

WOMEN IN TRADE UNIONS IN EUROPE:

BRIDGING THE GAPS



European Trade Union Confederation (ETUC)
Confédération européenne des syndicats (CES)

**WOMEN IN
TRADE UNIONS
IN EUROPE:**
BRIDGING
THE GAPS

By Cinzia Sechi

This report is based on a survey carried out at the end of 2006 and beginning of 2007 among affiliates of the European Trade Union Confederation (ETUC), both national (con)federations and European Industry Federations.

The draft results were discussed at a conference in Berlin on 5 and 6 March 2007

“Tools, mechanisms and instruments to put gender mainstreaming at the heart of the ETUC”

The conference was attended by about one hundred participants from trade unions across Europe, as well as several representatives from NGO's.

The survey was carried out and the final report was edited by Cinzia Sechi, at that time adviser for gender equality at the ETUC

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Preface

Equal treatment is a very powerful concept. Equality before the law lies at the heart of any democratic society. At the same time, it is closely linked to the notion of citizenship: being recognized as member of a community, and having the same rights to participate and benefit as other members of that community.

When we talk about equality at work, what we are really talking about is citizenship and democracy in employment, workplaces and trade unions, and hence also about participation, representation and access to positions of power.

At the moment, around 42 percent of trade union members in Europe are women, which overall is a positive figure, but figures are ranging from 10 % in some organisations to 76 % in others.... And only a limited amount of women reach positions of influence and leadership in their union.

An article in the Economist of April 2006 states “Forget China, India and the internet: economic growth is driven by women” and concludes by saying “However, if women are to get out and power the global economy, it is surely only fair that men should at last do more of the housework”.

A recent pamphlet of the UK’s Equal Opportunities Commission underlined that, if progress was made at the current rate, it would take for instance another 20 years to achieve equality in civil service top management in the UK, but another 200 years to achieve an equal number of women in Parliament.

These few examples underline on the one hand the key role that women play in shaping the future of Europe and indeed the face of European trade unions. On the other hand they show the need to address the serious representation gap, and to ensure that policies are reviewed and adapted to genuinely serve men and women alike.

This new ETUC survey, which is building on previous research but also for the first time has tried to cover all its affiliates including the 12 new EU Member States and the candidate countries, is an attempt to draw attention to this issue and to sound a warning bell to affiliates.

Trade unions need women, and women need trade unions.

The ETUC, in its congress of May 2007, has adopted a ‘Charter on Gender mainstreaming’ which is expressing the commitment of ETUC and its affiliates to take the necessary urgent measures to close the representation gap and to ensure gender mainstreaming in all processes of policy and decision making.

Let us hope, that in 4 years time when we make our next survey into the position of women in trade unions we will be able to report about considerable improvements.

Catelene Passchier

Confederal Secretary ETUC

Introduction

The research work of the European Trade Union Confederation (ETUC) analysing the role of women in their affiliated member organisations dates back to 1994. A study “Women in Decision Making in Trade Unions”¹ explored women’s participation in decision-making processes in ETUC member organisations for the first time. The conclusions of this study supported the ETUC in defining its first Equality Action Plan in 1995.

Four years later, in 1998, the ETUC commissioned the Walloon Sociology Group of the Catholic University of Louvain (Belgium) to carry out new research on the “representativeness” of women in trade union decision-making structures in order to assess the changes that occurred between 1993 and 1999. In contrast with the previous research, this survey was extended to the ETUC affiliated organisations based in countries which at that time were candidates to join the EU. A second Equality Plan was adopted by the ETUC Executive Committee, based on the recommendations contained in this study entitled “The “Second Sex” of European trade unionism”². The Equality Plan provided an assessment on its implementation to be carried out by 2003.

Accordingly, in 2002 the ETUC conducted a survey among its affiliates to compare the progress achieved since 1999. The study “Women in Trade Unions: making the difference”³ provided for a detailed description of the position and presence of women in European and national trade union organisations affiliated to ETUC, as well as a recommendation to incorporate gender mainstreaming into their praxis. These findings led to the adoption of a third equality plan at the 2003 ETUC Congress in Prague (see Annex II of this report)..

Finally, the latest survey to be conducted is the mid term review that the ETUC undertook in 2005 in order to evaluate the progress made by its affiliated organisations in the implementation of the 2003 Equality Plan⁴.

This new study entitled “Women in trade unions in Europe: bridging the gaps”, has a twofold objective. The first is to update the outcomes of the survey realised in 2002, by gathering data on the proportion of female members of trade unions affiliated to the ETUC as well at the various levels of their decision-making bodies. The second objective aims to collect information to illustrate good practices on the incorporation of gender mainstreaming into trade union policies.

The results of this study have also served to debate mechanisms and tools to be developed to put gender mainstreaming at the heart of trade union work, during a European conference that the ETUC organised in Berlin on 5th and 6th March 2007. The conclusions reached in Berlin, paved the way to the adoption of a Gender Mainstreaming Charter during the 11th ETUC Congress, that was held in Seville in May 2007. The Charter is annexed to the present report.

In keeping with the previous studies above-mentioned, the present survey focuses on the following areas: female membership of trade union organisations, the implementation of gender mainstreaming and the position of women in the decision-making process and bodies. In addition, special attention has been given to the trade union policies designed to increase the presence of women in senior level positions and decision-making bodies; the statutory provisions related to equal opportunities; the composition of trade union bodies in charge of gender equality and the role of trade unions as employers.

The progress made since 2002 will be highlighted in each section. The findings concerning the trade union confederations and those related to the European Industry Federations (EIFs) will be described in two separate chapters.

1 Braithwaite M., Byrne C. (1994) “Women in Decision Making in Trade Unions”, Brussels, ETUC

2 Garcia, A. (2000), “The ‘Second Sex’ of European Trade Unionism”, Brussels, ETUC

3 Garcia, A. (2002), “Women in Trade Unions: making the difference”, Brussels, ETUC <http://www.etuc.org/IMG/pdf/genre.an.080403.pdf>

4 To read the ETUC position on the Mid-Term Review of the ETUC Equality Plan 2003-2007 see: <http://www.etuc.org/a/2479>

Part I

National Confederations

Target and methodology for National Trade Union Confederations

At present, there are **81** national trade union confederations affiliated to the ETUC. A first difference that should be pointed out in comparison with the survey carried out in 2002, is that this current report addresses the ETUC affiliated trade unions based in the member states that joined the EU in 2005 and in 2007 as well as those in the candidate countries. Therefore the range of trade unions concerned by this study is the widest compared to any of the previous ETUC research on gender equality. For the first time, it involves confederations that have never been part of an ETUC survey on the issue of gender equality (namely UATUC-Croatia, ASI and BSRB Iceland, SGB/USS-Switzerland and LANV-Liechtenstein). This methodological choice was strategic: the ETUC intended to cover all its member organisations in order to achieve the most comprehensive picture of the situation of its affiliates in relation to gender equality.

The survey has been built on a similar, but updated questionnaire with respect to the one used in previous years. It was sent by email at the beginning of December 2006 to all 81 national confederations. The confederations were given 3 weeks to return it, with a further 2 weeks extension (the final answers were consequently collected in the middle of February 2007). The questionnaire was structured in three main parts: the first part dealt with the issue of female membership; the second part focused on the implementation of gender mainstreaming and the third part was centred on women and their position at decision-making level, including four sub-sections:

- (i) Trade union policies to increase women's presence in decision-making positions;
- (ii) Trade union statute provisions on women in decision-making and gender equality;
- (iii) Trade union political bodies, their composition and policies on women in decision-making;
- (iv) the role of trade unions as employers.

In line with the previous research, special attention was paid to the question of gender mainstreaming as well as the recent activities developed by trade unions in the field of gender equality. Moreover a specific section on statutory provisions was added, in order to assess the formal place given to gender equality by the trade unions' constitutions. Confederations were also explicitly asked to enclose additional documents and material that could help the ETUC to better understand the policies and activities developed by the unions in the development of gender mainstreaming. Most of them enclosed their Constitution and a copy of adopted policy resolutions. All these documents have been taken into consideration in the drafting of this report.

In order to facilitate response, the questionnaire was distributed in five languages: English, French, German, Italian and Spanish. A glossary was also enclosed in order to clarify the meaning of some terms referring to governing bodies⁵.

The number of questionnaires returned was **61**, with a considerably high response rate of 75%.

The preliminary results of the survey were presented at the conference “Tools, Mechanisms and Instruments to put gender mainstreaming at the heart of the ETUC” that the ETUC organised in Berlin on 5th and 6th March 2007. During the conference, female and male representatives of trade unions affiliated to the ETUC and experts in this field were given the opportunity to voice their opinion on the figures provided and complement them with furthering and measures to increase the number of women in decision making positions⁶.

The results of this survey were analysed by Cinzia Sechi.

Results of the 2006 Survey: National Trade Union Confederations

The results described in the following chapter relate to the trade union confederations affiliated to ETUC which returned the questionnaire. The chapter will analyse different priority areas of action that need to be tackled in order to achieve gender equality within trade unions.

The main changes as regards the ETUC 2002 and (when appropriate) 1999 survey will be highlighted for each area. Nevertheless, methodological differences with the previous research should be kept in mind: the 2002 survey addressed 36 confederations and did not involve trade unions from acceding and candidate countries.

⁵ The questionnaire sent to confederations is available in the ETUC website under the section: “Gender Equality”/Publications”.

⁶ For further information on the Conference “Tools, Mechanisms and Instruments to put gender mainstreaming at the heart of the ETUC” see: <http://www.etuc.org/tr/1075>

1 Female trade union membership

Gender disaggregated data are a crucial prerequisite to the formulation, monitoring and evaluation of policies and programmes aimed at enhancing the role of women in trade unions. The ETUC has been encouraging its members to collect data on the sex of their affiliates since the adoption of its first Equality Action Plan in 1995. However, the objective has not been achieved completely, despite the growing number of unions that have put in place methods or processes in order to gather reliable figures on the sex of their members. As will be described later in this chapter, **15%** of ETUC affiliated members **do not gather nor keep** sex disaggregated statistics on their memberships.

2003 ETUC
Action Plan,
Objective 1:
“Keep statistics
regarding
membership”

As previously mentioned in the introduction, out of the 81 trade union confederations that were addressed by the survey, **61** responded to the questionnaire, covering about 1,750 sectoral trade union organisations and over 2,000 territorially based organisations. This survey provides information on the gender equality policies of trade unions based in 32 different countries, representing approximately over 52,800,000 members of whom around 19,600,000 are women.

The table below lists the confederations that returned the questionnaire, providing disaggregated data on their trade union membership. Trade unions who failed to take part in the survey are marked in grey.

TABLE 1: FEMALE TRADE UNION MEMBERSHIP IN CONFEDERATIONS

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (TOTAL)	TRADE UNION MEMBERSHIP (WOMEN)	
			(%)	(n/N)
Andorra	USDA			
Austria	OGB	1.272.011	33,3%	422.950
Belgium	ABVV / FGTB	1.200.000	41,0%	492.000
	ACV / CSC	1.601.278 ¹	42,7%	683.559
	CGSLB/ACLVB	220.813	44,5%	98.323
Bulgaria	CITUB-KNBS	251.000	52,0%	130.520
	PODKREPA	155.000	40,0%	62.000
Croatia	SSSH / UATUC	211.205	48,0%	101.378
Cyprus	SEK			
	TURK-SEN			
Czech Republic	CMK OS	511.000	45,0%	229.950
Denmark	AC			
	FTF	450.000	-	-
	LO-DK	1.323.795	48,9%	647.166
Estonia	EAKL	43.776	58,6%	25.666
	TALO	30.000	50,0%	15.000
Finland	AKAVA	461.094	52,1%	240.000
	SAK	1.010.000	46,0%	464.600
	STTK	640.000	67,0%	428.800
France	CFDT	810.000	44,5%	360.450
	CFTC	138.623	38,3%	53.055
	CGT	725.000	28,0%	203.000
	FO	800.000	45,0%	360.000
	UNSA	307.000	-	-
Germany	DGB	6.500.000	30,8%	2.000.000
Greece	ADEDY			
	GSEE	840.000	-	-

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (TOTAL)	TRADE UNION MEMBERSHIP (WOMEN)	
			(%)	(n/N)
Hungary	ASzSz			
	LIGA	101.000	30%	30.300
	MOSz	53.416	51,2%	27.349
	MSzOSz	205.000	47,0%	96.350
	SZEF			
	ÉSzt			
Iceland	ASI	99.164	47,0%	46.589
	BSRB			
Ireland	ICTU	802.503	43,6%	349.990
Italy	CGIL	5.331.187	50,6%	2.700.000
	CISL	4.346.952	-	-
	UIL	1.993.285	39,8%	792.892
Latvia	LBAS	164.792	62,0%	102.099
Liechtenstein	LANV	1.100	36,4%	400
Lithuania	LDF	20.000	60,0%	12.000
	LPSK / LTUC	100.000	61,5%	61.500
	LPSS (LDS)			
Luxembourg	CGT-L	64.425	32,9%	21.226
	LCGB	33.000	30,6%	10.100
Malta	CMTU			
	GWU	47.000 ²	28,4%	13.348
Monaco	USM			
Netherlands	CNV			
	FNV	1.199.000	31,1%	373.000
	MHP	140.500	-	-
Norway	LO-N	822.629	49,8%	409.471
	YS	204.457	56,0%	114.512
	UNIO	262.000	76,0%	199.120
Poland	NSZZ - Solidarnosc	722.000	37,7%	272.194
	OPZZ	318.000	48,0%	152.640
Portugal	CGTP	683.250	-	-
	UGT-P	510.000	48,0%	245.000
Romania	BNS	150.000	40,0%	60.000
	CARTEL ALFA	1.000.000	48,0%	480.000
	CNSLR-Fratia	500.000	43,0%	215.000
	CSDR			
San Marino	CSdl			
	CDLS			
Slovakia	KOZ SR	347.760	40,6%	141.301
Slovenia	ZSSS	300.000	50,4%	151.230
Spain	CC.OO	876.000	35,9%	314.571
	STV-ELA	110.000	35,9%	39.439
	UGT-E	865.054	32,6%	281.781
	USO	146.834	34,3%	50.405
Sweden	LO-S	1.831.385	45,8%	839.115
	SACO	581.000	50,0%	290.500
	TCO	1.244.885	62,3%	775.563
Switzerland	Travail Suisse			
	SGB	384.816	24,1%	92.796
Turkey	DISK			
	HAK-IS			
	KESK			
	TURK-IS	250.000	10,0%	25.000
United Kingdom	TUC	6.500.000	43,6%	2.830.774
	61/81	52.813.989		19.635.972

The **proportion of women in trade unions** accounts for about **42.6% of the total**. When compared with the previous surveys carried out in 2002 and 1999, we see that female membership has slightly increased with 2.5 points, since in both cases an average of 40% was recorded. This finding confirms the trend that has occurred since the 1980s, that there is a slow but constant increase in the number of women joining unions in Europe, despite a progressive decline of the unions' global membership. This trend has been in part explained by the growing proportion of women in the labour market.

The majority of the unions that answered the questionnaire provided a record of the gender of their members. Only **10%** of total respondents (6 confederations) were **unable to provide the exact data** on the percentage or numbers of their female members. The principal reason given was that they lacked global statistics taking gender into consideration. These confederations were:

1. FTF-Denmark
2. UNSA-France
3. CISL-Italy
4. MHP-Netherlands
5. CGTP-IN Portugal
6. GSEE-Greece

Five confederations provided only a **rough estimation** of the proportion of women among their members, due to lack of a specific processing method capable of generating this information directly:

1. FO-France
2. LIGA-Hungary
3. CGIL-Italy
4. BNS-Romania
5. SACO-Sweden

It should be noted that many of these unions that either did not provide for specific data or simply indicated an estimate of their female members, account among those who either did not provide data in 2002 and/or 1998 or did not take part in these surveys (they are namely: GSEE-Greece, CGTP-IN-Portugal, MHP-Netherlands and FTF-Denmark).

2 Nordic unions recorded the **highest rate** of female members among their ranks: the first one is UNIO-Norway with 76%, followed by STTK-Finland with 67%. At the other end of the scale we found TURK-IS-Turkey (10%) and SGB-Switzerland (24,1%), reporting the lowest percentages. When looking at these data, however, the different structures, sectors and the economic context in which these unions operate should be taken into account.

The general trend is that the share of women's membership in confederations answering the questionnaire is still lower than that for men. Only 14 confederations (22%) recorded **more female than male members**. Out of these, 5 are trade unions based in the Baltic countries (LBAS-Latvia, LPSK and LTF-Lithuania, TALO and EAKL-Estonia) and three are Nordic unions (TCO-Sweden, YS-Norway, AKAVA-Finland).

The picture drawn is multifaceted and figures are not easily comparable with the previous surveys, also given the different targeted unions in the past. However, some patterns can be perceived. Since 1999 a constant increase in the trade union affiliation of women can be noticed in the following unions: ÖGB-Austria, AKAVA-Finland, DGB-Germany (with an increase of 6,8 points since 1999), FNV-Netherlands, LO-Norway, SACO-Sweden and ELA and UGT-Spain. If we limit the comparison to the 2002 survey, one confederation, UIL-Italy, shows a marked boost of around 22 points (from 18% in 2002 to 40% in 2006).

TABLE 2: FEMALE TRADE UNION MEMBERSHIP IN CONFEDERATIONS (2006-2002-1999)

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (WOMEN)		
		(%) 1998	(%) 2002	(%) 2006
Andorra	USDA			
Austria	OGB	32,0%	32,0%	33,3%
Belgium	ABVV / FGFB	-	-	41,0%
	ACV / CSC	40,0%	48,0%	42,7%
	CGSLB/ACLVB			44,5%
Bulgaria	CITUB-KNBS			52,0%
	PODKREPA	35,0%		40,0%
Croatia	SSSH / UATUC			48,0%
Cyprus	SEK	36,0%		
	TURK-SEN			
Czech Republic	CMK OS	43,0%		45,0%
Denmark	AC		27,0%	
	FTF	-		-
	LO-DK	48,0%	-	48,9%
Estonia	EAKL			58,6%
	TALO			50,0%
Finland	AKAVA	50,0%	50,0%	52,1%
	SAK	46,0%	46,0%	46,0%
	STTK	67,0%	68,0%	67,0%
France	CFDT	46,0%	43,0%	44,5%
	CFTC		46,0%	38,3%
	CGT		28,0%	28,0%
	FO		40,0%	45,0%
	UNSA			-
Germany	DGB	24,0%	30,0%	30,8%
Greece	ADEDY			
	GSEE	-	-	-
Hungary	ASzSz			
	LIGA	30,0%		30%
	MOSz			51,2%
	MSzOSz	50,0%		47,0%
	SZEF			
	ÉSzt			
Iceland	ASI			47,0%
	BSRB			
Ireland	ICTU	-	45,0%	43,6%
Italy	CGIL	-	50,0%	50,6%
	CISL	-	45,0%	-
	UIL	-	18,0%	39,8%
Latvia	LBAS			62,0%
Liechtenstein	LANV			36,4%
Lithuania	LDF			60,0%
	LPSK / LTUC			61,5%
	LPSS (LDS)			
Luxembourg	CGT-L		32,0%	32,9%
	LCGB	27,0%	32,0%	30,6%
Malta	CMTU			
	GWU	17,0%		28,4%
Monaco	USM			
Netherlands	CNV	22,0%		
	FNV	26,0%	29,0%	31,1%
	MHP			-

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (WOMEN)		
		(%) 1998	(%) 2002	(%) 2006
Norway	LO-N	44,0%	45,0%	49,8%
	YS	44,0%		56,0%
	UNIO			76,0%
Poland	NSZZ - Solidarnosc	42,0%		37,7%
	OPZZ			48,0%
Portugal	CGTP	-	-	-
	UGT-P	-	47,0%	48,0%
Romania	BNS			40,0%
	CARTEL ALFA			48,0%
	CNSLR-Fratia			43,0%
	CSDR			
San Marino	CSdI	42,0%		
	CDLS			
Slovakia	KOZ SR	48,0%		40,6%
Slovenia	ZSSS			50,4%
Spain	CC.OO	42,0%	34,00%	35,9%
	STV-ELA	30,0%	33,00%	35,9%
	UGT-E	27,0%	30,00%	32,6%
	USO			34,3%
Sweden	LO-S	46,0%	46,0%	45,8%
	SACO	47,0%	48,0%	50,0%
	TCO	64,0%	63,0%	62,3%
Switzerland	Travail Suisse			
	SGB/USS			24,1%
Turkey	DISK	13,0%		
	HAK-IS			
	KESK			
	TURK-IS	10,0%		10,0%
UK	TUC	-	40,0%	43,6%

Source: ETUC Surveys 1998-2002-2006

A further comparison can be noted from the average rate of the female trade union membership between the unions based in the “old” fifteen member states and those of countries that joined the EU in 2005 and 2007. For the latter the average is around 45.4% against 42.2% in the “old” member states.

1.1 Confederations’ practices to gather data on their female membership

Comparable and reliable statistics on female trade union membership are relevant at interprofessional level but also at professional and sectoral level, in order for trade unions to develop policy actions tailored towards their member organisations. Most of the confederations (80%) **encourage** their member organisations to gather gender disaggregated data on their affiliates and a large majority (67% of respondents) stated that they also **track** the changes in the female membership of their affiliated organisations.

In a large majority of cases, confederations **collect** such **data** on an annual basis (25 confederations, 61%). Two successful examples of yearly accounts are the FNV “8th of March Survey” and the LO-Denmark “Equal opportunities account”.

With regard to its practices, FNV affirmed: “Since 1984 the Women’s Department of the confederation collects facts and figures on the position of women in the FNV and affiliated unions. Each year the main results are made public on the 8th of March, via a press release, as well as in the speech of the vice-president at the FNV’s International Women’s Day celebration”⁷. In 2005, the FNV Congress

⁷ For more information see: http://www.fnvbondgenoten.nl/branches_bedrijven/branches/overig/vrouwen/

decided to develop the content of the survey and extend it to ethnic minority groups and young people within the unions.

LO-Denmark carries out an annual equal opportunities account, on the basis of a Congress resolution that was adopted in 2003. The accounts aim to document the changes in gender representation within LO and its affiliated member organizations as well as developments of their equal opportunities policies. Figures gathered are complemented by an audit provided by an external expert⁸.

A smaller number of confederations opted for shorter periods of monitoring: monthly (4 confederations, 10%), every 3 months (2 confederations, 5%), every 6 months (4 confederations, 10%). Others, like the TUC-United Kingdom and TCO-Sweden, reported using a “mixed” approach: since 2003 the TUC conducts an ‘Equality Audit’ on a bi-annual basis. Among other things, unions are invited to provide data on gender, race, disability, sexuality and age of their affiliates. This audit also focuses on the position of British women in the labour market and in trade unions. Every year the TUC asks unions to provide basic figures of male and female membership when unions pay affiliation fees⁹. TCO-Sweden collects data among its member organisations every 6 months internally and once a year officially.

