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ETUI, aisbl 0418.812.841

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| **ETUC Annual Gender Equality Survey 2019**  *- 12th edition -* |

As part of the follow-up to the ETUC Congress engagements towards the **promotion of women within its membership and decision-making structures**, in 2019 the twelfth edition of the Annual Gender Equality Survey (previously known as the 8th March survey) was carried out. The aim of this survey is to monitor the proportion of women in the European trade union movement, including in decision-making positions and bodies. The objective is to assess progress in reducing the representation and decision-making gap between women and men in trade unions.

The second part of the survey looks at the views and activities of ETUC members in relation to the **gender pay gap**.

April 2019

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# Women in membership and decision making positions and bodies

## Key points

### National confederations

The level of responses to this the 12th Annual Gender Equality Survey has been slightly higher than in 2018, although lower than in previous years. In total, 41 confederations from 26 countries replied. This compares with 39 confederations from 25 countries in 2018 and 44 confederations from 29 countries in 2017. Although fewer than half of all the ETUC’s national affiliates have responded to the survey, it still provides a good indication of developments, as the 41 confederations which have responded have some 38 million members, around 80% of the total members of the 88 confederations affiliated to the ETUC.

The vast majority of the confederations responding (39 out of the 41) were able to provide figures for the total number of members, and 38 were also able to provide figures for the proportion of women members.

On the basis of these results, it is possible to draw some conclusions on the position of women in the national confederations of the ETUC.

The average proportion of women members in the confederations replying to the 2019 survey is 45.1% (calculated by dividing the total number of women members in the confederations by the total number of all members).[[1]](#footnote-2) This is slightly lower than the proportion of women among employees in the 35 countries covered by Eurostat (47.1%). The proportion of women among union members ranges from three-quarters (77.4%) in STTK (Finland) to three out of ten (29.7%) in SGB/USS (Switzerland). This is a much bigger range than the proportion of women among employees, which is highest in Lithuania (52.8%) and lowest in Turkey (29.2%). However, the wider range of women in unions is partially explained by the areas in which confederations recruit members.

Most confederations report an increase or no change in the proportion of women in membership, with 13 confederations reporting an increase in the proportion of their female membership between 2018 and 2019, compared with 10 reporting no change and 10 reporting a decrease. However, if the comparison is limited to the 18 confederations replying every year since 2008, a clear upward trend is evident, with the proportion of women in union membership going up from 44.9% in 2008 to 48.9% in 2019.

Examining the responses on the number of women in national confederations, the 38 confederations providing this information in 2018 have 38.3 million members in total, of whom 17.3 million, or 45.1%, are women. The TUC (UK) is the confederation with the largest number of women members.

Looking at union leaders, 11 of the 41 confederations have a woman as the key leader. However, as two confederations have a joint leadership, where the president and general secretary share the top spots, there are 43 leadership positions, of which 11 (25.6%) are held by women.

The 11 confederations where this is the case are: ABVV /FGTB (Belgium) and ACV / CSC (Belgium), both confederations where leadership is shared, LIGA (Hungary), ASÍ (Iceland), ICTU (Ireland), CISL (Italy), LPSK/LTUC (Lithuania), UNIO (Norway), ZSSS (Slovenia), TCO (Sweden) and the TUC (UK). Differences in the confederations responding to the survey each year make it difficult to track trends, but compared with 2018 the proportion of top leadership positions held by women has fallen very slightly (from 26.2%).

An analysis of the leadership team as a whole, including vice-presidents, deputy general secretaries, and treasurers as well as the top leaders, shows that there are 15 confederations where 50% or more of the team is female, although there are also five where there are no women in the leadership, although this may reflect the specific leadership structure of the confederation rather than the real influence of women. The average proportion of women in these senior positions is 37.1%. This is almost the same as 2018, when it was 37.2%.

The proportion of women on the key decision-making bodies between congresses is 35.0%, which is slightly up on the 2018 figure of 33.5%. In eight confederations women made up more than half of this body.

The replies on recent action taken to respond to the ETUC’s 2011 recommendation for improving gender balance in trade unions indicate that most confederations are taking action in this area, with many having introduced measures to guarantee the presence of women in decision-making bodies and many other regularly reporting on progress. There is also evidence of training and mentoring for women, and the crucial role of women’s structures is also clear.

Overall, on the basis of the statistics on women in leadership, the report finds that, while progress is being made, movement forwards in not guaranteed every year.

### European Trade Union Federations

With only three responding, EFBWW, EFFAT and EPSU, it is impossible to provide an overall picture of the developments in the ETUFs. Women make up around 40.5% of the membership of EFFAT and 62% of the membership of EPSU. EFBWW was unable to provide details of its female membership. Men are the key leaders in the all three federations. Women make up 57% of the leadership team in EPSU and 33% in EFFAT, but there are no women in the leadership team in EFBWW.

In EFFAT women make up 40% of the membership of the committees which take decisions between congresses; in EPSU the figure is 34% and in EFBWW it is 14%.

## Response rates and the data provided

The level of response to this the twelfth annual survey of the position of women in membership and leadership positions in the ETUC’s affiliated national confederations has been slightly higher this year than last. In total 41 out of the ETUC’s 88 national affiliates have responded to the survey, with responses coming from 26 of the 38 countries in which the ETUC has national affiliates.

There are 12 countries where all ETUC affiliates have responded to the survey: five states, Belgium, Finland, Italy, Norway and Spain, which each have two or more ETUC affiliates, and seven states, Austria, the Czech Republic, Germany, Ireland, Latvia, Slovenia and the UK, where there is only one affiliated national confederation.

There are also 12 countries: Andorra, Cyprus, Denmark, Liechtenstein, Luxembourg, Macedonia, Malta, Montenegro, Portugal, Romania, San Marino, and Slovakia, where no confederation has replied. Some of these countries are relatively small, and the confederations in Andorra and San Marino are the smallest in the ETUC. However, it is quite concerning to have had no responses from Denmark, Portugal, Romania and Slovakia. Table 1 sets out the total number of responses from confederations by country.

#### Table1: Number of replies from confederations by country 2019

|  |  |  |  |
| --- | --- | --- | --- |
| **Country and number of confederations affiliated** | **Confederations replying** | **Country and number of confederations affiliated** | **Confederations replying** |
| Andorra (1) | 0 | Luxembourg (2) | 0 |
| Austria (1) | 1 | Malta (3) | 0 |
| Belgium (3) | 3 | Montenegro (1) | 0 |
| Bulgaria (2) | 1 | Netherlands (3) | 2 |
| Croatia (2) | 1 | North Macedonia (2) | 0 |
| Cyprus (3) | 0 | Norway (3) | 3 |
| Czech Republic (1) | 1 | Poland (3) | 2 |
| Denmark (2) | 0 | Portugal (2) | 0 |
| Estonia (2) | 1 | Romania (4) | 0 |
| Finland (3) | 3 | San Marino (2) | 0 |
| France (5) | 1 | Serbia (2) | 1 |
| Germany (1) | 1 | Slovakia (1) | 0 |
| Greece (2) | 1 | Slovenia (1) | 1 |
| Hungary (5) | 2 | Spain (4) | 4 |
| Iceland (3) | 1 | Sweden (3) | 2 |
| Ireland (1) | 1 | Switzerland (2) | 1 |
| Italy(3) | 3 | Turkey (4) | 1 |
| Latvia (1) | 1 | UK (1) | 1 |
| Liechtenstein (1) | 0 |  |  |
| Lithuania (3) | 1 | **Total (88)** | **41** |

In total, the 41 confederations who have responded have around 38 million members, around four-fifths of the total membership of ETUC national affiliates.

Table 2 lists the 41 confederations which responded to the survey as well as the 47 which did not. The respondents include six confederations, ÖGB (Austria), EAKL (Estonia), CNV (Netherlands), OPZZ (Poland), Nezavisnost (Serbia) and ELA (Spain) that did not reply in 2018. One of the confederations which did not complete the survey was FHO in Denmark, formed through a merger of LO-DK and FTF at the start of 2019, where the response explained that the reorganisation made impossible to collect the information necessary to complete the survey.

#### Table 2: Confederations that replied and did not reply to 2019 Annual Gender Equality Survey by country

|  |  |  |
| --- | --- | --- |
| **Country** | **Replied** | **Did not reply** |
| Andorra |  | USDA |
| Austria | ÖGB |  |
| Belgium | ABVV / FGTB, ACLVB/CGSLB, ACV / CSC |  |
| Bulgaria | PODKREPA | CITUB-KNBS |
| Croatia | SSSH / UATUC | NHS |
| Cyprus |  | DEOK, SEK, TURK-SEN |
| Czech Republic | ČMKOS |  |
| Denmark |  | AC, FHO |
| Estonia | EAKL | TALO |
| Finland | AKAVA, SAK, STTK |  |
| France | CFDT | CFTC,CGT,FO, UNSA |
| Germany | DGB |  |
| Greece | GSEE | ADEDY |
| Hungary | LIGA, SZEF- ÉSZT | ASzSz, MOSz, MSzOSz |
| Iceland | ASÍ | BHM, BSRB |
| Ireland | ICTU |  |
| Italy | CGIL,CISL,UIL |  |
| Latvia | LBAS |  |
| Liechtenstein |  | LANV |
| Lithuania | LPSK / LTUC | LDF, LPSS (LDS) |
| Luxembourg |  | OGBL, LCGB |
| FYR Macedonia |  |  |
| Malta |  | CMTU, FORUM, GWU |
| Montenegro\* |  | UFTUM |
| Netherlands | CNV, FNV | VCP |
| North Macedonia |  | FTUM, KSS |
| Norway | LO-N, UNIO, YS |  |
| Poland | NSZZ- Solidarność, OPZZ | FZZ |
| Portugal |  | CGTP, UGT-P |
| Romania |  | BNS, CARTEL ALFA, CNSLR-Fratia, CSDR |
| San Marino |  | CSdl, CDLS |
| Serbia | Nezavisnost | CATUS |
| Slovakia |  | KOZ SR |
| Slovenia | ZSSS |  |
| Spain | CCOO, ELA, UGT,USO |  |
| Sweden | LO-S, TCO | SACO |
| Switzerland | SGB/USS | Travail Suisse |
| UK | TUC |  |
| \* CTUM in Montenegro, which was previously an affiliate now only has observer status. USM in Monaco is no longer affiliated. | | |

Compared with last year’s survey, the level of response is slightly higher, with 41 out 88 confederations replying, equivalent to a response rate of 46.6%, compared with 43.8% in 2018. However, the response rate remains below 50% and it has been at this level for the last three years. This compares with the high point of over 70% achieved in 2012, the year following the adoption by the ETUC Executive Committee of recommendations intended to improve gender balance in trade unions, including a specific reference to contributing to the annual survey.

#### Table 3: Confederations replying to ETUC Annual Gender Equality since 2008

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Affiliated | 82 | 82 | 82 | 83 | 84 | 85 | 85 | 86 | 89 | 89 | 89 | 88 |
| Replying | 46 | 48 | 55 | 55 | 60 | 55 | 51 | 52 | 53 | 44 | 39 | 41 |
| Rate (%) | 56.1% | 58.5% | 67.1% | 66.3% | 71.4% | 64.7% | 60.0% | 60.5% | 59.6% | 49.4% | 43.8% | 46.6% |

Looking back over 12 years, there are 18 national confederations from 11 countries which have responded to all annual gender equality surveys (see Table 4), and 13 from 12 countries which have never responded (see Table 5). Unfortunately the UGT-P which has been a regular responder to the survey did not provide a reply this year.

#### Table 4: National confederations which have responded to all Annual Gender Equality Surveys (18)

|  |  |
| --- | --- |
| **Country** | **Confederation** |
| Belgium | ABVV / FGTB |
| Belgium | ACV / CSC |
| Belgium | CGSLB/ACLVB |
| Bulgaria | PODKREPA |
| Czech Republic | ČMKOS |
| Finland | SAK |
| Finland | STTK |
| Hungary | LIGA |
| Italy | CGIL |
| Italy | UIL |
| Latvia | LBAS |
| Norway | LO |
| Norway | YS |
| Spain | CC OO |
| Spain | UGT |
| Sweden | LO-S |
| Sweden | TCO |
| UK | TUC |

#### Table 5: National confederations which have never responded to Annual Gender Equality Survey (12)

|  |  |
| --- | --- |
| **Country** | **Confederation** |
| Andorra | USDA |
| Cyprus | TURK-SEN |
| Greece | ADEDY |
| Hungary | ASzSz |
| Iceland | BSBR |
| Macedonia | FTUM |
| Malta | CMTU |
| Malta | Forum |
| Netherlands | VCP |
| Romania | CSDR |
| San Marino | CDLS |
| Turkey | DISK |

In terms of the data that the ETUC confederations are able to provide, all but two, GSEE (Greece) and OPZZ (Poland), have been able to provide a figure for total union membership in the current survey. GSEE explains that it is unable to provide information on overall union membership, as it operates at the top-level of a three level structure and does not have access to precise membership figures at the primary level. All the other confederations have provided membership information, which in most cases dates from 2018 or 2017, or occasionally from 2016. There are also other differences in the basis on which the membership data has been provided.

For example, the figure for CGIL (5.5 million) is for the confederation’s entire membership, including those – around half – who are no longer working. The figures for the other Italian confederations, CISL (2.3 million) and UIL (1.2 million), are for the economically active membership only, excluding those who have retired.

In total, 38 confederations have been able to supply figures on the percentage union members who are women. As well as GSEE and OPZZ, where there is a lack of overall membership statistics, SZEF- ÉSZT (Hungary) is also unable to provide figures on women’s membership, because there are no statistics identifying women and men separately. There are also some confederations where the percentage of women in membership is an estimate rather than being precisely recorded.

In the areas covering the leadership of the confederations and the membership of key decision-making bodies, all of the confederations responding have been able to provide almost complete information.

## Female membership in national trade union confederations

### The proportion of women members

Union membership should ideally reflect the mix of employees unions are representing, both in terms of the balance between women and men, and in other ways.

In most of the countries covered by ETUC affiliated confederations, **just under half (47.1%) of all employees are women**. This is the average for the 35 countries (28 EU states plus Iceland, North Macedonia, Montenegro, Norway, Serbia, Switzerland and Turkey) for which Eurostat provides figures from the Labour Force Survey. The figure for the EU 28 is 48.1%. (The figures are for employees aged 15 to 64 and are for 2017.)

#### Chart 1: Proportion of employees who are women (2017)

Source: Eurostat

With a single exception (Turkey), women make up between 41.4% and 52.8% of the total number of employees in all 35 states and, in 21 of these, the percentage of women employees is clustered within five percentage points, between 52.8% and 47.8%. There are six states where more than half of all employees aged 15 to 64 are women. These are Lithuania (52.8%), Latvia (51.7%), Portugal (51.2%), Finland (50.5%), Estonia (50.2%) and Ireland (50.0%. Other than Turkey, those at the bottom of the table are Italy (45.4%), Greece (45.0%, Romania (44.7%), Malta (42.2%) and North Macedonia (41.4%). The position in Turkey is significantly different, as the proportion of women employees is much lower at 29.2%.

The **overall percentage of women among union members** **is 45.1%,** if it is calculated by dividing the total number of female members in all the confederations by their combined total membership. If it is calculated by averaging the individual figures of each of the 38 national confederations responding to this question, the figure is 46.6%. Both figures are slightly lower than the figures for the proportion of women in employment.

However, the most striking difference between the proportion of women who are employees and the proportion of women who are union members is that the gap between the top and the bottom is much larger. While women’s share of employment, including Turkey, ranges from 29.2% to 52.8%, women’s share of union membership ranges from 72.2% in STTK (Finland) to 29.7%% in SGB/USS (Switzerland).

#### Chart 2: Proportion of union members who are women

Source: ETUC Annual Gender Equality Survey 2019

The proportion of women among the overall number employed is certainly not the only factor in explaining the proportion of women among union members. For example, the occupational/educational divisions between the Nordic union confederations, with some confederations organising areas of the economy employing high numbers of women, helps to explain the high percentage of women in STTK in Finland, UNIO in Norway and TCO in Sweden. However, the high proportion of women among all employees in Lithuania and Latvia may be part of the reason why they are close to the top in terms of the proportion of female union members, just as the relatively low numbers of female employees in Turkey is a key reason why the HAK-İŞ from Turkey is close to the bottom of the table, although the proportion of women members in HAK-İŞ is slightly above the proportion of employees who are women.

Table 6 sets out the percentage of union members who are women in the 38 confederations responding to this question and compares it with the proportion of female employees. There are 15 confederations where the proportion of women union members is higher than the proportion of women employees and 23 where the proportion is lower.

#### Table 6: Women as a proportion of union members and employees 2019 (ranked by proportion of women in membership)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **Percentage employees (%)** | **Percentage union members (%)** | **Difference**  **(percentage points)** |
| Finland | STTK | 50.5% | 77.4% | 26.9pp |
| Norway | UNIO | 48.7% | 75.0% | 26.3pp |
| Latvia | LBAS | 51.7% | 61.0% | 9.3pp |
| Sweden | TCO | 49.8% | 58.8% | 9.0pp |
| Lithuania | LPSK / LTUC | 52.8% | 58.0% | 5.2pp |
| Norway | YS | 48.7% | 57.1% | 8.4pp |
| Ireland | ICTU | 50.0% | 54.0% | 4.0pp |
| Estonia | EAKL | 50.2% | 53.1% | 2.8pp |
| Norway | LO-N | 48.7% | 52.2% | 3.5pp |
| Finland | AKAVA | 50.5% | 52.0% | 1.5pp |
| UK | TUC | 49.5% | 51.9% | 2.4pp |
| France | CFDT | 49.7% | 50.0% | 0.3pp |
| Italy | CGIL | 45.4% | 48.1% | 2.7pp |
| Bulgaria | PODKREPA | 48.2% | 48.0% | -0.2pp |
| Italy | CISL | 45.4% | 48.0% | 2.6pp |
| Sweden | LO-S | 49.8% | 47.0% | -2.8pp |
| Belgium | ACV / CSC | 48.2% | 46.9% | -1.3pp |
| Finland | SAK | 50.5% | 45.6% | -4.9pp |
| Spain | ELA | 47.8% | 45.2% | -2.6pp |
| Iceland | ASÍ | 49.0% | 45.0% | -4.0pp |
| Spain | CCOO | 47.8% | 44.6% | -3.2pp |
| Belgium | ABVV / FGTB | 48.2% | 44.4% | -3.8pp |
| Belgium | ACLVB/CGSLB | 48.2% | 44.3% | -3.9pp |
| Slovenia | ZSSS | 47.9% | 44.1% | -3.7pp |
| Italy | UIL | 45.4% | 41.0% | -4.4pp |
| Croatia | SSSH / UATUC | 47.0% | 40.0% | -7.0pp |
| Hungary | LIGA | 46.4% | 40.0% | -6.4pp |
| Poland | NSZZ-Solidarność | 47.4% | 40.0% | -7.4pp |
| Serbia | Nezavisnost | 46.7% | 40.0% | -6.7pp |
| Spain | USO | 47.8% | 40.0% | -7.8pp |
| Netherlands | CNV | 48.6% | 39.8% | -8.8pp |
| Czech Republic | ČMKOS | 46.4% | 37.8% | -8.6pp |
| Spain | UGT-E | 47.8% | 36.8% | -11.0pp |
| Austria | ÖGB | 48.5% | 35.9% | -12.6pp |
| Netherlands | FNV | 48.6% | 35.1% | -13.5pp |
| Germany | DGB | 48.0% | 33.7% | -14.2pp |
| Turkey | HAK-İŞ | 29.2% | 30.0% | 0.8pp |
| Switzerland | SGB/USS | 47.5% | 29.7% | -17.8pp |
| **Total (35 states 38 confederations)** | | **47.1%** | **45.1%** | **-2.0pp** |

Sources: ETUC Annual Gender Equality Survey 2019 and Eurostat

Most of these confederations (33 out of 38) also provided information on female membership in 2018, and the majority of them show either an increase or no change in the proportion of women in membership over 12 months.

Overall 12 confederations reported an increase in the proportion women in their total membership between 2018 and 2019, compared with 10 which reported a decrease, and 11 which reported no change (see Table 7). Some confederations reported the same figure for both years, as more up-to-date figures were not available. For some other confederations the proportion is an estimate, which does not change on an annual basis.

#### Table 7: Women as a proportion of union members 2018 and 2019

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **Percentage women 2018** | **Percentage women 2019** | **Change (percentage points)** |
| Belgium | ABVV / FGTB | 44.0% | 44.4% | 0.4pp |
| Belgium | ACLVB/CGSLB | 44.2% | 44.3% | 0.1pp |
| Belgium | ACV / CSC | 47.0% | 46.9% | -0.1pp |
| Bulgaria | PODKREPA | 49.0% | 48.0% | -1.0pp |
| Croatia | SSSH / UATUC | 40.0% | 40.0% | 0.0pp |
| Czech Republic | ČMKOS | 41.0% | 37.8% | -3.2pp |
| Finland | AKAVA | 54.5% | 52.0% | -2.5pp |
| Finland | SAK | 45.8% | 45.6% | -0.2pp |
| Finland | STTK | 77.2% | 77.4% | 0.2pp |
| France | CFDT | 49.7% | 50.0% | 0.3pp |
| Germany | DGB | 33.7% | 33.7% | 0.0pp |
| Hungary | LIGA | 40.0% | 40.0% | 0.0pp |
| Iceland | ASÍ | 46.0% | 45.0% | -1.0pp |
| Ireland | ICTU | 54.6% | 54.0% | -0.6pp |
| Italy | CGIL | 48.1% | 48.1% | 0.0pp |
| Italy | CISL | 48.4% | 48.0% | -0.4pp |
| Italy | UIL | 41.0% | 41.0% | 0.0pp |
| Latvia | LBAS | 61.0% | 61.0% | 0.0pp |
| Lithuania | LPSK / LTUC | 58.0% | 58.0% | 0.0pp |
| Netherlands | FNV | 34.9% | 35.1% | 0.2pp |
| Norway | LO-N | 52.2% | 52.2% | 0.0pp |
| Norway | UNIO | 70.0% | 75.0% | 5.0pp |
| Norway | YS | 57.2% | 57.1% | -0.1pp |
| Poland | NSZZ-Solidarność | 39.5% | 40.0% | 0.5pp |
| Slovenia | ZSSS | 44.2% | 44.1% | 0.0pp |
| Spain | CCOO | 44.0% | 44.6% | 0.6pp |
| Spain | UGT-E | 36.8% | 36.8% | 0.0pp |
| Spain | USO | 40.0% | 40.0% | 0.0pp |
| Sweden | LO-S | 46.0% | 47.0% | 1.0pp |
| Sweden | TCO | 59.0% | 58.8% | -0.2pp |
| Switzerland | SGB/USS | 29.6% | 29.7% | 0.1pp |
| Turkey | HAK-İŞ | 25.0% | 30.0% | 5.0pp |
| UK | TUC | 51.8% | 51.9% | 0.1pp |
| **Average** | **(33 Confederations)** | **47.1%** | **47.2%** | **0.2pp** |

Source: ETUC Annual Gender Equality Surveys 2018 and 2019

As Table 7 shows, the average proportion of women in membership (based on the figures for individual confederations) increased very slightly between 2018 and 2019, from 47.1% to 47.2% for the 33 confederations providing information for both years.

The percentages are slightly different if all 38 confederations which provided information on women in membership in 2019 are compared with the 37 confederations which provided these details in 2018. On this basis the average percentage of women in membership was 46.6% in 2019 and 46.2% in 2018.

The problems caused by the changes in the composition of the confederations replying become more acute in examining the results over the period since 2008, as set out in Table 8.

This shows the average proportion of female membership in national confederations (based on the figures for individual confederations) initially fluctuating at around 44%, but then rising consistently from 2017 onwards. However, these developments reflect, at least in part, precisely which confederations have replied in each year.

#### Table 8: Average percentage of union members who are women (all confederations providing this information) 2008 to 2018

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| %age women | 43.1% | 43.7% | 44.5% | 44.9% | 43.1% | 43.7% | 44.2% | 43.3% | 43.4% | 45.2% | 46.2% | 46.6% |
| Replying | 41 | 45 | 51 | 51 | 54 | 51 | 46 | 48 | 47 | 38 | 37 | 38 |

The only way to avoid the distorting effect of these changes in the composition of the replies is to restrict the analysis to those confederations which have provided information on the proportion of women in membership every year since the survey started.

There are now only 18 confederations in this position, and their figures show a clear trend.[[2]](#footnote-3) There has been a gradual but fairly steady growth in the proportion of women in membership. This applies whether the figure is calculated as an average of the individual responses from each of the confederations or by taking the total number of women members and dividing that by the total number of members. Using the first method and averaging the individual responses from the 18 unions, the percentage of women rose from 47.3% in 2008 to 50.0% in 2018. Taking the combined total number of women members in the 18 unions responding and dividing that by the total number of members, the percentage of women increased from 44.9% in 2008 to 48.9% in 2018 (see Table 9). The lower percentage, when the calculation is based on the totals are taken, is explained by the fact that some of the larger confederations have a smaller proportion of women members.

Chart 3 sets out the same figures in a graphical form, which illustrates the upward trend.

#### Table 9: Average percentage of union members who are women (only confederations providing this information every year – 18) 2008 to 2019

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| %age women (average of individual confederation responses) | 47.3% | 47.2% | 48.7% | 48.1% | 48.5% | 48.6% | 49.0% | 49.3% | 49.4% | 50.2% | 49.8% | 50.0% |
| %age women (total women divided by total membership) | 44.9% | 45.4% | 47.1% | 47.6% | 47.1% | 47.0% | 47.6% | 47.3% | 47.3% | 48.6% | 48.7  % | 48.9% |
| Replying | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 |

Source: ETUC Annual Gender Equality Surveys 2008 to 2019

#### Chart 3: Average percentage of union members who are women (2008-2019)

Source: ETUC Annual Gender Equality Surveys 2008 to 2018

### The number of women members

The previous section looked at the proportion of women members in the national confederations and the average of these figures for the ETUC as a whole. This section looks at the number of women members in national confederations as well as total membership numbers.

As already noted, 41 confederations have responded to the Annual Gender Equality Survey this year, of whom 38 have been able to provide information on both the total number of members and the number/percentage of women members. These 36 confederations have 36,594,685 members in total, of whom 16,693,005 or 45.6% are women. The figures are set out in Table 10.

#### Table 10: Total membership and women’s membership by confederation: 2019

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Confederation** | **Total members** | **Women members** |
| Austria | ÖGB | 1,205,698 | 432,323 |
| Belgium | ABVV / FGTB | 1,502,004 | 667,338 |
| Belgium | ACLVB/CGSLB | 296,617 | 131,401 |
| Belgium | ACV / CSC | 1,600,000 | 750,080 |
| Bulgaria | PODKREPA | 152,000 | 72,460 |
| Croatia | SSSH / UATUC | 103,000 | 41,200 |
| Czech Republic | ČMKOS | 292,525 | 110,604 |
| Estonia | EAKL | 19,803 | 10,511 |
| Finland | AKAVA | 609,000 | 316,680 |
| Finland | SAK | 897,870 | 409,769 |
| Finland | STTK | 325,965 | 252,297 |
| France | CFDT | 606,000 | 303,000 |
| Germany | DGB | 5,974,950 | 2,015,794 |
| Hungary | LIGA | 100,200 | 40,080 |
| Iceland | ASÍ | 132,976 | 59,839 |
| Ireland | ICTU | 718,179 | 388,075 |
| Italy | CGIL | 5,518,774 | 2,653,978 |
| Italy | CISL | 2,340,000 | 1,122,264 |
| Italy | UIL | 1,201,000 | 492,410 |
| Latvia | LBAS | 91,496 | 55,813 |
| Lithuania | LPSK / LTUC | 50,000 | 29,000 |
| Netherlands | CNV | 259,288 | 103,152 |
| Netherlands | FNV | 838,750 | 294,448 |
| Norway | LO-N | 932,984 | 487,088 |
| Norway | UNIO | 360,000 | 270,000 |
| Norway | YS | 222,932 | 127,294 |
| Poland | NSZZ-Solidarność | 543,587 | 217,435 |
| Serbia | Nezavisnost | 114,000 | 45,600 |
| Slovenia | ZSSS | 130,000 | 57,382 |
| Spain | CCOO | 934,809 | 416,551 |
| Spain | ELA | 100,333 | 45,331 |
| Spain | UGT-E | 880,000 | 324,104 |
| Spain | USO | 120,545 | 48,218 |
| Sweden | LO-S | 1,442,000 | 677,740 |
| Sweden | TCO | 1,096,460 | 644,982 |
| Switzerland | SGB/USS | 353,246 | 104,893 |
| Turkey | HAK-İŞ | 686,787 | 206,036 |
| UK | TUC | 5,522,739 | 2,866,824 |
| **Total** |  | **38,276,517** | **17,291,995** |

Source: ETUC Annual Gender Equality Survey 2018

On the basis of these figures, the British confederation TUC has the largest number of women members among ETUC affiliates, with 2.87 million members. The Italian confederation CGIL is in second place, with 2.65 million members, although around half of these are retired.

The German DGB is in third place with 2,015,794 women members, followed by CISL (Italy) with 1,122,264 (all economically active), ACV/CSC (Belgium) with 750,080, LO (Sweden) 677,740, ABVV/FGTB (Belgium) 667,338 and TCO (Sweden) 644,982. EAKL in Estonia has the smallest number of female members of the unions which responded this year, with 10,511.

It is possible to compare the numbers of women members in confederations over time. However, just as with the average proportion of women members, these comparisons can be distorted by changes in the composition of the confederations that respond that from year to year. In addition, comparisons based on the number of members are made even more difficult because of changes in the total membership figures provided by the confederations. These changes need to be taken into account when looking at the membership figures for the confederations which have provided membership figures in both the 2018 and the 2019 surveys. These are set out in Table 11.

