



ETUC Annual Gender Equality Survey 2019

- 12th edition -

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

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

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Women in membership and decision making positions and bodies

Key points

National confederations

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

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

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

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

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

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

¹ If the calculation is done on the basis of the average proportion of women members among the 38 confederations replying, the percentage is slightly higher at 46.6%.

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

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

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

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

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

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

European Trade Union Federations

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

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

Response rates and the data provided

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

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

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

Table1: Number of replies from confederations by country 2019

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

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

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

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

Country	Replied	Did not reply
Andorra		USDA
Austria	ÖGB	
Belgium	ABVV / FGTB, ACLVB/CGSLB, ACV / CSC	
Bulgaria	PODKREPA	CITUB-KNBS
Croatia	SSSH / UATUC	NHS
Cyprus		DEOK, SEK, TURK-SEN
Czech Republic	ČMKOS	
Denmark		AC, FHO
Estonia	EAKL	TALO
Finland	AKAVA, SAK, STTK	
France	CFDT	CFTC,CGT,FO, UNSA
Germany	DGB	
Greece	GSEE	ADEDY
Hungary	LIGA, SZEF- ÉSZT	ASzSz, MOSz, MSzOSz
Iceland	ASÍ	BHM, BSRB
Ireland	ICTU	
Italy	CGIL,CISL,UIL	
Latvia	LBAS	
Liechtenstein		LANV
Lithuania	LPSK / LTUC	LDF, LPSS (LDS)
Luxembourg		OGBL, LCGB
FYR Macedonia		
Malta		CMTU, FORUM, GWU
Montenegro*		UFTUM
Netherlands	CNV, FNV	VCP
North Macedonia		FTUM, KSS
Norway	LO-N, UNIO, YS	
Poland	NSZZ- Solidarność, OPZZ	FZZ
Portugal		CGTP, UGT-P
Romania		BNS, CARTEL ALFA, CNSLR-Fratia, CSDR
San Marino		CSdI, CDLS
Serbia	Nezavisnost	CATUS
Slovakia		KOZ SR

Slovenia	ZSSS	
Spain	CCOO, ELA, UGT,USO	
Sweden	LO-S, TCO	SACO
Switzerland	SGB/USS	Travail Suisse
UK	TUC	
* CTUM in Montenegro, which was previously an affiliate now only has observer status. USM in Monaco is no longer affiliated.		

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

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

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

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

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

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

Sweden	LO-S
Sweden	TCO
UK	TUC

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

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

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

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

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

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

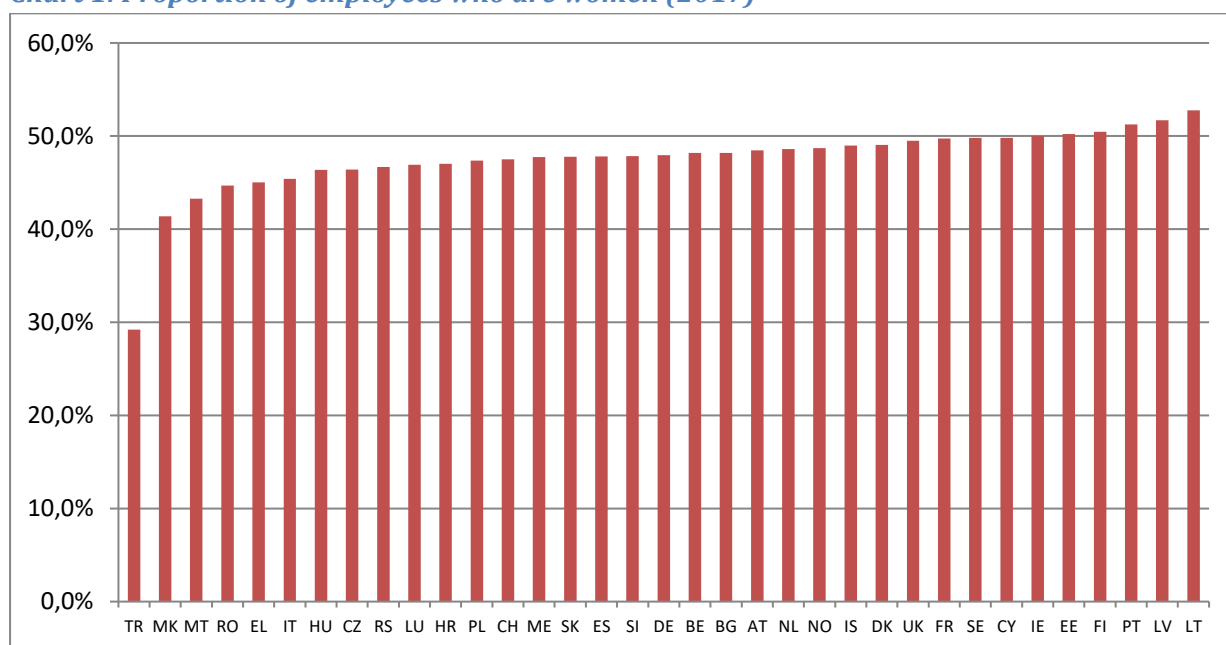
Female membership in national trade union confederations

The proportion of women members

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

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

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



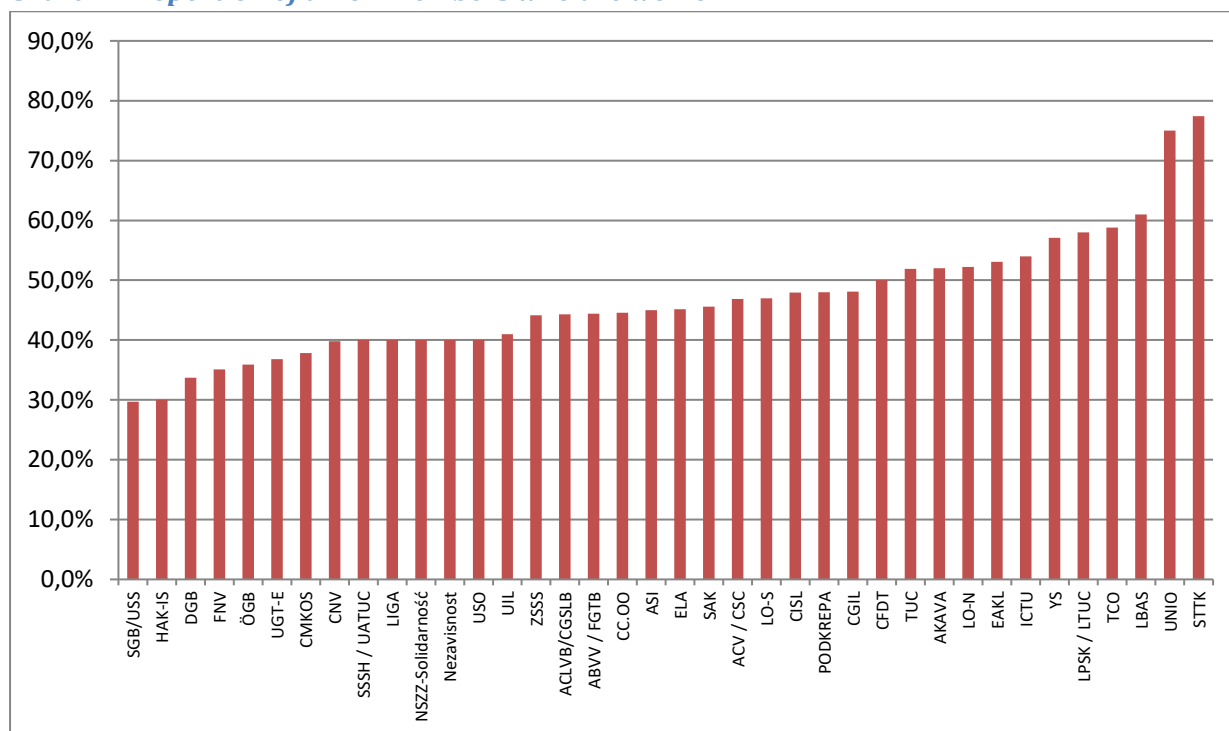
Source: Eurostat

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

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

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

Chart 2: Proportion of union members who are women



Source: ETUC Annual Gender Equality Survey 2019

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

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

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

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

Sources: ETUC Annual Gender Equality Survey 2019 and Eurostat

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

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

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

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

Switzerland	SGB/US\$	29.6%	29.7%	0.1pp
Turkey	HAK-İŞ	25.0%	30.0%	5.0pp
UK	TUC	51.8%	51.9%	0.1pp
Average	(33 Confederations)	47.1%	47.2%	0.2pp

Source: ETUC Annual Gender Equality Surveys 2018 and 2019

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

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

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

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

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

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

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

There are now only 18 confederations in this position, and their figures show a clear trend.² There has been a gradual but fairly steady growth in the proportion of women in membership. This applies whether the figure is calculated as an average of the individual responses from each of the confederations or by taking the total number of women members and dividing that by the total number of members. Using the first method and averaging the individual responses from the 18 unions, the percentage of women rose from 47.3% in 2008 to 50.0% in 2018. Taking the combined total number of women members in the 18 unions responding and dividing that by the total number of members, the percentage of women increased from 44.9% in 2008 to 48.9% in 2018 (see Table 9).

² LIGA (Hungary), which has responded to the questionnaire every year, did not provide details of female membership in 2010.

The lower percentage, when the calculation is based on the totals are taken, is explained by the fact that some of the larger confederations have a smaller proportion of women members.

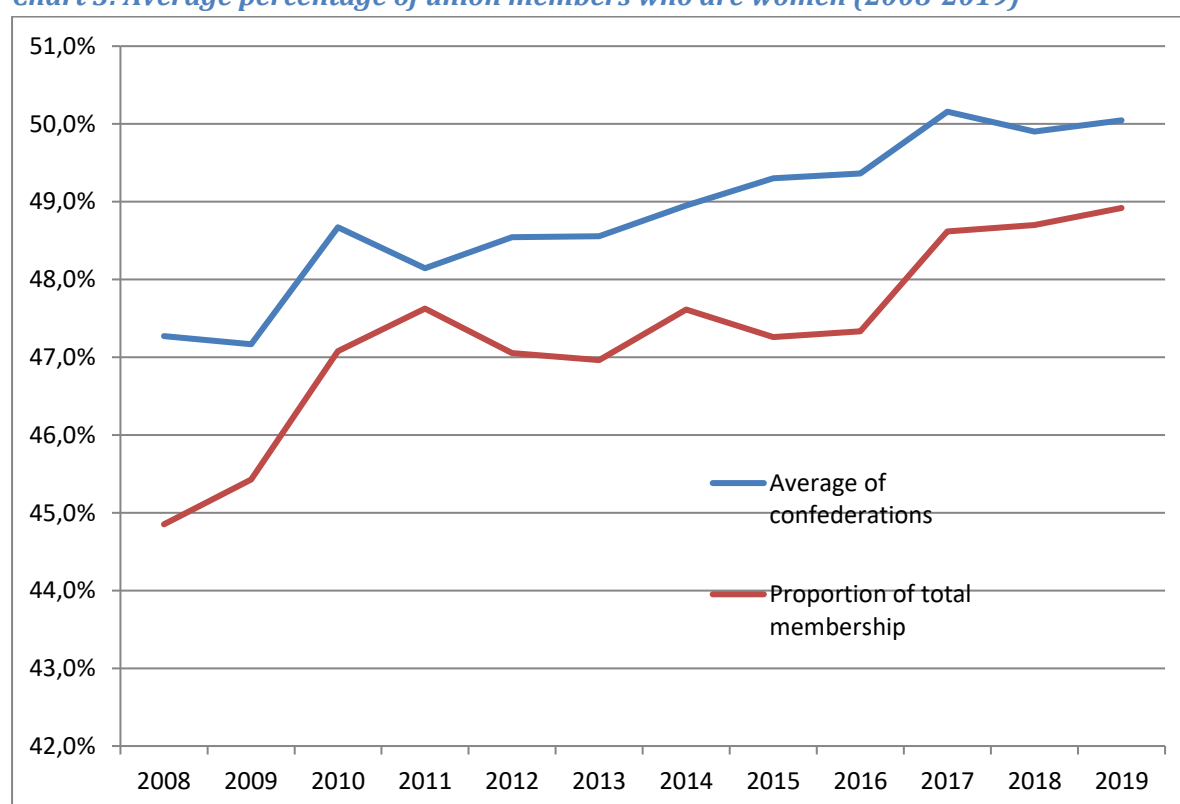
Chart 3 sets out the same figures in a graphical form, which illustrates the upward trend.

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

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

Source: ETUC Annual Gender Equality Surveys 2008 to 2019

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



Source: ETUC Annual Gender Equality Surveys 2008 to 2018

The number of women members

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

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

Table 10: Total membership and women's membership by confederation: 2019

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

Sweden	LO-S	1,442,000	677,740
Sweden	TCO	1,096,460	644,982
Switzerland	SGB/USS	353,246	104,893
Turkey	HAK-İŞ	686,787	206,036
UK	TUC	5,522,739	2,866,824
Total		38,276,517	17,291,995

Source: ETUC Annual Gender Equality Survey 2018

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

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

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

Table 11: Total and women's membership 2018 and 2019

Country	Confederati on	Members			Women members		
		2018	2019	Change	2018	2019	Change
Belgium	ABVV / FGFB	1,503,586	1,502,004	-1,582	667,472	667,338	-134
Belgium	ACLVB/ CGSLB	295,584	296,617	1,033	130,648	131,401	753
Belgium	ACV / CSC	1,547,161	1,600,000	52,839	727,166	750,080	22,914
Bulgaria	PODKREPA	150,270	152,000	1,730	73,440	72,460	-980
Croatia	SSSH / UATUC	94,561	103,000	8,439	37,824	41,200	3,376
Czech Republic	ČMKOS	295,555	292,525	-3,030	121,178	110,604	-10,574
Finland	AKAVA	609,239	609,000	-239	332,035	316,680	-15,355
Finland	SAK	929,122	897,870	-31,252	425,746	409,769	-15,977
Finland	STTK	330,263	325,965	-4,298	254,963	252,297	-2,666
Germany	DGB	5,995,437	5,974,950	-20,487	2,019,701	2,015,794	-3,907
Hungary	LIGA	100,200	100,200	0	40,080	40,080	0
Iceland	ASÍ	123,045	132,976	9,931	56,403	59,839	3,436
Ireland	ICTU	718,179	718,179	0	392,035	388,075	-3,960
Italy	CGIL	5,518,774	5,518,774	0	2,653,978	2,653,978	0
Italy	CISL	2,340,000	2,340,000	0	1,132,560	1,122,264	-10,296

Italy	UIL	1,201,000	1,201,000	0	492,410	492,410	0
Latvia	LBAS	91,496	91,496	0	55,813	55,813	0
Lithuania	LPSK / LTUC	50,000	50,000	0	29,000	29,000	0
Netherlands	FNV	853,885	838,750	-15,135	297,794	294,448	-3,346
Norway	LO-N	925,605	932,984	7,379	483,277	487,088	3,811
Norway	UNIO	360,000	360,000	0	252,000	270,000	18,000
Norway	YS	217,724	222,932	5,208	124,538	127,294	2,756
Poland	NSZZ-Solidarność	565,064	543,587	-21,477	223,200	217,435	-5,765
Slovenia	ZSSS	150,000	130,000	-20,000	66,225	57,382	-8,843
Spain	CCOO	928,292	934,809	6,517	408,448	416,551	8,102
Spain	UGT-E	880,000	880,000	0	324,104	324,104	0
Spain	USO	118,864	120,545	1,681	47,546	48,218	672
Sweden	LO-S	1,442,355	1,442,000	-355	663,483	677,740	14,257
Sweden	TCO	1,085,559	1,096,460	10,901	640,647	644,982	4,335
Switzerland	SGB/USS	357,751	353,246	-4,505	105,828	104,893	-935
Turkey	HAK-İŞ	617,944	686,787	68,843	154,486	206,036	51,550
UK	TUC	5,552,259	5,522,739	-29,520	2,861,791	2,866,824	5,033
TOTAL (000)	32	35,948,774	35,971,395	22,621	16,405,167	16,352,077	-53,090

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

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

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

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

Source: ETUC Annual Gender Equality Surveys 2008 to 2019

Women in decision-making positions within national confederations

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

- structures that genuinely reflect the diversity of the membership;

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

This approach was confirmed at the 2015 Congress in Paris. A resolution was adopted where the ETUC committed itself to improving women's representation in ETUC statutory bodies.

Consequently, two constitutional changes were adopted by the ETUC Mid-term Conference which took place in May 2017 in Rome. These changes set the gender parity principle for the composition of the ETUC Secretariat and delegations to ETUC Congress. As the responses to the questions on leadership and decision-making indicate, many confederations have also adopted a similar approach.

This section of the report looks at

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

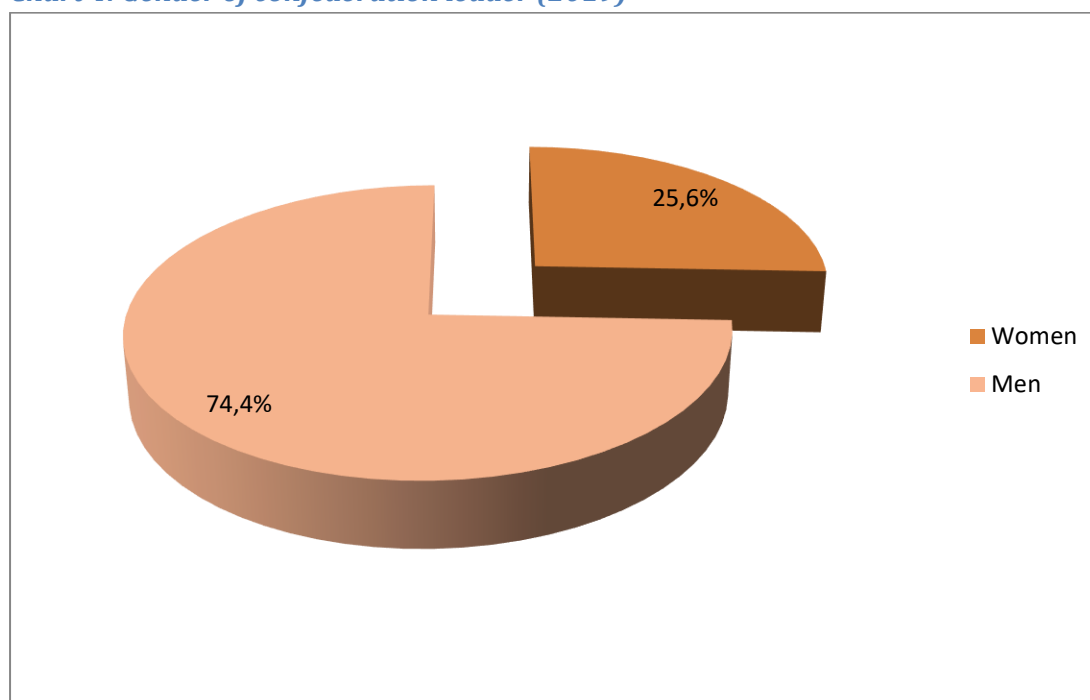
In looking at the responses, it is important to take into account the differences in structure between confederations, which mean that positions and bodies which have the same name may have very different levels of influence and power.

