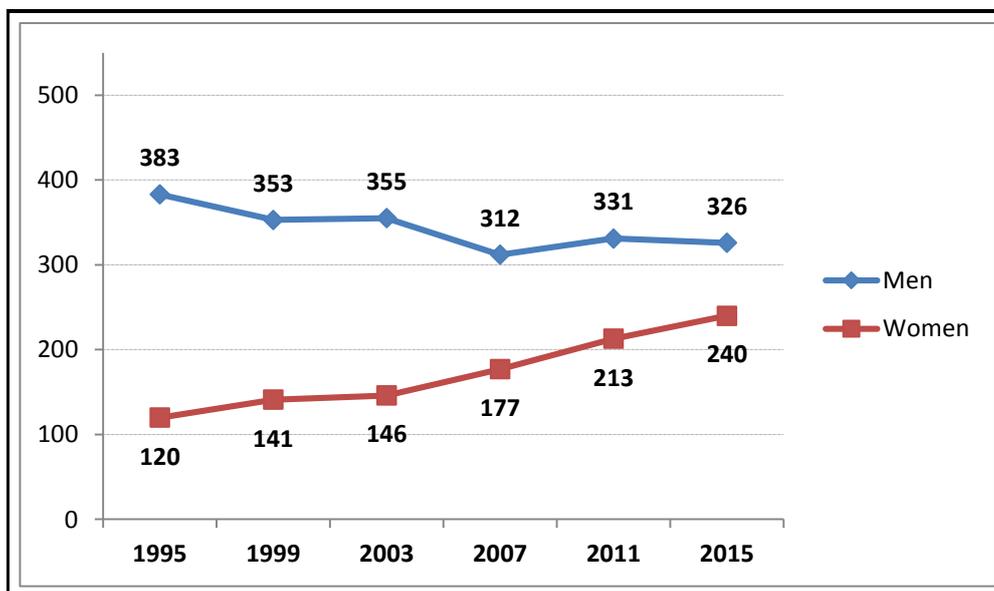


## REPRESENTATION OF WOMEN AMONGST DELEGATES AT 13<sup>TH</sup> ETUC CONGRESS (2015)

### 1. General trends regarding presence of women among delegates at ETUC Congresses in 1995, 1999, 2003, 2007, 2011 and 2015\*.

YEAR	TOTAL DELEGATES (CONFEDERATIONS+ETUFs)**	N° WOMEN DELEGATES	% WOMEN DELEGATES
1995	503	120	24 %
1999	494	141	29 %
2003	501	146	29 %
2007	489	177	37 %
2011	544	213	40%
<b>2015</b>	<b>566</b>	<b>240</b>	<b>42%</b>

• Figure1: Gender breakdown at ETUC Congresses (1995 – 2015)



\* Figures for 2015 Congress are based on those registered as delegates on 27 September 2015 and consists of delegates and deputy delegates.

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

## 1.1 National Confederations

- **Table 1: Gender parity (50%) among delegates of national confederations**

Year	Number	Confederations
1999	5	CITUB, PODKREPA, STTK, LCG-B, AF
2003	9	SAK, STTK, ICTU, LCGB, FNV, CSDR, LO-S, TCO, KESK
2007	18	LO-N, CNSLR-FRATIA, CC.OO, ELA, KESK, LCGB, CGT-L, YS, LPS, ASI, SZEf, MOSz, TALO, EAKL, CMKOS, AC, SEK, CGSLB
2011	24	FGTB, SSSH, AC, CGT, FO, UNSA, MSzOSz, SZEf, LBAS, LANV, YS, NSZZ Solidarnosc, CNSLR-FRATIA, BNS, ELA, USO, LO-S, HAK-IS, KESK, TURK-IS, CMTU, LO-N, DEOK
2015	22	NHS, DEOK, FTF, EAKL, UNSA, CGT, GSEE, MOSz, MaSZSZ, CISL, LBAS, LANV, CNV, VCP, YS, NSZZ Solidarnosc, OPZZ, CNSLR-FRATIA, ZSSS, ELA, LO-S, KESK

- **Table 2: National confederations not complying with 1/3 rule (art. 9 ETUC Constitution<sup>1</sup>)**

Year	Number	Confederations
2011	16	NHS, BSRB, LPSS (LDS), SACO, LIGA, UGT-P, CNS CARTEL ALFA, CISL, CITUB, FTF, GSEE, CNV, Travail Suisse, UNSA, SGB
2015	10	CSC, BSRB, LDS (LPSS), ICTU, CGTP-IN, CITUB, USO, Travail Suisse, HAK-IŞ, TÜRK-IŞ

<sup>1</sup> All delegations must ensure that their delegations reflect the gender composition of their affiliates. In any event, at least one third of each delegation should be either women or men

