

ETUC 8th March Survey 2015

- 8th edition -

As part of the follow-up to the ETUC Congress engagements towards the promotion of women within its membership and decision-making structures, in 2015 the ETUC carried out the eighth edition of what has become an annual 8th March survey. The aim of this survey is to monitor the proportion of women in the European trade union movement, including in decision-making positions. The objective is to assess progress in reducing the representation and decision-making gap between women and men in trade unions.

As the current European Strategy for Equality between women and men for 2010-2015 comes to an end this year, the second part of the survey looks at the views of ETUC members about a new strategic framework for gender equality at EU level.

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EXECUTIVE SUMMARY OF 2015 ETUC 8TH OF MARCH SURVEY

WHO REPLIED

- 52 (out of 86) national confederations from 32 European countries.
- 8 sectorial national unions from 6 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

- This year **48 national confederations** were able to indicate the number of women members.
- In 2015, the 48 respondents represent **43,240,655 workers, including 18,970,621 women**. Female members therefore account for **43.8%** of the total members of these 48 confederations.
- As in previous years, **Confederations from some of the Nordic and Baltic countries** record the **highest rates** of female members. The highest is STTK-Finland with 75% women, followed by the Latvian union LBAS (71.5% women) and the Danish confederation FTF (68%).
- The **lowest percentage** of female members is reported by the Cypriot confederation DEOK with 12.5%, followed by two of the Turkish confederations, TURK-IS (13%) and HAK-IS (18.1%).
- Ten unions, mostly from Nordic and Baltic countries, reported **more female than male members**: FTF Denmark, AKAVA and STTK from Finland, LBAS-Latvia, LO and YS from Norway, CGT-Portugal, SACO and TCO from Sweden and ICTU-Ireland.
- Taking into account the **general evolution of the membership of the 23 unions which provided figures since 2008**, the general number of members has declined, but **the number and proportion of women has increased (from 44.2% to 46.7%)**, which means that women continue to contribute positively in slowing the decline of trade union membership in Europe. However, this evolution varies according to countries and according to sectors.

Women in positions of power within trade unions

- For all the positions of power within national confederations, women are heavily under-represented:
 - **5 women Presidents** and 32 men: 12 % women.
 - **19 women Vice-Presidents** and 54 men: 26% women.
 - **8 women General Secretaries** and 28 men 19% women.
 - **10 women Deputy General Secretaries** and 18: 35%
 - **6 women treasurers** and 18 for men: 25% women.
- **Only eight women (14.5%) have a real leadership position in their national confederation** (47 are men), which is a very low percentage, even compared for example to the average proportion of women in national governments in the EU (24%)
- The situation looks better in relation to women in leadership within European trade union federations with as much as 43% of women in leadership.
- All national confederations that responded to the survey have implemented actions and/or policies to ensure the follow-up of the 2011 ETUC Recommendations to improve the gender balance within unions.

PART II: VIEWS OF ETUC MEMBERS ON A NEW EUROPEAN STRATEGIC FRAMEWORK FOR EQUALITY BETWEEN WOMEN AND MEN

Indicators show that progress on gender equality has been slow in the last years, especially regarding women's economic independence. This is both related to the economic situation in Europe and to the policy implemented to address the crisis at all levels, which has often been counter-productive to social and human rights-related objectives. The impact of the Strategy for Equality between Women and Men 2010-2015 adopted in 2010 as the work programme of the European Commission (EC) on gender equality was influenced by this broader context.

As the 2010-2015 Strategy comes to an end, the European Commission is expected to produce a new document to guide its work on equality between women and men in the coming years. It is therefore very important that representative stakeholders working on gender equality are consulted about a future new European strategic framework.

Unions' views on the current European Strategy for Equality between women and men (2010-2015)

Responding trade unions generally had favourable views on the current European Strategy for Equality between women and men 2010-2015 and stressed the need for adopting a new programmatic instrument focusing specifically on gender equality at EU level. However, they also provided comments on the weaknesses of the current Strategy and proposals on how to improve the next strategic framework. In particular, the need for more clarity in the actions proposed and more binding tools and targets was made quite clear. Another important issue was the need to ensure more links between such a policy document addressed primarily to the European Commission and the obligations of Member States and reflect on how to also impose specific actions at the national level.

The positive impact of the Strategy was seen more in terms of awareness raising and guidance on governments rather than really influencing policy developments at national level. Generally speaking the impact of the Strategy is also related to the broader issue of the weight and prioritisation of gender equality issues within the European Commission and related lack of institutional capacity and resourcing of the services in charge of coordinating the Strategy. At the national level, the weakness was unsurprisingly linked to lack of political will to implement relevant legislation and policies in some countries.

Unions' views on the content of a new strategic framework for gender equality at European level

In terms of the content of the Strategy according to the answers of unions, a new strategy should build upon previous European frameworks in terms of covering a broad range of areas from economic and social issues to the elimination of the gender pay gap, promotion of women in decision-making, the elimination of violence against women, work on gender stereotypes and promoting gender equality beyond the EU.

The dual approach taken by the current Strategy combining specific measures and gender mainstreaming was identified as one of its strength and should be built upon. However, unions stressed that a lot remains to be done, in order particularly for the gender mainstreaming strategy to have the real transformative impact that it could have on all policies at European and national level.

With regards to policy measures, the main objective of a new instrument should be women's economic independence. In this framework, answers clearly indicate that unions consider that unpaid care work is still the most challenging issue for gender equality in general, and for women's economic independence in particular.

Reconciliation of private and working life and equal pay are defined as the desirable focus of European activities for the next period, both to be addressed by EU legislative instruments. This is a very interesting and at the same time unsurprising result in relation to future EU policies, because these topics are clearly some key EU competences, but also areas where progress has been very slow.

In effect, it has proved very difficult lately to go beyond the adoption of soft policy instruments (reports, studies) particularly in the area of reconciliation at EU level (blocking of the maternity directive, no legislative proposal on paternity leave despite several EP resolutions, lack of commitment of Member States toward the Barcelona targets on childcare).

Globally, unions would favour a more binding evaluation and monitoring process in relation to the new European strategic framework on equality between women and men. The new Strategy should comprise well-defined objectives based on in-depth analysis of needs and a well-developed coordination and monitoring mechanism. The targets should have both quantitative and qualitative dimension. There should be a clearly established time-frame, evaluation tools and financial resources for implementation.

INTRODUCTION: BACKGROUND AND OBJECTIVES OF THE 2015 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, the ETUC carried out the eighth¹ edition of what has become an annual 8th March survey.²

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.

The first part of the survey, like every year since 2008, looks at the **representation of women within the ETUC membership**. The aim is firstly, through the gathering and analysing of membership figures, to monitor the proportion of women in the European trade union movement. Secondly, the survey also gather data on women in decision-making positions within affiliate organisations and to analyse the actions taken by unions in order to improve the situation. The objective is to assess progress in reducing the representation and decision-making gap between women and men in trade unions.

Each year, the survey is also an opportunity either to highlight successful gender equality activities that are taking place within affiliated organisations, or to seek the views of unions on a particular issue that is high on the trade unions' and/or EU institutions' agenda. This year's survey focuses on the vision of ETUC members for the **future European Commission's strategic framework on Equality between women and men for the period post 2015**.

The current Strategy for Equality between Women and Men 2010-2015 was adopted in 2010 and represents the work programme of the European Commission on gender equality. It provides a political framework and presents the actions to be implemented by all services of the European Commission, but it is also meant to inspire corresponding activities in EU Member States.

¹ The previous "8th of March Surveys conducted in 2008, 2009, 2010, 2011, 2012, 2013 and 2014 as well as other documents are available at: <http://www.etuc.org>

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>

The 2010-2015 European Strategy provides an interesting integrated approach to equality between women and men, as it addresses inequalities in six thematic areas. As the European Commission is starting to look into adopting a new strategic framework, it is important that trade unions impact the process.

While the situation has evolved differently in different countries since the adoption of the Strategy, taking a look at some chosen indicators shows mixed results³. In terms of economic independence, women's employment rate stopped growing during the period, staying around 62.5% between 2009 and 2013. In relation to the gender pay gap, the rate decreased slightly during the period from 17.8% to 16.4%, however, according to some studies, this decrease is both a sign of a reduction of gender inequalities but is also due to a decrease in men's wages⁴.

The worrying trend that was observed during this period was the rise in the Not in Employment, Not in Training rate (NEET) of young women (age 15-24), particularly in Southern European countries, from 13.4% in 2011 (young men 12.5%) to 18% in 2014 (14% for young men). One issue that has seen very little progress is the availability of childcare, with the average proportion of children under three in childcare going from 26% in 2007 to only 28% in 2012 in the EU.

The situation of women in decision-making improved only very slightly, with the percentage of women in national parliaments going from 25% (2009) to 28% (2014) and the European Parliament gaining two percentage points between the 2009 and the 2014 elections (37% women). However, there has been important progress during the period in relation to the average representation of women on corporate boards, going from 11% in 2009 to 20.2% in 2014, as a direct effect of legislation adopted in different Member States in this area.

Looking at the important issue of violence against women (VAW) that is closely related to all other areas, the first ever European-wide survey on VAW published in 2014 by the European Union Agency for Fundamental Rights⁵, concluded that **1 out of** every 3 women in the EU had experienced physical or sexual violence since the age of 15.

³ Sources of data: European Strategy for equality between women and men 2010-2015, European Commission, European Commission Report on equality between women and men 2014, Young people not in employment, education or training: Characteristics, costs and policy responses in Europe, European Foundation for the Improvement of Living and Working Conditions, 2012

⁴ The impact of the economic crisis on the situation of women and men and on gender equality policies, Synthesis report, European Commission, December 2012.

⁵ "Violence Against Women: An EU Wide Survey," European Union Agency for Fundamental Rights, 2014 conducted with 42,000 women across the 28 EU member states.

These figures only give a partial view of the situation and they hide very different situations between Member States, but they still give an indication that progress has been very slow in recent years, especially regarding women's economic independence, which is both related to the economic situation in Europe and to the policy implemented to address the crisis. Answers of unions to the survey indicate that there has been a deterioration of women's economic situation in some Member States, in particular with regard to quality of work and to the situation of vulnerable groups of women (lone mothers, older women, migrant women). Unions from Southern European countries in particular stressed a very worrying situation in terms of the dismantling of social protection systems, social rights and labour rights in complete contradiction with the aims of a social Europe and with EU Treaty commitments on human rights and gender equality.

PART I: WOMEN IN TRADE UNION MEMBERSHIP AND LEADERSHIP POSITIONS

✓ Methodology

The following points should be kept in mind in relation to the methodology used for the present report:

- ✓ The comparison of results from one year to another or between two different years will give different results and are therefore difficult to compare due to the fact that **different unions reply –or do not reply- to the yearly survey**. For example, the percentage of women in unions including the 48 unions that gave figures in the 2015 survey is different than the percentage of women in unions in 2015 when looking at unions that answered since 2008 and comparing to the figure for 2008 (because this includes only the 23 unions which have answered every year since 2008).
- ✓ The analysis relies on data provided by unions, however there are sometimes small inconsistencies in the data themselves, for example percentages that do not exactly fit with the absolute numbers.
- ✓ In the analysis of the evolution over a long period in different March 8th surveys, figures have relied on data provided *each year* by the same confederations. In cases where a confederation failed to provide data even for just one year, the analysis excludes this confederation for the whole period. For this reason the evolution since 2011 and 2008 (sections 1.2 and 1.3) cannot be compared with the corresponding sections of previous March 8th reports.

I. General Overview: who replied to this year's survey?

52 (out of 86) **national confederations** from **32 European countries** (out of a total of 37 countries⁶) took part in the 8th of March survey for 2015. These confederations represent in total **43,795,505 workers**. Almost all the responding organisations (**48 unions representing 43,240,655 workers**) were able to indicate the number of women members, which amounts to 18,970,621. The percentage of female members reflects the proportion of women in the 48 organisations able to provide gender disaggregated membership data, namely an average of **43.8%**.

⁶ Countries covered by the ETUC at the time of the launch of the 2015 Survey. 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>

The fact that only four confederations were not in a position to provide gender disaggregated data is a very positive fact and a major achievement in line with the commitment and objectives of the ETUC in relation to promoting gender equality both in terms of women as members and in terms of being able to monitor developments.

The Hungarian confederation SZEZ-ESZT, the French trade union UNSA and Polish federation FZZ gave the “lack of global statistics taking gender into consideration” as the reason for not giving the female share of its total membership. The Greek confederation GSEE was not able to give the number of its members (both the total number and the number of women) since GSEE 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 membership is composed by the representatives of these second-level trade unions. In March 2013, the GSEE was composed of 428 elected delegates from its affiliates, among which there were 48 women (6.5%) divided between 25 delegates elected from Labour Centres and 23 delegates from Federations.

The number of organisations that responded to this year’s survey (52/88) is slightly higher than the number of respondents in 2014 (51/84) and the proportion is roughly the same (60.7% in 2014 and 60.5% in 2015).

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

Year	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>
Nr Confederation replies	46/82	48/82	55/82	55/83	60/84	55/85	51/85	52/86

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015

The confederations that answered the 2015 survey have a slightly lower number of members (43,795,505) than the replying confederations in 2014 (44,779,813).

Table 2: Number of replies from confederations country by country

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

Source: 8th of March Survey 2015

Six countries have not submitted any answer: Andorra, Croatia, Lithuania, Monaco, San Marino and Serbia. Respectively five and seven countries were not represented in 2014 and 2013. In sixteen countries, all confederations replied to 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 2015 country by country

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

Source: 8th of March Survey 2015

34 national confederations did not participate in the 2015 survey, of which 26 had not taken part in the 2014 survey. The number of **members that have never taken part in any 8th of March survey has decreased** from 15 (compared to 2014) to 12. They are: USDA-Andorra, TURK-SEN-Cyprus, ADEDY-Greece, ASzSz-Hungary, BSRB-Iceland, CMTU and FORUM from Malta, USM-Monaco, VCP-The Netherlands, CSDR-Romania, CDLS- San Marino and DISK-Turkey.

Nine national confederations have taken part only once or twice in the Survey since its creation in 2008, namely NHS-Croatia, Akademikerne and FTF- Denmark, TALO-Estonia, LPS-Lithuania, GWU-Malta, CSDL-San Marino, Travail Suisse-Switzerland and KESK-Turkey. Two of these have however taken part in the 2015 survey: FTF- Denmark and GWU-Malta. The Polish confederation FZZ took part in the survey only once in 2012 but became a full ETUC member only in 2011. The new members from Serbia have sent their response but are not taken into account in this figure, nor the organisations that joined the EU in March 2015: FTUM – FYR Macedonia and UFTUM & CTUM – Montenegro. One confederation did not participate to this year’s survey for the first time since 2008: LPSK-LTUC-Lithuania.. Two confederations always participated until 2013 but not in 2014 and 2015: LDF-Lithuania and LCGB-Luxembourg.

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

Country	Confederation
<i>Austria</i>	OGB
<i>Belgium</i>	ABVV-FGTB
	ACV-CSC
	CGSLB – ACLVB
<i>Bulgaria</i>	PODKREPA
<i>Cyprus</i>	DEOK
<i>Czech Republic</i>	CMK OS
<i>Finland</i>	SAK
	STTK
<i>France</i>	CGT
<i>Iceland</i>	ASI
<i>Italy</i>	CGIL
	UIL
<i>Latvia</i>	LBAS
<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, 2014 and 2015

This year again, **Nordic** and **Baltic confederations** record **high rates** of female members. The highest is STTK-Finland with 75%, followed by the Latvian union LBAS (71.5%) and the Danish confederation FTF (68%).

The **lowest percentage** of female members is reported by the Cypriot confederation DEOK with 12.5%, followed by two Turkish confederations, TURK-IS (13%) and HAK-IS (18.1%).

Ten unions, mostly based in the Nordic and Baltic countries, reported **more female than male members**: FTF Denmark, AKAVA and STTK from Finland, LBAS-Latvia, LO and YS from Norway, CGT-Portugal, SACO and TCO from Sweden and ICTU-Ireland. In previous years the number was higher: 12 in 2014 and 11 in 2013. The average percentage of female membership in confederations drops slightly from 44% to 43.8% in 2015 (this figure must however be taken cautiously as not exactly the same unions answered in 2014 and 2015). 26 confederations (out of 48 respondents) have a female membership rate equal to or higher than 43.8%.

This year no members of the **PERC** replied.

Additionally, eight **sectorial national unions**, from four different European countries **volunteered to contribute** to the survey thus further enriching the results. This is significantly less than last year, when 20 sectorial national unions had replied.

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

ETUF	Country	Sectorial union
European Trade Union Committee for Education (ETUCE)	Bosnia & Herzegovina	ITUPE
	Denmark	DLF
		DM
	Ireland	IFUT
	Sweden	Läräförbundet
	Spain	FECCOO
	UK	UCU
NUT		

Source: 8th of March Survey 2015

The sectorial national unions that replied to this year's survey are all active in the education sector and members of the ETUCE, from Bosnia & Herzegovina and north-west Europe (UK, Ireland and Nordic countries).

Five of them had replied last year as well, the new ones one being Magisterforening (Denmark) and ITUPE (Bosnia & Herzegovina).

European Trade Union Federations (ETUFs) also took part in the 2015 8th March Survey. This year **six (out of ten) replied to the survey**, which is the same number as last year. However they are not the same federations as last year: EFFAT, IndustriAll, ETUCE, UNI-EUROPA, EFBWW, EPSU and ETUCE replied. The ET, the EAEA, the EFJ and EUROCCOP did not reply.

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

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

ETUFs	2008	2009	2010	2011	2012	2013*	2014	2015
EFFAT	NO	YES	YES	YES	YES	YES	YES	YES
EMF*	YES	NO	YES	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	YES
EFBWW	NO	YES	NO	NO	NO	YES	NO	YES
EPSU	NO	YES	YES	YES	YES	NO	NO	YES
ETF	NO	NO	NO	YES	NO	NO	YES	NO
ETUCE	YES	NO	NO	YES	YES	YES	YES	YES
EAEA	NO	NO	NO	NO	NO	NO	NO	NO
EFJ	NO	YES	YES	NO	NO	YES	YES	NO
EUROCOP	YES	NO	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, 2014 and 2015

Out of the six respondents, five ETUFs were able to mention how many women members they have, or at least to provide a proportion out of the total number of members: UNI-Europa, ETUCE, EFFAT, EFBWW and EPSU. Only IndustriAll indicated that the number of women members was not available. These six European Trade Union Federations represent in total **over 37 million members**, and 31,650,388 members without IndustriAll.

Based on the numbers (total number and number of women) declared by ETUFs (without IndustriAll), there are **18,619,740** women members among the 31,650,388 members of the five ETUFs, which is a percentage of **59%**.

II. Trends of female membership in national trade union confederations

The aim of this part of the report is to analyse the evolution of the 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 for the unions continuously providing figures.

Before making 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. 48 national confederations were able to give both their number of members and their female membership (in percentage or in absolute). These 48 confederations represent 43,240,655 workers, including **18,970,621** women. Female members therefore account for **43.8%** of the total members of these 46 confederations.

2.1 Comparison with the results of the 2014 ETUC 8th of March Survey

43 organisations provided numbers or percentages of women in their ranks for both 2014 and 2015 and therefore allow for a comparison.

Table 7: Total membership and female membership (in absolute and in percentage) for the 41 national confederations who replied in 2014 and 2015

	2014	2015
<i>Total membership</i>	42,809,952	42,418,553
<i>Number of women members</i>	18,844,866	18,644,308
<i>% of women members</i>	44%	43,9%

Source: 8th of March Surveys 2014 and 2015

When we analyse the 43 national confederations for which the figures are available for both 2014 and 2015, we observe a slight decrease of overall membership by 391,400 members. This loss in overall membership comes together with a decrease in the absolute **number of female members in these confederations** (-200,558), as it was already the case last year. In terms of percentage this implies a negligible 0.1% decrease of women members between 2014 and 2015.

Roughly speaking one could consider **that the overall proportion of women in national trade union confederations remained the same**, however with interesting variations between confederations, as analysed below.

✓ **Evolution of general membership**

Regarding the **evolution** of the total membership between the results of 2014 and those of 2015, **twelve of the 43 confederations mentioned an increase, twenty-one a decrease, and ten no change.**

The **12 confederations that have a higher number** of members are: DGB in Germany, AKAVA and STTK in Finland, UIL in Italy, LANV in Liechtenstein, LO-N and YS in Norway, KOZ SR in Slovakia, SACO and TCO in Sweden, SGB in Switzerland and HAK-IS in Turkey. Out of these twelve confederations, female membership grew as well in nine of them, while female membership declined in four of them. In the case UIL-Italy and LANV-Liechtenstein, the growth of total membership was due almost exclusively to the new female membership. In the case of SACO-Sweden, the growth of female membership contributes greatly to the general growth

Concerning the **10 confederations with a stable number of members**, the proportion of women was higher than in 2014 for one of them, lower for two of them and stable for seven of them. In the case of UGT-E, the number of women joining the union compensated the loss of male members. Contrary to last year, in one case (LIGA Hungary) the number of women decreased while the total membership remained the same. In the seven unions where both the total number and the number of women remained the same, it is simply due to the fact that the unions themselves did not have new numbers between 2014 and 2015.

Of the **20 confederations mentioning a fall in their overall membership**, four had an increase of female members while seventeen had also a decrease of female membership. The four unions that have more women despite a drop of general membership are: OGB-Austria, PODKREPA-Bulgaria, FNV-Netherlands and LO-Sweden. In these four cases one could consider that newly organised female members “sheltered” the union from losing even more members, thus also increasing the proportion of women in the membership. In four cases of unions where the general membership declined, it was reported that the proportion of women remained the same: SAK-Finland, CGT-France, ASI-Finland and CISL-Italy, showing that here too the loss was mostly due to loss of male members.

✓ Evolution of women in unions

Evolution of female membership in absolute numbers

The focus of this survey being women in unions, it has to be noticed that **14 out of the 43 analysed confederations** reported a **rise of female members in absolute terms** between the 8th of March survey of 2014 and that of 2015. In three of these confederations, however, the percentage of women member of the confederation remained the same despite the increase of absolute numbers (AKAVA and STTK Finland, DGB-Germany). Contrary to last year where there were three such cases, no confederation saw its proportion of women members decline despite absolute rise of women members. In total, the number of women among these 14 confederations increased roughly by 140,000.

Among the 14 confederations, 10 have reported an increase not only between 2014 and 2015, but also between 2013 and 2014, which shows a clear positive trend over the years.

22 confederations have a lower number of female members in 2015 compared to 2014. However half of them still see an increase in the proportion of women in the confederation implying a more important loss of male members. Such a situation occurred only four times last year, meaning that despite a slight decrease in general female membership in unions this year, the proportion of women members is still spreading in an increasing number of confederations. Only six confederations experienced both an absolute and percentage decrease of female members (these five are CMK-OS-Czech Republic, YS-Iceland, CGIL-Italy, KOZ-Slovakia, TCO-Sweden and TUC-UK).

