



"The ETUI is financially supported by the European Union. The European Union is not responsible for any use made of the information contained in this publication."

ETUI, aisbl 0418.812.841

ETUC Annual Gender Equality Survey 2018

- 11th 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 2018 the ETUC and ETUI carried out the eleventh edition of its Annual Gender Equality Survey (previously known as the 8th March survey). 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 position of young women in unions and in the labour market.

June 2018

ETUC Confederal, Montserrat Mir

Authors:

- Lionel Fulton, *Secretary, Labour Research Department*
- Cinzia Sechi, *Senior ETUC Advisor*

TABLE OF CONTENTS

Women in membership and decision making positions and bodies	4
Key points.....	4
National confederations	4
European Trade Union Federations.....	5
Response rates and the data provided	6
Female membership in national trade union confederations	10
The proportion of women members	10
The number of women members	15
Women in decision-making positions within national confederations	18
The key leader of national confederations	19
Overall leadership team.....	20
Women in key decision-making bodies	22
Existence of a women’s committee	24
Implementation of the 2011 ETUC recommendations on gender balance	25
Overall conclusions	29
European Trade Union Federations.....	30
Young women in unions and the labour market	32
Key points.....	32
Introduction	34
Young women in unions.....	34
Youth committees.....	39
The situation of young women in education, training and employment	42
Specific issues facing young women in the labour market.....	46
Apprenticeships	46
Help out of unemployment.....	47
Promoting access to employment for young people.....	48
Dismissal during pregnancy	50
Gender pay gap for young women	52
Union action on the issues facing young women in the labour market	53
Collective bargaining.....	53
Other forms of union action	54
Annex: total union membership, percentage of women and women’s membership 2008-2018	56

Women in membership and decision making positions and bodies

Key points

National confederations

The level of responses to this, the 11th Annual Gender Equality Survey has unfortunately been lower than in the past. In total, 39 confederations from 25 countries replied. This compares with 44 confederations from 29 countries in 2017, and 53 from 34 countries in 2016. Despite this, the survey provides a good indication of developments, as the 39 confederations which have responded have some 37 million members, around 80% of the total members of the 89 confederations affiliated to the ETUC.

Most confederations (37 out of the 39 responding) were able to provide figures for the total number of members and 36 were also able to provide figures for the total number 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 2018 survey is 46.1%. This is slightly lower than the proportion of women among employees in the countries covered by Eurostat (46.5%). The proportion of women among union members ranges from three-quarters (77.2%) in STTK (Finland) to one in five (20.0%) in GWU (Malta). 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 in the proportion of women in membership, with 16 confederations reporting an increase in the proportion of their female membership between 2017 and 2018, compared with eight which reported a decrease. However, if the comparison is limited to the 19 confederations replying every year since 2008, a clear upward trend is evident, with the average proportion of women going up from 47.3% of union members in 2008 to 49.5% in 2018.

Examining the responses on the number of women in national confederations, the 36 confederations providing this information in 2018 have 36.6 million members in total, of whom 16.7 million, or 43.5%, are women. The TUC (UK) is the confederation with the largest number of women members.

Looking at union leaders, 11 of the 39 confederations have a woman as the key leader. However, as three confederations have a joint leadership, where the president and general secretary share the top spots, there are 42 leadership positions, of which 11 (26.2%) are held by women.

The 11 confederations where this is the case are: ACV / CSC (Belgium), where leadership is shared, LIGA (Hungary), ICTU (Ireland), CGIL (Italy), CISL (Italy), LPSK/LTUC (Lithuania), UNIO (Norway), YS (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 2017 the proportion of top leadership positions held by women has increased.

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 seven 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 37.2%. This is an improvement on the position in 2017, although this partially reflects a change in how the figures are calculated.

The proportion of women on the key decision-making bodies between congresses is 33.5%, and in seven confederations women made up more than half of this body.

The vast majority of confederations (29 out of 39) have a women's or gender equality committee or similar body, and a further five have a broader equality committee.

European Trade Union Federations

With only two replying, EFFAT and ETUCE, it is impossible to provide an overall picture of the developments in the ETUFs. Women make up around 70% of the membership of the ETUCE, and 40% of the membership of EFFAT. Women are the key leaders in the ETUCE, while the general secretary (the key figure) of EFFAT is a man. Two-thirds of the leadership team in ETUCE and half in EFFAT are women. In both federations women make up 40% of the membership of the committees which take positions between congresses. Both federations also have a women's committee.

As well as the three ETUFs, 13 national unions, affiliated to EPSU and the ETUCE also completed the survey.

Response rates and the data provided

The level of response to this the eleventh annual survey of the position of women in membership and leadership positions in the ETUC's affiliated national confederations has unfortunately been lower this year than in the past. In total 39 out of the ETUC's 89 national affiliates have responded to the survey, with responses coming from 26 of the 39 countries in which the ETUC has national affiliates.

There are 11 countries where all ETUC affiliates have responded to the survey: Belgium, Bulgaria, Finland, Italy and Norway, which each have two or more ETUC affiliates, and the Czech Republic, Germany, Ireland, Latvia, Slovenia and the UK, where there is only one affiliated national confederation.

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

Table 1: Number of replies from confederations by country 2018

Country and number of confederations affiliated	Confederations replying	Country and number of confederations affiliated	Confederations replying
Andorra (1)	0	Luxembourg (2)	0
Austria (1)	0	Macedonia (1)	0
Belgium (3)	3	Malta (3)	1
Bulgaria (2)	2	Monaco (1)	0
Croatia (2)	1	Montenegro (2)	0
Cyprus (3)	1	Netherlands (3)	1
Czech Republic (1)	1	Norway (3)	3
Denmark (3)	0	Poland (3)	1
Estonia (2)	0	Portugal (2)	1
Finland (3)	3	Romania (4)	0
France (5)	1	San Marino (2)	0
Germany (1)	1	Serbia (2)	0
Greece (2)	1	Slovakia (1)	0
Hungary (5)	2	Slovenia (1)	1
Iceland (2)	1	Spain (4)	3
Ireland (1)	1	Sweden (3)	2
Italy (3)	3	Switzerland (2)	1
Latvia (1)	1	Turkey (4)	1
Liechtenstein (1)	0	UK (1)	1
Lithuania (3)	1	Total (89)	39

In total, the 39 confederations who have responded have around 37 million members, around four-fifths of the total membership of ETUC national affiliates.

Table 2 lists the 39 confederations which have responded to the survey as well as the 50 which have not. The respondents include six confederations, SSSH / UATUC (Croatia), SEK (Cyprus), AKAVA (Finland), CFDT (France), ASI (Iceland) and GWU (Malta), which did not reply in 2017.

Table 2: Confederations that replied and did not reply to 2018 Annual Gender Equality Survey by country

Country	Replied	Did not reply
Andorra		USDA
Austria		ÖGB
Belgium	ABVV / FGVB, ACLVB/CGSLB, ACV / CSC	
Bulgaria	CITUB-KNBS, PODKREPA	
Croatia	SSSH / UATUC	NHS
Cyprus	SEK	DEOK,TURK-SEN
Czech Republic	CMKOS	
Denmark		AC, FTF, LO-DK
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	ASI	BSRB
Ireland	ICTU	
Italy	CGIL,CISL,UIL	
Latvia	LBAS	
Liechtenstein		LANV
Lithuania	LPSK / LTUC	LDF, LPSS (LDS)
Luxembourg		OGBL, LCGB
FYR Macedonia		FTUM
Malta	GWU	CMTU, FORUM
Monaco		USM
Montenegro		UFTUM, CTUM
Netherlands	FNV	CNV, VCP
Norway	LO-N, UNIO, YS	
Poland	NSZZ- Solidarność	FZZ, OPZZ
Portugal	UGT-P	CGTP
Romania		BNS, CARTEL ALFA, CNSLR-Fratia, CSDR
San Marino		CSdI, CDLS
Serbia		CATUS, Nezavisnost

Slovakia		KOZ SR
Slovenia	ZSSS	
Spain	CC.OO, UGT,USO	ELA
Sweden	LO-S, TCO	SACO
Switzerland	SGB/USS	Travail Suisse
UK	TUC	

Compared with previous surveys, the level of response is lower, with 39 out of 89 confederations replying, equivalent to a response rate of 43.8%, compared with 49.4% in 2017 and 59.6% in 2016. This is the second year in a row that the response rate has fallen below 50% and it 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
Affiliated	82	82	82	83	84	85	85	86	89	89	89
Replying	46	48	55	55	60	55	51	52	53	44	39
Rate (%)	56.1%	58.5%	67.1%	66.3%	71.4%	64.7%	60.0%	60.5%	59.6%	49.4%	43.8%

Looking back over 11 years, there are 19 national confederations from 12 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).

Table 4: National confederations which have responded to all Annual Gender Equality Surveys (19)

Country	Confederation
Belgium	ABVV / FGVB
Belgium	ACV / CSC
Belgium	CGSLB/ACLVB
Bulgaria	PODKREPA
Czech Republic	CMKOS
Finland	SAK
Finland	STTK
Hungary	LIGA
Italy	CGIL
Italy	UIL
Latvia	LBAS
Norway	LO
Norway	YS
Portugal	UGT-P
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 (13)

Country	Confederation
Andorra	USDA
Cyprus	TURK-SEN
Greece	ADEDY
Hungary	ASzSz
Iceland	BSBR
Macedonia	FTUM
Malta	CMTU
Malta	Forum
Monaco	USM
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, CFDT in France and GSEE from Greece, have been able to provide a figure for total union membership in the current survey. The CFDT does not provide figures for total membership, although it does did a figure for the percentage of women, and 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, 37 have been able to supply figures on the percentage union members who are women. Two confederations, SZEF- ÉSZT (Hungary) and GSEE (Greece) say that they cannot provide these figures because of a lack of overall membership statistics (GSEE) or a lack of statistics identifying woman and men separately (SZEF- ÉSZT).

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, as well as providing information on the existence, of otherwise of a women’s committee.

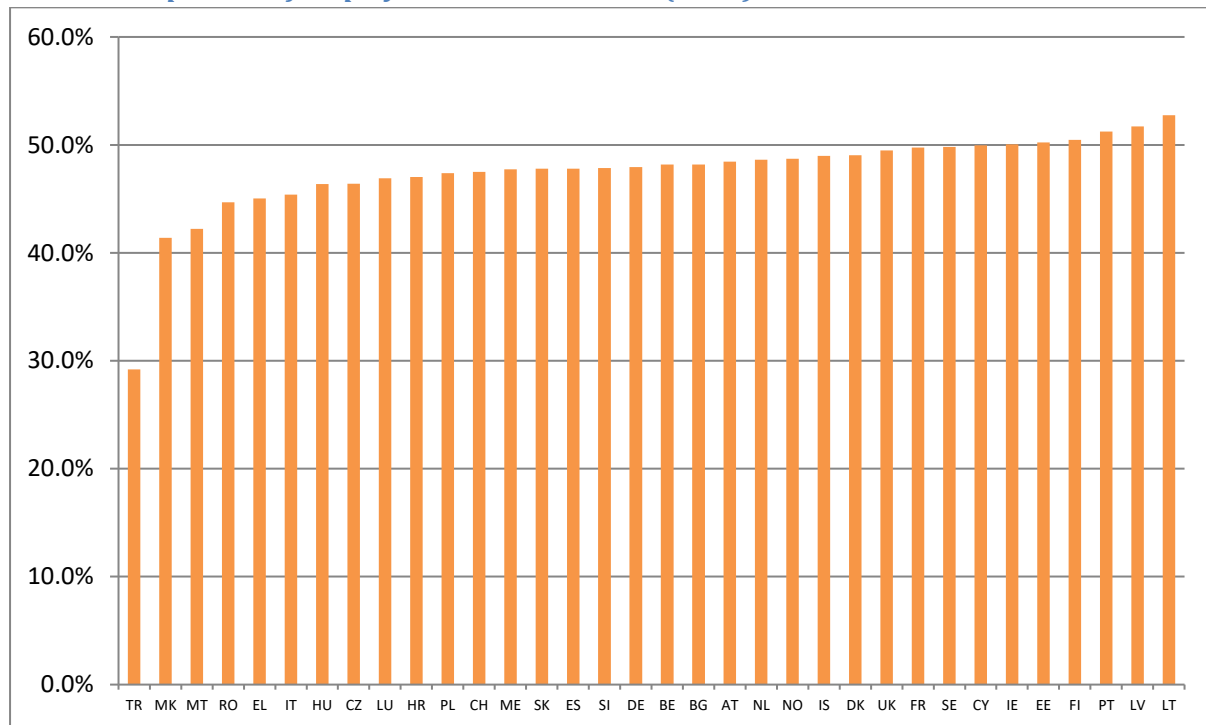
Female membership in national trade union confederations

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 (46.5%) of all employees are women**. This is the average for the 34 countries (28 EU states plus Iceland, FYR Macedonia, Montenegro, Norway, 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)



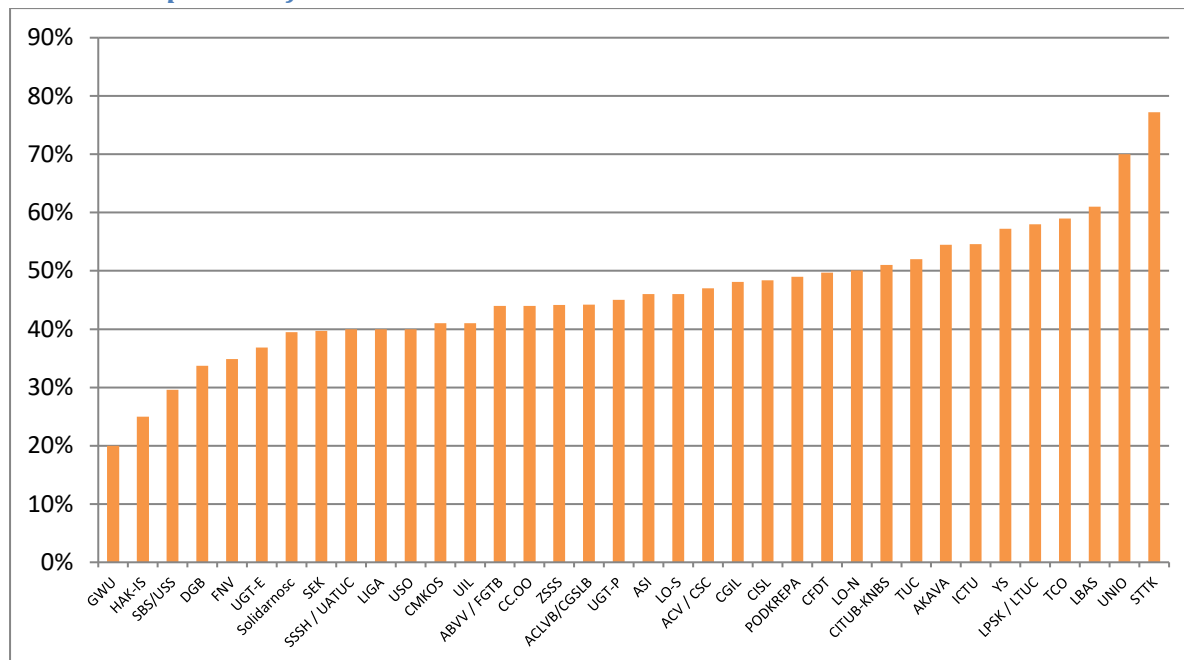
Source: Eurostat

With a single exception (Turkey), women make up between 41.4% and 52.8% of the total number of employees in all 34 states and in 21 of these the percentage of women employees is clustered within five percentage points, between 47.8% and 52.8%. The states at the top of the table are Lithuania (52.8%), Latvia (51.7%), Portugal (51.2%) and Finland (50.5%). Other than Turkey, those at the bottom of the table are Italy (45.4%), Greece (45.0%), Romania (44.7%), Malta (42.2%) and FYR 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 46.1%** (calculated by averaging the individual figures of each of the 37 national confederations responding to this question). The figure is 45.5%, if the total number of female members in all the confederations responding is divided by their combined total membership). Both these 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 20.0% in GWU (Malta).

Chart 2: Proportion of union members who are women



Source: ETUC Annual Gender Equality Survey 2018

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 Malta and Turkey is a key reason why the GWU from Malta is at the bottom of the table and HAK-IS from Turkey just above it.

Table 6 sets out the percentage of union members who are women in the 37 confederations responding to this question and compares it with the proportion of female employees. There are 14 confederations where the proportion of women union members is higher than the proportion of women employees, 22 where the proportion is lower, and one where it is the same.

Table 6: Women as a proportion of union members and employees 2018

Country	Confederation	%age union members	%age employees
Finland	STTK	77.2%	50.5%
Norway	UNIO	70.0%	48.7%
Latvia	LBAS	61.0%	51.7%

Sweden	TCO	59.0%	49.8%
Lithuania	LPSK / LTUC	58.0%	52.8%
Norway	YS	57.2%	48.7%
Ireland	ICTU	54.6%	50.0%
Finland	AKAVA	54.5%	50.5%
UK	TUC	52.0%	49.5%
Bulgaria	CITUB-KNBS	51.0%	48.2%
Norway	LO-N	50.1%	48.7%
France	CFDT	49.7%	49.7%
Bulgaria	PODKREPA	49.0%	48.2%
Italy	CISL	48.4%	45.4%
Italy	CGIL	48.1%	45.4%
Belgium	ACV / CSC	47.0%	48.2%
Iceland	ASI	46.0%	49.0%
Sweden	LO-S	46.0%	49.8%
Finland	SAK	45.8%	50.5%
Portugal	UGT-P	45.0%	51.2%
Belgium	ACLVB/CGSLB	44.2%	48.2%
Slovenia	ZSSS	44.2%	47.9%
Belgium	ABVV / FGTB	44.0%	48.2%
Spain	CC.OO	44.0%	47.8%
Czech Republic	CMKOS	41.0%	46.4%
Italy	UIL	41.0%	45.4%
Croatia	SSSH / UATUC	40.0%	47.0%
Hungary	LIGA	40.0%	46.4%
Spain	USO	40.0%	47.8%
Cyprus	SEK	39.7%	50.0%
Poland	NSZZ-Solidarność	39.5%	47.4%
Spain	UGT-E	36.8%	47.8%
Netherlands	FNV	34.9%	48.6%
Germany	DGB	33.7%	48.0%
Switzerland	SGB/USS	29.6%	47.5%
Turkey	HAK-IS	25.0%	29.2%
Malta	GWU	20.0%	42.2%

Sources: ETUC Annual Gender Equality Survey 2018 and Eurostat

Most of these confederations (30 out of 37) also provided information on female membership in 2017, and the majority of them show an increase in the proportion of women in membership over 12 months.

