

ETUC 8th March Survey 2014

- 7th edition -

Content outline

	Executive Summary.....	p. 2
	Background and objectives of the survey	p. 4
	General overview: Who replied to this year's survey.....	p.5
<u>Section I</u>	Trends of female membership in national trade union confederations....	p. 11
	Women in positions of power within trade unions (national confederations, ETUFs and ETUC).....	p. 17
<u>Section II</u>	Trade unions' strategies to address violence against women.....	p. 27
	Table: Female trade union membership in confederations (2008-2014)....	p. 61
<u>Annexes</u>	Table: Women members in European Trade Union Federations (2009-2014)	p. 65

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Executive summary of the 8th of March survey 2014

WHO REPLIED

- 51 (out of 85) national confederations from 31 European countries.
- 20 sectoral national unions from 12 European countries.
- 6 European Trade Union Federations (out of 10) .

PART I: WOMEN IN TRADE UNION MEMBERSHIP AND LEADERSHIP POSITIONS

Trends of female membership in national trade union confederations

- 47 confederations were able to indicate the number of women members.
- They **represent** 44,393,073 members, of which **19,624,693** are women (**44.2%**).
- The national confederations with the **highest rates** of female membership are STTK-Finland (75%), followed by the Latvian union LBAS (65%) and the Estonian union EAKL (62%).
- The **lowest percentage** of female members is reported by the two Turkish confederations: TURK-IS (13%) and HAK-IS (11%) and DEOK-Cyprus (13,7%).
- 12 unions reported **more female than male members**: EAKL-Estonia, AKAVA and STTK from Finland, ICTU – Ireland, LBAS-Latvia, LPSK from Lithuania, LO and YS from Norway, CGT-Portugal, SACO and TCO from Sweden and TUC-UK.
- 27 confederations (out of 47) have a female membership rate equal to or higher than 44.2%.
- Women have slowed down over the last years the process of decline faced by unions in a majority of countries in Europe. The growth in female membership does not compensate for the loss of male membership but avoids a steeper decline in union membership.

Women in positions of power within trade unions

- For all the position of power within national confederations, the women are in minority compared to men:
 - **4** female **Presidents** (against 35 for men)
 - **18** female **Vice-Presidents** (against 51 for men)
 - **9** female **General Secretaries** (against 27 for men)
 - **7** female **Deputy General Secretaries** (against 13 for men)
 - **9** female **treasurers** (against 16 for men)
- Only 7 women have a leadership position in their national confederation (47 are men).
- Most of national confederations have implemented actions and/or policies ensuring the follow-up of ETUC Recommendations for improving gender balance.

PART II: TRADE UNION STRATEGIES TO ADDRESS VIOLENCE AGAINST WOMEN

- A large majority of unions in Europe address the issue of violence against women.
- Sexual and moral harassment are the two forms of violence mostly addressed by unions. Workplace violence is more tackled than domestic violence.
- Most unions address gender equality in collective bargaining agreements, but only a few have incorporated the specific issue of violence against women. Workplace agreements on domestic violence were concluded in Spain and UK.
- Most confederations and all the ETUFs have carried out different sorts of bipartite initiatives (negotiations, recommendations, joint declarations, trainings, awareness raising events, etc.) with employers to address the issue of violence against women.
- Most unions take part in tripartite discussions at national level to address the issue of violence against women. The involvement can take different forms: participation in a governmental body, speaking during public consultations or hearings, taking part in national-led programmes / campaigns, etc. Unions can be involved in the different steps of the decision-making process: elaboration, promotion, monitoring and co-management.
- A majority of ETUC members have adopted a political document addressing the issue of violence against women over the last years: a political statement, a resolution / motion, an action plan setting out a set of concrete actions to undertake.
- A majority of unions have never carried out a project on the issue of violence against women. Nonetheless, many reported being or having been a partner in a project promoted by other actors.
- A significant number of unions have organised public events to discuss the issue of violence against women.
- A majority of unions have published studies, brochures, trade unions' manuals, awareness raising leaflets on the issue of violence against women. References of more than 20 trade unions' publications from 15 EU different countries are provided.
- Few unions have undertaken a survey on gender-based violence among members. Where surveys were carried, results give a bleak and appalling overview of violence faced by women at work place level and in society.
- Nearly half of unions has taken part in demonstrations, parades, events aimed at raising awareness on violence against women.
- The International Day for Elimination of Violence against Women (25th November) represents a key opportunity for the majority of unions to participate or promote awareness raising events in this field.
- A large majority of unions cooperate with other confederations at national level to address the issue of violence against women. Many confederations involve their affiliate members at regional, local and/or sectoral level in gender-related projects.
- A substantial number of confederations and national federations cooperate with civil society organisations in the field of violence against women.

Background and objectives of the ETUC 8th of March survey

As part of the follow up to the ETUC Congress engagements taken in Seville (Spain) in May 2007 and reaffirmed in Athens (Greece) in 2011, ETUC carried out the seventh¹ edition of what has become an annual 8th March survey.² The aim of this survey is to assess progress in reducing the representation gap between women and men in trade unions and to highlight successful gender mainstreaming activities that are taking place within affiliated organisations.

Every year the survey also focuses on a topic that is high on the trade unions' and/or EU institutions' agenda. This year's survey tackled **violence against women** and trade union strategies to address this problem.

Different forms of violence against women can be pointed out and all EU countries and all social classes face this issue. Fighting this violence is part of the challenge in achieving real equality between men and women. Furthermore, any violence against women constitutes an unacceptable form of human rights violation.

The ETUC has been active in the fight against violence faced by women in recent years. The ETUC Strategy and Action Plan adopted by the last Congress in 2011 underlined that "Economic dependence and sexist stereotypes contribute to inequality and violence" and called for "a new European legal instrument to combat violence against women". In 2012 the ETUC launched a gender equality work programme in which trade unions are encouraged to address the link between domestic violence and the workplace.

Whereas no EU legislative framework directly targets violence against women, many initiatives have been launched in recent years by several organisations and institutions (the European Parliament, the European Commission, the Council, NGOs) to combat violence against women in its different forms.

The results from the survey set out below will be useful for the ETUC to prepare a report on the matter and to lobby further on this issue. In addition, the ETUC may undertake joint initiatives with the International Trade Union Confederation which is calling for an ILO Convention on gender-based violence at work.

The ETUC thanks all the national confederations and federations as well as the European trade union federations for having taken the time to reply comprehensively and precisely to this year survey.

¹ The previous "8th of March Survey » conducted in 2008, 2009, 2010, 2011, 2012 and 2013 as well as other documents are available at: http://www.etuc.org/search-page?search_api_views_fulltext=8th+March

² The Athens Action Programme, adopted by the 2011 ETUC Congress, affirms that (point 6.46): "The ETUC will continue to run the 8th of March survey which shows the gender distribution in the decision making structures of the ETUC and its affiliated organisations. The latter will inform the secretariat of measures taken to improve gender balance at all levels. The survey will be presented to and discussed by the Executive Committee". <http://www.etuc.org/etuc-strategy-and-action-plan-2011-2015>

Similarly, the ETUC Charter on Gender Mainstreaming, adopted by the Seville Congress in 2007, draws the attention of both "national and European members of the ETUC to the elimination of the gender representation gap. By adopting this document affiliates committed themselves to provide the ETUC with all the necessary data in occasion of the 8th of March survey. Failure to do so will be publicly addressed at the Executive Committee and the next Congress". See: <http://www.etuc.org/etuc-charter-gender-mainstreaming-trade-unions-2>

PART I: WOMEN IN TRADE UNION MEMBERSHIP AND LEADERSHIP POSITIONS

General overview: who replied to this year's survey

51 (of 85) **national confederations** from **31** (out of 36 countries) **European countries**³ took part in the 8th of March survey of 2014. These confederations represent in total nearly 45 million workers (44,779,813 precisely)⁴. Almost all the responding organisations (47) were able to indicate the number of women members, which amounts to 19,624,693. The percentage of female members reflects the proportion of women in the 47 organisations able to provide gender disaggregated membership data, and the number of female members. This gives a total of 44.2% of female members out of a total membership of 44,393,073 workers.

Most confederations are therefore able to provide gender disaggregated data on their membership. This represents a major achievement and reflects a long standing objective of the ETUC. In fact, only three confederations were unable to indicate the share of women in their total membership.

The Croat confederation SSSH / UATUC gave the lack of global statistics taking gender into consideration as the reason for its inability to determine the female part of its membership. Its affiliated trade unions do not have specific figures on the share of women in their organisation or are reluctant to give these figures to the confederation. The Hungarian confederation SZEF-ESZT gave the same reason for not indicating the number of women in relation to the total membership. The French trade union UNSA mentioned the lack of a specific instrument to get the necessary information as the reason for not giving the female share of its total membership.

The number of organisations that responded to this year's survey is the **lowest** of the last four years and nearly comes back to the level of 2009 where 48 replies were received. It is the second decrease in a row. The number of non-responding confederations to the 2014 survey amounts to **34**.

Table 1: Confederations replying to ETUC 8th of March survey since 2008

Year	2008	2009	2010	2011	2012	2013	2014
N° Conf replies	46/82	48/82	55/82	55/83	60/84	55/85	51/85

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

The number of countries in which at least one confederation replied has increased (from 29 to 31). Moreover, the confederations that answered the survey in 2014 have a higher number of members than the replying confederations in 2013 (44,779,813 against 42,923,465), which underlines that this year's survey gives a relevant overview of the situation for a greater part of union members in Europe.

This increase can be explained both by a growth in membership for some confederations from 2013 to 2014 (for seven of them) and by the fact that more confederations with a high membership replied to this year's survey than last year. As regards the focus of the survey on women, the respondents in 2014 have more female members than the respondents in 2013: 19,624,693 compared to 18,151,887. Hence the ETUC 8th of March survey is once again a relevant instrument giving a far-reaching overview of the gender breakdown of most trade unions in Europe.

³ To see the complete list of ETUC members, associate members, members with observer status and European Trade Union Federations, here is the link: <http://www.etuc.org/composition-and-organisation>

⁴ The Greek confederation GSEE was the only confederation not able to give the number of its members (both the total number and the number of women) since it is the third-level trade union in Greece representing workers employed under private law contracts. The employees are directly affiliated to second-level trade unions and the GSEE has as members the representatives of these second-level trade unions. In March 2013, the GSEE was composed of 428 elected delegates from its affiliates. Including this figure on the same footing as for the other confederation would have caused a bias in the statistics.

Table 2: Number of replies from confederations country by country

Country	Number of replies compared to the number of confederations affiliated to the ETUC
<i>Andorra</i>	0/1
<i>Austria</i>	1/1
<i>Belgium</i>	3/3
<i>Bulgaria</i>	2/2
<i>Croatia</i>	1/2
<i>Cyprus</i>	2/3
<i>Czech Republic</i>	1/1
<i>Denmark</i>	1/3
<i>Estonia</i>	1/2
<i>Finland</i>	3/3
<i>France</i>	5/5
<i>Germany</i>	1/1
<i>Greece</i>	1/2
<i>Hungary</i>	2/5
<i>Iceland</i>	1/2
<i>Ireland</i>	1/1
<i>Italy</i>	3/3
<i>Latvia</i>	1/1
<i>Liechtenstein</i>	1/1
<i>Lithuania</i>	1/3
<i>Luxembourg</i>	0/2
<i>Malta</i>	0/3
<i>Monaco</i>	0/1
<i>Netherlands</i>	2/3
<i>Norway</i>	2/3
<i>Poland</i>	1/3
<i>Portugal</i>	2/2
<i>Romania</i>	1/4
<i>San Marino</i>	0/2
<i>Slovakia</i>	1/1
<i>Slovenia</i>	1/1
<i>Spain</i>	2/4
<i>Sweden</i>	3/3
<i>Switzerland</i>	1/2
<i>Turkey</i>	2/4
<i>United-Kingdom</i>	1/1

Source: 8th of March Survey 2014

For only five countries this year's survey does not have any answer from any national confederation: Andorra, Luxembourg, Malta, Monaco and San Marino. Seven countries were not represented in 2013.

For sixteen countries, all the confederations affiliated to the ETUC answered the survey: Austria, Belgium, Bulgaria, Czech Republic, Finland, France, Germany, Ireland, Italy, Latvia, Liechtenstein, Portugal, Slovakia, Slovenia, Sweden and the UK.

The next table sets out, for each country, the confederations that replied to the survey this year and those that did not.

Table 3: Confederations that replied and did not reply to the 8th of March survey 2014 country by country

Country	Reply	No reply
<i>Andorra</i>		USDA
<i>Austria</i>	OGB	
<i>Belgium</i>	ABVV-FGTB; ACV-CSC; CGSLB – ACLVB	
<i>Bulgaria</i>	CTUB-KNBS; PODKREPA	
<i>Croatia</i>	SSSH-UATUC	NHS
<i>Cyprus</i>	SEK; DEOK	TURK-SEN
<i>Czech Republic</i>	CMK OS	
<i>Denmark</i>	LO-DK	AC; FTF
<i>Estonia</i>	EAKL	TALO
<i>Finland</i>	AKAVA; SAK; STTK	
<i>France</i>	CFDT; CFTC; FO; CGT ; UNSA	
<i>Germany</i>	DGB	
<i>Greece</i>	GSEE	ADEPY
<i>Hungary</i>	LIGA; SZEF-ESZT	ASzSz; MOSz; MSzOSz
<i>Iceland</i>	ASI	BSRB
<i>Ireland</i>	ICTU	
<i>Italy</i>	CGIL; CISL; UIL	
<i>Latvia</i>	LBAS	
<i>Liechtenstein</i>	LANV	
<i>Lithuania</i>	LPSK-LTUC	LPSS (LDS)
<i>Luxembourg</i>		OGBL; LCGB
<i>Malta</i>		CMTU; FORUM; GWU
<i>Monaco</i>		USM
<i>Netherlands</i>	CNV; FNV	MHP
<i>Norway</i>	LO-N; YS	UNIO
<i>Poland</i>	NSZZ-Solidarnosc	FZZ; OPZZ
<i>Romania</i>	CNSLR-Fratia	BNS; CARTEL-ALFA; CSDR
<i>San Marino</i>		CSdl; CDLS
<i>Slovakia</i>	KOZ SR	
<i>Slovenia</i>	ZSSS	
<i>Spain</i>	CC OO; UGT-E	STV-ELA; USO
<i>Sweden</i>	LO-S; SACO; TCO	
<i>Switzerland</i>	SGB	Travail Suisse
<i>Turkey</i>	HAK-IS; TURK-IS	DISK; KESK
<i>United-Kingdom</i>	TUC	

Source: 8th of March Survey 2014

Of the 34 national confederations which did not take part in this year's survey, 11 had not taken part in the 2013 survey either, and another **15 have never taken part in any 8th of March survey despite the political commitment taken at the ETUC Congress in 2007**. They are: USDA-Andorra, TURK-SEN-Cyprus, FTF-Denmark, TALO-Estonia, ADEDY-Greece, ASzSz-and MOSz from Hungary, BSBR-Iceland, CMTU and FORUM from Malta, USM-Monaco, CSDR-Romania, CDLS- San Marino, DISK-Turkey.

Another seven have replied to only one or two surveys out of the seven 8th of March surveys since its inception in 2008: NHS-Croatia, AC-Denmark, LPS-Lithuania, GWU-Malta, CSDL-San Marino,

Travail Suisse-Switzerland and KESK-Turkey. The Polish confederation FZZ took part in the survey only once in 2012 but became a full ETUC member only in 2011. Two confederations did not participate to this year's survey for the first time since 2008: LDF-Lithuania and LCGB-Luxembourg.

On the contrary, seven confederations replied to this year's survey despite not answering in 2013: LO-Denmark, CFDT and UNSA from France, FNV-Netherlands, CNSJR-Fratia – Romania, KOZ SR-Slovakia and ZSSS-Slovenia. All the respondents to the survey in 2014 had taken part in at least two 8th of March surveys since 2008.

Out of the 50 respondents to this year's survey (the Greek confederation GSEE is not included as no figure on membership was given by them), one had already replied to two of the six previous 8th of March surveys, four had replied three times, nine four times and ten five times. 26 national confederations have always taken part in the ETUC survey on women.

Table 4: National confederations that have always replied to the 8th of March survey since 2008 (7 surveys)

Country	Confederation
<i>Austria</i>	OGB
<i>Belgium</i>	ABVV-FGTB
	ACV-CSC
	CGSLB – ACLVB
<i>Bulgaria</i>	PODKREPA
<i>Croatia</i>	SSSH- UATUC
<i>Cyprus</i>	DEOK
<i>Czech Republic</i>	CMK OS
<i>Finland</i>	SAK
	STTK
<i>France</i>	CGT
<i>Hungary</i>	LIGA
<i>Iceland</i>	ASI
<i>Italy</i>	CGIL
	UIL
<i>Latvia</i>	LBAS
<i>Lithuania</i>	LPSK- LTUC
<i>Norway</i>	LO-N
	YS
<i>Portugal</i>	UGT-P
<i>Spain</i>	CC OO
	UGT-E
<i>Sweden</i>	LO-S
	SACO
	TCO
<i>UK</i>	TUC

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

This year **Nordic** and **Baltic confederations** once more record **high rates** of female members. The highest is STTK-Finland with 75%, followed by the Latvian union LBAS (65%) and the Estonian union EAKL (62%).

The **lowest percentage** of female members is reported by the two Turkish confederations: TURK-IS (13%) and HAK-IS (11%). A Cypriot confederation has also a low female membership rate: DEOK 13.7%.

Twelve unions reported **more female than male members**: EAKL-Estonia, AKAVA and STTK from Finland, ICTU – Ireland, LBAS-Latvia, LPSK from Lithuania, LO and UNIO from Norway, CGT-Portugal, SACO and TCO from Sweden and TUC-UK. In 2013, the number was lower: 11. The average female membership in confederations rises to 44.2% compared to 43.7% in the 2013 survey. 27 confederations (out of 47) have a female membership rate equal to or higher than 44.2%

As in the case of previous 8th of March surveys, members of the **PERC** were also involved in the survey. However, no confederation of the PERC replied to this year's survey.

Additionally, 20 **sectoral national unions**, from twelve different European countries **volunteered to contribute** to the survey thus further enriching the results. One of these unions is Armenian: CPCST affiliated to ETUCE. They represent 2,066,184 members.⁵

Table 5: Sectoral national unions that replied to this year's survey by country and by European trade union federation to which they are affiliated

ETUF	Country	Sectoral union
European Trade Union Committee for Education (ETUCE)	Armenia	CPCST
	Cyprus	KTOS
		KTOEOS
	Denmark	DLF
	Finland	FUURT
	Iceland	KI
	Lithuania	CTUEW
	Norway	UEN
	Slovenia	ESTUS
	Sweden	Lärarförbundet
	UK	UCU
		NUT
		NASUWT
IndustriAll	Denmark	Danskmetsall
	Slovenia	SKEI
	Spain	FI CCOO
European transport workers' federation (ETF)	Belgium	BTB-FGTB
UNI Europa	Sweden	Finansförbundet
European Federation of Journalists (EFJ)	Spain	FAPE
EFFAT (agriculture, food and tourism sectors)	UK	USDAW

Source: 8th of March Survey 2014

Most of the sectoral national unions that replied to this year's survey are members of the ETUCE (13 out of 20). As regards the countries in which the federations are active, the UK has the highest number of repliers: four. Two replies were received from sectoral federations in Cyprus, Denmark, Slovenia, Spain and Sweden.

Only four of these twenty federations had already replied in 2013: BTB-FGTB – Belgium (ETF), NASUWT-UK (ETUCE), Finansförbundet-Sweden (UNI Europa) and Danskmetsall-Denmark (IndustriAll).

European Trade Union Federations (ETUFs) also take part in the 8th of March Survey. This year six (of ten) replied to the survey (compared to five last year). They are IndustriAll (merger in 2012 of EMF, EMCEF and ETUF-TCL), ETUCE, EFFAT, ETF, UNI Europa and EFJ.

Four did not reply: EPSU, EFBWW, EAEA and EUROCCP.

Only one (EAEA) has never contributed to the 8th of March Survey.

⁵ This figure cannot be added or even compared to the one relating to the national confederations since these federations are members of these latter and so their membership is already included in the total membership of the national confederation to which they are affiliated. These federations are compounded of 1,226,833 female members, which means a female membership rate of 59.4%. This figure is to be analysed with care since most of the respondents are active in the education sector in which women are more numerous than men.

Table 6: European Trade Union Federations that replied to the 8th of March surveys since 2008

ETUFs	2008	2009	2010	2011	2012	2013*	2014
EFFAT	NO	YES	YES	YES	YES	YES	YES
EMF*	YES	NO	YES	YES	YES	YES	YES
ETUF-TCL*	NO	NO	NO	NO	NO		
EMCEF*	NO	YES	NO	YES	YES		
UNI-EUROPA	NO	YES	NO	NO	NO	NO	YES
EFBWW	NO	YES	NO	NO	NO	YES	NO
EPSU	NO	YES	YES	YES	YES	NO	NO
ETF	NO	NO	NO	YES	NO	NO	YES
ETUCE	YES	NO	NO	YES	YES	YES	YES
EAEA	NO	NO	NO	NO	NO	NO	NO
EFJ	NO	YES	YES	NO	NO	YES	YES
EUROCOP	YES	NO	NO	NO	NO	NO	NO

* In 2012 EMF, ETUF-TCL and EMCEF merged into one trade union federation called "IndustriAll" so these three former EIFs have a single reply since 2013

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

Four ETUFs were able to mention how many members they have: UNI Europa, ETUCE, EFFAT and IndustriAll. These four European federations represent in total 26 million members. The female share of their membership was given by only three federations: UNI Europa, ETUCE and EFFAT. **10,967,500** women are members of these three federations.

To explain its inability to give any figures as regards its membership, ETF pointed out the fact that it is a federation and therefore collecting the number of members for each of its affiliates turns out to be a complicated task. IndustriAll underlined its lack of statistics taking gender into consideration and a trade union policy as reasons for the absence of figure concerning the female membership in the European federation.

1. Trends of female membership in national trade union confederations

The aim of this part of the report is mainly to analyse the evolution in terms of female membership in national confederations since the start of the 8th of March survey in 2008. Thanks to the figures at the disposal of the ETUC since 2008 as regards female membership in confederations, the survey can study the changes that occurred in female trade union membership in confederations over several years.

Before making historical comparisons and assessing evolutions, it is useful to recap the figures provided by this year's respondents as regards the total membership in confederations as well as their female membership rate. 47 national confederations were able to give both their number of members and their female membership (in percentage or in absolute). These 47 confederations represent 44,393,073 workers, including **19,624,693** women. Female members account for **44.2%** of the total members of these 47 confederations.

1.1 *Comparison with the results of 2013 8th of March Survey*

Forty of the organisations that provided numbers or percentages of women in their ranks this year had responded to the same question in the 8th of March survey of 2013.

Table 7: Comparisons between the results obtained to the 8th of March survey in 2013 and in 2014 in terms of total membership, female membership (in absolute and in percentage)⁶

	2013	2014
<i>Total membership</i>	40,992,323	40,270,375
<i>Number of women members</i>	17,786,448	17,865,646
<i>% of women members</i>	43.4%	44.4%

Source: 8th of March Surveys 2013 and 2014

For the 40 national confederations for which the figures are available both in 2013 and 2014, the total membership decreased by nearly 730,000. Nonetheless, despite this loss in overall membership, **the number of female members in these confederations increased** (+ 79,198). These two tendencies lead to a 1% increase of the proportion of women in confederations between 2013 and 2014. The loss in male members between 2013 and 2014 rises to 810,146.

Regarding the **evolution** of the total membership between the results of 2013 and those of 2014, eight confederations mentioned an increase, 22 a decrease and ten no change.

The eight confederations that have a higher number of members are: the three Belgian confederations (FGTB-ABVV, CSC-ACV and CGSLB-ACLVB), AKAVA-Finland, CGT-France, UIL-Italy, LBAS-Latvia and LO-Norway. For five of these eight confederations, the growth is more due to the increase of the female membership rate. Of these five confederations, three (CGSLB Belgium, CGT-France and UIL-Italy) have a growth in female membership that was greater than the loss of male members, which means that without the female members the three confederations would have faced a decline. For two of these eight confederations, the number of new male members is equivalent to that of women and only for one confederation did the rise in terms of membership imply a drop in the female membership rate. Nevertheless, for the latter the number of female members increased in absolute terms.

Concerning the ten confederations with a stable number of members, the proportion of women was higher for three of them (DGB-Germany, LTUC-Lithuania and UGT-Spain), which means that this increase in female membership compensated for the loss of male members. For none of these ten confederations did the female membership decrease.

⁶ The table deals only with the results of the 40 confederations that replied both in 2013 and in 2014 to the 8th of March survey.

Of the 22 confederations mentioning a fall in their overall membership, twelve had an increase of female members. Another ten had a decrease but for four of them the female membership was higher despite this overall drop and for another four the percentage of women is the same. Only for two confederations (out of 22) was the fall in numbers more important for women than for men.

If the spotlight is on the number of women members, 23 confederations reported a rise of female members in absolute terms between the 8th of March survey of 2013 and that of 2014. For three of these confederations, despite this increase, the percentage of women as members did not go up.