In **five confederations we observe a decrease of women members** but still a similar proportion of women as in 2014.

Evolution of female membership in proportion

Concerning specifically the **percentage of women** in national confederations, **21 confederations have a higher percentage of women in 2015 than in 2014**, 15 confederations reported a similar proportion and only seven reported a lower percentage.

In a similar trend as last year, the drop in the overall membership explains why 22 confederations reported a decrease in the number of women members but only seven have a lower percentage of female membership.

Among the seven confederations reporting a lower percentage of women, three reported a decrease of general membership: CMK OS-Czech Republic CGIL-Italy and TUC-UK. Three others actually increased their general membership, logically through an increase of male members and one had a stable membership.

Table 8: Evolution of confederations between the 2014 and the 2015 surveys: overall membership, number of women members and percentage of female membership⁷

	Number of confederations depending on their evolution between 2014 and 2015		
	<i>Increase</i>	<i>Same</i>	<i>Decrease</i>
<i>Overall membership</i>	12	10	21
<i>Number of female members</i>	14	7	22
<i>% of the female membership</i>	21	15	7

Source: 8th of March Surveys 2014 and 2015

Table 8 shows a confirmation of the trend of the 2014 survey with an increase of the proportion of women in the majority of confederations, despite the fact that almost half of the confederations see an overall decrease of membership. This means in other words, that women are less inclined to leave unions than men.

In terms of proportion of women in confederations, the **highest increases** recorded since last year are reported again by the Cypriot confederation SEK (+ 7 points, despite a sharp drop of general membership), the Turkish HAK-IS (+7) and the Latvian LBAS (+6.5). This can be related to the fact that there were much fewer women affiliates in HAK-IS.

The sharpest **female membership decrease** has been recorded by KOZ SR in Slovakia (-3), the TUC in the UK (-3) and DEOK in Cyprus and YS in Norway (both -1.2).

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

The year 2011 had been selected as a milestone for this survey as the last ETUC Congress took place that year, adopting also several resolutions on gender equality.

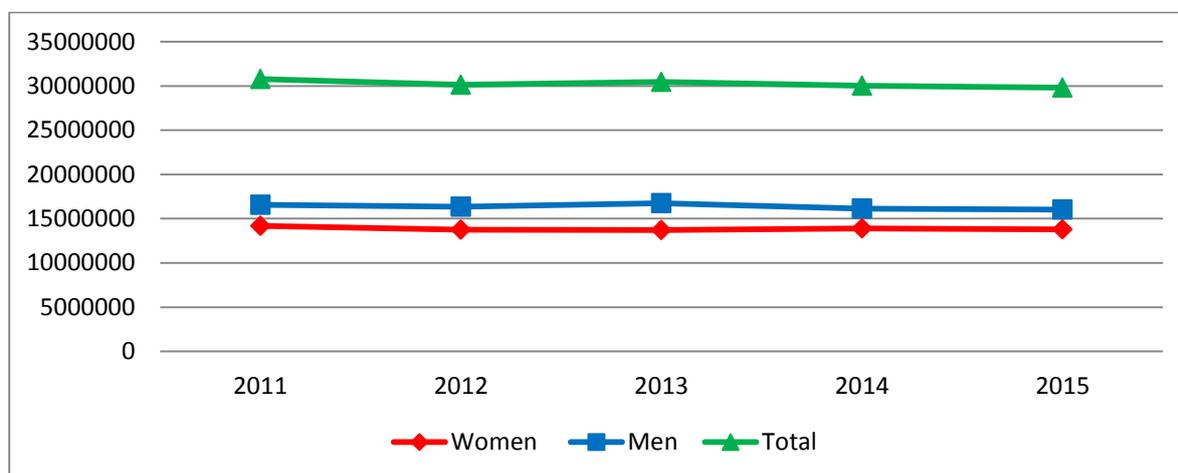
The ETUC has at its disposal the relevant figures to analyse the continuous evolution in female membership since 2011 **for 29 confederations**. This part of the report presents the changes that occurred in the female trade union membership in these 29 confederations between 2011 and 2015, thus providing a trend concerning almost 30 million members.

Taking into account the figures provided by the 29 confederations answering since 2011, female members accounted for 13,776,089 affiliates in 2015 out of a total membership of 29,801,960 affiliates. The total number of members declined from 30,777,479 in 2011 to

⁷ The table deals only with the results of the 43 confederations that replied both in 2014 and in 2015 to the 8th of March survey.

29,801,960 in 2015. The number of female members has also decreased since 2011 from 14,199,748 to 13,776,089 in 2015, representing a bit less than half the reduction in numbers.

Graph 1: Trade union membership in 2011, 2012, 2013, 2014 and 2015 on the basis of 8th of March survey figures in absolute terms⁸



Source: 8th of March Surveys 2011, 2012, 2013, 2014 and 2015

Between 2011 and 2014, these 29 confederations have lost 975,519 members, but arithmetically this decline affected more men: 551,860 male members were lost and 423,659 women.

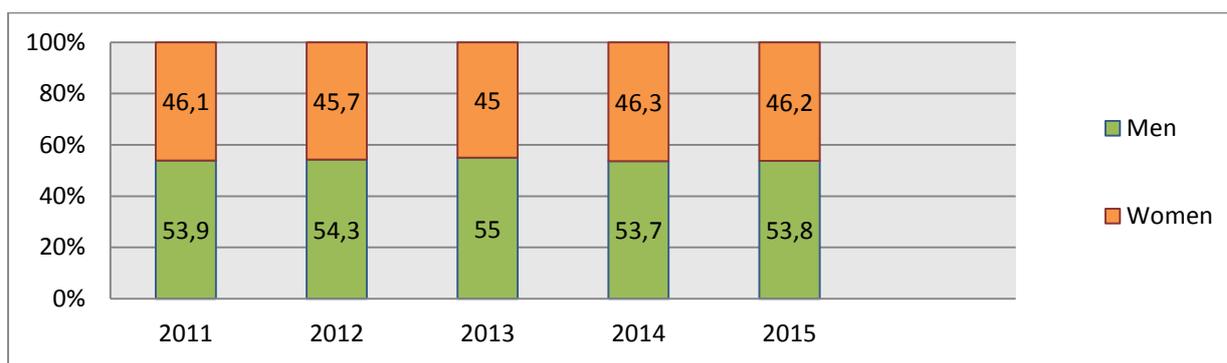
Logically, the decline of membership between 2011 and 2015 was due more to a loss of male rather than female members: the general number of members declined while the number of women did not. The percentage of women has very slightly risen from 46.1% to 46.2% as shown by Graph 1.

21 confederations have faced a decline in overall membership since 2011 and five saw an increase. Three confederations (CITUB-KNBS, Bulgaria, UGT Portugal and UGT Spain) declared the same number of members from 2011 to 2015.

Concerning female membership, seventeen confederations have faced a decline in the number of women affiliates since 2011 and eleven saw an increase. One confederation (CITUB-KNBS, Bulgaria) declared the same number of members from 2011 to 2015.

⁸ This figure is based on the analysis of 29 confederations for which the relevant figures are available each year since 2011.

Graph 2: Trade union membership in 2011, 2012, 2013, 2014 and 2015 on the basis of 8th of March survey figures in percentage according to the gender⁹



Source: 8th of March Surveys 2011, 2012, 2013, 2014 and 2015

As observed in Graph 2, the female membership rate has increased only very slightly since 2011, from 46.1 % to 46.2% percent, which is not extremely significant.

Looking at the female membership rate in more detail, it is worth mentioning that 15 confederations reported a rise between 2011 and 2015, 11 a decrease and three a stable part of female members.

The comparative analysis between absolute membership and percentage of women shows that the evolution of female membership is slightly better than the general membership trend: 21 confederations lost members, but 15 confederations saw an increase in the percentage of women, with strong disparities.

The confederations with the highest growth in female membership in relative terms are STTK-Finland (+ 8 points), LIGA-Hungary (+ 8) and LBAS-Latvia (+7.5). The biggest decreases were faced by LO-Sweden (- 5.1 points) and UIL from Italy (-3.4).

To conclude this section, despite a slight decrease of women members in absolute terms, the proportion of women in confederation progressed slowly and prevented these confederations from losing even more members altogether over the years. However the trend is not sharp and it is hard to make any projection in terms of further evolution in the coming years

⁹ This figure is based on the analysis of 29 confederations for which the relevant figures are available each year since 2011

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

As in previous years, this part is dedicated to analysing the progress of women's participation over a longer period in comparison with the results that were presented at the 2007 ETUC Congress.¹⁰

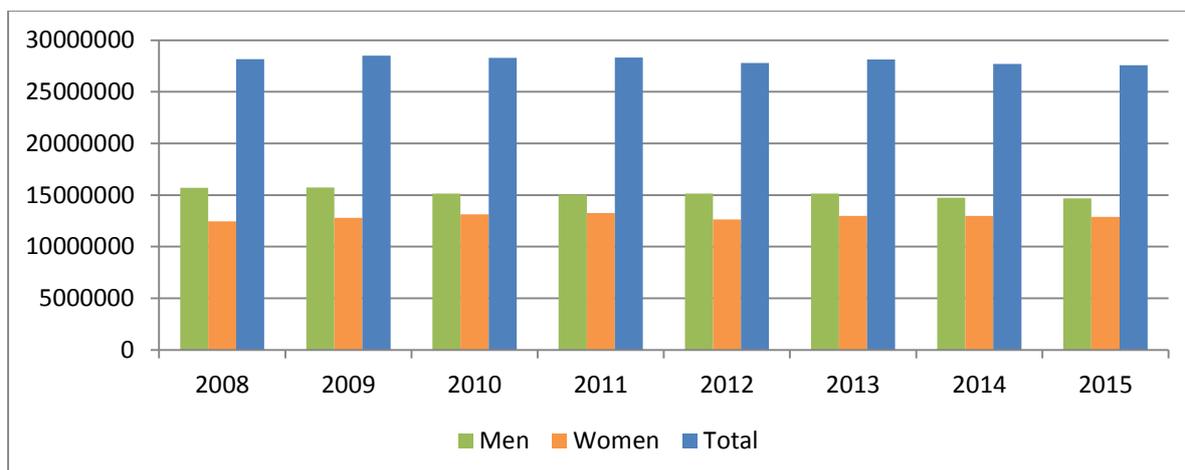
As shown by Table 4, 23 national confederations have replied to the 8th of March survey since its creation in 2008.

Female membership in absolute figures 2008-2015

Looking at the trend in female trade union membership in the last eight years, for the 23 confederations for which the figures have been made available to the ETUC, the total number of members¹¹ has decreased since 2008 (from 28,160,600 in 2008 to 27,566,207 in 2015) whereas the number of female members has slightly increased (from 12,465,132 in 2008 to 12,876,976 in 2015).

The total membership declined by 594,393 whereas the number of women members increased by 411,844. This means that in fact the number of male members of the confederations decreased by more than one million, which represents a proportion of 3.5% of the original membership in 2008.

Graph 3: Trade union membership from 2008 to 2015 on the basis of 8th of March survey figures in absolute terms¹²



Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015

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 23 confederations for which the relevant figures are available since 2008.

As shown on Graph 3, the total membership was quite stable over the period, with a maximum number of members of 28,513,100 in 2009, a decline in 2012 to 27,789,650 before rising slightly again to 28,127,862 in 2013 and decreasing to 27,566,207 in 2015.

If we analyse the female membership only, the changes were not extremely significant. The highest numbers were observed in 2011 (13,258,254 women affiliates), then numbers decreased slightly but remained almost stable around 12,900,000.

As mentioned earlier, the male membership clearly dropped of one million between 2008 and 2015 from 15,695,468 to 14,689,231. After a slight increase in 2012, figures started to decrease regularly from 2013 until 2015

Looking at the breakdown in terms of confederations between 2008 and 2015, the situation is as follows:

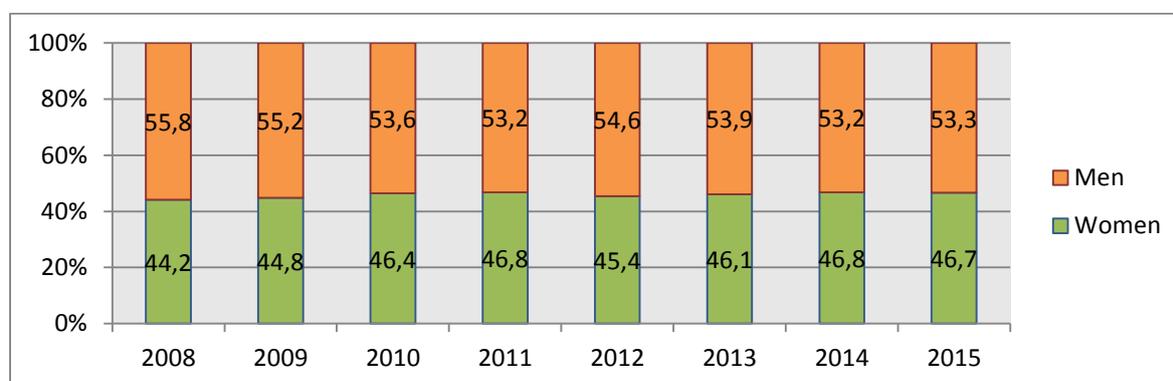
- the three Belgian confederations all gained members, the Italian UIL, the Norwegian LO and YS and the Swedish TCO also gained members
- 16 other confederations lost members over the period
- no confederation reported stable membership.

Concerning the female membership only, 13 confederations out of 23 gained women members and ten of them lost women members in absolute terms.

Female membership in proportion 2008-2015

The proportion of women has been growing since 2008: from 44.2% in 2008 to 46.7% in 2015. Rates were slightly higher in 2011 and then in 2014 (46,8%) and a drop in 2012 at 45,4%. The general trend is still a regular increase in female membership over the last years.

Graph 4: Trade union membership from 2008 to 2015 on the basis of 8th of March survey figures in percentage according to the gender



Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015

A clear majority of confederations has seen an increase in the female membership: the share of female membership has **gone up for 17 confederations out of 23 since 2008**. Two confederations have the same percentage. In three confederations we noticed a lower percentage of female membership.

Three confederations saw a decline of the proportion of women and an increase of general membership: UGT Portugal, TCO in Sweden and YS in Norway. However it has to be pointed out that the proportion of women is still high and decreased in fact only from 62% to 60% over the period for TCO and from 55.5% to 55% for YS.

Table 9: Evolution of confederations between the 2008 and the 2015 surveys: overall membership, number of women members and percentage of women members¹³

	Evolution between 2008 and 2015		
	<i>Increase</i>	<i>Same</i>	<i>Decrease</i>
<i>Overall membership</i>	7	0	16
<i>Number of female membership</i>	13	0	10
<i>% of the female membership</i>	17	2	4

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015

✓ **Conclusions**

Among the seven confederations with an increase in overall membership since 2008, all saw a growth in female membership (in absolute and relative terms except for TCO-Sweden where only the proportion of women increased), which shows that female membership plays a key role in the sustainability and the development of the trade union organisations.

Among the 16 confederations with fewer members in 2015 as in 2008, six saw an increase in the absolute number of women and ten saw a decrease in the absolute number of women during the same period. However in a great majority of these confederations (17), the proportion of women increased, whereas it remained stable for two of them and decreased in four.

¹³ The table deals only with the results of the 23 confederations that replied to all the 8th of March surveys since 2008

III. Analysis of the evolution of the membership of European Trade Union Federations (ETUFs)

Replies were received from six European Trade Union Federations out of ten: EFFAT, IndustriAll, ETUCE, UNI-EUROPA, EFBWW, EPSU and ETUCE. This year the ETF, the EFJ and EUROCCOP did not reply.

It is a general challenge for European Trade Union Federations to gather updated information: due to their nature, they rely on the information provided by their own affiliates.

All six Federations that replied this year were able to provide a total number of members, but IndustriAll was not able to provide information about female membership. Relevant information is therefore available to the ETUC for only five European Trade Union Federations.

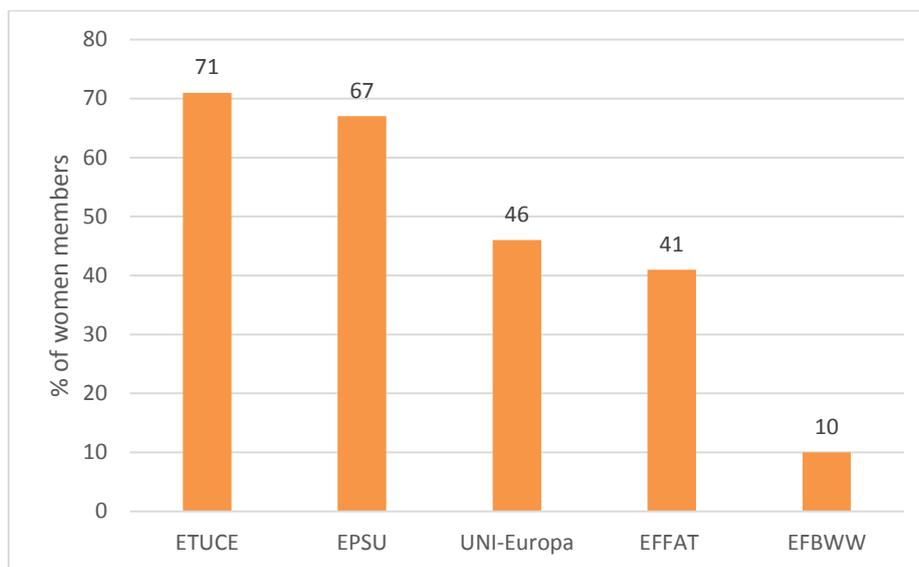
Like in previous years, the most highly feminised federation is ETUCE with 71% of female members. This figure is even higher than last year (68%) but globally stable over the years, with a proportion remaining around 70% since 2011. Interestingly, since ETUCE also increased its general membership between 2014 and 2015, the “double increase” of members and of the proportion of women corresponds to 350.000 new female members in the confederation since last year, and logically a drop of the number of male members.

EPSU follows ETUCE with a proportion of 67% female members, again relatively stable compared with the 68.5% reported in 2011 and 2012.

UNI-Europa arrives slightly below 50%, with a proportion of 46% of women, the same as in 2014.

EFFAT is third with 41% of female members, similar to the years 2012, 2013 and 2014. EFBWW has a low proportion of 10% female members. As mentioned above, industriAll did not have the data but last time the figures were made available, in 2013 a 15% proportion of women members was reported.

Graph 5: Proportion of women members in ETUFs (2015)



Source: 8th of March Survey 2015

IV. Women in decision-making positions within trade unions (national confederations, ETUFs and ETUC)

4.1 Women in decision-making in national confederations

The 8th of March survey is aimed not only at monitoring changes in trade union membership, but also looks at the situation of women at the highest levels of decision-making within trade union confederations.

At its last Congress in March 2011, the ETUC adopted a Resolution on “*Improving gender balance in union leadership and decision-making structures*”. The text calls upon ETUC members to tackle remaining political and structural challenges to overcome women’s under-representation existing in trade union key positions, by implementing specific recommendations¹⁴. The Athens Strategy Action Programme reiterated this commitment with a view to evaluate progress made at the ETUC mid-term Conference in 2013.

All 52 national confederations that replied to the survey in 2015 provided information about the gender of their decision-making and leadership structures, which is a progress compared with previous years.

¹⁴ To read the resolution on “Recommendations for improving gender balance in trade unions” see: <http://www.etuc.org/a/8485>

In terms of methodology, it is important to keep in mind that trade union confederations experience various models of governance. In some case, the leadership and decision-making power lies in the hands of the President and Vice-President, but in others it is the General Secretary and Deputy General Secretary who take the lead. 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. Some confederations do not have any President at all. Respondents were therefore also asked to clarify which position (President or General Secretary) holds the political leadership of the organisation. It is important to keep these differences in mind when looking at the figures indicating the number of women in trade unions' leadership positions and to focus on the actual leadership rather than on the formal position.

✓ **Presidents of national confederations**

37 confederations out of 52 have a President: **32 men** and five **women (in 2014**, out of 39 confederations, there were also four women, but 35 men). Women therefore represent a proportion of only 12% of presidents of unions having a president.

The five confederations with a woman as President are: UGTP-Portugal LO and YS from Norway, FTF-Denmark and TCO-Sweden. Four of these female presidents (all except the woman president of UGT-Portugal) also hold the political leadership in their respective confederation (see below, paragraph about political leadership). The number of women has been rather stable over the past years among respondents: three in 2014 and four in 2013 and 2012. However, in 2009 there were six female presidents, so the overall evolution has worsened.

✓ **Vice-Presidents of national confederations**

28 confederations reported having at least one position of Vice-President, but most of them have more than one vice-President. In total there are **73 vice-Presidents**, out of which **19 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 **proportion of women as Vice-President is 26%**.

These figures are roughly the same as in 2014: 26% in 2014 and 25.5% in 2013. However, the situation has deteriorated compared to 2012 when the proportion was 32%. From one third of female vice-Presidents three years ago, there are now only one quarter. Therefore, similarly to the situation with presidents, the situation has worsened in the mid-term.

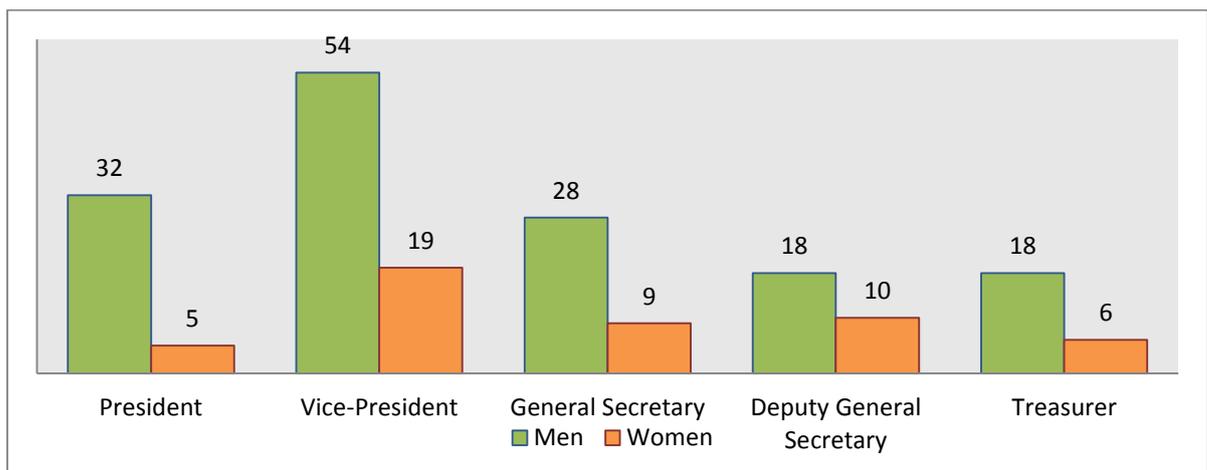
✓ General Secretaries of national confederations

In total, 37 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 National Secretary and one man as Second National Secretary.