Overall 16 confederations reported an increase in the proportion women in their total membership between 2017 and 2018, compared with eight which reported a decrease (see Table 7). There were six which reported no change between the two surveys, a reminder that, for some confederations, the percentage of women in membership is an estimate rather than being precisely recorded.

Table 7: Women as a proportion of union members 2017 and 2018

Country	Confederation	Percentage women 2018	Percentage women 2017	Change (percentage points)
Belgium	ABVV / FGTB	44.0%	44.0%	0.0%
Belgium	ACLVB/CGSLB	44.2%	44.1%	0.1%
Belgium	ACV / CSC	47.0%	46.7%	0.3%
Bulgaria	CITUB-KNBS	51.0%	48.0%	3.0%
Bulgaria	PODKREPA	49.0%	50.0%	-1.0%
Czech Republic	CMKOS	41.0%	43.0%	-2.0%
Finland	SAK	45.8%	47.1%	-1.3%
Finland	STTK	77.2%	75.9%	1.3%
Germany	DGB	33.7%	33.6%	0.1%
Hungary	LIGA	40.0%	40.0%	0.0%
Ireland	ICTU	54.6%	54.0%	0.6%
Italy	CGIL	48.1%	47.8%	0.3%
Italy	CISL	48.4%	48.1%	0.3%
Italy	UIL	41.0%	41.1%	-0.1%
Latvia	LBAS	61.0%	60.0%	1.0%
Lithuania	LPSK / LTUC	58.0%	58.0%	0.0%
Netherlands	FNV	34.9%	34.7%	0.2%
Norway	LO-N	50.1%	52.3%	-2.2%
Norway	UNIO	70.0%	75.0%	-5.0%
Norway	YS	57.2%	57.5%	-0.3%
Poland	NSZZ-Solidarność	39.5%	39.5%	0.0%
Slovenia	ZSSS	44.2%	43.9%	0.2%
Spain	CC.OO	44.0%	43.0%	1.0%
Spain	UGT-E	36.8%	36.8%	0.0%
Spain	USO	40.0%	39.0%	1.0%
Sweden	LO-S	46.0%	46.0%	0.0%
Sweden	TCO	59.0%	59.1%	-0.1%
Switzerland	SGB/USS	29.6%	29.5%	0.1%
Turkey	HAK-IS	25.0%	23.5%	1.5%
UK	TUC	52.0%	50.9%	1.1%
Average	(30 Confederations)	47.7%	47.7%	0.0%

Source: ETUC Annual Gender Equality Survey 2018

As Table 7 shows, the average proportion of women in membership remained unchanged between 2017 and 2018 for the 29 confederations providing information for both years.

The percentages are slightly different if all 37 confederations which provided information on women in membership in 2018 are compared with the 38 confederations which provided these details in 2017. On this basis the average percentage of women in membership was 46.1% in 2018 and 45.2% in 2017.

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) fluctuating at around 44%, with a high point at 46.1% in 2018 and the lowest figure that for 2015 at 43.3%. However, these fluctuations 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
%age women	43.1%	43.7%	44.5%	44.9%	43.1%	43.7%	44.2%	43.3%	43.4%	45.2%	46.1%
Replying	41	45	51	51	54	51	46	48	47	38	37

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 19 confederations in this position, and their figures show a clear trend.¹ 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 19 unions, the percentage of women rose from 47.3% in 2008 to 49.5% in 2018. Taking the combined total number of women members in the 19 unions responding and dividing that by the total number of members, the percentage of women increased from 44.9% in 2008 to 49.1% 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 federations have a smaller proportion of women members.

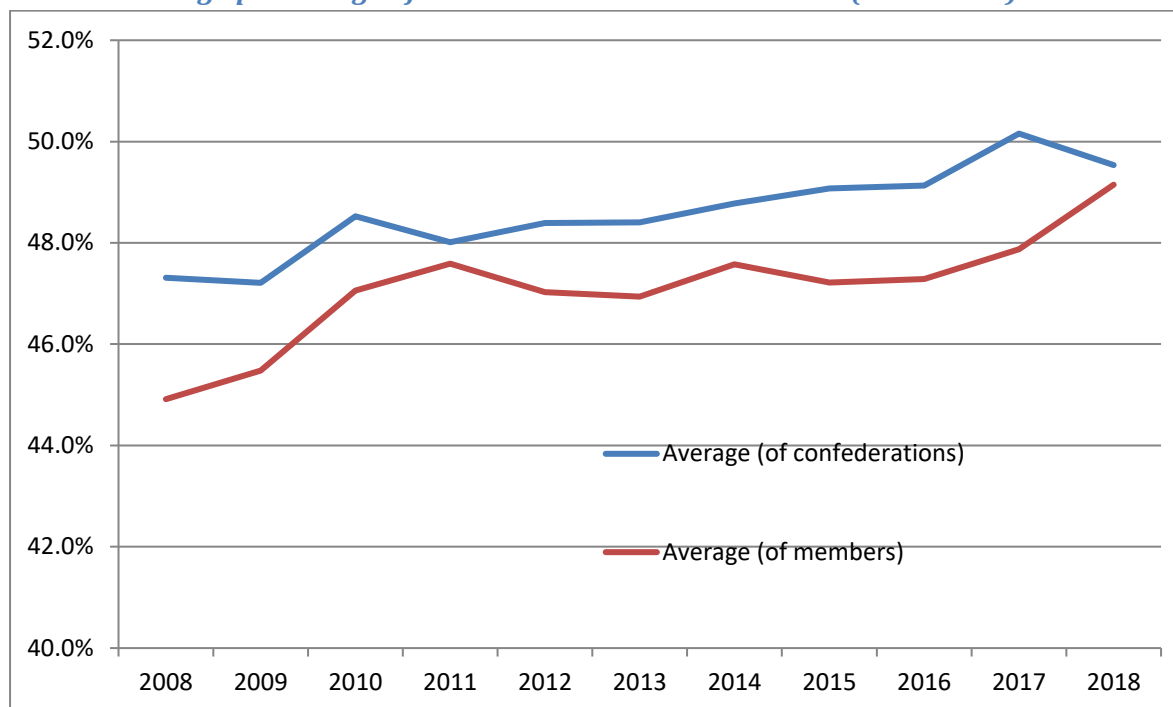
Chart 3 sets out the same figures in a graphical form, which illustrates the upward trend.

Table 9: Average percentage of union members who are women (only confederations providing this information every year – 19) 2008 to 2018

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
%age women (average of individual confederation responses)	47.3%	47.2%	48.5%	48.0%	48.4%	48.4%	48.8%	49.1%	49.1%	50.2%	49.5%
%age women (total women divided by total membership)	44.9%	45.5%	47.1%	47.6%	47.0%	46.9%	47.6%	47.2%	47.3%	47.9%	49.1%
Replying	19	19	19	19	19	19	19	19	19	19	19

¹ LIGA (Hungary), which has responded to the questionnaire every year, did not provide details of female membership in 2010.

Chart 3: Average percentage of union members who are women (2008-2018)



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, 39 confederations have responded to the Annual Gender Equality Survey this year, of whom 36 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: 2018

Country	Confederation	Total members	Women members
Belgium	ABVV / FGTB	1,503,586	667,472
Belgium	ACLVB/CGSLB	295,584	130,648
Belgium	ACV / CSC	1,547,161	727,166
Bulgaria	CITUB-KNBS	195,000	99,450
Bulgaria	PODKREPA	150,270	73,440
Croatia	SSSH / UATUC	94,561	37,824
Cyprus	SEK	54,111	21,488
Czech Republic	CMKOS	295,555	121,178
Finland	AKAVA	609,239	332,035
Finland	SAK	929,122	425,746
Finland	STTK	330,263	254,963
Germany	DGB	5,995,437	2,019,701
Hungary	LIGA	100,200	40,080
Iceland	ASI	123,045	56,403

Ireland	ICTU	718,179	392,035
Italy	CGIL	5,518,774	2,653,978
Italy	CISL	2,340,000	1,132,560
Italy	UIL	1,201,000	492,410
Latvia	LBAS	91,496	55,813
Lithuania	LPSK / LTUC	50,000	29,000
Malta	GWU	46,800	9,400
Netherlands	FNV	853,885	297,794
Norway	LO-N	925,605	592,624
Norway	UNIO	360,000	252,000
Norway	YS	217,724	124,538
Poland	NSZZ-Solidarność	565,064	223,200
Portugal	UGT-P	350,000	157,500
Slovenia	ZSSS	150,000	66,225
Spain	CC.OO	928,292	408,448
Spain	UGT-E	880,000	324,104
Spain	USO	118,864	47,546
Sweden	LO-S	1,442,355	663,483
Sweden	TCO	1,085,559	640,647
Switzerland	SGB/USS	357,751	105,828
Turkey	HAK-IS	617,944	154,486
UK	TUC	5,552,259	2,861,791
Total	(36 confederation)	36,594,685	16,693,005

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 2,019,701 women members, followed by CISL (Italy) with 1,132,560 (all economically active), ACV/CSC (Belgium) with 727,166, ABVV/FGTB (Belgium) 667,472, LO (Sweden) 663,483 and TCO (Sweden) 640,647. The GWU in Malta has the smallest number of female members of the unions which responded this year, with 9,400.

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 30 confederations which have provided membership figures in both the 2017 and the 2018 surveys. These are set out in Table 11.

This table indicates the more generally positive development of female membership as compared to overall membership between 2017 and 2018. In total, 12 of the 30 confederations have seen female membership rise or remain stable between 2017 and 2018. In contrast, overall membership has grown or remains stable in only nine confederations.

Table 11: Total and women's membership 2017 and 2018

Country	Confederation	All members			Women members		
		2017	2018	Change	2017	2018	Change
Belgium	ABVV / FGTB	1,523,954	1,503,586	-20,368	674,724	667,472	-7,252
Belgium	ACLVB/C GSLB	294,268	295,584	1,316	129,772	130,648	876
Belgium	ACV / CSC	1,568,719	1,547,161	-21,558	732,278	727,166	-5,112
Bulgaria	CITUB- KNBS	272,000	195,000	-77,000	130,560	99,450	-31,110
Bulgaria	PODKREP A	150,550	150,270	-280	76,000	73,440	-2,560
Czech Republic	CMKOS	297,762	295,555	-2,207	128,038	121,178	-6,860
Finland	SAK	992,716	929,122	-63,594	467,503	425,746	-41,757
Finland	STTK	335,488	330,263	-5,225	254,635	254,963	328
Germany	DGB	6,047,503	5,995,437	-52,066	2,029,777	2,019,701	-10,076
Hungary	LIGA	104,000	100,200	-3,800	41,600	40,080	-1,520
Ireland	ICTU	731,324	718,179	-13,145	393,944	392,035	-1,909
Italy	CGIL	4,746,734	5,518,774	772,040	2,268,464	2,653,978	385,514
Italy	CISL	2,340,000	2,340,000	0	1,126,476	1,132,560	6,084
Italy	UIL	1,201,000	1,201,000	0	493,611	492,410	-1,201
Latvia	LBAS	92,063	91,496	-567	55,238	55,813	575
Lithuania	LPSK / LTUC	50,000	50,000	0	29,000	29,000	0
Netherlands	FNV	875,407	853,885	-21,522	303,591	297,794	-5,797
Norway	LO-N	917,122	925,605	8,483	480,036	592,624	112,588
Norway	UNIO	349,249	360,000	10,751	261,937	252,000	-9,937
Norway	YS	215,591	217,724	2,133	123,965	124,538	573
Poland	NSZZ- Solidar ność	565,064	565,064	0	200,598	223,200	22,603
Slovenia	ZSSS	151,000	150,000	-1,000	66,304	66,225	-79
Spain	CC.OO	907,984	928,292	20,308	390,433	408,448	18,015
Spain	UGT-E	880,000	880,000	0	324,104	324,104	0
Spain	USO	112,212	118,864	6,652	43,763	47,546	3,783
Sweden	LO-S	1,448,492	1,442,355	-6,137	666,306	663,483	-2,823
Sweden	TCO	1,083,201	1,085,559	2,358	640,172	640,647	475
Switzerland	SGB/USS	361,108	357,751	-3,357	106,564	105,828	-736
Turkey	HAK-IS	497,505	617,944	120,439	115,526	154,486	38,960
UK	TUC	5,659,996	5,552,259	-107,737	2,880,080	2,861,791	-18,289
Total	(30 confederations)	34,772,012	35,316,929	544,917	15,634,999	16,078,354	443,355

Source: ETUC Annual Gender Equality Surveys 2017 and 2018

Looking back further to 2008, there are only 19 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 19 confederations has fallen by 2.1 million between 2008 and 2018 but female membership over the same period has risen by 47,000.

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 - 19)

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total membership	25,595	25,951	25,679	25,721	25,200	25,594	25,323	25,260	23,991	22,903	23,487
Female membership	11,496	11,802	12,083	12,240	11,850	12,013	12,048	11,927	11,344	10,965	11,543
Number replying	19	19	19	19	19	19	19	19	19	19	19

Source: ETUC Annual Gender Equality Surveys 2008 to 2018

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.

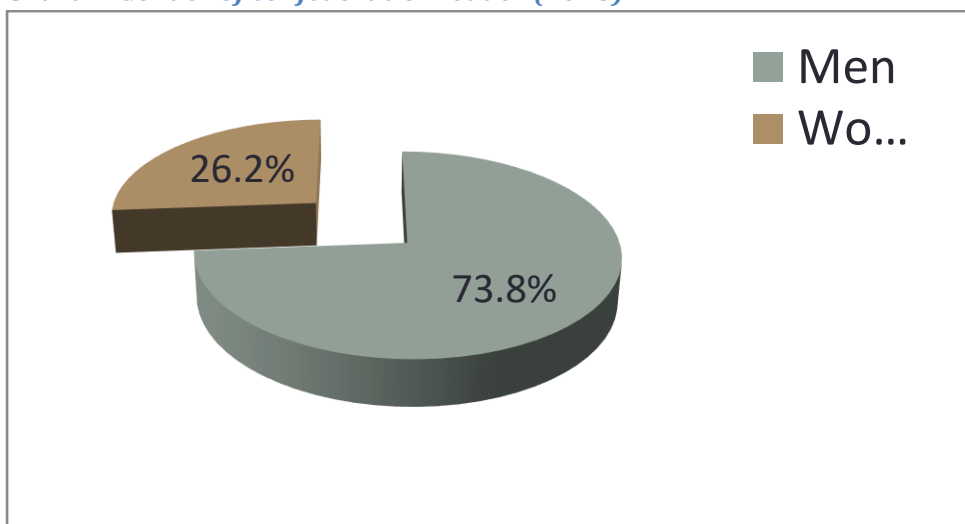
It also indicates, which confederations have a women's committee or similar body.

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 39 confederations responding, there are 42 positions of political leadership. This is because as well as the 24 confederations which say that the president is the key political leader, and the 12 that say it is the general secretary, there are three confederations, the Belgian, ABVV / FGTB and ACV / CSC, and Turkey's HAK-IS where political leadership is shared between the two posts. **Of these 42 positions of leadership, only 11 (or 26.2%) are held by women.** In the 24 confederations where the president is the key position, there are only six female leaders. Three are in the Nordic states, UNIO (Norway), YS (Norway) and TCO (Sweden). The three others are LPSK /LTUC (Lithuania), where a new women president was appointed in May 2018, LIGA (Hungary) and ZSSS (Slovenia). In the 12 confederations led by the general secretary, there are four, ICTU (Ireland), CGIL (Italy), CISL (Italy) and the TUC (UK), where the general secretary is a woman. In addition, in ACV/CSC the Belgian confederation, where political power is shared, the president is a man, while the general secretary is a woman.

Chart 4: Gender of confederation leader (2018)



Source: ETUC Annual Gender Equality Survey 2018

These figures suggest some progress since 2017, when 11 of 46 leadership positions (23.9%) were held by women, or since 2016, when there were 10 women leaders, out of a total of 55 (18.1%). However, as with the figures for membership, the results are affected by the fact that not all confederations respond every year. If only the 31 confederations which have replied in all three years are included there are 11 female confederation leaders in 2018, there were 10 in 2017 and there were eight in 2016.

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 nine of the 31 presidents (29.0%) but nine of the 23 general secretaries (39.1%). However, as presidents are more likely to be the political leaders of their confederations than general secretaries, only 11 leadership posts out of 42 (26.2%) are held by women.