Usually, this kind of reports does not only focus on the number of affiliated members but also provides statistics of women’s representation in decision making bodies. They can consequently be regarded as a valid instrument for trade unions in order to give an overview of the presence of women within their structures.

In any case, the issue at stake is not how often the process of data collection takes place but its regularity and the accuracy with which the figures are collected. In this aspect, all the confederations were able to indicate a **specific method for monitoring the changes** in the female membership of their affiliated organisations. The most used method consists of sending out a form to be returned (25 confederations use this method – 61%), others ask their affiliated organisations to provide for gender disaggregated data on their members when they pay their fee (39%). Seven unions (17%), said they collect these data when they organise seminars or conferences on women’s issues, while just five organisations (CSC-Belgium, CFTC-France; ZSSS-Slovenia, CC.OO.-Spain and ÖGB-Austria) reported on running a database that is administrated by the confederation and contains figures on their members. Two trade unions stated that they gather these data only on an occasional basis (either ahead of elections or when the topic of equality is on the agenda of a governing body – i.e. Steering Committee). It is clear that some methods allow more precise data to be gathered than others and that the choice of method is also linked to budgetary and resource constraints.

33 out of 40 confederations (82%) which track changes in membership, replied that they were **satisfied with the methods** used for gathering this information. Those who were unsatisfied complained about the fact that there is a lack of awareness among affiliates on the importance of holding data on female members. Some respondents affirmed that affiliates had to be encouraged further to collect data and to pass them to the confederation. This, according to one respondent, should be done “*starting from the workplace level, then closely monitor if they are sent to the regional and national level on regular basis*” Others proposed a more compulsory approach and pointed out the need to oblige affiliated organisations to provide disaggregated data.

The majority of the respondents (83%) stated that they **disseminate the data** on female membership that they collected from their affiliated organisations. The most common method used to disseminate them is by publishing the information on the confederation’s website (61.8%). Another method that many unions (47%) employ is to issue specific publications on gender. For instance, the TUC collates the data from the Equality Audit into a booklet which is sold as a publication and is distributed free of charge only to equality committees members. Other means of diffusion reported are seminars and training courses for women or on gender issues.

⁸ For more information see: http://lo.dk/smcms/English_version/6222/7294/Index.htm?ID=7294

⁹ <http://www.tuc.org.uk/equality/index.cfm?mins=440>

Some respondents, finally, reported distributing internally the data to their members through letters or circulars. Only a small proportion of confederations claimed that they publish them as a specific bulletin on gender.

Alternative means of distributing these data that were reported are the confederation's reports to the governing bodies (i.e. Executive Committees, Congress, Steering Committees) on a regular basis. Very few confederations considered these data as information of "internal use" only, to be disseminated via the intranet or direct communication to members. Those opting for such "internal use" approach also added that they only share these data when affiliates specifically request such information.

Finally, the majority of the respondents (60%) was also able to provide disaggregated data on members of their sectoral organisations.

1.2 Organising women

37 confederations (61% of respondents) replied that they had put in place specific strategies intended to increase female trade union membership, since the adoption of the last ETUC Gender Equality Action Plan in 2003. The measure mostly consisted in running special campaigns or projects: 21 confederations (66%) did so. These actions can be seen as positive instruments to attract women towards unions, since they address the specific needs of female workers. Examples of campaigns reported include for instance the CFTC-France "Gender balance, Equality and Quality of work life - MEQ" project. This 2-year project aims to improve the social and professional situation of women at all levels of employment. Different measures will be put in place. They include: information, awareness-raising and training addressing the impact on gender balance, equality at work and the reconciliation of working and family life¹⁰.

In addition, UGT-Spain reported on campaigns that have recently been launched in some territories. They aim to increase the number of women joining unions as well the participation of female workers' representatives¹¹.

Other strategies adopted consisted in changing the trade union's structure or statutes (16 confederations, 43%) and in specific actions targeting women working in non traditional trade union sectors (14 confederations, 37%). Some confederations said that they explicitly tackled sectors with high levels of female workers (SAK and STTK – Finland, DGB-Germany, CGT-Luxembourg). Other unions reported on actions addressing specific groups of workers such as young, educated people and persons who have just entered the labour market. In particular ZSSS affirmed: "We think that if we tackle young workers' problems, it will get the attention of young female workers too. And we have done that a lot recently".

21 confederations (56%) indicated that they carried out an assessment of such strategies. 57% noted that female membership rose, however only four of them were able to provide specific data for such increases. They were: LCGB-Luxembourg: +3%; CGTP-Portugal: +56%¹²; CC.OO-Spain: 2.46%; USO-Spain: +4.5%.

42% of respondents (26 confederations) stated that they would adopt strategies aimed at organising women in the future. Among those, GWU-Malta reported that it intends to organise housewives into the union in order to "have a stronger feminine voice". In addition, LO-Norway plans to develop specific campaigns to increase the participation of migrant workers, especially women.

Finally, a high percentage of confederations (36%) did not reply to this question.

It should be noted that the need to adopt strategies to organise women is definitely more relevant for those unions with a low percentage of female members in their ranks: among those which reported not having put in place any strategy since 2003, 70% of them have a female membership rate of over 40%. Therefore the need to have more women joining them is not

10 http://www.cftc.fr/ewb_pages/a/actualite-5891.php

11 <http://www.ugt.es/Mujer/mujer.html>

12 CGTP-Portugal reported that: "In the last 4 years, more women than men have joined our ranks: from 2003 until the 1st half of 2006, 92.126 women became new union members, in 90 affiliated unions".

a priority simply because equality has been achieved and female trade union membership is in good correlation to their participation in the labour market. Most of these confederations are Nordic and Baltic unions. Furthermore, almost half of them said that they do not intend to implement any strategy to organise women in the future.

Confederations were asked to indicate which **obstacles** they face in **recruiting women**. In the first place it should be taken into account that many confederations do not have a direct role in organising members, consequently some of them (18%) did not answer this question. These organisations apart, the most common difficulties are to be found in the lack of financial and human resources of the confederations. As the table below shows, these problems are particularly true for confederations based in a new member state or a candidate country.

TABLE 3: MAIN PROBLEMS THAT CONFEDERATIONS ENCOUNTER IN TRYING TO ORGANISE WOMEN WORKERS

Problems	2006-NMS	2006-ALL
Lack of financial resources	15	21
Lack of human resources	14	20
The costs of campaigns	13	16
Women are in non traditional trade union sectors	3	15
Lack of commitment/willingness within the confederation	6	9
No specific problems in organising		8
No reply		11
Other	2	23

Source: ETUC Survey 2006

Another well known obstacle for unions in **organising women** is that they are increasingly employed in non traditional trade union sectors. “The UK has a relatively high female trade union membership. However, women tend to work in areas where trade unions are not prominent” (TUC-United Kingdom). In fact, several respondents pointed out that women more than men are employed in precarious and atypical jobs and it is consequently more difficult for unions to attract them. Those unions based in the “old” EU Member States highlighted this factor more often. Other respondents mentioned the increasing loss of competitiveness in Europe of sectors where women historically tend to be employed (textile, shoes, small businesses).

It should be mentioned, nevertheless, that for 13% of trade union organisations, the issue of the unionisation of women is not seen as a challenge, as they are either equally or more unionised among their trade union members than men. Those organisations that were of this opinion included five northern European confederations (LO and FTF–Denmark, SAK-Finland, ASI-Iceland, UNIO-Norway) two Belgians (CSC and FGTB) and CFDT-France. A further 18% (11 confederations) failed to reply, including several unions from northern Europe (TCO-Sweden- LO-Norway, UNIO-Norway-AKAVA-Finland), which would seem to indicate that the organisations in question do not perceive the existence of any specific problems related to the unionisation of women as such.

Additionally, confederations had to express their opinion on which **factors prevent women from joining trade unions**. The reason mentioned most often is the lack of time women have as a result of their family commitments (57%). ICTU stated: “Women’s time is at a premium due to the compromise between work and family commitments – very little time remains for commitment to trade union activities. Only 1% of carers in Ireland are male. Hopefully our strategies will lead to changes in this situation”. Another factor mentioned by more than half of the interviewees, is women’s failure to understand the importance of trade union membership (51%). CFTC for instance pointed out: “Women’s lack of interest in trade unionism, which includes lack of knowledge of trade unions’ work, prejudices that unions do not fight for their interests, etc.”. A third factor, reported by 41% of respondents, is the fear of reprisal from employers. Interestingly, this factor

was more often mentioned by a high proportion of confederations based in new or candidate states. Finally, confederations pointed to the male domination of trade union activities as an impediment for women to join a union (34%). In this regard USO affirmed: *“They are afraid to commit to an activity that traditionally and historically has been led by the male gender”*.

Once again, five respondents - all Nordic confederations - (8%), replied that women are no less reluctant than men to join a union, and that in their countries they were often even more unionised than male workers. For other confederations the problem was not about organising women, but in the need to involve them in the confederation’s activities. This is an example of the opinion expressed by FGTB-Belgium: *“The problem is not so much attracting women to join trade unions, but rather concerns their active participation in trade union life”*.

In brief...

- > The number of women joining trade unions is slowly but steadily increasing. Today, the average percentage of women members in unions affiliated to the ETUC is around 42%. In general, the highest percentages of female members have been recorded in Nordic and Baltic unions.
- > A large majority of these trade unions collect gender disaggregated data on their members. However this process is not always systematically carried out. It is important that all confederations put in place a process to gather these figures and monitor them on a regular basis.
- > More systematic statistics on the female members of the different sectoral organisations affiliated are needed. When initiating a method of data collection disaggregated per gender, confederations should also file them into sectors.
- > Organising women is a challenge for those confederations with low levels of female members. Tailored initiatives addressing female workers in non traditional trade union sectors should be put in place and their effects regularly monitored and assessed.

2 Gender Mainstreaming

The ETUC has been active in trying to promote the principle of gender mainstreaming among its members in a number of ways. Conferences and meetings have been organised and specific recommendations dealing with the implementation of such a strategy are formulated in the texts of the 1999 and 2003 Equality Action Plans. Over the years, confederations seem to have taken the principle more and more into consideration and have integrated it into their policies, although this occurs at different levels and by recurring to different means.

A considerable number of the respondents (57 confederations out of 61, 95%) reported that they were implementing **gender mainstreaming**. With regard to the frequency in which it was being incorporated in their policy, 29 confederations (48%) stated that they were doing it “often” and 46% indicated that they were implementing it “systematically”. Only three confederations, namely TALO-Estonia, OPZZ-Poland and GSEE-Greece, stated that they were not addressing the principle at all in the formulation of their policies. At the time when this survey was being carried out, however, the GSEE union, indicated that it was planning to incorporate a gender dimension at its upcoming Congress (scheduled for March 2007). General awareness on the principle of gender mainstreaming seems therefore to have been maturing in most of the confederations surveyed, the percentage being close to the rate measured in 2002 (90%).

In order to assess in which areas gender mainstreaming was most often incorporated, confederations were provided with a list of “usual” trade union policies. A very high number of respondents (48 confederations, 84%) indicated that gender mainstreaming is being implemented into their **collective bargaining**. Such a policy was addressed in different ways: over 60% of confederations interviewed have organised mixed-gender *training courses* (for both men and women) on matters concerning the gender issues and the promotion of equal opportunities. Less has been done in the form of specific training on the question of gender mainstreaming (48%). Almost half the respondents (25 confederations, 52%) set up *guidelines for collective bargaining* with regard to gender equality. In this regard CFTC-France reported on the setting up of a bargaining centre which includes the development of tools and support for bargaining. In addition, an observatory storing and analysing agreements negotiated on diversity and gender equality at work was established. Agreements are filed and the most innovative ones are disseminated.

UGT-Spain indicated that they use checklists in the definition of their collective bargaining platforms. They list the provisions that have to be included in all collective agreements regarding equal opportunities between women and men. Always in Spain, the interconfederal agreement on collective bargaining signed by the national social partner organisations, set down measures that had to be taken into account in the different tables of negotiation¹³.

An additional instrument, which was reported by 52% of the unions, with the aim of integrating gender mainstreaming into their collective bargaining policy, is the organisation of *training courses* for women designed to improve their *bargaining capacities*. Finally, only 35% of respondents ensure that women are always present in negotiating teams.

2003 ETUC
Action Plan,
Objective 2:
“Extend the gender
mainstreaming in
collective bargaining
and/or collective bar-
gaining guidelines,
by addressing the
following measures:
training negotiators
in equality issues
and Gender
Mainstreaming”

¹³ To read the text of the 2007 Interconfederal Agreement (in Spanish) see: <http://hl35.dinaser.com/hosting/fuso.es/uso/media/AINC2007.pdf>

TABLE 4: INSTRUMENTS DEVELOPED BY CONFEDERATION TO INCORPORATE GENDER MAINSTREAMING INTO COLLECTIVE BARGAINING

Instruments	% Conf
Training negotiators (men and women) on gender issues	60.4%
Training women in negotiation	52.1%
Setting up guidelines for collective bargaining with regard to gender equality	52.1%
Training negotiators (men and women) on gender mainstreaming	47.9%
Ensuring women are in negotiating teams	35.4%
Organising special campaigns on how to negotiate with a gender perspective	22.9%
Other	6.3%

Source: ETUC Survey 2006

Furthermore, confederations were asked to indicate how they **affect the content** of collective bargaining by gender mainstreaming. The majority of them (77%) either added issues to the collective bargaining agenda that are traditionally seen as women's issues (e.g. childcare, flexible work arrangements, etc.) and/or discuss the gender dimension of general issues (e.g. wages, working time, etc.) in collective bargaining.

Another widespread practice, mentioned by 56% of respondents, is finding instruments (i.e. laws, collective agreements, government policies, etc.) dealing with equality that can be used during negotiation. 52% of unions responded that they collect gender disaggregated facts and figures that were going to be used during negotiations. STTK-Finland for instance stated that: "All central labour market organisations are assembling good examples of equality texts in collective agreements"

Some unions also highlighted the importance of following-up the implementation of collective agreements by assessing their impact on women.

For example CMKOS-Czech Republic reported that: "Content assessment of collective agreements is carried out yearly. This represents an important source of information also to know the situation of women in the labour market and enables this information to be taken into account, in varying degrees, in subsequent collective bargaining". A similar evaluation process was reported by CC.OO.-Spain: "There is continuous monitoring of collective bargaining from a gender perspective".

Other trade union policies in which the gender mainstreaming principles were implemented by confederations are in descending order:

- *wage policies* (73%, 42 confederations), which included for instance negotiating extra pay rises for female dominated sectors, pensions, etc.;
- *training* (70%, 40 confederations), for instance to improve union leaders' knowledge and awareness on the issue of equality (LO-Denmark, CFTC-France);
- *employment and health and safety* (both around 66%, 38 confederations).

Finally respondents complemented the list provided in the questionnaire by mentioning other policies whose implementation in their opinion has a strong impact on gender equality. These included: pensions (FO-France); work-life balance of young parents (ZSSS-Slovenia); vocational training (CGT-Luxembourg) and communication/public relations (CFTC-France, OGB-Austria, CGTP-IN-Portugal).

Some confederations also pointed out that gender mainstreaming was also being implemented in negotiations with the government or in tripartite and bipartite national bodies (i.e. LANV-Liechtenstein, MszOSz-Hungary).

Finally, only 39% of unions (23 confederations) indicated that they were incorporating gender mainstreaming **into all their policies**, according to the spirit of the principle. This was particularly the case of YS and LO-Norway, CC-OO-Spain and STTK-Finland.

TABLE 5: POLICY AREAS WHERE CONFEDERATIONS ARE IMPLEMENTING GENDER MAINSTREAMING

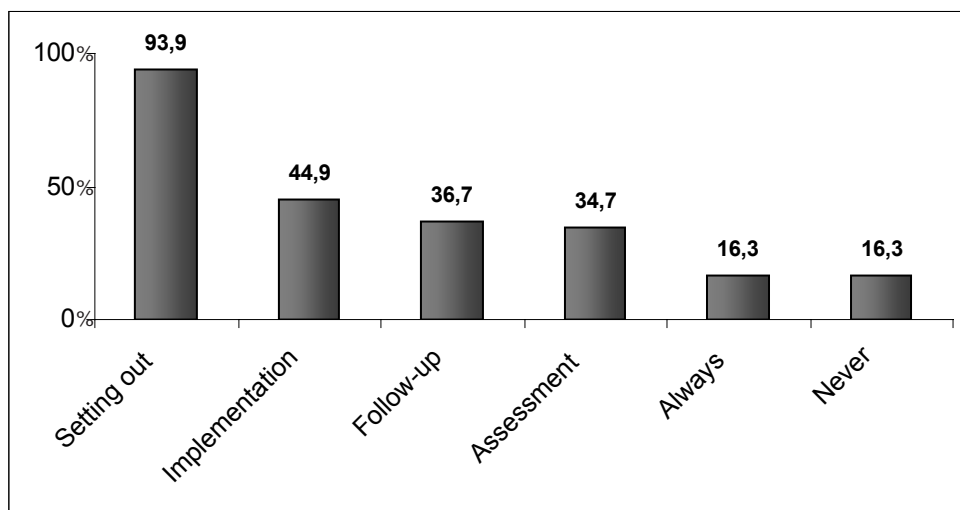
Policy areas	% Conf
Collective bargaining	84%
Wage policies	73%
Training	70%
Employment	66%
Health and Safety	66%
Working time	57%
Organising	57%
ALL POLICIES	39%
Other	22%

Source: ETUC Survey 2006

A high proportion of confederations (86%) reported that they take into account the **impact** of these policies on both women and men. It is however usually recommended that gender mainstreaming is integrated “into every stage of policy processes: design, implementation, monitoring and evaluation”¹⁴. As regards the confederations that took part in this survey, a gender-mainstreamed assessment is most frequently carried out at the early stage of the policy implementation, when they are in the planning process (94% of respondents, 46 confederations). However, such an impact decreases significantly when policies are put into effect (22 confederations, 45%). Finally, it is barely carried out at the moment of monitoring and evaluating the policy (respectively 18 and 17 confederations).

Only 8 confederations stated that they carried out this kind of impact assessment at **all the stages** of policy implementation.

GRAPH 1: IMPACT ASSESSMENT OF TRADE UNION POLICIES ON GENDER MAINSTREAMING



Source: ETUC Survey 2006

14 European Commission webpage on gender mainstreaming: http://ec.europa.eu/employment_social/gender_equality/gender_mainstreaming/general_overview_en.html : “Gender mainstreaming is the integration of the gender perspective into every stage of policy processes – design, implementation, monitoring and evaluation – with a view to promoting equality between women and men. It means assessing how policies impact on the life and position of both women and men – and taking responsibility to re-address them if necessary”.

The **formal measures** most commonly adopted by confederations to implement gender mainstreaming include the following:

- **resolution(s) of the Executive Committee** (30 confederations out of 61, 52%). An example of this measure was provided by LO-Denmark, which adopted a “radical” resolution in 2003, setting down gender mainstreaming as the new equal opportunities’ strategy of the organisation. The resolution provides for a definition of gender mainstreaming, a number of tailored instruments for its implementation (such as training for advisers and leaders, an annual audit on gender representation, a web portal¹⁵ and a mentor scheme) and a timeframe¹⁶.
- **gender mainstreaming pact** (29%, 16 confederations). An acknowledged good example of this type of political commitment is the “Gender Mainstreaming Charter” jointly signed by the three Belgian trade union organisations (ABVV/FGTB, ACV/CSC, CGSLB/ACLVB) in 2004¹⁷. The ten articles of this Charter address all the trade unions structures in Belgium (at sectoral and professional level) with the aim of fully implementing gender mainstreaming into their policies. This very comprehensive instrument lays down objectives, a monitoring system, checking bodies as well for follow-up mechanisms. It also calls for closer cooperation with the employer organisations. A joint report is issued annually providing information on the developments achieved and made publicly available.
- **action plans** specifically addressing the implementation of gender mainstreaming (10%, 6 confederations). For instance, the CGT Equality Charter women/men aims at involving collectively the confederation and its affiliated organisations towards the incorporation of gender mainstreaming internally (within its structures) and externally (trade union practices, activities and collective agreements)¹⁸.

2003 ETUC Action Plan, Objective 2: “Continuing to develop mechanisms to encourage gender mainstreaming, using tools such as studies, researches, checklists, etc.”

Although 20 confederations (35%) indicated that they have changed their **statutory provisions** to take the notion of gender mainstreaming into account, only 18 of them reported that their confederation’s statutes contain a specific provision with a clear commitment to gender mainstreaming. In this regard, the union that appears to have most recently enclosed a reference to gender mainstreaming in its Statutes is CGSLB-Belgium (in 2007).

Confederations were also asked to indicate which **methods and procedures** used to put gender mainstreaming into practice. In decreasing order of importance, the approach that continues to be most frequently adopted is the use of sex segregated statistics, (61%, 35 confederations), followed by research and studies (31 confederations, 54%). In 2004, SAK-Finland developed a guide for promoting gender equality and gender mainstreaming in trade union activities. The guide is intended to be a tool for SAK’s affiliated organisations, it gives a definition of gender mainstreaming and explains how to incorporate it in practice¹⁹.

More than half of respondents reported that they have appointed a Gender Mainstreaming officer. The least used strategies were checklists (7 confederations, 12%).

In a comparative perspective, the range of this list of instruments is very similar to the one recorded in the 2002 Survey.

Other interesting methods mentioned by unions include the gender cross-checking of each document issued by the organisation. In this regard UGT-Spain reported: “With increasing frequency when a document is being drafted in our organisation, it is submitted to the Women’s Department so that we can check if it is gender mainstreamed. On other occasions we are asked to write sections or paragraphs from a gender perspective so that they can be included in documents from any of the fields in which our trade union works”. Furthermore, some unions that did not have a department specifically in charge of gender equality issues, planned to put one in place (USO-Spain, LANV-Liechtenstein), some others established an equality committee (STTK-Finland).

15 <http://www.loli.dk/forside.aspx>

16 To read the LO-Denmark “Resolution on equal opportunities in the trade union movement” adopted at LO’s 35th ordinary Congress in 2003 see: http://lo.dk/smcms/English_version/6222/Index.htm?ID=6222

17 To read the Charter (in French and Dutch) see: http://www.aclvb.be/content/media/pdf/PDF.Gender_charter_01.pdf

18 To read the CGT Charter (in French) see: <http://www.cgt.fr/internet/html/lire/?id.doc=3625>

19 SAK Guide “Mainstreaming Gender Equality in the SAK affiliated trade unions and in defending interested: a guide fro promoting gender equality in trade union activities” can be downloaded from: <http://netti.sak.fi/sak/pdf/ta-suune.pdf>

Sometimes trade unions can also be inspired in their work by provisions contained in governmental acts. It is for instance the case of TUC-United Kingdom which indicates that *“as an organisation and an employer the TUC will be adopting internal policy which reflects new Government legislation which obliges all public authorities to positively promote gender equality in all work including delivery of services. The TUC is not a public authority so is not obliged to adopt this approach but the organisation’s aim is for the TUC’s internal policies to be gender sensitive”*.