Out of the 37 General Secretaries, 28 are men and nine are women, which represents a proportion of 24%. Among these nine women Secretary General, only four have a real leadership position though. These four are: CGSLB/ACLVB-Belgium, CGIL and CISL Italy and TUC UK. The other five confederations with a woman as secretary general are: ABVV/FGTB and ACV/CSC Belgium, STK Finland, CFTC France, ICTU Ireland and LBAS Latvia.

In 2014, out of 35 confederation with a position of General Secretary, there were nine woman and 27 men: **25%** (One confederation (CGSLB-ACLVB Belgium) has two positions of General Secretary).

Graph 6: Trade union leaders by sex in 2015 in absolute terms



Source: 8th of March Survey 2015

✓ Deputy General Secretaries of national confederations

Seventeen confederations reported 18 positions of Deputy General Secretary: **18 men and 10 women, which represents 35% female presence.** In proportion this is roughly similar to 2014 (13 men and seven women) and better than in previous years, when the proportion was below one-third of women as deputy General Secretary.

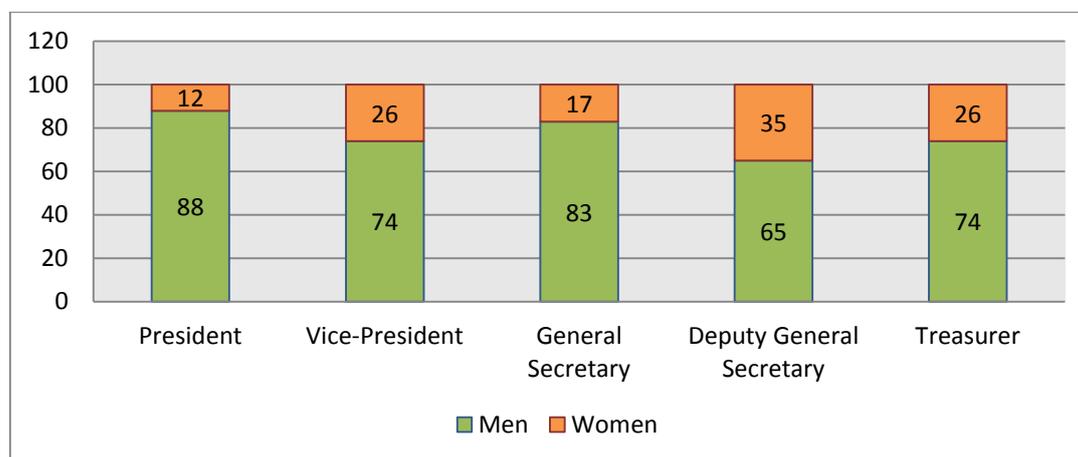
✓ Treasurers of national confederations

24 national confederations have Treasurers. Where such a position exists there are 18 men and six women, 26% of the treasurers are therefore women, which is many fewer than in

2014, when the proportion was 36%, and still fewer than in 2013 when the proportion was 32%. We therefore observe a clear drop after progress made in previous years.

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

Graph 7: Percentage of trade union leaders according to the gender (2015)



Source: 8th of March Survey 2015

✓ **Other leadership positions in national confederations**

Confederations were invited to provide information about additional positions and some of them made additional comments or provided more details about women in leadership position within their union:

- The Austrian confederation OGB reported that two out of eight confederal secretaries are women and women's secretaries for each union and each federal state except Vienna.
- The Belgian confederation FGTB-ABVV has a male President and General Secretary, but it also has two men and two women as Federal Secretary and two men and one woman as Interregional Secretary. They are reported to work together on main political issues.
- Another Belgian confederation ACV/CSC has a male leadership but also has six additional “national secretaries”, including three men and three women. The same principle applies to the Belgian confederation CGSLB/ACLVB.
- The Bulgarian confederation PODKREPA has four confederal secretaries in addition to the top leadership: two men and two women.
- The German DGB has three board members in addition to the President and Vice-President, one of them is a woman.
- The Polish Solidarność reported one woman secretary on the Executive board.

✓ **Political leadership positions**

In most cases the identification of where real political leadership lies is clear-cut, but in some cases additional explanation is necessary. It is the case for the Belgian confederations, which have a shared leadership system. Both the President and the General Secretary hold a leadership position at the FGTB-ABVV (currently both male) and CSC- ACV (one man and one woman). 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). For this reason there are more leadership positions than the actual number of confederations.

In total there are therefore **55 leadership positions** for the 52 confederations that replied to the survey in 2015.

Concerning the position of **President**, in most unions, this is where the real power lies: it is the case for 34 out of 36 Presidents. However, only five women are Presidents of a confederation, and it is remarkable that **four of them hold the actual power** in their respective confederation. It still means that only **12% of women hold leadership positions as presidents of national confederations**.

In 2013 and 2014 only three women had the political leadership, but it has to be pointed out that in 2009 six female Presidents were in leadership positions in an ETUC confederation. So in general we can observe a regression in terms of female presidency compared to 2009.

Concerning **General Secretaries**, 21 out of 37 hold the leadership position but **only 4 women hold a leading position against 17 men**, namely only 19%. A woman is in power as General Secretary only at CGIL and UIL-Italy and TUC-UK. For the Belgian confederation CGSLB-ACLVB it is also a woman but she shares the power with two men: the President and a second General Secretary. There is no union where both the President and the General Secretary are women.

In conclusion, the leadership of trade union confederations is still massively male. In fact only seven leading positions are held by women, out of a total of 53 leading, which is about 14,5%. Again, it has to be noted that the evolution over the years is not positive: in 2013, ten women General Secretaries out of 38 had been reported (26%).

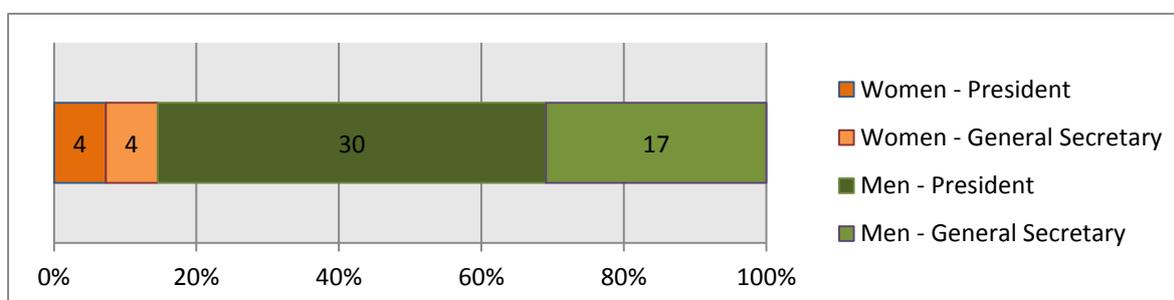
The proportion of women leaders in trade unions in Europe is therefore significantly lower than the proportion of women in governments and in parliaments in EU countries (around 24% on average. This comes in contrast with the growing percentage of women members of unions at around 43%.

Graph 8: Repartition of the 55 political leadership positions according to the position (President/General Secretary) and the gender in absolute figures (2015)



Source: 8th of March Survey 2015

Graph 9: Proportion of women and men in the 55 political leadership (President/General Secretary), 2015



Source: 8th of March Survey 2015

✓ **Implementation of the ETUC Recommendations for improving the gender balance in trade unions (adopted by the Executive Committee in March 2011)¹⁵**

Answers from national confederations

42 confederations reported on the measures that they are implementing to follow up the recommendations adopted by the ETUC. None of the confederations explicitly reported that gender equality was not an issue for them. Two confederations (SZEF-Hungary and TCO-Sweden) reported that they have already achieved a satisfactory gender balance in their decision-making structures, although TCO reports that they continue their gender mainstreaming effort of all activities of the union.

Responding unions provided several answers to the question on the implementation of the ETUC recommendations. The total of actions undertaken is therefore much higher than the number of respondent confederations.

¹⁵ See: http://www.etuc.org/sites/www.etuc.org/files/EC191_Gender_Equality_Resolution_FINAL_EN_2.pdf

According to the replies, four main approaches constitute almost half of the total measures to implement the Recommendations (see chart below):

- 26 confederations have adopted a gender equality Action Plan either in 2014 or in previous years;
- 19 confederations carry-out gender mainstreaming actions in their work
- 18 confederations report a decision to increase of the number of women in decision-making bodies.
- 16 confederations created specific working groups to deal with gender equality issues or organised special events during their statutory meetings.

These tools constitute a rather “soft policy” aiming at improving the gender balance without compulsory tools such as quotas. Adopting the political decision to “improve the number of women” is a positive step but it cannot be considered as a precise objective/target to be reached within a defined timeframe. In the same way, as many as twelve confederations reported that the improvement of the gender balance is realised through “the implementation of the rules” of the confederations, without more details.

Looking at the targeted actions that were reported on, they were undertaken by only a minority of confederations: seven of them have a quota-policy for improving the gender balance within their union, however these quotas are sometimes quite modest, between 25 and 40 % of women rather than 50/50.

The seven unions that have implemented such measures are ASI-Iceland, CISL-Italy, UGT-Spain, FGTB-Belgium, ZSSS-Slovenia, CC.OO Spain and USO-Spain. Six confederations implemented the ETUC decision on the basis of the proportion of women in the respective trade unions, which again does not mean that the aim is to reach a gender balance. Three confederations (CGSLB/ACLVB-Belgium, DEOK-Cyprus and TUC-UK) also explicitly reported special efforts in their human resources policy towards women, which is very good policy, especially if it is accompanied by other measures.

The recommendations are also implemented in a more general way by some other unions:

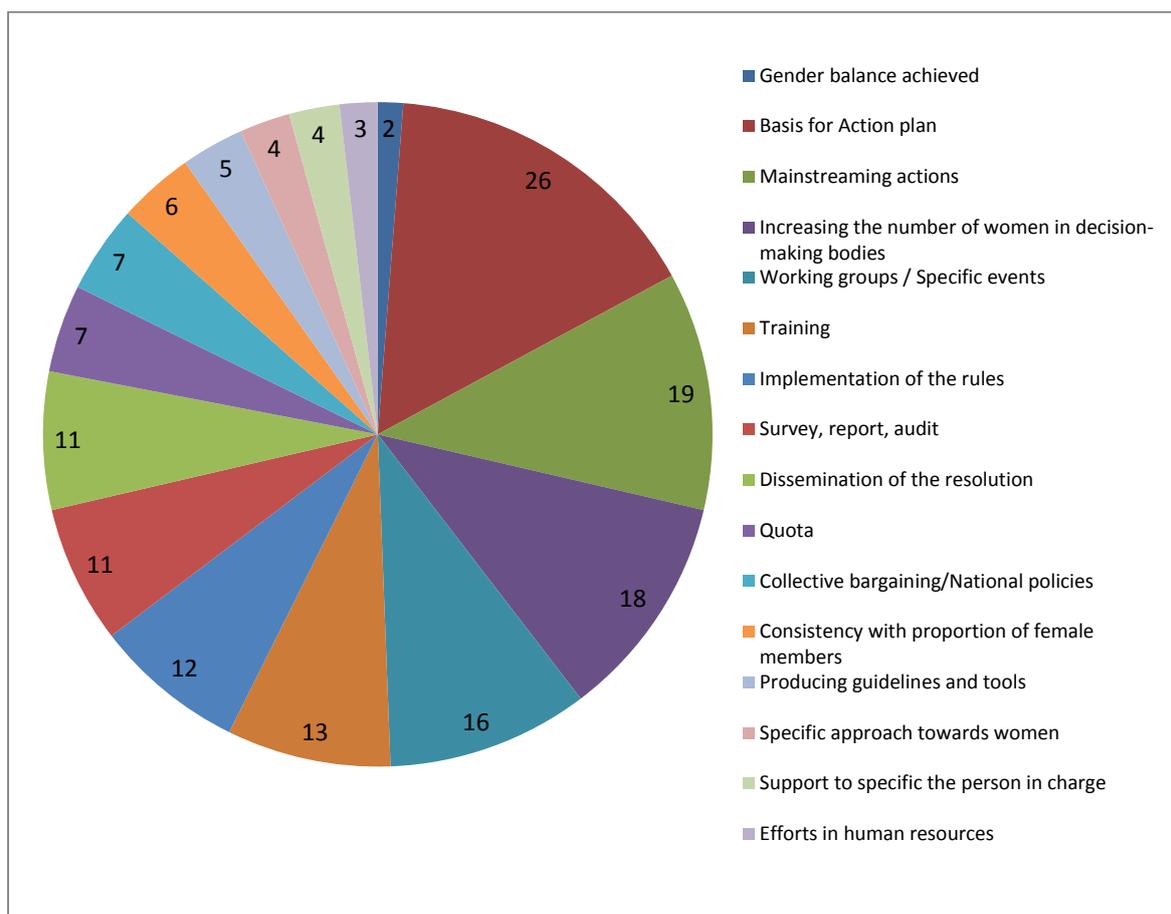
- Thirteen confederations provide training or targeted information about gender equality issues to trade union leaders and eleven are carrying out audits, reports or monitoring of the situation.
- Five confederations created guidelines or tools for union leaders in order to improve the representation of women.

An interesting tool, reported in a separate way, is the nomination of a person especially in charge of the gender equality policy within the confederation. This type of position exists in four unions (LIGA, NSZZ-Solidarność, FO-France and ASI-Iceland). In the case of ASI, for

example, a special Advisor on gender equality is funded by a special budget to monitor the gender equality policies of the union. The French FO has special “reference-person” in charge of the gender equality policy in each region and sector.

In term of information gathering, eleven confederations do collect information, make surveys, audits, or reports about gender equality issues either on an annual basis or according to the needs. This means that almost three quarters of the respondents do not carry out surveys and there is therefore some progress to make in this area.

Graph 10: Tools used by national confederations to implement the 2011 ETUC Recommendations to improve the gender balance in trade unions



Source: 8th of March Survey 2015

Although it is not the core objective of the Recommendations, seven confederations also include gender equality-related matters in collective bargaining and/or in discussions with the national government when defining social policies. One confederation (LAN-Liechtenstein) has a gender-balanced collective bargaining team.

Some confederations reported specific actions towards women in addition to the general approach. The Belgian confederations FGTB/ABVV and CGSL/ACLVB reported objectives according to actual developments such as social elections. The Bulgarian PODKREPA

concentrates on childcare services. Both CITUB in Bulgaria and UNSA in France reported a special attention to work-life balance. In Norway, LO-N gets involved in the general political debate, by highlighting the negative impact on women of some new labour laws and regulations. The Romanian BNS provides special information to women for entrepreneurial initiatives.

4.2 Women in decision-making in European Trade Union Federations (ETUFs)

According to the information received from the six ETUFs that replied to the survey in 2015, the following observations can be made about gender balance.

✓ Presidents of ETUFs

All the ETUFs have a President, divided as follows: **four men and two women: 33% women**. This is one more woman as in previous years, taking also into account that different ETUFs reply from one year to another. This year the ETUFs having a woman President are UNI-Europa and ETUCE. In the ETUCE she is the only one to have the political leadership whereas in UNI-Europa the power is shared between the President and the General Secretary. In terms of Presidents with **political leadership the situation is balanced with two men and two women**.

✓ Vice-Presidents of ETUFs

All ETUFs except UNI-Europa reported Vice-Presidents. The five confederations reported all together 14 Vice-Presidents: **eight men and six women: 42% women**. This means that gender balance is almost achieved for these positions.

In one case (EFBWW), the President is a man and there is no woman Vice-President whereas there are two men Vice-Presidents, making the whole leadership exclusively male. In the case of EFFAT there is no female Vice-President either but the President is a woman. The situation is balanced within ETUCE and in the case of EPSU both Vice-Presidents are women.

Compared to previous years, the situation is stable compared to 2013 respondents when there were seven men and five women vice-presidents (41%), however, the situation has deteriorated compared to respondents in 2014 when there were three men and five women (62% women).

✓ General Secretaries of ETUFs

This year again, all the General Secretaries of ETUFs are men. No woman held this position in 2013 nor in 2014. Both at ETUCE and UNI-Europa the political leadership is

shared between a woman as President and a man as General Secretary, meaning that all the ETUFs are led politically by a man or by a man and a woman in sharing responsibility.

✓ **Deputy General Secretaries of ETUFs**

Few confederations (two) reported Deputy General Secretaries. **Both of them are men.** In both of them (EPSU and UNI-Europa), a female Deputy General Secretary is in tandem with a male General Secretary.

One confederation (EFBWW) does not have a single woman among its leadership.

✓ **Treasurers of ETUFs**

All positions of Treasurer are filled by men, except at EPSU where one of the two “Auditors” reported under “Treasurer” is a woman.

This represents a general proportion of four men and one woman or 20% women.

✓ **Other leadership positions**

Only EFFAT includes additional leadership positions such as sector secretaries and policy officers, two of them being men and three being women.

✓ **Leadership within ETUFs**

Four presidents and three general secretaries hold political leadership within ETUFs. Among them, there are four men and three women, reaching a percentage of almost 43% of women in leadership.

✓ **Implementation of the 2011 ETUC Recommendations to improve the gender balance in trade unions**

Five ETUFs out of six provided information on how they are implementing the ETUC Recommendations to improve the gender balance in trade unions”: ETUCE, EFFAT, EPSU, EFBWW and UNI Europa.

ETUCE disseminated the resolution among members and encouraged them to open a discussion. However, in the context of an ETUF where almost three-quarters of the members are women, it is even more important to make sure that policies are gender – sensitive.

EPSU produced its own report on women’s representation in the federation and within member unions (<http://www.epsu.org/a/10735>). The aim was to identify positive progress and remaining gaps.

UNI-EUROPA's actions built on the recommendations of the Congress of UNI-Global of 2010 in Nagasaki, where the objective of 40% of women's representation in all structures, regions and sectors was adopted. In the case of Europe, this goal is reported to be "reached", without providing more details for the present survey. In 2011, UNI started the "40for40" campaign to encourage member unions to reach a 40% representation. To do so, UNI also set guidelines for gender equality and promoted gender equality in its internal structures, for example by helping member unions to analyse their situation. A **mentoring programme** was launched for young unionist women to take on leadership roles.

EFFAT developed a Gender Equality Plan in 2011, followed by an Action Plan for the Implementation of the Gender Equality Plan in 2012. A survey on the implementation of the Plan was also undertaken in 2013. The EFFAT Constitution sets quotas for gender representation in decision-making bodies. According to the reports presented at the 2014 Congress, 48% of the delegates with voting rights were women, and EFFAT has a women President for the first time. The Congress itself adopted recommendations on equal pay and domestic workers.

EFBWW –whose own leadership is the less feminised- reported that the issue is still very difficult in a "masculine and macho" industry. The federation therefore decided to create a Network among member unions to deal with gender equality issues.

4.3 Women in decision-making positions within the 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 rise compared to the previous situation when no more than 17% of women were part of the ETUC Standing Committee.

In order to overcome these imbalances a Road Map to achieve gender balance in all ETUC Statutory Bodies was adopted in June 2014 with targeted actions for each body. The Road Map implementation will be assessed regularly.

PART II: VIEWS OF UNIONS ON A FUTURE EUROPEAN STRATEGIC FRAMEWORK FOR EQUALITY BETWEEN WOMEN AND MEN POST 2015

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 mapping the views of trade unions in relation to the future new European strategic framework for equality between women and men post 2015.

Introduction

The Strategy for Equality between Women and Men 2010-2015 was adopted in 2010 and represents the work programme of the European Commission on gender equality, aiming additionally to “stimulate developments at national level and to provide the basis for cooperation with the other European institutions and with stakeholders”. Building on the Roadmap for equality between women and men 2006-2010, the Strategy for Equality between Women and Men 2010-2015 spells out actions under six priority areas, namely 1. Equal economic independence for women and men; 2. Equal pay for work of equal value; 3. Equality in decision-making; 4. Dignity, integrity and ending gender-based violence; 5. Promoting gender equality beyond the EU; 6. Horizontal issues. The Strategy defines key actions under each priority area and the European Commission produces each year a report on gender equality in the EU to highlight the progress made in the implementation of the Strategy. The approach chosen by the Commission combining specific measures for women's rights and gender mainstreaming, the so-called “dual approach” is also very positive.

As the 2010-2015 Strategy comes to an end, the European Commission is expected to produce a new document to guide its work on equality between women and men in the coming years. Different actors working on gender equality are therefore starting to present their views and opinions on the content of such a new document. The Advisory Committee on Equal Opportunities for Women and Men, gathering representatives of national institutional mechanisms on gender equality, as well as social partners¹⁶ and observers from civil society, adopted in November 2014 an opinion on this topic, entitled “Gender Equality in the EU in the 21st century: remaining challenges and priorities”¹⁷.

¹⁶ Including the ETUC.

¹⁷ Available on: http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf

In the same way, the European Parliament Committee on Women's Rights and Gender Equality (FEMM Committee) commissioned a special very thorough study on the evaluation of the Strategy that was produced in 2014¹⁸. The FEMM Committee is consequently discussing a draft Report on the EU Strategy for equality between women and men post 2015¹⁹.

The 2010-2015 Strategy is an essential tool at European level as it is the main soft policy instrument focusing specifically on equality between women and men and providing guidance to all services of the European Commission in relation to both specific actions to ensure equality and gender mainstreaming. The Strategy has led to the production of a great number of studies, documents, activities, training material, data and some legislative measures, produced by the different services of the European Commission, but also by the European Institute for Gender Equality (EIGE) and by the Fundamental Rights Agency (FRA).

Some of the criticism that was made with regards to the current Strategy at the time of its adoption, notably by the ETUC, civil society organisations and members of the European Parliament, was that it lacked commitment towards the adoption of new legislation as well as binding targets and objectives. Indeed, only one Directive focusing directly on gender equality was proposed by the Commission during the lifespan of the Strategy, namely the Directive on improving the gender balance among non-executive directorates of companies listed on stock exchanges in 2012²⁰.

At the same time, there was no progress regarding the adoption of the draft revised maternity leave directive and of the anti-discrimination directive, both proposed in 2008. Three directive impacting on the issue of violence against women but not focusing specifically on the topic were also adopted during this period.

Despite some progress, there is still a lot to be done to achieve real equality between women and men in the EU. According to the Gender Equality Index produced by EIGE in 2013, on a scale of 1 (inequality) to 100 (equality), the EU, with a score of 54, is only slightly more than half-way towards real gender equality, based on the six domains of work; money; knowledge; time; power and health. The Index also shows large variations between member States as seventeen countries actually rank below the EU average and only three approach 75²¹.