***Table 11: Total and women’s membership 2018 and 2019***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Confederation | Members | | | Women members | | |
|  |  | 2018 | 2019 | Change | 2018 | 2019 | Change |
| Belgium | ABVV / FGTB | 1,503,586 | 1,502,004 | -1,582 | 667,472 | 667,338 | -134 |
| Belgium | ACLVB/  CGSLB | 295,584 | 296,617 | 1,033 | 130,648 | 131,401 | 753 |
| Belgium | ACV / CSC | 1,547,161 | *1,600,000* | 52,839 | 727,166 | *750,080* | 22,914 |
| Bulgaria | PODKREPA | 150,270 | *152,000* | 1,730 | 73,440 | 72,460 | -980 |
| Croatia | SSSH / UATUC | 94,561 | 103,000 | 8,439 | 37,824 | 41,200 | 3,376 |
| Czech Republic | ČMKOS | 295,555 | 292,525 | -3,030 | 121,178 | 110,604 | -10,574 |
| Finland | AKAVA | 609,239 | *609,000* | -239 | 332,035 | 316,680 | -15,355 |
| Finland | SAK | 929,122 | 897,870 | -31,252 | 425,746 | 409,769 | -15,977 |
| Finland | STTK | 330,263 | 325,965 | -4,298 | 254,963 | 252,297 | -2,666 |
| Germany | DGB | 5,995,437 | 5,974,950 | -20,487 | 2,019,701 | 2,015,794 | -3,907 |
| Hungary | LIGA | 100,200 | 100,200 | 0 | 40,080 | 40,080 | 0 |
| Iceland | ASÍ | 123,045 | 132,976 | 9,931 | 56,403 | 59,839 | 3,436 |
| Ireland | ICTU | 718,179 | 718,179 | 0 | 392,035 | 388,075 | -3,960 |
| Italy | CGIL | 5,518,774 | 5,518,774 | 0 | 2,653,978 | 2,653,978 | 0 |
| Italy | CISL | 2,340,000 | 2,340,000 | 0 | 1,132,560 | 1,122,264 | -10,296 |
| Italy | UIL | 1,201,000 | 1,201,000 | 0 | 492,410 | 492,410 | 0 |
| Latvia | LBAS | 91,496 | 91,496 | 0 | 55,813 | 55,813 | 0 |
| Lithuania | LPSK / LTUC | 50,000 | 50,000 | 0 | 29,000 | 29,000 | 0 |
| Netherlands | FNV | 853,885 | 838,750 | -15,135 | 297,794 | 294,448 | -3,346 |
| Norway | LO-N | 925,605 | 932,984 | 7,379 | 483,277 | 487,088 | 3,811 |
| Norway | UNIO | 360,000 | 360,000 | 0 | 252,000 | 270,000 | 18,000 |
| Norway | YS | 217,724 | 222,932 | 5,208 | 124,538 | 127,294 | 2,756 |
| Poland | NSZZ-Solidarność | 565,064 | 543,587 | -21,477 | 223,200 | 217,435 | -5,765 |
| Slovenia | ZSSS | 150,000 | 130,000 | -20,000 | 66,225 | 57,382 | -8,843 |
| Spain | CCOO | 928,292 | 934,809 | 6,517 | 408,448 | 416,551 | 8,102 |
| Spain | UGT-E | 880,000 | 880,000 | 0 | 324,104 | 324,104 | 0 |
| Spain | USO | 118,864 | 120,545 | 1,681 | 47,546 | 48,218 | 672 |
| Sweden | LO-S | 1,442,355 | 1,442,000 | -355 | 663,483 | 677,740 | 14,257 |
| Sweden | TCO | 1,085,559 | 1,096,460 | 10,901 | 640,647 | 644,982 | 4,335 |
| Switzerland | SGB/USS | 357,751 | 353,246 | -4,505 | 105,828 | 104,893 | -935 |
| Turkey | HAK-İŞ | 617,944 | 686,787 | 68,843 | 154,486 | 206,036 | 51,550 |
| UK | TUC | 5,552,259 | 5,522,739 | -29,520 | 2,861,791 | 2,866,824 | 5,033 |
| TOTAL (000) | 32 | 35,948,774 | 35,971,395 | 22,621 | 16,405,167 | 16,352,077 | -53,090 |

Looking back further to 2008, there are only 18 confederations with comparable figures across the whole period. Over this period, the more positive development in female membership as compared with total membership is again clear as Table 12 shows. Overall membership in these 18 confederations has fallen by 1.9 million between 2008 and 2019 but female membership over the same period has risen by 73,000.

These figures should, however, be treated with very considerable caution, as there have been important changes in the way the figures have been calculated and presented over the period.

#### Table 12: Number of union members and female union members (000s) (only confederations providing comparable information every year – 18)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Total | 25,085 | 25,441 | 25,169 | 25,216 | 24,695 | 25,089 | 24,818 | 24,755 | 23,486 | 23,269 | 23,137 | 23,147 |
| Female | 11,251 | 11,557 | 11,849 | 12,010 | 11,619 | 11,782 | 11,817 | 11,699 | 11,117 | 11,307 | 11,277 | 11,324 |
| Number replying | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 | 18 |

Source: ETUC Annual Gender Equality Surveys 2008 to 2019

## Women in decision-making positions within national confederations

As well as examining the number and proportion of union members who are women, the Annual Gender Equality Survey also looks at women’s representation within the leadership of the ETUC’s affiliated confederations. The aim is to close the representation gap between men and women so that (as the 2011 ETUC resolution on gender balance proposed) unions have:

* structures that genuinely reflect the diversity of the membership;
* a modern image that is representative of women’s interests and needs and that is in touch and relevant with its membership;
* a stronger role in fulfilling and implementing women’s economic, social and political objectives; and
* an approach to gender mainstreaming in decision-making and policy-making processes, and in their representative roles in the wider economy and society.

This approach was confirmed at the 2015 Congress in Paris. A resolution was adopted where the ETUC committed itself to improving women’s representation in ETUC statutory bodies. Consequently, two constitutional changes were adopted by the ETUC Mid-term Conference which took place in May 2017 in Rome. These changes set the gender parity principle for the composition of the ETUC Secretariat and delegations to ETUC Congress. As the responses to the questions on leadership and decision-making indicate, many confederations have also adopted a similar approach.

This section of the report looks at

* the gender of the key leader of the confederation;
* the split between men and women in the overall leadership team at confederation level;
* the proportion of women in the key decision-making body between congresses; and
* the actions that confederations have taken recently to implement the ETUC’s 2011 recommendations.

In looking at the responses, it is important to take into account the differences in structure between confederations, which mean that positions and bodies which have the same name may have very different levels of influence and power.

### The key leader of national confederations

In the 41 confederations responding, there are 43 positions of political leadership. This is because as well as the 28 confederations which say that the president is the key political leader, and the 11 that say it is the general secretary, there are two confederations, the Belgian, ABVV / FGTB and ACV / CSC, where political leadership is shared between the two posts. **Of these 43 positions of leadership, only 11 (or 25.6%) are held by women**. In the 29 confederations where the president is the key position, there are only six female leaders. Three are in LIGA (Hungary), ASÍ (Iceland ), LPSK / LTUC (Lithuania), UNIO (Norway), ZSSS (Slovenia) and TCO (Sweden). In the 10 confederations led by the general secretary, there are three, ICTU (Ireland), CISL (Italy) and the TUC (UK), where the general secretary is a woman. In addition, in ABVV / FGTB and ACV / CSC, two Belgian confederations where political power is shared, the president is a man, while the general secretary is a woman.

The total of 11 leadership positions held by women is unchanged since 2018 but there have been changes in individual confederations. The female president of YS (Norway) and the female general secretary of CGIL (Italy) have both been replaced by male successors. At the same time the new general secretary of ABVV / FGTB, is a woman who has replaced a man. In addition, ASÍ (Iceland), whose president is a woman, replied this year but did not reply in 2018.

#### Chart 4: Gender of confederation leader (2019)

Source: ETUC Annual Gender Equality Survey 2019

These figures suggest a slight fall-back since 2018, when 11 of 42 leadership positions (26.2%) were held by women, although an improvement on 2017, when 11 out of 46 (23.9%) leadership positions were in women’s hands. However, as with the figures for membership, the results are affected by the fact that not all confederations respond every year.

Figures for the gender breakdown of all presidents and general secretaries in 2018 are set out in Table 13. They show that women account for seven of the 33 presidents (21.2%) but 12 of the 25 general secretaries (48.0%). However, as presidents are more likely to be the political leaders of their confederations than general secretaries, only 11 leadership posts out of 43 (25.6%) are held by women.

#### Table 13: Presidents and general secretaries by sex 2019

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Position** | **President** | ***as leader*** | **General secretary** | ***as leader*** | **Presidents and general secretaries** | ***as leader*** |
| Men | 26 | *25* | 13 | *7* | 40 | *32* |
| Women | 7 | *6* | 12 | *5* | 18 | *11* |
| Total | 33 | *31* | 25 | *12* | 58 | *43* |

Source: ETUC Annual Gender Equality Surveys 2019

This is well below the more than 40% of trade union members who are women.

### Overall leadership team

It is even more difficult to compare other leadership positions across confederations as the importance and influence of individuals in these positions will vary from confederation to confederation depending on the overall structure of the leadership team.

As well as asking about the sex of the president and general secretary in each confederation, the survey also asks the same question about the vice-presidents (first, second and third), the deputy general secretaries (first, second and third) and the treasurer. However, this may not always provide an accurate reflection of the decision-making and executive structure.

Table 14 provides figures on the proportion of women in leadership in each confederation, based in most cases on the responses to the question on the senior officials listed above, and including the political leaders of the confederation. However, this approach has limitations, as the example of the Spanish confederation CCOO makes clear. The only post identified in the survey is that of the general secretary who is a man. However, the leading body in the confederation is the 14-strong executive committee, which, in line with the confederation’s overall policy on parity, has seven women members, meaning that seven out of 15members of the leadership (47%) are women.

Many other confederations are in a similar position and the figures in Table 14 can only be an approximate indicator of the presence of women in leadership, and may either overstate or understate the real position. However, they indicate to some degree the extent to which women’s voices are heard at the highest level of the confederations.

#### Table 14: Gender breakdown of the leadership of confederations 2018

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Leadership team (% women)** |
| Austria | ÖGB | 20.0% |
| Belgium | ABVV / FGTB | 42.9% |
| Belgium | ACLVB/CGSLB | 33.3% |
| Belgium | ACV / CSC | 42.9% |
| Bulgaria | PODKREPA | 42.9% |
| Croatia | SSSH / UATUC | 20.0% |
| Czech Republic | ČMKOS | 33.3% |
| Estonia | EAKL | 0.0% |
| Finland | AKAVA | 16.7% |
| Finland | SAK | 33.3% |
| Finland | STTK | 50.0% |
| France | CFDT | 33.3% |
| Germany | DGB | 50.0% |
| Greece | GSEE | 0.0% |
| Hungary | LIGA | 50.0% |
| Hungary | SZEF- ÉSZT | 66.7% |
| Iceland | ASÍ | 40.0% |
| Ireland | ICTU | 50.0% |
| Italy | CGIL | 50.0% |
| Italy | CISL | 50.0% |
| Italy | UIL | 0.0% |
| Latvia | LBAS | 50.0% |
| Lithuania | LPSK / LTUC | 100.0% |
| Netherlands | CNV | 25.0% |
| Netherlands | FNV | 50.0% |
| Norway | LO-N | 50.0% |
| Norway | UNIO | 80.0% |
| Norway | YS | 33.3% |
| Poland | NSZZ-Solidarność | 16.7% |
| Poland | OPZZ | 25.0% |
| Serbia | Nezavisnost | 20.0% |
| Slovenia | ZSSS | 25.0% |
| Spain | CCOO | 46.0% |
| Spain | ELA | 66.7% |
| Spain | UGT-E | 33.3% |
| Spain | USO | 0.0% |
| Sweden | LO-S | 50.0% |
| Sweden | TCO | 66.7% |
| Switzerland | SGB/USS | 25.0% |
| Turkey | HAK-İŞ | 0.0% |
| UK | TUC | 33.3% |
| **Average (41 Confederations)** | | **37.1%** |

Source: ETUC Annual Gender Equality Survey 2019

The table shows that in 15 of the 41 confederations providing details, women make up 50% or more of the leadership team, and there are another five, where they make up between 40% and 50%.

The 20 confederations where 40% or more of the leadership team are women include four of the five largest in the ETUC, the DGB (Germany), CGIL, CSIL (both Italy) and ACV/CSC (Belgium).

Among the others, there are seven where between 30% and 39% of the senior officials identified in the survey are women, another seven where they make up between 20% and 29% and two where women account for between 10% and 19%.There are five confederations where there are no women in the leadership team. However, as already noted, this may reflect the structure of the leadership of the confederation concerned rather than the real situation.

For all 39 confederations, **the average proportion of women in these senior positions is 37.1%** (This is calculated by taking an average of the proportions for each union, rather than by dividing the total number of women in leadership positions by the total number of individuals in these positions.)

This is almost the same as the position in 2018, when the average proportion for 39 confederations was 37.2%. The figure in 2017 was 30.4% across 43 confederations, although the figures were calculated in a slightly different way at that time.

#### Chart 5: Proportion of women in leadership teams (2019)

Source: ETUC Annual Gender Equality Surveys 2018

### Women in key decision-making bodies

This year for the third time (the previous occasions were last year and 2016), confederations were asked whether there was a body which took decisions between Congresses, and, if there was, to provide the proportion of women on this committee. As well as asking about the gender breakdown, and in order to have some understanding of its role, confederations were also asked for the name of the committee and its size, as well how often it met annually. Where there were several decision-making committees of this sort, the respondents were asked to provide details of the one that met most frequently.

All of the confederations which responded to the survey, with the exception of OPZZ (Poland) provided some or all of this data, and the responses are set out in Table 15.

The size of the bodies ranges widely. There are 571 members in ACV / CSC (Belgium) but only four in the managing board of the DGB (Germany). There are also differences in the frequency in which these bodies meet, which reflects their different roles in the confederations. While the Managing Federal Board (Geschäftsführender Bundesvorstand) of the DGB meets weekly, the General Council (Consiglio generale) of CISL (Italy) only meets twice a year. Generally bodies which meet more frequently are smaller than those which meet less often.

#### Table 15: Gender breakdown of decision-making body between Congresses 2019

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **Number of members** | **Meetings per year** | **%age women** |
| Austria | ÖGB | 23 | 10 | 39.0% |
| Belgium | ABVV / FGTB | 46 | 24 | 39.0% |
| Belgium | ACLVB/CGSLB | 284 | 2 | 29.0% |
| Belgium | ACV / CSC | 571 | 3 | 36.7% |
| Bulgaria | PODKREPA | 68 | 6 | 40.0% |
| Croatia | SSSH / UATUC | 18 | 12 | 27.8% |
| Czech Republic | ČMKOS | 30 | 12 | 26.7% |
| Estonia | EAKL | 13 | 14 | 30.8% |
| Finland | AKAVA | 21 | 12 | 20.0% |
| Finland | SAK | 20 | 11 | 30.0% |
| Finland | STTK | 26 | 11 | 50.0% |
| France | CFDT | 10 | 52 | 50.0% |
| Germany | DGB | 4 | 52 | 50.0% |
| Greece | GSEE | 15 | 9 | 13.0% |
| Hungary | LIGA | 12 | 12 | 33.3% |
| Hungary | SZEF- ÉSZT | 70 | 2 | 60.0% |
| Iceland | ASÍ | 15 | 22 | 46.7% |
| Ireland | ICTU | 35 | 11 | 34.3% |
| Italy | CGIL | 179 | 10 | 46.9% |
| Italy | CISL | 212 | 2 | 30.0% |
| Italy | UIL | 200 | 2 | 37.0% |
| Latvia | LBAS | 9 | 6 | 44.0% |
| Lithuania | LPSK / LTUC | 81 | 2 | 54.0% |
| Netherlands | CNV | 7 | 10 | 0.0% |
| Netherlands | FNV | 105 | 10 | 26.0% |
| Norway | LO-N | 15 | 45 | 46.7% |
| Norway | UNIO | 16 | 12 | 50.0% |
| Norway | YS | 27 | 6 | 37.0% |
| Poland | NSZZ-Solidarność | 105 | 12 | 7.6% |
| Serbia | Nezavisnost | 12 | 12 | 8.0% |
| Slovenia | ZSSS | 28 | 12 | 36.0% |
| Spain | CCOO | 173 | 8 | 41.0% |
| Spain | ELA | 36 | 26 | 20.0% |
| Spain | UGT-E | 13 | 24 | 46.0% |
| Spain | USO | 7 |  | 43.0% |
| Sweden | LO-S | 18 | 18 | 28.0% |
| Sweden | TCO | 16 | 10 | 50.0% |
| Switzerland | SGB/USS | 8 | 8 | 50.0% |
| Turkey | HAK-İŞ | 6 | 12 | 0.0% |
| UK | TUC | 26 | 11 | 42.0% |
| Average (40 confederations) | | 63 | 14 | 35.0% |

Source: ETUC Annual Gender Equality Survey 201

In total 40 confederations were able to provide information on the proportion of women in these bodies, and the results break down as follows. In eight confederations, SZEF- ÉSZT (Hungary), LPSK / LTUC (Lithuania), UNIO (Norway), TCO (Sweden), STTK (Finland), CFDT (France), the DGB (Germany) and SGB/USS (Switzerland), the proportion of women on this committee was 50% or above. In a further nine confederations, the percentage of women on this body was between 40% and 49%. There were 11 where it was between 30% and 39%, and seven where women made up between 20% and 29% of the committee. In one confederation, the proportion of women on this committee was between 10% and 19%, and in four it was below 10%, including two with no female representation.

The **average percentage of women in this decision-making body was 35.0%,** slightly below the proportion of women in the confederation’s leadership teams. (As with the percentage of women in the leadership teams, this figure is calculated by taking an average of the proportion for each union, rather than by dividing the total number of female members by the total number of members.)

This is an improvement on the situation last year, when women made up 33.5% of the members of these committees in 39 confederations, and in 2016, when women made up 29.7% of these committees in 50 confederations. However, as with other areas, comparisons may be distorted by the changes in the confederations which reply. In addition, some confederations have provided information on different committees at different times.

#### Chart 6: Proportion of women in key decision-making body (2018)

Source: ETUC Annual Gender Equality Survey 2019

## Implementation of the 2011 ETUC recommendations on gender balance

National confederations were asked how they had followed up the implementation of ETUC Recommendations for improving gender balance in trade unions since the last time they had responded to the gender equality survey.

In total, 31 of the 41 confederations replying provided information on this, with some giving a detailed history of development since 2011, setting out the key moments of change. Space does not allow this all to be presented, and this section of the report indicates the key developments the confederations chose to highlight.

It is important to emphasise that this is unlikely to be a full picture as a specific question on these issues were not asked.

Many confederations reported that they now had rules or practice which required that there should be an adequate representation of women in their structures. This is the case in:

* ÖGB (Austria), where the proportion of women must be at least equal to the number of female members;
* ABVV /FGTB (Belgium), where the 2018 congress decided on gender parity in the federal secretariat and at least one third women in each regional and sectoral delegation;
* SSSH / UATUC (Croatia), which aims to increase the share of women in decision-making bodies to at least 30% (although this is a target rather than an obligation);
* EAKL (Estonia), which has gender balanced delegations;
* AKAVA (Finland), which has tried to ensure gender balance in ETUC representations and activated gender balance issues within the confederation and with member unions;
* CFDT (France), which has gender parity in its executive committee and national bureau and a plan of action for better representation for women in individual unions;
* DGB (Germany), whose national congress in May 2018 decided on quotas in the representation of women in the district/regional boards of the DGB;
* UIL (Italy), which has increased the female presence within the confederal secretariat and among other union female leaders; the confederal secretariat is now made up of three female and three male confederal secretaries;
* LO (Norway), whose elected leadership is gender balanced with four women and four men;
* UNIO (Norway), which strives to have equal gender representation which mirrors its members, and will have at least four female member in its delegation at the ETUC Congress;
* CCOO (Spain), which has balanced representation in the management bodies of the union and aims to introduce this at all levels;
* USO (Spain), which agreed at a recent Congress “to advance in the next four years towards achieving representative parity between women and men in the bodies of the union of proportions of not less than 40% and not more than 60% for each gender”.
* LO (Sweden), where gender equality must be considered in all nominations to all positions where appointments are decided by the governing board;
* SGB / USS (Switzerland), which has quotas for balanced gender representations in its bodies; and
* TUC (UK), which has reserved seats for women on its statutory equality committees and its General Council.

Others, such as ICTU (Ireland) and CISL (Italy) are considering or have agreed this this for the future. ICTU, for example reported: “We are also developing a leadership programme which will address the need for our structures to reflect the gender breakdown of our membership.”

Another way in which confederations work to implement the 2011 recommendation is by analysing women’s progress in their organisations on a regular basis. Examples here are:

* ACV/CSC (Belgium), which collects details from across the confederation and presents an annual report to its general council;
* SSSH / UATUC (Croatia), whose 2014 Congress mandated the UATUC Women’s Section to prepare regular annual reports on representation of women in genuine decision-making, policies and decisions of the confederation and its affiliated trade unions, to be discussed by the UATUC Council and decision-making bodies of the affiliated trade unions;
* ASÍ (Iceland), where there is an annual gender audit, which includes statistics regarding the participation of women in decisions-making positions at all levels of the Confederation and its affiliated unions;
* ICTU (Ireland), which is currently carrying out an equality audit to examine the position of women employees and members throughout the movement;
* ZSSS (Slovenia), whose equal opportunities committee monitors the implementation of the principles of equality;
* UGT (Spain), which has agreed to produce an annual report on the position of women across the union, as well as progress on other gender-related issues;
* USO (Spain), where gender-disaggregated statistics will be produced on participation in all trade union activities and on the representation of women and men in decision-making bodies;
* TUC (UK), which uses the its regular (every two years) equality audit to track progress by affiliates in bargaining for equality, and to ensure unions are taking steps to promote equality in their membership, structures and processes, and to ensure they reflect the diversity of their membership. It promotes the findings of the audit widely among unions, the TUC’s equality structures and at the annual Congress.

These are by no means the only ways that the confederations are working to implement the 2011 recommendations from the ETUC. Several refer to training and mentoring provided to women activists and potential leaders. They include ÖGB (Austria), ČMKOS (Czech Republic), EAKL (Estonia), ASÍ (Iceland), LBAS (Latvia), LPSK / LTUC (Lithuania)and HAK-İŞ (Turkey). LPSK / LTUC said that it “worked through the organisation’s training departments and/or national training organisations to put in place measures for the training and mentoring of women in order to prepare women for leadership and decision-making roles”. And in its reply HAK-İŞ drew attention to its “Empowering women workers through training” project, which covers 400 workers in eight provinces and aims to help women play an active role in working life and the trade union movement”. It also stated that, priority is given to the equal participation of female and male members in the training courses organised by our union”.

In addition, a number of confederations have provided awareness raising training on issues related to gender equality. This includes LIGA (Hungary), ZSSS (Slovenia) and USO (Spain).

A final element which emerges from the responses is the crucial role paid by structures that bring women activists together. These may be women’s sections, women’s committees, women’s conferences or women’s departments, but they provide a route to a greater involvement of women in the activities and ultimately in the leadership of the confederations. As the response from FNV (Netherlands) notes, “FNV has a network of female members, which promotes the engagement of women within the Union. During elections there is special focus on persuading women to put themselves forward as candidates.”

Although these responses indicate that most confederations are making a major effort to respond to the 2011 recommendations, they also make it clear that sometimes this is hard. For example the rules of the ABVV / FGTB in Belgium provide for women to make up at least a third of each union delegation. However, unfortunately at the national congress in 2018, there were 73 women short of the required number. As a result, each participant wore a sticker stating: "I also represent the 73 missing women”.

Some replies indicate that there may be even further to go. One confederation stated: "We do not deal with gender policy", while another commented: “gender issues are not treated as priority issues by the confederation and are mostly promoted by its women’s section”.

## Overall conclusions

With a slightly higher level of responses this year, the 2019 Annual Gender Equality Survey, the 12th, allows a number of key conclusions to be drawn on the position of women in membership and leadership positions in ETUC’s affiliated national confederations.

Across Europe, women make up almost half of all employees (47.1%), but slightly fewer union members (45.1%). The proportion of women in national union confederations is increasing or stable in most cases and growing trade union membership among women has at least partially offset the fall in trade union membership among men.

As the ETUC has pointed out, the leadership of national union confederations needs to reflect this change, particularly if trade unions are to continue to be attractive to potential women members. The survey indicates that many national confederations have taken steps in this direction and much has changed. In almost all cases confederations are able to report that they have taken new measures with regard to gender equality in the period since they last provided information.

Despite this the figures show that there is still some way to go. While 45.1% of trade union members are women, they account for only 37.1% of the people in the leadership team, 35.0% of the members’ of confederations key decision-making body between congresses and only 25.6% of the national confederations’ key leaders. Two of these percentages are slightly down on 2018, although higher than in previous years. This is an indication that, while progress is being made, movement forwards in not guaranteed every year.

#### Chart 6: the proportion of women (2019)

## European Trade Union Federations

Unfortunately only three out of the 10 European Trade Union Federations (ETUFs) replied to the 2019 Annual Gender Equality Survey, making it impossible to draw conclusions for the group as a whole. EFFAT, EFBWW and EPSU replied; the EAEA, the EFJ, the ETF, ETUCE, EUROCOP, IndustriAll and UNI-Europa did not. This level of response is higher than in 2018, when only two federations EFFAT and ETUCE replied.

The membership figures for the three federations which replied are set out in Table 16. They show EPSU with both the highest membership and the highest proportion of women in membership

#### Table 16: Membership and women’s membership

|  |  |  |  |
| --- | --- | --- | --- |
| **ETUF** | **Membership** | **%age women** | **Basis of women’s membership** |
| EFFAT | 1,500,000 | 40.5% | Survey in 2007 to which unions representing 65% of membership replied |
| EFBWW | 2,000,000 | n.a | No figures on woemn’s membership |
| EPSU | 8,000,000 | 62% | Based on survey in 2018 to which 58 affiliates replied |

Looking at the leadership of the three ETUFs responding, men are the key leaders in the all three federations. Women make up 57% of the leadership team in EPSU and 33% in EFFAT, but there are no women in the leadership team in EFBWW.

In EFFAT women make up 40% of the membership of the committees which take decisions between congresses; in EPSU the figure is 34% and in EFBWW it is 14%.

# Gender pay gap

As well as covering the position of women both as members and in leadership positions within unions, the 2018 Annual Gender Equality Survey, as in previous years, asked about an issue of broader concern to women and the unions which represent them. The topic chosen by the women’s committee for the survey this year was the gender pay gap.

**Key points**

The report is based on the responses of 39 confederations from 25 countries.

The latest figures from Eurostat show the average gender pay gap, excluding those working in public administration, to be 16.0% in the EU, ranging from 25.6% in Estonia to 3.5% in Romania. However, a very low gender pay gap may not necessarily be positive. It may simply mean that there are fewer women in the labour force.

Looking at the impact of **European Union legislation and initiatives**, the questionnaire asked about the “Recast Directive” and the Recommendation on Pay Transparency.

It found that most of the confederations indicated that the impact of the **Directive** had been limited, particularly in terms of mainstreaming pay transparency and preventing pay discrimination, where a majority considered it had made no difference or resulted in only minor changes. It was seen to have had slightly more impact in enforcing pay discrimination measures and ensuring access to justice, but no confederation assessed its impact as very major. Despite that most confederations thought the Directive had been useful, particularly in ensuring common progress. The view of STTK (Finland) is indicative of the general feeling: “Directive gives joint guidelines for all the member countries. Without directive the situations in member countries might differ quite a bit from each other.”

The **Recommendation** on Pay Transparency was also seen to have had only a limited impact, as only 12 confederations from eight states said it had been implemented domestically, with confederations putting forward a variety of reasons why this was the case. In some countries, like Ireland, the legislation is still in process of being introduced, and in others, like the Netherlands, the government thinks the existing legislation is sufficient. Only 10 confederations said that they had been consulted on the Recommendation.

On the **impact of other European and international obligations or standards** the reponses indicate that ILO Conventions in particular have been useful, but that the General Data Protection Regulation (GDPR) has been used by some employers as an excuse nor to provide details on pay and pay structures.

Looking at **national legislation**, the questionnaire asked about existing legislation on equal pay for work of equal value, pay reporting and other relevant legislation.

On **legislation on equal pay for work of equal value**, the overall picture was positive, with almost half the confederations (18) considering the legislation to be “very” or “somewhat” effective. However, the information on its application was less encouraging, with most saying that there was no information on the number of cases brought under the legislation. And where this information was available most confederations thought the number was low relative to the scale of the problem. Most confederations (24 out of 38) though the legislation was hard to use. The response from ČMKOS (Czech Republic) indicates the problem: “There is very little chance of a successful case without (often costly) professional legal advice. Courts can take several years to rule in a case.”

There are 13 states with **gender pay reporting**, Austria, Belgium, Denmark, Finland, France, Germany, Hungary, Iceland, Italy, Lithuania, Sweden, Switzerland (where the implementation regulations are still awaited) and the UK.[[3]](#footnote-4) Ireland is expected to join this group shortly, perhaps by the end of 2019.The thresholds range from zero in Sweden and 25 in Iceland to 250 in the UK. The figures are for average pay, although sometimes with other details. And companies must normally report either every year or every other year. In most countries only employee representatives within the organisation see the full figures, although sometimes figures also go to the government or government bodies. However, there are three countries where the figures are published more widely (Germany, Iceland and the UK). There are two states, France and Iceland, where evidence showing the existence of a gender pay gap may produce more direct consequences for the company. In France, persistent low scores on an index, of which the gender pay gap is part, can lead to fines. In Iceland, an “Equal Pay Certificate” is an essential requirement to operate. Confederations have a generally positive view of this legislation.

As well as asking about pay reporting, the survey also asked whether, other than anti-discrimination legislation, there was there **legislation covering other aspects of gender equality** which aimed to reduce the gender pay gap. In total, 22 confederations said there was legislation of this sort, although not all of them described in detail what it involved. Where the contents of the legislation were defined, the most common form of action required was the production of an equality plan.

Looking at **government action** to tackle the gender pay gap, improving work-life balance was the action which government had taken most frequently with almost 90% doing so. Around three-quarters had taken some action to combat women’s labour market segregation, both sectoral and vertical, and around half had acted to promote knowledge of the gender pay gap. However, only a sixth had taken action to give higher value to female-dominated sectors.

The confederations were also asked for their views on the main **causes of the gender pay gap**, and, although this was an entirely open-ended question, there was a high level of consistency between the responses. Overall,29 confederations identified labour market segregation as a main cause of the gender pay gap in their countries and 19 saw the impact of actual or perceived family responsibilities as a key cause of the gender pay gap. Each confederation was able to identify two main causes, producing 78 responses. Other causes identified included: education and career choices (6), gender stereotyping (4), lack of welfare and social facilities (3), and part-time working (3).

The questions on **union action to tackle the gender pay gap** looked both at what the confederations themselves were doing and the activities of their affiliates.

Most **confederations** (33 out of 39) said that they had taken action, and the most common form of action, reported by 28 confederations, was “Making a reduction of the gender pay gap a policy/priority for the organisation”, this was followed by “Lobbying government on the gender pay gap”, reported by 27, and “Setting collective bargaining targets to reduce the gender pay gap” reported by 25. The least common form of action, reported by 18, was “Analysing progress by … affiliates in reducing the gender pay gap through collective bargaining

Most confederations (33 out of 39) also reported that their affiliates were using **collective bargaining** to reduce the gender pay gap, and the most frequently found area of action related to work-life balance, followed by increased flexibility for workers, improved pay transparency, larger increases for lowest paid, longer hours for part-timers, and improved training.

**Affiliates** were also taking their **own actions**, with training, public campaigns, lobbying and research found most frequently.

Finally, the responses to the request for specific recommendations on improving the implementation of the principle of equal pay generally concentrated on solutions to specific national problems. However, the overarching themes were: greater pay transparency, improved rights for representatives and stricter implementation of the rules by governments.