Nevertheless, despite the positive fact that the trade unions are more aware of and committed to implementing measures designed to promote gender mainstreaming, the main challenges we face remain very much in place. During the Conference in Berlin, many participants pointed to the need to develop greater awareness of gender mainstreaming among trade union workers, while others have noted that many have little knowledge of gender mainstreaming as such, hence the need to continue training in this direction.

In brief...

- > Almost all confederations reported that they do implement gender mainstreaming (95%). However, some trade union policies are more targeted than others. Only one third of them incorporate systematically gender mainstreaming in all their policy, as this principle requires.
- > Confederations should monitor the impact of gender mainstreaming in all the phases of its implementation, especially at the stage of evaluation.
- > Measures to integrate gender mainstreaming into collective bargaining are being adopted: they target more the knowledge of negotiators on gender equality and gender mainstreaming rather than the composition of negotiating teams. Confederations should ensure that women take part in negotiations.

3 Women in trade union confederations' decision-making bodies

3.1. Trade union policies

Ensuring a balanced proportion of women in trade unions' decision-making bodies continues to be a matter of concern for the ETUC. Over the years, it is only in a few cases that the increase in the number of women in the trade unions' ranks has been accompanied by a parallel rise of the number of women in trade unions' governing bodies (such as Congress, Executive Committee, Steering Committee) or in posts of responsibility within the confederations. For this reason, it is essential to take a closer look at the measures that the unions have been implementing in order to enable women access to the higher levels of organisations.

2003 ETUC Action Plan,
Objective 1:
"To reduce by half the representation gap in decision-making bodies"

Over half of the confederations (35 confederations out of 61, 57%) declared that they have adopted a **specific policy** in order to increase the numbers of women at senior levels of trade union organisations. A wide range of initiatives was reported: in decreasing order, these include but are not limited to:

- Training to prepare women in carrying out their trade union activity: training in negotiation skills, human resources management skills, etc. (68%, 24 confederations). An interesting example was given by the UGT-Spain, which set up a School of female trade union leaders, to strengthen strategies towards an increased number of women in all decision-making levels of the confederation.
- Research and surveys on women in decision-making positions (51%, 18 confederations). For example, the TUC-United Kingdom mentioned a study that goes beyond the simple listing of figures of women at senior trade union levels: "Alongside the biennial Equality Audit, the TUC has recently begun publishing annual statistics on women in trade unions including numbers of women attending annual Congress and moving or seconding motions at these events";
- Campaigns to encourage women candidates (48%, 17 confederations). Two Belgian unions reported two recently developed campaigns. For its 2004 social elections, the CSC-Belgium published the booklet: "A key to success: encouraging women's candidatures". Similarly, the FGTB-Belgium, carried out a campaign called: "Social elections: "Where we put the stress"
- Campaigns to raise awareness among trade unionists and managers on equal opportunities (45%, 16 confederations);
- Places reserved for women with voting rights in decision-making bodies (43%, 15 confederations). Along these lines, the CISL-Italy indicated that their next General Council meeting would be voting a motion to include at least one woman in each secretariat.

Other measures that were mentioned include the implementation of European projects (34.3%), sometimes in partnership with other unions. One learning experience that was illustrated on the occasion of the ETUC Berlin Conference is the ICTU LIFT project (Leadership Initiative for Females in Trade Unions) that began in 2005²⁰. The overarching objective of this initiative is to increase the participation and involvement of women at every level of union organisation with particular emphasis on the identification, development and support of future women leaders. In particular, through the project it is intended to:

- Conduct detailed research to better understand the motivation for and barriers against joining, participating in and progressing through unions;
- Develop innovative and creative concepts to communicate with and inform women workers about the value of unions, and test a range of recruitment methods;
- Evaluate impact and devise guidelines to inform future recruitment activities.

²⁰ <http://www.lift.ie/>

Another recent transnational project entitled “Parity between women and men in trade unions”, was developed by UGT-Spain (as coordinator) in partnership with DGB-Germany, FNV-Netherlands and TUC-United Kingdom between 2004 and 2005. This ambitious initiative aimed to increase and consolidate the representation of women in all structures and collective bargaining tables of the trade union organisations partners in the project. A dedicated website and a Good Practices Guide were issued, based on the analysis and experiences of the four unions involved in the project²¹.

Other interesting experiences that were reported concern the UIL-Italy partnership in a project dealing with women and politics²² and the CISL-Italy project “Beyond the glass ceiling” on positive actions addressing 60 women with high career potential²³.

Finally, the measures reported that were least used were:

- setting up rules ensuring a quota of seats reserved for women at elections (28%);
- double candidatures (5.7%).

26 confederations reported **not having any specific policy** aimed at promoting women in the decision-making process. The reasons were varied: for some the representativeness of women in decision-making positions has already been achieved, so they do not perceive the need to put in place any other specific measure. This is particularly true for some Nordic confederations, such as UNIO-Norway and TCO-Sweden. Other unions reported being in the process of taking action to this effect, this is the case for GSEE-Greece and STTK-Finland. A separate explanation was given by ELA-Spain, which indicated that it has opted for a “soft” approach, by which an agreement within the confederations ensures that the number of women in decision-making bodies is at least 36%.

3.2. Action plans

A helpful instrument to complement the implementation of a specific policy to encourage women in decision-making positions could be the adoption of an action plan. Almost half of respondents (30 confederations out of 61, 49%), have adopted a **plan** designed to increase the presence of women in decision-making bodies. The great majority of these plans (83%) specify the objectives to be achieved. However, only a very small number of them provide a precise timetable (26%, 8 confederations), while a good proportion (56%) include monitoring procedures of various types. They may consist of data collection about women at different decision making levels and/or monitoring the composition of decision-making bodies (including in meetings). The CFTC-France, reported on following-up the situation via specific software (Inaric) as well as by monitoring the percentage of women attending training courses and meetings. Other unions (i.e. SAK-Finland, FO, CGT-France, CGTP-Portugal) said that they monitor the implementation of their action plans by providing regular reports to their governing bodies (Congress, Executive, Steering, Women’s Committee). The union USO-Spain, reported on regularly carrying out follow-up questionnaires on the presence of women in decision-making bodies as well as implementing positive actions to promote the access of women to leadership positions.

A limited number of confederations’ action plans (33%) provide an **evaluation** process. The most common assessment carried out takes the form of a report. A very exhaustive evaluation process is carried out by the CGT-L Luxembourg: *“Before and after the internal trade union elections, statistics will indicate the share of women within the committees and bodies. Any variation in the percentage of women will then be reported to the decision-making bodies. The Women’s Department must take a position on these reports. In addition, the various secretaries to the Committees and Bodies report on what they have done to effectively implement the programme on promoting women, the problems they encountered and the reasons behind them. These reports are submitted to the national committee who will draw the necessary conclusions”*.

2003 ETUC
Action Plan,
Objective 1:
“Adopt an Action
plan with quantified
objectives, timetable
and a clear indication
of follow-up and
evaluation”

21 To read more information on the UGT Project “Parity between women and men in trade unions” see: <http://www.ugt.es/Mujer/proyecto europeo/proyecto europeo.html>

22 For more information on the ASDO-UIL project “Women and politics” (only in Italian) see: <http://www.donnepolitica.org/>

23 For more information on the CISL project “Beyond the glass ceiling” (only in Italian) see: <http://www.cisl.it/SitoCisl-donne.nsf/be-8d4e2329e714cbc1256ecf00557f38/d448898077cfa99bbc12572c900531cdd?OpenDocument>

It is important to involve the political officers within the unions at different level in the implementation of such action plans. For instance, such an approach was adopted by the LCGB-Luxembourg action plan on positive actions in favour of women, stating that: *“The trade union secretaries responsible must once a year, with the framework of their structures, report on the project implementation of LCGB’s positive action plan for women. Following this, a coordinated report will be handed in and discussed at the LCGB’s executive and central committees”*.

According to the replies gathered, only three action plans appear to **include all of these elements** - targets, timetable, monitoring procedures and evaluation mechanisms- as for instance the one adopted by CSC-Belgium in 2002 (and renewed in 2006). The CSC action plan has been defined as *“feasible, clear and assessable with deadlines and compulsory results to reach a proportional representation of men and women within the structures”*. On the one hand, it provides quantitative objectives with at least a third of women in office at the Daily Committee (Secretariat), the General Council, the National Committee and Regional Committees by the next Congress in 2010. The organisations that do not reach this third at the trade union’s employee level must set in proportional representation. On the other hand, it also provides qualitative objectives as it specifically addresses all the affiliated members, who are asked to establish a binding action aiming at ensuring women’s access to decision-making positions. At confederal level a coordinating body is put in place in order to follow-up the work of the affiliated organisations and report annually to the General Council. Furthermore each organisation should nominate a person responsible for gender equality and schedule training for its staff and trade union activists in this field.

23 of these action plans were adopted in 2003 or afterwards. Seven of them (30%), do **not make** any reference to the **implementation of the 2003 ETUC Equality Plan**. On the contrary, the SAK Gender Equality Plan clearly sets its goals on the basis of the ETUC Equality Plan. Three objectives are foreseen: to remove under-representation of women in decision-making bodies, also by setting quantitative targets; to introduce gender mainstreaming as a working method of the union, by enclosing a specific reference guide; to combat gender-based discrimination and harassment at work²⁴.

Confederations were asked to express their views on the **main factors limiting the number of women in their respective decision-making bodies**. The impediment mentioned most often was the lack of time due to the unequal sharing of family responsibilities, cited by 65% of respondents. A high proportion of unions (59%) also considered that there were preconceptions and stereotypes concerning the role of women leading to attempts to dissuade them to apply. In this line, the UGT-Spain reported having published a guide with the objective of eliminating gender stereotypes at the workplace and within trade unions. This publication is the result of a project that the UGT developed in partnership with other three trade unions: FGTB-Belgium, UIL-Italy and UGT-Portugal. The guide provides a comparative analysis of stereotypes operating in the work environment but also those operating in trade union organisations. It identifies the changes needed in order to eliminate gender stereotypes and finally compile a series of proposals aimed at institutions and organisations to change the persistence of stereotypes based on gender in the labour sphere²⁵.

For around half of respondents (49 %), the reason for the under representation of women in senior levels of their organisations has to be found in the women’s lack of confidence in their own abilities. Others (30 %), hold responsible the way in which meetings and timetables are arranged (times and places). Finally, for thirteen trade unions (21%) a major obstacle to the presence of women in decision-making bodies is the lack of any specific policy within their respective confederations addressing the issue of women and leadership.

Furthermore, some unions did not recognise their opinion within the options provided and indicated other explanations, including a lack of interest from women (FTF-Denmark, MHP-Netherlands); men’s fear of losing their positions and influence (DGB-Germany, CC.OO.-Spain, MszOSz-Hungary) and that trade union jobs are poorly paid (LANV-Liechtenstein, MOZs-Hungary). TUK-UK finally quoted anecdotal evidence from women in trade unions, that suggests that political lobbying and networking can determine the outcome of an election. In fact, *“women*

²⁴ To read the SAK Gender Equality Plan in English see: <http://netti.sak.fi/sak/pdf/ta-suune.pdf>

²⁵ For more information on the UGT guide and its related project see: <http://www.ugt.es/Mujer/proyectoestereotipos/>

tend to be less likely than men to have access to the necessary political networks which enable them to get into positions of power within trade unions”.

3.3. Trade unions as employers

Although most of the respondents indicated that women’s lack of time and the ways in which meetings are arranged, restrain women’s access to decision-making positions, only 49% of unions (30 confederations out of 61) have adopted concrete measures in order to help their female employees in their activities. Out of these, 67% (20 confederations) claimed to regulate the timing of meetings (i.e. avoid meetings at times that cause problems for people with family responsibilities) while a more limited number 33% (10 confederations) try to regulate the frequency of meetings. The measure most adopted is ensuring that everyone can speak at meetings (22 confederations, 73%).

The DGB-Germany reported that it has adopted a series of encouraging measures: such as organising side-meetings, encouraging women to participate in all working groups, providing women with information to be well prepared and actively contribute at meetings. Furthermore, in 2003 the DGB’s work council signed an agreement for the promotion of women at different levels of the organisation, with quantitative and qualitative objectives. One commission was set up to follow the implementation of the agreement.

As employers, trade unions may also adopt specific measures in order to promote gender equality among their employees. In decreasing order of importance, the working arrangements that appear to be mostly adopted for female workers include: flexible working hours (35 confederations out of 61, 57.4%), positive actions intended to facilitate access for women to all positions and functions within the confederation (26 unions, 42.6%) and the collection of information to obtain a breakdown by gender with regard to employment, recruitment, promotion and wages (18 confederations, 29.5%). Only 14 respondents (23%) adopted positive actions intended to increase the presence of women in collective bargaining. The least used measures are career plans (9.8%) and mentoring (8.2%).

With the exception of 5 confederations, the majority of the respondents indicated which departments in their organisations were led by a woman. The department most frequently reported is, unsurprisingly, the one dealing with women and gender issues (28 confederations), followed by training and education department (21 confederations) and the European/International department (20 confederations). Even if, to a lesser extent, women appear to be responsible for Social policy issues (18 confederations), Employment (15 confederations) and Economic policy (13 confederations). Health and Safety as well as Collective bargaining policy were mentioned by a smaller number of unions (respectively 8 and 9 confederations).

TABLE 6: POLICY DEPARTMENTS LED BY WOMEN

Policy Department	N/Conf
Women/Equality	28
European/International	20
Training/Education	20
Legal	15
Social Dialogue	13
Economic Policy	13
Communication/PR	12
Employment	9
Collective bargaining	9
Health & Safety/Working Conditions	8
Other	

Source: ETUC Survey 2006

With regard to **policy advisors** that assist confederal secretaries in their duties, of the 815 advisors/assistants reported to be employed by 37 confederations, **44%** are women (the percentage recorded in 2002 was about 34%).

Finally, only 6 of the 61 confederations stated that they had provided **childcare facilities** for women attending **Congress**. These are: ICTU-Ireland, TUC-United Kingdom, OGB-Austria, SGB-Switzerland, TURK-IS-Turkey and MOSz-Hungary, which also reimburse the husband's travel and accommodation expenses of female delegates with small children. 2 confederations reimburse childcare or other domestic costs (LO-Norway, UNSA-France). Some confederations reported that such facilities were not provided either because nobody had ever asked for them or that they were offered in the past but scarcely used.

3.4. Statutory provisions

68% (42 confederations) of the statutes of the trade unions surveyed contain a specific provision to **promote equality** between women and men. However, only 36% of the organisations (22 confederations) stated that their statutes included a provision to increase the number of **women in decision-making bodies**. In decreasing order, these provisions apply to the following bodies: Executive Committee, Steering Committee, Congress and Secretariat.

Only 7 confederations appear to apply it to **all** of these governing bodies. However, differences in the formulation of such provisions should be highlighted: some confederations' statutes strive for a *balanced* representation of women and men within their structures and workers' representation bodies (i.e. CGSLB-Belgium); others opt for a representation which is *proportional* (i.e. CGT-France); FGTB-Belgium promotes the principle of equality in all its inter-professional structures or a representation of women of at least of 1/3.

According to the respondents, 12 confederations' statutes out of 22 contain a provision on the use of quotas. CGIL for instance included the use of quota in art.6: "*In the composition of leadership bodies – from membership committees and pensioners' leagues to national and international representative leadership -, it establishes that neither sex can have less than 40% or more than 60% representation*". Likewise, an "antidiscrimination standard" has established better representation of women in leadership with a rate of 30% to 40%. According to the LCGB-Luxemburg, the CGTP-IN-Portugal and the CC.OO-Spain, candidatures ahead of each election should reflect the gender proportion of their members.

Another type of quota mentioned includes the use of "temporary quotas" as used by the SAK-Finland: "*During the Congress period, the composition of the decision making bodies will be monitored by statistics. If the recommendations do not balance enough the composition of decision making bodies, quotas will be implemented temporarily*".

With regard to the way in which statutes are written, the majority of the 56% (32 confederations) are formulated in a **gender neutral** manner. Some express the feminine and masculine of adjectives and nouns in (e.g. S/he), others use neutral terms ("Chairperson" instead of "Chairman") others use the masculine in the text, but enclose a warning at the beginning of the Constitution by which masculine terms also refer to women²⁶. Only 2 confederations did not reply to this question.

Finally, the following trade unions' constitutions appear **not to contain any reference to gender equality** of any sort (mention to principle of equality between men and women, gender mainstreaming, ensuring women's representation, gender neutral text, etc.): UATUC-Croatia, CMKOS-Check Republic, FTF-Denmark, CFTC, FO-France, GSEE-Greece, MOSz, MszOSz-Hungary, LDF-Lithuania, GWU-Malta, MHP-Netherlands, OPZZ and SOLIDARNOSCc-Poland. They represent a percentage of 21%.

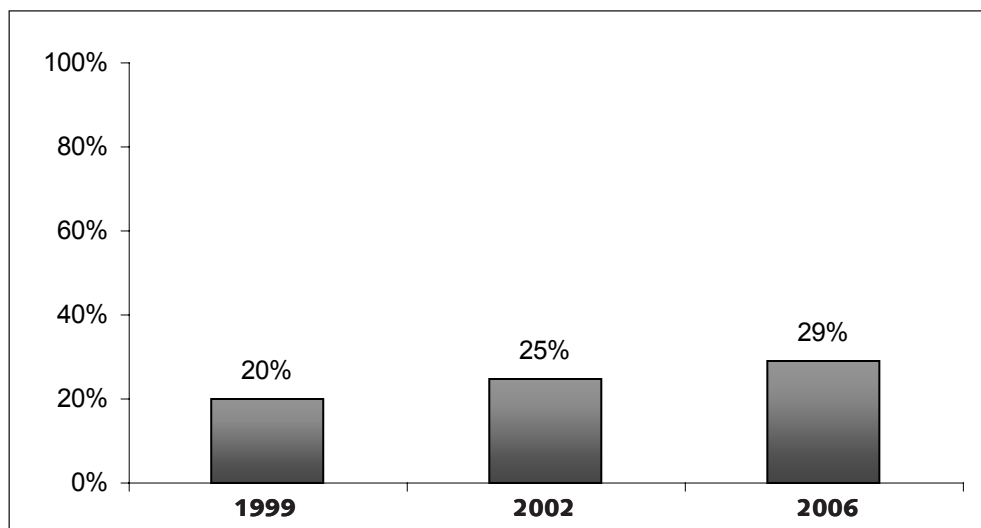
²⁶ This question did not apply to the Hungarian organisations since such a distinction does not exist in their grammar.

3.5. Trade unions confederations' governing bodies

CONGRESS²⁷

Since 2002, around **33%** of the delegations attending Congresses were women, which confirms the tendency of an increasing participation of women in such fora, over the last 12 years (the average rate being around 30% in 2002 and 28% in 1999). This rate is however still lower than the female trade union membership percentage estimate (42%) in this survey.

GRAPH 2: FEMALE DELEGATES AT CONFEDERATIONS' CONGRESSES (1999-2002-2006).



Source: ETUC Surveys 1999, 2002, 2006

Considerable differences between one confederation and another were apparent. The proportion of women Congress delegates in fact ranges from 4.8% in GSEE-Greece to 74 % in CMKOS-Check Republic.

In order to assess the degree of representativeness of these bodies, the percentage of women attending the Congress of each confederation has been compared with the percentage of female members. The result is quite unsatisfactory, given that only 8 of the 53 confederations (15%) for whom these rates could be compared, could claim that they organise a Congress at which the number of women delegates was at least proportional to the rate of female membership. Three of these eight unions are based in the Baltic countries, they are: TALO-Estonia, LTUC-Lithuania, LBAS-Latvia, LIGA-Hungary, TURK-IS, TUC-United Kingdom, SACO-Sweden and UGT-Spain.

7 % of respondents (4 confederations out of 53) reported having more women delegates than men: CMKOS-Check Republic, CFDT-France, DGB-Germany and SGB-Switzerland.

Therefore, in the large majority of confederations there is a **gap** between the membership rate and the proportion of women delegates at Congress. This gap is on average around **10%**, which shows a decrease of 4 points with the rate registered in 2002. The lowest rates (between 8% and 6%) have been reported by CITUB-Bulgaria, EAKL-Estonia, SAK-Finland, LD -Lithuania, LCGB-Luxembourg, KOZ-Slovakia, CC.OO-Spain. On the contrary the highest differences have been recorded in MOSz-Hungary (31,4%), SSSH / UATUC-Croatia (28%), UIL-Italy (26,4%) and TCO-Sweden (26,7%).

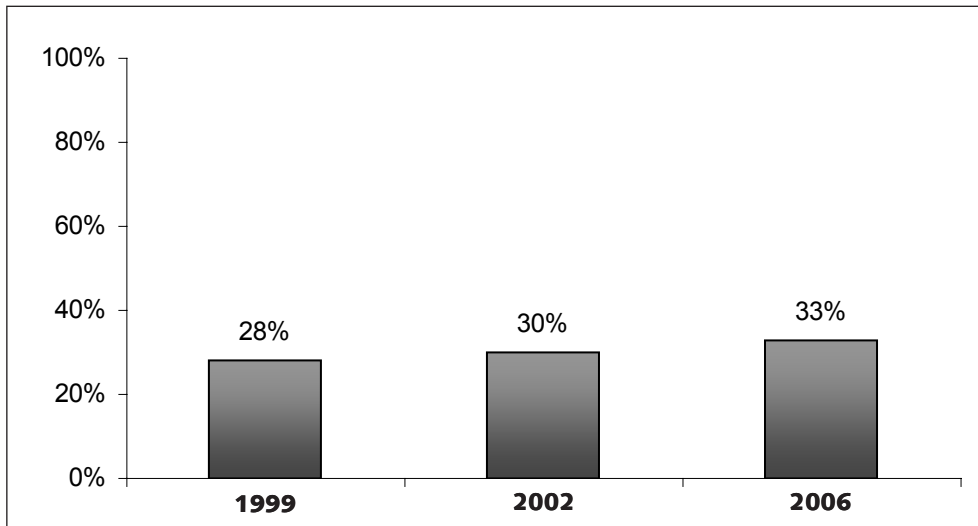
2003 ETUC
Action Plan,
Objective 1:
"Keep statistics regarding
membership and repre-
sentation bodies (includ-
ing EWCs, Congress,
Executive Committee,
women negotiators)"

²⁷ Supreme trade union organizations decision-making body. It frequently consists only of elected delegates representing the membership as a whole. It may be convened annually or less frequently. Also known as "Conference" or "General Assembly"

EXECUTIVE COMMITTEE²⁸

The participation of women in Executive Committees is even lower than at Congresses. On average, the percentage of women represented in these bodies stands at **29%**. Again this rate has risen compared with the previous ETUC surveys (25% in 2002, 20% in 1999).

GRAPH 3: FEMALE DELEGATES IN CONFEDERATIONS' EXECUTIVE COMMITTEES (1999-2002-2006).