Table 13: Presidents and general secretaries by sex 2018

Position	President	<i>as leader</i>	General secretary	<i>as leader</i>	Presidents and general secretaries	<i>as leader</i>
Men	22	21	14	10	36	31
Women	9	6	9	5	18	11
Total	31	27	23	15	54	42

Source: ETUC Annual Gender Equality Surveys 2018

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 12-strong executive committee, which, in line with the confederation’s overall policy on parity, has seven women members, meaning that seven out of 13 members of the leadership (54%) 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)
Belgium	ABVV / FGFB	29%
Belgium	ACLVB/CGSLB	50%
Belgium	ACV / CSC	50%
Bulgaria	CITUB-KNBS	0%
Bulgaria	PODKREPA	43%
Croatia	SSSH / UATUC	20%
Cyprus	SEK	0%
Czech Republic	CMKOS	33%
Finland	AKAVA	29%
Finland	SAK	0%
Finland	STTK	50%
France	CFDT	33%
Germany	DGB	50%
Greece	GSEE	0%
Hungary	LIGA	40%
Hungary	SZEF- ÉSZT	67%
Iceland	ASI	40%
Ireland	ICTU	50%
Italy	CGIL	100%
Italy	CISL	50%
Italy	UIL	25%
Latvia	LBAS	50%
Lithuania	LPSK / LTUC	67%
Malta	GWU	0%
Netherlands	FNV	33%
Norway	LO-N	50%
Norway	UNIO	80%
Norway	YS	25%
Poland	NSZZ-Solidarność	14%
Portugal	UGT-P	40%
Slovenia	ZSSS	40%
Spain	CC.OO	0%
Spain	UGT-E	33%
Spain	USO	33%
Sweden	LO-S	50%
Sweden	TCO	60%
Switzerland	SGB/USS	40%
Turkey	HAK-IS	0%
UK	TUC	75%
Average	39 Confederations	38.5%

Source: ETUC Annual Gender Equality Surveys 2008 to 2018

The table shows that in 15 of the 39 confederations providing details, women make up 50% or more of the leadership team, and there are another six, where they make up between 40% and 50%.

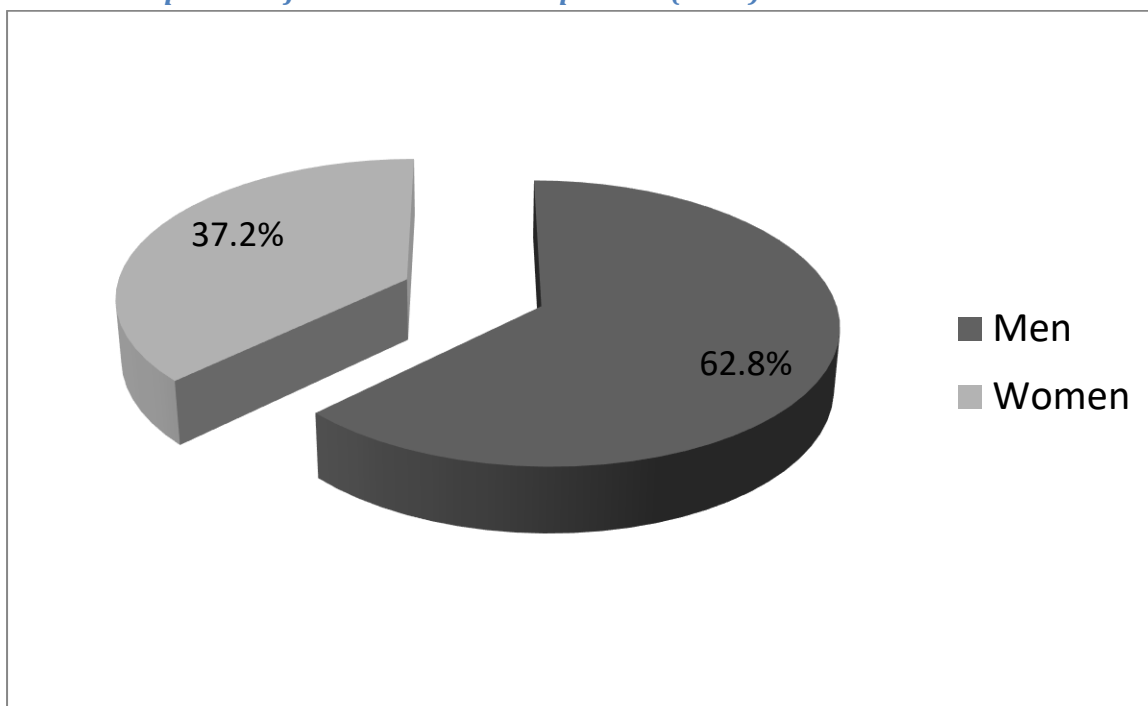
The 22 confederations where 40% or more of the leadership team are women include the five largest in the ETUC, the DGB (Germany), the TUC (UK), CGIL, CSIL (both Italy) and ACV/CSC (Belgium).

Among the others, there are five where between 30% and 39% of the senior officials identified in the survey are women, five where they make up between 20% and 29% and one where women account for between 10% and 19%. There are seven 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 37.2%** (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 higher than the position in 2017, when the average proportion for 43 confederations was 30.4%, although the figures were calculated in a slightly different way at that time.

Chart 5: Proportion of women in leadership teams (2018)



Source: ETUC Annual Gender Equality Surveys 2018

Women in key decision-making bodies

This year for the second time (the first was in 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 were able to provide some or all of this data, and the responses are set out in Table 15.

The size of the bodies ranges from 420 in ABVV/FGTB (Belgium) to just six in HAK-IS.

Table 15: Gender breakdown of decision-making body between Congresses 2018

Country	Confederation	Number of members	Meetings per year	%age women
Belgium	ABVV / FGTB	420	8	26%
Belgium	ACLVB/CGSLB	279	2	28%
Belgium	ACV / CSC		3	36%
Bulgaria	CITUB-KNBS	79	4	26%
Bulgaria	PODKREPA	68	4	38%
Croatia	SSSH / UATUC	24	12	25%
Cyprus	SEK	16	12	0%
Czech Republic	CMKOS	32	12	38%
Finland	AKAVA	21	10	19%
Finland	SAK	20	11	35%
Finland	STTK	26	11	50%
France	CFDT	10	52	50%
Germany	DGB	4	52	50%
Greece	GSEE	15	9	7%
Hungary	LIGA	12	12	42%
Hungary	SZEF- ÉSZT	71	1	60%
Iceland	ASI	15	20	20%
Ireland	ICTU	35	11	34%
Italy	CGIL	164	12	38%
Italy	CISL	213	2	23%
Italy	UIL	257	2	30%
Latvia	LBAS	9	6	44%
Lithuania	LPSK / LTUC	81	2	54%
Malta	GWU	47	12	11%
Netherlands	FNV	16		31%
Norway	LO-N	15	40	50%
Norway	UNIO	16	12	44%
Norway	YS	27	4	37%
Poland	NSZZ-Solidarność	105	12	6%
Portugal	UGT-P	68	12	29%
Slovenia	ZSSS	28	12	32%
Spain	CC.OO	174	8	40%
Spain	UGT-E	116	2	40%
Spain	USO	7		43%
Sweden	LO-S	14	19	29%
Sweden	TCO	16	10	56%
Switzerland	SGB/USS	35	8	46%
Turkey	HAK-IS	6	12	0%
UK	TUC	26	11	42%
Average	(39 confederations)			33%

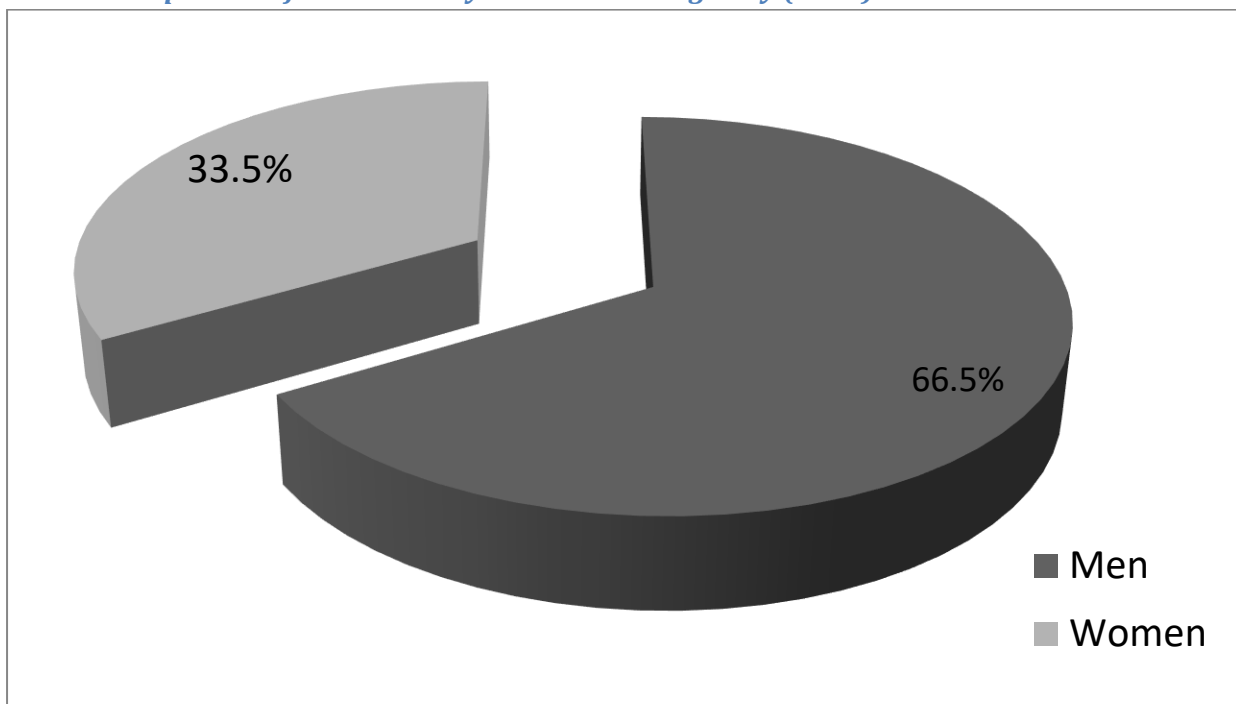
Source: ETUC Annual Gender Equality Survey 2018

In total 39 confederations were able to provide information on the proportion of women in these bodies, and the results break down as follows. In seven confederations, SZEZ- ÉSZT (Hungary), TCO (Sweden), LPSK / LTUC (Lithuania), STTK (Finland), CFTD (France), the DGB (Germany) and LO (Norway), the proportion of women on this committee was 50% or above. In a further eight confederations, SGB/USS (Switzerland), LBAS (Latvia), UNIO (Norway), USO (Spain), LIGA (Hungary), TUC (UK) and CC.OO (Spain) and UGT (Spain), the percentage of women on this body was between 40% and 49% In 10 it was between 30% and 39%; in eight between 20% and 29%, in two between 10% and 19% and in four it was below 10%, including two with no female representation on this committee.

The **average percentage of women in this decision-making body was 33.5%**, 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 when this question was last asked in 2016, when women made up 29.7% of these committees in 50 confederations.

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



Source: ETUC Annual Gender Equality Survey 2018

Existence of a women’s committee

This year, for the first time, the survey asked confederations whether they had a women’s committee and/or a broader equality committee, and most of the 39 confederations responding had one or the other.

A substantial majority of confederations (29 out of 39) had a women’s / gender equality committee, although in some cases the body the structures are not necessarily that of a standard committee. ABVV/FGTB in Belgium, has both a national office for women and a monitoring committee for

gender equality; ACLVB/CGSLB also in Belgium, has what it describes as a “movement” rather than a committee, which organises regular meetings to discuss the position of women and more general equality matters; PODKREPA in Bulgaria has a women’s union; NSZZ-Solidarność in Poland has a national women’s section made up of regional structures; and USO in Spain has a women’s area rather than a women’s committee.

Of the 10 confederations without a women’s committee, five have a more general equality committee. These are AKAVA (Finland), LIGA (Hungary), ASI (Iceland), GWU (Malta) and ZSSS (Slovenia). The GWU explains what its committee covers: “the Equal Opportunities Committee embraces all individuals hailing from different minority groups and inclusive of all genders”.

This leaves only five confederations without either a women’s/gender equality committee or a broader equality committee. These are: SZEZ- ÉSZT (Hungary), YS (Norway), CCOO (Spain), LO (Sweden) and TCO (Sweden). However, this does not necessarily mean that gender equality issues are neglected. YS reports that it uses working groups rather than a committee for policy development and LO in Sweden says that, “all decisions are assessed from gender equality perspective”.

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.

Several confederations gave 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 concentrates on recent union actions.

Many of the actions described involve efforts to increase the proportion of women in union decision-making bodies through **rule changes**. The ABVV/ FGTB (Belgium), SSSH/UATUC (Croatia), AKAVA (Finland), CFDT (France), DGB (Germany) and CISL (Italy) all report plans to change the rules or the ongoing impact of past rule changes. Other confederations, such as ACLVB/CGSLB (Belgium), ICTU (Ireland), UIL (Italy), LPSK/LTUC (Lithuania), FNV (Netherlands), UGT (Portugal), ZSSS (Slovenia) and HAK-IS (Turkey), refer to **an increase in the number of women leaders** and representatives in their structures, without referring to specific rule changes. The responses from a number of these confederations, including ACV/CSC (Belgium), SSSH/UATUC, ASI (Iceland), ZSSS and UGT (Spain), report on the **monitoring** they are carrying out to ensure that the targets for improving the situation of women within their organisations are being met.

In addition to internal changes other confederations have highlighted their **activities at workplace level or in discussions with government** to improve the position of women in the labour market and in society. CITUB/KNBS (Bulgaria), PODKREPA (Bulgaria), CMKOS (Czech Republic), SAK (Finland), GSEE (Greece), LIGA (Hungary), ASI (Iceland), CGIL (Italy), LPSK/LTUC (Lithuania), GWU (Malta), LO (Norway), UNIO (Norway), ZSSS (Slovenia), CCOO (Spain), and HAK-IS (Turkey), have all reported on activities of this type.

A fuller description of these activities is set out below and the reports from individual confederations make it clear that in many cases they have been involved in action across a spectrum of areas, not just in one.

ABVV / FGVB (Belgium): the 2018 Congress provides for complete parity in the Federal Secretariat, at least one-third representation in the Federal Bureau and a recommendation that each regional and sectoral delegation to union committees and congresses should be made up of at least one-third women. It is possible to say that the situation has improved both in terms of women's representation and in integrating a gender dimension into union demands and political analysis. However, it is essential to continue with these efforts as certain sectors have difficulty in "finding" women.

ACVLB/CGSLB (Belgium): the confederation has acted on the gender charter agreed with the two other Belgian confederations in 2004; it has undertaken its own human resources measures; promoted training and awareness raising; and it has taken a specific approach to women in the election of employee representatives (the so-called social elections).

ACV / CSC (Belgium): following the adoption of a plan of action on gender equality in 2002, the confederation has evaluated progress annually with a coordinating group presenting a report on equality to the General Council.

CITUB-KNBS (Bulgaria): the confederation has been involved in consultations on the EU directive on reconciling family and professional life.

PODKREPA (Bulgaria): as in earlier years, the confederation constantly monitors the situation of women at company level and supports ETUC campaigns.

SSSH / UATUC (Croatia): the confederation is still working on the basis of resolutions at its 2014 congress which aimed to increase the share of women in decision-making bodies to 30%. The confederation's women's section produces regular annual reports on their position.

CMKOS (Czech Republic): there are yearly recommendations and targets for collective bargaining which include equal opportunities and anti-discrimination measures.

AKAVA (Finland): the statutes of the Executive Committee have been revised to provide for a more balanced gender representation.

SAK (Finland): in 2017 SAK, together with AKAVA and STTK, surveyed its staff representatives on equality plans at workplaces. This was a part of large tripartite Equality-program and its "Towards Equal Pay" programme 2016-2019. In a joint publication, all three confederations recommended that workplaces should provide better information about the equality plans. SAK also reinforced the message in the check list for work place equality plan, which was drawn up and distributed to workplaces in 2016. The confederation also was very active in a tripartite working group attempting to reform the parental leave system (for example, increasing paternity leave). However, the process was halted at the end of the year by the minister involved.

STTK (Finland): gender balance is included on an ongoing basis in the confederation's normal activity and work.

CFDT (France): the confederation has drawn up a plan action on equality for all levels of the confederation (including at workplace level) and will introduce rule modifications at its next congress in June 2018.

DGB (Germany): a proposal went to the national congress in May 2018 proposing quotas for women on the confederation's district and regional boards.

GSEE (Greece): the ETUC's recommendations have been specifically taken up by the confederation in the last 12 months in its work in the National Commission of Human Rights and in the National General Collective Agreement, which was signed in 2018.

LIGA (Hungary): the Equality Committee has organised two gender equality seminars in the last 12 months. One was on the law and discrimination; the other was on the situation of women and parents in the labour market.

ASI (Iceland): the confederation continues to publish its annual gender audit and it has made special efforts to get women to be advocates of the movement wherever possible. For example, the main speaker at the May Day demonstration in 2017 was a young female leader from one of ASI's unions. It has also been heavily involved in the "MeToo" movement combatting sexual harassment and violence at work.

ICTU (Ireland): gender equality continues to be part of the ongoing work of the confederation and for the first time both the General Secretary and the President are women.

CGIL (Italy): the confederation, with CISL and UIL, organised a national conference on the family in September 2017, which emphasised the need for fundamental changes across a range of areas from obligatory paternity leave to changes in family support. It has also included social benefits in its proposals for a new structure of bargaining which it, along with the two other main confederations, CISL and UIL, agreed with the employers (Confindustria) in March 2018.

CISL (Italy): the confederation has made changes to its rules, which establish quotas for women at all levels of the organisation from the secretariat to the delegates to be elected to the congress, and these changes continue to have an impact.

UIL (Italy): the confederation has increased the number of women leaders across the structure.

LBAS (Latvia): the confederation continues to take account of ETUC recommendations in its strategies and in its Gender Equality Council.

LPSK/LTUC (Lithuania): the confederation has worked through its training departments to put in place measures for the training and mentoring of women in order to prepare women for leadership and decision-making roles. It has also produced guidelines on guidelines on gender mainstreaming with practical tools for their implementation, in areas such as, collective bargaining, social dialogue and policy making.

GWU (Malta): the confederation is still benefitting from a European Social Fund (ESF) project where members/shop stewards/delegates were trained in industrial relations, including equality. It works with the National Commission for the Promotion of Equality in Malta in order to promote equality at work, awarding the Equality Mark to employers who respect equality at work.