The key leader of national confederations

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

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

Chart 4: Gender of confederation leader (2019)



Source: ETUC Annual Gender Equality Survey 2019

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

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

Table 13: Presidents and general secretaries by sex 2019

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

Source: ETUC Annual Gender Equality Surveys 2019

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

Overall leadership team

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

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

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

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

Table 14: Gender breakdown of the leadership of confederations 2018

Country	Confederation	Leadership team (% women)
Austria	ÖGB	20.0%
Belgium	ABVV / FGTB	42.9%
Belgium	ACLBV/CGSLB	33.3%
Belgium	ACV / CSC	42.9%
Bulgaria	PODKREPA	42.9%
Croatia	SSSH / UATUC	20.0%
Czech Republic	ČMKOS	33.3%
Estonia	EAKL	0.0%
Finland	AKAVA	16.7%
Finland	SAK	33.3%
Finland	STTK	50.0%
France	CFDT	33.3%
Germany	DGB	50.0%
Greece	GSEE	0.0%
Hungary	LIGA	50.0%
Hungary	SZEF- ÉSZT	66.7%
Iceland	ASÍ	40.0%
Ireland	ICTU	50.0%
Italy	CGIL	50.0%
Italy	CISL	50.0%
Italy	UIL	0.0%

Latvia	LBAS	50.0%
Lithuania	LPSK / LTUC	100.0%
Netherlands	CNV	25.0%
Netherlands	FNV	50.0%
Norway	LO-N	50.0%
Norway	UNIO	80.0%
Norway	YS	33.3%
Poland	NSZZ-Solidarność	16.7%
Poland	OPZZ	25.0%
Serbia	Nezavisnost	20.0%
Slovenia	ZSSS	25.0%
Spain	CCOO	46.0%
Spain	ELA	66.7%
Spain	UGT-E	33.3%
Spain	USO	0.0%
Sweden	LO-S	50.0%
Sweden	TCO	66.7%
Switzerland	SGB/USS	25.0%
Turkey	HAK-İŞ	0.0%
UK	TUC	33.3%
Average (41 Confederations)		37.1%

Source: ETUC Annual Gender Equality Survey 2019

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

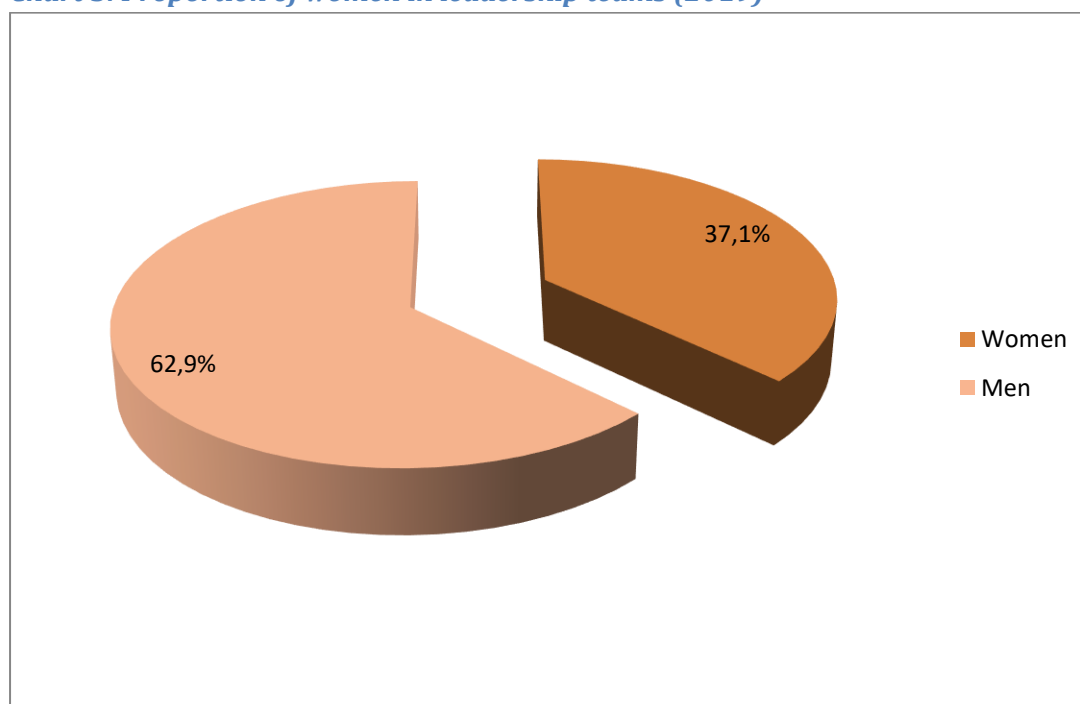
The 20 confederations where 40% or more of the leadership team are women include four of the five largest in the ETUC, the DGB (Germany), CGIL, CSIL (both Italy) and ACV/CSC (Belgium).

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

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

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

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



Source: ETUC Annual Gender Equality Surveys 2018

Women in key decision-making bodies

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

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

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

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

Country	Confederation	Number of members	Meetings per year	%age women
Austria	ÖGB	23	10	39.0%
Belgium	ABVV / FGTB	46	24	39.0%
Belgium	ACLVB/CGSLB	284	2	29.0%
Belgium	ACV / CSC	571	3	36.7%

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

Source: ETUC Annual Gender Equality Survey 201

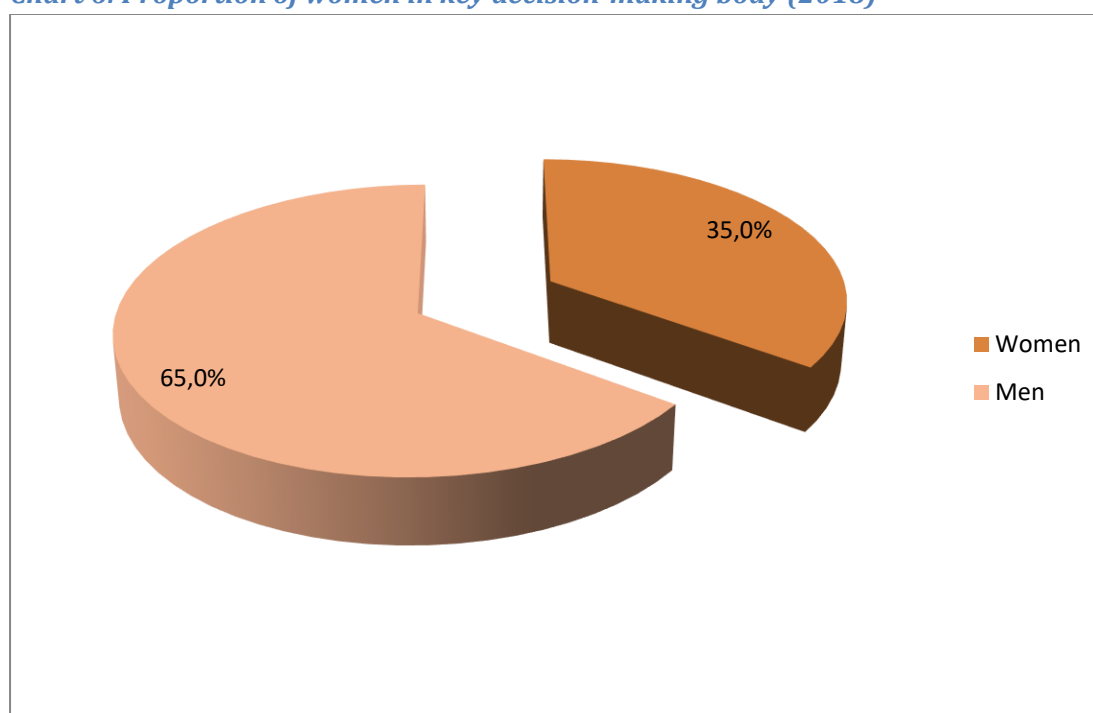
In total 40 confederations were able to provide information on the proportion of women in these bodies, and the results break down as follows. In eight confederations, SZEF- ÉSZT (Hungary), LPSK / LTUC (Lithuania), UNIO (Norway), TCO (Sweden), STTK (Finland), CFDT (France), the DGB (Germany) and SGB/USS (Switzerland), the proportion of women on this committee was 50% or above. In a further nine confederations, the percentage of women on this body was between 40% and 49%. There were 11 where it was between 30% and 39%, and seven where women made up between

20% and 29% of the committee. In one confederation, the proportion of women on this committee was between 10% and 19%, and in four it was below 10%, including two with no female representation.

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

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

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



Source: ETUC Annual Gender Equality Survey 2019

Implementation of the 2011 ETUC recommendations on gender balance

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

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

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

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

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

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

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

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

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

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

A final element which emerges from the responses is the crucial role played by structures that bring women activists together. These may be women's sections, women's committees, women's conferences or women's departments, but they provide a route to a greater involvement of women in the activities and ultimately in the leadership of the confederations. As the response from FNV

(Netherlands) notes, “FNV has a network of female members, which promotes the engagement of women within the Union. During elections there is special focus on persuading women to put themselves forward as candidates.”

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

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

Overall conclusions

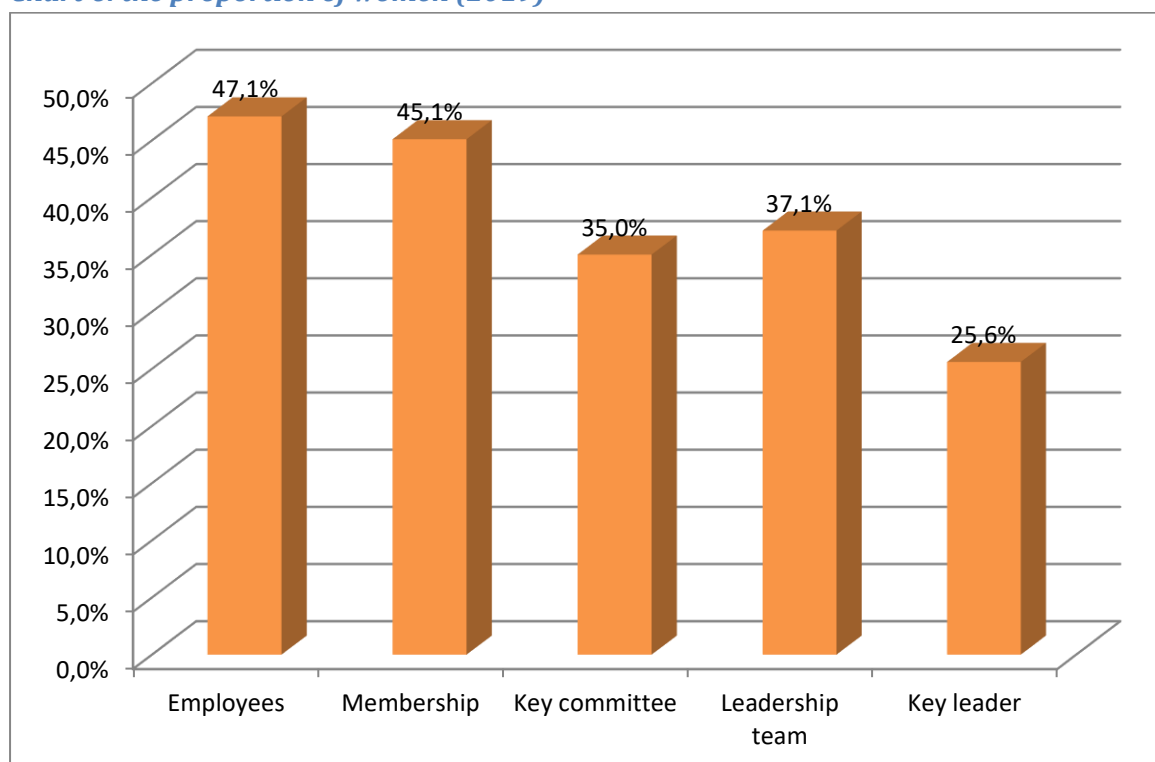
With a slightly higher level of responses this year, the 2019 Annual Gender Equality Survey, the 12th, allows a number of key conclusions to be drawn on the position of women in membership and leadership positions in ETUC's affiliated national confederations.

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

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

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

Chart 6: the proportion of women (2019)



European Trade Union Federations

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

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

Table 16: Membership and women's membership

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

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

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

Gender pay gap

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

Key points

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

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

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

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

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

On the **impact of other European and international obligations or standards** the responses indicate that ILO Conventions in particular have been useful, but that the General Data Protection Regulation (GDPR) has been used by some employers as an excuse not to provide details on pay and pay structures.

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

On **legislation on equal pay for work of equal value**, the overall picture was positive, with almost half the confederations (18) considering the legislation to be "very" or "somewhat" effective. However, the information on its application was less encouraging, with most saying that there was no information on the number of cases brought under the legislation. And where this information was available most confederations thought the number was low relative to the scale of the problem.

Most confederations (24 out of 38) thought the legislation was hard to use. The response from ČMKOS (Czech Republic) indicates the problem: “There is very little chance of a successful case without (often costly) professional legal advice. Courts can take several years to rule in a case.”

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

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

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

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

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

Most **confederations** (33 out of 39) said that they had taken action, and the most common form of action, reported by 28 confederations, was “Making a reduction of the gender pay gap a

³ The information on all the states but Denmark and the UK comes from the survey. For Denmark the source is Consolidation Act on Equal Pay to Men and Women No. 906 of 27 August 2006, and for the UK it is the government website <https://gender-pay-gap.service.gov.uk/>

policy/priority for the organisation”, this was followed by “Lobbying government on the gender pay gap”, reported by 27, and “Setting collective bargaining targets to reduce the gender pay gap” reported by 25. The least common form of action, reported by 18, was “Analysing progress by ... affiliates in reducing the gender pay gap through collective bargaining

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

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

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

Contents and coverage

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

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

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

The extent of the gender pay gap

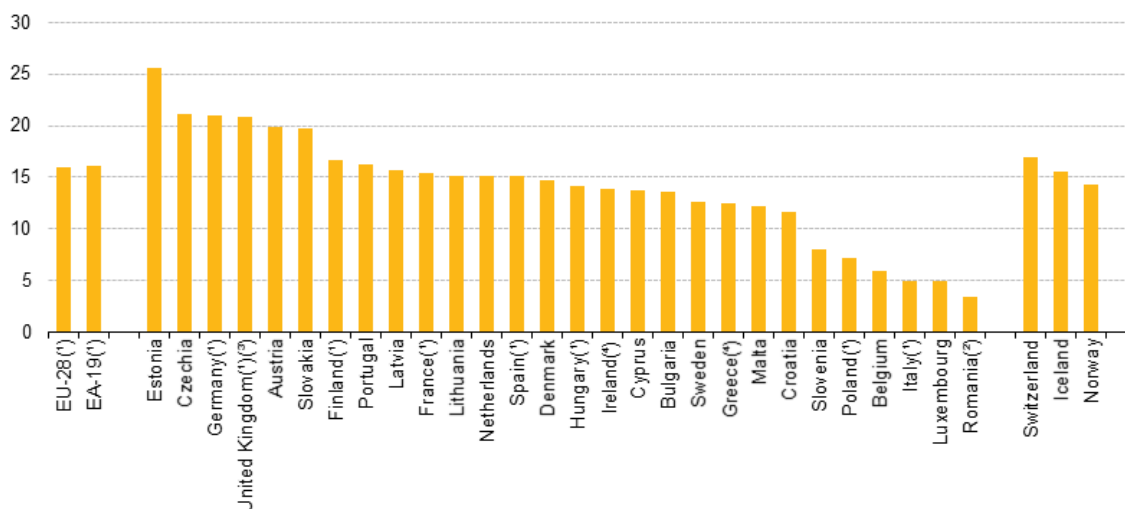
The latest figures from Eurostat, the EU's official statistical agency, show that, in 2017, women's gross hourly earnings were on average 16.0% below those of men in the European Union (EU-28) and 16.1% in the Euro area (EA-19). Across Member States, the gender pay gap varied by 22 percentage points, ranging from 3.5 % in Romania to 25.6 % in Estonia. These figures are for employees in the whole economy other than agriculture and also (very importantly) public administration, and are set out in Chart 7.⁴

⁴ Gender pay gap statistics. Eurostat, February 2019 https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics (Accessed 25.03.2019)

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

The unadjusted gender pay gap, 2017

(difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q.

(*) Provisional data.

(*) Estimated data.

(*) Estimated by Eurostat.

(*) 2014 data.

Source: Eurostat (online data code: sdg_05_20)

eurostat 

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

⁵ A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data, by Denis Leythienne and Piotr Ronkowski, Eurostat 2018

European Union legislation and initiatives

The impact of the “Recast Directive”

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

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

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

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

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

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

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

Table 17: the impact of the “Recast Directive”

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

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

Table 18: the consequences of no directive

Country	Confederation	Consequences of not having a Directive
Austria	ÖGB	There would be weaker equal treatment law
Belgium	ABVV / FGVB	Thanks to European directives member states have been required to introduce measures from 1975 onwards
Belgium	ACLVB/CGSLB	
Belgium	ACV / CSC	
Bulgaria	PODKREPA	The situation of working women would worsen through stress and the insecurity, due to the rapid changes at work place, namely the technological innovations, the increased age for retirement, the restrictions in social services.
Finland	AKAVA	It is vital to have a directive covering this and ensuring progress in all member states, and therefore without it, progress would be more diverse and unequal
Finland	SAK	Otherwise there would be a great dispersion in the situation of equal pay

Finland	STTK	Directive gives joint guidelines for all the member countries. Without directive the situations in member countries might differ quite a bit from each other
Germany	DGB	It would have taken much longer to pass the Act to Promote Transparency of Pay Structures ("Entgelttransparenzgesetz" - EntgTranspG)
Hungary	LIGA	Directive helps to reinforce the importance of equal pay. It is a useful instrument to narrow the Gender Pay Gap
Latvia	LBAS	Directive gives more clarity and details
Lithuania	LPSK / LTUC	The pay gap between men and women would increase
Norway	UNIO	I don't think it has had any
Poland	NSZZ-Solidarność	The Treaty itself does not guarantee the equality of remuneration. The Directive forces the member states to undertake additional activities in order to implement this provision in practice.
Serbia	Nezavisnost	Directive would be the guarantor of equal treatment of women and men at work. The Directive prevents possibility for discrimination
Slovenia	ZSSS	The standard of protection of victims of discrimination would be lower on national level in many member states resulting also in practice. But since the Directive is not giving the effective/anticipated results regarding the implementation of equal pay principle in practice, we believe that the revision of the Directive is needed. We need to make EC recommendations more binding for the member states
Spain	CCOO	Lack of a directive would mean a more insecure wage situation for women, since there are still mentalities that are underestimating women's work and denying the existence of a wage gap. Transposing the directive to the legal framework of each State would help to eliminate wage inequality.
Spain	UGT-E	The directive 2006/54/EC is totally insufficient to reduce and eliminate pay discrimination. What is needed is that the Commission's 2014 Recommendation on Pay Transparency and the European Parliament Resolution of 12 September 2013 on the application of the principle of equal pay for male and female workers for the same work or for work of equal value (2013/2678 (RSP)) should be made part of a specific Directive on equal pay for work of equal value.
Sweden	TCO	Probably not make a big difference in Sweden
Turkey	HAK-İŞ	Equal pay directives are important for candidate countries in transition as an example of best practice

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

Recommendation on Pay Transparency

In 2014, the Commission adopted a Recommendation on Pay Transparency,⁶ calling on Member States and social partners to address this issue in collective bargaining and policy making and encourages a range of measures including providing access to pay data, the implementation of pay audits and reporting on pay issues. In 2017 a Report on the implementation of the Recommendation⁷ showed that only six Member States (Germany, France, Finland, Lithuania, Sweden and the UK) had either adopted new pay transparency measures or improved existing measures following the adoption of the Recommendation, while there were a further three (Ireland, Italy and the Netherlands) who were in the process of doing so.

