

## **WOMEN IN TRADE UNIONS : MAKING THE DIFFERENCE.**

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Research on Women and Decision-Making  
in Trade Union Organisations.

Study of the existing Literature and Survey carried out among  
organisations affiliated to the European Trade Union Condeferation.



Research carried out,



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# **PART ONE**

## Analytical Survey

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# 1. A relatively (un)favourable European context for equal opportunities

Initially, the process of European integration pursued **economic and trade objectives exclusively**. Improvements in standards of living and social welfare were to come from achieving economic objectives alone. However, the Treaty of Rome contained Article 119 (now amended) on pay equity for men and women for equal work. *"It happened that the insertion of Article 119 in the treaty was due to pressure from France, which feared wage dumping by other Member States in terms of women's pay and negotiated for a community obligation for pay equity to be included"*<sup>1</sup>. However, this article was not recognised as mandatory by the Commission, the Council or the Member States<sup>2</sup>.

Gradually, a certain degree of **professional equality** between men and women was **incorporated into Community legislation** and that of the Member States.

In addition, Treaties, Directives, Resolutions and Recommendations were adopted in favour of women's rights. *"A gradual widening of the sphere of activity envisaged and an increasingly detailed understanding of the global nature of inequality (...)"* was witnessed<sup>3</sup>.

This new trend was seen, in particular, in the action programmes implemented by the Commission. Initially confined to consolidating women's legal rights in the labour market, concern for equality gradually extended to the participation of women in the decision-making process, reconciling work and family, women's health and childcare. The current community action programme on equality between men and women was launched to cover the period 2001-2005<sup>4</sup>. Each year, a priority theme is identified. The priority theme for the period 2002-2003 is reconciling work and family.

Moreover, promoting equality between men and women has become a part of European Employment Strategy in its own right. At the Luxembourg European Council (1997), Member

States undertook to develop their employment policies according to common guidelines. These guidelines are grouped into four pillars, one of which is equal opportunities.

The Lisbon European Summit (2000) laid down a certain number of socio-economic objectives. Increasing the employment rate for women is one of the initiatives planned. In order to monitor the progress made in achieving socio-economic objectives, the Commission drew up structural indicators. An indicator relating to the pay gap between men and women was added to this list of indicators<sup>5</sup>.

Despite this, **formal (or legislative) equality does not necessarily lead to true equality**.

Just consider the number of women in the Convention responsible for reforming treaties. Currently, women only represent 16.6% of members of the Convention on the future of Europe, and only 20% of the members of the Convention that prepared the Charter of Fundamental Rights were women<sup>6</sup>.

Moreover, according to Éliane Vogel-Polsky, the non-achievement of sexual equality in the European Union can be explained by the persistence of various obstacles. She mentions institutional obstacles in particular, namely that the treaties allow room for special arrangements with respect to various types of discrimination<sup>7</sup> and political obstacles, i.e. the lack of political will to acknowledge that men and women in the European Union have a genuine fundamental right to equality. In this regard, she emphasises the contradictory nature of Gender Mainstreaming: *"In implementing Articles 2 and 3 § 2 of the Treaty of Amsterdam, which is currently underway, it appears that the disappearance of the concept of sexual equality in favour of an equalisation policy has become the official interpretation used by the political decision-makers to refrain from doing more"*<sup>8</sup>.

<sup>1</sup> Vogel-Polsky Éliane; *Les femmes et les changements de la démocratie dans l'Union européenne. Où en est la parité?* in La parité est l'avenir de l'homme; Editions Luc Pire; Brussels; 2001; page 40.

<sup>2</sup> Vogel-Polsky Éliane; *op.cit.*; page 41.

<sup>3</sup> Tavares da Silva Maria Regina; *Politiques de la Communauté et du Conseil de l'Europe* in Martin Jacqueline (supervised by); La Parité. Enjeux et mise en œuvre; Collection Féminin et Masculin; Presses Universitaires du Mirail; Toulouse; 1998; page 226.

<sup>4</sup> Council decision 2001/51/EC of 20 December 2000 establishing a programme relating to the community framework strategy on gender equality (2001-2005); OJ L 17; 19.1.2001; pp. 22-29.

<sup>5</sup> European Commission; *Report from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions. Annual report on equal opportunities for women and men in the European Union 2001*; European Commission; Brussels, 28.5.2002, COM (2002) 258 final; page 2.

<sup>6</sup> Figueiredo Ilda (Rapporteur); European Parliament committee on women's rights and equal opportunities; *Report on the application of the gender equality work programme ("Gender Equality") (2001-2005) (2001/2266 (INI); FINAL A5-0197/2002; PE 305.488; 29 May 2002; page 10. Document available at <http://www.europarl.eu.int>*

<sup>7</sup> For example, the Council may adopt rules banning sexual discrimination but unanimity will be needed, which Éliane Vogel-Polsky believes contradicts the community acquis (Article 3 § 2).

<sup>8</sup> Vogel-Polsky Éliane; *op.cit.*; page 49.

Under European pressure, Member States are now obliged to implement a Gender Mainstreaming process. The level of understanding and implementation of this process seems to vary among the Member States. Many obstacles have been identified, namely ideological and cultural obstacles, institutional obstacles, legal obstacles and political obstacles. With regard to the latter, it has been underlined that, *"in Germany, some Länder are already putting their equal opportunities policies into practice and are taking advantage of gender mainstreaming to do away with measures centred on women, and are even doing away with ministerial posts for women without replacing them with institutions specialising in the field of equality, this practice now being identified as a transversal phenomenon that has to be handled by each public institution. This strategy has proved problematic due to the lack of people with specific knowledge about the gender issue"*<sup>9</sup>. Moreover, the influence of the current European political context (the increased number of right-wing governments) could work against equality policies and social legislation.

Although the European Union has been referred to by some as *"having the most progressive policies in the world in terms of promoting equal opportunities between men and women"*<sup>10</sup>, nevertheless the fact remains that, despite the progress made, a lot still needs to be done to bring about gender equality – both legally and in practice.

<sup>9</sup> Behning Ute and Serrano Pascual Amparo; *Gender Mainstreaming in the European Employment Strategy*; ETUI; Brussels; 2001; page 335.

<sup>10</sup> Pollach and Hafner-Burton quoted by Behning Ute and Serrano Pascual Amparo; *op.cit.*; page 18.



## 2. Female employment : specific characteristics of work done by women

Women have always worked. However, up to a certain point in history, the work done by women was invisible because it was done at home and not in a factory setting<sup>11</sup>. As the study *The "Second Sex" of European Trade Unionism* has shown, the **labour market has indeed become feminised**. The rate of employment for women has risen steeply and is approaching that of men. However, although the rate of employment for women has increased, men and women do not have the same relationship with work.

Four things emerge from the development of female labour<sup>12</sup>:

- The expansion of the service sector or the over-representation of women in services and in the care sector,
- Women receiving a salary, so reducing their dependence on men,
- The continuity of career paths. Nowadays, more mothers work even though they sometimes work part-time,
- The rise in women's levels of education and success at school and university.

Although these various factors could help to eliminate inequalities between male and female work, this has not happened<sup>13</sup>.

### 2.1. Different jobs, work and pay.

As has been underlined, women tend to be concentrated in the service and care sector. This **horizontal concentration** of jobs done by women goes hand in hand with a **vertical segregation**. Of course, women now have access to jobs traditionally done by men. However, although they do the same jobs as men, they do not do the same work, despite the higher rise in their levels of education and success at school and university than men. Due to this, some point out that *"Women entering a traditionally male-dominated sector of employment are usually appointed to the lowest posts in the corporate pyramid or to those with the least renown or prestige"*<sup>14</sup>.

Moreover, despite the fact that there are legal provisions in favour of equal pay, there continues to be a **pay gap** between men and women. The issue of equal pay was identified as a priority theme for the period 2001-2002 by the recent community gender equality work programme (2001-2005).

In 2001, a European Commission report specified that *"women still earn 14% less than men on average (...)"*<sup>15</sup>. Moreover, the Dublin-based European Foundation for the Improvement of Living and Working Conditions recently carried out a comparative study on equal pay in Europe. This states that in 2001, an increase in women's average salaries was observed in most European Union Member States compared to those of men, but that this increase was low<sup>16</sup>.

This pay gap can be explained by the following factors: women's situation in the labour market (high number of women working part-time which means a part-time salary, the concentration of women in less well-paid sectors), the existence of prejudice, assessing the work done by men and women differently<sup>17</sup>, the way wages are set, the role of collective agreements and the State. Moreover, part of the pay gap cannot be explained other than by pure and simple discrimination.

In order to reduce this pay gap, the comparative study considers various strategies. These strategies include improving wage statistics, the existence of legislation on wage discrimination and on the minimum wage, the role of collective agreements and the social partners.

The role of collective agreements in terms of reducing the pay gap is an important one. Indeed, they can either form an incentive for reducing wage discrimination or, on the contrary, freeze existing differences. According to the comparative study, although the principle of equal pay for equal work was incorporated into the collective agreements of a number of countries, the issue of **pay equity does not seem to be a central issue in collective bargaining in European**

<sup>11</sup> Fortino Sabine; *La mixité au travail*; Editions La Dispute/SNEDIT; Paris; 2002; pp. 44-45.

<sup>12</sup> Maruani Margaret; *Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail*; Collection "Recherches"; Editions La Découverte et Syros; Paris; 1998; page 9.

<sup>13</sup> Maruani Margaret; *op.cit.*; page 9.

<sup>14</sup> Fortino Sabine; *op.cit.*; page 191.

<sup>15</sup> European Commission; *op.cit.*; page 11.

<sup>16</sup> Results of a Eurostat study (2001) mentioned in the following document: European Industrial Relations Observatory; *Gender pay equity in Europe*; 2002; page 2. Document available at <http://www.eiro.eurofound.ie>

<sup>17</sup> Fortino Sabine; *op.cit.*; page 224. Speaking in favour of the reassertion of the value of jobs and work typically done by women, the author mentions the "pay equity and qualifications recognition" programmes currently being studied in Quebec. The result of these programmes should be a general levelling out of salary scales in the civil service in Quebec.

<sup>18</sup> European Industrial Relations Observatory; *op.cit.*; page 3. According to this study, not including certain groups of women (underpaid) in wage statistics leads to an under-estimation (or possible over-estimation) of the wage gap.

**countries.** According to this study, wage differences are considered to be a problem that is more likely to be resolved through legislation than through collective bargaining. On the other hand, in some countries, the pay equity issue seems to be less urgent than measures to increase women's employment participation rate, making it easier to combine work and family and easing the re-entry of women (mothers) into working life.

Moreover, one effect of introducing the single currency could be wage dumping. Some people say *"With the introduction of Economic and Monetary Union (EMU), most observers assume that the process of economic integration will accelerate further and intensify competitive pressure on national enterprises and economies. Since wages, working time and employment and working practices are seen as important components of the 'regime competition' between European countries, European economic integration is likely to have a clear influence on the processes and outcomes of national collective bargaining"* <sup>19</sup>.

To prevent such developments, in December 2000, the European Trade Union Confederation adopted a Resolution on the co-ordination of collective bargaining <sup>20</sup>. This Resolution laid down indications on European wages in particular. It includes recommendations for national trade unions. Reports are presented each year on the co-ordination of collective bargaining in Europe <sup>21</sup>.

Furthermore, the European Trade Union Institute also publishes annual reports on collective bargaining in Europe. In 2001, in most European countries, the theme of working time and shorter working hours seems to have been dealt with less in bargaining than in previous years <sup>22</sup>. In addition, with regard to issues relating to equality, it was underlined generally that, *"Although constant progress has been achieved on these themes in several countries, the general impression is that a lot more still needs to be done"* <sup>23</sup>.

## 2.2. Flexibility

**S**ynonymous with progress and adjustability, flexibility should give women the opportunity to reconcile work and family and allow savings to be made in childcare.

However, **the effect of flexibility has been the emergence of atypical jobs** <sup>24</sup>. Some say that these atypical jobs are closer to not working than working because of their instability, their low pay and reduced welfare protection <sup>25</sup>. Moreover, *"as far as European statistics are concerned, a person in employment is classed as having a job, irrespective of the duration and pay linked to the work. Promoting flexible jobs makes it possible to increase the number of jobs, whereas the volume of work remains constant or even goes down. Employment figures are inflated, unemployment figures are reduced, and these engineered data relate more to women, who are more affected than men by flexible jobs: their rate of unemployment will be artificially reduced and their rate of employment inflated"* <sup>26</sup>.

With regard to France, a recent article reported on the effects of the shorter working week on employees. The effects seem to vary according to the sex of the employees. *"As in most operations of government where the issue of gender equality is not explicit, we are lead to assume that the policy implemented will perpetuate or indeed consolidate inequalities that already exist. This phenomenon is actually visible in examples of companies in the context of the first Aubry Law"* <sup>27</sup>.

In Europe, an increase has been observed in the proportion of temporary jobs. In 2000, the percentage of people on temporary contracts was significantly higher than at the beginning of the 1990s. This finding is seen in all Member States (except for Spain, where this percentage has remained constant at a very high level, and Ireland and Denmark, where this percentage has actually fallen). As has been emphasised, *"While increases in the share of temporary contracts have been similar for men and women, the*

<sup>19</sup> European Industrial Relations Observatory; *The Europeanisation of collective bargaining*; 1999; page 1. Document available at <http://www.eiro.eurofound.ie>

<sup>20</sup> European Trade Union Confederation; *ETUC Resolution on the Co-ordination of Collective Bargaining adopted by the Executive Committee on 13 and 14 December 2000*; 2 pages. Document available at <http://www.etuc.org>

<sup>21</sup> European Trade Union Institute; *Annual Report on the co-ordination of collective bargaining in Europe*; Brussels; December 2001; 44 pages. Document available at <http://www.etuc.org/ETUI/CBEurope/>

<sup>22</sup> Fajertag Giuseppe; *Collective Bargaining in Europe 2001*; European Trade Union Institute; Brussels; 2002; page 24.

<sup>23</sup> Fajertag Giuseppe; *op.cit.*; page 29.

<sup>24</sup> Atypical employment means any work that is not carried out full-time and permanently. It includes part-time, evening and weekend work, temporary contract, casual and sub-contracted outwork, teleworking and working from home.

<sup>25</sup> Meulders Danièle; *La flexibilité en Europe* in Maruani Margaret (supervised by); *Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail*; Collection "Recherches"; Editions La Découverte et Syros; Paris; 1998; page 239.

<sup>26</sup> Meulders Danièle; *op.cit.*; page 240.

<sup>27</sup> Centre d'Etudes de l'Emploi (CEE); *35 heures: les disparités entre hommes et femmes*; issue 48; November 2001; 4 pages.

<sup>28</sup> European Commission: DG Employment and Social Affairs; *Employment in Europe 2001. Autumn update*; Office for Official Publications of the European Communities; Luxembourg; December 2001; page 28. Document available at [http://europa.eu.int/comm/employment\\_social](http://europa.eu.int/comm/employment_social)

*share employed in temporary contracts remains higher for women than for men in all Member State”<sup>28</sup>.*

Of all forms of insecure work affecting women, **part-time work seems to be the main source of discrimination** since “No other form of “atypical employment” is quite so gender-biased”<sup>29</sup>. In the European Union in 2001, 33% of women (percentage of total employment) worked part-time, compared to 6% of men (percentage of total employment)<sup>30</sup>.

### What accounts for the rise in part-time work?

Some people have mentioned the existence of “social demand” by women. Although part-time work is sometimes a choice, it is often endured due to the fact that, on the one hand, women do most of the work in the home and, on the other, because due to not finding full-time work, they are forced to work in part-time employment.

With regard to France, it is said that, “In 2001 it is still the under 25s and over 60s which have the highest rates of part-time work (...). The youngest are not those who are most bogged down with housework and bringing up children and that is something the over 60s have put well behind them”<sup>31</sup>. Furthermore, with regard to the Netherlands, Germany and the United Kingdom, it was pointed out that, “However, in these three countries, a large proportion of part-time employees would like to work more, even though most of them do not want to work full-time (...). This reveals a high rate of under-employment among part-time employees and confirms the fact that these agreements on working hours are intended to satisfy demand from employers rather than demand from employees”<sup>32</sup>.

So, although the growth in part-time work can be explained by supply from female employees, it is also a result – more so in some cases – of company policies and government incentives. However, depending on the country, the notion of part-time work probably has a different meaning<sup>33</sup>. It is to be hoped that the differences in

regulations on part-time work can be reduced through the impetus given by collective agreements and laws inspired by directives on equality.

Moreover, despite the extent of part-time work by **women, women’s work must not be reduced to part-time**. Some state “it is important not to align the situation of all working women with this type of employment. There are many different aspects to the place of women in the labour market (...). The oldest, least qualified women have the least well paid and most marginal jobs, whereas some young, qualified women succeed in entering the labour market in more senior and less insecure posts”<sup>34</sup>.

## 2.3. Unemployment

In the European Union in 2001, among the working population aged 15-64, the total rate of unemployment for men was estimated to be 7%, whereas the rate for women was 9%<sup>35</sup>. Rates of unemployment differ according to which European country you look at<sup>36</sup>. Factors liable to bring about national differences are “linked to how the labour market is organised, how family life is organised, policies by the authorities, welfare infrastructures, and even how work is divided according to gender. The result of this is rate of unemployment levels that are significantly different”<sup>37</sup>.

### What factors explain female unemployment?

■ Unqualified women or women with low qualifications are more at risk of unemployment. Moreover, various researchers have shown that even if they have the same qualifications, women have **subordinate jobs** compared with the jobs held by men,

■ Women are forced – due to them being over-represented in insecure jobs in particular - to **change jobs** several times a

<sup>28</sup> Bihr Alain and Pfefferkorn Roland; *Hommes Femmes Quelle Égalité? École, travail, couple, espace public*; Les Editions de l'Atelier/Éditions ouvrières; Paris; 2002; page 71.

<sup>30</sup> European Commission: DG Employment and Social Affairs; *op.cit.*; page 44.

<sup>31</sup> Bihr Alain and Pfefferkorn Roland; *op.cit.*; pp. 79-80.

<sup>32</sup> Fagan Colette and O' Reilly Jacqueline and Rubery Jill; *Le temps partiel aux Pays-Bas, en Allemagne et au Royaume-Uni: un nouveau contrat social entre les sexes?* in Maruani Margaret (supervised by); Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail; Collection “Recherches”; Editions La Découverte et Syros; Paris; 1998; page 273.

<sup>33</sup> Lewis Jane; *Politique familiale et marché du travail: le cas de la Grande-Bretagne dans une perspective européenne* in Maruani Margaret (supervised by); Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail; Collection “Recherches”; Editions La Découverte et Syros; Paris; 1998; pp. 141-142. The author emphasises that in Great Britain, part-time work is probably synonymous with short hours and no welfare benefits, whereas in Scandinavia, it generally corresponds to long hours with welfare benefits in proportion.

<sup>34</sup> Walby Sylvia; *Les figures emblématiques de l'emploi flexible* in Maruani Margaret (supervised by); Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail; Collection “Recherches”; Editions La Découverte et Syros; Paris; 1998; pp. 257-258.

<sup>35</sup> European Commission: DG Employment and social affairs; *op.cit.*; page 44.

<sup>36</sup> To be more specific, in Spain the rate of female unemployment is nearly twice as high as the rate of male unemployment, whereas in the United Kingdom, the male rate of unemployment is higher than the female rate. This feature specific to Britain is due to women receiving less security when they are unemployed.

<sup>37</sup> Gauvin Annie; *Le surchômage féminin à la lumière des comparaisons européennes* in Maruani Margaret (supervised by); Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail; Collection “Recherches”; Editions La Découverte et Syros; Paris; 1998; page 205.

<sup>38</sup> Bihr Alain and Pfefferkorn Roland; *op.cit.*; page 68.

year more often than men. Moreover, they are affected more by economic redundancy and lay-offs <sup>38</sup>,

■ The existence of **more competition between working women** than within the male population. This competition is most fierce between recently qualified young women and women looking for a job after a career break. Others have underlined *"Massive access by women to higher and higher qualifications in an increasingly difficult labour market is sharpening competition within the working female population"* <sup>39</sup>,

■ **Female unemployment** seems to be more **"tolerated"** **socially** than male unemployment. The results of a survey published about ten years ago in the French paper, *Libération*, show that 30% of women aged between 25 and 49 think that in times of high unemployment it is "natural" to give a job to a man rather than to a woman <sup>40</sup>.

From studying the specific characteristics of female work, it appears that women do not have **equality** with men when it comes to pay and access to positions of responsibility and they are more at risk of being made redundant.

It is vital to study the characteristics of female work in order to have a better understanding of the place of women in trade unions. In fact, *"Women have gained "a place" in trade unions, and it is by studying their status in paid employment (Siwek-Puydesseau, 1996) that we can arrive at a more astute knowledge of trade unionism today. It is a necessary condition, if not a pivotal one"* <sup>41</sup>.

<sup>39</sup> ■ Daune-Richard Anne-Marie; *Qualifications et représentations sociales* in Maruani Margaret (supervised by); Les nouvelles frontières de l'inégalité. Hommes et femmes sur le marché du travail; Collection "Recherches"; Editions La Découverte et Syros; Paris; 1998; page 49.

<sup>40</sup> ■ Bihr Alain and Pfefferkorn Roland; *op.cit.*; page 69.

<sup>41</sup> ■ Rogerat Chantal and Zylberberg-Hocquard Marie-Hélène; *Syndicats* in Hirata Helena and Laborie Françoise and Le Doaré Hélène and Senotier Danièle (supervised by); Dictionnaire critique du féminisme; Politique d'aujourd'hui; Presses Universitaires de France; Paris; 2000; page 213.

# 3. Women in Trade Unions

## 3.1. Specific characteristics of Trade Union Activity

Trade unionism as a theme has given rise to a profusion of social science research. However, little research has been carried out on trade unions from the point of view of occupation. This is the subject of a study on trade unionists' careers<sup>42</sup>.