## Contents and coverage

As well as providing some brief background on the extent of the gender pay gap, this section looks at:

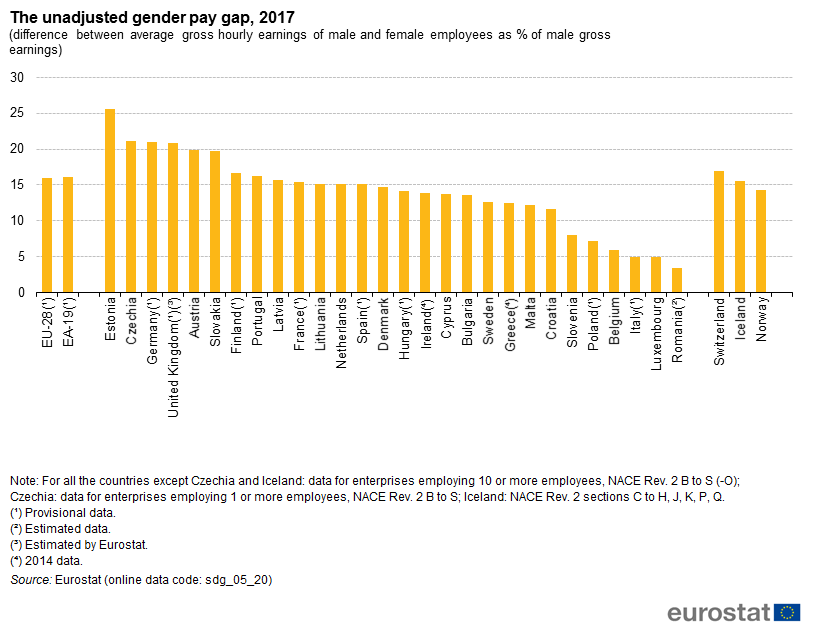
* the impact of European Union legislation and initiatives;
* national legislation, in particular pay reporting;
* national government action to tackle the gender pay gap;
* the union view on the causes of the gender pay gap; and
* union action to tackle the gender pay gap, both at the level of the confederations and individual affiliates.

The report is based on responses from the 39 national confederations from 25 countries which replied to this section of the questionnaire. These are all the confederations which replied to the section on women in membership and leadership positions, with the exception of SSSH / UATUC (Croatia) and CGIL (Italy), although not all confederations replied to all the questions.

## The extent of the gender pay gap

The latest figures from Eurostat, the EU’s official statistical agency, show that, in 2017, women's gross hourly earnings were on average 16.0% below those of men in the European Union (EU-28) and 16.1% in the Euro area (EA-19). Across Member States, the gender pay gap varied by 22 percentage points, ranging from 3.5 % in Romania to 25.6 % in Estonia. These figures are for employees in the whole economy other than agriculture and also (very importantly) public administration, and are set out in Chart 7.[[4]](#footnote-5)

#### Chart 7: the gap between men’s and women’s hourly pay



The Eurostat figures relate to hourly rather than monthly or weekly earnings, and women are more likely to work part time then men, the gap between their weekly or month earnings and men’s will be even larger. It is also important to emphasise that a very low gender pay gap may simply mean that there are fewer women in the labour force and that those who are employed have higher qualifications and are therefore likely to earn more. As a recent Eurostat study looking at the reasons for the gender pay gap noted “countries with a high female employment rate tend to exhibit a large unadjusted gender pay gap and vice versa. This could be due to ‘self-selection’ of women into paid employment. This is more evident for countries such as Croatia, Italy, Luxembourg, Poland, Malta, Romania and Slovenia”.[[5]](#footnote-6)

## European Union legislation and initiatives

### The impact of the “Recast Directive”

This section of the questionnaire asked about the impact of the 2006/54/EC Directive on Equal opportunities and equal treatment of men and women in matters of employment and occupation. This Directive, widely known as the ‘Recast Directive’ mainly clarifies the concept of pay and reverses the burden of proof in pay discrimination cases. Respondents were asked about is effect in four main areas:

* mainstreaming pay transparency;
* preventing pay discrimination;
* enforcing anti-discrimination measures; and
* ensuring access to justice for victims of pay discrimination.

Most of the responses indicated that the impact of the Directive had been limited, particularly in terms of the first two areas of mainstreaming pay transparency and preventing pay discrimination. In both of these areas a majority of the 38 confederations replying said that the Directive had either made no difference or resulted in “very minor” changes (see Table 17). One confederation, the TUC in the UK, did not respond to the questions on EU legislation.

In the area of pay transparency, seven confederations said the Directive had produced “minor” changes and three, the DGB (Germany), LIGA (Hungary) and LPSK / LTUC (Lithuania) said the Directive had produced “major” changes. In addition LBAS (Latvia) noted that the impact of the directive on mainstreaming pay transparency had been “minor” in terms of policy implementation, but “major” in terms of policy setting. There were no confederations saying that there had been “very major” changes as a result of the Directive, but there were seven confederations which said either that they did not know (six) or that the Directive was not relevant (one – Iceland). Five of the six confederations that did not know were from non-EU states (Norway, Switzerland and Turkey).

In the area of preventing pay discrimination, as well as the 21 confederations, which said that the Directive made no difference or had had only a “very minor” impact, there were a further eight, which said it had resulted in “minor changes” and only two, LIGA and LPSK/LTUC, which described it effects as “major”. There was also the same group of seven confederations, which responded that they did not know or that the Directive was irrelevant to their situation.

The situation on enforcing anti-discrimination measures is slightly different. Again similar numbers of responses said that it had made no difference (11) or had produced only “very minor” changes. However, nine said it produced “minor” changes and six that it had produced “major” changes. These six included LIGA and LPSK / LTUC, but also the three Belgian confederations, ABVV / FGTB, ACLVB/CGSLB and ACV / CSC, plus OPZZ (Poland). Again there were the same seven confederations for which the impact was either not known or the Directive itself not relevant.

In terms of ensuring access to justice, more confederations (13) were will to say that it had resulted in “minor changes”, while only seven said it had made no difference and eight said the changes were “very minor”. However, only LIGA and LPSK / LTUC said the changes had been “major”. There were seven confederations which did not know or considered the impact not relevant, with an additional confederation joining the “don’t know” group.

#### Table 17: the impact of the “Recast Directive”

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Made no difference | Resulted in very minor changes | Resulted in minor changes | Resulted in major changes | Resulted in very major changes | Don’t know / not relevant |
| Mainstreaming pay transparency in national policy (38) | **8** | **12** | **7.5** | **3.5** | **0** | **7** |
| Preventing pay discrimination and realising pay transparency (38) | **9** | **12** | **8** | **2** | **0** | **7** |
| Enforcing anti-discrimination measures relating to the pay of women and men (38) | **11** | **5** | **9** | **6** | **0** | **7** |
| Ensuring access to justice for victims of sex discrimination in relation to pay (38) | **7** | **8** | **13** | **2** | **0** | **8** |

However, when asked about the consequences of not having the Equal Pay Directive, but instead relying only on the Treaty provision, many confederations considered that its existence was useful as Table 18 shows. Although there were some confederations which did not answer this question, said that they did not know, or that the issue was not relevant for them (ASÍ in Iceland), 17 out of the 38 that replied to this part of the question suggested that without the Directive things would be worse. (On this question, as for many of the other questions on the Gender Pay Gap, the three Belgian confederations, ABVV / FGTB, ACLVB/CGSLB and ACV / CSC, submitted a single, joint reply.)

#### Table 18: the consequences of no directive

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Consequences of not having a Directive** |
| Austria | ÖGB | There would be weaker equal treatment law |
| Belgium | ABVV / FGTB | Thanks to European directives member states have been required to introduce measures from 1975 onwards |
| Belgium | ACLVB/CGSLB |
| Belgium | ACV / CSC |
| Bulgaria | PODKREPA | The situation of working women would worsen through stress and the insecurity, dues to the rapid changes at work place, namely the technological innovations, the increased age for retirement, the restrictions in social services. |
| Finland | AKAVA | It is vital to have a directive covering this and ensuring progress in all member states, and therefore without it, progress would be more diverse and unequal |
| Finland | SAK | Otherwise there would be a great dispersion in the situation of equal pay |
| Finland | STTK | Directive gives joint guidelines for all the member countries. Without directive the situations in member countries might differ quite a bit from each other |
| Germany | DGB | It would have taken much longer to pass the Act to Promote Transparency of Pay Structures (“Entgelttransparenzgesetz” - EntgTranspG) |
| Hungary | LIGA | Directive helps to reinforce the importance of equal pay. It is a useful instrument to narrow the Gender Pay Gap |
| Latvia | LBAS | Directive gives more clarity and details |
| Lithuania | LPSK / LTUC | The pay gap between men and women would increase |
| Norway | UNIO | I don’t think it has had any |
| Poland | NSZZ-Solidarność | The Treaty itself does not guarantee the equality of remuneration. The Directive forces the member states to undertake additional activities in order to implement this provision in practice. |
| Serbia | Nezavisnost | Directive would be the guarantor of equal treatment of women and men at work. The Directive prevents possibility for discrimination |
| Slovenia | ZSSS | The standard of protection of victims of discrimination would be lower on national level in many member states resulting also in practice. But since the Directive is not giving the effective/anticipated results regarding the implementation of equal pay principle in practice, we believe that the revision of the Directive is needed. We need to make EC recommendations more binding for the member states |
| Spain | CCOO | Lack of a directive would mean a more insecure wage situation for women, since there are still mentalities that are underestimating women's work and denying the existence of a wage gap. Transposing the directive to the legal framework of each State would help to eliminate wage inequality. |
| Spain | UGT-E | The directive 2006/54/EC is totally insufficient to reduce and eliminate pay discrimination. What is needed is that the Commission’s 2014 Recommendation on Pay Transparency and the European Parliament Resolution of 12 September 2013 on the application of the principle of equal pay for male and female workers for the same work or for work of equal value (2013/2678 (RSP)) should be made part of a specific Directive on equal pay for work of equal value. |
| Sweden | TCO | Probably not make a big difference in Sweden |
| Turkey | HAK-İŞ | Equal pay directives are important for candidate countries in transition as an example of best practice |

The main exceptions were the response from the UGT (Spain), which concentrated on the Directive’s limitations, and the responses from UNIO (Norway) and TCO (Sweden), where it was felt that the Directive had had little effect.

### Recommendation on Pay Transparency

In 2014, the Commission adopted a Recommendation on Pay Transparency, [[6]](#footnote-7)calling on Member States and social partners to address this issue in collective bargaining and policy making and encourages a range of measures including providing access to pay data, the implementation of pay audits and reporting on pay issues. In 2017 a Report on the implementation of the Recommendation[[7]](#footnote-8) showed that only six Member States (Germany, France, Finland, Lithuania, Sweden and the UK) had either adopted new pay transparency measures or improved existing measures following the adoption of the Recommendation, while there were a further three (Ireland, Italy and the Netherlands) who were in the process of doing so.

The responses to the questionnaire also indicate the limited extent to which the Recommendation has been taken up by EU member states. Of the 38 confederations from 24 countries responding to this part of the Gender Pay Gap survey, only 12 confederations from eight states said that the Recommendation had been implemented domestically. These included all three confederations from Belgium and Finland, as well as PODKREPA (Bulgaria), the CFDT (France), the DGB (Germany), LIGA (Hungary) LBAS (Latvia) and LPSK / LTUC (Lithuania). However, even these responses are qualified as the Belgian confederations reported that, “In Belgium the law (22 April 2012) was in force well before the Commission's recommendation”. In Latvia LBAS stated that the Recommendation had been “partly” implemented.

In the countries, where the responses indicated that the Recommendation had not been implemented, the confederations presented a variety of reasons why this had been the case (see Table).These include countries, where the legislation is still in process of being introduced (Ireland), others where government thinks the existing legislation is sufficient (Netherlands) and others where the reasons are unclear. In addition, CISL (Italy), OPZZ (Poland), UGT-E and USO (Spain) and HAK-İŞ (Turkey) also stated that the Recommendation had not been implemented.

#### Table 19: reason for failure to implement recommendation

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Reason why Recommendation was not introduced** |
| Greece | GSEE | We do not know. There is no process of institutional tripartite social dialogue in force on gender equality and non-discrimination. |
| Ireland | ICTU | The current Government has committed to introducing legislation requiring companies to report on their gender pay gap but this has not yet completed its passage through the parliament. In Northern Ireland, provision for Gender Pay Gap Regulations was made in the Employment Act 2015. However, because there is no functioning Government in NI, the Regulations have not yet been drafted by the responsible Department. |
| Italy | UIL | Italy already has numerous laws but there have been no changes because the occupational segregation of women is determined by a non-friendly culture |
| Netherlands | FNV | Implementing the Recommendation would lead to an increase in administrative burden for employers. Also the position of the Dutch government was that the Dutch legislation was sufficient |
| Poland | NSZZ-Solidarność | According to the Polish government this document is for information purposes only and does not have direct social, economic and financial effects. Since it is a recommendation it is not obligatory. The government declares support this purpose and the implementation of appropriate measures, including monitoring the compliance with the principle of equal pay by employers. However, in 2016 the National Action Plan for Equal Treatment was discontinued. Currently, there is no National Action Plan for Equal Treatment for the future. |
| Slovenia | ZSSS | We have addressed this question to our Ministry of Labour, Family, Social Affairs and equal opportunities but unfortunately, till the due date we have not received any explanation from their side. |
| Spain | CCOO | The previous PP government, in January 2018, proposed changes in some articles of labour legislation within the framework of social dialogue. The proposals presented did not guarantee wage transparency and audits in all companies, affecting only large ones. For these reasons they were rejected by the unions. |
| Switzerland | SGB/USS | Not part of EU |

Asked about consultation over the Recommendation, only 10 confederations, PODKREPA (Bulgaria), AKAVA, SAK, STTK (all Finland), CFDT (France), DGB (Germany) LIGA (Hungary), ICTU (Ireland), UIL (Italy) and LBAS (Latvia), said that this had occurred. However, their responses and those from other confederations indicate that in many other countries the Recommendation had been discussed, either internally or with the government (see Table 20).

#### Table 20: details of Consultation on Recommendation

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Details of consultation** |
| Belgium | ABVV / FGTB | The 2012 law was already in force in 2014 and union representatives were invited to hearings during the parliamentary discussion of that law. In relation to implementation, the minister of employment asked for the opinion of the CNT, the joint body with equal representation of employers and unions. |
| Belgium | ACLVB/CGSLB |
| Belgium | ACV / CSC |
| Finland | AKAVA | Partner in tripartite negotiations on renewal of Finnish equality law 2015 |
| Finland | SAK | There was a tripartite working group and from 1.1.2015 the “wage survey” at working places was added into the Equality Act |
| Finland | STTK | We were involved when the legislation was prepared in tripartite way |
| France | CFDT | In 2015, in the context of the legislation on the Modernisation of Social Dialogue and the introduction of tools for better information on employees (in large companies). A large part of the dossier, concerning equal pay for women and men was undertaken by our organisation. For the CFDT, the issue of occupational pay equality is a central topic in all negotiations. In 2018 we approved the creation of an Equal Pay Index effective 1 January 2019 |
| Germany | DGB | The DGB see this as a good first step, but what needs to be done is:   * expand the scope (claim to information from 200 employees or more); * implement mandatory test procedures; * establish sanctions for non-compliance. |
| Hungary | LIGA | Tripartite forum often discusses pay issues; unions get all necessary information |
| Ireland | ICTU | We have been part of the consultation on the ongoing work to get a Bill through parliament. In Northern Ireland, we have met with the responsible Department to discuss the content of the regulations. |
| Italy | CISL | The position of our organisation has always been clear on this point: "There must be equal pay on equal terms without distinction, above all any linked to gender. In fact, women continue to earn less than men, on average around the 17% less, thanks in particular to job segregation, both, vertical and horizontal ". |
| Italy | UIL | UIL has always maintained that equal pay for men and women is a fundamental value of the organisation. It is no longer acceptable that men earn 17% more than women and the gender pension gap is 48% |
| Latvia | LBAS | Strengthening collective bargaining system and coverage |
| Slovenia | ZSSS | ZSSS is supporting the implementation of the appropriate measures of the EC Recommendation (2014) such as improvement of transparency pay systems of the companies/organizations, the right of the employee to request pay information, pay audits and the obligation of social partners to include this topic in collective bargaining etc. in our national legislation. |
| Spain | CCOO | Union had a very detailed series of proposals covering the content of the legislation, the procedure and the penalties and sanctions, as well as further proposals on part-time workers and pensions. |

### The impact of other European and international obligations or standards

The responses to the question whether there were other EU level or international obligations and standards which reinforced or hindered progress in achieving the objective of reducing gender discrimination were fairly uniform.

Positive impacts were seen as coming from ILO Conventions, particularly C100 (The Equal Remuneration Convention), as well as the European Social Charter, European Convention on Human Rights and the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

In addition the response from ASÍ (Iceland), which is outside the EU, stated that the 1995 framework agreement on parental leave had had a significant impact on Iceland. The Icelandic Act on Maternity/Paternity and Parental Leave was changed in 2000, when leave was extended from six to nine months, with three months each for fathers and mothers and a further three months for the parents to share as they wished.

There is even more unanimity on the European obligation which has had the most negative impact. It is the General Data Protection Regulation (GDPR) which, although not negative in itself, has been used by some employers as an excuse not to provide details on pay and pay structures.

## National legislation

### Existing national legislation on equal pay for work of equal value

The survey asked about the effectiveness of existing national legislation to ensure equal pay for work of equal value and the views of the confederations are broadly positive. Although only one confederation, LPSK / LTUC in Lithuania, considered that national legislation was “very effective”, a much larger number – 17 – felt that the legislation was “somewhat effective”. A further seven confederations judged that the legislation was “neither effective nor ineffective”, while six thought it was “somewhat ineffective”. The TUC (UK) did not respond to this question.

#### Table 21: the effectiveness of existing legislation on ensuring equal pay for work of equal value

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Very effective** | **Somewhat effective** | **Neither effective nor ineffective** | **Somewhat ineffective** | **Very ineffective** | **Don’t know / not relevant** |
| LPSK / LTUC (Lithuania) | ÖGB (Austria) | AKAVA (Finland) | ČMKOS (Czech Republic) | ZSSS (Slovenia) | ASÍ (Iceland) |
|  | ABVV / FGTB (Belgium) | SAK (Finland) | DGB (Germany) | UGT-E (Spain) | NSZZ-Solidarność (Poland) |
|  | ACLVB/CGSLB (Belgium) | STTK (Finland) | CISL (Italy) | USO (Spain) | LO-S (Sweden) |
|  | ACV / CSC (Belgium) | CFDT (France) | UIL (Italy) |  | SGB/USS (Switzerland) |
|  | PODKREPA (Bulgaria) | SZEF- ÉSZT (Hungary) | FNV (Netherlands) |  |  |
|  | EAKL (Estonia) | OPZZ (Poland) | CCOO (Spain) |  |  |
|  | GSEE (Greece) | Nezavisnost (Serbia) |  |  |  |
|  | LIGA (Hungary) |  |  |  |  |
|  | ICTU (Ireland) |  |  |  |  |
|  | LBAS (Latvia) |  |  |  |  |
|  | CNV (Netherlands) |  |  |  |  |
|  | LO-N (Norway) |  |  |  |  |
|  | UNIO (Norway) |  |  |  |  |
|  | YS (Norway) |  |  |  |  |
|  | ELA (Spain) |  |  |  |  |
|  | TCO (Sweden) |  |  |  |  |
|  | HAK-İŞ Turkey |  |  |  |  |
|  |  |  |  |  |  |
| **1** | **17** | **7** | **6** | **3** | **4** |

However, while confederations’ general impression of national legislation in this area was more positive than negative, the information on its application was less encouraging. Most confederations (20 out of 38) said there was no information available on the number of cases brought each year under this legislation, and other 10 said either that they did not know or that the issue was not relevant. This leaves only eight confederations which said that there were statistics, and most considered that compared to the scale of the problem the number of cases was either “very low” (4) or “somewhat low” (3). LIGA (Hungary), which did not provide a figure on the number of cases, said the number was neither “low nor high”.

#### Table 22: statistics available on equal pay for work of equal value cases

|  |  |  |  |
| --- | --- | --- | --- |
| **Country** | **Confederation** | **Details** | **View on number of cases** |
| Austria | ÖGB | 137 cases on equal treatment in private sector (17 on equal payment) | Very low |
| Germany | DGB | A total of 12 % of employees have used their right to demand transparency. Currently there are three ongoing proceedings before the court | Somewhat low |
| Hungary | LIGA |  | Neither low nor high |
| Ireland | ICTU | Case numbers are included in annual report of the Workplace Relations Commission. There were 14,001 specific complaints received in 2017. Of these, 27% related to pay and 11% related to discrimination/equality. | Somewhat low |
| Norway | LO-N |  | Very low |
| Norway | YS | These cases are brought to different legal entities, such as the Equality Ombud, The Discrimination Tribunal, and different areas and levels of the judicial system. It is therefore possible to create such statistics, but it would demand lots of resources to do it | Very low |
| Slovenia | ZSSS | There are no court cases linked directly to Article 133 of Employment relationship act, defining that "the employer is obliged to pay equal pay for equal work and work of equal value, regardless of gender". | Very low |
| Sweden | LO-S | Very few (TCO estimates that there have only been about 10 cases since 1980) | Somewhat low |

The survey also asked whether the legislation was easy to use or difficult to use, and here a clear majority (24 out of 38) considered that it was either hard or very hard to make use of the legislation (See Table 23). No confederations thought it was “very easy” to use the legislation, and only five that it was “somewhat easy”. Four confederations considered it to be neither easy nor hard, and another five did not know, did not respond or did not consider the issue relevant. The totals are affected by the fact that in some countries several confederations responded, but it remains the case that there were four times as many countries (16), where confederations reported that it was “somewhat hard” or “very hard” to use the legislation as there were reporting that it was “somewhat easy” (four).

#### Table 23: ease of use of the legislation

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Very easy** | **Somewhat easy** | **Neither easy nor hard** | **Somewhat hard** | **Very hard** | **Don’t know / did not answer / not relevant** |
|  | ÖGB (Austria) | CFDT (France) | ABVV / FGTB (Belgium) | EAKL (Estonia) | ASÍ (Iceland) |
|  | DGB (Germany) | SZEF- ÉSZT (Hungary) | ACLVB/CGSLB (Belgium) | CISL (Italy) | YS (Norway) |
|  | LO-N (Norway) | CCOO (Spain) | ACV / CSC (Belgium) | UIL (Italy) | NSZZ-Solidarność (Poland) |
|  | UNIO (Norway) | LO-S (Sweden) | PODKREPA (Bulgaria) | Nezavisnost (Serbia) | OPZZ (Poland) |
|  | HAK-İŞ (Turkey) |  | ČMKOS (Czech Republic) | UGT-E (Spain) | SGB/USS (Switzerland) |
|  |  |  | AKAVA (Finland) | USO (Spain) |  |
|  |  |  | SAK (Finland) | TCO (Sweden) |  |
|  |  |  | STTK(Finland) |  |  |
|  |  |  | GSEE (Greece) |  |  |
|  |  |  | LIGA (Hungary) |  |  |
|  |  |  | ICTU (Ireland) |  |  |
|  |  |  | LBAS (Latvia) |  |  |
|  |  |  | LPSK / LTUC (Lithuania) |  |  |
|  |  |  | CNV (Netherlands) |  |  |
|  |  |  | FNV (Netherlands) |  |  |
|  |  |  | ZSSS (Slovenia) |  |  |
|  |  |  | ELA (Spain) |  |  |
|  |  |  |  |  |  |
| **0** | **5** | **4** | **17** | **7** | **5** |

Many of the confederations explained why the legislation was hard to use, and although the details varied (see Table 24), there were some factors which occurred across several countries. They include:

* the difficult in making comparisons between different occupations;
* the complexity of the legislation;
* the fact that public thinks that there is no problem;
* the lack of information about the pay of comparators; and
* the lack of resources by the bodies charged with implementing the legislation.

#### Table 24: difficulties in using the legislation

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Reason for difficulty in using the legislation** |
| Belgium | ABVV / FGTB | On the basis of the Law of 22 April 2012 (art. 7), the employer of a company usually employing an average of at least 50 workers carries out a detailed analysis of the pay structure within the company every two years to determine whether the company is pursuing a gender-neutral pay policy and, if not, to remedy the situation. The difficulty of using this provision comes from the lack of transparency and complexity of the figures provided by the employer. |
| Belgium | ACLVB/CGSLB |
| Belgium | ACV / CSC |
| Bulgaria | PODKREPA | Because, the law on paper provides for equality in wages, but the practice prejudices, a well the overload of women / with childcare, domestic tasks/ limits their opportunities to be competitive at the labour market. |
| Czech Republic | ČMKOS | There is very little chance of a successful case without (often costly) professional legal advice. Courts can take several years to rule in a case. |
| Finland | AKAVA | It is difficult to find the facts that would be needed for action |
| Finland | SAK |
| Finland | STTK |
| Greece | GSEE | 1) The national legal framework (Law 3488/2006 and Law 3896/2010, which have transposed Directives 2002/73/EC and 2006/54/ΕC, respectively) is inadequate for ensuring effective judicial protection to victims of discrimination, most of whom are women. Legal entities are not granted standing to engage in their own name in legal proceedings for the protection of the rights of the victims.  2) GSEE is constantly repeating a general observation, regarding the provisions transposing the EU gender equality Directives: the procedural provisions (mainly regarding the standing of legal entities and the burden of proof) are not incorporated into the relevant Codes of Procedure. As a consequence, they remain unknown to judges, lawyers and the persons concerned. Therefore, along with high court fees, the transposition of the EU Directives is inadequate, since it does not establish the required legal certainty and transparency which would allow the victims of discrimination to be aware of their rights and to claim them before the courts and other competent authorities.  3) Although national legislation (Law 3896/2010 on the Implementation of the Principle of Equal Opportunities and Equal Treatment of Men and Women in Matters of Employment and Occupation-Harmonisation of Legislation with Directive 2006/54/ΕC of the European Parliament and of the Council of 5 July 2006 clearly includes among grounds of discrimination “any less favourable treatment arising from the gender reassignment of a person”, it ignores a very important parameter: that of “social gender”. Consequently, the protection provided by the above mentioned disposition covers persons who have undergone gender reassignment surgery, thus excluding the majority of trans persons who have not. For this reason, an amendment of this law is recommended, adding gender identity among the grounds on which discrimination in employment is prohibited. |
| Hungary | LIGA | Sometimes it is difficult to compare all aspects of the exact situation |
| Ireland | ICTU | The capacity to bring an equality case is something we have been working to increase within the movement, with training courses and the publication of a guide to the Irish Employment Equality Act. |
| Italy | CISL | The bodies intended to undertake the monitoring have difficulties because of limited resources |
| Italy | UIL | The bodies responsible for control are unable to solve problems due to the scarce economic resources available |
| Latvia | LBAS | Difficulties in evaluation of comparable workers, proof and argumentation |
| Lithuania | LPSK / LTUC | Employers do not want to disclose the differences in wages between men and women |
| Netherlands | CNV | As a woman you have to prove that your male colleagues get paid more than you for the same work. That’s hard to prove because that information is not public |
| Netherlands | FNV | It is very difficult to prove pay discrimination, because most women don't know the pay level of colleagues and can't prove discrimination. Fortunately, you can report a suspicion of pay discrimination to the Human rights council, but this is not well known |
| Serbia | Nezavisnost | Implementation of all laws is questionable in Serbia, including the Labour Code with provisions that regulates the right of employees on equal pay for equal work, or work of equal value. |
| Slovenia | ZSSS | In Slovenia, there is a wide spread belief that there are no differences in pay between men and women and that such allegations are misleading. This perception is often followed by the fact, that women are guaranteed the right to equal pay for equal work, by the labour law. The labour law regulates the principle of equal pay for equal work or work of equal value, but lacks the clear definition or criteria for comparing different jobs (concept of work of equal value). There are no provisions in legislation that support transparency in the pay systems of companies and organisations. There is a possibility of initiating litigation by referring to Article 133 in relation to discrimination on gender (Article 6), which ensures penalty for breaches. Regardless of the fact that the burden of proof is on the employers’ side, the person who initiates the dispute must prove the probability that this right has actually been violated. All that results in practically no cases brought before the court in connection to pay discrimination by gender and makes it hard to prove it. |
| Spain | UGT-E | Our national legislation recognises equal pay for work of equal value. The difficulty lies in demonstrating the value of the work of men and women. It is very difficult for most workers, to make an assessment of jobs, with a non-sexist perspective. |
| Spain | USO | The difficulty to obtain data in companies when negotiating gender equality plans. As far as collective bargaining is concerned, measures are insufficient, if not almost non-existent. |
| Sweden | TCO | It is hard to convince the Labour court on certain legal conditions, for example “work to which equal value is attributed” and “comparable situation”. In several cases the Court has concluded that the higher salary for the man is in line with the demands of the market, and not to discrimination, and that the employer cannot be blamed. |

Even among the nine confederations which said that it was “somewhat easy” or “neither easy nor hard” to use the legislation, some identified problems in its operation, The CFDT (France) said: “The legislation, like the directive, is a series of recommendations. So, at best organisations try to implement it. At worst, managers dismiss the issue”. The DGB (Germany) stated that “the law is not known well enough and penalties are missing”. CCOO (Spain) drew attention to the gap between the wording of the legislation (Estatuto de los Trabajadores Article 28) which includes the obligation to pay for the provision of equal work of the same remuneration and is reflected in most collective agreements and the reality. In the view of LO (Sweden), “the legislation is OK, but it is very difficult to prove ‘equal work’".

Only the ÖGB (Austria) seemed to be unequivocally positive in its verdict. It said: “It is easy to bring a case to the Commission for Equal Treatment [Gleichbehandlungskommission – GBK]”

### Pay reporting

There are at least 13 European states where some employers are required, or will soon be required to provide information on the pay of men and women, Austria, Belgium, Denmark, Finland, France, Germany, Hungary, Iceland, Italy, Lithuania, Sweden, Switzerland (where the implementation regulations are still awaited) and the UK.[[8]](#footnote-9) Ireland looks likely to join this group fairly shortly, perhaps by the end of 2019, as in April 2019 the government published proposed legislation which would compel employers to publish their gender pay gap figures. The details are similar to those of the UK scheme (see below) but the employment threshold, when the system is fully operational, is intended to be 50 employees rather than the UK’s 250.

In addition, in Norway, there is an ongoing political process regarding companies' obligation to report on these matters, with the gender quality OMBUD arguing that this is part of the legislation, although this is not clear. There was a public hearing about this in 2018, and a conclusion is expected in 2019.

However, even in the 13 countries with legislation, there are considerable differences in the way that the process operates.

The first difference is the size and type of the organisations covered. In Hungary it is only organisations in the public sector, and the response from Lithuania indicates that “very few” organisations are covered, but in other countries the responses make it clear that all “companies” above a set size are covered, although it is not clear whether this includes all public sector bodies above the threshold. The thresholds are lowest in the Nordic states. All public and private sector organisations are covered in Sweden, in Iceland it is 25, in Finland 30 and in Denmark 35. Elsewhere the thresholds are higher: 50 in Belgium and France, 100 in Italy and Switzerland, 150 in Austria, 200 in Germany and 250 in the UK.

There are also differences in the information provided. Most typically it is average pay (either mean or median) but in the UK bonus figures, for example, are reported on separately. In France and Belgium, the pay figures are part of a more general analysis, and, in Finland, this is considerable freedom on what is reported.

There is less variation on the frequency of reporting with most countries requiring information to be provided either annually or once every two years. However, in Switzerland, organisations will only have to report once every four years, and, in Germany, the reporting requirements vary depending on whether the company concerned is covered by a collective agreement. Employers bound by a collective agreement have to prepare a report on equal treatment and equal pay every five years, all other employers every three years.

