



*Representation of women amongst delegates at ETUC Congress:*

*1995, 1999, 2003 and 2007.*

**GENERAL TRENDS REGARDING PRESENCE OF WOMEN AMONG DELEGATES  
AT ETUC CONGRESSES IN 1995, 1999, 2003 AND 2007\*.**

<b><u>YEAR</u></b>	<b>TOTAL DELEGATES (CONFEDERATIONS+EIFs)</b>	<b>N° WOMEN DELEGATES</b>	<b>% WOMEN DELEGATES</b>
1995	503	120	24 %
1999	494	141	29 %
2003	501	146	29 %
<b>2007</b>	<b>489**</b>	<b>177</b>	<b>37 %</b>

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\* Figures for 2003 Congress were based on those registered as delegates on 15 May 2007.

\*\* These figures do not take into account: ETUC Secretariat members nor specific group delegates (such as Women's Committee and Youth Committee)

### *National Confederations*

- **More than 50% women delegates**

<i>Year</i>	<i>Confederations</i>	<i>% women</i>
1999	SGB	100 %
2003	EAKL	100 %
	SACO	75 %
	CGT-Fr	67 %
	ELA	67 %
	LBAS	67 %
	YS	67 %
<b>2007</b>	UATUC	100 %
	STTK	80 %
	UNIO	80 %
	TRAV. SUISSE	66 %
	SACO	60 %
	TCO	55 %

→ Same number of unions as in 2003, but different organisations (with the exception of SACO). Confederations with more than 50% of women delegates represent 7% of total Confederations attending the Congress.

- **Exactly 50% women delegates**

<i>Year</i>	<i>Number</i>	<i>Confederations</i>
1999	5	CITUB, PODKREPA, STTK, LCG-B, AF
2003	9	SAK, STTK, ICTU, LCGB, FNV, CSDR, LO-S, TCO, KESK
<b>2007</b>	18	LO-N, FRATIA, CC.OO, ELA, KESK, LCGB, CGT-L, YS, LPS, ASI, SZEZ, MOSz, TALO, EAKL, CMKOS, AC, SEK, CGSLB

→ This represents a good progress both in terms of organisations that keep a gender equal representation in their delegation (LCGB, KESK) or even improved the proportion of their female delegates with respect to 2003 (TCO, STTK). Confederations with a gender balanced delegation represent 22% of total Confederations attending the Congress.

- **No women delegates**

<i>Year</i>	<i>Number</i>	<i>Confederations</i>
1999	20	TURK-SEN, FTF, ADEDY, GSEE, MszOSz, SZEZ, BSRB, CGT-L, GWU, CMTU, UNIE-MHP, BNS, CNSLR-FRATIA, CDLS, CSDL, VSA, TURK-IS, DISK, HAK-IS, KESK
2003	30	CITUB, PODKREPA, TURK-SEN, SEK, FTF, TALO, UNSA, CFTC, GSEE, ADEDY, MOSz, ASZSZ, ESZT, ASI, CISL, LDF, LPSK-LTUC, CGT-L, GWU, CMTU, CNV, UNIE-MHP,

		CNSLR-FRATIA, CARTEL ALFA, CDLS, CSdL, ZSSS, TURK-IS, DISK, HAK-IS
<b>2007</b>	19	TURK-SEN, UNSA, ADEDY, MSZOSZ, BSRB, LANV, MHP, CSDR, CDLS, CSdL, KOZ-SR, SGB, HAK-IS, TURK-IS, LDF, LPSK, GWU, CMTU, USM

Overall these figures show an improving situation:

- 20 of the 30 confederations with no women delegates in 2003 improved their position in 2007 (normally by adding 1 female delegate to their delegation).
- 6 of the 30 maintained the status quo, having no women in their delegations in 1999 or 2003 (TURK-SEN, ADEDY, MHP, CDLS, HAK-IS, TURK-IS)
- 4 confederations experienced a backlash - from having women in their delegations in 2003 to having no women delegates in 2007.
- 4 confederations with no women (BSRB, LANV, USM) were not in the 2003 list.
- 7 of these 19 confederations with no women in their delegations are represented at Congress by 1 person only (men)

***Conclusions for national confederations:***

Some progress has been made by a good number of individual confederations, and backlash trends are this year very limited. Furthermore, those confederations with no women are generally very small unions. The increased rate of 8 points in the representation of women (from 29% in 2003/1999 to 37% in 2007) can be seen as a satisfactory progress matching the objective of 1/3 women at ETUC Congress enshrined in the Constitution and reflecting the growing number of women joining unions.