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

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

Table 19: reason for failure to implement recommendation

Country	Confederation	Reason why Recommendation was not introduced
Greece	GSEE	We do not know. There is no process of institutional tripartite social dialogue in force on gender equality and non-discrimination.
Ireland	ICTU	The current Government has committed to introducing legislation requiring companies to report on their gender pay gap but this has not yet completed its passage through the parliament. In Northern Ireland, provision for Gender Pay Gap Regulations was made in the Employment Act 2015. However, because there is no functioning Government in NI, the Regulations have not yet been drafted by the responsible Department.
Italy	UIL	Italy already has numerous laws but there have been no changes because the occupational segregation of women is determined by a non-friendly culture

⁶ Commission Recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency, COM(2014) 1405 final --http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/c_2014_1405_en.pdf

⁷ Report on the implementation of Commission Recommendation on strengthening the principle of equal pay between men and women through transparency, COM(2017) 671 final, 2017 <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52017DC0671&from=en>

Netherlands	FNV	Implementing the Recommendation would lead to an increase in administrative burden for employers. Also the position of the Dutch government was that the Dutch legislation was sufficient
Poland	NSZZ-Solidarność	According to the Polish government this document is for information purposes only and does not have direct social, economic and financial effects. Since it is a recommendation it is not obligatory. The government declares support this purpose and the implementation of appropriate measures, including monitoring the compliance with the principle of equal pay by employers. However, in 2016 the National Action Plan for Equal Treatment was discontinued. Currently, there is no National Action Plan for Equal Treatment for the future.
Slovenia	ZSSS	We have addressed this question to our Ministry of Labour, Family, Social Affairs and equal opportunities but unfortunately, till the due date we have not received any explanation from their side.
Spain	CCOO	The previous PP government, in January 2018, proposed changes in some articles of labour legislation within the framework of social dialogue. The proposals presented did not guarantee wage transparency and audits in all companies, affecting only large ones. For these reasons they were rejected by the unions.
Switzerland	SGB/USS	Not part of EU

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

Table 20: details of Consultation on Recommendation

Country	Confederation	Details of consultation
Belgium	ABVV / FGTB	The 2012 law was already in force in 2014 and union representatives were invited to hearings during the parliamentary discussion of that law. In relation to implementation, the minister of employment asked for the opinion of the CNT, the joint body with equal representation of employers and unions.
Belgium	ACLVB/CGSLB	
Belgium	ACV / CSC	
Finland	AKAVA	Partner in tripartite negotiations on renewal of Finnish equality law 2015
Finland	SAK	There was a tripartite working group and from 1.1.2015 the “wage survey” at working places was added into the Equality Act
Finland	STTK	We were involved when the legislation was prepared in tripartite way
France	CFDT	In 2015, in the context of the legislation on the Modernisation of Social Dialogue and the introduction of tools for better information on employees (in large companies). A large part of the dossier, concerning equal pay for women and men was undertaken by our

		organisation. For the CFDT, the issue of occupational pay equality is a central topic in all negotiations. In 2018 we approved the creation of an Equal Pay Index effective 1 January 2019
Germany	DGB	The DGB see this as a good first step, but what needs to be done is: <ul style="list-style-type: none"> • expand the scope (claim to information from 200 employees or more); • implement mandatory test procedures; • establish sanctions for non-compliance.
Hungary	LIGA	Tripartite forum often discusses pay issues; unions get all necessary information
Ireland	ICTU	We have been part of the consultation on the ongoing work to get a Bill through parliament. In Northern Ireland, we have met with the responsible Department to discuss the content of the regulations.
Italy	CISL	The position of our organisation has always been clear on this point: "There must be equal pay on equal terms without distinction, above all any linked to gender. In fact, women continue to earn less than men, on average around the 17% less, thanks in particular to job segregation, both, vertical and horizontal ".
Italy	UIL	UIL has always maintained that equal pay for men and women is a fundamental value of the organisation. It is no longer acceptable that men earn 17% more than women and the gender pension gap is 48%
Latvia	LBAS	Strengthening collective bargaining system and coverage
Slovenia	ZSSS	ZSSS is supporting the implementation of the appropriate measures of the EC Recommendation (2014) such as improvement of transparency pay systems of the companies/organizations, the right of the employee to request pay information, pay audits and the obligation of social partners to include this topic in collective bargaining etc. in our national legislation.
Spain	CCOO	Union had a very detailed series of proposals covering the content of the legislation, the procedure and the penalties and sanctions, as well as further proposals on part-time workers and pensions.

The impact of other European and international obligations or standards

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

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

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

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

National legislation

Existing national legislation on equal pay for work of equal value

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

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

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

	HAK-İŞ Turkey				
1	17	7	6	3	4

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

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

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

The survey also asked whether the legislation was easy to use or difficult to use, and here a clear majority (24 out of 38) considered that it was either hard or very hard to make use of the legislation (See Table 23). No confederations thought it was "very easy" to use the legislation, and only five that it was "somewhat easy". Four confederations considered it to be neither easy nor hard, and another

five did not know, did not respond or did not consider the issue relevant. The totals are affected by the fact that in some countries several confederations responded, but it remains the case that there were four times as many countries (16), where confederations reported that it was “somewhat hard” or “very hard” to use the legislation as there were reporting that it was “somewhat easy” (four).

Table 23: ease of use of the legislation

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

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

- the difficult in making comparisons between different occupations;
- the complexity of the legislation;

- the fact that public thinks that there is no problem;
- the lack of information about the pay of comparators; and
- the lack of resources by the bodies charged with implementing the legislation.

Table 24: difficulties in using the legislation

Country	Confederation	Reason for difficulty in using the legislation
Belgium	ABVV / FGTB	On the basis of the Law of 22 April 2012 (art. 7), the employer of a company usually employing an average of at least 50 workers carries out a detailed analysis of the pay structure within the company every two years to determine whether the company is pursuing a gender-neutral pay policy and, if not, to remedy the situation. The difficulty of using this provision comes from the lack of transparency and complexity of the figures provided by the employer.
Belgium	ACLVB/CGSLB	
Belgium	ACV / CSC	
Bulgaria	PODKREPA	Because, the law on paper provides for equality in wages, but the practice prejudices, a well the overload of women / with childcare, domestic tasks/ limits their opportunities to be competitive at the labour market.
Czech Republic	ČMKOS	There is very little chance of a successful case without (often costly) professional legal advice. Courts can take several years to rule in a case.
Finland	AKAVA	It is difficult to find the facts that would be needed for action
Finland	SAK	
Finland	STTK	
Greece	GSEE	<p>1) The national legal framework (Law 3488/2006 and Law 3896/2010, which have transposed Directives 2002/73/EC and 2006/54/EC, respectively) is inadequate for ensuring effective judicial protection to victims of discrimination, most of whom are women. Legal entities are not granted standing to engage in their own name in legal proceedings for the protection of the rights of the victims.</p> <p>2) GSEE is constantly repeating a general observation, regarding the provisions transposing the EU gender equality Directives: the procedural provisions (mainly regarding the standing of legal entities and the burden of proof) are not incorporated into the relevant Codes of Procedure. As a consequence, they remain unknown to judges, lawyers and the persons concerned. Therefore, along with high court fees, the transposition of the EU Directives is inadequate, since it does not establish the required legal certainty and transparency which would allow the victims of discrimination to be aware of their rights and to claim them before the courts and other competent authorities.</p> <p>3) Although national legislation (Law 3896/2010 on the Implementation of the Principle of Equal Opportunities and Equal Treatment of Men and Women in Matters of Employment and Occupation-Harmonisation of Legislation with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 clearly includes among grounds of discrimination “any less favourable treatment arising from the</p>

		gender reassignment of a person”, it ignores a very important parameter: that of “social gender”. Consequently, the protection provided by the above mentioned disposition covers persons who have undergone gender reassignment surgery, thus excluding the majority of trans persons who have not. For this reason, an amendment of this law is recommended, adding gender identity among the grounds on which discrimination in employment is prohibited.
Hungary	LIGA	Sometimes it is difficult to compare all aspects of the exact situation
Ireland	ICTU	The capacity to bring an equality case is something we have been working to increase within the movement, with training courses and the publication of a guide to the Irish Employment Equality Act.
Italy	CISL	The bodies intended to undertake the monitoring have difficulties because of limited resources
Italy	UIL	The bodies responsible for control are unable to solve problems due to the scarce economic resources available
Latvia	LBAS	Difficulties in evaluation of comparable workers, proof and argumentation
Lithuania	LPSK / LTUC	Employers do not want to disclose the differences in wages between men and women
Netherlands	CNV	As a woman you have to prove that your male colleagues get paid more than you for the same work. That’s hard to prove because that information is not public
Netherlands	FNV	It is very difficult to prove pay discrimination, because most women don't know the pay level of colleagues and can't prove discrimination. Fortunately, you can report a suspicion of pay discrimination to the Human rights council, but this is not well known
Serbia	Nezavisnost	Implementation of all laws is questionable in Serbia, including the Labour Code with provisions that regulates the right of employees on equal pay for equal work, or work of equal value.
Slovenia	ZSSS	In Slovenia, there is a wide spread belief that there are no differences in pay between men and women and that such allegations are misleading. This perception is often followed by the fact, that women are guaranteed the right to equal pay for equal work, by the labour law. The labour law regulates the principle of equal pay for equal work or work of equal value, but lacks the clear definition or criteria for comparing different jobs (concept of work of equal value). There are no provisions in legislation that support transparency in the pay systems of companies and organisations. There is a possibility of initiating litigation by referring to Article 133 in relation to discrimination on gender (Article 6), which ensures penalty for breaches. Regardless of the fact that the burden of proof is on the employers’ side, the person who initiates the dispute must prove the probability that this right has actually been violated. All that results in practically no cases brought before the court in connection to pay discrimination by gender and makes it hard to prove it.

Spain	UGT-E	Our national legislation recognises equal pay for work of equal value. The difficulty lies in demonstrating the value of the work of men and women. It is very difficult for most workers, to make an assessment of jobs, with a non-sexist perspective.
Spain	USO	The difficulty to obtain data in companies when negotiating gender equality plans. As far as collective bargaining is concerned, measures are insufficient, if not almost non-existent.
Sweden	TCO	It is hard to convince the Labour court on certain legal conditions, for example “work to which equal value is attributed” and “comparable situation”. In several cases the Court has concluded that the higher salary for the man is in line with the demands of the market, and not to discrimination, and that the employer cannot be blamed.

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

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

Pay reporting

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

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

⁸ The information on all the states but Denmark comes from the survey. For Denmark the source is Consolidation Act on Equal Pay to Men and Women No. 906 of 27 August 2006.

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

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

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

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

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

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

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

In Iceland, the law on Equal Pay Certification, which came into force on 1 January 2018, requires all companies and institutions with more than 25 employees to obtain equal pay certification of their equal pay system and its implementation. The required certification is based on the ISO “Equal pay management system - Requirements and guidance”, and professional certifiers, like private

consultancy firms, must provide the public Centre for Gender Equality (Jafnréttisstofa) with their assessment. This Centre works with the unions and the employers.

Table 25: Gender pay reporting arrangements

Country	Coverage	Information disclosed	Frequency	Publication
Austria	Companies with more than 150 employees	Employer can choose between median pay and average (mean) pay	Every two years	The works council sees the income report. If a company doesn't have a works council the employees can see the pay report.
Belgium	Companies employing an average of at least 50 employees	The social report contains information broken down by gender on: the average number of workers (full-time, part-time, total full-time equivalents), the number of hours worked (full-time, part-time, total), staff costs (full-time, part-time, total), the amount of benefits awarded in addition to salary and training (number of workers, hours, net cost for the company). The employer must also carry out every two years a detailed analysis of the pay structure	Social report annually, the detailed structure of remuneration every two years	The social balance is available to the general public but the structure of remuneration analysis is only seen by employee representatives

		within the company. to determine if the company is pursuing a gender-neutral pay policy		
Denmark	Organisations with at least 35 employees	Gender disaggregated pay statistics for groups of at least 10 people of each gender with the same position	Annually	Employee representatives as part of the process of informing and consulting employees
Finland	Workplaces with at least 30 employees	There are no very precise definitions. It can be decided at workplaces. The law says they have to look the most important parts of salaries	Every two years	Union representatives
France	More than 50 employees	Five indicators covering: pay (including bonuses); promotions; pay increases ; pay for women returning from maternity leave; and the proportion of women among those earning the 10 highest salaries	Annually	Overall index is published and the details of each indicator are provided to employee representatives
Germany	Companies with more than 200 employees and at least 6 employees doing a comparable job	The average monthly gross remuneration (statistic median) of the respective other gender of a comparison	The request can principally be made every two years. Employers bound by and implementing collective	Employee representatives see the payroll report. It also has to be published in the Federal Gazette, together with the management report

		group and up to two individual remuneration components	bargaining agreements have to prepare a report on equal treatment and equal pay every five years, all other employers every three years.	
Hungary	Public sector			
Iceland	Companies and institutions employing 25 or more workers, on annual basis	The purpose of this obligatory certification is to enforce the current legislation prohibiting discriminatory practices based on gender and requiring that women and men working for the same employers shall be paid equal wages and enjoy equal terms of employment for the same jobs or jobs of equal value.	Companies and institutions are required to have their equal pay certification renewed every three years.	The Equal pay certification is based on the requirements of the Equal Pay Standard and the standard required that the equal pay policy of the company or institution in question must be accessible and that it give sufficient information to make it possible to assess its effectiveness.
Italy	Public and private companies with more than 100 employees	Average pay	Every two years	Government and employee representatives
Lithuania	Very few	Median pay	Annually	Very limited distribution
Sweden	All public and private sector employers	Average pay per month on an aggregated level	Annually	Employee representatives with an aggregated report to the general public. Employers also report to the Swedish Mediation Office. The Equality

				Ombudsman, Diskrimineringsombudsmannen) also has a right to see the salary survey.
Switzerland	All employers with more than 100 employees	Under discussion	Every four years	At least the employees
UK	All employers with 250 or more employees	The mean and median gender pay gap; the mean and median bonus gender pay gap; the proportion of men and men in the organisation receiving a bonus payment; and proportion of men and women in each quartile pay band	Annually	Published on the employer's and the government's website. The government's website has been configured to support public transparency. The complete dataset can be downloaded and there is a comparison tool which allows employers' data to be compared by size and by sector.

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

Table 26: Confederation views on pay reporting legislation

Country	Confederation	View on pay reporting legislation
Austria	ÖGB	The legislation on pay reports are based on an agreement between the social partners.
Belgium	ABVV / FGTB	Good legislation but improved implementation is essential. Ultimately, if union representatives were to face a particular employer over the lack of transparency or the complexity of the numbers provided, they could seek help from the Federal Public Service Labour Inspectorate (FPS) since non-compliance with this legislation is a criminal offence.
Belgium	ACLVB/CGSLB	
Belgium	ACV / CSC	
Finland	AKAVA	There is a need for more precise legislation
Finland	SAK	We would like to renew the legislation, because it is not accurate or effective enough

Finland	STTK	We would like to renew the legislation because it is not accurate enough
France	CFDT	Our view of the legislation is rather positive
Germany	DGB	"The measure falls far short of what is needed to recognise and eliminate direct and indirect discrimination"
Hungary	LIGA	It is a useful tool to know the full scope of wages in that sector
Iceland	ASÍ	The ASÍ was involved in its introduction
Italy	CISL	Positive but it must be enhanced and reinforced
Italy	UIL	Legislation needs to be strengthened
Lithuania	LPSK / LTUC	Yes
Sweden	LO-S	We think it is valuable and useful
Sweden	TCO	TCO is very much in favour of this legislation.
Switzerland	SGB/USS	We wanted stronger legislation
UK	TUC	The TUC has continued to argue that the gender pay gap reporting regulations, while providing an opportunity to focus on issues of pay inequality, are not sufficient to drive action to close the gender pay gap. The regulations do not require employers to include narrative reports nor action plans about how they propose to close the gender pay gap. The TUC also believes the regulations should apply to smaller employers, with the threshold set at 50 rather than the current 250. The TUC does not believe the regulations will be effective without stronger and more effective enforcement mechanisms and sanctions for non-compliance.