According to this study, **the characteristics of trade union activity are different** from a traditional occupation:

- In the context of a traditional occupation, the employee has a relatively precise post. In contrast, there are practically **no limits** on trade union activity,
- The aim of traditional occupations is to produce relatively specific goods and services. On the other hand, the lack of precision in the nature and volume of tasks required in working as a trade unionist often leads to **overinvestment**, and **numerous commitments**,
- *"Most of the time, an occupation is subject to contractualisation. This formalises each person's contributions, is part of an organisational structure and can result in disciplinary action in the event of non-respect. As for trade union activity, it is based mainly on individual options"*<sup>43</sup>,
- Compared with traditional employees, trade unionists have **greater freedom of action** but they are under **great pressure**,
- Finally, **a career as a trade unionist is less "attractive"** than a career in business. A career in trade unions is based, in particular, on co-optation – which is arbitrary by nature – and on non-formalised criteria. Often, it excludes other kinds of professional advancement.

In short, trade union activity is different from a traditional occupation. Although rewarding, it is, however, relatively unformalised and there is a lot of pressure. It often leads to overinvestment.

## 3.2. Variable Trade Union power

The influence of trade unions is measured by the rate of trade union membership, which varies according to country and according to sector. In global terms, the rate of trade union membership is falling. However, the membership trend is not uniform in all European countries. For example, the rate of trade union membership seems to be rising in Portugal.

**The rate of trade union membership also varies according to sex.** At the end of the 1990s, a worldwide study<sup>44</sup> was carried out by the ILO and the ICFTU. Questionnaires were sent out to all ICFTU members and International Trade Secretariats (ITS). With regard to the sample, half were from developed and industrialised countries and the other half were from developing and transition countries. Of the trade unions studied, many had observed a drop in the number of members since 1995. If members had increased, this was more than likely due to women. The increase in the numbers of women joining trade unions can be explained by the rise in female employment or by the existence of campaigns aimed at them specifically.

Although, as this study underlines, **the decrease in trade union membership seems attributable more to men than to women**, the percentage of women joining trade unions remains generally lower than the percentage for men.

The worldwide study identified the following main **factors preventing women from joining trade unions**: women's lack of knowledge about the benefits of trade union membership, fear of reprisals by employers and lack of time due to family responsibilities. Others point out, *"We have often considered that this numerical under-representation of women in trade unions was an extension of the attitude of staying in the background at work (Crozier, 1965) or conveyed some sort of lack of interest in trade unions (Legendre, 1987). It is also customary to hear trade unionists talk of a "natural" withdrawal in women. I do not share these viewpoints in that this under-representation seems to me to be more the effect of a set of social conditions that are more restricting for women than for men. I am referring, in*

<sup>42</sup> Correia Mario; *La représentation de la carrière chez les syndicalistes* in Piotet Françoise (supervised by); *La révolution des métiers*; Collection Le Lien social; Presses Universitaires de France; Paris; 2002; pp. 225-247. The author uses the results of a survey carried out in 1994 on two Federations of the CFDT Confederation and theorises that the results observed also relate to other organisations, although they are less visible. The trade unionists investigated are organisational militants or work exclusively for their organisation (excluding higher positions in the trade union organisation).

<sup>43</sup> Correia Mario; *op.cit.*; page 231.

<sup>44</sup> ILO; *The role of trade unions in promoting gender equality and protecting vulnerable women workers. First report, ILO-ICFTU survey*; International Labour Organisation; November 2000; 42 pages. Document available at <http://www.ilo.org>

particular, to the social place given to women's work, the constraints associated with family life and with relationships between couples. Finally, I am referring to the very workings of the trade union structure" <sup>45</sup>.

A **paradox** remains: the increased number of women with occupations should lead to a rise in membership among them. Yet this has not happened due to the concentration of women in part-time work and in the service sector. The lower rate of trade union membership by women is not due to women being less inclined to join a trade union, but to the fact that they are concentrated in sectors where the rates of trade union membership are low anyway.

Besides the rate of trade union membership, the influence of the trade unions can also be measured through other parameters such as the scope of collective agreements, the degree to which negotiations are centralised and the extent of co-operation between the social partners <sup>46</sup>.

### 3.3. Women and Trade Unions

#### 3.3.1. Women in Trade Union Structures

In June 2000, the French paper, *Le Monde Diplomatique*, stated that "Trade unions do not have feminist sympathies" <sup>47</sup>. Recent studies have been carried out on the participation of women in the decision-making bodies of trade unions. The following has been unearthed from these non-exhaustive studies:

At European level, the "Second Sex" of European Trade Unionism survey carried out among the various organisations affiliated to the European Trade Union Confederation demonstrated in 1999 – that despite an increase in the number of women in decision-making bodies between 1993 and 1999 – a persistence in under-representation by women in trade union decision-making <sup>48</sup>. In 1999, according to the worldwide survey by the ILO and ICFTU referred to above, there was no proportional representation for women in trade union management. They held less than a third of senior decision-making posts in over 60% of the trade unions studied <sup>49</sup>.

Other studies were also carried out in France. In 2000, according to a report <sup>50</sup> by the French Social and Economic Council, the proportion of women in trade union organisations was less than the proportion of women in the working population (although trends appear and differences exist between the organisations). That same year, a French study <sup>51</sup> on the participation of women in trade union decision-making bodies underlined the undeniable progress made in incorporating equality in the main trade unions but also the persistent obstacles to a genuine balance between the sexes in decision-making structures.

The **under-representation of women** in trade union decision-making bodies **is due to the following factors**:

- The existence of **prejudice**, conveyed by hostile reactions, attempts at dissuasion against taking on trade union responsibilities,
- The **rigidity** of some rules of procedure,
- Women's lack of confidence in their own abilities,
- The unequal division of family responsibilities (this problem is all the more acute due to the significant number of single mothers),
- The male-dominated nature of the "**trade union culture**" (times of meetings, style of meetings, trade union jargon, etc.). Moreover, trade union activity implies a high degree of availability. "The fact that some jobs can only be done outside employees' normal working hours (settling individual problems, interprofessional meetings, etc.) means that trade union activity encroaches on the time generally set aside for private life" <sup>52</sup>,
- Often in the labour market, women occupy **positions that are subordinate** to those of men. Furthermore, they are particularly affected by the growth in atypical jobs. This is likely to hinder them becoming trade union members and hamper their access to trade union responsibilities.

<sup>45</sup> Le Quentrec Yannick; *Les obstacles aux pratiques syndicales des femmes* in Martin Jacqueline (supervised by); La parité. Enjeux et mise en œuvre; Collection Féminin et Masculin; Presses Universitaires du Mirail; Toulouse; 1998; page 143.

<sup>46</sup> Fourcade Jean-Pierre; *Quelles politiques de l'emploi pour la zone euro?* Information report (98/99); Senate Delegation for the European Union. Document available at <http://www.senat.fr>

<sup>47</sup> Bulard Martine; *Les syndicats n'ont pas la fibre féministe*; Le Monde diplomatique; June 2000, pp. 18-19.

<sup>48</sup> Hacourt Bernard et Garcia Ada (supervised by) and Lega Hervé (with the help of); "The "Second Sex" of European trade unionism. Research into women and decision-making in trade union organisations. Study of the existing literature and survey carried out among organisations affiliated to the European Trade Union Confederation"; Walloon Sociology Group linked to UCL; 1999. Document available at <http://www.etuc.org>

<sup>49</sup> ILO; op.cit.

<sup>50</sup> Results of the report – "La place des femmes dans les lieux de décisions" presented in 2000 by Cotta Michèle to the Economic and Social Council – quoted by Ardura Anita and Silvera Rachel; *L'égalité hommes/femmes: quelles stratégies syndicales?*; IRES Review no. 37-2001/3; page 6. Document available at <http://www.ires-fr.org/>

<sup>51</sup> Results of the report – "La participation des femmes aux instances de décision des syndicats" presented in 2000 by Trat Josette and Zylberberg-Hocquard Marie-Hélène for the Department of Women's Rights – quoted by Ardura Anita and Silvera Rachel; op.cit.; pp. 6-7.

<sup>52</sup> Correia Mario; op.cit.; page 231.



Specifically regarding European trade union structures, it has been pointed out that, *"The failure in obtaining representation of women at branch and regional level is even more manifest at national and international level since the higher the level, the more intense competition there is to win a seat. The origins of the problem of women's representation at European level are therefore entrenched in history, linked to their professional and domestic positions"*<sup>53</sup>.

In conclusion, some people underline that, *"The contemporary paradox of the twin phenomenon of the influx of women into the labour market and their massive marginalisation in terms of the dominant model of stable employment corresponds to a recurring gap in the unequal respective trade union status of men and women. This affects its social function to organise and represent employees, and its credibility"*<sup>54</sup>.

### 3.3.2. Positive actions in gender mainstreaming

For a long time, feminist demands have been ignored by trade union organisations, which did not want to deal with them. *"The right to contraception, abortion, desegregation, parity, sharing housework, all of these rising demands have, at some time, been met with the objection: 'it's outside the trade union sphere, it's private'"*<sup>55</sup>.

The situation is different today. Trade union organisations have made use of various strategies to try to tackle the issue of the chronic under-representation of women in decision-making positions. This **positive action** can be briefly listed as follows: the implementation of Women's Conferences, the creation of Women's Committees, Equality Commissions, Women's Departments and appointing persons responsible for equality, the establishment of quotas, reserved seats, guarantee of proportional representation, the existence of new approaches in conducting trade union affairs and educating women in exercising responsibilities<sup>56</sup>.

Nowadays, themes relating to equality are no longer ignored by trade unions. Despite this, the fact remains that, *"Including women in trade union life today still means – although in more complex forms than in the past – integrating them on the basis*

*of the dominant model of the male worker. This is undoubtedly where the greatest misunderstanding lies between the feminist and trade union movements. It does not stand to reason for trade unionism that the contribution from women in the fight is a factor for social progress"*<sup>57</sup>.

The difficulty can also come from women trade unionists themselves. Although some people point out there is a correlation between internal equality (female representation in trade union bodies and around the negotiating table) and external equality (the existence of good agreements regarding equality)<sup>58</sup>, other people underline the fact that women trade unionists sometimes fear being involved in women's rights. *"Quite often, women who have responsibilities in social movements prefer to practise self-censorship on these issues rather than be accused of dividing the working class, dividing the trade union, making specific demands in the context of a general movement, being rejected (...). Often therefore, they refuse to get involved in the field of women's rights, to be stuck with the image of the "resident feminist"*<sup>59</sup>.

Other people still note the compartmentalisation women's issues are subject to and the fact that they have a subordinate place in trade union demands. *"As men's interests have been accepted as 'class interests' and women's interests dismissed as 'sectional interests', to promote women's concerns appears to be promoting disunity. At the same time the union discourse of equality promotes the notion of treating everyone the same; any recognition of a diversity of interests would undermine this basic feature of trade unionism"*<sup>60</sup>. *"The question is not whether class or gender or race should be given priority, but whether it will finally be understood that workers come in all sizes and shapes, and that there is no one class identity or consciousness because there is no one worker. A new and vibrant working class politics can be built, but only when no one particular experience is taken as the universal"*<sup>61</sup>. With respect to trade union organisations, some people wonder, *"How much longer will they continue to compartmentalise their demands in this way as "women's issues" on the one hand and, on the other, "employment issues", "spending power issues" or even "sociological packages to be defended"? Finally, when will they make gender equality in the workplace a matter of constant vigilance and not an annual ritual you only really bother with when the 8 March comes around?"*<sup>62</sup>.

<sup>53</sup> Cockburn Cynthia; Les relations internationales ont un genre. Le dialogue social en Europe; Travail, Genre et Sociétés; no. 2; 1999; page 121.

<sup>54</sup> Rogerat Chantal and Zylberberg-Hocquard Marie-Hélène; op.cit.; page 214.

<sup>55</sup> Mouriaux René; Femmes et Syndicalisme; Proceedings of the Symposium organised by the CGT institute of social history on 2 and 3 December 1999 in Montreuil; VO Editions; Limoges; 2000; page 74.

<sup>56</sup> Trebilcock Anne; Pour renforcer la présence des femmes aux échelons supérieurs des syndicats: les stratégies du succès in Revue Internationale du Travail; vol.130; 1991; no. 4; pp.460-470.

<sup>57</sup> Rogerat Chantal and Zylberberg-Hocquard Marie-Hélène; op.cit.; page 214.

<sup>58</sup> Dickens Linda quoted by Ardura Anita and Silvera Rachel; op.cit.; page 12.

<sup>59</sup> Trat Josette; Droits des femmes: un combat d'actualité; interview carried out in 1998 by the SUD-PTT trade union; 5 pages. Document available at [http://www.sudptt.fr/presentation/histoire/S04\\_3.html](http://www.sudptt.fr/presentation/histoire/S04_3.html)

<sup>60</sup> Munro Anne; Women, Work and Trade Unions; Series: Employment and Work Relations in Context Series; Mansell Publishing; London and New York; 1999; pp. 197-198.

<sup>61</sup> Cobble Dorothy Sue and Michal Monica; On the edge of equality? Working women and the US labour movement in Colgan Fiona and Ledwith Sue (Edited by); Gender, Diversity and Trade Unions. International perspectives; Routledge; London and New York; 2002; page 251.

<sup>62</sup> Fortino Sabine; op.cit.; page 226.

**The absence of a structural response to equality-related issues is regrettable** <sup>63</sup>. “For thirty years, trade unionism has been questioned, and trade unionism has questioned itself on its ability to overcome the crisis of representativeness, of numbers and of effectiveness in the social struggles. Most work on trade unionism, however, deliberately ignores the contribution that could be made by an approach which puts gender at the heart of economic, political and social logic” <sup>64</sup>.

This is the aim of **Gender Mainstreaming**, which aims to incorporate a gender dimension in all spheres of activity and all policies.

With the rapid expansion of Gender Mainstreaming, some people are wondering about the pertinence of having policies and structures aimed specifically at women on the grounds that implementing this process is everyone’s responsibility.

With regard to this point, it seems vital to pursue positive action policy and add Gender Mainstreaming to this. These two approaches are complementary. Gender Mainstreaming, a long-term process, should not be an argument you hide behind to reduce positive action and programmes specific to women.

Comparative research is currently being carried out at European level into Gender Mainstreaming, linked to trade unionism. The MSU project (Mainstreaming and the Unions) began in 2001 and is due to be carried out over a three year period <sup>65</sup>. This project aims to study how this process is defined, implemented and disseminated in trade union structures. It should result in “Good Practices” being circulated.

The researchers involved in this research are underlining to what extent Gender Mainstreaming is a fundamental challenge for trade unions. On the one hand, incorporating equality into trade union action should promote the improvement of living and working conditions for a significant proportion of the population. On the other, the challenge of Mainstreaming for trade union organisations seems to be a deciding factor in strengthening social dialogue. Finally, incorporating awareness of equality and increasing the representativeness of women could be a solution to the current crisis in trade unionism and to the decrease in trade union membership observed in some countries <sup>66</sup>.

Therefore incorporating the gender dimension should represent a trump card for trade unions. In this respect, it is important for trade union organisations to be convinced of the importance of this challenge by devoting genuine political will,

means and monitoring mechanisms to it. Moreover, as the trade union environment has remained very male-dominated, women trade unionists must continue to organise themselves within trade union organisations in such a way that they do not remain isolated, so that they can make proposals that may influence the trends and workings of the trade union.

<sup>63</sup> Ardura Anita and Silvera Rachel; op.cit.; page 2.

<sup>64</sup> Rogerat Chantal and Zylberberg-Hocquard Marie-Hélène; op.cit.; page 212.

<sup>65</sup> Ravesloot Saskia; Le défi du mainstreaming pour le mouvement syndical in Sophia no. 30; 2002; page 38.

<sup>66</sup> Ardura Anita and Silvera Rachel; op.cit.; page 2.



# 4. European Enlargement

## 4.1. The context

### 4.1.1. The post-socialist woman : a difficult heritage to digest ?

We cannot paint a portrait of trade unionism in the CEEC and the place women have in the societies of these countries without taking into account the difficult heritage of the socialist period. In other words, we must look at all of the representations, (false) images and prejudices about women and “decision-making” in the CEEC.

Controversy persists about the real or ideal model of the socialist woman extolled before 1989<sup>67</sup>. However, the first observation we can make is that the image of women harmonising dynamism at work and serenity in the home, whether under the Stalinist era or under perestroika, was not a success. On the contrary, several political movements, indeed women’s associations, opposed this portrayal<sup>68</sup>. Nevertheless, the fact remains that the image of the housewife seems to dominate, whether under cover of neo-conservative ideologies or otherwise. This image (or these images) of society is (are) not without impact with regard to the position of women in decision making positions”. *“The heritage from the past cannot be ignored in the accession process. Women were identified as being both mothers and workers – they were expected to work inside and outside the home – whereas men were only identified as being workers. With the end of Communism, women were “free” to stay home/not work outside the home. Many anti-work and indeed anti-trade union views appeared at this time which discredited many positive elements due their association with the past”*<sup>69</sup>.

### 4.1.2. A so-called a-social transition

The effects of the transition of the CEEC towards a market economy have mainly been policies deliberately favouring economic and financial criteria for entry into the European Union<sup>70</sup>. On the other hand, these choices have shown a certain degree of listlessness on the part of the authorities concerning so-called “complex” social aspects, and a shattering of social life at national level.

In addition, women have shown themselves to be very active in the labour market – the new economic order requiring that they contribute more to the family income -, but their social position in it has worsened considerably. A whole range of studies<sup>71</sup> observe that they are increasingly compartmentalised into so-called “atypical” jobs, part-time work, etc., while being more at risk of unemployment. Other works emphasise that women are excluded from certain types of vocational training and, as a result, from the new technological processes required to work. Some women’s associations<sup>72</sup> are also condemning the attitude of CEEC governments in directly or indirectly encouraging women to stay at home full-time, thereby resolving the lack of childcare facilities and political inactivity regarding “reduced” employment.

The transition has therefore also had very different effects on men and women. Women, or rather groups of women (unemployed, retired, single mothers or divorcees, unqualified female workers) have seen their social vulnerability increase considerably. It is also appropriate at this point to take gender into consideration in the transition and to do this we need specific studies on women and separate gender data, otherwise we are giving substance to the idea of an anti-social transition.

<sup>67</sup> You can read about this subject in articles by Heinen Jacqueline *Illusions perdues pour les femmes de l’Est*; Le Monde Diplomatique; December 1996; pp. 12-13 and the extracts published in Bator Joanna; *Le communisme, ce n’était pas l’égalité des sexes*; Courrier International; no. 455; 1999; page. 31.

<sup>68</sup> Heinen J.; *op. cit.*; The author notes the opposition of young Hungarian women, among others.

<sup>69</sup> Ms Csilla Kollonay Lehocsky; Professor of Law; Budapest; Hungary. Speech at the meeting in Prague.

<sup>70</sup> Van Den Broeck Hans and Crift Stuart and Redmond John; *The Enlargement of Europe*; Manchester University Press; 1999; 188 pages.

<sup>71</sup> On this subject, you can consult the following web page: <http://www.europarl.eu.int/workingpapers/femm/pdf>

<sup>72</sup> Extracts from the journal GAZETA WYBORCZA (Warsaw); *En Pologne, le mot solidarité se décline au masculin*; Courrier International; no. 455; 1999.

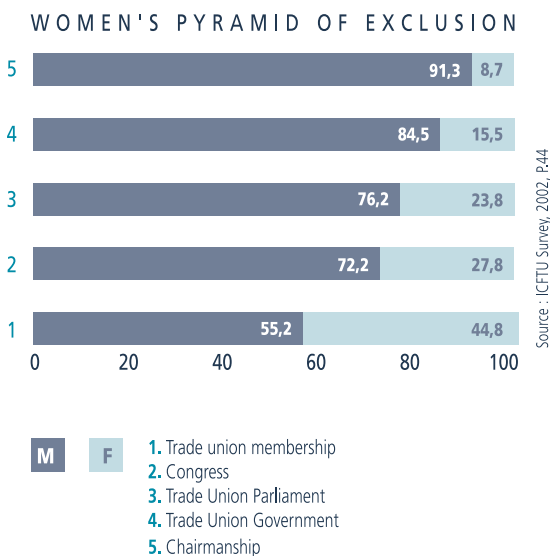
## Important Dates

- ▲ **1989** : Launch of the Phare programme to support the “transition” of former communist countries of Central and Eastern Europe to a market economy and political democracy.
- ▲ **1991** (December) : The first partnership agreements are signed with Poland and Hungary.
- ▲ **1993** : Agreements signed with Romania, the Czech Republic, Slovakia and Bulgaria.
- ▲ **1993** (June) : The European Council in Copenhagen adopts the principle of membership by the Countries of Central and Eastern Europe (CEEC) and lays down the criteria for it.
- ▲ **1994** (1 February) : The partnership agreements with Poland and Hungary come into force and set up a customs union.
- ▲ **1995** : Partnership agreements with the three Baltic States (Estonia, Latvia and Lithuania) and Slovenia.
- ▲ **1996** (June) : The Commission publishes Agenda 2000, which lays down the conditions for membership and establishes a list of the first countries to open negotiations with (Poland, Hungary, Czech Republic, Estonia, Slovenia, Cyprus).
- ▲ **1998** (March) : Membership negotiations start with the six first wave countries.
- ▲ **1999** (December) : In Helsinki, the Fifteen start negotiations with six other candidate countries (Lithuania, Latvia, Romania, Bulgaria, Slovakia, Malta).
- ▲ **2000** (December) : In Nice, the Union declares that it will be in a position to welcome the candidate countries that are ready at the end of 2002.
- ▲ **2002** : Copenhagen Summit on the European Union “Enlargement” process for ten countries (Estonia, Latvia, Lithuania, Poland, Czech Republic, Slovakia, Hungary, Slovenia, Cyprus and Malta).

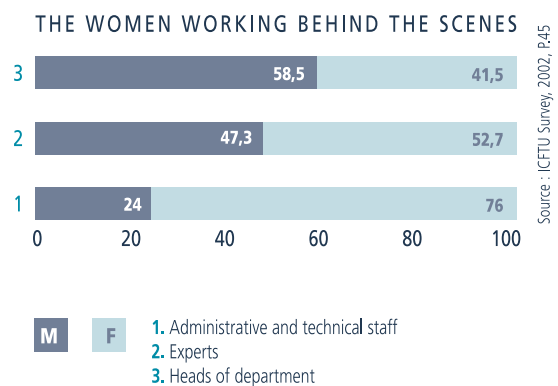
## 4.2. «Self-Portrait»<sup>73</sup> : the gender of Trade Unionism in the countries of Central and Eastern Europe (CEEC)

Painting a portrait of gender in the trade union confederations of the CEEC is not something that is easy to do, especially since, crucially, data on gender is lacking<sup>74</sup>, despite the recent European recommendations: “for all these reasons, all further comparisons should be taken as outlining indicators, and not as accurate facts”<sup>75</sup>.