FNV (Netherlands): the confederation has an active policy to increase diversity within the union. In the election for the member parliament and the governing body there was a campaign to recruit

female candidates, and the period in which people could register as a candidate was extended to increase the number of women (and more diverse) candidates.

LO (Norway): work on gender equality is organised across departments, and those who work with gender equality issues meet regularly together with the member of the elected leadership who is politically responsible for gender equality policies/gender issues. Every dossier treated by the board or elected leadership must be considered in terms of its gender-implications.

UNIO (Norway): the confederation combats gender bias and strives for equal gender representation, due to the fact that 70 % of its members are women. It is represented every year in UN's Commission on the Status of Women, sometimes as part of the official Norwegian delegation. It meets the Ministry of Children and Equality four times a year together with representatives from the other three labour organisations and representatives from the employer organisations

UGT (Portugal): at its March 2017 congress the confederation asked its unions to include women in decision-making positions in their unions, and a number have created Women's Committees. The SBC (Central Portugal Banking Union) has a female president for the first time in banking union history, and the number of women as presidents in the UGT's 20 districts has gone up from one (5%) before the congress in March 2017 to six (30%) in April 2018.

ZSSS (Slovenia): the confederation's congress in 2017 saw a woman president elected for the first time. Alongside the President, ZSSS has five executive secretaries each responsible for certain area (economics, legal, social, education and finance). And four of the five are now women, although the three vice-presidents are all male. The congress also brought some important changes in the gender structure of decision-making bodies of ZSSS, with four of the seven decision-making bodies now gender balanced (in favour of women). The committee for equal opportunities monitors the execution of equal principle in practice; it monitors and gives comments on legislation; it carries out studies regarding the gender pay and pension gap, violence and harassment at work, work-life balance: and it undertakes campaigns and training. It is also active in developing clauses, which should be included into sectoral collective agreements and companies' collective agreements in order to promote gender equality in practice.

CCOO (Spain): the confederation continues to work to eliminate barriers to the involvement of women in its leadership bodies and fights against discrimination in its policies and actions.

UGT (Spain): among a wide range of other tasks the confederation's women's department has to produce a gender evaluation which is presented to the confederation's leadership between congresses. This evaluation includes, among other topics, analyses of: the composition of the membership; the equality policies of the confederation and the position of women in decision-making.

SGB/USS (Switzerland): the confederation follows its own gender equality strategy, which is specific to the Swiss situation, but has much in common with the ETUC recommendations.

HAK-IS (Turkey): the confederation has increased the proportion of women in membership from 2.7% in 2009 to 25% in 2018 and continues to see the increased participation of women in the union and the workforce as a priority. In the last 12 months it has implemented a pilot project called "Problem Solving Methods for Women Workers with a Union Approach" to identify the problems

women face in their workplaces, to make an in-depth analysis of women's issues and to find the union solution Two separate projects in individual affiliated unions increased women's involvement in decision-making bodies from 5% to 20%

Overall conclusions

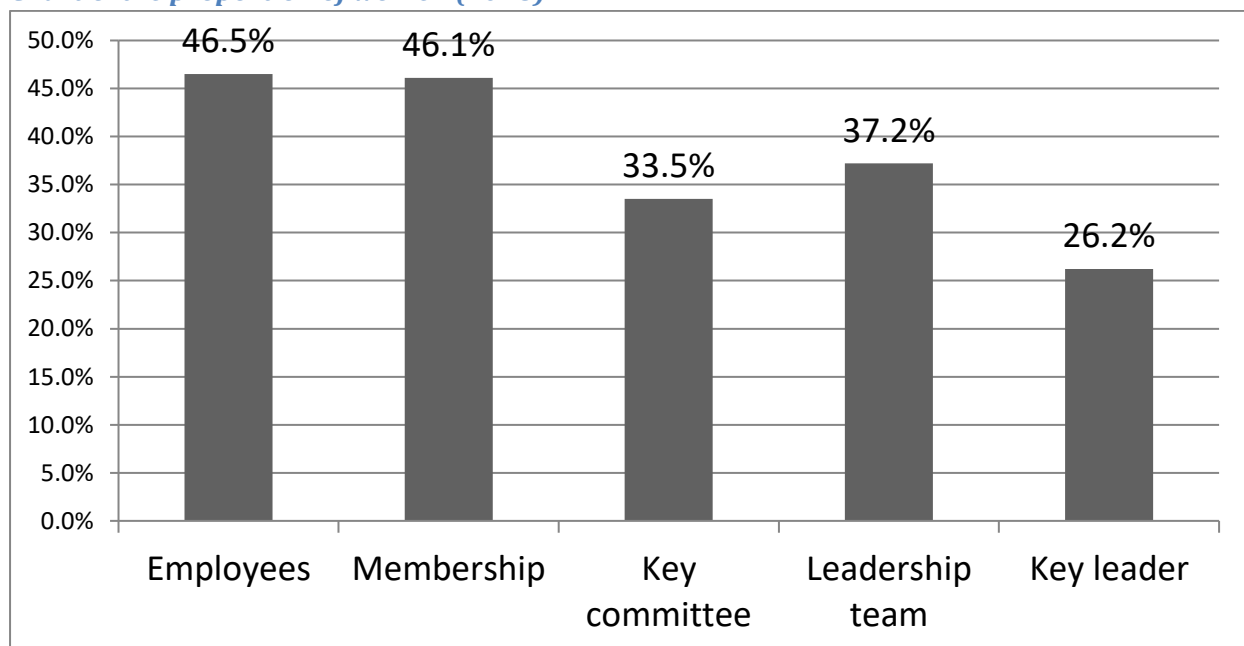
Despite the lower level of responses, this year's Annual Gender Equality Survey, the 11th, is sufficiently representative to allow a number of key conclusions to be drawn on the position of women in membership and leadership positions in ETUC's affiliated national confederations.

Across Europe, women make up almost half of all employees (46.5%), but slightly fewer union members (46.1%). The proportion of women in national union confederations is increasing 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 46.1% of trade union members are women, they account for only 37.2% of the people in the leadership team, 33.5% of the members' of confederations key decision-making body between congresses and only 26.2% of the national confederations' key leaders. Although these figures leave room for improvement, in every case the percentages are higher than the equivalent figures in the past, an indication that progress is being made.

Chart 6: the proportion of women (2018)



European Trade Union Federations

Unfortunately only two out of the 10 European Trade Union Federations (ETUFs) replied to the 2017 Annual Gender Equality Survey, making it impossible to draw conclusions for the group as a whole. EFFAT and ETUCE replied; the EAEA, EFBWW, the EFJ, EPSU, the ETF, EUROCOP, IndustriAll and UNI-Europa did not. This level of response is lower than in 2017, when UNI-Europa also responded.

The membership figures for the two federations which replied are set out in Table 16. They show ETUCE with both the highest membership and the highest proportion of women in membership. The figures are the same as in the 2017 survey as neither federation collects membership details annually.

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
ETUCE	10,821,416	71%	2014 data

Looking at the leadership of the two ETUFs responding, both leading figures in ETUCE, the president and the European Director, are women. In EFFAT is the senior figure, the general secretary, a man. In the leadership teams as a whole, including vice presidents and deputy general secretaries, as well as the top leadership, the proportion of women is 67% in ETUCE and 50% in EFFAT.

Looking at the bodies taking decisions between congresses, EFFAT has an Executive Committee, which meets twice a year and has 82 members, 40% of whom are women. The ETUCE's equivalent body, the ETUCE committee, also meets twice a year. It has 60 members and, again, 40% are women. Both federations have a women's committee and the ETUCE also has a more general equality committee.

In terms of recent developments, EFFAT is currently working to promote service vouchers as an instrument to bring domestic workers into the formal labour market (as in the Belgian system). The ETUCE is currently implementing a two-year project funded by the European Commission, "Social dialogue and gender equality: Empowering education trade unions to address gender equality in the teaching profession through social dialogue" (2017 – 2019). The aim of the project is to build the capacity of education trade unions to address the challenges of gender inequality in education sector using the instruments of the social dialogue. Project's activities include an online survey and desk research, training workshop and final conference, while the outcomes of the project will be updated ETUCE Action Plan on Gender Equality and Online Database of trade unions' Good Practices (<https://www.csee-etuce.org/en/policy-issues/equal-opportunities/gender-equality/2401-empowering-education-trade-unions-to-address-gender-equality-in-the-teaching-profession-through-social-dialogue-2018-2019>).

As well as responses from two ETUFs, there have been replies from 13 national unions affiliated to the ETUCE and EPSU, as listed in Table 17 Their replies have not been analysed.

Table 17: Responses from national unions

ETUF	Country	Union
ETUCE	Belgium	Christelijk Onderwijzersverbond (COV)
EPSU	Bulgaria	FCIW CL Podkrepa
ETUCE	Germany	VBE
EPSU	Germany	Ver.di
ETUCE	Ireland	ASTI
ETUCE	Ireland	IFUT
EPSU	Lithuania	LSADPS
ETUCE	Netherlands	Algemene Onderwijsbond (AOB)
ETUCE	Sweden	Läraryrbundet
ETUCE	Turkey	EGITIM SEN
ETUCE	UK	NEU (NUT –Section)
ETUCE	UK	NASUWT
EPSU	UK	PCS

Young women in unions and the labour market

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 position of young women in unions and in the labour market.

Key points

Most confederations (30 out of 39) have figures on the number of young members in their confederations or can estimate of the number. Confederations typically define a "young member" as someone aged under 35, although a few have younger cut-off ages and one has a cut-off date of 40.

In almost all countries the proportion of the total membership who are young members is lower than the number of employees in that age group, although in some cases this comparison is not precise. Generally, however, unions appear justified in fearing that they are failing to recruit younger employees.

Looking specifically at young women members, the position is mixed. In around half the confederations able to provide this information, women make up a higher proportion of young members than they do of all members. In the other confederations the reverse is the case, and young women seem less likely to be union members than young men.

Most confederations (29 out of 39) have a youth committee or similar body and some of the other confederations have other ways in which young members are represented. Most youth committees have a majority of male members, but in almost half the head of the committee is a woman. Where there is a youth committee, it normally works with the women's committee, and in most cases confederations take gender into account in their organising strategy.

Figures from Eurostat make it clear that educational performance of young women and girls is better than that of young men and boys. The main exception to this is Turkey, where more women than men have never started upper secondary education. These facts are clearly recognised by a majority of confederations, although they also recognise that women and girls are often poorly represented in scientific and technical subjects. Despite this strong educational performance young women are less likely to be employed than their male counterparts. In many countries, although not a majority, they are also more likely to be unemployed. Many confederations have recognised this and have pushed their governments to improve the employment prospects of young women.

Looking at a range of specific labour market issues, where young women might be disadvantaged as compared to young men, most confederations considered that in three areas the existing systems worked equally well for both sexes. This was the case for apprenticeships, help out of unemployment and access to employment for young people. However, where there was a view that one sex was disadvantaged, in almost all cases it was felt that women fared worse.

In the area of precarious work, there was much less doubt that young women faced greater difficulties than young men, and some confederations were able to provide statistics showing that young women were more likely to be employed on precarious contracts.

Although dismissal during pregnancy is illegal in most circumstances, a majority of confederations said that it did occur, and again some were able to point to national reports, which set out the extent of the problem.

The existence of a smaller gender pay gap among young women, shown by Eurostat statistics was also confirmed by a majority of confederations, with some able to present national statistics on the gender pay gap by age.

Most confederations said they had taken action to tackle the problems facing young women in the labour market, either through collective bargaining (25 of 39 confederations replying), or in other ways, such as campaigns and lobbying. Tackling the gender pay gap and improving leave and working time flexibility for young women are the issues most frequently addressed.

Introduction

It is a truism to say that young people are the future of any organisation and this is certainly the case for trade unions, which depend on the ongoing involvement of members for their strength and influence. However, as the ETUC points out on its website, “The percentage of people under 25 joining a union has fallen since 2004. This is worrying because there is a strong association between joining young and remaining a member – people who do not join a union when they are young are much less likely to join later. Recruitment of more young people is therefore crucial for the survival of the trade union movement.”²

It is also the case that many young people face a difficult situation in labour market, facing higher unemployment rates than their older colleagues and being more likely to be employed on less secure contracts.

This part of the survey was intended to examine how unions had responded to these challenges, in particular in relation to the position of young women.

It covers five main areas:

- young women in unions;
- the situation of young women in education and employment;
- specific issues facing young women in the labour market; and
- union action to tackle these issues.

All of the confederations which responded to the survey (39) also answered the questions in this part of the questionnaire, although not all were able to reply to all the questions.

Young women in unions

The survey asked how whether confederations had figures on the proportion of their young members and three-quarters (29 out of 39), said that they had, while another confederation, NSZZ-Solidarność, was able to make an estimate. Four of the nine confederations which did not have information on or an estimate of the number of their young members were in the Nordic countries, STTK (Finland), ASI (Iceland), UNIO (Norway), and TCO (Sweden). The others were SSSH/ UATUC (Croatia), LIGA (Hungary), ICTU (Ireland and the TUC (UK) plus GSEE (Greece), which because of its structure does not hold membership data.

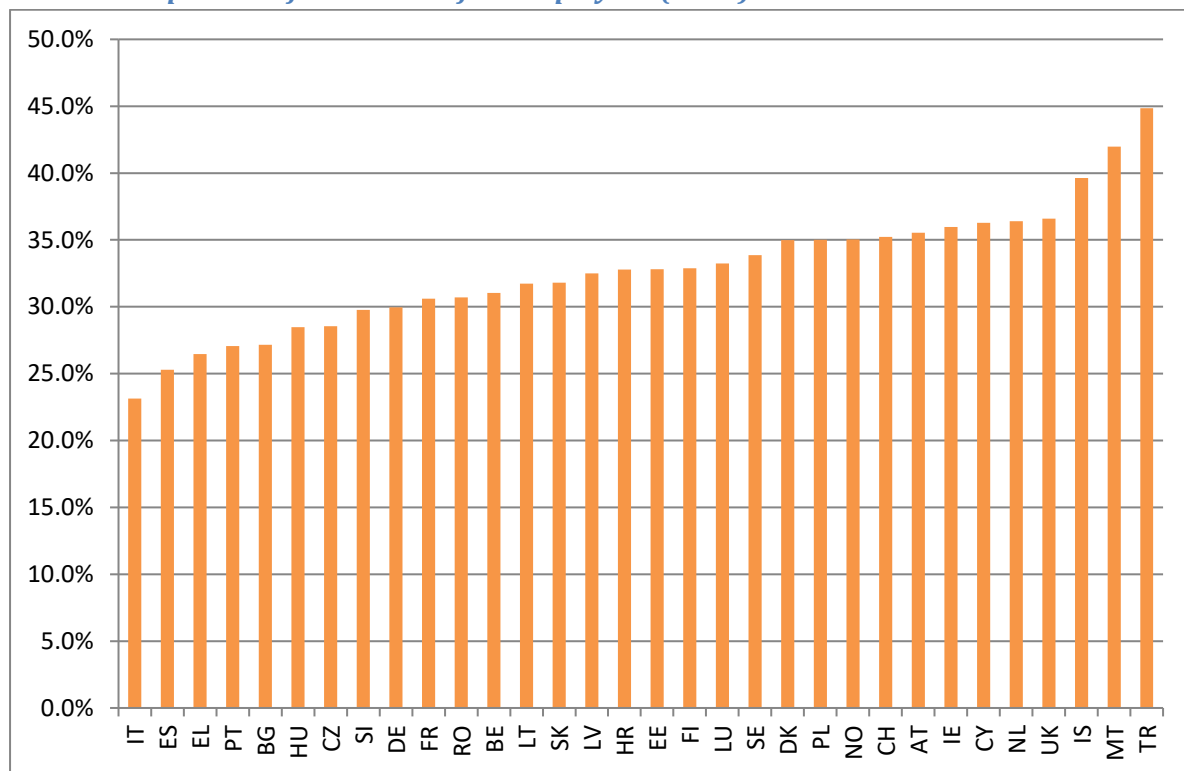
The survey also asked how a “young member” was defined and the responses show that 35 is the most frequently used cut-off age. In total, 18 confederations set 35 as the age at which a member ceases to be a young member, and SSSH/ UATUC (Croatia), has a cut-off age of 36. Of the others, four, SEK (Cyprus), LBAS (Latvia), LO (Sweden) and SGB/USS (Switzerland), have a cut-off age of 25; the DGB (Germany) has a cut-off age of 27; ZSSS (Slovenia) has 29; five, CMKOS (Czech Republic), AKAVA and SAK (both Finland), LO (Norway) and CCOO (Spain) have a cut-off date of 30; and SZEFE-ÉSZT (Hungary) sets the age significantly higher at 40. The young member age limit for each country is included in Table 18.

² Trade union membership, ETUC <https://www.etuc.org/issues/trade-union-membership>

Unions across Europe have expressed concerns that young workers are less likely to join unions than their older colleagues, and these fears appear to be confirmed by the results of the survey. For almost all of the confederations providing information, the proportion of young members was lower than the comparable figures for all employees.