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

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

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

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

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

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

Other national legislation relevant to tackling the gender pay gap

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

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

Table 27: Other equality legislation affecting the gender pay gap

Country	Confederation	Other equality legislation affecting the gender pay gap	Confederation view
Austria	ÖGB	In a job advertisement the minimum income which will be paid for this job has to be announced	It was also an agreement between the social partners that in a job advertisement the minimum income of the job has to be announced.
Estonia	EAKL	Gender Equality Act	Gender Equality Act is not bad but the implementation is insufficient
France	CFDT	Obligation to negotiate an agreement or construct an annual action plan on equality between men and women and to provide employee representatives with a report comparing the situation of men and women	Favourable
Germany	DGB	Right to return full time after a phase of part time work; pari passu participation of women and men in executive positions, expanding childcare facilities	It doesn't go far enough.
Hungary	LIGA	Some employers have to draw up equality plans	It is good practice. Employers and workers representatives have to discuss the content of the equality plan which helps trade unions to fight better

			conditions for the most vulnerable groups on the labour market
Iceland	ASÍ	In the Act on Gender Equality no. 10/2008 it is required that enterprises and institutions with 25 or more employees, on average over the year, shall set themselves a gender equality programme or mainstream gender equality perspectives into their personnel policy.	The union supports this legislation and one of the requirements in the Equal Pay Standard is that a workplace shall have in place a gender equality programme.
Ireland	ICTU	The Employment Equality Act: https://www.ihrec.ie/your-rights/i-have-an-issue-at-work/discrimination-in-the-workplace/	We are in favour of this legislation and promote it within our affiliate membership
Italy	CISL	Legislation that requires that collective agreements (CCNL) should take account of work-life balance	It is important because it promotes local company agreements which are more suitable for facilitating working-time flexibility and work-life balance
Latvia	LBAS	Labour Law Art.95	We support the legislation but difficult to prove in practice
Lithuania	LPSK / LTUC	According to the new Labour Code in companies it is a mandatory requirement to draw up company equality document	It is important
Netherlands	FNV	Not really in legislation, because a lot of subjects such as diversity is a responsibility of social partners in the Labour Foundation. The Labour Foundation issued a checklist for companies on equal pay and gender equality. Besides this there is of course legislation on maternity and parental leave and childcare, which in the opinion of FNV also helps to reduce the gender pay gap.	It could be much better
Norway	LO-N	As part of the Gender equality and anti-discrimination act, there is a requirement for all employers to have an active gender equality policy, and to report on actions annually.	Important, but should be improved, by clarifying demands and improve public guidance and supervision
Norway	UNIO	However, there is only "soft" supervision of this obligation	Important and symbolic, but should be followed up by authorities

		(from the Gender Equality and discrimination Ombud)	
Norway	YS	Legislation meant to improve the opportunities for full time work instead of part time	The legislation is necessary and important, but there is always room for improvements from the workers' perspective.
Serbia	Nezavisnost	The Labour law, in article 104, guarantees equal pay for equal work, or work of equal value	Implementation of the Labour law is questionable.
Slovenia	ZSSS	In 2015, the Company Act introduced requirement for the companies that are committed to auditing to include in their business report a Statement on diversity policy in relation to representation in the companies' governing and supervisory bodies including age, education and gender. If the diversity policy is not implemented, company must state that in the report. In 2004 government introduced regulation, that, when proposing government representatives in public companies, there must be at least 40 % of each gender. Slovenia has in 2005 by amending the electoral law also introduced so called minimum share of each gender on the candidate lists.	ZSSS is supporting the introduction of legislation that is mainstreaming/supporting gender equality. The revision of electoral law has brought some significant improvements regarding the gender balance representations in the vast majority decision-making positions in politics. Such improvements are needed also in economy, for example by introduction of gender quotas in decision-making bodies in economy, obligations to draw company equality plans/act, equality training etc.
Spain	CCOO	The Organic Law on Equality between Women and Men establishes the obligation to negotiate equality measures in collective agreements in addition of equality plans. The law raises aid for the realisation of equality plans, so that all companies, regardless of their size, are able to negotiate and to implement these plans	There is need for legal changes related to the diagnosis of the problem, the system of evaluation and to move the measures to collective agreements
Spain	ELA	We consider that equality plans must be an effective collective bargaining tool to reduce gender pay gap. However, we find real difficulties to make equality plans become real collective bargaining tools. They	It continues in the track of formal equality but it does not tackle the basic problems related to the gender wage gap

		are becoming Corporate Social Responsibility instruments that are not binding and there are no penalties in case of default	
Spain	UGT-E	The Organic Law 3/2007 of March 22 for the effective equality of women and men includes the obligation to have an Equality Plan in all companies with more than 250 workers. In our country, companies of that size, make up only 0.16% of the total number of companies.	Pay is another issue to be addressed in the development of an Equality Plan. It does not have a specific or preferential treatment
Sweden	LO-S	Company equality plans, including a requirement to report to employee representatives.	Useful and valuable
Sweden	TCO	If a gender pay gap is discovered the employer has to make an action plan on how and when to solve it. Within the framework of their activities, employers are to work on active measures to prevent and promote measures aimed at preventing discrimination. The social partners (that are bound by collective agreements with each other) are required to cooperate in taking the active measures	TCO is very much in favour of this legislation.
UK	TUC	<p>Current legislation on flexible working gives all employees the legal right to request flexible working - not just parents and carers. Employees must have worked for the same employer for at least 26 weeks to be eligible.</p> <p>Employers must deal with requests in a 'reasonable manner'. Examples of handling requests in a reasonable manner include:</p> <ul style="list-style-type: none"> • assessing the advantages and disadvantages of the application 	<p>The causes of the gender pay gap are complex and include factors such as occupational segregation, lack of access to quality flexible jobs and women being more likely to work part time than men. A lack of flexible working opportunities and a high concentration of women in part-time work has been identified as the main driver of this pay difference, with 42% of women working part-time compared to just 12% of men.</p> <p>Our action in this area includes our membership of the Flexible Working Taskforce and proposals for reform of the</p>

		<ul style="list-style-type: none"> • holding a meeting to discuss the request with the employee • offering an appeal process <p>If an employer does not handle a request in a reasonable manner, the employee can take them to an employment tribunal.</p> <p>An employer can refuse an application if they have a good business reason for doing so. However, although most employers offer flexible working, very few mention this in job adverts. Only 6.2% of job adverts both mentioned a degree of flexibility and offered a salary deemed high enough to live on – the full time equivalent (FTE) of £20,000 or more.</p>	<p>current legislative framework around flexible working which will support narrowing the gender pay gap. TUC position is that all employers should have a duty placed upon them to advertise all new jobs as flexible from day one and report annually on the proportion of people they recruit on a flexible basis. We recognise there are some forms of flexibility which cannot be done in some jobs, but at the same time we believe there are very few jobs where no flexibility is achievable.</p> <p>Under our proposal, employers would have to provide justification for not providing any flexible working opportunities or for significantly limiting the types of flexibility they were able to offer. We aim to make flexible working the default.</p>
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Government action to tackle the gender pay gap

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

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

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

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

Type of action	Number of confederations reporting this	Number of countries doing this
Combatting sectoral segregation	28	18
Combatting vertical segregation	22	17

Improving work-life balance	32	22
Giving higher value to female-dominated sectors	5	4
Promoting knowledge of gender pay gap	17	12

Tackling sectoral segregation

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

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

Table 29: Examples of government action to combat sectoral segregation

Belgium	Several study days and pamphlets (Ministres de l'égalité Smet, Dupont, Arena 1990-2010); fight against segregation in employment and the choice of profession ; encouraging women to go into non-stereotypical employment.
Bulgaria	Horizontal segregation is less pronounced in Bulgaria, than in other parts of the EU. This is mainly due to a considerable number of women and men working in manufacturing. The predominant model in Bulgaria is the full-time work. On childcare, both mother and father have the opportunity to take leave of absence from their work and stay at home for a total of 410 calendar days. Additionally, mothers and fathers can take parental leave until their child turns two, receiving the average minimum wage. Consequently, additional arrangements are not necessary for the alignment of work and family obligations.
Czech Republic	Informational campaigns
Estonia	There have been some small EU-funded projects, managed by different NGO-s and Ministry for Social Affairs
Finland	There is a tripartite equal pay programme for the period 2016-19. Currently a tripartite working group is developing proposals to the next government (elected this year) on reforming the legislation and for a new programme.
France	Advertising campaign (2018) with posters and TV
Germany	National initiatives against clichés and stereotypes, Girls Days, etc
Hungary	Gender-neutral job-evaluation and job classification schemes in the public sector
Iceland	The government has sought ways to raise awareness among employers and those active on the labour market regarding means to reduce gender-based differences in career choices, the aim being to break down gender barriers.
Ireland	The Government through the National Strategy of Women and Girls has a number of initiatives that have the potential to reduce the gender pay gap: http://www.genderequality.ie/en/GE/Pages/NationalWomensStrategy This includes the following commitment: "A National STEM5 Education Policy Statement will be developed to promote greater uptake by girls of science, technology, engineering and mathematics subjects. A review will also be undertaken aimed at identifying how female participation in apprenticeships can be

	<p>improved. The aim is to widen the opportunities available to girls and to reduce occupational segregation of women.”</p> <p>In Northern Ireland, we consider that the Government has not taken sufficient action in relation to tackling the Gender Pay Gap and the issues which contribute to it. We have consistently called for a Gender Equality Strategy to be implemented and we are in favour of a specific strategy examining the reasons for the gender pay gap and taking action</p>
Italy	Summer projects to acquaint girls with scientific and technological materials
Latvia	National Gender Equality Plan 2019-2021
Netherlands	Campaigns for women to choose an education in engineering, construction or other technical professions. This is more targeted towards women choosing different occupations
Norway	Supporting programmes/ campaigns
Slovenia	<p>Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) is currently (2019-2020) implementing the project “My Work. My Pension”. The aims of the EU co-financed project are to develop effective policies to reduce the gender gap in pensions; to develop awareness-raising tools to address gender differences in behaviour patterns over the life-course that affect women’s pensions; and to develop dedicated data warehouse with reports.</p> <p>In October 2018 MDDSZEM organised international conference on gender based stereotypes for teachers in basic education. The conference tackled gender stereotypes in various subfields, like underrepresentation of women in STEM and men in childcare. Work-life balance being one of the reasons for the gender pay gap.</p> <p>MDDSZEM has also addressed the issue of equal share of care within the EU co-funded project “Active.All” (2016-2017) with the emphasis on active fatherhood and on tackling care and domestic work related gender based stereotypes.</p> <p>In the years 2016 – 2018 MDDSZEM co-financed several NGOs projects on gender based stereotypes in various fields (active fatherhood, encouraging girls to participate in STEM education and boys in feminised education programmes, etc.).</p>
Spain	Since 2012, there have been state incentives to hire women, where they are under-represented in companies with fewer than 250 employees.
Sweden	<p>Often included in mission statements to authorities and the government has published a range of statements:</p> <p>https://www.government.se/49c90f/globalassets/government/dokument/socialdepartementet/fact-sheet-summary-of-the-government-communication--power-goals-and-agency--a-feminist-policy https://sweden.se/society/sweden-gender-equality/</p>
Switzerland	National website on women and employment www.nationalerzukunftstag.ch with different ones in different regions

Tackling vertical segregation

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

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

Table 30: Examples of government action to combat vertical segregation

Austria	Since 2018 companies that are listed on the stock exchange or companies with more than 1000 employees must have 30 % women on the board when at least 20 % of the employees are women and there are at least 6 members on the board. This law was passed during the last legislative period and under the last government.
Belgium	In the public sector the Federal Ministry for Public Administration has introduced a quota (a maximum of two-thirds of the same sex) for promotions for Group A posts (those requiring university education).
Bulgaria	Vertical segregation is more pronounced in Bulgaria than in the EU-27
Czech Republic	Campaigns and some data collection
Finland	Action on vertical segregation is part, but a relatively small part, of the Tripartite equal pay programme 2016-2019.
France	Women on boards of directors
Germany	Law for more woman in management positions
Iceland	All companies with more than 50 employees must have both women and men on their boards (at least 40% of each if there are more than three board members).
Ireland	The government’s National Strategy of Women and Girls includes the following statement: “This Strategy’s priority will be to advance women’s leadership in a wide range of areas – in politics, State boards, corporate boards, the civil service, diplomacy, local communities, the youth sector and in sport. The aim is to ensure women’s full and effective participation in, and equal opportunities for, leadership, at all levels. The Government have also launched a « better Balance for Better Business initiative : http://www.justice.ie/en/JELR/Pages/PR18000257
Italy	Legislation (Legge 120 of 2011) which provides for a gradual move to more gender-balanced boards in quoted companies, beginning with one fifth in the first series of appointments and increasing subsequently.
Latvia	National Gender Equality Plan 2019-2021
Netherlands	There is legislation on targets on the number of women on boards of directors. Unfortunately these are only targets and there are no sanctions. It is, therefore, not surprising that most companies do not meet these targets. The minister of emancipation has announced stricter legislation and has asked the Social and Economic Council to provide advice on how to improve the representation of women at higher levels of management.
Norway	Public support for monitoring and research
Slovenia	In the years 2013-2015, the Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) in partnership with Managers' Association of Slovenia and The Commission for the Prevention of Corruption implemented the EU co-funded project Include.All. Its objectives were: <ul style="list-style-type: none"> • to improve knowledge on the situation of women and men managers and on the barriers to gender balanced economic decision-making;

	<ul style="list-style-type: none"> • to reduce stereotypes on women in the leadership positions and • to promote the business case of gender equality in the economic decision-making, and to encourage the private sector to strengthen the presence of women at all levels of decision-making. <p>In the years 2016 – 2018 Ministry of Labour co-financed several NGOs projects on gender based stereotypes in various fields, among others on gender equality in managerial positions.</p>
Spain	Programmes to promote women's participation in business management have been developed and there is also legislation on women's representation in central government and on company boards, which both refer to the need for a "balanced representation of men and women.
Sweden	Boards in the public sector should be gender balanced
Switzerland	Setting quotas for women remains a political discussion
Turkey	Women's representation in parliament has increased from 4.6% to more than 17 % in last 16 years. The Turkish government hopes that the 2019 municipal elections will lead to an increase in the number of women involved in municipality assemblies.

Action on work-life balance

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

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

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

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

Austria	The improvements on work/life balance were achieved in former legislative periods.
Belgium	Career breaks or temporary reductions in hours child care or other forms of care (le crédit-temps) and time off for specific circumstances - parental leave, palliative care and medical assistance.
Czech Republic	Support of more accessible childcare (recent)
Estonia	Small amendments to legislation, for example additional paid care leave days for parents of handicapped children etc

Finland	Minor improvements in the parental leave rights for families in non-standard circumstances (families with adopted children, clover families etc.)
France	Paternity leave and parental leave
Germany	Law on parental leave (Elternzeitgesetz), and legislation allowing carers to reduce their hours to 15 hours a week for a period of up to 24 months (Familienpflegezeitgesetz), as well as time of right carer's leave for up to six months (PflegeZG)
Hungary	GYED EXTRA is a form of parental leave benefit. The parent who is staying at home with the child, 168 days after its birth can go back to work even in full time if he or she wants and will get the salary and the GYED benefit also
Iceland	The Act on Maternity/Paternity and Parental Leave (2000), provides parents with nine months paid parental leave. Fathers are allotted three months, mothers three and the remaining three months are divided between the two. The stated aim is twofold; to ensure that children receive care from both parents and to enable both women and men to coordinate family life and work outside the home. Initially the leave provided parents, who had been working full time, with 80% of their salary.
Ireland	Government has announced intention to introduce paid parental leave from the autumn of 2019: http://www.welfare.ie/en/pressoffice/Pages/pr051118.aspx This is broadly in line with what is now proposed following agreement in trilogue in the EU
Italy	Incentives for second level (local) bargaining to promote work-life balance
Latvia	National Gender Equality Plan 2019-2021
Netherlands	There has been recent legislation on paternity leave. Instead of only two days paid paternity leave, we now have 5 days at 100% paid leave as of 1 January 2019. As of 1 July 2020 fathers and partners will have the right to 5 weeks additional paid leave (70% paid).
Norway	Norway has a total parental leave of 49 weeks with full compensation (up to a certain level). Recently changes mean that 15 of these weeks are reserved to each parent. Three weeks are reserved the mother before birth, and 16 weeks are for the parents to decide how they are distributed.
Poland	Extended maternity leave with pay and introduction of paternity leave a few years ago
Slovenia	In Slovenia, paternal leave was introduced in 2003 and the vast majority of fathers enjoy that legal right. On the other hand, parents can share parental leave since 1976 but only minor percentage of parents (3-8%) have done so over the last 40 years. With the aim of encouraging more active fatherhood, the Ministry (in 2014) introduced the new legislation where fathers have the right of 30 days of non-transferable paternal leave, mothers of 105 days of maternal leave and where the parental leave in the length of 260 days is divided equally between both parents (130 days each). However, the parental leave is transferable – the mother can transfer 100 days to the father, and the father can transfer 130 days to the mother. Furthermore, due to the lobbying of ZSSS, several NGOs and public support, all austerity measures on family policy have been abolished in 2019, including parental and paternity benefit being returned to 100 % of the average salary prior the leave (due to the austerity measures it was reduced to 90 % in the period from 2012-2018).
Spain	The legal position in relation to work-life balance is similar for both men and women, with the exception of paternity and maternity leave. Women are entitled to six weeks' leave immediately after birth in order to recover. Following that they are entitled to 10 weeks' maternity leave, although this can be transferred to the father. Men entitled to five weeks' paternity leave. For the employees of central

	government (Administración General del Estado) mothers have 16 weeks (six weeks after birth for recuperation) and men have eight weeks increasing to 16 weeks in 2021. (There is a proposal to extend paternity leave from five to nine weeks in 2019, but this depends on the 2019 budget being approved. Time off both breast feeding is available to both parents (previously only one) and covers children up to 12 months (previously nine.) In general, it is women who take leave, especially if it is unpaid or paid at lower rates. However, where paternity leave does not involve a loss of wages, a significant number of men take it up.
Sweden	Quota in parental leave with 90 days (out of 480) reserved for each parent. There is also paternity leave, publicly funded childcare, paid parental leave if your child is sick, right to reduced working hours so you can work 75 percent of full time until your child is 8 years old.
Switzerland	Family leave under discussion
Turkey	There have been a number of improvements in the labour code on maternity leave and women's empowerment. These include 16 weeks of compulsory maternity leave and five days' paid paternity leave. Women are also allowed to time off for breast feeding children under the age of 12 months, and 10 days' paid leave a year to care for severely disabled children.
UK	Since 2014, the government has given all workers with at least 26 weeks' service (not just parents and carers) a right to request flexible working.

Giving a higher value to female-dominated professions

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

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

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

Promotion greater knowledge of the gender pay gap

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

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

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

Union view on the causes of the gender pay gap

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

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

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

LBAS supported its view by stating the “In sectors with a higher concentration of women, wages are lower (health care, education)”. But in Belgium, the three confederations were able to provide statistical evidence for their view, pointing to an official report that found that labour market segregation accounts for 43.9% of the gender pay gap in Belgium, with occupation as the most important component.⁹

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

ABVV / FGTB, ACLVB/CGSLB, ACV / CSC (Belgium), ČMKOS (Czech Republic), EAKL x 2 (Estonia), AKAVA (Finland), CFDT (France), DGB x 2 (Germany), ASÍ (Iceland), ICTU (Ireland), CISL, UIL (Italy),

⁹ L'écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58

LBAS (Latvia), LPSK /LTUC (Lithuania), LO, UNIO, YS (Norway), NSZZ-Solidarność (Poland), Nezavisnost (Serbia), ZSSS (Slovenia), CCOO, ELA, UGT (Spain), LO x2, TCO (Sweden) and TUC (UK).

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

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

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

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

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

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

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

Three confederations, ASÍ (Iceland), UGT and USO (Spain), identified women' and girls education and career choices as a key cause of the gender pay gap, with the UGT pointing out that, “the statistics show that the academic options chosen by men and women continues to be stereotypical”. The

three Belgian confederations used the same research report, referred to above as evidence that these educational choices had been crucial. The report stated: “Women's individual characteristics in terms of education experience, length of service plus the unequal distribution of tasks between men and women ... account for 34.1%% of the gender pay gap, with education as the most important component.

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

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

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

They were:

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

Union action to tackle the gender pay gap

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

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

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

gender pay gap in social dialogue bodies and “Promoting and producing research on the gender pay gap” were reported by 22.

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

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

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

Spain	USO	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No
Sweden	LO-S	Yes	Yes	Yes		Yes		No	No	Yes	Yes
Sweden	TCO	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Switzerland	SGB/USS	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes
Turkey	HAK-İŞ	No	Yes	Yes		No	No	No	No	Yes	No
UK	TUC	Yes		Yes	Yes	Yes	Yes	Yes	Yes		Yes

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

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

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

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

The detailed responses are set out in Table 35.