¹⁸ European Parliament Study : Evaluation of the Strategy for equality between women and men 2010-2014 as a contribution to achieve the goals of the Beijing Platform for Action, 170 pages, 2014

¹⁹ Available on

http://www.europarl.europa.eu/meetdocs/2014_2019/documents/femm/pr/1048/1048798/1048798en.pdf
(Rapporteur Maria Noichl, S&D, Germany).

²⁰ Available on http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm

²¹ <http://eige.europa.eu/content/activities/gender-equality-index>

Looking at a few indicators in some main areas, in particular regarding women's economic independence, women's average labour force participation has been stable at 62% on average for the EU28 (men 74.2%). Data show that women choose to stay in employment during the crisis (often with high costs in terms of job quality and working conditions), contrary to what happened in earlier crisis. In addition, at the current rate of progress, it would take 30 years to reach the EU 2020 employment target of 75% for women and men²². In addition, employment rates adjusted to whole time equivalents in 2013 were 71.9% for men and 53.6% for women, due to part-time work, short term contracts and career breaks²³. The gender pay gap still stand at 16.2%²⁴ on average and the gender pension gap for the EU27 was 39% in 2013²⁵. As stressed by most trade unions in the survey, the lack of quality and affordable care infrastructure and leave arrangements that encourage the equal share of unpaid work between women and men is still an issue that impact heavily on women's economic independence in most countries. Sustained action to counteract gender stereotypes are key in this respect. In the same way, the world's biggest-ever survey on violence against women (VAW) published in 2014 by the European Union Agency for Fundamental Rights (FRA)²⁶, concluded that one out of every three women in the EU had experienced physical or sexual violence since the age of 15. The survey also concluded that the prevalence of VAW in the EU28 is not reflected in official data because the vast majority of women survivors do not report to the police. With regard to the sharing of power, while progress has been made recently, in particular with regards to women on boards, men still represent 72% of members of both national governments and national parliaments, 63% of members of the European Parliament and 68% of members of the European Commission.

In many countries, the positive effect of instruments like the European Strategy for equality between women and men was pushed back by the counter effects of the crisis and of austerity measures on women's situation and by the ensuing lack of prioritisation of gender equality issues. The impact of such instruments at EU level would be much stronger if the situation of women and gender equality issues were also central to mainstream economic and social instruments such as the EU 2020 Strategy, which does not integrate a real gender equality perspective.

²² European Parliament Study: Evaluation of the Strategy for equality between women and men 2010-2014 as a contribution to achieve the goals of the Beijing Platform for Action.

²³ European Commission: Female Labour Market Participation based on Eurostat LFS and other sources, 2014.

²⁴ European Commission, Tackling the Gender Pay Gap, 2014. The EU gender pay gap was 17.3% in 2008. The last available data for 2011 is 16.2%.

²⁵ Ranging from 44% in Germany and 4% in Estonia in The Gender Gap in Pensions in the EU, Francesca Bettio, Platon Tinios, Gianni Betti, European Commission study, 2013.

²⁶ "Violence Against Women: An EU Wide Survey," European Union Agency for Fundamental Rights, 2014 conducted with 42,000 women across the 28 EU member states.

While the European Commission is starting to look into its future gender equality framework, it is crucial that the opinion of all stakeholders, and in particular social partners, is fully taken into account both through the formal consultation process that seems to be planned by the EC and through continuous dialogue and exchange with relevant stakeholders, in particular those who are representative and have an expertise on the needs and situation of women on the ground.

Both the Advisory Committee Opinion and the draft European Parliament study and report (see above) stress the need for a new strategic framework focusing specifically on equality between women and men. Although the three documents have a slightly different focus in terms of themes, both recommend an integrated approach that would address at least the six themes that are included in the 2010-2015 Strategy. The documents also stress the need for better coordination with the EU 2020 Strategy and the need to have a stronger focus on the implementation of gender mainstreaming. The EP Study in particular stresses the need for more specific outputs, stronger institutional capacity on gender equality and gender mainstreaming and a stronger evaluation mechanisms for a new strategic framework.

It is therefore very timely for the ETUC to develop its first assessment of what a new framework to promote equality between women and men at EU level should look like. The analysis of the answers of members to the 2015 March 8th Survey is part of this process, in view of the adoption of a formal position.

The following section is an analysis of the answers provided by ETUC members on the survey regarding the European Strategy for equality between women and men.

I. Answers received and methodology

✓ Answers by national confederations

52 national confederations answered the 2015 March 8th Survey, among which, seven from non-EU countries (ASI-Iceland, LANV Lichtenstein, LO and YS Norway, SGB-Switzerland and HAK-IS and TUR-IS Turkey).

The great majority of the 45 national confederations belonging to EU Member States also answered Part II of the survey regarding the Strategy for equality between women and men. Four organisations did not answer Part II (CNV and FNV-Netherlands, FZZ-Poland and SACO-Sweden). Some organisations answered only some questions of Part II of the Survey. The three Finnish national confederations (AKAVA, SAK and STTK) filled in a questionnaire each but gave the same joint answer; they were counted as three separate answers for the purpose of the analysis.

Two of the seven unions from non-EU countries that answered the survey did not answer Part II of the survey (YS-Norway and SGB-Switzerland). Eight national members of European Trade Union Federations answered the March 8th Survey, all of them except one also answered Part II of the Survey.

✓ **Answers by European Trade Union Federations (ETUFs)**

Six of the ten European Trade Union Federations answered the March 8th Survey this year, and most of them (all except EFFAT) answered also Part II of the survey.

In total, **59 union organisations replied to part II of the survey: 41** confederations from EU countries and five ETUFs, five confederations from non-EU countries and eight national federations members of ETUFs.

✓ **Methodology**

The unions that did not answer were counted as “no answer” in the analysis. It has to be noted that not all unions answered all questions, the number of respondents therefore varies for each question.

Given the fact that the European Union strategic framework on equality between women and men has a differentiated impact on different organisations/countries, the analysis of answers was divided between:

- Answers from national confederations belonging to European Union Member States and of European Trade Union Federations: 465 unions
- Answers from national confederations belonging to non-EU countries (European Union accession countries and to countries of the European Economic Area): 7 unions
- Answers from national member organisations of European Trade Union Federations: 8 unions

It has to be noted therefore that statistics for the two last groups of unions are based on a very small number of respondents.

The questionnaire filled in by members was divided in three parts:

- A. Unions' opinion on the current Strategy for equality between women and men (2010-2015)
- B. Main challenges in the area of equality between women and men
- C. Content of a potential new strategic framework at European level

Three different types of questions were used in the survey: nine open questions where respondents were free about the length of their answer, two open questions where respondents were asked to define five main challenges (in Part B) and five key actions (in Part C) and six questions that respondents were asked to answer by yes or no.

For closed questions where respondents were asked to answer by yes or no, the answers were counted and analysed on the basis of the different categories of unions as explained above.

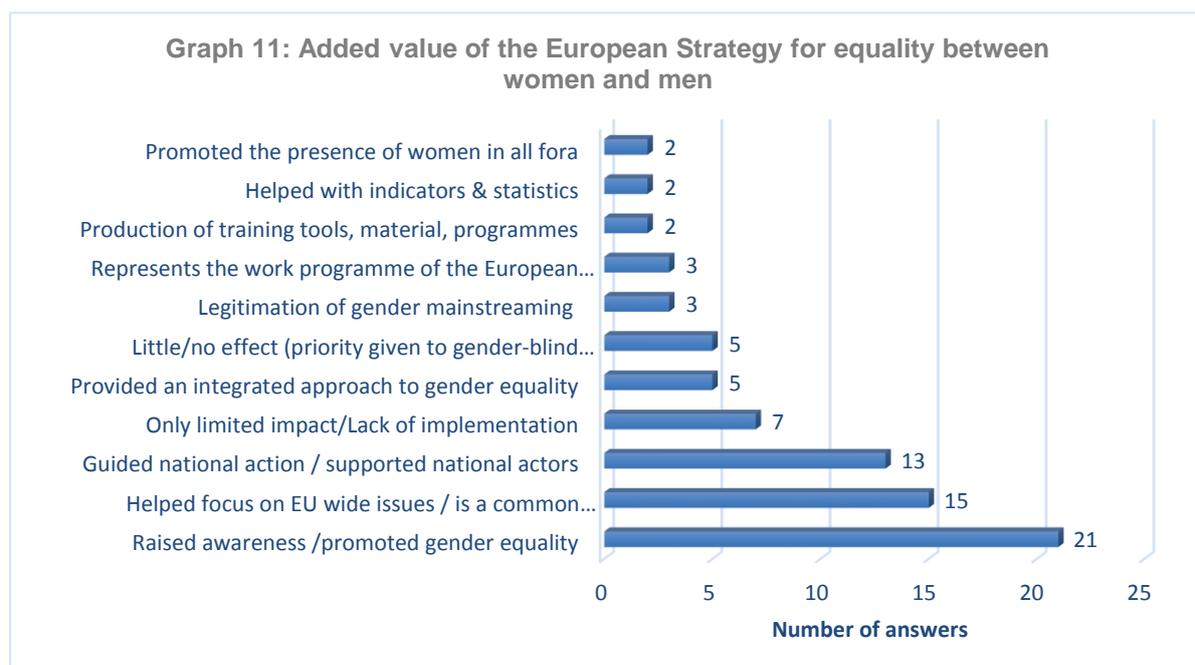
For the other questions, answers for each category of members were analysed, listed and clustered in broadly defined themes. Given the often large variety of the answers given, it was necessary to aggregate answers expressed in a slightly different way or addressing the same area, in order to make the analysis possible. For example, for some questions, answers regarding reconciliation of work, family and private life, such as “care leave”, “care infrastructures”, “share of paid and unpaid work” are regrouped under the heading “work-life balance”. In the same way, all issues pertaining to violence against women but sometimes expressed differently or mentioning only a specific form of violence are clustered under a general heading on violence against women. It is obvious that these issues that sometimes had to be regrouped are not completely similar or sometimes refer to a specific focus, meaning or social reality in different countries, but this grouping was necessary, in order to bring out broad tendencies from the variety of answers given.

The same colours were used in the different graphs related to policy content throughout the report: dark blue for economic & labour market issues, light blue for reconciliation issues, orange for decision-making, red for violence against women, green for issues related to gender stereotypes and light brown for more functional or general topics likes implementing gender mainstreaming or promoting gender equality.

II. Section A of the Survey: Unions' views on the current European Strategy for equality between women and men (2010-2015)

2.1 Views of unions concerning the added value of the Strategy for equality between women and men (2010-2015)

- ✓ **Answers from national confederations from EU countries and European Trade Union Federations**



Source: 8th of March Survey 2015

The answers given about the added value of the Strategy were quite diverse among unions and most gave several answers. The answer that was given most often was that the Strategy was useful in raising awareness on gender equality and that it helped promote gender equality. For 13 unions, the Strategy also provided leverage, guidance and support for actions at national level and helped in their own work. A number of unions (7) stressed the lack of concrete implementation of the strategy and its limited impact. An additional five unions, mostly in the South of Europe, specifically stressed that the potential positive added value / impact of the Strategy was either limited or pushed back by the prioritisation of other socio-economic policies, which were mostly gender-blind in the context of austerity measures and crisis exit policies.

Other aspects positively commented on related to the approach taken by the Strategy, namely the fact that is an integrated approach to gender equality addressing a wide range of issues, and the fact that its dual approach of both specific measures and gender mainstreaming provided legitimation for the gender mainstreaming strategy.

Only one respondent mentioned the complementarity between the Strategy for equality between women and men and the EU 2020 Strategy as an added value.

Other answers mentioned the fact that the Strategy helped with the production of useful tools, such as indicators, studies, material, and training on gender equality.

✓ **Answers from national confederations from non-EU Member States**

The five unions from non EU Member States that answered this question all had different views on the added value of the strategy. Most of them were positive about this point and only one mentioned limited impact.

✓ **Answers from national members of European Trade Union Federations**

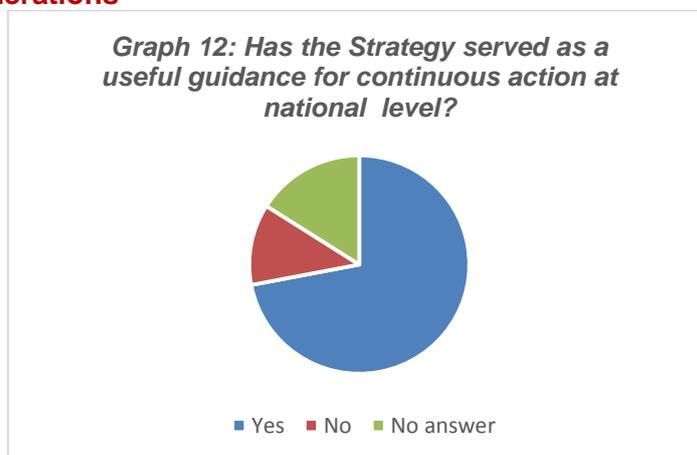
The answers that were mostly given by national members of European Trade Union Federations was that the Strategy provided a useful common framework and that it had helped in providing guidance and support to actors at the national level.

✓ **Conclusions**

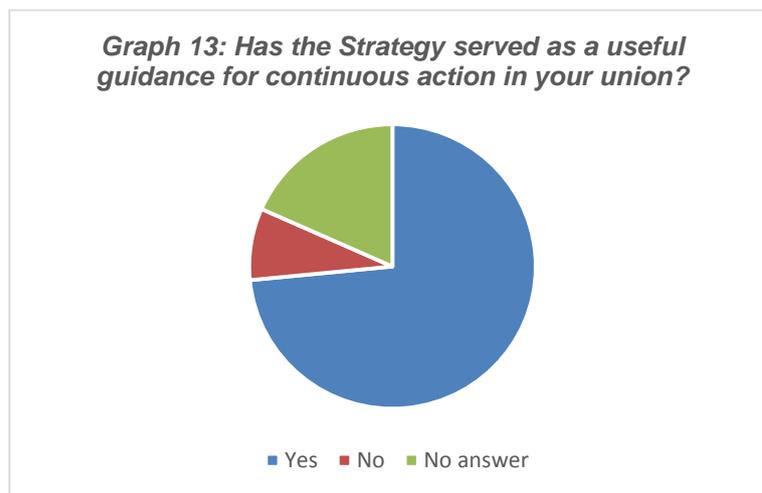
In general, respondents were positive about the added value of the Strategy and the need for a new framework on gender equality at European level. The weakness mentioned relate to the lack of implementation and slow progress. Another issue that came up also in other questions was the fact that the Strategy was not binding enough and should be more prioritised with regards to other EU strategic frameworks and political commitments, in particular in relation to economic governance and exit crisis strategies.

2.2 The Strategy for equality between women and men (2010-2015) and its role as providing guidance for continuous action at national level and within unions

✓ **Answers from national confederations from EU countries and European Trade Union Federations**



72% of the unions that answered this question were of the opinion that the Strategy served as useful guidance for action at national level. This is consistent with some of the answers given to the first question, where a number of unions indicated that the Strategy had guided national action and supported or legitimised their own work in relation to gender equality. Still 12% of respondents were of the view that the Strategy did not guide national activities and an additional 16% did not answer the question.



Slightly more unions (73%) thought that the Strategy had served as useful guidance for action within their union, than it had regarding national action. A higher number, 18% however did not give an answer to this question, which may mean that some respondents were less positive on this point.

✓ **Answers from national confederations from non-EU countries**

A smaller percentage (57% out of the seven respondents) of unions from non-EU Member States were positive about the impact of the Strategy on national action. One out of seven (14%) responded negatively to this question. This may imply that the influence of the Strategy beyond EU Member States is weaker (despite the fact that it contains activities related to accession countries).

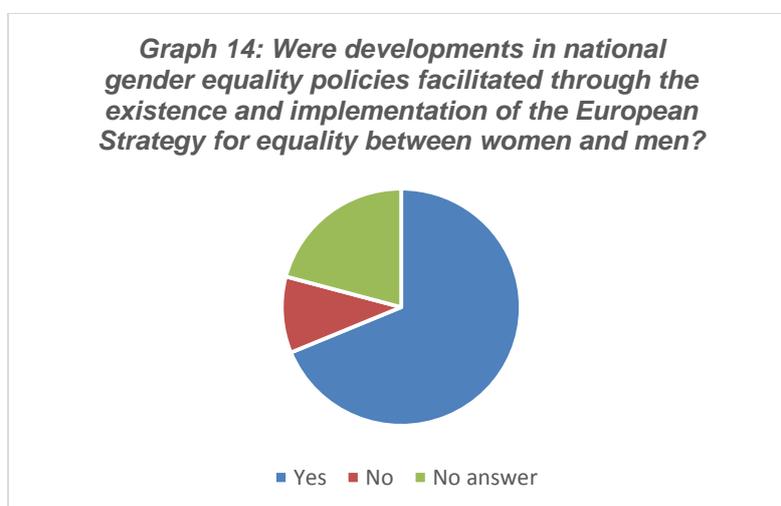
Regarding the influence of the Strategy on their unions, only about 43% of unions from non-EU Member States were positive about the Strategy serving as a guidance internally in their union. Again, another 43% did not answer this question. This seems to indicate again and quite logically that the impact of the Strategy to unions outside the EU should be strengthened.

✓ **Answers from national members of European Trade Union Federations**

Regarding guidance of the Strategy at national level, 66% of respondents from the 7 national members of European Trade Union Federations who answered were positive about the guidance provided by the Strategy at national level. The greatest impact on unions was declared by from national members of European Trade Union Federations with 83% of positive impact.

2.3 Influence of the Strategy for equality between women and men (2010-2015) on developments in national gender equality policies

✓ **Answers from national confederations from EU countries and European Trade Union Federations**



69% of unions were positive about the influence of the Strategy on national developments, which is less than the 72% who thought that the Strategy served as useful guidance at national level. This seems to indicate that the Strategy is seen as a political guiding framework by the great majority of unions, but that it has a bit less concrete impact in terms of real policy changes at national level. Still the fact that for more than 2/3 of respondents the Strategy has positively influenced policy-making is positive, especially given the lack of binding effects of the Strategy for Member States and the lack of concrete targets.

✓ **Answers from national confederations from non-EU countries**

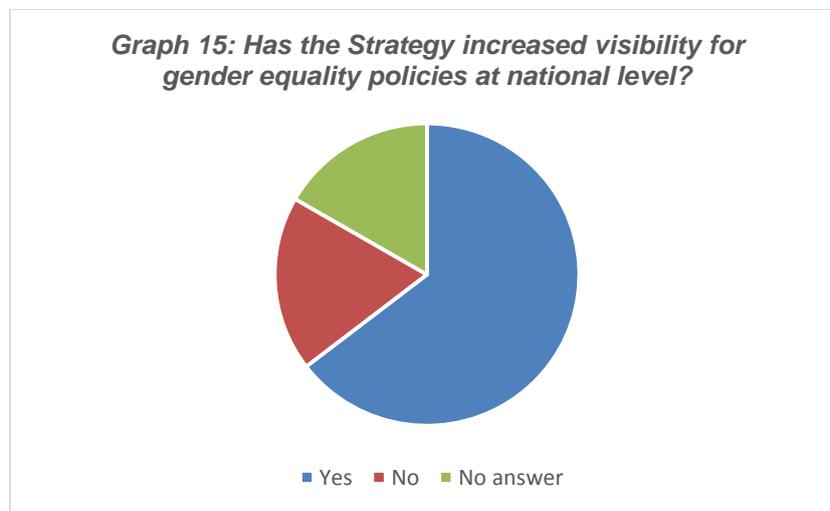
Only 43% of the unions from national confederations from non-EU countries considered that the Strategy had a positive impact on the development of national gender equality policies and an equal number gave no answer. This result confirms the answers from unions from EU Member States, indicating that the Strategy had more influence as a guiding tool than as an instrument catalysing concrete change at national level.

✓ **Answers from national members of European Trade Union Federations**

Half of national members of European Trade Union Federations gave a negative answer to this question. Most negative answers to this question came from national members of European Trade Union Federations from Nordic countries.

2.4 The Strategy for equality between women and men (2010-2015) and increased visibility for gender equality policies at national level

✓ **Answers from national confederations from EU countries and European Trade Union Federations**



64% of respondents considered that the Strategy has increased visibility of gender equality policies at national level, which is quite positive. Almost a fifth (19%) thought the Strategy did not serve that purpose. It therefore seems that, according to unions, the Strategy had more impact on national policies and for unions, than in terms of visibility for the issue for the wider public, which unfortunately is often the case with EU policies and policy documents.

✓ **Answers from national confederations from non-EU countries**

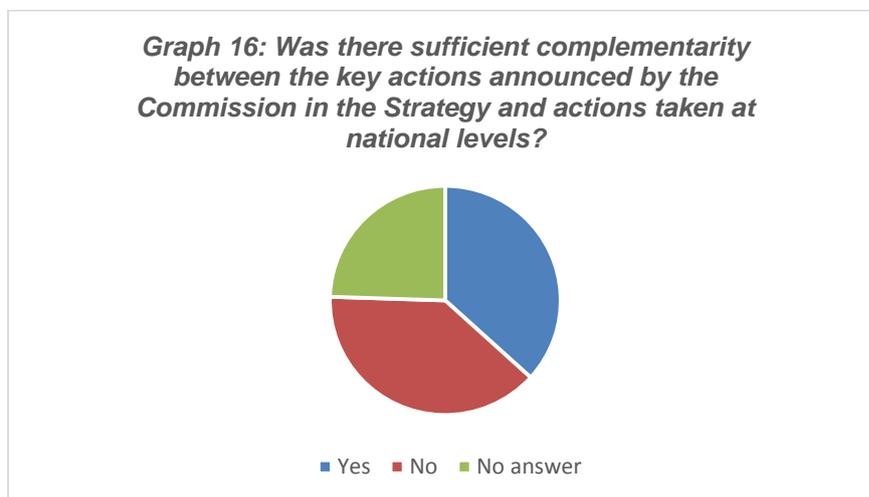
43% of the respondents from national confederations from non-EU countries considered that the Strategy had helped increased visibility of gender equality policies, which confirms the even lower impact of the Strategy on the wider public in non-EU countries.

✓ **Answers from national members of European Trade Union Federations**

An equal number of unions were positive (2), negative (2) or had no opinion (2) about the visibility given to gender equality issue by the Strategy.

2.5 **Complementarity between the key actions announced by the Commission in the Strategy and actions taken at national level and ways to improve the link**

- ✓ **Answers from national confederations from EU countries and European Trade Union Federations**



The European Strategy for equality between women and men is primarily aimed at guiding the activities of the European Commission. However, in its introduction, it also states that it should “stimulate developments at national level”. This seems to be one of the weaknesses of the Strategy, as the question on complementarity between actions contained in the Strategy and actions taken at national level was the one where respondents answered the least positively: 37% only answered that there was enough complementarity.