Source: ETUC Surveys 1999, 2002, 2006

Variations between confederations are still marked. In four trade union Executive Committees women are not represented at all (0% was reported in GSEE-Greece, KOZ-SR-Slovakia, TURK-IS, MHP-Netherlands). At the other extreme in LDF-Lithuania, female delegates account for 66%.

Only 2 confederations out of 48 (4%) have Executive Committees in which the proportion of women is in line with the rate of their female membership: namely TALO-Estonia and UGT-Spain.

OGB-Austria, CGT-France, LDF-Lithuania, FNV-Netherlands, ELA-Spain, SACO, TCO and LO-Sweden reported having more women delegates than men.

Despite the persistent under-representation of women, Executive Committees appear slowly to become more representative. In fact, the average **gap** in representation has decreased from 18% in 2002 to **13%**. However, this discrepancy is greater than the gap recorded at Congresses (10%). Some Executives Committees are close to a proportional composition (SAK-Finland, LIGA-Hungary and TUC-United Kingdom), while others show a considerable lack of representativeness. In descending order, these are led by the FO-France (with 15 female delegates out of 175 and a gap of over 35%), CNSLR-Fratia-Romania, OPZZ-Poland, STTK-Finland, SOLIDARNOSC-Poland, CFTC-France (with 9 female delegates out of 100 and a gap of 29% with female membership).

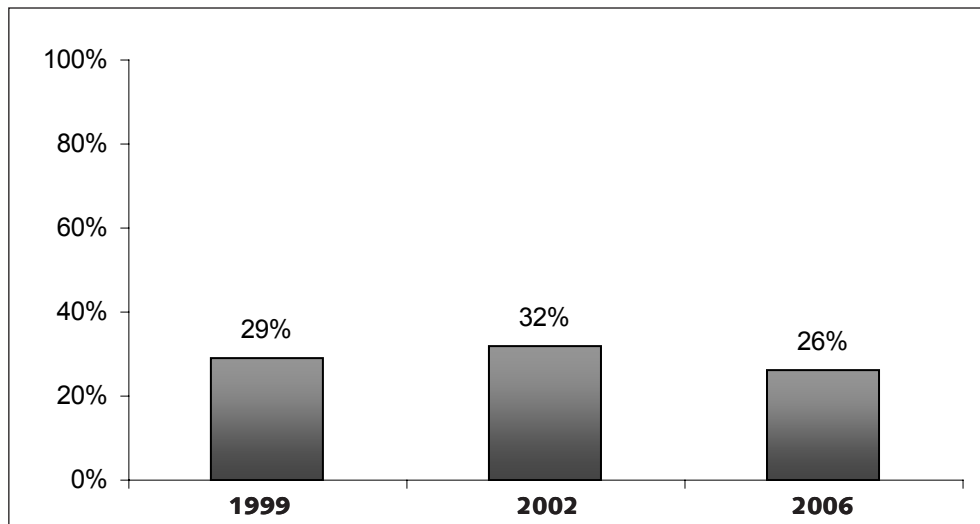
Finally, the majority of the Executive Committees (77%) are **chaired** by men. Two confederations reported on having put in place a rotating procedure (CGTP-IN-Portugal, UGT-Spain).

²⁸ It is the main governing body of a trade union organisation. It is usually charged with the task of implementing the general policy and other decisions between the Congresses. Also known as "Council".

STEERING COMMITTEE²⁹

The situation seems to be even less balanced in Steering Committees (50 respondents have one). Female members in these bodies account for **26%** on average. In contrast with the previous ETUC surveys, this rate has decreased: it stood at 32% in 2002 and 29% in 1999³⁰. The percentage ranges from 0 % (GSEE-Greece and LIGA-Hungary) to about 86 % (LDF-Lithuania).

GRAPH 4: FEMALE DELEGATES IN CONFEDERATIONS' STEERING COMMITTEES (1999-2002-2006).



Source: ETUC Surveys 1999, 2002, 2006

As for the Executive Committees, only 2 confederations (4%) have a Steering Committee which completely reflects the proportion of their female members (ELA-Spain and LCGB-Luxembourg). More women delegates than men have been reported by three unions: CGT-France, LDF-Lithuania and YS-Norway.

The **gap** in representation has fallen compared with 2002: it now stands at **17%**, while it was 21% in 2002. However, this discrepancy is the highest among the various bodies. Steering Committees generally have fewer seats than Executive Committees. This is a result of a “pyramid effect” affecting women delegates in such bodies, which shows that the fewer power positions there are available, the lower is the representation of women. The representation gap was particularly significant (over 30%) in the Steering Committees of the following confederations: SAK-Finland, FO-France, OPZZ-Poland and UIL-Italy.

3.6 Trade union leadership

Before addressing the issue of leadership in trade unions, it is necessary to distinguish between the powers of the different leadership positions in existence. These are in general recognised as: president, vice-presidents, general secretary and deputy general secretary. In some unions (such as in the Nordic unions, the Netherlands, Germany, etc.) the president is the highest position of the organisation, while in others (Italy, Spain, UK, etc.) the political leadership is held by the General Secretary. It is therefore important to keep these differences in mind when looking at the figures indicating the number of women in trade unions' leadership positions.

At the moment, **7** out of 50 trade union **Presidents** are women (**14%**). This percentage has fallen by half since 2002. Four of these seven women presidents are to be found in the Nordic countries: (LO-Norway, LO and SACO Sweden, FTF-Denmark), one in FNV-Netherlands and one in SSSH-UATUC-Croatia. In these organisations the president holds the highest political power, while in the one remaining organisation with a women president (namely TUC-United Kingdom) this is an honorary position.

²⁹ It is a decision-making body. It can apply and develop the trade union's policy in between Executive Committee meetings.

³⁰ However, it should be noted that these surveys calculated into this data the number of women on daily management boards.

The percentage of female **vice-presidents** accounts for **36%** (27 out of 75), but the level of their political responsibility cannot be assessed in general terms. Among these vice-presidents in power, 10 are unpaid positions. For some confederations a woman is holding this office for the first time ever (CMKOS-Czech Republic, LIGA-Hungary).

As regards **General Secretaries**, only **12%** are women (5 out of a total of 44). They are to be found in LDF-Lithuania, UNIO-Norway, FGTB-Belgium, TCO-Sweden and OGB-Austria. The value of this already low figure is diminished if we consider that in all these organisations the general secretary is not the highest political leader.

Finally, out of the 20 **Deputy General Secretaries** in place, **4** are women (20%). They are in: CFTC-France, ICTU-Ireland, TUC-United Kingdom, LCGB-Luxembourg. However, two of these deputy general secretaries (ICTU, CFTC) have been jointly appointed with a man.

The confederation with the largest number of women in a high decision-making position is TUC-United Kingdom with a woman President, vice-president and deputy general secretary. It is again important to point out that in this organisation the highest leadership position (general secretary) is held by a man.

In brief...

- > The majority of trade unions have put in place some kind of policy to increase the number of women in decision-making positions. Measures most frequently adopted are training courses, research and surveys and tailored campaigns.
- > Most of the unions have adopted an action plan which indicates objectives to increase the number of women in decision-making positions. However, only a small number contain a timetable and follow-up mechanisms. It is essential that these elements are included in action plans to become more effective.
- > A limited number of organisations have introduced quantitative targets or quotas in their Constitutions and the mechanisms put in place by the statutes differ. A study focusing on this issue would help clarify the pros and cons of such an approach.
- > As employers, trade unions should facilitate the work of their female workers, by adopting measures especially by facilitating workers with family responsibilities.
- > It is important that trade union statutes contain a reference on gender equality. Currently, 1/3 of trade unions' statutory provisions do not mention any commitment to equal opportunities between men and women
- > Despite some improvements in the proportion of women attending Congresses and Executive Committees, women are generally underrepresented in trade union's governing bodies, especially in Steering Committees. Trade unions' should adopt appropriate measures in order to reduce the gap in representation. In this respect, facilities to support women attending Congresses could be also regarded as positive factors to increase female attendance and should be provided.
- > Confederations continue to be managed by men. A limited proportion of the highest trade unions' management positions are covered by women and often they do not hold real political power.
- > Usually women head departments related to gender (equality, training, education) and to a lesser extent are responsible for matters concerning collective bargaining and economic policy.

4 Trade union bodies in charge of gender equality

Almost all confederations (53 confederations out of 61, **87%**) today, have a women's committee or a specific body in charge of gender equality issues.

The majority of these Committees (68%) are endorsed in the organisation's **statutes**.

In some other cases their existence has not been formally recognised, and they take the form of women's networks (e.g. CC.OO.-Spain, STTK-Finland) or informal groups of women that meet on a regular basis (LANV-Liechtenstein). In various organisations, when such a body has never existed or has been dissolved, it is the confederation's women's department that has the role of promoting equal opportunities policies, with the involvement of members of affiliated trade unions (i.e. FNV-Netherlands).

In general, members of these Committees are **nominated** (59%), less frequently elected (36%). A few confederations (TUC-United Kingdom, UGT-Portugal, OGB-Austria) have put in place a mixed procedure. According to OGB-Austria's procedures the President of the women's Committee plus four members are elected by the Women's Congress, while the other representatives are nominated by sectoral and regional affiliates.

The large majority of the bodies responsible for gender equality issues (75%) have opted for a **mixed composition** (women and men). However, some unions highlighted that in practice only women attend their meetings (i.e. UGT-Spain reported: "*Statutes do not prohibit the presence of men, but none is a member*").

With regard to their **competencies**, 55% of these bodies are responsible for questions other than gender equality and non discrimination on the ground of sex. For instance the Equality Committee of LO-Norway also deals with questions related to lesbian, gay, transgender and bisexual workers' rights. The remaining Committees (45%) reported that they focus their work exclusively on issues which concern gender equality.

It is only in a small number of committees (12 out of 53, 23%) that the **chairperson** only deals with gender equality issues.

The beneficial contribution that these bodies can provide in implementing gender mainstreaming is enhanced when there are structured **links** with other trade union decision-making bodies. The most usual governing body of reference is usually the Executive Committee: 73% of the Committees in charge of equality issues report to it, while 64% of them are obliged to report to Congress.

Links with bodies in charge of **collective bargaining** are also essential for promoting gender equality: this is the case for 74% of these Equality Committees. It should be noted however, that only 33% are entitled to voting rights within Committees in charge of collective bargaining and that 13 confederations (24.5%) did not reply.

Concerning their **powers**, 82% of the Committees dealing with gender equality have advisory powers, while a smaller number (49%) also have decision-making rights, which usually includes voting rights in decision-making bodies and the right to present motions to the Congress.

A narrow number of these Committees have a **budget** at their own disposal (23 confederations out of 53). In this respect a positive development should be highlighted compared to the previous ETUC studies on gender equality: over 80% of respondents representing Committees which

2003 ETUC

Action Plan,

Objective 3:

"Strengthen the role of the bodies in charge of gender equality policy"

had a budget considered it adequate. These financial resources are used in different ways: to finance meetings, to organise campaigns and actions (OGB-Austria) or to publish a review. In this regard, 38% of these bodies issue a **magazine** on gender equality. These include, but are not limited to:

- ELA-Spain, “Emakume Langileen Notiziak”;
- UGT-Spain, “Crisalida”³¹;
- CGTP-IN-Portugal, Bulletin “Igualdade”;
- CC.OO-Spain, “Trabajadora” (since 1984)³².

Almost half of Committees dealing with gender equality have **full time staff** officials and these resources are described as adequate by a slight majority of respondents (63%). In most of the cases (88%) this staff is composed of women only.

On a positive note, the work of these Committees is considered **efficient** by 90% of respondents. ICTU-Ireland for instance stated: “*Our Women’s Committee plays a key role in ensuring that Gender Equality is a key component of Congress’ agenda. They are also represented on our more recently formed Strategic Implementation Committee for Congress Equality Initiatives, which has a broader role in relation to equality across the range of grounds covered by Irish equality legislation*”.

Different **recommendations** were put forward by respondents in order to further improve the work of these bodies: such as the importance of coordinating the work of these Committees both within the organisation (with the other policy departments and standing Committees) as well as externally by building links with the equality/women’s committees of other national unions.

Confederations that judged the work of their bodies inefficient pointed out: the lack of visibility and of adequate human and financial resources (BNS-Romania); the need to have a body dealing only with questions of gender equality (MOSz-Hungary); or to have the confederations more involved in equality issues (MszOSz-Hungary). GWU-Malta finally indicated that “*gender issues are usually considered favourably within the organisation, but there is no systematic strategy in this area. Things move in a sporadic manner*”.

Finally, respondents reported on recent activities carried out by their respective Committees. This information is useful to understand the issues that are high on the agenda of trade unions with respect to gender equality and non-discrimination policies.

They mentioned:

- campaigns around the issue of harassment at work (UATUC-Croatia);
- actions addressing the issue of the gender pay gap (FGTB-Belgium, CGT-France, MszOSz-Hungary, LIGA-Hungary, CGTP-Portugal, OGB-Austria, SGB-Switzerland; TUC-United Kingdom, YS-Norway);
- contribution to the EU Social Partners Framework of Action on Gender Equality (CMKOS-Czech Republic, CGT-France, CGT-L Luxembourg);
- joint projects with other national confederations on discrimination of women at work (BNS-Romania, CNSLR-Fratia);
- involvement in the EU Year of Equal Opportunities (BNS-Romania, CNSLR-Fratia, MszOSz-Hungary);
- award for exceptional achievements in the field of equal opportunities (ZSSS-Slovenia);
- contributed in tripartite discussions connected to equality at work (STTK-Finland, DGB-Germany, LIGA-Hungary);
- reconciliation policy (CGIL, CISL, UIL – Italy, SGB-Switzerland, CGT-France, UGT-Spain, KOZ-Slovakia, joint action FGTB-Belgium/ FNV-Netherlands/ CGLB-Luxembourg);
- involvement in the reform of private pension system and their impact on women (CARTEL-Alfa, BNS, CNSLR-Fratia-Romania).

³¹ <http://www.ugt.es/Mujer/crisalida/crisalidamenu.html>

³² <http://www.ccoo.es/cscceo/menu.do?%C1reas:Mujeres:Revista.Trabajadora>

In brief ...

- > The large majority of confederations have established a women's committee or a body dealing with gender equality issues.
- > The work of these bodies is judged adequate by almost all confederations. However, in order to be more influential, they should be capable of influencing the work of the daily management committees and other standing bodies.
- > With respect to the 2002 survey the budgetary problems affecting the bodies in charge of gender equality have been mentioned to a lesser extent.

Part II

European Industry Federations

Target and methodology for European Industry Federations

This survey was addressed to the 12 European Industry Federations (EIFs) currently affiliated to the ETUC as well as to EUROCADRES (the Council of European Professional and Managerial Staff) and FERPA (the European Federation of Retired and Elderly Persons).

A first difference that should be noted in comparison with the surveys conducted in the past is that the number of EIFs has changed (there were 11 in 2002 and 14 in 1998). This is due to mergers between organisations. It is also the first time that EUROCADRES and FERPA have taken part in an ETUC survey addressing the issue of gender equality amongst its members. In this regard, it is important to draw the distinction between the status of the the European Industry Federations, EUROCADRES and FERPA. EIFs are organisations of trade unions within one or more public or private economic sectors. They represent the interests of workers in their sectors at the European level, principally in negotiation and are full members of the ETUC. On the other hand, EUROCADRES and FERPA, are organisations at EU level that operate under the auspices of ETUC.

It was decided to apply the same methodology used for surveying EIFs as in 2002, so the respective policy officers responsible for the gender equality portfolio were given the possibility to be interviewed. Altogether, 9 organisations replied, of which 7 are Industry Federations. Three EIFs (ETUF-TCL, UNI and EMCEF) preferred to answer in writing by sending back the completed questionnaire. The response rate is therefore **64%**.

In total, these European organisations represent over 38.000.000 of affiliated members. Their membership rates range from 900,000 (ETUF-TLC) to 8,000,000 (EPSU).

TABLE 7: EUROPEAN INDUSTRY FEDERATIONS AFFILIATED TO THE ETUC IN 2006

EIF		Sectors	Sub-sectors
1. EAEA	European Arts and Entertainment Alliance	Arts, Entertainment	
2. ETF	European Transport Workers' Federation	Transport, Fishing, Tourism	Civil Aviation, Tourism, Inland navigation, Road transport, Maritime Transport, Dockers, Fisheries, Railways, Logistics
3. EFFAT	European Federation of Food, Agriculture and Tourism Trade Unions	Food industry, Agriculture, Tourism	Arable farming - Non-food and fibre cultivation - Animal production - Fruit, vegetables and flowers - etc., Food industry - Tobacco and drinks - Hotel industry and tourism - etc.
4. EMF	European Metalworkers' Federation	Metal working	Defence - Aerospace - Steel - Ship building - Garages - Car manufacture - Information and Communication Technologies
5. EFJ	European Federation of Journalists	Journalism	
6. EFBWW	European Federation of Building and Woodworkers	Building, Wood	Construction, Building material, Furniture, Wood processing, Forestry
7. EPSU	European Federation of Public Service Unions	Public services	State, Local & Regional, Health & Social, Utilities
8. EMCEF	European Mining, Chemical and Energy Workers' Federation	Mining, Chemicals, Energy	Mining, Mineral oil, Gas, Energy, Chemical, Pharmaceutical, Rubber, Plastics, Glass, Ceramics, Cement, Quarries, Pulp, Paper, Waste disposal, Environmental and other related industries
9. UNI-EUROPA	The European Regional Organisation of Union Network International		Commerce, Finance (Banking & Insurance), Postal, Telecom, Property services (Maintenance & Security), Graphical, Gaming, Media/ Entertainment/Arts, Hair & Beauty, Industry/ Business & IT Services, Professional & Managerial Staff.
10. ETUF-TCL	European Trade Union Federation: Textile, Clothing and Leather	Textiles, Clothing/ Garment, Shoes, Leather, Textile/ Services	
11. EURO COP	European Confederation of Police	Police	
12. ETUCE	European Trade Union Committee for Education	Education	

Source: ETUC Survey 2006

The content of the questionnaire used for the EIFs was in line with the one addressed to the national confederations. Similarly, it was centred on the following issues: the proportion of women members and measures addressed to increase female membership, the incorporation of gender mainstreaming into the EIFs' strategies and women's presence in EIFs' executive bodies. However, some differences need to be pointed out, i.e. some of the questions on the structure of the EIFs, secretariats and a specific section on European Work Councils were added to the questionnaire³³.

On average, the interviews lasted 90 minutes and were held either in English or in French. All the EIFs interviewed were also sent the questionnaire with their replies checked if their answers had been correctly inserted. Most of the organisations also provided for useful material on activities developed on the promotion of gender equality and gender mainstreaming (i.e. statutes, resolutions, work programme, etc.).

Cinzia Sechi conducted the interviews and analysed the questionnaires.

³³ The questionnaire sent to EIFs is available in the ETUC website under the section: "Gender Equality"/Publications"

TABLE 8: EIFs THAT TOOK PART IN THE 2006 ETUC SURVEY

EIF		Date	Officer
EFBWW/FETBB European Federation of Building and Woodworkers	I	09/01/2007	Harrie Bijen <i>General Secretary</i>
EFFAT European Federation of Food, Agriculture and Tourism Trade Unions	I	20/12/2006	Kerstin Howald <i>Sectoral Secretary for the Tourism sector</i>
EMCEF European Mine, Chemical and Energy Workers' Federation	W	22/12/2006	Reinhard Reibsch <i>General Secretary</i>
EPSU European Federation of Public Service Unions	I	20/12/2006	Nadia Salson <i>Policy Officer, National and European Administration, Gender Equality</i>
ETF European Transport Workers' Federation	I	20/12/2006	Cristina Tilling <i>Political Secretary Gender equality, EWCs, Logistics, Central and Eastern Europe</i>
ETUF-TCL/FSE-THC European Trade Union Federation - Textiles Clothing and Leather	W	02/02/2007	Patrick Itschert <i>General Secretary</i>
FERPA European Federation of Retired and Older People	I	11/01/2007	Luigina De Santis <i>General Secretary</i>
EUROCADRES Council of European Professional and Managerial Staff	I	15/12/2006	Gina Ebner <i>Project Coordinator</i>
UNI-Europa	W	12/01/2007	Monique Marti <i>Head of UNI Women's Department</i>

Source: ETUC Survey 2006

Results of the 2006 Survey: European Industry Federations (EIFs)

The results described in the following chapter relate to the EIFs affiliated to ETUC which were either interviewed or returned the questionnaire. The chapter will analyse different priority areas of action that need to be tackled in order to achieve gender equality within these organisations. More specifically, the first paragraph will deal with the issue of female trade union membership, measures adopted by EIFs to encourage women to join unions. The second paragraph focuses on policy and instruments developed by EIFs to integrate gender mainstreaming into their policies. The issue of women in EIFs' decision-making positions and bodies is illustrated in the third paragraph. The fourth paragraph will describe some of the main patterns of EIFs trade union bodies in charge of equality. Ultimately, the fifth paragraph deals with the question of gender equality and degree of representation of women in European Works Councils.

As for the previous chapter on confederations, the main changes as regards the previous ETUC surveys (notably 2002 and, when appropriate, 1999) will be indicated.

1 Female trade union membership

Almost all the Industry Federations just provided a **rough estimate** of the proportion of women members in their organisations.

In particular, 7 Federations out of 9 (77%) reported that they do not collect structured gender disaggregated data of their members. The only two organisations that have been carrying out such a process are EPSU and UNI. In addition, 5 organisations (ETUF-TCL, EFBWW, EFFAT, FERPA and EUROCADRES) indicated that either they do not keep global statistics that take gender into consideration or lack a specific processing method capable of generating this information directly.

2003 ETUC
Action Plan,
Objective 1:
“Keep statistics
regarding membership”

Only 4 Federations reported **monitoring the changes** to the number of women members in their various affiliated organisations. This monitoring process is normally realised on an annual basis. Although all of them replied that they were satisfied with the method employed, they pointed out a number of difficulties. In fact, this data is normally collected through a questionnaire to be returned, but often member organisations do not reply and need to be constantly solicited. According to EMCEF: *“It is up to national affiliates to decide whether they want to send such data. If they have not done it after two follow-ups, it is obviously not a priority to them”*.

Very little is done in terms of **encouraging** affiliates in collecting the data: only 4 federations out of 9 (45%) replied that they encourage their member organisations to collect disaggregated data on the gender of members. The reasons for not taking action in this regard are different. In some cases such a possibility has never been discussed (EFBWW), for EPSU is a question of autonomy of each national organisation. FERPA indicated a general lack of awareness among its various members, as well as the differences in the socio-economic contexts of their country of operation.

However, some organisations reported to have recently put in place various mechanisms in order to gather data from their affiliated member organisations. EFFAT for instance, is for the first time in the process of conducting a survey on gender equality among its affiliates. Similarly, ETF started in 2006 a new membership database that includes gender disaggregated data. ETF also indicated that an “Annual Membership Questionnaire” is sent to affiliates, asking for, amongst other things, disaggregated data on their membership. The problem is that *“some unions fill in the numbers, but some others only fill in data on general membership”*.

