

# ETUC Member Organisations

## National Trade Union Confederations

Austria	OGB	Lithuania	LDF
Belgium	CSC		*LDS
	FGTB		LTUC
	CGSLB	Luxembourg	CGT
Bulgaria	CITUB		LCGB
	PODKREPA	Macedonia (Fyrom)	*CCM
Croatia	*SSSH	Malta	CMTU
Cyprus	SEK		GWU
	TURK-SEN	Netherlands	CNV
Czech Republic	CMKOS		FNV
Danmark	AC		MHP
	FTF	Norway	LO
	LO		YS
Estonia	EAKL	Poland	NSZZ Solidarnosc
	TALO	Portugal	CGTP-IN
Finland	AKAVA		UGT
	SAK	Romania	BNS
	STTK		CARTEL ALFA
France	CFDT		CNSLR-FRATIA
	CFTC		CSDR
	CGT-FO	San Marino	CDLS
	CGT		Csdl
	UNSA	Serbia	*NEZAVISNOT
Germany	DGB	Slovakia	KOZ-SR
Greece	ADEDY	Slovenia	ZSSS
	GSEE	Spain	CC.OO
Hungary	ASZSZ		ELA
	ESZT		UGT
	LIGA	Sweden	LO
	MOSz		SACO
	MSzOSz		TCO
	SZEF	Switzerland	TRAVAIL/SUISSE
Iceland	ASI		SGB/USS
	BSRB	Turkey	DISK
Ireland	ICTU		HAK-IS
Italy	CGIL		KESK
	CISL		Türk-İS
	UIL	United Kingdom	TUC
Latvia	LBAS		<i>*observers Confederations</i>

## European Industry Federations

EMF	European Metalworkers' Federation
EFFAT	European Federation of Food Agricultural and Tourism
ETUF-TCL	European Federation of Textile, Clothing and Leather
EFBWW	European Federation of Building and Wood Workers
EMCEF	European Mining, Chemical and Energy Federation
EPSU	European Federation of Public Service Unions
ETF	European Transport Federation
ETUCE	European Trade Union Committee of Education
UNI-EUROPA	European Federation of Services and Communication
EEA	European Alliance of Media and Entertainment
EFJ	European Federation of Journalists

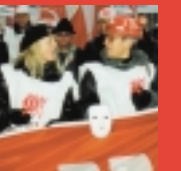
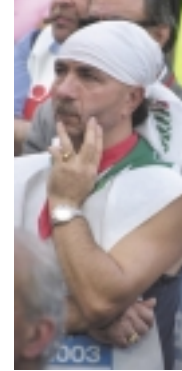


European Trade Union Confederation

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ETUC, the voice of  
60 million workers in Europe

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## ETUC actions and objectives

The process of European integration, including recent developments such as the Economic and Monetary Union, is fundamentally changing the setting in which European trade unions operate. As the European Union plays a growing role in areas of relevant interest for the working people, the trade unions can no longer confine their work to national level. To retain their collective bargaining power and their influence in the economy and in society at large, they need also to speak with a single voice and act collectively at European level. This is why the European Trade Union Confederation exists.

The ETUC seeks to influence the European Union's legislation and policies by making direct representations to the various institutions (Commission, Parliament, Council), and by ensuring trade union participation in an extensive and multi faced consultation process with the European authorities involving the Social Partners in areas such as employment, social affairs and macro-economic policy. The ETUC is also coordinating trade union participation in a number of advisory bodies including the Economic and Social Committee as well as in the EU agencies for vocational training, living and Working conditions, health and safety.

At the same time, the ETUC seeks to establish industrial relations with the employers at European level through the 'social dialogue'. This is mirrored in the social dialogue of the various sectors under the responsibility of the European Industry Federations. Following the recognition by the EU of the possibility for the Social Partners to negotiate framework agreements at European level, the ETUC has signed three of such agreements with the European employer counterparts on parental leave, part-time work and fixed-term contracts. These agreements have been ratified by the Council of Ministers and from now on are part of European Social legislation.