Slightly more respondents (39%) thought the complementarity was not ensured and 24% did not answer. This is closely linked to the result of the question on the influence of the Strategy on the development of national policies and shows that unions see moderate coordination between the national and the European level on gender equality policy. This comes despite the fact that the Council adopted in 2011 a European Pact for Gender Equality 2011-2020²⁷, which refers to the Strategy and was considered as a way for Member States to endorse the Strategy and ensure some coordination between the national and the European level, even if the European Gender Pact is a general document that remains quite weak in terms of commitments and contains little concrete measures.

An important proportion of trade unions (about two-thirds) did not give their opinions about the ways in which complementarity could be better ensured (partly because 40% thought the links were established). The suggestion mostly given in order to increase complementarity was that the Strategy should be more binding to Member States, that there should be more

²⁷ Available on : https://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/119628.p

control by the European Commission, deadlines and common objectives. Several unions also mentioned the fact that the gender equality dimension should be included in all aspects of the EU2020 Strategy, especially in Country Specific Recommendations and in the National Reform Programmes and related budgets, as well as budgets of the European Social Fund.

GSEE-Greece explained that the country was excluded from monitoring progress on gender equality during the implementation of the Economic Adjustment Programme, with great adverse effect on social rights and women and that therefore the Strategy had little impact at national level. Two other unions mentioned the lack of political will at national level and conservative forces (in Hungary and in Spain), which impeded implementation of both existing legislation and a real impact of the Strategy.

Other aspects that were mentioned to improve the links were trying to ensure more simultaneity between debates and actions at the national and European level, ensure more ownership of European campaigns at national level (for example the European Equal Pay day).

Finally, one union mentioned the lack of specific formal institutional mechanism for gender equality as one explanation for the lack of links (in Bulgaria) and another, the lack of knowledge about European policies seen by many citizens as aiming at fiscal consolidation.

✓ **Answers from national confederations from non-EU countries**

There was no clear-cut answer from national confederations from non EU countries on this question, with an equal number of positive and negative answers. Regarding the way to improve complementarity, the union that gave an answer focused on the lack of political will and on the need to change mentalities in the country was from Turkey.

✓ **Conclusions**

Unions are generally rather positive about the added value of the European Strategy on equality between women. However, the positive influence of the Strategy was seen more in terms of awareness raising and guidance on national governments than really influencing policy developments at national level. In addition, unions see less positive impact of the Strategy in terms of the Strategy giving more visibility to gender equality issues at national level.

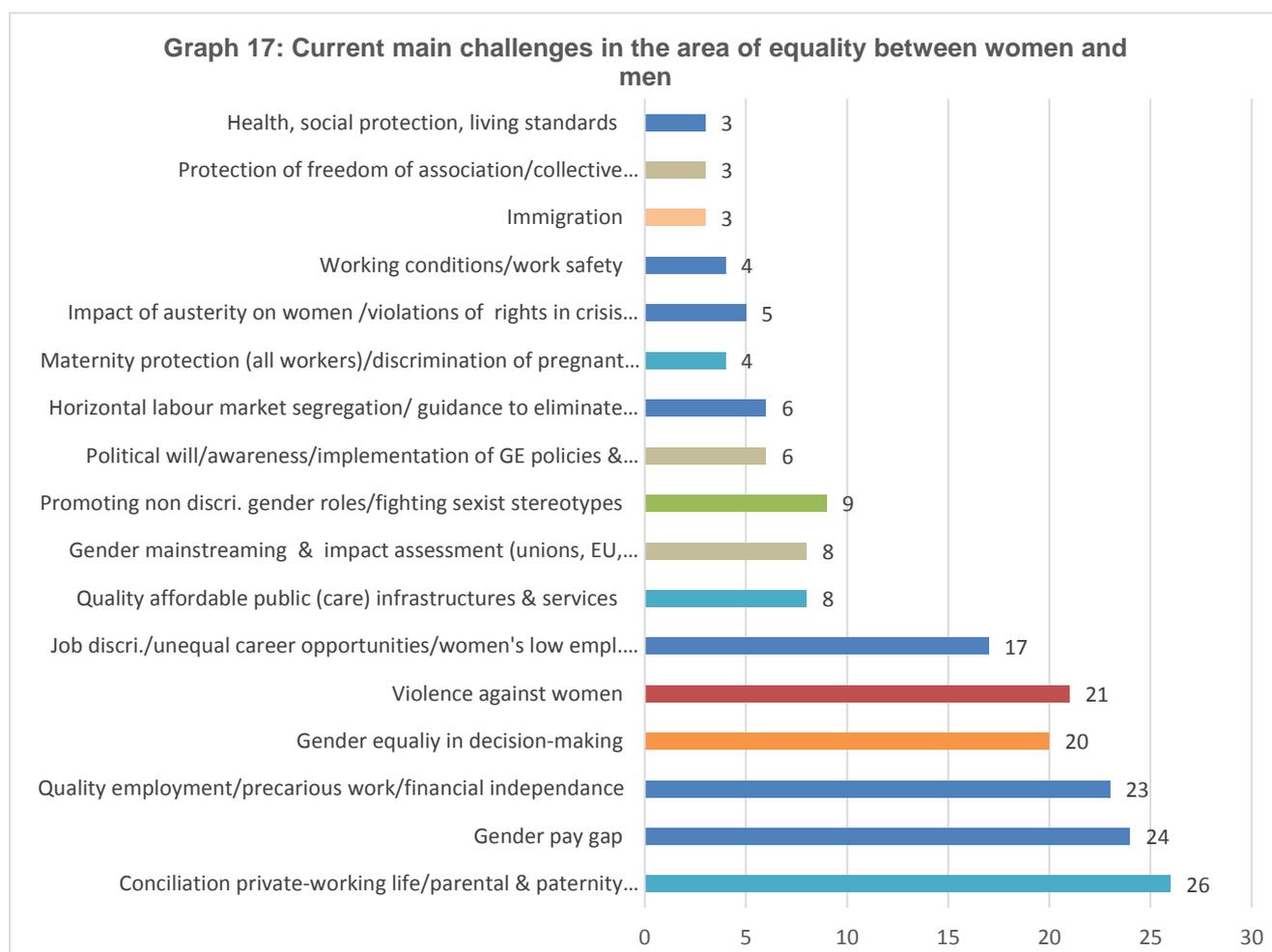
The issue of complementarity between key actions at national and European level, was the area where unions were the least positive. Improvement of complementarity between the national and European level would therefore require more efforts on both sides. At the European level, this is related to the broader issue of the weight and prioritisation of gender equality issues within the European Commission, as compared to economic governance

issues and other strategies, in particular the EU 2020 Strategy. Issues of insufficient institutional capacity and resources attributed to gender equality policies within the EC are also relevant in this context. Another point relates to the outreach to the national level to ensure more ownership of European activities. At the national level, the weakness is unsurprisingly related to lack of political will to implement relevant legislation and policies.

III. Section B of the Survey: Main challenges in the area of equality between women and men

3.1 Challenges for equality between women and men in the EU identified by unions and level at which these challenges should be addressed.

- ✓ **Answers from national confederations from EU countries and European Trade Union Federations**



Most national confederations from EU Member States and European Trade Union Federations answered the question about main challenges. While it was very clear that the challenges identified most often by unions were related to women's economic independence and the job market, there was a great diversity of issues mentioned and an interesting richness of themes. A total of 234 answers were given by unions, which were clustered in 17 themes in Graph 17, showing the themes that were mentioned more than three times²⁸.

²⁸ 14 additional topics were identified as key challenges once or twice and therefore not included in Graph 21.

The issue that was mentioned most often was the broad question of reconciliation of private, family and working life (in light blue in Graph 17 – 26 answers), which also regroups answers on parental and paternity leave and on the equal share of unpaid work between women and men (often specifically mentioned by unions from Nordic countries). In addition to this, many unions mentions the related issues of availability of quality, affordable care infrastructures and services for children and other dependants (eight answers) and the issue of maternity protection (four answers).

This clearly indicates that unions consider that unpaid care work is still the most challenging issue for gender equality in general, and for women's economic independence in particular. This is a very interesting result in relation to future EU policies because this area is clearly one of the key EU competence, but also one where progress has been very slow, if not impossible: blocking of the adoption of the revised maternity leave directive, lack of commitment towards the implementation and renewal of the Barcelona targets on childcare, employers reluctance to touch upon the issues of paternity leave and promote paid parental leave. EU institutions and Member States have a shared responsibility for the lack of progress in this area.

The second issue that is considered as a pressing challenge by most unions can be included under the broad topic of labour market discrimination and economic independence (in dark blue), covering the gender pay gap (24 answers), quality employment, precarious work and economic independence (23 answers) and discrimination, unequal career opportunities and women's low employment rate (16 answers). Related issues were also mentioned by some unions, namely horizontal labour market segregations (six answers) and the impact of austerity on women and the violation of human and social rights in crisis exit policies. These were in particular were mentioned by several unions in southern countries (Greece, Italy, Portugal and Spain).

A great number of unions also mentioned two other central issues for gender equality covered in the current Strategy: promoting gender equality in decision-making (in orange in Graph 17-20 answers) and fighting violence against women (in red in Graph 17 -21 answers). The issues of violence against women was framed in different ways by unions, some speaking only about some forms of VAW for example. Still the comparatively low number of answers on these two issues is surprising as only approximately half of respondents considered them as challenges.

The three other issues that quite a number of unions mentioned are horizontal topics that are also part of the current Strategy, namely the need for gender mainstreaming and gender impact assessment of policies at all levels, gender roles and fighting stereotypes and the

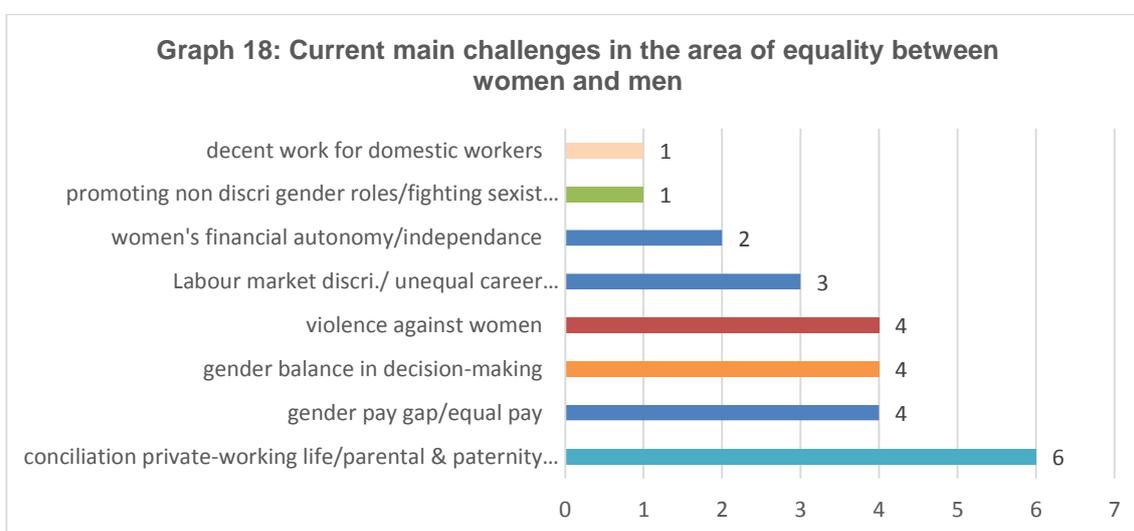
general point of ensuring greater political will, awareness and implementation of policies and legislation on gender equality.

Quite a number of other issues were mentioned as challenges by unions three or four times and are included in Graph 17. An additional dozen of issues were mentioned once or twice by unions and are not included in the Graph, for example training and capacity building, taxation policies, decent work for domestic workers, establishing bodies for gender equality, active ageing, apprenticeship, health & social protection.

Regarding the level at which the challenges should be addressed (EU or national level), it is difficult to synthesise the answers given, as each union answered on the basis of the challenges that each of them had identified, which were then clustered for the purpose of the analysis (with a total of about 220 answers given). About 18% of unions did not answer this question. About a third of respondents answered that the challenges should be addressed at both the EU and the national level. A number of unions went into more details and stated that the EU should act as a catalyst and provide guidance for work at the national level.

When unions gave details about the level at which a particular challenge should be addressed, the result of the analysis is not clear-cut for a number of topics. On the gender pay gap, reconciliation issues, violence against women, employment policies and immigration the same number of answers mentioned the EU level and the national level (some respondent mentioned both). The only topics where there was a difference was care infrastructures: one answer for the EU level and three for the national level and poverty/economic independence: two answers for the EU level and seven for the national level. As noted, this part of the analysis must be treated with caution as it was an open question related to a first answer that was answered very differently by different unions.

✓ **Answers from national confederations from non-EU countries**



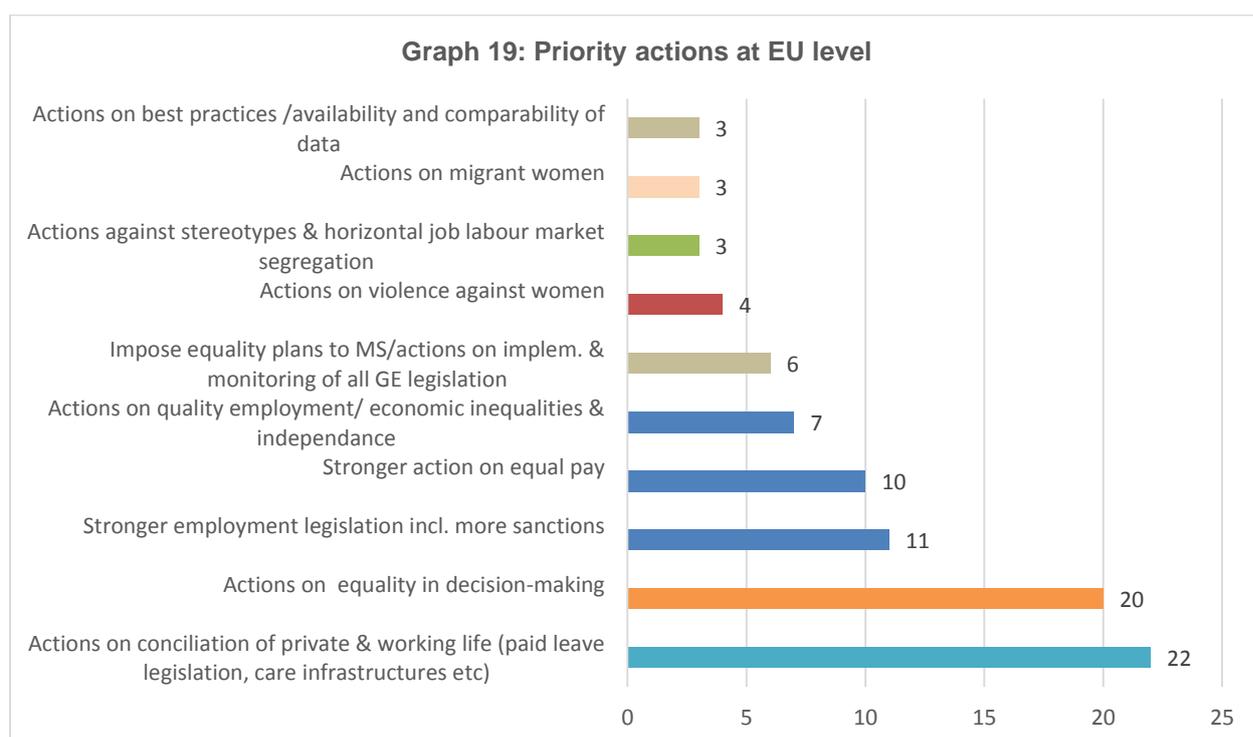
The five answering unions from non-EU countries focused on general topics in their replies. Graph 18 shows that they also highlighted most often issues related to the reconciliation of work and private life as main challenge. The second broad theme relates to economic independence and women's situation on the labour market including equal pay (four answers), discrimination and employment rate (three answers) and financial autonomy (two answers). What is interesting compared to unions from EU countries, is that almost all respondents cited women in decision-making and violence against women as main challenges. Two unions from non-EU countries answered that these challenges should be addressed at both the EU and the national level and one stated that all should be addressed at the national level except the issue of domestic workers.

✓ **Answers from national members of European confederations**

National members of European Trade Union Federations also placed the issue of work life balance as the main challenge (26% of answers). Globally, economic/labour market issues were mentioned most often (65% of answers), including reconciliation, the gender pay gap (17%), women's low employment rate and labour market discrimination and women's financial independence. Women in decision-making and violence against women received the smallest proportion of answers (17%).

3.2 Priority actions that the EC should take once the lifespan of the Strategy for equality between women and men comes to an end in 2015

✓ **Answers from national confederations from EU countries and European Trade Union Federations**



The unions from national confederations in EU countries and European confederations identified almost 100 priority actions. These priority actions correspond to the main challenges previously identified, with most weight given to actions on the reconciliation of private and working life (22 answers - including issues of leave, care infrastructures etc.). Some answers were quite specific in this area, in particular, eight answers stressed the need for improved legislation on family/parental leave, including regarding pay and the share of leave between parents. Six answers mentioned the need for stronger legislation on maternity protection, which obviously relates to the blocking of the revision of the 1992 maternity directive.

The second priority relates again to the broad issue of employment and women's financial independence including stronger employment legislation (11 answers), actions on equal pay (ten answers) and actions on quality employment and economic inequalities (six answers).

There was broad consensus on the need to prioritise action on equality between women and men in decision-making (19 answers). Seven answers specifically pointed to the need for quotas to increase the number of women on boards, which directly relates to the draft EU directive currently discussed by Member States.

Only a few answers highlighted actions against violence against women as a priority (4) and the issue of gender stereotypes (3).

A number of unions expressed the need to include actions targeting Member States a future new European strategy, in the form of action plans and of stronger measures for the implementation of existing legislation, including sanctions. This is consistent with the issue of complementarity between the Strategy and the national level and the expressed needs to have stronger links or coordination mechanisms between the strategic framework that the European Commission will set itself and policies at national level, including the full implementation of EU legislation. While this seems to be an obvious goal, fully in line with EU values and Treaty commitments, it remains to be seen whether Member States / the Council will be ready to make such a commitment.

✓ **Answers from national confederations from non-EU countries**

Four unions from non-EU countries answered this questions. Two answers identified the issue of reconciliation of work and private life as priority action; one mentioned violence against women; one mentioned the gender pay gap and one mentioned the need to integrate a gender equality perspective in all aspects of the EU 2020 Strategy and EU funding programmes.

✓ **Answers from national members of European Trade Union Federations**

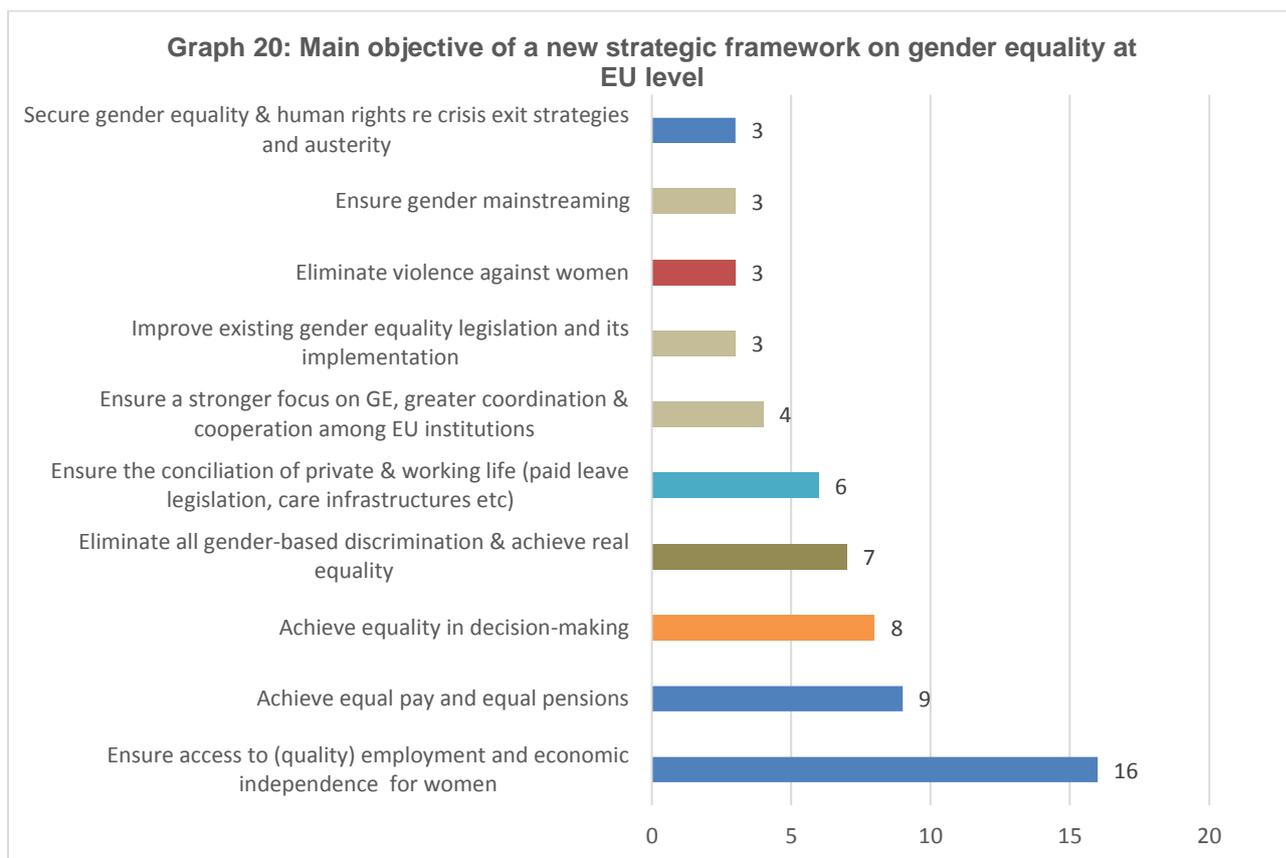
Of the four members of European Trade Union Federations who answered this question, three mentioned violence against women as the main challenge (one mentioned specifically FGM only), other issues that were mentioned once include gender stereotypes, women in decision-making, the gender pay gap and quality employment.

IV. Section C of the Survey: Content of a potential new strategic framework at European level

4.1 Unions' opinions about the policy content of a new strategic framework on gender equality at EU level

4.1.1 Main objective of a new European strategic framework

✓ Answers from national confederations from EU countries and European Trade Union Federations



73 answers were given to the question about the main objective of the Strategy giving several answers. The answers were clustered in Graph 20 under ten main topics²⁹. Unsurprisingly, unions were of the opinion that access to quality employment and women's economic independence should be the main objective of a new European strategic framework for gender equality (16 answers – 25% of answers included in Graph 20), which is consistent with previous answers and with the main objectives of unions themselves. The specific question of equal pay, stepping stone of EU legislation and long-term objective of trade unions is also mentioned often (nine answers, including the issue of equal pensions). Globally, economic/labour market related topics represent 44% of answers included in Graph

²⁹ The five objectives that were mentioned less than three times were not included in Graph 20.