The share of women in the Belgian confederation CSC-ACV decreased since the number of new male members outnumbered that of new female members. For the Latvian confederation LBAS and the Swedish TCO, the female membership rate remains stable as the number of new female members is equivalent to the one of new male members. Of these 23 confederations, six have reported a gradual increase (two consecutive increases) in their female membership since 2011: the three confederations from Belgium (FGTB-ABVV, CSC-ACV and CGSLB-ACLVB), AKAVA-Finland, UIL-Italy and LO-Norway.

Ten confederations have a lower number of female members in 2014 compared to 2013. For four of them, the percentage of women as members remained stable, since the decrease of male members was in the same proportion as for women. For four of these ten confederations, despite a lower number of women, their proportion in the overall membership increased since the number of male members dropped more significantly. For another two confederations, the fall of female members led to a lower percentage of women in the overall membership.

Seven confederations provided the same number of female members for both 2013 and 2014. For all of them, the percentage of female members is similar in 2013 and in 2014.

If the focus is on the percentage of female members in national confederations, 23 confederations have a higher percentage of women in 2014 than in 2013. For another 14, the share is the same for both years and only for three is the percentage lower. The drop in the overall membership explains why ten confederations reported a decrease of women as members but only three have a lower percentage of female membership.

Of the three confederations with a smaller share of women in their membership, two confederations (ICTU-Ireland and LO-Sweden) also reported a decrease in their overall membership. Nonetheless, the number of male members decreased as well. As a consequence, it is worth mentioning that none of the 40 confederations faced a fall in their overall membership uniquely because of a fall in the female membership. One confederation (CSC-ACV Belgium) has a declining share of female members but an increase in absolute terms for both its overall membership and its number of female members.

For six confederations, without the women, the overall membership would have declined. There are the three confederations (CGSLB-Belgium, CGT-France and UIL-Italy) with a growth in their overall membership despite a lower number of male numbers and the three (DGB-Germany, LTUC-Lithuania and UGT-Spain) with a stable membership but an increase in female membership. As a consequence, if only men were taken into account, 28 confederations (instead of 22 with the inclusion of women) would have seen a decline in their overall membership. Whereas ten confederations have a lower number of female members in 2014 than in 2013, 28 confederations face a lower number of male members in the meantime.

Table 8: Number of confederations according to their evolution for their overall membership, their number of women as members, their number of men as members and their percentage of female membership between the results of the 8th of March survey in 2013 and in 2014⁷

	Number of confederations depending on their evolution between 2013 and 2014		
	<i>Increase</i>	<i>Same</i>	<i>Decrease</i>
<i>Overall membership</i>	8	10	22
<i>Number of female members</i>	23	7	10
<i>Number of male members</i>	5	7	28
<i>% of the female membership</i>	23	14	3

Source: 8th of March Surveys 2013 and 2014

All these figures tend to show that the process of unions decline affects more men than women. Women are taking a more important place within national confederations and, without them, the drop of union membership would have been more significant between 2013 and 2014.

In relative terms, the **highest increases** recorded since last year are reported by the Cypriote confederation SEK (+ 11 points), the Estonian EAKL (+ 7.6) the Spanish UGT (+ 2.7), the French CFTC (+ 2), the British TUC (+ 2) and the confederation from Liechtenstein (+ 2). A similar exercise was conducted to assess where **female membership has decreased the most**. The deepest decrease has been registered by the following confederations: CSC-Belgium (- 1 point) and ICTU-Ireland (- 1).

1.2 Analysis of the evolution of female membership since the ETUC Congress in 2011

The year 2011 was selected for this survey as the last ETUC Congress took place that year.

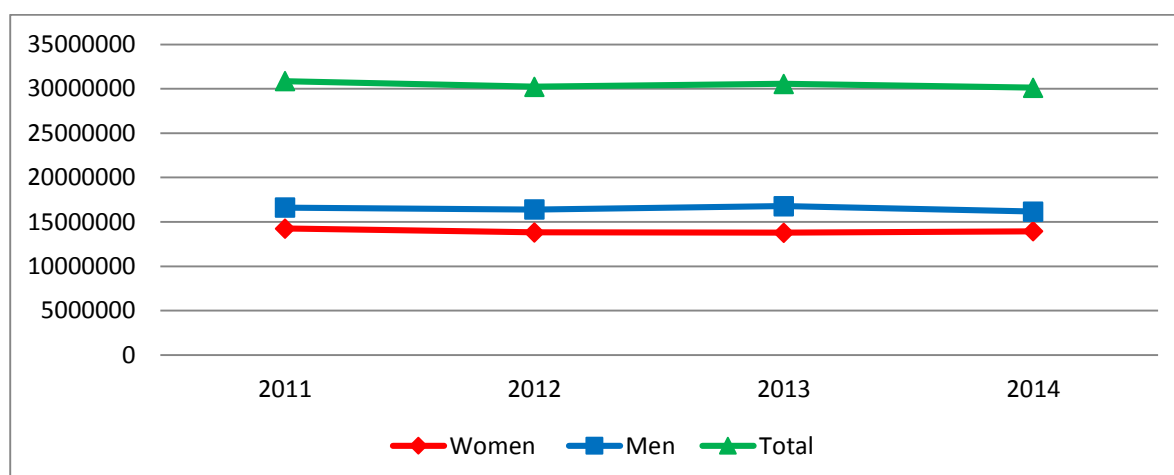
The ETUC has at its disposal the relevant figures to analyse the evolution in female membership since 2011 for 31 confederations. This part of the report presents the changes that occurred in the female trade union membership in confederations between 2011 and 2014.

Taking into account the figures provided by these 31 confederations since 2011, female members accounted in 2011 for 46.2%, meaning 14,253,738 of 30,870,510 of the total members. From 2011, they have faced a decline in membership: from 30,870,510 to 30,118,260 in 2014. The number of female members has also fallen since 2011: from 14,253,738 to 13,945,544.

Nonetheless, it is more the men than the women that have impacted on the fall in membership since the female membership rate has risen in the meantime: from 46.2% to 46.3%.

⁷ The table deals only with the results of the 40 confederations that replied both in 2013 and in 2014 to the 8th of March survey.

Graph 1: Trade union membership in 2011, 2012, 2013 and 2014 on the basis of 8th of March survey figures in absolute terms⁸



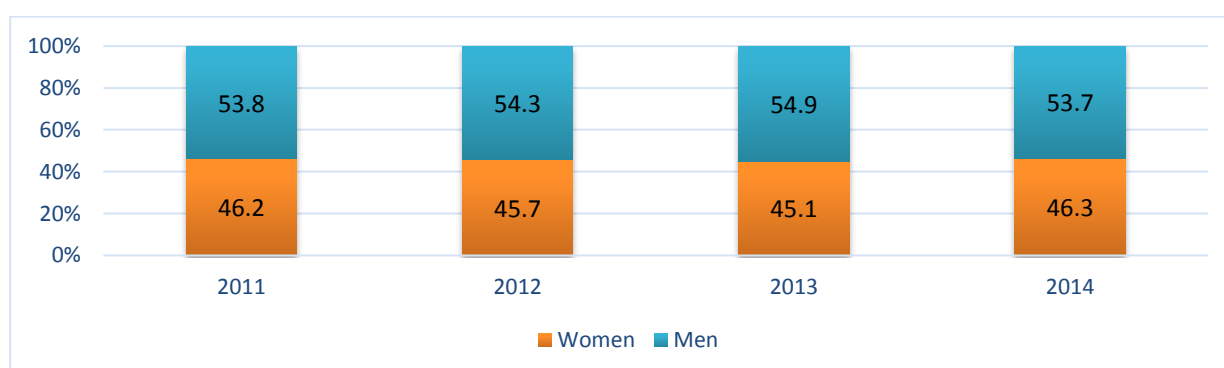
Source: 8th of March Surveys 2011, 2012, 2013 and 2014

The evolution in terms of membership turns out to be quite equal between women and men. The increase in female membership is very slight from 2011 to 2014 (+ 0.1 point). From 2011 to 2014, these 31 confederations have lost 752,250 members: 444,056 men and 308,194 women. Nonetheless, female membership is in a better dynamic process than the male one: whereas the overall membership and the number of men members have declined since 2013 (after an increase from 2012 to 2013), the number of female members has risen in the meantime (+ 165,656).

Eighteen confederations have faced a decline in overall membership since 2011 against eight with an increase. Five confederations have had the same number of members from 2011 to 2014.

As regards female membership, fifteen confederations have a lower number of women members in 2014 than in 2011 and thirteen a higher one (stability for three).

Graph 2: Trade union membership in 2011, 2012, 2013 and 2014 on the basis of 8th of March survey figures in percentage according to the gender⁹



Source: 8th of March Surveys 2011, 2012, 2013 and 2014

As it is underlined before, the female membership rate decreased by 1.1 point of percentage from 2011 to 2013 but the rise from 2013 to 2014 (+1.2) compensated the previous losses. If the female membership rate is analysed more precisely, it is worth mentioning that nineteen confederations reported a rise between 2011 and 2014, seven a decrease and five a stable part of female members.

⁸ This figure is based on the analysis of 31 confederations for which the relevant figures are available since 2011

⁹ This figure is based on the analysis of 31 confederations for which the relevant figures are available since 2008

All these figures show that the evolution in female membership has been better over the last four years than the trend in overall membership: eighteen confederations having faced an overall decline against fifteen with a lower number of women members in 2014 than in 2011. If eight confederations have since 2011 an increasing overall membership, the number of confederations with a growing female membership rises to thirteen. Moreover, the female membership rate has been on the surge for a majority of confederations: nineteen out of thirty-one.

The conclusion to draw from these figures is the significance of women for the confederations to avoid a steeper decline in membership as the decrease in union membership affects more men than women.

The confederations with the highest growth in female membership in relative terms are the following: STTK-Finland (+ 8 points), LIGA-Hungary (+ 8), CNV-Netherlands (+4.2) and TUC-UK (+4). The biggest decreases were faced by: LO-Sweden (- 6.1 points), CGIL and UIL from Italy (respectively - 2.4 and 3.7).

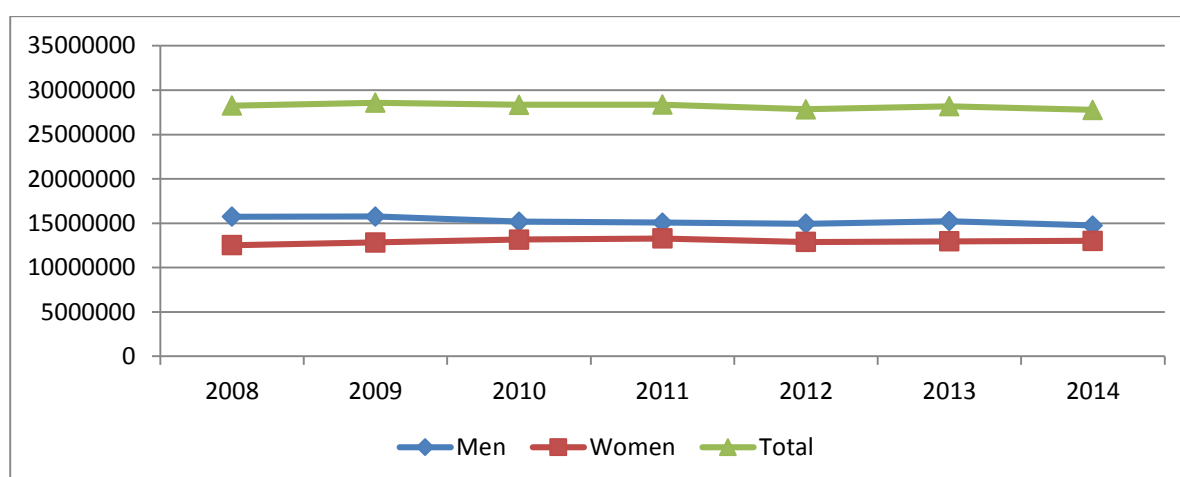
1.3 Analysis of the evolution of female membership since the first 8th of March in 2008

This part will be useful to review the progress that has been made in reducing the gender representation gap with respect to the results that were presented at the 2007 ETUC Congress.¹⁰

As the Table 4 set out in the previous section, 26 national confederations have always replied to the 8th of March survey since its creation in 2008. Nonetheless, only 24 confederations can be used for comparisons with the results of this year's survey since the Croatian confederation UATUC did not give any figure on its number of female members this year and the Hungarian confederation LIGA in 2010.

With regard to the trend in the last seven years of **changes in female trade union membership of the 24 confederations for which the ETUC has all the necessary figures at its disposal**, the total amount of members¹¹ has slightly decreased since 2008 (from 28,260,650 in 2008 to 27,763,837 in 2014) whereas the number of female members has increased (from 12,526,635 in 2008 to 13,014,600 in 2014). If the number of male members declined by 984,778 between 2008 and 2014, the number of female members increased by 487,965 in the meantime (overall membership: - 496,813).

Graph 3: Trade union membership in 2008, 2009, 2010, 2011, 2012, 2013 and 2014 on the basis of 8th of March survey figures in absolute terms¹²



Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

¹⁰ See: "Women in trade unions: bridging the gap" (2007) at <http://www.etuc.org/a/4142>

¹¹ This figure does not represent the total of ETUC membership, but the total of the membership of the 23 confederations that replied to all the 8th of March surveys since 2008 (with all the necessary figures).

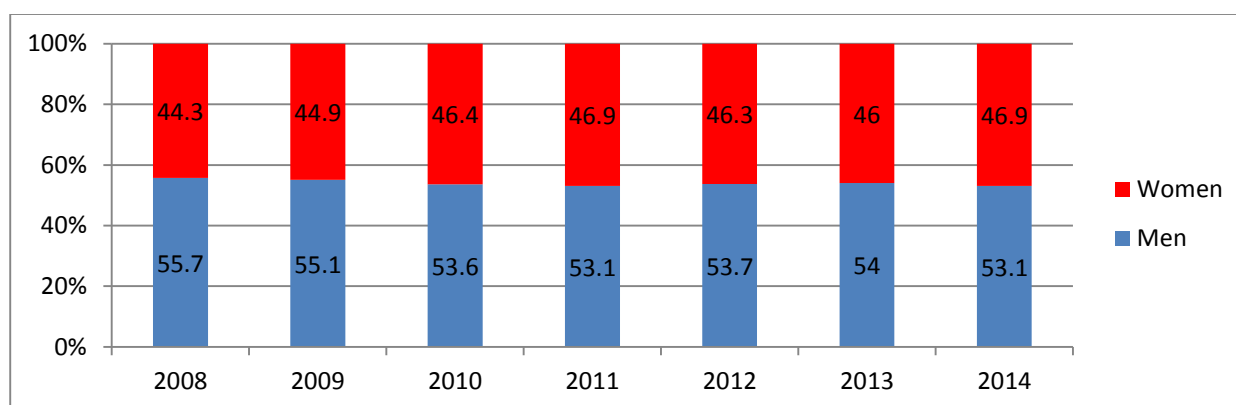
¹² This figure is based on the analysis of 24 confederations for which the relevant figures are available since 2008

The peak in terms of number of members in the 24 confederations was in 2009: 28,260,650. In 2009, 2011 and in 2013 the overall membership increased but in a lower proportion than the decreases in 2010, 2012 and 2014. As a consequence, the 24 confederations have faced since 2008 a fall in their overall membership: - 496,813.

It was in 2011 that the number of female members reached its peak: 13,292,454. Except a significant drop from 2011 to 2012 (-403,203), female membership was continuously on the rise between 2008 and 2014: +487,965.

If the comparison is made between the figures of 2008 and the ones of 2014 for the 24 confederations, eight confederations have a higher number of members in 2014 than in 2008: the three Belgian confederations (FGTB-ABVV, CSC-ACV and CGSLB-ACLVB), UIL-Italy, LO and YS from Norway as well as LO and TCO from Sweden. The number of members has gone down since 2008 for sixteen confederations. No confederation reported a same number of members both in 2008 and in 2014. With respect to female membership, more confederations reported a rise of female members than a decrease: fourteen against ten.

Graph 4: Trade union membership in 2008, 2009, 2010, 2011, 2012, 2013 and 2014 on the basis of 8th of March survey figures in percentage according to the gender¹³



Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

The proportion of women has been growing since 2008: from 44.3% in 2008 to 46.9% in 2014 (+2.6 points). After a continuous rise of the female membership rate from 2008 to 2011 (+2.6), the rate fell by 1.1 point of percentage between 2011 and 2013. Nonetheless, the growth of the female membership rate from 2013 to 2014 was similar to the decrease seen the two previous years, meaning that the share of women members reached again in 2014 the peak of 2011: 46.9%

Whereas fourteen confederations have seen an increase in their female membership, the share of female membership has gone up for nineteen confederations since 2008. One confederation has the same percentage of female membership and in only four confederations is the percentage of female members lower in 2014 than in 2008. For one of these four confederations, the share has fallen despite an increase in absolute terms (TCO-Sweden).

Of the eight confederations with an increase in overall membership since 2008, six have a growth in female membership (in absolute and relative terms), which means that women played a more important role in the growth than men. One confederation has an overall increase despite a fall in female members (LO-Sweden) and another one reported a rise of women as members but a decrease of its female membership rate (TCO-Sweden). For none of the confederations did the growth in overall membership rely only on an increase in female membership (all the 8 confederations have a higher number of male members in 2014 than in 2008).

Of the sixteen confederations with a lower number of members in 2008 than in 2014, seven have nonetheless a higher number of female members (with an increase of the female membership

¹³ This figure is based on the analysis of 24 confederations for which the relevant figures are available since 2008

rate). In consequence, for these seven confederations, in recent years women have avoided a bigger fall in membership.

For another six confederations, the fall in membership has been more due to men than to women (reduction of the number of female members but increase of the female membership rate). One confederation has faced the same fall for both men and women (fewer women as members but same female membership rate). For one confederation, the number of women as members has decreased more significantly than the one of men and for another one (UGT-Portugal) the lower number of members is uniquely due to a decline in female membership (higher number of male members in 2014 than in 2008).

Table 9: Number of confederations according to their evolution for their overall membership, their number of women as members and their percentage of female membership between the results of the 8th of March survey in 2013 and in 2014¹⁴

	Number of confederations depending on their evolution between 2008 and 2014		
	<i>Increase</i>	<i>Same</i>	<i>Decrease</i>
<i>Overall membership</i>	8	0	16
<i>Number of female membership</i>	14	0	10
<i>Number of male membership</i>	9	0	15
<i>% of the female membership</i>	19	1	4

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

Only eight confederations reported an increase in overall membership while their double (16) reported for a decline in trade union membership since 2008. When looking at gender based trends, whereas a majority of the confederations has an increase of female membership (14 against 10), only a minority (9) acknowledged a rise of male membership.

In relative terms, the **highest increases** recorded since 2008 are reported by: CGT-France (+9), STTK-Finland (+7 points), TUC-UK (+7) and PODKREPA-Bulgaria (+5).

The conclusion drawn from the analysis of the evolution in union membership between 2008 and 2014 is similar to the one mentioned previously as regards the changes from 2013 to 2014: women have slowed down over the last years the process of decline faced by unions in a majority of countries in Europe. The growth in female membership does not compensate for the loss of male membership but avoids a steeper decline in union membership. The role of compensation played by women has grown in importance since 2013.

2. Women in positions of power within trade unions (national confederations, ETUFs and ETUC)

1.1 National confederations

The 8th of March survey monitors not only changes in trade union membership, but also the situation of women at the level of the highest decision-making positions in trade union confederations.

The importance to achieving gender balance in unions' decision-making and leadership structures was underlined in an EU-level project that the **ETUC** ran with its members between 2010 and 2011. The project culminated with the adoption of a **resolution** in March 2011 "*Improving gender balance in union leadership and decision-making structures*" by the Executive Committee. The resolution calls upon ETUC members to tackle remaining political and structural challenges to overcome the gender representation gap existing in trade union key positions by implementing specific

¹⁴ NB: The table deals only with the results of the 24 confederations that replied to all the 8th of March surveys since 2008

recommendations¹⁵. The Athens Strategy Action reiterated this commitment with a view to evaluate progress made at the ETUC mid-term Conference in 2013.

Of the 51 confederations that replied to this years' survey, only the Cypriot confederation SEK did not give any information about the gender of its decision-making and leadership structures. The survey on women in positions of power within national confederation relies thus on the replies of 50 national confederations.

When addressing the issue of leadership in trade unions, it is necessary to recall the powers of the different leadership positions within unions. These are in general recognised as: President, Vice-President, General Secretary and Deputy General Secretary. In some unions (such as in the Nordic unions, the Netherlands, Germany, etc.) the President is the highest position of the organisation, while in others (Italy, Spain, UK, etc.) the political leadership is held by the General Secretary. It is therefore important to keep these differences in mind when looking at the figures indicating the number of women in trade unions' leadership positions.

- *President*

39 confederations have a President: **35 men and four women**. In 2013, out of 42 confederations with a President, four women held this position against 38 men. The four confederations with a woman as President are: LO and YS from Norway, UGT-Portugal and TCO-Sweden. However, a woman as President holds the political leadership for only three of these four confederations: LO, YS and TCO. Also three women had the political leadership as President in the 2013 survey. In 2011 and 2012 there were four woman Presidents and in all four organisations the President was the highest decision-making position. The regression is more significant compared to 2009 where there were six female Presidents.

Of the 35 men as President, only two do not have the political leadership of their organisation. Hence, three women hold as President the political leadership of their organisation against 33 men.

- *Vice-President*

31 confederations reported having at least one position of vice-President. They have in total **69 vice-Presidents**, of which **18 are women**. In only two cases there is a woman as single Vice-President whereas for the rest these positions are held jointly with men. The percentage of women as Vice-President is as low as 26%.

In 2013, 34 confederations had reported 90 Vice-Presidents in total, of which 23 were women. The percentage of women as Vice-President was thus a bit lower last year (25.5%). However, in 2012, 77 had been reported in total and 25 women held this position, which means that nearly one third of the positions of Vice-Presidents were held by women. The situation for women as regards the position of Vice-President has hence worsened.

- *General Secretary*

35 confederations have a position of General Secretary in their leadership structure. One confederation (CGSLB-ACLVB Belgium) has two positions of General Secretary: one woman as First General Secretary and one man as Second General Secretary.

Nine women hold a position of General Secretary against 27 men. Only for the British confederation TUC and the Italian one CGIL the woman as General Secretary has the political leadership. For the Belgian confederations FGTB-ABVV and CGSLB-ACLVB this power is shared with a man holding a position of President and for the other Belgian confederation CGSLB-ACLVB it is shared with two men: the President and a second General Secretary. The Norwegian confederation YS constitutes the only confederation with a woman as President and as General Secretary. If only four women (out of nine women as General Secretary) hold the political leadership (alone or in a shared leadership system), fourteen men lead their organisation politically

¹⁵ To read the resolution on "Recommendations for improving gender balance in trade unions" see: <http://www.etuc.org/a/8485>

(out of 27 men as General Secretary). Hence, not only are women significantly fewer as General Secretary than men, but also they hold this position largely when the position does not have the political leadership.

In the 2013 survey, 38 positions of General Secretary had been reported, of which ten were women. The number of women as General Secretary has decreased by one between 2013 and 2014.

- **Deputy General Secretary**

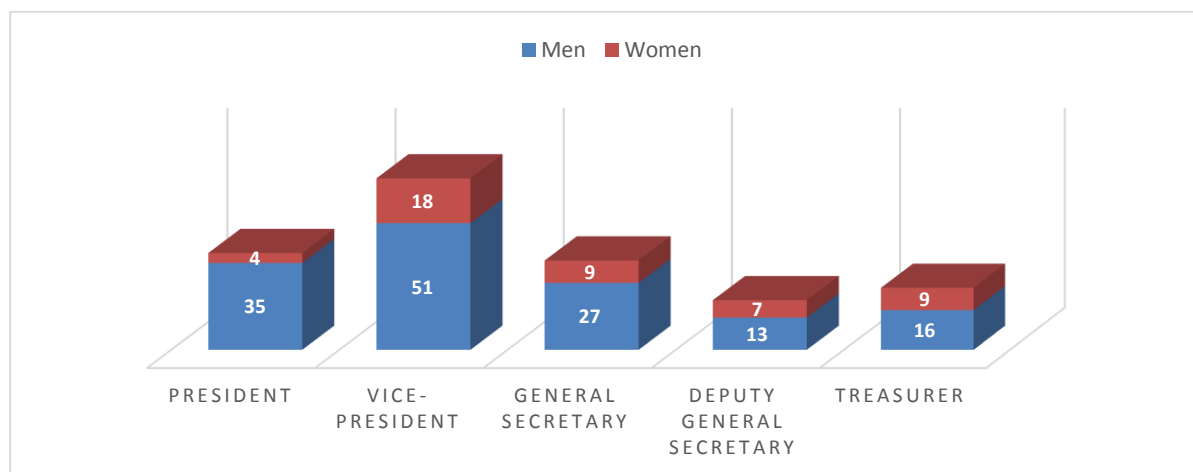
Eleven confederations reported twenty positions of Deputy General Secretary: **thirteen men** and **seven women**. In the 2013 survey, eighteen positions of Deputy General Secretary had been mentioned: fourteen men and four women. Since last year, the proportion of women as Deputy General Secretary has been on the rise.

- **Treasurer**

Treasurers of national confederations, where such a position exists, are as follows: sixteen men and nine women. So **36% of the treasurers are women**. In 2013, 21 men were treasurers against ten women, which means a percentage of 32.3% of women as treasurer. Hence, likewise for the position of Deputy General Secretary, the proportion of women as treasurer has grown since 2013.