A survey carried out recently among 23 confederations in 15 CEEC<sup>76</sup>, shows that at grass roots level, trade union membership by women is in line with the percentage of the working population, i.e. 44.8% with peaks at 68.5% and 64% respectively for LPSS and LPSC Lithuania. On the other hand, in the intermediary echelons of trade union decision-making bodies, the percentage is no more than 23.8% women and they are almost marginalised in a confederation such as NSZZ Solidarnosc (11%). However, the power stakes remain fairly low: what the author calls *Trade Union Parliament* bodies often only play an advisory role. We can imagine the result when it comes to sharing decision-making and negotiating powers. The rate is 15.5% within the bodies called *Trade Union Government*. There are even fewer women in decision-making positions (8.7%).



These figures underline the differences between the sexes in trade union decision-making and, what is more, these differences lead to hierarchies in the trade union structure. This is what the author calls “women’s pyramid of exclusion” from the decision-making sphere in the trade union world. In other words, the higher you go in the trade union decision-making hierarchy, the rarer “female” participation is. For example, in June 2000, when the data for this survey was collected, there was only one woman chair out of the 23 trade union confederations (LWV Lithuania). Other figures confirm this finding. Here we take into consideration the high percentage of women who work for trade unions: 76% of administrative and technical staff, 52.7% of experts and 41.5% of heads of department.



This also shows that women trade unionists run the real risk of gradually accepting this logic of difference and will end up being locked into it. The explanations given in the context of the survey to justify the lack of women include their lack of interest in the state, the fact that they are more individualistic than men, less “ambitious” and more “maternal”, and the author indicates that “male trade unionists explained during special gender mission of the ICFTU CEE Women’s Network, that women are not interested in trade union functions, that they are not active and that everything depends on them (...) It is indeed very difficult to talk about discrimination using guilt arguments for those that are discriminated against, which is certainly the case of women in trade unions in Central and Eastern Europe”<sup>77</sup>.

However, beyond this objective, significant and inescapable data, the author also qualifies her comments in relation to the

<sup>73</sup> The data we give here refer to the survey published by Petrovic Jasna A.; *The Male Face of Trade Unions in Central and Eastern Europe*; 2002 Zagreb/Brussels: ICFTU CEE Women’s Network.

<sup>74</sup> Only three confederations claim to have statistics on gender; LBAS Latvia; FGSRM Moldavia and CMKOS Czech Republic; quoted by Petrovic J.; *op.cit.*; pp. 76-78.

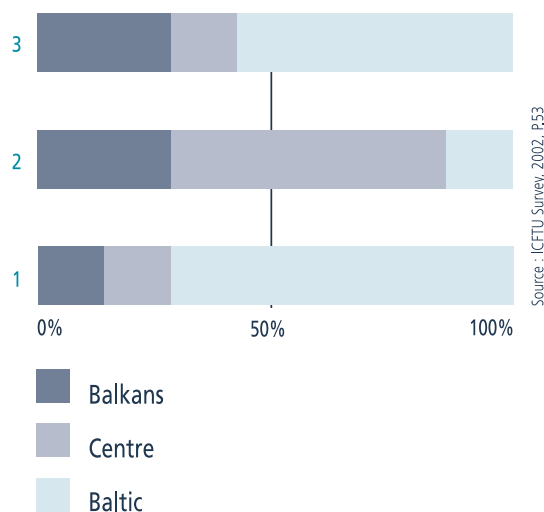
<sup>75</sup> Petrovic J.; *op.cit.*; page 34.

<sup>76</sup> **Albania** (KNSSH), **Bosnia Herzegovina** (SSSBiH and SSRS), **Bulgaria** (CITUB and Podkrepa), **Croatia** (UATUC), **Czech Republic** (CMKOS), **Estonia** (EAKL), **Hungary** (MSZOSZ, Liga, ATUC), **Latvia** (LBAS), **Lithuania** (LWU, LPSC, LPSS), **Macedonia** (SSM), **Moldavia** (FGSRM), **Montenegro** (CITUM), **Poland** (NSZZ Solidarnosc), **Romania** (CNSLR-Fratia and BNS), **Serbia** (Nezavisnost), and **Slovakia** (KOZ).

<sup>77</sup> Petrovic Jasna A.; *op.cit.*; page 57.

distinction between sub-regions of the CEEC regarding gender “inequality” in decision-making in trade union confederations. The differences are not felt so much between trade unions from the post-communist era and those from before it, as much as according to a North/South divide between the sub-regions: the Baltic States, Central Europe and the Balkans. We can therefore talk of more “under-representativeness” of women in trade union decision-making bodies in the Balkans than in the Baltic States, although the Balkans clearly do not have the monopoly on it. Should we consider some of these geographical areas as being more chauvinistic, less democratic or less developed? We must understand the study primarily as introducing a “cultural” paradigm where, faced with the same difficulties, trade unions react along the lines of quite different national practices and histories.

REPRESENTATIVENESS OF WOMEN  
IN DECISION-MAKING BODIES IN THE CCEE



1. **Between 0 and 30%** : Albania (KSSH), Bosnia Herzegovina (SSSBIH, SSRS), Montenegro (CITUM), Poland (NSZZ Solidarnosc), Slovak Republic (KOZ), Romania (Fratia CNSLR, BNS), Yugoslav Republic (UGS Nezavisnost).

2. **Between 30 and 59%**: Croatia (SSSH/UATUC), Hungary (LIGA, MSZOSZ), Lithuania (LPSC), Macedonia (SSM), Moldavia (FGSRM), Czech Republic (CMKOS).

3. **60% and +** : Bulgaria (CITUB, Podkrepa), Estonia (EAKL), Hungary (ATUC), Latvia (LBAS, LWU), Lithuania (LPSS).

The author's conclusions are perplexing. Undoubtedly, it would be an exaggeration to claim that nothing has changed in the CEEC. However, progress is slow. Involution is always latent. This is the *backlash theory*. In addition, women are still (or again) considered as “second-class citizens”, particularly when it comes to sharing decision-making power. In both economic and social life, the author clearly shows that they

are not considered equal to men in their working lives (in terms of equal pay, harmonisation with family life, even within collective representations of society). This might explain why they do not seem to be any better valued in trade union life.

### 4.3. The androgynous involution<sup>78</sup> of “enlarged” European Trade Unionism :

We must therefore, in turn, qualify these observations in terms of the achievements which came out of the 1999 study<sup>79</sup>.

Firstly, the very notion of Enlargement gives rise to confusion. However, the “strategic report” is now clear on this consideration. On the basis of this document, at the Copenhagen Summit, the Fifteen decided to open up their institutions to ten new countries from the beginning of 2004. They are Estonia, Latvia, Lithuania, Poland, Czech Republic, Slovakia, Hungary, Slovenia, Cyprus and Malta. The issue of “opening up” Enlargement to Romania, Bulgaria and also Turkey is on hold. As for all of the countries under the collective heading of (sub)-region of the Balkans, the issue has not been tackled. It would therefore perhaps be better for us to understand social realities on a case by case basis rather than according to “cultural” areas, at least from the viewpoint of the challenges of Enlargement.

On the other hand, the European accession countries considered remain reluctant to use voluntarist measures (quotas and other positive action). Although “positive action” (positive discrimination) today seems capable of combating the social hierarchy between the sexes (and not the difference) in a lasting manner, here these measures still appear too often to be reminiscent of a more “interventionist” than “directional” era. All the same, the European Union candidate countries have undertaken to put in place “a general integrated strategy aiming to promote equal participation by women and men in decision-making processes, and to develop or institute appropriate measures in order to do so, such as legislative and/or regulatory and/or incentive measures as appropriate”<sup>80</sup>. European legislation itself has not failed to create several incentive measures in relation to equal opportunities between men and women and to combat exclusion, particularly a “package” of directives relating to employment, equal treatment for men and women and reconciling work and family life. Despite

<sup>78</sup> In the 1970s, the psychologist Sandra Bem underlined the importance of reconciling masculinity and femininity. Incorporating the qualities of both sexes, the psychologically androgynous individual is more flexible, particularly by adapting his behaviour to suit the situation. Such an attitude enables men today, for example, to “take on feminine qualities” (Lorenzi-Cioldi Fabio; *Les Androgynes*; Puf; 1994).

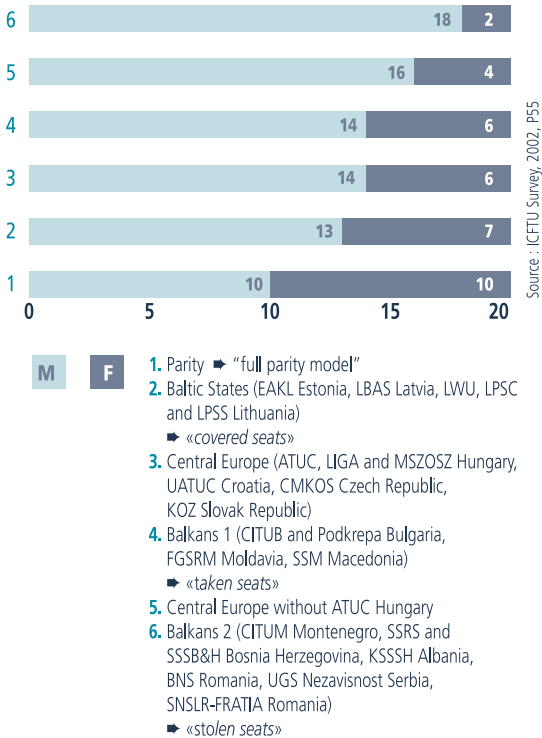
<sup>79</sup> Garcia Ada; *The “Second Sex” of European trade unionism*; *European Trade Union Yearbook*; European Trade Union Institute; Brussels; 1999.

<sup>80</sup> Recommendation by the Council of Ministers of the European Union adopted on 2 December 1996.

some achievements, it seems that candidate countries have not demonstrated any genuine political will in this regard. Perhaps *“in certain cases there is a misuse of EU legislation, whereby national government are trying to use EU legislation as an excuse to reduce existing national laws and practices”*<sup>81</sup>.

In reality, there seem to be a variety of technical means for instituting parity in “decision-making”. However, with regard to the aforementioned survey, the gap between men and women in this field leads the author to speak in terms of “taken seats” and in some cases of “stolen seats”. However, regardless of the options chosen, these “disparities” have resulted in networks of women’s associations being set up<sup>82</sup>.

### REPRESENTATIVENESS PYRAMID FOR WOMEN IN DECISION-MAKING BODIES IN THE CCEE



<sup>81</sup> Hertogs Béatrice; ETUC report concerning the Prague Conference.

<sup>82</sup> Which is symbolised by the success of the ICFTU CEE Women’s Network going from 12 members at the end of 1997 to 29 members in January 2002.





## **PART TWO**

### Information on methodology

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# Introduction

**A**t the initiative of the European Trade Union Confederation (ETUC), **initial research was carried out in 1993** by Mary Braithwaite and Catherine Byrne. The aim of this research was to study women's participation in decision-making processes in ETUC member trade union organisations.

In **1998**, the Walloon Sociology Group (Catholic University of Louvain – Belgium) was commissioned by the ETUC to carry out new research. The main objectives were to ascertain the representation of women in the various levels of trade union organisations affiliated to the ETUC and to study changes thereto between 1993 and 1999. The aim of this research was to provide the ETUC with a tool for reflection in developing its equality policy.

**Four years on, from these two surveys**, the ETUC wanted to assess the situation. In addition to assessing the implementation of the ETUC's equality plan by affiliated National Trade Union Confederations and European Industry Federations, the aim of this new research was to compare the progress achieved since 1993. As with the research carried out in 1999, the Walloon Sociology Group (Catholic University of Louvain – Belgium) was given the task of carrying out this work.

This research hopes to provide the ETUC with a tool for developing its new equality policy. Nevertheless, it should be said that any research has its limits. In this case, we are referring to human and financial resources, the scale of the field of survey, associated linguistic problems and time constraints.



# 1. Survey of the National Trade Union Confederations

Currently, over 60 National Trade Union Confederations are affiliated to the ETUC. In contrast with previous surveys, it should be pointed out that **National Trade Union Confederations affiliated to the ETUC from Accession Countries were not included in the survey**. However, this research could not ignore this fundamental challenge. It is covered in a separate chapter in part one of this report.

The survey is based on a questionnaire which was updated compared with the questionnaires used in 1993 and in 1999. Improving the readability of the questionnaire and promoting its comparability were the concerns that guided us in drafting this new questionnaire.

On 25 and 26 March 2002, researchers from the Walloon Sociology Group had the opportunity to take part in the *"Implementation of the ETUC equality plan"* seminar attended by the National Trade Union Confederations affiliated to the ETUC. This seminar was a valuable tool in updating the questionnaire. During it, some Confederations listed some examples of "Good Practices" used. In smaller working groups, the participants were given the opportunity to discuss the following themes: trade union membership, women's committees, gender mainstreaming, women's conferences, collective bargaining and trade union culture.

The questionnaire sent out to the National Trade Union Confederations related to the following themes in particular:

- Women joining trade unions,
- Women in decision-making bodies,
- Policy and action in the field of equal opportunities,
- The role of the trade unions as employers.

Moreover, compared with the previous research, special attention was paid to drafting questions on the themes of atypical work, collective bargaining and Gender Mainstreaming.

Finally, this questionnaire included examples of "Good Practices".

This questionnaire was translated by the ETUC. It was sent to the 36 affiliated National Trade Union Confederations. They had one month to answer it. A total of 31 questionnaires were returned. This response rate was high. The results were analysed using **SPSS** computer software.

## 2. Interviews with European Industry Federations

Currently, 11 European Industry Federations are affiliated to the ETUC.

**Given the low level of responses from EIF to the 1999 survey, it was decided to organise a series of interviews this time.**

Although using the interview technique limited the degree of comparability with the results of the previous research, this technique did enable the researchers to see what really goes on in these Federations and to get a better appreciation of their degree of interest in favour of gender equality.

Researchers had the opportunity to attend two seminars organised by the ETUC on 16 and 17 May 2002. At these seminars, the issue of equality in European Works Councils was tackled and some Federations listed examples of "Good Practices". These meetings enabled researchers to improve the interview questionnaire.

The questions asked during the interview related to the following aspects:

- Women joining trade unions,
- Women in decision-making bodies,
- Trade union structures relating to equality,
- Policy and action in the field of equal opportunities.

Moreover, during the interview, particular attention was paid in particular to the theme of atypical work, gender mainstreaming, european works councils and co-ordination of collective bargaining.

Except for the European Trade Union Committee for Education (ETUCE), which replied in writing, the other 10 Federations were interviewed thoroughly. These interviews were carried out from 13 June 2002 to 15 July 2002. The interviews were recorded. It was possible to conduct some of them in English thanks to the valuable help given by Sinead Tiernan.

On average, the interviews lasted 60 minutes. Moreover, as some questions were very specific, it was often necessary to contact some European Industry Federations again for more information. Their assistance was helpful to the research team.



## **PART THREE**

### Results of the survey

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# 1. National Trade Union Confederations Results of the 2002 Survey

## 1.1. Female membership

**Need for sex segregated data in gathering membership statistics**  
**(ETUC and affiliated organisations Equality Plan.**  
**Source: ETUC)**

To grasp the current situation of women in trade unions, it is essential to have **reliable comparable statistics** in order to record the progress made over the years.

90% of National Trade Union Confederations (28 out of 31) **encourage** their member organisations to gather statistical data on their members by gender.

Furthermore, 93% of respondents (29 of 31 Confederations) stated that they **tracked** the changes in female membership in their affiliated organisations. The frequency of this monitoring varied, in the estimates received, from "every month" to "every three years". A slight majority of Confederations (52%) carry out this check annually.

Is there a **specific method** for carrying out this research? Nearly 80% of Confederations (23 out of 29) have adopted a specific approach. This mainly consists of sending out a form to be returned (19 Confederations used this method) or, from time to time, computer processed membership information. (4 Confederations mentioned this).

Are the Confederations **satisfied** with the methods used for gathering information? Among the 29 Confederations which track changes in membership, 62% thought the method used was satisfactory (18 Confederations) while 28% (8 Confederations) thought it unsatisfactory. The latter group mentioned the need to refine the available statistics. According to one respondent: *"It would be helpful to count the entry of new members and departures due to terminated contracts and unemployment"* whilst another respondent suggested that it would be useful to have more information about the different types of women members. Finally, 10% of Confederations did not reply.

### 1.1.1. Women's membership in the different Confederations.

The 31 Confederations which responded cover a total of 1 671 trade union sectoral organisations and 1 808

geographically based organisations. They represent a total (men and women together) of 41 944 430 members. What proportion of these members are women?

A minority of Confederations (4 out of 31, or 13%) were unable to provide info on the percentage of women members due to the lack of any specific processing method which would provide such information, or to the absence of any gender statistics. These were the FGTB-Belgium, the LO-Denmark, GSEE-Greece and CGTP-IN-Portugal.

The other 27 Confederations were able to provide details of the proportion of women members. In 2002 this figure averaged around 40%, as it had in the previous survey carried out in 1999 <sup>1</sup>.

Depending on the Confederation, the membership rate ranged from 18% (UIL-Italy) to 68% (STTK-Finland). Table 1 illustrates these results.

Like Member States of the European Union, trade unions in the various countries are not all alike. They have different structures and ideologies, and operate in different economic contexts. The unionisation rate also varies from one country and sector to another, and in companies of different sizes.

In the study *The Second Sex of European Trade Unionism*, a significant increase in numbers of unionised women in the early 1980s was noted. Nevertheless, overall membership rates for women are often lower than those for men. This general observation will be qualified by the result of the present survey. TCO-Sweden and STTK-Finland both record more female than male members. Women's membership is not a problem in the Nordic countries. Nevertheless, overall, fewer women than men are still joining trade unions.

84% of the Confederations (26 Confederations) mentioned a number of obstacles to recruiting women. What factors, according to the respondents, are among those which prevent women from joining trade unions?

Firstly, the "large numbers of women in atypical employment" (14 Confederations mentioned this) and "women's lack of awareness regarding the advantages of trade union membership" (14 Confederations again) were the reasons most often cited.

<sup>1</sup> However, it should be remembered that the 1999 study included trade union organisations in the Enlargement countries.

Secondly, the "fear of reprisal from employers" was a factor mentioned by 12 Confederations.

Finally, the recruitment of women is hindered by "lack of time due to domestic responsibilities" (11 Confederations).

Some Confederations from Nordic countries stated that they had no difficulties in recruiting women. The latter are sometimes more unionised than the men. Others commented: "*Recruitment problems are a mixed phenomenon.*"

### 1.1.2. Are there strategies to encourage the membership of atypical workers ?

**7**1% of Confederations (22 organisations) stated that they had implemented **strategies** designed to recruit atypical workers.

The first strategy consists of **including atypical work in collective agreements** (18 Confederations mentioned this). The second method quoted was the organisation of **special campaigns** (16 Confederations do this). It should be noted that few Confederations had made structural or statutory changes in order to include atypical workers.

40

The **forms of atypical work targeted** were part time work (mentioned by 17 Confederations), teleworking (12 Confederations) and, to a lesser extent, temporary and fixed term work.

Have Confederations **evaluated** the impact of these strategies on membership?

**Only** 3 Confederations (14%) had carried out such an assessment. Among these, the representative of the CGT-France noted that membership among both male and female atypical workers had changed little. By way of contrast, the CGIL-Italy respondent reported "*a rise of 27% in the membership of atypical workers*". More than 70% of these Confederations (16 Confederations) had not evaluated their strategies. 14% of them (3 Confederations) did not reply.

Did these organisations encounter **difficulties** in trying to recruit atypical workers?

A minority (from the Nordic countries) reported no difficulties in recruitment: "*Atypical workers are well organised*"; "*It's normal to belong to a trade union*". However, the **majority** of other respondents did report **problems**, including, in descending order, "the lack of awareness among atypical workers of the advantages of trade union membership" (mentioned by 21 Confederations) and the "fear of hostile

reactions from employers" (16 Confederations). Respondents also quoted: "*The cultural level and functional illiteracy which characterises a considerable proportion of these workers*"; "*The difficulty of reaching employees in small businesses*"; "*The difficulty of reaching them*".

**IN CONCLUSION**, the percentage of women members is known in the majority of Confederations, and averages around 40%.

However, statistics are needed on the categories of women members (part time, fixed term contracts etc.). Despite the fact that the fate of atypical workers is a concern in the majority of organisations, it is noticeable that few of them stated that they had evaluated changes in the membership of these workers.



**TABLE 1 : WOMEN'S REPRESENTATION IN CONGRESS**

COUNTRY	TRADE UNION ORGANISATIONS	TRADE UNION MEMBERSHIP (% WOMEN)	FEMALE DELEGATES TO CONGRESS (%) (n/N)	
GERMANY	DGB	30	34	130/378
AUSTRIA	OGB	32	17	81/469
BELGIUM	FGTB			
	CSC	48	18	
DENMARK	LO		30	239/803
	AC	27		
SPAIN	UGT	30	19	158/810
	CCOO	34	23	226/1000
	ELA-STV	33	40	280/700
FINLAND	SAK	46	38	111/293
	AKAVA	50	32	26/80
	STTK	68	54	103/191
FRANCE	CFDT	43	37	
	FO	40	45	1350/3000
	CGT <sup>2</sup>	28	28	277/1001
	CFTC	46	12	
GREECE	GSEE		5	24/437
IRELAND	ICTU	45		
ITALY	CISL	45	31	400/1276
	UIL	18	20	
	CGIL	50	40	
LUXEMBOURG	LCGB	32	15	113/760
	OGB	32	15	82/531
NORWAY	LO	45	37	117/315
THE NETHERLANDS	FNV	29	25	
PORTUGAL	CGTP-IN		25	239/971
	UGT	47	22	174/771
UNITED-KINGDOM	TUC	40	35	
SWEDEN	LO	46	36	126/350
	SACO	48	39	41/104
	TCO	63	50	

Source : Survey CES 2002.