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

Country	Confederation	Union action
Belgium	ABVV / FGVB	Annual campaigns on pay equality in March plus a major resolution at the 2018 Congress.
Belgium	ACV / CSC	<p>This topic is at the heart of our union work and is an integral part of CSC conference decisions. Many initiatives have been taken and continue to be taken in this area.</p> <p>Every year, the CSC decrees "March, equal pay month", because a woman has to work until March to earn as much as a man earns in the previous year. This annual campaign pinpoints one of the causes of the pay gap, it analyses it, makes it a public issue to challenge the world of politics, employers and the general public. The booklet "Act on the wage gap in your company" is linked to the module that allows you to determine the pay gap of your company on the basis of the annual social report (bilan social). The CSC has acted and continues to do important work to make job classifications gender-neutral. The CSC has conducted a study on the gender perspective in social dialogue. Concrete initiatives have been taken at the inter-professional and sectoral level (brochures, training, tools, fact sheets, etc.) so that negotiators and women negotiators integrate gender equality into the negotiations.</p>
Bulgaria	PODKREPA	PODKREPA has acted to:

		<ul style="list-style-type: none"> • Raise awareness among women/girls regarding the full spectrum of education and training options and hereby motivate them to also consider gender "atypical" fields of specialisation. • Mobilise women to start working and to facilitate their career advancement • Strengthen the work-life balance • Promote career advancement of women - establish a culture and promotion process that equally honours male and female. • Evaluate the remuneration system to eliminate discriminatory practices. • Champion gender equality internally and externally
Estonia	EAKL	Access to training and delegations must be gender-balanced
Finland	AKAVA	We are working on a new equality programme and addressing our goals
Germany	DGB	DGB congress decision A007 in May 2014; chapter 11: "Overcome pay discrimination through transparent pay structures"
Iceland	ASÍ	The Equal Pay Standard is the best example of a project that has been a success. Started in 2008 following a provisional clause in the collective agreements with Business Iceland, ASÍ has been one of the main actors in implementing the Standard and following up on the new law on Equal Pay Certification.
Lithuania	LPSK / LTUC	Women's Centre of LTUC organised four seminars in 2018
Netherlands	CNV	Our President is one of the leading figures in a project of the Dutch Social Economic Council on diversity in companies. Equal pay is one of the key points of the policy
Netherlands	FNV	It is now part of our collective bargaining agenda and we organise Equal pay day every year.
Norway	LO-N	Every year equal pay is important in our demands in the collective pay-negotiations. Also an ongoing important part of our gender quality policy work.
Norway	UNIO	It is always an issue both in our demands in the collective pay-negotiations, in meetings with government and in our gender policy making
Slovenia	ZSSS	<p>Reduction of the gender pay (and pension) gap is one of the five priorities on the equal opportunities/gender equality area of the ZSSS's Work Programme for the period 2017-2022. It was also one of the priorities in the previous Work Programme (for the period from 2013-2018).</p> <p>In 2019, ZSSS will put special focus to this issue. In June 2019 ZSSS is organising International Conference on Gender pay gap. Scholars from all the Europe and Experts from ETUC will be invited, with the aim of knowledge building, awareness raising and further reduction of the gender pay in Slovenia. Also on the 8th of March, special Focus will be put to this very important topic.</p>
Spain	CCOO	Different measures taken at the Confederal Congress of 2017 linked to contracts, transparency in remuneration, promotion of women
Spain	UGT-E	Policy adopted at Congress in 2016 plus demand for increase in minimum wage
Spain	USO	It is a priority for our organisation to put an end to the wage gap between men and women or at least to reduce it. To this end,

		mandatory regulations and policies must be implemented at national and European level to put an end to this situation.
Switzerland	SGB/USS	Lobbying and influence on national legislation
UK	TUC	<p>Action to reduce gender pay gap in the TUC as an organisation</p> <ul style="list-style-type: none"> • Women and men work at all levels of the organisation. Our most senior staff member is a woman - Frances O'Grady, our general secretary - and there are a number of other women in our senior management team. Posts on lower grades – such as our apprentices and our cleaning staff - are fairly evenly divided between women and men. • We recognise a number of staff trade unions and negotiate our pay and conditions with them. • We support women having children with generous maternity leave and flexible working policies. We also provide financial support for childcare. We encourage men to play a full part in parenting by offering generous paternity leave and shared parental leave. We support women's career progression through training and development opportunities. • We have simple pay structures to help us avoid bias creeping in. For example our pay scales are short and we don't pay bonuses or performance-related pay. We have undergone an equal pay audit which enabled us to identify and reduce other causes of gender pay inequality. • We have a narrower gap between our top and bottom earners than many employers. • We avoid bias in recruitment wherever we can – for example, by anonymising applicants' personal details during shortlisting and ensuring every recruitment panel includes at least one woman. <p>In terms of our strategic priorities, issues relating to pay gaps have been reflected in a range of motions to the TUC Women's Conference and is therefore a strategic priority for the organisations</p>

Setting collective bargaining targets to reduce the gender pay gap

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

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

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

The detailed responses are set out in Table 36.

Table 36: setting gender pay gap targets for bargaining

Country	Confederation	Union action
Belgium	ABVV / FGVB	Included in our list of demands for the AIP 2019-20 including shifting the burden of proof onto employers as in Iceland
Belgium	ACV / CSC	As stated in the response to our overall policy question the ACV /CSC has, brochures to act at company level and negotiating initiatives which include the elements of equal pay between women and men
France	CFDT	Agreement on the modernisation of social dialogue and agreement on the quality of life at work and equality 2017
Hungary	SZEF- ÉSZT	Bargaining is the only place where the gender pay gap can be addressed
Iceland	ASÍ	In the collective agreements for the past decade a special emphasis has been to put extra payment on the lowest wage rate, work sectors which are mainly occupied by women and foreign workers.
Italy	CISL	The objectives of reducing the salary gap are almost always implicit but not specific in collective bargaining, except in some cases. Therefore, they fall within the more general welfare promotion objectives (life / work balance, flexibility, reimbursement of school fees for children, company creches etc that encourage greater participation of women in work and therefore career opportunities in contrast to segregation).
Lithuania	LPSK / LTUC	Special provisions in collective agreements
Netherlands	CNV	This is part of the system of remuneration, where there is no unequal treatment
Netherlands	FNV	It is part of our collective bargaining agenda
Spain	CCOO	Review occupational classifications using a non-sexist language; link promotion to merit and individual capacities.
Spain	ELA	We have internal documents that have not been published yet
Spain	UGT-E	Provision of training on gender equality. Creation of working groups with negotiators and those negotiating Equality Plans, to help them to analyse how jobs are evaluated from a non-sexist perspective
Spain	USO	Our organisation gives every year a list of criteria for our members and representatives to negotiate the different gender equality measures in collective bargaining, among them the need to:- <ul style="list-style-type: none"> • Ensure that working women are assessed on an equal footing with men in all aspects of pay, for them to always get equal pay for equal work and conditions. • Review the salary supplements to ensure that they are not discriminating against women workers. • Check if the positions in which there are mainly women are lower ranked with the same level of responsibility as those where men are the majority. • Regulate a remuneration structure that is as simple as possible in order to facilitate anti-discrimination monitoring. • Define or redefine and assess jobs by ensuring that the assessment system is agreed with the RLT (legal representation of the workers) so that the assessment criteria for the different jobs are in line with the principle of equal pay for work of equal value.

		<ul style="list-style-type: none"> • Make an assessment of occupational groups: the basic salary and, where appropriate, how the salary supplements are calculated. Discrimination is caused by the use of feminine or masculine categories. • Analyse all bonuses and salary supplements: include a definition and the conditions of all bonuses and supplements. Cancel any specification in their application that implies a difference by type of contract, professional category or seniority. • Analyse parental and/or marriage leave: to verify in what terms and if it applies to men, women and unmarried couples. • Periodically carry out statistical analyses of the average remuneration of men and women.
Switzerland	SGB/US\$	We try, but not always successfully
Turkey	HAK-İŞ	There are projects to improve negotiations skill for women to be able to participate in collective bargaining agreements to increase women's wages.

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

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

The detailed responses are set out in Table 37.

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

Country	Confederation	Union action
Bulgaria	PODKREPA	Have seen increases in pay levels, especially in education
Czech Republic	ČMKOS	Part of the yearly collective bargaining analysis shows that GPG is smaller where collective agreements are in place
Finland	SAK	We asked how the parties assessed the gender impact of the agreements
Finland	STTK	Within the tripartite Equal Pay Programme we did a survey among our affiliates
Netherlands	CNV	The national federation CNV pays attention to equal pay in the policy. In the end, the individual CNV-unions are responsible for collective bargaining
Netherlands	FNV	At least, it is the plan to do this in 2019
Spain	CCOO	Reports of wage gap from federations, CCAA and the Confederation itself for 22 February
Spain	ELA	Strikes in service sectors at present
Spain	UGT-E	Every year we prepare a report on pay broken down by sex; each industry and each job category is analysed separately
UK	TUC	Equality Audit on action by affiliates – looks at collective bargaining, including the gender pay gap, every four years.

Organising training on the gender pay gap

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

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

Table 38: training on the gender pay gap

Country	Confederation	Union action
Belgium	ABVV / FGTB	Training for the works council and the sub-committee dealing with financial and economic information; specific training and / or study days on the pay gap between men and women, with a day’s symposium on the subject on 14 March 2018.
Belgium	ACV / CSC	Various training initiatives exist for our delegates and also for full-time officials. Since 2005, there has been a study day every year on the issue of equal pay for men and women. When the 2012 law was adopted, training was organised for our representatives on the works council and the health and safety committee
Estonia	EAKL	Awareness raising info-days
Finland	AKAVA	Largely done by affiliates
Finland	SAK	Trainings, events, information at websites etc
Finland	STTK	Seminars and other events
France	CFDT	Specific training module
Iceland	ASÍ	The education department of ASÍ has special seminars on training union representatives on the gender pay gap and other related issues that can affect the pay gap and ways how to eliminate the gender pay gap
Lithuania	LPSK / LTUC	Women Centre of LTUC organised 4 seminars in 2018
Netherlands	CNV	These tasks are delegated to the individual CNV-unions CNV Zorg en Welzijn and CNV Onderwijs, who organise training and masterclasses
Netherlands	FNV	For members and trade union leaders
Poland	OPZZ	OPZZ have organised many training sessions for the leaders of our affiliated organisations on negative impact of gender pay gap
Spain	CCOO	Specific courses on the pay gap for delegates
Spain	ELA	Assemblies with delegates, strikes (private service sectors, particularly cleaning, and the public sector)

Spain	UGT-E	We have a team to evaluate jobs from a gender perspective. In courses on equal opportunities between women and men, there is a section dedicated to Equal Pay, which explains specific cases where there has been a discriminatory pay gap.
Spain	USO	The subject of the wage gap is included in trade union education. Training is given about collective bargaining criteria with proposals to be included in collective agreements or gender equality plans in different areas, among others in the area of pay.
Sweden	TCO	TCO has organised seminars on this subject
UK	TUC	As unions began to consider their own reporting requirements, the TUC ran a workshop to support affiliates with developing their own reports and action plans. The TUC also developed a webinar for unions which highlighted the main issues around pay gap reporting and what unions can do tackle the gender pay gap in workplaces.

Publishing material on issues related to the gender pay gap

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

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

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

Country	Confederation	Union action
Belgium	ABVV / FGTB	Produced a booklet in 2018 “Baromètre socio-économique 2018” with a section on the gender pay gap
Belgium	ACV / CSC	Booklets : “The gender pay gap explained “ (« l’écart salarial expliqué »), “ Act on the gender pay gap in your company” (« agissez sur l’écart salarial dans votre entreprise »), “The gender pay gap” (« écart salarial ») a special edition of the CSC women’s magazine« femmes.docx » produced on the 50th anniversary of the women’s equal pay strike at the arms manufacturer FN in 1966.
Finland	AKAVA	Materials are published for Women's day, Finnish equality day and Equal Pay Day
Finland	STTK	Leaflets, books etc
Iceland	ASÍ	Material that are used in the training courses/seminars
Ireland	ICTU	Congress ran the GAP (Gender & Pay) Project (2002/4) funded under the Equality for Women Measure (Department of Justice, Equality & Law Reform). One of the major outcomes of the GAP Project was a toolkit for use by officials and activists. It was designed as a ‘no-nonsense’ guide for practitioners and retains relevance for tackling the gender pay gap in the current context. More recently, a motion proposed by IMPACT was also debated and passed unanimously at our July 2017 BDC.

Latvia	LBAS	Publishing material on issues related to the gender pay gap
Netherlands	CNV	Some CNV-unions are publishing about the gender pay gap
Netherlands	FNV	https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/koopkracht-en-echte-banen/1309238/A4_WITBOEK_EQUAL_PAY_ECHTE_BANEN_LR_corr.pdf
Spain	CCOO	La Brecha Salarial http://www.ccoo.es/noticia:269416--2018 Informe La brecha salarial factor de quiebra democratica desigualdad prekariedad temporalidad parcialidad
Spain	ELA	The plan of the Basque Government to tackle the gender pay gap is completely insufficient https://www.ela.eus/es/politica-de-genero/noticias/el-plan-del-gobierno-vasco-para-hacer-frente-a-la-brecha-salarial-completamente-esteril/gv-brecha-salarial.pdf
Spain	UGT	Reducing the gender pay gap – the priority http://www.ugt.es/sites/default/files/19_informe_22f_dia_igualdad_salarial_ok.pdf
Spain	USO	http://www.uso.es/igualdad/documentos-igualdad/
Sweden	LO-S	Annual reports on gender equality and gender pay gap
Sweden	TCO	TCO has written discussion articles and blogs
Switzerland	SGB/USS	Press releases, flyers for demonstrations, "equality beer" www.mettons-la-pression.ch/
UK	TUC	In October 2017, in order to support affiliates to maximise progress around gender pay inequality, the TUC published a guide for reps on the Gender Pay Gap Reporting Regulations, the causes of the gender pay gap, and how the data could be used to bargain for equal pay in the workplace. This is in addition to the webinar referred to in the answer on training.

Promoting and producing research on the gender pay gap

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

The detailed responses are set out in Table 40.

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

Country	Confederation	Union action
Belgium	ABVV / FGTB	Online tool to enable gender pay gap to be calculated in the social balance http://www.fgtb.be/test-ecart-salarial http://www.fgtb.be/calcul-ecart-salarial
Czech Republic	ČMKOS	Participation in the project "22% TO EQUALITY"
Finland	AKAVA	We had a survey on the family leave system and our members' thoughts and wishes about it

Iceland	ASÍ	Action group on equal pay is a cooperation between the government and social partners. ASÍ has a representative in the action group. This action group has conducted research on the wage different/gender pay gap in the labour market. All statistics regarding the labour market are usually done in cooperation with the government and other stakeholder i.e. other workers organisations and employers organisation
Latvia	LBAS	LBAS News, Trade Union Roadmap on Gender Equality http://www.lbas.lv/upload/stuff/201901/lbas_gender_equality_2017.pdf
Netherlands	FNV	https://www.fnv.nl/site/over-de-fnv/acties-en-campagnes/koopkracht-en-echte-banen/1309238/A4_WITBOEK_EQUAL_PAY_ECHTE_BANEN_LR_corr.pdf
Norway	LO-N	In Norway we have a "Technical calculation committee" (TBU) where social partners and government analyse economic, including payment, statistics and present it to the public. Gender statistics is part of this. Also Statistics Norway present pay statistics, including gender pay statistics, including gender pay statistics
Norway	UNIO	
Norway	YS	The social partners cooperate with government bodies in developing the statistical framework for the annual collective bargaining. Wage statistics for women and men are central elements in this process.
Spain	CCOO	Report on the Project – Equal Pay (Informe Proyecto Equal Pay): http://www.ccoo.es//9386826d312daad1162ae0a938d3d042000001.pdf The Gender Pay Gap: analysis and trade union proposals for collective bargaining (La brecha salarial de género: análisis y propuestas sindicales para la negociación colectiva): http://www.ccoo.es//f0920735e3669a4e9048192827cea38d000001.pdf
Spain	ELA	Situation reports
Spain	UGT-E	The research we conduct is oriented in two aspects, one theoretical and the other eminently practical. The first focuses on the analysis of official statistics and the comparative study of the evolution of the pay gap between women and men. The second is aimed at evaluating jobs from a gender perspective.
Spain	USO	http://www.uso.es/igualdad/documentos-igualdad/
Sweden	TCO	Yes sort of – TCO has taken part in reference group at Medlingsinstitutet (the Swedish National Mediation Office)
Switzerland	SGB/USS	http://www.salaire-uss.ch/
UK	TUC	We have worked to highlight the persistence of the gender pay gap by publishing new analysis showing that the result of the UK's persistent gender pay gap is that women work for free more than two months a year compared to the average man. (https://www.tuc.org.uk/blogs/women%E2%80%99s-pay-time-government-action-close-gender-pay-gap) The analysis showed that in sectors where women dominate such as education, health and social care, finance and insurance the gender pay gap is bigger. In these sectors women get paid much less on average than men, both because they are more likely to be in part-time jobs and because they are in lower-paid roles.

Lobbying government on the gender pay gap

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

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

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

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

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

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

Table 41: lobbying governments on the gender pay gap

Country	Confederation	Union action
Belgium	ABVV / FGVB	Memorandum for European, national and regional elections
Belgium	ACV / CSC	Numerous actions undertaken by the CSC in relation to the government specifically on the issue but also through other topics because the problem of the pay gap is present in many other social issues such as pensions, part-time work, sectoral segregation etc. The 2012 law took up proposals from the CSC concerning the publication in the social report of two additional figures concerning gendered data on staff costs.
Czech Republic	ČMKOS	Suggested and supported legislation to guarantee relevant pay rise after return from parental leave. It wasn't adopted
Estonia	EAKL	Lobbying political parties/government in order to achieve more transparent data on wages regarding gender
Finland	STTK	That is in our normal activity
Germany	DGB	Equal Pay Day
Iceland	ASÍ	The main characteristic of the Icelandic labour market is that collective agreements rather than legislation govern working conditions. In addition to carrying out collective bargaining concerning pay and working conditions, the

		social partners have a strong influence on the welfare system, as they co-manage the occupational pension funds and the rehabilitation fund. ASÍ is the leading workers organisation in Iceland, representing approximately 65% of the labour market. The government does not take any important decisions regarding the labour market unless they have an agreement from ASÍ.
Ireland	ICTU	https://www.ictu.ie/equality/2017/10/10/unions-call-for-concerted-action-to-end-gender-pay/
Italy	CISL	Documents, hearings, other dealings
Lithuania	LPSK / LTUC	The Board of the Women's Centre of Lithuanian Trade Union Confederation has organized a meeting with the Chair of Committee on Social Affairs and Labour and the Chair of Committee on Human Rights at Lithuanian Seimas
Netherlands	CNV	This is part of the work package of the national federation CNV
Netherlands	FNV	We have written letters for debates and we have joined in hearings on the gender pay in Parliament
Norway	UNIO	We are lobbying on policies, but the pay negotiations are not part of it. The pay negotiations is only among the social partners
Poland	OPZZ	<p>The Women's Committee of the OPZZ is an advisory and consultative body for the statutory authorities of the OPZZ, which main objective is to facilitate the participation of women in activities in social, economic and professional life, strengthen the position of women in public life and promote women's activities in trade unions. The Women's Committee lobbied government on the gender pay gap through:</p> <ul style="list-style-type: none"> • setting out their opinion and positions on drafts of legal acts in the field of issues related to gender pay gap; and • participating as individuals and representing the OPZZ at conferences, seminars and events related to gender pay gap.
Spain	CCOO	Measures included in social dialogue
Spain	UGT-E	Posing our demands to the Government, in the framework of tripartite Social Dialogue. Demanding a national minimum wage (SMI) of € 1,000 a month, through campaigns maintained over time. The rise in the minimum wage indirectly benefits women who have the lowest wages
Spain	USO	In the campaigns carried out, both on 8 March, the International Women's Day and 25 November, the International Day against Gender Violence, in our manifestos and reports we urge the government to enforce gender equality policies in the area of wages, since the majority of the causes lie in the lower pay received by women in general, which results in a greater risk of poverty and social exclusion, even preventing

		independence in extreme cases such as cases of gender violence.
Sweden	TCO	TCO supports Lön hela dagen (Pay for the whole day) http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/ TCO participated in the reference group in the development of new rules for salary surveys
Switzerland	SGB/USS	Influence on national legislation
UK	TUC	In the run up to the pay reporting deadline we gave evidence to the Business, Energy and Industrial Strategy Select Committee making the case for pay gap reporting requirements to be expanded and improved. We also responded to a government consultation on enforcement of the regulations, setting out the need to ensure better resourcing for the Equality and Human Rights Commission (EHRC), the body responsible for ensuring employers comply with the regulations. In February 2018 the TUC responded to the EHRC's draft policy on how it plans to use its powers to enforce the Regulations. The TUC's response highlighted the lack of sanctions for non-compliant employers and the lengthy process to employ their enforcement powers. The TUC also highlighted that the EHRC's enforcement powers can only be used against employers that fail to publish data, rather than against employers with significant gender pay gaps. The TUC continues to work with the EHRC and the Government Equalities Office (GEO) to ensure the legislation and its enforcement has the greatest possible impact for working women.