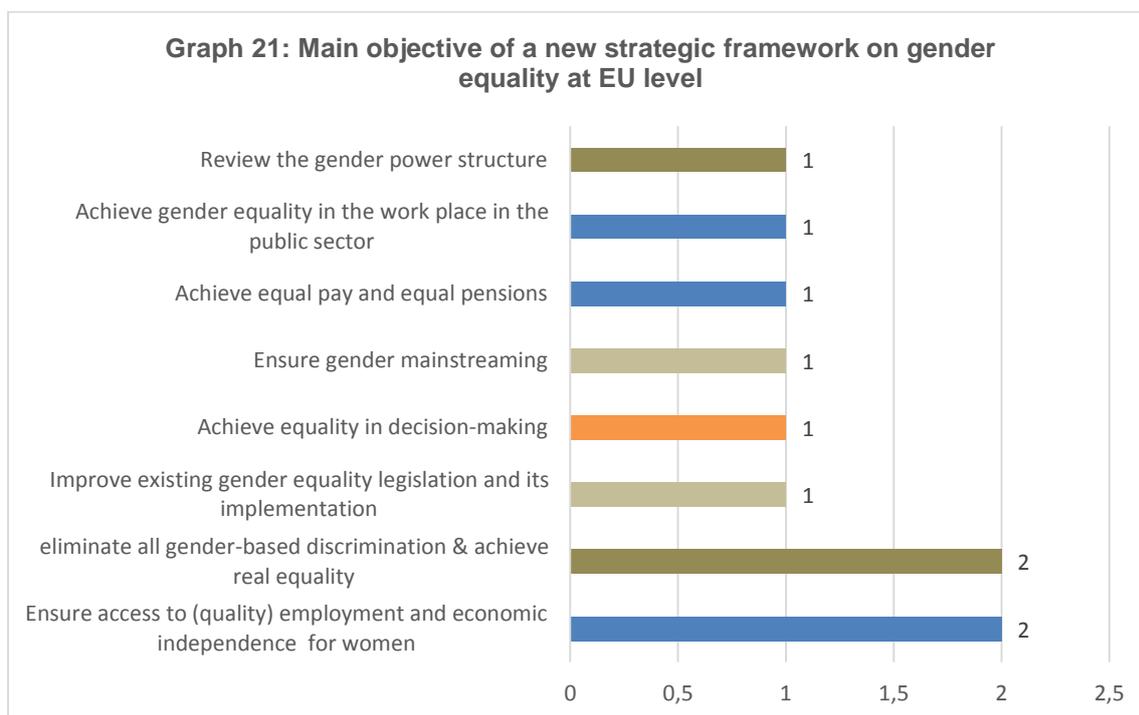
20. In this section, the issue of reconciliation of private and working life is mentioned less often, probably because it is seen as a condition to achieve the general objective of women's economic independence.

The realisation of equality between women and men in decision-making gathers 13% of answers, while the elimination of violence against women is mentioned as the main objective by only three unions (5%) as main objective.

Unions also mentions some more functional aspects that should be prioritised by a new strategic framework, namely ensuring a stronger focus on gender equality at EU level, greater cooperation and coordination among EU institutions (four answers – 7%), but also improving existing legislation (three answers- 5%) and ensuring the implementation of a gender mainstreaming perspective (three answers).

Issues that were cited only once or twice include for example ensuring women's access to health, achieving gender equality in the work place in the public sector or ensuring that EU institutions serve as a model for gender equality.

✓ **Answers from national confederations from non-EU countries**



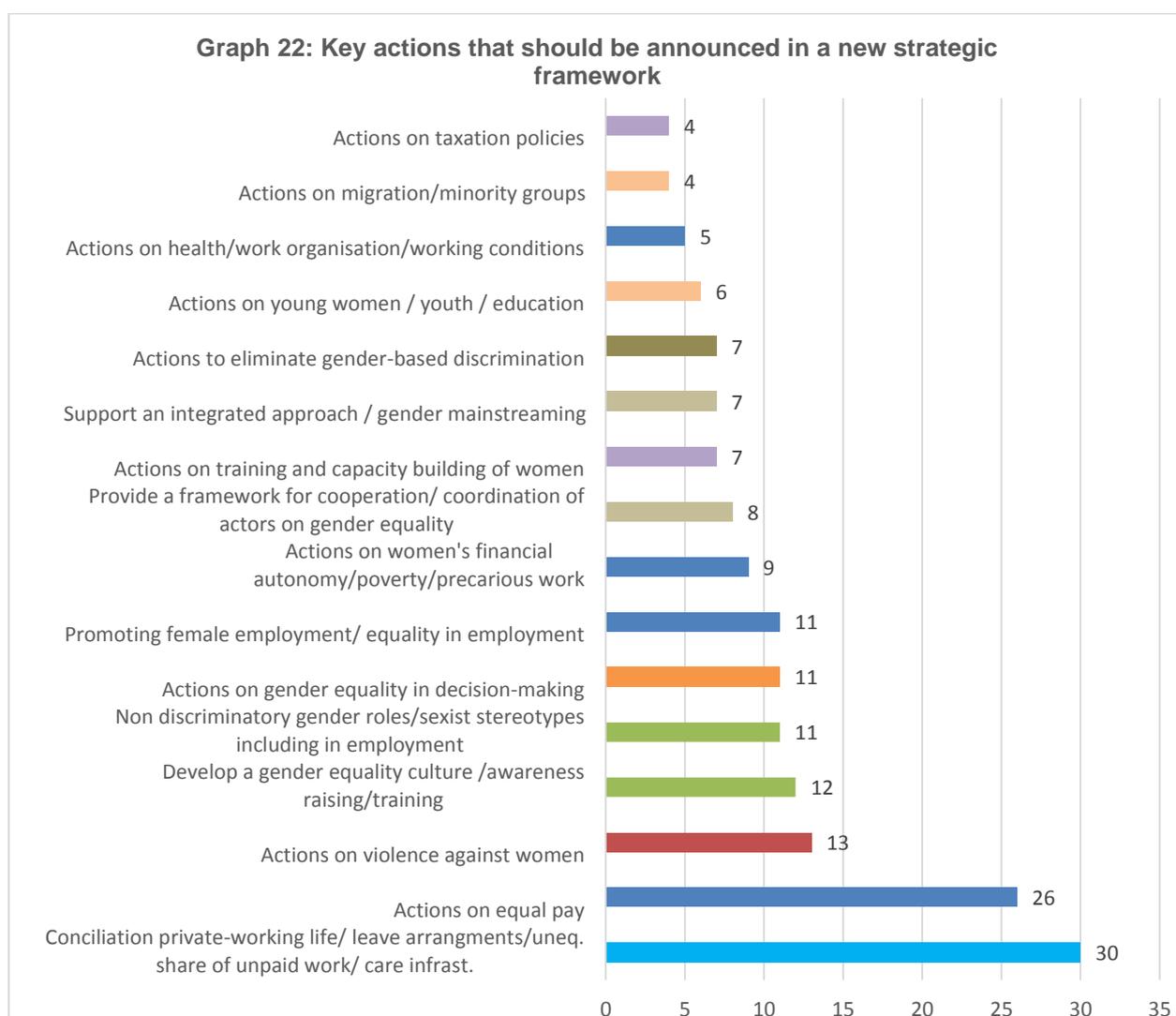
Answers from unions of non-EU countries tended to focus on general topics regarding the objective on a new EU strategic framework (ensure de facto equality, review the gender power structure), which would encompass all issues, including violence against women, gender stereotypes etc. Answers also focus on economic and employment-related objectives and one answer specifically mentions gender equality in decision-making.

✓ **Answers from national members of European Trade Union Federations**

The six national members of European Trade Union Federations gave different answers to this question. Two of them mentioned the general objective of achieving real equality. The improvement of legislation, elimination of violence against women, ensuring women’s economic independence and implementation of gender mainstreaming were mentioned once each.

4.1.2 Key actions that should be included in a potential new European strategic framework

✓ **Answers from national confederations from EU countries and European Trade union Federations**



The answers of national confederations from EU Member States and European Trade Union Federations mentioned a very broad range of potential key actions for a new European strategic framework. The sixteen themes included in Graph 22 are the ones that were

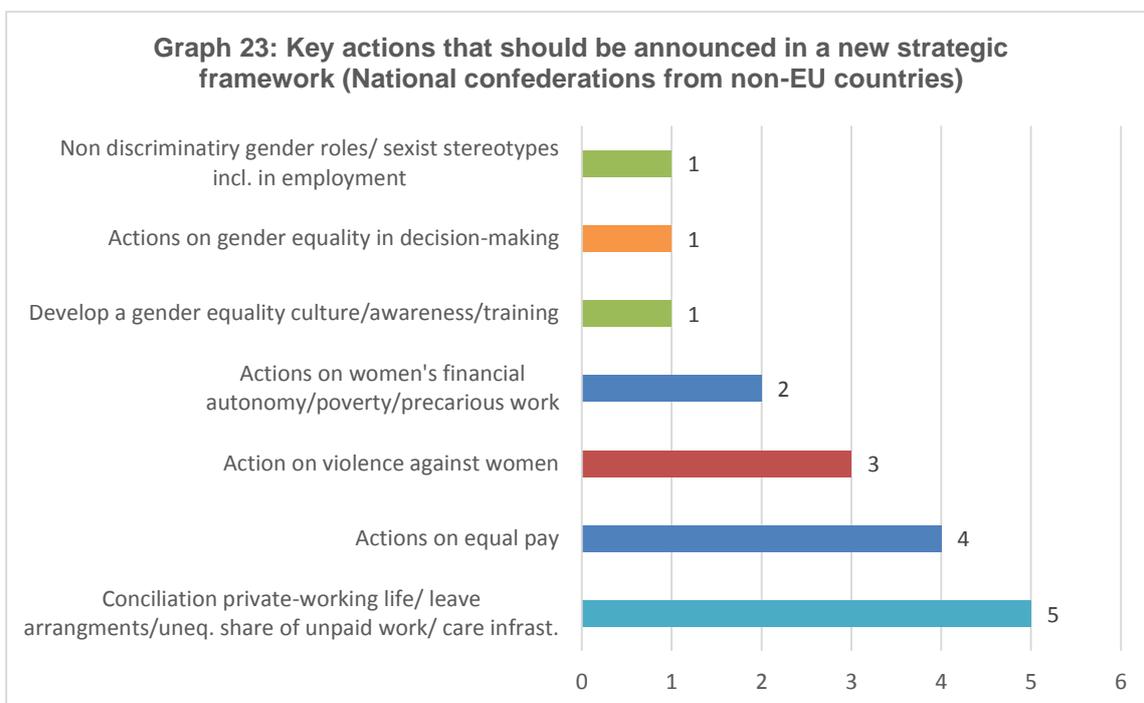
mentioned four times or more. An additional seven themes were mentioned three times or less and not included in Graph 22. A total of 189 answers were given.

As for the questions on main challenges and on priority actions in part B of the survey, the theme that is mentioned the most is the broad question of reconciliation of work and private life, including leave arrangements (30 answers - 17% of the 171 answers included in Graph 15). Actions on equal pay came second, mentioned 26 times (15% of answers included in Graph 22). Globally issues related to women’s employment and economic independence (in dark blue in Graph 22) are the ones receiving the most answers (29% of answers), which is consistent with previous answers given.

Actions related to the development of a gender equality culture and to gender stereotypes (14% in green), to the elimination of violence against women (9%) and to promoting gender equality in decision-making (7%) were also mentioned but less often.

Issues related to violence against women, mentalities and stereotypes/gender roles are more prominent here than in previous answers³⁰ than in this part. This is maybe related to the key areas of the current European Strategy, which does include issues of decision-making, violence against women and gender stereotypes (the last as a horizontal issue). On the other hand, promoting gender equality beyond the EU is one of the key areas of the current Strategy and was mentioned by only one union.

✓ **Answers from national confederations from non-EU countries**



³⁰ Answers related to priority actions at European level (Graph 19) and related to the objective of a potential new strategic framework (Graph 20).

The five national confederations from non-EU countries that answered this question had approximately the same ranking as the unions from EU countries and European Trade Union Federations, with a focus firstly on reconciliation issues (29% of answers), equal pay (23%) and violence against women (18%). The issue of violence against women was mentioned much more often by this group: 18% and only 9% by the other group of unions. The unions from non EU countries put slightly less emphasis on women in decision-making (5% compared to 7% of answers) than the first group of unions analysed. However, as for previous questions, this result needs to be weighed against by the fact that there were only 5 responding unions in this group.

✓ **Conclusions**

According to the answers of the majority of unions, the priority actions of a new European strategic framework on equality between women should focus on have women's economic independence (including all issues related to equal pay, reconciliation, equality on the labour market). Indeed, the promotion of women's economic independence is crucial for all other aspects of gender equality, including women's ability to escape violence or to engage in decision-making. Unions would also favour European-level actions in other areas, including the promotion of a culture of equality, the promotion of equality in decision-making and the elimination of violence against women.

Looking in more detail, unions identify clearly the issue of reconciliation of private and working life and equal pay as the desirable focus of European activities. This is clearly in line with strong EU competences and with EU political commitments. For example, 3.2 billion euro from European Structural Funds were invested in the period 2007-2013 in childcare infrastructures and promoting women's participation in the labour market (although the emphasis on these topic may be weaker in the current Structural Funds period). However, it has proved very difficult in the last years to go beyond the adoption of soft policy instruments (reports, studies) in this area at EU level (blocking of the maternity directive, lack of commitment of Member States toward the Barcelona targets on childcare). In the same way, policies promoted at EU level and in some Member States focusing on fiscal consolidation and on a quantitative focus on employment rates have in some cases undermined previous progress realised in relation to conciliating of work and private life for women and men (dismantling of leave arrangements, diminishing budges for care infrastructure, higher levels of pregnancy-related discrimination etc.).

4.2 Unions opinion on the approach that should be taken by a new strategic framework on gender equality at EU level

This section analyses the answers to several questions of the survey that all relate to the approach that should be taken by a new European strategic framework, complementing the answers given on the content.

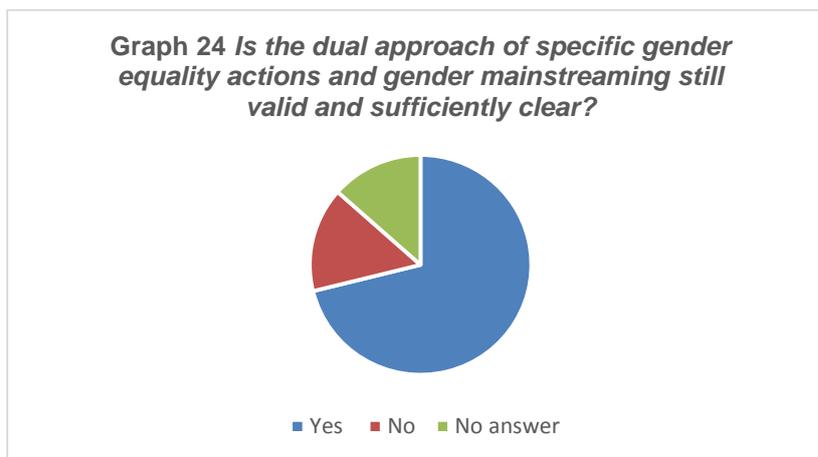
4.2.1 Opinion on the dual approach specific gender equality actions and gender mainstreaming

Equality between women and men has been a policy and competence of the European Union since its creation in 1957, focusing first solely on issues of equal pay, then on employment issues in general and gradually moving beyond the economic area. A range of specific measures, including directives have been adopted since 1957. With the entry into force of the Treaty of Amsterdam in 1999, the promotion of equality between women and men became one of the essential tasks of the EU. Furthermore, Article 8 of the Treaty on the Functioning of the EU (former article 3§2 TEC) stipulates that the Union “shall aim to eliminate inequalities, and to promote equality, between men and women” in all its activities. This article imposes a gender mainstreaming obligation and means that both the EU and Member States shall actively take into account the objective of equality between men and women when formulating and implementing laws, regulations, administrative provisions, policies and activities. The Lisbon Treaty emphasises even further the principles of non-discrimination and equality as fundamental principles of EU law, introducing the notion of equality mainstreaming in its Article 10.

To implement these Treaty obligations, the different strategic frameworks for gender equality adopted by the European Commission since the year 2000 all provided for a dual approach combining specific actions on women’s rights and gender equality and gender mainstreaming.

In the survey, unions were asked if this dual approach was still valid and sufficiently clear and if not, to explain why.

✓ **Answers from national confederations from EU countries and European Trade Union Federations**



A large proportion of unions (71%) agreed that the dual approach combining specific action and gender mainstreaming was still valid and 15% disagreed. However, quite a few positive respondents stressed different aspects that could be improved. The first was the lack of understanding of the gender mainstreaming strategy by the public in general, but also by decision-makers. The second critic was that gender mainstreaming is not fully or properly implemented. The last comment that was made was that gender mainstreaming is sometimes used as an excuse to abandon specific measures and mechanisms for the advancement of women, which is contrary to the spirit and aim of the gender mainstreaming strategy.

✓ **Answers from national confederations in non-EU countries**

Four out of five responding national confederations in non-EU countries answer that the dual approach to gender equality should be pursued, indicating broad support to this approach.

✓ **Conclusions**

The EU has a longstanding commitment to gender mainstreaming, which is widely accepted politically by most stakeholders in Europe as one of the tools to achieve real equality between women and men. The ETUC itself has adopted in 2007 a Charter on Gender Mainstreaming in Trade Unions.³¹

While the dual approach taken by the current Strategy is clearly identified by one of its strengths and should be built upon, a lot remains to be done, in particular for the gender mainstreaming tool to have the real transformative impact that it could have on all policies. In particular it has to be noted that until now, gender mainstreaming was not

³¹ ETUC Charter on Gender Mainstreaming in Trade Unions adopted by the ETUC Congress in Seville, 23 May 2007.

implemented in areas that are strong competences of the EU and “hard” policies seen as more remote from the issue of equality between women and men. A new strategic framework could be the opportunity for real gender mainstreaming across the board, including in crucial areas like competition, transportation, energy, single market etc.

The opinion of the Advisory Committee on Equal Opportunities for Women and Men on a potential new EU strategy goes even further and recommends that the implementation of gender mainstreaming should be a specific area of the new strategic framework of the European Commission as was the case in earlier European Commission gender equality strategies. This is explained by the fact that proper gender mainstreaming actually requires more focus and tools rather than less and while gender mainstreaming seems to be politically accepted by Member States as an approach, its implementation is far from perfect.

The opinion of the Advisory Committee also mentions new approaches taken by both the Council of Europe and the UN to reinforce gender mainstreaming, which both include stronger tools and mechanisms³².

The EP Study on the evaluation of the current Strategy³³ notes that a lot is being done at EU level in terms of gender impact assessment and gender mainstreaming in different areas, but a full implementation of the EU gender mainstreaming obligation would require stronger institutional capacities and resources for the unit in charge of gender equality of gender equality. The Study highlights the need for a full coordinating fully resourced body in charge of the Strategy within the European Commission placed at a level that would allow more leverage on other services in terms of fulfilling their gender mainstreaming obligations.

The current Gender Equality Unit within the European Commission is placed within the Equality Directorate of the General-Directorate for Justice and Consumers. Until 2009, the EC Gender Equality Unit was placed within the Directorate-General for Employment and Social Affairs. When it was moved to the Justice Directorate General in 2009, it was hoped that this was the sign of a shift towards a stronger rights-based approach. However, looking back, it seems rather that placing the issue further away from one of the core competences of the EU (employment affairs) has rather led to less focus on gender equality in general and in particular, less emphasis on gender equality within EU employment policies including due to more distended institutional links between the different services. The fact that for the first

³² Regarding the Council of Europe, gender rapporteurs were nominated for all Committees while a number of those Committees have recently developed gender specific recommendations for the first time. In the UN, a new UN system-wide Action Plan (UN-SWAP) for gender mainstreaming was adopted in 2012, which applies to all entities, departments and offices of the UN system and “enhances the UN system’s ability to hold itself accountable in a systematic and more harmonized manner for its work on gender equality and the empowerment of women”.

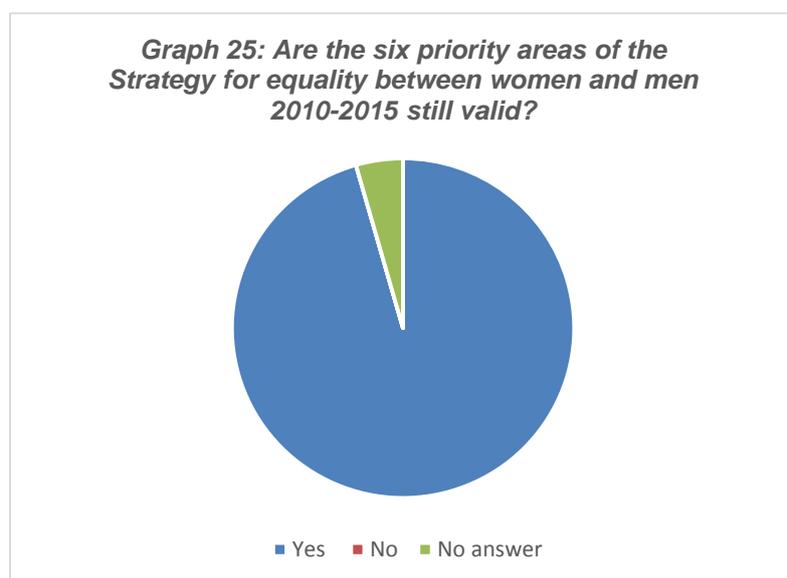
³³ European Parliament Study: Evaluation of the Strategy for equality between women and men 2010-2014 as a contribution to achieve the goals of the Beijing Platform for Action.

time in 2014 a commissioner’s portfolio including the issue of gender equality (Vera Jourova, Commissioner for Justice, Consumers and Gender Equality) was created could be a step in the right direction, but it remains to be seen how much institutional weight, power and resources will be dedicated to this area.

4.2.2 Areas to be covered by the future EU strategic framework on gender equality

✓ Answers from national confederations from EU countries and European Trade Union Federations

Areas of the current Strategy for equality between women and men 2010-2015:



1. Equal economic independence for women and men
2. Equal pay for work of equal value
3. Equality in decision-making
4. Dignity, integrity and ending gender-based violence
5. Promoting gender equality beyond the EU
6. Horizontal issues

Almost all respondents (95% - only two unions did not answer) stated that the priority areas of the current Strategy are still valid. A number of useful comments were made in relation to this topic. The comment that was made most often concerned the lack of implementation and the need to ensure stronger impact of a future strategy by defining more binding outcomes. Three unions mentioned the need for a stronger focus on issues of reconciliation of work and private life and another three mentioned the need to address more the issue of migration and disadvantaged groups. Two unions wanted to see more specific work on different aspects of equal pay, namely including the issue of the gender pension gap and the question of the undervaluing of women’s jobs. One union mentioned the need to add the issue of the integration of a gender equality perspective in health and long-term care policies. The need

for a budget to implement the Strategy and for stronger links between the future Strategy and the EU 2020 Strategy were also mentioned by one union each.