<sup>2</sup> However, the percentage provided by the CGT-France respondent results from a partial study of 240 000 trade unionists.

## 1.2. Women's Representation in decision making bodies

Ensuring that women are represented in negotiating and decision making bodies.  
(ETUC and affiliated organisations Equality Plan.  
Source: ETUC)

### 1.2.1. Strategies designed to increase the representation of women

**7** 7% of organisations (24 Confederations out of 31) stated that they have adopted a **specific Policy** to increase the numbers of women in decision-making bodies (see Table 10).

Apart from the adoption of a specific Policy, 71% of Confederations (22 of the 31) have adopted a **plan and precise strategies**. Although the great majority of these plans include targets, only 27% include a timetable, 68% provide for monitoring procedures (statistics and/or reports) and only 41% include an evaluation process (in the form of statistics or reports). Very few plans include all of these elements - targets, a timetable, monitoring procedures and evaluation mechanisms.

Do these plans and strategies amount to the implementation of the ETUC plan? Ten organisations said no, seven said yes and five did not answer the question.

The organisations which have not adopted a specific Policy to encourage the representation of women are the DGB (Germany), AC-Denmark, SAK-Finland<sup>3</sup>, GSEE-Greece, and the CFTC-France. The FNV-Netherlands and TCO-Sweden failed to reply to this question.

77% of respondents (24 of 31) stated that they had adopted positive action measures (see Table 10). In descending order of importance, these include but are not limited to:

■ **"training and awareness-raising for women and men regarding equality"**, which was the most common positive action measure adopted (by 79% of the Confederations concerned);

■ **"training for women to equip them for trade union activities"** and the use of **"statistics"** were mentioned respectively by 75% of organisations;

■ The adoption of **"reserved seats/quotas/double candidatures"** and **"research and surveys"** were mentioned respectively by 67% of Confederations;

■ **"campaigns"** (58%).

Have confederations allocated a **special Budget** to carry out these positive action measures?

A narrow majority of these Confederations (56%) allocate **no special budget** for this purpose (as against 44% who do provide such funds).

What are the **main factors limiting the presence of women** in the Confederations' decision-making bodies? In descending order of importance, the factors most often quoted were:

■ **"Lack of time"** (77% of respondents);

■ **"Women's lack of confidence in their own abilities"** (62%);

■ The **"way in which meetings and timetables are arranged"** (55%) and **"preconceived ideas and stereotypes regarding the role of women which lead to attempts to dissuade them, or hostile reactions from colleagues"** (55%).

According to the respondents, women's lack of time due to the unequal sharing of family responsibilities, and the ways in which meetings are arranged (times and places) represent a major obstacle to the presence of women in decision making bodies.

Despite this observation **only a minority** of Confederations **have adopted a policy of making special arrangements to make it easier for women to attend the meetings**.

Asked whether organisations had considered and/or taken measures regarding the arrangement of meetings only 26% replied in the affirmative (8 Confederations out of 31), 45% said they had not (14 Confederations) and 29% did not reply to the question. Among the few measures mentioned, the CSC Brussels-Belgium had established a *"Trade Union Meeting Charter"*. Other initiatives mentioned included: *"ensuring that everyone can have their say"* (CISL-Italy) or ensuring that meetings fit into women's timetables (CGT-France and TUC-United Kingdom).

More particularly, 4 of the 31 Confederations<sup>4</sup> stated that they had provided childcare facilities for women attending Congress and other meetings and 6 Confederations of out 31 reimburse childcare or other domestic costs during Congress and/or other types of meetings. For example, the CFDT-France provides a specific budget line called *"insertion of women activists"* to encourage female members to take up trade

<sup>3</sup> However, the SAK-Finland representative reported on a text formulated at the 2001 Congress which stated: "The proportion of women and young people in trade union decision-making bodies should be increased, if necessary, by special measures such as quotas".

<sup>4</sup> The AKAVA-Finland respondent stressed that such a policy was unnecessary because of the wide range of State facilities.

union posts. Under this budget childcare, domestic expenses or loss of wages can be reimbursed. In another example, the OGB-Luxembourg provides childcare during its Congress and for other types of meetings, and the LO-Norway makes provision for the reimbursement of childcare costs.

**IN CONCLUSION**, a large majority of confederations have adopted policies designed to increase the numbers of women in decision-making bodies and other positive action measures. Training, the use of statistics, quotas and reserved seats are the main positive action measures. In contrast, few Confederations have considered and/or taken measures to improve the way in which meetings are arranged. Lack of time and the organisation of meetings are identified as the main obstacles preventing women's access to decision-making posts.

### 1.2.2. The representation of women in decision-making bodies

#### CONGRESS

In 2002, the average percentage of women attending Congress was around **30%**<sup>5</sup>.

However, large disparities were noted between organisations, as shown in Table 1. The proportion of women Congress delegates ranges from 5 % (GSEE-Greece) to 54 % (STTK-Finland). To determine how representative a body is, it is necessary to compare these rates with the percentage of women members, which varies from one country to another and within different Confederations in the same country.

Despite the significant number of positive action measures and strategies used to increase the presence of women in decision-making bodies, **few Confederations** could claim to organise a Congress at which the number of women delegates was at least proportional to the rate of female membership. Only 5 of the 25 Confederations for whom these rates could be compared had achieved this: namely the DGB-Germany, ELA-STV-Spain - Basque Country, FO- France, CGT-France and UIL-Italy.

In the other 20 Confederations there is a gap between the membership rate and the proportion of women delegates at Congress. This gap is typically around **14%**. Although this gap is small in the FNV-Netherlands, TUC-United Kingdom and the CFDT-France, it is nevertheless disturbing in the CSC-Belgium, the CFTC-France and the UGT-Portugal.

#### THE EXECUTIVE COMMITTEE

Overall, women are under-represented in Executive Committees. On average, the percentage of women represented in these bodies stands at **25%**. It varies between 0% (GSEE-Greece) and 70% (TCO-Sweden). The data are given in Table 2.

From a comparison with the percentage of women members, it appears that **only** 3 Confederations out of 24 have an Executive Committee in which the numbers of women are at least proportional to the rate of female membership: the CGT-France, SACO-Sweden and the TCO-Sweden

In the remaining 21 Confederations, there is an average gap in representation of **18%**. This discrepancy is greater in the Executive Committee than at Congress. Although some Executives Committees tend towards a proportional composition (UIL-Italy, CC.OO-Spain), others demonstrate a significant lack of representativeness. In descending order, these are led by the CSC-Belgium, followed by the STTK-Finland, CFTC-France, UGT-Portugal and the CISL-Italy.

#### STEERING COMMITTEE AND/OR DAILY MANAGEMENT BOARD

The situation seems to be **more balanced** in Steering Committees and/or Daily Management Boards. The percentage of women in these bodies stands at **32%**. The percentage ranges from 0% (GSEE-Greece) to about 60 % (TCO-Sweden). These data are illustrated in Table 2.

By comparison with the Executive Committee, a greater number of Confederations have a Steering Committee and/or daily Management Board which at least reflects the proportion of female members. Among the 21 organisations whose respective percentages could be compared, almost **50%** could claim to have a Steering Committee and/or Daily Management Board which at least reflected the female membership rate.

This positive situation, however, should be **qualified**. In **about half of the other** Confederations, the discrepancy in representation stands at **21%**, actually greater than for the other bodies. The gap is particularly significant in the STTK-Finland, the CFTC-France, the CISL-Italy and UGT-Portugal.

#### STANDING POLICY COMMITTEES AND/OR WORKING GROUPS

Turning to Standing policy committees and/or working groups (see Table 5) only <sup>6</sup> 15 Confederations gave details

<sup>5</sup> This percentage is arrived at by adding the figures given by the Federations.

<sup>6</sup> Though some Confederations have none, other Confederations described these committees as too numerous to mention and yet others failed to answer this question.

of the percentage of women in these bodies. The average percentage of women stands at **42%**. Among the 13 Confederations studied in terms of representativeness, 7 have standing policy committees and/or working groups the composition of which at least reflects female membership rates. Although these results are satisfactory, they **do not really represent the situation in the organisations as a whole because so few replied to the question.**

## STAFF

Confederation policy heads tend to be assisted by advisors / assistants. Of the 1520 **advisors/assistants** reported by 25 Confederations (6 did not reply) **34%** are women.

### 1.2.3. Numbers of women in management positions in Confederations, Departments, Standing Policy Committees and/or standing working groups.

## TRADE UNION LEADERSHIP

As can be seen in Table 3, **28%** of the 25 **Presidents** mentioned (men and women taken together) are women. Four of these seven women presidents are in the Nordic countries. They are to be found at the FGTB-Belgium, LO-Denmark (as co-President), CGT-France (as co-President), LO-Norway, LO-Sweden, SACO-Sweden and UGT-Portugal. It should be noted that two of these 7 women presidents have been appointed **jointly** with a man. 8 organisations failed to reply to this question.

There are 10 women among the 33 **vice presidents** recorded, 33% of them. Only **8%** of **General Secretaries** are women - just two out of a total of 24. Both of these women carry out their role jointly with a man (in the OGB-Austria and CGT-France). Finally, of the 13 **Deputy General Secretaries** mentioned, 2 women were reported.

The Confederations with the largest numbers of women holding these posts are the LO-Denmark (one co-President, a vice-President and a woman deputy General Secretary), the CGT-France (one co-President and a woman co-General Secretary); LO-Sweden (one President and one vice-President); OGB-Austria (one vice-President and a woman co-General Secretary).

These results show that there are increasing numbers of female Presidents and General Secretaries. However, it should be stressed that the President's job is not always the most important. In some Confederations, the General Secretary heads the organisation.

## HEADS OF DEPARTMENT

Confederations have an average of 7 departments. Among the total 186 Departments recorded, women headed 76 (or **41%**). These data are illustrated in Table 4.

This observation does not apply to the FGTB-Belgium (where there are no women departmental heads), or in the GSEE-Greece, CISL Italy, OGB-Luxembourg and LO-Sweden where only a single Department is led by a woman.

The reverse is true in the TCO-Sweden, ICTU-Ireland, UGT-Spain, CFDT-France and the TUC-United Kingdom, where the majority of departmental heads are women.

Which departments are managed by women?

The Department most likely to be led by a woman, obviously, is **the Women's and Equal Opportunities Department**. A quarter of all departments headed by women focus on these issues. However, in some Nordic Confederations these departments are led by men.

The other departments most likely to have women presidents are, in descending order, Social Policy departments (15% of departments led by women), Training (12%), and Working conditions/Working environment/Health and safety (12%).

In contrast, only 7% of Economic Policy departments and Collective bargaining/Industrial relations departments have women presidents.

## HEADS OF STANDING POLICY COMMITTEES AND/OR WORKING GROUPS

Of the 108 standing policy committees and/or working groups recorded by 15 Confederations, 39 had female presidents. **Women, therefore, headed 36% of these committees and working groups.** The percentage ranges from 0% (LCGB-Luxembourg and GSEE-Greece) to 100 % (FO-France). The low rate of response to this question, however, suggests that we should treat these percentages with caution. Table 5 illustrates these results.

**IN CONCLUSION**, the following observations emerge:

**In 2002, almost one Steering Committee/Daily Management Board in two** is representative of the female membership rate. This is an encouraging sign.

However, despite the various strategies and positive action measures adopted by a majority of Confederations to increase the number of women they **remain under-represented in most Congresses and Executive Committees**. Few Confederations can claim to have decision-making bodies the composition of which reflects the female membership rate. The gap tends to be greatest in Executive Committees.

In management positions, power **remains** mainly in the hands of **men**. By way of contrast, more than **40% of departments** are led by **women**. Nevertheless, few collective bargaining departments have women presidents. Women tend to head departments for health, safety at work and vocational training (reflecting the traditional divisions observed at work).

Finally, increasing women's representation in decision-making bodies is a fundamental challenge. But it is also necessary for the women who sit on these bodies to press the issue of equality.

### 1.3. Women's Committees Women's Departments Women's Conferences

**Need to strengthen "women's committees" and "equality committees" by increasing their independence (ETUC and affiliated organisations Equality Plan. Source: ETUC)**

#### 1.3.1. Women's Committees (Table 6)

- The **great majority** - **81%** - of Confederations **have a Women's Committee**, though 8% stated that they did not, and 13% did not reply.
- The members of this Committee are, generally, **appointed** (in 72% of cases) or, less frequently, elected;
- A little under 70% of these Committees are enshrined in the organisation's **Constitution**;
- 44% of these bodies have a **joint advisory and decision-making role** as against 24%, which are solely decision-making, and 24% which are exclusively advisory. Two Confederations gave no details;
- Mostly frequently, these Committees focus exclusively on **equality between women and men** (72%) while 28% are also concerned with other issues;
- Few Committees - just 28% - publish a **review**;
- 68% have the benefit of **full time staff**. However, these staffing levels are described as **inadequate** by a slight majority of respondents (56%);
- 60% of these Committees also have their **own budget**. More than 70% of respondents representing Committees which had a budget considered it **adequate** (though in the majority of cases this budget is not being increased). 40% of Committees have no budget of their own;
- Most of these Committees (76%) are open to men. Although most of the Committees are mixed (perhaps due to their formation) it appears that in practice there are few men members;
- It is essential that these Committees work in coordination with other trade union bodies. 72% have links to other bodies. However, only 11% have voting rights in these other committees. It may be wondered whether the Women's

Committee can bring any influence to bear on their decisions.

Confederations were then asked what role should be given to this Committee. The following were among the replies:

- "Involvement in general policy, bringing an awareness of women's issues, and launching specific initiatives";
- "Providing advice and preparatory work on women's issues, although these questions should not be left to the responsibility of a single body";
- "Stimulating discussion and action on issues concerning equality at work and initiating trade union actions on women's questions";
- "Advising the executive, working in cooperation with member organisations and other departments of the Confederation".

#### 1.3.2. Women's Departments (Table 7)

- Slightly fewer Confederations stated that they had a **Women's Department**: 74% (as against 16% and 10% which respectively either did not, or failed to answer the question). The role of these Departments may be exclusively advisory (30%) or jointly advisory and decision-making (22%). Departments have an exclusively decision-making **role** in 26% of cases. 22% of Confederations gave no information as to the role of the Department.
- Do these Departments have any influence on collective bargaining? Identical percentages of departments are involved in and excluded from **collective bargaining** teams: 39% (the remainder not having replied). Of the 39% of departments which were members of these teams a little less than half (4 of 9) have voting rights. Are a majority of Women's Departments then able to influence decisions?
- According to respondents, the average number of staff working on issues relating to equal opportunities and the equal treatment of women and men is around 6. The average number of part-time workers is fewer than 4. These **human resources** were considered to be **inadequate** in 52% of cases (30% said that they were satisfied and the remainder failed to reply).
- 65% of the organisations questioned provide the Women's Department with its own budget (as against 13% which said

they did not, and 22% which failed to reply.) **Budgets** were considered **adequate** by almost half the respondents (and as inadequate by 33%). The remainder did not reply.

### 1.3.3. Women's Conferences (Table 7)

These existed in just under half of the Confederations, 48% (15 of 31). We do not know if they are held in conjunction with Congress. These conferences may either be advisory (50%) or decision-making (50%) but never both. In general they take place every three to four years.

**IN CONCLUSION**, the proportion of organisations having a Women's Committee or a Women's Department is close to 100%. All organisations which stated that they did not have a Women's Committee had a Women's Department (and /or vice-versa). In some organisations women's issues have been merged into an Equal Opportunities Department or Committee.

Just under half of Confederations held a Women's Conference.

The effectiveness of these structures is increased when they have adequate staff and financial resources. For both Women's Committees and Women's Departments, staffing levels were regarded as inadequate by a majority of respondents.

Furthermore, the work of these Departments and Committees should be integrated in other trade union policies with a view to Gender Mainstreaming. As few Women's Committees and Women's Departments have voting rights in other trade union bodies, can they really influence decisions ?



## 1.4. Actions to promote equal opportunities

**Mainstreaming equal treatment for women and men into all trade union policies: gender mainstreaming (Equality action plan for the ETUC and its member organisations. Source: ETUC)**

### 1.4.1. Statutory aspects

As can be seen from Table 8, in 2002, 5 Confederations had **no specific statutory commitment to promote equality between women and men**. Among these, the OGB-Luxembourg stated that an amendment to the Constitution remedying this was expected in the future, whilst the CFTC-France stressed that *"The Constitution refers to the principle of equality in a general sense, not exclusively relating to gender"*. Four organisations did not reply.

**The majority of Confederations** (71% or 22 Confederations out of 31) reported that there was a statutory commitment to equal opportunities. As well as a statutory commitment to equality, 55% of these Confederations also have a **statutory commitment to increasing the number of women** (as against 45% which do not). Only 32% of these organisations stated that they have a **statutory commitment to Gender Mainstreaming** (32% had not, and 36% of organisations did not reply).

### 1.4.2. Equality and collective bargaining

Is the question of equality tackled in preparations for collective bargaining?

22% of organisations (7 out of 31) did not reply, and one Confederation stated that equality is "never" discussed in this context. However, **a majority of Confederations** reported that these issues are taken into consideration during preparations for collective bargaining (74%, or 23 Confederations out of 31). Asked how **frequently** these questions were discussed, half of the respondents said this happened **"often"**.

Of the 31 Confederations responding, 20 of them (64%) stated that they had been involved in centralised collective bargaining in the last three years (see Table 9).

What was the **proportion of women on the collective bargaining teams in these 20 Confederations?**

Six were unable to put any figure on the percentage of women in these negotiating teams. In the other 14, the proportion ranged from 0% (CSC-Belgium) to 71% (AC-Denmark). The figure averaged at 35% <sup>7</sup>. Among the 12 Confederations which were studied in terms of their representativeness, eight had negotiating teams which did not reflect women's membership rates. This particularly applied to the CSC-Belgium and AKAVA-Finland. The reverse situation applied in the case of AC-Denmark and CC.OO-Spain, where, respectively, 71% and 60% of the collective bargaining teams were women.

Have Confederations implemented a policy intended to **improve Gender Mainstreaming in collective bargaining?**

Of the 20 Confederations which have been engaged in a centralised collective bargaining process **in the last three years**, a very great majority (90%) stated that they had introduced a Gender Mainstreaming policy in collective bargaining. In descending order of importance, the following strategies were among those mentioned by the 18 Confederations:

- **"Assembling facts and statistics on the position of women in the work place"** (89% of Confederations, or 16 organisations of the 18) and **"information on legislation, existing collective agreements and equality policies"** (89%);
- **"Training negotiators in equality issues"** and **"presenting arguments designed to show that the promotion of equality is beneficial"** were mentioned by 67% of Confederations;
- **"Monitoring the implementation of equality measures included in collective bargaining"** (60%);
- **"The Women's Department and/or the head of the Women's Committee is a member of the team"** (55%);
- **"Education and training for women in collective bargaining"** (39%).

<sup>7</sup> This approximate percentage results from adding the percentages quoted by the Confederations.



**TO CONCLUDE**, 30% of Confederations engaged in a collective bargaining process were unable to estimate the percentage of women in their negotiating teams. In the remainder, the average proportion of women was approximately 35%. The composition of the majority of these teams did not reflect the female membership rate.

However, 90% of Confederations stated that they had introduced a Gender Mainstreaming policy into collective bargaining. This observation, while encouraging, should be qualified by the results of other studies (which suggest that issues such as equal pay and working time are not of central importance in collective bargaining in European countries<sup>8</sup>). Among all these strategies taken together, "assembling facts and statistics on the position of women in the work place" and "ensuring information on legislation, collective agreements and policies regarding equality" were those most often adopted, being mentioned by almost 90% of these Confederations. The approach least often adopted is the use of quotas and statutory measures. The low percentage of Confederations which had taken measures to educate and train women in negotiation should be noted. Furthermore, collective agreements should be more systematically monitored.

#### 1.4.3. Recently adopted policies on equal treatment for women and men

In 9 Confederations, no policy for the equal treatment of women and men had been recently adopted by Congress. Four Confederations failed to answer this question (see Table 8).

In 2002, 58% of Confederations (18 of 31) reported the recent adoption of an Equality policy by Congress. Within this group, **the Equality policy** is backed up by an **action programme, plan or strategies** in 70% of cases (13 of 18). Although the DGB-Germany has not so far established an action programme the representative of this organisations stated that *"this will be done in the near future"*.

#### 1.4.4. Gender Mainstreaming

**A**s well as positive action measures, Gender Mainstreaming is essential across trade unions policies as a whole.

**Have Confederations attempted to gender mainstream trade union policies?**

90% of Confederations said they had done so (28 of 31); 2 had not<sup>9</sup>.

Regarding the **policies** which the Confederations had chosen to mainstream, 32% (9 of 28) reported that they were trying to gender mainstream **systematically in all areas** of trade union policy. This was particularly the case in the LO-Norway and the LO-Sweden.

In descending order of importance, the **main policies** singled out for gender mainstreaming were: employment policies; health/social security policies; training; working time policies.

Almost 80% of Confederations (22 of 29) stated that they had **examined the impact** of these policies on the respective situations of men and women. Such an assessment is carried out initially when actions and policies are at the planning stage, and subsequently when they are put into effect. It is carried out less frequently during policy monitoring and evaluation. 9 Confederations stated that they carried out this kind of impact assessment at all the stages mentioned above.

Have any particular **methods and procedures**<sup>10</sup> been used to try to gender mainstream?

In decreasing order of importance, the approach most adopted is the use of **sex segregated statistics**. In second place comes **training; publications** and **research** and **studies** were also used equally. The least used strategies were **checklists** and **the appointment of a Mainstreaming officer**. You can't become a Gender Mainstreaming expert over night!

Finally, the Confederations mentioned various **problems** with gender mainstreaming. The main obstacle was the lack of awareness and training (41% of problems related to these areas); the second difficulty lay in inadequate statistics (34%).