Public campaigns on the gender pay gap

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

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

Table 42: confederations' public campaigns on the gender pay gap

Country	Confederation	Union action
Belgium	ACV / CSC	Every year we dedicate the month of March as "March, the month of equal pay". This year, our slogan is 0% wage gap between men and women. We have planned a poster campaign, awareness-raising in companies and more broadly public awareness. We use an infographic to communicate our message with a symbol.
Finland	AKAVA	A campaign with child and family lobbying organisations
France	CFDT	Press releases, pamphlets and posters
Germany	DGB	Material, presentation, flyers, newsletter

Iceland	ASÍ	VR- The federation of store and office workers has been the leading federation within ASÍ to promote gender equality and the gender pay gap. They have used the social media and the national TV for their campaign. Following the #MeToo revolution the federation went on a campaign in the media. As it is a common fact that sexual harassment at work can effect and does effect the pay gap
Ireland	ICTU	Social media campaign #Clockedout
Italy	CISL	Public campaigns on the pay gap carrying forward those promoted by the ETUC
Netherlands	FNV	We campaign around equal pay day in November
Spain	CCOO	#Precarity war
Spain	ELA	Press releases
Spain	UGT-E	For two years, we have run the campaign "I work for free". The start date is fixed in line with the annual percentage wage gap for Spain from the European Commission. This percentage gap is used to calculate the number of days that women work for free in relation to men. This campaign is maintained until 31 December each year.
Spain	USO	Campaigns carried out, both on the 8th of March, the International Women's Day and the 25th of November, the International Day against Gender Violence
Sweden	TCO	TCO supports Lön hela dagen http://sverigeskvinnolobby.se/en/women-sweden-work-without-pay-58-minutes-day/ TCO participated in the reference group in the development of new rules for salary surveys
Switzerland	SGB/USS	Equality-beer: www.mettons-la-pression.ch ; National demonstration: https://www.uss.ch/themes/egalite-dessexes/article/details/manifestation-nationale-pour-legalitesalariale-et-contre-les-discriminations-enough18/
TUC	UK	In March 2017 and 2018, the TUC highlighted the issue of the gender pay gap in the media. Women's Pay Day is the day the average woman begins to get paid compared to the average man across different industries. In 2017 Women's Pay Day was on 7 March, in 2018 it is on 8 and in 2019 it is on 6 March. The analysis also showed that in some parts of the country gender pay gaps are even bigger so their Women's Pay Day is later in the year such as in the East of England the gender pay gap is 20.3%, so Women's Pay Day in that part of the country won't fall for another 9 days (Friday 15 March). And women in the South East (19.3% pay gap) and the East Midlands (19.2%) have to wait until Monday (11 March) for their Women's Pay Day.

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

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

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

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

Country	Confederation	Union action
Belgium	ABVV / FGTB	Social dialogue around 2012 law
Belgium	ACV / CSC	At the level of inter-professional and sectoral negotiations and also at the level of the National Labour Council (CNT). The CSC has representatives on the Gender Equality Council (at federal and regional level).
Bulgaria	PODKREPA	In the National Council for Tripartite Cooperation
Finland	AKAVA	Joint study on reports on equal pay
Iceland	ASÍ	The main characteristic of the Icelandic labour market is that collective agreements rather than legislation govern working conditions, and ASÍ plays a leading role.
Italy	CISL	Hearings of the National Economic and Labour Council (NEL) on issues of gender
Latvia	LBAS	Discussions within National Tripartite Cooperation Council
Netherlands	CNV	Negotiations in the Dutch Social and Economic Council and the bipartite labour foundation
Netherlands	FNV	In the Labour Foundation Equal pay is a topic which is discussed on a regular basis. FNV has taken the initiative to update the checklist on equal pay
Spain	CCOO	The confederation has taken up a large number of detailed issues on the content, procedure and sanctions, as well as on part-time work and pensions
Spain	UGT-E	We present our demands, in the area of pay equality between women and men: <ul style="list-style-type: none"> • need for pay audits in companies; • need for periodic information disaggregated by sex, aimed at union representation in the company; • need for human and material resources to permit the necessary actions in the workplace and in the unions to be carried out; • need of clear definitions in the matter of equal pay; • need to strengthen the Labour Inspectorate and improve its competence in matters of equal pay; and

		<ul style="list-style-type: none"> need to increase penalties for companies that maintain wage discrimination against women, as a deterrent.
Sweden	TCO	Through the Jämställdhetsrådet (Equality Council), which no longer exists and the Diskrimineringsombudsmannens fackliga nätverk (Union network at the Equality Ombudsman)
Switzerland	SGB/USS	www.elep.ch
Turkey	HAK-İŞ	Hak-İş and affiliate unions use social dialogue as a tool to improve the situation of workers and discuss the gender issues with tripartite social partners

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

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

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

Table 44: working with NGOs

Country	Confederation	Union action
Belgium	ABVV / FGVB	We share our common demands with our network of women's and civil society organisations like the women's councils in Flanders and Wallonia, la Marche Mondiale des Femmes, Le Collectif du 8 mars, Hart boven Hard, Tout autre Chose, TamTam
Belgium	ACV / CSC	In a number of cases, with the member associations of the World March of Women (Marche Mondiale des Femmes)platform, with French-speaking women from Belgium, with the Women's Council Vrouwen Raad and very specifically with the NGO, The World According to Women (le monde selon les Femmes) with whom we collaborated in the production of a guide on gender budgeting.
Bulgaria	PODKREPA	With the National Women's Forum
Estonia	EAKL	EAKL has established together with NGOs and women organisations an anti-pay-gap coalition
France	CFDT	We work with Le laboratoire de l'égalité
Greece	GSEE	Participating and working with the national independent Human Rights' Body , the National Commission for Human Rights

Iceland	ASÍ	ASÍ has excellent working relationship with NGOs women's organisation in Iceland. Resulting in different projects in promoting gender equality and the gender pay gap. Most recent project was the "Women's day off 2018" see our webpage http://kvennafri.is/en/front1-en/ ASÍ and the Icelandic Women's Rights Association http://kvenrettindafelag.is/resources-iceland/ work closely together, for example after our last "Women's day off", there is a high demand to get representatives to visit NGOs and labour movements in different European countries, to talk about and teach how we are able to organise such a big and successful event. Those two organisations have agreed to share the work and send representative and present both the emphasis of the labour movement and the NGOs organisations
Ireland	ICTU	Joint letter on gender pay gap reporting legislation with the National Women's Council
Lithuania	LPSK / LTUC	We have common seminars, conferences
Netherlands	CNV	Working together with Wo=Men, and organisation in our partner organisations in developing countries
Netherlands	FNV	We have worked together with several NGOs and women's organisations around Equal Pay Day
Poland	OPZZ	The Women's Committee regularly cooperates with: the Polish Women's League, the Parliamentary Women's Group, the Left-Wing Women's Forum, the Democratic Union of Women. The Committee also cooperated closely with the Government Plenipotentiary for Equal Treatment Ms. Agnieszka Kozłowska-Rajewicz, the Minister of Labour and Social Policy Ms. Jolanta Fedak, and the Deputy Speaker of the Sejm of the Republic of Poland (lower chamber of the Parliament) Ms. Wanda Nowicka. The Women's Committee has repeatedly presented initiatives in the field of assistance and counselling for women coping with poor living conditions.
Spain	CCOO	Oxfam
Spain	UGT-E	We work with the civil society movements in the matter of gender equality, mutually supporting our demands.
Sweden	TCO	Nätverket för jämställda löner (Equal pay network), Lön hela dagen rörelsen (see above)
Switzerland	SGB/USS	Demonstrations, lobbying etc
UK	TUC	We work with a range of NGOs on issues related to the key causes of the gender pay gap. For example we are a member of the Alliance for Maternity Rights

Affiliates using collective bargaining

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

Nine possible areas of collective bargaining were identified:

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

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

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

Country	Confederation	Move women from low paid jobs	Increases for lowest paid	Longer hours for part-timers	More pay transparency	Training	Job evaluation	Work-life balance	Flexibility	Extra pay audits
Confederations saying "Yes"		11	19	18	19	18	16	29	20	8
Austria	ÖGB	Yes	Yes			Yes	Yes	Yes	Yes	
Belgium	ABVV / FGTB	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
Belgium	ACLVB/CGSLB									
Belgium	ACV / CSC	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
Bulgaria	PODKREPA						Yes	Yes		
Czech Republic	ČMKOS				Yes		Yes	Yes	Yes	Yes
Estonia	EAKL		Yes		Yes			Yes	Yes	
Finland	AKAVA				Yes			Yes	Yes	
Finland	SAK			Yes	Yes			Yes	Yes	
Finland	STTK					Yes		Yes	Yes	
France	CFDT	Yes	Yes	Yes	Yes	Yes		Yes	Yes	
Germany	DGB	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Greece	GSEE									
Hungary	LIGA						Yes			
Hungary	SZEF- ÉSZT		Yes							

Iceland	ASÍ		Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Ireland	ICTU			Yes				Yes	Yes	
Italy	CISL					Yes	Yes	Yes	Yes	
Italy	UIL	Yes		Yes	Yes	Yes	Yes	Yes	Yes	
Latvia	LBAS							Yes	Yes	
Lithuania	LPSK / LTUC			Yes		Yes		Yes		
Netherlands	CNV		Yes	Yes				Yes	Yes	
Netherlands	FNV	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Norway	LO-N		Yes	Yes	Yes	Yes	Yes	Yes		Yes
Norway	UNIO		Yes	Yes	Yes	Yes	Yes	Yes		Yes
Norway	YS			Yes	Yes					
Poland	NSZZ-Solidarność									
Poland	OPZZ	Yes	Yes		Yes			Yes		Yes
Serbia	Nezavisnost									
Slovenia	ZSSS									
Spain	CCOO		Yes	Yes	Yes	Yes		Yes	Yes	
Spain	ELA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Spain	UGT-E	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Spain	USO					Yes	Yes	Yes	Yes	Yes
Sweden	LO-S		Yes	Yes				Yes		
Sweden	TCO				Yes					Yes
Switzerland	SGB/USS									
Turkey	HAK-İŞ		Yes			Yes		Yes	Yes	
UK	TUC	Yes	Yes					Yes		

Affiliates taking other action

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

Six possible forms of action were suggested:

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

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

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

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

Switzerland	SGB/US\$	Yes		Yes			Yes
Turkey	HAK-İŞ					Yes	
UK	TUC	Yes		Yes			

Specific recommendations

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

More generally the main demands were for:

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

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

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

Annex B: Causes of the gender pay gap

Country	Confederation		Key reason	Explanation
Austria	ÖGB	1	High percentage of women work in part time jobs	Nearly 50 % of women in Austria have a part time job. For people who work for a longer period in a part time job it is harder to get a more qualified and better paid job
Austria	ÖGB	2	In Austria women have often long periods of parental leave compared to other European countries.	The re-entry in the job market is often difficult for women who had a long parental leave.
Belgium	ABVV / FGTB	1	Position of women in the labour market with both horizontal and vertical segregation	This is shown in an official report on the gender pay gap (L'écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58) which shows that labour market segregation accounts for 43.9% of the gender pay gap, with occupation as the most important component.
Belgium	ACLVB/ CGSLB			
Belgium	ACV / CSC			
Belgium	ABVV / FGTB	2	Women's individual characteristics in terms of education experience, length of service plus the unequal distribution of tasks between men and women	This is shown in an official report on the gender pay gap (L'écart salarial entre les femmes et les hommes en Belgique: 2017 – page 58) which shows that women's work-related individual characteristics account for 34.1%% of the gender pay gap, with education as the most important component.
Belgium	ACLVB/ CGSLB			
Belgium	ACV / CSC			
Bulgaria	PODKRE PA	1	Giving primacy to theoretical rather than actual situation	The principle of equal 'rights' for men and women and non-discrimination is incorporated in the legal framework, but giving priority to equality de jure and overestimating it is a tradition in Bulgaria. As a result, the declaration of equal rights between the sexes is mistaken for the principle of equal treatment for women and men, which is not in fact guaranteed in practice. This perception is inherited from socialist times and still dominates the philosophy of the legislature, institutions and the public. Consequently, it will take some time before they are understood, accepted and implemented in practice.
Bulgaria	PODKRE PA	2	Direct and indirect discrimination in social security schemes	Direct and indirect gender-based discrimination in social security schemes. Indirect discrimination results from measures which, although often defined without reference to gender, in practice do affect women and men differently because of the nature of their occupational activity, marital status or family situation. Certain conditions, such as long periods of qualification, also penalize women. It remains to be seen in the long term whether the formally gender-equal qualifying conditions for pensions under the obligatory

				second pillar do not in fact constitute indirect discrimination against women. However, it is too early to offer an assessment at this stage. There is no discrimination on the basis of gender, either directly or indirectly, by reference in particular to marital or family status, especially as regards: • the scope of schemes and conditions of access; • the obligation to contribute and calculation of contributions; • the calculation of benefits, including supplementary benefits due in respect of a spouse or dependants, and the conditions governing the duration and retention of benefit entitlement
Czech Republic	ČMKOS	1	Horizontal segregation	Applies in most sectors and professions
Czech Republic	ČMKOS	2	Parenthood penalisation	Parental leave, almost exclusively taken by women, means a long career break, expected even with childless employees. Around 55% of women don't return to their original jobs.
Estonia	EAKL	1	Segregation of the labour market	According to researchers, approximately 85% of gender pay gap cannot be explained with Mincer-type regression equation. The labour market is segregated, women work in lower paid sectors (kindergarten teachers, librarians, cleaning sector, health care sector etc).
Estonia	EAKL	2	Glass ceiling	There are not enough women in management boards and among CEOs
Finland	AKAVA	1	Family leave system	Not flexible and does not respond to working life today. The non-transferable part of leave for fathers is too short.
Finland	AKAVA	2	Segregation	Finland has an utterly segregated labour market
Finland	SAK	1	Family leave system	The current family leave system in Finland guides mothers to take up more family leaves and for a longer period of time. The system does not support fathers to stay home to take care of the child (for example shorter paternity leave than maternity leave). There are not many flexible parental leave arrangements as one would hope
Finland	SAK	2	Lack of a definition of work of equal value and lack of pay transparency	Definition of work of equal value would improve in the long run the situation between female and male dominated professions. Pay transparency would improve the situation at workplaces
Finland	STTK	1	Unequal share of family leaves	Mothers take most of the family leaves
Finland	STTK	2	Not enough transparency in wages	The gender pay gap is quite big in Finland
France	CFDT	1	Looked at overall, low-skilled (and therefore less paid) jobs are largely filled	We need to move away from an approach where there is a single wage in a family. We need to address training and qualifications and consider children's aspirations at school.

			by women. The gap is decreasing but remains very present	
France	CFDT	2	The pay differences resulting from career gaps (related to periods of maternity leave, parental leave often taken by women, in particular) are difficult to solve even if things are improving. Presenteeism is very present in the mindset of business leaders (and many employees) who have difficulty going beyond the notion "she" preferred to have children, "she" made a choice	This is a vision from another age. One the on hand the burden of having a family does not only fall on women; the choice to have a child is often the choice of a couple On the other hand, the company must value the work of a woman as it values that of a man, and it and must promote the possibility of men being available for the family as women are.
Germany	DGB	1	Horizontal segregation	
Germany	DGB	2	Vertical segregation	
Greece	GSEE	1	Austerity measures and states profound intervention in framework of collective bargaining and collective agreements	Main issue with almost irreversible impact
Greece	GSEE	2	Employers' abusive behaviour and extended infringement of labour legislation along with extreme flexibility in labour legislation	
Hungary	LIGA	1	Gender pay gap is getting to be wider after women gave birth to their child/children	
Hungary	LIGA	2	Mostly the women are who dealing with the household issues and take care of the	

			children, so they don't have the time and the capacity to improve themselves	
Hungary	SZEF-ÉSZT	1	Women at home with children and other dependents	Women work less
Hungary	SZEF-ÉSZT	2	Stereotypes	Male dominated society
Iceland	ASÍ	1	Segregated labour market	Gender segregated labour market is reflected in the gender pay gap as women dominated sectors tend to be valued less. Women's dominated sectors are primarily in health and care
Iceland	ASÍ	2	Gender gap in education and career choice	Even though majority of university graduates in Iceland are female, there are still significantly more men likely to graduate from college with major in science, technology, engineering or mathematics - STEM, which can lead to higher career earnings
Ireland	ICTU	1	Labour and Education Market Segregation by gender and the corresponding unequal distribution of women and men in sectors, occupations and positions (horizontal and vertical segregation)	Educational segregation results in subsequent labour market segregation, with many young women corralled into sectors characterised by low pay and poor terms and conditions of employment
Ireland	ICTU	2	Women are more likely to be involved in important unpaid tasks which leads to greater challenges in balancing work and family life	It is this area that perhaps best underlies the "unexplained" element of the gender pay gap. Women in Ireland are working in a system that was designed by one gender for one gender and in the absence of a system that promotes gender equality, women and families take rational decisions to work part time, reduce hours in order to care for children and, until recently with the introduction of paternity leave, were the only gender to have any statutory right to paid family leave to care for children. It is not unsurprising that such a system provides huge advantages for those not expected to disengage from the workplace – mainly men. We need to examine our care and family leave systems in order to produce a system that provides real choices for parents, regardless of gender. This is the same in Northern Ireland. In addition, childcare costs are some of the highest in Europe and availability of childcare is still an issue, especially for rural areas