In terms of who sees the report, the key difference is between those countries, the biggest group, where the information goes to employee representatives within the organisation (Austria, Denmark, Finland and Switzerland), and sometimes also to the government or government bodies (Italy and Sweden), and those where it is published more widely (Germany, Iceland and the UK). In Belgium and France, the employee representatives see the full analysis, while more summary details are provided to the public. In Hungary and Lithuania, the situation is unclear.

One other area of difference is whether the figures have consequences for the companies concerned. In many countries, the figures provided to employee representatives may encourage them to press for improvements. And where the details are published, as in the UK, an above average gender pay gap may result in reputational damage. However, there are two states, France and Iceland, where evidence showing the existence of a gender pay gap may produce more direct results.

In France, where the gender pay gap is one of five indicators of a company’s performance in relation to equality between women and men, a total index score (maximum 100) is calculated and published for each company. A score below 75 for consecutive years may be punished by a fine of up to 1% of the company's wage bill.

In Iceland, the law on Equal Pay Certification, which came into force on 1 January 2018, requires all companies and institutions with more than 25 employees to obtain equal pay certification of their equal pay system and its implementation. The required certification is based on the ISO “Equal pay management system - Requirements and guidance”, and professional certifiers, like private consultancy firms, must provide the public Centre for Gender Equality (Jafnréttisstofa) with their assessment. This Centre works with the unions and the employers.

#### Table 25: Gender pay reporting arrangements

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Country** | **Coverage** | **Information disclosed** | **Frequency** | **Publication** |
| Austria | Companies with more than 150 employees | Employer can choose between median pay and average (mean)pay | Every two years | The works council sees the income report. If a company doesn’t have a works council the employees can see the pay report. |
| Belgium | Companies employing an average of at least 50 employees | The social report contains information broken down by gender on: the average number of workers (full-time, part-time, total full-time equivalents), the number of hours worked (full-time, part-time, total), staff costs (full-time, part-time, total), the amount of benefits awarded in addition to salary and training (number of workers, hours, net cost for the company). The employer must also carry out every two years a detailed analysis of the pay structure within the company. to determine if the company is pursuing a gender-neutral pay policy | Social report annually, the detailed structure of remuneration every two years | The social balance is available to the general public but the structure of remuneration analysis is only seen by employee representatives |
| Denmark | Organisations with at least 35 employees | Gender disaggregated pay statistics for groups of at least 10 people of each gender with the same  position | Annually | Employee representatives as part of the process of informing and consulting employees |
| Finland | Workplaces with at least 30 employees | There are no very precise definitions. It can be decided at workplaces. The law says they have to look the most important parts of salaries | Every two years | Union representatives |
| France | More than 50 employees | Five indicators covering: pay (including bonuses);  promotions; pay increases ;  pay for women returning from maternity leave; and the proportion of women among those earning the 10 highest salaries | Annually | Overall index is published and the details of each indicator are provided to employee representatives |
| Germany | Companies with more than 200 employees and at least 6 employees doing a comparable job | The average monthly gross remuneration (statistic median) of the respective other gender of a comparison group and up to two individual remuneration components | The request can principally be made every two years. Employers bound by and implementing collective bargaining agreements have to prepare a report on equal treatment and equal pay every five years, all other employers every three years. | Employee representatives see the payroll report. It also has to be published in the Federal Gazette, together with the management report |
| Hungary | Public sector |  |  |  |
| Iceland | Companies and institutions employing 25 or more workers, on annual basis | The purpose of this obligatory certification is to enforce the current legislation prohibiting discriminatory practices based on gender and requiring that women and men working for the same employers shall be paid equal wages and enjoy equal terms of employment for the same jobs or jobs of equal value. | Companies and institutions are required to have their equal pay certification renewed every three years. | The Equal pay certification is based on the requirements of the Equal Pay Standard and the standard required that the equal pay policy of the company or institution in question must be accessible and that it give sufficient information to make it possible to assess its effectiveness. |
| Italy | Public and private companies with more than 100 employees | Average pay | Every two years | Government and employee representatives |
| Lithuania | Very few | Median pay | Annually | Very limited distribution |
| Sweden | All public and private sector employers | Average pay per month on an aggregated level | Annually | Employee representatives with an aggregated report to the general public. Employers also report to the Swedish Mediation Office. The Equality Ombudsman, Diskrimineringsombudsmannen) also has a right to see the salary survey. |
| Switzerland | All employers with more than 100 employees | Under discussion | Every four years | At least the employees |
| UK | All employers with 250 or more employees | The mean and median gender pay gap; the mean and median bonus gender pay gap; the proportion of men and men in the organisation receiving a bonus payment; and  proportion of men and women in each quartile pay band | Annually | Published on the employer’s and the government’s website. The government’s website has been configured to support public transparency. The complete dataset can be downloaded and there is a comparison tool which allows employers’ data to be compared by size and by sector. |

The confederations’ view of pay reporting legislation in countries where it exists is broadly positive, sometimes because the confederations themselves have been involved in its development. The CFDT in France, for example, has a “rather positive” assessment of the situation. However, a number also call for improvement. The three Belgian confederations, for example, have a common view that “improved implementation is essential”. The most negative assessment seems to come from Germany, which assesses the law as falling “far short of what is needed”, although it also describes the attacks on the measure as “anti-women”.

#### Table 26: Confederation views on pay reporting legislation

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | | **Country** | **Confederation** | **View on pay reporting legislation** | | Austria | ÖGB | The legislation on pay reports are based on an agreement between the social partners. | | Belgium | ABVV / FGTB | Good legislation but improved implementation is essential. Ultimately, if union representatives were to face a particular employer over the lack of transparency or the complexity of the numbers provided, they could seek help from the Federal Public Service Labour Inspectorate (FPS) since non-compliance with this legislation is a criminal offence. | | Belgium | ACLVB/CGSLB | | Belgium | ACV / CSC | | Finland | AKAVA | There is a need for more precise legislation | | Finland | SAK | We would like to renew the legislation, because it is not accurate or effective enough | | Finland | STTK | We would like to renew the legislation because it is not accurate enough | | France | CFDT | Our view of the legislation is rather positive | | Germany | DGB | “The measure falls far short of what is needed to recognise and eliminate direct and indirect discrimination” | | Hungary | LIGA | It is a useful tool to know the full scope of wages in that sector | | Iceland | ASÍ | The ASÍ was involved in its introduction | | Italy | CISL | Positive but it must be enhanced and reinforced | | Italy | UIL | Legislation needs to be strengthened | | Lithuania | LPSK / LTUC | Yes | | Slovenia | ZSSS | We demanded the improvement of the legislation in several meetings with the Ministries and governmental bodies. The common aims are to highlight the importance of this topic and bring it to the political agenda, and to further strengthen the legislation. In 2012, an analysis of the wage gap in selected companies was prepared (Gender Pay Gap – from expertise to Action), and the measures which should be implemented to reduce the pay gap at the workplace levels were introduced. In 2018, further analysis was conducted, which showed that the positions of women in the labour market are not being improved, on the contrary, in the last years the gender pay gap is increasing. | | Sweden | LO-S | We think it is valuable and useful | | Sweden | TCO | TCO is very much in favour of this legislation. | | Switzerland | SGB/USS | We wanted stronger legislation | | UK | TUC | The TUC has continued to argue that the gender pay gap reporting regulations, while providing an opportunity to focus on issues of pay inequality, are not sufficient to drive action to close the gender pay gap. The regulations to do not require employers to include narrative reports nor action plans about how they propose to close the gender pay gap. The TUC also believes the regulations should apply to smaller employers, with the threshold set at 50 rather than the current 250. The TUC does not believe the regulations will be effective without stronger and more effective enforcement mechanisms and sanctions for non-compliance. | |

The responses from some other confederations in countries where this form of gender pay reporting does not exist indicate that there are some demands for its introduction.

In the Netherlands, FNV reports: “There is an initiative of a few parties in Dutch parliament to have new legislation on Equal pay (it follows the example of Iceland), but this is still an initiative and not reality. FNV has strongly supported this initiative in media and in hearings in parliament.”

In Norway, LO points out that there is a discussion about over whether employers already have to report on income/salaries split by gender, something LO would welcome. It states that, “the gender quality OMBUD argues that this is part of the legislation, but it is not clear from the law”. YS agrees, reporting that, “there is an ongoing political process regarding companies' obligation to report on these matters. There was a public hearing about this in 2018, and a conclusion is expected in 2019.”

In Spain, USO reported that, “there are also currently two bills pending in Congress introduced by two parties, PSOE and Unidos-Podemos which aim is to establish a presumption of discrimination when there is a substantial difference in average pay or in the overall payroll.

* PSOE wants to include the obligation for a company to carry out a wage audit as soon as it employs more than 250 workers; as the majority of companies in Spain are SMEs, this measure is not going to have much repercussion in terms of the number of companies, but rather in terms of the number of workers affected by it.
* Podemos suggests recognising the right of workers to have access to the remuneration information of the workforce broken down by gender. This documentation must also be attached to the salary statement. “

This was before the elections were called for April 2019, so the future of these two proposals is uncertain.

### Other national legislation relevant to tackling the gender pay gap

As well as asking about pay reporting, the survey also asked whether, other than anti-discrimination legislation, there was there legislation covering other aspects of gender equality which aimed to reduce the gender pay gap. In total, 22 confederations said there was legislation of this sort, although not all of them described in detail what it involved. Where the contents of the legislation were defined, the most common form of action required was the production of an equality plan. This is required, in certain circumstances, in France, Hungary, Iceland, Lithuania, Norway, Spain and Sweden.

However, in other countries, other measures were identified, such as, a requirement to list minimum pay in advertisements (Austria), a right to return to full work after a period of part time work (Germany), a requirement that collective agreements should take account of work-life balance issues (Italy), a requirement to report on progress on diversity (Slovenia) and rights to much greater flexibility at work for both men and women (UK). In addition, France, Germany, Norway and Slovenia have gender quota requirements for employee board-level representatives. There is, of course, legislation in all countries on maternity, paternity and parental leave and pay.

#### Table 27: Other equality legislation affecting the gender pay gap

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  | | --- | --- | --- | --- | | **Country** | **Confederation** | **Other equality legislation affecting the gender pay gap** | **Confederation view** | | Austria | ÖGB | In a job advertisement the minimum income which will be paid for this job has to be announced | It was also an agreement between the social partners that in a job advertisement the minimum income of the job has to be announced. | | Estonia | EAKL | Gender Equality Act | Gender Equality Act is not bad but the implementation is insufficient | | France | CFDT | Obligation to negotiate an agreement or construct an annual action plan on equality between men and women and to provide employee representatives with a report comparing the situation of men and women | Favourable | | Germany | DGB | Right to return full time after a phase of part time work; pari passu participation of women and men in executive positions, expanding childcare facilities | It doesn´t go far enough. | | Hungary | LIGA | Some employers have to draw up equality plans | It is good practice. Employers and workers representatives have to discuss the content of the equality plan which helps trade unions to fight better conditions for the most vulnerable groups on the labour market | | Iceland | ASÍ | In the Act on Gender Equality no. 10/2008 it is required that enterprises and institutions with 25 or more employees, on average over the year, shall set themselves a gender equality programme or mainstream gender equality perspectives into their personnel policy. | The union supports this legislation and one of the requirements in the Equal Pay Standard is that a workplace shall have in place a gender equality programme. | | Ireland | ICTU | The Employment Equality Act: <https://www.ihrec.ie/your-rights/i-have-an-issue-at-work/discrimination-in-the-workplace/> | We are in favour of this legislation and promote it within our affiliate membership | | Italy | CISL | Legislation that requires that collective agreements (CCNL) should take account of work-life balance | It is important because it promotes local company agreements which are more suitable for facilitating working-time flexibility and work-life balance | | Latvia | LBAS | Labour Law Art.95 | We support the legislation but difficult to prove in practice | | Lithuania | LPSK / LTUC | According to the new Labour Code in companies it is a mandatory requirement to draw up company equality document | It is important | | Netherlands | FNV | Not really in legislation, because a lot of subjects such as diversity is a responsibility of social partners in the Labour Foundation. The Labour Foundation issued a checklist for companies on equal pay and gender equality. Besides this there is of course legislation on maternity and parental leave and childcare, which in the opinion of FNV also helps to reduce the gender pay gap. | It could be much better | | Norway | LO-N | As part of the Gender equality and anti-discrimination act, there is a requirement for all employers to have an active gender equality policy, and to report on actions annually. However, there is only "soft" supervision of this obligation (from the Gender Equality and discrimination Ombud) | Important, but should be improved, by clarifying demands and improve public guidance and supervision | | Norway | UNIO | Important and symbolic, but should be followed up by authorities | | Norway | YS | Legislation meant to improve the opportunities for full time work instead of part time | The legislation is necessary and important, but there is always room for improvements from the workers' perspective. | | Serbia | Nezavisnost | The Labour law, in article 104, guarantees equal pay for equal work, or work of equal value | Implementation of the Labour law is questionable. | | Slovenia | ZSSS | In 2015, the Company Act introduced requirement for the companies that are committed to auditing to include in their business report a Statement on diversity policy in relation to representation in the companies’ governing and supervisory bodies including age, education and gender. If the diversity policy is not implemented, company must state that in the report. In 2004 government introduced regulation, that, when proposing government representatives in public companies, there must be at least 40 % of each gender. Slovenia has in 2005 by amending the electoral law also introduced so called minimum share of each gender on the candidate lists. | ZSSS is supporting the introduction of legislation that is mainstreaming/supporting gender equality. The revision of electoral law has brought some significant improvements regarding the gender balance representations in the vast majority decision-making positions in politics. Such improvements are needed also in economy, for example by introduction of gender quotas in decision-making bodies in economy, obligations to draw company equality plans/act, equality training etc. | | Spain | CCOO | The Organic Law on Equality between Women and Men establishes the obligation to negotiate equality measures in collective agreements in addition of equality plans. The law raises aid for the realisation of equality plans, so that all companies, regardless of their size, are able to negotiate and to implement these plans | There is need for legal changes related to the diagnosis of the problem, the system of evaluation and to move the measures to collective agreements | | Spain | ELA | We consider that equality plans must be an effective collective bargaining tool to reduce gender pay gap. However, we find real difficulties to make equality plans become real collective bargaining tools. They are becoming Corporate Social Responsibility instruments that are not binding and there are no penalties in case of default | It continues in the track of formal equality but it does not tackle the basic problems related to the gender wage gap | | Spain | UGT-E | The Organic Law 3/2007 of March 22 for the effective equality of women and men includes the obligation to have an Equality Plan in all companies with more than 250 workers. In our country, companies of that size, make up only 0.16% of the total number of companies. | Pay is another issue to be addressed in the development of an Equality Plan. It does not have a specific or preferential treatment | | Sweden | LO-S | Company equality plans, including a requirement to report to employee representatives. | Useful and valuable | | Sweden | TCO | If a gender pay gap is discovered the employer has to make an action plan on how and when to solve it. Within the framework of their activities, employers are to work on active measures to prevent and promote measures aimed at preventing discrimination. The social partners (that are bound by collective agreements with each other) are required to cooperate in taking the active measures | TCO is very much in favour of this legislation. | | UK | TUC | Current legislation on flexible working gives all employees the legal right to request flexible working - not just parents and carers. Employees must have worked for the same employer for at least 26 weeks to be eligible.  Employers must deal with requests in a ‘reasonable manner’. Examples of handling requests in a reasonable manner include:   * assessing the advantages and disadvantages of the application * holding a meeting to discuss the request with the employee * offering an appeal process   If an employer does not handle a request in a reasonable manner, the employee can take them to an employment tribunal.  An employer can refuse an application if they have a good business reason for doing so.  However, although most employers offer flexible working, very few mention this in job adverts. Only 6.2% of job adverts both mentioned a degree of flexibility and offered a salary deemed high enough to live on – the full time equivalent (FTE) of £20,000 or more. | The causes of the gender pay gap are complex and include factors such as occupational segregation, lack of access to quality flexible jobs and women being more likely to work part time than men. A lack of flexible working opportunities and a high concentration of women in part-time work has been identified as the main driver of this pay difference, with 42% of women working part-time compared to just 12% of men.  Our action in this area includes our membership of the Flexible Working Taskforce and proposals for reform of the current legislative framework around flexible working which will support narrowing te gender pay gap. TUC position is that all employers should have a duty placed upon them to advertise all new jobs as flexible from day one and report annually on the proportion of people they recruit on a flexible basis.  We recognise there are some forms of flexibility which cannot be done in some jobs, but at the same time we believe there are very few jobs where no flexibility is achievable.  Under our proposal, employers would have to provide justification for not providing any flexible working opportunities or for significantly limiting the types of flexibility they were able to offer. We aim to make flexible working the default. | |

**Government action to tackle the gender pay gap**

The questionnaire asked about specific actions governments had taken, through campaigns or legislation, to eliminate or reduce the gender pay gap, grouped by different types of action. Table 28 indicates the actions that have been taken, and the general picture is clear, although in some cases not all the confederations in the same country reported the same developments.

Improving work-life balance is the action which government have taken most frequently (22 governments out of 25 have done this) and giving higher value to female dominated sectors and occupations (such as through introducing new qualifications in female dominated areas) is the area where government action has been least frequent, with only four countries taking action. Action to combat labour market segregation has been taken by around three-quarters of the countries covered, with 18 looking to tackle sectoral segregation and 17 acting on vertical segregation.

Action to promote greater knowledge of the gender gap was less frequent with just under half the countries (12 out of 25) taking initiatives in this area.

#### Table 28: Types of government action aimed at tackling the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Type of action** | **Number of confederations reporting this** | **Number of countries doing this** |
| Combatting sectoral segregation | 28 | 18 |
| Combatting vertical segregation | 22 | 17 |
| Improving work-life balance | 32 | 22 |
| Giving higher value to female-dominated sectors | 5 | 4 |
| Promoting knowledge of gender pay gap | 17 | 12 |

### Tackling sectoral segregation

Almost all of the confederations that stated that their governments were taking action against the sectoral segregation of women provided some details on that action, which are set out in Table 29.

Typical government action in this area is aimed at changing women’s and girls’ views of occupations in which normally men predominate. This is specifically stated to be the case in Belgium, Germany Ireland, Italy, the Netherlands and Slovenia. And it may also be part of the national equality programmes which some confederations refer to. On key element identified by some confederations is that governments are starting the process in education. In Ireland, for example, there is a national policy to promote greater uptake by girls in schools of science, technology, engineering and mathematics subjects.

#### Table 29: Examples of government action to combat sectoral segregation

|  |  |
| --- | --- |
| Belgium | Several study days and pamphlets (Ministres de l’égalité Smet, Dupont, Arena 1990-2010); fight against segregation in employment and the choice of profession ; encouraging women to go into non-stereotypical employment. |
| Bulgaria | Horizontal segregation is less pronounced in Bulgaria, than in other parts of the EU. This is mainly due to a considerable number of women and men working in manufacturing. The predominant model in Bulgaria is the full-time work. On childcare, both mother and father have the opportunity to take leave of absence from their work and stay at home for a total of 410 calendar days. Additionally, mothers and fathers can take parental leave until their child turns two, receiving the average minimum wage. Consequently, additional arrangements are not necessary for the alignment of work and family obligations. |
| Czech Republic | Informational campaigns |
| Estonia | There have been some small EU-funded projects, managed by different NGO-s and Ministry for Social Affairs |
| Finland | There is a tripartite equal pay programme for the period 2016-19. Currently a tripartite working group is developing proposals to the next government (elected this year) on reforming the legislation and for a new programme. |
| France | Advertising campaign (2018) with posters and TV |
| Germany | National initiatives against clichés and stereotypes, Girls Days, etc |
| Hungary | Gender-neutral job-evaluation and job classification schemes in the public sector |
| Iceland | The government has sought ways to raise awareness among employers and those active on the labour market regarding means to reduce gender-based differences in career choices, the aim being to break down gender barriers. |
| Ireland | The Government through the National Strategy of Women and Girls has a number of initiatives that have the potential to reduce the gender pay gap: [http://www.genderequality.ie/en/GE/Pages/NationalWomensStrategy](http://www.genderequality.ie/en/GE/Pages/NationalWomensStrategy%20)  This includes the following commitment: “A National STEM5 Education Policy Statement will be developed to promote greater uptake by girls of science, technology, engineering and mathematics subjects. A review will also be undertaken aimed at identifying how female participation in apprenticeships can be improved. The aim is to widen the opportunities available to girls and to reduce occupational segregation of women.”  In Northern Ireland, we consider that the Government has not taken sufficient action in relation to tackling the Gender Pay Gap and the issues which contribute to it. We have consistently called for a Gender Equality Strategy to be implemented and we are in favour of a specific strategy examining the reasons for the gender pay gap and taking action |
| Italy | Summer projects to acquaint girls with scientific and technological materials |
| Latvia | National Gender Equality Plan 2019-2021 |
| Netherlands | Campaigns for women to choose an education in engineering, construction or other technical professions. This is more targeted towards women choosing different occupations |
| Norway | Supporting programmes/ campaigns |
| Slovenia | Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) is currently (2019-2020) implementing the project “My Work. My Pension”. The aims of the EU co-financed project are to develop effective policies to reduce the gender gap in pensions; to develop awareness-raising tools to address gender differences in behaviour patterns over the life-course that affect women’s pensions; and to develop dedicated data warehouse with reports.  In October 2018 MDDSZEM organised international conference on gender based stereotypes for teachers in basic education. The conference tackled gender stereotypes in various subfields, like underrepresentation of women in STEM and men in childcare. Work-life balance being one of the reasons for the gender pay gap.  MDDSZEM has also addressed the issue of equal share of care within the EU co-funded project “Active.All” (2016-2017) with the emphasis on active fatherhood and on tackling care and domestic work related gender based stereotypes.  In the years 2016 – 2018 MDDSZEM co-financed several NGOs projects on gender based stereotypes in various fields (active fatherhood, encouraging girls to participate in STEM education and boys in feminised education programmes, etc.). |
| Spain | Since 2012, there have been state incentives to hire women, where they are under-represented in companies with fewer than 250 employees. |
| Sweden | Often included in mission statements to authorities and the government has published a range of statements:  <https://www.government.se/49c90f/globalassets/government/dokument/socialdepartementet/fact-sheet-summary-of-the-government-communication--power-goals-and-agency--a-feminist-policy> <https://sweden.se/society/sweden-gender-equality/> |
| Switzerland | National website on women and employment [www.nationalerzukunftstag.ch](file:///C:\Users\lionel.LRDEP\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.Outlook\FUYVKS45\www.nationalerzukunftstag.ch)  with different ones in different regions |

### Tackling vertical segregation

Government action to tackle vertical segregation, the under-representation of women at higher levels in the hierarchy, appears, in many countries, to be concentrated on the very top – women at board level. Seven countries, Austria, France, Iceland, Ireland, Italy, Netherlands, Spain, and Sweden, refer specifically to action to improve the proportion of women on company boards, either through setting binding quotas or fixing targets. And although the responses did not refer to it, at least two other countries, Germany and Norway, also have gender quotas at board level.

However, the responses, which are set out in Table 30, also indicate that governments have taken action at other levels to combat vertical segregation. Examples include: Belgium, where there is a quota system for some promotions in central government; Ireland, where the plan to “advance women’s leadership” covers a wide range of areas; and Slovenia, where a government project was intended to “encourage the private sector to strengthen the presence of women at all levels of decision-making”.

#### Table 30: Examples of government action to combat vertical segregation

|  |  |
| --- | --- |
| Austria | Since 2018 companies that are listed on the stock exchange or companies with more than 1000 employees must have 30 % women on the board when at least 20 % of the employees are women and there are at least 6 members on the board. This law was passed during the last legislative period and under the last government. |
| Belgium | In the public sector the Federal Ministry for Public Administration has introduced a quota (a maximum of two-thirds of the same sex) for promotions for Group A posts (those requiring university education). |
| Bulgaria | Vertical segregation is more pronounced in Bulgaria than in the EU-27 |
| Czech Republic | Campaigns and some data collection |
| Finland | Action on vertical segregation is part, but a relatively small part, of the Tripartite equal pay programme 2016-2019. |
| France | Women on boards of directors |
| Germany | Law for more woman in management positions |
| Iceland | All companies with more than 50 employees must have both women and men on their boards (at least 40% of each if there are more than three board members). |
| Ireland | The government’s National Strategy of Women and Girls includes the following statement: “This Strategy’s priority will be to advance women’s leadership in a wide range of areas – in politics, State boards, corporate boards, the civil service, diplomacy, local communities, the youth sector and in sport. The aim is to ensure women’s full and effective participation in, and equal opportunities for, leadership, at all levels. The Government have also launched a « better Balance for Better Business initiative : <http://www.justice.ie/en/JELR/Pages/PR18000257> |
| Italy | Legislation (Legge 120 of 2011)which provides for a gradual move to more gender-balanced boards in quoted companies, beginning with one fifth in the first series of appointments and increasing subsequently. |
| Latvia | National Gender Equality Plan 2019-2021 |
| Netherlands | There is legislation on targets on the number of women on boards of directors. Unfortunately these are only targets and there are no sanctions. It is, therefore, not surprising that most companies do not meet these targets. The minister of emancipation has announced stricter legislation and has asked the Social and Economic Council to provide advice on how to improve the representation of women at higher levels of management. |
| Norway | Public support for monitoring and research |
| Slovenia | In the years 2013-2015, the Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) in partnership with Managers' Association of Slovenia and The Commission for the Prevention of Corruption implemented the EU co-funded project Include.All. Its objectives were:   * to improve knowledge on the situation of women and men managers and on the barriers to gender balanced economic decision-making; * to reduce stereotypes on women in the leadership positions and * to promote the business case of gender equality in the economic decision-making, and to encourage the private sector to strengthen the presence of women at all levels of decision-making.   In the years 2016 – 2018 Ministry of Labour co-financed several NGOs projects on gender based stereotypes in various fields, among others on gender equality in managerial positions. |
| Spain | Programmes to promote women's participation in business management have been developed and there is also legislation on women’s representation in central government and on company boards, which both refer to the need for a “balanced representation of men and women. |
| Sweden | Boards in the public sector should be gender balanced |
| Switzerland | Setting quotas for women remains a political discussion |
| Turkey | Women’s representation in parliament has increased from 4.6% to more than 17 % in last 16 years. The Turkish government hopes that the 2019 municipal elections will lead to an increase in the number of women involved in municipality assemblies. |

### Action on work-life balance

More governments have taken action on work-life balance measures than any other issue asked about in the survey, and most of the measures implemented relate to caring responsibilities, primarily caring for children.

Some countries, such as France, the Netherlands, Poland, Spain and Turkey, have increased paternity leave, and in others, including Belgium, Germany and Sweden, it has become easier to reduce working hours for a fairly lengthy period (up to two years in Germany and until the child is eight in Sweden) to care for children or other dependents. There have also been other improvements, such as the removal of all austerity measures related to family policy in Slovenia, and new incentives for bargaining on work-life balance in Italy.

However, in many ways the most significant development in many countries has been the introduction of a right to parental leave which cannot be transferred between parents, and, in effect, has to be taken by the father. This is the case in Iceland, Norway and Sweden. As the response from Iceland notes, “The stated aim is twofold; to ensure that children receive care from both parents and to enable both women and men to coordinate family life and work outside the home.”

#### Table 31: Examples of government action on work-life balance

|  |  |
| --- | --- |
| Austria | The improvements on work/life balance were achieved in former legislative periods. |
| Belgium | Career breaks or temporary reductions in hours child care or other forms of care (le crédit-temps) and time off for specific circumstances - parental leave, palliative care and medical assistance. |
| Czech Republic | Support of more accessible childcare (recent) |
| Estonia | Small amendments to legislation, for example additional paid care leave days for parents of handicapped children etc |
| Finland | Minor improvements in the parental leave rights for families in non-standard circumstances (families with adopted children, clover families etc.) |
| France | Paternity leave and parental leave |
| Germany | Law on parental leave (Elternzeitgesetz), and legislation allowing carers to reduce their hours to 15 hours a week for a period of up to 24 months (Familienpflegezeitgesetz), as well as time of right carer’s leave for up to six months (PflegeZG) |
| Hungary | GYED EXTRA is a form of parental leave benefit. The parent who is staying at home with the child, 168 days after its birth can go back to work even in full time if he or she wants and will get the salary and the GYED benefit also |
| Iceland | The Act on Maternity/Paternity and Parental Leave (2000), provides parents with nine months paid parental leave. Fathers are allotted three months, mothers three and the remaining three months are divided between the two. The stated aim is twofold; to ensure that children receive care from both parents and to enable both women and men to coordinate family life and work outside the home. Initially the leave provided parents, who had been working full time, with 80% of their salary. |
| Ireland | Government has announced intention to introduce paid parental leave from the autumn of 2019: [http://www.welfare.ie/en/pressoffice/Pages/pr051118.aspx](http://www.welfare.ie/en/pressoffice/Pages/pr051118.aspx%20) This is broadly in line with what is now proposed following agreement in trilogue in the EU |
| Italy | Incentives for second level (local) bargaining to promote work-life balance |
| Latvia | National Gender Equality Plan 2019-2021 |
| Netherlands | There has been recent legislation on paternity leave. Instead of only two days paid paternity leave, we now have 5 days at 100% paid leave as of 1 January 2019. As of 1 July 2020 fathers and partners will have the right to 5 weeks additional paid leave (70% paid). |
| Norway | Norway has a total parental leave of 49 weeks with full compensation (up to a certain level). Recently changes mean that 15 of these weeks are reserved to each parent. Three weeks are reserved the mother before birth, and 16 weeks are for the parents to decide how they are distributed. |
| Poland | Extended maternity leave with pay and introduction of paternity leave a few years ago |
| Slovenia | In Slovenia, paternal leave was introduced in 2003 and the vast majority of fathers enjoy that legal right. On the other hand, parents can share parental leave since 1976 but only minor percentage of parents (3-8%) have done so over the last 40 years. With the aim of encouraging more active fatherhood, the Ministry (in 2014) introduced the new legislation where fathers have the right of 30 days of non-transferable paternal leave, mothers of 105 days of maternal leave and where the parental leave in the length of 260 days is divided equally between both parents (130 days each). However, the parental leave is transferable – the mother can transfer 100 days to the father, and the father can transfer 130 days to the mother. Furthermore, due to the lobbying of ZSSS, several NGOs and public support, all austerity measures on family policy have been abolished in 2019, including parental and paternity benefit being returned to 100 % of the average salary prior the leave (due to the austerity measures it was reduced to 90 % in the period from 2012-2018). |
| Spain | The legal position in relation to work-life balance is similar for both men and women, with the exception of paternity and maternity leave. Women are entitled to six weeks’ leave immediately after birth in order to recover. Following that they are entitled to 10 weeks’ maternity leave, although this can be transferred to the father. Men entitled to five weeks’ paternity leave. For the employees of central government (Administración General del Estado) mothers have 16 weeks (six weeks after birth for recuperation) and men have eight weeks increasing to 16 weeks in 2021. (There is a proposal to extend paternity leave from five to nine weeks in 2019, but this depends on the 2019 budget being approved.  Time off both breast feeding is available to both parents (previously only one) and covers children up to 12 months (previously nine.)  In general, it is women who take leave, especially if it is unpaid or paid at lower rates. However, where paternity leave does not involve a loss of wages, a significant number of men take it up. |
| Sweden | Quota in parental leave with 90 days (out of 480) reserved for each parent. There is also paternity leave, publicly funded childcare, paid parental leave if your child is sick, right to reduced working hours so you can work 75 percent of full time until your child is 8 years old. |
| Switzerland | Family leave under discussion |
| Turkey | There have been a number of improvements in the labour code on maternity leave and women's empowerment. These include 16 weeks of compulsory maternity leave and five days’ paid paternity leave. Women are also allowed to time off for breast feeding children under the age of 12 months, and 10 days’ paid leave a year to care for severely disabled children. |
| UK | Since 2014, the government has given all workers with at least 26 weeks’ service (not just parents and carers) a right to request flexible working. |

### Giving a higher value to female-dominated professions

Relatively few confederations report government action to give higher value to female dominated professions. However, where this has occurred, it has primarily involved increasing the pay of workers in education, health and care, all female-dominated sectors.