#### 1.4.5. Policies ensuring the participation of women in national and international levels

**C**onfederations sometimes send representatives to other organisations. Do they take care to ensure that they are represented by women at national and international level?

##### National representation

84% of Confederations stated that they ensure that they are represented by women on national bodies. The remainder did not reply. How often are Confederations represented by

<sup>8</sup> See section 2.1 of the first part of this document, "Different jobs, tasks and remuneration".

<sup>9</sup> Figure obtained as above.

<sup>10</sup> In the SAK-Finland, a guide to Gender Mainstreaming is currently being produced

women? 64% of these organisations answered “often”, as against 28% who replied “sometimes”.

### International representation

84% of Confederations also reported that they are represented internationally by women. However, this seems a less common practice at international level. 50% of Confederations said they were represented by women “often” as against 42% who said this happened “sometimes”.

Thus, although the great majority of Confederations state that they are represented by women both nationally and internationally, this seems more common at **national** than international level (see Table 10).

#### 1.4.6. Trade unions as employers

**A**s employers, trade unions have a duty to tackle a number of issues in order to play a part in the growth of equal treatment between women and men. The area most commonly tackled is that of “flexible hours” (25 of 31 Confederations had considered this issue). In second place, “the reduction of working time was mentioned by 21 Confederations. The area least often mentioned was “mentoring”.

#### 1.4.7. European cooperation

**W**hat measures have Confederations taken during the last two years to develop better cooperation at European level? The Confederations were asked to give the frequency with which they tackled a number of areas:

■ **Information and training initiatives on issues of European importance.** A majority of 58% of organisations (18 Confederations out of 31) stated that they had been “very” concerned about promoting such initiatives, as against 29% who said the issue was of “average” concern.

■ **Information and training initiatives on issues of European importance relating to equality** 42% of Confederations were “very” concerned about promoting these initiatives; 32% said they were of “average” interest and 19% that they were of “little” concern.

■ **Information and training initiatives on the European social dialogue** 48% of Confederations were “very” interested in this area. 39% said it was of “average” concern;

■ **Raising awareness of the actions and importance of European Works Councils.** “Very” important in 39% of Confederations, of “average” importance in 32% and of “little” interest to 22%.

■ **Encouraging women trade unionists to take part in European meetings in order to become more involved at this level.** 32% were “very” concerned about doing this, 29% rated it of “average” concern and 32% did so “rarely or not at all”.

■ **Development of projects to promote equality jointly with other Confederations in the European Union.** 32% described their involvement as “average”; 29% said they were “very” involved. 22% were “rarely or not at all” involved.

■ **Development of projects to promote equality jointly with other Confederations in the Enlargement countries.** 42% did this “rarely nor not at all” as compared with 22% who were “averagely” involved. 13% were “very” involved.

Of the areas mentioned, Confederations were **most** concerned with promoting “Information and training initiatives on issues of European importance” (58% were “very” involved) and “Information and training initiatives on the European social dialogue” (48%). The areas which concerned them **least** were, in descending order, the “Development of projects to promote equality with other Confederations in the enlargement countries” (42% were “rarely or not at all” involved) and “Encouraging women trade unionists to take part in European meetings in order to become more involved at this level” (32%).

**TABLE 2 : REPRESENTATION OF WOMEN  
IN EXECUTIVE COMMITTEES AND STEERING COMMITTEES  
AND/OR DAILY MANAGEMENT BOARDS**

COUNTRY	TRADE UNION ORGANISATIONS	TRADE UNION MEMBERSHIP (% WOMEN)	EXECUTIVE COMMITTEE (%) (n/N)		STEERING COMMITTEE (AND/OR) DAILY MANAGEMENT BOARD (%) (n/N)	
GERMANY	DGB	30	19	3/16	40	2/5
AUSTRIA	OGB	32				
BELGIUM	FGTB		27	11/41	29	2/7
	CSC	48	8	3/38		
DENMARK	LO				20	5/25
	AC	27				
SPAIN	UGT	30	24	43/181	46	12/26
	CCOO	34	31	8/26	25	3/12
	ELA-STV	33	25	3/12	33	12/36
FINLAND	SAK	46	20	5/25	28	2/7
	AKAVA	50	24	5/21	22	2/9
	STTK	68	29	5/17	25	2/8
FRANCE	CFDT	43	30	3/10	34	
	FO	40	21	3/14		
	CGT	28	49	47/96	47	8/17
	CFTC	46	12	2/16	10	1/10
GREECE	GSEE		0	0/15	0	0/8
IRELAND	ICTU	45				
ITALY	CISL	45	15	7/47	12	1/8
	UIL	18	15	23/149		
	CGIL	50	38	60/156	50	6/12
LUXEMBOURG	LCGB	32	20	3/15	33	1/3
	OGB	32	16	7/43	20	1/5
NORWAY	LO	45	27	4/15	50	10/20
THE NETHERLANDS	FNV	29	21	3/14	40	2/5
PORTUGAL	CGTP-IN		22	30/135	20	7/35
	UGT	47	16	24/146	17	6/35
UNITED KINGDOM	TUC	40	32	18/56	30	7/23
SWEDEN	LO	46	33	5/15	50	
	SACO	48	55	5/9	55	
	TCO	63	70	7/10	+60	

Source : CES 2002 Survey.

**TABLE 3 : REPRESENTATION OF WOMEN  
IN CONFEDERATION LEADERSHIP**

COUNTRY	TRADE UNION ORGANISATIONS	TRADE UNION MEMBERSHIP (% WOMEN)	PRESI-DENCY	VICE-PRESIDENCY			General Secretary	Deputy General Secretary
GERMANY	DGB	30		F				
AUSTRIA	OGB	32	M	M	F		M/F	
BELGIUM	FGTB		F				M	
	CSC	48	M				M	
DENMARK	LO		M/F	F			M	F
	AC	27	M					
SPAIN	UGT	30						
	CCOO	34					M	
	ELA-STV	33					M	M
FINLAND	SAK	46	M	M				
	AKAVA	50	M	M	M	M	M	
	STTK	68	M	F	M	F	M	
FRANCE	CFDT	43					M	M
	FO	40	M				M	
	CGT	28	M/F				M/F	
	CFTC	46	M	3M/1F			M	5M
GREECE	GSEE		M	M			M	M
IRELAND	ICTU	45	M	M			M	
ITALY	CISL	45	M				M	
	UIL	18					M	M
	CGIL	50	M	F	M			
LUXEMBOURG	LCGB	32	M	M	M		M	F
	OGB	32	M				M	
NORWAY	LO	45	F	M	M			
THE NETHERLANDS	FNV	29						
PORTUGAL	CGTP-IN						M	
	UGT	47	F	M	M	M	M	M
UNITED KINGDOM	TUC	40	M				M	M
SWEDEN	LO	46	F	M	F	M		
	SACO	48	F	M	M			
	TCO	63	M	F	F		M	

Source : CES 2002 Survey.

**TABLE 4 : WOMEN'S REPRESENTATION  
IN DEPARTMENTS**

COUNTRY	Trade Union organisations	Trade Union membership (% women)	% Women heading a department (%) (n/N)		DEPARTMENTS LED BY WOMEN
GERMANY	DGB	30	50	4/8	Training - Women/Equality - Social Policy - Working conditions and/or environment and/or - Health and safety
AUSTRIA	OGB	32	33	2/6	Women/Equality -Working Conditions and/or environment and/or Health & Safety
BELGIUM	FGTB		0	0/3	
	CSC	48	50	4/8	Training - Women/Equality - Social Policy - Early retirement and unemployment of older workers
DENMARK	LO		40	2/5	Training - Information/Communication
	AC	27	40	2/5	Training - Teaching
SPAIN	UGT	30	62	5/8	Collective bargaining/Industrial relations - Training - Women/equality - Social policy - Working conditions and/or environment and/or Health & Safety
	CCOO	34	37	3/8	Women/Equality - Employment - Youth
	ELA-STV	33	43	3/7	Women/Equality - Economic policy - International policy.
FINLAND	SAK	46	40	2/5	Working environment - International
	AKAVA	50			
	STTK	68	40	2/5	Collective bargaining/Industrial relations - Social policy - Working conditions and/or environment and Health & Safety
FRANCE	CFDT	43	62	5/8	Women/Equality - Economic policy - Social policy - Legal - International
	FO	40	37	3/8	Collective bargaining/ Industrial relations - Women/Equality - Economic Policy
	CGT	28	25	2/8	Women/Equality - Social protection
	CFTC	46	28	2/7	Training - Economic policy
GREECE	GSEE		14	1/7	Women/Equality
IRELAND	ICTU	45	67	4/6	Women/Equality - Training - Economic policy - Social policy
ITALY	CISL	45	20	1/5	Collective bargaining
	UIL	18	33	2/6	Women/Equality - Social policy
	CGIL	50			
LUXEMBOURG	LCGB	32	28	2/7	Equality - Transport
	OGB	32	20	1/5	Women/Equality
NORWAY	LO	45	33	2/6	Women/Equality - Information and strategy
THE NETHERLANDS	FNV	29			
PORTUGAL	CGTP-IN		50	6/12	Women/Equality - Social policy - Working conditions and/or environment and/or Health & Safety - Industrial communications and Public relations - Youth - European Works Councils
UNITED KINGDOM	TUC	40	60	3/5	Training - Women/Equality - Social policy - Information
SWEDEN	LO	46	14	1/7	Industrial Policy - Professional life
	SACO	48	43	3/7	Collective bargaining/ Industrial relations - Training - Working conditions and/or environment and/or Health & Safety
	TCO	63	83	5/6	Training - Women/Equality - Social Policy - Working conditions and/or environment and/or Health & Safety - International

Source : CES 2002 Survey.

**Table 5 : WOMEN'S REPRESENTATION  
IN ADVISORY COMMITTEES**

COUNTRY	Trade Union Organisations	Trade Union membership (% Women)	Presidency of Policy Committees and Working Groups (%)	Policy Committees and Working Groups (n/N)	Policy Committees and Working Groups (% Women)	Names of Policy Committees and Working Groups with at least 30% women members
GERMANY	DGB	30				
AUSTRIA	OGB	32				
BELGIUM	FGTB*					
	CSC	48	14	1/7		
DENMARK	LO		44	4/9	29	Education - Immigration - Equality - Youth
	AC	27	33	1/3	±51	Education and research - Employment
SPAIN	UGT	30				
	CCOO	34				
	ELA-STV	33				
FINLAND	SAK	46	36	5/14	33	Archives – Staff - Education-Youth - Social policy – Women/ Equality – Communication
	AKAVA	50	50	4/8	±44	Education/Employment - Students - International affairs - Labour law/Collective bargaining - Entrepreneurs - Equality/Women
	STTK	68	50	5/10	± 45	Working conditions - Education - Organisation - International Affairs - Dispute Resolution - Regional Policy - Legislation and social policy - Adult education
FRANCE	CFDT	43				
	FO	40	100	4/4	± 75	Equality & Working time - Equality & Social protection - Equality & Career development - Equality & Legal aspects
	CGT	28	67	2/3	±40	SMEs - Development of structures
	CFTC	46			±55	Women
GREECE	GSEE		0	0/13		
IRELAND	ICTU	45				
ITALY	CISL	45				
	UIL	18				
	CGIL	50				
LUXEMBOURG	LCGB	32	0	0/3	22	
	OGB	32				
NORWAY	LO	45	50	5/10	± 49	Advice/finance - Family Policy/equal rights - Youth - Leisure/Culture - Organisation - Immigration - Industrial Policy - Housing Policy
THE NETHERLANDS	FNV	29			±27	Incomes policy
PORTUGAL	CGTP-IN		37	3/8	±38	Youth – Women – Organisation - Training
	UGT	47	14	1/7	±12	
UNITED KINGDOM	TUC	40	50	2/4	±54	Women - Race - LGBT - Persons with Disabilities
SWEDEN	LO	46				
	SACO	48	40	2/5	± 50	Labour market - Training - International
	TCO	63				

\* This body does not exist

Source : CES 2002 Survey.

**TABLE 6 :  
WOMEN'S COMMITTEES**

COUNTRY	TRADE UNION ORGANISATION	WOMEN'S COMMITTEES	ELECTION/ APPOINTMENT	STATUTORY	ADVISORY/ DECISION-MAKING	UNDER AUTHORITY OF CONGRESS/EC	GENDER EQUALITY ONLY	MIXED	LINKED TO OTHER BODIES	OWN BUDGET	FULL TIME STAFF
GERMANY	DGB	YES	A	YES	ADV+D	C	YES	NO	YES	YES	YES
AUSTRIA	OGB										
BELGIUM	FGTB	YES	A	YES	ADV	C+E	YES	NO	NO	NO	NO
	CSC	YES	A	YES	ADV+D	C+E	YES	NO	NO	YES	YES
DENMARK	LO	YES	A	YES	ADV+D	C+E	NO	YES	NO	YES	YES
	AC										
SPAIN	UGT	NO									
	CCOO	YES	E	YES	D	C+E	YES	NO	YES	YES	YES
	ELA-STV	YES	A	YES	D	C+E	YES	YES	YES	YES	YES
FINLAND	SAK	YES	A	NO	ADV	NO	YES	YES	NO	YES	NO
	AKAVA	YES	A	NO	ADV+D	NO	NO	YES	YES	NO	NO
	STTK	YES	A	NO	ADV+D	E	NO	YES	YES	NO	NO
FRANCE	CFDT	YES	E	YES	ADV	C	YES	YES	NO	YES	YES
	FO	YES	A	NO	D	C+E	NO	YES	YES	YES	YES
	CGT	YES	A	YES	D	C+E	NO	YES	YES	YES	YES
	CFTC	YES	A	YES	ADV+D	C+E	YES	YES	YES	NO	NO
GREECE	GSEE	YES	A	YES	ADV+D	C+E	NO	YES	YES	NO	NO
IRELAND	ICTU	YES	A	YES	ADV	E	YES	YES	YES	NO	NO
ITALY	CISL	YES	A	NO	D	E	YES	NO	YES	NO	YES
	UIL	YES	A	YES		C	YES	YES	YES	NO	YES
	CGIL	YES	A	NO	NO	E	YES	YES	YES	YES	YES
LUXEMB.	LCGB	YES	E	YES	D	C+E	YES	YES	YES*	YES	YES
	OGB	YES	E	YES	ADV+D	C	YES	NO	YES	YES	YES
NORWAY	LO	YES	A	NO	ADV	E	NO	YES	YES	YES	YES
THE NETHERLANDS	FNV										
PORTUGAL	CGTP-IN	YES	E	YES	ADV+D	C	YES	YES	YES	YES	YES
	UGT	YES	E	YES	ADV+D	C	YES	YES	NO	NO	NO
U. - K.	YES	E+A	YES	ADV+D	E	YES	YES	NO	NO	YES	
SWEDEN	LO	YES	A	NO	ADV	E	YES	YES	YES	YES	YES
	SACO	NO									
	TCO										

\* with voting rights.

Source : CES 2002 Survey.

**TABLE 7 : WOMEN'S DEPARTMENTS  
AND WOMEN'S CONGRESS**

COUNTRY	TRADE UNION ORGANISATIONS	WOMEN'S DEPARTMENTS	ADVISORY/ DECISION-MAKING	RESPONSI- BILITIES OTHER THAN SEXUAL EQUALITY	MEMBER OF NEGOTIATING TEAMS	OWN BUDGET	EMPLOYEES		WOMEN'S CONGRESS	ADVISORY/ DECISION-MAKING	FREQUENCY OF EVENT
							total	full time			
GERMANY	DGB	YES	ADV	NO	NO	YES	4	3	YES	D	4 years
AUSTRIA	OGB	YES							YES	D	4 years
BELGIUM	FGTB	NO							NO		
	CSC	YES	ADV	NO	NO	YES	4	2	YES	ADV	1 year
DENMARK	LO	NO							NO		
	AC	YES		YES	NO		1		NO		
SPAIN	UGT	YES	D	NO		YES			NO		
	CCOO	YES	D	NO	YES	YES	5	5	NO		
	ELA-STV	YES	D	NO	YES*	YES			YES	ADV	
FINLAND	SAK	NO							NO		
	AKAVA**	YES							NO		
	STTK	YES		YES	YES		22		NO		
FRANCE	CFDT	YES	ADV+D	NO		YES	1	1	YES	ADV	3 years
	FO	YES	D	YES	NO	YES	9	8	YES	D	1 year
	CGT	NO							NO		
	CFTC	YES	ADV	YES	YES		17	17	YES	ADV	3 years
GREECE	GSEE	YES	ADV+D	NO	NO	NO	1	1	YES	ADV	3 years
IRELAND	ICTU	YES	ADV	YES	YES	NO			YES	ADV	2 years
ITALY	CISL	NO							NO		
	UIL										
	CGIL	YES	ADV	NO	NO	YES	1	1	NO		
LUXEMB.	LCGB	OUI	D	NO	OUI*	OUI	8	2	OUI	D	4 years
	OGB	OUI	ADV+D	NO	OUI*	OUI	1	0,5	OUI	D	2 years
NORWAY	LO	OUI	ADV	OUI	OUI	OUI	5		NO		
THE NEDERL.	FNV								YES		3 years
PORTUGAL	CGTP-IN	YES	D	NO	YES*	YES	6	2	YES	D	Irregular
	UGT	YES	ADV+D	YES	NO	NO	9	3	YES	D	4 years
U.-K.	TUC	YES		YES		YES	3	2,5	YES	ADV	1 year
SWEDEN	LO	YES	ADV	YES	NO	YES	5	3,5	NO		
	SACO	YES	ADV+D	YES	NO	YES	2		NO		
	TCO								NO		

\* with voting rights.

\*\* This Department has been merged with other Departments

Source : CES 2002 Survey.



**TABLE 8 : THE CONSTITUTION AND POLICIES  
FOR THE EQUAL TREATMENT OF WOMEN AND MEN**

COUNTRY	TRADE UNION ORGANISATIONS	Commitment to equality in Confederation Constitution	Equality Policy recently adopted by Congress	Equality policy accompanied by action programmes, plan or strategies
GERMANY	DGB	YES	YES	NO
AUSTRIA	OGB	YES	YES	YES
BELGIUM	FGTB	YES	YES	YES
	CSC	YES	YES	YES
DENMARK	LO	YES	YES	YES
	AC	NO		
SPAIN	UGT	YES	YES	
	CCOO	YES	YES	YES
	ELA-STV	NO		
FINLAND	SAK	NO	NO	
	AKAVA	YES	YES	YES
	STTK	YES	YES	YES
FRANCE	CFDT	YES	NO	
	FO			
	CGT	YES	YES	YES
	CFTC	NO	YES	
GREECE	GSEE	YES	NO	
IRELAND	ICTU	YES	YES	YES
ITALY	CISL	YES	YES	NO
	UIL		NO	
	CGIL	YES	NO	
LUXEMBOURG	LCGB	YES	YES	YES
	OGB	NO	NO	
NORWAY	LO	YES	NO	
THE NETHERLANDS	FNV			
PORTUGAL	CGTP-IN	YES	YES	YES
	UGT	YES	YES	NO
UNITED-KINGDOM	TUC	YES	YES	YES
SWEDEN	LO	YES	YES	YES
	SACO	YES	NO	
	TCO		NO	

Source : CES 2002 Survey.

**TABLE 9 :  
REPRESENTATION OF WOMEN  
IN COLLECTIVE BARGAINING**

COUNTRY	TRADE UNION ORGANISATIONS	Trade union membership (% women)	Involvement in centralised collective bargaining	Women participating in collective bargaining (%) (n/N)	
GERMANY	DGB	30	NO		
AUSTRIA	OGB	32	NO		
BELGIUM	FGTB		YES	50	1/2
	CSC	48	YES	0	0/2
DENMARK	LO		YES		
	AC	27	YES	71	5/7
SPAIN	UGT	30	YES	25	1/4
	CCOO	34	YES	60	3/5
	ELA-STV	33	NO		
FINLAND	SAK	46	YES	25	1/4
	AKAVA	50	YES	22	2/9
	STTK	68	YES	43	3/7
FRANCE	CFDT	43	NO		
	FO	40	YES		
	CGT	28	YES	50	
	CFTC	46	YES	± 20-40	
GREECE	GSEE		YES		
IRELAND	ICTU	45	YES		
ITALY	CISL	45	NO		
	UIL	18	YES		
	CGIL	50	YES		
LUXEMBOURG	LCGB	32	YES	50	3/6
	OGB	32	YES	25	1/4
NORWAY	LO	45	YES	32	8/25
THE NETHERLANDS	FNV	29			
PORTUGAL	CGTP-IN		YES	14	1/7
	UGT	47	NO		
UNITED-KINGDOM	TUC	40	NO		
SWEDEN	LO	46	NO		
	SACO	48	NO		
	TCO	63	NO		

Source : CES 2002 Survey.