To support its claims, the ETUC can call upon its affiliates to take action. This has been the case in the last few years when the ETUC developed a major campaign to achieve the inclusion of new provisions on employment policy in the EU Treaty. Another relevant result of ETUC action has been the Directive on workers rights of information and consultation in the international enterprises through the establishment of European works councils. (650 of them exist by now). The ETUC has also supported the Charter of Fundamental Rights of which it asks to be integrated into the Treaty of the Union.

## The composition and structures of the ETUC

The representative nature of the ETUC has grown steadily since it was established in 1973. Following the changes in Central and Eastern Europe, a number of new members have joined its ranks.

At present, the ETUC has in its membership, 77 National Trade Union Confederations from 35 countries and 11 European Industry Federations with a total of 60 million members. In 1999 a Balkans Forum was created bringing together all the unions of that region.

Other trade union structures operate under the auspices of the ETUC. These are the Council of European Professional and Managerial Staff (Eurocadres) and the European Federation of Retired and Elderly persons (FERPA). In addition, the ETUC coordinates the activities of the 39 Inter-regional Trade Union Councils (ITUCs), which organise trade union cooperation at cross-border level. The ETUC is recognised by the European Union, by the Council of Europe and by EFTA as the only representative cross-sectoral trade union organisation at European level. Through the ETUC the European trade union movement is for the first time in its history unified in a single organisation.

The ETUC determines its policies quite independently through the deliberations of its Congress and its Executive Committee.

**The Congress**, meets once every four years (the last one was in Prague in 2003) and is made up of delegates from affiliates in proportion to their membership. It elects the General Secretary and the two Deputy General Secretaries, as well as the President, whose role is to chair the ETUC's governing bodies. At the moment, the President of the ETUC is Candido Mendez, General Secretary of UGT (Spain).

**The Executive Committee**, meets four times a year with all affiliates being represented. If necessary, decisions can be taken by a qualified two-thirds majority vote. It is the Executive Committee, which decides on the mandate and the composition of the delegations which negotiate with the European employers' organisations, and which assesses the results.

**The Steering Committee**, a smaller body, is responsible for following up the decisions of the Executive Committee between its sessions.

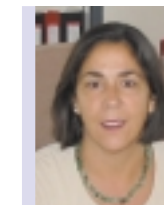
**The Secretariat**, runs the day-to-day activities of the ETUC and takes care of relations with the European institutions and the employers' organisations.

**The General Secretary**, at present John Monks, from TUC, is the head and the spokesperson of the Confederation.

## ETUC Secretariat



**John Monks**  
General Secretary



**Maria Helena André**  
Deputy General Secretary



**Reiner Hoffmann**  
Deputy General Secretary



**Walter Cerfeda**  
Confederal Secretary



**Jozef Niemiec**  
Confederal Secretary



**Catelene Passchier**  
Confederal Secretary



**Joël Decaillon**  
Confederal Secretary

## The Institutes of the ETUC

In the areas of social research, trade union training and health and safety at the workplace, the European Trade Union Confederation has set up special institutions which are run by their own administrative bodies and which benefit from the financial support of the European Union.



### ETUI

The European Trade Union Institute (ETUI) is the study and research centre of the ETUC in the socio-economic field and for industrial relations. It works via a network with similar organisations in the various countries and with the universities. It organises conferences and seminars on subjects of interest to the trade union movement.

Its publications include the European Trade Union Yearbook (in English) and the Annual Report on Collective Negotiations in Europe (in several languages). 'Transfer', the ETUI review, is published four times a year (in English).

**Henning Jørgensen, Director.**



### TUTB

The Trade Union Technical Bureau (TUTB) undertakes support and expert appraisal missions for the ETUC in the fields of health and safety, of the working environment as well as in the context of European standardisation work. It leads networks of trade union experts in various areas, carries out studies and research and organises conferences and seminars as well as specific training courses.

**Marc Sapir, Director.**



### ETUCO

The European Trade Union College (ETUCO) is the ETUC's training body. Its main tasks are to provide support for the trade union training activities undertaken by the member organisations and to hold training courses at European level. In this framework the Association for the European Training of Workers on the Impact of New Technologies (AFETT) provides specialist training in analysing the social and organisational impact of new technologies in order to facilitate trade union negotiations.

**Jeff Bridgford, Director.**