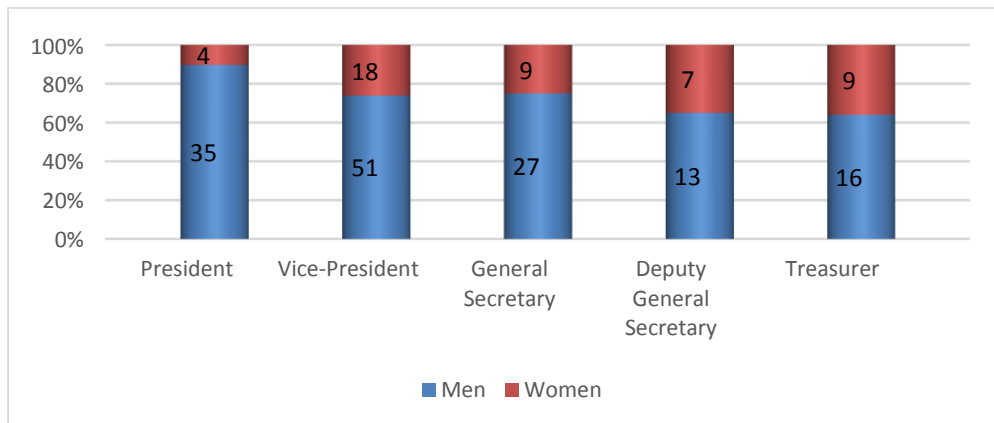
The following figures summarize the information set out in this part concerning the women in positions of power within trade unions.

Graph 5: Trade union leaders by sex (2014) in absolute terms



Source: 8th of March Survey 2014

Graph 6: Percentage of trade union leaders according to the gender (2014)



Source: 8th of March Survey 2014

- Other leadership positions

The confederations were invited to provide information about additional positions.

Nineteen confederations gave further information about the other high-level positions in their organisations. Of these, four aimed uniquely to report additional top positions.

One woman holds the position of secretary of the Executive board in the Polish confederation Solidarnosc. The Portuguese confederation UGT has a woman as President of the Women's Department and a man as President of the Youth Committee. With respect to the Turkish confederation TURK-IS, only men hold the positions of Finance Secretary, Training Secretary and Organisation Secretary. The Belgian confederation FGVB-ABVV is composed of two men as Federal Secretary and of two men and one woman as Interregional Secretary.

Another fifteen confederations gave the proportion of women in collective decision-making bodies (executive secretary, confederation secretary, board, etc.), possibly with further information about other top-level positions in their organisation.

Only two confederations include a collective decision-making body with a majority of women. SACO-Sweden has a board compounded of 55% of women. Nonetheless, as regards its Congress and the presidents of its affiliates, the number of men outnumbers the number of women: respectively 43% and 41% of women. The Executive Committee of the Estonian confederation EAKL includes 52% of women and its Steering Committee 42%. Three confederations have the same proportion of men and of women in their collective decision-making body: CSC- ACV Belgium (three for each gender in the national secretariat), ZSSS-Slovenia (three men and three women as Executive Secretary) and UGT-Spain (five for each gender in the national management). For nine confederations, men are more numerous than women in their collective decision-making body: ÖGB-Austria, PODKREPA-Bulgaria, UATUC-Croatia, DGB-Germany, GSEE-Greece, LIGA-Hungary, CGIL, CISL and UIL from Italy and CNSLR-Fratia – Romania.

The Austrian confederation ÖGB reported in addition two positions held by men: Executive Secretary for Organisation and Executive Secretary for Finance and Asset Management. The Croatian confederation UATUC mentioned a man as Secretary whereas the Hungarian confederation LIGA pointed out that the Youth and Equality Committees are both chaired by a woman. There is also a Women's Secretary for each trade union (7/7) and each federal state (9/9). In the collective decision-making bodies of the Romanian confederation CNSLR-Fratia the number of men significantly outnumbers the number of women: seven women out of 84 members in the National Council, only men (9) in the operative board and two women for five men as Head of Department. The analysis is similar for the Greek confederation GSEE: 48 women out of 428 delegates.

Finally, of the twelve unions that reported 50% or more of female members among their ranks, ten have at least one woman among the highest decision-making positions. Only the Finnish

confederation AKAVA and the Estonian EAKL with a majority of women as members do not include women in its highest decision-making positions. In the Irish confederation ICTU, women hold only deputy positions (one woman as Vice-President and as Deputy General Secretary), all of them jointly with one man. For the Portuguese confederation CGT, one position is given to a woman: Treasurer. In addition to this position of Treasurer, in the confederations LBAS-Latvia and SACO-Sweden, a woman holds a position of Vice-President. For two confederations (STTK-Finland and LPSK-LTUC – Lithuania), a woman holds the position of General Secretary (without having the political leadership) in addition to another position (respectively Vice-President and Treasurer). For the four other confederations (LO and YS from Norway, TCO-Sweden and TCU-UK), a woman has the political leadership in the organisation, either President or General Secretary. For LO-Norway, a woman is also Treasurer and for the TUC-UK a woman holds a position of Deputy General Secretary. The most striking confederation with respect to the presence of women among high decision-making positions turns out to be YS-Norway: one woman as President (highest top position), one woman as Vice-President jointly with one man, and one woman as General Secretary.

✓ Political leadership position

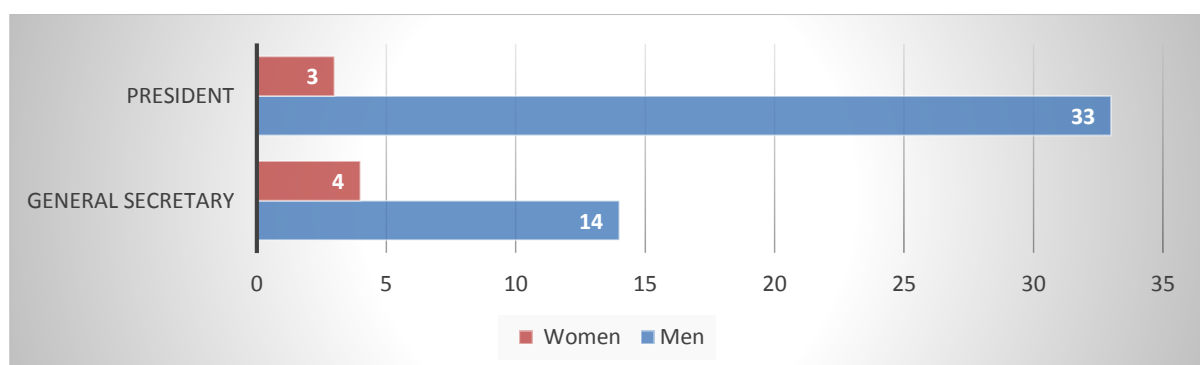
Repliers were asked to clarify which position (President or General Secretary) holds the political leadership of the organisation.

Fifty confederations replied. The three Belgian confederations have a shared leadership system. Both the President and the General Secretary hold the political leadership at the FGTB-ABVV (respectively one man and one woman) and CSC- ACV (two men). Three positions share the political leadership for the Belgian confederation CGSLB--ACLVB: one President (one man) and two General Secretaries (one man and one woman). Hence, for 50 confederations, there are 54 political leadership positions.

Thirty-six Presidents hold the political leadership of their organisation: 33 men and three women. Eighteen General Secretaries have the political leadership: 14 men and four women. Out of 54 political leadership positions, only seven are held by a woman. The percentage of women the political leadership in their organisation is hence not higher than 13%.

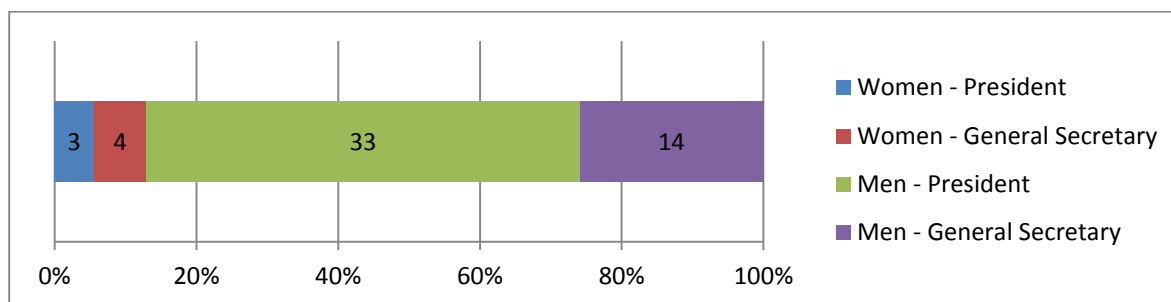
If only the 47 confederations with a unique political leadership position are taken into account, the number of women with the leadership position drops to five (10.6%).

Graph 7: Repartition of the 54 political leadership positions according to the position (President/General Secretary) and the gender in absolute (2014)



Source: 8th of March Survey 2014

Graph 8: Repartition in percentage of the 54 political leadership positions according to the position (President/General Secretary) and the gender (2014)



Source: 8th of March Survey 2014

✓ **Implementation of ETUC Recommendations for improving gender in trade unions (adopted by the Executive Committee in March 2011)¹⁶**

44 confederations reported on the measures that they are implementing to follow up the recommendations adopted by the ETUC. Similarly to 2013, these Recommendations are known by all the confederations.

Six of these 44 confederations have not implemented so far any specific measure or action relating to ETUC Recommendations. The Slovakian confederation KOZ SR reported a complete absence of activity in this domain. Two confederations (SZEFG-Hungary and LANV- Liechtenstein) consider that they have already achieved a satisfactory gender balance in their decision-making structures. For UATUC-Croatia, gender issues are not treated as priority issues and are mostly promoted by its Women's Section. The two remaining confederations mentioned no activity specific to gender balance but nonetheless pointed out attempts: SEK-Cyprus tries to put a quota at the General Council and at the national congress and STTK-Finland tries to include gender balance into its normal activity.

38 confederations have hence implemented actions and/or policies ensuring the follow-up of ETUC Recommendations for improving gender balance since their adoption in March 2011.

29 confederations have set out over the last years a gender equality plan. At least eleven of them have developed a strategy/policy for increasing the number of women in their decision-making bodies. Another five established a quota system to ensure a minimum level of representation for each gender. Being consistent with the percentage of female members in the collective decision-making bodies constitutes the target of five confederations: ÖGB-Austria, DEOK-Cyprus, DGB-Germany, UIL-Italy and CCOO-Spain.

Additionally, at least 22 confederations reported gender mainstream actions and ten reported efforts in communicating internally and externally on the Recommendations. These actions can be done through training sessions: twelve confederations reported such activities to raise awareness on gender-related topics to their members and to improve the effectiveness of gender balance policies at all the levels of the unions. Three confederations (DEOK-Cyprus, FO-France, NSZZ-Solidarnosc) highlighted the elaboration of guidelines and tools (video, leaflet, brochure,...) as an important action to enhance their gender mainstream actions. Ten confederations also pointed out the setting up of a working group or the organization of events (e.g. seminars) dedicated to gender balance as an important element to reinforce the implementation of gender-related actions. As regards the monitoring of the sound implementation of the gender mainstream actions, three confederations (LIGA-Hungary, NSZZ-Solidarnosc – Poland and ZSSS-Slovenia) gave more importance within the union's structures to the person (or the Committee) in charge of gender balance. Two confederations (CGSLB-Belgium and DEOK-Cyprus) underlined in their reply an effort in human resource matters. A system of relays/representatives treating gender-related topics

¹⁶ See: http://www.etuc.org/sites/www.etuc.org/files/EC191_Gender_Equality_Resolution_FINAL_EN_2.pdf

at the different levels of the union (horizontal/vertical) was mentioned by several confederations as a means to ensure a better monitoring of gender mainstreaming actions.

Taking a formal decision in matter of gender balance at the highest level of the confederation represents another way to ensure the follow-up of ETUC Recommendations. At least fourteen confederations mentioned in their reply that their leadership had taken a formal decision with respect to at least one important aspect of gender balance.

The decision can deal with the number of women in decision-making bodies (ÖGB-Austria, CGT-France, CNV-Netherlands, UGT-Portugal), the proportion of women as candidates for the social elections (CCOO-Spain) or/and diversity (CFDT-France). Formalizing the decision can take different forms: inclusion of gender-related topics in their statutes (CMK OS-Czech Republic, UGT-Portugal, CCOO-Spain), drafting of a strategic plan (AKAVA-Finland, ASI-Iceland) and elaboration of a charter on equality and gender balance (CGSLB-ACLBV Belgium, CGT-France, CNV-Netherlands).

In terms of information at the disposal of union leaders about gender-related matters in their organization, ten confederations reported doing a survey specifically on women. The frequency of this survey can be very diverse: yearly (CSC- ACV Belgium, CMK OS – Czech Republic and ASI-Iceland), every two years (TUC-UK) or regularly (Solidarność-Poland and LO-Norway). Some of these confederations also carried out a survey only once (for a Congress for example). A wide range of topics can be treated by the survey: female proportion within the confederation (CSC-ACV Belgium, LO-Norway), share of women in the decision-making bodies (DGB-Germany, ASI-Iceland, LO-Norway, LO-Sweden, HAK-IS – Turkey, TUC-UK), monitoring gender mainstreaming in the union (CMK OS – Czech Republic), analyzing the presence of equality issues in collective bargaining (TUC-UK) or more general questions on women-related issues (TURK-IS – Turkey). The survey can include one or several of these topics.

Five confederations reported specific actions towards women in many fields. The Belgian confederation CGSLB-ACLBV pointed out its specific policy towards women for social elections. UNSA-France provided information about its measures to help its female staff to strike a balance between their professional time and their family life: customizing the meeting times and allowing distance working (telework). Two confederations underlined their specific actions towards women to increase their female membership. The Bulgarian confederation PODKREPA aims to organize workers in the companies with a predominance of women, especially the women in the sectors of services, light industry, food processing, education and health care. FO-France set up a Forum on the unionization of women that led to the development of a set of actions to enhance the share of women in the union. The Romanian confederation CNSLR-Fratia organized training sessions dedicated uniquely to women on a large range of general competencies: management, communication, foreign languages and IT. These sessions targeted the strengthening of personal competencies and skills of the participating women and to improve their career development.

Finally, it is worth highlighting the commitment of several unions to including gender-related matters in collective bargaining or/and in discussions with the national government. Six confederations explicitly mentioned this kind of action for treating gender-related issues in the law and in the collective bargaining agreements. The Bulgarian confederation PODKREPA and the Slovenian ZSSS make an effort in promoting gender balance in national decision-making structures. DEOK-Cyprus, LBAS-Latvia, LTUC-Lithuania, ZSSS-Slovenia and TUC-UK are careful to include gender-related topics in collective bargaining through the training of their members on this aspect, the drafting of practical tools and awareness-raising actions towards the negotiators of collective bargaining at different levels. Carrying out an analysis on the place of women in collective bargaining and/or on the situation of women at work in specific sectors can precede these actions.

1.2 European Trade Union Federations

Replies were received from six European Trade Union Federations: ETUCE, EFFAT, UNI Europa, ETF, EFJ and IndustriAll (merger in 2012 of EMCEF, EMF and ETUC-TCL).

No figure at all was provided by EFJ about its membership (overall and women). ETF was unable to report its overall membership but gave a percentage of female members. Conversely, IndustriAll mentioned a number for its overall membership but no figure about female members. As a consequence, the ETUC has at its disposal all the information as regards membership (overall, number of female members and percentage of women as members) for only three ETUFs: ETUCE, EFFAT and UNI Europa.

The most highly feminised ETUF is ETUCE with 68% of female members. This figure is stable in comparison with the results of the 2013 survey but in decline compared to 2012 (72%). UNI Europa is in second place with around 46% of female members. EFFAT is third with 41% of female members, similar to the years 2012 and 2013. For ETF the share of women as members is very low: 16%. Nonetheless, the percentage was even lower in 2011 (the only year ETF had previously given a figure in this regard): 13%.

Likewise for national confederations, the place of women in ETUFs in leadership positions is monitored. Except for ETF, the information in this domain is available for all the replying ETUFs.

- *President*

All the ETUFs have a President, divided as follows: **four men and one woman**. In 2012 and 2013, the figures were exactly the same. It is the ETUCE that has a woman as President. She shares the political leadership of the ETUCE with a man as General Secretary. One male President also shares his political leadership with a General Secretary (a man, UNI Europa). The President of both EFJ and IndustriAll holds the political leadership whereas at EFFAT it is the General Secretary.

- *Vice-President*

Four confederations reported eight Vice-Presidents: **three men and five women**. The ETUFs have hence more women as Vice-President than men. For two of these four confederations (EFFAT and EFJ), there is only one woman as Vice-President (with a man as President), which means a gender balance in the President/Vice-President tandem. For the ETUCE, the number of women as Vice-President outnumbers the number of men: two against one. Only IndustriAll has more men than women in this position: two against one. It constitutes a real improvement compared to the results of the 2013 survey: seven men and five women as Vice-President.

- *General Secretary*

All the five General Secretaries are men. No woman held this position in 2013. Except for ETUCE (political leadership shared between a woman as President and a man as General Secretary), all the ETUFs are led politically by a man (or two in case of shared responsibility between the President and the General Secretary). No change can be noticed compared to 2013.

- *Deputy General Secretary*

Three confederations reported five Deputy General Secretaries: **three men and two women**. As for the President/Vice President tandem, two confederations (UNI Europa and EFJ) have one woman as Deputy General Secretary and one man as General Secretary. In the four cases of tandem (President/Vice-President and General Secretary/Deputy General Secretary), the women always hold the position of “vice” or “deputy”, never the highest position. IndustriAll is composed of three Deputy General Secretaries: all men. Out of eight top positions at IndustriAll, only one position is attributed to a woman (Vice-President). The proportion was similar in 2013. Conversely, ETUCE reached a gender balance in its top positions: three men and three women. Nonetheless, 50% is far from its proportion of women members: 68%.

- *Treasurer*

Men hold the three positions of Treasurer reported by the ETUFs, which represents an increase by one compared to 2013.

- **Other leadership positions**

Only EFFAT mentioned in its reply additional positions in the organisation. With respect to policy officers (three sector secretaries, one TNC/EWC coordinator and one press & communication officer), women outnumber men: three women for two men.

- ✓ **Implementation of ETUC Recommendations for improving gender in trade unions (adopted by the Executive Committee in March 2011)**

Three ETUFs provided information on how they implemented the ETUC Resolution on “Recommendations for improving gender balance in trade unions”: ETUCE, EFFAT and UNI Europa.

The reply of the ETUCE deals more with its strategy on women at the international level (UNI Global) than at the European level. A resolution had been adopted in their World Congress in 2010 to “*achieve at least 40% women representation in all UNI Global union structures, regions and sectors*” before December 2014. In addition, a campaign called “40 for 40” was launched in 2011 in order to encourage their affiliates to achieve 40% of women representation in their own organisation (www.uni40for40.org).

ETUCE, through its Standing Committee for Equality, has developed its own recommendations with the view of improving gender balance on many areas covered by ETUC Recommendations. ETUCE has hence set out recommendations on: women teachers’ economic empowerment, overcoming gender stereotypes in and through education and the reconciliation of work and family life. Moreover, ETUCE Committee adopted Guidelines for implementing the equality recommendations. Thanks to EU-funded projects, ETUCE also established guidelines on how teachers’ unions can contribute to mitigating and tackling gender stereotypes in education and gender segregation in the labour market and is working on promoting gender equality within teacher trade unions and in the teaching profession. With a survey quite similar to the 8th of March survey carried out by the ETUC, ETUCE aims to analyse the situation concerning gender balance in teachers’ unions and the profession.

EFFAT developed a Gender Equality Plan in 2011, followed by an Action Plan for the Implementation of the Plan in 2012 and a survey on the implementation of the Plan in 2013. EFFAT has been committed over the last years to monitoring the representation of men and women in these bodies and a quota for the representation of women and men in the EFFAT decision making bodies is set out in the EFFAT Constitution. Besides, EFFAT will launch a survey on the proportion of women and men in the EFFAT Member Organisations and on their gender equality policies for the EFFAT Congress scheduled for November 2014. This Congress will be preceded by a Women’s Conference.

Moreover, EFFAT wants to include the topics relating to gender equality in most of its activities. Gender equality is discussed at the General Assemblies in the EFFAT sectors and in the sectoral social dialogue committees.

These latter can be used to develop sound policies linked to women. For example, in the social dialogue in the Contract Catering sector, EFFAT and its social, partner FoodServiceEurope (FSE) are monitoring the implementation of their CSR agreement by focussing on one topic per year. In 2013, the issue of gender equality was chosen, and an overview of national level good practices was compiled.

2.3 The European Trade Union Confederation (ETUC)

The ETUC Constitution states that “*Gender balance shall be taken into account and the difference in numbers of members of the Secretariat of either gender shall not be higher than one*”

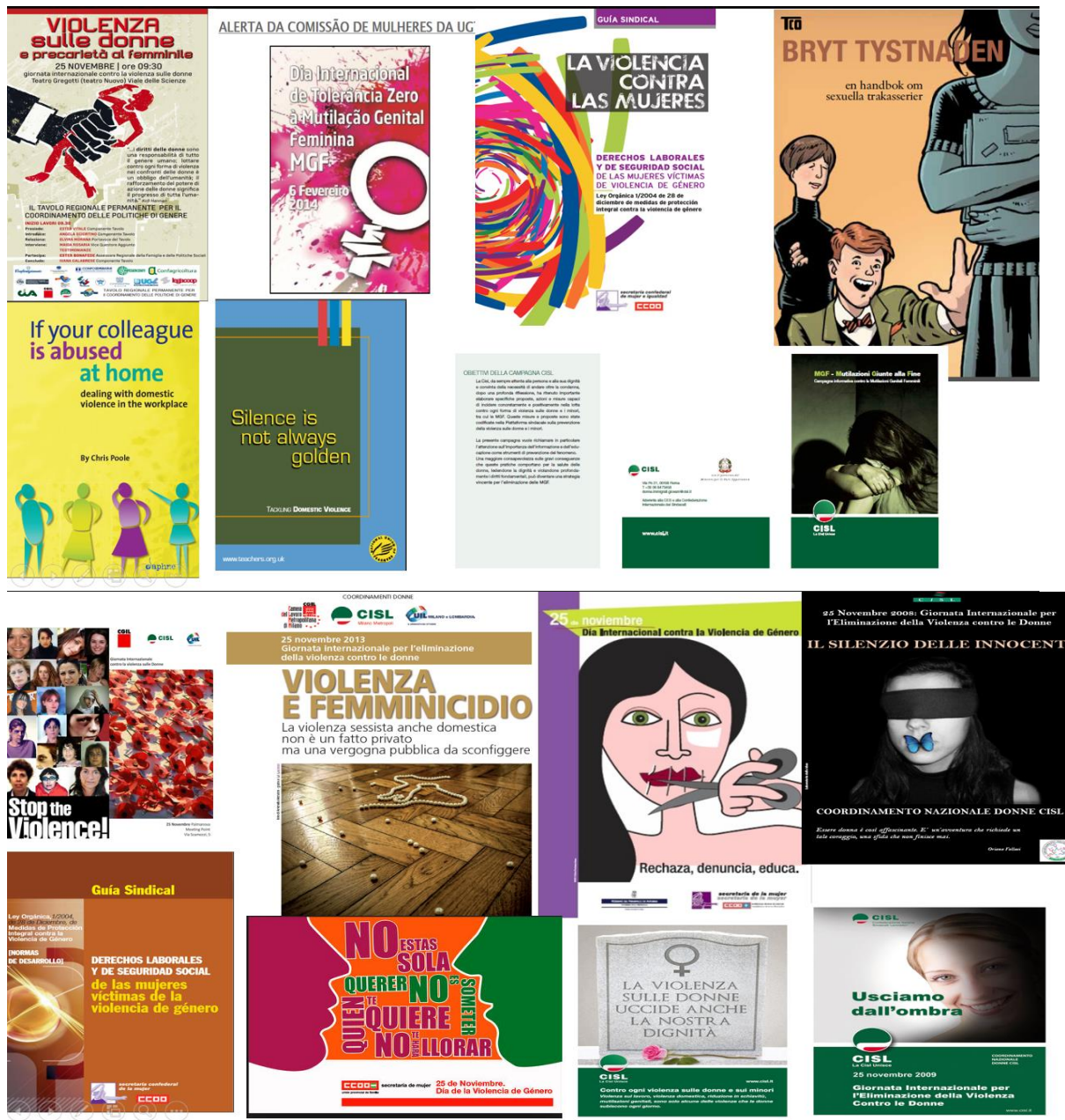
In May 2011 the ETUC Congress elected a team of eight people in Athens, whose gender breakdown is as follows: General Secretary: one female, two male deputy general secretaries, a male and three female Confederal Secretaries; one male president. **The parity of gender balance at the level of the Secretariat is therefore fully met.** It is also noteworthy that for the first time in the history of the ETUC leader of the organization is a woman.

However, the balance between men and women is lagging behind in the ETUC's standing committees. Female members of the ETUC Executive range between 17% and 20%. Conversely, the number of female deputies in this body is the double (between 36% - 41%).

Data show that this institution does not reflect the proportion of ETUC female membership and that more targeted measures should be undertaken in order to reach a balance, given the lack of progress in the last five years.

The proportion of female delegates in the ETUC's Steering Committee is more close to the proportion of the female ETUC members as it has varied between 38% and 42% since the last Congress in May 2011. These figures represent a real soar compared to the previous situation when no more than 17% of women were part of the ETUC Standing Committee.