In fact, the proportion of all employees aged under 35 varies considerably between the 32 countries (EU28 plus Iceland, Norway, Switzerland and Turkey) for which the EU’s statistical agency Eurostat provides information. The figures for 2016, when Eurostat conducted a special survey of young workers, show that the 32-country average is 32.4% (EU28 average 30.8%). However, the national figures vary from 23.1% in Italy to 44.9% (almost twice as high) in Turkey (see Chart 7).³

Chart 7: Proportion of under 35s of all employees (2016)



Source: Eurostat - lfsa_egaed and lfso_16oklev

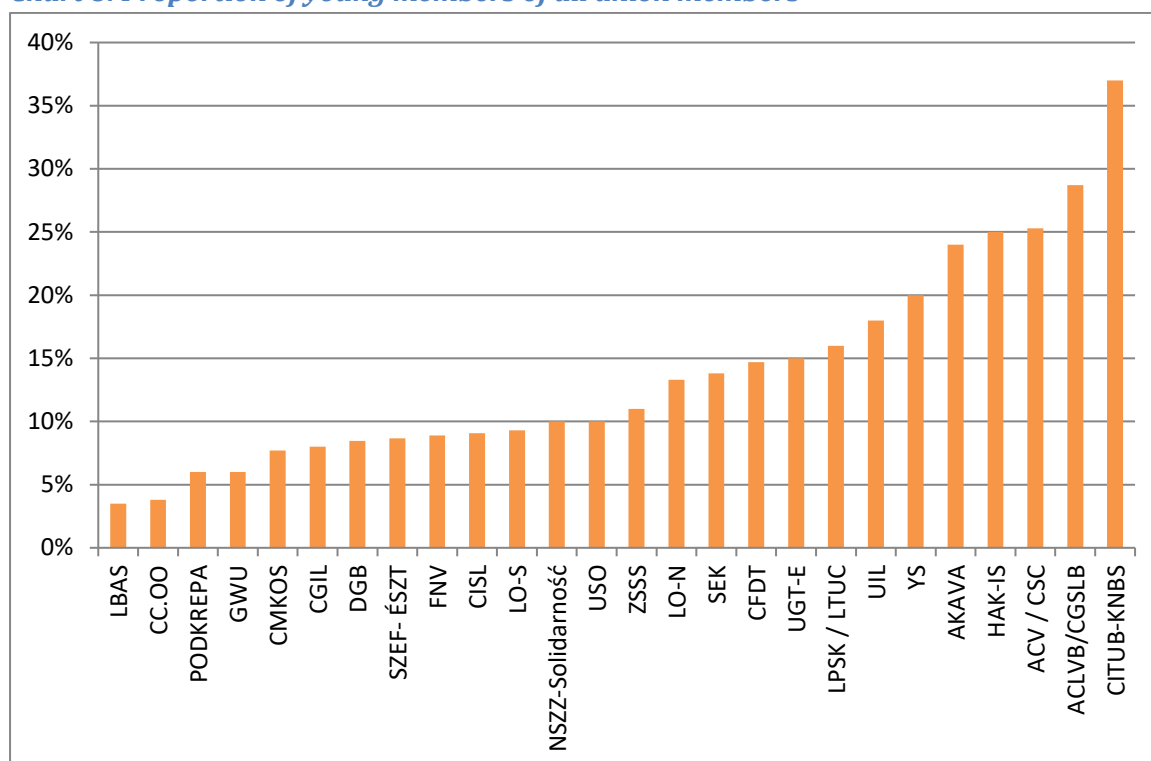
A number of factors produce these varying percentages for the proportion of employees aged under 35. These including the level of youth unemployment, which has a particular impact on Italy, Spain and Greece, which are all clustered at the bottom of the table, the age structure of the population as a whole, and the proportion of the under-35s who are in education.

Whatever the reasons, it is important to consider the proportion of young employees in the in the country concerned when comparing it with the number of young members, just as it is important to consider the cut-off ages the unions use to define “young members”.

³ A breakdown for this age group is not part of Eurostat’s standard analysis, which for younger employees has age breaks at 19, 24 and 39.

Chart 8 sets out the proportion of young members of total membership of the 28 confederations which provided this data. It ranges from 37% in CITUB-KNBS (Bulgaria) to 4% in LBAS (Latvia) and CCOO (Spain), although the cut-off age for young members is 25 in LBAS and 30 in CCOO.

Chart 8: Proportion of young members of all union members



Source: ETUC survey 2018

Table 18 compares the proportion of young members with the proportion of employees aged under 35, as well as giving the confederation cut-off age. This is important for those confederations where the cut-off age is not 35 (shown in *italics*). The figures show that, with the exception of CITUB in Bulgaria, all confederations have a smaller proportion of young members than would be the case if their membership reflected the proportion of young employees. The confederations which come closest to matching the proportion of employees under 35 are two Belgium confederations, ACLVB/CGSLB and ACV / CSC, and the Finnish AKAVA, whose young members account for 24% of total membership, despite the cut-off age being 30, rather than the more usual 35.

The overall average for the proportion of young members among the 28 confederations which provided this information is 14%. However, the differences in the cut-off ages for young members mean that this is not a particularly useful figure.

Table 18: proportion of young members compared with proportion of employees under 35

Confederation	Country	Proportion of young members	Proportion of employees under 35 (2016)	Cut-off age
ACLVB/CGSLB	Belgium	29%	31%	35
ACV / CSC	Belgium	25%	31%	35
CITUB-KNBS	Bulgaria	37%	27%	35

PODKREPA	Bulgaria	6%	27%	35
SEK	Cyprus	14%	36%	25
CMKOS	Czech Republic	8%	29%	30
AKAVA	Finland	24%	33%	30
SAK	Finland	20%	33%	30
CFDT	France	15%	31%	35
DGB	Germany	8%	30%	27
SZEF- ÉSZT	Hungary	9%	28%	40
CGIL	Italy	8%	23%	35
CISL	Italy	9%	23%	35
UIL	Italy	18%	23%	35
LBAS	Latvia	4%	32%	25
LPSK / LTUC	Lithuania	16%	32%	35
GWU	Malta	6%	42%	35
FNV	Netherlands	9%	36%	35
LO-N	Norway	13%	35%	30
YS	Norway	20%	35%	35
NSZZ-Solidarność	Poland	10%	35%	35
ZSSS	Slovenia	11%	30%	29
CC.OO	Spain	4%	25%	30
UGT-E	Spain	15%	25%	35
USO	Spain	10%	25%	35
LO-S	Sweden	9%	34%	25
SGB/USS	Switzerland	6%	35%	25
HAK-IS	Turkey	25%	45%	35

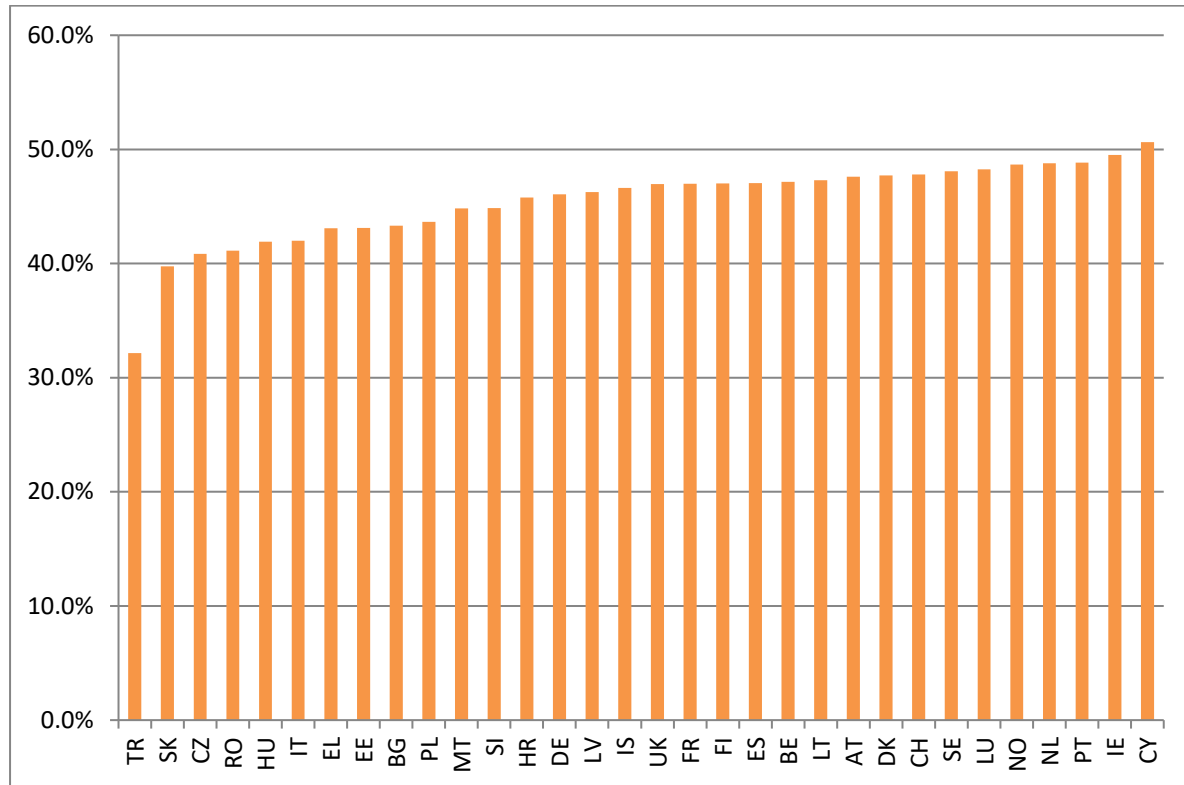
Source: ETUC survey 2018 and Eurostat

As well as asking for the overall proportion of young members the survey also asked for the breakdown between women and men to compare it with the figures for all employees.

Eurostat figures for 2016 show that women make up just under half of all employees aged under 35. For the 32 countries covered by the Eurostat survey the average is 43.8% and for the EU28 it is 45.7%. These figures are lower than the proportion of women overall in employment, which was 46.5% in 2017 in 34 countries for which Eurostat produces statistics, and 48.1% for the EU28 (see page 9). This is one of the indications of the specific problems that young women face in the labour market (see below).

There are also differences in the countries' rankings between the chart for all employees (page 9) and those for employees aged 15 to 34 (below). Turkey still has the lowest proportion of women in both tables, but Lithuania and Latvia, which have the highest proportion of women among employees overall, have a much more average proportion of young women. At the other end, Slovakia which is close to the middle of the lists for all women is second to bottom for women under 35. The position is set out in Chart 9

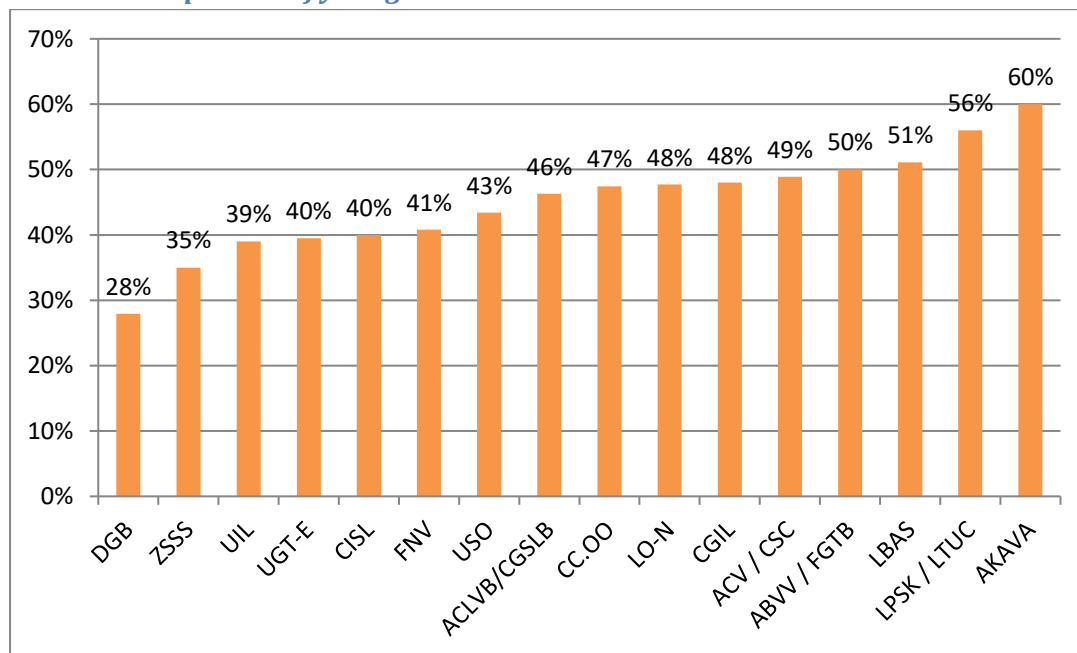
Chart 9: Proportion of women among employees aged under 35 (2016)



Source: Eurostat - Ifso_16oklev

These figures can be compared with the breakdown between young female and young male trade union members provided by the confederations. Overall, 16 confederations were able to provide these statistics, and the figures are set out in Chart 10. The proportion of women ranges from 28% in the DGB (Germany) to 60% in AKAVA (Finland), and the overall average across the 16 was 45%.

Chart 10: Proportion of young members who are women



Source: ETUC survey 2018

To get another perspective on the position of young women in unions, Table 19 compares young women's membership with women's membership overall. In total, 16 confederations provided these figures, and in half (eight) the proportion of women among young members was higher than the proportion of women among all members – a positive sign for the better representation of women in the future. This is the position in the Belgian confederations, the Spanish confederations, the FNV in the Netherlands and AKAVA in Finland. But in the other federations the reverse is the case, with particularly large gaps in the LBAS (Latvia) – a difference of 10 percentage points; ZSSS (Slovenia) – a nine percentage point difference 9% and CISL (Italy) – eight percentage points.

Unfortunately, only a minority of confederations are able to provide this information, making it difficult to draw an overall conclusion..

Table 19: proportion of women among young members and all members

Confederation	Country	Proportion of women among young members	Proportion of women among all members
ABVV / FGTB	Belgium	50%	44%
ACLVB/CGSLB	Belgium	46%	44%
ACV / CSC	Belgium	49%	47%
AKAVA	Finland	60%	55%
DGB	Germany	28%	34%
CGIL	Italy	48%	Na
CISL	Italy	40%	48%
UIL	Italy	39%	41%
LBAS	Latvia	51%	61%
LPSK / LTUC	Lithuania	56%	58%
FNV	Netherlands	41%	35%
LO-N	Norway	48%	50%
ZSSS	Slovenia	35%	44%
CC.OO	Spain	47%	44%
UGT-E	Spain	40%	37%
USO	Spain	43%	40%

Source: ETUC survey 2018

Youth committees

Confederations were also asked whether they had a youth committee or some similar body and most (29 out of 39) reported that they had, although in the case of UNIO (Norway) this was a student committee. The confederations which did not have such a body were ACLVB/CGSLB (Belgium), STTK (Finland), UIL (Italy), FNV (Netherlands), CCOO (Spain), UGT (Spain), LO (Sweden) and TCO (Sweden). However, the FNV explained that, although they did not have a youth committee, they had a youth section, FNV Jong; the UGT pointed out that it had a youth department and it was planning a youth organisation; and LO Sweden said that it had a youth secretary, who was a women. The CFDT (France) and CGIL (Italy) did not respond to this question.

Those with a youth committee were in most cases able to provide further details of the size of the committee, the proportion of women members, and whether the committee was headed by a man or a woman.

The responses show that the size of the body varies substantially from just four in SGB/USS (Switzerland) to 500 in NSZZ-Solidarność (Poland). The average size of the youth committee is 44, although this figure is pulled up by the 500-strong body in NSZZ-Solidarność. The median figure is a 15-member committee. Most committees providing details have a majority of men, but three committees have more women than men and four others have parity between men and women. On average women make up 41% of the membership of confederations' youth committees, a higher proportion than for leading committees in the confederations, where the figure is 33.5%. In 15 confederations (out of 29) the head of the committee is a man; in 13 it is a woman, and in one (CITUB-KNBS in Bulgaria) a man and a woman share the co-presidency. The details are set out in Table 20.

Table 20: youth committee

Confederation	Country	Size of committee	Proportion women	Head
ABVV / FGTB	Belgium	64	33%	Woman
ACV / CSC	Belgium	80	50%	Man
CITUB-KNBS	Bulgaria			Co-presidents man & woman
PODKREPA	Bulgaria	23	47%	Woman
SSSH / UATUC	Croatia	11	27%	Man
SEK	Cyprus			Man
CMKOS	Czech Republic	23	44%	Woman
AKAVA	Finland	61	56%	Woman
SAK	Finland	13	46%	Man
DGB	Germany	40	50%	Woman
GSEE	Greece	18	28%	Man
LIGA	Hungary	7	43%	Man
SZEF- ÉSZT	Hungary	5	75%	Woman
ASI	Iceland	9	45%	Woman
ICTU	Ireland	25	52%	Man
CISL	Italy		6%	Woman
LBAS	Latvia	29	59%	Woman
LPSK / LTUC	Lithuania	10	50%	Man
GWU	Malta	15	50%	Man
LO-N	Norway	15	40%	Woman
YS	Norway	14	29%	Man
NSZZ-Solidarność	Poland	500	33%	Man
UGT-P	Portugal	6	50%	Man
ZSSS	Slovenia	9	11%	Man
USO	Spain			Man
SGB/USS	Switzerland	4	1	Woman
HAK-IS	Turkey			Woman
TUC	UK	34	41%	Man
Average	(29 confederations)	44	41%	

Source: ETUC survey 2018

In most cases where there is a youth committee (18 out of the 29 confederations), it works together with the women's committee, and a number of confederations provided information on what this entailed. The UGT in Portugal, for example, stated that the two bodies meet together twice a year to plan joint activities, and that during 2017 they had held five joint seminars: "Educating for equality", "Youth and trade unionism", "Domestic violence", "Workplace harassment" and "Parental leave". These seminars were aimed at young professionals from 18 to 24 years of age, and, as well as union representatives, government bodies were present. In each case there had been 45 to 60 participants.

The survey also asked whether gender was taken into account in the union organising strategy, and 26 out of 39 said that it was. The response from the TUC (UK) indicated the importance it attached to recruiting and organising young women, as well as how it did it. It stated:

"The TUC's organising young workers strategy is a key priority for the organisation. Young workers are being consulted throughout the development of the initiative to test ideas and there is good proportional representation of women in this group, from a range of industries and from different regions of the country. The TUC ran a campaign focusing on the experiences of young parents, in particular the impact of insecure work, low pay and lack of knowledge around workplace rights on young mothers."