✓ **Answers from national confederations from non-EU countries**

Four out of the five answers from unions from non-EU countries agreed that the current six priorities were still valid. The comments made related to the need to focus more on women's economic independence and quality employment, on reconciliation issues and to have a broader approach to the gender pay gap.

✓ **Answers from national members of European Trade Union Federations**

The six national members of European Trade Union Federations that answered the question on priorities were of the opinion that the six current priorities are still relevant; one union specifically stressed that it was important to have a specific strategic framework on gender equality based on an integrated approach addressing different issues. Two unions added that it would be useful for the new strategy to expand the horizontal approach to address better women's multiple needs and identities and see how other grounds of discrimination interact and exacerbate inequalities between women and men.

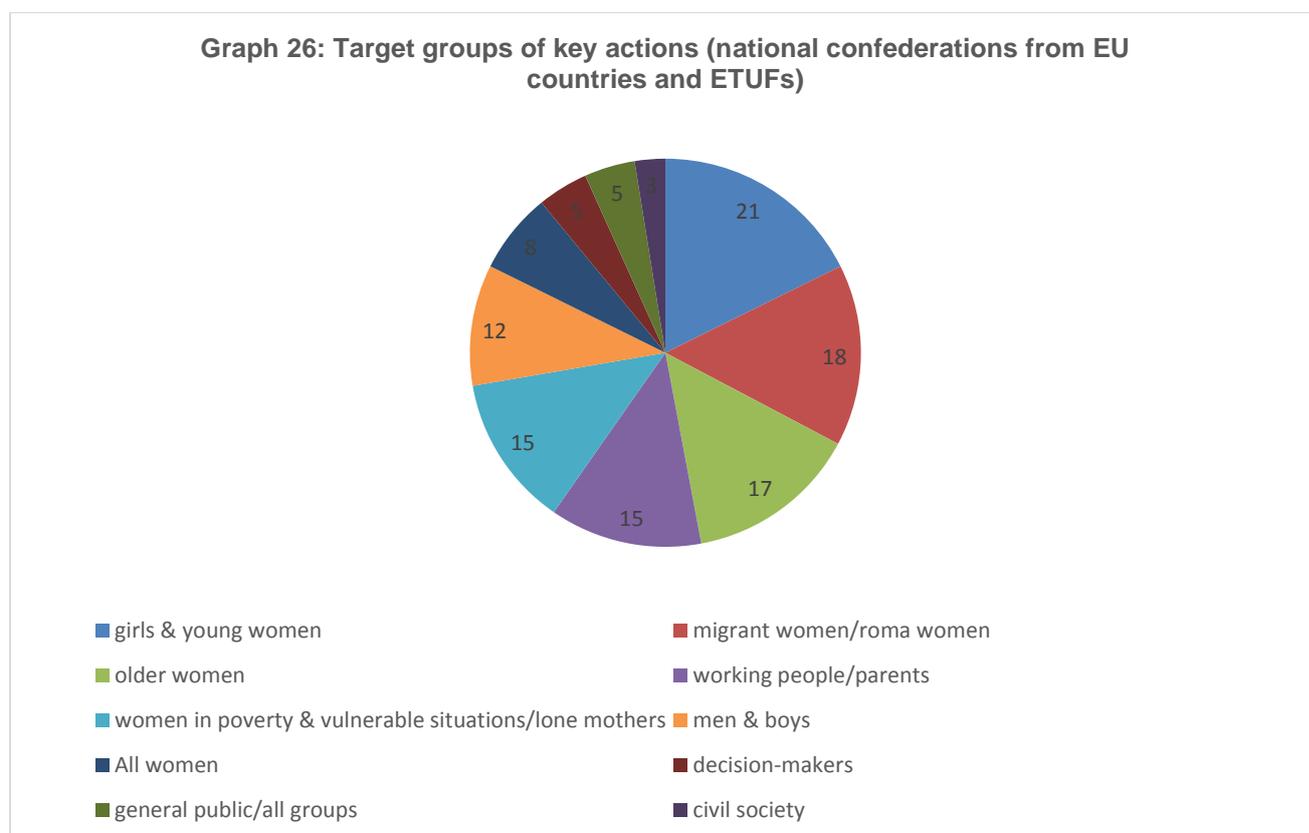
✓ **Conclusions**

Looking at all unions' answers, there is a broad consensus that the new European strategic framework to promote equality between women and men should continue to cover a broad range of areas including women's economic independence (with an emphasis on quality of employment and measures to close the gender pay gap), equality in decision-making, the elimination of violence against women and the promotion of gender equality beyond the EU. Indeed, there remains a lot to be done in all areas, including in order to ensure the full implementation of the current legislative body; both related to employment matters and to violence against women. In the same way, there has been calls for the EU to adopt stronger policies in relation to decision-making within EU institutions themselves, looking beyond the adoption of the draft directive on women on boards. The need for a proper implementation of such a strategy with clearly defined outputs and more binding tools was also quite clear.

4.2.3 Target groups of key actions that should be announced in a new European strategic framework

According to the different annual reports adopted by the EC and the Mid-term review of the current Strategy for equality between women and men produced by the EC in 2013³⁴, different actions have been taken targeting the following specific groups: men and boys, migrant women, older women and young women. Many actions are general and target all women, Member States, EU institutions, civil society, third countries etc.

✓ Answers from national confederations from EU countries and European Trade Union Federations



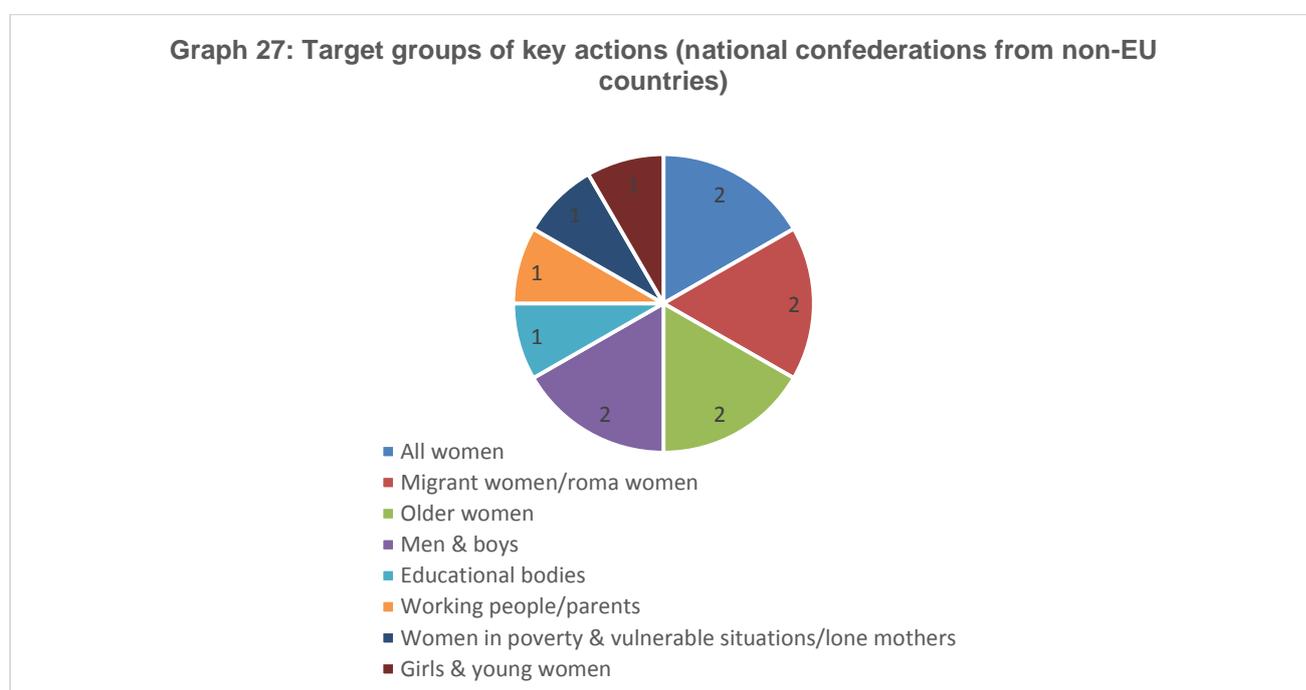
The 47 unions answering this question often gave several answer and a total of 125 answers were given about the targets of the actions of a potential new strategy. More than half of the answers mentioned specific groups of women (migrant women, girls, etc.) as targets of actions. In this respect, the needs of women of different ages seemed to be an important issue for unions, as young women and girls were most often cited (21 answers), together with older women (17 answers). The needs and situation of migrant, Roma and ethnic minority women were also mentioned often (18 answers), reflecting the lack of economy opportunities of many women with a migration / minority background.

³⁴ Available on http://ec.europa.eu/justice/gender-equality/files/strategy_women_men/131011_mid_term_review_en.pdf

Unions also highlighted the need to give particular attention to women in poverty and vulnerable situations (such as lone mothers) and to working parents, which is in line with the great emphasis put in the answers to the survey on the issue of reconciliation of private and working life and on quality employment / women's economic independence.

A quarter of the unions who answered (12 answers) mentioned that the new strategy should target men and boys. About half of the unions (21 answers) thought that the strategy should have a broad target group, mentioning all women (8 answers), decision-makers, the wider public and civil society.

✓ **Answers from national confederations from non-EU countries**



The answers of unions from non-EU countries are less clear, especially given the much smaller number of respondent (five unions). According to them, the focus should equally be on all women, young women and girls, older women and men and boys.

✓ **Answers from national members of European Trade Union Federations**

Two of the national members of European Trade Union Federations were of the opinions that women should be the target groups of a potential new strategy. Older women, younger women and migrant women were also mentioned twice each.

✓ **Conclusions**

According to unions, younger and older women and women in vulnerable situation (notably lone mothers) should be targeted by a new European Strategic framework in particular. This probably relates to the issues highlighted before, of youth unemployment and NEET rate for young women and the growing problem of old age poverty for older women, especially in view of reforms of pension systems, gender pension gaps, demographic changes and lack of care infrastructures for all dependents. These issues need to be addressed through an integrated approach combining general gender equality policies (on education, stereotypes etc.), gender-sensitive labour market measures, policies on reconciliation and infrastructure, but also through pensions and social protection systems. There is also a lot to be done in relation to improving the situation of migrant and ethnic minority women, in relation to antidiscrimination policies, social inclusion, mutual recognition of diplomas, family reunification, asylum policies and more such areas where the EU has a competence or shared competence with Member States.

4.2.4 Setting of objectives and targets - Evaluation and monitoring

✓ **Answers from national confederations from EU countries and European Trade Union Federations**

The survey also asked if targets and objectives should be set, which ones and if they should be quantitative or qualitative. Some unions did not answer this question (7). Several unions indicated that they would rather see an evaluation of the current strategy before proposing targets. This assessment should clearly also take into account the negative effects of measures adopted to counteract the crisis on gender equality. Among the unions that answered, a majority indicated that both quantitative and qualitative targets should be set depending on the area (26 answers). Six unions also indicated that while both types of indicators were necessary, as many quantitative indicators as possible should be set. The area where the most respondents answered that specific targets should be set was women in decision making (eight answers), a couple of unions were more specific and indicated that they wished to see a 50/50 target for gender equality on boards and in parliaments (going beyond the target of 40% of members of the “under-represented sex” among directors of non-executive boards provided by the proposed directive on women on boards).

Several unions indicated the need to have targets for employment issues. In particular, seven unions favoured targets for the closing of the gender pay gap. Some proposed concrete figures, for example the three Finnish unions proposed a reduction of the pay gap to at least 10% by 2025 and the Slovenian union ZSSS proposed that the pay gap should be below 5%.

One union stressed that the current EU 2020 target of an employment rate of 75% for women and men should be revised and replaced by a 75% for each sex.

The Finnish unions also proposed a target on the distribution of parental responsibilities and on an increased share by fathers in the take up of parental leave, as well as a target on the increase of the labour market and education participation of migrant women.

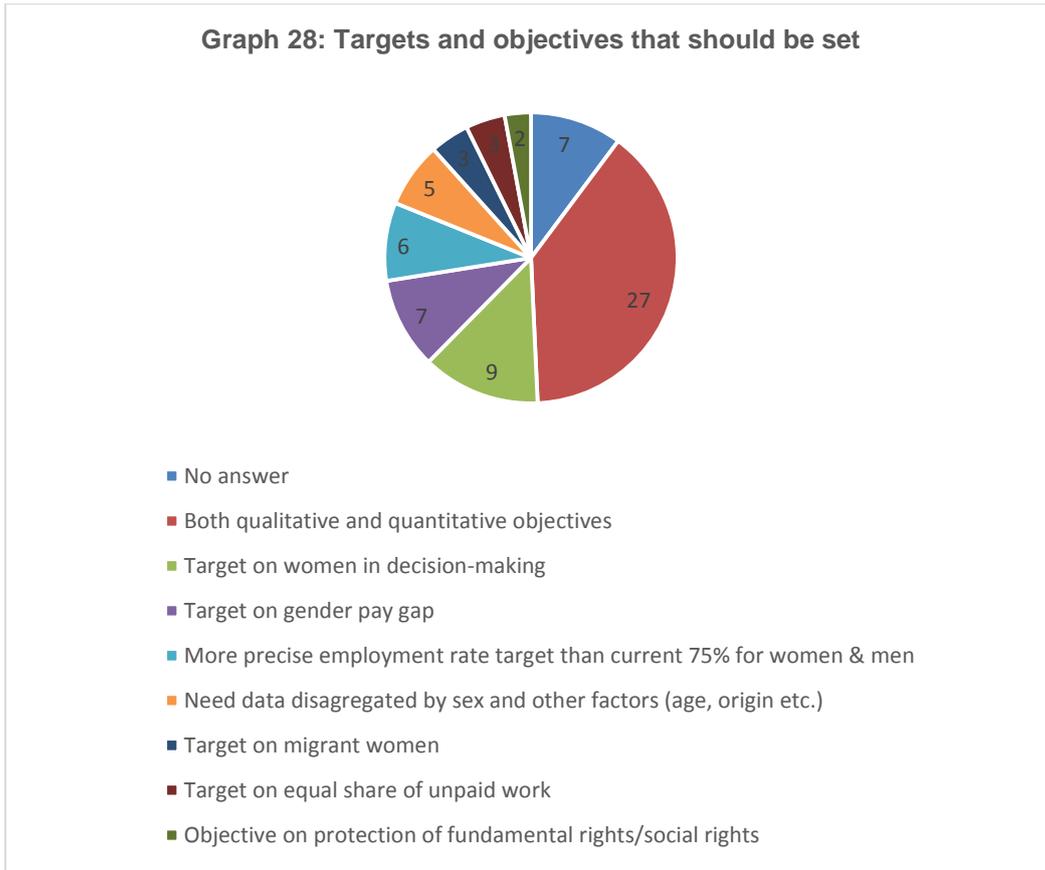
With regard to gender stereotypes a proposal was made to create a European Girls' Day, inspired by the existing Girls' Day in countries like Germany, Austria and Slovenia.

Only two unions suggested a target on care infrastructures, which is surprising as this area is one of the few where EU Member States have actually accepted to set objectives. Indeed, in 2002, by adopting the Barcelona targets on childcare, governments committed to provide childcare by 2010 to at least 90% of children between three years old and the mandatory school age, and to at least 33% of children under three. Although some progress has been made since 2002, and despite the additional commitment of the Member States through two successive European pacts for equality between women and men, the provision of childcare facilities in Europe in 2010 was still not in line with these objectives and even deteriorated in some Member States in 2011³⁵. It would therefore be useful that the European Commission and Member States reaffirm their commitment, reinforce the Barcelona targets and add targets regarding care infrastructures for dependants other than children. Introducing this issue in the new strategic framework could be a step in the right direction in this regard, even though concrete implementation will still rely on Member States.

In addition to targets and objectives, two unions stressed the need for the future strategy and gender equality programmes in general to be accompanied by a budget.

³⁵ Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Barcelona Objectives, The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth, 2013.

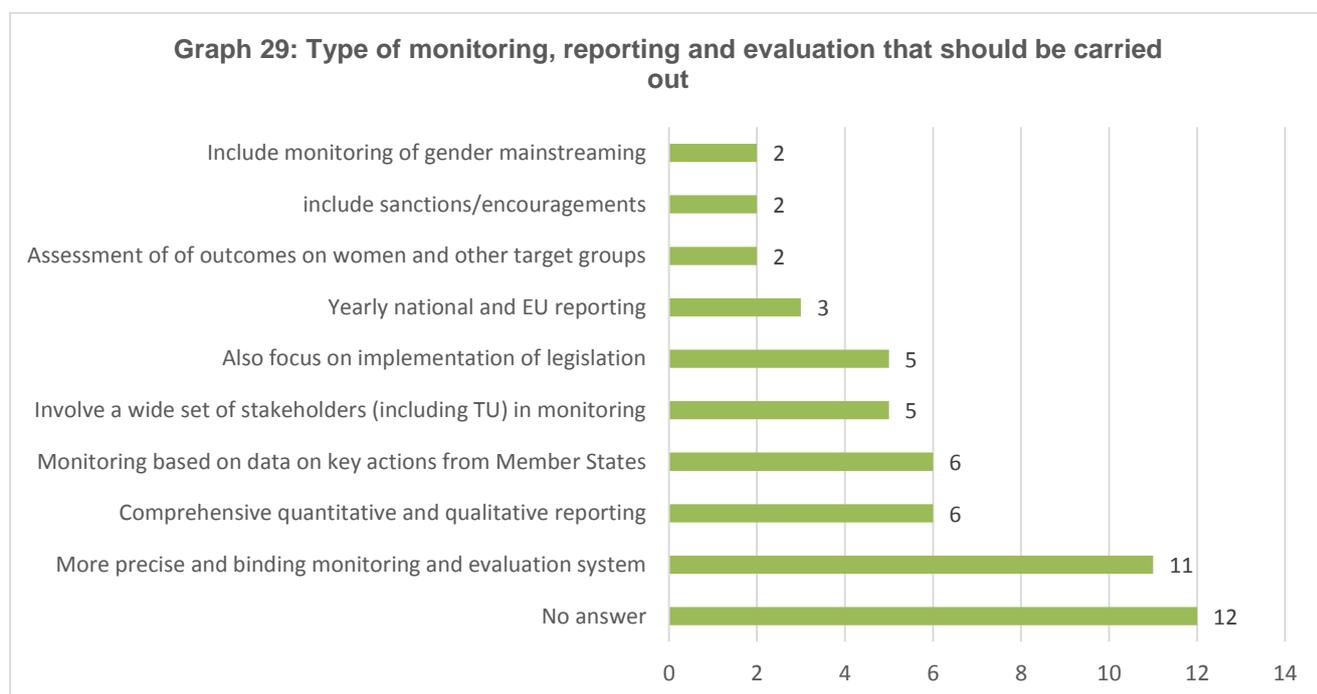
Graph 28: Targets and objectives that should be set



With regards to evaluation and monitoring, almost a third of national confederations from EU Member States and European Trade Union Federations did not answer the question. Some unions mentioned that there should first be an evaluation of the current Strategy before making recommendations on a new one. Among those who answered, a third mentioned specifically either the need for a more precise and binding monitoring system or the idea to include sanctions or encouragements as a means to ensure implementation. Some unions also mentioned the idea of involving different stakeholders in the monitoring, including unions, civil society or a gender equality authority like the European Gender Equality Institute. Some wanted to also include the implementation of legislation at national level in the monitoring (which is currently done through a different process at EU level).

Other comments pointed to the need for more support to gender impact assessment, monitoring the implementation of gender mainstreaming and the introduction of thorough gender budgeting exercises. Gender impact assessments are foreseen in the current Strategy and a body in charge of gender mainstreaming exist within the European Commission, namely the Inter-service Group on Gender Equality. However, this Group, composed of officials from different Directorates general, does not have high visibility or a high level of institutional weight within the Commission. Ideally, a mechanism tasked with such an important horizontal mission as gender mainstreaming should have a more powerful institutional mandate, a budget and be placed centrally within the institution.

The publicly available evaluation and monitoring of the current Strategy has been done through the publication by the European Commission of annual reports³⁶ and a of a mid-term review report on the implementation of the Strategy in 2013, providing a list of the activities implemented by the European Commission's services in the form of a staff working document. It is also usual practice for the European Commission to have an external evaluation exercise conducted on such instruments. These reports concern only the activities completed by the services of the European Commission and by relevant agencies³⁷ the Member States are not required to report publicly on their activities with regards to the Strategy. Some unions wanted to see the implementation of legislation include in the monitoring. The monitoring of implementation of EU legislation is currently done through a separate process of reporting (as foreseen in the different directives) but stronger links could be introduced between EU-level and national level reporting, including with the EU-2020 process. The European Parliament adopts almost every year a report on equality between women and men in the EU, which is a global assessment of the situation regarding gender equality in the EU, making recommendations to the Commission and to Member States. Although these reports refer to the European Commission Strategy, they do not directly monitor its implementation.



³⁶ Report 2014 available under: http://ec.europa.eu/justice/gender-equality/files/annual_reports/150324_annual_report_2014_web_en.pdf

³⁷ Activities undertaken by the European Gender Institute and the European Fundamental Rights Agency are included in the reports.

✓ **Answers from national confederations from non-EU countries**

Four of the seven unions from non-EU countries did not answer the question on targets and objectives. The ones that answered were in favour of both quantitative and qualitative targets. Regarding monitoring, the need for independent monitoring was mentioned.

✓ **Answers from national members of European Trade Union Federations**

Four unions out of six in this category were in favour of both quantitative and qualitative targets, adding that they should be realistic and measurable. Two unions also favoured targets to be adopted also by Member States. One other union mentioned a target on women in top levels of decision-making in all area and another a target on eliminating female genital mutilation. In relation to monitoring and evaluation, one union mentioned evaluation through and external independent body and another, the need to involve the stakeholders concerned by the strategy in its evaluation.

✓ **Conclusions**

Globally, unions would favour a more binding evaluation and monitoring process in relation to the new European strategic framework on equality between women and men. The new strategy should comprise well-defined objectives based on in-depth analysis of needs and a well-developed coordination and monitoring mechanism. The targets should have both quantitative and qualitative dimension. There should be a clearly established time-frame, evaluation tools and financial resources for implementation. An additional idea that was mentioned was to involve stakeholders outside the European Commission in the monitoring and evaluation system, including target groups, unions, etc.