PART II: TRADE UNIONS' STRATEGIES TO ADRESS VIOLENCE AGAINST WOMEN





PART II: TRADE UNIONS' STRATEGIES TO ADDRESS VIOLENCE AGAINST WOMEN

As in previous years, the 8th of March survey investigates a topic which is relevant for female European workers. This year the ETUC women's committee decided to dedicate the specific section of the survey to trade unions' strategies to address violence against women.

Introduction

In 2014, violence against women still constitutes a serious obstacle to the realisation of equality between women and men. It is in addition an unacceptable form of human rights violation. Women, from any country and from any social class, can face different forms of violence. According to a recent survey conducted by the European Agency of Fundamental Rights (FRA), one in three women have been a victim of physical and/or sexual violence since the age of 15. For 11% of them the perpetrator was somebody from a work context, such as a supervisor, colleague or customer¹⁷.

Currently, no specific EU law directly tackles violence against women. Nonetheless, many initiatives have been undertaken in the last years by several institutions and organisations at the European and international level to fight the different aspects of the violence against women.

The European Parliament adopted a Resolution with recommendations to the European Commission to fight violence against women: it requests to table a draft law by 2014 to prevent violence against women and also to present an EU-wide Strategy and an Action Plan to combat all forms of violence against women and girls¹⁸.

Until now, the European Commission limited its action to a package of proposals aiming at strengthening the rights of victims of crime. These initiatives led to the vote in October 2012 of a Directive establishing minimum standards on the rights, support and protection of victims of crime. The Directive 2012/29/EU was adopted by an overwhelming majority vote by the European Parliament¹⁹. Another legislative framework enhanced the protection of victims of domestic violence and stalking: the Regulation 606/2013 on the mutual recognition of civil law protection measures. Adopted by the Council in 2013, this instrument ensures that protective measures taken in one Member State can be automatically recognised in another Member State, so that the victims do not lose their protection if they move or travel²⁰.

As a part of its action to fight violence against women, the Commission also addressed the issue of female genital mutilation and to uphold the rights of women who are victims of this abuse. The Commission set up a public consultation in this regard in May 2013 and in November of the same year a Communication was published where series of actions to work towards the elimination of FGM are put forward. The Communication also reiterates the EU's commitment to combating violence against women and eliminating FGM, both in the EU and at global level²¹.

In addition to EU decision makers, several other stakeholders have undertaken actions to eradicate violence against women: e.g. 2006 opinion of the European Economic and Social Committee on domestic violence²², various studies on gender-based violence of the European Institute on Gender Equality²³ and finally an EU Observatory that was put in place by the European Women's Lobby²⁴.

At European level, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, also known as the Istanbul Convention, is an innovative and comprehensive measure to combat violence against women. It was signed in 2011 and establishes a framework for governments to ensure robust action to prevent, investigate and prosecute, and ultimately, eliminate violence against women and girls. Only three EU countries (Austria, Italy and Portugal) have ratified it.

¹⁷ See: <http://fra.europa.eu/en/press-release/2014/violence-against-women-every-day-and-everywhere>

¹⁸ See: <http://www.europarl.europa.eu/sides/getDoc.do?type=TA&language=EN&reference=P7-TA-2014-0126>

¹⁹ See: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:315:0057:0073:EN:PDF>

²⁰ See: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2013:181:0004:0012:en:PDF>

²¹ See: http://ec.europa.eu/justice/gender-equality/files/gender_based_violence/131125_fgm_communication_en.pdf

²² See: <http://www.eesc.europa.eu/?i=portal.en.soc-opinions.14794>

²³ See: <http://eige.europa.eu/content/activities/Gender-based-violence>

²⁴ See: <http://www.womenlobby.org/A-propos/ewl-observatory-on-violence/?lang=en>

The ETUC has always been at the forefront of the combat against this appalling human rights violation. In 2011, the ETUC adopted its Strategy and Action Plan that states that “*economic dependence and sexist stereotypes contribute to inequality and violence*” and called for “*a new European legal instrument to combat violence against women*”. Furthermore, the gender equality work programme adopted in 2012 sets down its goal to encourage trade unions to address the link between domestic violence and the workplace.

In 2007, the European Social Partners (ETUC, BUSINESSEUROPE, UEAPME and CEEP) negotiated a framework agreement to prevent, manage and eliminate violence at work. The agreement addresses violence in a gender-neutral basis, but it has been used at national level to put in place measures specifically protecting highly feminized jobs from violent behaviours.

At international level, the ITUC is promoting an international labour standard on gender-based violence at work. Indeed, a proposal is currently under discussion at the International Labour Organisation (ILO) on a Convention on gender-based violence and the ITUC has been leading over the last months a campaign for its adoption. An ILO Convention could include provisions to prevent gender based violence at work as well as measures to protect and support workers affected by this kind of violence. The governments that would ratify such a Convention would be bound to put their laws in compliance with the international standards, which would induce a higher number of States with legislation on gender-based violence.

The thematic part of this year ETUC 8th of March survey thus aims to collect and assess what actions unions have taken in response to violence against women at various levels, by analysing the answers to various questions: Is violence against women a trade union issue? What actions have unions put in place to fight it? Which political strategy?

Within this context, the results from the 8th of March survey will be used in the context of a EU-wide project that will be realised between 2014 and 2015 to increase trade unions’ awareness in this area. The survey results will be also used to highlight identified good trade unions’ practices to fight violence against women as well as to continue to lobby the EU in order to complete the existing legislative framework with specific provisions aiming at eliminating any forms of violence against women.

2 Outcomes of the replies and methodology

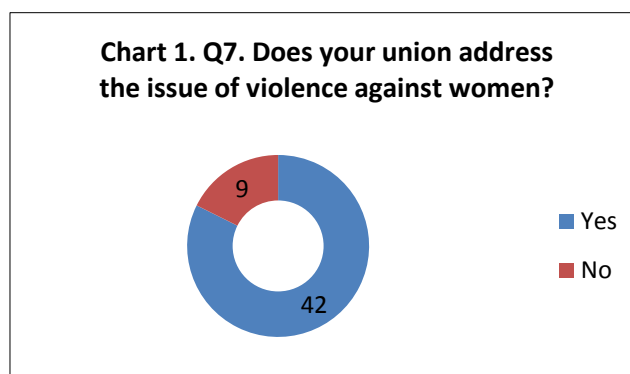
This section of the ETUC questionnaire was completed by all confederations replying to this year survey (51). In addition to the confederations, the report takes into account the answers from the 20 national federations and from the six European Trade Union Federations (ETUFs). As these unions have different levels of action and area of intervention, the results will be split into three levels: confederations, national federations and ETUFs.

Except for some questions, it is worth noticing that all the respondents made the effort to answer this part of the survey²⁵. In total, the results will thus include the **replies from 77 union organisations: 51 confederations, 20 national federations and six ETUFs**.

²⁵ Fifteen questions (both quantitative and qualitative) compound the survey section on violence and one space in which respondents were free to provide any other relevant information or views.

2.1 Trade unions addressing the issue of violence against women

✓ National confederations



Source: 8th of March Survey 2014

Only nine confederations answered negatively to this question: SEK-Cyprus, LO-Denmark, EAKL-Estonia, SZEFE-Hungary, FNV-Netherlands, YS-Norway, CNSLR-Fratia – Romania, TCO and SACO from Sweden²⁶.

With respect to the reasons for a lack of action to fight violence against women, SEK-Cyprus underlined that the union's work focuses mostly on employment, social and economic issues.

As for SZEFE-Hungary, it does not have any women's structure therefore nobody deals with women's issues. The Norwegian confederation YS explained that this was due to the unions' limited resources. FNV does not consider the topic of gender-based violence as relevant with respect to the working conditions in the Netherlands. Similarly, the Estonian confederation EAKL mentioned that this topic is not considered as a priority by unions and the society. The two Swedish confederations SACO and TCO reported that they do not work actively and directly on this matter as it is not a priority among the assigned tasks of the leadership. Nonetheless, SACO-Sweden provided the information that its affiliated unions address the issues of violence and threats in the workplace.

Even if this topic is not on its agenda, TCO-Sweden mentioned that they have a chapter about domestic violence against women in "The TCO gender equality policy programme" and they published a handbook on how to act against sexual harassment in the workplace in 2013. Nor is violence against women included in the priorities of the Danish confederation LO although workplace-related violence is pointed out as an issue in the gender segregated labour market.

The situation is quite different as regards the Romanian confederation CNSLR-Fratia. It does not directly address this issue as it prefers to deal with other problems faced by women: redundancies, low salaries, difficulty of striking the right balance between domestic duties and professional obligations. CNSLR-Fratia is aware of the necessity of fighting violence against women but it favours actions in cooperation with NGOs and public authorities. Moreover, CNSLR-Fratia acknowledged that women facing violence hesitate to call on unions to take action against the person(s) who used violence against them.

²⁶ Whereas the respondents who answered no to this question were not asked to reply to the other questions of the questionnaire, two of these eight confederations (LO-Denmark and TCO-Sweden) replied to some of the remaining questions. As a consequence, 44 replies from confederations will be taken into confederations for the remaining questions.

✓ National federations

Of the 20 national federations having answered the questionnaire, sixteen replied that they are addressing the issue of violence against women²⁷.

Four national federations, all of them affiliated to the ETUCE, reported the absence of this issue from their trade union agenda: Laraforbundet-Sweden, CTUEW-Lithuania, FUURT-Finland and DLF-Denmark.

For two national federations, violence against women is not part of the problems raised by their members: FUURT-Finland and DLF-Denmark. The Swedish federation Laraforbundet considers violence in the workplace as an issue for both men and women and has no plan to address violence against women for the moment. As regards CITUEW-Lithuania, it affirmed that violence against women is not a priority (despite its willingness) since the unions are currently obliged to face government attacks on teachers' working conditions. Hence, all their efforts are devoted to improving the working conditions of their members.

Interestingly, the Norwegian federation UEN (also affiliated to the ETUCE) highlighted the importance of preventive work from an early age to combat harassment and bullying later on. Time spent at school hence plays a significant role to develop attitudes and to counter discrimination, violence and harassment. Consequently, UEN has focused on work-related violence, especially if students have used violence against teachers.

In the UK, sectoral unions have addressed the issue of violence against women under different angles. For instance:

- Teaching unions work on prevention/education/tackling sexual harassment and violence against school girls; They have also analysed the role of teachers and healthcare professionals (especially midwives) in identifying girls and women at risk of or who are victims of FGM;
- National Union of Journalists has highlighted how violence against women is reported by press;
- Musicians Union is currently campaigning on sexualisation of women in the music industry;
- Unions representing civil servants and police have highlighted impact of cuts to specialist and face-to-face services as well as welfare reform on women fleeing violence;
- Transport unions have campaigned on impact of station staff cuts on women passengers' safety.

✓ ETUFs

Of the six replying ETUFs, five answered that they address the issue of violence against women. For the only ETUF not addressing the issue of violence against women, IndustriAll, the reason is that other topics are seen as more relevant by its affiliates (gender pay gap, representation of women in certain professions and leadership positions, work-life balance)²⁸.

2.2 Specific focus on different aspects of violence against women

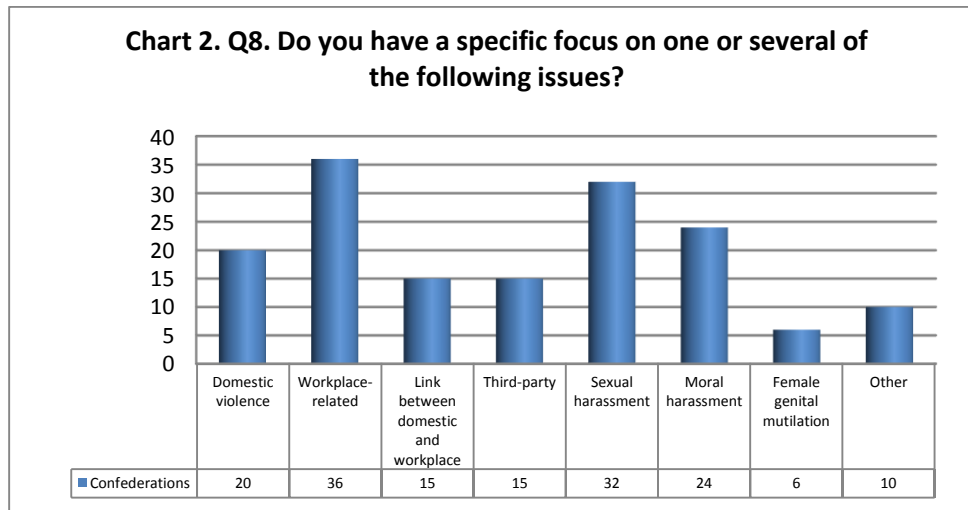
For this second question of the questionnaire, respondents were invited to give details on which specific form of violence against women they are addressing. The questionnaire set out seven aspects of violence against women: domestic violence, workplace-related violence, link between domestic violence and workplace, third-party violence, sexual harassment, moral harassment and female genital mutilation. Confederations were free to mention further issues relating to violence against women they are dealing with. Each confederation could mention more than one aspect.

²⁷ Of the four national federations that answered negatively to the question, only Laraforbundet-Sweden did not continue to answer the remaining questions. For the following answers, the total number of replies from national federations will hence be nineteen.

²⁸ Despite the fact that they answered no to this question, IndustriAll took part in the rest of the survey.

✓ **National confederations**

Forty-one confederations provided information on the aspect of violence against women they tackle. In addition to the nine confederations having answered negatively to the previous question, CNV-Netherlands pointed out that they address violence against employees in general so they did not select a specific focus.



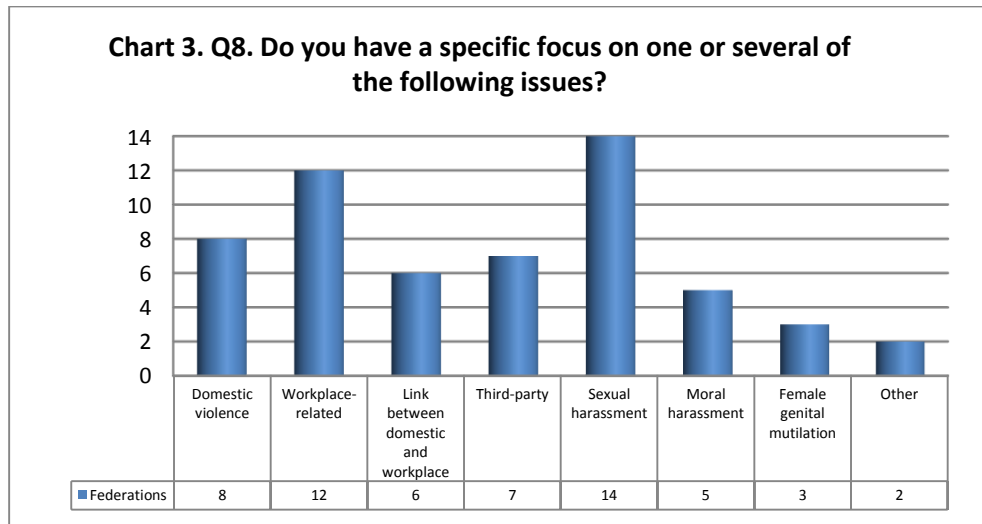
Source: 8th of March Survey 2014

The aspect the most mentioned as focus by confederations constitutes workplace-related violence as it is addressed by nearly all the responding confederations (36 out of 41). Sexual harassment is also considered as significant by a huge part of the respondents (32 out of 41). Moral harassment takes third place with 24 confederations addressing it. Less than the half of the confederations (20 out of 41) pointed out domestic violence as an issue they tackle. Three topics do not constitute the focus of a majority of confederations: the link between domestic and workplace, third-party violence and female genital mutilation.

It is worth analysing the details provided by confederations that reported to deal with “other aspects” linked to violence against women. AKAVA-Finland underlined its fight against any sort of violence, whatever the gender. CSC-ACV Belgium provided information on the Belgian law dealing with welfare at work and psychosocial risks since they include a specific part on the protection against moral and sexual violence and harassment at workplace. These matters are part of the training programme for the new employee representatives. UGT-Spain evoked the repercussion of domestic violence on the work environment. LANV-Liechtenstein and HAK-IS-Turkey mentioned mobbing as an aspect of violence against women to tackle. Two confederations cited the problem of trafficking in human beings: CISL-Italy and LO-Norway. Finally, all the three Italian confederations CGIL, CISL and UIL give a special focus on femicide.

✓ **National federations**

Ranking of issues addressed by national federations slightly differs to the priorities indicated by national confederations.



Source: 8th of March Survey 2014

Sexual harassment and workplace-related violence are again the two aspects that are mostly tackled by unions. Domestic violence is part of the agenda of the half of the national federations. Unlike confederations, not so many national federations focus on moral harassment (5 out of 16).

Two confederations reported to deal with other aspects close to violence against women. The Spanish federation FI CCOO (affiliated to IndustriAll) indicated gender harassment and the British union NASUWT (member of the ETUCE) mentioned a campaign against the increased sexualisation of women and girls in the media²⁹.

✓ **ETUFs**

All the replying ETUFs mentioned workplace-related violence and sexual harassment as part of their agenda to combat violence against women. Moral harassment and third-party violence are also addressed. Domestic violence and the link between domestic and workplace constitute a specific focus for a minority of ETUFs: respectively one and two.

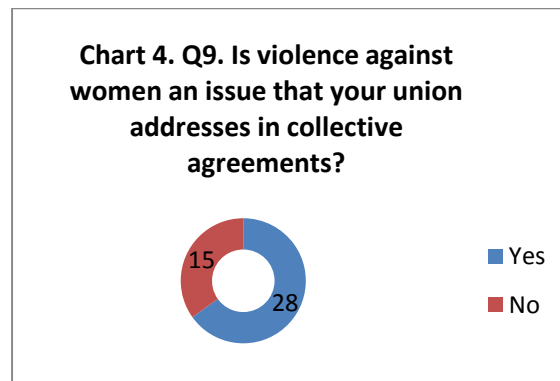
With respect to other aspects, EFJ pointed out its effort in reporting in conflict zones about violence against women. UNI Europa reported the role of men as agents of change in the fight against violence against women.

²⁹ See: <http://www.nasuwat.org.uk/MemberSupport/Equalities/WomenMembers/index.htm>

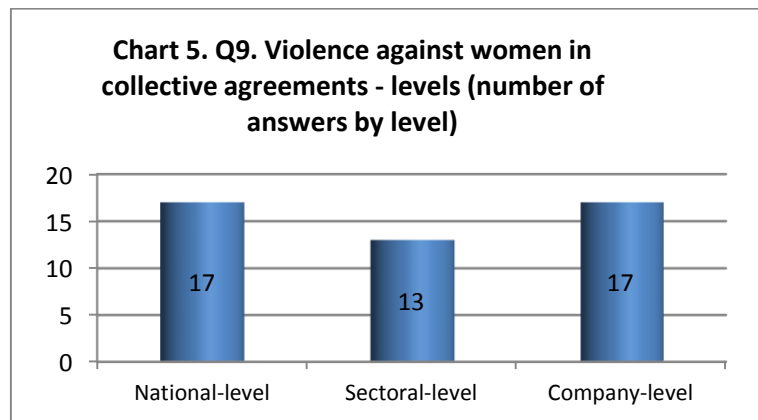
2.3 Addressing violence against women by trade unions in collective agreements

✓ National confederations

Two thirds of confederations tackle the issue of violence against women through collective agreements: 28 out of 43.



Source: 8th of March Survey 2014



Source: 8th of March Survey 2014

Two levels are mostly exploited by a majority of the confederations to bargain on violence against women related issues: national and company – level (17 confederations for each of them). A quite substantial number of confederations (13) reported using sectoral-level collective agreements to tackle violence against women.

Twenty confederations reported one or several example(s) of inclusion of gender-related issues in collective agreements.

Three confederations have used the **Framework agreement on harassment and violence at work** adopted in 2007 by the EU social partners to push for the inclusion of gender-related issues in collective bargaining agreements: CMKOS-Czech Republic, GSEE-Greece and Solidarnosc-Poland.

CMKOS-Czech Republic pointed out that provisions to combat violence and harassment are unfortunately included in only 1.5% of collective agreements. CMKOS-Czech Republic also mentioned that the trade union of health service and social care workers in the Czech Republic organized seminars in cooperation with the union of employer's federations (UZS) on third-party violence in the workplace for employees of health sector and social services facilities in Prague. These projects were in the framework of the project on the promotion of social dialogue.

In Bulgaria, CITUB-KNBS reports that social partners' negotiated a chapter in the Sectoral collective agreement for transport on "Prevention of workplace violence. Gender equality", broadly based on the provisions of the EU-level agreement. The Bulgarian new provisions stipulate that:

- Employer together with the trade unions shall take effective measures to prevent from all forms of physical and psychosocial abuse, and ensure working conditions that help to prevent workers from chronic stress, physical and mental disabilities in the workplace;
- The employer shall ensure that the principle of gender equality in pay, access to training and career development is guaranteed;
- The employer is obliged to pursue a policy of zero tolerance against discrimination and workplace violence in its various manifestations - physical, mental and sexual;
- The parties shall develop training plans to raise awareness of managers and employees in order to identify signs of abuse and workplace violence, and to initiate preventive or corrective actions. These measures should be applicable to a third party violence;
- The Employer shall develop procedures to be followed in cases of bullying or violence, which must contain: (1) Immediate and fair internal investigation; (2) Statistics; (3) Feedback; (4) Adequate disciplinary measures against the perpetrators to be taken if they are employees in the same establishment; (5) Support for the victim and if necessary psychological help on the reintegration process;
- The employer may decide to ensure appropriate treatment the injured employee.

Since 2010, CITUB transport union FTTUB has been trying to extend the scope of the Sectoral agreement by negotiating the same clauses at company level. Up to now, the text has been signed by four companies and another four are negotiating it.

The Italian confederation CGIL underlined the difficulties of implementing this agreement due to the reluctance of employer organizations. Conversely, the Latvian confederations LBAS agreed with the employers' organization on the implementation of the agreement, which means a reinforcement of protection for women facing harassment and violence at work. UGT-Portugal reports that social partners jointly did an evaluation report on the execution of the EU Framework agreement on harassment and violence.

KOZ SR-Slovakia and PODKREPA-Bulgaria reported that usually their collective agreements contain provisions against gender discrimination at work and they do not directly target violence against women. Similarly, UATUC-Croatia regretted in its reply that collective agreements contain mostly general sentences linked to the legal regulation on discrimination, dignity, equality and harassment. Only in some sectoral collective agreements (mainly in public services) there are more detailed and innovative references but not really in the industrial sector.

Twelve confederations undertook campaigns of information, through training sessions, guidelines, recommendations or model agreements, to increase the number of collective agreements containing specific provisions to combat violence against women: ÖGB-Austria, CITUB-KNBS – Bulgaria, UATUC-Croatia, DEOK-Cyprus, CMKOS-Czech Republic, ICTU-Ireland, LBAS-Latvia, LANV -Liechtenstein, Solidarnosc-Poland, UGT-Portugal, ZSSS-Slovenia and UGT-Spain.

DEOK-Cyprus carried out an evaluation of collective agreements regarding the identification of probable discrimination with a specific focus on the gender pay gap as well as on possible provisions related to sexual harassment. The assessment of the research was disappointing for the confederation: not even one collective agreement made reference to these issues. From now on the confederation will make sure that every collective bargaining agreement will contain a provision ensuring the protection of women from any kind of violence in the workplace.

LBAS-Latvia reported that it conducts free-of-charge consultations for those employees who need help in protecting their labour rights. The employees who report cases of harassment and violence will receive help in preparation of claims before submitting them to the Court.

Solidarnosc - Poland mentioned a joint Declaration with employers leading to the setting up of a task force in charge of making recommendations for employers and trade unions to combat violence in the workplace.

The Portuguese confederation UGT lamented the fact that employers are reluctant to include provisions in collective agreements relating to violence against women despite the strong encouragement of the unions.

The Spanish confederation UGT detailed the provisions linked to violence against women that are contained in some collective agreements. The confederation underlined that the power of unions to include such provisions was reinforced by the adoption of a law in Spain as regards gender violence in 2004. Three company agreements were mentioned by UGT Spain:

- **Red Eléctrica Española** (signed in 2005), providing for legal, medical and psychological support to employees that are victim of domestic violence;
- **Grupo Repsol** (signed in 2005), setting out additional supporting measures than those set by law for employees victims of domestic violence (including time-off for medical assistance, legal aid, psychological aid, etc.);
- **Collective Agreement of the plaster, lime and prefabricated manufacturers sector** (2013) which provides the possibility to take up to one year off for employees victims of domestic violence and the possibility to receive advance cash.

Workplace agreements on domestic violence were also negotiated in the UK. For example, the federation Unison reported that workplace domestic violence agreements have been signed in the national health sector (NHS); in higher education and in the civil service. HAK-IS – Turkey mentioned that some collective agreements prevent male workers from taking place in work councils if they have been accused of violence against women.

✓ National federations

Unlike confederations, a minority of the national federations (6 out of 16) tackle the issue of violence against women through collective agreements.

Not surprisingly, national federations reported to address violence against women mainly on the sectoral level. Only two federations mentioned the three levels: FI CCOO – Spain (affiliated to IndustriAll) and the British federation NASUWT-UK (ETUCE). NASUWT pointed out the collective agreements in relation to equalities and dignity at work, sexist and sexual-related bullying in the workplace as well as discrimination on the grounds of gender identity.