#### Table 32: Examples of government action to give a higher value to female dominated occupations

|  |  |
| --- | --- |
| Germany | Governmental revaluation campaign |
| Hungary | In the last few years there has been significant pay increases in the child care and education system which are both known as female-dominated sectors |
| Iceland | Resources to reduce the gender pay gap |
| Norway | Programmes to support new qualifications among people working in the health sector and in kindergartens |
| Sweden | State has invested extra money in raising teachers' salaries |

### Promotion greater knowledge of the gender pay gap

Action to promote greater knowledge of was reported by a minority of confederations and there are details for only nine countries. The measures taken include research; the production and dissemination of reports and other material; conferences and seminars; awareness-raising campaigns; and, in Germany, an “Equal Pay Day”.

#### Table 33: Examples of government action to promote knowledge of the gender pay gap

|  |  |
| --- | --- |
| Belgium | Academic research and an annual report on the gender pay gap produced by the Institute for equality between women and men (l’Institut pour l’égalité des femmes et des hommes), which is an Equality Body in the sense of directive 2006/54. |
| Czech Republic | Campaign "22% to EQUALITY" - seminars, conferences, materials, training etc. |
| Estonia | Trade unions, political parties and women organisations have organized awareness-raising campaigns. |
| Finland | Tripartite equal pay programme 2016-2019, some training sessions and several campaigns |
| France | Obligation to publish the results of the index on gender equality at work which comes into force in 2019 |
| Germany | Equal Pay Day |
| Italy | Adhering to and promoting ad hoc campaigns promoted by the ETUC |
| Latvia | National Gender Equality Plan 2019-2021and social campaigns |
| Netherlands | The government have given funds to a women's organisation to organise a campaign about the gender pay gap. There have also been female events, a Masterclass for women, information and campaigns. |
| UK | In 2018, the government ran a campaign to raise awareness of the new gender pay gap reporting regulations in the run up the first reporting cycle (March/April 2018) Government has also published new guidance to help employers identify potential causes of the gender pay gap and develop an effective action plan to tackle it. |

## Union view on the causes of the gender pay gap

The confederations were also asked for their views on the **two** main causes of the gender pay gap, and all 39 confederations responding to the gender pay gap section of the survey replied. The full responses are set out in Annex B.

Although this was an entirely open-ended question, there was a high level of consistency between the 78 responses.

Labour market segregation – the fact that women and men work in different jobs and different industries, and that work done largely by women is paid less – was identified as a key cause of the gender pay gap in 29 responses. Some, like LBAS (Latvia) referred to “horizontal and vertical professional segregation” together, but EAKL (Estonia), DGB (Germany) and LO (Sweden) referred to horizontal and vertical segregation separately and are therefore counted twice in this list.

LBAS supported its view by stating the “In sectors with a higher concentration of women, wages are lower (health care, education)”.

But in Belgium, the three confederations were able to provide statistical evidence for their view, pointing to an official report that found that labour market segregation accounts for 43.9% of the gender pay gap in Belgium, with occupation as the most important component.[[9]](#footnote-10)

The following **29 confederations** identified labour market segregation as one of the two main causes of the gender pay gap in their countries:

ABVV / FGTB, ACLVB/CGSLB, ACV / CSC (Belgium), ČMKOS (Czech Republic), EAKL x 2 (Estonia), AKAVA (Finland), CFDT (France), DGB x 2 (Germany), ASÍ (Iceland), ICTU (Ireland), CISL, UIL (Italy), LBAS (Latvia), LPSK /LTUC (Lithuania), LO, UNIO, YS (Norway), NSZZ-Solidarność (Poland), Nezavisnost (Serbia), ZSSS (Slovenia), CCOO, ELA, UGT (Spain), LO x2, TCO (Sweden) and TUC (UK).

Another large group of **19 confederations** saw the impact of actual or perceived family responsibilities as a key cause of the gender pay gap.

Nine ­referred specifically to the impact of time off for children: ÖGB (Austria), ČMKOS (Czech Republic), AKAVA, SAK, STTK (Finland), CFDT (France), LIGA (Hungary), LPSK /LTUC (Lithuania), SGB/USS (Switzerland); an another 10 spoke more generally of family responsibilities: LIGA, SZEF-ÉSZT (Hungary), ICTU (Ireland), CNV (Netherlands), LO, UNIO (Norway), OPZZ (Poland), Nezavisnost (Serbia), USO (Spain), TUC (UK).

The response from ČMKOS (Czech Republic) indicated the impact of time-off for children: “Parental leave, almost exclusively taken by women, means a long career break, expected even with childless employees. Around 55% of women don't return to their original jobs.” And the reply for the ICTU in Ireland set out at greater length the impact of the way society is organised around childcare:

“It is this area that perhaps best underlies the “unexplained” element of the gender pay gap. Women in Ireland are working in a system that was designed by one gender for one gender and in the absence of a system that promotes gender equality, women and families take rational decisions to work part time, reduce hours in order to care for children and, until recently with the introduction of paternity leave, were the only gender to have any statutory right to paid family leave to care for children. It is not unsurprising that such a system provides huge advantages for those not expected to disengage from the workplace – mainly men. We need to examine our care and family leave systems in order to produce a system that provides real choices for parents, regardless of gender. This is the same in Northern Ireland. In addition, childcare costs are some of the highest in Europe and availability of childcare is still an issue, especially for rural areas.”

In its response, the TUC (UK) referred to research which found that women’s work history was the most important cause of the gender pay gap. However, it was women’s caring responsibilities that were the underlying reason. As the TUC pointed out, women have fewer years of full-time work and more years of unpaid care work in their work history than men.

Closely linked to this are those responses which saw more general gender stereotyping as a key cause of the gender pay gap – **four** responses from SZEF-ÉSZT (Hungary), LBAS (Latvia), YS (Norway), SGB/USS (Switzerland). YS (Norway), for example, stated “Stereotypical roles for women and men in families and society make it difficult to break gendered patterns and choices”.

The lack of welfare and social facilities is also linked to women being forced into domestic responsibilities, a problem identified by **three** confederations, CISL and UIL (Italy) and FNV (Netherlands). FNV said “Lack of facilities to combine work and care … is seen as the biggest contributor to the fact that women work part time. In Dutch culture the cult of the mother is still thriving and the father’s role is to provide an income.”

**Three** confederations, ASÍ (Iceland), UGT and USO (Spain), identified women’ and girls education and career choices as a key cause of the gender pay gap, with the UGT pointing out that, “the statistics show that the academic options chosen by men and women continues to be stereotypical”. The **three** Belgian confederations used the same research report, referred to above as evidence that these educational choices had been crucial. The report stated: “Women's individual characteristics in terms of education experience, length of service plus the unequal distribution of tasks between men and women … account for 34.1%% of the gender pay gap, with education as the most important component.

Part-time work itself was identified as a key cause by **three** confederations, ÖGB (Austria), CNV and FNV (Netherlands), with the ÖGB stating: “Nearly 50 % of women in Austria have a part time job. For people who work for a longer period in a part time job it is harder to get a more qualified and better paid job.”

In Finland both SAK and STTK pointed to a lack of pay transparency, and this is a similar problem to pay confidentiality, identified as a cause by NSZZ-Solidarność (Poland).

All the other reasons for the gender pay gap were only put forward by a single confederation.

They were:

* Lack of practical implementation of the legislation: PODKREPA (Bulgaria);
* Discrimination in social security: PODKREPA (Bulgaria);
* Austerity: GSEE (Greece);
* Labour precariousness: ELA (Spain)
* Employers’ infringement of labour legislation: GSEE (Greece);
* Attitudes to women managers: OPZZ (Poland);
* Discrimination: ZSSS (Slovenia);
* Salary supplements: CCOO (Spain);
* Larger wage spread in private sector, where fewer women work than in public sector: TCO (Sweden);
* Low participation of women in negotiations: HAK-İŞ (Turkey; and
* Lower rates of unionisation among women: HAK-İŞ (Turkey).

## Union action to tackle the gender pay gap

The vast majority of confederations (33 out of 39 responding) said that they had taken action to tackle the gender pay gap, and only two, SZEF- ÉSZT (Hungary), and Nezavisnost (Serbia) said this was not the case.

The questionnaire also asked which type of actions they had taken grouping them into 10 separate types. The most common form of action, reported by 28 confederations, was “Making a reduction of the gender pay gap a policy/priority for the organisation”, this was followed by “Lobbying government on the gender pay gap”, reported by 27, and “Setting collective bargaining targets to reduce the gender pay gap” reported by 25. The ÖGB in Austria was one of the confederations that had not set targets, because, as it pointed out, “It is in the competence of the individual unions to set targets for the negotiations of collective agreements”.

Other slightly less popular forms of action taken by confederations included “Publishing material on issues related to the gender pay gap and “Working with non-governmental organisations (NGOs) on the issue of the gender pay gap”, each reported by 23 confederations. Raising the issue of the gender pay gap in social dialogue bodies and “Promoting and producing research on the gender pay gap” were reported by 22.

Less common forms of action were: “Organising training on the gender pay gap” (20 confederations) and “Public campaigns on the gender pay gap” (19) and “Analysing progress by … affiliates in reducing the gender pay gap through collective bargaining (18).

#### Table 34: Actions on the gender pay gap taken by individual confederations

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Confederation | Policy | Targets | Checking | Training | Publish | Research | Lobbying | Campaign | Soc dial | NGOs |
| **Confederations saying “Yes”** | | **28** | **25** | **18** | **20** | **23** | **22** | **27** | **19** | **22** | **23** |
| Austria | ÖGB | Yes | No | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Belgium | ABVV / FGTB | Yes | Yes |  | Yes | Yes | Yes | Yes |  | Yes | Yes |
| Belgium | ACLVB/CGSLB |  |  |  |  |  |  |  |  |  |  |
| Belgium | ACV / CSC | Yes | Yes | No | Yes | Yes | No | Yes | Yes | Yes | Yes |
| Bulgaria | PODKREPA | Yes | No | Yes | No | Yes | No | Yes | Yes | Yes | Yes |
| Czech Republic | ČMKOS | Yes |  | Yes | No |  | Yes | Yes | No | Yes | Yes |
| Estonia | EAKL | Yes | Yes |  | Yes |  |  | Yes |  |  | Yes |
| Finland | AKAVA | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Finland | SAK | Yes |  | Yes | Yes | Yes | Yes | Yes | No | No | No |
| Finland | STTK | No | No | Yes | Yes | Yes | Yes | Yes | No | No | No |
| France | CFDT | Yes | Yes |  | Yes |  |  | Yes | Yes | Yes | Yes |
| Germany | DGB | Yes | Yes | Yes |  | Yes | Yes | Yes | Yes | Yes | Yes |
| Greece | GSEE |  | Yes | Yes |  |  |  |  |  |  | Yes |
| Hungary | LIGA | No | No | No | No | No | No |  | No | No | No |
| Hungary | SZEF- ÉSZT | No | Yes |  | No | No | No | No | No | No | NO |
| Iceland | ASÍ | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Ireland | ICTU | Yes | Yes | Yes | No | Yes | No | Yes | Yes |  | Yes |
| Italy | CISL | No | Yes | No | No | No | No | Yes | Yes | Yes | No |
| Italy | UIL | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Latvia | LBAS | No | No | No | No | Yes | Yes |  | No | Yes | No |
| Lithuania | LPSK / LTUC | Yes | Yes | No | Yes | No | No | Yes | No |  | Yes |
| Netherlands | CNV | Yes | Yes | Yes | Yes | Yes | No | Yes | No | Yes | Yes |
| Netherlands | FNV | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Norway | LO-N | Yes | Yes | No | No | No | Yes | No | No | Yes | No |
| Norway | UNIO | Yes | Yes | No | No | No | Yes | Yes | No | Yes | No |
| Norway | YS | Yes | Yes | No | No | No | Yes | No | Yes |  |  |
| Poland | NSZZ-Solidarność |  |  |  |  |  |  |  |  |  |  |
| Poland | OPZZ | No |  |  | Yes | Yes | Yes | Yes | No | No | Yes |
| Serbia | Nezavisnost |  | No | No | No | No | No | No | No | No | No |
| Slovenia | ZSSS | Yes | No | Yes |  |  |  |  |  |  |  |
| Spain | CCOO | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Spain | ELA | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | No | No |
| Spain | UGT-E | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Spain | USO | Yes | Yes | No | Yes | Yes | Yes | Yes | Yes | No | No |
| Sweden | LO-S | Yes | Yes | Yes |  | Yes |  | No | No | Yes | Yes |
| Sweden | TCO | Yes | No | No | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Switzerland | SGB/USS | Yes | Yes | No | No | Yes | Yes | Yes | Yes | Yes | Yes |
| Turkey | HAK-İŞ | No | Yes | Yes |  | No | No | No | No | Yes | No |
| UK | TUC | Yes |  | Yes | Yes | Yes | Yes | Yes | Yes |  | Yes |

### Making a reduction of the gender pay gap a policy/priority for the organisation

Several confederations, like PODKREPA in Bulgaria, ASÍ in Iceland and ZSSS in Slovenia, used their answers to this question to underline the importance that they attached to work on the gender pay gap. The response of ACV / CSC in Belgium, which said that, “this topic is at the heart of our union work”, is one very clear example. The response went on to set out in detail what the confederation was doing on the issue, including its “equal pay month” in March and the modules that allows its representatives to calculate the gender pay gap in their own companies using the annual social report.

Other confederations, like the DGB in Germany and CCOO and the UGT in Spain referred to policies adopted at their congresses, and still others replied more generally about their work in this area.

The response of the TUC is interesting because, as well as emphasising the strategic priority of reducing the gender pay gap, it sets out in detail what the TUC has done to reduce the gender pay gap in its own organisation.

The detailed responses are set out in Table 35.

#### Table 35: action to make the reduction of the gender pay gap a policy/priority

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Annual campaigns on pay equality in March plus a major resolution at the 2018 Congress. |
| Belgium | ACV / CSC | This topic is at the heart of our union work and is an integral part of CSC conference decisions. Many initiatives have been taken and continue to be taken in this area.  Every year, the CSC decrees "March, equal pay month", because a woman has to work until March to earn as much as a ma earns in the previous year. This annual campaign pinpoints one of the causes of the pay gap, it analyses it, makes it a public issue to challenge the world of politics, employers and the general public. The booklet "Act on the wage gap in your company" is linked to the module that allows you to determine the pay gap of your company on the basis of the annual social report (bilan social). The CSC has acted and continues to do important work to make job classifications gender-neutral. The CSC has conducted a study on the gender perspective in social dialogue. Concrete initiatives have been taken at the inter-professional and sectoral level (brochures, training, tools, fact sheets, etc.) so that negotiators and women negotiators integrate gender equality into the negotiations. |
| Bulgaria | PODKREPA | PODKREPA has acted to:   * Raise awareness among women/girls regarding the full spectrum of education and training options and hereby motivate them to also consider gender "atypical" fields of specialisation. * Mobilise women to start working and to facilitate their career advancement * Strengthen the work-life balance * Promote career advancement of women - establish a culture and promotion process that equally honours male and female. * Evaluate the remuneration system to eliminate discriminatory practices. * Champion gender equality internally and externally |
| Estonia | EAKL | Access to training and delegations must be gender-balanced |
| Finland | AKAVA | We are working on a new equality programme and addressing our goals |
| Germany | DGB | DGB congress decision A007 in May 2014; chapter 11: “Overcome pay discrimination through transparent pay structures” |
| Iceland | ASÍ | The Equal Pay Standard is the best example of a project that has been a success. Started in 2008 following a provisional clause in the collective agreements with Business Iceland, ASÍ has been one of the main actors in implementing the Standard and following up on the new law on Equal Pay Certification. |
| Lithuania | LPSK / LTUC | Women’s Centre of LTUC organised four seminars in 2018 |
| Netherlands | CNV | Our President is one of the leading figures in a project of the Dutch Social Economic Council on diversity in companies. Equal pay is one of the key points of the policy |
| Netherlands | FNV | It is now part of our collective bargaining agenda and we organise Equal pay day every year. |
| Norway | LO-N | Every year equal pay is important in our demands in the collective pay-negotiations. Also an ongoing important part of our gender quality policy work. |
| Norway | UNIO | It is always an issue both in our demands in the collective pay-negotiations, in meetings with government and in our gender policy making |
| Slovenia | ZSSS | Reduction of the gender pay (and pension) gap is one of the five priorities on the equal opportunities/gender equality area of the ZSSS’s Work Programme for the period 2017-2022. It was also one of the priorities in the previous Work Programme (for the period from 2013-2018).  In 2019, ZSSS will put special focus to this issue. In June 2019 ZSSS is organising International Conference on Gender pay gap. Scholars from all the Europe and Experts from ETUC will be invited, with the aim of knowledge building, awareness raising and further reduction of the gender pay in Slovenia. Also on the 8th of March, special Focus will be put to this very important topic. |
| Spain | CCOO | Different measures taken at the Confederal Congress of 2017 linked to contracts, transparency in remuneration, promotion of women |
| Spain | UGT-E | Policy adopted at Congress in 2016 plus demand for increase in minimum wage |
| Spain | USO | It is a priority for our organisation to put an end to the wage gap between men and women or at least to reduce it. To this end, mandatory regulations and policies must be implemented at national and European level to put an end to this situation. |
| Switzerland | SGB/USS | Lobbying and influence on national legislation |
| UK | TUC | Action to reduce gender pay gap in the TUC as an organisation   * Women and men work at all levels of the organisation. Our most senior staff member is a woman - Frances O’Grady, our general secretary - and there are a number of other women in our senior management team. Posts on lower grades – such as our apprentices and our cleaning staff - are fairly evenly divided between women and men. * We recognise a number of staff trade unions and negotiate our pay and conditions with them. * We support women having children with generous maternity leave and flexible working policies. We also provide financial support for childcare. We encourage men to play a full part in parenting by offering generous paternity leave and shared parental leave. We support women’s career progression through training and development opportunities. * We have simple pay structures to help us avoid bias creeping in. For example our pay scales are short and we don’t pay bonuses or performance-related pay. We have undergone an equal pay audit which enabled us to identify and reduce other causes of gender pay inequality. * We have a narrower gap between our top and bottom earners than many employers. * We avoid bias in recruitment wherever we can – for example, by anonymising applicants’ personal details during shortlisting and ensuring every recruitment panel includes at least one woman.   In terms of our strategic priorities, issues relating to pay gaps have been reflected in a range of motions to the TUC Women’s Conference and is a therefore a strategic priority for the organisations |

### Setting collective bargaining targets to reduce the gender pay gap

The responses on bargaining targets to a large extent reflect the roles that the confederations themselves play in bargaining. In Belgium, where there is a two year national collective agreement (the AIP) and in France, where national-level agreements on broad policy areas are important, the confederations report their own actions to tackle the gender pay gap at national level (and at local level too in Belgium).

In other countries the aim has been to provide guidance to national negotiators, although in some cases, as with USO in Spain, the responses indicate that this guidance can be very detailed. Some of the specific points that have been identified are:

* tackling sexist job-classification systems (referred to by CCOO, UGT and USO in Spain);
* higher wages for the lowest paid (ASÍ in Iceland);
* improved work-life balance provisions (CISL in Italy and USO in Spain); and
* training for negotiators on gender pay issues (ACV / CSC in Belgium- in an earlier response, UGT in Spain and HAK-İŞ in Turkey).

An interesting joint social partners’ practice has been reported by ZSSS-Slovenia. In the project [GEQUAL](https://institut-delo.com/S40300/GEQUAL) ZSSS, the Employers’ organisation (ZDS) and The Institute for Labour Law at the Faculty of Law, University of Ljubljana) a model regulation of work-life balance measures which support gender equality for future collective bargaining was prepared.

An [agreement template](https://institut-delo.com/P/PDF/model_ukrepov-koncna.pdf) was drafted which also includes clauses aimed at analysing gender pay gap that is connected to reconciliation of family and professional life on the company/organisational level. This model can be used by Slovenian social partners and their negotiators either to directly include it into the collective agreement on all levels or as a starting point for their negotiations.

The detailed responses are set out in Table 36.

#### Table 36: setting gender pay gap targets for bargaining

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Included in our list of demands for the AIP 2019-20 including shifting the burden of proof onto employers as in Iceland |
| Belgium | ACV / CSC | As stated in the response to our overall policy question the ACV /CSC has, brochures to act at company level and negotiating initiatives which include the elements of equal pay between women and men |
| France | CFDT | Agreement on the modernisation of social dialogue and agreement on the quality of life at work and equality 2017 |
| Hungary | SZEF- ÉSZT | Bargaining is the only place where the gender pay gap can be addressed |
| Iceland | ASÍ | In the collective agreements for the past decade a special emphasis has been to put extra payment on the lowest wage rate, work sectors which are mainly occupied by women and foreign workers. |
| Italy | CISL | The objectives of reducing the salary gap are almost always implicit but not specific in collective bargaining, except in some cases. Therefore, they fall within the more general welfare promotion objectives (life / work balance, flexibility, reimbursement of school fees for children, company creches etc that encourage greater participation of women in work and therefore career opportunities in contrast to segregation). |
| Lithuania | LPSK / LTUC | Special provisions in collective agreements |
| Netherlands | CNV | This is part of the system of remuneration, where there is no unequal treatment |
| Netherlands | FNV | It is part of our collective bargaining agenda |
| Spain | CCOO | Review occupational classifications using a non-sexist language; link promotion to merit and individual capacities. |
| Spain | ELA | We have internal documents that have not been published yet |
| Spain | UGT-E | Provision of training on gender equality. Creation of working groups with negotiators and those negotiating Equality Plans, to help them to analyse how jobs are evaluated from a non-sexist perspective |
| Spain | USO | Our organisation gives every year a list of criteria for our members and representatives to negotiate the different gender equality measures in collective bargaining, among them the need to:-   * Ensure that working women are assessed on an equal footing with men in all aspects of pay, for them to always get equal pay for equal work and conditions. * Review the salary supplements to ensure that they are not discriminating against women workers. * Check if the positions in which there are mainly women are lower ranked with the same level of responsibility as those where men are the majority. * Regulate a remuneration structure that is as simple as possible in order to facilitate anti-discrimination monitoring. * Define or redefine and assess jobs by ensuring that the assessment system is agreed with the RLT (legal representation of the workers) so that the assessment criteria for the different jobs are in line with the principle of equal pay for work of equal value. * Make an assessment of occupational groups: the basic salary and, where appropriate, how the salary supplements are calculated. Discrimination is caused by the use of feminine or masculine categories. * Analyse all bonuses and salary supplements: include a definition and the conditions of all bonuses and supplements. Cancel any specification in their application that implies a difference by type of contract, professional category or seniority. * Analyse parental and/or marriage leave: to verify in what terms and if it applies to men, women and unmarried couples. * Periodically carry out statistical analyses of the average remuneration of men and women. |
| Switzerland | SGB/USS | We try, but not always successfully |
| Turkey | HAK-İŞ | There are projects to improve negotiations skill for women to be able to participate in collective bargaining agreements to increase women’s wages. |

### Analysing progress by affiliates in reducing the gender pay gap through collective bargaining

The majority of responses from confederations which report analysing progress on the gender pay gap are fairly similar, involving either a specific gender pay perspective in an existing report, as undertaken by ČMKOS in the Czech Republic, or, more commonly, specifically designed analyses as SAK and STKK (Finland) and CCOO and UGT (Spain) all report. In the Netherlands, FNV plans to monitor progress in 2019. In the UK, the TUC undertakes an equality audit every two years, which every four years looks at collective bargaining.

The detailed responses are set out in Table 37.

#### Table 37: monitoring progress on closing the gender pay gap through collective bargaining

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Bulgaria | PODKREPA | Have seen increases in pay levels, especially in education |
| Czech Republic | ČMKOS | Part of the yearly collective bargaining analysis shows that GPG is smaller where collective agreements are in place |
| Finland | SAK | We asked how the parties assessed the gender impact of the agreements |
| Finland | STTK | Within the tripartite Equal Pay Programme we did a survey among our affiliates |
| Netherlands | CNV | The national federation CNV pays attention to equal pay in the policy. In the end, the individual CNV-unions are responsible for collective bargaining |
| Netherlands | FNV | At least, it is the plan to do this in 2019 |
| Slovenia | ZSSSS | Some of the members of the ZSSS’s Committee for Equal Opportunities reported the abolishment of some provisions in the company’s collective agreement, which could cause differences in pay between men and women. For example, additional bonus to the pay if a worker is not absent. This bonus is detriment of women, who more often take a leave when a child gets sick. Besides, some analyses were done in this area in past years.   * in 2012 ([Gender pay gap –from expertise to action](https://www.zsss.si/projekti/gender-pay-gap/)). The analysis of the gender pay gap was done in few selected firms. * In 2018 based on the Statistical office Microdata (Poje, et al 2018). The analyses of three selected occupations (Nurses, Police Officers and Professors) revealed large difference in pay among these three professions, when same education and experiences were included into the model. |
| Spain | CCOO | Reports of wage gap from federations, CCAA and the Confederation itself for 22 February |
| Spain | ELA | Strikes in service sectors at present |
| Spain | UGT-E | Every year we prepare a report on pay broken down by sex; each industry and each job category is analysed separately |
| UK | TUC | Equality Audit on action by affiliates – looks at collective bargaining, including the gender pay gap, every four years. |

### Organising training on the gender pay gap

The responses on training on the gender pay gap indicate the wide range of action in this area, with training often directed at elected local representatives – for example “delegates” in Spain. In some cases training deals specifically with the causes of the gender pay gap. In Spain, the UGT states that, “in courses on equal opportunities between women and men, there is a section dedicated to Equal Pay, which explains specific cases where there has been a discriminatory pay gap”; CCOO refers to “specific courses on the pay gap for delegates”; ELA refers to “assemblies with delegates”; and USO explains that “the wage gap is included in trade union education”. Full-time officials also receive training, for example from ACV / CSC in Belgium and OPZZ in Poland, which states that it has “organised many training sessions for the leaders of our affiliated organisations on negative impact of gender pay gap”. The TUC in the UK has run training to help unions prepare for gender pay gap reporting.

The details of the responses are set out in Table 38.

#### Table 38: training on the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Training for the works council and the sub-committee dealing with financial and economic information; specific training and / or study days on the pay gap between men and women, with a day’s symposium on the subject on 14 March 2018. |
| Belgium | ACV / CSC | Various training initiatives exist for our delegates and also for full-time officials. Since 2005, there has been a study day every year on the issue of equal pay for men and women. When the 2012 law was adopted, training was organised for our representatives on the works council and the health and safety committee |
| Estonia | EAKL | Awareness raising info-days |
| Finland | AKAVA | Largely done by affiliates |
| Finland | SAK | Trainings, events, information at websites etc |
| Finland | STTK | Seminars and other events |
| France | CFDT | Specific training module |
| Iceland | ASÍ | The education department of ASÍ has special seminars on training union representatives on the gender pay gap and other related issues that can affect the pay gap and ways how to eliminate the gender pay gap |
| Lithuania | LPSK / LTUC | Women Centre of LTUC organised 4 seminars in 2018 |
| Netherlands | CNV | These tasks are delegated to the individual CNV-unions CNV Zorg en Welzijn and CNV Onderwijs, who organise training and masterclasses |
| Netherlands | FNV | For members and trade union leaders |
| Poland | OPZZ | OPZZ has organised many training sessions for the leaders of our affiliated organisations on negative impact of gender pay gap |
| Slovenia | ZSSS | ZSSS representatives have organised and participated on several seminars, public debates/roundtables, tv shows on gender pay and pension gap in order to present the position of ZSSS and to raise awareness of this topic among trade union representatives and general public.  Also workshops/seminars for the affiliates and sectoral trade union’s representatives were organised, at which the reasons for the gender pay gap, the data on gender pay gap and possible measures for its elimination were presented.  In cooperation with Friedrich-Ebert-Stiftung ZSSS will organise an international Conference on this topic in June 2019. |
| Spain | CCOO | Specific courses on the pay gap for delegates |
| Spain | ELA | Assemblies with delegates, strikes (private service sectors, particularly cleaning, and the public sector) |
| Spain | UGT-E | We have a team to evaluate jobs from a gender perspective. In courses on equal opportunities between women and men, there is a section dedicated to Equal Pay, which explains specific cases where there has been a discriminatory pay gap. |
| Spain | USO | The subject of the wage gap is included in trade union education. Training is given about collective bargaining criteria with proposals to be included in collective agreements or gender equality plans in different areas, among others in the area of pay. |
| Sweden | TCO | TCO has organised seminars on this subject |
| UK | TUC | As unions began to consider their own reporting requirements, the TUC ran a workshop to support affiliates with developing their own reports and action plans. The TUC also developed a webinar for unions which highlighted the main issues around pay gap reporting and what unions can do tackle the gender pay gap in workplaces. |

### Publishing material on issues related to the gender pay gap

The confederations have produced a wide range of material on the gender pay gap. In some cases they are special reports or other material, as with the ICTU in Ireland; in others, material on the gender pay gap forms part of other publications; and in yet others there is an annual update on the situation, as with LO in Sweden. The extensive publications from Spanish confederations are noticeable, reflecting and contributing to the great public interest in the issue in Spain.

The details of the responses, in some case with links to online publications are set out in Table 39.