- **Table 3: No women delegates in national confederations**

Year	Number	Confederations
1999	20	TURK-SEN, FTF, ADEDY, GSEE, MszOSz, SZEf, BSRB, CGT-L, GWU, CMTU, UNIE-MHP, BNS, CNSLR-FRATIA, CDLS, CSDL, VSA, TURK-IS, DISK, HAK-IS, KESK
2003	30	CITUB, PODKREPA, TURK-SEN, SEK, FTF, TALO, UNSA, CFTC, GSEE, ADEDY, MOSz, ASZSZ, ESZT, ASI, CISL, LDF, LPSK-LTUC, CGT-L, GWU, CMTU, CNV, UNIE-MHP, CNSLR-FRATIA, CARTEL ALFA, CDLS, CSdL, ZSSS, TURK-IS, DISK, HAK-IS
2007	19	TURK-SEN, UNSA, ADEDY, MSZOSZ, BSRB, LANV, MHP, CSDR, CDLS, CSdL, KOZ-SR, SGB, HAK-IS, TURK-IS, LDF, LPSK, GWU, CMTU, USM
2011	11	USDA, CSDR, CDLS, ASZSZ, ESZT, TURK-SEN, CFTC, ADEDY, MHP, ZSSS, DISK
2015	11	SEK, TURK-SEN, CFTC, ESZT, SZEf, CMTU, USM, CSDR, CDLS, CSdL, NEZAVISNOST

➤ **Conclusions for national confederations**

Good progress has been made by a good number of individual confederations, and backlash trends are this year quite limited. Some of the confederations with no women in their delegations or not complying with ETUC Constitution provision are generally very small unions.

The steady increased rate in the representation of women at Congress (42% of total delegates) can be seen as a very encouraging progress matching the objective enshrined in the ETUC Charter of Gender mainstreaming (Art.6 point 3: "Affiliates will take the need for gender parity into account, when sending representatives to the Executive Committee and the next Congress (...) Delegations to Congress should be gender-balanced, as a very minimum in proportion to the female membership of the organisation"). This result also mirrors general representation of ETUC membership which is about 45%.

## 1.2 European Trade Union Federations

- **Table 4: Gender parity (50%) among delegates of European Trade Union Federations**

Year	Number	Federations
1999	0	None
2003	2	EEA, EPSU
2007	2	ETUCE, ETUF:TCL
2011	0	None
2015	3	EFFAT, ETUCE, EuroCop

- **Table 5: European Trade Union Federations not complying with 1/3 rule (art.9 ETUC Constitution)**

Year	Number	Federations
2011	3	EFBWW, EMCEF, EMF
2015	1	Industrial

- **Table 6: No women delegates in European Trade Union Federations**

Year	Number	Federations
1999	4	EEA, EFA, EFBWW, EFJ
2003	0	None
2007	0	EAEA, EFBWW, EUROCOP
2011	0	None
2015	1	EFBWW

### ➤ **Conclusions for ETUFs**

Even though the number of women delegates, with respect to the last Congress, is almost the same (from 33 in 2011 to the actual 34), we can see an overall increase of the percentage of female delegates within the ETUFs (from 34% in 2011 to 37,7% in the last Congress). This has been possible thanks to the substantial decline in the number of federations with a female presence below the limit of 30%.

## 2. Statistics on Speakers

- **Statistics on Speakers at 13th ETUC Congress (Paris 2015)**

<b>Subject</b>	<b>Total Speakers</b>	<b>Women Speakers</b>	<b>Percentage</b>
ETUC Constitution	5	2	<b>40%</b>
Activity Report	5	1	<b>20%</b>
Pillar I “A strong economy for all working people”	25	7	<b>28%</b>
Pillar II “Stronger unions for democratic values and democracy at Work”	22	12	<b>54,5%</b>
Pillar III “A core of ambitious social standards”	29	13	<b>45%</b>
Interactive sessions	8	4	<b>50%</b>
Panels	22	7	<b>32%</b>
Resolution on Gender Balance	7	6	<b>86%</b>
Emergency Resolutions	19	9	<b>47%</b>
<b>Overall</b>	<b>142</b>	<b>61</b>	<b>43%</b>

- Gender breakdown of national confederations delegates at 13<sup>th</sup> ETUC Congress

Country	National Confederations	N° male delegates	N° women delegates	Total delegates	% women
Andorra	USDA	0	0	0	Not registered
Austria	ÖGB	7	4	11	36%
Belgium	CGSLB	3	2	5	40%
	CSC	10	3	13	23%
	FGTB	7	5	12	42%
Bulgaria	CITUB	3	1	4	25%
	PODKREPA	2	1	3	33%
Croatia	NHS	2	2	4	50%
	SSSH-UATUC	2	1	3	33%
Cyprus	DEOK	1	1	2	50%
	SEK	2	0	2	0
	TURK-SEN	2	0	2	0
Czech Republic	CMKOS	2	3	5	60%
Denmark	AC	1	2	3	67%
	FTF	2	2	4	50%
	LO-DK	5	4	9	44%
Estonia	EAKL	1	1	2	50%
	TALO	0	0	0	Not registered
Finland	AKAVA	2	1	3	33%
	SAK	3	5	8	62%
	STTK	3	2	5	40%
France	CFDT	4	4	9	44%
	UNSA	2	2	4	50%
	CFTC	4	0	4	0
	CGT	4	4	8	50%
	FO	3	4	7	57%
Germany	DGB	21	16	37	43%
Greece	ADEDY	2	1	3	33%
	GSEE	2	2	4	50%
Hungary	ESZT	2	0	2	0
	LIGA	1	2	3	67%
	MaSZSZ	2	2	4	50%
	MOSz	1	1	2	50%
	SZEF	1	0	1	0
Iceland	ASI	2	1	3	33%
	BSRB	0	2	2	100%
Ireland	ICTU	5	2	7	28%
Italy	CGIL	12	11	23	48%
	CISL	6	6	12	50%
	UIL	6	5	11	45%