According to the Study commissioned by the European parliament FEMM Committee, on the current Strategy, its main weakness is the lack of a real effective monitoring and evaluation mechanism beyond the description of outputs in annual reports.

GENERAL CONCLUSIONS

Responding unions generally have favourable views on the current European Strategy for Equality between Women and Men 2010-2015 and stress the need for such a programmatic instrument focusing specifically on gender equality at EU level. However, they also provided comments on the weaknesses of the current Strategy and proposals on how to improve the next strategic framework. In particular, the need for more clarity in the actions proposed and more binding tools and targets was made quite clear.

The weaknesses of the current Strategy lays mostly in the lack of precise outputs, targets, monitoring mechanism, timelines, funding and responsibility. Related to this is the lack of institutional capacity both in terms of the implementation of the Strategy (lack of resources and power of the gender equality unit) and the lack of capacity for a real gender mainstreaming approach of all EU policy areas.

Another important issue was the need to ensure more links between such a policy document addressed primarily to the European Commission and the obligations of Member States and looking at how to impose specific actions at the national level as well. Indeed, given the large body of legislation in the area of equality between women and men and the longstanding existence of numerous fora of cooperation between Member States in this area, the convergence and coordination could be greater between the national and European level, even taking into account the principle of subsidiarity and national specificities.

A new strategic framework on gender equality between women and men should keep the dual approach and cover a broad range of areas. But the new instrument should also go beyond issues that have been addressed for a long time to go into EU competences/policies where there has been no gender mainstreaming approach, like environmental issues, transports, fiscal consolidation, energy etc., which all have an impact on women. In the same way, it would be crucial to strengthen the link between the new strategy and the EU 2020 Strategy, so as to make stronger commitments by all services of the Commission and by Member States possible, especially in Country Specific Recommendations and the National Reform Programmes.

The adoption of an integrated approach addressing the wide range of issues impacting equality between women and men is fully consistent with Treaty obligations of EU institutions and the EU mandate to promote equality between women and men in all its policies. While the most important body of European policies and legislation relates to socio-economic issues, there are also a number of legislative and policy documents in other areas that need to be implemented, monitored and followed upon.

Looking only at existing EU legislation on gender equality outside employment, this concerns the 2004 directive on equality between women in relation to goods and services, but also the three existing EU directives related to issues of violence: the EU directive on trafficking³⁸, the directive on the European protection order³⁹ and the directive on the protection of victims⁴⁰. Regarding violence against women, the Commission has adopted useful policy instruments and the FRA survey provides precious data on the extent of the phenomena. However, civil society organisations and the European Parliament have long been demanding stronger EU action on violence against women, notably the adoption of a European strategy in order to ensure a common approach and definition of the issue across the EU and the setting up of a European year on the elimination of VAW.

Regarding women in decision-making, it will be necessary to follow up on the policy and legislative work started on women in economic decision-making⁴¹ and European institutions should also address the need for parity within their own ranks at the highest level.

In relation to women's economic independence, most unions point to the need for stronger action on reconciliation issues, quality employment and equal pay. The European Commission has produced valuable tools and policy instruments in this area, for example the introduction of the Equal Pay Day that was commented on positively by some unions or the very useful studies on the gender pension gap, on the impact of the crisis on women and on the Member States' performance with regards to the Barcelona targets on childcare. However some major gaps remain, the first relates to the approach taken by the Commission, which focuses more on quantitative aspects (increasing women's employment rate) than on a qualitative approach to women's work, taking into account precarious work, in work poverty etc. This was remarked upon several times by unions, who also criticised the EU 2020 target aiming at 75% employment rate for women and men without any specific quantitative or qualitative gender equality-related objective. The second challenge, which was also noted by unions is the lack of a strong gender equality perspective in the EU 2020 itself and of close links between the two strategic framework, leading too often to a de-prioritisation of gender equality issues in broader European and national socio-economic developments. The third challenge is the lack progress in relation to the adoption of the revised directive on maternity

³⁸ Directive 2011/36/EU of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, more information: http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/organized-crime-and-human-trafficking/trafficking-in-human-beings/index_en.htm

³⁹ Directive 2011/99/EU on the European Protection Order adopted in 2011 applies to protection orders adopted under criminal procedures. EU Member States have to implement this Directive by 11 January 2015.

⁴⁰ Directive establishing minimum standards on the rights, support and protection of victims of crime Directive 2012/29/EU adopted 25.10.2012, to be implemented by EU Member States by 16.11.2015, more information: http://ec.europa.eu/justice/criminal/victims/rights/index_en.htm

⁴¹ Including draft EU directive COM(2012)0614 providing a target of 40% of members of the "under-represented sex" among directors of non-executive boards, to be achieved by 2020.

leave (on the table since 2008), due partly to lack of political will of Member States and the absence of EU legislation on paternity leave, on carer's leave or on the payment of parental leave for example.

While gender inequalities remain deep in all areas of life in the European Union, new challenges have also emerged, linked to socio-economic and demographic trends, which create new forms of fragility among women. Specific groups of women (older women, girls, migrants, and lone parents) remain particularly at risk of poverty and social exclusion. Austerity policies have undermined the capacity of social protection systems to address these needs and challenges. They have also led to a reduction of the resources made available to for gender equality mechanisms and organisations at all levels.

Only through reprioritisation of these issues, including addressing the needs of the most vulnerable groups of women and addressing deeply entrenched gender stereotypes, will sustainable development of European economies be insured. Political commitment towards a strong, fully resourced forward looking new Strategy on Equality between Women and Men with binding targets and ownership by all stakeholders should more than ever be on the top of priorities of European and national decision-makers, especially in times of crisis.

Annex I: Table 1. Female trade union membership in national confederations (2008-2015)

COUNTRY	TRADE UNION	TRADE UNION (Total)								TRADE UNION (% Women)							
		2008	2009	2010	2011	2012	2013	2014	2015	2008	2009	2010	2011	2012	2013	2014	2015
Andorra	USDA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Austria	OGB	1272011	1247795	1238590	1220190	1211111	1205878	1203441	1.198.649	33.3%	34.1%	34,0%	34,4%	34,6%	34,7%	34,9%	35,1%
Belgium	ABVV / FGVB	1367000	1434527	145,454	1620674	1503748	1517538	1536306	1.544.562	42.0%	43.0%	43,0%	43,0%	43,4%	43,4%	43,5%	45,20%
	ACV / CSC	1616145	1646733	1635579	1658188	1658188	1663845	1733233	1.657.513	43.0%	45.0%	45,0%	45,0%	45,6%	46,6%	45,6%	46,5%
	CGSLB/ACLB	265000	265000	265000	265000	274308	289000	289692	289.692	42.0%	42.0%	42,0%	43,2%	43,3%	43,5%	43,7%	43,7%
Bulgaria	CITUB-KNBS	NA	210000	220000	190000	190000	190000	190000	190.000	NA	48.0%	48,0%	48,0%	48,0%	48,0%	48,0%	48%
	PODKREPA	153250	153350	153350	153350	152750	150730	150600	150.560	42.0%	46.0%	42,6%	44,0%	48,7%	46,5%	47,0%	48%
Croatia	NHS	NA	NA	NA	NA	113598	NA	NA	NA	NA	NA	NA	NA	49,0%	NA	NA	NA
	SSSH / UATUC	210000	211000	164732	103000	103000	101000	101000	NA	48.0%	NA	48,0%	45,0%	NA	NA	NA	NA
Cyprus	SEK	NA	64945	76737	NA	69657	69657	57999	40.400	NA	37.4%	37,2%	NA	27,2%	27,2%	38,0%	45,8%
	DEOK	8807	9250	9500	9652	9500	9500	8345	7.535	13.3%	24.7%	13,5%	13,8%	13,7%	13,7%	13,7%	12,50%
	TURK-SEN	NA	NA	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	330.000	44.0%	45.5%	45,5%	45,5%	45,5%	46,0%	46,0%	45,0%
Denmark	Akademikerne	NA	NA	NA	144148	NA	NA	NA	NA	NA	NA	NA	53,2%	NA	NA	NA	NA
	FTF	NA	NA	NA	NA	NA	NA	NA	450.000	NA	NA	NA	NA	NA	NA	NA	68%
	LO-DK	1300000	1300000	1300000	1000000	1122795	NA	1095420	NA	49.0%	49.0%	49,0%	49,0%	49,2%	NA	49,1%	NA
Estonia	EAKL	NA	NA	35878	33031	30646	30646	27700	NA	NA	NA	59,3%	59,9%	54,4%	54,4%	62%	NA
	TALO	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finland	AKAVA	NA	536792	536792	NA	552813	573405	580000	585.000	NA	50.1%	50,1%	NA	51,0%	52,0%	52,0%	52,0%
	SAK	800000	800000	800000	758000	758000	747284	718421	705.470	46.0%	46.0%	46,0%	47,0%	46,0%	46,0%	46,0%	46,0%
	STTK	650300	640000	623200	640000	615000	388507	382277	417.853	68.0%	70.0%	70,00%	67,0%	74,0%	75,0%	75,0%	75,0%
France	CFDT	803635	808720	814636	833168	851601	NA	868601	840.243	45.0%	45.0%	45,8%	47,0%	47,0%	NA	47,0%	48,0%
	CFTC	160300	160300	140000	140000	NA	160350	159380	159.380	39.0%	39.0%	50,0%	50,0%	NA	40,0%	42,0%	42,0%
	CGT	700000	711000	735000	735000	735	688433	695390	618.125	28.0%	32.0%	34,0%	34,8%	35,0%	36,0%	37%	37,0%
	FO	800000	NA	800000	800000	700000	700000	700000	700.000	45.0%	NA	45,0%	45,0%	45,0%	45,0%	45,0%	45,0%

	UNSA	307000	NA	307000	307000	200000	NA	200000	200.000	NA	NA	NA	NA	NA	NA	NA	NA	
Germany	DGB	NA	NA	6200000	NA	6000000	6000000	6000000	6.104.851	NA	NA	30,0%	NA	35,5%	32,5%	33,0%	33,0%	
Greece	ADEDY	NA	NA	NA	NA	NA	NA	NA	NA	NA								
	GSEE	502000	NA	498000	498000	498000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Hungary	ASzSz	NA	NA	NA	NA	NA	NA	NA	NA	NA								
	LIGA	103000	103000	103000	110000	110000	112000	112000	112.000	35-40%	30%	NA	32%	40%	40%	40%	40%	
	MOSz	NA	NA	NA	NA	NA	NA	NA	NA	NA								
	MSzOSz	NA	NA	205000	205000	185000	185000	NA	NA	NA	NA	NA	NA	47%	35%	35%	NA	NA
	SZEF- ÉSZT	NA	NA	NA	140000	125000	106345	85740	74.400	NA	NA	NA	60,0%	NA	NA	NA	NA	NA
Iceland	ASI	107856	110722	112815	108597	109960	108364	105906	105.539	45,0%	45,0%	45,0%	47,0%	47,0%	46,0%	47,0%	47,0%	
	BSRB	NA	NA	NA	NA	NA	NA	NA	NA	NA								
Ireland	ICTU	NA	843637	843995	798000	NA	787294	778136	778.136	NA	49,0%	48,9%	51,0%	NA	53,0%	52,0%	52,4%	
Italy	CGIL	5850942	5697774	5697774	5746167	5748269	5775962	5712642	5686210	45,0%	50,0%	50,0%	49,4%	48,5%	46,5%	47,0%	46,9%	
	CISL	NA	NA	4507349	2640999	2125405	1993075	1720019	1.415.622	NA	NA	51,0%	NA	47,2%	47,0%	47,5%	47,5%	
	UIL	1776733	2116299	2174151	2174151	2196442	2206181	2216443	2.222.665	40,0%	35,0%	44,0%	44,0%	40,0%	40,0%	40,3%	40,6%	
Latvia	LBAS	134422	130120	110602	110602	109098	100035	100155	99.005	62,6%	68,0%	64,0%	64,0%	62,2%	65,0%	65,0%	71,5%	
Liechtenstein	LANV	NA	NA	NA	NA	1175	1200	1081	1.097	NA	NA	NA	NA	29,8%	30,7%	32,7%	33,9%	
Lithuania	LDF	20000	20150	20150	20150	13200	7500	NA	NA	60,0%	58,0%	58,0%	58,0%	63,0%	60,0%	NA	NA	
	LPSK / LTUC	100000	75000	70000	60000	60000	60000	60000	NA	61,5%	58,0%	58,0%	57,0%	57,0%	57,0%	58,0%	NA	
	LPSS (LDS)	NA	NA	NA	7200	NA	NA	NA	NA	NA	NA	NA	47,0%	NA	NA	NA	NA	
Luxembourg	OGBL	NA	62732	69040	69806	NA	70515	NA	77.567	33,9%	34,0%	32,7%	32,9%	NA	32,9%	NA	36,0%	
	LCGB	34000	35000	36000	36000	36300	39970	NA	NA	33,0%	31,0%	29,5%	30,0%	30,0%	32,0%	NA	NA	
Malta	CMTU	NA	NA	NA	NA	NA	NA	NA	NA	NA								
	FORUM	NA	NA	NA	NA	NA	NA	NA	NA	NA								
	GWU	NA	32.000	NA	NA	NA	NA	NA	NA	NA	18%							
Monaco	USM	NA	NA	NA	NA	NA	NA	NA	NA	NA								
Netherlands	CNV	52710	NA	NA	330000	332000	295000	290340	280.000	63,0%	NA	NA	31,0%	33,0%	34,5%	35,2%	36,4%	
	FNV	1192951	1368000	1373400	1378000	1365000	NA	NA	1.100.000	32,0%	36,3%	36,92%	37,50%	38,00%	NA	NA	36,50%	
	VCP	NA	140000	NA	NA	130000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Norway	LO-N	822629	865392	865000	871360	877197	893447	897000	909.552	49,7%	50,1%	51,0%	51,1%	51,3%	51,5%	51,6%	51,7%	
	YS	206000	216000	217141	217600	219000	226624	220944	222.038	56,0%	56,0%	56,8%	55,8%	55,6%	55,0%	56,7%	55,5%	

	UNIO	268218	NA	226915	NA	295626	300486	NA	NA	72.2%	NA	75,4%	NA	75,8%	76,0%	NA	NA
Poland	NSZZ-Solidarność	NA	680334	700000	667572	641507	667572	667572	586.909	NA	37.0%	38,0%	37,7%	38,1%	37,7%	37,7%	41,0%
	FZZ	NA	NA	NA	NA	NA	300 000	NA	300.000	NA	NA	NA	NA	NA	NA	NA	NA
	OPZZ	NA	NA	318000	NA	320	NA	NA	NA	NA	NA	48,0%	NA	NA	NA	NA	NA
Portugal	CGTP	683250	653000	653000	653000	NA	555500	555500	555.000	NA	NA	53,0%	53,0%	NA	52,40%	52,40%	52,40%
	UGT-P	510000	510000	510000	505000	505000	505000	505000	505000	48.0%	48.0%	46,0%	45,7%	45,7%	45,7%	45,7%	45%
Romania	BNS	NA	NA	NA	150000	150000	150000	NA	150.000	NA	NA	NA	40,0%	40,0%	40,0%	NA	40,0%
	CARTEL ALFA	1000000	1000000	NA	NA	1000000	501000	NA	NA	48.0%	48.0%	NA	NA	40,0%	40,0%	NA	NA
	CNSLR-Fratia	NA	800000	800000	NA	400000	NA	400000	NA	NA	44.0%	44,0%	NA	47,0%	NA	47,0%	NA
San Marino	CSDR	NA	NA	NA	NA	NA	NA	NA	NA	NA							
	CSdI	NA	NA	NA	NA	NA	5700	NA	NA	NA	NA	NA	NA	NA	40%	NA	NA
	CDLS	NA	NA	NA	NA	NA	NA	NA	NA	NA							
Slovakia	KOZ SR	337600	319600	319600	296400	273755	NA	260780	262.304	40.9%	41.9%	41,9%	43,6%	44,8%	NA	46,8%	43,8%
Slovenia	ZSSS	281465	NA	250000	250000	200000	NA	170000	153.000	46.5%	50.5%	44,8%	NA	43,3%	NA	43,5%	43,6%
Spain	CC,OO	1001000	1001000	1200200	1157800	1131538	1057731	976354	929.874	36.6%	37.5%	38,3%	38,9%	39,2%	39,3%	39,6%	40,6%
	STV-ELA	NA	110054	115000	108307	107645	103774	NA	NA	NA	37.4%	38,1%	38,8%	39,5%	40,7%	NA	NA
	UGT-E	887009	810000	880000	880000	880000	880000	880000	880.000	33.4%	33.7%	33,3%	35,7%	33,4%	33,4%	36,1%	36,2%
	USO	NA	81090	121760	122856	122760	119548	NA	112.535	25.0%	34.5%	36,0%	36,3%	36,1%	36,2%	NA	37,0%
Sweden	LO-S	1473583	1404865	1384879	1346756	1315839	1502285	1487000	1.465.511	47.0%	48.0%	48,0%	52,1%	47,8%	46,3%	46,0%	47,0%
	SACO	580000	586000	610000	617738	633975	633975	479417	487.928	52.0%	52.0%	52,0%	52,6%	52,4%	52,0%	53,0%	54,0%
	TCO	974959	1175276	958745	962629	698866	1230000	1200000	1.318.090	62.3%	62.2%	61,9%	61,9%	61,6%	61,0%	61,0%	60,0%
Switzerland	Travail Suisse	NA	NA	NA	NA	170	NA	NA	NA	NA	NA	NA	58,0%	38,0%	NA	NA	NA
	SGB	384816	NA	NA	377327	372082	368762	366811	366.844	24.1%	NA	NA	26,8%	27,3%	28,0%	28,5%	28,9%
Turkey	DISK	NA	NA	NA	NA	NA	NA	NA	NA	NA							
	HAK-IS	NA	NA	441917	550000	550000	NA	197897	301.560	NA	NA	10,0%	12,6%	10,6%	NA	11,1%	18,1%
	KESK	NA	20000	NA	NA	NA	240304	NA	NA	NA	42%	NA	NA	NA	42,60%	NA	NA
	TURK-IS	700000	820000	250000	NA	250000	300000	300000	300.000	10.0%	12.8%	11,0%	NA	11,0%	13,0%	13,0%	13,0%
UK	TUC	6500000	6500000	6200992	6135126	6056861	5977543	5855271	5.814.836	44.0%	41.0%	46,0%	47,0%	47,7%	49,0%	51,0%	48,0%

Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015

Annex II: Table 2. Women members in European Trade Union Federations (2009-2015)

ETUFs	TRADE UNION MEMBERSHIP (Total)							TRADE UNION MEMBERSHIP (% WOMEN)						
	2009	2010	2011	2012*	2013	2014	2015	2009	2010	2011	2012	2013	2014	2015
ETF	NA	NA	2500000	NA	NA	NA	NA	NA	NA	13%	NA	NA	16%	NA
EAEA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
UNI Europa	13596577	NA	NA	NA	NA	7000000	7000000	47.5%	NA	NA	NA	NA	46%	46%
Eurocop	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
EFBWW	2300000	NA	NA	NA	2300000	NA	2000000	1%	NA	NA	NA	10%	NA	10%
ETUCE	NA	NA	5500000	5500000	13000000	10500000	10550388	NA	NA	72%	72%	68%	68%	71%
ETUF-TLC*	NA	NA	NA	NA	7200000	7000000	7100000	NA	NA	NA	NA	15%	NA	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	NA	NA
EPSU	5600000	8000000	8000000	8000000	NA	NA	10600000	70%	68,5%	68,5%	68,5%	NA	NA	67%
EFFAT	NA	1500000	1500000	1500000	1500000	1500000	1500000	40.5%	40,5%	40,5%	41%	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, 2014 and 2015

Annex III: List of reference documents

ETUC Documents

- ✓ ETUC Resolution on “Recommendations for improving gender balance in trade unions” , available on: <http://www.etuc.org/a/8485>
- ✓ ETUC Charter on Gender Mainstreaming in Trade Unions adopted by the ETUC Congress in Seville, 23 May 2007, available on: <http://www.etuc.org/etuc-charter-gender-mainstreaming-trade-unions>
- ✓ ETUC Report: “Women in trade unions: bridging the gap” (2007) , available on: <http://www.etuc.org/a/4142>

Documents on the EU Strategy for Equality between Women and Men:

- ✓ Strategy for Equality between Women and Men 2010-2015, available on: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>
- ✓ European Commission annual report on gender equality in the EU Report 2014 available under: http://ec.europa.eu/justice/gender-equality/files/annual_reports/150324_annual_report_2014_web_en.pdf
- ✓ All European Commission annual reports on gender equality in the EU, available on: http://ec.europa.eu/justice/gender-equality/document/index_en.htm#h2-2
- ✓ European Commission Mid-term review of the current Strategy for equality between women and men produced by the EC in 2013, available on http://ec.europa.eu/justice/gender-equality/files/strategy_women_men/131011_mid_term_review_en.pdf
- ✓ Advisory Committee on Equal Opportunities for Women and Men Opinion “Gender Equality in the EU in the 21st century: remaining challenges and priorities”, Available on: http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf
- ✓ European Parliament Committee on Women’s Rights and Gender Equality, Study : Evaluation of the Strategy for equality between women and men 2010-2014 as a contribution to achieve the goals of the Beijing Platform for Action, 170 pages, 2014
- ✓ European Parliament Committee on Women’s Rights and Gender Equality Draft Report on the EU Strategy for equality between women and men post 2015, available on http://www.europarl.europa.eu/meetdocs/2014_2019/documents/femm/pr/1048/1048798/1048798en.pdf

EU directives related to equality between women and men

- ✓ Directive on equality between women and men related to socio-economic issues, available on: http://ec.europa.eu/justice/gender-equality/law/index_en.htm
- ✓ Directives related to the elimination of violence against women: Directive 2011/36/EU of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims: http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/organized-crime-and-human-trafficking/trafficking-in-human-beings/index_en.htm; Directive 2011/99/EU on the European Protection Order: http://ec.europa.eu/justice/criminal/files/directive_2011_99_on_epo_en.pdf ; Directive establishing minimum standards on the rights, support and protection of victims of crime Directive 2012/29/EU adopted 25.10.2012: http://ec.europa.eu/justice/criminal/victims/rights/index_en.htm
- ✓ Draft directive on the promotion of gender balance in corporate boards (being discussed by EU institutions): http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm

Other documents from EU institutions and EU-related organisations mentioned in the Report

- ✓ European Union Agency for Fundamental Rights Survey: Violence Against Women: An EU Wide Survey, 2014, available on: <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>
- ✓ European Institute for Gender Equality, Gender Equality Index, available under: <http://eige.europa.eu/content/activities/gender-equality-index>
- ✓ Report from the European Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Barcelona Objectives, The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth, 2013, available on: http://ec.europa.eu/justice/gender-equality/files/documents/130531_barcelona_en.pdf .