The response from LO (Sweden), which was both "yes" and "no" and so is not included among the 26, is also interesting in explaining how its strategy works in practice. Asked whether it took gender into account in its organising strategy it stated:

"Yes, to the extent that in our surveys and analyses we always try to use the gender perspective. We have no major goals for gender in organisation. The priority target groups are usually "sexless" but we break them down later by gender in evaluations."

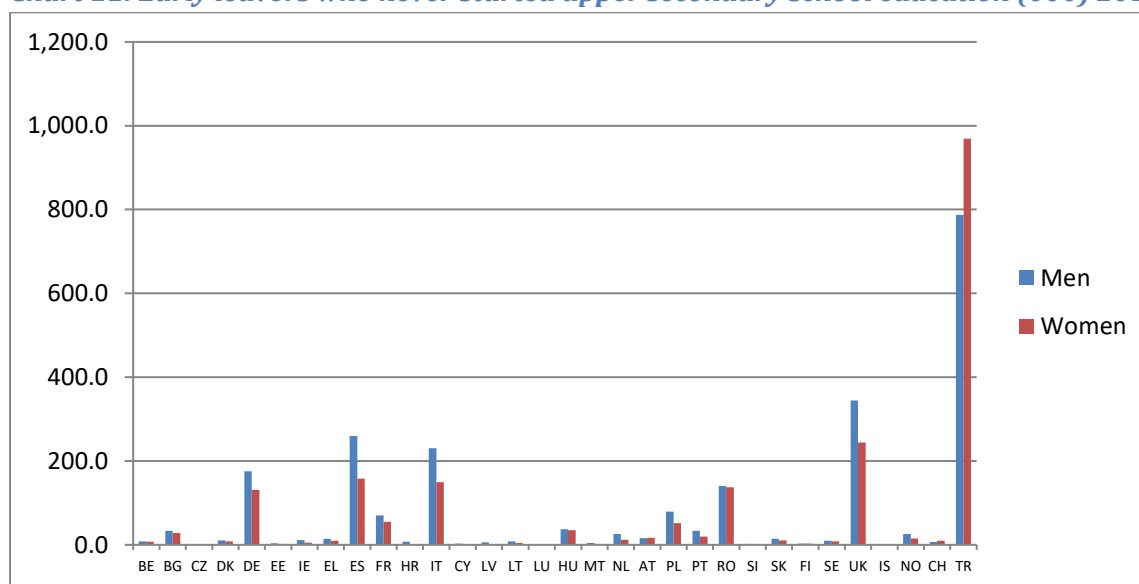
The situation of young women in education, training and employment

In most countries in Europe today, girls and young women have a better educational results than boys and young men. They are less likely to leave education early and more likely to have tertiary qualifications than their male counterparts, as the figures from Eurostat demonstrate.

Chart 11 shows the numbers of young people who leave education early and never start upper secondary education, and it indicates the better educational performance of young women in almost every country. As the figures are numbers rather than percentages, it is the countries with the largest populations which dominate the picture. However, what is also clear is that, with very few exceptions, the number of young men who never started upper secondary school is significantly higher than the number of young women. In the UK, for example, which has a high number of early leavers, 344,600 young men never started upper secondary education in 2016, compared to 244,200 young women. Apart from countries like Denmark, Finland and Sweden, where very few young people of either sex fail to start upper secondary education, there are only two countries, Hungary and Romania, where the numbers of young women and men who never started upper secondary education are close. (In Hungary 37,400 young men and 34,600 young women were in this position in 2016, and in Romania there were 140,100 young men and 137,400 young women who failed to start upper secondary education.)

There were also only two countries in 2016 where more women than men never started upper secondary education. One was Switzerland where the numbers were very low (6,800 young men and 9,800 young women). The other was Turkey, where the numbers were very high (787,400 young men and 969,200 young women).

Chart 11: Early leavers who never started upper secondary school education (000) 2016

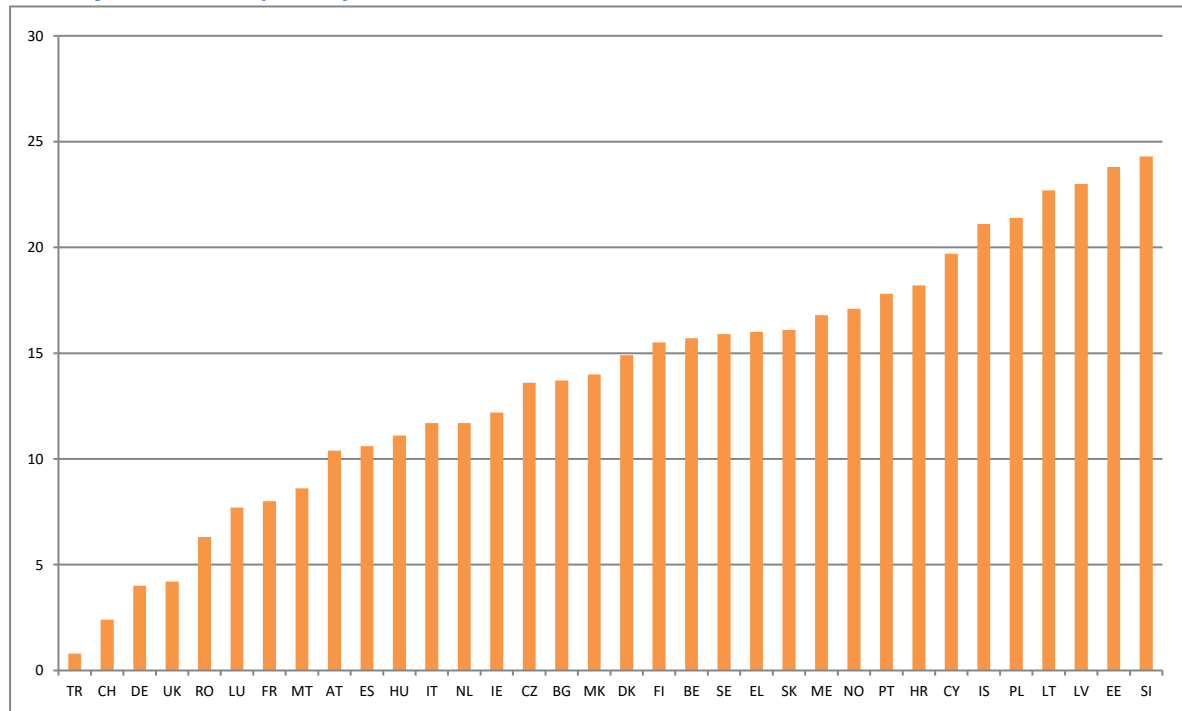


Source: Eurostat

The higher number of male early leavers is one indication of boys' and young men's worse educational performance. Another is the lower proportion of young men with a tertiary education. Chart 12 sets out the difference in percentage points between the proportion of women aged 25 to 29 with a tertiary education and the proportion of young men. The average gap for the EU28 as a

whole is 10.4 percentage points, with 32.1% of men aged 25 to 29 having tertiary education compared with 42.5% of women in 2017. On this indicator, young women score better in all countries, although the gap is smallest in Turkey.

Chart 12: Difference in percentage points between proportion of women and men with tertiary education (25-29): 2017



Source: Eurostat

This gap between male and female educational performance, is clearly recognised by a majority of the confederations, with 33 out of 39 confederations confirming that women outperform men in the area of education. LO in Sweden, for example, pointed out that, “there are approximately 50% more women registered at Swedish universities and colleges than men”. However, some confederations expressed concern that women’s educational success is not spread evenly across all subject areas. ZSSS in Slovenia stated that “young women and young men still follow gender stereotypes when choosing their education/profession”, and UNIO (Norway) reported: “There is a majority of women studying within the field of health and social service (around 80 %), teacher education (around 75 %) and within the field of social sciences (around 65 %), while men are in majority (around 68 %) in STEM [science, technology, engineering and mathematics] subjects.”

HAK-IS (Turkey) referred to the specific situation in Turkey where there are “relatively lower levels of education among girls ... especially in rural areas”. It referred to the various factors which may explain this, including the size and the composition of the family and the education of the parents.

A majority of confederations (22 out of 39) reported that they had expressed a view or take action over the gap between the varying educational achievements of the two sexes. These were often linked to the concentration of women in specific areas or the failure of women the labour market to reflect women’s better educational performance in jobs and pay. UNIO, for example, after pointing to the higher proportions of women in some subjects (see above) said: “Our organisation works to raise the prestige – including the salaries – in the health sector and education sector to attract more

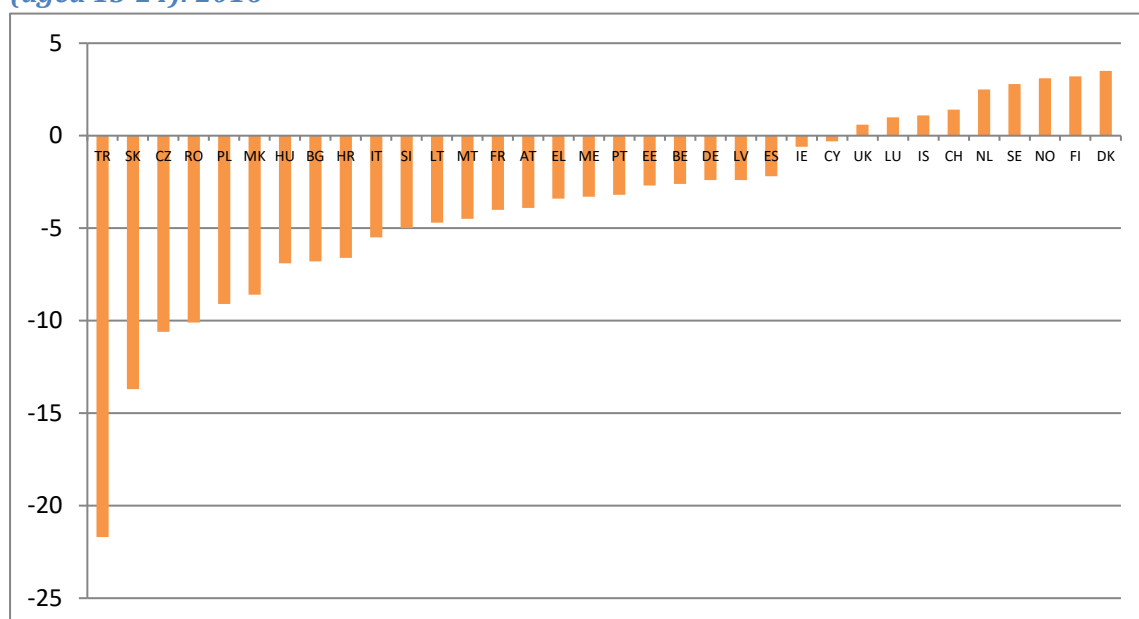
men and to pay women better (to give equal level of payment to people with the same level of education, regardless of which sector they are working in).” ABVV/FGTB in Belgium said it organised campaigns for young people in their last year of school, in particular trying to raise awareness about how gender stereotypes lead to particular career choices, while the TUC (UK) said: “We have commented on the disparity between girls’ educational attainment and their position in the labour market once they leave education.”

PODKREPA in Bulgaria, where 33,500 young men leave school without starting upper secondary education, compared with 28,200 young women, drew attention to the practical work the unions are doing in this area. Its response stated: “Educational outcomes are strongly linked to socioeconomic background in Bulgaria, that is the reason why PODKREPA supports the achievement of basic skills / implementing projects with the National Employment Agency for acquisition of very practical skills – as cooks, gardeners, workers in construction and hairdressers. Targets groups of our projects are low skilled workers but they are not targeted only at women.”

The overall situation of young women in the labour market was the second broad area that the survey examined, asking about varying rates of employment and unemployment for young women and young men and the actions confederations had taken in response.

Eurostat figures show that the average employment rate of young women (aged 15 to 24) in the EU28 was 3.5 percentage points lower in 2016 than the rate for young men. Overall, 35.4% of men in this age group were employed but only 31.9% of women. However, as Chart 13 shows there are major differences between countries, with the employment rate gap ranging from plus 3.5 percentage points in Denmark to minus 21.7 percentage points in Turkey. In fact, all five Nordic countries, plus the Netherlands, Switzerland, Luxembourg and the UK have higher employment rates for young women than for young men, while the countries where the gap between male and female employment rates for this age group are Turkey, Slovakia, the Czech Republic, Romania and Poland.

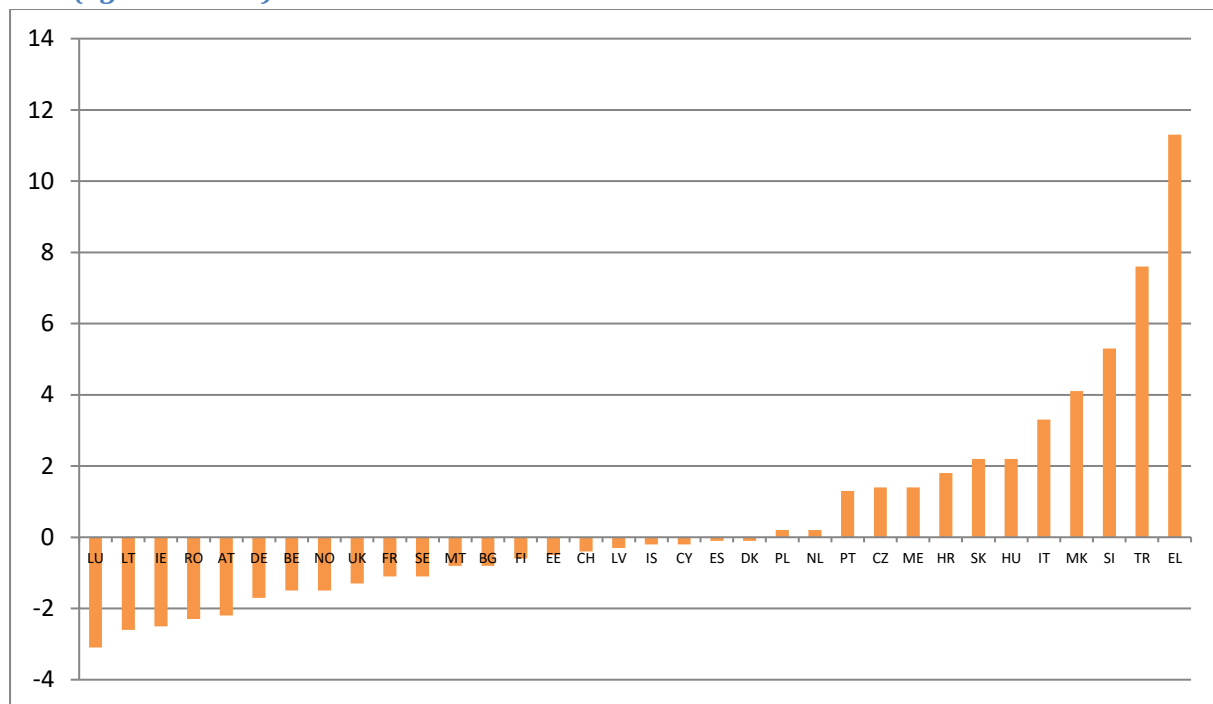
Chart 13: Difference in percentage points between employment rates for women and men (aged 15-24): 2016



Source: Eurostat lfsa_ergaed

The difference between unemployment rates between young men and young women is not so marked, and across the EU28 as a whole, the unemployment rate among those aged under 30 in 2017 was slightly lower for young women (13.0%) than for young men (13.3%). However, as with the employment rate, there are substantial differences between countries, with Greece, where young women’s unemployment is 11.3 percentage points higher than young men’s, showing the largest gap.

Chart 14: Difference in percentage points between unemployment rates for women and men (aged 15 to 29) 2017



Source: Eurostat

Half of the confederations (19 out of 39) agreed that young women face greater problems in terms of employment and unemployment than young men. They include the GSEE confederation in Greece, where the gap between men’s and women’s unemployment among those aged 15 to 29 is the largest in Europe. It pointed out, not just that the unemployment rate for women is overall one and a half times that for men, but also that “for young women up to age 29 the unemployment rate approaches 40%”. In the Czech Republic too, as the official figures supplied by the CMKOS confederation make clear, unemployment among both the 20 to 24 and the 25 to 29 age groups is higher for young women than for young men: 9.7% and 7.4% for young women; 8.9% and 4.1% for young men.

However, in Spain, where, as in Greece, the youth unemployment is particularly high, the UGT confederation noted that, “in terms of unemployment rates, there are not huge differences because the working conditions are bad for all young people”. In total, 15 confederations consider that the employment and unemployment situation is not worse for young women. They include the GWU in Malta, which said that unemployment was very low, and SAK in In Finland, which reported that, “the economic depression of recent years particularly affected industries and occupations where men work. We do not have statistics about young men, but we think it is the same situation with all men: men’s unemployment is higher than women’s.”

The rates of young women's employment and unemployment is, nevertheless, a concern in many countries and 20 out of 39 confederations have expressed a view or taken action on this issue, with many setting out in detail what they had done. In Italy, for example, where young women face higher levels of unemployment and lower levels of employment than young men, all three confederations said that they had taken the issue up, and two, CGIL and CISL provided additional details.

CGIL reported that it put forward an "An Extraordinary Plan for Youth and Female Employment" in 2016, based on generating both new demand and new supply. It said it was calling for changes in collective agreements, organisational flexibility and the welfare system to combat the phenomenon of women leaving work after their children were born.

CISL said it had proposed establishing a special area for young women intended to provide information directly to them within the framework of the Youth Guarantee programme. It had also suggested upgrading and improving the services available on the official job finding and employment portal "Cliclavoro" by adding a special "area rosa" for young women.

Outside Italy, the ACLVB/CGSLB confederation in Belgium reported that it had called for the consistent application of gender mainstreaming in all measures taken by the government in this area. It explained that it had been able to ensure its voice was heard because the ministry of labour Belgium is legally obliged to listen to the views unions and employers before introducing legislation.