#### Table 39: material published by confederations on the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Produced a booklet in 2018 “Baromètre socio-économique 2018” with a section on the gender pay gap |
| Belgium | ACV / CSC | Booklets : “The gender pay gap explained “ ( « l’écart salarial expliqué »), “ Act on the gender pay gap in your company” (« agissez sur l’écart salarial dans votre entreprise »),  “The gender pay gap” (« écart salarial ») a special edition of the CSC women’s magazine«  femmes.docx » produced on the 50th anniversary of the women’s equal pay strike at the arms manufacturer FN in 1966. |
| Finland | AKAVA | Materials are published for Women's day, Finnish equality day and Equal Pay Day |
| Finland | STTK | Leaflets, books etc |
| Iceland | ASÍ | Material that are used in the training courses/seminars |
| Ireland | ICTU | Congress ran the GAP (Gender & Pay) Project (2002/4) funded under the Equality for Women Measure (Department of Justice, Equality & Law Reform). One of the major outcomes of the GAP Project was a toolkit for use by officials and activists. It was designed as a ‘no-nonsense’ guide for practitioners and retains relevance for tackling the gender pay gap in the current context. More recently, a motion proposed by IMPACT was also debated and passed unanimously at our July 2017 BDC. |
| Latvia | LBAS | Publishing material on issues related to the gender pay gap |
| Netherlands | CNV | Some CNV-unions are publishing about the gender pay gap |
| Netherlands | FNV | [https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/ koopkracht-en-echte-banen/ 1309238/A4\_WITBOEK\_EQUAL\_PAY\_ECHTE\_BANEN\_LR\_corr.pdf](https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/koopkracht-en-echte-banen/1309238/A4_WITBOEK_EQUAL_PAY_ECHTE_BANEN_LR_corr.pdf) |
| Slovenia | ZSSS | In 2012/2013 ZSSS has been leading a project: “Gender pay gap – from expertise to action”. One of the results of the project were two publications based on the survey, conducted within the project:   * Implementation guide (Equal pay for equal work or work of equal value (more info: <https://www.zsss.si/wp-content/uploads/2017/01/Implementation-guide.pdf>) * Study/manual: Equal pay for equal work: Gender pay gap <https://www.zsss.si/wp-content/uploads/2017/01/Studija_EnakoPlaciloZaEnakoDelo.pdf>   We are periodically publishing professional articles on this topic in ZSSS’s magazine Delavska enotnost and other interested publications. |
| Spain | CCOO | La Brecha Salarial [http://www.ccoo.es/noticia:269416-- 2018\_Informe\_La\_brecha\_salarial\_factor\_de\_quiebra\_democratica\_desigualdad\_pr ecariedad\_temporalidad\_parcialidad](http://www.ccoo.es/noticia:269416--%202018_Informe_La_brecha_salarial_factor_de_quiebra_democratica_desigualdad_pr%20ecariedad_temporalidad_parcialidad) |
| Spain | ELA | The plan of the Basque Government to tackle the gender pay gap is completely insufficient <https://www.ela.eus/es/politica-de-genero/noticias/el-plan-del-gobierno-vasco-para-hacer-frente-a-la-brecha-salarial-completamente-esteril/gv-brecha-salarial.pdf> |
| Spain | UGT | Reducing the gender pay gap – the priority  <http://www.ugt.es/sites/default/files/19_informe_22f_dia_igualdad_salarial_ok.pdf> |
| Spain | USO | <http://www.uso.es/igualdad/documentos-igualdad/> |
| Sweden | LO-S | Annual reports on gender equality and gender pay gap |
| Sweden | TCO | TCO has written discussion articles and blogs |
| Switzerland | SGB/USS | Press releases, flyers for demonstrations, "equality beer" [www.mettons-la-pression.ch/](file:///C:\Users\lionel.LRDEP\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.Outlook\FUYVKS45\www.mettons-la-pression.ch\) |
| UK | TUC | In October 2017, in order to support affiliates to maximise progress around gender pay inequality, the TUC published a guide for reps on the Gender Pay Gap Reporting Regulations, the causes of the gender pay gap, and how the data could be used to bargain for equal pay in the workplace. This is in addition to the webinar referred to in the answer on training. |

### Promoting and producing research on the gender pay gap

The responses to the question on published material shows that the confederations produce a wide range of materials on the gender pay gap, and the replies to the question on research show that some of the material published comes from research that the confederations themselves have produced or promoted. This is the case in Spain, for the FNV in the Netherlands and the TUC in the UK. In other countries, as in Iceland, Norway and Sweden, the confederations participate in wider research projects. For example LO and UNIO in Norway both state: “In Norway we have a "Technical calculation committee" (TBU) where social partners and government analyse economic, including payment, statistics and present it to the public”, and this is confirmed by the third Norwegian confederation, YS.

The detailed responses are set out in Table 40.

#### Table 40: confederations’ involvement in research on the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Online tool to enable gender pay gap to be calculated in the social balance [http://www.fgtb.be/test-ecart-salarial](http://www.fgtb.be/test-ecart-salarial%20%20)  <http://www.fgtb.be/calcul-ecart-salarial> |
| Czech Republic | ČMKOS | Participation in the project "22% TO EQUALITY" |
| Finland | AKAVA | We had a survey on the family leave system and our members' thoughts and wishes about it |
| Iceland | ASÍ | Action group on equal pay is a cooperation between the government and social partners. ASÍ has a representative in the action group. This action group has conducted research on the wage different/gender pay gap in the labour market. All statistics regarding the labour market are usually done in cooperation with the government and other stakeholder i.e. other workers organisations and employers organisation |
| Latvia | LBAS | LBAS News, Trade Union Roadmap on Gender Equality <http://www.lbas.lv/upload/stuff/201901/lbas_gender_equality_2017.pdf> |
| Netherlands | FNV | [https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/ koopkracht-en-echte-banen/ 1309238/A4\_WITBOEK\_EQUAL\_PAY\_ECHTE\_BANEN\_LR\_corr.pdf](https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/koopkracht-en-echte-banen/1309238/A4_WITBOEK_EQUAL_PAY_ECHTE_BANEN_LR_corr.pdf) |
| Norway | LO-N | In Norway we have a "Technical calculation committee" (TBU) where social partners and government analyse economic, including payment, statistics and present it to the public. Gender statistics is part of this. Also Statistics Norway present pay statistics, including gender pay statistics, including gender pay statistics |
| Norway | UNIO |
| Norway | YS | The social partners cooperate with government bodies in developing the statistical framework for the annual collective bargaining. Wage statistics for women and men are central elements in this process. |
| Slovenia | ZSSS | In 2012/2013 ZSSS has been leading a project: “Gender pay gap – from expertise to action”. One of the results of the project were two publications based on the survey, conducted within the project based also on pilot study in companies. The study (Study/manual: Equal pay for equal work: Gender pay gap <https://www.zsss.si/wp-content/uploads/2017/01/Studija_EnakoPlaciloZaEnakoDelo.pdf>) was aimed at finding the answer weather there are differences in pay (including bonuses and compensations) of men and women in the same position within the same company, taking into consideration the educational attainment and working experiences. |
| Spain | CCOO | Report on the Poject – Equal Pay (Informe Proyecto Equal Pay): [http://www.ccoo.es//9386826d312daad1162ae0a938d3d042000001.pdf](http://www.ccoo.es/9386826d312daad1162ae0a938d3d042000001.pdf%20)  The Gender Pay Gap: analysis and trade union proposals for collective bargaining (La brecha salarial de género: análisis y propuestas sindicales para la negociación colectiva): [http://www.ccoo.es//f0920735e3669a4e9048192827cea38d000001.pdf](http://www.ccoo.es/f0920735e3669a4e9048192827cea38d000001.pdf) |
| Spain | ELA | Situation reports |
| Spain | UGT-E | The research we conduct is oriented in two aspects, one theoretical and the other eminently practical. The first focuses on the analysis of official statistics and the comparative study of the evolution of the pay gap between women and men. The second is aimed at evaluating jobs from a gender perspective. |
| Spain | USO | <http://www.uso.es/igualdad/documentos-igualdad/> |
| Sweden | TCO | Yes sort of – TCO has taken part in reference group at Medlingsinstitutet (the Swedish National Mediation Office) |
| Switzerland | SGB/USS | <http://www.salaire-uss.ch/> |
| UK | TUC | We have worked to highlight the persistence of the gender pay gap by publishing new analysis showing that the result of the UK’s persistent gender pay gap is that women work for free more than two months a year compared to the average man.(<https://www.tuc.org.uk/blogs/women%E2%80%99s-pay-time-government-action-close-gender-pay-gap> ) The analysis showed that in sectors where women dominate such as education, health and social care, finance and insurance the gender pay gap is bigger. In these sectors women get paid much less on average than men, both because they are more likely to be in part-time jobs and because they are in lower-paid roles. |

### Lobbying government on the gender pay gap

Lobbying the government on the gender pay gap is the type of action which the largest number of confederations report and the details of their activities, set out in Table 41, make clear the range of initiatives undertaken.

In some cases the activities are described in general terms. For example, the response from OPZZ in Poland states that, “the Women's Committee [of OPZZ] lobbied government on the gender pay gap through:

* setting out their opinion and positions on drafts of legal acts in the field of issues related to gender pay gap; and
* participating as individuals and representing the OPZZ at conferences, seminars and events related to gender pay gap.”

The response of the Lithuanian confederation, LPSK / LTUC, is similar. It states: “The Board of the Women’s Centre of Lithuanian Trade Union Confederation has organized a meeting with the Chair of Committee on Social Affairs and Labour and the Chair of Committee on Human Rights at Lithuanian Seimas”.

In other cases, the confederation has concentrated on a particular issue, such as the national minimum wage (UGT – Spain), pay after parental leave (ČMKOS – Czech Republic), or adequate resources for the enforcement of the legislation (TUC – UK).

The details of the responses are set out in Table 41. They include the response from ASÍ in Iceland, which points that it is collective agreements rather than government policy was are decisive in governing working conditions.

#### Table 41: lobbying governments on the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Memorandum for European, national and regional elections |
| Belgium | ACV / CSC | Numerous actions undertaken by the CSC in relation to the government specifically on the issue but also through other topics because the problem of the pay gap is present in many other social issues such as pensions, part-time work, sectoral segregation etc. The 2012 law took up proposals from the CSC concerning the publication in the social report of two additional figures concerning gendered data on staff costs. |
| Czech Republic | ČMKOS | Suggested and supported legislation to guarantee relevant pay rise after return from parental leave. It wasn't adopted |
| Estonia | EAKL | Lobbying political parties/government in order to achieve more transparent data on wages regarding gender |
| Finland | STTK | That is in our normal activity |
| Germany | DGB | Equal Pay Day |
| Iceland | ASÍ | The main characteristic of the Icelandic labour market is that collective agreements rather than legislation govern working conditions. In addition to carrying out collective bargaining concerning pay and working conditions, the social partners have a strong influence on the welfare system, as they co-manage the occupational pension funds and the rehabilitation fund. ASÍ is the leading workers organisation in Iceland, representing approximately 65% of the labour market. The government does not take any important decisions regarding the labour market unless they have an agreement from ASÍ. |
| Ireland | ICTU | <https://www.ictu.ie/equality/2017/10/10/unions-call-for-concerted-action-to-end-gender-pay/> |
| Italy | CISL | Documents, hearings, other dealings |
| Lithuania | LPSK / LTUC | The Board of the Women’s Centre of Lithuanian Trade Union Confederation has organized a meeting with the Chair of Committee on Social Affairs and Labour and the Chair of Committee on Human Rights at Lithuanian Seimas |
| Netherlands | CNV | This is part of the work package of the national federation CNV |
| Netherlands | FNV | We have written letters for debates and we have joined in hearings on the gender pay in Parliament |
| Norway | UNIO | We are lobbying on policies, but the pay negotiations are not part of it. The pay negotiations is only among the social partners |
| Poland | OPZZ | The Women's Committee of the OPZZ is an advisory and consultative body for the statutory authorities of the OPZZ, which main objective is to facilitate the participation of women in activities in social, economic and professional life, strengthen the position of women in public life and promote women's activities in trade unions. The Women's Committee lobbied government on the gender pay gap through:   * setting out their opinion and positions on drafts of legal acts in the field of issues related to gender pay gap; and * participating as individuals and representing the OPZZ at conferences, seminars and events related to gender pay gap. |
| Slovenia | ZSSS | The ZSSS has addressed the issue of gender pay gap and pension gap at several meetings with the ministries, as members in government groups (Gender Equality Council, Respect for Human Rights in Economy Council etc.), at meetings and seminars organised by left wing party and Advocate of the principle of equality. |
| Spain | CCOO | Measures included in social dialogue |
| Spain | UGT-E | Posing our demands to the Government, in the framework of tripartite Social Dialogue. Demanding a national minimum wage (SMI) of € 1,000 a month, through campaigns maintained over time. The rise in the minimum wage indirectly benefits women who have the lowest wages |
| Spain | USO | In the campaigns carried out, both on 8 March, the International Women's Day and 25 November, the International Day against Gender Violence, in our manifestos and reports we urge the government to enforce gender equality policies in the area of wages, since the majority of the causes lie in the lower pay received by women in general, which results in a greater risk of poverty and social exclusion, even preventing independence in extreme cases such as cases of gender violence. |
| Sweden | TCO | TCO supports Lön hela dagen (Pay for the whole day) [http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/](http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/%20) TCO participated in the reference group in the development of new rules for salary surveys |
| Switzerland | SGB/USS | Influence on national legislation |
| UK | TUC | In the run up to the pay reporting deadline we gave evidence to the Business, Energy and Industrial Strategy Select Committee making the case for pay gap reporting requirements to be expanded and improved. We also responded to a government consultation on enforcement of the regulations, setting out the need to ensure better resourcing for the Equality and Human Rights Commission (EHRC), the body responsible for ensuring employers comply with the regulations.  In February 2018 the TUC responded to the EHRC’s draft policy on how it plans to use its powers to enforce the Regulations. The TUC’s response highlighted the lack of sanctions for non-compliant employers and the lengthy process to employ their enforcement powers. The TUC also highlighted that the EHRC’s enforcement powers can only be used against employers that fail to publish data, rather than against employers with significant gender pay gaps. The TUC continues to work with the EHRC and the Government Equalities Office (GEO) to ensure the legislation and its enforcement has the greatest possible impact for working women. |

### Public campaigns on the gender pay gap

The responses on public campaigns indicate the varying methods confederations use to get their message across on the gender pay gap. They include linking a date or a period of time to the percentage pay gap (UGT – Spain, TCO Sweden and the TUC in the UK), and an equality beer (SGB /USS – Switzerland) as well as more standard campaigns, press releases and posters.

The details of public campaigns as set out in Table 42.

#### Table 42: confederations’ public campaigns on the gender pay gap

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ACV / CSC | Every year we dedicate the month of March as "March, the month of equal pay”. This year, our slogan is 0% wage gap between men and women. We have planned a poster campaign, awareness-raising in companies and more broadly public awareness. We use an infographic to communicate our message with a symbol. |
| Finland | AKAVA | A campaign with child and family lobbying organisations |
| France | CFDT | Press releases, pamphlets and posters |
| Germany | DGB | Material, presentation, flyers, newsletter |
| Iceland | ASÍ | VR- The federation of store and office workers has been the leading federation within ASÍ to promote gender equality and the gender pay gap. They have used the social media and the national TV for their campaign. Following the #MeToo revolution the federation went on a campaign in the media. As it is a common fact that sexual harassment at work can effect and does effect the pay gap |
| Ireland | ICTU | Social media campaign #Clockedout |
| Italy | CISL | Public campaigns on the pay gap carrying forward those promoted by the ETUC |
| Netherlands | FNV | We campaign around equal pay day in November |
| Slovenia | ZSSS | Every year the representatives of the ZSSS promote European “Equal pay day”, by publishing awareness raising articles on our web site, in magazine Delavska enotnost, we share on social and other media (<https://www.zsss.si/3-november-2018-evropski-dan-enakega-placila-zensk-in-moskih/> ).  In October 2015 ZSSS in cooperation with NGO – Peace Institute also organized manifestation in city centre Ljubljana with the aim to raise awareness on gender pay and pension gap.  Periodically also the whole issue of the ZSSS’s magazine Delavska enotnost is dedicated to rising awareness on gender pay and pension gap. Another occasion is the 8th of March, when we already put this issue on the public spotlight.  We also join all ETUC’s campaigns regarding Pay equality. |
| Spain | CCOO | #Precarity war |
| Spain | ELA | Press releases |
| Spain | UGT-E | For two years, we have run the campaign "I work for free". The start date is fixed in line with the annual percentage wage gap for Spain from the European Commission. This percentage gap is used to calculate the number of days that women work for free in relation to men. This campaign is maintained until 31 December each year. |
| Spain | USO | Campaigns carried out, both on the 8th of March, the International Women's Day and the 25th of November, the International Day against Gender Violence |
| Sweden | TCO | TCO supports Lön hela dagen [http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/](http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/%20) TCO participated in the reference group in the development of new rules for salary surveys |
| Switzerland | SGB/USS | Equality-beer: [www.mettons-la-pression.ch](file:///C:\Users\lionel.LRDEP\AppData\Local\Microsoft\Windows\Temporary%20Internet%20Files\Content.Outlook\FUYVKS45\www.mettons-la-pression.ch);  National demonstration: [https://www.uss.ch/themes/egalite-dessexes/ article/details/manifestation- nationale-pour-legalitesalariale- et-contre-les-discriminations-enough18/](https://www.uss.ch/themes/egalite-dessexes/%20article/details/manifestation-%20nationale-pour-legalitesalariale-%20et-contre-les-discriminations-enough18/) |
| TUC | UK | In March 2017 and 2018, the TUC highlighted the issue of the gender pay gap in the media. Women’s Pay Day is the day the average woman begins to get paid compared to the average man across different industries. In 2017 Women’s Pay Day was on 7 March, in 2018 it is on 8 and in 2019 it is on 6 March. The analysis also showed that in some parts of the country gender pay gaps are even bigger so their Women’s Pay Day is later in the year such as in the East of England the gender pay gap is 20.3%, so Women’s Pay Day in that part of the country won’t fall for another 9 days (Friday 15 March). And women in the South East (19.3% pay gap) and the East Midlands (19.2%) have to wait until Monday (11 March) for their Women’s Pay Day. |

### Raising the issue of the gender pay gap issue of the gender pay gap in social dialogue bodies

Not all countries have social dialogue bodies in which confederations can bring up the issue of the gender pay gap, but, where they do exist, the responses indicate that confederations have been able to get the gender pay gap on the agenda. For example in the Netherlands, the FNV reports that, “in the Labour Foundation Equal pay is a topic which is discussed on a regular basis. FNV has taken the initiative to update the checklist on equal pay”, while the CNV also refers to “negotiations in the Dutch Social and Economic Council (SER)”.

The details of confederations’ activities in social dialogue bodies are set out in Table 43.

#### Table 43: raising the gender pay gap in social dialogue bodies

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | Social dialogue around 2012 law |
| Belgium | ACV / CSC | At the level of inter-professional and sectoral negotiations and also at the level of the National Labour Council (CNT). The CSC has representatives on the Gender Equality Council (at federal and regional level). |
| Bulgaria | PODKREPA | In the National Council for Tripartite Cooperation |
| Finland | AKAVA | Joint study on reports on equal pay |
| Iceland | ASÍ | The main characteristic of the Icelandic labour market is that collective agreements rather than legislation govern working conditions, and ASÍ plays a leading role. |
| Italy | CISL | Hearings of the National Economic and Labour Council (NEL) on issues of gender |
| Latvia | LBAS | Discussions within National Tripartite Cooperation Council |
| Netherlands | CNV | Negotiations in the Dutch Social and Economic Council and the bipartite labour foundation |
| Netherlands | FNV | In the Labour Foundation Equal pay is a topic which is discussed on a regular basis. FNV has taken the initiative to update the checklist on equal pay |
| Spain | CCOO | The confederation has taken up a large number of detailed issues on the content, procedure and sanctions, as well as on part-time work and pensions |
| Spain | UGT-E | We present our demands, in the area of pay equality between women and men:   * need for pay audits in companies; * need for periodic information disaggregated by sex, aimed at union representation in the company; * need for human and material resources to permit the necessary actions in the workplace and in the unions to be carried out; * need of clear definitions in the matter of equal pay; * need to strengthen the Labour Inspectorate and improve its competence in matters of equal pay; and * need to increase penalties for companies that maintain wage discrimination against women, as a deterrent. |
| Sweden | TCO | Through the Jämställdhetsrådet (Equality Council), which no longer exists and the Diskrimineringsombudsmannens fackliga nätverk (Union network at the Equality Ombudsman) |
| Switzerland | SGB/USS | [www.elep.ch](http://www.elep.ch/) |
| Turkey | HAK-İŞ | Hak-İş and affiliate unions use social dialogue as a tool to improve the situation of workers and discuss the gender issues with tripartite social partners |

### Working with non-governmental organisations (NGOs) on the issue of the gender pay gap

The responses indicate the range of NGO’s and civil society bodies with which confederations cooperate in the area of the gender pay gap. In most cases they are women’s organisations. For example, in Ireland the ICTU has written a joint letter on gender pay gap reporting legislation with the National Women’s Council, and PODKREPA in Bulgaria has cooperated with its National Women’s Forum. However, in some cases, confederations have also worked with other bodies on the issue. The GSEE in Greece reports cooperation with the National Commission for Human Rights; in Spain, CCOO works with OXFAM; and in Estonia EAKL has established an anti-pay gap coalition with women’s organisations and NGOs.

The response from ASÍ gives a description of how such cooperation can work in practice (see Table 44 which includes details from all the confederations providing them.)

#### Table 44: working with NGOs

|  |  |  |
| --- | --- | --- |
| **Country** | **Confederation** | **Union action** |
| Belgium | ABVV / FGTB | We share our common demands with our network of women's and civil society organisations like the women's councils in Flanders and Wallonia, la Marche Mondiale des Femmes, Le Collectif du 8 mars, Hart boven Hard, Tout autre Chose, TamTam |
| Belgium | ACV / CSC | In a number of cases, with the member associations of the World March of Women ( Marche Mondiale des Femmes)platform, with French-speaking women from Belgium, with the Women’s Council Vrouwen Raad and very specifically with the NGO, The World According to Women (le monde selon les Femmes) with whom we collaborated in the production of a guide on gender budgeting. |
| Bulgaria | PODKREPA | With the National Women's Forum |
| Estonia | EAKL | EAKL has established together with NGOs and women organisations an anti-pay-gap coalition |
| France | CFDT | We work with Le laboratoire de l’égalité |
| Greece | GSEE | Participating and working with the national independent Human Rights’ Body , the National Commission for Human Rights |
| Iceland | ASÍ | ASÍ has excellent working relationship with NGOs women´s organisation in Iceland. Resulting in different projects in promoting gender equality and the gender pay gap. Most resent project was the “Women´s day off 2018” see our webpage [http://kvennafri.is/en/front1-en/](http://kvennafri.is/en/front1-en/%20) ASÍ and the Icelandic Women´s Rights Association [http://kvenrettindafelag.is/resources-iceland/](http://kvenrettindafelag.is/resources-iceland/%20%20)  work closely together, for example after our last “Women´s day off”, there is a high demand to get representatives to visit NGOs and labour movements in different European countries, to talk about and teach how we are able to organise such a big and successful event. Those two organisations have agreed to share the work and send representative and present both the emphasis of the labour movement and the NGOs organisations |
| Ireland | ICTU | Joint letter on gender pay gap reporting legislation with the National Women’s Council |
| Lithuania | LPSK / LTUC | We have common seminars, conferences |
| Netherlands | CNV | Working together with Wo=Men, and organisation in our partner organisations in developing countries |
| Netherlands | FNV | We have worked together with several NGOs and women's organisations around Equal Pay Day |
| Poland | OPZZ | The Women's Committee regularly cooperates with: the Polish Women's League, the Parliamentary Women's Group, the Left-Wing Women’s Forum, the Democratic Union of Women. The Committee also cooperated closely with the Government Plenipotentiary for Equal Treatment Ms. Agnieszka Kozłowska-Rajewicz, the Minister of Labour and Social Policy Ms. Jolanta Fedak, and the Deputy Speaker of the Sejm of the Republic of Poland (lower chamber of the Parliament) Ms. Wanda Nowicka. The Women's Committee has repeatedly presented initiatives in the field of assistance and counselling for women coping with poor living conditions. |
| Slovenia | ZSSS | The ZSSS has addressed this issue in several public events (roundtables, seminars etc.) organised by ZSSS and/or different NGOs:   * In October 2015 ZSSS in cooperation with NGO – Peace Institute organized manifestation in city centre Ljubljana with the aim to raise awareness about persistent gender pay and pension gap. * In October 2015, ZSSS representative participated in the panel discussion on gender pay and pension gap organized by NGO – The Peace Institute; * In December, 2016 ZSSS representative participated in the panel discussion on gender pay gap and decent pension of women that was organized by Women’s Lobby Slovenia under the auspices of the President of the National Assembly; * In December, 2016 ZSSS representative participated in the panel discussion on gender pay and pension gap organized by The Institute for Labour Law at the Faculty of Law, University of Ljubljana; * In November 2017, ZSSS representative participated in panel discussion on Strife for women's right to equal economic independence – challenges and solutions for tackling gender pay gap, Co-organised by: SD Slovenia & Labour Party Westminster Foundation & CEE Network for Gender Issues * In January 2018, ZSSS representative participated in round table: Challenges and opportunities for women in entrepreneurship: the influence of gender on the career", organised by of the Advocate of the principle of equality. |
| Spain | CCOO | Oxfam |
| Spain | UGT-E | We work with the civil society movements in the matter of gender equality, mutually supporting our demands. |
| Sweden | TCO | Nätverket för jämställda löner (Equal pay network), Lön hela dagen rörelsen (see above) |
| Switzerland | SGB/USS | Demonstrations, lobbying etc |
| UK | TUC | We work with a range of NGOs on issues related to the key causes of the gender pay gap. For example we are a member of the Alliance for Maternity Rights |

### Affiliates using collective bargaining

The questionnaire asked nation confederations whether they were aware of the use of collective bargaining by their affiliated unions to reduce the gender pay gap, and 33 out of 39 said that they were.

Nine possible areas of collective bargaining were identified:

* action to move women out of low-paid occupations;
* higher pay increases for the lowest paid and/or occupations that are female-dominated;
* better opportunities for part-time workers to increase their hours or move to full-time work;
* greater transparency of pay systems and tackling elements of the pay structure (bonuses and performance-related pay, for example) that might lead to discrimination against women;
* improved training and promotion opportunities for women;
* new gender-neutral job-evaluation and job classification schemes;
* improved policies on work-life balance (childcare, parental leave);
* greater flexibility in working hours; and
* local pay audits going beyond legal requirement.

The responses are set out in Table 45, and they make clear that individual unions are most likely to have negotiated on work-life balance issues such as childcare or parental leave, with 29 confederations reporting this. Negotiations on: increased flexibility for workers, improved pay transparency, larger increases for lowest paid, longer hours for part-timers, and improved training were all reported by between 18 and 20 confederations, while action to move women out of lower paid occupations (11 confederations) and additional pay audits (eight confederations)were found much less frequently.

#### Table 45: collective bargaining on issues aimed at tackling the gender pay gap

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Confederation | Move women from low paid jobs | Increases for lowest paid | Longer hours for part-timers | More pay transparency | Training | Job evaluation | Work-life balance | Flexibility | Extra pay audits |
| **Confederations saying “Yes”** | | **11** | **19** | **18** | **19** | **18** | **16** | **29** | **20** | **8** |
| Austria | ÖGB | Yes | Yes |  |  | Yes | Yes | Yes | Yes |  |
| Belgium | ABVV / FGTB | Yes | Yes | Yes | Yes | Yes | Yes | Yes |  |  |
| Belgium | ACLVB/CGSLB |  |  |  |  |  |  |  |  |  |
| Belgium | ACV / CSC | Yes | Yes | Yes | Yes | Yes | Yes | Yes |  |  |
| Bulgaria | PODKREPA |  |  |  |  |  | Yes | Yes |  |  |
| Czech Republic | ČMKOS |  |  |  | Yes |  | Yes | Yes | Yes | Yes |
| Estonia | EAKL |  | Yes |  | Yes |  |  | Yes | Yes |  |
| Finland | AKAVA |  |  |  | Yes |  |  | Yes | Yes |  |
| Finland | SAK |  |  | Yes | Yes |  |  | Yes | Yes |  |
| Finland | STTK |  |  |  |  | Yes |  | Yes | Yes |  |
| France | CFDT | Yes | Yes | Yes | Yes | Yes |  | Yes | Yes |  |
| Germany | DGB | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |  |
| Greece | GSEE |  |  |  |  |  |  |  |  |  |
| Hungary | LIGA |  |  |  |  |  | Yes |  |  |  |
| Hungary | SZEF- ÉSZT |  | Yes |  |  |  |  |  |  |  |
| Iceland | ASÍ |  | Yes | Yes | Yes | Yes | Yes | Yes | Yes |  |
| Ireland | ICTU |  |  | Yes |  |  |  | Yes | Yes |  |
| Italy | CISL |  |  |  |  | Yes | Yes | Yes | Yes |  |
| Italy | UIL | Yes |  | Yes | Yes | Yes | Yes | Yes | Yes |  |
| Latvia | LBAS |  |  |  |  |  |  | Yes | Yes |  |
| Lithuania | LPSK / LTUC |  |  | Yes |  | Yes |  | Yes |  |  |
| Netherlands | CNV |  | Yes | Yes |  |  |  | Yes | Yes |  |
| Netherlands | FNV | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Norway | LO-N |  | Yes | Yes | Yes | Yes | Yes | Yes |  | Yes |
| Norway | UNIO |  | Yes | Yes | Yes | Yes | Yes | Yes |  | Yes |
| Norway | YS |  |  | Yes | Yes |  |  |  |  |  |
| Poland | NSZZ-Solidarność |  |  |  |  |  |  |  |  |  |
| Poland | OPZZ | Yes | Yes |  | Yes |  |  | Yes |  | Yes |
| Serbia | Nezavisnost |  |  |  |  |  |  |  |  |  |
| Slovenia | ZSSS |  | Yes |  |  | Yes |  | Yes | Yes |  |
| Spain | CCOO |  | Yes | Yes | Yes | Yes |  | Yes | Yes |  |
| Spain | ELA | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |  |
| Spain | UGT-E | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Spain | USO |  |  |  |  | Yes | Yes | Yes | Yes | Yes |
| Sweden | LO-S |  | Yes | Yes |  |  |  | Yes |  |  |
| Sweden | TCO |  |  |  | Yes |  |  |  |  | Yes |
| Switzerland | SGB/USS |  |  |  |  |  |  |  |  |  |
| Turkey | HAK-İŞ |  | Yes |  |  | Yes |  | Yes | Yes |  |
| UK | TUC | Yes | Yes |  |  |  |  | Yes |  |  |

### Affiliates taking other action

Finally the questionnaire asked whether the confederations were aware of other significant activities by their affiliated unions to reduce the gender pay gap. Again a clear majority of confederations (26 out of 39) said they knew that this was taking place.

Six possible forms of action were suggested:

* public campaigns;
* industrial action;
* major court cases;
* research;
* training; and
* lobbying.

The most commonly reported other activity was training (19 confederations), followed by public campaigns (18), lobbying (16) and research (15). Industrial action on the gender pay gap by affiliates was reported by 13 confederations and eight reported that there had been major court cases. The responses for individual confederations are set out in Table 46.