### European Industry Federations

#### More than 50% women delegates

<i>Year</i>	<i>Federations</i>	<i>% women</i>
1999	<i>None</i>	
2003	EFJ	100 %
<b>2007</b>	EFJ	100 %
	EFFAT	67 %

→ This represents some progress

#### Exactly 50% women delegates

<i>Year</i>	<i>Number</i>	<i>Federations</i>
1999	0	<i>None</i>
2003	2	EEA, EPSU
<b>2007</b>	2	ETUCE, ETUF:TCL

→ No progress. Different organisations since 2003. EPSU still good proportion (44%)

#### No women delegates

<i>Year</i>	<i>Number</i>	<i>Federations</i>
1999	4	EEA, EFA, EFBWW, EFJ
2003	0	<i>None</i>
<b>2007</b>	0	EAEA, EFBWW, EUROCOP

→ This represents a backlash. Furthermore EMF has only 1 women delegate out of 12.

#### Conclusions for EIFs

The percentage of women delegates has doubled since 2003 (from 28 delegates to 56). Substantial progress can be noted in some delegations with the exception of EFBWW, EEA, EMF, and ETF. In EIFs, the overall percentage reached of female delegates (32%) is slightly less than for Confederations (37%).

## **How are women represented amongst delegates at the 11<sup>th</sup> ETUC Congress?**

### **National Confederations:**

#### ***Top 3 National Confederations:***

<i>Confederation</i>	<i>% women delegates</i>
1. UATUC	100
2. STTK	80
UNIO	80
3. TRAV. SUISSE	66

#### ***National Confederations with a 50/50 balance:***

LO-N, FRATIA, CC.OO, ELA, KESK, LCGB, CGT-L, LPS, ASI, SZEF, MOSz, TALO, EAKL, CMKOS, AC, SEK, CGSLB

#### ***National Confederations with no female delegates:***

TURK-SEN, UNSA, ADEDY, MSZOSZ, BSRB, LANV, MHP, CSDR, CDLS, CSdL, KOZ-SR, SGB, HAK-IS, TURK-IS, LDF, LPSK, GWU, CMTU, USM

### **European Industry Federations**

#### ***Best European Industry Federation:***

EFJ 100% women delegates

#### ***European Industry Federations with 50/50 balance:***

ETUCE, ETUF:TCL

#### ***European Industry Federations with no female delegates***

EAEA, EFBWW, EURO COP

## 2007

<i>Country</i>	<i>Confederation</i>	<i>N° male delegates</i>	<i>N° women delegates</i>	<i>Total delegates</i>	<i>% women</i>
Andorra	USDA	0	1	1	100 %
Austria	ÖGB	8	2	10	20 %
Belgium	CGSLB	2	2	4	50 %
	CSC	6	4	10	40 %
	FGTB	7	2	9	22 %
Bulgaria	CITUB	2	1	3	33 %
	PODKREPA	3	1	4	25 %
Croatia	UATUC	0	2	2	100 %
Cyprus	SEK	1	1	2	50 %
	TURKSEN	1	0	1	0 %
Czech Republic	CMKOS	3	3	6	50 %
Denmark	AC	1	1	2	50 %
	FTF	4	1	5	20 %
	LO	5	3	8	38 %
Estonia	EAKL	1	1	2	50 %
	TALO	1	1	2	50 %
Finland	AKAVA	3	2	5	40 %
	SAK	5	4	9	44 %
	STTK	1	4	5	80 %
France	CFDT	5	3	8	38 %
	CFTC	2	1	3	33 %
	CGT	4	3	7	43 %
	FO	3	4	7	57 %
	UNSA	3	0	3	0 %
Germany	DGB	20	10	30	33 %
Greece	ADEDY	2	0	2	0 %
	GSEE	5	1	6	17 %
Hungary	ASZSZ	2	1	3	33 %
	LIGA	3	1	4	25 %
	MOSZ	1	1	2	50 %
	MSZOSZ	4	0	4	0 %
	SZEF	2	2	4	50 %
Iceland	ASI	1	1	2	50 %
	BSRB	2	0	2	0 %
Ireland	ICTU	3	2	5	40 %
Italy	CGIL	13	9	22	41 %
	CISL	11	5	16	31 %
	UIL	5	4	9	44 %
Latvia	LBAS	2	1	3	33 %
Liechtenstein	LANV	2	0	2	0 %
Lithuania	LDF	1	0	1	0 %
	LPSK	1	0	1	0 %
	LPS	1	1	2	50 %
Luxembourg	CGT	1	1	2	50 %
	LCGB	1	1	2	50 %
Malta	CMTU	1	0	1	0 %

