

# Representativeness of the European social partner organisations: Extractive industries sector

## Introduction

This study aims to provide the necessary information to encourage sectoral social dialogue in the extractive industries sector. Eurofound's series of representativeness studies, carried out at the request of the European Commission, sets out to identify the relevant social partner organisations to be consulted under the provisions of the Treaty on the Functioning of the European Union (TFEU). The study thus identifies the relevant social partner organisations in the extractive industries sector by means of both a top-down approach (listing the members of the relevant European associations) and a bottom-up approach through Eurofound's Network of European correspondents.

A national association is considered to be a relevant sector-related interest association if it meets the following criteria: a) the association's domain relates to the sector; b) the association is either regularly involved in sector-related collective bargaining and/or affiliated to any relevant European interest association. A European association is considered to be a relevant sector-related interest association if it is on the Commission's list of interest organisations to be consulted on behalf of the sector under Article 154 of the TFEU and/or participates in sector-related European social dialogue and/or has requested consultation under Article 154.

## Defining the sector

Social dialogue in this sector covers:

- mining of hard coal, lignite, iron and non-ferrous metal ores, and minerals;
- extraction of peat and salt;
- other mining and quarrying and support activities.

For the purpose of this study, the extractive industries sector is defined in terms of the Statistical Classification of Economic Activities in the European Community (NACE) to ensure the cross-national comparability of the findings. More specifically, the sector is delineated by the following

divisions in NACE (Rev. 2) Section B Mining and quarrying: 05 Mining of coal and lignite; 07 Mining of metal ores; 08 Other mining and quarrying; and 09 Mining support service activities.

The size of companies and the average number of workers in a company differs between subsectors. In the coal and lignite and in the metallic mining subsectors, the size of the companies is big compared with the average size of the sector. In some quarrying subsectors, however, a small number of large multinational companies co-exist with a large number of small and medium-sized enterprises (SMEs) and microenterprises.

## Employment characteristics

The sector employed 738,000 people in 2013. The relative importance of the sector in the total employment of each country is quite low: apart from Bulgaria, Estonia and Poland, the share of employment in extractive industries is below 1% of total employment. At the EU28 level, employment had decreased by the end of 2013 compared with the first quarter of 2008. Most countries experienced significant declines in employment in this period: only in Belgium, France, Italy, Latvia, Netherlands, Poland, Slovenia and Sweden was there an increase in employment. The trends in the number of companies in the sector show considerable differences between countries. The share of female employees is very low, generally below 20%.

## National level of interest representation

### Trade unions

Some 98 sector-related trade unions were identified in 25 countries as fulfilling the criteria to be included in the representativeness study. There are no sector-related trade unions in Estonia, Lithuania and Malta. Only 2% of the trade unions had a domain pattern congruent with the sector definition. Almost half (46%) had a domain pattern

that showed overlap, while a similar share (44%) showed sectional overlap. Sectionalism was recorded for 7%. Union densities in this sector tend to be low or very low.

## Employer organisations

The study identified a total of 114 sector-related employer organisations and companies: 85 employer organisations and 29 companies. All countries apart from Estonia, Lithuania and Malta have at least one employer organisation that fulfils the criteria to be included in the representativeness study. Sectional overlap is the most widespread domain pattern, followed by sectionalism. Generally speaking, the employer organisation sectoral density rate is higher in terms of employees than in terms of affiliated companies.

## Collective bargaining

Some 89 of the 98 sector-related trade unions are involved in sector-related collective bargaining. Latvia is the only country where none is involved. Almost half of the unions are involved in both single and multi-employer collective bargaining; a similar share is involved in only multi-employer collective bargaining or in only single employer collective bargaining. Some 67 of the 114 employer organisations (and companies) are involved in sector-related collective bargaining. No employer organisation is involved in collective bargaining in Latvia, Luxembourg, the Netherlands or Romania. Around a third of the employer organisations are not involved in collective bargaining and another third is involved in multi-employer collective bargaining.

## European level of interest representation

In the extractive industries sector, the organisations listed by the European Commission as a social partner organisation to be consulted under Article 154 of the TFEU are IndustriALL Europe on the employee side and the European Association of Mining Industries (Euromines), the European Association for Coal and Lignite (EURACOAL), the European Industrial Minerals Association (IMA Europe), the European Aggregates Association (UEPG) and the European Association of Potash Producers (APEP) on the employer side.

Of the 98 sector-related trade unions identified, IndustriALL Europe has 52 affiliates in 21 countries, 43 of which are involved in sector-related collective bargaining. On the employers' side, there is a much higher degree of fragmentation. Of the 114 sector-related employer organisations or companies identified, Euromines has 23 affiliations in 15 countries, EURACOAL has 12 affiliations in 10 countries, IMA Europe has 30 affiliates in 14 countries and UEPG has 19 affiliates in 17 countries. Three sector-related companies in different countries are affiliated to APEP. A total of 86 sector-related employer organisations are affiliated to one of the five European-level employer organisations, covering all EU28 countries, except for Estonia, Lithuania and Malta (where no employer organisation was identified) and Luxembourg (where there is an employer organisation but it is affiliated to BusinessEurope). Sector-related trade unions and employer organisations are also affiliated to a range of other European-level organisations and a number of national sector-related employer organisations are not yet affiliated to any European association.

## Conclusions

Top-down and bottom-up analyses of the extractive industries sector show that IndustriALL Europe on the employee side and Euromines, EURACOAL, IMA Europe and UEPG on the employer side are the most important EU-wide representatives of employees and employers in the sector. IndustriAll is the only European wide association on the employee side. On the employers' side, there is a much higher degree of fragmentation, with five different European associations which together cover affiliates in 24 different EU Member States. The contribution of APEP to the collective representativeness is limited to three companies, all of which are also affiliated to members of Euromines.

### Further information

The report *Representativeness of the European social partner organisations: Extractive industries sector* is available at <http://www.eurofound.europa.eu/observatories/eurwork/representativeness-studies>

For more information, contact Catherine Cerf, Workflow Officer, at [cce@eurofound.europa.eu](mailto:cce@eurofound.europa.eu).