As a result, if we consider both the exact figures provided by three Federations (EPSU, ETF and UNI-Europa) and the rough percentage data provided by the other respondents, the approximate average **female membership rate in EIFs** is slightly over **35%**. In terms of figures, women members in the 7 EIFs replying are about 13,500,000 out of 38,000,000 affiliates. This data should be taken with caution, given the different methods used by the Federations in either estimating or collecting the figures. EFBWW for instance could only provide the proportion of women members by referring to the data distributed by the International Federation of Building and Wood Workers (BWI), which asks for gender disaggregated data to members when they pay their fees³⁴.

³⁴ According to BWI about 20 per cent of EFBWW global trade union membership is composed of women.

TABLE 9: WOMEN MEMBERS IN EUROPEAN INDUSTRY FEDERATIONS

EIF	Number of TU organisations	Total number of members	Total number of women members	
			N/n	%
ETF	210	2.500.000	450.000	18%
EFFAT	117	1.727.000	-	-
EFBWW	60	2.400.000	<450.000	<20%
EPSU	200	8.000.000	± 5.600.000	± 70%
EMCEF	131	2.500.000	± 500.000	± 20%
UNI-EUROPA	340	7.000.000	3.619.000	51,7%
ETUF-TCL	64	900.000	± 540.000	± 60 - 70%
FERPA	-	8.000.000	± 2.800.000	± 35%
EUROCADRES	13	5.000.000	-	-
TOTAL		38.027.000	13.509.000	± 35,5%

Source: ETUC Survey 2006

The rate of female membership ranges from less than 20% (EFBWW) to 60-70 % (ETUF-TCL). Due to the very scarce data collected, it is not possible to specify the rate of female membership in each sub-sector. This is one of the objectives of work for 2007 for the ETF, which so far has only occasionally made an overview of the number of female transport workers in the different sub-sectors³⁵. Only EPSU was able to provide a grid with data on their female membership in each of its sub-sectors.

If a comparison was made with the survey carried out in 2002, the proportion of women members in European Industry Federations has not changed.

TABLE 10: WOMEN MEMBERS IN EUROPEAN INDUSTRY FEDERATIONS IN 2002 AND 2006

EIF	Total number of members		Percentage of women members	
	2002	2006	2002	2006
ETF	2.300.000	2.500.000	12 %	18%
EFFAT	2.600.000	1.727.000	30-40 %	-
EMF	6.500.000	-	-	-
EFJ	280.000	-	37 %	-
EEA	200.000	-	> 30 %	-
EFBWW	2.300.000	2.400.000	5-10 %	<20%
EPSU	8.000.000	8.000.000	> 50 %	± 70%
EMCEF	2.500.000	2.500.000	-	± 20%
UNI-EUROPA	7.200.000	7.000.000	47 %	51,7%
ETUF-TCL	1.500.000	900.000	± 60 - 70 %	± 60 - 70%
ETUCE	2.200.000	-	-	-
FERPA	-	8.000.000	-	± 35%
EUROCADRES	-	5.000.000	-	-

Source: ETUC Surveys 2002 and 2006

³⁵ According to the last data presented during the ETF Women's Conference in Mariehamn, the composition of female trade union members of each sub-sector of the Federation is the following: Railway: 5.15%; Road Transport: 8.77% (Metro workers: 20.95%, Urban & Short distance passenger transport: 9.55%, Urban transport – Taxi: 10.34%); Ports and Docks 6.78%; Inland waterways: 8.98%; Civil Aviation – Cabin Crew: 38.48%, Maritime Sector: 7.49%; Fisheries 1.75%; Tourism 31.84%.

Data on female trade union membership are generally **spread** by the European Federations. Only 1 organisation out of 4 (EPSU) reported publishing them on their websites. The other organisations preferred to distribute these figures among their affiliated member organisations and to their governing bodies (ETF, EPSU). UNI indicated that it includes them in documents distributed at meetings.

4 federations out of 9 (UNI, ETUF-TCL, ETF and FERPA) declared that they have implemented **strategies** intended to increase female trade union membership since 2003, when the ETUC Action Plan on gender equality was adopted. The initiative most reported consisted of running special campaigns on this issue (75%). For instance, ETF organised a “Section Tour” in 2006, with the objective, amongst others, to share information on the female employment trends and working conditions in the different sectors represented by this union. The Tour also aimed at raising awareness of ETF affiliated member organisations on the need to start organising campaigns targeting female workers, whose employment has been increasing in various occupations (such as urban public transport or administrative staff in ports and docks)³⁶. Another measure that was carried out by two Federations (ETUF-TCL and FERPA) in order to encourage women to join unions comprised a change to their statutory provisions.

The majority of Federations (3 out of 4: UNI, FERPA, ETUF-TCL) informed that they have **assessed** the different initiatives that they put in place. More specifically, FERPA reported not having registered any significant change in the number of its female affiliates. On the contrary, UNI and ETUF-TCL did not provide any further detail.

4 Federations out of 9 (EFFAT, EMCEF, ETF and ETUF-TCL) stated that they intend to carry out new strategies to increase their female trade union membership. In particular, ETF has planned to implement an action on organising workers in emerging sectors, such as logistics in ports. According to this respondent, most of these workers are women dealing with services or administrative tasks. EFFAT indicated that a strategy to address those sectors where women are underrepresented will be developed on the basis of the outcome of the survey that is being conducted (which basically consists of collecting facts and figures on the male and female members in the sectors represented by EFFAT).

Interviewed Federations were asked their **opinion** on the **main factors** preventing women from joining trade unions. 4 of them (44%) considered that trade unions are not sensitive enough to the specific needs of women workers. 3 out of 9 (33%) believed that male domination in trade union activities and leadership positions represents a major obstacle. Women’s lack of time due to family responsibilities was also a reason mentioned by the same proportion of unions. Finally, EFBWW and EMCEF pointed out that the gender division of labour was due to the main sectors that they cover (namely mining, building and construction) and gave this as an explanation for the difficulty in attracting women to join their ranks. Some actions were reported to have been realised by some organisations in order to attract more women to work in traditionally male-dominated sectors. For instance, EFBWW joined a research work exploring the reasons of the scarce presence of women working in the construction industry³⁷.

In brief ...

- > The majority of Federations do not possess data on their global membership rate nor and/or on their female affiliates. Reliable statistics are a vital first step in any action to encourage women to join unions and promote measures to increase their representation at decision-making level.
- > Less than half of the EIFs interviewed have taken action to increase the proportion of female trade union members in their ranks. The same proportion of Federations intends to put in place this sort of strategy in the future.

³⁶ More information at: <http://www.itfglobal.org/etf/section-activities.cfm>

³⁷ This project culminated in the publication of a book “Women in construction”, CLR Studies, 2004. .

2 Gender Mainstreaming

Compared with the responses to the research carried out in 2002, the notion of gender mainstreaming and its implementation within the Federations' policies has progressed. 8 Federations out of 9 reported that they were incorporating gender mainstreaming either "systematically" (UNI, FERPA, ETF, EPSU and EMCEF) or "sometimes" (EFFAT, ETUF-TCL, EUROCADRES). Only EFBWW, recognised the value of such a principle but admitted that it was not currently putting this principle into practice.

6 Federations reported taking into account the **impact** of their policies on both women and men. This impact is always taken into consideration when the strategy of the policy is set out. 5 organisations indicated that they monitor it during its implementation and carry out a follow-up, while only 3 realise an assessment of this impact. EPSU pointed out that often the gender mainstreaming process varies according to the policy implemented. "However equality objectives are often raised to campaigning work" and it pointed to a problem that is common in other Industry Federations: "detailed gender analysis of all policies implemented by the organisation is often difficult, due to workload".

The **measures** most often taken in order to implement gender mainstreaming consisted of changes to the Federation's statute (6 Federations out of 8 did so, 62%) and/or in the adoption of resolutions by the Executive Committee (5 Federations out of 8, 62%). Furthermore 3 Federations stated that the principle was formally recognised by other political bodies (i.e. by the Women's Committee).

The **Constitution** of 4 Federations (namely EFFAT, FERPA, EPSU, UNI) includes a provision which refers to gender mainstreaming. The principle of equal opportunities is much more common, since it appears to be enshrined in almost all the Statutes of the Federations interviewed (8 out of 9). Finally, 6 Statutes out of 9 appear to be written in a gender neutral manner.

With regard to the methods and procedures used by the Federations to develop gender mainstreaming, the following activities have been reported:

- 3 unions (ETF, ETUF-TCL, FERPA) have carried out research and/or studies;
- 3 (EMCEF, ETUF-TCL) have realised transnational projects on gender equality;
- 2 (UNI, EPSU) gather statistics;
- 2 (EFFAT, ETF) ask their member organisations to send women to meetings in balance with women representation in the union;
- 2 (EPSU, ETF) set up for specific rules by which a gender mainstreaming line has to be included in each document to be presented in Executive Committees;

ETF appears to be the Federation that has implemented the highest number of initiatives to implement gender mainstreaming.

4 Federations out of 6 reported that they have incorporated gender mainstreaming in the **coordination of collective bargaining**³⁸. They are: EFFAT, EMCEF, EPSU and ETUF-TCL. More in particular, EFFAT asks its members, on a yearly basis, to provide a list of topics mostly covered by collective bargaining negotiations and agreements other than wages, such as gender equality issues. Similarly ETUF-TCL sets out specific questions on the results of the national collective bargaining. According to EMCEF and EPSU the areas most frequently covered include: equal treatment, equal pay/gender pay gap, pensions and training. As regards the gender pay gap, ETUC-TLC reported having drawn up specific guidelines with the objective of reducing the wage gap by 5% by 2010. EPSU mentioned the adoption of Resolution R.4 at its Congress in 2007 in which it reaffirmed its commitment to reduce the gender pay gap by 2% to 5% before 2007.

2003 ETUC Action Plan, Objective 2: "Extend the gender mainstreaming in collective bargaining and/or collective bargaining guidelines, by addressing the following measures: training negotiators in equality issues and Gender Mainstreaming"

2003 ETUC Action Plan, Objective 2: "Continuing to develop mechanisms to encourage gender mainstreaming, using tools such as studies, researches, checklists, etc."

³⁸ FERPA and EUROCADRES were not asked this question.

Some Industry Federations (namely EFFAT, EMCEF, EPSU and ETUF-TCL) have also started incorporating gender mainstreaming in their **sector-based social dialogue committees**³⁹. EMCEF for instance, indicated that gender issues have been included in the sectoral social dialogue discussions of chemical and energy sectors. EPSU and ETUF-TCL reported that they have organised training for negotiators on gender issues or on gender mainstreaming. EFFAT recalled the content of its work programme adopted in 2001, which calls for Social Dialogue Committees to identify equality-related issues of concern to the specific branch/sector and set priorities for activities aimed at promoting equality. According to the text of this programme, EFFAT representatives involved in EU interprofessional negotiations should also take into account EFFAT's equality policy.

A further initiative was mentioned by EPSU, which has been pioneering in including equality on the agenda of sectoral social dialogue discussions. For instance, its sectoral social dialogue committee on electricity realised a joint project (with EUROELECTRIC and EMCEF) which specifically addresses the issues of equality and diversity. Following a joint declaration made in 2003 by the three European Industry Social Partners on "Equal Opportunities and Diversity in the Electricity Sector", a survey was carried out to assess equal opportunities policy in a sample of companies. The outcomes resulting from this survey were included in a report ("Equal opportunities and diversity: changing employment patterns in European electricity industry") which was analysed during a seminar in December 2004. On the basis of the report's recommendations and the workshop's conclusions, the Social Partners agreed in their 2005 work programme to issue a "toolkit" on equal opportunities and diversity policies in the electricity industry. This tool was jointly presented by the EU social partners in a seminar that took place in December 2006⁴⁰.

Furthermore EPSU also reported that its Local and Regional Government Committee and the Committee on National Administration have put the issue of gender equality as a topic of joint work for social partners.

Another Federation that experienced joint initiatives on gender equality related issues is ETF, which is currently implementing a project with the Community of European Railway and Infrastructure Companies (CER), aiming at a better integration of women in the different professions of the rail sector. Through this initiative, the EU social partners also intend to elaborate joint recommendations with regard to gender equality in this sector.

Finally, Federations were asked to indicate how gender mainstreaming is integrated into the content of negotiations taking place within their sectoral social dialogue committees. In decreasing order of importance, the following experiences have been reported:

- by adding issues to the sector-based social dialogue agenda that are traditionally seen as women's issues (3 Federations out of 9);
- by finding laws and/or collective agreements and/or government policies dealing with equality to be used during negotiation (3 Federations out of 9);
- Discussing the gender dimension of general issues (e.g. wages, working time, etc.) in sector based social dialogue negotiations (2 Federations out of 9)

In brief ...

- > European Industry Federations' awareness on Gender Mainstreaming has progressed since 2002. This principle has been formally recognised in statutory provisions or Executive resolutions and it is being incorporated in various federations' policy.
- > Only a minority of Federations have not adopted a specific strategy for equality.
- > The implementation of gender mainstreaming in Sectoral Social Dialogue Committees seems to have achieved good results especially in terms of practices developed and exchange of experiences.

³⁹ FERPA and EUROCADRES were not asked this question.

⁴⁰ The 2004 report « Equal opportunities and diversity: changing employment patterns in European electricity Industry" and the Toolkit/Best practices on Equal Opportunities and Diversity" can be found in EPSU website of the Social Dialogue in the electric sector: <http://www.epsu.org/r/99/>

3 Women's representation in EIFs decision-making bodies

3.1. Trade union policies

7 Federations out of 9 have adopted a **specific policy** designed to increase the presence of women in the EIF decision-making bodies. The two organisations that responded negatively were ETF (which considers to have already achieved a balanced proportion of women in high-level positions) and EFBWW.

According to the respondents that have put in place such a policy, the **measures** mostly used to increase women's representation are the following:

- 5 Federations (EFFAT, UNI, EMCEF, FERPA, EPSU) have places reserved for women with voting rights in their decision making bodies;
- 4 out of 7 (EFFAT, UNI, EUROCADRES, EPSU) have gathered and published gender disaggregated data on workforce and decision-making positions (both in companies and trade unions);
- 3 organisations (FERPA, ETUF-TCL, EFFAT) have organised specific campaigns to raise awareness among trade unionists and managers on equal opportunities.

Almost all the EIFs (7 organisations out of 9) **encourage** their affiliated member organisations to increase the presence of women in their respective decision-making bodies. In this respect, ETF mentioned that one of the objectives set in its Action plan 2005-2009 is to assist its affiliates in their effort to improve representation of women in trade union leading bodies. In particular, the ETF Women's Committee will continue to organise country visits, meet women transport workers at workplace and discuss the question of women's representation with trade union officials of unions hosting the visits.

Beside ETF, other 5 Industry Federations (ETF, EPSU, EMCEF, FERPA and EUROCADRES) stated to have adopted **an action plan** to foster the presence of women in decision-making bodies. Although all these plans have been adopted after 2003, only the EPSU Action plan ("Resolution 4") refers to the ETUC Gender Equality Plan. EPSU plan calls for women's equal representation in all the trade union bodies and decision-making positions of the organisation. On the contrary, ETF Action Plan is most specifically addressed to structures of its affiliated member organisations rather than to the Federation's governing bodies, given that the federation's policy is not to increase but to keep a balanced proportion of women in decision-making bodies.

All the EIFs' current Action Plans include objectives, 4 have a timetable and only 2 provide for a monitoring system. In this way EUROCADRES explained that the results achieved by implementing the action plan were going to be illustrated at the next General Assembly in 2009. As already mentioned, the inclusion of an assessment system is fundamental in order to evaluate the effectiveness of any Action Plan adopted. ETF is aware of the importance of such an instrument, however this is the first action plan ever adopted by the organisation so the focus has been put on awareness rising rather than on targets.

European Industry Federations were asked to identify the three main factors that, in their opinion, limit the presence of women in decision-making bodies. In descending order they mentioned:

- Lack of confidence among women in their abilities (reported by 50% of respondents, 4 organisations);
- Lack of time of women due to unequal sharing of family responsibilities (37%, 3 organisations);
- Preconceived and stereotyped ideas about the role of women in society that attempt to dissuade them to engage themselves in decision-making roles (37%, 3 organisations).

2003 ETUC
Action Plan,
Objective 1:
"To reduce by half
the representation gap
in decision-making
bodies"

Some Federations provided different explanations. For instance, EFBWW and EMCEF highlighted the male domination of workers in their sectors (especially construction, mining, quarrying, etc.), which explains the difficulty of having women in leadership positions. UNI, EFFAT and EPSU emphasised the obstacle that the majority of top positions in affiliated organisations are held by men who, as a consequence, are also chosen to be in the decision making bodies of the European organisation.

3.2. Statutory provisions

Almost all Industry Federations (8 out of 9) provide for **statutory provisions** ensuring a proportional representation of women in their governing bodies. More specifically, these provisions apply to the following bodies: Congress and Executive Committee (7 Federations out of 9), Steering Committee (6 Federations out of 9) and for EFFAT only, to the Secretariat. In particular, EFFAT's statutes state that: *"The Secretariat consists of the General Secretary and the sectoral secretaries among which at least one woman"*. Some statutes also provide provisions that apply to the Standing Committees and Sections: this concerns in particular ETF (Sections), EFFAT (Sectoral Assemblies) and EMCEF (Statutory Committees).

Five Federations also have a statutory commitment to reserved seats. However quota systems adopted vary among federations and sometimes, for each federation there is a specific rule applying to a given body.

With regard to **Congress** delegations, the majority of the organisations' statutes sets out that the proportion of mandates allocated to women should correspond to the proportion of the EIF membership (EFFAT, EMCEF, UNI⁴¹, FERPA). The ETF Constitution establishes quota along with proportionality rule: *"every delegation consisting of more than three persons must include at least one woman delegate"*, while EPSU statutes opt for equality: *"in composing their national delegations, affiliated unions should aim at ensuring that the number of women delegates is 50%"*. Only 2 Federations however, foresee a monitoring system if these conditions are not fulfilled. For instance, EFFAT Credential Committee/Constitution Committee should be accounted for in case the conditions set are not implemented by members.

Concerning the rules for allocating mandates to the **Executive Committee**, they are definitely more specific in terms of number of seats to be allocated to women. For example, EMCEF constitution sets out that *"three additional mandates have to be assigned for female representatives, also taking into account the regional balance"*. Similarly, ETF statutes establish that *"6 female representatives of European women workers confirmed by Congress"* have a seat in the Executive. Ultimately, EPSU statutory provisions set out that *"at least one of the representatives nominated by each constituency shall be a woman"* and it continues with the inclusion of sanctions because *"if a constituency does not comply with this requirement, it will lose one seat"*. EPSU statutes also confer a specific role to the Executive in ensuring women's representation, in fact this body shall *"promote equal representation between men and women in EPSU bodies and delegations"*.

Reserved seats are also foreseen for EIFs Steering Committee. In fact, according to EMCEF Statutes: *"Two of the nine mandates should be held by a female representative. If this is not the case, up to two additional mandates will be reserved for female representatives"*. On the contrary EUROCADRES Constitution foresees that *"When there is less than 1/3 of a gender within the Executive Committee or within the Presidium, additional members shall be appointed by the Executive Committee to reach this minimum level of 1/3"*. Such appointments are endorsed by the General Assembly afterwards.

⁴¹ The Congress is called Regional Conference

With regard to **standing policy committees and/or standing working groups**, 8 out of 11 Federations' Constitutions contain a provision to set up a Women's Committee or a Women's Working Group or an Equal Opportunities Committee (with men and women members). Less than half of Industry Federations reported to try increase women's representation in the **other** standing policy committees and standing working groups. A specific provision in this regard is enshrined in EFFAT's constitution "Those who were conferred the mandates and their substitutes should be of opposite sex". Finally, ETF statutes state that a women's representative shall be elected in sections.

3.3 EIFs' governing bodies

Each Federation interviewed was asked to provide data on the percentage of women in their decision-making bodies. With the exception of EMCEF, which did not give these figures, the other organisations specified the number of female delegates in Congress⁴², Executive Committee⁴³ and Steering Committee⁴⁴.

CONGRESS

The representation of women in EIFs **Congress** ranges from +/- 10% (EFBWW) to 55% (ETUF-TCL). The results are listed in the table below

TABLE 11: REPRESENTATION OF WOMEN AT EIFS CONGRESSES

Federations	% women members	Women delegates at Congress	
		%	n/N
EFBWW	< 20	± 10	± 200/10
EFFAT		30	42/136
EMCEF	± 20		
EPSU	± 70	41	
ETF	18	21	85/390
ETUF-TCL	± 60 - 70	35	55/150
UNI-EUROPA	51,7		
FERPA	± 35	27	41/151
EUROCADRES		33	

Source: ETUC Survey 2006

Overall, the percentage is **28%**. However, it was only possible to examine the female representation in 7 out of 9 Federations. Of these, only 1 (ETF) could claim that Congress was representative of their female membership with a proportion of 21% female delegates against 18% of female members. In addition, compared to the rate estimated in 2002, which was **25%**, the proportion of women delegates has slightly raised. In particular, the EFFAT delegation increased from 21% in 2002 to 30% in 2007. One backlash is measured in the delegation of ETUF-TCL, which not only is not very representative of its membership, as also already underlined in the 2002 report, but the number of women delegates has decreased since.

42 Supreme Trade union organizations decision-making body. It frequently consists only of elected delegates representing the membership as a whole. It may be convened annually or less frequently. Also known as "Conference" or "General Assembly".

43 It is the main governing body of a trade union organisation. It is usually charged with the task of implementing the general policy and other decisions between the Congresses. Also known as "Executive Board".

44 It is a decision-making body. It can apply and develop the trade union's policy in between Executive Committee meetings. Also known as "Management Committee"

TABLE 12: REPRESENTATION OF WOMEN AT EIFS CONGRESSES 2002 - 2006

Federations	% women members		Women delegates at Congress			
			%		n/N	
	2002	2006	2002	2006	2002	2006
EFBWW	± 5 – 10	< 20	± 10	± 10		± 200/10
EFFAT	± 30 – 40		21	30	57/267	42/136
EMCEF		± 20	15		32/218	
EPSU	> 50	± 70	42 **	41	98/235	
ETF	12	18	16	21	43/271	85/390
ETUF-TCL	± 60 – 70	± 60 – 70	± 40	35		55/150
UNI-EUROPA*	47	51,7				
EMF						
EFJ	37		24		7/29	
EEA *	> 30					
ETUCE			35		70/200	
FERPA		± 35		27		41/151
EUROCADRES				33		

* No Congress, or has not yet taken place

Source: ETUC Surveys 2006 and 2002

** Percentage at 2000 Congress

With respect to facilities that can be provided to delegates with children and/or dependents during Congress, none of the Federations adopted any measure.