	GWU	1	0	1	0 %
Monaco	USM	1	0	1	0 %
<b>Country</b>	<b>Confederation</b>	<b>N° male delegates</b>	<b>N° women delegates</b>	<b>Total delegates</b>	<b>% women</b>
Netherlands	CNV	4	1	5	20 %
	FNV	5	4	9	44 %
	MHP	2	0	2	0 %
Norway	LO	4	4	8	50 %
	UNIO	1	4	5	80 %
	YS	2	2	4	50 %
Poland	SOLIDARNOSC	4	3	7	43 %
	OPZZ	4	1	5	20 %
Portugal	CGTP-IN	4	3	7	43 %
	UGT-P	4	2	6	33 %
Romania	BNS	3	1	4	25 %
	CARTEL ALFA	3	2	5	40 %
	FRATIA	2	2	4	50 %
	CSDR	2	0	2	0 %
San Marino	CDLS	2	0	2	0 %
	CSdL	2	0	2	0 %
Slovak Republic	KOZ-SR	1	0	1	0 %
Slovenia	ZSSS	3	2	5	40 %
Spain	CC.OO	4	4	8	50 %
	ELA	2	2	4	50 %
	USO	3	1	4	25 %
	UGT	5	3	8	38 %
Sweden	LO	6	5	11	45 %
	SACO	2	3	5	60 %
	TCO	4	5	9	56 %
Switzerland	SGB	3	0	3	0 %
	TRAV. SUISSE	1	2	3	67 %
Turkey	DISK	3	1	4	25 %
	HAK-IS	2	0	2	0 %
	KESK	1	1	2	50 %
	TURK-IS	4	0	4	0 %
United Kingdom	TUC	6	5	11	45 %

<b>European Industry Federations (EIF)</b>	<b>N° male delegates</b>	<b>N° women delegates</b>	<b>Total delegates</b>	<b>% women</b>
CSEE/ETUCE	3	3	6	50 %
EAEA	1	0	1	0 %
EFBWW	6	0	6	0 %
EFFAT	2	4	6	67 %
EFJ	0	1	1	100 %
EMCEF	5	2	7	29 %
EMF	11	1	12	8 %
EPSU	9	7	16	44 %
ETF	6	2	8	25 %
ETUF-TCL	2	2	4	50 %
EUROCOP	3	0	3	0 %

UNI	8	5	13	38 %
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### Statistics on Speakers at 11<sup>th</sup> ETUC Congress

<i>Subject</i>	<i>Total Speakers</i>	<i>Women Speakers</i>	<i>Percentage</i>
Activity Report	3	0	0%
Chapter 1	17	5	29%
<b>Chapter 2</b>	<b>28</b>	<b>9</b>	<b>32%</b>
Chapter 3	24	5	20%
Chapter 4	19	5	26%
<b>Chapter 5</b>	<b>14</b>	<b>5</b>	<b>35%</b>
<b>Equality Plan</b>	<b>4</b>	<b>4</b>	<b>100%</b>
<b><i>Overall</i></b>	<b><i>109</i></b>	<b><i>33</i></b>	<b><i>30%</i></b>

**How were women represented amongst delegates at the 10th ETUC Congress -  
Prague 2003**

**National Confederations:**

***Top National Confederation:***

<i>Confederation</i>	<i>% women delegates</i>
EAKL	100

***National Confederations with a 50/50 balance:***

SAK, STTK, ICTU, LCGB, FNV, CSDR, LO-S, TCO, KESK

***National Confederations with no female delegates:***

CITUB, PODKREPA, TURK-SEN, SEK, FTF, TALO, UNSA, CFTC, GSEE, ADEDY, MOSz, ASZSZ, ESZT, ASI, CISL, LDF, LPSK-LTUC, CGT-L, GWU, CMTU, CNV, UNIE-MHP, CNSLR-FRATIA, CARTEL ALFA, CDLS, CSDL, ZSSS, TURK IS, DISK, HAK IS