As regards examples, FI CCOO – Spain reported specific measures in company equality plans. SKEI-Slovenia (IndustriAll) tackles violence against women by including a specific provision stipulating that all kinds of violence against workers (whatever the gender) are forbidden.

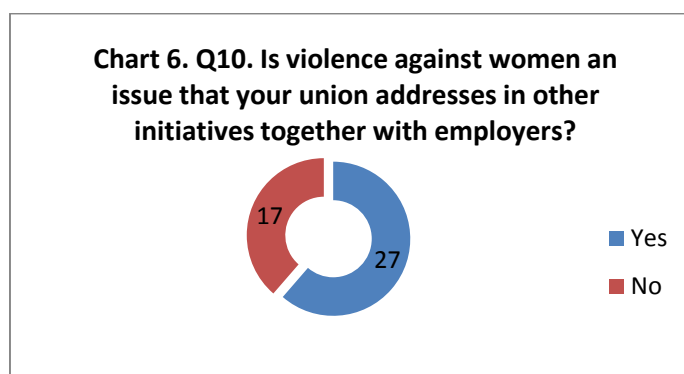
In 2009, the Bulgarian transport sector union FTTUB, affiliated to CITUB concluded an “Agreement for joint actions on prevention of work related harassment and violence of women in the urban public transport companies in Sofia” with the Mayor of Sofia. In the framework of the agreement, a survey was carried out to gather information about the existence and the nature of violence faced by women in the workplace. On designated sites special boxes were located in which to collect the completed questionnaires and other reports of violence. Boxes were labelled with stickers designed to attract maximum attention to the initiative. On the sticker there was written “There is somebody to share with”. A brochure entitled “No to violence against women at work!” was also produced together with a list of recommendations to prevent and eliminate work-related violence against women. All outputs were broadly diffused to employees and managements. Other agreements for joint actions were also concluded in different companies (Bulgarian rail passengers’ operator; Sofia airport; Municipality of Varna; Municipality of Burgas).

✓ ETUFs

ETF and IndustriAll do not address the issue of violence against women through collective agreements. Conversely, UNI Europa tackles this issue at all levels of collective bargaining. In addition to the three levels mentioned in the questionnaire, UNI Europa pointed out European and global agreements with companies as a means to address violence against women. In the global agreements, UNI pays attention to the inclusion of a provision as regards violence against women. In other cases, for example with Walmart, they are working on gender audits to determine the situation of women in the company and if they have experienced violence at the workplace.

2.4 Violence against women as an issue that trade unions address in other initiatives together with employers

✓ National confederations



Source: 8th of March Survey 2014

A majority of confederations acknowledged that they have undertaken other initiatives together with employers to address the issue of violence against women: 27 responded yes, against 17 who did not.

Some initiatives are of bipartite nature, while others are undertaken in the context of a tripartite dialogue with government's officials. The latter will be described in the paragraph 2.6 which relates to unions' work to fight violence against women in collaboration with public authorities.

With respect to bipartite actions, three confederations made reference to the EU Framework agreement on harassment and violence at work.

At national level, the Cypriot confederation DEOK involves employers in all union events and seminars that deal with violence against women, especially on sexual harassment in the workplace. The aim is to make them more aware of this issue and to take action. According to the confederation, most employers know that a policy statement has to be implemented in the workplace and it must commit the company to treating violence seriously. In Turkey, HAK-IS has organised training seminars together with employers relating to bullying in the workplace.

SAK-Finland drafted out recommendations about prevention of violence at work (or bullying) in cooperation with employers.

CFTC-France advocates the inclusion of provisions on violence against women in all the national instances in which the confederation is present, e.g. the High Council of Professional Equality between Men and Women and the National Commission of Collective Bargaining. The French confederation takes up this issue during the negotiation of cross-sectoral agreements at national level.

GSEE, along with the Greek national employers' organizations, is taking part in joint actions for the years 2014-2015, under ILO's technical assistance and guidance. Employee and employer organizations jointly decided to study and map mechanisms and best practices to record and measure the impact on pay and working conditions due to the upsurge in illegal discrimination on grounds of gender and family commitments. The project includes the elaboration of educational

materials on human rights. They are also preparing joint workshops as well as central and regional thematic seminars with joint social partner representation (employees and employers).

ASI-Iceland worked with SA-Confederation of Icelandic Employers to draft special protocols in connection with collective bargaining where the issue of gender equality and a well-being in the workplace is addressed.

✓ National federations

Unlike confederations, a majority of national federations did not mention other initiatives with employers in relation to violence against women: thirteen against six. Most of them are of tripartite nature or involve NGOs and they will be treated in the relevant sections of the report.

✓ ETUFs

The six ETUFs replied to the question. All of them answered they have other initiatives together with employers to address the issue of violence against women.

The EFJ reported its efforts in integrating gender-related topics into the EU social dialogue in the audiovisual sector. The EU framework for action signed with employers in the audiovisual sector makes specific mention of bullying and harassment³⁰. Regarding IndustriAll, they focus on company level where there are initiatives to fight harassment in the company. ETUCE raised the issue amongst others in the multi-sectoral guidelines on third-party violence as well as in the education sector's joint declaration on the prevention of third-party violence in education.

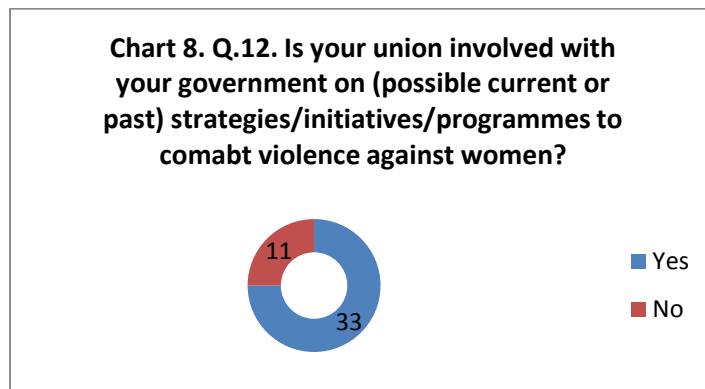
UNI Europa produced a series of tools that include amongst other things: manuals, guides, best practices and toolkits, to be used by both affiliates and companies when someone at the workplace is suffering from violence. Within the ETF, the Maritime section run two projects on bullying and harassment on board ship, not only gender-based but all kinds of bullying and harassment. The project issued a series of tools aimed to tackle the phenomenon at the work place.

EFFAT has undertaken over the last years many actions in this field. They have raised the issue of sexual harassment and third-party violence in the social dialogue in the Horeca sector. They proposed to issue joint guidelines similar to those of ETF and ECSA on eliminating workplace harassment and bullying in the maritime sector, or to adhere to the multi-sectoral guidelines to tackle third-party violence and harassment related to work elaborated by EPSU, UNI Europa, ETUCE, HOSPEEM, CEMR, EFEE, EuroCommerce, CoESS signed in 2010. However, the employers' association HOTREC did not agree. In the social dialogue in the contract catering sector, EFFAT and Food Service Europe (FSE) are monitoring the implementation of their corporate social responsibility agreement by focussing on one topic per year. In 2013, the issue of gender equality was selected, and examples from national level showed that workplace-related violence against women such as sexual harassment and third-party violence are addressed by social partners and in collective agreements at national level.

³⁰ See: http://www.fia-actors.com/uploads/AVSDC-FoA_Gender_Equality_EN.pdf

2.5 Trade unions involvement with their governments on (possible current or past) strategies/initiatives/programmes to combat violence against women

✓ National confederations



Source: 8th of March Survey 2014

A great majority of confederations (33 out of 44) reported that they have been involved with their governments on (possible current or past) strategies/initiatives/programs to combat violence against women.

DEOK-Cyprus and GSEE-Greece are among those who are not involved. Nevertheless, DEOK-Cyprus reported that the union participates in meetings of the Parliamentary Committee on Human Rights and Equal Opportunities for Men and Women. One of the topics taken up by the committee is violence against women. Women's Rights Department of the Ministry of Justice and Public Order sponsored the edition of the brochure "*Sexual Harassment, an invisible nightmare in the workplace*" and DEOK was involved in this initiative³¹. GSEE-Greece raised the point that in a period of crisis, gender issues are not on the government's agenda.

As regards the confederations that answered positively, some details of their involvement within government initiatives to tackle violence against women are provided. Often, trade unions are associated by government's in the discussions together with the employers' organisations and representative of the civil society.

In Austria, the confederation ÖGB has a close collaboration with the Ministry of Women's Affairs.

In Belgium, the confederation FGTB-ABVV ensured the follow-up of the gender mainstreaming plan decided by the federal government. CSC-ACV has been mainly involved with the legislation concerning protection against violence at work and moral and sexual harassment.

In Bulgaria, the two confederations PODKREPA and CITUB take part in the activities of the National Council of Gender Equality in which they make proposals, deliver opinions and comment on the proposed draft bills concerning gender balance. PODKREPA monitors the implementation of the national strategy on gender balance that is adopted annually by the Council. CITUB

³¹ Available at (in Greek): Manual

[http://www.eif.gov.cy/mlsi/dl/genderequality.nsf/0/E3C9F3EAF4E66758C22579A70027D43D/\\$file/%CE%B4%CE%B5%CE%BF%CE%BA-%CE%BF%CE%B4%CE%B7%CE%B3%CE%BF%CF%83_%CF%83%CE%B5%CE%BE%CE%BF%CF%85%CE%B1%CE%BB%CE%B9%CE%BA%CE%B7%CF%83_%CF%80%CE%B1%CF%81%CE%B5%CE%BD%CE%BF%CF%87%CE%BB%CE%B7%CF%83%CE%B7%CF%83.pdf](http://www.eif.gov.cy/mlsi/dl/genderequality.nsf/0/E3C9F3EAF4E66758C22579A70027D43D/$file/%CE%B4%CE%B5%CE%BF%CE%BA-%CE%BF%CE%B4%CE%B7%CE%B3%CE%BF%CF%83_%CF%83%CE%B5%CE%BE%CE%BF%CF%85%CE%B1%CE%BB%CE%B9%CE%BA%CE%B7%CF%83_%CF%80%CE%B1%CF%81%CE%B5%CE%BD%CE%BF%CF%87%CE%BB%CE%B7%CF%83%CE%B7%CF%83.pdf) ;

Brochure

[http://www.eif.gov.cy/mlsi/dl/genderequality.nsf/0/E3C9F3EAF4E66758C22579A70027D43D/\\$file/%CE%B4%CE%B5%CE%BF%CE%BA-%CF%84%CE%B5%CF%84%CF%81%CE%B1%CF%80%CF%84%CF%85%CF%87%CE%BF_%CF%83%CE%B5%CE%BE%CE%BF%CF%85%CE%B1%CE%BB%CE%B9%CE%BA%CE%B7%CF%83_%CF%80%CE%B1%CF%81%CE%B5%CE%BD%CE%BF%CF%87%CE%BB%CE%B7%CF%83%CE%B7%CF%83.pdf](http://www.eif.gov.cy/mlsi/dl/genderequality.nsf/0/E3C9F3EAF4E66758C22579A70027D43D/$file/%CE%B4%CE%B5%CE%BF%CE%BA-%CF%84%CE%B5%CF%84%CF%81%CE%B1%CF%80%CF%84%CF%85%CF%87%CE%BF_%CF%83%CE%B5%CE%BE%CE%BF%CF%85%CE%B1%CE%BB%CE%B9%CE%BA%CE%B7%CF%83_%CF%80%CE%B1%CF%81%CE%B5%CE%BD%CE%BF%CF%87%CE%BB%CE%B7%CF%83%CE%B7%CF%83.pdf)

participates in meetings of the Advisory Committee on Equal Opportunities for Women and Men and disadvantaged groups on the labor market chaired by the Ministry of Labour and Social Affairs. CITUB underlined that their proposals, drafted by the Women's Commission of CITUB, were incorporated in the 2014 National Plan for Employment Activities.

In Croatia, the confederation UATUC has no real close cooperation with the government and the ministries on the issue of violence. However, there is a strong collaboration with the Gender Equality Ombudsperson who has an active role in public discussion and in the drafting of legislative proposals (e.g. Act on Violence and Harassment at Work). UATUC Women's Section took part in several surveys in cooperation with the Gender Equality Ombudsperson and has good cooperation with the parliamentary Committee on Gender Equality, and organized different activities (e.g. round tables, hearings etc.).

In the Czech Republic, CMKOS is involved in the legislative process with the possibility to comment the draft bills and to submit opinions. They are represented in the governmental Council for Equal Opportunities for Women and Men dealing, among others, with these issues.

In Denmark, LO is active in relation with the Danish government on workplace-related violence, e.g. through campaign activities, publications etc.

In Finland, the two confederations AKAVA and SAK were involved when the Occupational Health and Safety Act was in discussion. This Act prohibits violence and sexual harassment in the workplace. AKAVA mentioned that a proposal in this field is underway.

In France, the confederations CGT, UNSA and CFTC highlighted their involvement in the National Council of Professional Equality between Men and Women. This body, chaired by the Minister of Women's Rights, carries out reports or studies and the French government pays attention to the proposals and recommendations of this Council before taking any decision in this area. FO and CFTC pointed out their involvement in the drafting of the bill about gender equality currently in discussion. Several provisions of this draft bill deal with domestic and workplace-related violence against women. The confederation CFTC is currently part of a project on labour relations between men and women carried out by the Council. Within this context, a survey based on a sample of nine companies was carried out. The main input of the survey is to show that in companies who take action for equality between men and women, employees are more confident to speak out about violence against women and are more aware of the damage caused by such behaviour.

In Germany, DGB and its trade unions support a national program from the German government: a phone number that helps women facing domestic violence.

In Iceland, ASI is part of a working committee set up by the Minister of Welfare with the task of reviewing Icelandic Regulation 100/2004 addressing bullying and sexual harassment in the workplace. The ASI representative did stress the point that the Regulation did not address harassment and violence by third parties (such as clients), which constitutes an important element of the EU Social Partners Agreement against violence adopted in 2007. In addition, the representative pointed out the necessity of a more detailed definition regarding sexual harassment and violence against women. The ASI representative also underlined that a more straightforward procedure was to be included in the regulation for the victims of sexual harassment and/or bullying at the workplace. All these three remarks have been taken into account in the new regulation. The regulation will be brought forward to the Icelandic Parliament this parliamentary season. In 2006, the Icelandic government adopted an action plan for measures to combat violence against women in intimate relationships based on the concept that violence against women affects everyone in the society and will not be tolerated. In 2010 a report of the Minister of Welfare on measures under the government initiative regarding male violence against women in intimate relationships was published. The report is a result of a research project that was carried out between 2008 and 2010, in which Icelandic social partners were involved.

In Ireland, the ICTU is represented on the Gender Equality Panel which is convened by the First and Deputy First Minister of the Northern Ireland Assembly. The Strategy deals with a number of issues relating to gender equality including violence against women. In the Republic of Ireland they liaise closely with "COSC", the National Office for the Prevention of Domestic, Sexual and Gender-

based Violence. In July 2013, they did a submission on the issue of Domestic Violence to the Joint Committee on Justice, Defense and Equality in the national parliament.

ICTU is also represented in various working groups dealing with the issue of violence against women, such as the Domestic Violence Partnership comprising NGOs, trade unions and employers working together in a strategic manner.

In Italy, the confederations UIL, CISL and CGIL participated in the parliamentary hearings before the adoption in 2012 of a law on gender violence. All the three unions were also very active in the discussions as regards the law about femicide. They are part of the task force set up by the Department for Equal opportunities with a view to combating violence and discrimination against women, in particular domestic violence, physical, psychological and moral violence as well as moral and sexual harassment. In 2000, jointly with the Labour Ministry, UIL proposed to establish a Supervisory Authority against violence in the workplace, which is now envisaged within the so-called Single Guarantee Committees created in 2010. This Authority will replace the old Equal Opportunities Committees and Bullying Committees for more incisive action to combat any form of discrimination against women in public companies. At regional level, a draft protocol of agreement was negotiated to create a regional observatory on gender violence and promote shared strategies to combat violence against women in the Friuli Venezia Giulia Region. The Lombardy region established a permanent group on violence against women which involves social partner organisations together with local authorities.

In Liechtenstein, the confederation LANV took part in a government – led campaign against sexual harassment in the workplace in 2006.

In Lithuania, LPSS / LTUC is involved in the implementation of the “Third National Programme on Equal Opportunities for Women and Men 2010–2014”.

In the Netherlands, CNV is tackling the issue of violence and discrimination in the Social Economic Council. An advisory report is due to be published in 2014. Another project called “Safe Public Service” is led by the government: an award is given annually to the organizations that have a successful approach to address violence against employees. The partners for this event are the Ministry of the Interior and Kingdom Relations (BZK), Employers, Employees, CAOP, CCV (Dutch Centre for Crime Prevention and Safety) and Victim Netherlands. LO-Norway has been pushing forward political action to prevent violence against women and improve public support to victims of violence. Among others, the Ministry of Justice has financed a report on the costs of violence in couples and families. LO-Norway also acted through brochures, which includes a set of “political demands”.

In Portugal, UGT has been involved in the monitoring of the implementation of public policies concerning the promotion and the support of gender equality. They take part in the Advisory Board of the Committee for Citizenship and Gender Equality (CIG) and in campaigns developed in the framework of domestic violence. UGT-P also participated in the creation of a guide on harassment, a project undertaken by the CITE (Committee for Equality in Employment and Work).

Concerning Slovakia, the confederation KOZ SR set out all the initiatives undertaken recently by the Slovak government to combat violence against women but did not give details on their own involvement with the government in this field.

In Slovenia, the confederation ZSSS is part of the tripartite social dialogue on labour legislation. In its reply, the union mentioned that the labour legislation sets out measures obliging employers to take action against violence and discrimination in the workplace. In case of an employee complaint, the burden of proof is on the employer who is liable for safety in the work environment. Therefore, both trade unions and employer organizations promote draft employer statements.

In Spain, the two confederations CCOO and UGT are members of the State Observatory on Violence against Women. This interministerial body, created in 2004, is due to draft reports and studies (e.g. to assess the efficiency of the law) as well as to propose legislation in the field of violence against women. In addition, the Observatory is in charge of consulting stakeholders and of ensuring institutional collaboration.

In Sweden, the confederation LO provided information on the project initiated by the Municipal Workers Union in which they are also involved: women who experience domestic violence can get ten visits to a counselor paid for by the union.

The confederation TCO underlined that national social partners in Sweden usually have the opportunity to give comments before new legislation is proposed. TCO makes remarks when the draft bill deals with violence against women.

SGB-Switzerland is part of a national research programme to better fight sexual harassment in the workplace. They are also involved in a project called “No is No” jointly with other associations.

In Turkey, HAK IS and its affiliate unions support the campaign led by the Ministry of Family and Social Policy to stop violence against women.

The British confederation TUC is involved with the government primarily through its relationship with the EVAW (End Violence Against Women) coalition (<http://www.endviolenceagainstwomen.org.uk/>) This has involved meeting with relevant officials from the Department for Education, the Department for Health, and the Department for Work and Pensions to discuss various aspects of government policy in relation to violence against women and has involved supporting campaigns to raise awareness in this regard.

✓ National federations

A small minority of national federations has not been involved with their governments on (possible current or past) strategies/initiatives/programmes to combat violence against women.

KÍ-Iceland (ETUCE) participated in the revision of workplace regulation on bullying, sexual harassment and violence with employer's organisations, other unions and the governmental bodies.

KTOEOS-Cyprus (ETUCE) played an active role in demanding a women's shelter under the framework of a civil society platform. They succeeded in convincing the government to work on such a shelter and call center. The shelter for women exists today thanks to the funds given by a private institution and the call center is under the government office.

As regards FAPE-Spain (EFJ), they collaborate with the government's delegation on gender violence to study audiovisual media and set up action plans.

USDAW-UK (EFFAT), gave the example of different kinds of involvement they have been part of: round-table discussions with relevant government departments and women activists, response to government consultations etc.

NASUWT-UK (ETUCE) worked with the previous government, the Anti-bullying Alliance and other agencies to produce the “*Safe to Learn*” series of advice documents for schools. This series includes guidance on bullying on the grounds of gender and gender identity.

NUT-UK (ETUCE) was one of the contributing organisations towards an active campaign launched by the Home Office in order to address and challenge abuse in relationships, in particular young people's relations. NUT-UK also attends meetings with government about female genital mutilation including government ministers and lobbying them about the right strategies. Lobbying government to enhance the status of sex and relationship education is also part of its operations to include focus on violence against women.

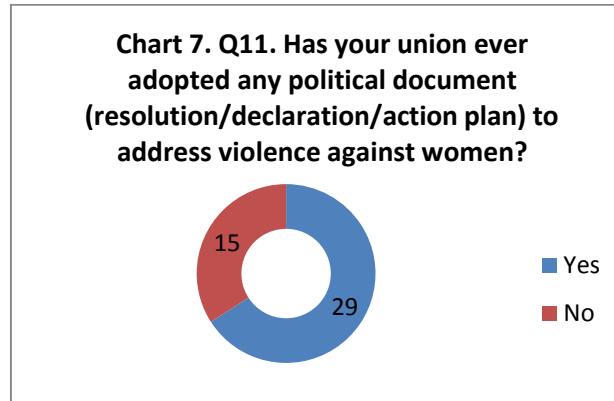
KTOS-Cyprus gave information on its involvement in the drafting of the bill including amendments regarding sexual violence against women (widening the sexual offenses to include psychological and economic violence) to the criminal law in the north of Cyprus. The federation participated in a series of consultations before the adoption of the bill.

✓ ETUFs

Four ETUFs replied to this question: only one answered affirmatively (UNI Europa), whose members are involved in discussions and consultations led by different countries and governments (e.g. Argentina, Canada, Brazil).

2.6 *Political document (resolution/ declaration/ action plan) to address violence against women adopted by trade unions*

✓ National confederations



Source: 8th of March Survey 2014

Most of the confederations have drafted in recent years a political document to address violence against women: 29 against 15.

Ten confederations reported having adopted a **resolution / motion** at one of their Congresses. UATUC-Croatia adopted a document on unsafe and underpaid work of women, ASI-Iceland on gender equality at the workplace (including the issue of violence against women and sexual harassment), ZSSS-Slovenia on violence and harassment at workplace, HAK IS – Turkey and TUC-UK on violence against women. For this latter, the Women's Committee adopts every year a Resolution ranging from issues relating to cuts to services for survivors of rape or domestic abuse, to legal support for survivors of violence against women, to prevention of violence against women via education programmes, to bargaining for better workplace agreements relating to domestic violence. The Irish confederation ICTU has adopted various motions and recently a submission on the issue of domestic violence to the Joint Committee on Justice, Defence and Equality in the Irish Parliament³². The Resolution adopted at the Congress of the Spanish confederation UGT contains a long section on eradicating violence against women.

Seven confederations provided information on the **action plans** that they have established addressing the issue of violence against women. The Austrian confederation ÖGB set up a project group to adopt and monitor the implementation of the action plan. The Bulgarian union CITUB-KNBS gave in details of its programme for the period 2013-2018 with specific targets on combating violence against women. The Portuguese confederation UGT also mentioned in detail its action plan focusing on violence: it aims to promote the adoption of mechanisms and tools, both judicial and legislative, to put an end to violence against women and to create measures in collective agreements to protect victims of domestic violence. As regards UGT-Spain, its action plan includes as an objective the fight against violence against women.

Three confederations included specific provisions on gender-related issues and violence into their **statutes**: CCOO and UGT from Spain, UGT-Portugal and HAK-IS - Turkey.

³² To read the motion see: http://www.ictu.ie/download/pdf/submission_to_committee_on_justice.pdf

The French confederation FO mentioned the drafting of statements, articles and press releases to make people more aware of gender issues. In Germany, on the occasion of the DGB Women's Conference, the delegates adopted the motion on "Combating domestic violence" and demanded better funding for women refugees and more information centers for the victims of domestic violence. CGT-France underlined that since its last Congress this topic is included in the 10 proposals concerning gender equality.

Two Italian confederations reported the signature by CGIL, CISL and UIL of a Protocol on violence against women in the workplace in November 2012, which has to be implemented in public and private companies to eradicate any form of violence and discrimination at the workplace against male and female workers³³. CISL mentioned some additional initiatives launched by the confederation, such as a platform for the prevention of violence against women and children, accompanied by the publication of a manual explaining the national legislation and the unions' work in this field³⁴.

In the UK, approximately five motions relating to violence against women are debated every year at TUC Women's Conference. Some are sector specific -others are more general. Some examples from recent years: Female Genital Mutilation; Cuts to women's refuges and specialist police services for rape victims; Violence against women seafarers; Violence against women journalists; Violence against women in betting shops.

✓ National federations

Unlike the confederations, a majority of national federations have not drafted any political document to address violence against women: 11 against 8. Nonetheless, the difference is very slim.

Seven national federations gave examples of political documents.

CPCST-Armenia (ETUCE) elaborated a five-year action plan on violence against women.

The Bulgarian transport sector FTTUB adopted at Congress specific commitments to deal with violence against women. These include: negotiating prevention and care in cases of work place related violence and extending the implemented policies towards employers' organizations for joint measures for the elimination of violence against women. An essential part of this process is to share the problem/case and the establishment of a culture for sharing and statistical reporting of all cases of violence. Initiating education activities, seminars, conferences and other for exchanging the experience and good practices are also foreseen among the engagements taken by the union.