**TABLE 10 : POLICY TO PROMOTE REPRESENTATION / PROACTIVE MEASURES**

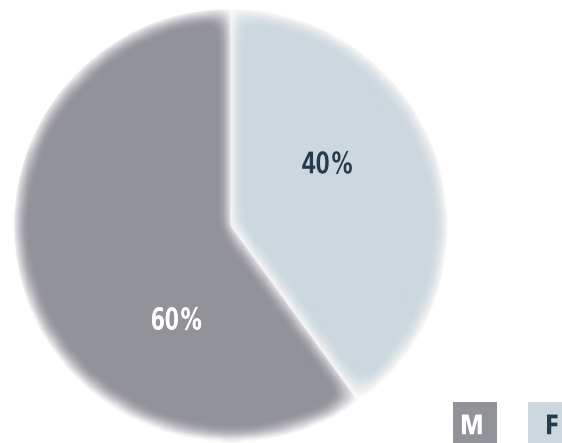
COUNTRY	Trade Union organisations	Specific policy to increase women's participation in decision-making bodies	PROACTIVE MEASURES (*)							Policy guaranteeing women's participation in national representation	Policy guaranteeing women's participation in international representation
GERMANY	DGB	NO								YES	YES
AUSTRIA	OGB	YES	R +					t +	O	YES	YES
BELGIUM	FGTB	YES	R +	C +	T					YES	YES
	CSC	YES								YES	YES
DENMARK	LO	YES			T +	S +	E +	t +	O	YES	YES
	AC	NO								YES	NO
SPAIN	UGT	YES		Q +	C +			t +	O	YES	YES
	CCOO	YES		Q +	C +	T +	S +	E +	t	YES	YES
	ELA-STV	V			C +	T +	S +	E	t +	O	
FINLAND	SAK	NO		Q +		T +	S +	E		YES	YES
	AKAVA	YES					S			YES	YES
	STTK	YES			C +	T +	S +	E +	t	YES	YES
FRANCE	CFDT	YES		Q +		T +	S +		O	YES	YES
	FO	YES			C +	T +	S +		t +	YES	YES
	CGT	YES			C +	T +	S +	E +	t +	YES	YES
	CFTC	NO								YES	YES
GREECE	GSEE	NO								YES	YES
IRELAND	ICTU	YES	R +		C +		S +		t +	O	YES
ITALY	CISL	YES		Q +	C +	T +		E +	t +	O	
	UIL	YES	R +		C +	T +		E +	t		
	CGIL	YES			C +			E +	t +	O	YES
LUXEMBOURG	LCGB	YES			C +	T +	S +	E +	t	YES	YES
	OGB	YES			C +	T +	S +	E +	t +	O	YES
NORWAY	LO	YES		Q +		T +	S +	E +	O	YES	YES
THE NETHERLANDS	FNV										
PORTUGAL	CGTP-IN	YES				T +	S +	E +	O	YES	YES
	UGT	YES	R +	Q +		T +	S +	E +	t +	YES	YES
UNITED-KINGDOM	TUC	YES	R +			T +	S +	E +	t +	O	YES
SWEDEN	LO	YES				T +	S +	E +	t +	O	YES
	SACO	YES			C +	T +	S +		t +	O	YES
	TCO									YES	YES

(\*) R = reserved seats  
Q = quotas  
C = campaigns  
T = equality training and awareness-raising for men and women  
S = statistics  
E = surveys and research  
t = training in trade union practices for women  
O = other measures

Source : CES 2002 Survey.

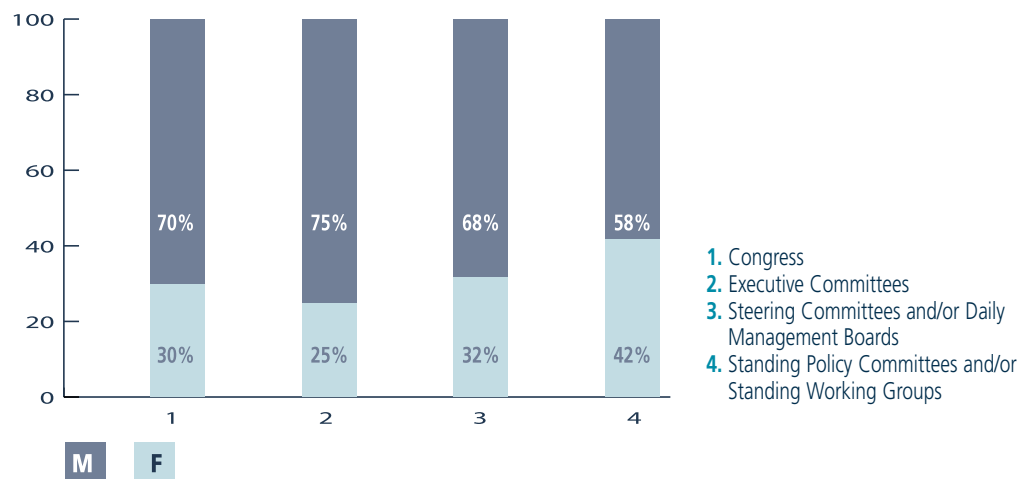
## GRAPH 1

Trade Union membership by gender



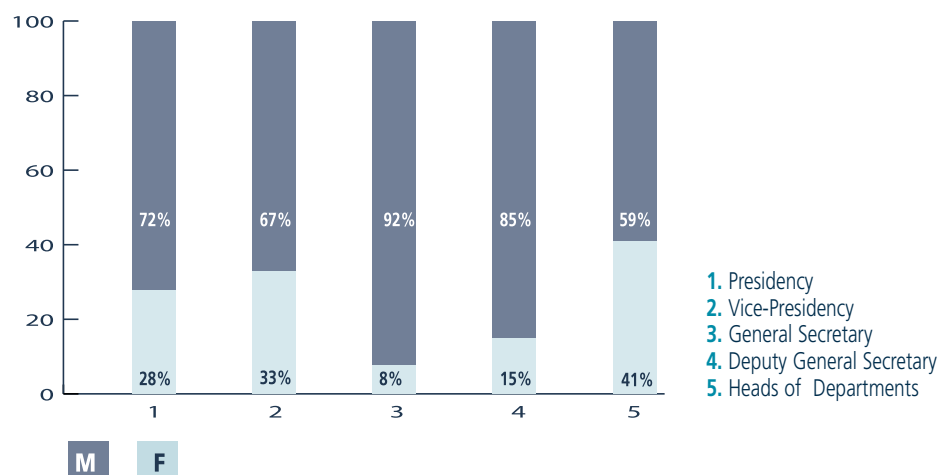
## GRAPH 2

Trade Union Decision making bodies by gender



## GRAPH 3

Management by gender



## 2. National trade union confederations : comparative study 1993 - 2002

One of the purposes of this survey is to track the **changes** in the position of women in Confederations. It should be emphasized that this comparison was not straightforward. Some Confederations which are affiliated in 2002 were not members of the European Trade Union Confederation when the earlier surveys were carried out. Furthermore, few Confederations have replied to all three surveys. Finally, Confederations were unable to answer all the questions. Significant numbers failed to answer certain questions. This means that the results should be treated with **caution**.

### 2.1. Overall changes in female membership rates and the representation of women in decision-making bodies

#### 2.1.1. Changes in female membership rates

In 2003, it was possible to compare previous results from the 1999 or 1993 surveys in the case of 23 Confederations (some Confederations which replied in 1993 did not reply in 1999). The results are given in Table 11.

In 2002, 65% (15 of 23) recorded a **slight increase in the female membership rate**. In these organisations the numbers of unionised women increased by an average of 4%. This increase is greatest in CC.OO-Spain (+ 10%), and CSC-Belgium (+ 8%). Is this slight increase in the female membership rate due to an increase in female employment rates or to awareness-raising campaigns? We have no way of knowing! A minority of Confederations, in contrast, recorded a fall in the number of women members in 2002 (4 of 23). Between 1993 and 2002, UIL-Italy saw a 23% fall in women members. Finally, the female membership figures for 2002 were unchanged from the 1999 figures in 4 Confederations.

#### 2.1.2. Changes in the proportion of women, their representation rates and the numbers of women presidents in confederation decision-making bodies

##### CONGRESS

In 2002, changes in the proportion of women delegates to Congress can be studied for 26 Confederations. These data are illustrated in Table 11.

**Almost 77%** of Confederations (20 out of 26) saw **the proportion** of women in their Congress delegations **increase by an average of 8%** as compared with 1999 or 1993 (some Confederations which replied in 1993 did not reply in 1999). The largest increase was seen in ELA-STV-Spain-Basque Country. The increase was such that women members were over-represented in Congress. On the other hand, there was something of a backlash in 19% of organisations (5 out of 26). An average **reduction of 6% was recorded in these organisations**. The most significant fall was observed in AKAVA-Finland (- 18%).

Among the Confederations listed in Table 11, three Congresses were "close" <sup>11</sup> to reflecting or actually reflected their female membership rate in 1993, as compared with four in 1999 and six in 2002.

There was thus an overall rise in the proportion of women Congress delegates in 2002. However, few Congresses could claim to represent their female membership rate.

##### EXECUTIVE COMMITTEES

In 24 Confederations the proportion of women on Executive Committees in 2002 could be compared with the results obtained from the 1993 or 1999 surveys (some Confederations which answered in 1993 did not reply in 1999). The results are given in Table 12.

**62%** (15 of 24) recorded an average **increase** in women members of around **10%**. In comparison with Congress, fewer Executive Committees have seen an increase in women members; however, the rate of increase is a little higher. In descending order, the most significant increases occurred in the following Confederations: TCO-Sweden (+ 29 %), SACO-Sweden (+ 22 %), LO-Sweden (+ 20%) and FGTB-Belgium (+ 20%). Less positively, in 2002 the proportion of women fell by an average **of 6% in 29%** of Executive Committees (7 of 24) in comparison with the preceding results.

Among the Confederations listed in Table 12, two Executive Committees were close <sup>12</sup> to reflecting, or actually reflected their female membership rate in 1993, as compared with four in 1999 and four in 2002. Thus the proportion of women members rose in most organisations, but despite this increase, as in the case of Congress, few Executive Committees actually reflect the female membership rate.

<sup>11</sup> Allowing a maximum 5% divergence.

## BOARDS

The proportion of women members of Steering Committees and/or Daily Management Boards could be compared in 20 Confederations.

In 2002, the numbers of women in these bodies had **increased** since 1993 or 1999 (some Confederations which answered in the 1993 survey did not reply in 1999) in **half** these organisations (10 out of 20). The average rise was **16%**. The increase varies from one Confederation to another and ranges from 3% (CGTP-IN-Portugal) to 33% (UGT-Spain). However, the proportion of women fell by an average of **11%** in **25%** of organisations (5 of 20). Finally, in 2002 5 Confederations recorded no change in 1999.

Four of the Confederations listed in Table 12 could claim to have a Steering Committee and/or Daily Management Board which was representative or close <sup>13</sup> to being so in 1993, as compared with six in 1999 and ten in 2002. This represents **progress**.

In comparison with Congress and Executive Committees, fewer Steering Committees and/or Daily Management Boards have recorded an increase in the proportion of women, but where such an increase had occurred it was more significant. **In 2002, one Steering Committee/Daily Management Board in two is representative of the female membership rate or nearly so.**

## CHANGES IN TRADE UNION MANAGEMENT

In 2002, it was possible to compare previous results in 26 Confederations. These data are illustrated in Table 12.

5 Confederations which had been led by a man in 1999 had a woman at the top in 2002 (2 Confederations recorded a change in the opposite direction). In the 26 Confederations compared, there were six women in top management positions as against 3 in 1999 and 2 in 1993. Among these women leaders in 2002, it should be emphasized that the President of LO-Denmark holds the post jointly with a man. In the FGTB-Belgium, the leader was a woman in 1993, 1999 and 2002, but discontinuously. However, we should qualify what is actually meant by the top position: the President's post is not always the most important. Some Confederations are led by the General Secretary.

Although women remain seriously under-represented in trade union management, **some progress** has been made.

## HEADS OF DEPARTMENT

Data for heads of department are given in table 13. In 2002, results for 25 Confederations could be compared with those for 1999 or 1993. **In almost 70%** (17 of 25), there was an **average increase of 21%** in women heads. For example, the CFDT-France and DGB-Germany recorded an increase of 37% and 35% respectively in women heads of department between 1999 and 2002. However, around **30%** of organisations recorded an average **fall of 12%** in women heads. A striking example is the FGTB-Belgium where there is no longer a single female departmental head.

Finally, in 2002, there are **more women heads of department handling economic policy and collective bargaining**. For the organisations listed in Table 13, in 1993, two economic policy or collective bargaining Departments were led by a woman, as compared with five economic policy or collective bargaining Departments in 1999 and eleven economic policy/industrial policy/collective bargaining/European Works Council Departments in 2002. Although women heads in these departments are still in a minority, progress has been made since 1993.

<sup>12</sup> Ibid.

<sup>13</sup> Ibid.

## 2.2. Development of structures and mechanisms to guarantee the promotion of women's interests

### 2.2.1. Development of a statutory commitment for gender equality

**2**<sup>1</sup> Confederations answered the questions regarding **statutory aspects** in both 2002 and 1999. In 2002, 90% of them had included the principle of equality in the Constitution, as compared with 76% in 1999. Three Confederations which had no constitutional commitment to equality in 1999 had remedied this by 2003. These were AKAVA-Finland, LCGB-Luxembourg and SACO-Sweden. These data are illustrated in Table 18.

14 Confederations replied in 1993, 1999 and 2002. In 1993, 8 of them (57%) stated that they had a statutory commitment to equality, which rose to 12 (86%) in 1999 and 13 (93%) in 2002. **Progress is thus being made.**

### 2.2.2. Developments in the adoption of policies for the equal treatment of women and men

**A**s illustrated by Table 18, 22 Confederation replied to the survey in both 2002 and 1999. **In 2002, 68%** (15 of 22) stated that Congress had recently adopted a policy to promote equality between women and men as compared with **86%** (19 of 22) **in 1999**. Neither the SAK-Finland nor the SACO-Sweden Congress had adopted a gender equality policy at the time of either survey.

15 Confederations also replied in 1993, 1999, and 2002. In 1993, all these Confederations stated that they had adopted an equality policy, as compared with 93% in 1999 and 73% in 2002.

This observation should be qualified. Fewer Confederations had recently adopted a policy for the equal treatment of women and men in 2002, but those policies which were adopted in 2002 were **more likely to be backed up by an action programme, plan or strategies** than in 1999.

### 2.2.3. Development of women's committees

**2**<sup>2</sup> Confederations replied to the survey in both 1999 and 2002. In 1999 21 of these (95%) stated that they had a Women's Committee as compared with 20 (91%) in 2002. There are **few changes** in 2002 in the number of Women's Committees (except in the case of the UGT-Spain; SACO-Sweden had no Women's Committee in either 1999 or 2002) nor in their composition (a majority being mixed) and remit (mainly focusing on gender equality). The data are given in Table 15.

The **main change** in 2002 comes from **the increased power** given to these Committees. As has been noted, 22 Committees replied to the survey in both 1999 and 2002. **In 2002, 60%** of Women's Committees had a decision-making role as against **43% in 1999**. In 2002 some Women's Committees also **combined** an advisory and decision-making role.

### 2.2.4. Development of women's departments

**A**mong the 22 Confederations which answered this question in both the 1999 and 2002 surveys, **91%** (20 Confederations) had a Women's Department in 1999 as compared with **82%** (18 confederations) in 2002. As Table 16 shows, **a slight fall** was recorded in the number of **Women's Departments**. This affected the CISL-Italy, the FGFB-Belgium and LO-Denmark but these Confederations still have Women's Committees. In 2002, more Departments appeared to have their own **budget**. **Of the 22 Confederations responding in both the 1999 and 2000 surveys around 50%** of the Departments reported had their own budget in 1999, rising to more than **70% in 2002**. Progress is thus being made in this respect.

### 2.2.5. Development of women's congresses and conferences

**2**<sup>4</sup> Confederations answered this question in both the 1999 and the 2002 surveys. In 1999 ten (42%) stated that they held a women's Conference or Congress as compared with 11 (46%) in 2002. There have also been **very few changes** as to the role of these Congresses and Conferences and the frequency with which they are held. Table 16 provides the details.

### 2.2.6. Development of positive action measures

**A**s Table 19 shows, 1999 - 2002 saw a rise in the number of Confederations making use of positive action measures to increase women's representation. Between 1999 and 2002 the main change lies in the **greater diversity** of positive action measures adopted. Most of the Confederations which were using quotas and/or reserved seats in 1999 had also adopted other measures to increase the representation of women in 2002 (training, statistics, research etc.) Three confederations which had not previously adopted quotas or reserved seats stated that they were doing so in 2002.

### 2.2.7. Developments in the proportion of women in collective bargaining teams

**9** and 4 Confederations respectively answered the question in both the 1999 and 2000 surveys on the one hand, and all

three surveys - 1993, 1999 and 2002 - on the other (see Table 17). Three Confederations which replied in 1999 were unable to estimate percentage of women in these teams in 2002. These were the LO-Denmark, ICTU-Ireland and the UIL-Italy. In the CGIL-Italy, these percentages had also been unknown previously.

Nevertheless, of the nine organisations compared over the period 1999-2000, the percentage of women on these teams had **increased** by an average of **22% in slightly less than half** of them (four out of nine). Depending on the organisations, this increase ranged from 1% (CGTP-IN-Portugal) to 55% (CC.OO-Spain). By contrast, the proportion of women had **fallen** by an average of **14%** in three Confederations.

Finally, the proportion of women remained the same in two Confederations. In the CSC-Belgium the proportion is zero, whereas it stands at 50% in the FGTB-Belgium. **The results are mixed.** Collective bargaining represents an important aspect in the promotion of equal opportunities.

## CONCLUSION

### DEVELOPMENTS IN THE PROPORTION OF WOMEN IN CONFEDERATION DECISION-MAKING BODIES

- ▲ In 2002, a **slight increase** was recorded in the proportion of women in the **majority** (nearly 77%) of **Congresses and Executive Committees** (in 62% of cases) since the previous surveys. This increase was greater in the case of Executive Committees (up by 10%) than Congresses (+ 8%).
- ▲ In 2002, half of all **Steering Committees and/or daily Management Boards** recorded an **increase** in the proportion of women (**up by 16%**). In 2002, almost one Steering Committee/Daily Management Board in two was representative of the female membership rate.
- ▲ Finally, the backlash effect persisted in 2002.

### DEVELOPMENTS IN WOMEN'S REPRESENTATION

- ▲ The situation seems to be more balanced in **Steering Committees and/or Daily Management Boards** in 2002. In 2002, almost one Steering Committee/Daily Management Board in two is representative of the female membership rate.

- ▲ Although the proportion of women rose in the majority of **Congresses and Executive Committees**, this increase remained insufficient. In 2002, as in 1999 and 1993, **few Congresses and Executive Committees could claim that their composition was representative.**

- ▲ Finally, as has already been emphasised, although it is vital to ensure that women are better represented, it is also essential that the women sitting on these bodies act to promote equality.

### DEVELOPMENTS IN WOMEN IN TRADE UNION LEADERSHIP AND HEADING DEPARTMENTS

- ▲ Although women remain seriously under-represented in **leadership positions** in trade unions, some progress has been made.
- ▲ In 2002, the majority of Confederations (nearly 70%) recorded an average increase of **21%** in the numbers of female **Heads of Department**. Women Heads are, of course, most common in Women's and Equality Departments. Finally, in 2002, there are more women heads in departments handling economic affairs and collective bargaining.

### DEVELOPMENT OF STRUCTURES AND MECHANISMS TO ENSURE THE PROMOTION OF EQUAL OPPORTUNITIES

- ▲ In 2002, more Confederations had included the principle of equality in their Constitution;
- ▲ Fewer Confederations had adopted Equality Policies in 2002, but they were more likely to be backed up by an action programme;
- ▲ 2002, great majority of Confederations had a Women's Committee. The decision-making powers of Women's Committees is being strengthened, and Women's Departments are more likely to have their own budget;
- ▲ A greater range of positive action measures was recorded in 2002.





TABLE 11 : 1993 - 1999 - 2002 TRADE UNION MEMBERSHIP AND CONGRESS DELEGATION

COUNTRY	TRADE UNION ORGANISATIONS	TRADE UNION MEMBERSHIP (% WOMEN)		CONGRESS DELEGATION (% WOMEN)		
		1993	1999	2002	1993	2002
GERMANY	DGB	32	24	30	22	28
AUSTRIA	ÖGB	31	32	32	14	21
BELGIUM	CSC		40	48		12
DENMARK	LO	49	48		30	20
	AC	29		27	29	
SPAIN	UGT	29	27	30		8
	CCOO	42	24	34	15	15
	ELA-STV	26	30	33		21
FINLAND	SAK	45	46	46	49	37
	AKAVA	48	50	50	35	50
	STTK		67	68		48
FRANCE	CFDT		46	43	21	25
	FO			40	35	
GREECE	GSEE				4	
IRELAND	ICTU	38	40	45	29	40
ITALY	CISL	± 40		45	18	17
	UIL	41		18	7	
	CGIL			50		30
LUXEMBOURG	LCGB		27	32		17
	CGT-ÖGB	25		32	11	
NORWAY	LO	42	44	45	35	40
THE NETHERLANDS	FNV	22	26	29	20	
PORTUGAL	CGTP-IN					21
	UGT	41		47		16
UNITED-KINGDOM	TUC	36		40	22	33
SWEDEN	LO	45	46	46	26	
	SACO		47	48		40
	TCO	59	64	63	43	50

Sources: ETUC Surveys 1993, 1999, and 2001

**TABLE 12 : 1993 – 1999 - 2002 COMPARISON :  
EXECUTIVE COMMITTEE AND STEERING COMMITTEE AND/OR DAILY MANAGEMENT BOARD**

COUNTRY	T. U. ORGANIS.	TRADE UNION MEMBERSHIP (% WOMEN)			SEX OF TRADE UNION LEADER			EXECUTIVE COMMITTEE (% WOMEN)			STEERING COMMITTEE AND/OR DAILY MANAGEMENT (% WOMEN)		
		1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002
GERMANY	DGB	32	24	30	M	M		13	24	19	29	40	40
AUSTRIA	OGB	31	32	32	M	M	M	8	13		29	9	
BELGIUM	FGTB				F	F	F	7		27	20	29	29
	CSC		40	48		M	M		7	8		13	
DENMARK	LO	49	48		M	M	M/F	14	19		14	29	20
	AC	29		27	M		M	18			0		
SPAIN	UGT	29	27	30	M	M		9	27	24		13	46
	CCOO	42	24	34	M	M	M	20	30	31	20	25	25
	ELA-STV	26	30	33	M	M	M			25			33
FINLAND	SAK	45	46	46	M	M	M	23	20	20	33	29	28
	AKAVA	48	50	50	M	M	M	10	29	24	0	35	22
	STTK		67	68		M	M		41	29		17	25
FRANCE	CFDT		46	43	F	F	M	25	25	30	29	24	34
	FO			40	M		M	8		21	8		
GREECE	GSEE				M		M	11		0	20		0
IRELAND	ICTU	38	40	45	M	M	M	17	17		0	25	
ITALY	CISL	± 40		45	M	M	M	7		15			12
	UIL	41		18	M	M	M	12	12	15	0	13	
	CGIL			50		M	M		34	38		25	50
LUXEMB.	LCGB		27	32		M	M		20	20		14	33
	CGT-FOGB	25		32	M		M	15		16	0		20
NORWAY	LO	42	44	45	M	M	F	25	20	27	43	63	50
THE NEDERL.	FNV	22	26	29	M	M	M	19	25	21	29	33	40
PORTUGAL	CGTP-IN					M	M		19	22		17	20
	UGT	41		47		M	F	13	19	16	13	8	17
U.-K.	TUC	36		40	M	M	M	31	19	32			30
SWEDEN	LO	45	46	46	M	M	F	13		33	20	50	50
	SACO		47	48		M	F		33	55		25	55
	TCO	59	64	63	M	F	M	18	41	70	40	60	± 60