**European Industry Federations**

***Best European Industry Federation:***

EFJ                                      100% women delegates

***European Industry Federations with 50/50 balance:***

EEA, EPSU

***EIF with no female delegates***

None

## 2003

<i>National Confederations</i>	<i>N° women delegates</i>	<i>N° male delegates</i>	<i>Total delegates</i>	<i>% women</i>
ÖGB	3	7	10	30 %
CSC	2	7	9	22 %
FGTB	3	5	8	38 %
CGSLB	1	2	3	33 %
CITUB	0	4	4	0 %
PODKREPA	0	3	3	0 %
TURK-SEN	0	2	2	0 %
SEK	0	2	2	0 %
CMKOS	3	4	7	43 %
LO-DK	2	7	9	22 %
AC	1	3	4	25 %
FTF	0	4	4	0 %
EAKL	1	0	1	100 %
TALO	0	1	1	0 %
SAK	4	4	8	50 %
STTK	2	2	4	50 %
AKAVA	1	3	4	25 %
CFDT	2	5	7	29 %
UNSA	0	4	4	0 %
CFTC	0	1	1	0 %
FO	3	5	8	38 %
CGT	4	2	6	67 %
DGB	10	23	33	30 %
GSEE	0	5	5	0 %
ADEDY	0	2	2	0 %
LIGA	1	2	3	33 %
MSzOSz	1	3	4	25 %
MOSz	0	1	1	0 %
ASZSZ	0	3	3	0 %
SZEF	1	2	3	33 %
ESZT	0	2	0	0 %
ASI	0	2	2	0 %
ICTU	1	1	2	50 %
CGIL	8	12	20	40 %
CISL	0	11	11	0 %
UIL	1	7	8	13 %
LBAS	2	1	3	67 %
LDF	0	1	1	0 %
LPSK- LTUC	0	1	1	0 %
LCGB	1	1	2	50 %
CGT-L	0	2	2	0 %
GWU	0	2	2	0 %
CMTU	0	2	2	0 %
FNV	4	4	8	50 %
CNV	0	3	3	0 %

UNIE-MHP	0	2	2	0 %
LO-N	1	6	7	14 %
YS	2	1	3	67 %
NSZZ	2	5	7	29 %
CGTP-IN	2	4	6	33 %
UGT-P	2	4	6	33 %
CSDR	1	1	2	50 %
BNS	1	2	3	33 %
CNSLR-FRATIA	0	3	3	0 %
CARTEL ALFA	0	6	6	0 %
CDLS	0	2	2	0 %
CSdL	0	2	2	0 %
KOZ SR	1	3	4	25 %
ZSSS	0	3	3	0 %
CCOO	3	4	7	43 %
UGT-E	2	4	6	33 %
ELA	2	1	3	67 %
LO-S	5	5	10	50 %
TCO	4	4	8	50 %
SACO	3	1	4	75 %
SGB/USS	1	3	4	25 %
Travail Suisse	1	2	3	33 %
TURK -IS	0	3	3	0 %
DISK	0	2	2	0 %
HAK-IS	0	1	1	0 %
KESK	1	1	2	50 %
TUC	6	8	14	43 %

<i>European Industry Federations (EIF)</i>	<i>N° women delegates</i>	<i>N° male delegates</i>	<i>Total delegates</i>	<i>% women</i>
EEA	1	1	2	50 %
EFBWW	1	6	7	14 %
EFFAT	1	5	6	16 %
EFJ	1	0	1	100 %
EMCEF	2	5	7	29 %
EMF	3	12	15	20 %
EPSU	9	9	18	50 %
ETF	2	5	7	29 %
ETUCE	1	4	5	20 %
ETUF-TCL	1	4	5	20 %
UNI	6	9	15	40 %

### Statistics on Speakers at 10<sup>th</sup> ETUC Congress

<i>Subject</i>	<i>Total Speakers</i>	<i>Women Speakers</i>	<i>Percentage</i>
Constitution:	7	5	71%
Activity Report	10	2	20%
Chapter 1	28	8	28%
Chapter 2	35	14	40%
Chapter 3	23	7	30%
Chapter 4	13	2	15%
Chapter 5	6	1	16%
Preamble			
Equality Plan	12	10	83%
<b><i>Overall</i></b>	<b><i>134</i></b>	<b><i>49</i></b>	<b><i>37%</i></b>

CP/CS  
15/05/2007