Latvia	<b>LBAS</b>	1	1	2	<b>50%</b>
Liechtenstein	<b>LANV</b>	1	1	2	<b>50%</b>
Lithuania	<b>LDF</b>	0	0	0	Not registered
	<b>LDS (LPSS)</b>	0	1	1	<b>100%</b>
	<b>LTUC (LPSK)</b>	0	1	0	Not registered
Luxembourg	<b>LCGB</b>	2	1	3	<b>33%</b>
	<b>OGBL</b>	2	1	3	<b>33%</b>
Macedonia (FYROM)	<b>FTUM (SSM)</b>	1	0	0	Not registered
Malta	<b>CMTU</b>	1	0	1	<b>0</b>
	<b>GWU</b>	0	0	0	Not registered
	<b>FOR.U.M.</b>	0	0	0	Not registered
Montenegro	<b>USM</b>	0	0	1	Not registered
	<b>CTUM</b>	0	0	0	Not registered
	<b>UFTUM</b>	0	0	0	Not registered
Netherlands	<b>CNV</b>	2	2	4	<b>50%</b>
	<b>FNV</b>	6	5	11	<b>45%</b>
	<b>VCP</b>	1	1	2	<b>50%</b>
Norway	<b>LO-N</b>	4	5	11	<b>55%</b>
	<b>UNIO</b>	3	2	5	<b>40%</b>
	<b>YS</b>	2	2	4	<b>50%</b>
Poland	<b>FZZ</b>	4	0	0	Not registered
	<b>NSZZ Solidarnosc</b>	3	3	6	<b>50%</b>
	<b>OPZZ</b>	2	2	4	<b>50%</b>
Portugal	<b>CGTP-IN</b>	5	2	7	<b>28%</b>
	<b>UGT-P</b>	2	3	5	<b>60%</b>
Romania	<b>BNS</b>	0	0	0	Not registered
	<b>CNS « CARTEL ALFA »</b>	0	0	0	Not registered
	<b>CNLR-FRATIA</b>	2	2	4	<b>50%</b>
	<b>CSDR</b>	3	0	3	<b>0</b>
San Marino	<b>CDLS</b>	2	0	2	<b>0</b>
	<b>CSdL</b>	2	0	2	<b>0</b>
Serbia	<b>CATUS</b>	2	1	3	<b>33%</b>
	<b>NEZAVISNOST</b>	1	0	1	<b>0</b>
Slovakia	<b>KOZ SR</b>	2	1	3	<b>33%</b>
Slovenia	<b>ZSSS</b>	2	2	4	<b>50%</b>
Spain	<b>CCOO</b>	7	4	11	<b>36%</b>
	<b>ELA</b>	2	2	4	<b>50%</b>
	<b>UGT-E</b>	6	3	9	<b>33%</b>
	<b>USO</b>	3	1	4	<b>25%</b>
Sweden	<b>LO-S</b>	6	6	12	<b>50%</b>

	<b>SACO</b>	2	3	5	<b>60%</b>
	<b>TCO</b>	7	4	11	<b>36%</b>
Switzerland	<b>SGB</b>	3	2	5	<b>40%</b>
	<b>Travail Suisse</b>	3	1	4	<b>25%</b>
Turkey	<b>DISK</b>	2	1	3	<b>33%</b>
	<b>HAK-IŞ</b>	3	1	4	<b>25%</b>
	<b>KESK</b>	1	1	2	<b>50%</b>
	<b>TÜRK-IŞ</b>	4	1	5	<b>20%</b>
United Kingdom	<b>TUC</b>	5	6	11	<b>54%</b>

- **Gender breakdown of ETUFs delegates at 13<sup>th</sup> ETUC Congress**

<b>ETUF</b>	<b>N° male delegates</b>	<b>N° women delegates</b>	<b>Total delegates</b>	<b>% women</b>
<b>EAEA</b>	0	0	0	Not registered
<b>EFBWW</b>	3	0	3	<b>0</b>
<b>EFFAT</b>	3	3	6	<b>50%</b>
<b>EFJ</b>	0	0	0	Not registered
<b>IndustriAll</b>	14	1	15	<b>7%</b>
<b>EPSU</b>	10	11	21	<b>52%</b>
<b>ETF</b>	9	4	13	<b>31%</b>
<b>ETUCE</b>	5	5	10	<b>50%</b>
<b>EuroCop</b>	1	1	2	<b>50%</b>
<b>UNI-Europa</b>	11	9	20	<b>40%</b>