In Sweden, where, as the LO confederation reported, the employment rate among women is high compared to other countries, although still lower than men's, the employment rate among women with little or no education is particularly low. LO said it was "lobbying the government to secure the right of these women to gain a high school qualification, to enable them to become part of the labour force".

Specific issues facing young women in the labour market

Confederations were asked about a six specific labour market issues where young women might be treated differently to their male counterparts. These were: apprenticeships, help out of unemployment, promoting access to employment, precarious contracts, dismissal during pregnancy and the extent of the gender pay gap for young women.

Apprenticeships

On apprenticeships, half of the confederations (20 out of 39) felt that the apprenticeship system worked equally well for both young men and young women, and another seven did not express a view, or said that they did not know. There was only one confederation, UGT (Portugal), which considered that young women were better served by the apprenticeship system, but there were 10 that considered that the apprenticeship system in their country worked better for young men. These were the DGB (Germany), LIGA (Hungary), ICTU (Ireland), CGIL and CISL (both Italy), ZSSS (Slovenia), LO and TCO (both Sweden), SGB/USS (Switzerland) and the TUC (UK). Not all of these confederations set out the reasons why the system favoured young men, but a number indicated that the system tended to offer more routes into to well-paid jobs in areas where men traditionally dominate. The response from CISL indicates the scale of the problem:

“The data for apprenticeship in the years 2014-17 show that men have 30% more apprenticeship contracts than women. Such a significant difference is due in part to the fact that in Italy apprenticeship are more extensively used in sectors, where employment is predominately male (for example, manufacturing). It remains to be seen, whether, in the next few years with the start of a dual apprenticeship system, this tendency will change”.

SGB/USS was also able to provide figures, which indicated that in 2017 there were 128,343 young men in apprenticeships in Switzerland but only 90,196 young women. In Ireland, the situation is even worse. The ICTU reported:

“The amount of females in trades apprenticeships doesn’t even reach 1% in the Republic of Ireland. According to SOLAS (Further Education and Training Authority) only 34 of the current 10,000 apprenticeship placements are filled by women. In reality men and women train in markedly different sectors, reflecting and emphasising occupational segregation in the workforce generally.”

LO in Norway considered that “the apprentice system works differently for young men and women”. It pointed out that, as in many other countries, “vocational training programmes are highly gender segregated. In many of the largest male-dominated programmes, a certificate of apprenticeship has a higher ‘value’ in the labour market, in the sense of giving access to relatively well paid jobs and full-time positions.”

The DGB did not only draw attention to gender segregation. It also pointed out that apprenticeships in female-dominated occupations were generally worse paid and often were classroom-based rather than combining work and study in line with the classic German “dual system” found in male-dominated occupations.

Help out of unemployment

Asked about help out of unemployment (such as job search sessions, counselling or online advice), almost two-thirds of the confederations (25 out of 39) felt that the system worked equally well for both young women and young men, and another eight said they did not know, or did not express a view. Two confederations, LPSK/LTUC in Lithuania and HAK-IS in Turkey said it worked better for young women, and four, the DGB in Germany, ZSSS in Slovenia, SGB/USS in Switzerland and the TUC in the UK, said it worked better for young men.

The DGB explained why this was the case in Germany. Help out of unemployment, it said, “works on average better for young men because most of the programmes aiming to integrate or reintegrate young people into the labour market focus on work experience and internships in industry.” ZSSS in Slovenia said that, “data shows that the transition into employment is more difficult and takes longer for young women than for young men”. Nevertheless, it expressed the hope that the recent launch by the Employment Service of Slovenia of a platform for youth, providing information on career planning, training opportunities, vacancies and so on, might result in a change, leading to more young women moving into non-traditional areas.

The TUC drew attention to particular problems facing young women with dependents, like children. It said:

“Help out of unemployment is poor overall in the UK but there are particular concerns about how the system works for women with caring responsibilities. A strict regime of sanctions is in operation. Benefits claimants who fail to meet the conditions imposed on them (attending regular meetings at the job centre, submitting a set number of job applications per week, etc) are subject to benefits sanctions (having their social security payments withdrawn or frozen).”

Promoting access to employment for young people

The confederations’ responses to the question on public policy to promote the access of young people to employment (such as schemes to encourage employers to hire young people) were similar to those on help out of unemployment. Just under two-thirds (24 out of 39 confederations) considered that the system worked equally well for both sexes; eight did not know, or expressed no opinion; one LPSK / LTUC in Lithuania thought it worked better for women; and six, that it worked better for men. These are SSSH/UATUC (Croatia), CGIL and CISL (Italy), ZSSS (Slovenia), SGB/USS (Switzerland) and TUC (UK).

Four of the six confederations, who considered that schemes to promote the access of young people to employment had worked better for young men than for young women, set out the reasons for their views.

For ZSSS it was that young women had been encouraged into self-employment through generous government grants. The Slovenian confederation felt that this was not “an appropriate solution”, as it believed that many newly self-employed women became self-employed “not because of business opportunity but because the economic situation left them no other choice”. SSSH /UATUC in Croatia referred to the fact that there was no maternity leave for young women undergoing occupational training, while the TUC commented that, “much of the policy focus of support into employment in recent years has been centred on apprenticeships which have tended to exacerbate existing patterns of occupational segregation”. CISL pointed out that the statistics showed that 58.5% of the requests for financial incentives to support the employment of young people related to men, although it noted that there was also a long-standing specific incentive to encourage women’s employment.

Precarious employment

The situation with regard to precarious employment was different to the other labour market issues, with confederations more likely to believe that it had a greater impact on young women. Fewer than half (16 out of 39) considered that young women and young men were equally affected by precarious work, and slightly more (17) considered that young women were more affected. A further five confederations did not know, or did not respond; and LO in Norway pointed out that young women and men were affected in different ways.

The 17 confederations that considered that young women were more affected were ACV/CSC (Belgium), CMKOS (Czech Republic), AKAVA, SAK and STTK (all Finland), DGB Germany, LIGA and SZE-ÉSZT (both Hungary), ICTU (Ireland), CISL (Italy), FNV (Netherlands), NSZZ-Solidarność (Poland), ZSSS (Slovenia), LO and TCO (both Sweden), SGB/USS (Switzerland) and TUC (UK).

Not all of the confederations gave their reasons for thinking this, but, among those that did, the issues that were raised included:

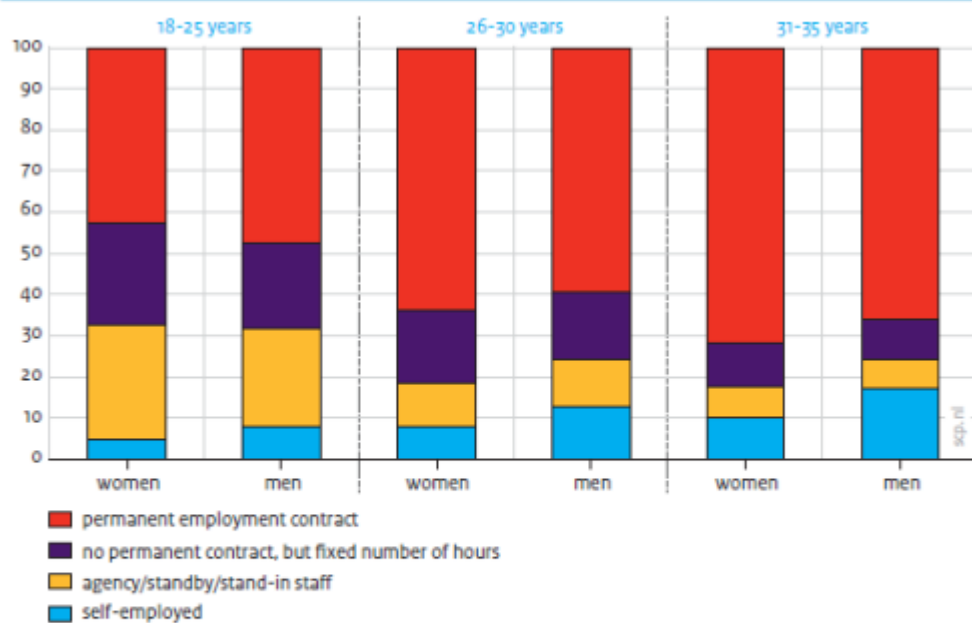
- the precariousness of young women’s contracts, hours and pay (ACV/CSC);
- the frequency of precarious contracts in typically female-dominated occupations (SAK);
- the fact that young women are discriminated against because employers see them as a risk, as they may take maternity or other family-linked leave (STTK);
- that young women are more frequently employed on temporary contracts than young men (DGB);
- that young women were more often employed on precarious contracts than young men (CISL);
- the statistics which show that, while 47% of young men have permanent contracts, only 42% of young women are in this position. They are much more likely to be employed on a temporary or on-call basis. The situation is worse in the government sector, where 75% of men have permanent contracts, but only 34% of women – see Chart 15 for more details (FNV);
- that, as well as statistics showing that women aged between 15 and 29 are more likely than men of the same age to be on temporary contracts (59.8% against 43.5%) or be employed part time (27.1% against 12.2%), it is also more likely that women on fixed-term/short term contracts will not have their contracts prolonged, if they get pregnant and start a family. The low levels of protection for precarious workers also allow more gender-based discrimination and worse protection at the workplace, such as bullying, (sexual) harassment, demands linked to overtime work and so on (ZSSS);
- the fact that young women are affected by precarious work to a much higher degree than young men. Women work part time and are employed on temporary contracts (LO Sweden);
- that overall women are three times more affected by precarious employment than men (SGB/USS); and
- that young people are more affected by precarious employment contracts than older workers but women are marginally more likely to be affected than men. At least 3.2 million people in the UK are in insecure work, and around the same number of men and women (1.6m) are in insecure jobs. However, because there are more men than women in the labour market, women are more likely to be in insecure work, with almost 11 per cent of women in insecure employment compared to just over 9 per cent of men. The majority of the increase in insecure work since 2011 has come from women, who account for 58 per cent of this increase (TUC).

It is important to note that two of the confederations which pointed to women being more affected by precarious work (CISL and TCO) stated that the differences between the impact on young men and on young women were not large, with CISL also adding that the difference was “less than in the past”.

LO in Norway pointed to the different ways that young women and young men were affected by precarious work, commenting:

“Young women are overrepresented in temporary contracts. Young men, and particularly labour immigrants from Eastern Europe, are overrepresented in agencies. This is a big challenge in the construction sector, where payment, working conditions and safety often is very low/weak, but also sectors dominated by women, like private services, including cleaning.”

Chart 15: Type of employment contract by age and sex (Netherlands 2014)



a Working for at least 1 hour per week and excluding pupils/students with student jobs.

b Differences between women and men are significant ($p < 0.05$).

Source: CBS (EBS'14) SCP treatment; weighted data

[Source:

https://www.scp.nl/english/Publications/Publications_by_year/Publications_2017/First_steps_on_the_labour_market]

Dismissal during pregnancy

Losing your job because you are about to have a baby is something which only affects women. Despite the fact that in most circumstances it is illegal, a majority of confederations (23 out of 39) said that dismissal during pregnancy did occur, even if it was rare. One third of confederations (14 out of 39) said it did not occur and two did not respond to this question.

The following confederations said that some employees continued to dismiss pregnant workers during pregnancy: ABVV / FGVB and ACV / CSC (both Belgium), SSSH/UATUC (Croatia), SEK (Cyprus), CMKOS (Czech Republic), AKAVA, SAK and STTK (all Finland), GSEE (Greece), ICTU (Ireland), CGIL, CISL and UIL (all Italy), LPSK / LTUC (Lithuania), FNV (Netherlands), UNIO (Norway), NSZZ-Solidarność (Poland), ZSSS (Slovenia), CCOO (Spain), LO and TCO (both Sweden), HAK-IS (Turkey) and TUC (UK).

In some cases the confederations referred to their direct experience. Examples included:

GSEE, which said that, despite the law making pregnancy dismissals illegal, not all cases came to court as employers frequently found ways to escape the consequences of their actions;

CGIL, which noted that, rather than direct dismissal, women were often asked to choose between maternity and work or were discriminated against at the point of selection;

CISL, which referred to so-called “blank resignation letters”, which women sign when they are appointed and which are dated and acted upon when the woman becomes ill, has an accident, behaves in a way the employer finds unacceptable or, or most commonly, becomes pregnant;

ZSSS, which said that the right to protection against dismissal during pregnancy and discrimination on the grounds of pregnancy was not guaranteed to the growing number of women employed in precarious, temporary types of employment or working as self-employed. There are cases when in the event of pregnancy, employers simply do not renew pregnant women’s temporary contract;

TCO, which said there were some cases where pregnant workers were dismissed during the initial probation period; and

HAK-IS, which explained that “it is illegal to dismiss women workers during their pregnancy in Turkey” but went on to say that “If the workers are employed in sweatshops and working informally, there are practices to dismiss pregnant workers.

In addition, several of the confederations were able to refer to research that had been carried out which made clear the problems facing pregnant workers.

The ABVV / FGTB referred to a 2017 study undertaken by the Belgian equality institute (Institut pour l'égalité des femmes et des hommes).⁴ This found that three-quarters of women had faced at least one form of discrimination, prejudice or tension at work as a result of their pregnancy or maternity. More specifically, 19.7% of the women surveyed had been dismissed, threatened with dismissal or encouraged to resign because of their pregnancy and including 0.5% of women who had been sacked directly because of their pregnancy.

In the Netherlands, the FNV reported that recent research of the Human Rights Institute in The Netherlands has shown that 42% of pregnant women have faced some form of pregnancy discrimination. Special research has been carried out on pregnant women working on temporary contracts or as agency staff. In The Netherlands it is forbidden to not renew temporary contracts because of pregnancy. However, the report found that this happens a lot. The Human Rights Committee has a hotline on temporary contracts for pregnant workers. Within a short period there were 800 claims.⁵

In Norway, only UNIO said that pregnant workers were sometimes dismissed and referred to a 2015 survey that reported that 50% of pregnant women felt that they were discriminated against. However, the two other confederations also identified problems. YS said that “pregnant women are seldom dismissed during pregnancy but young women in temporary jobs will often experience problems with the renewal of contracts”. And LO replied that, “the direct dismissal of workers in stable positions is not a problem In Norway. However, a survey conducted by the Gender equality OMBUD in 2016, showed that 17% of those on a temporary contract, reported that they did not get a renewed contract due to pregnancy. Moreover, 7 % reported that they did not get a job they had

⁴ Grossesse au travail : Expériences de candidates, d’employées et de travailleuses indépendantes en Belgique, Institut pour l’égalité des femmes et des hommes, 2017

⁵ See: <https://mensenrechten.nl/berichten/vrouwen-met-tijdelijk-contract-lopen-groot-risico-baan-te-verliezen-vanwege-zwangerschap>

applied for, due to pregnancy or planned pregnancy, and 11% had involuntarily lost tasks and/or responsibilities due to pregnancy”.

The TUC pointed to research published by the Equality and Human Rights Commission in 2015 which found that 54,000 women per year lose their jobs due to pregnancy discrimination in the UK.⁶

Gender pay gap for young women

Eurostat earnings figures show that in most countries the gender pay gap, the difference between women’s and men’s earnings, is smaller for younger workers and normally widens with age, although there are differences between individual countries, and for some states the information is not available (see Table 21).

Table 21: gender pay gap by country and age (2016)

	< 25 years	25 - 34	35 - 44	45 - 54	55 - 64	65 years +
Belgium	-2.7	0.6	5.3	7.1	15.4	:
Bulgaria	6.9	13.9	20.0	17.6	6.2	2.0
Czech Republic	11.4	13.8	27.4	23.8	15.1	20.4
Denmark	6.5	10.9	16.1	18.2	16.0	11.0
Spain	10.3	7.7	10.4	16.7	22.7	48.6
France	-3.8	8.4	12.8	18.9	21.1	29.2
Italy	16.0	5.1	5.7	6.4	5.7	:
Cyprus	6.1	-0.6	9.7	23.8	26.3	51.9
Latvia	13.2	16.1	21.0	14.9	13.5	17.1
Lithuania	14.1	17.3	20.0	11.2	10.3	13.8
Hungary	3.7	10.5	19.7	15.8	7.7	22.3
Malta	2.7	9.0	13.1	11.9	7.1	21.1
Netherlands	3.6	1.0	9.5	20.1	21.1	15.9
Poland	7.6	9.0	12.0	6.9	2.3	-13.7
Portugal	8.0	8.3	14.9	23.5	23.2	43.0
Romania ^(*)	-1.1	1.1	6.7	4.8	2.8	17.5
Slovenia	6.8	7.0	9.7	12.2	6.4	0.0
Slovakia	10.9	12.6	24.2	21.8	17.0	22.1
Finland	4.4	11.4	18.0	19.1	21.3	21.2
Sweden	4.5	8.4	14.8	16.4	16.1	14.3
United Kingdom ^(*) ^(*)	4.5	12.7	22.0	27.7	26.9	26.8
Iceland	2.3	8.6	18.4	24.4	21.0	20.1
Norway	1.9	7.8	14.8	18.4	20.8	19.6
Switzerland	3.4	7.1	15.4	22.1	22.9	31.5

Note: For all countries except the Czech Republic: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for the Czech Republic: enterprises employing 1 or more employees, NACE Rev. B to S; data not available for Germany, Estonia, Ireland, Greece, Croatia, Luxembourg and Austria.

