Very few	Majority	None	10–15	Very few
NL	8	NA	NA	NA	Below 20	Some bi-sectoralism	Little bi-sectoralism
PL	79	21	NA	23	71	Below 10	Below 10
PT	5	30	60	Below 5	Below 5	NA	NA
RO	82	2	16	34	47	22	3
SE	50	NA	NA	0	50	None	None
SI	72	15	13	70	3	Negligible	Negligible
SK	78	1	21	13	65	0	3
UK	33	48.7	17.7	1.5	13.5	17.3	0.1

**Note:** NA, not available.

**Source:** *National contributions, Network of Eurofound Correspondents, 2019*

Table 47 provides a similar assessment of bi-sectoralism for employers in the social services sector. Information about the size of employers is not available. However, the size plays a role in assessing the employer landscape, as fewer larger employers may dominate the landscape of social services provision in some countries.

Table 47 first shows the proportions of employers in the different parts of the social services sector – public, for-profit and non-profit. As for employees, across the EU27 and the UK, the public and non-profit sectors are predominant among employers. The for-profit sector dominates in five countries.

- In 9 out of 27 Member States and the UK, the majority of social services employers are in the public sector. In some countries, this proportion is close to or above 70% (Bulgaria, Denmark, Ireland, Lithuania and Sweden).
- The non-profit sector is dominant among employers in nine Member States: Cyprus, France, Hungary, Italy, Luxembourg, Portugal, Romania, Slovakia and Slovenia.
- A large proportion of employers are in the for-profit sector in five countries: Croatia, Germany, Slovakia, Spain and the UK.

An important aspect of multisectoralism is the significant presence of social services employers in the sectors governed or financed by LRGs. In 10 Member States, the majority of social services employers are under LRGs (Bulgaria, Denmark, Estonia, France, Germany, Italy, Lithuania, Poland, Spain and Sweden). Malta is the only Member State where a large proportion of employers are under the responsibility of central administration.

**Table 47: Multisectoralism among employers in the social services**

Country	% of employers in the social services sector			% of social services employers under the responsibility of	
	Public sector	For-profit sector	Non-profit sector	CGA	LRG <sup>34</sup>
AT	NA	NA	NA	NA	NA
BE	Most	NA	NA	NA	NA
BG	Above 70	Less than 20	Less than 10	Less than 20	More than 80
CY	2.50	35	62	0.20	2.30
DE	Minority, 3	Majority, around 54	43	Very small	Large role
DK	Close to 100	1	None	None	Almost 100
EE	Very small	NA	NA	Small	Very large role
EL	Small	Largest	NA	NA	NA
ES	Most of the companies are privately managed but publicly funded, totally or partially	80	20	Negligible	Nearly all
FI	50–60	19	16	Small	Above 50–60
FR	30	10	60	Small	20 directly, 60 partially financed
HR	11	80	9	NA	26
HU	13	15	71	NA	11
IE	Majority	Very few	Most non-profit	NA	Minority
IT	11	16	73	NA	90
LT	70	Up to 10	20–30	Small	70–80
LU	0	0	100	100	None
LV	61	13	28	NA	54
MT	Majority	Very few	Very few	Majority	None
NL	NA	NA	NA	NA	NA
PL	Less than 50	Depends on the type of service: 30–80, both private and non-profit together	NA	10–20	Around 80–90
PT	Around 10	28	72	NA	Below 5
RO	9	9	Around 80	NA	NA
SE	80	NA	NA	NA	80

<sup>34</sup> The overlaps in the two-sector employer structure were covered in the Network of Eurofound Correspondents questionnaire.

SI	15	18	82	NA	6
SK	17	43	60	NA	12
UK	Less than 1	Around 80	Around 20	NA	Less than 1 (as a direct provider)

**Note:** NA, not available.

**Source:** National contributions, Network of Eurofound Correspondents, 2019

## Annex 3: Network of Eurofound Correspondents

This report is based on national contributions to the representativeness studies for the CGA, education, human health, LRG and social services sectors. Beyond the findings already published in those respective representativeness studies, no further additional data were collected by the Network of Eurofound Correspondents for this report. In the introduction of this report it was clarified that this is not a representativeness study but a study mapping the industrial relations landscape and multisectoralism in a number of neighbouring public services sectors. Table 48 lists the national correspondents who contributed to the national contributions to the respective representativeness studies on which this report is based.

Table 48: National correspondents – EU27 and the UK

Country	Correspondents	Affiliations
Austria	Bernadette Allinger, Georg Adam	Forschungs- und Beratungsstelle Arbeitswelt
Belgium	Dries Vanherreweghe, Miet Lamberts	Research Institute for Work and Society, KU Leuven
Bulgaria	Ekaterina Ribarova, Tzvetomilla Sabcheva, Desislava Stoimenova	Institute of Social and Trade Union Research
Croatia	Predrag Bejakovic, Irena Klemencic	Institute of Public Finance (Institut za javne financije)
Cyprus	Pavlos Kalosinatos	Cyprus Labour Institute
Czechia	Ales Kroupa, Petr Pojer	Research Institute for Labour and Social Affairs
Denmark	Carsten Jorgensen	Employment Relations Research Centre, University of Copenhagen
Estonia	Ingle Kadarik	Praxis Centre for Policy Studies
Finland	Rasmus Firon	Oxford Research AB
France	Frederic Turlan	IR Share
Germany	Sandra Vogel, Birgit Kraemer	German Economic Institute
Greece	Elena Kourta, Penny Georgiadou	General Confederation of Greek Workers Labour Institute
Hungary	Nora Krokovay	Kopint-Tárki Institute for Economic Research
Ireland	Andy Prendergast	IRN Publishing
Italy	Roberto Pedersini, Anna Mori, Lisa Dorigatti	Department of Social and Political Sciences, University of Milan
Latvia	Kriss Karnitis	EPC Ltd
Lithuania	Inga Blaziene	Lithuanian Social Research Centre
Luxembourg	Franz Clement	Luxembourg Institute of Socio-Economic Research
Malta	Manwel Debono, Christine Garzia	University of Malta
Netherlands	Paul Vroonhof, Amber von der Graaf	Panteia BV
Poland	Dominik Owczarek, Barbara Surdykowska	Foundation Institute of Public Affairs
Portugal	Reinhard Neumann	Dinâmia'cet-IUL

Romania	Victoria Stoiciu, Valentina Vasile, Simona Ghita, Cristina Boboc	European Institute of Romania
Slovakia	Ludovit Cziria, Rastislav Bednárik	Institute for Labour and Family Research
Slovenia	Barbara Luzar, Maja Breznik	Faculty of Social Sciences, University of Ljubljana
Spain	Oscar Molina, Vicente López Martínez	Institute for Labour Studies, Universitat Autònoma de Barcelona
Sweden	Anna Karin Gustafsson, Sirin Celik	Oxford Research AB
UK	Mark Carley, Claire Evans	Warwick Business School

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This report analyses and compares the industrial relations landscape in several sectors and activities that form a public service cluster across the 27 EU Member States and the UK – altogether employing over 57 million workers and representing 25% of the total workforce in the economy. It is based on Eurofound's representativeness studies on the central government administration (CGA), education, human health, local and regional government (LRG), and social services sectors. The landscape includes over 500 national trade unions and around 400 employer organisations across the public services sectors, with the highest numbers of trade unions and employer organisations found in the human health sector. The aim of the study is to contribute to a better understanding of the overall industrial relations landscape of employer and union organisations in a number of sectors, while helping social partners in these sectors to further strengthen their social dialogue and build capacity.

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