Sources: ETUC Surveys 1993, 1999, and 2001

TABLE 13 : 1993 – 1999 – 2002 COMPARISON: DEPARTMENTS

COUNTRY	TRADE UNION ORGAN.	TRADE UNION MEMBERSHIP (% WOMEN)			% WOMEN HEADING DEPARTMENT			DEPARTEMENTS LED BY WOMEN		
		1993	1999	2002	1993	1999	2002	1993	1999	2002
GERMANY	DGB	32	24	30	11	15	50	Women	Women - Social laws	Training - Women/equality Social policy - Working conditions and/or environment and/or Health Security
AUSTRIA	OGB	31	32	32	22	25	33	Women - Health & Safety	Women - Health & Safety	Women/equality - Working conditions and/or environment and/or Health Security
BELGIUM	FGTB				0	25	0		Health/Safety	Training - Women/equality
	CSC		40	48		30	50		Women - Trade union action Training	Social Policy - Early retirement and unemployment of older workers Information/Communication Training - Education
DENMARK	LO	49	48		0	13	40		Information	Collective bargaining/Industrial relations Training - Women/equality
SPAIN	AC	29		27	0		40	Women	Women - Health/Safety - Social Policy	Social policy - Working conditions and/or environment and/or Health & Safety
	UGT	29	27	30		43	62			Women/equality - Employment Youth
	CCOO	42	24	34	27	38	37	Women - Employment - Training Technical professions	Women - Training - Economic policy	Women/equality - Economic policy - International policy International - Working environment
FINLAND	ELA-STV	26	30	33		0	43	Legal	International – Working conditions	Collective bargaining/ Industrial relations/ Social Policy - Working conditions and/or environment and/or Health & Safety
	SAK	45	46	46	20	50	40		Working conditions	Women/equality - Economic policy - International policy International - Working environment
	AKAVA STTK	48 67	50 67	50 68	0 33	0	40			Collective bargaining/ Industrial relations/ Social Policy - Working conditions and/or environment and/or Health & Safety
FRANCE	CFDT		46	43	44	25	62	Women - Training - Health/Safety - Communications	Women - Negotiations	Women/equality - Economic policy - Social policy - Legal - International
	FO			40	33		37	Negotiations - Health & Safety		Collective bargaining/ Industrial relations - Women/equality - Economic Policy

COUNTRY	TRADE UNION ORGAN.	TRADE UNION MEMBERSHIP (% WOMEN)			% WOMEN HEADING DEPARTMENT				DEPARTEMENTS LED BY WOMEN		
		1993	1999	2002	1993	1999	2002		1993	1999	2002
GREECE	GSEE										
IRELAND	ICTU	38	40	45	20	60	14		Women	Women - Training - Economic policy - Social policy	Women/Equality
ITALY	CISL	± 40		45		40	20		Women - Economic policy - Social policy - Youth	Women - Social policy	Women/Equality - Training - Economic policy - Social policy
	UIL	41		18	20	13	33		Women	Women	Collective bargaining
	CGIL			50		43				Femmes - Négociations - Santé/Sécurité	Women/Equality - Social policy
LUXEMBOURG	LCGB		27	32		14	28			Women	Equality - Transport
NORWAY	CGT-OGB	25		32			20				Women/Equality
	LO	42	44	45	20	14	33		Santé/Sécurité	Women	Women/Equality - Information and strategy
THE NETHERLANDS	FNV	22	26	29	25	25			Women - Youth - Ethnic minorities	Women	Women/Equality - Social policy - Working conditions and/or environment and/or Health & Safety - Social communication and public relations - Youth - European Works Councils
PORTUGAL	CGTP-IN					67	50			Women - Training - Social policy Health/Safety	Training - Women/Equality - Social policy - Information
UNITED KINGDOM	UGT	41		47		63	50		Women	Women - International - Social policy - Economic policy	Training - Women/Equality - Social policy - Information
	TUC	36		40	20	40	60		Women - Social policy	Women - Training	Training - Women/Equality - Working conditions and/or environment and/or Health & Safety
SWEDEN	LO	45	46	46	0	18	14				Industrial policy and professional life
	SACO		47	48		29	43			Social policy - Health/Safety	Collective bargaining/ Industrial relations - Training - Working conditions and/or environment and/or Health & Safety Security
	TCO	59	64	63	50		83		Training - Working conditions		Training - Women/Equality - Social policy - Working conditions - International

Sources: ETUC Surveys 1993, 1999, and 2001

TABLE 14 : 1993 - 1999 - 2002 COMPARISON : ADVISORY COMMITTEES

COUNTRY	T.U. ORGANIS.	TRADE UNION MEMBERSHIP (% WOMEN)			PRESIDENTS OF POLICY COMMITTEES AND WORKING GROUPS (% WOMEN)			POLICY COMMITTEES AND WORKING GROUPS (% WOMEN)			NAMES OF POLICY COMMITTEES AND WORKING PARTIES WITH AT LEAST 30 % WOMEN MEMBERS		
		1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002
GERMANY	DGB	32	24	30	16			49			Women - Incomes policy		
	OGB	31	32	32	25	18		38	11		Women		
	CSC		40	48		14	14		15		Social security		Social security
	LO	49	48		17	60	44	33	29	29	Women - Health & Safety	Women - Environment - Social policy	Education - Immigration - Equality - Youth
SPAIN	UGT	29	27	30		0			19				
	CCOO	42	24	34	27	43			28				
	ELA-STV	26	30	33								Women - Youth	
	SAK	45	46	46	43	43	36	30	34	33	Women - Health/Safety - Social-Communications	Women - Training - Social security	Archives - Staff - Education Youth - Social policy Women - Communication
FINLAND													
	AKAVA	48	50	50	14	40	50	36	47	±44	Women - Social Policy International affairs	Youth - Training - International affairs Working conditions	Education/employment - Students - International affairs Labour law/Collective bargaining Entrepreneurs Equality/Women
	STTK		67	68		30	50		51	±45		Organisation - Labour market Training - Social policy Youth	Organisation - Education Adult education Legislation and social policy Regional policy - Working conditions Dispute resolution
FRANCE	CFDT		46	43									
	ICTU	38	40	45		50			32		Women	Women	
	CISL	±40		45					23		Women - Economy - Youth	Low pay	
	UIL	41		18		0							
LUXEMB. NORWAY	LCGB		27	32					13	22			
	LO	42	44	45		57	50			±49	Women - Youth - Economy/Incomes policy		Advice/Finance Family Policy/equal rights Youth - Leisure/Culture Organisation - immigration Industrial policy - Housing policy

COUNTRY	T.U. ORGANIS.	TRADE UNION MEMBERSHIP (% WOMEN)			PRESIDENTS OF POLICY COMMITTEES AND WORKING GROUPS (% WOMEN)			POLICY COMMITTEES AND WORKING GROUPS (% WOMEN)			NAMES OF POLICY COMMITTEES AND WORKING PARTIES WITH AT LEAST 30 % WOMEN MEMBERS		
		1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002
THE NETHERLANDS	FNV	22	26	29		30			40	±27		Women - Minorities - Youth - Incomes - Older workers - Labour market - European affairs - Retirement	Incomes policy
PORTUGAL	CGTP-IN					25	37		39	±38		Women - Minorities - Youth - Incomes - Older workers - Labour market - European affairs - Retirement	Youth - Women - Organisation - Training
	UGT	41		47		33	14		63	±12		Women - Managerial staff - Youth	
UNITED KINGDOM	TUC	36		40		22	50	38	32	±54	Women - Training - Equal rights - Social/Health	Women - Training - General advice - Human relations - Youth	Women - Race - LGBT - Disabled
	LO	45	46	46				20	40				
SWEDEN	SACO		47	48			40		40	± 50			Labour market - Training - International
	TCO	59	64	63	33	83		48			Women - Training - Economy - Health/Safety - Working conditions		

(sources: ETUC Surveys 1993, 1999, and 2001

TABLE 15 : 1993 - 1999 - 2002 COMPARISON : WOMEN'S COMMITTEES

COUNTRY	T.U. ORGANIS.	WOMEN'S COMM.			RESPONSIBILITIES OTHER			ELECTION / APPOINTMENT MEMBERS			ADVISORY/ DECISION-MAKING			CONGRESS UNDER THE AUTHORITY OF EXECUTIVE			MIXED COMPOSITION/ WOMEN		
		1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002
GERMANY	DGB	YES	YES*	YES*	NO	NO	NO	A	E+A	A	ADV	D	ADV+D		No	C		M	F
AUSTRIA	OGB	YES	NO		NO			A			D			C			F		
BELGIUM	FGTB	YES	YES	YES	YES	NO	NO	A	A	A	ADV	ADV	ADV	C+E		C+E	M	M	F
	CSC		YES*	YES*		NO	NO		A	A		NO	ADV+D		C	C+E		F	F
DENMARK	LO	YES	YES*	YES*	NO	YES	YES	A	A	A	ADV	D	ADV+D	E	C	C+E	M	M	M
	AC	YES			NO			A			ADV			E			M		
SPAIN	UGT		YES*	NO		NO			A			ADV			C+E			M	
	CC.OO	YES	YES*	YES*		NO	NO	A	E	E	D	D	D	C+E	C+E	C+E	F	M	F
	ELA-STV		YES	YES*		NO	NO		A	A		D	D		C	C+E		M	M
FINLAND	SAK	YES	YES*	YES*	NO	NO	NO	A	A	A	ADV	ADV	ADV	E		NO	M	M	M
	AKAVA	YES	YES	YES		NO	YES		A	A		ADV	ADV+D		E	NO		M	M
	STIK		YES	YES		YES	YES		A	A		ADV	ADV+D		E	E		M	M
	CFDT	YES	YES*	YES*	NO	NO	NO	E	E	E	ADV	ADV	ADV	E	C+E	C	M	M	M
FRANCE	FO	YES		YES*	NO		YES	A		A	D		D	C+E		C+E	F		M
IRELAND	ICTU	YES	YES	YES	NO	NO	NO	A	A	A	ADV	ADV	ADV	E	C+E	E	M	M	M
	CISL	YES	YES*	YES	NO	NO	NO	A	A	A	D	D	D	E	E	E	F	F	F
	UIL	YES	YES	YES	NO	YES	NO	A	A	A	D	D		E	C	C	F	M	M
GREECE	CGIL		YES*	YES*		NO	NO		A	A		D	NO		E	E		F	M
	GSEE	YES	YES	YES	NO		YES	A		A	ADV		ADV+D	E		C+E	M		M
	LCGB		YES*	YES*		NO	NO		E	E	D	D	D		C+E	C+E		M	M
LUXEMBURG	CGT-OGB	YES	YES*	YES*	NO		NO	E		E	D		ADV+D	C		C	M		F
NORWAY	LO	YES	YES*	YES*	NO	NO	YES	A	A	A	ADV	ADV	ADV	E	E	E	M	M	M
THE NETHERLANDS	FNV	YES	YES*	YES*	NO	NO		A	A		ADV	D		E	C		M	M	
PORTUGAL	CGTP-IN		YES*	YES*		NO	NO		E	E		ADV	ADV+D		C+E	C		F	M
	UGT	YES	YES	YES	YES	NO	NO	E	E	E	D	D	ADV+D	E	C+E	C	F	M	M
	TUC	YES	YES	YES	YES	NO	NO	E	E	E+A	D		ADV+D			E	F	M	M
SWEDEN	LO	YES	YES*	YES*	NO	NO	NO	E	E+A	A	D	ADV	ADV	E	E	E	M	M	M
	SACO		NO																
	TCO	YES	YES		NO	NO		A	A		ADV	D		E	C+E		M	M	

\*with own budget

Sources: ETUC Surveys 1993, 1999, and 2001



TABLE 16 : 1993 - 1999 - 2002 COMPARISON : WOMEN'S DEPARTMENTS

COUNTRY	T.U. ORGANIS.	WOMEN'S DEPARTMENTS			WOMEN'S CONGRESS OR CONFERENCE			ADVISORY/DECISION-MAKING			FREQUENCY OF EVENT		
		1993	1999	2002	1993	1999	2002	1993	1999	2002	1993	1999	2002
GERMANY	DGB	YES	YES*	YES*	YES	YES	YES	ADV	D	D	every 4 years	every 4 years	every 4 years
AUSTRIA	OGB	YES	YES	YES	YES	YES	YES	D	D	D	every 4 years	every 4 years	every 4 years
BELGIUM	FGTB	NO	YES	NO	YES	YES	NO	ADV			Occasional	every 4 years	
	CSC		YES*	YES*		NO	YES			ADV			ANNUALLY
DENMARK	LO	YES	YES*	NO	NO	NO	NO						
	AC	NO		YES	YES		NO	ADV			Occasional		
SPAIN	UGT	YES	YES*	YES*	NO	NO	NO	ADV			every 4 years		
	CCOO	YES	YES	YES*	NO	NO	NO						
	ELA-STV		YES*	YES*	NO	NO	YES			ADV			
FINLAND	SAK	NO	NO	NO	NO	NO	NO						
	AKAVA	YES	YES	YES**	NO	NO	NO						
	STTK	YES	YES	YES	NO	NO	NO						
FRANCE	CFDT	YES	YES*	YES*	YES	YES	YES	ADV	ADV	ADV	every 3 years	every 3 years	every 3 years
	FO	YES		YES*		NO	YES			D			ANNUALLY
GREECE	GSEE	YES		YES		NO	YES			ADV			every 3 years
IRELAND	ICTU	YES	YES	YES	YES	YES	YES	D	ADV	ADV	every 2 years		every 2 years
ITALY	CISL	YES	YES	NO	NO	NO	NO	ADV			every 2 years		
	UIL	YES	YES		YES	YES			ADV			every 6 months	
	CGIL		YES*	YES*	NO	NO	NO						
LUXEMBOURG	LCGB		YES*	YES*	YES	YES	YES		D	D	every 4 years	every 4 years	every 4 years
	CGT-OGB	YES		YES*		YESI	YES	D		D	ANNUALLY		every 2 years
NORWAY	LO	NO	YES*	YES*	NO	NO	NO						
THE NETHERLANDS	FNV	YES	YES*	YES*	YES	YES	YES		ADV		every 3 years	every 3 years	every 3 years
PORTUGAL	CGTP-IN		YES*	YES*	YES	YES	YES		D	D			Irregular
	UGT	YES	YES	YES	NO	NO	YES	D			every 4 years		every 4 years
UNITED-KINGDOM	TUC	YES	YES	YES*	YES	YES	YES			ADV	ANNUALLY	ANNUALLY	ANNUALLY
SWEDEN	LO	NO	NO	YES*	NO	NO	NO						
	SACO		YES	YES*	NO	NO	NO						
	TCO	NO	YES	YES	NO	YES	NO		ADV+D				

\* with own budget

\*\* This Department has been merged with other Departments

Sources: ETUC Surveys 1993, 1999, and 2001

TABLE 17 : 1993 - 1999 - 2002 COMPARISON : COLLECTIVE BARGAINING

COUNTRY	TRADE UNION ORGANISATIONS	INVOLVEMENT IN CENTRALISED COLLECTIVE BARGAINING			% WOMEN PARTICIPATING IN COLLECTIVE BARGAINING		
		1993	1999	2002	1993	1999	2002
GERMANY	DGB	NO	NO	NO			
AUSTRIA	OGB	NO	NO	NO			
BELGIUM	FGTB	YES	YES	YES	50	50	50
	CSC		YES	YES		0	0
DENMARK	LO	YES	YES	YES	14	43	
	AC	YES		YES	19		71
SPAIN	UGT	YES	YES	YES		50	25
	CCOO	YES	YES	YES		5	60
	ELA-STV		NO	NO			
FINLAND	SAK	YES	YES	YES	25	35	25
	AKAVA	YES	YES	YES	0	0	22
	STTK		YES	YES		31	43
FRANCE	CFDT	YES	YES	NO	33	20	
	FO	YES		YES	60		
GREECE	GSEE	YES		YES	25		
IRELAND	ICTU	YES	YES	YES	20	17	
ITALY	CISL	YES	YES	NO		14	
	UIL	YES	YES	YES	0	13	
	CGIL		YES	YES			
LUXEMBOURG	LCGB		NO	YES			50
	CGT-OGB	NO		YES			25
NORWAY	LO	YES	YES	YES	36	38	32
THE NETHERLANDS	FNV	YES	YES		VARIABLE	50	
PORTUGAL	CGTP-IN		YES	YES		13	14
	UGT	YES	YES	NO	33	57	
TUC		NO	NO	NO			
UNITED - KINGDOM	LO	NO	NO	NO			
SWEDEN	SACO		NO	NO			
	TCO	NO	NO	NO			

Sources: ETUC Surveys 1993, 1999, and 2001

**TABLE 18 : 1993 - 1999 - 2002 COMPARISON : CONSTITUTION AND POLICIES FOR GENDER EQUALITY**

COUNTRY	T. U. ORGAN.	COMMITMENT TO GENDER EQUALITY IN CONFEDERATION CONSTITUTION		GENDER EQUALITY POLICY ADOPTED RECENTLY BY CONGRESS		EQUALITY POLICY ACCOMPANIED BY ACTION PROGRAMME PLAN OR STRATEGIES	
		1993	1999	2002	1993	1999	2002
GERMANY	DGB	NO	YES	YES	YES	NO	NO
AUSTRIA	OGB	YES	YES	YES	YES	NO	YES
BELGIUM	FGTB	NO	YES	YES	YES	NO	YES
	CSC		YES	YES	NO		YES
DENMARK	LO	NO	YES	YES	YES	YES	YES
	AC	NO		NO			
SPAIN	UGT	NO	YES	YES	YES	YES	
	CCOO	YES	YES	YES	YES		YES
	ELA-STV		NO	NO	YES		
FINLAND	SAK	NO	NO	NO	NO	YES	
	AKAVA	YES	NO	YES	YES	YES	YES
	STTK		YES	YES	YES	YES	YES
FRANCE	CFDT	YES	YES	YES	YES	YES	
	FO	YES		YES			
GREECE	GSEE			YES	YES		
IRELAND	ICTU	YES	YES	YES	YES	YES	YES
	CISL	YES	YES	YES	YES	YES	NO
	UIL	YES	YES		YES	NO	
	CGIL		YES	YES	YES	NO	
LUXEMBOURG	LCGB		NO	YES	YES	YES	YES
	CGT-OGB	NO		NO			
NORWAY	LO	NO	YES	YES	YES	YES	
THE NETHERLANDS	FNV	NO	YES		YES	YES	
PORTUGAL	CGTP-IN		YES	YES	YES	YES	YES
	UGT	YES	YES	YES	YES	YES	NO
UNITED-KINGDOM	TUC			YES	YES	YES	YES
SWEDEN	LO	YES	YES	YES	YES	YES	YES
	SACO		NO	YES	NO		
	TCO	NO	YES	YES	YES	YES	

Sources: ETUC Surveys 1993, 1999, and 2001

TABLE 19 : 1993 - 1999 - 2002 COMPARISON : POSITIVE ACTION MEASURES

COUNTRY	T. U. ORGANIS.	POLICY GUARANTEEING WOMEN'S PARTICIPATION IN NATIONAL REPRESENTATION		POSITIVE ACTION MEASURES				POLICY GUARANTEEING PARTICIPATION OF WOMEN IN INTERNATIONAL REPRESENTATION	
		1993	1999	2002	1993	1999	2002	1993	2002
GERMANY	DGB	NO	YES	YES				NO	YES
AUSTRIA	OGB	YES	YES	YES	O	R	R +	NO	YES
BELGIUM	FGTB	NO	YES	YES				YES	YES
	CSC		YES	YES		R		YES	YES
DENMARK	LO	YES	YES	YES	O		O	NO	YES
	AC			YES					NO
SPAIN	UGT	NO	YES	YES		Q		NO	YES
	CCOO	NO	YES	YES		O		NO	YES
	ELA-STV		NO						
FINLAND	SAK	YES	YES	YES	O		Q +	YES	YES
	AKAVA	NO	YES	YES		R		NO	YES
	STTK		YES	YES			O	YES	YES
FRANCE	CFDT	YES	YES	YES	R	R +	Q +	NO	YES
	FO	NO		YES				NO	YES
GREECE	GSEE	NO		YES				NO	YES
IRELAND	ICTU	YES	YES	YES	Q	R	R +	YES	YES
	CISL	NO	YES			Q	Q +	NO	YES
	UIL	NO	YES			R	R +	NO	YES
	CGIL		YES					YES	YES
LUXEMBOURG	LCGB		YES	YES		O	O	YES	YES
	CGT-OGB	YES		YES			O	YES	YES
NORWAY	LO	YES	YES	YES	O		Q +	NO	YES
THE NEDERLANDS	FNV	NO	YES			O		NO	YES
PORTUGAL	CGTP-IN		YES	YES		O	O	YES	YES
	UGT	NO	YES	YES		O	R	NO	YES
SWEDEN	LO	YES	YES	YES	O		O	YES	YES
	SACO		YES	YES		O	O	YES	YES
	TCO	NO	YES	YES				NO	YES

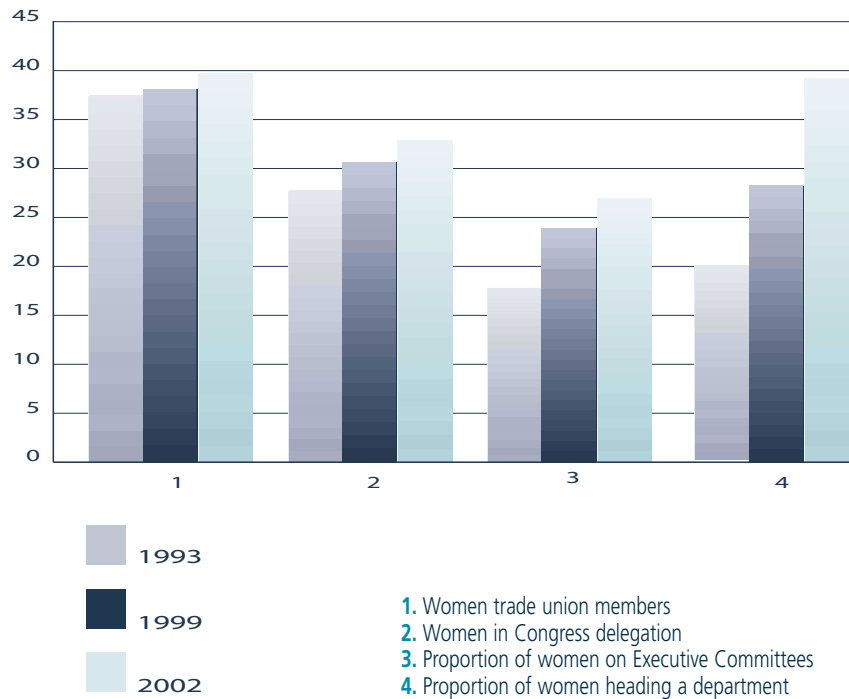
(\*) R = reserved seats - Q = quotas - O = other measures

Sources: ETUC Surveys 1993, 1999, and 2002.