In Germany, the trade union GdP (representing police workers) adopted a position paper "Domestic violence" (Häusliche Gewalt) in September 2013³⁵.

NASUWT-UK (ETUCE) launched the "Global Equality in Education for Women and Girls" declaration of intent, timed to celebrate World Teacher's Day. The declaration calls for: universal and free primary and secondary education for girls, sex and relationship education as an entitlement for all children, urgent action to ensure girls access to education free from violence, intimidation and sexual abuse, positive action to increase the representation of women in leadership roles and to end child labour.

USDAW-UK (EFFAT) adopted an Executive Council statement to the Annual Delegate Meeting 2012.

✓ ETUFs

³³ The Protocol (in Italian) is available at:

<http://www.uil.it/Documents/Protocollo%20Nazionale%20contro%20la%20Violenza%202012.pdf>

³⁴ See: [http://www.cisl.it/sito.nsf/Documents/2DD16F893D1AAC98C1257C2B0053CB03/\\$File/piattaforma%20prevenzione-copertina-2013.pdf](http://www.cisl.it/sito.nsf/Documents/2DD16F893D1AAC98C1257C2B0053CB03/$File/piattaforma%20prevenzione-copertina-2013.pdf)

³⁵ See: http://www.frauenhauskoordinierung.de/uploads/media/GdP_Positionspapier_HaeuslicheGewalt130912.PDF

Of the six replying ETUFs, four have drafted a political document relating to violence against women: EFJ, ETF, UNI Europa and ETUCE.

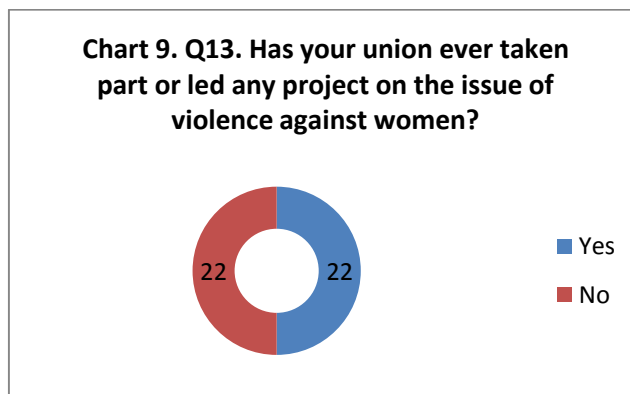
The EFJ adopted in 2009 a policy against sexual harassment: the IFJ Brussels Declaration denounces violence against female journalists among other issues. ETUCE has not adopted a declaration on violence against women in particular, but the issue is highlighted in ETUCE's work programme for 2013-2016. It is also taken up in the ETUCE Gender Equality Action Plan, in ETUCE's Action Plan on Preventing and Tackling Violence in Schools and in the Practical Guidelines for Anti-Cyber Harassment Measures in Education.

The ETF elaborated an action plan for gender equality for the period 2013 – 2017 with two main priorities: health and safety (a training package module) and violence (a template company policy which may in the future be used by trade unions to help them adopt company policies on 'zero' tolerance to violence in the workplace).

UNI Europa included gender-related issues in many documents. Violence against women is enshrined in their Equal Opportunities strategic plan and they are leading a Campaign called "*Breaking the Circle of Violence*" (<http://en.breakingthecircle.org/>) . They adopted a Model Equality Clause and model policies as political documents to be used in unions, companies and for lobbying in other countries. UNI Europa participated in the 57th session of the UN Commission on the Status of Women in March 2013 which debated the issue of violence against women. Along with other global union federations, they contributed in including a paragraph in the final document which gives unions the right to discuss violence at the workplace.

2.7 Trade union involvement in projects on the issue of violence against women

✓ National confederations



Source: 8th of March Survey 2014

Exactly half of respondent stated that they have been involved in any project relating to violence against women: 22 out of 44.

ÖGB-Austria mentioned that there are several projects launched by social partners and trade unions. One of them aims at assessing psychological burden at the workplace.

CITUB-Bulgaria reported a project undertaken with the trade union of Bulgarian teachers.

In the Czech Republic, the trade union of health service and social care workers was involved in a project on third-party violence, financed by Norwegian funds.

In Slovenia, the confederation ZSSS has embarked in a project to promote mediation as a trade union tool to help victims of discriminations in the labour market³⁶.

The Belgian confederation FGTB-ABVV is involved in various international projects as regards violence against women. The union organised workshops in Africa and set up transnational union cooperation and contributed to the political position of the ITUC on this issue. It carried a project from 2011 to 2013 to reinforce the capabilities of women in Congo to reintegrate society after having faced sexual violence. In another project in Benin, the confederation is combating sexual harassment against women in the workplace and at school. They also led a project "Heavy loads" in 2011 to make Belgian people more aware of violence against women all around the world through a photo travelling exhibition, the publication of a brochure and numerous conferences³⁷. At European level, FGTB-ABVV was one of the partners of COFACE's led project "Domestic violence the intruder in the workplace and vocational integration" and specifically dealt with the workplace level of the activities³⁸.

CSC-ACV Belgium underlined its initiatives in women's committees in the Belgian regions, especially in the framework of regional coordination or in cooperation with associations active in the field of violence against women.

In Croatia, the UATUC's Women Section participated in many projects. Some examples dealing with discrimination at work include:

- A joint project with ILO-ICFTU-WCL on "Discrimination against women in the workplace in Central and Eastern Europe and the newly independent states";
- A project together with the lesbian group Kontra against discrimination of LGBT persons at the workplace;
- International training of trainers (ITUC-PERC and FES) on discrimination at work.

In France, the CGT federation of research companies undertook a project in this field with the cooperation of UNI Europa and of civil society associations.

ASI-Iceland launched and co-finances the project "Social contract fighting bullying" in 2012. It includes a dedicated website: <http://www.gegneinelti.is/> (only in Icelandic).

The British confederation TUC has been running a project for the last year on domestic violence which has involved producing a survey, an e-petition to the government calling for the ratification of the Council of Europe Istanbul Convention, and the production of electronic training resources for union reps.

Some of the projects reported mainly consisted in campaigns or awareness raising activities to prevent and combat violence against women.

AKAVA-Finland mentioned its involvement in the national-wide campaign against workplace violence in 2009, targeted for employees in general.

The Irish confederation ICTU partnered with Safelreland on their awareness raising activities in 2014 with a focus on the workplace.

LANV-Liechtenstein took part in a campaign against sexual harassment in the workplace in 2006.

UGT-Portugal lead awareness-raising actions on sexual harassment for trade union leaders and delegates as well as trade unionists in general (hosted by UMAR – Women's Union Alternative and Response). Discussion groups focused on sexual harassment, with students from the Agostinho Roseta Professional School.

In the Slovak Republic, the confederation KOZ SR reported a two-year campaign "Fifth Women", which meant a breakthrough in the understanding of the issue of violence against women. The

³⁶ See project webpage: <http://mediacija.zsss.si/en>

³⁷ See publication and pictures at: http://issuu.com/fgtb/docs/fgtb_violences_hd_pages?e=1434904/3672318

³⁸ See final report at: http://coface-eu.org/en/upload/08_EUProjects/Domestic%20violence-etude-coface-daphne-en.pdf

campaign created the conditions for amending various laws in 2002 and for a more efficient legal punishment of perpetrators and protection of victims.

In Sweden, the hotel and restaurant union is also engaged in a campaign to combat sexual harassment in the workplace as a part of the systematic work environment strategies. The employers are expected to engage as well.

✓ National federations

A small majority of national federations reported to be involved in projects linked to violence against women: 11 against 8.

Three national federations evoked the involvement in projects led by European or global unions. CPCST-Armenia (ETUCE) participated in meetings organized by the IE Equality Committee and afterwards shared with its members the decisions taken by the Committee.

OGB reported about its member VIDA initiative "Crime scene workplace. Together against violence at the workplace". VIDA, which represents workers maintenance and cleaning in the insurance sector, has embarked in a project to raise awareness on violence and harassment as well as illustrating the everyday strain from which the employees suffer, ranging from verbal abuse, insults and facing aggression up to physical attacks. A conference which deals in detail with the topic was organised in cooperation with the Austrian Chamber Of Labour (AK) on November, 23rd 2013³⁹.

BTB – FGTB (ETF) took part in the different campaigns organised by ITF and ETF (UN Day to stop violence against women) on International Women's Day (8th March). They distribute campaign materials to their different transport sectors (regions) and to their members in the work place.

Danskmøtall-Denmark (IndustriAll) was involved in a cross-border project on women at work with partners e.g. in Lithuania⁴⁰. They produced a handbook ("*If your colleague is abused at home - dealing with domestic violence in the workplace*") that can be used by everyone at work, but it is especially intended for shop stewards and safety representatives.

One federation is involved in a national project: USDAW-UK (EFFAT) with the Women's Safe Journeys to Work national campaign launched in 2011.

NASUWT-UK (ETUCE) takes part in several aspects of the campaign for the elimination of violence against women. The Union also raises awareness and produces resources on the International Day for the Elimination of Violence against Women, runs information seminars for members, sponsors the national Reclaim the Night March and is affiliated to the White Ribbon campaign.

✓ ETUFs

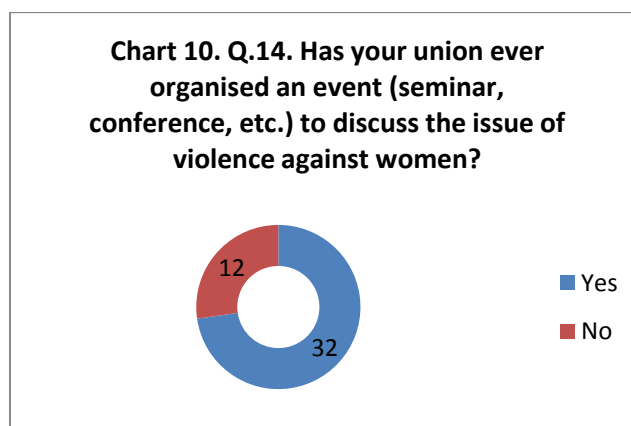
Of the six ETUFs that replied to the question, only one was involved in a project on violence against women: UNI Europa which is involved in the (already mentioned) campaign called "Breaking the Circle of Violence". The project aims not only to reflect on gender violence and its causes, but also to provide action tools. The campaign consists of three parts, which include two educational videos as well as guides to screening and debating the videos. The campaign also has its own website with a blog, a resource centre and tools that include booklets, policy guides, and guides for delegates, etc.

³⁹ See: http://www.vida.at/servlet/ContentServer?pagename=S03/Page/S03_Index&n=S03_81

⁴⁰ See <http://www.awaw.dk/uk/>

2.8 Events (seminar, conference, etc.) organised by trade unions to discuss the issue of violence against women

✓ National confederations



Source: 8th of March Survey 2014

A significant majority of confederations confirmed that they organised events to discuss the issue of violence against women: 32 against 12.

The events mentioned by the respondents are so diverse, both in terms of activities and topics taken up, that the confederations will be gathered on a national basis.

ÖGB-Austria organises several events (e.g. seminars, expert conferences and meetings) for the members of work councils.

FGTB-ABVV Belgium took part in various conferences in the context of a campaign on violence against women and the section of the Wallonia Region co-organised a European Conference in 2011 regarding the impact of domestic violence on professional life with the title “Talk... before losing your job – domestic violence also endangers your work”. CSC-ACV Belgium organises events on the initiative of their women’s committee as well as training sessions.

PODKREPA-Bulgaria organised six round-table discussions in six cities in 2013 about “Workplace violence”. More than 130 female participants attended these meetings. In the framework of the EU-funded project on decent work they are providing consultancy on gender balance. As regards CITUB-Bulgaria, their Women’s Commission is regularly organizing conferences, round tables, and other events during the year and during PERC Womens’ School 2013.

UATUC-Croatia did public presentations in 2005 about their report “The protection of women from unwanted behaviour in the workplace”. These public presentations were followed by performances and training.

DEOK-Cyprus took the initiative to provide in 2007 in-depth information on the real problem of sexual harassment in the workplace to both stakeholders and workers.

SAK-Finland organized education activities about violence at work.

The women’s committee of CGT-France organized events in cooperation with other sectoral union and civil society organisations .

Concerning DGB-Germany, its member trade union GdP (trade union of police) presented its position paper on domestic violence in a press conference.

LIGA-Hungary pointed out that one of the topics of the 2012 conference of the Equality Department was domestic violence, presented by the representative of the Equal Treatment Authority.

ICTU-Ireland organised a briefing session in February 2014 to brief trade unions in Northern Ireland on the consultation on Domestic and Sexual Violence and Abuse Strategy. Representative from the Department of Health and the Department of Justice will attend along with NGOs.

The three Italian unions have organized several events on the issue. CISL-Italy reported about various trade unions' meetings, seminars and trainings relating to violence against women at different levels (local and national). CGIL-Italy also mentioned various initiatives undertaken at sectoral and territorial level. As for UIL-Italy, the union organized in November 2013 a round-table discussion aimed at discussing the issue of violence against women with national experts, representatives from the health sector, law enforcement agencies, universities and associations. On that occasion, in front of the Labour and Internal Affairs Ministers, CGIL, CISL and UIL proposed the Protocol on violence against women at the workplace. At national level, UIL also organizes meetings, workshops and conferences on this issue.

LBAS-Latvia reported that in 2009 the Health and Social Care Employees Trade Union organised a conference "Stop Work Place Violence" as health sector employees are at risk. The conference adopted several demands to state institutions and employers on stronger control over implementation of work place safety legislation, on the creation of a special support center for health and social care employees in case of violence, etc. In 2011 LBAS Gender Equality Council held a discussion on violence against women inviting experts from women NGO and women shelters.

LPSS / LTUC – Lithuania has a women's centre that organized seminars on "Gender equality and social policy in Lithuania and in the EU" and on "The role of trade unions in the fight against multiple discrimination".

UGT-Portugal organized a workshop with trade union negotiators to discuss the issue of violence against women.

ZSSS-Slovenia initiated an event against violence in the workplace for both genders.

CCOO-Spain organized jointly with the University of Salamanca and the European Instrument for Democracy and Human Rights (EIDHR) an international symposium on "Gender violence vs. human rights". UGT-Spain has organised in recent years in Catalonia, every 25th November, several events relating to gender violence in which experts participate.

TCO-Sweden has initiated a few seminars on the issue of sexual harassment in the workplace.

The British confederation TUC has held fringe meetings on domestic violence and has held panel discussions on violence against women.

✓ National federations

A small majority of national federations (10) organised events to discuss the issue of violence against women: ten against eight.

SKEI-Slovenia (affiliated to IndustriAll) has a women's committee that organised with some civil society organisations a conference on the issue of violence against women.

Domestic violence was the subject of a fringe meeting at the National Conference of USDAW-UK (EFFAT).

As regards CPCST-Armenia (ETUCE), the meetings were used to disseminate the results of the programmes in which the federation was involved.

Two national federations hold a conference or a panel every year for the International Day for the Elimination of Violence against Women (25th November): Danskmøtall-Denmark (IndustriAll) and

KTOS-Cyprus (ETUCE). In addition to that day, KTOEOS-Cyprus organises seminars and events with other trade unions and civil society organisations on the 8th of March for International Women's Day.

The British federations NASUWT and UCU (ETUCE) hold an annual women's conference during which some of the seminars and fringe meetings address the issue of violence against women.

Another British federation (NUT, ETUCE) worked hard on an event to meet the objectives set out in an annual conference resolution: 'A Woman's Place is in her Union'. A roundtable event was decided in order for the Executive to consult with women at all levels of the union in a meaningful way, as well as to provide an opportunity for women to hear about key issues relevant to them and share experiences and inspire each other. The issue of violence against women was also raised. The roundtable, held in February 2013, also discussed how women members do and can make their voices heard and considered how the union can support women's active participation in the union in a way that works for more women teachers.

✓ ETUFs

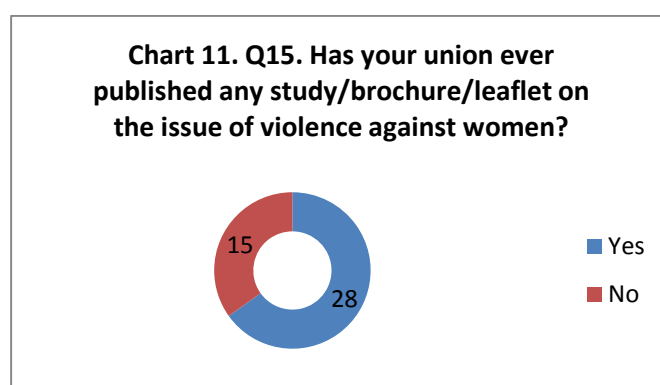
All the six ETUFs answered the question and only two stated that they have already organised an event in relation to violence against women: ETF and UNI Europa. Both of them provided information on the events they organised.

ETF highlighted that almost all its gender seminars and conferences include topics related to violence.

UNI Europa underlined that each time they attend an event, they raise the issue of violence against women. For example, for the first time ever, the union movement had the possibility to take the floor at the main conference at UNCSW (UN Commission on the Status of Women). It was a UNI representative who provided the speech to other participating unions regarding violence against women, and the agreed conclusions that were adopted from these negotiations gave unions, for the first time ever, their recognition as stakeholders in the fight against violence.

2.9 *Studies, brochures, leaflets on the issue of violence against women published by trade unions*

✓ National confederations



Source: 8th of March Survey 2014

28 of the 43 replying confederations answered affirmatively to the question. Fifteen confederations have never published any study/brochure/leaflet on the issue of violence against women.

Many confederations provided further information concerning the material published on this matter. Clearly, different approaches were taken. Information on exact title and year of publication are provided below where made available:

- ÖGB-Austria: "*Belästigung und Gewalt am Arbeitsplatz Instrumente zur Prävention*" (Harassment and violence in the workplace – Instruments for prevention)⁴¹;
- FGTB-ABVV Belgium: "*The FGTB-ABVV and the trade unions in the south together against violence*"⁴² and "*FGTB-ABVV guide on and for gender equality*"⁴³;
- CGSBL-ACLVB Belgium: "*Harcèlement au travail*" (Harassment at work), explaining the main features of harassment and preventive measures that can be put in place. The brochure shows that women are twice more likely than men victims of harassment and an inventory of Belgian laws and regulations is provided;
- CSC-ACV Belgium: a publication with a focus on the legislation regarding protection against violence and moral and sexual harassment at work;
- CITUB-KNBS-Bulgaria: a brochure entitled "*No to violence against women at work!*" drafted by the social partners of the urban public transport sect⁴⁴;
- UATUC-Croatia: "*How to recognize sexual discrimination and how to protect yourself*" and "*The protection of women from unwanted behaviour in the workplace*" drafted by the union's Women's Committee in cooperation with the Gender Equality Ombudswoman in 2013⁴⁵;
- DEOK-Cyprus: a guide and a brochure;
- DGB-Germany: a publication "*Frau geht vor*" (Women go first) also dealing with the issue of violence against women in March 2010⁴⁶;
- ICTU-Ireland: a trade unions guide against domestic abuse, issued in 2009⁴⁷;
- CISL-Italy: information brochures on the "*Platform on preventing violence against women and children*"⁴⁸ and on CISL Campaign against Female genital mutilation⁴⁹;
- LANV-Liechtenstein: "*Guide for companies against sexual harassment*" mainly targeting employers;
- LO-Norway: a brochure on the political history of the work against violence against women in cooperation with the secretariat of the Shelter Movement (NGO);
- UGT-Portugal: a flyer warning against violent acts targeting women;
- UGT-Spain: brochures and reports by the UGT Cataluña as regards gender violence in the workplace;
- UGT and CCOO – Spain: "*Employment rights, social security rights and assistance policy for promoting the employment of victims of gender-based violence*" in various languages (Spanish, French, English, Arab, Bulgarian, Romanian, Chinese and Russian)⁵⁰;
- CCOO – Spain: various trade unions' manuals: "*La violencia contra las mujeres. Derechos laborales y de seguridad social*" (Violence against women. Labour rights and social security)⁵¹ published in 2013; "*La acción sindical frente al acoso sexual*" (Trade union action against sexual harassment)⁵² published in 2011; "*Derechos laborales y de*

⁴¹ Available (in German) : *Belästigung und Gewalt am Arbeitsplatz Instrumente zur Prävention*

https://www.wko.at/Content.Node/Interessenvertretung/Arbeit-und-Soziales/Gewalt_am_Arbeitsplatz_FIN_WEB_v02.pdf

⁴² Available at: http://www.abvv.be/web/guest/news-fr/-/article/474383?jsessionid=nV9LGEtsZRtOsQ5_j6Gvclm&news_WAR_tonsaioportlet_articleId=390107&news_WAR_tonsaioportlet_viewMode=print&news_WAR_tonsaioportlet_struts.action=/journal_content/view&news_WAR_tonsaioportlet_view=viewPrintNewsItem&p_state=exclusive&news_WAR_tonsaioportlet_groupId=10134&p_col_count=1&p_id=news_WAR_tonsaioportlet&p_id=10624&news_WAR_tonsaioportlet_newsId=390107&p_lifecycle=0&p_col_id=column-1&p_mode=view

⁴³ Available at (in French): http://issuu.com/fgtb/docs/genre_fgtb/13

⁴⁴ Available (in French) : <http://www.cgsbl.be/uploads/media/harcelement-au-travail.pdf>

⁴⁵ Available (in Croatian) et: http://www.sssh.hr/upload_data/site_files/vodic_prs_knjizni_blok_prijelom_2.pdf

⁴⁶ See: https://www.dgb-bestellservice.de/besys_dgb/pdf/DGB40349.pdf

⁴⁷ http://www.ictu.ie/download/pdf/ictu_vaw_guidelines.pdf

⁴⁸ Available (in Italian) at: [http://www.cisl.it/sito.nsf/Documenti/2DD16F893D1AAC98C1257C2B0053CB03/\\$File/piattaforma%20prevenzione-copertina-2013.pdf](http://www.cisl.it/sito.nsf/Documenti/2DD16F893D1AAC98C1257C2B0053CB03/$File/piattaforma%20prevenzione-copertina-2013.pdf)

⁴⁹ Available (in Italian) at: [http://www.cisl.it/Sito-Migratorie.nsf/a8b0a8afee712162c12576d200524860/f99ac8291de13648c125782d004996ff/\\$FILE/brochure%20MGF_b.pdf](http://www.cisl.it/Sito-Migratorie.nsf/a8b0a8afee712162c12576d200524860/f99ac8291de13648c125782d004996ff/$FILE/brochure%20MGF_b.pdf)

⁵⁰ Available (in Spanish): <http://www.msssi.gob.es/ssi/violenciaGenero/Recursos/DchosLaboralesSS/home.htm>

⁵¹ Available (in Spanish): http://www.ccoo.es/comunes/recursos/1/pub109843_2013-La_violencia_contra_las_mujeres._Derechos_laborales_y_de_seguridad_social_de_las_mujeres_victimas_de_violencia_de_genero.pdf

⁵² Available (in Spanish): http://www.ccoo.es/comunes/recursos/1/1102097-La_accion_sindical_frente_al_acoso_sexual.pdf

Seguridad Social de las mujeres víctimas de la violencia de género” (Rights at work and social security for women victims of domestic violence) issued in 2009;

- TCO-Sweden: a handbook on how to act against sexual harassment in the workplace⁵³.

Some other confederations preferred to communicate on violence against women through articles or magazines. DGB-Germany took up the issue in March 2010 in its own publication. CGIL-Italy wrote articles in trade union newspapers. Italian union CISL has a daily newspaper and various articles on violence against women were published. UGT-Portugal highlighted the publication of press releases with respect to its involvement in gender-related projects and activities.

SAK-Finland only mentioned that their documents were designed with employers and with their member unions. As for TURK IS – Turkey, they simply reported that all their materials are available in Turkish.

CMKOS-Czech Republic mentioned documents used during the seminars focusing on violence against women.

ASI-Iceland reported a book published in 1998 based on a research work and still in use. The title is “*Sexual harassment in the workplace*” and was coordinated jointly by the Centre for Gender Equality and the Administration of Occupational Safety and Health. ASI has a representative in the board of administration of both institutions. Some of the affiliated unions to ASI have also published a brochure/leaflet with information regarding bullying and sexual harassment at work, specially aimed for shop stewards and other union representatives.

CNV-Netherlands confirmed that they address the issue of violence against employees, for example in their health and safety catalogues (available for different sectors).

ZSSS-Slovenia has several publications in the drafting phase in the framework of projects in which they are involved. One of these projects deals with psycho-social risk assessment OSH tool.

The British confederation TUC has a guide on domestic violence “*Domestic Violence: a guide for the workplace*”, course materials for representatives, and is in the process of producing an electronic training course due to the fact that union reps have found it difficult to get facility time to attend courses on domestic violence.

✓ National federations

Most of federations have published any study/brochure/leaflet on the issue of violence against women: ten against nine.