Italy	CISL	1	Employment segmentation and segregation	
Italy	CISL	2	Lack of welfare services	
Italy	UIL	1	Absence of welfare services	
Italy	UIL	2	Segmentation and horizontal and vertical segregation in the workplace	
Latvia	LBAS	1	Horizontal and vertical professional segregation	In sectors with higher women concentration wages are lower (health care, education)
Latvia	LBAS	2	Stereotypes and perceptions of the role of women and men in society	Affecting individuals' choices in terms of education and subsequently employment
Lithuania	LPSK / LTUC	1	Women are more likely to work in areas and jobs where wages are generally lower	
Lithuania	LPSK / LTUC	2	Women are more likely to have career breaks than men	
Netherlands	CNV	1	Part-time work by women	Working part-time by women is often a bad thing for the chances of making a career. In some leading functions in the board you have to work full time
Netherlands	CNV	2	caring by women	In relationships women are most of the time the ones who take care of children, sick family members of ageing parents, etc. This is firstly caused by the lack of affordable and high-quality childcare provisions and secondly by the lower wages of women (resulting in a vicious cycle)
Netherlands	FNV	1	Part time work	Because it is the biggest difference between men and women in the Dutch labour market
Netherlands	FNV	2	Lack of facilities to combine work and care	This is seen as the biggest contributor to the fact that women work part time. In Dutch culture the mother culture is still thriving and the fathers role is to provide an income
Norway	LO-N	1	Gender segregation in the labour market	Research/analysis of pay statistics indicate that this explain half of the gender pay gap in Norway. Include, as far as I understand, both horizontal and vertical segregation. Income differences by gender are highest among those with the highest incomes.
Norway	LO-N	2	Lacking gender equality in families and society. This is	Women still take main responsibility for unpaid care work

			again somewhat an explanation of gender segregation (women "chose" family friendly jobs) – and women work part time	
Norway	UNIO	1	The gender segregated labour market	Women work in the public sector, men in the private sector. The women dominated sector is paid 80 % of what men with work of equal value earns in the private sector. The gap is especially big for educated employees
Norway	UNIO	2	Lack of gender equality in family life	Women still have the main responsibility for unpaid work
Norway	YS	1	Gender segregation in the labour market, both vertically and horizontally	
Norway	YS	2	Stereotypical roles for women and men in families and society makes it difficult to break gendered patterns and choices	
Poland	NSZZ-Solidarność	1	Vertical and horizontal segregation in the labour market	Among the reasons of gender occupational segregation one can mention: stereotypical perceptions of men's and women's roles in society. Unequal treatment in the labour market is largely the result of entrenched gender stereotypes
Poland	NSZZ-Solidarność	2	Confidentiality of wages	Confidentiality of wages and lack of legislation on the transparency of wages make it difficult to determine inequalities in pay.
Poland	OPZZ	1	In a traditional role, women are the ones who leave the workforce temporarily to take care of their children. As a result, women tend to take lower paying jobs because they are more likely to have more flexible timings compared to higher-paying jobs.	
Poland	OPZZ	2	in the eyes of employees, women in middle	

			management are perceived to lack the courage and leadership	
Serbia	Nezavisnost	1	Women are employed in sectors that have lower average earnings	
Serbia	Nezavisnost	2	Women still bear the burden of family responsibilities which limits them	
Slovenia	ZSSS	1	Workplace discrimination	The analysis conducted by Poje et al (2018), showed that between 2010-2015 women in Slovenia earned on average 6,2 % less compared to men and 11,9 % less at the same workplace. When women and men with the same level of education and experiences were compared, results showed that women at the level of population earned 20 % less than men, and at the level of workplace 14 % less. In comparison to other countries (USA, Scandinavian countries), differences in pay in Slovenia are generated at the workplace level, and to a lesser extent due to the segregation. Only 24 % of gender pay gap can be explained by occupational segregation in Slovenia. (Penner et. all, 2012).
Slovenia	ZSSS	2	Horizontal segregation	Second most important cause of gender pay gap is horizontal segregation. Occupations/positions mainly held by women are less valued and consequently lower paid compared to those mainly occupied by men, even though the required qualification, knowledge, competences are the same or similar or comparable. Cca 80 % of all employees in Slovenia in health, social care and education sectors in Slovenia are women, but in the information and communication sector, the share of women is only cca 33 %. In 2016 women in Slovenia in health and social care earned on average 23,6 % less than men and in education 15.1 % less. In both sectors, the difference between the pay of men and women is much higher than the difference in average earnings on the level of all sectors. Women also dominate in service sectors (cleaning, retail, catering). In retail, foreign companies introduce business model that is based on part-time workers, which is putting another pressure on women earnings.
Spain	CCOO	1	Salary supplements	The wage gap is concentrated in the existence of salary supplements that are granted in a discretionary manner by companies without a

				clear justification for the granting of the same. These additions are difficult to control in the absence of trade union intervention.
Spain	CCOO	2	Feminised occupations	Occupational segregation is an important factor in the gap. In those occupations where more women are concentrated average wages fall, this can be interpreted by the old theory that the work of women is easier to realize besides that their salary is complementary (devaluation and infravalorización of Tasks and professions)
Spain	ELA	1	Labour precariousness	Talking about gender pay gap without talking about the deterioration of working conditions and labour precariousness is not correct. Women face precariousness in the world of the work in general and in consequence, in our lives.
Spain	ELA	2	Sexual division	Feminised sectors valued less highly and associated with lower pay levels
Spain	UGT-E	1	Low economic value placed on jobs undertaken largely by women	Shown by the pay that employers pay some groups and others
Spain	UGT-E	2	The stereotypes which persist in the choice of university studies or vocational training	The statistics show that the academic options chosen by men and women continues to be stereotypical
Spain	USO	1	Education and the patriarchal system, characterised by the historically lower value given to care work carried out mainly by women, bearing in mind that until 1975, in our country, married women still had to obey men	Educating women less than men and with low empowerment means that women do not ask for a salary increase or do not think they deserve a better category and/or salary.
Spain	USO	2	The culture of feminisation of care, which, being historically carried out by women, often leads them to give up their professional careers in order to dedicate themselves to the care of children or relatives. In addition, the fact that they have lower	

			salaries than men makes them stay at home and perform the care work, because the family's income is higher if it is the man who continues working rather than the woman. This in the long run translates into lower contributions to social security systems and, at the end of their working lives, they find themselves with lower retirement benefits which will make them more vulnerable and place them at greater risk of poverty and social exclusion.	
Sweden	LO-S	1	Vertical segregation in the labour market	Pay varies a lot between different sectors and industries
Sweden	LO-S	2	"Women's work" is valued less than "men's work"	
Sweden	TCO	1	Gender-segregated labour market where women-dominated professions are valued lower.	
Sweden	TCO	2	Small wage spread in the public sector, where 50 per cent of women work, and the same time as only 10-20 percent of men work there	
Switzerland	SGB/US S	1	Stereotypes	Women seem to be given less value in Switzerland
Switzerland	SGB/US S	2	Motherhood (and potential motherhood)	As family policies in Switzerland are poor, motherhood doesn't help women earn more
Turkey	HAK-İŞ	1	Low participation of female representatives in	

			the collective bargaining process	
Turkey	HAK-İŞ	2	Low rate of unionisation	Gender pay gap is not practiced in unionized companies due to the collective bargaining agreements. The workers earn a minimum wage in most of the sectors regardless of their gender. However, there is a need for a mental transformation in order to ensure gender equality in the country. With the realization of a mental transformation, the barriers between women and men will disappear. The other reason might be the job segregation between women and man. Before, women were home-oriented however with the industrial revolution the role has changed and women suffered from the cheap labour.
UK	TUC	1	Women's work history, linked to caring responsibilities	Government research has identified the main causes of the gender pay gap (see https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/706030/Gender_pay_gap_in_the_UK_evidence_from_the_UKHLS.pdf) This research revealed that the biggest drivers of the gender pay gap in the UK in 2014/2015 concern male-female differentials in labour market history, accounting for 56% of the drivers of the gender pay gap. Researchers found that women earned £0.91 less per hour compared to men because they had fewer years of full-time work in their work history and because they have more years of unpaid care work in their work history compared to men.
UK	TUC	2	Labour market segregation	The same research revealed that labour market segregation, accounting for 48% of the gap, was the second largest factor, if industrial sector (29%) and occupational segregation (19%) are taken together. The next biggest factor concerned unobserved components of the gender pay gap, which includes all observed and unobserved characteristics systematically associated with being female, which accounts for 35% of the drivers behind the pay gap. While the researchers did not definitively say what these observed and unobserved factors are, they are likely to be a combination of discriminatory behaviour against women and ongoing differentials in gendered behaviour between men and women. These factors add up to more than 100% because there are other factors which drive down the gender pay gap. These are that part-time jobs for women are better than part-time jobs for men, that

			women are more likely to work in the public sector and that women's educational attainment is higher.
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Annex: total union membership, percentage of women and women's membership 2008-2019

Country	Confederation	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Andorra	USDA	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Austria	ÖGB	1,272,011	1,247,795	1,238,590	1,220,190	1,211,111	1,205,878	1,203,441	1,198,649	1,198,071	No reply	No reply	1,205,698
Belgium	ABVV / FGTB	1,367,000	1,434,527	1,454,540	1,620,674	1,503,748	1,517,538	1,536,306	1,544,562	1,549,294	1,523,954	1,503,586	1,502,004
Belgium	CGSLB/ACLB	265,000	265,000	265,000	265,000	274,308	289,000	289,692	289,692	293,952	294,268	295,584	296,617
Belgium	ACV / CSC	1,616,145	1,646,733	1,635,579	1,658,188	1,658,188	1,663,845	1,733,233	1,657,513	1,657,513	1,568,719	1,547,161	1,600,000
Bulgaria	CITUB-KNBS	No reply	210,000	220,000	190,000	190,000	190,000	190,000	190,000	195,000	272,000	195,000	No reply
Bulgaria	PODKREPA	153,250	153,350	153,350	153,350	152,750	150,730	150,600	150,560	150,370	150,550	150,270	152,000
Croatia	NHS	NA	NA	NA	NA	113,598	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Croatia	SSSH / UATUC	210,000	211,000	164,732	103,000	103,000	101,000	101,000	No reply	103,000	No reply	94,561	103,000
Cyprus	SEK	No reply	64,945	76,737	No reply	69,657	69,657	57,999	40,400	No reply	No reply	No reply	No reply
Cyprus	DEOK	8,807	9,250	9,500	9,652	9,500	9,500	8,345	7,535	7,326	No reply	54,111	No reply
Cyprus	TURK-SEN	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Czech Rep	CMK OS	503,000	482,000	444,570	409,000	390,000	370,000	350,000	330,000	286,768	297,762	295,555	292,525
Denmark	Akademikernes	No reply	No reply	No reply	144,148	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Denmark	FTF	No reply	No reply	No reply	No reply	No reply	No reply	No reply	450,000	No reply	No reply	No reply	No reply
Denmark	LO-DK	1,300,000	1,300,000	1,300,000	1,000,000	1,122,795	No reply	1,095,420	No reply	1,049,684	822,281	No reply	No reply
Estonia	EAKL	No reply	No reply	35,878	33,031	30,646	30,646	27,700	No reply	No reply	20,326	No reply	19,803
Estonia	TALO	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Finland	AKAVA	No reply	536,792	536,792	No reply	552,813	573,405	580,000	585,000	596,947	No reply	609,239	609,000
Finland	SAK	800,000	800,000	800,000	758,000	758,000	747,284	718,421	705,470	685,064	992,716	929,122	897,870
Finland	STTK	650,300	640,000	623,200	640,000	615,000	388,507	382,277	417,853	356,652	335,488	330,263	325,965
France	CFDT	803,635	808,720	814,636	833,168	851,601	NA	868,601	840,243	No reply	No reply	NA	606,000
France	CFTC	160,300	160,300	140,000	140,000	No reply	160,350	159,380	15,938	No reply	159,500	No reply	No reply

France	CGT	700,000	711,000	735,000	735,000	735,000	688,433	695,390	618,125	676,623	671,488	No reply	No reply
France	FO	800,000	No reply	800,000	800,000	700,000	700,000	700,000	700,000	700,000	No reply	No reply	No reply
France	UNSA	307,000	No reply	307,000	307,000	200,000	No reply	200,000	200,000	No reply	200,000	No reply	No reply
Germany	DGB	No reply	No reply	6,200,000	No reply	6,155,899	6,151,184	6,142,720	6,104,851	6,095,513	6,047,503	5,995,437	5,974,950
Greece	ADEDY	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Greece	GSEE	502,000	NA	498,000	498,000	498,000	NA	NA	No data	No data	NA	NA	NA
Hungary	ASzSz	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Hungary	LIGA	103,000	103,000	103,000	110,000	110,000	112,000	112,000	112,000	104,000	104,000	100,200	100,200
Hungary	MOSz	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Hungary	MSzOSz	No reply	NA	205,000	205,000	185,000	185,000	No reply	No reply	No reply	No reply	No reply	No reply
Hungary	SZEF- ÉSZT	No reply	NA	NA	140,000	125,000	106,345	85,740	74,400	69,000	66,000	58,000	58,000
Iceland	ASÍ	107,856	110,722	112,815	108,597	109,960	108,364	105,906	105,539	106,192	No reply	123,045	132,976
Iceland	BHM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply
Iceland	BSRB	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Ireland	ICTU	No reply	843,637	843,995	798,000	No reply	787,294	778,136	778,136	731,324	731,324	718,179	718,179
Italy	CGIL	5,850,942	5,697,774	5,697,774	5,746,167	5,748,269	5,775,962	5,712,642	5,686,210	5,616,340	5,462,082	5,518,774	5,518,774
Italy	CISL	No reply	No reply	4,507,349	2,640,999	2,125,405	1,993,075	1,720,019	1,415,622	2,340,000	2,340,000	2,340,000	2,340,000
Italy	UIL	1,776,733	2,116,299	2,174,151	2,174,151	2,196,442	2,206,181	2,216,443	2,222,665	1,201,100	1,201,000	1,201,000	1,201,000
Latvia	LBAS	134,422	130,120	110,602	110,602	109,098	100,035	100,155	99,005	97,593	92,063	91,496	91,496
Liechtenstein	LANV	No reply	No reply	No reply	No reply	1,175	1,200	1,081	1,097	1,072	1,021	No reply	No reply
Lithuania	LDF	20,000	20,150	20,150	20,150	13,200	7,500	No reply	No reply	No reply	No reply	No reply	No reply
Lithuania	LPSK / LTUC	100,000	75,000	70,000	60,000	60,000	60,000	60,000	No reply	50,000	50,000	50,000	50,000
Lithuania	LPSS (LDS)	No reply	No reply	No reply	7,200	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Luxembourg	OGBL	No reply	62,732	69,040	69,806	No reply	70,515	No reply	77,567	No reply	42153	No reply	No reply
Luxembourg	LCGB	34,000	35,000	36,000	36,000	36,300	39,970	No reply	No reply	41,963	No reply	No reply	No reply
Macedonia	FTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply	No reply	No reply	No reply
Macedonia	KSS	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply	No reply
Malta	CMTU	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply

Malta	FORUM	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Malta	GWU	No reply	No reply	No reply	No reply	No reply	No reply	No reply	32,000	46,831	No reply	46,800	No reply
Monaco	USM	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	Not aff
Montenegro	CTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	32,000	No reply	No reply	Observer
Montenegro	UFTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	19,200	No reply	No reply	No reply
Netherlands	CNV	333,900	No reply	No reply	330,000	332,000	295,000	290,340	280,000	285,188	269,463	No reply	259,288
Netherlands	FNV	1,192,951	1,368,000	1,373,400	1,378,000	1,365,000	No reply	No reply	1,100,000	1,111,500	875,407	853,885	838,750
Netherlands	VCP	No reply	140,000	No reply	No reply	130,000	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Norway	LO-N	822,629	865,392	865,000	871,360	877,197	893,447	897,000	909,552	913,732	917,122	925,605	932,984
Norway	YS	206,000	216,000	217,141	217,600	219,000	226,624	220,944	222,038	216,000	349,249	360,000	360,000
Norway	UNIO	268,218	NA	226,915	No reply	295,626	300,486	No reply	No reply	No reply	215,591	217,724	222,932
Poland	FZZ	Not aff	Not aff	Not aff	Not aff	No reply	300 000	No reply	300,000	300000	No reply	No reply	No reply
Poland	NSZZ-Solidarność	No reply	680,334	700,000	667,572	641,507	667,572	667,572	586,909	577,066	565,064	565,064	543,587
Poland	OPZZ	No reply	NA	318,000	No reply	320,000	No reply	No reply	No reply	No reply	No reply	No reply	NA
Portugal	CGTP	683,250	653,000	653,000	653,000	No reply	555,500	555,500	555,000	No reply	No reply	No reply	No reply
Portugal	UGT-P	510,000	510,000	510,000	505,000	505,000	505,000	505,000	505,000	505,000	350,000	350,000	No reply
Romania	BNS	No reply	No reply	No reply	150,000	150,000	150,000	No reply	150,000	No reply	No reply	No reply	No reply
Romania	CARTEL ALFA	1,000,000	1,000,000	No reply	No reply	1,000,000	501,000	No reply	No reply	No reply	No reply	No reply	No reply
Romania	CNSLR-Fratia	No reply	800,000	800,000	No reply	400,000	No reply	400,000	No reply	400,000	No reply	No reply	No reply
Romania	CSDR	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
San Marino	CDLS	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
San Marino	CSdl	No reply	No reply	No reply	No reply	No reply	5,700	No reply	No reply	No reply	No reply	No reply	No reply
Serbia	CATUS	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply	No reply	No reply	No reply
Serbia	Nezavisnost	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	124,000	120,000	No reply	114,000
Slovakia	KOZ SR	337,600	319,600	319,600	296,400	273,755	No reply	260,780	262,304	230,832	No reply	No reply	No reply
Slovenia	ZSSS	281,465	NA	250,000	250,000	200,000	No reply	170,000	153,000	153,000	151,000	150,000	130,000
Spain	CCOO	1,001,000	1,001,000	1,200,200	1,157,800	1,131,538	1,057,731	976,354	929,874	906,287	907,984	928,292	934,809
Spain	ELA	No reply	110,054	115,000	108,307	107,645	103,774	No reply	No reply	98,319	No reply	No reply	100,333

Spain	UGT-E	887,009	810,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000
Spain	USO	No reply	81,090	121,760	122,856	122,760	119,548	No reply	112,535	No reply	112,212	118,864	120,545
Sweden	LO-S	1,473,583	1,404,865	1,384,879	1,346,756	1,315,839	1,502,285	1,487,000	1,465,511	1,456,000	1,448,492	1,442,355	1,442,000
Sweden	SACO	580,000	586,000	610,000	617,738	633,975	633,975	479,417	487,928	499,111	No reply	No reply	No reply
Sweden	TCO	974,959	1,175,276	958,745	962,629	698,866	1,230,000	1,200,000	1,318,090	1,348,651	1,083,201	1,085,559	1,096,460
Switzerland	SGB	384,816	No reply	No reply	377,327	372,082	368,762	366,811	366,844	363,341	361,108	357,751	353,246
Switzerland	Travail Suisse	No reply	No reply	No reply	No reply	170,000	No reply	No reply	No reply	150,000	150,000	No reply	No reply
Turkey	DISK	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply
Turkey	HAK-İŞ	No reply	No reply	441,917	550,000	550,000	163,134	197,897	300,156	438,272	497,505	617,944	686,787
Turkey	KESK	No reply	20,000	No reply	No reply	No reply	240,304	No reply	No reply	No reply	No reply	No reply	No reply
Turkey	TURK-IS	700,000	820,000	250,000	No reply	250,000	300,000	300,000	300,000	300,000	300,000	No reply	No reply
UK	TUC	6,500,000	6,500,000	6,200,992	6,135,126	6,056,861	5,977,543	5,855,271	5,814,836	5,766,187	5,659,996	5,552,259	5,522,739
Totals	88	37,682,78 1	38,936,45 7	50,799,52 9	41,321,54 4	47,714,11 4	43,237,78 3	43,792,53 3	43,650,20 9	43,080,87 8	38,659,59 2	36,652,68 5	38,334,51 7