#### Table 46: other action by affiliates aimed at tackling the gender pay gap

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Confederation | Public campaigns | Industrial action | Major court cases | Research | Training | Lobbying |
| **Confederations saying “Yes”** | | **18** | **13** | **8** | **15** | **19** | **16** |
| Austria | ÖGB | Yes |  |  |  | Yes | Yes |
| Belgium | ABVV / FGTB | Yes | Yes |  | Yes | Yes | Yes |
| Belgium | ACLVB/CGSLB |  |  |  |  |  |  |
| Belgium | ACV / CSC | Yes | Yes | Yes | Yes | Yes | Yes |
| Bulgaria | PODKREPA | Yes |  |  |  |  | Yes |
| Czech Republic | ČMKOS |  |  |  |  |  |  |
| Estonia | EAKL |  |  |  |  |  |  |
| Finland | AKAVA | Yes | Yes | Yes | Yes | Yes | Yes |
| Finland | SAK |  |  |  | Yes | Yes | Yes |
| Finland | STTK | Yes | Yes | Yes | Yes | Yes | Yes |
| France | CFDT | Yes | Yes |  |  | Yes |  |
| Germany | DGB | Yes | Yes |  | Yes | Yes | Yes |
| Greece | GSEE |  |  |  |  |  |  |
| Hungary | LIGA |  |  |  |  |  |  |
| Hungary | SZEF- ÉSZT |  |  |  |  |  |  |
| Iceland | ASÍ | Yes |  |  | Yes | Yes | Yes |
| Ireland | ICTU |  |  |  |  |  |  |
| Italy | CISL |  |  |  |  |  |  |
| Italy | UIL | Yes | Yes |  | Yes | Yes | Yes |
| Latvia | LBAS |  |  |  |  |  |  |
| Lithuania | LPSK / LTUC | Yes |  |  |  | Yes | Yes |
| Netherlands | CNV | Yes |  |  |  | Yes |  |
| Netherlands | FNV |  | Yes |  |  |  |  |
| Norway | LO-N |  | Yes |  | Yes | Yes |  |
| Norway | UNIO |  |  |  | Yes | Yes | Yes |
| Norway | YS |  | Yes | Yes |  |  |  |
| Poland | NSZZ-Solidarność |  |  |  |  |  |  |
| Poland | OPZZ | Yes |  |  | Yes | Yes | Yes |
| Serbia | Nezavisnost |  |  |  |  |  |  |
| Slovenia | ZSSS | Yes |  |  |  |  |  |
| Spain | CCOO | Yes |  | Yes | Yes | Yes |  |
| Spain | ELA |  | Yes |  |  |  |  |
| Spain | UGT-E |  |  |  | Yes |  |  |
| Spain | USO |  | Yes |  |  |  |  |
| Sweden | LO-S | Yes |  |  | Yes | Yes | Yes |
| Sweden | TCO | Yes | Yes | Yes | Yes | Yes | Yes |
| Switzerland | SGB/USS | Yes |  | Yes |  |  | Yes |
| Turkey | HAK-İŞ |  |  |  |  | Yes |  |
| UK | TUC | Yes |  | Yes |  |  |  |

### Specific recommendations

Confederations were finally asked for their own specific recommendations for the implementation of pay transparency and the principle of equal pay for work of equal value. In most cases the replies indicated ways in which their own national rules could be improved, for example by stricter enforcement (in Belgium, Germany and Italy) or by extending existing rights by changing the thresholds (UK and Germany). However, LIGA in Hungary and the UGT in Spain called for European regulation, with the UGT specifically calling to a European directive making obligatory the measures contained in the Commission’s 2014 recommendation.

More generally the main demands were for:

* greater transparency about the pay received by men and women;
* improved rights for union and employee representatives to be informed about the gender pay gap in their organisations; and
* tighter monitoring by the government with tougher penalties for non-compliance.

One confederation said it aspired to a similar law to that in place in Iceland, based on an Equal Pay Standard that all employers must adopt. It is there perhaps appropriate to conclude with the response from the Icelandic confederation replying, ASÍ. It said:

“The Equal Pay Certification law, based on the Equal Pay Standard, is a process that has taken a long time. We started the journey in 2007, when the idea of some kind of standard was discussed in a working committee appointed by the minister of labour (at that time). The committee consisted of representatives from ASI and the employers and the government. Following a proposal from the committee the process of the Equal Pay Standard started. This resulted in a standard in autumn 2012, the first of its kind in the world. The process has from the beginning been a tripartite cooperation which is vital for its success. To make a change in the labour market, it has to be a co-operation between the social partners, and to fight the gender pay gap it´s vital to mobilise all actors, including the NGOs. To change the culture one has to change society. As the logo for Women´s Day in Iceland 2018 stated, ‘Don´t change women, change the world’”.

## Annex B: Causes of the gender pay gap

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Country** | **Confederation** |  | **Key reason** | **Explanation** |
| Austria | ÖGB | 1 | High percentage of women work in part time jobs | Nearly 50 % of women in Austria have a part time job. For people who work for a longer period in a part time job it is harder to get a more qualified and better paid job |
| Austria | ÖGB | 2 | In Austria women have often long periods of parental leave compared to other European countries. | The re-entry in the job market is often difficult for women who had a long parental leave. |
| Belgium | ABVV / FGTB | 1 | Position of women in the labour market with both horizontal and vertical segregation | This is shown in an official report on the gender pay gap ( L’écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58) which shows that labour market segregation accounts for 43.9% of the gender pay gap, with occupation as the most important component. |
| Belgium | ACLVB/CGSLB |
| Belgium | ACV / CSC |
| Belgium | ABVV / FGTB | 2 | Women's individual characteristics in terms of education experience, length of service plus the unequal distribution of tasks between men and women | This is shown in an official report on the gender pay gap ( L’écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58) which shows that women’s work-related individual characteristics account for 34.1%% of the gender pay gap, with education as the most important component. |
| Belgium | ACLVB/CGSLB |
| Belgium | ACV / CSC |
| Bulgaria | PODKREPA | 1 | Giving primacy to theoretical rather than actual situation | The principle of equal ‘rights’ for men and women and non-discrimination is incorporated in the legal framework, but giving priority to equality de jure and overestimating it is a tradition in Bulgaria. As a result, the declaration of equal rights between the sexes is mistaken for the principle of equal treatment for women and men, which is not in fact guaranteed in practice. This perception is inherited from socialist times and still dominates the philosophy of the legislature, institutions and the public. Consequently, it will take some time before they are understood, accepted and implemented in practice. |
| Bulgaria | PODKREPA | 2 | Direct and indirect discrimination in social security schemes | Direct and indirect gender-based discrimination in social security schemes. Indirect discrimination results from measures which, although often defined without reference to gender, in practice do affect women and men differently because of the nature of their occupational activity, marital status or family situation. Certain conditions, such as long periods of qualification, also penalize women. It remains to be seen in the long term whether the formally gender-equal qualifying conditions for pensions under the obligatory second pillar do not in fact constitute indirect discrimination against women. However, it is too early to offer an assessment at this stage. There is no discrimination on the basis of gender, either directly or indirectly, by reference in particular to marital or family status, especially as regards: • the scope of schemes and conditions of access; • the obligation to contribute and calculation of contributions; • the calculation of benefits, including supplementary benefits due in respect of a spouse or dependants, and the conditions governing the duration and retention of benefit entitlement |
| Czech Republic | ČMKOS | 1 | Horizontal segregation | Applies in most sectors and professions |
| Czech Republic | ČMKOS | 2 | Parenthood penalisation | Parental leave, almost exclusively taken by women, means a long career break, expected even with childless employees. Around 55% of women don't return to their original jobs. |
| Estonia | EAKL | 1 | Segregation of the labour market | According to researchers, approximately 85% of gender pay gap cannot be explained with Mincer-type regression equation. The labour market is segregated, women work in lower paid sectors ( kindergarten teachers, librarians, cleaning sector, health care sector etc). |
| Estonia | EAKL | 2 | Glass ceiling | There are not enough women in management boards and among CEOs |
| Finland | AKAVA | 1 | Family leave system | Not flexible and does not respond to working life today. The non-transferable part of leave for fathers is too short. |
| Finland | AKAVA | 2 | Segregation | Finland has an utterly segregated labour market |
| Finland | SAK | 1 | Family leave system | The current family leave system in Finland guides mothers to take up more family leaves and for a longer period of time. The system does not support fathers to stay home to take care of the child (for example shorter paternity leave than maternity leave). There are not many flexible parental leave arrangements as one would hope |
| Finland | SAK | 2 | Lack of a definition of work of equal value and lack of pay transparency | Definition of work of equal value would improve in the long run the situation between female and male dominated professions. Pay transparency would improve the situation at workplaces |
| Finland | STTK | 1 | Unequal share of family leaves | Mothers take most of the family leaves |
| Finland | STTK | 2 | Not enough transparency in wages | The gender pay gap is quite big in Finland |
| France | CFDT | 1 | Looked at overall, low-skilled (and therefore less paid) jobs are largely filled by women. The gap is decreasing but remains very present | We need to move away from an approach where there is a single wage in a family. We need to address training and qualifications and consider children’s aspirations at school. |
| France | CFDT | 2 | The pay differences resulting from career gaps (related to periods of maternity leave, parental leave often taken by women, in particular) are difficult to solve even if things are improving. Presenteeism is very present in the mindset of business leaders (and many employees) who have difficulty going beyond the notion "she" preferred to have children, "she" made a choice | This is a vision from another age. One the on hand the burden of having a family does not only fall on women; the choice to have a child is often the choice of a couple On the other hand, the company must value the work of a woman as it values that of a man, and it and must promote the possibility of men being available for the family as women are. |
| Germany | DGB | 1 | Horizontal segregation |  |
| Germany | DGB | 2 | Vertical segregation |  |
| Greece | GSEE | 1 | Austerity measures and states profound intervention in framework of collective bargaining and collective agreements | Main issue with almost irreversible impact |
| Greece | GSEE | 2 | Employers’ abusive behaviour and extended infringement of labour legislation along with extreme flexibility in labour legislation |  |
| Hungary | LIGA | 1 | Gender pay gap is getting to be wider after women gave birth to their child/children |  |
| Hungary | LIGA | 2 | Mostly the women are who dealing with the household issues and take care of the children, so they don’t have the time and the capacity to improve themselves |  |
| Hungary | SZEF- ÉSZT | 1 | Women at home with children and other dependents | Women work less |
| Hungary | SZEF- ÉSZT | 2 | Stereotypes | Male dominated society |
| Iceland | ASÍ | 1 | Segregated labour market | Gender segregated labour market is reflected in the gender pay gap as women dominated sectors tend to be valued less. Women´s dominated sectors are primarily in health and care |
| Iceland | ASÍ | 2 | Gender gap in education and career choice | Even though majority of university graduates in Iceland are female, there are still significantly more men likely to graduate from college with major in science, technology, engineering or mathematics - STEM, which can lead to higher career earnings |
| Ireland | ICTU | 1 | Labour and Education Market Segregation by gender and the corresponding unequal distribution of women and men in sectors, occupations and positions (horizontal and vertical segregation) | Educational segregation results in subsequent labour market segregation, with many young women corralled into sectors characterised by low pay and poor terms and conditions of employment |
| Ireland | ICTU | 2 | Women are more likely to be involved in important unpaid tasks which leads to greater challenges in balancing work and family life | It is this area that perhaps best underlies the “unexplained” element of the gender pay gap. Women in Ireland are working in a system that was designed by one gender for one gender and in the absence of a system that promotes gender equality, women and families take rational decisions to work part time, reduce hours in order to care for children and, until recently with the introduction of paternity leave, were the only gender to have any statutory right to paid family leave to care for children. It is not unsurprising that such a system provides huge advantages for those not expected to disengage from the workplace – mainly men. We need to examine our care and family leave systems in order to produce a system that provides real choices for parents, regardless of gender. This is the same in Northern Ireland. In addition, childcare costs are some of the highest in Europe and availability of childcare is still an issue, especially for rural areas |
| Italy | CISL | 1 | Employment segmentation and segregation |  |
| Italy | CISL | 2 | Lack of welfare services |  |
| Italy | UIL | 1 | Absence of welfare services |  |
| Italy | UIL | 2 | Segmentation and horizontal and vertical segregation in the workplace |  |
| Latvia | LBAS | 1 | Horizontal and vertical professional segregation | In sectors with higher women concentration wages are lower (health care, education) |
| Latvia | LBAS | 2 | Stereotypes and perceptions of the role of women and men in society | Affecting individuals' choices in terms of education and subsequently employment |
| Lithuania | LPSK / LTUC | 1 | Women are more likely to work in areas and jobs where wages are generally lower |  |
| Lithuania | LPSK / LTUC | 2 | Women are more likely to have career breaks than men |  |
| Netherlands | CNV | 1 | Part-time work by women | Working part-time by women is often a bad thing for the chances of making a career. In some leading functions in the board you have to work full time |
| Netherlands | CNV | 2 | caring by women | In relationships women are most of the time the ones who take care of children, sick family members of ageing parents, etc. This is firstly caused by the lack of affordable and high-quality childcare provisions and secondly by the lower wages of women (resulting in a vicious cycle) |
| Netherlands | FNV | 1 | Part time work | Because it is the biggest difference between men and women in the Dutch labour market |
| Netherlands | FNV | 2 | Lack of facilities to combine work and care | This is seen as the biggest contributor to the fact that women work part time. In Dutch culture the mother culture is still thriving and the fathers role is to provide an income |
| Norway | LO-N | 1 | Gender segregation in the labour market | Research/analysis of pay statistics indicate that this explain half of the gender pay gap in Norway. Include, as far as I understand, both horizontal and vertical segregation. Income differences by gender are highest among those with the highest incomes. |
| Norway | LO-N | 2 | Lacking gender equality in families and society. This is again somewhat an explanation of gender segregation (women "chose" family friendly jobs) – and women work part time | Women still take main responsibility for unpaid care work |
| Norway | UNIO | 1 | The gender segregated labour market | Women work in the public sector, men in the private sector. The women dominated sector is payed 80 % of what men with work of equal value earns in the private sector. The gap is especially bid for educated employees |
| Norway | UNIO | 2 | Lack of gender equality in family life | Women still have the main responsibility for unpaid work |
| Norway | YS | 1 | Gender segregation in the labour market, both vertically and horizontally |  |
| Norway | YS | 2 | Stereotypical roles for women and men in families and society makes it difficult to break gendered patterns and choices |  |
| Poland | NSZZ-Solidarność | 1 | Vertical and horizontal segregation in the labour market | Among the reasons of gender occupational segregation one can mention: stereotypical perceptions of men’s and women’s roles in society. Unequal treatment in the labour market is largely the result of entrenched gender stereotypes |
| Poland | NSZZ-Solidarność | 2 | Confidentiality of wages | Confidentiality of wages and lack of legislation on the transparency of wages make it difficult to determine inequalities in pay. |
| Poland | OPZZ | 1 | In a traditional role, women are the ones who leave the workforce temporarily to take care of their children. As a result, women tend to take lower paying jobs because they are more likely to have more flexible timings compared to higher-paying jobs. |  |
| Poland | OPZZ | 2 | in the eyes of employees, women in middle management are perceived to lack the courage and leadership |  |
| Serbia | Nezavisnost | 1 | Women are employed in sectors that have lower average earnings |  |
| Serbia | Nezavisnost | 2 | Women still bear the burden of family responsibilities which limits them |  |
| Slovenia | ZSSS | 1 | Workplace discrimination | The analysis conducted by Poje et al (2018), showed that between 2010-2015 women in Slovenia earned on average 6,2 % less compared to men and 11,9 % less at the same workplace. When women and men with the same level of education and experiences were compared, results showed that women at the level of population earned 20 % less than men, and at the level of workplace 14 % less. In comparison to other countries (USA, Scandinavian countries), differences in pay in Slovenia are generated at the workplace level, and to a lesser extent due to the segregation. Only 24 % of gender pay gap can be explained by occupational segregation in Slovenia. (Penner et. all, 2012). |
| Slovenia | ZSSS | 2 | Horizontal segregation | Second most important cause of gender pay gap is horizontal segregation. Occupations/positions mainly held by women are less valued and consequently lower paid compared to those mainly occupied by men, even though the required qualification, knowledge, competences are the same or similar or comparable. Cca 80 % of all employees in Slovenia in health, social care and education sectors in Slovenia are women, but in the information and communication sector, the share of women is only cca 33 %. In 2016 women in Slovenia in health and social care earned on average 23,6 % less than men and in education 15. 1 % less. In both sectors, the difference between the pay of men and women is much higher than the difference in average earnings on the level of all sectors. Women also dominate in service sectors (cleaning, retail, catering). In retail, foreign companies introduce business model that is based on part-time workers, which is putting another pressure on women earnings. |
| Spain | CCOO | 1 | Salary supplements | The wage gap is concentrated in the existence of salary supplements that are granted in a discretionary manner by companies without a clear justification for the granting of the same. These additions are difficult to control in the absence of trade union intervention. |
| Spain | CCOO | 2 | Feminised occupations | Occupational segregation is an important factor in the gap. In those occupations where more women are concentrated average wages fall, this can be interpreted by the old theory that the work of women is easier to realize besides that their salary is complementary (devaluation and infravalorización of Tasks and professions) |
| Spain | ELA | 1 | Labour precariousness | Talking about gender pay gap without talking about the deterioration of working conditions and labour precariousness is not correct. Women face precariousness in the world of the work in general and in consequence, in our lives. |
| Spain | ELA | 2 | Sexual division | Feminised sectors valued less highly and associated with lower pay levels |
| Spain | UGT-E | 1 | Low economic value placed on jobs undertaken largely by women | Shown by the pay that employers pay some groups and others |
| Spain | UGT-E | 2 | The stereotypes which persist in the choice of university studies or vocational training | The statistics show that the academic options chosen by men and women continues to be stereotypical |
| Spain | USO | 1 | Education and the patriarchal system, characterised by the historically lower value given to care work carried out mainly by women, bearing in mind that until 1975, in our country, married women still had to obey men | Educating women less than men and with low empowerment means that women do not ask for a salary increase or do not think they deserve a better category and/or salary. |
| Spain | USO | 2 | The culture of feminisation of care, which, being historically carried out by women, often leads them to give up their professional careers in order to dedicate themselves to the care of children or relatives. In addition, the fact that they have lower salaries than men makes them stay at home and perform the care work, because the family's income is higher if it is the man who continues working rather than the woman. This in the long run translates into lower contributions to social security systems and, at the end of their working lives, they find themselves with lower retirement benefits which will make them more vulnerable and place them at greater risk of poverty and social exclusion. |  |
| Sweden | LO-S | 1 | Vertical segregation in the labour market | Pay varies a lot between different sectors and industries |
| Sweden | LO-S | 2 | "Women's work" is valued less than "men's work" |  |
| Sweden | TCO | 1 | Gender-segregated labour market where women-dominated professions are valued lower. |  |
| Sweden | TCO | 2 | Small wage spread in the public sector, where 50 per cent of women work, and the same time as only 10-20 percent of men work there |  |
| Switzerland | SGB/USS | 1 | Stereotypes | Women seem to be given less value in Switzerland |
| Switzerland | SGB/USS | 2 | Motherhood (and potential motherhood) | As family policies in Switzerland are poor, motherhood doesn't help women earn more |
| Turkey | HAK-İŞ | 1 | Low participation of female representatives in the collective bargaining process |  |
| Turkey | HAK-İŞ | 2 | Low rate of unionisation | Gender pay gap is not practiced in unionized companies due to the collective bargaining agreements. The workers earn a minimum wage in most of the sectors regardless of their gender. However, there is a need for a mental transformation in order to ensure gender equality in the country. With the realization of a mental transformation, the barriers between women and men will disappear. The other reason might be the job segregation between women and man. Before, women were home-oriented however with the industrial revolution the role has changed and women suffered from the cheap labour. |
| UK | TUC | 1 | Women’s work history, linked to caring responsibilities | Government research has identified the main causes of the gender pay gap (see <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/706030/Gender_pay_gap_in_the_UK_evidence_from_the_UKHLS.pdf> )  This research revealed that the biggest drivers of the gender pay gap in the UK in 2014/2015 concern male-female differentials in labour market history, accounting for 56% of the drivers of the gender pay gap. Researchers found that women earned £0.91 less per hour compared to men because they had fewer years of full-time work in their work history and because they have more years of unpaid care work in their work history compared to men. |
| UK | TUC | 2 | Labour market segregation | The same research revealed that labour market segregation, accounting for 48% of the gap, was the second largest factor, if industrial sector (29%) and occupational segregation (19%) are taken together. The next biggest factor concerned unobserved components of the gender pay gap, which includes all observed and unobserved characteristics systematically associated with being female, which accounts for 35% of the drivers behind the pay gap. While the researchers did not definitively say what these observed and unobserved factors are, they are likely to be a combination of discriminatory behaviour against women and ongoing differentials in gendered behaviour between men and women. These factors add up to more than 100% because there are other factors which drive down the gender pay gap. These are that part-time jobs for women are better than part-time jobs for men, that women are more likely to work in the public sector and that women’s educational attainment is higher. |