- Danskmøtall-Denmark (affiliated to IndustriAll): a handbook to shop stewards “*If your colleague is abused at home - dealing with domestic violence in the workplace*” and a video to lead people to reject violence against women;
- KI-Iceland (ETUCE): information on third-party violence (i.e. violence of students towards teachers);
- UCU-UK (ETUCE): guidance for UCU branch officers assisting members from domestic violence;
- The British federation NUT (ETUCE): guidance for schools on domestic violence within the context of a project called ‘*Silence is not always golden -Tackling domestic violence*’. This guidance sets out the support that NUT school representatives and division secretaries can give NUT members and how the issue of domestic violence can be raised in the workplace;
- NASUWT-UK (ETUCE): a document on the issue of forced marriage. NASUWT also worked on the abuse of social media and mobile phones that can lead to harassment, intimidation and threats against women by pupils, parents and other staff.

⁵³ Available (in Swedish): <http://www.tco.se/Aktuellt/Publikationer/Pub2013/Bryt-tystnaden/?id=1532&epslanguage=sv>

KTOEOS-Cyprus (ETUCE) used the 25th November (International Day for the Elimination of Violence against Women) to produce a poster condemning violence against women as well as a leaflet in which different people (e.g. a MP, a poet) try to convey the message that any woman is under threat of violence despite their educational or professional background.

The British federation USDAW (EFFAT) provided with a list of publications relating to gender-related issues, e.g. domestic violence and safe journey to work.

✓ ETUFs

Of the six ETUFs, only two produced any document on the issue of violence against women.

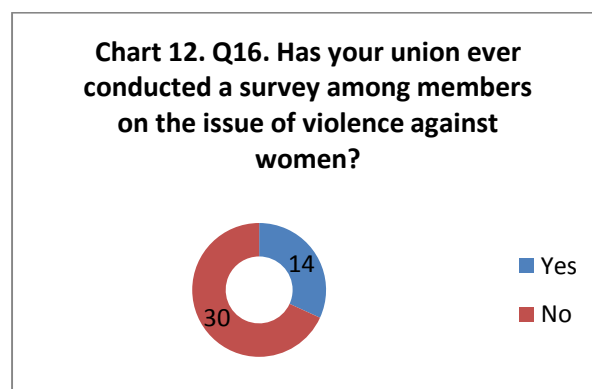
EFJ underlined that their sister organization the International Federation of Journalists published guidelines on reporting violence against women.

UNI Europa made reference again to its project "*Breaking the circle*" for which many documents were produced: guidelines, booklets, toolkits etc.

ETF pointed out that some documents are to be published soon in the context of its gender priority on tackling workplace violence.

2.10 Trade union surveys among members on the issue of violence against women

✓ National confederations



Source: 8th of March Survey 2014

A large majority of confederations had never conducted any survey among their members on the issue of violence against women: 30 against 14.

Three confederations mentioned that they are in the process of processing the results of recent survey realized on this issue: ÖGB-Austria, ICTU-Ireland and TUC-UK. Moreover, the Portuguese confederation UGT has planned to create a working group to conduct research on existing collective bargaining agreements.

CITUB-KNBS-Bulgaria conducted a survey in 2009, in the context of the implementation of the agreement for joint action between FTTUB and the Municipality of Sofia, through questionnaires to further analyse the level of violence against women in four urban public transport companies in Sofia. Their reply contains the results of the survey. It is worth reporting that the survey found that 53.3% of the violence comes from third parties (passengers and clients), 33.3% of the violence can be attributed to colleagues and 16.6% to managers.

The Croatian confederation UATUC conducted a survey (on a sample of 1.598 women from all parts of Croatia) through its Women's Section in cooperation with the Gender Equality

Ombudswoman. They prepared a public report on "*The protection of women from unwanted behaviour in the workplace*"⁵⁴.

CMKOS – Czech Republic provided information on the results of a survey carried out by the trade union of Health Service and Social Care in the Czech Republic in the framework of a project on violence at workplace – violence among employees and third-party violence. The activity is not specifically designed on violence against women, but women prevail in the health and social services sector. One of the results was the fact that employees, surprisingly, consider violence at workplace as something "normal" in the sector.

AKAVA-Finland reported a study on workplace violence in general, done in 2005. The results are available on a gender basis and show that highly educated women face more workplace violence and harassment than men and that violence is more common in the education, social and health sectors.

LANV-Liechtenstein conducted a survey on bullying: 70% of the participating women had experienced this form of harassment.

KOZ SR – Slovakia conducted in 2008 a survey on women's experience of violence. The results were the following: every fifth adult woman in a couple experienced violent behaviour from her partner, precisely 21,2% of adult women aged 18 to 64 years. The incidence of violence against women by previous partners is even higher: 27,9%, of which 12,2% extreme violence.

As regards UIL-Italy, the survey relied on the 2013 figures from counselling and assistance centres for bullying and stalking cases throughout Italy. Indeed, the national coordinator of the counselling and assistance centres for bullying and stalking made public, on the occasion of the International Day for the Elimination of Violence Against Women data and statistics in this regard: 492 complaints, 60% of them from women. The violence reported mostly related to bullying (72%), followed by stalking (18%), breaches in organizational wellbeing (9%) and sexual harassment (1%).

LO-Denmark highlighted that in a recent survey on employees in the field of mental health, more than half of the employees have been the victims of violence within the last year and three out of four have received threats⁵⁵.

TUC-UK launched a survey on the UN Day for the Elimination of Violence Against Women (25th November) 2013 and closed on 1st February 2014. The survey was circulated electronically to union equality officers, women's officers, Health and Safety officers, and the TUC Women's Committee. It was also sent out to Women's Aid's networks. Over 3,000 responses were received. The replies received showed that:

- Over 40% of respondents had experienced domestic violence themselves;
- Nearly 20% knew someone who had experienced domestic violence;
- 99% of respondents felt that DV had an impact on the work lives of employees;
- Of those who had experienced domestic violence, over forty per cent said it had affected their ability to get to work;
- Over one in ten (12.6%) of those who experienced domestic violence reported that the violence continued in the work place;
- In the majority of instances (81%) this was through harassing or abusive emails or phone calls;
- For nearly half of those who reported that the abuse continued at work, the abuse took the form of their partner turning up at their workplace or stalking them outside their workplace.

As a result of the findings of the survey, the TUC has produced a guide for employers and trade unions on tackling domestic violence as it impacts on the workplace.

⁵⁴ Results are available (in Croatian):

<http://www.prs.hr/attachments/article/131/Zastita%20zena%20od%20nezelenog%20ponasanaja%20na%20radnom%20mjestu.pdf>

⁵⁵ Results of the survey are available (in Danish) at: <http://www.foa.dk/~media/Faelles/PDF/Rapporter-undersogelser/2014/Vold%20i%20psykiatrienFINALpdf.ashx>

✓ National federations

Only four of the eighteen replying confederations had conducted a survey among members on the issue of violence against women.

NASUWT-UK (affiliated to ETUCE) did an on-line survey on the abuse of social media and mobile phones, showing a disproportionate number of threats and attacks on women teachers.

KTOEOS-Cyprus (ETUCE) carried out a survey in 2012 that finds that 31% of women were subjected to stereotypes, 45% to verbal harassment, 22% to manhandling and 16% to physical violence.

The key findings of the survey done by USDAW-UK (EFFAT) with only women as respondents were:

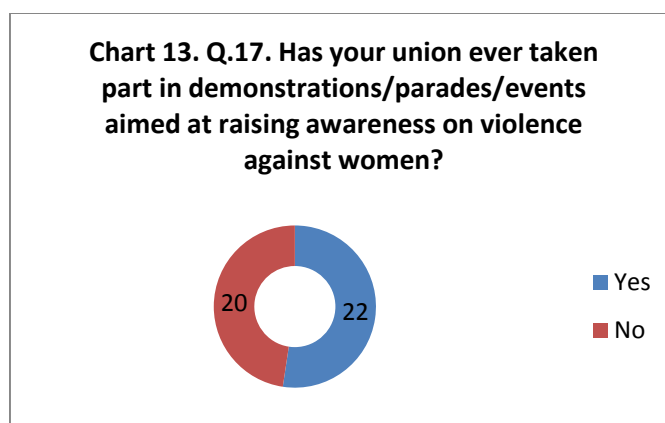
- More than one third of the women who responded had experienced domestic violence;
- 76% of those who had experienced domestic violence had children at that time.
- 78% of women indicated that their child or children had witnessed the violence;
- More than 50% of children continued to have contact with the violent partner after separation;
- Only 10% of children received any help to cope with the violence that either they or their mothers had experienced;
- Almost half (46%) of women stayed with family and friends immediately after separation.

✓ ETUFs

None of the six ETUFs conducted a survey among members on the issue of violence against women.

2.11 Trade unions taking part in demonstrations/parades/events aimed at raising-awareness on violence against women

✓ National confederations



Source: 8th of March Survey 2014

More than half of respondent took part in demonstrations and parades aimed at raising awareness on violence against women: 22 against 20.

Most of the confederations mentioned participation to events held on the International Day for the Elimination of Violence against Women (25th of November) and give examples of the kind of activities that they have put in place in the last years. Four confederations made reference to

participation in events on that day without further details: ICTU-Ireland, CGIL-Italy, LO-Norway and UGT-Spain.

UATUC-Croatia demonstrations and protests; HAK IS – Turkey press meetings and demonstrations.

The Belgian confederation FGTB-ABVV had a stand and an exhibition on violence against women for the 40th anniversary of International Women's Day, in November 2011.

CITUB-KNBS – Bulgaria underlined its participation in January 2014, during the International Women's Conference of ITF in Delhi, in a protest rally against violence on women.

DEOK-Cyprus took part in events (conference in 2012, march/parade in the capital of Cyprus in 2013) with the collaboration of other NGO's and the Cyprus Women's lobby (CWL, DEOK is part of this organization).

The Icelandic confederation ASI participates in march/parades each 8th November (special day where the issue of bullying and harassment is raised in society in general (workplace, schools, homes etc.).

CGT-France mentioned the involvement of its local sections in activities.

CGIL-Italy participated in 2013 in the international campaign "One billion rising".

The British confederation TUC is regularly asked to speak at events relating to violence against women including the annual "Reclaim the Streets" marches which take place in several UK regions.

✓ National federations

Of the 19 replying confederations, nine had already taken part in demonstrations and parades aimed at raising awareness on violence against women and ten had not.

Three British confederations (NUT-ETUCE, NASUWT-ETUCE and USDAW-EFFAT) pointed out their participation in the annual national women's "Reclaim the Night march" against rape and all forms of male violence against women (<http://www.reclaimthenight.co.uk/>). This event is led by the London Feminist Network.

Another three federations mentioned their participation in events organized for the International Day for the Elimination of Violence against Women (25th November): BTB-FGTB (ETF), KTOEOS-Cyprus (ETUCE) and FAPE-Spain (EFJ).

KTOS-Cyprus (ETUCE) took part in a demonstration against sexual slavery and sex trafficking in the north of Cyprus in 2013. UEN-Norway (ETUCE) takes part in parades on 8th March and 1st May together with other unions and organizations.

KTOEOS-Cyprus (ETUCE) is also part of the "One Billion Rising" campaign to end violence against women. BTB-FGTB (ETF) took part in the different campaigns organized by ITF & ETF (UN Day to stop violence against women) and for International Women's Day (8th March).

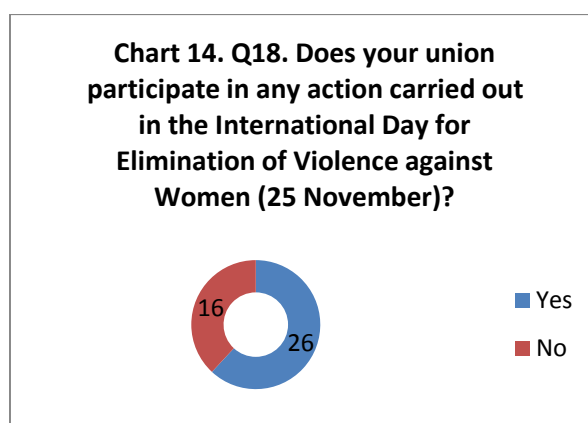
✓ ETUFs

Two of the six ETUFs took part in demonstrations/parades/events aimed at raising awareness on violence against women.

UNI Europa mentioned that during the 57th United Nations Commission on the Status of Women they took part in the march on International Women's Day with more than 150 volunteers from their affiliates. During this event, they were active in blogging, texting and tweeting to help raise awareness on the issue of violence. They have also participated in meetings and events organized by their affiliates in which they have presented both their campaigns and their materials on the issue for further information and dissemination.

2.12 Trade union participation in actions carried out on the International Day for Elimination of Violence against Women (25th November)

✓ National confederations



Source: 8th of March Survey 2014

A significant majority of the confederations participated in action carried out on the International Day for the Elimination of Violence against Women (25th November): 26 against 16.

Two confederations mentioned their involvement in the White Ribbon campaign, the world's biggest campaign engaging men in fighting violence against women (<http://www.whiteribbon.ca/>): FGTB-ABVV Belgium and ICTU-Ireland.

Another three stated their involvement in the UN initiative “16 days of activism against violence”: ÖGB-Austria (flag in front of the trade unions building), CITUB-Bulgaria and LPSS/LTUC – Lithuania (event bringing together government and non-government organizations, and trade unions to discuss the prevention of violence against women).

Many confederations made reference to raise awareness actions on the issue of violence against women: CSC-Belgium (dissemination of documents), STTK-Finland (information on their website), DGB-Germany (Terres des Femmes’ flag in front of the union buildings), GSEE-Greece (press releases), ASI-Iceland (articles published in the main newspaper in Iceland and dissemination of ITUC Declaration for the Elimination of Violence against Women⁵⁶), ICTU-Ireland (press release,

⁵⁶ See declaration at : <http://www.ituc-csi.org/IMG/pdf/women.pdf>

speeches⁵⁷), CGIL-Italy (press statements, radio programs and public actions), LO-Norway (brochure), UGT-Portugal (press releases, flyers), UGT-Spain (press statements), HAK IS – Turkey (press meetings) and TUC-UK (petitions, blogging and use of social media).

Taking part in protests is also an action undertaken by several confederations: CGT and UNSA from France, CISL, UIL and CGIL from Italy, CCOO and UGT from Spain, HAK IS – Turkey.

CGIL-Italy provided various information on its actions for the International Day for the Elimination of Violence against Women. In the year 2012 they held a workshop on violence at work at the ILO office in Rome, together with CISL and UIL, with the participation of the Ministries of Labour, Equal Opportunities and Internal Affairs and the presence of some NGOs active in that field. At the same time some symbolic performances were arranged to raise public awareness (e.g. putting red shoes on the entrance stairs) at the national and local offices of the CGIL. In addition, the national web radio of CGIL broadcasts throughout the day programmes relating to women. A stand hangs on the top of CGIL headquarters in Roma to eradicate violence against women (“Violence against women is a defeat for all”).

UIL-Italy also gave details of actions organized on that day by regional affiliates. The Italian union also underlined the participation in a high-level round table organized by the Economic and Labour Committee (CNEL) on the issue “+ Culture – Violence” and a network that was set-up following the event. UIL affiliated organisations organised events in all Italian regions with specific documents to raise awareness on the issue of violence against women, as well with public authorities as with male and female citizens.

LO-Norway highlighted that they encourage their branch unions and regional offices to organize events.

As regards UGT-Portugal, the President of its Women’s Committee was in Vienna on 25th and 26th November 2013, attending the conference ‘Eliminating violence against women in Europe’, where over 200 representatives from around 50 European countries gathered to discuss new strategies to tackle violence against women and cross-sectoral approaches and actions. The topics covered aspects such as domestic violence, sexual abuse, rape, human trafficking and female genital mutilation. The debate focused on how a cross-sectoral approach can put an end to violence against women. The conference was jointly held by the City of Vienna, the European Institute for Gender Equality (EIGE) and the World Health Organization’s European delegation (WHO Europe).

The British confederation TUC launched in 2013 a petition calling on the UK government to ratify the Istanbul Convention.

✓ National federations

Ten of the nineteen national federations participated in actions carried out on the International Day for the Elimination of Violence against Women.

Most of these confederations undertook communication actions: Danskmetail-Denmark (IndustriAll) a conference; UCU-UK (ETUCE) information published about events organised by others; NASUWT-UK (ETUCE) the production and distribution of resources; FAPE-Spain (EJF) the drafting of press statements and USDAW-UK (EFFAT) a press release.

The British federation NUT (ETUCE) takes part in events organised by the TUC. They have also printed an Equality Calendar which has been sent to every school representative to increase awareness on this day.

KTOEOS-Cyprus (ETUCE) reported its involvement in the campaign “One Billion Rising campaign to end violence against women” and its participation in a world-wide demonstration on violence against women. On 25th November last year, the union launched a campaign, which included a series of photographs of prominent women in the community, portrayed as subjected to violence.

⁵⁷ See dedicated webpage at : <http://www.ictu.ie/equality/2013/11/25/congress-supports-the-16-days-of-action-campaign-t/>

These photographs were put on display in a variety of areas, including the union and billboards. They were also published on national newspapers as ads. In addition, radio and TV programmes were organized during the week, focusing on this issue. Short messages on this issue were broadcasted on several media outlets, such as radios, TV channels and newspapers.

✓ ETUFs

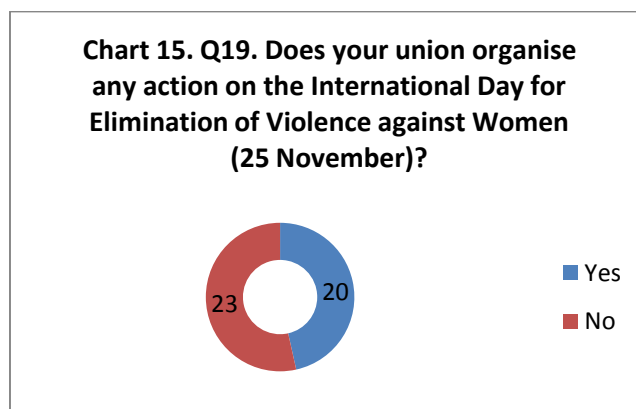
Of the six replying ETUFs, three had participated in any action carried out on the International Day for the Elimination of Violence against Women: ETF, EFJ and UNI Europa.

ETF actively promotes the ITF annual campaign on the International Day for the Elimination of Violence against Women. However, this campaign consists of de-centralised actions and so far there has been no European action in this sense. The ETF sometimes attends events organized on the day by its affiliated members.

Concerning UNI Europa, since 2009, they launched new versions of the campaign on the International Day for the elimination of violence against women. The latest focused on the role of men as agents of change in the fight against violence (“Are you man enough?”). UNI wanted to focus on the negative impact of traditional male stereotypes and how standing against them did not mean that they would be seen by their peers as weaker or lesser men. The campaign had a fantastic response with more than 750 views (the video) in less than one week (<https://www.youtube.com/watch?v=GBFwvwcQcD4>). UNI was also part of 16 days of activism, in which it worked to raise awareness on violence by promoting the campaign to all UNI sectors and affiliates by encouraging them to use its materials and hold events, meetings, workshops, etc. on this issue, and to feed back the information on what they have done so UNI can share it on its blog and on its website.

2.13 Trade unions organizing actions on the International Day for the Elimination of Violence against Women (25th November)

✓ National confederations



Source: 8th of March Survey 2014

A small majority of confederations did not organise any action for the International Day for the Elimination of Violence against Women (25th November): 23 against 20.

Nineteen confederations gave examples about the actions they organised. Most of them have been mentioned in previous parts of the survey report so only those that mentioned new elements will be reported in this part.

Every year ÖGB-Austria organises flashmobs and/or events about the initiative “16 Days against violence”, with a special branded flag in front of the Trade Unions building. Awareness raising initiatives start on the International Day for the Elimination of Violence against Women and end with the Human Rights Day (10th of December).

LPSS / LTUC-Lithuania reported on a seminar on violence against women in the women's centre together with an NGO on 25th November 2013. The union organizes each year events such as seminars, round-table discussions and conferences.

LO-Norway gave the example of a seminar organised by one of its regional offices in November 2012.

LIGA-Hungary underlined its action of wearing a white ribbon as a sign of solidarity.

The French confederations CFDT and FO undertake communications actions, such as press releases and articles for the union's website. CCOO-Spain also mentioned communications activities using classic media tools (drafting of articles for magazines and the trade union publication on women's issues 'Trabajadora'⁵⁸) as well as social media: Hashtag Trabajadora: ([#sindicalistascontralaviolenciamachista](https://twitter.com/sindicalistascontralaviolenciamachista)), a special banner on 25th November for the confederation website, Facebook webpage (<https://www.facebook.com/RevistaTrabajadora>), etc.

CITUB-Bulgaria organised a rally in 2013 with representatives from across the country in front of the Parliament building in Sofia to urge MPs to ratify as soon as possible the European Convention on preventing and combating violence against women and domestic violence.

DGB-Germany sometimes organises an event on the International Day for the Elimination of Violence against Women, for example DGB Bavaria broadcast the film "Die Fremde" ("The Stranger", Dir.: Feo Aladag). On the same day some of the people of the DGB secretariat looked at the statistics of violence in local regions of Germany and discussed the number of victims and developments. DGB commented that this International Day is not considered as relevant by the DGB and its trade unions as the Equal Pay Day or the International Women's Day.

TURK-IS organised a meeting to discuss the issue of violence against women on 25th November 2013. The participants were enlightened about legal procedures and the psychological dimension.

✓ National federations

CCOO – Spain provided a detailed list of activities undertaken by regional, local and sectoral affiliates on the issue of violence against women. These range from press statements, to the presentation of reports on violence against women and awareness raising events. In 2013, a video was realized and presented on 25th of November by the Federation of Services to Citizens FSC-CCOO⁵⁹. FI CCOO – Spain (IndustriAll) organised events on its own in different regions, but also in collaboration with the confederation CCOO.

NASUWT-UK (ETUCE) seized the symbol of the day to send a message of solidarity to sister unions to support those working in repressive regimes. In 2013 they paid tribute to the extraordinary courage displayed by Jalila al-Salman, Vice President of the Bahrain Teachers' Association (BTA), by making her the recipient of that year's International Solidarity Award. They created this award recognising the efforts of trade unionists across the globe in their struggles to protect teachers' rights in their country. That day also gave them the opportunity to promote the Declaration of Intent 'Global Equality in Education for women and girls' that includes specific actions for tackling violence against women and girls.

✓ ETUFs

Four of the six ETUFs organised actions on the International Day for the Elimination of Violence against Women: ETF, EFJ, UNI Europa and ETUCE.

⁵⁸ See November 2013 issue (in Spanish) :

http://www.ccoo.es/comunes/recursos/1/pub106923_Trabajadora_n_48_%28noviembre_de_2013%29.pdf

⁵⁹ To see the video (in Spanish): [http://www.fsc.ccoo.es/webfsc/Actualidad:Mujer:Actualidad:537631--La violencia de genero se perpetua y alcanza a mujeres cada vez mas jovenes](http://www.fsc.ccoo.es/webfsc/Actualidad:Mujer:Actualidad:537631--La%20violencia%20de%20genero%20se%20perpetua%20y%20alcanza%20a%20mujeres%20cada%20vez%20mas%20jovenes)

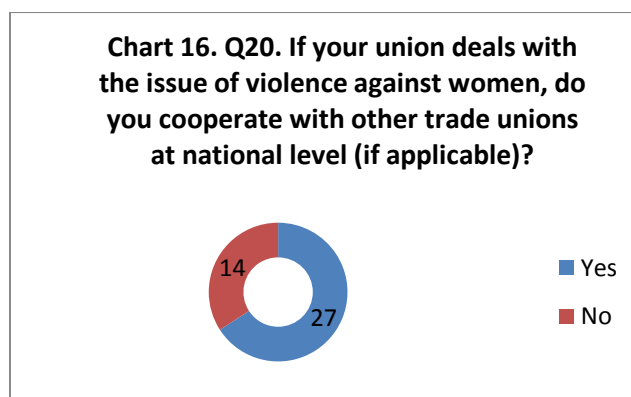
All of them gave examples but for ETF and UNI Europa the answer was the same as for the previous question.

The EFJ joined the IFJ in a twitter campaign about violence against women journalists

ETUCE will hold this year a workshop concerning violence against women on 25th November 2014.

2.14 Cooperation with other trade unions on the issue of violence against women, at national level (if applicable)

✓ National confederations



Source: 8th of March Survey 2014

A large majority of confederations answered that they cooperate with other unions at national level when they deal with the issue of violence against women: 27 against 14.

DGB-Germany mentioned that they do not cooperate with other unions because they stand for a unified trade union. Nonetheless, the DGB is the umbrella organization of eight trade unions in different sectors and industries and there are uniquely a few trade unions in specific professional branches in opposition.

Most confederations work with their affiliates on gender-related issues: CITB-KNBS – Bulgaria, SAK and STTK from Finland, GSEE-Greece, ICTU-Ireland and HAK IS – Turkey.

A high number of confederations cooperate with other national confederations: CITUB-KNBS and PODKREPA from Bulgaria (joint events such as conferences, seminars, workshops, national protest actions and decision-making policies); UATUC-Croatia (informal coordination); DEOK-Cyprus (cooperation through the various committees); STTK-Finland; CFDT and UNSA from France; CGIL CISL, and UIL (signature of the National Protocol to eliminate Violence against Women); LPSS / LTUC – and LDF Lithuania; CNV- FNV and MHP Netherlands (work together on

health and safety issues); Solidarnosc-Poland; ZSSS-Slovenia (Tripartite social dialogue on national level on labour legislation) and CCOO and UGT from Spain (publication of a joint manifesto).

AKAVA-Finland mentioned collaborating within the OHS-context. SGB-Switzerland pointed out the World March of Women.