Country	Confederation	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Andorra	USDA	NA	NA	NA	NA	NA	NA	NA	NA				
Austria	ÖGB	33.3%	34.1%	34.0%	34.4%	34.6%	34.7%	34.9%	35.1%	35.3%			35.9%
Belgium	ABVV / FGVB	42.0%	43.0%	43.0%	43.0%	43.4%	43.4%	43.5%	45.2%	44.9%	44.0%	44.0%	44.4%
Belgium	CGSLB/ACLVB	42.0%	42.0%	42.0%	43.2%	43.3%	43.5%	43.7%	43.7%	43.9%	44.1%	44.2%	44.3%
Belgium	ACV / CSC	43.0%	45.0%	45.0%	45.0%	45.6%	46.6%	45.6%	46.5%	46.5%	46.7%	47.0%	46.9%
Bulgaria	CITUB-KNBS	NA	48.0%	48.0%	48.0%	48.0%	48.0%	48.0%	48.0%	45.0%	48.0%	51.0%	
Bulgaria	PODKREPA	42.0%	46.0%	42.6%	44.0%	48.7%	46.5%	47.0%	48.0%	49.0%	50.0%	49.0%	48.0%
Croatia	NHS	NA	NA	NA	NA	49.0%	NA	NA	NA				
Croatia	SSSH / UATUC	48.0%	NA	48.0%	45.0%	NA	NA	NA	NA	42.00%		40.0%	40.0%
Cyprus	SEK	NA	37.4%	37.2%	NA	27.2%	27.2%	38.0%	45.8%				
Cyprus	DEOK	13.3%	24.7%	13.5%	13.8%	13.7%	13.7%	13.7%	12.5%	12.6%		39.7%	
Cyprus	TURK-SEN	NA	NA	NA	NA	NA	NA	NA	NA				
Czech Rep	CMK OS	44.0%	45.5%	45.5%	45.5%	45.5%	46.0%	46.0%	45.0%	45.0%	43.0%	41.0%	37.8%
Denmark	Akademikerne	NA	NA	NA	53.2%	NA	NA	NA	NA				
Denmark	FTF	NA	NA	NA	NA	NA	NA	NA	68.0%				
Denmark	LO-DK	49.0%	49.0%	49.0%	49.0%	49.2%	NA	49.1%	NA	50.0%	49.7%		
Estonia	EAKL	NA	NA	59.3%	59.9%	54.4%	54.4%	62.0%	NA		53.6%		53.1%
Estonia	TALO	NA	NA	NA	NA	NA	NA	NA	NA				
Finland	AKAVA	NA	50.1%	50.1%	NA	51.0%	52.0%	52.0%	52.0%	52.7%		54.5%	52.0%
Finland	SAK	46.0%	46.0%	46.0%	47.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.1%	45.8%	45.6%
Finland	STTK	68.0%	70.0%	70.0%	67.0%	74.0%	75.0%	75.0%	75.0%	74.9%	75.9%	77.2%	77.4%
France	CFDT	45.0%	45.0%	45.8%	47.0%	47.0%	NA	47.0%	48.0%			49.7%	50.0%
France	CFTC	39.0%	39.0%	50.0%	50.0%	NA	40.0%	42.0%	42.0%		44.0%		
France	CGT	28.0%	32.0%	34.0%	34.8%	35.0%	36.0%	37.0%	37.0%	37.2%	37.5%		
France	FO	45.0%	NA	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%			
France	UNSA	NA	NA	NA	NA	NA	NA	NA	NA		na		
Germany	DGB	NA	NA	30.0%	NA	32.5%	32.7%	33.0%	33.0%	33.3%	33.6%	33.7%	33.7%

Greece	ADEDY	NA	NA	NA	NA	NA	NA	NA	NA				
Greece	GSEE	NA	NA	NA	NA	NA	NA	NA	NA	No data	na		Na
Hungary	ASzSz	NA	NA	NA	NA	NA	NA	NA	NA				
Hungary	LIGA	35-40%	30.0%	NA	32.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
Hungary	MOSz	NA	NA	NA	NA	NA	NA	NA	NA				
Hungary	MSzOSz	NA	NA	NA	47.0%	35.0%	35.0%	NA	NA				
Hungary	SZEF- ÉSZT	NA	NA	NA	60.0%	NA	NA	NA	NA	No data	na	na	na
Iceland	ASÍ	45.0%	45.0%	45.0%	47.0%	47.0%	46.0%	47.0%	47.0%	47.0%		46.0%	45.0%
Iceland	BHM												
Iceland	BSRB	NA	NA	NA	NA	NA	NA	NA	NA				
Ireland	ICTU	NA	49.0%	48.9%	51.0%	NA	53.0%	52.0%	52.4%	54.00%	54.0%	54.6%	54.0%
Italy	CGIL	45.0%	50.0%	50.0%	49.4%	48.5%	46.5%	47.0%	46.9%	47.8%	47.8%	48.1%	48.1%
Italy	CISL	NA	NA	51.0%	NA	47.2%	47.0%	47.5%	47.5%	47.4%	48.1%	48.4%	48.0%
Italy	UIL	40.0%	35.0%	44.0%	44.0%	40.0%	40.0%	40.3%	40.6%	41.0%	41.1%	41.0%	41.0%
Latvia	LBAS	62.6%	68.0%	64.0%	64.0%	62.2%	65.0%	65.0%	71.5%	66.0%	60.0%	61.0%	61.0%
Liechtenstein	LANV	NA	NA	NA	NA	29.8%	30.7%	32.7%	33.9%	34.3%	38.0%		
Lithuania	LDF	60.0%	58.0%	58.0%	58.0%	63.0%	60.0%	NA	NA				
Lithuania	LPSK / LTUC	61.5%	58.0%	58.0%	57.0%	57.0%	57.0%	58.0%	NA	58.0%	58.0%	58.0%	58.0%
Lithuania	LPSS (LDS)	NA	NA	NA	47.0%	NA	NA	NA	NA				
Luxembourg	OGBL	33.9%	34.0%	32.7%	32.9%	NA	32.9%	NA	36.0%		31.3%		
Luxembourg	LCGB	33.0%	31.0%	29.5%	30.0%	30.0%	32.0%	NA	NA	31.4%			
Macedonia	FTUM												
Macedonia	KSS												
Malta	CMTU	NA	NA	NA	NA	NA	NA	NA	NA				
Malta	FORUM	NA	NA	NA	NA	NA	NA	NA	NA				
Malta	GWU	NA	NA	NA	NA	NA	NA	NA	18.0%	20.0%		20.00 %	
Monaco	USM	NA	NA	NA	NA	NA	NA	NA	NA				Not aff

Montenegro	CTUM									No data			Observer
Montenegro	UFTUM									53.3%			
Netherlands	CNV	29.7%	NA	NA	31.0%	33.0%	34.5%	35.2%	36.4%	37.5%	38.3%		39.8%
Netherlands	FNV	32.0%	36.3%	36.9%	37.5%	38.0%	NA	NA	36.5%	36.6%	34.7%	34.9%	35.1%
Netherlands	VCP	NA	NA	NA	NA	NA	NA	NA	NA				
Norway	LO-N	49.7%	50.1%	51.0%	51.1%	51.3%	51.5%	51.6%	51.7%	52.0%	52.3%	52.2%	52.2%
Norway	YS	56.0%	56.0%	56.8%	55.8%	55.6%	55.0%	56.7%	55.5%	57.0%	75.0%	70.0%	75.0%
Norway	UNIO	72.2%	NA	75.4%	NA	75.8%	76.0%	NA	NA		57.5%	57.2%	57.1%
Poland	FZZ	NA	NA	NA	NA	NA	NA	NA	NA	No data			
Poland	NSZZ-Solidarność	NA	37.0%	38.0%	37.7%	38.1%	37.7%	37.7%	41.0%	41.0%	39.5%	39.5%	40.0%
Poland	OPZZ	NA	NA	48.0%	NA	NA	NA	NA	NA				Na
Portugal	CGTP	NA	NA	53.0%	53.0%	NA	52.4%	52.4%	52.4%				
Portugal	UGT-P	48.0%	48.0%	46.0%	45.7%	45.7%	45.7%	45.7%	45.0%	45.0%	na	45.0%	
Romania	BNS	NA	NA	NA	40.0%	40.0%	40.0%	NA	40.0%				
Romania	CARTEL ALFA	48.0%	48.0%	NA	NA	40.0%	40.0%	NA	NA				
Romania	CNSLR-Fratia	NA	44.0%	44.0%	NA	47.0%	NA	47.0%	NA	47.0%			
Romania	CSDR	NA	NA	NA	NA	NA	NA	NA	NA				
San Marino	CDLS	NA	NA	NA	NA	NA	NA	NA	NA				
San Marino	CSdl	NA	NA	NA	NA	NA	40.0%	NA	NA				
Serbia	CATUS												
Serbia	Nezavisnost									40.0%	na		40.0%
Slovakia	KOZ SR	40.9%	41.9%	41.9%	43.6%	44.8%	NA	46.8%	43.8%	No data			
Slovenia	ZSSS	46.5%	50.5%	44.8%	NA	43.3%	NA	43.5%	43.6%	43.6%	43.9%	44.2%	44.1%
Spain	CCOO	36.6%	37.5%	38.3%	38.9%	39.2%	39.3%	39.6%	40.6%	41.5%	43.0%	44.0%	44.6%
Spain	ELA	NA	37.4%	38.1%	38.8%	39.5%	40.7%	NA	NA	41.2%			45.2%
Spain	UGT-E	33.4%	33.7%	33.3%	35.7%	33.4%	33.4%	36.1%	36.2%	36.3%	36.8%	36.8%	36.8%
Spain	USO	25.0%	34.5%	36.0%	36.3%	36.1%	36.2%	NA	37.0%		39.0%	40.0%	40.0%
Sweden	LO-S	47.0%	48.0%	48.0%	52.1%	47.8%	46.3%	46.0%	47.0%	47.0%	46.0%	46.0%	47.0%

Sweden	SACO	52.0%	52.0%	52.0%	52.6%	52.4%	52.0%	53.0%	54.0%	54.3%			
Sweden	TCO	62.3%	62.2%	61.9%	61.9%	61.6%	61.0%	61.0%	60.0%	60.0%	59.1%	59.0%	58.8%
Switzerland	SGB	24.1%	NA	NA	26.8%	27.3%	28.0%	28.5%	28.9%	29.3%	29.5%	29.6%	29.7%
Switzerland	Travail Suisse	NA	NA	NA	58.0%	38.0%	NA	NA	NA	No data	na		
Turkey	DISK	NA	NA	NA	NA	NA	NA	NA	NA				
Turkey	HAK-İŞ	NA	NA	10.0%	12.6%	10.6%	10.2%	11.1%	18.1%	23.3%	23.5%	25.0%	30.0%
Turkey	KESK	NA	42.0%	NA	NA	NA	42.6%	NA	NA				
Turkey	TURK-IS	10.0%	12.8%	11.0%	NA	11.0%	13.0%	13.0%	13.0%	13.0%	13.0%		
UK	TUC	44.0%	41.0%	46.0%	47.0%	47.7%	49.0%	51.0%	48.0%	49.8%	50.9%	52.0%	51.9%
Totals	88	43.1%	43.7%	44.5%	44.9%	43.1%	43.6%	44.2%	43.3%	43.4%	45.2%	46.2%	46.6%

Country	Confederation	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Andorra	USDA												
Austria	ÖGB	423,580	425,498	421,121	419,745	419,044	418,440	420,001	420,726	422,919			432,323
Belgium	ABVV / FGTVB	574,140	616,847	625,452	696,890	652,627	658,611	668,293	698,142	695,633	674,724	667,472	667,338
Belgium	CGSLB/ACLB	111,300	111,300	111,300	114,480	118,775	125,715	126,595	126,595	128,957	129,772	130,648	131,401
Belgium	ACV / CSC	694,942	741,030	736,011	746,185	756,134	775,352	790,354	770,744	770,246	732,278	727,166	750,080
Bulgaria	CITUB-KNBS		100,800	105,600	91,200	91,200	91,200	91,200	91,200	87,750	130,560	99,450	
Bulgaria	PODKREPA	64,365	70,541	65,327	67,474	74,389	70,089	70,782	72,269	73,700	76,000	73,440	72,460
Croatia	NHS					55,663							
Croatia	SSSH / UATUC	100,800		79,071	46,350					43,260		37,824	41,200
Cyprus	SEK		24,289	28,546		18,947	18,947	22,040	18,503				
Cyprus	DEOK	1,171	2,285	1,283	1,332	1,302	1,302	1,143	942	922		21,488	
Cyprus	TURK-SEN												
Czech Rep	CMK OS	221,320	219,310	202,279	186,095	177,450	170,200	161,000	148,500	129,046	128,038	121,178	110,604
Denmark	Akademikernes				76,687								
Denmark	FTF								306,000				
Denmark	LO-DK	637,000	637,000	637,000	490,000	552,415		537,851		524,842	408,479		
Estonia	EAKL			21,276	19,786	16,671	16,671	17,174			10,923		10,511
Estonia	TALO												
Finland	AKAVA		268,933	268,933		281,935	298,171	301,600	304,200	314,591		332,035	316,680
Finland	SAK	368,000	368,000	368,000	356,260	348,680	343,751	330,474	324,516	315,129	467,503	425,746	409,769
Finland	STTK	442,204	448,000	436,240	428,800	455,100	291,380	286,708	313,390	267,132	254,635	254,963	252,297
France	CFDT	361,636	363,924	373,103	391,589	400,252		408,242	403,317				303,000
France	CFTC	62,517	62,517	70,000	70,000		64,140	66,940	6,694		70,180		
France	CGT	196,000	227,520	249,900	255,780	257,250	247,836	257,294	228,706	251,704	251,808		
France	FO	360,000		360,000	360,000	315,000	315,000	315,000	315,000	315,000			
France	UNSA										na		

Germany	DGB			1,860,000		2,000,667	2,011,437	2,027,098	2,014,601	2,032,569	2,029,777	2,019,701	2,015,794
Greece	ADEDY												
Greece	GSEE										na	NA	NA
Hungary	ASzSz												
Hungary	LIGA		30,900		35,200	44,000	44,800	44,800	44,800	41,600	41,600	40,080	40,080
Hungary	MOSz												
Hungary	MSzOSz				96,350	64,750	64,750						
Hungary	SZEF- ÉSZT				84,000						na	NA	NA
Iceland	ASÍ	48,535	49,825	50,767	51,041	51,681	49,847	49,776	49,603	49,596		56,403	59,839
Iceland	BSRB												
Iceland	BHM												
Ireland	ICTU		413,382	412,714	406,980		417,266	404,631	407,743	393,944	393,944	392,035	388,075
Italy	CGIL	2,632,924	2,848,887	2,848,887	2,838,606	2,787,910	2,685,822	2,684,942	2,666,832	2,682,364	2,610,329	2,653,978	2,653,978
Italy	CISL			2,298,748		1,003,191	936,745	817,009	672,420	1,109,862	1,126,476	1,132,560	1,122,264
Italy	UIL	710,693	740,705	956,626	956,626	878,577	882,472	893,227	902,402	492,451	493,611	492,410	492,410
Latvia	LBAS	84,148	88,482	70,785	70,785	67,859	65,023	65,101	70,789	64,411	55,238	55,813	55,813
Liechtenstein	LANV					350	368	353	372	368	388		
Lithuania	LDF	12,000	11,687	11,687	11,687	8,316	4,500						
Lithuania	LPSK / LTUC	61,500	43,500	40,600	34,200	34,200	34,200	34,800		29,000	29,000	29,000	29,000
Lithuania	LPSS (LDS)				3,384								
Luxembourg	OGBL		21,329	22,576	22,966		23,199		27,924		13,178		
Luxembourg	LCGB	11,220	10,850	10,620	10,800	10,890	12,790			13,176			
Macedonia	FTUM												
Macedonia	KSS												
Malta	CMTU												
Malta	FORUM												
Malta	GWU								5,760	9,347		9,400	
Monaco	USM												Not aff

Montenegro	CTUM												Observer
Montenegro	UFTUM									10,241			
Netherlands	CNV	99,102			102,300	109,560	101,775	102,200	101,920	106,946	103,204		103,152
Netherlands	FNV	381,744	496,584	507,059	516,750	518,700			401,500	406,809	303,591	297,794	294,448
Netherlands	VCP												
Norway	LO-N	408,847	433,561	441,150	445,265	450,002	460,125	462,852	470,238	475,511	480,036	483,277	487,088
Norway	YS	115,360	120,960	123,336	121,421	121,764	124,643	125,275	123,231	123,120	261,937	252,000	270,000
Norway	UNIO	193,653		171,094		224,085	228,369				123,965	124,538	127,294
Poland	FZZ												
Poland	NSZZ-Solidarność		251,724	266,000	251,675	244,414	251,675	251,675	240,633	236,597	200,598	223,200	217,435
Poland	OPZZ			152,640									NA
Portugal	CGTP			346,090	346,090		291,082	291,082	290,820				
Portugal	UGT-P	244,800	244,800	234,600	230,785	230,785	230,785	230,785	227,250	227,250		157,500	
Romania	BNS				60,000	60,000	60,000		60,000				
Romania	CARTEL ALFA	480,000	480,000			400,000	200,400						
Romania	CNSLR-Fratia		352,000	352,000		188,000		188,000		175,000			
Romania	CSDR												
San Marino	CDLS												
San Marino	CSdl						2,280						
Serbia	CATUS												
Serbia	Nezavisnost									49,600	na		45,600
Slovakia	KOZ SR	138,078	133,912	133,912	129,230	122,642		122,045	114,889				
Slovenia	ZSSS	130,881		112,000		86,600		73,950	66,708	66,739	66,304	66,225	57,382
Spain	CCOO	366,366	375,375	459,677	450,384	443,563	415,688	386,636	377,529	375,928	390,433	408,448	416,551
Spain	ELA		41,160	43,815	42,023	42,520	42,236			40,509			45,331
Spain	UGT-E	296,261	272,970	293,040	314,160	293,920	293,920	317,680	318,560	319,264	324,104	324,104	324,104
Spain	USO		27,976	43,834	44,597	44,316	43,276		41,638		43,763	47,546	48,218
Sweden	LO-S	692,584	674,335	664,742	701,660	628,971	695,558	684,020	688,790	684,320	666,306	663,483	677,740

Sweden	SACO	301,600	304,720	317,200	324,930	332,203	329,667	254,091	263,481	270,761			
Sweden	TCO	607,399	731,022	593,463	595,867	430,501	750,300	732,000	790,854	809,191	640,172	640,647	644,982
Switzerland	SGB	92,741			101,124	101,578	103,253	104,541	106,018	106,523	106,564	105,828	104,893
Switzerland	Travail Suisse					64,600					na		
Turkey	DISK												
Turkey	HAK-İŞ			44,192	69,300	58,300	16,640	21,967	54,328	102,202	115,526	154,486	206,036
Turkey	KESK		8,400				102,370						
Turkey	TURK-IS	70,000	104,960	27,500		27,500	39,000	39,000	39,000	33,000	33,000		
UK	TUC	2,860,000	2,665,000	2,852,456	2,883,509	2,889,123	2,928,996	2,986,188	2,791,121	2,668,820	2,880,080	2,861,791	2,866,824
Totals	88	15,659,41 2	16,666,79 9	21,924,25 2	17,172,34 8	20,058,87 4	18,852,06 5	19,268,41 4	18,981,19 9	18,547,85 0	16,868,02 4	16,583,65 8	17,291,99 5