# Annex: total union membership, percentage of women and women’s membership 2008-2019

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Andorra | USDA | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Austria | ÖGB | 1,272,011 | 1,247,795 | 1,238,590 | 1,220,190 | 1,211,111 | 1,205,878 | 1,203,441 | 1,198,649 | 1,198,071 | No reply | No reply | 1,205,698 |
| Belgium | ABVV / FGTB | 1,367,000 | 1,434,527 | 1,454,540 | 1,620,674 | 1,503,748 | 1,517,538 | 1,536,306 | 1,544,562 | 1,549,294 | 1,523,954 | 1,503,586 | 1,502,004 |
| Belgium | CGSLB/ACLVB | 265,000 | 265,000 | 265,000 | 265,000 | 274,308 | 289,000 | 289,692 | 289,692 | 293,952 | 294,268 | 295,584 | 296,617 |
| Belgium | ACV / CSC | 1,616,145 | 1,646,733 | 1,635,579 | 1,658,188 | 1,658,188 | 1,663,845 | 1,733,233 | 1,657,513 | 1,657,513 | 1,568,719 | 1,547,161 | 1,600,000 |
| Bulgaria | CITUB-KNBS | No reply | 210,000 | 220,000 | 190,000 | 190,000 | 190,000 | 190,000 | 190,000 | 195,000 | 272,000 | 195,000 | No reply |
| Bulgaria | PODKREPA | 153,250 | 153,350 | 153,350 | 153,350 | 152,750 | 150,730 | 150,600 | 150,560 | 150,370 | 150,550 | 150,270 | 152,000 |
| Croatia | NHS | NA | NA | NA | NA | 113,598 | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Croatia | SSSH / UATUC | 210,000 | 211,000 | 164,732 | 103,000 | 103,000 | 101,000 | 101,000 | No reply | 103,000 | No reply | 94,561 | 103,000 |
| Cyprus | SEK | No reply | 64,945 | 76,737 | No reply | 69,657 | 69,657 | 57,999 | 40,400 | No reply | No reply | No reply | No reply |
| Cyprus | DEOK | 8,807 | 9,250 | 9,500 | 9,652 | 9,500 | 9,500 | 8,345 | 7,535 | 7,326 | No reply | 54,111 | No reply |
| Cyprus | TURK-SEN | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Czech Rep | CMK OS | 503,000 | 482,000 | 444,570 | 409,000 | 390,000 | 370,000 | 350,000 | 330,000 | 286,768 | 297,762 | 295,555 | 292,525 |
| Denmark | Akademikerne | No reply | No reply | No reply | 144,148 | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Denmark | FTF | No reply | No reply | No reply | No reply | No reply | No reply | No reply | 450,000 | No reply | No reply | No reply | No reply |
| Denmark | LO-DK | 1,300,000 | 1,300,000 | 1,300,000 | 1,000,000 | 1,122,795 | No reply | 1,095,420 | No reply | 1,049,684 | 822,281 | No reply | No reply |
| Estonia | EAKL | No reply | No reply | 35,878 | 33,031 | 30,646 | 30,646 | 27,700 | No reply | No reply | 20,326 | No reply | 19,803 |
| Estonia | TALO | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Finland | AKAVA | No reply | 536,792 | 536,792 | No reply | 552,813 | 573,405 | 580,000 | 585,000 | 596,947 | No reply | 609,239 | 609,000 |
| Finland | SAK | 800,000 | 800,000 | 800,000 | 758,000 | 758,000 | 747,284 | 718,421 | 705,470 | 685,064 | 992,716 | 929,122 | 897,870 |
| Finland | STTK | 650,300 | 640,000 | 623,200 | 640,000 | 615,000 | 388,507 | 382,277 | 417,853 | 356,652 | 335,488 | 330,263 | 325,965 |
| France | CFDT | 803,635 | 808,720 | 814,636 | 833,168 | 851,601 | NA | 868,601 | 840,243 | No reply | No reply | NA | 606,000 |
| France | CFTC | 160,300 | 160,300 | 140,000 | 140,000 | No reply | 160,350 | 159,380 | 15,938 | No reply | 159,500 | No reply | No reply |
| France | CGT | 700,000 | 711,000 | 735,000 | 735,000 | 735,000 | 688,433 | 695,390 | 618,125 | 676,623 | 671,488 | No reply | No reply |
| France | FO | 800,000 | No reply | 800,000 | 800,000 | 700,000 | 700,000 | 700,000 | 700,000 | 700,000 | No reply | No reply | No reply |
| France | UNSA | 307,000 | No reply | 307,000 | 307,000 | 200,000 | No reply | 200,000 | 200,000 | No reply | 200,000 | No reply | No reply |
| Germany | DGB | No reply | No reply | 6,200,000 | No reply | 6,155,899 | 6,151,184 | 6,142,720 | 6,104,851 | 6,095,513 | 6,047,503 | 5,995,437 | 5,974,950 |
| Greece | ADEDY | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Greece | GSEE | 502,000 | NA | 498,000 | 498,000 | 498,000 | NA | NA | No data | No data | NA | NA | NA |
| Hungary | ASzSz | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Hungary | LIGA | 103,000 | 103,000 | 103,000 | 110,000 | 110,000 | 112,000 | 112,000 | 112,000 | 104,000 | 104,000 | 100,200 | 100,200 |
| Hungary | MOSz | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Hungary | MSzOSz | No reply | NA | 205,000 | 205,000 | 185,000 | 185,000 | No reply | No reply | No reply | No reply | No reply | No reply |
| Hungary | SZEF- ÉSZT | No reply | NA | NA | 140,000 | 125,000 | 106,345 | 85,740 | 74,400 | 69,000 | 66,000 | 58,000 | 58,000 |
| Iceland | ASÍ | 107,856 | 110,722 | 112,815 | 108,597 | 109,960 | 108,364 | 105,906 | 105,539 | 106,192 | No reply | 123,045 | 132,976 |
| Iceland | BHM | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | No reply |
| Iceland | BSRB | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Ireland | ICTU | No reply | 843,637 | 843,995 | 798,000 | No reply | 787,294 | 778,136 | 778,136 | 731,324 | 731,324 | 718,179 | 718,179 |
| Italy | CGIL | 5,850,942 | 5,697,774 | 5,697,774 | 5,746,167 | 5,748,269 | 5,775,962 | 5,712,642 | 5,686,210 | 5,616,340 | 5,462,082 | 5,518,774 | 5,518,774 |
| Italy | CISL | No reply | No reply | 4,507,349 | 2,640,999 | 2,125,405 | 1,993,075 | 1,720,019 | 1,415,622 | 2,340,000 | 2,340,000 | 2,340,000 | 2,340,000 |
| Italy | UIL | 1,776,733 | 2,116,299 | 2,174,151 | 2,174,151 | 2,196,442 | 2,206,181 | 2,216,443 | 2,222,665 | 1,201,100 | 1,201,000 | 1,201,000 | 1,201,000 |
| Latvia | LBAS | 134,422 | 130,120 | 110,602 | 110,602 | 109,098 | 100,035 | 100,155 | 99,005 | 97,593 | 92,063 | 91,496 | 91,496 |
| Liechtenstein | LANV | No reply | No reply | No reply | No reply | 1,175 | 1,200 | 1,081 | 1,097 | 1,072 | 1,021 | No reply | No reply |
| Lithuania | LDF | 20,000 | 20,150 | 20,150 | 20,150 | 13,200 | 7,500 | No reply | No reply | No reply | No reply | No reply | No reply |
| Lithuania | LPSK / LTUC | 100,000 | 75,000 | 70,000 | 60,000 | 60,000 | 60,000 | 60,000 | No reply | 50,000 | 50,000 | 50,000 | 50,000 |
| Lithuania | LPSS (LDS) | No reply | No reply | No reply | 7,200 | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Luxembourg | OGBL | No reply | 62,732 | 69,040 | 69,806 | No reply | 70,515 | No reply | 77,567 | No reply | 42153 | No reply | No reply |
| Luxembourg | LCGB | 34,000 | 35,000 | 36,000 | 36,000 | 36,300 | 39,970 | No reply | No reply | 41,963 | No reply | No reply | No reply |
| Macedonia | FTUM | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | No reply | No reply | No reply | No reply |
| Macedonia | KSS | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | No reply | No reply |
| Malta | CMTU | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Malta | FORUM | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Malta | GWU | No reply | No reply | No reply | No reply | No reply | No reply | No reply | 32,000 | 46,831 | No reply | 46,800 | No reply |
| Monaco | USM | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | Not aff |
| Montenegro | CTUM | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | 32,000 | No reply | No reply | Observer |
| Montenegro | UFTUM | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | 19,200 | No reply | No reply | No reply |
| Netherlands | CNV | 333,900 | No reply | No reply | 330,000 | 332,000 | 295,000 | 290,340 | 280,000 | 285,188 | 269,463 | No reply | 259,288 |
| Netherlands | FNV | 1,192,951 | 1,368,000 | 1,373,400 | 1,378,000 | 1,365,000 | No reply | No reply | 1,100,000 | 1,111,500 | 875,407 | 853,885 | 838,750 |
| Netherlands | VCP | No reply | 140,000 | No reply | No reply | 130,000 | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Norway | LO-N | 822,629 | 865,392 | 865,000 | 871,360 | 877,197 | 893,447 | 897,000 | 909,552 | 913,732 | 917,122 | 925,605 | 932,984 |
| Norway | YS | 206,000 | 216,000 | 217,141 | 217,600 | 219,000 | 226,624 | 220,944 | 222,038 | 216,000 | 349,249 | 360,000 | 360,000 |
| Norway | UNIO | 268,218 | NA | 226,915 | No reply | 295,626 | 300,486 | No reply | No reply | No reply | 215,591 | 217,724 | 222,932 |
| Poland | FZZ | Not aff | Not aff | Not aff | Not aff | No reply | 300 000 | No reply | 300,000 | 300000 | No reply | No reply | No reply |
| Poland | NSZZ-Solidarność | No reply | 680,334 | 700,000 | 667,572 | 641,507 | 667,572 | 667,572 | 586,909 | 577,066 | 565,064 | 565,064 | 543,587 |
| Poland | OPZZ | No reply | NA | 318,000 | No reply | 320,000 | No reply | No reply | No reply | No reply | No reply | No reply | NA |
| Portugal | CGTP | 683,250 | 653,000 | 653,000 | 653,000 | No reply | 555,500 | 555,500 | 555,000 | No reply | No reply | No reply | No reply |
| Portugal | UGT-P | 510,000 | 510,000 | 510,000 | 505,000 | 505,000 | 505,000 | 505,000 | 505,000 | 505,000 | 350,000 | 350,000 | No reply |
| Romania | BNS | No reply | No reply | No reply | 150,000 | 150,000 | 150,000 | No reply | 150,000 | No reply | No reply | No reply | No reply |
| Romania | CARTEL ALFA | 1,000,000 | 1,000,000 | No reply | No reply | 1,000,000 | 501,000 | No reply | No reply | No reply | No reply | No reply | No reply |
| Romania | CNSLR-Fratia | No reply | 800,000 | 800,000 | No reply | 400,000 | No reply | 400,000 | No reply | 400,000 | No reply | No reply | No reply |
| Romania | CSDR | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| San Marino | CDLS | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| San Marino | CSdl | No reply | No reply | No reply | No reply | No reply | 5,700 | No reply | No reply | No reply | No reply | No reply | No reply |
| Serbia | CATUS | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | No reply | No reply | No reply | No reply |
| Serbia | Nezavisnost | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | Not aff | 124,000 | 120,000 | No reply | 114,000 |
| Slovakia | KOZ SR | 337,600 | 319,600 | 319,600 | 296,400 | 273,755 | No reply | 260,780 | 262,304 | 230,832 | No reply | No reply | No reply |
| Slovenia | ZSSS | 281,465 | NA | 250,000 | 250,000 | 200,000 | No reply | 170,000 | 153,000 | 153,000 | 151,000 | 150,000 | 130,000 |
| Spain | CCOO | 1,001,000 | 1,001,000 | 1,200,200 | 1,157,800 | 1,131,538 | 1,057,731 | 976,354 | 929,874 | 906,287 | 907,984 | 928,292 | 934,809 |
| Spain | ELA | No reply | 110,054 | 115,000 | 108,307 | 107,645 | 103,774 | No reply | No reply | 98,319 | No reply | No reply | 100,333 |
| Spain | UGT-E | 887,009 | 810,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 | 880,000 |
| Spain | USO | No reply | 81,090 | 121,760 | 122,856 | 122,760 | 119,548 | No reply | 112,535 | No reply | 112,212 | 118,864 | 120,545 |
| Sweden | LO-S | 1,473,583 | 1,404,865 | 1,384,879 | 1,346,756 | 1,315,839 | 1,502,285 | 1,487,000 | 1,465,511 | 1,456,000 | 1,448,492 | 1,442,355 | 1,442,000 |
| Sweden | SACO | 580,000 | 586,000 | 610,000 | 617,738 | 633,975 | 633,975 | 479,417 | 487,928 | 499,111 | No reply | No reply | No reply |
| Sweden | TCO | 974,959 | 1,175,276 | 958,745 | 962,629 | 698,866 | 1,230,000 | 1,200,000 | 1,318,090 | 1,348,651 | 1,083,201 | 1,085,559 | 1,096,460 |
| Switzerland | SGB | 384,816 | No reply | No reply | 377,327 | 372,082 | 368,762 | 366,811 | 366,844 | 363,341 | 361,108 | 357,751 | 353,246 |
| Switzerland | Travail Suisse | No reply | No reply | No reply | No reply | 170,000 | No reply | No reply | No reply | 150,000 | 150,000 | No reply | No reply |
| Turkey | DISK | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply | No reply |
| Turkey | HAK-İŞ | No reply | No reply | 441,917 | 550,000 | 550,000 | 163,134 | 197,897 | 300,156 | 438,272 | 497,505 | 617,944 | 686,787 |
| Turkey | KESK | No reply | 20,000 | No reply | No reply | No reply | 240,304 | No reply | No reply | No reply | No reply | No reply | No reply |
| Turkey | TURK-IS | 700,000 | 820,000 | 250,000 | No reply | 250,000 | 300,000 | 300,000 | 300,000 | 300,000 | 300,000 | No reply | No reply |
| UK | TUC | 6,500,000 | 6,500,000 | 6,200,992 | 6,135,126 | 6,056,861 | 5,977,543 | 5,855,271 | 5,814,836 | 5,766,187 | 5,659,996 | 5,552,259 | 5,522,739 |
| Totals | 88 | 37,682,781 | 38,936,457 | 50,799,529 | 41,321,544 | 47,714,114 | 43,237,783 | 43,792,533 | 43,650,209 | 43,080,878 | 38,659,592 | 36,652,685 | 38,334,517 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Andorra | USDA | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Austria | ÖGB | 33.3% | 34.1% | 34.0% | 34.4% | 34.6% | 34.7% | 34.9% | 35.1% | 35.3% |  |  | 35.9% |
| Belgium | ABVV / FGTB | 42.0% | 43.0% | 43.0% | 43.0% | 43.4% | 43.4% | 43.5% | 45.2% | 44.9% | 44.0% | 44.0% | 44.4% |
| Belgium | CGSLB/ACLVB | 42.0% | 42.0% | 42.0% | 43.2% | 43.3% | 43.5% | 43.7% | 43.7% | 43.9% | 44.1% | 44.2% | 44.3% |
| Belgium | ACV / CSC | 43.0% | 45.0% | 45.0% | 45.0% | 45.6% | 46.6% | 45.6% | 46.5% | 46.5% | 46.7% | 47.0% | 46.9% |
| Bulgaria | CITUB-KNBS | NA | 48.0% | 48.0% | 48.0% | 48.0% | 48.0% | 48.0% | 48.0% | 45.0% | 48.0% | 51.0% |  |
| Bulgaria | PODKREPA | 42.0% | 46.0% | 42.6% | 44.0% | 48.7% | 46.5% | 47.0% | 48.0% | 49.0% | 50.0% | 49.0% | 48.0% |
| Croatia | NHS | NA | NA | NA | NA | 49.0% | NA | NA | NA |  |  |  |  |
| Croatia | SSSH / UATUC | 48.0% | NA | 48.0% | 45.0% | NA | NA | NA | NA | 42.00% |  | 40.0% | 40.0% |
| Cyprus | SEK | NA | 37.4% | 37.2% | NA | 27.2% | 27.2% | 38.0% | 45.8% |  |  |  |  |
| Cyprus | DEOK | 13.3% | 24.7% | 13.5% | 13.8% | 13.7% | 13.7% | 13.7% | 12.5% | 12.6% |  | 39.7% |  |
| Cyprus | TURK-SEN | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Czech Rep | CMK OS | 44.0% | 45.5% | 45.5% | 45.5% | 45.5% | 46.0% | 46.0% | 45.0% | 45.0% | 43.0% | 41.0% | 37.8% |
| Denmark | Akademikerne | NA | NA | NA | 53.2% | NA | NA | NA | NA |  |  |  |  |
| Denmark | FTF | NA | NA | NA | NA | NA | NA | NA | 68.0% |  |  |  |  |
| Denmark | LO-DK | 49.0% | 49.0% | 49.0% | 49.0% | 49.2% | NA | 49.1% | NA | 50.0% | 49.7% |  |  |
| Estonia | EAKL | NA | NA | 59.3% | 59.9% | 54.4% | 54.4% | 62.0% | NA |  | 53.6% |  | 53.1% |
| Estonia | TALO | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Finland | AKAVA | NA | 50.1% | 50.1% | NA | 51.0% | 52.0% | 52.0% | 52.0% | 52.7% |  | 54.5% | 52.0% |
| Finland | SAK | 46.0% | 46.0% | 46.0% | 47.0% | 46.0% | 46.0% | 46.0% | 46.0% | 46.0% | 47.1% | 45.8% | 45.6% |
| Finland | STTK | 68.0% | 70.0% | 70.0% | 67.0% | 74.0% | 75.0% | 75.0% | 75.0% | 74.9% | 75.9% | 77.2% | 77.4% |
| France | CFDT | 45.0% | 45.0% | 45.8% | 47.0% | 47.0% | NA | 47.0% | 48.0% |  |  | 49.7% | 50.0% |
| France | CFTC | 39.0% | 39.0% | 50.0% | 50.0% | NA | 40.0% | 42.0% | 42.0% |  | 44.0% |  |  |
| France | CGT | 28.0% | 32.0% | 34.0% | 34.8% | 35.0% | 36.0% | 37.0% | 37.0% | 37.2% | 37.5% |  |  |
| France | FO | 45.0% | NA | 45.0% | 45.0% | 45.0% | 45.0% | 45.0% | 45.0% | 45.0% |  |  |  |
| France | UNSA | NA | NA | NA | NA | NA | NA | NA | NA |  | na |  |  |
| Germany | DGB | NA | NA | 30.0% | NA | 32.5% | 32.7% | 33.0% | 33.0% | 33.3% | 33.6% | 33.7% | 33.7% |
| Greece | ADEDY | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Greece | GSEE | NA | NA | NA | NA | NA | NA | NA | NA | No data | na |  | Na |
| Hungary | ASzSz | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Hungary | LIGA | 35-40% | 30.0% | NA | 32.0% | 40.0% | 40.0% | 40.0% | 40.0% | 40.0% | 40.0% | 40.0% | 40.0% |
| Hungary | MOSz | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Hungary | MSzOSz | NA | NA | NA | 47.0% | 35.0% | 35.0% | NA | NA |  |  |  |  |
| Hungary | SZEF- ÉSZT | NA | NA | NA | 60.0% | NA | NA | NA | NA | No data | na | na | na |
| Iceland | ASÍ | 45.0% | 45.0% | 45.0% | 47.0% | 47.0% | 46.0% | 47.0% | 47.0% | 47.0% |  | 46.0% | 45.0% |
| Iceland | BHM |  |  |  |  |  |  |  |  |  |  |  |  |
| Iceland | BSRB | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Ireland | ICTU | NA | 49.0% | 48.9% | 51.0% | NA | 53.0% | 52.0% | 52.4% | 54.00% | 54.0% | 54.6% | 54.0% |
| Italy | CGIL | 45.0% | 50.0% | 50.0% | 49.4% | 48.5% | 46.5% | 47.0% | 46.9% | 47.8% | 47.8% | 48.1% | 48.1% |
| Italy | CISL | NA | NA | 51.0% | NA | 47.2% | 47.0% | 47.5% | 47.5% | 47.4% | 48.1% | 48.4% | 48.0% |
| Italy | UIL | 40.0% | 35.0% | 44.0% | 44.0% | 40.0% | 40.0% | 40.3% | 40.6% | 41.0% | 41.1% | 41.0% | 41.0% |
| Latvia | LBAS | 62.6% | 68.0% | 64.0% | 64.0% | 62.2% | 65.0% | 65.0% | 71.5% | 66.0% | 60.0% | 61.0% | 61.0% |
| Liechtenstein | LANV | NA | NA | NA | NA | 29.8% | 30.7% | 32.7% | 33.9% | 34.3% | 38.0% |  |  |
| Lithuania | LDF | 60.0% | 58.0% | 58.0% | 58.0% | 63.0% | 60.0% | NA | NA |  |  |  |  |
| Lithuania | LPSK / LTUC | 61.5% | 58.0% | 58.0% | 57.0% | 57.0% | 57.0% | 58.0% | NA | 58.0% | 58.0% | 58.0% | 58.0% |
| Lithuania | LPSS (LDS) | NA | NA | NA | 47.0% | NA | NA | NA | NA |  |  |  |  |
| Luxembourg | OGBL | 33.9% | 34.0% | 32.7% | 32.9% | NA | 32.9% | NA | 36.0% |  | 31.3% |  |  |
| Luxembourg | LCGB | 33.0% | 31.0% | 29.5% | 30.0% | 30.0% | 32.0% | NA | NA | 31.4% |  |  |  |
| Macedonia | FTUM |  |  |  |  |  |  |  |  |  |  |  |  |
| Macedonia | KSS |  |  |  |  |  |  |  |  |  |  |  |  |
| Malta | CMTU | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Malta | FORUM | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Malta | GWU | NA | NA | NA | NA | NA | NA | NA | 18.0% | 20.0% |  | 20.00% |  |
| Monaco | USM | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  | Not aff |
| Montenegro | CTUM |  |  |  |  |  |  |  |  | No data |  |  | Observer |
| Montenegro | UFTUM |  |  |  |  |  |  |  |  | 53.3% |  |  |  |
| Netherlands | CNV | 29.7% | NA | NA | 31.0% | 33.0% | 34.5% | 35.2% | 36.4% | 37.5% | 38.3% |  | 39.8% |
| Netherlands | FNV | 32.0% | 36.3% | 36.9% | 37.5% | 38.0% | NA | NA | 36.5% | 36.6% | 34.7% | 34.9% | 35.1% |
| Netherlands | VCP | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Norway | LO-N | 49.7% | 50.1% | 51.0% | 51.1% | 51.3% | 51.5% | 51.6% | 51.7% | 52.0% | 52.3% | 52.2% | 52.2% |
| Norway | YS | 56.0% | 56.0% | 56.8% | 55.8% | 55.6% | 55.0% | 56.7% | 55.5% | 57.0% | 75.0% | 70.0% | 75.0% |
| Norway | UNIO | 72.2% | NA | 75.4% | NA | 75.8% | 76.0% | NA | NA |  | 57.5% | 57.2% | 57.1% |
| Poland | FZZ | NA | NA | NA | NA | NA | NA | NA | NA | No data |  |  |  |
| Poland | NSZZ-Solidarność | NA | 37.0% | 38.0% | 37.7% | 38.1% | 37.7% | 37.7% | 41.0% | 41.0% | 39.5% | 39.5% | 40.0% |
| Poland | OPZZ | NA | NA | 48.0% | NA | NA | NA | NA | NA |  |  |  | Na |
| Portugal | CGTP | NA | NA | 53.0% | 53.0% | NA | 52.4% | 52.4% | 52.4% |  |  |  |  |
| Portugal | UGT-P | 48.0% | 48.0% | 46.0% | 45.7% | 45.7% | 45.7% | 45.7% | 45.0% | 45.0% | na | 45.0% |  |
| Romania | BNS | NA | NA | NA | 40.0% | 40.0% | 40.0% | NA | 40.0% |  |  |  |  |
| Romania | CARTEL ALFA | 48.0% | 48.0% | NA | NA | 40.0% | 40.0% | NA | NA |  |  |  |  |
| Romania | CNSLR-Fratia | NA | 44.0% | 44.0% | NA | 47.0% | NA | 47.0% | NA | 47.0% |  |  |  |
| Romania | CSDR | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| San Marino | CDLS | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| San Marino | CSdl | NA | NA | NA | NA | NA | 40.0% | NA | NA |  |  |  |  |
| Serbia | CATUS |  |  |  |  |  |  |  |  |  |  |  |  |
| Serbia | Nezavisnost |  |  |  |  |  |  |  |  | 40.0% | na |  | 40.0% |
| Slovakia | KOZ SR | 40.9% | 41.9% | 41.9% | 43.6% | 44.8% | NA | 46.8% | 43.8% | No data |  |  |  |
| Slovenia | ZSSS | 46.5% | 50.5% | 44.8% | NA | 43.3% | NA | 43.5% | 43.6% | 43.6% | 43.9% | 44.2% | 44.1% |
| Spain | CCOO | 36.6% | 37.5% | 38.3% | 38.9% | 39.2% | 39.3% | 39.6% | 40.6% | 41.5% | 43.0% | 44.0% | 44.6% |
| Spain | ELA | NA | 37.4% | 38.1% | 38.8% | 39.5% | 40.7% | NA | NA | 41.2% |  |  | 45.2% |
| Spain | UGT-E | 33.4% | 33.7% | 33.3% | 35.7% | 33.4% | 33.4% | 36.1% | 36.2% | 36.3% | 36.8% | 36.8% | 36.8% |
| Spain | USO | 25.0% | 34.5% | 36.0% | 36.3% | 36.1% | 36.2% | NA | 37.0% |  | 39.0% | 40.0% | 40.0% |
| Sweden | LO-S | 47.0% | 48.0% | 48.0% | 52.1% | 47.8% | 46.3% | 46.0% | 47.0% | 47.0% | 46.0% | 46.0% | 47.0% |
| Sweden | SACO | 52.0% | 52.0% | 52.0% | 52.6% | 52.4% | 52.0% | 53.0% | 54.0% | 54.3% |  |  |  |
| Sweden | TCO | 62.3% | 62.2% | 61.9% | 61.9% | 61.6% | 61.0% | 61.0% | 60.0% | 60.0% | 59.1% | 59.0% | 58.8% |
| Switzerland | SGB | 24.1% | NA | NA | 26.8% | 27.3% | 28.0% | 28.5% | 28.9% | 29.3% | 29.5% | 29.6% | 29.7% |
| Switzerland | Travail Suisse | NA | NA | NA | 58.0% | 38.0% | NA | NA | NA | No data | na |  |  |
| Turkey | DISK | NA | NA | NA | NA | NA | NA | NA | NA |  |  |  |  |
| Turkey | HAK-İŞ | NA | NA | 10.0% | 12.6% | 10.6% | 10.2% | 11.1% | 18.1% | 23.3% | 23.5% | 25.0% | 30.0% |
| Turkey | KESK | NA | 42.0% | NA | NA | NA | 42.6% | NA | NA |  |  |  |  |
| Turkey | TURK-IS | 10.0% | 12.8% | 11.0% | NA | 11.0% | 13.0% | 13.0% | 13.0% | 13.0% | 13.0% |  |  |
| UK | TUC | 44.0% | 41.0% | 46.0% | 47.0% | 47.7% | 49.0% | 51.0% | 48.0% | 49.8% | 50.9% | 52.0% | 51.9% |
| Totals | 88 | 43.1% | 43.7% | 44.5% | 44.9% | 43.1% | 43.6% | 44.2% | 43.3% | 43.4% | 45.2% | 46.2% | 46.6% |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Country** | **Confederation** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Andorra | USDA |  |  |  |  |  |  |  |  |  |  |  |  |
| Austria | ÖGB | 423,580 | 425,498 | 421,121 | 419,745 | 419,044 | 418,440 | 420,001 | 420,726 | 422,919 |  |  | 432,323 |
| Belgium | ABVV / FGTB | 574,140 | 616,847 | 625,452 | 696,890 | 652,627 | 658,611 | 668,293 | 698,142 | 695,633 | 674,724 | 667,472 | 667,338 |
| Belgium | CGSLB/ACLVB | 111,300 | 111,300 | 111,300 | 114,480 | 118,775 | 125,715 | 126,595 | 126,595 | 128,957 | 129,772 | 130,648 | 131,401 |
| Belgium | ACV / CSC | 694,942 | 741,030 | 736,011 | 746,185 | 756,134 | 775,352 | 790,354 | 770,744 | 770,246 | 732,278 | 727,166 | 750,080 |
| Bulgaria | CITUB-KNBS |  | 100,800 | 105,600 | 91,200 | 91,200 | 91,200 | 91,200 | 91,200 | 87,750 | 130,560 | 99,450 |  |
| Bulgaria | PODKREPA | 64,365 | 70,541 | 65,327 | 67,474 | 74,389 | 70,089 | 70,782 | 72,269 | 73,700 | 76,000 | 73,440 | 72,460 |
| Croatia | NHS |  |  |  |  | 55,663 |  |  |  |  |  |  |  |
| Croatia | SSSH / UATUC | 100,800 |  | 79,071 | 46,350 |  |  |  |  | 43,260 |  | 37,824 | 41,200 |
| Cyprus | SEK |  | 24,289 | 28,546 |  | 18,947 | 18,947 | 22,040 | 18,503 |  |  |  |  |
| Cyprus | DEOK | 1,171 | 2,285 | 1,283 | 1,332 | 1,302 | 1,302 | 1,143 | 942 | 922 |  | 21,488 |  |
| Cyprus | TURK-SEN |  |  |  |  |  |  |  |  |  |  |  |  |
| Czech Rep | CMK OS | 221,320 | 219,310 | 202,279 | 186,095 | 177,450 | 170,200 | 161,000 | 148,500 | 129,046 | 128,038 | 121,178 | 110,604 |
| Denmark | Akademikerne |  |  |  | 76,687 |  |  |  |  |  |  |  |  |
| Denmark | FTF |  |  |  |  |  |  |  | 306,000 |  |  |  |  |
| Denmark | LO-DK | 637,000 | 637,000 | 637,000 | 490,000 | 552,415 |  | 537,851 |  | 524,842 | 408,479 |  |  |
| Estonia | EAKL |  |  | 21,276 | 19,786 | 16,671 | 16,671 | 17,174 |  |  | 10,923 |  | 10,511 |
| Estonia | TALO |  |  |  |  |  |  |  |  |  |  |  |  |
| Finland | AKAVA |  | 268,933 | 268,933 |  | 281,935 | 298,171 | 301,600 | 304,200 | 314,591 |  | 332,035 | 316,680 |
| Finland | SAK | 368,000 | 368,000 | 368,000 | 356,260 | 348,680 | 343,751 | 330,474 | 324,516 | 315,129 | 467,503 | 425,746 | 409,769 |
| Finland | STTK | 442,204 | 448,000 | 436,240 | 428,800 | 455,100 | 291,380 | 286,708 | 313,390 | 267,132 | 254,635 | 254,963 | 252,297 |
| France | CFDT | 361,636 | 363,924 | 373,103 | 391,589 | 400,252 |  | 408,242 | 403,317 |  |  |  | 303,000 |
| France | CFTC | 62,517 | 62,517 | 70,000 | 70,000 |  | 64,140 | 66,940 | 6,694 |  | 70,180 |  |  |
| France | CGT | 196,000 | 227,520 | 249,900 | 255,780 | 257,250 | 247,836 | 257,294 | 228,706 | 251,704 | 251,808 |  |  |
| France | FO | 360,000 |  | 360,000 | 360,000 | 315,000 | 315,000 | 315,000 | 315,000 | 315,000 |  |  |  |
| France | UNSA |  |  |  |  |  |  |  |  |  | na |  |  |
| Germany | DGB |  |  | 1,860,000 |  | 2,000,667 | 2,011,437 | 2,027,098 | 2,014,601 | 2,032,569 | 2,029,777 | 2,019,701 | 2,015,794 |
| Greece | ADEDY |  |  |  |  |  |  |  |  |  |  |  |  |
| Greece | GSEE |  |  |  |  |  |  |  |  |  | na | NA | NA |
| Hungary | ASzSz |  |  |  |  |  |  |  |  |  |  |  |  |
| Hungary | LIGA |  | 30,900 |  | 35,200 | 44,000 | 44,800 | 44,800 | 44,800 | 41,600 | 41,600 | 40,080 | 40,080 |
| Hungary | MOSz |  |  |  |  |  |  |  |  |  |  |  |  |
| Hungary | MSzOSz |  |  |  | 96,350 | 64,750 | 64,750 |  |  |  |  |  |  |
| Hungary | SZEF- ÉSZT |  |  |  | 84,000 |  |  |  |  |  | na | NA | NA |
| Iceland | ASÍ | 48,535 | 49,825 | 50,767 | 51,041 | 51,681 | 49,847 | 49,776 | 49,603 | 49,596 |  | 56,403 | 59,839 |
| Iceland | BSRB |  |  |  |  |  |  |  |  |  |  |  |  |
| Iceland | BHM |  |  |  |  |  |  |  |  |  |  |  |  |
| Ireland | ICTU |  | 413,382 | 412,714 | 406,980 |  | 417,266 | 404,631 | 407,743 | 393,944 | 393,944 | 392,035 | 388,075 |
| Italy | CGIL | 2,632,924 | 2,848,887 | 2,848,887 | 2,838,606 | 2,787,910 | 2,685,822 | 2,684,942 | 2,666,832 | 2,682,364 | 2,610,329 | 2,653,978 | 2,653,978 |
| Italy | CISL |  |  | 2,298,748 |  | 1,003,191 | 936,745 | 817,009 | 672,420 | 1,109,862 | 1,126,476 | 1,132,560 | 1,122,264 |
| Italy | UIL | 710,693 | 740,705 | 956,626 | 956,626 | 878,577 | 882,472 | 893,227 | 902,402 | 492,451 | 493,611 | 492,410 | 492,410 |
| Latvia | LBAS | 84,148 | 88,482 | 70,785 | 70,785 | 67,859 | 65,023 | 65,101 | 70,789 | 64,411 | 55,238 | 55,813 | 55,813 |
| Liechtenstein | LANV |  |  |  |  | 350 | 368 | 353 | 372 | 368 | 388 |  |  |
| Lithuania | LDF | 12,000 | 11,687 | 11,687 | 11,687 | 8,316 | 4,500 |  |  |  |  |  |  |
| Lithuania | LPSK / LTUC | 61,500 | 43,500 | 40,600 | 34,200 | 34,200 | 34,200 | 34,800 |  | 29,000 | 29,000 | 29,000 | 29,000 |
| Lithuania | LPSS (LDS) |  |  |  | 3,384 |  |  |  |  |  |  |  |  |
| Luxembourg | OGBL |  | 21,329 | 22,576 | 22,966 |  | 23,199 |  | 27,924 |  | 13,178 |  |  |
| Luxembourg | LCGB | 11,220 | 10,850 | 10,620 | 10,800 | 10,890 | 12,790 |  |  | 13,176 |  |  |  |
| Macedonia | FTUM |  |  |  |  |  |  |  |  |  |  |  |  |
| Macedonia | KSS |  |  |  |  |  |  |  |  |  |  |  |  |
| Malta | CMTU |  |  |  |  |  |  |  |  |  |  |  |  |
| Malta | FORUM |  |  |  |  |  |  |  |  |  |  |  |  |
| Malta | GWU |  |  |  |  |  |  |  | 5,760 | 9,347 |  | 9,400 |  |
| Monaco | USM |  |  |  |  |  |  |  |  |  |  |  | Not aff |
| Montenegro | CTUM |  |  |  |  |  |  |  |  |  |  |  | Observer |
| Montenegro | UFTUM |  |  |  |  |  |  |  |  | 10,241 |  |  |  |
| Netherlands | CNV | 99,102 |  |  | 102,300 | 109,560 | 101,775 | 102,200 | 101,920 | 106,946 | 103,204 |  | 103,152 |
| Netherlands | FNV | 381,744 | 496,584 | 507,059 | 516,750 | 518,700 |  |  | 401,500 | 406,809 | 303,591 | 297,794 | 294,448 |
| Netherlands | VCP |  |  |  |  |  |  |  |  |  |  |  |  |
| Norway | LO-N | 408,847 | 433,561 | 441,150 | 445,265 | 450,002 | 460,125 | 462,852 | 470,238 | 475,511 | 480,036 | 483,277 | 487,088 |
| Norway | YS | 115,360 | 120,960 | 123,336 | 121,421 | 121,764 | 124,643 | 125,275 | 123,231 | 123,120 | 261,937 | 252,000 | 270,000 |
| Norway | UNIO | 193,653 |  | 171,094 |  | 224,085 | 228,369 |  |  |  | 123,965 | 124,538 | 127,294 |
| Poland | FZZ |  |  |  |  |  |  |  |  |  |  |  |  |
| Poland | NSZZ-Solidarność |  | 251,724 | 266,000 | 251,675 | 244,414 | 251,675 | 251,675 | 240,633 | 236,597 | 200,598 | 223,200 | 217,435 |
| Poland | OPZZ |  |  | 152,640 |  |  |  |  |  |  |  |  | NA |
| Portugal | CGTP |  |  | 346,090 | 346,090 |  | 291,082 | 291,082 | 290,820 |  |  |  |  |
| Portugal | UGT-P | 244,800 | 244,800 | 234,600 | 230,785 | 230,785 | 230,785 | 230,785 | 227,250 | 227,250 |  | 157,500 |  |
| Romania | BNS |  |  |  | 60,000 | 60,000 | 60,000 |  | 60,000 |  |  |  |  |
| Romania | CARTEL ALFA | 480,000 | 480,000 |  |  | 400,000 | 200,400 |  |  |  |  |  |  |
| Romania | CNSLR-Fratia |  | 352,000 | 352,000 |  | 188,000 |  | 188,000 |  | 175,000 |  |  |  |
| Romania | CSDR |  |  |  |  |  |  |  |  |  |  |  |  |
| San Marino | CDLS |  |  |  |  |  |  |  |  |  |  |  |  |
| San Marino | CSdl |  |  |  |  |  | 2,280 |  |  |  |  |  |  |
| Serbia | CATUS |  |  |  |  |  |  |  |  |  |  |  |  |
| Serbia | Nezavisnost |  |  |  |  |  |  |  |  | 49,600 | na |  | 45,600 |
| Slovakia | KOZ SR | 138,078 | 133,912 | 133,912 | 129,230 | 122,642 |  | 122,045 | 114,889 |  |  |  |  |
| Slovenia | ZSSS | 130,881 |  | 112,000 |  | 86,600 |  | 73,950 | 66,708 | 66,739 | 66,304 | 66,225 | 57,382 |
| Spain | CCOO | 366,366 | 375,375 | 459,677 | 450,384 | 443,563 | 415,688 | 386,636 | 377,529 | 375,928 | 390,433 | 408,448 | 416,551 |
| Spain | ELA |  | 41,160 | 43,815 | 42,023 | 42,520 | 42,236 |  |  | 40,509 |  |  | 45,331 |
| Spain | UGT-E | 296,261 | 272,970 | 293,040 | 314,160 | 293,920 | 293,920 | 317,680 | 318,560 | 319,264 | 324,104 | 324,104 | 324,104 |
| Spain | USO |  | 27,976 | 43,834 | 44,597 | 44,316 | 43,276 |  | 41,638 |  | 43,763 | 47,546 | 48,218 |
| Sweden | LO-S | 692,584 | 674,335 | 664,742 | 701,660 | 628,971 | 695,558 | 684,020 | 688,790 | 684,320 | 666,306 | 663,483 | 677,740 |
| Sweden | SACO | 301,600 | 304,720 | 317,200 | 324,930 | 332,203 | 329,667 | 254,091 | 263,481 | 270,761 |  |  |  |
| Sweden | TCO | 607,399 | 731,022 | 593,463 | 595,867 | 430,501 | 750,300 | 732,000 | 790,854 | 809,191 | 640,172 | 640,647 | 644,982 |
| Switzerland | SGB | 92,741 |  |  | 101,124 | 101,578 | 103,253 | 104,541 | 106,018 | 106,523 | 106,564 | 105,828 | 104,893 |
| Switzerland | Travail Suisse |  |  |  |  | 64,600 |  |  |  |  | na |  |  |
| Turkey | DISK |  |  |  |  |  |  |  |  |  |  |  |  |
| Turkey | HAK-İŞ |  |  | 44,192 | 69,300 | 58,300 | 16,640 | 21,967 | 54,328 | 102,202 | 115,526 | 154,486 | 206,036 |
| Turkey | KESK |  | 8,400 |  |  |  | 102,370 |  |  |  |  |  |  |
| Turkey | TURK-IS | 70,000 | 104,960 | 27,500 |  | 27,500 | 39,000 | 39,000 | 39,000 | 33,000 | 33,000 |  |  |
| UK | TUC | 2,860,000 | 2,665,000 | 2,852,456 | 2,883,509 | 2,889,123 | 2,928,996 | 2,986,188 | 2,791,121 | 2,668,820 | 2,880,080 | 2,861,791 | 2,866,824 |
| Totals | 88 | 15,659,412 | 16,666,799 | 21,924,252 | 17,172,348 | 20,058,874 | 18,852,065 | 19,268,414 | 18,981,199 | 18,547,850 | 16,868,024 | 16,583,658 | 17,291,995 |

1. If the calculation is done on the basis of the average proportion of women members among the 38 confederations replying, the percentage is slightly higher at 46.6%. [↑](#footnote-ref-2)
2. LIGA (Hungary), which has responded to the questionnaire every year, did not provide details of female membership in 2010. [↑](#footnote-ref-3)
3. The information on all the states but Denmark and the UK comes from the survey. For Denmark the source is Consolidation Act on Equal Pay to Men and Women No. 906 of 27 August 2006, and for the UK it is the government website <https://gender-pay-gap.service.gov.uk/> [↑](#footnote-ref-4)
4. Gender pay gap statistics. Eurostat, February 2019 <https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics> (Accessed 25.03.2019) [↑](#footnote-ref-5)
5. A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data, by

   Denis Leythienne and Piotr Ronkowski, Eurostat 2018 [↑](#footnote-ref-6)
6. Commission Recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency, COM(2014) 1405 final --<http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/c_2014_1405_en.pdf> [↑](#footnote-ref-7)
7. Report on the implementation of Commission Recommendation on strengthening the

   principle of equal pay between men and women through transparency, COM(2017) 671 final, 2017 <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52017DC0671&from=en> [↑](#footnote-ref-8)
8. The information on all the states but Denmark comes from the survey. For Denmark the source is Consolidation Act on Equal Pay to Men and Women No. 906 of 27 August 2006. [↑](#footnote-ref-9)
9. L’écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58 [↑](#footnote-ref-10)