: data not available

(*) Provisional data

(*) Estimated

(*) Estimated by Eurostat

Source: Eurostat

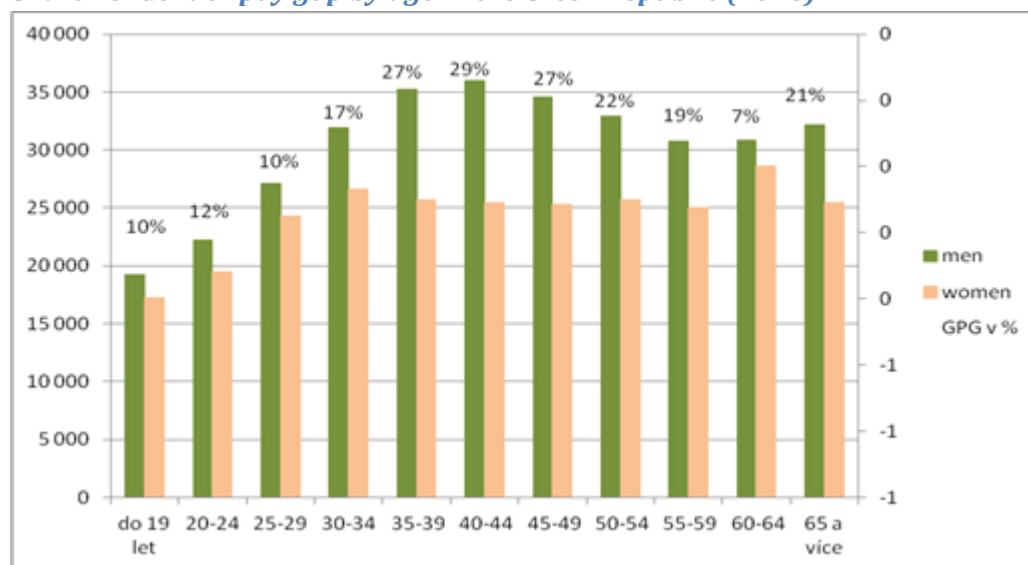
This was recognised by most of the confederations, with 25 out of 39 stating that the gender pay gap was smaller for young women. A further 10 reported that they did not have data on this topic or did

⁶ See <https://www.equalityhumanrights.com/en/our-work/news/pregnancy-and-maternity-discrimination-forces-thousands-new-mothers-out-their-jobs>

not reply, three confederations said that this was not the case, and one that it depended on circumstances.

Some confederations were able to provide detailed national statistics showing the gender pay gap by age. In Belgium, for example, the ABVV/FGTB reported that the gender pay gap grew steadily with age, rising from 2% for those under 35, to 7% for those aged 35 to 44, 10% for those aged 45 to 54 and 16% for those aged 55 to 64. CMKOS provided a chart indicating clearly the way the gender pay gap in the Czech Republic is significantly higher for older age groups: 10% for workers up to 19, but 29% for workers aged 40 to 44 (see Chart 16).

Chart 16: Gender pay gap by age in the Czech Republic (2016)



Source: Czech Statistical Office

Union action on the issues facing young women in the labour market

As well as identifying the problems, the survey also asked unions about the actions they had taken to resolve them, looking at two ways in which unions can influence developments:

- through collective bargaining; and
- in other ways such as through campaigning, lobbying or court cases.

Collective bargaining

A majority of confederations, 25 out of 39 said that they had attempted to tackle the issues facing young women in the labour market through collective bargaining. Eight said that they had not done so, often because collective bargaining was the responsibility of individual unions, meaning that in some countries the confederations do not get involved. There were also six that did not respond on this issue.

Among those which had used collective bargaining, the gender pay gap and leave and working time flexibility for young women were the issues most frequently taken up, although other issues were also tackled. An indication of the issues raised is set out below.

The gender pay gap

Confederations taking this up include: ABVV/FGTB (Belgium), which has developed its own gender pay gap calculator, which local representatives can use to assess the extent of the problem; CMKOS (Czech Republic), which pointed out that the gender pay gap in companies with a collective agreement is 11% compared with 13% in those without an agreement; LO (Norway), which tackles this primarily through combatting low pay; UNIO (Norway), for whom equal pay is always a bargaining issue; UGT (Portugal), where negotiators are regularly briefed on equal pay; USO (Spain); SGB/USS (Switzerland); and the TUC (UK).

Improved leave for young mothers and increased flexibility for women

This has been a priority among others for: CITUB-KNBS (Bulgaria), which is looking for additional leave in industry level agreements, as well as more flexible working; CISL (Italy), where it is now possible to take parental leave in individual hours; UIL, which referred to the possibility of “smart” working; FNV (Netherlands), which focuses on work-life balance in its bargaining strategy; USO (Spain), which emphasises the need to recognise the caregiver’s role; LO (Sweden); SGB/USS (Switzerland); and the TUC (UK), through the provision of guidance to unions.

Temporary and other precarious contracts

Confederations tackling this issue include: SAK (Finland); FNV (Netherlands); LO (Norway), which promotes workers’ rights as a tool against “social dumping”; ZSSS (Slovenia), where agreements sometimes include measures to promote permanent contracts; and LO (Sweden)

Training

Confederations that have taken this up include: SAK (Finland), which has raised the issue of trainees’ pay; ZSSS (Slovenia), which has negotiated on apprenticeships and the mentoring of young workers; and LO (Sweden), which calls for a right to vocational training;

National level consultation and negotiation on support programmes for young women

Confederations referring to this include: ACV/CSC (Belgium), which pointed out that the national two-yearly negotiations cover equal opportunities issues; and ACLVB/CGSLB (Belgium), which has been involved in negotiations on programmes helping poorly qualified young women and men;

Specific equality plans

These have been the subject of negotiations undertaken by CCOO, UGT and USO, in Spain.

Other forms of union action

Even more confederations (28 out of 39) have been involved in other forms of union action to respond to the problems of young women in the labour market. And many of the issues were raised in relation to collective bargaining reoccur here. However, here the means of dealing with them were different, primarily campaigning and lobbying.

Examples include:

- ABVV/FGTB, which has also used its gender pay gap calculator in campaigns;
- ACV/CSC, which has campaigned on the professional future of young women;
- ACLVB/CGSLB, which has supplied young women with information to help them determine their own future;

- CITUB-KNBS, which has used social dialogue, campaigns and lobbying to advance gender equality issues;
- PODKREPA, which has lobbied together with women's groups;
- CMKOS, which has launched a campaign "An end to cheap labour" which it hopes will help to reduce the gender pay gap;
- DGB (Germany), which runs a project ("What's in it for women?") for young women to raise awareness to encourage economic independence. As well as a website (<http://www.was-verdient-die-frau.de/>), this involves seminars, webinars and social media activities for young women. The DGB also demonstrates against the Gender Pay Gap every year with a big event at the Brandenburg Gate in Berlin every year;
- GSEE (Greece), which has taken a case to the ILO, which also covers the severe impact of the crisis on young women;
- ICTU, through campaigns against the gender pay gap and precarious work and for improved family leave;
- CGIL (Italy), through its "Extraordinary Plan for Youth and Female Employment", launched in 2016;
- UIL, through campaigns seminars, conferences and public initiatives;
- GWU, through conferences, public debates and training;
- FNV, through campaigns on precariousness;
- LO (Norway), by campaigning against labour law changes, which extend precariousness;
- UNIO, through the Equal Pay Day it organises each year in October;
- YS, through opposing labour law changes allowing more temporary employment;
- UGT (Portugal), through its involvement in social dialogue;
- ZSSS, through raising awareness of the issues by regular communication with ministries, participation in the governmental group on Youth Guarantee, and in various public debates (roundtables, workshops and so on);
- CCOO, through regular reports on the situation of young women in the labour market;
- USO, through campaigns on specific days, posters, manifestos and demonstrations outside key public authorities;
- LO (Sweden), by lobbying government on labour market policies and educational reforms;
- TCO, primarily through lobbying;
- SGB/USS, through political lobbying mainly for equal pay, but also for other issues of work-life-balance. There are also other campaign elements, such as demonstrations;
- HAK-IS, through campaigns, although with action in court if members' interests are threatened; and
- TUC, through lobbying government and campaigning on issues such as gender pay gap and pregnancy discrimination over a long period.

Annex: total union membership, percentage of women and women's membership 2008-2018

Country	Confederation	Total membership										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Andorra	USDA	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
Belgium	ABVV / FGVB	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
Belgium	CGSLB/ACLB	265,000	265,000	265,000	265,000	274,308	289,000	289,692	289,692	293,952	294,268	295,584
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
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
Bulgaria	PODKREPA	153,250	153,350	153,350	153,350	152,750	150,730	150,600	150,560	150,370	150,550	150,270
Croatia	NHS	NA	NA	NA	NA	113,598	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
Cyprus	SEK	No reply	64,945	76,737	No reply	69,657	69,657	57,999	40,400	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
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
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
Denmark	Akademikerne	No reply	No reply	No reply	144,148	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
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
Estonia	EAKL	No reply	No reply	35,878	33,031	30,646	30,646	27,700	No reply	No reply	20,326	No reply
Estonia	TALO	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
Finland	SAK	800,000	800,000	800,000	758,000	758,000	747,284	718,421	705,470	685,064	992,716	929,122
Finland	STTK	650,300	640,000	623,200	640,000	615,000	388,507	382,277	417,853	356,652	335,488	330,263
France	CFDT	803,635	808,720	814,636	833,168	851,601	NA	868,601	840,243	No reply	No reply	NA
France	CFTC	160,300	160,300	140,000	140,000	No reply	160,350	159,380	15,938	No reply	159,500	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

France	FO	800,000	No reply	800,000	800,000	700,000	700,000	700,000	700,000	700,000	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
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
Greece	ADEDY	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
Hungary	ASzSz	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
Hungary	MOSz	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
Hungary	SZEF- ÉSZT	No reply	NA	NA	140,000	125,000	106,345	85,740	74,400	69,000	66,000	58,000
Iceland	ASI	107,856	110,722	112,815	108,597	109,960	108,364	105,906	105,539	106,192	No reply	123,045
Iceland	BSRB	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
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	4,746,734	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
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
Latvia	LBAS	134,422	130,120	110,602	110,602	109,098	100,035	100,155	99,005	97,593	92,063	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
Lithuania	LDF	20,000	20,150	20,150	20,150	13,200	7,500	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
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
Luxembourg	OGBL	No reply	62,732	69,040	69,806	No reply	70,515	No reply	77,567	No reply	42153	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
Macedonia	FTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply	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
Malta	FORUM	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
Monaco	USM	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Montenegro	CTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	32,000	No reply	No reply

Montenegro	UFTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	19,200	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
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
Netherlands	VCP	No reply	140,000	No reply	No reply	130,000	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
Norway	YS	206,000	216,000	217,141	217,600	219,000	226,624	220,944	222,038	216,000	349,249	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
Poland	FZZ	Not aff	Not aff	Not aff	Not aff	No reply	300 000	No reply	300,000	300000	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
Poland	OPZZ	No reply	NA	318,000	No reply	320,000	No reply	No reply	No reply	No reply	No reply	No reply
Portugal	CGTP	683,250	653,000	653,000	653,000	No reply	555,500	555,500	555,000	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
Romania	BNS	No reply	No reply	No reply	150,000	150,000	150,000	No reply	150,000	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
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
Romania	CSDR	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
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
Serbia	CATUS	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	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
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
Slovenia	ZSSS	281,465	NA	250,000	250,000	200,000	No reply	170,000	153,000	153,000	151,000	150,000
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
Spain	ELA	No reply	110,054	115,000	108,307	107,645	103,774	No reply	No reply	98,319	No reply	No reply
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
Spain	USO	No reply	81,090	121,760	122,856	122,760	119,548	No reply	112,535	No reply	112,212	118,864
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
Sweden	SACO	580,000	586,000	610,000	617,738	633,975	633,975	479,417	487,928	499,111	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

Switzerland	SGB	384,816	No reply	No reply	377,327	372,082	368,762	366,811	366,844	363,341	361,108	357,751
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
Turkey	DISK	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Turkey	HAK-IS	No reply	No reply	441,917	550,000	550,000	No reply	197,897	300,156	438,272	497,505	617,944
Turkey	KESK	No reply	20,000	No reply	No reply	No reply	240,304	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
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
Totals	89	37,682,781	38,936,457	50,799,529	41,321,544	47,714,114	43,074,649	43,792,533	43,650,209	43,080,878	37,944,244	36,652,685

Country	Confederation	Percentage women										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
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%		
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%
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%
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%
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%
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%
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%
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%	
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%
Finland	SAK	46.0%	46.0%	46.0%	47.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.1%	45.8%
Finland	STTK	68.0%	70.0%	70.0%	67.0%	74.0%	75.0%	75.0%	75.0%	74.9%	75.9%	77.2%
France	CFDT	45.0%	45.0%	45.8%	47.0%	47.0%	NA	47.0%	48.0%			49.7%
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%

Greece	ADEDY	NA	NA	NA	NA	NA	NA	NA	NA			
Greece	GSEE	NA	NA	NA	NA	NA	NA	NA	NA	No data	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%
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
Iceland	ASI	45.0%	45.0%	45.0%	47.0%	47.0%	46.0%	47.0%	47.0%	47.0%		46.0%
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%
Italy	CGIL	45.0%	50.0%	50.0%	49.4%	48.5%	46.5%	47.0%	46.9%	47.8%	47.8%	48.1%
Italy	CISL	NA	NA	51.0%	NA	47.2%	47.0%	47.5%	47.5%	47.4%	48.1%	48.4%
Italy	UIL	40.0%	35.0%	44.0%	44.0%	40.0%	40.0%	40.3%	40.6%	41.0%	41.1%	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%
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%
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											
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			
Montenegro	CTUM									No data		
Montenegro	UFTUM									53.3%		
Netherlands	CNV	29.7%	NA	NA	31.0%	33.0%	34.5%	35.2%	36.4%	37.5%	38.3%	
Netherlands	FNV	32.0%	36.3%	36.9%	37.5%	38.0%	NA	NA	36.5%	36.6%	34.7%	34.9%

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%	50.1%
Norway	YS	56.0%	56.0%	56.8%	55.8%	55.6%	55.0%	56.7%	55.5%	57.0%	75.0%	70.0%
Norway	UNIO	72.2%	NA	75.4%	NA	75.8%	76.0%	NA	NA		57.5%	57.2%
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%
Poland	OPZZ	NA	NA	48.0%	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	CSdI	NA	NA	NA	NA	NA	40.0%	NA	NA			
Serbia	CATUS											
Serbia	Nezavisnost									40.0%	na	
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%
Spain	CCOO	36.6%	37.5%	38.3%	38.9%	39.2%	39.3%	39.6%	40.6%	41.5%	43.0%	44.0%
Spain	ELA	NA	37.4%	38.1%	38.8%	39.5%	40.7%	NA	NA	41.2%		
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%
Spain	USO	25.0%	34.5%	36.0%	36.3%	36.1%	36.2%	NA	37.0%		39.0%	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%
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%
Switzerland	SGB	24.1%	NA	NA	26.8%	27.3%	28.0%	28.5%	28.9%	29.3%	29.5%	29.6%
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-IS	NA	NA	10.0%	12.6%	10.6%	NA	11.1%	18.1%	23.3%	23.5%	25.0%
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%
Totals	89	43.1%	43.7%	44.5%	44.9%	43.1%	43.7%	44.2%	43.3%	43.4%	45.2%	46.1%

Country	Confederation	Membership women										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Andorra	USDA											
Austria	ÖGB	423,580	425,498	421,121	419,745	419,044	418,440	420,001	420,726	422,919		
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
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
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
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
Croatia	NHS					55,663						
Croatia	SSSH / UATUC	100,800		79,071	46,350					43,260		37,824
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
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	
Estonia	TALO											
Finland	AKAVA		268,933	268,933		281,935	298,171	301,600	304,200	314,591		332,035
Finland	SAK	368,000	368,000	368,000	356,260	348,680	343,751	330,474	324,516	315,129	467,503	425,746
Finland	STTK	442,204	448,000	436,240	428,800	455,100	291,380	286,708	313,390	267,132	254,635	254,963
France	CFDT	361,636	363,924	373,103	391,589	400,252		408,242	403,317			
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

Greece	ADEDY											
Greece	GSEE										na	
Hungary	ASzSz											
Hungary	LIGA		30,900		35,200	44,000	44,800	44,800	44,800	41,600	41,600	40,080
Hungary	MOSz											
Hungary	MSzOSz				96,350	64,750	64,750					
Hungary	SZEF- ÉSZT				84,000						na	
Iceland	ASI	48,535	49,825	50,767	51,041	51,681	49,847	49,776	49,603	49,596		56,403
Iceland	BSRB											
Ireland	ICTU		413,382	412,714	406,980		417,266	404,631	407,743	393,944	393,944	392,035
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	2,268,464	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
Italy	UIL	710,693	740,705	956,626	956,626	878,577	882,472	893,227	902,402	492,451	493,611	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
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
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											
Malta	CMTU											
Malta	FORUM											
Malta	GWU								5,760	9,347		9,400
Monaco	USM											
Montenegro	CTUM											
Montenegro	UFTUM									10,241		
Netherlands	CNV	99,102			102,300	109,560	101,775	102,200	101,920	106,946	103,204	
Netherlands	FNV	381,744	496,584	507,059	516,750	518,700			401,500	406,809	303,591	297,794

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	592,624
Norway	YS	115,360	120,960	123,336	121,421	121,764	124,643	125,275	123,231	123,120	261,937	252,000
Norway	UNIO	193,653		171,094		224,085	228,369				123,965	124,538
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
Poland	OPZZ			152,640								
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	
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
Spain	CCOO	366,366	375,375	459,677	450,384	443,563	415,688	386,636	377,529	375,928	390,433	408,448
Spain	ELA		41,160	43,815	42,023	42,520	42,236			40,509		
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
Spain	USO		27,976	43,834	44,597	44,316	43,276		41,638		43,763	47,546
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
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
Switzerland	SGB	92,741			101,124	101,578	103,253	104,541	106,018	106,523	106,564	105,828
Switzerland	Travail Suisse					64,600					na	
Turkey	DISK											

Turkey	HAK-IS			44,192	69,300	58,300		21,967	54,328	102,202	115,526	154,486
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
Totals	89	15,659,412	16,666,799	21,924,252	17,172,348	20,058,874	18,835,425	19,268,414	18,981,199	18,547,850	16,526,159	16,693,005