EXECUTIVE COMMITTEE

The average representation of female delegates in **Executive Committees** of EIFs is circa **24%**. The percentage of women ranges from 3,5% (EFBWW) to +/- 40% (EPSU). As regards the percentage of membership, it was possible to compare 6 out of the 9 Federations. ETF is the only organisation that has an Executive Committee representative of its female membership. EPSU and ETUF-TCL have a representation gap of over 30 points, which results in their Executive having a very small representation of their female affiliates.

TABLE 13: REPRESENTATION OF WOMEN IN EIFS EXECUTIVE COMMITTEES

Federations	% women members	Women delegates on Executive Committee	
		%	n/N
EFBWW	< 20	3,4	1/29
EFFAT		22	19/86
EMCEF	± 20		
EPSU	± 70	40	
ETF	18	19	8/42
ETUF-TCL	± 60 - 70	28	18/64
UNI-EUROPA	51,7	40	
FERPA	± 35	18	90/17
EUROCADRES		33	11/33

Source: ETUC Survey 2006

In 2002 the average proportion of female representatives was slightly lower, with a rate of 23%. UNIEUROPA has reported a significant increase in the number of their female delegates in their Executive (from 29% to 40%), while for other Federations the rise has been more limited: EFFAT (from 20% to 22%), ETF (from 15% to 19%) and ETUF-TCL (from $\pm 25\%$ to 28%). Finally, only ETUF-TCL and EPSU Executive Committees are chaired by women.

TABLE 14: REPRESENTATION OF WOMEN IN EIFS EXECUTIVE COMMITTEES 2002 - 2006

Federations	% women members		Women delegates on Executive Committee			
			%		n/N	
	2002	2006	2002	2006	2002	2006
EFBWW	$\pm 5 - 10$	< 20	10	3,4	3/30	1/29
EFFAT	$\pm 30 - 40$		20	22	18/91	19/86
EMCEF *		± 20				
EPSU	> 50	± 70	± 45	40		
ETF	12	18	15	19	6/39	8/42
ETUF-TCL	$\pm 60 - 70$	$\pm 60 - 70$	± 25	28		18/64
UNI-EUROPA	47	51,7	29	40	17/58	
EMF			6		4/62	
EFJ	37					
EEA *	> 30					
ETUCE			35		11/31	
FERPA		± 35		18		90/17
EUROCADRES				33		11/33

* This body does not exist in these Federations.

Source: ETUC Surveys 2006 and 2002

STEERING COMMITTEE

The proportion of women on **Steering Committees** (in some EIFs also called Presidium or management Committee) is slightly higher than in Executive Committees, with a rate of **28%**, as in 2002⁴⁵. It ranges from 0% (EFBWW) to 50% (ETUF-TCL). Among the six Federations in which the representation rates were studied, the ETUF-TCL and FERPA bodies are representative. Finally, though Steering Committees in the ETF and FERPA are close to being representative, this is not the case in EPSU.

TABLE 15: REPRESENTATION OF WOMEN IN EIFS STEERING COMMITTEES

Federations	% women members	Women delegates on Steering Committee	
		%	n/N
EFBWW	< 20	0	0/7
EFFAT		5,8	1/17
EMCEF	± 20		
EPSU	± 70	32	34/11
ETF	18	12,5	1/7
ETUF-TCL	$\pm 60 - 70$	50	6/12
UNI-EUROPA	51,7		
FERPA	± 35	36	4/11
EUROCADRES		36	4/11

Source: ETUC Survey 2006

45 Figure obtained as above.

With respect to 2002, the female representation on Steering Committees has fallen in several Federations (namely EFFAT, EPSU and ETF). However ETUF-TCL boost from $\pm 30\%$ to 50% has risen the average percentage.

TABLE 16: REPRESENTATION OF WOMEN IN EIFS STEERING COMMITTEES 2002 - 2006

Federations	% women members		Women delegates on Steering Committee			
			%		n/N	
	2002	2006	2002	2006	2002	2006
EFBWW	$\pm 5 - 10$	< 20		0		0/7
EFFAT	$\pm 30 - 40$		14	5,8	3/21	1/17
EMCEF		± 20	10		2/19	
EPSU	> 50	± 70	43	32		34/11
ETF	12	18	25	12,5	2/8	1/7
ETUF-TCL	$\pm 60 - 70$	$\pm 60 - 70$	± 30	50		6/12
UNI-EUROPA	47	51,7	37		3/8	
EMF			7		1/14	
EFJ	37		33		3/9	
EEA	> 30			± 50		
ETUCE						
FERPA		± 35		36		4/11
EUROCADRES				36		4/11

Source: ETUC Surveys 2006 and 2002

EPSU and ETUF-TCL have the only two female Presidents and they chair their respective Steering Committees. In EFFAT the President of the Women's Committee is one of the Steering Committee Vice-Presidents.

3.4 Trade union leadership

2 out of the 9 Presidents recorded are women: they can be found in EPSU and ETUF-TCL. These were also the same two Federations that reported having a female President in 2002. In fact, the respective individuals in charge were re-elected during their respective Congresses. With regard to **vice-presidents**, **6** are women (**30%**) of a total of 20. It should be noted that EUROCADRES accounts for 9 Vice-Presidents, of whom 3 are women.

Three female **General Secretaries** were reported in the following organisations: EPSU, FERPA and UNI-EUROPA⁴⁶. Only **one** woman holds the office of **Deputy General Secretary** (out of 3). She was appointed in ETF.

In conclusion, trade union management posts of European Industry Federations continue to be essentially held by **men**.

⁴⁶ In UNI-EUROPA, this person is named as the Regional Secretary

TABLE 17: WOMEN IN EIFS MANAGEMENT POSTS

Federation Name	President	Vice Presidents	General Secretary	Deputy General Secretary
EFBWW	M	1 M	M	
EFFAT	M	1 M*	M	
EMCEF	M	7M / 2F	M	M
EPSU	F	1 F		
ETF	M	1 M	M	
ETUF-TCL	F	2 M	M	
UNI-EUROPA	M		F	M
FERPA	M	4 / 3 F	M	M
EUROCADRES	M		F	

*Under the Constitution, the President of the Women's Committee automatically holds the post of Praesidium Vice President.

Source: ETUC Survey 2006

At the time of the interview EFFAT did not have appointed its second (female) Vice-President

3.5. Secretariat and EIFs as employers

If we look at the composition of the **secretariats** of those federations that took part in the survey, the situation is much more balanced with an equal distribution of female and male employees carrying out policy related duties (almost 50%). The Federation which accounts for more women than men in policy related duties is UNI-EUROPA. Responsibilities and policy areas of work for each Federation are specified in the table below.

With regard to employees dealing with administrative tasks, women account for 75% .

TABLE 18: WOMEN IN EIFS POLICY AND ADMINISTRATIVE RELATED DUTIES

Federation		Policy	Administrative
EFBWW	3 M		1 M / 3 F
EFFAT	3 M / 1 F	Tourism, Gender Equality	0 M / 5 F
EMCEF	4 M / 3 F		4 M / 3 F
EPSU	1 M / 3 F	National and EU Administration, Gender Equality, Local and Regional Government, Health and Social Services	0 M / 6 F
ETF	3 F / 2 M	Inland Navigation and Road, Railways, Gender equality, Central and Eastern Europe, European Works' Councils and Logistic	1 M / 3 F
ETUF-TCL	1 M		1 M / 2 F
UNI-EUROPA	7 F / 4 M		1 F
FERPA			1 F
EUROCADRES	1 M / 1 F	Gender Equality, European Projects	2 M / 3 F

Source: ETUC Survey 2006

Most of the Federations (6 out of 8) have not taken any concrete measures in order to facilitate their female employees in carrying out their activities. One exception is EPSU which stated that it organises its meetings within regular working hours (with the exclusion of activities that are run in the framework of EU-funded projects).

It is also relevant to highlight how gender equality policies are managed within the EIFs. None of the organisations interviewed have a **Women's department**. In the Secretariat of ETF, EFFAT and EPSU one officer is in charge of the equality and non discrimination portfolio. These persons are Brussels-based. UNI-EUROPA, EMCEF and ETUF-TCL have delegated to an officer of one of their members.

In brief...

- > Assessing the degree of "representativeness" of trade union decision-making bodies is not an easy exercise, given the few statistics available for women members and the fact that often the proportion of women in these bodies, or in the general EIF membership is only estimated. However, on the basis of the rough figures provided and opinions gathered, EIFs decision-making bodies are still not representative of their female affiliates. More efforts should be jointly made by Industry Federations at all levels: national, European and international.
- > Almost all European Industry Federations have adopted policies to increase the presence of women in their decision-making bodies. However a series of obstacles / difficulties need to be overcome such as the low numbers of women on national trade union bodies, a certain amount of resistance, the independence of affiliated organisations to determine the composition of their delegations.

4 Trade union bodies in charge of gender equality

Women's committees are generally considered as a useful instrument for trade unions to promote policies in support of gender equality and for the improvement of the status of female workers.

With the exception of EFBWW, all the Federations interviewed reported having put in place a **body dealing with gender equality** issues. 6 of these women's structures deal with questions other than equal treatment and gender equality. The name of this body is either "Women's committee" (ETF, EFFAT, UNIEUROPA, FERPA) or "Gender Equality Committee" (EPSU). EUROCADRES has not established a body, but it runs a network for women in managerial positions called FEMANET⁴⁷.

5 out of these 8 Committees are enshrined in the Constitutions of the Industry Federation. Sometimes the statutes also define these bodies' competencies and composition. Members are in general nominated by the constituencies of the Federations (EPSU, FERPA, EFFAT, ETUF-TCL), while they are less frequently elected (EMCEF, UNI). ETF applies mixed process, with representatives nominated by each section and members elected by the Women's Conference.

With the exception of the FEMANET Eurocadres Network, all the Committees have a **consultative status**. EPSU and ETF gender quality bodies can also take **decisions**.

To be effective and coherent with the principle of gender mainstreaming, the work of these bodies has to be incorporated into the other Federations' policies. According to the Statutes of 4 organisations (ETF, EFFAT, EPSU, UNI), either the representatives of the women's structures or their President are also member of the Executive Committee. For example, in ETF 6 members of the Women's Committee are members of the Executive Committee and 1 has a seat in the Management Committee. All of them report to the Executive Committee, but only 5 to the Congress.

The composition of such bodies is **open to men**, with the exception of the UNI Regional Women's Committee. However, only the EPSU Gender Equality Committee is composed by men and women, while the others are women-only members.

These Women's structures have sometimes their own **budget** (e.g. EPSU), a part from that used to organise their yearly (or bi-yearly) meeting(s). Furthermore, **human resources** are very limited, with normally one person in charge within the Secretariat of coordinating the Women's structures activities. Moreover these people are often responsible for other policy issues, so they can only partially work on women's activities.

After all, the opinion of the interviewed people on the work of the respective women's structure is positive and judged as "effective" (EFFAT, EUROCADRES, FERPA, ETF) or "partially effective" (EMCEF). For EPSU the work of the Gender Equality Committee could be improved: "*The body has good means in terms of structures and resources at its disposal, however members' attendance is low often because of lack of time*".

The activities carried out from 2002 onwards in which the women's committee members were involved and that have been reported by the interviewed Federations include (but are not limited to):

2003 ETUC Action Plan, Objective 1: "Keep statistics regarding membership and representation bodies (including EWCs, Congress, Executive Committee, women negotiators)"

⁴⁷ FEMANET started its operations in the beginning of 2000 and it has now approximately 90 members from 15 European countries: http://www.eurocadres.org/en/areas_of_action/gender_equality/femanet_our_objectives_and_activities

- FERPA:** Organised a Seminar on the “Condition of elderly women in different regions of the world”, 27 September 2006, Brussels.
- ETF:** Since 2004, the ETF has been celebrating the International Women’s Day - 8th March - by organising country and company visits. On this occasion, ETF Women’s Committee delegates meet with women workers and trade union leaders of ETF affiliated members at workplace. The scope of these visits is to meet female transport workers in the workplace and discuss aspects of their day-to-day professional life, interests and concerns and to explore ways to better represent the interests of the female workforce. In 2006, members of the ETF Women’s Committee met trade union representatives in Italy (urban public transport and railway) and in the Netherlands (railway). Moreover, the “bilaterals” open doors for informal networking across Europe between women in the industry. Four country visits have been organised so far by the ETF: Croatia, Romania, Lithuania, and Turkey⁴⁸.
- ETUF-TCL:** In 2006 ETUF-TCL created a specific portal to Equality on its website, in which information on the Federation’s activities promoting equal opportunities are published. Furthermore, between 2005 and 2006 ETUF-TCL ran a specific project addressing representatives of the new member states and candidate countries on the theme of promoting equal opportunities for women and men. Two seminars, and a final conference were organised⁴⁹.
- EPSU:** It carried out a workshop on Equality through Quality Public Services on 13 February 2007 and a Conference on Gender Pay Gap, 7-8 October 2004⁵⁰.
- EFFAT:** At the time of the interview EFFAT was in the process of reviewing the objectives of its equality plan, after the rejection of a first proposal in May 2005 by the Executive Committee. For the first time, a questionnaire was being drafted in order to collect data on composition of the affiliated member organizations and the representation of women. The results of the survey would be presented and discussed at the first meeting of the Women’s Committee in 2007.

It is worth noting that almost all the projects reported are run at the level of the EIFs or with their respective national social partners. The tendency to run transnational projects dealing with equality in partnership with other EIFs is very limited.

Some of the EIFs interviewed reported on holding a **Women’s Conference**: notably ETF, EFFAT, EPSU and UNI. The composition of these is normally broader than the women’s/equality committee, although their members are also represented in them. The ETF Women’s Conference is mentioned in the statute, but its objectives are specified in the conclusion of the ETF founding Women’s Conference that was held in Zagreb in 2001. The functioning and scope of EFFAT’s Women’s Conference is described in the Federation’s work programme, while UNI’s is specified in the 2001-2004 equality plan⁵¹. EFFAT and UNI Women’s Conferences take place one day prior their Congresses, while EPSU Women’s Conference is generally organized 1 year ahead of its Congress to enable their members to put forward proposals that could be eventually integrated into the Congress strategy plan.

Links between the **ETUC** and the **great majority** of Federations where gender equality is concerned are deemed “essential” by almost all the respondents. Each EIF is entitled to have one seat at the ETUC Women’s Committee and most of the Brussels-based gender equality officers regularly attend its bi-annual meetings. EIFs fruitful contributions in the negotiations of the Framework of Action on Gender Equality have also been mentioned.

48 For more information see: <http://www.itfglobal.org/etf/women-country-visits.cfm>

49 See: <http://equality.etuf-tcl.org/index.php?lg=en>

50 See: <http://www.epsu.org/a/2628>

51 See: <http://www.union-network.org/uniwomen.nsf/5302e40a7b82f5e5c1256a04003f1dd3/7cf2455cd17c880ec1256b45003fe5c1?OpenDocument>

For the following federations: EFBWW, UNI, EPSU and ETF the **collaboration with their respective International Federations** on exchanging good practices and experiences about gender equality policy was defined as “*very important*”. European organisations often affirmed that initiatives developed at international level partly compensate for the lack of resources at EU level. This support, however, should not become a justification for the weak action of some European Industry Federations in the field of gender equality.

In brief...

- > The majority of Federations have Women's Structure which have essentially an advisory role. Few of these structures have a budget. Half of these structures are statutorily represented in other trade union executive bodies.
- > Most of EIFs have developed activities addressing the question of gender equality since 2002.
- > EIFs have a duty towards their members to promote gender equality at EU level and the work done by the International Federation can be complementary but not a substitute to it. Responsibility for promoting equality should be shared at every level.

5 Gender equality and women representation in European Works Councils

With the exception of FERPA and EUROCADRES all the EIFs interviewed have European Works Councils (EWCs). EMCEF is the federation reporting the highest number of EWCs (190), followed in descending order by EFFAT (± 100), EFBWW (± 70), ETUF-TCL (40), ETF ($\pm 30-35$) and EPSU (20).

None of the interviewed EIFs monitor the **composition** of their EWCs. EMCEF does it only “*When there is a specific need for this*”. Most of them stressed the lack of human resources at their disposal to deal with this specific task. Consequently, there are no reliable data on the number of members sitting in these transnational fora nor about the proportion of female EWCs representatives.

To some extent, a study conducted in 2004 by Jeremy Waddington, on behalf of the ETUC and six EIFs can provide some information on the composition of the existing EWCs. This study is the largest survey ever realised among EWCs representatives: it covers over 400 works council representatives, coming from 24 different countries. It was reported that 83.7 % of the respondents were men, which consequently means that the rough proportion of women representatives in EWCs is on average 17%⁵².

2003 ETUC
Action Plan,
Objective 1:
“Keep statistics regarding membership... regarding membership of and representation on bodies including... European Works Councils...”

⁵² Waddington J., (2005) “The views of European Works Council representatives”, Brussels, ETUC <http://www.euro-works-council.net/pdf/waddington.pdf>

When interviewed EFFAT, EFBWW and ETUF-TCL were at least able to provide figures on the number of their female **EWCs coordinators**. The approximated figures reported show that a very limited number of women carry out such a task. In particular, ETUF-TCL indicated a percentage of $\pm 5\%$ of EWCs women coordinators; EFBWW $\pm 8\%$ and EFFAT $\pm 12\%$.

EFFAT, EMCEF and EPSU reported that they take measures to **promote equal opportunities within EWCs**. More specifically, the following initiatives have been carried out: specific training to EWCs members on gender equality have been organised (EMCEF, EFFAT), or the inclusion of equality issues in the EWCs agenda has been promoted (EPSU, EMCEF). In addition, EFFAT reported having drafted guidelines to increase the number of female members of Special Negotiating Bodies (SNBs) and EWCs. Finally, EMCEF organised a seminar in the framework of the TRACE project analysing the gender aspects of restructuring and which role the EWC can play in managing change in a manner that takes into consideration the impact of industrial change on both men and women⁵³.

With regard to the **frequency** with which equality issues are discussed by the EWCs of their competence, EIFs have not information or reliable sources to refer to. According to Jeremy Waddington's study, the issue of equal opportunities was raised about 55% of the time, and considered as useful by the large majority of respondents (almost 44%). In addition, almost 21% of EWC representatives stated that they would like to receive more training on gender equality issues in order to improve the work of their EWCs. In line with this need, EFFAT drafted a list of questions that could be raised in EWCs meetings with regard to women's representation in the company and the implementation of gender equality.

Finally, several EWCs have negotiated joint texts (i.e. Code of conducts, Charters, Pacts, etc.) on specific topics. Always Waddington's study reports that agreements of this kind, concerning the promotion of gender equality amount to 44%. However, only EMCEF reported knowing about an important EWC agreement addressing the issue of equal opportunities. This is the Total agreement on equal opportunities, which was concluded in 2005 by the management of the company and three EU level trade union organisations (EMCEF, FECCIA and FEDER)⁵⁴.

In brief...

- > Gender equality is not a priority in the EIFs' policy addressing EWCs work and composition.
- > No EIFs is able to provide data on the number of women sitting in their EWCs nor on the policy that these transnational fora carry out to promote gender equality. EIFs also have very limited knowledge of substantial EWCs agreements negotiated which focus on equal opportunities.

⁵³ On this initiative see: <http://www.emcef.org/euproj.asp?job=tr>

⁵⁴ To read the Total agreement see: http://www.total.com/static/en/medias/topic1616/accord.Comite.europeen_GB1.pdf

Part III

Annexes

Annex I

**Charter on Gender Mainstreaming
adopted by the 11th ETUC Congress
in Seville (May 2007)**

Annex II

ETUC equality plan 2003

Annex III

Tables

Annex I



ETUC Charter on Gender Mainstreaming in Trade Unions adopted by the ETUC Congress in Seville, 23 May 2007

Introduction

As expressed in “ETUC’s vision of Europe”, adopted by the X-th Congress in Prague 2003, the ETUC is committed to “Gender Equality”, and should

- “Demand the inclusion of gender equality among the fundamental values of the EU and its inclusion in the shared competences of the EU;
- Ensure the *acquis communautaire* regarding equal pay and gender mainstreaming is maintained across all policies and encourage women’s representation in all decision-making bodies.”

To implement its commitment, the Prague Congress 2003 adopted ETUC’s third Equality Plan.

The implementation of this plan was discussed in the ETUC Executive of June 2006 on the basis of a mid-term review, in the autumn of 2006 research was carried out on the basis of a questionnaire to all affiliates, and a conference was held in March 2007 in Berlin to develop tools and instruments for gender mainstreaming.

This Charter is based on the outcomes of the survey⁵⁵ and the recommendations adopted by the Executive and the gender mainstreaming conference.

Political context

Achieving gender equality in Europe continues to be a major challenge for all stakeholders at national and European level. A lot of progress has been made since the first European Community Treaty almost 50 years ago introduced the obligation to guarantee ‘equal pay’ for men and women. On that basis an extensive body of equal treatment-legislation has been developed. Also, the labour market participation of women has been steadily increasing. However, progress has come to a halt in recent years, and in some countries reverse trends can be observed.

- The *gender pay gap* is still around 15 percent on average in the EU-27, but in some countries more than 20 percent, while in several countries even increasing again.
- Despite the fact that women in the meantime have closed the education gap, the majority of them is still found on the *lower end of the skills and pay scale*. Investing in training and life long learning for women is still not seen as an economically viable investment.
- The increase of female employment has been mostly in highly feminised jobs and sectors, such as public and private services, and they tend to have *more precarious employment conditions* (part time, fixed term and other forms of ‘flexible’ contracts).
- Childcare and other facilities and measures to improve *reconciliation of work and private life* are in most countries still very *insufficiently* available and often with poor quality or at too high a price. Moreover, they are still seen as ‘facilities for women’ instead of for parents.
- Although the employment rate (in terms of number of women in paid employment) for women is now on average 55,7 percent (compared to men 70,9 percent) and they form around 42 percent of trade union membership, their *representation* and visibility at all levels of decision-making is *far from proportionate*.

Recently, there is new attention at EU level for the importance of taking action on all these matters:

- The European Social Partners have reached an agreement in spring 2005 on a **Gender Framework of Actions**, in which an integrated approach is advocated on occupational segregation, women in decision-making, work-life balance and equal pay.
- The European Commission has issued a **Roadmap for Equality between men and women**, running from 2006 to 2010, announcing initiatives especially on reconciliation of work and family life and equal pay.
- The Council of Ministers has adopted at the Spring Summit of 2006 a **Gender Pact**, calling on all actors at national and European level to increase efforts and actions on gender equality, close the gender gaps in employment and social protection, and meet the demographic challenges by promoting better work-life balance for women and men.

⁵⁵ ETUC survey 2006-07 “Women in Trade Unions: bridging the gap”

In all these documents, there is a clear reference to the importance of full and equal participation of men and women in the workplace, the labour market and society at large as being vital to the development of a competitive and prosperous Europe.

For the ETUC and its affiliates, there are many urgent reasons to increase efforts and actions in this regard. In many of ETUC's member organisations the increase in membership has been female, and their unionisation rate on average (although not in every particular country) is now more or less proportional to their labour market participation.