✓ National federations

Half of the 18 replying federations have cooperation with other unions concerning violence against women.

Two national federations cooperate with the confederation to which they are affiliated: NASUWT-UK (ETUCE) with the TUC for example in sponsoring the TUC Woman Chainmakers Festival and UEN-Norway (ETUCE).

KTOEOS-Cyprus (ETUCE) creates links with unions in the education sector.

Two national federations prefer to collaborate with unions operating in other sectors. KTOS-Cyprus (ETUCE) cooperates with unions in all sectors and it usually works by extending an invitation to other unions to join in the events being organized. The Armenian federation CPCST (ETUCE) works in cooperation with unions in other sectors to be able to compare the differences amongst sectors.

✓ ETUFs

Four ETUFs replied to the question: ETF, IndustriAll, UNI Europa and ETUCE.

ETUCE answered negatively but highlighted its cooperation at European cross-sectoral level and at global level with Education International.

The ETF intends to launch a transnational project under its gender action plan priority on tackling workplace violence. The project will be based on close cooperation with their member organizations across Europe.

IndustriAll underlines that they take part or support the actions of national affiliates.

UNI Europa gave the example of its cooperation with the Tunisian women's network. UNI Europa has an ongoing cooperation with the UNI Tunisia women's network and supports them in their struggle to defend their rights. UNI Europa provided all their support in this regard by even paying a visit to the Minister of Work and the Minister for the Family to let them know that 10 million women workers affiliated to UNI were keeping a close eye on the situation of the Tunisian workers to make sure that they would not lose the rights.

2.15 Trade union cooperation with non-governmental organisations (NGOs) at national level on the issue of violence against women

✓ National confederations

Chart 17. Q21. If your union deals with the issue of violence against women, do you cooperate with NGO's at national level (if applicable)?



Source: 8th of March Survey 2014

An overwhelming majority of confederations cooperate with NGO's when they deal with the issue of violence against women: 29 against 12.

27 confederations gave details about their cooperation with NGO's.

Despite a negative answer, the Greek confederation GSEE mentioned that they are seeking to develop cooperation. Nonetheless, when a woman visits the Equality offices of the confederation to report abuses, union officials inform the woman of the existence of support bodies, such as the European Network against Violence and the General Secretariat for Gender Equality.

FGTB-ABVV Belgium supports projects against violence towards women with union-related NGO's in an international perspective. The projects deal notably with the right to abortion and to contraception as well as the fight against forced marriages.

CGSLB-Belgium underlined its involvement in the World March of Women that was concluded in 2010 by a conference in the Democratic Republic of Congo. The union also attended a debate taking place in the European Economic and Social Committee as regards the worsening conditions of women under the pressure of war and Islamism. The other Belgian confederation CSC-ACV referred to its involvement with other unions at both national and international level. These three confederations are the only ones that specifically mentioned cooperation in an international perspective. CGSLB- ACLVB Belgium also pointed out its involvement in an initiative led by Amnesty International in a national context. Both of them pushed in 2006 for the revival of the national action plan concerning conjugal violence. In 2007, the Belgian confederation distributed the brochures drafted by Amnesty International in companies as an awareness-raising action.

Eight confederations made reference to cooperation with associations dealing directly with women facing violence: CSC-ACV Belgium (through regional committees), ASI-Iceland, CISL, CGIL and UIL from Italy, LPSS/LTUC-Lithuania, CNV-Netherlands and UGT-Portugal.

CISL-Italy has developed, in partnership with civil society associations, a single contact system specifically dedicated to the fight against violence in all Italian regions.

CGIL-Italy has initiatives every 25th November with trade unions and NGOs. In addition, they have a nation-wide campaign "Vive le donne" against violence and femicide. Another project had been carried out previously to raise awareness on violence against women.

Ten other confederations gave the names of civil society organisations with whom they cooperate:

- PODKREPA-Bulgaria: Center for Women's studies and Policies and Bulgarian anti-poverty network;
- CITUB-Bulgaria: Bulgarian Fund for women, Center for Research and Policy on Women, Foundation "Nadia centre", Bulgarian Gender Research Centre and "Current and future mothers" Foundation;
- ASI-Iceland: Women's Counselling Centre and The Education and Counselling Centre for Survivors of Sexual abuse and violence;

- ICTU-Ireland: Women's Aid Federation NI, Northern Ireland Women's European Platform, Safe Ireland, and White Ribbon Campaign in the Republic of Ireland;
- CGIL-Italy: AIDOS, ARCI, PANGEA, Casa Internazionale Delle Donne and Be Free
- LBAS-Latvia: "Skalbes" and Resource Center "Marta";
- LPSS/LTUC – Lithuania: Women's Issues Information Centre, Social Innovation Fund and Kaunas Women's Employment Information Centre;
- CNV-Netherlands: Dutch Centre for Crime Prevention and Safety;
- LO-Norway: The Secretariat of the Shelter Movement;
- UGT-Portugal: Women's Union Alternative and Response, O Ninho (« The Nest », a private social solidarity institution aimed at the human and social promotion of women that are victims of prostitution) and The Corações com Coroa (« Crowned Hearts », association promoting a culture of solidarity, equal opportunities and socio-affective inclusion of people that are most vulnerable, at risk or living in poverty).

Four confederations have developed actions dealing with violence against women with other organizations within a body (possibly governmental) or a network.

UATUC-Croatia is active in the Women's Network of Croatia and in the Women's Front for Labour and Social Rights. The Croatian confederation initiated in September 2013 the founding of the large informal network of women's and human rights civil organizations to make them sensitive to the position of women in the labour market, especially due to the deregulation and degradation of labour relations. Violence and harassment in the workplace are included on the list of the priorities.

LANV-Liechtenstein takes part in the activities of Liechtenstein Women's Network.

DGB-Germany is used to working with other organizations in the National Council of German Women's Organizations. This structure considers violence against women as a crucial issue to address and many other issues were tackled in the last years: enforce women rights as human rights, medical consequences of domestic violence against women and children or financing of women's shelters. The last resolution advocated for a better protection of women when their former partner or husband attacked them and promoted a modification of German law.

UIL-Italy is member of a network following a round-table discussion as regards violence against women held in November 2013. In addition to its involvement in a network, UIL-Italy plans to define strategies at local level to combat violence against women on the basis of agreements and Protocols with law enforcement agencies, local health units and the education world. The aim of the cooperation with the education system is to spread out, notably in primary schools, the culture of knowledge of diversities and tolerance, with a view to harmoniously developing civil coexistence.

ASI-Iceland gave details on the cooperation it has developed with other organizations. The Icelandic confederation has shaped its cooperation through financial aid, support and collaboration for the organization of events on national level. Moreover, some of ASI largest affiliate unions cooperate directly with some NGO's, for instance via financial support.

✓ National federations

A small majority of national confederations do not cooperate with NGOs on the issue of violence against women: ten against nine.

The nine confederations gave examples of their cooperation with NGO's.

Danskmøtall-Denmark (IndustriAll) cooperates with shelters and women's organisations. NASUWT-UK (ETUCE) works in conjunction with EVAW, a coalition of NGOs and third sector organizations. USDAW-UK (ETUCE) cooperated with Women's Aid.

Another five national federations mentioned cooperating with gender, equality and women's associations without giving further information: KI-Iceland (ETUCE), KTOEOS and KTOS Cyprus (ETUCE), CPCST-Armenia (ETUCE) and FAPE-Spain (EFJ).

The British federation NUT (ETUCE) promotes education as a tool to prevent violence and works with a range of NGOs (EVAW, Amnesty International, Object, Nomorepage3, Women's Aid etc), as well as seeking to raise this as a workplace issue. They attend, support and sometimes endorse events organised by NGOs. They provide access to their members if they require case studies, want to carry out research etc. The NUT has worked closely with Brunel University on 'Celebrity Youth Aspirations,' as well as supporting the University's 'GAP Work Training,' which is a training course focused on gender related violence. The NUT also works closely with End Violence Against Women coalition, UK Feminista, NOMOREPAGE3 etc. The Union supports their various campaigns and is highly invested in research into violence against women.

✓ ETUFs

Only IndustriAll and ETUCE answered to the question and both of them stated that they do not cooperate with NGO's on the issue of violence against women.

2.16 Any other relevant information or any thoughts to be reported in the 8th of March survey

✓ National confederations

DEOK-Cyprus underlined that trade unions have an essential and critical role to play in managing and combating violence: *"They must prepare skilled experienced staff in all legal institutions and social issues surrounding the phenomenon of violence. Through information and training, workers' organizations inform and sensitize their members on the issue of violence. Finally, legal assistance and support for victims of violence/sexual harassment in the workplace is a duty and obligation of labour organizations."*

The French confederation CFDT pointed out that their commitment in this field is included in their action on labour issues and professional equality. Without being directly involved, they support the actions organized by associations.

CGT-France highlighted its willing to be more active in the context of collective bargaining.

UNSA-France proposed the organization of a quantitative study by Member States on the reality of violence against women in the context of their professional activities.

GSEE-Greece regretted that the economic crisis and the austerity measures have pushed the issue to one side. Information, awareness raising and proactive actions on this issue are crucial since women do not know where to go and are intimidated from speaking up. They also highlight that in many European countries (including Greece) there is a significant lack of shelters for abused women and of effective access to justice.

CCOO-Spain reported that, via their women's secretariat, they are active in all the actions organized by associations working on the issue of violence against women. They are also active in the fight against domestic violence and genital mutilation, through the support for campaigns led by other organizations and by press releases.

HAK IS – Turkey gave data and figures on the issue of violence against women in Turkey. According to official data, 802 women have died in Turkey over the last five years as a result of domestic violence. In 2013, there were 28.000 reported cases of violence against women. The number of women who were given state protection from abusive partners or relatives this year was 4.500. Women's groups blame government policies for the worrisome figures. Records indicate that 171 women died in 2009 as a result of violence against women. In 2010, there were 177 such deaths, while there were 163 deaths in 2011, 155 in 2012 and 136 in the first nine months of 2013. As of January 2013, more than 50,000 women were receiving some sort of legal protection, such as restraining orders.

Seen these bleak figures, this issue is extremely important for HAK IS, as well to combat domestic violence as to raise awareness. They are taking the subject seriously and have included it in their resolution to fight it.

✓ National federations

Six national federations provided additional information on the issue of violence against women.

BTB-FGTB (ETF) underlined that they participate in all the different campaigns organized by ITF – ETF as they are part of ITF and ETF women's committees. All the transport sectors (dockers, road, logistic, seafarers and fisheries) are encouraged to be involved in all gender-related campaigns. To make them aware of this issue and try to involve them in the events that are organised, all sectors' representatives receive the relevant materials.

FI CCOO – Spain (IndustriaAll) mentioned a link to its website on which all their gender-related actions and activities are reported:
http://www.industria.ccoo.es/industria/Informacion:Por_areas:Mujer

NASUWT-UK (ETUCE) sends a delegation to the annual UN Commission on the Status of Women (CSW) The 2012 event was themed around eradicating violence against women and girls. The union was part of the international trade union and NGO delegations. NASUWT has also participated and supported the creation of the Arab Women's Network.

FUURT-Finland (ETUCE) regretted that the scope of the survey was too limited for them and it should have included questions about gender discrimination and psychological pressure/violence to be relevant for them.

KTOS-Cyprus (ETUCE) wanted to add that they are always looking forward to hearing about the work of the ETUC regarding this issue and they would like to continue being kept informed. They would also be very grateful if more training and workshops can be offered at an international level in order to share experiences and learn from each other.

UEN-Norway (ETUCE) concluded their survey by a long description of the last governmental actions and their own. First of all, they regret about the fact that the focus on equality between men and women has been set back in recent years, even if action plans have been adopted. The Norwegian government launched the Action Plan Equality 2014 with a cross-sectoral perspective. The Action Plan for Equality in kindergartens and schools for the period 2008-2010 had been a failure. The programs in Norway dealing with violence include measures targeting kindergartens and schools to start preventive work. The Norwegian government underlined also the role of schools to prevent violence in its Action Plan against domestic violence adopted in 2012. A study carried out by the Norwegian government in 2012 showed that thousands of women and children live under violent conditions in their everyday life.

UEN-Norway mentioned that there were cases where teachers had been hit by students and they assisted members along the way to get occupational injury compensation. It is notified as a criminal case, a public defender is appointed. Nonetheless, violence brings dilemmas for teachers; how many times can they accept to be hit by their own students? In a multicultural society they face different tolerance towards violence and it brings them to ethical dilemmas every day, for instance when to notify violence from a student?

✓ ETUFs

Only EFFAT gave further information. The Federation praised the cooperation between ETUC and ETUFs on gender equality: the ETUFs take part in the ETUC Women's Committee and report about their activities, and the ETUC takes part in the ETUFs Women's Committee's meetings, if possible, to report about European issues and activities. EFFAT would like this cooperation to be intensified by a more regular exchange of information about gender equality policies, activities, results, publications etc. All of them are working more or less on the same issues so they could certainly learn from good practices of the other organizations.

Annex I: Table 1. Female trade union membership in confederations (2008-2014)

COUNTRY	TRADE UNION	TRADE UNION (Total)							TRADE UNION (Women)						
		2008	2009	2010	2011	2012	2013	2014	(%) 2008	(%) 2009	(%) 2010	(%) 2011	(%) 2012	(%) 2013	(%) 2014
Andorra	USDA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Austria	OGB	1272011	1247795	1238590	1220190	1211111	1205878	1203441	33.3%	34.1%	34,0%	34,4%	34,6%	34,7%	34,9%
Belgium	ABVV / FGVB	1367000	1434527	145,454	1620674	1503748	1517538	1536306	42.0%	43.0%	43,0%	43,0%	43,4%	43,4%	43,5%
	ACV / CSC	1616145	1646733	1635579	1658188	1658188	1663845	1733233	43.0%	45.0%	45,0%	45,0%	45,6%	46,6%	45,6%
	CGSLB/ACLB	265000	265000	265000	265000	274308	289000	289692	42.0%	42.0%	42,0%	43,2%	43,3%	43,5%	43,7%
Bulgaria	CITUB-KNBS	NA	210000	220000	190000	190000	190000	190000	NA	48.0%	48,0%	48,0%	48,0%	48,0%	48,0%
	PODKREPA	153250	153350	153350	153350	152750	150730	150600	42.0%	46.0%	42,6%	44,0%	48,7%	46,5%	47,0%
Croatia	NHS	NA	NA	NA	NA	113598	NA	NA	NA	NA	NA	NA	49,0%	NA	NA
	SSSH / UATUC	210000	211000	164732	103000	103000	101000	101000	48.0%	NA	48,0%	45,0%	NA	NA	NA
Cyprus	SEK	NA	64945	76737	NA	69657	69657	57999	NA	37.4%	37,2%	NA	27,2%	27,2%	38,0%
	DEOK	8807	9250	9500	9652	9500	9500	8345	13.3%	24.7%	13,5%	13,8%	13,7%	13,7%	13,7%
	TURK-SEN	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Czech Rep	CMK OS	503000	482000	444570	409000	390000	370000	350000	44.0%	45.5%	45,5%	45,5%	45,5%	46,0%	46,0%
Denmark	AC	NA	NA	NA	144148	NA	NA	NA	NA	NA	NA	53,2%	NA	NA	NA
	FTF	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	LO-DK	1300000	1300000	1300000	1000000	1122795	NA	1095420	49.0%	49.0%	49,0%	49,0%	49,2%	NA	49,1%
Estonia	EAKL	NA	NA	35878	33031	30646	30646	27700	NA	NA	59,3%	59,9%	54,4%	54,4%	62%
	TALO	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finland	AKAVA	NA	536792	536792	NA	552813	573405	580000	NA	50.1%	50,1%	NA	51,0%	52,0%	52,0%
	SAK	800000	800000	800000	758000	758000	747284	718421	46.0%	46.0%	46,0%	47,0%	46,0%	46,0%	46,0%
	STTK	650300	640000	623200	640000	615000	388507	382277	68.0%	70.0%	70,00%	67,0%	74,0%	75,0%	75,0%
France	CFDT	803635	808720	814636	833168	851601	NA	868601	45.0%	45.0%	45,8%	47,0%	47,0%	NA	47,0%
	CFTC	160300	160300	140000	140000	NA	160350	159380	39.0%	39.0%	50,0%	50,0%	NA	40,0%	42,0%
	CGT	700000	711000	735000	735000	735	688433	695390	28.0%	32.0%	34,0%	34,8%	35,0%	36,0%	37%

	FO	800000	NA	800000	800000	700000	700000	700000	45.0%	NA	45,0%	45,0%	45,0%	45,0%	45,0%
	UNSA	307000	NA	307000	307000	200000	NA	200000	NA	NA	NA	NA	NA	NA	NA
Germany	DGB	NA	NA	6200000	NA	6000000	6000000	6000000	NA	NA	30,0%	NA	35,5%	32,5%	33,0%
Greece	ADEDY	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GSEE	502000	NA	498000	498000	498000	NA	NA	NA	NA	NA	NA	NA	NA	NA
Hungary	ASzSz	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	LIGA	103000	103000	103000	110000	110000	112000	112000	35-40%	30%	NA	32%	40%	40%	40%
	MOSz	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	MSzOSz	NA	NA	205000	205000	185000	185000	NA	NA	NA	NA	47%	35%	35%	NA
	SZEF- ÉSZT	NA	NA	NA	140000	125000	106345	85740	NA	NA	NA	60,0%	NA	NA	NA
Iceland	ASI	107856	110722	112815	108597	109960	108364	105906	45.0%	45.0%	45,0%	47,0%	47,0%	46,0%	47,0%
	BSRB	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Ireland	ICTU	NA	843637	843995	798000	NA	787294	778136	NA	49.0%	48,9%	51,0%	NA	53,0%	52,0%
Italy	CGIL	5850942	5697774	5697774	5746167	5748269	5775962	5712642	45.0%	50.0%	50,0%	49,4%	48,5%	46,5%	47,0%
	CISL	NA	NA	4507349	2640999	2125405	1993075	1720019	NA	NA	51,0%	NA	47,2%	47,0%	47,5%
	UIL	1776733	2116299	2174151	2174151	2196442	2206181	2216443	40.0%	35.0%	44,0%	44,0%	40,0%	40,0%	40,3%
Latvia	LBAS	134422	130120	110602	110602	109098	100035	100155	62.6%	68.0%	64,0%	64,0%	62,2%	65,0%	65,0%
Liechtenstein	LANV	NA	NA	NA	NA	1175	1200	1081	NA	NA	NA	NA	29,8%	30,7%	32,7%
Lithuania	LDF	20000	20150	20150	20150	13200	7500	NA	60.0%	58.0%	58,0%	58,0%	63,0%	60,0%	NA
	LPSK / LTUC	100000	75000	70000	60000	60000	60000	60000	61.5%	58.0%	58,0%	57,0%	57,0%	57,0%	58,0%
	LPSS (LDS)	NA	NA	NA	7200	NA	NA	NA	NA	NA	NA	47,0%	NA	NA	NA
Luxembourg	OGBL	NA	62732	69040	69806	NA	70515	NA	33.9%	34.0%	32,7%	32,9%	NA	32,9%	NA
	LCGB	34000	35000	36000	36000	36300	39970	NA	33.0%	31.0%	29,5%	30,0%	30,0%	32,0%	NA
Malta	CMTU	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	FORUM	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GWU	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Monaco	USM	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Netherlands	CNV	52710	NA	NA	330000	332000	295000	290340	63.0%	NA	NA	31,0%	33,0%	34,5%	35,2%

	FNV	1192951	1368000	1373400	1378000	1365000	NA	NA	32.0%	36.3%	36,92%	37,50%	38,00%	NA	NA
	MHP	NA	140000	NA	NA	130000	NA	NA	NA	NA	NA	NA	NA	NA	NA
Norway	LO-N	822629	865392	865000	871360	877197	893447	897000	49.7%	50.1%	51,0%	51,1%	51,3%	51,5%	51,6%
	YS	206000	216000	217141	217600	219000	226624	220944	56.0%	56.0%	56,8%	55,8%	55,6%	55,0%	56,7%
	UNIO	268218	NA	226915	NA	295626	300486	NA	72.2%	NA	75,4%	NA	75,8%	76,0%	
	NSZZ-Solidarnosc	NA	680334	700000	667572	641507	667572	667572	NA	37.0%	38,0%	37,7%	38,1%	37,7%	37,7%
Poland	FZZ	NA	NA	NA	NA	NA	300 000	NA	NA	NA	NA	NA	NA	NA	NA
	OPZZ	NA	NA	318000	NA	320	NA	NA	NA	NA	48,0%	NA	NA	NA	NA
	CGTP	683250	653000	653000	653000	NA	555500	555500	NA	NA	53,0%	53,0%	NA	52,40%	52,40%
Portugal	UGT-P	510000	510000	510000	505000	505000	505000	505000	48.0%	48.0%	46,0%	45,7%	45,7%	45,7%	45,7%
	BNS	NA	NA	NA	150000	150000	150000	NA	NA	NA	NA	40,0%	40,0%	40,0%	NA
Romania	CARTEL ALFA	1000000	1000000	NA	NA	1000000	501000	NA	48.0%	48.0%	NA	NA	40,0%	40,0%	NA
	CNSLR-Fratia	NA	800000	800000	NA	400000	NA	400000	NA	44.0%	44,0%	NA	47,0%	NA	47,0%
	CSDR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
San Marino	CSdl	NA	NA	NA	NA	NA	5700	NA	NA	NA	NA	NA	NA	40%	NA
	CDLS	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Slovakia	KOZ SR	337600	319600	319600	296400	273755	NA	260780	40.9%	41.9%	41,9%	43,6%	44,8%	NA	46,8%
Slovenia	ZSSS	281465	NA	250000	250000	200000	NA	170000	46.5%	50.5%	44,8%	NA	43,3%	NA	43,5%
Spain	CC,OO	1001000	1001000	1200200	1157800	1131538	1057731	976354	36.6%	37.5%	38,3%	38,9%	39,2%	39,3%	39,6%
	STV-ELA	NA	110054	115000	108307	107645	103774	NA	NA	37.4%	38,1%	38,8%	39,5%	40,7%	NA
	UGT-E	887009	810000	880000	880000	880000	880000	880000	33.4%	33.7%	33,3%	35,7%	33,4%	33,4%	36,1%
	USO	NA	81090	121760	122856	122760	119548	NA	25.0%	34.5%	36,0%	36,3%	36,1%	36,2%	NA
Sweden	LO-S	1473583	1404865	1384879	1346756	1315839	1502285	1487000	47.0%	48.0%	48,0%	52,1%	47,8%	46,3%	46,0%
	SACO	580000	586000	610000	617738	633975	633975	479417	52.0%	52.0%	52,0%	52,6%	52,4%	52,0%	53,0%
	TCO	974959	1175276	958745	962629	698866	1230000	1200000	62.3%	62.2%	61,9%	61,9%	61,6%	61,0%	61,0%
Switzerland	Travail Suisse	NA	NA	NA	NA	170	NA	NA	NA	NA	NA	58,0%	38,0%	NA	NA
	SGB	384816	NA	NA	377327	372082	368762	366811	24.1%	NA	NA	26,8%	27,3%	28,0%	28,5%
Turkey	DISK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

	HAK-IS	NA	NA	441917	550000	550000	NA	197897	NA	NA	10,0%	12,6%	10,6%	NA	11,1%
	KESK	NA	20000	NA	NA	NA	240304	NA	NA	42%	NA	NA	NA	42,60%	NA
	TURK-IS	700000	820000	250000	NA	250000	300000	300000	10.0%	12.8%	11,0%	NA	11,0%	13,0%	13,0%
UK	TUC	6500000	6500000	6200992	6135126	6056861	5977543	5855271	44.0%	41.0%	46,0%	47,0%	47,7%	49,0%	51,0%

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013 and 2014

Annex II: Table 2. Women members in European Trade Union Federations 2009-2014

ETUFs	TRADE UNION MEMBERSHIP (Total)						TRADE UNION MEMBERSHIP (% WOMEN)					
	2009	2010	2011	2012*	2013	2014	(%) 2009	(%) 2010	(%) 2011	(%) 2012.	(%) 2013	2014 (%)
ETF	NA	NA	2500000	NA	NA	NA	NA	NA	13%	NA	NA	16%
EAEA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
UNI Europa	13596577	NA	NA	NA	NA	7000000	47.5%	NA	NA	NA	NA	46%
Eurocop	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
EFBWW	2300000	NA	NA	NA	2300000	NA	1%	NA	NA	NA	10%	NA
ETUCE	NA	NA	5500000	5500000	13000000	10500000	NA	NA	72%	72%	68%	68%
ETUF-TLC*	NA	NA	NA	NA	7200000	7000000	NA	NA	NA	NA	15%	NA
EMCEF*	2500000	NA	1912718	1800000			20%	NA	NA	20%		
EMF*	NA	6000000	6000000	5053272			NA	20,0%	20,0%	20%		
EFJ	260000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
EPSU	5600000	8000000	8000000	8000000	NA	NA	70%	68,5%	68,5%	68,5%	NA	NA
EFFAT	NA	1500000	1500000	1500000	1500000	1500000	40.5%	40,5%	40,5%	41%	41%	41%

* In 2012 EMF, ETUF-TCL and EMCEF merged into one trade union federation called "IndustriAll" so these three former EIFs have a single reply since 2013

Source: 8th of March Surveys 2009, 2010, 2011, 2012, 2013 and 2014