However, as the research that was carried out among affiliates has shown, there is still a persistent representation gap, and gender-mainstreaming is still not properly implemented everywhere.

Therefore, on the occasion of its congress in Seville in 2007, it is proposed not to present a new Equality plan, but to call for a stronger commitment to better implement the previous plans.

Urgent measures should be taken to improve performance of ETUC and affiliates in the forthcoming years, to close the representation gap between women and men at all levels in the trade unions, and to ensure gender mainstreaming in all processes of policy and decision making in the interest of both men and women and the future of the trade union movement.

By adopting this Charter, ETUC and its affiliates express their renewed commitment to take such urgent measures.

ARTICLE 1

GENDER MAINSTREAMING: ESSENTIAL FOR SOCIAL PROGRESS AND SUSTAINABILITY

Gender equality is an essential element of democracy in the workplace and in society.

The ETUC and its affiliates confirm their commitment to pursue gender equality as part of their broader agenda for social justice, social progress and sustainability in Europe, and therefore adopt a gender mainstreaming approach as an indispensable and integral element of all their actions and activities.

To this end, they adopt the following definition of gender mainstreaming:

Definition and key elements of gender-mainstreaming

A. *“Gender mainstreaming is: the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making⁵⁶.*

B. *This involves not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general policies and measures specifically for the purpose of achieving equality, by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them.⁵⁷”*

C. *Gender mainstreaming associates itself with equal visibility, empowerment and participation of men and women in public and private life. Women's priorities and needs should be accorded equal respect with those of men. Men are a ‘gender’ too, and an integral part of a gender approach. They are thus required, alongside women, to adapt their behaviour in order to reach gender equality.*

ETUC and its affiliates recognize that gender mainstreaming clearly regards women as well as men.

Essentially, the choice for implementing gender mainstreaming means a choice for structural change, regarding both women's and men's roles in public and private life, at home and in the workplace. It means that the burden of adjustment will be more evenly spread on women and men, workplaces and societies, with higher long term benefits in terms of labour participation, gender equality, fertility, and full utilisation of male and female human capital.⁵⁸

⁵⁶ Council of Europe, 1998

⁵⁷ European Commission, 1996

⁵⁸ ETUC position on the Reconciliation of work, private and family life, December 2006

ARTICLE 2

EFFECTIVE IMPLEMENTATION OF THE EQUALITY PLAN AND THE GENDER MAINSTREAMING CHARTER

- 1) ETUC and affiliates shall take concrete and targeted measures to *improve the visibility* of the Equality Plan and the Charter on Gender Mainstreaming and promote a '*sense of ownership*' and shared responsibility among all relevant actors at all relevant levels.
- 2) The ETUC Congress clearly expresses that more commitment and action is needed to implement the Equality Plan 2003 and the Charter. ETUC affiliates will take up the responsibility to introduce, implement and monitor equality plans, where not already existing, in their national or sectoral federations before the next Congress.
- 3) The appointment at the political leadership level in each organisation of a person that is responsible for the monitoring of the gender mainstreaming process in the organisation should be considered. This person would, preferably not be the same person as the one being responsible for (gender) equality, to clearly embody the notion of *shared responsibility* on this matter.
- 4) Progress will be evaluated by a mid-term review between the congress of Seville and the following congress.

ARTICLE 3

EXTENDING GENDER MAINSTREAMING**A. Gender-mainstreaming in all areas of social policy**

The *revision of social security and welfare systems, including pensions*, is everywhere in Europe on the agenda. Discussions on demographic change and ageing populations are putting more pressure on the debates.

In addition, recent discussions on *flexicurity* and the *modernisation of labour law* have put the issues of addressing precarious work and labour market segmentation (the growing gap between 'insiders' and 'outsiders') high on the agenda. It is more important than ever that ETUC and affiliates recognize the gender dimension of these issues, and 'gender-proof' all proposals and solutions in this regard.

B. Gender-mainstreaming in Collective bargaining

Mainstreaming gender equality in *collective bargaining* remains a major challenge, and demands stronger cooperation with and commitment of especially the industry federations and sectoral and branch unions at all levels. The following measures will be taken:

- a) explicitly inviting, supporting and training women to participate in collective bargaining committees and negotiating teams, including in EWC's;
- b) investing in training of collective bargaining negotiators, men and women, at all relevant levels in gender equality issues;
- c) conveying clear messages that a gender perspective should be included, not only when discussing specific facilities for women/parents such as childcare and flexible working arrangements, but also when negotiating recruitment, pay systems and wage increases, life long learning, restructuring etc.
- d) a renewed effort will be made by ETUC and its affiliates to reduce the gender pay gap. As a first step, the ETUC will set the example by setting clear targets in its yearly coordination note on collective bargaining to reduce the pay gap for instance with one percent per year.

In order to realise this objective, actions must be developed at the national and sectoral level, including revision of job classification and systems of job evaluation.⁵⁹ Activities and progress will be monitored.

- e) ETUC and its affiliates at all relevant levels will actively pursue the implementation of the Gender Framework of Actions, agreed between the Social Partners at European level in 2005.

C. Tools and guidelines to implement gender-mainstreaming

ETUC and affiliates adopt a clear commitment to implement gender-mainstreaming in all areas of policy-making and activity, and recognize that this demands the development and adoption of *tools, mechanisms and guidelines*.

- a) 'gender-mainstreaming' seems a difficult concept to understand and implement; it will therefore be considered to put the issue before the ETUC-Executive for a more detailed discussion; the basis for such a discussion could be formed by a set of draft guidelines, leading to the publication of a small brochure for dissemination;
- b) as a first step, the ETUC will set the example by introducing the policy that every document presented to its Executive Committee as well as the Congress must contain a gender impact assessment, and at least indicate with a short motivation if and how the gender perspective has been included.

⁵⁹ ETUC resolution on the coordination of collective bargaining 2003-2004 and the participation of workers, adopted by the Executive Committee on 17-18 March 2004

ARTICLE 4

ELIMINATION OF THE GENDER REPRESENTATION GAP:**A. The provision of good and comparable data**

To measure improvement, and find out where additional action is needed, *good and comparable data* are indispensable.

- a) ETUC shall develop tools and instruments to help affiliates in gathering data on women's participation and representation in trade unions at all levels, and will introduce an annual "8 March Survey", that will be presented around International Women's Day to the Executive Committee.
- b) Affiliates express a clear commitment to providing the ETUC with all the necessary data. Failure to do so will be publicly addressed at the Executive Committee and the next Congress.
- c) It is recommended that affiliates provide gender specific data to the ETUC on the occasion of paying their affiliation fees.

B. Actions to increase the amount of women in positions of decision-making

- a) There is a *persistent lack of women in positions of decision-making* in trade unions. A combination of measures is needed, and a much more coherent and focussed approach.
- b) Several affiliates have good experience with quantified targets and clear rules that have to be observed, to achieve at least proportional participation and representation. These practices will be gathered and evaluated by the ETUC Women's Committee, with a view to develop recommendations for further action.
- c) The ETUC shall develop, together with the training department of the ETUI-REHS, a good practice manual and training courses aiming at increasing the amount of women in positions of decision-making at all levels within trade unions.
- d) Gender audits, mentoring programmes and other forms of support for women to take up leadership roles in unions should be introduced by affiliates.

C. Including a gender-dimension in the State of the European Trade Unions exercise

The ETUC 'State of the European Trade Unions' exercise, to take place every 2 years in the ETUC Executive, will explicitly address the 'state of women in the trade unions', by assessing the developments in female membership and the reduction of the representation gap.

ARTICLE 5

STRENGTHENING THE ROLE OF EQUALITY POLICIES AND BODIES: A DUAL APPROACH AND PROPER RESOURCES

ETUC affiliates are - for many different reasons related to history and culture - in different stages of developing and strengthening the role of women in their organisations. A *dual approach* remains necessary, also at European level. On the one hand gender issues should be integrated in general policy-making by general structures. On the other hand, the role of specific equality bodies should be strengthened.

This includes providing the representatives of such equality bodies with one or more reserved seats with voting rights and/or at least the clear right to speak in decision making bodies, where they could comment on policies and decisions, take initiatives and offer expertise.

ETUC and its affiliates commit themselves to clearly *earmark adequate budgets and support staff for women and gender equality policies.*

ARTICLE 6

ENHANCING THE ROLE AND VISIBILITY OF WOMEN IN ALL ETUC STRUCTURES:

- 1) The option of conducting a gender-audit of the ETUC will be considered, after having studied the process and outcomes of similar experiences in the former ICFTU and other international organisations.
- 2) The ETUC website should be adapted to give more visibility to all actions and activities on gender equality by the ETUC, its Women's committee and affiliates.
- 3) Affiliates will take the need for gender parity into account, when sending representatives to the Executive Committee and the next Congress, as well as to standing committees, working groups, negotiating committees and conferences. Monitoring progress..... Delegations to Congress should be gender-balanced, as a very minimum in proportion to the female membership of the organisation. Women in delegations should have equal positions and voting rights.
- 4) In due time before the next Congress, the Executive Committee will discuss the adoption of appropriate sanctions ('sticks and/or carrots') to reward good performance or penalize bad performance, in accordance with the Equality Plan and the Charter on Gender Mainstreaming.

Annex II

Equality Plan



Approved at the ETUC Congress in Prague, 26-29 May 2003

Introduction

The previous Equality Plan, which was approved at the Helsinki Congress in 1999, included a provision for the monitoring and evaluation of its implementation. A mid-term assessment was submitted to the Executive Committee of December 2001, and a study entitled “Women in Trade Unions: Making a Difference” was carried out in 2002 by a group of researchers at the UCL.

A conference attended by eighty women from national confederations and European Industry Federations considered the results of the evaluation and discussed a new equality Plan. This plan, like its predecessor, focuses on three objectives. This time, however, measures have been identified which should help to realise each objective. Why these measures were chosen, based on the research, is set out in the appendix together with a more detailed explanation of the measures concerned.

Again like its predecessor, this new plan takes a dual approach, tackling specific gender equality issues as well as gender mainstreaming calling for the inclusion of the gender dimension in other policies.

The plan refers to the concept of a representation gap, which is the difference between the proportion of women in the decision making bodies of the organisation compared to the proportion of women in the overall membership rate. However, this should not prevent national confederations or European Industrial Federations, particularly those with a predominantly male membership, from setting quantified objectives which are higher than those which respect proportionality.

The three objectives are addressed to all national confederations and industry federations and to the ETUC itself. As gender equality policies have a more recent history in most European Industry Federations⁶⁰ than in national confederations, some of the measures suggested under objective 3 are more particularly addressed to them. This section also includes measures affecting the ETUC directly.

Finally, the Plan includes follow-up and evaluation measures as well as sanctions.

OBJECTIVE 1: **TO ELIMINATE THE FEMALE REPRESENTATION GAP IN DECISION-MAKING BODIES**

- As a first step, to reduce by half the representation gap in decision-making bodies

By considering the following measures:

- An equality plan with
 - a) quantified objectives
 - b) a timetable
 - c) a clear indication of the need for follow-up and evaluation.
- Keeping statistics regarding membership of and representation on bodies including European Works Councils, the Executive Committee, Congress, numbers of women negotiators, etc⁶¹. These statistics will be submitted to the ETUC every two years so that a report can be drawn up for the Executive Committee. This will make it possible to extend the evaluation and follow-up of implementation of the Equality Plan
- Adapting the ways in which meetings are held and changing the trade union culture in order to make it easier for women to attend meetings and to take the floor.

⁶⁰ We strongly recommend the study “Women in trade unions: making a difference”, which for the first time includes data on all the European industry federations

⁶¹ This may vary according to the situation in Member-states and ETUC member organisations

OBJECTIVE 2: TO EXTEND THE GENDER MAINSTREAMING

Firstly, by including the gender dimension in collective bargaining and/or collective bargaining guidelines.

By considering the following measures:

- training in equality issues (and in gender mainstreaming) for negotiators
- preparing negotiations and/or negotiating guidelines in cooperation with equality officers
- follow-up and evaluation of this will be included in the ETUI and ETUC annual reports and discussed in the ETUC Executive Committee.

Secondly, by putting gender equality at the heart of a new social welfare architecture.

The ETUC

- a) must exert pressure to include this aspect in the European coordination of social protection.
- b) will campaign for adequate income during parental leave

Thirdly, by continuing to develop mechanisms to encourage gender mainstreaming, using tools such as sex segregated statistics, studies and checklists.

OBJECTIVE 3: TO STRENGTHEN THE ROLE OF THE BODY RESPONSIBLE FOR GENDER EQUALITY POLICY

by considering the following measures:

- the body⁶² should be responsible for drafting a gender equality policy, using the dual approach, and will ensure their follow-up and evaluation. Adequate human and financial resources must be made available. Its composition (which may be either exclusively made up of women or include both women and men, and which may be exclusively responsible for monitoring gender equality or may also have a remit to consider the needs of other groups experiencing discrimination) may vary according to the history and choice of the National Confederations and European Industry Federations
- to strengthen links in European Industry Federations between gender equality bodies and the Brussels Secretariats of these organisations as well as the ETUC Women's committee
- to take account of the specific aspects of the situation of women who experience multiple discrimination, such as immigrant women, disabled women, young women, elderly women or lesbians.

The ETUC should

- set up and run equality networks, made up of male and female members of European Works Councils, in cooperation with the European Industry Federations;
- organize training on gender equality policies in cooperation with the European Trade Union College, especially with ETUC members in the accession countries.

Follow-up, evaluation and sanctions

- A mid-term report on the implementation of the plan will be submitted to the ETUC Executive Committee and there will be an evaluation at the next ETUC Congress.
- If, after evaluation, it appears that national confederations and/or European Industry Federations have not taken efficient measures to increase the numbers of women in their decision making bodies, a list of the bad students will be published and circulated at the next ETUC Congress. Furthermore, a reduction in the numbers of votes at Congress for eligible members may also be foreseen

⁶² The name varies according to the ETUC member-organisations (women's committee, equality, equal opportunities, etc...)

Appendix

OBJECTIVE 1: TO ELIMINATE THE FEMALE REPRESENTATION GAP FOR WOMEN IN DECISION-MAKING BODIES AT EVERY LEVEL

Alongside the progress that has been made, the study highlighted a persistent gap in rates of representation. Although most confederations have adopted quantified targets, few are carrying out monitoring and evaluation.

Examples of how meetings are conducted may be adapted include:

- changing the timing of meetings to fit in with the family responsibilities of women and men;
- revising our ways of communicating/ensuring, for example, that everyone's views are heard;
- making childcare facilities available during meetings held outside working hours by means to be negotiated within the organisations.

Furthermore, trade union experience may be regarded as the result of professional activities or trade union involvement, or a combination of both. In both cases, such experience should be recognized, which could presuppose mentoring programmes, preparing women for positions of responsibility including at European level, promoting advisors to policy positions, or introducing genuine systems for the recognition of skills acquired through trade union experience.

OBJECTIVE 2: TO EXTEND GENDER MAINSTREAMING

The content of collective bargaining may reflect specific subjects, such as the reduction of wage gaps, as well as subjects which affect all workers (both men and women). This means therefore that the general demands put forward, should be adapted to cover the situation for both male and female workers in the company, sector, at national/European level.

Two examples of claims:

- new approaches to work organisation and working hours for women and men, abandoning the dominant model of the male breadwinner, who is always assumed to be available to the company because he has no other family responsibilities;
- access to vocational training. Mentoring schemes may also be needed to encourage women to take part in company training, particularly in the area of new technologies.

Once again, the importance of these factors was highlighted by the study. Furthermore, adaptability is one of the pillars of the European Employment Strategy.

As for the new architecture of the welfare state, promoting quality jobs for women goes hand in hand with a better work/life balance, particularly the time devoted to work and personal life.

This improved coordination can be achieved, firstly, by recognising the role of the State in financing and providing a framework for care services for adult dependents and children and in guaranteeing replacement income and the preservation of social security rights during parental leave and, secondly, by new approaches to work organisation and working hours.

Today, Member States are obliged by the European Employment Strategy to seek ways to reconcile work and family life. The Barcelona Council set a target for the provision of childcare facilities. We need to move these measures out of the conceptual framework of "reconciling work and family life" and oblige Member States to consider this question as part of the reforms to the welfare state, just as there is now a debate and a fresh impetus to improve the quality, viability and accessibility of pension schemes via the open method of coordination of the social welfare system. In this way States would be obliged to take a stand on funding parental leave and care services for dependent adults and childcare, and on the organisation of these services.

Finally, the study shows that about a third of confederations are trying to mainstream gender equality in all trade union policies. "A third of confederations also take account of the impact of their policies on the respective situations of women and men when defining, implementing, monitoring and evaluating their actions and policies. This process generally relies on statistics, training, publications, research and studies. Although the implementation of the process involves everyone and is not the responsibility of a single individual or body, the appointment of a person responsible for gender mainstreaming may be an advantage (though few confederations do so at present)."

OBJECTIVE 3: TO STRENGTHEN THE ROLE OF BODIES RESPONSIBLE FOR DRAFTING GENDER EQUALITY POLICIES

Whether or not to include the situation of women experiencing other kinds of discrimination when developing gender equality policies was considered at length during the Conference. Depending on the different national contexts and organisational structures, nothing should prevent confederations from holding meetings for example for immigrant women, to encourage them to express their views.

Annex III

Tables

Table A: Monitoring changes in trade union confederations

Table B: Gender mainstreaming in confederations/1

Table C: Gender mainstreaming in confederations/2

Table D Trade union confederation policies on women in decision making

Table E: Trade union confederations as employer

Table F: Trade union confederations and statutory provisions

Table G: Women's Committee powers/1

Table H: Women's Committee powers/2

Table I: Female delegates at Congress, Executive Committee, Steering Committee

Table J: Trade union leadership in confederations

TABLE B: GENDER MAINSTREAMING IN CONFEDERATIONS/1

COUNTRY	TRADE UNION	Gender mainstreaming in confederation policies sys= Yes, systematically, som= Yes, sometimes	Measures adopted (S=Statute, R=Resolutions, P=Positions, GM=Pact on Gender Mainstreaming)					Policy domains (CB=Collective bargaining, E=Employment, W=Wages, H&S=Health and Safety, WT=Working Time, T=Training, O=Organising)							Impact			
			S	R	P	GM	Other	CB	E	W	H&S	WT	T	O		Other		
Austria	OGB	som	X	X		X			X					X	X		X	YES
	ABVV / FGTV	som	X			X											X	YES
Belgium	ACV / CSC	sys	X	X		X			X					X	X		X	YES
	CGSLB/ACLVB	sys	X		X	X			X					X	X		X	YES
Bulgaria	CITUB-KNBS	sys			X				X					X				YES
	PODKREPA	som		X					X					X				YES
Croatia	SSSH / UATUC	som	X		X				X						X			NO
Czech Republic	CMK OS	sys			X				X					X	X		X	YES
Denmark	FTF	sys		X		X			X					X	X		X	YES
	LO-DK	sys	X	X		X		X						X	X		X	YES
Estonia	EAKL	som												X				NO
	TALO	NO	N/A	N/A	N/A	N/A			N/A					N/A	N/A		N/A	N/A
Finland	AKAVA	som												X	X		X	YES
	SAK	som	X	X		X			X					X	X		X	YES
France	STTK	som												X	X		X	YES
	CFDT	som	X						X					X	X		X	YES
France	CFTC	som												X	X		X	YES
	CGT	sys		X	X				X					X	X		X	YES
Germany	FO	sys		X					X					X	X		X	YES
	UNSA	som		X					X					X	X		X	YES
Greece	DGB																	
	GSEE	NO	N/A	N/A	N/A	N/A			N/A					N/A	N/A		N/A	N/A
Hungary	LIGA	som	X	X					X					X				YES
	MOSz	som		X		X			X					X				YES
Iceland	MszOSz	som			X												X	NO
	ASI	som																YES
Italy	ICTU	som	X	X													X	YES
	CGIL	sys							X					X	X		X	YES

	CISL	sys	X							X								X		
	UIL	sys	X															X		
Latvia	LBAS	sys	X																	
Liechtenstein	LANV	sys	X	X																X
Lithuania	LDF	som							X											
	LPSK / LTUC	som																X		
Luxembourg	CGT-L	sys	X	X														X		
	LCGB	sys																X		
Malta	GWU	som																		
	FNV	som	X																	X
Netherlands	MHP	som	X																	
	LO-N	sys	X	X																X
Norway	YS	sys	X																	X
	UNIO	sys	X	X																
	NSZZ - Solidarnos	som																		X
Poland	OPZZ	NO	N/A	N/A																N/A
	CGTP	sys	X																	N/A
Portugal	UGT-P	sys	X																	X
	BNS	som	X	X																X
Romania	CARTEL ALFA	sys	X	X																X
	CNSLR-Fratia	sys	X	X																X
Slovakia	KOZ SR	sys	X																	X
Slovenia	ZSSS	som																		X
	CC.OO	sys	X	X																X
Spain	STV-ELA	sys	X	X																X
	UGT-E	som	X																	X
	USO	sys																		X
	LO-S	sys	X	X																X
Sweden	SACO	som	X																	X
	TCO	sys	X																	X
Switzerland	SGB	som	X																	X
Turkey	TURK-IS	som	X	X																X
United Kingdom	TUC	som	X																	X

Source: ETUC Survey 2006

TABLE E: TRADE UNION CONFEDERATIONS AS EMPLOYERS

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (% WOMEN)	Departments led by women	Concrete measures	What kind of measures (M=Regulating the frequency of meetings, T=Regulating the timing of meetings, S=Ensuring that everyone can speak at meetings)					Policy advisors (N/n)
					M	T	S	Other	M	
Austria	OGB	33,3%	European/International, Equality/Women, Training/Education, H&S, Public Relations	YES	X	X				
Belgium	ABVV / FGTB ACV / CSC CGSLB/ACLVB	41,0%	Translation, Cross-border service European/International, Training/Education	NO	N/A	N/A	N/A	N/A	3	0
		42,7%		YES	X			0	0	
Belgium	CGSLB/ACLVB	44,5%		NO	N/A	N/A	N/A	N/A		1--3
				NO	N/A	N/A	N/A			
Bulgaria	CITUB-KNBS PODKREPA	52,0% 40,0%	Social Dialogue, Social Policy, European/International Employment, Social Policy, Equality, Legal	NO	N/A	N/A	N/A	N/A		
Croatia	SSSH / UATUC	48,0%	Organization, Education and Publishing, Finances and General Affairs, International Department	YES		X				
Czech Republic	CMK OS	45,0%	Social Policy, Economic Policy, ITC, Public Relations, Press	NO	N/A	N/A	N/A	N/A		2--3
Denmark	FTF LO-DK	-	Collective bargaining, Legal Collective bargaining, Social Dialogue, Economic Policy, Employment, Social Policy	NO	N/A	N/A	N/A	N/A	17	12
		48,9%		NO	N/A	N/A	N/A	N/A	38	19
Estonia	EAKL TALO	58,6%	Collective bargaining, European/International, Training/ Education, Legal, Communication	NO	N/A	N/A	N/A	N/A		
		50,0%		YES		X				
Finland	AKAVA SAK STTK	52,1%	Communication, Administration International Department	NO	N/A	N/A	N/A	N/A	10	9
		46,0%		NO	N/A	N/A	N/A	N/A	41	36
		67,0%		YES	X	X		12	9	
France	CFDT CFTC CGT FO UNSA	44,5%	Secretariat coordination, Communication, Economy & Society, HR Collective bargaining, Social dialogue, Employment, Social policy, Equality/Gender, H&S, HR, Communication Collective bargaining, Equality/Women Collective bargaining, Social dialogue, Economic policy, Equality/ Gender	NO	N/A	N/A	N/A	N/A	78	42
		38,3%		YES	X	X		13	22	
		28,0%		YES	X	X				
		45,0%		NO	N/A	N/A	N/A	N/A		
		-		NO	N/A	N/A	N/A	N/A	25	7
Germany	DGB	30,8%		YES			X			
Greece	GSEE	-	Equality/Gender	NO	N/A	N/A	N/A	N/A		
Hungary	LIGA MOSz MSzOSz	30%	European/International, Legal European/International, Equality/Women, Legal, Social security & pensions Economic policy, Women's board	NO	N/A	N/A	N/A	N/A		
		51,2%		YES	X		X	14	6	
		47,0%		NO	N/A	N/A	N/A	N/A		
Iceland	ASI	47,0%	Training/Education, Labour Market Department	YES	X			7	6	
Ireland	ICTU	43,6%	Social policy, Training/Education, Working conditions, Legal Environment & Territory policies + H&S, Recruiting, Macroeconomy & Regions Public services and Tertiary	YES	X			6	3	
Italy	CGIL CISL	50,6%		YES		X				
		-		YES	X	X		1		

UIL	39,8%	New welfare, Tertiary, Equality, Sports	YES	X	X	
Latvia	62,0%	Collective bargaining, Social dialogue, Social Policy, European/International, Equality/Women, Training/Education	NO	N/A	N/A	N/A
Liechtenstein	36,4%	Legal	NO	N/A	N/A	N/A
Lithuania	60,0%	European/International, Training/Education	YES	X	X	1
	61,5%	International Secretary, Director of education support fund, Equality/Women, Legal	YES	X		1
Luxembourg	32,9%	Social dialogue, European/International, Equality/Women, Training/Education, H&S, Youth	YES	X	X	1
	30,6%	Equality/Women	YES		X	
Malta	28,4%	European/International, Training/Education	NO	N/A	N/A	N/A
Netherlands	31,1%	-	NO	N/A	N/A	20
	-	-	NO	N/A	N/A	4
Norway	49,8%	Social dialogue, Employment, European/International, Administration dpt, Information dpt	YES	X	X	3
	56,0%	Social dialogue, Equality/Women, Training/Education, Youth and Recruitment, Health policy/Social Policy	NO	N/A	N/A	2
	76,0%		NO	N/A	N/A	0
Poland	37,7%	Economic policy, Legal	NO	N/A	N/A	3
	48,0%	Social dialogue, Health care, Press and Information	YES	X	X	8
Portugal	-	Social policy, Equality/Women, Vocational training, Education	YES		X	1
	48,0%	Economic policy, Employment, Social policy, Equality/Women, Child Labour, Organising	YES	X	X	2
Romania	40,0%	Economic policy/Social dialogue, European/International, Equality/Women, Training/Education, Press/PR	YES	X	X	
	48,0%	Social Policy, Equality/Women, Legal	YES		X	
	43,0%	European/International, Equality/Women, Economic/Finance	YES	X	X	2
Slovakia	40,6%	Social Dialogue, Economics, Social policy, European/International	NO	N/A	N/A	6
Slovenia	50,4%	Social Policy, European/International, Equality/Women, Training/Education	NO	N/A	N/A	3
	35,9%	Social Dialogue, Employment, Social Policy, Equality/Women, Legal, Cooperation, Youth	YES	X	X	59
	35,9%		YES		X	
	32,6%	Equality/Women, Youth, Territorial coordination, H&S, Environment, Training/Education, Collective bargaining	NO	N/A	N/A	32
	34,3%	Collective bargaining, Social Policy, Equality/Women, Training/Education, H&S, Legal	YES	X		6
Spain	45,8%	Social dialogue, Social policy, European/International, Training/Education, Communication	NO	N/A	N/A	3
	50,0%	Training/Education, Communication	NO		X	7
	62,3%	Social dialogue, Economics, Social policy, Equality/Women, H&S, Legal	YES	X	X	18
Sweden	24,1%	Social dialogue, Employment, Social Policy, Equality/Women, H&S, Youth	NO	N/A	N/A	15
	10,0%	Employment, Social Policy, European/International, Equality/Women	NO	N/A	N/A	
Switzerland	43,6%	Equality/Woman, Training/Education	YES	X	X	
Turkey			NO	N/A	N/A	N/A
United Kingdom			NO	N/A	N/A	16
			NO	N/A	N/A	11

Source: ETUC Survey 2006

	UIL	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
Latvia	LBAS	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	YES
Liechtenstein	LANV	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
Lithuania	LDF	NO																		NO		NO	NO
	LPSK / LTUC	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	YES
Luxembourg	CGT-L	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	YES
	LCGB	YES	YES																	NO	X	NO	NO
Malta	GWU	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
Netherlands	FNV	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
	MHP	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
	LO-N	YES	YES	X	X															YES		YES	NO
Norway	YS	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
	UNIO	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NoR
Poland	NSZZ - Solidarnos	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
	OPZZ	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
Portugal	CGTP	YES	YES																	NO	X	NO	YES
	UGT-P	YES	YES																	YES		YES	YES
	BNS	YES	YES	X	X															NO		NO	YES
Romania	CARTEL ALFA	YES	YES	X	X															NO		NO	YES
	CNSLR-Fratia	YES	YES																	NO		NO	NO
Slovakia	KOZ SR	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
Slovenia	ZSSS	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	NO
	CC.OO	YES	YES	X	X															YES	X	YES	YES
Spain	STV-ELA	NO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
	UGT-E	YES	YES	X	X															NO		NO	NO
	USO	YES	YES																	YES		YES	YES
	LO-S	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
Sweden	SACO	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO
	TCO	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	YES
Switzerland	SGB	YES	YES																	YES		YES	NO
Turkey	TURK-IS	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	NO	YES
United Kingdom	TUC	YES	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	YES	NO

TABLE G: WOMEN'S COMMITTEE POWERS/1

COUNTRY	TRADE UNION	Women's Committee	Members are... (E=Elected, N=Nominated, M=Mixed procedure)	Statutory	Open to men	Chairperson only deals with equality	Consultative status	Decision-making status	Questions other than equal treatment	Link with TU bodies in charge with CB	Voting rights in these bodies
Austria	OGB	YES	MIX	YES	NO	NO	NO	YES	YES	YES	NO
Belgium	ABVV / FGTB	YES	N	YES	YES	NO	YES	NO	NO	YES	YES
	ACV / CSC	YES	N	YES	YES	YES	YES	NO	NO	YES	NO
Bulgaria	CGSLB/ACLVB	YES	N	NO	YES	NO	YES	NO	NO	YES	NO
	CITUB-KNBS	YES	E	NO	YES	NO	YES	YES	1	NO	NoR
Croatia	PODKREPA	YES	E	NO	YES	NO	YES	NO	NO	NO	NoR
	SSSH / UATUC	YES	E	YES	NO	NO	YES	YES	NoR	NO	NoR
Czech Republic	CMK OS	YES	N	YES	YES	NO	YES	YES	NO	YES	NO
Denmark	FTF	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	LO-DK	YES	N	YES	YES	NO	YES	YES	YES	YES	YES
Estonia	EAKL	YES	N	YES	YES	NO	YES	NO	NO	YES	NoR
	TALO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Finland	AKAVA	YES	N	YES	YES	NO	YES	NO	YES	YES	NO
	SAK	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
France	STTK	YES	N	NO	YES	NO	YES	NO	YES	YES	NO
	CFDT	YES	E	YES	YES	NO	YES	NO	NO	YES	NO
Germany	CFTC	YES	N	YES	YES	NO	NO	YES	NO	NO	NoR
	CGT	YES	N	NO	YES	NO	NO	YES	YES	YES	NO
Greece	FO	YES	N	NO	YES	NO	YES	NO	NO	YES	YES
	UNSA	YES	N	YES	YES	NO	YES	YES	NO	YES	NO
Hungary	DGB	YES	N	YES	NO	NO	YES	YES	NO	YES	NO
	GSEE	YES	N	YES	YES	NO	YES	NO	YES	YES	NO
Iceland	LIGA	YES	N	YES	YES	NO	NO	NO	YES	NO	NoR
	MOSz	YES	E	YES	YES	NO	YES	NO	YES	YES	YES
Ireland	MSzOSz	YES	E	YES	NO	YES	YES	YES	YES	YES	YES
	ASI	YES	N	NO	YES	NO	YES	NO	YES	YES	NO
Italy	ICTU	YES	N	YES	YES	NO	YES	NO	NO	YES	NO
	CGIL	YES	N	NO	YES	NO	NoR	YES	NO	YES	NO
	CISL	YES	N	NO	NO	YES	NO	YES	NO	YES	YES

	UIL	YES	N	NO	YES	NO	NO	NO	NO	NO	NO	YES	NO	YES	NO
Latvia	LBAS	YES	N	NO	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	YES
Liechtenstein	LANV	YES	N/A	NO	YES	NO	YES	NO	NO	YES	YES	YES	NO	YES	NO
Lithuania	LDF	YES	E	YES	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	NO
	LPSK / LTUC	YES	E	YES	YES	YES	NoR	YES	NoR	YES	YES	YES	NoR	YES	YES
Luxembourg	CGT-L	YES	E	YES	YES	NO	YES	YES	YES	YES	YES	NO	NO	NO	
	LCGB	YES	E	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES
Malta	GWU	YES	N	NO	YES	NO	YES	YES	YES	NO	NO	NO	NO	NO	NO
Netherlands	FNV	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	MHP	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Norway	LO-N	YES	N	NO	YES	NO	YES	YES	YES	NO	YES	YES	YES	YES	YES
	YS	YES	N	NO	YES	NO	YES	YES	YES	NO	NO	NO	NO	NO	NoR
	UNIO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Poland	NSZZ - Solidarnos	YES	E	YES	YES	NO	YES	YES	YES	NO	YES	YES	NO	NO	NoR
	OPZZ	YES	E	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	NO	NoR
Portugal	CGTP	YES	E	YES	NO	NO	YES	YES	YES	NO	YES	YES	NO	YES	NO
	UGT-P	YES	MIX	YES	NO	NO	YES	YES	YES	YES	YES	YES	NO	YES	NO
	BNS	YES	E	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO
Romania	CARTEL ALFA	YES	E	YES	NO	YES	YES	YES	YES	YES	YES	YES	NO	YES	NO
	CNSLR-Fratia	YES	E	YES	NO	YES	YES	YES	YES	YES	YES	YES	NO	YES	NO
Slovakia	KOZ SR	YES	N	YES	YES	NO	YES	YES	YES	NO	NO	NO	NO	NO	NoR
Slovenia	ZSSS	YES	N	YES	YES	NO	YES	YES	YES	NO	YES	YES	NO	NO	NoR
	CC.OO	YES	N	YES	YES	YES	YES	YES	YES	NO	NO	YES	NO	YES	1
Spain	STV-ELA	YES		NO	NO	NO	YES	YES	YES	NO	YES	YES	YES	YES	
	UGT-E	YES	N	YES	YES	YES	NO	YES	YES	NO	YES	YES	NO	YES	NO
	USO	YES	E	YES	YES	NO	NoR	YES	YES	YES	YES	YES	YES	YES	YES
	LO-S	YES	N	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Sweden	SACO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	TCO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Switzerland	SGB	YES	E	YES	NO	YES	YES	YES	YES	NO	NO	NO	NO	YES	YES
Turkey	TURK-IS	YES	N	YES	NO	NO	NO	NO	NO	NO	YES	YES	YES	YES	NO
United Kingdom	TUC	YES	E	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO

TABLE H: WOMEN'S COMMITTEE POWERS/2

COUNTRY	TRADE UNION	Women's Committee	Report to the Congress	Report to the Executive Committee	Publish a review	Own budget	This budget is (A=Adequate, I=Inadequate)	Full-time officials	Opinion on human resources (S=Sufficient, I=Insufficient)	Opinion on the role/work of the Committee (E=Efficient, I=Inefficient)
Austria	OGB	YES	YES	YES	NO	YES	A	YES	S	E
Belgium	ABVV / FGTB	YES	YES	YES	NO	NO		YES	I	E
	ACV / CSC	YES	YES	YES	NO	YES	A	YES	S	E
	CGSLB/ACLVB	YES	NO	NO	NO	NO		YES	S	E
Bulgaria	CITUB-KNBS	YES	NO	NO	NO	NO		NO		E
	PODKREPA	YES	YES	NoR	NO	YES	I	NO		E
Croatia	SSSH / UATUC	YES	YES	NO	YES	YES		NO		E
Czech Republic	CMK OS	YES	YES	YES	NO	NO		NO	I	
Denmark	FTF	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	LO-DK	YES	YES	YES	YES	YES	A	YES	S	E
	EAKL	YES	NO	YES	NO	NO		NO	I	I
Estonia	TALO	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	AKAVA	YES	NO	YES	NO	NO		NO	S	E
Finland	SAK	NO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	STTK	YES	NO	YES	NO	NO		YES	S	E
	CFDT	YES	NO	NO	NO	YES	A	NO		E
France	CFTC	YES	YES	YES	NO	NO		NO	S	E
	CGT	YES	NO	NO	NO	YES	A	YES	S	E
	FO	YES	YES	YES	NO	YES	A	YES	S	E
	UNSA	YES	NO	YES	NO	NO		NO		E
	DGB	YES	YES	YES	YES	YES	A	YES	S	E
Greece	GSEE	YES	YES	YES	YES	NO		NO		E
Hungary	LIGA	YES	NO	NO	NO	NO		NO		
	MOSz	YES	NO	NO	NO	NO		NO	I	I
	MSzOSz	YES	YES	YES	YES	NO		NO		I
Iceland	ASI	YES	NO	YES	NO	YES		YES	S	E
Ireland	ICTU	YES	YES	YES	YES	NO		YES	S	E
Italy	CGIL	YES	YES	YES	NO	NO		YES	I	E
	CISL	YES	YES	YES	YES	YES	A	YES	I	E

TABLE I: FEMALE DELEGATES AT CONGRESS, EXECUTIVE COMMITTEE, STEERING COMMITTEE

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (TOTAL)	TRADE UNION MEMBERSHIP (% WOMEN)	% women in Congress	% women in Executive Committee	% women in Steering Committee
Austria	OGB	1.272.011	33,3%	22,0%	39,6	28,6
Belgium	ABVV / FGVB	1.200.000	41,0%	22,0%	23,6	32,5
	ACV / CSC	1.601.278	42,7%	32,0%	33,2	13,9
	CGSLB/ACLVB	220.813	44,5%	28,0%	19%	25%
Bulgaria	CITUB-KNBS	251.000	52,0%	44,0%	35,1	37,1
	PODKREPA	155.000	40,0%	31,0%	-	-
Croatia	SSSH / UATUC	211.205	48,0%	20,0%	36,5	36,5
Czech Republic	CMK OS	511.000	45,0%	74,0%	27,7	21,60%
Denmark	FTF	450.000	-	-	25,00%	-
	LO-DK	1.323.795	48,9%	32,0%	35,6	25
Estonia	EAKL	43.776	58,6%	53,0%	52,8	38,5
	TALO	30.000	50,0%	51,0%	50	-
Finland	AKAVA	461.094	52,1%	43,5%	28,6	22,3
	SAK	1.010.000	46,0%	40,0%	41,7	9
	STTK	640.000	67,0%	55,0%	35	37,5
France	CFDT	810.000	44,5%	61,5%	28,7	35,2
	CFTC	138.623	38,3%	30,0%	9,00%	12,5
	CGT	725.000	28,0%	-	9	50
	FO	800.000	45,0%	25,0%	50	8,6
	UNSA	307.000	-	18,0%	8,6	13,5
Germany	DGB	6.500.000	30,8%	65,7%	18	14,3
Greece	GSEE	840.000	-	4,8%	0	0
Hungary	LIGA	101.000	30%	30,0%	25	0
	MOSz	53.416	51,2%	19,8%	27,3	33,4
	MSzOSz	205.000	47,0%	30,0%	18,8	18,8
Iceland	ASI	99.164	47,0%	38,0%	33	25%
Ireland	ICTU	802.503	43,6%	16,5%	29%	25
Italy	CGIL	5.331.187	50,6%	39,4%	39,8	-
	CISL	4.346.952	-	30,0%	25,2	8%

	UIL	1.993.285	39,8%	13,6%	20,3	8
Latvia	LBAS	164.792	62,0%	62,0%	52,4	40
Liechtenstein	LANV	1.100	36,4%		20	7,7
Lithuania	LDF	20.000	60,0%	53,0%	66,7	85,8
	LPSK / LTUC	100.000	61,5%	57,8%	43,9	50
Luxembourg	CGT-L	64.425	32,9%	21,1%	17,5	15
	LCGB	33.000	30,6%	23,0%	24%	30%
Malta	GWU	47.000	28,4%	11,4%	11%	25
Netherlands	FNV	1.199.000	31,1%	-	35	-
	MHP	140.500	-	0,0%	0	-
Norway	LO-N	822.629	49,8%	40,3%	-	33,4
	YS	204.457	56,0%	-	-	75
	UNIO	262.000	76,0%	-	-	57,2
Poland	NSZZ - Solidarnos	722.000	37,7%	13,0%	6,1	6,3
	OPZZ	318.000	48,0%	23,2%	15,3	9
Portugal	CGTP	683.250	-	26,0%	23,8	27,6
	UGT-P	510.000	48,0%	31,4%	30	28,6
Romania	BNS	150.000	40,0%	25,0%	24,5	16,7
	CARTEL ALFA	1.000.000	48,0%	33,0%	-	-
	CNSLR-Fratia	500.000	43,0%	30,0%	8	12
Slovakia	KOZ SR	347.760	40,6%	34,2%	0	21
Slovenia	ZSSS	300.000	50,4%	27,0%	23%	20
Spain	CC.OO	876.000	35,9%	30,2%	24,2	28%
	STV-ELA	110.000	35,9%	25,2%	40,3	36,2
	UGT-E	865.054	32,6%	28,8%	30,1	24,5
	USO	146.834	34,3%	23,5%	22,8	16,7
Sweden	LO-S	1.831.385	45,8%	-	61,3	26,7
	SACO	581.000	50,0%	50,0%	55,6	-
	TCO	1.244.885	62,3%	35,6%	63,6	-
Switzerland	SGB	384.816	24,1%	30,0%	-	14,3
Turkey	TURK-IS	250.000	10,0%	10,0%	0	-
United Kingdom	TUC	6.500.000	43,6%	39,5%	38,9	32

Source: ETUC Survey 2006

TABLE J: TRADE UNION LEADERSHIP IN CONFEDERATIONS

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (% WOMEN)	President (Official - Unpaid)	Vice-Presidency (Official - Unpaid)	General Secretary (Official - Unpaid)	Deputy General Secretary (Official - Unpaid)	Treasurer (Official - Unpaid)
Austria	OGB	33,3%	M	M/W	2M/1W		
Belgium	ABVV / FGTB	41,0%	M		W		
	ACV / CSC	42,7%	M		M		
	CGSLB/ACLVB	44,5%	M				
Bulgaria	CITUB-KNBS	52,0%	M	3 M			
	PODKREPA	40,0%	M	M	M		W
Croatia	SSSH / UATUC	48,0%	W				
Czech Republic	CMK OS	45,0%	M	2M/1W			
	FTF	-	W				
Denmark	LO-DK	48,9%	M	M/W	M		
	EAKL	58,6%	M				M
Estonia	TALO	50,0%	M	W	M		
	AKAVA	52,1%	M	3 M	M		M
Finland	SAK	46,0%	M	M			M
	STTK	67,0%	M	2M/ 2W	M		M
	CFDT	44,5%			M	M	M
France	CFTC	38,3%	M	M/W	M	M/W	M
	CGT	28,0%			M		M
	FO	45,0%			M		M
	UNSA	-			M	M	M
Germany	DGB	30,8%	M	W			
	GSEE	-	M	M	M	M	M
Hungary	LIGA	30%	M	1M+1M			M
	MOSz	51,2%	M	M			M
	MSzOSz	47,0%	M		M		M
Iceland	ASI	47,0%	M	W	M	M	M
Ireland	ICTU	43,6%	M	2W	M	M/W	M
Italy	CGIL	50,6%			M		
	CISL	-			M	M	M

	UIL	39,8%					M				M
Latvia	LBAS	62,0%	M	M/W							W
Liechtenstein	LANV	36,4%	M	W							M
Lithuania	LDF	60,0%	M	M/2W			W				W
	LPSK / LTUC	61,5%	M	M			M				W
Luxembourg	CGT-L	32,9%	M	M/W							M
	LCGB	30,6%	M	2 M			M		2M/1W		
Malta	GWU	28,4%	M	W			M		2M		
Netherlands	FNV	31,1%	W	M			M				M
	MHP	-	M	2 M			M				M
	LO-N	49,8%	W	2 M			M				W
Norway	YS	56,0%	M	2W							
	UNIO	76,0%	M	W			W				
Poland	NSZZ - Solidarnos	37,7%	M	2 M							M
	OPZZ	48,0%	M	2 M/1W							
Portugal	CGTP	-					M				
	UGT-P	48,0%	M				M		3M		1
Romania	BNS	40,0%	M	3 M/1W			M				
	CARTEL ALFA	48,0%	M	2 M			M				
	CNSLR-Fratia	43,0%	M	3 M			M				M
Slovakia	KOZ SR	40,6%	M	2 M+2 M							
Slovenia	ZSSS	50,4%	M				M				
	CC.OO	35,9%					M				1
Spain	STV-ELA	35,9%					M		M		W
	UGT-E	32,6%					M				1
	USO	34,3%	M				M				
Sweden	LO-S	45,8%	W	2 M/1W							
	SACO	50,0%	W	2 M							
	TCO	62,3%	M	2W			W				
Switzerland	SGB	24,1%	M	4 M/1W			M		M		M
Turkey	TURK-IS	10,0%	M				M				M
United Kingdom	TUC	43,6%	W	W			M		W		W

“Gender equality is an essential element of democracy in the workplace and in society.

The ETUC and its affiliates confirm their commitment to pursue gender equality as part of their broader agenda for social justice, social progress and sustainability in Europe, and therefore adopt a gender mainstreaming approach as an indispensable and integral element of all their actions and activities.”

Article 1 ETUC Charter on Gender Mainstreaming in Trade Unions, adopted at the ETUC Congress in Seville, 21-24 May 2007

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