## GRAPH 1

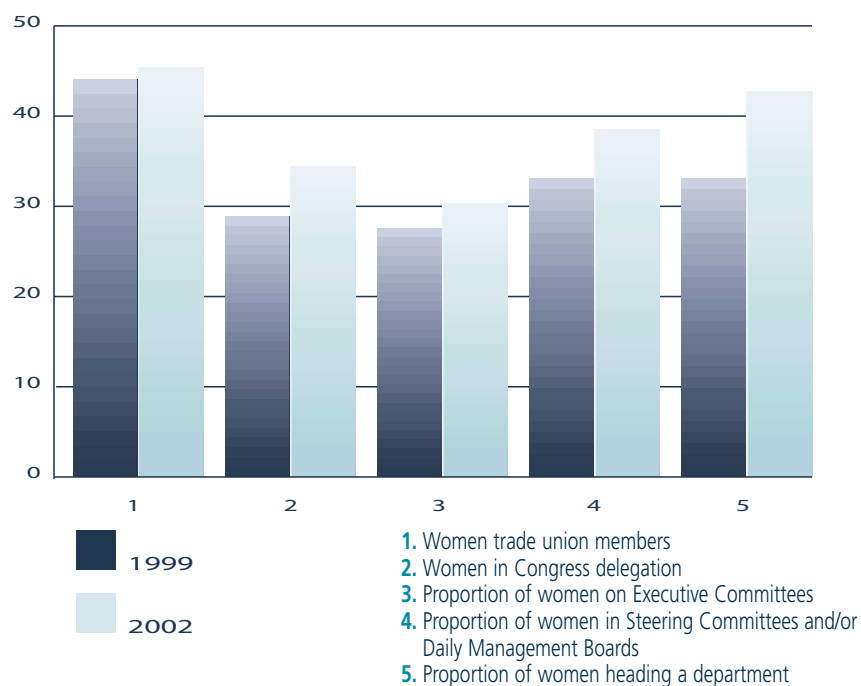
Changing proportion of women in Confederation decision-making bodies responding to the three surveys 1993 – 1999 – 2002



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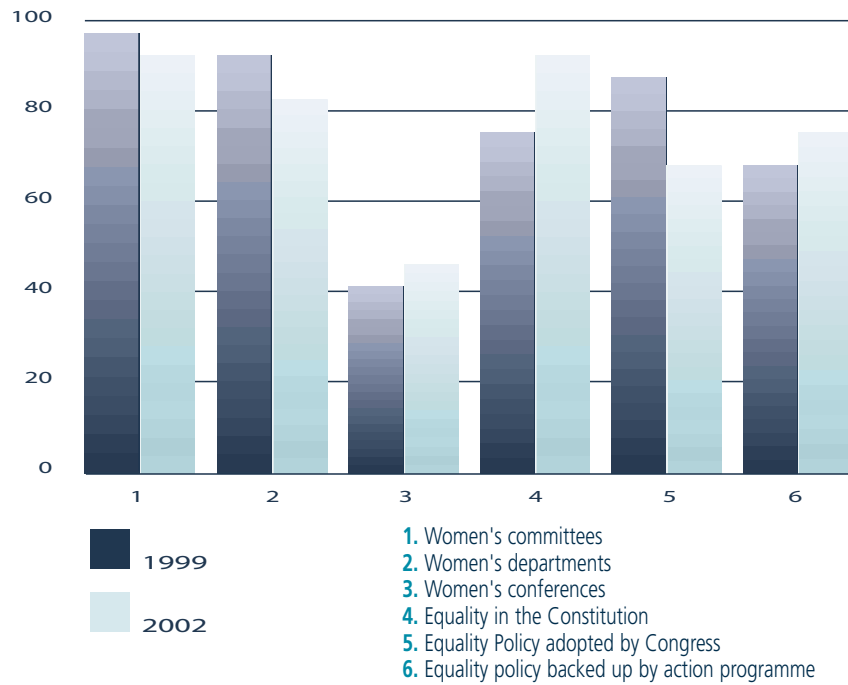
## GRAPH 2

Changes in the proportion of women in Confederation decision-making bodies and at the head of Confederations responding to the surveys 1999 and 2002



### GRAPH 3

Changes in the numbers of structures and measures introduced to ensure the promotion of women's interests in Confederations responding to the two surveys of 1999 and 2002







# 3. European Industry Federations: 2002 interview results

## 2.1. Introduction

The 11 ETUC-affiliated European Industry Federations were all interviewed. Interviews were carried out in the following order:

- ▲ European Transport Federation/ Fédération Européenne des Travailleurs des Transports;
- ▲ European Federation of Food, Agriculture and Tourism/ Fédération Européenne des Syndicats de l'Alimentation, de l'Agriculture et du Tourisme;
- ▲ EMF / FEM : European Metalworkers' Federation/Fédération Européenne des Métallurgistes;
- ▲ EFJ / FEJ : European Federation of Journalists/Fédération Européenne des Journalistes;
- ▲ EEA : European Entertainment Alliance/Alliance Européenne des arts et du spectacle;
- ▲ EFBWW / FETBB : European Federation of Building and Woodworkers/Fédération Européenne des Travailleurs du Bâtiment et du Bois;
- ▲ EPSU / FSESP : European Federation of Public Service Unions/Fédération Syndicale Européenne des Services Publics;
- ▲ EMCEF :European Mining, Chemical and Energy Workers' Federation/ Fédération Européenne des Syndicats des Mines, de la Chimie et de l'Energie;
- ▲ UNI-EUROPA : The European Regional Organisation of Union Network International;
- ▲ ETUF-TCL / FSE : European Trade Union Federation : Textile, Clothing and Leather/Fédération Syndicale Européenne du Textile, de l'Habillement et du Cuir;
- ▲ ETUCE / CSEE : European Trade Union Committee for Education/Comité Syndical Européen de l'Education.

These Industry Federations are made up of trade union organisations in a given sector. They are often European branches of International Unions.

Some were created quite recently: for example, the ETF in June 1999, EFFAT in December 2000. The recent creation of UNI-EUROPA is the result of a merger between four former Federations, brought about by market developments. Together, these 11 Federations bring together more than 1 300 sectoral trade union organisations. They represent 35 580 000 affiliated members. Federation membership figures range from 200 000 (EAEA), to 8 000 000 (EPSU). These data are illustrated in Table 1.

The Federations include a number of sub-sectors (see Table 1). Some of these sub-sectors are more feminised than others. The EMCEF Mining sub-sector contains very few women, in contrast to the Pharmaceuticals and Ceramics sub-sectors. The Furniture and Wood Industry sub-sectors are the most feminised sub-sectors of the EFBWW.



**TABLE 1 :  
SECTORS/SUB-SECTORS**

Federation name	Nber of T.U. organis.	Total nber of affiliations	Sectors	Sub-sectors
ETF	198	2.300.000	Transport - Fishing - Tourism	Railways - Road Transport - Internal navigation Civil aviation - Fishing - Dockers Seafarers - Tourism
EFFAT	120	2.600.000	Food industry - Agriculture - Tourism	<b>Primary sector :</b> Arable farming - Non-food and fibre cultivation Animal production Fruit, vegetables and flowers - etc. <b>Secondary and tertiary sectors :</b> Food industry Tobacco and drinks - Hotel industry and tourism - etc.
FEM	60	6.500.000	Metal working	Defence - Aerospace - Steel - Ship building Garages - Car manufacture Information and Communication Technologies
FEJ	40	280.000	Journalism	
EEA	70	200.000	Arts - Entertainment	Performers - Technical trades - Writers
EFBWW	50	2.300.000	Building - Wood	Construction – Furnitur Wood industry - Forestry
EPSU	180	8.000.000	Public services	National administration - Local and regional administration - Health, social security - Public utilities
EMCEF	120	2.500.000	Mining - Chemicals - Energy	Mines - Coal - Energy - Chemical industry (Pharmaceuticals etc.) Paper - Rubber - Plastic Glass - Ceramics - Cement
UNI-EUROPA	340	7.200.000	Commerce – Finance – Graphics Postal services – Telecoms – Hairdressing – etc.	
ETUF	55	1.500.000	Textiles - Clothing - Footwear - Leather	
ETUCE	81	2.200.000	Education	

Source: ETUC Survey 2002

### 3.1. Female membership

**Need for data broken down by sex  
in the gathering of membership data  
(ETUC and affiliated organisations Equality Plan  
Source: ETUC)**

Three Federations out of eleven were unable to estimate the proportion of women members in their organisations for the following reasons: *"It's never been studied"*, *"We'd need a survey to find out"* or *"The member organisations don't know"*.

Among the other Federations, the average female membership rate is **more than 35%**. This is only an approximate figure. Although some Federations do have exact statistics on women's membership, the percentage given by most is only an estimate.

According to the Federations, and as shown in Table 2, the rate of female membership ranges from 5-10% (Wood and Building sectors: EFBWW) to 60-70% (Textile and Clothing sectors: ETUF).

Though some Federations are more feminised than others, a significant rate of women members does not necessarily imply high rates of representation in decision-making bodies.

**TABLE 2 : WOMEN MEMBERS**

FEDERATION NAME	TOTAL NUMBER OF MEMBERS	PERCENTAGE OF WOMEN MEMBERS
ETF	2.300.000	12%
EFFAT	2.600.000	30-40%
FEM	6.500.000	
FEJ	280.000	37%
EEA	200.000	> 30%
EFBWW	2.300.000	5-10%
EPSU	8.000.000	> 50%
EMCEF	2.500.000	
UNI-EUROPA	7.200.000	47%
ETUF	1.500.000	60-70%
ETUCE	2.200.000	

Source: ETUC Survey 2002

### 3.1.1. Membership and atypical members

European Industry Federations (except the ETUCE where this question does not apply) were questioned about their efforts to recruit atypical members, and the influence of these strategies on membership.

In a large majority of Federations the fate of atypical workers is a priority concern. Some mentioned the presence of high numbers of atypical workers in their sector. This is the position of part time and fixed term seasonal workers in the agriculture and tourism sectors. It also affects home workers in the textile and clothing sectors. The EEA representative stated that 60% of their members were on atypical contracts.

In examining the strategies used to recruit these vulnerable workers we should distinguish national efforts by organisations affiliated to the Federations, and the actions taken at European level by the Federations themselves.

#### AT NATIONAL LEVEL : STRATEGIES ADOPTED BY ORGANISATIONS AFFILIATED TO THE FEDERATIONS

According to a large majority of respondents, member organisations had adopted policies to encourage the protection of vulnerable workers. Some mentioned that this issue was more a national than a European concern.

##### Examples of strategies adopted:

- Door to door visits to try to recruit home workers (Italy: ETUF affiliated organisation);
- Providing an insurance package to atypical workers (Austria: UNI-EUROPA affiliated organisation);
- Creating a new trade union department for atypical workers (the Netherlands: EFBWW affiliated organisation);
- Including measures for free lance journalists in collective agreements (Italy: EFJ).

#### AT EUROPEAN LEVEL: FEDERATION STRATEGIES

At the European level, a large majority of Federations stated that they were concerned about atypical work, illegal work and undeclared work. A by no means exhaustive list would include:

- Survey of member organisations to assess the extent of individual contracts not covered by collective agreements; (EMF: working programme 1999-2003);
- Report on working time (EPSU);
- Establishing an expert group to lobby the European institutions (FEJ);
- Studies of illegal and undeclared work. Lobbying to tackle these issues through the Employment guidelines (ETUF).

It is also necessary to ensure that gender issues are taken into account in tackling the various forms of atypical work.

The majority of respondents stated that efforts were undertaken jointly at European and national levels to promote the membership of atypical workers.

What impact have these strategies had on membership rates for atypical workers? Most respondents claimed that there had been a beneficial impact, but this could not be quantified.

**IN CONCLUSION**, only three of the eleven Federations have precise statistics on female membership levels while three and five respectively either did not know what the percentage was, or only submitted an estimate which should be treated with caution.

Obtaining reliable comparable statistics on women's situation is a vital first step in any action to promote equality. As the UNI-EUROPA representative said: *"The existence of statistical data broken down by sex is an approach which would enable us to stimulate change"*. This is all the more important given that some Federations are highly feminised.

## 3.2. Women's representation in decision-making bodies

Ensuring that women are represented in negotiating and decision making bodies.  
(ETUC and affiliated organisations Equality Plan.  
Source: ETUC)

### 3.2.1. Overall strategies to increase the representation of women.

The following aspects emerge from the study of strategies used to increase women's representation:

**THE CREATION OF WOMEN'S STRUCTURES** : Eight of the eleven Federations had opted to encourage women's representation by creating a Women's Committee, Equality Committee, etc.;

**THE ADOPTION OF A DECLARATION IN FAVOUR OF WOMEN'S REPRESENTATION** : Eight Federations also recorded the existence of a motion adopted by Congress or a general commitment in the Federation's Constitution promoting the representation of women. However, the most effective declarations were backed up by affirmative action programmes and monitoring procedures;

**AFFIRMATIVE ACTION AND MONITORING MECHANISMS** : Nevertheless, less than half of the Federations (ETF, EFFAT, EPSU, UNI-EUROPA, ETUCE) stated that they had **voluntarily** adopted a **strategy** to increase the representation of women. Apart from a generalised statutory commitment to women's representation, Constitutions include affirmative actions and set out follow-up and monitoring procedures. The EFFAT constitution states that where the statutory measures promoting women's representation are not respected, this must be justified before the Constitution Committee.

It appears that the EFJ <sup>1</sup>, the EEA and the EFBWW have adopted **no** measures to encourage the representation of women in their decision making bodies.

### 3.2.2. Strategies used for various decision making bodies

**A**t Congress <sup>2</sup>, half the Federations interviewed encourage - either by statutory means or through letters of invitation - Congress delegations to reflect the percentage of women members. However, the composition of delegations depends

on the good will of member organisations, for as has been stressed, *"Member organisations remain independent in designating their Congress delegations"*.

Less than half of the Federations have statutorily reserved seats for women on their Executive Committees or Steering Committees. For example in EFFAT, the President of the Women's Committee is automatically vice-president of the Praesidium; in the ETF, the Executive Committee includes six women representatives, while the EPSU Executive Committee has two vice presidents, one woman and one man.

On **standing policy committees and/or standing working groups** the method most often used is to set up a Women's Committee, Women's Working Group, or Equal Opportunities Committee (with men and women members). Eight out of eleven Federations adopted this approach. Fewer than half the Federations were attempting to increase women's representation in the **other** standing policy committees and standing working groups. One respondent explained the difficulties of increasing women's presence in these bodies: *"One of the most important tasks of these committees is collective bargaining. There is a kind of prestige in taking part in these committees. It is therefore the men who get to sit on them, because in trade unions men have more of the higher positions."*

### 3.2.3. The representation of women on the various decision making bodies

The Federations were questioned on the percentage of women in their decision-making bodies. The study of women's representation in the various decision-making bodies was **not an easy task**. As was emphasised above, only a minority of Federations have exact statistics on the female membership rate. For other respondents, the percentage was either an estimate or was unknown.

The percentage of women present at **Congress** ranges from +/- 10% (EFBWW) to 42% (EPSU) depending on the Federation. The results are set out in Table 2. Overall, the percentage is **25%**. However, it was only possible to examine the female representation in half of the Federations. Of these, only one third (2 Federations) could claim that Congress was representative of their female membership. Both of these were Federations with few women members: the ETF and the EFBWW (however, the EFBWW's figure is only approximate). Although EPSU has almost achieved proportional representation, the Congresses held by the EFJ, the EFFAT and the ETUF are not very representative of their women members.

<sup>1</sup> However, the IFJ (International Federation of Journalists) has a working group called the "Gender Council". This working group, with which EFJ is involved, has the task of carrying out a survey of the mechanisms and structures which would increase the representation of women in trade unions.

<sup>2</sup> Not all Federations hold a Congress: the EEA does not, and at UNI-EUROPA the Congress had not yet met at the time of the interview.

In the case of **Executive Committees**, as Table 4 shows, the percentage of women ranges from 6% (EMF) to +/- 45% (EPSU). The average is 23% <sup>3</sup>. As regards the percentage of membership, it was possible to compare a little over half of the Federations. One third of them have an Executive Committee which is at least representative of the female membership: ETF and EFBWW (and similarly EPSU which is close) unlike the executive Committees of UNI-Europa, EFFAT and ETUF, where women members are especially poorly represented in the latter.

The proportion of women on **Steering Committees** varies from 7% (EMF) to around 50% (EEA). The average is 28% <sup>4</sup>. Among the seven Federations where the representation rates were studied, the ETF and EEA bodies are representative. According to the EEA representative, this is not the result of a policy or affirmative action: *"We have high rates of female representation, but that's not because of a policy, there are a lot of women in the arts and entertainment, and in national trade unions"* <sup>5</sup>. However, the percentage given by the EEA is an estimate. Finally, though Steering Committees in the EFJ and EPSU are "close" to being representative, this is not the case in EFFAT and the ETUF. The results are given in Table 5.

Finally, in the **standing policy committees and/or standing working groups** the proportion of women quoted by the Federations ranges from less than 10% (EFBWW) to 48% (ETUCE). The average percentage is **25%** <sup>6</sup>. However, it is not always easy to assess the percentage of women in these bodies, because as one respondent emphasised: *"These bodies are not as stable as the Executive Committee, their members are not elected and there are changes from one meeting to the next"*.

#### IN CONCLUSION :

■ **Few of the Federations appear to have voluntarily adopted policies** to increase the presence of women in their decision-making bodies. Fewer than half have done so. In the other Federations either no action has been taken, or the Federation has often simply established a women's structure and/or adopted a general declaration on women's representation that has little binding effect. The reasons offered to explain the lack of strategies to encourage representation include: *"This is the sole responsibility of member organisations"*, *"the International Federation is already doing that"*, and *"The independence of affiliated organisations"*.

■ It is **not easy to assess the representativeness** of decision-making bodies. **Few statistics** are available for

women members and the proportion of women in these bodies is often only estimated.

■ In order to increase the representation of women, a number **of obstacles / difficulties must be overcome**. These include: the low numbers of women on national trade union bodies; a certain amount of resistance; the independence of affiliated organisations to determine the composition of their delegations. According to one respondent: *"It is not always easy to check the representation of women in member organisations, because this takes human and financial resources"* and another stated: *"Some countries (the Nordic countries) respect the quota, others (in the South of Europe) do not."* On the other hand, without any positive discrimination, the EEA has succeeded, according to its representative's estimates, in achieving a rate of female representation in its decision-making bodies which actually exceeds the percentage of women members. This is due to the significant presence of women in the sector concerned and in national trade unions.

■ It is essential for Federations to be able to access **reliable statistics** on both the female membership rate and the proportion of women in their decision-making bodies. This is a vital first step in any action **to encourage their representation**. Furthermore, the responsibility to encourage the representation of women is as much the task of national Federations as it is of European and international Federations. Certainly, the under representation of women in the decision-making bodies of European industry Federations has its roots in their weak representation on national bodies, but strategies should be undertaken **jointly** at national, European and International levels. This responsibility lies with all the actors!

■ Nevertheless, achieving female representation which is proportional to the membership rate is **not an end in itself**. Formal equality does not always lead to genuine equality: women who sit on these bodies need to press the equality issues.

<sup>3</sup> ■ This percentage is arrived at by adding the figures given by the Federations.

<sup>4</sup> ■ Figure obtained as above.

<sup>5</sup> ■ The profile of women in the arts and entertainment sector is quite unlike that of female blue-collar workers. It may be supposed that women are present in national trade union decision-making bodies.

<sup>6</sup> ■ Figure obtained as above.

**TABLE 3 : REPRESENTATION OF WOMEN AT CONGRESS**

Federations	% women members	Women delegates at Congress	
		%	n/N
ETF	12	16	43 / 271
EFFAT	± 30 - 40	21	57 / 267
FEM			
FEJ	37	24	7 / 29
EEA *	> 30		
EFBWW	± 5 - 10	± 10	
EPSU	> 50	42 **	98 / 235
EMCEF		15	32 / 218
UNI-EUROPA *	47		
ETUF	± 60 - 70	± 40	
ETUCE		35	70 / 200

\* No Congress, or has not yet taken place

Source: ETUC Survey 2002

\*\* Percentage at 2000 Congress

**TABLE 4 : REPRESENTATION OF WOMEN IN THE EXECUTIVE COMMITTEE**

Federations	% women members	Women delegates at Executive Committee	
		%	n/N
ETF	12	15	6 / 39
EFFAT	± 30 - 40	20	18 / 91
FEM		6	4 / 62
FEJ	37		
EEA *	> 30		
EFBWW	± 5 - 10	10	3 / 30
EPSU	> 50	± 45	
EMCEF *			
UNI-EUROPA c	47	29	17 / 58
ETUF	± 60 - 70	± 25	
ETUCE		35	11 / 31

\* Body does not exist in these Federations.

Source: ETUC Survey 2002

**TABLE 5 : REPRESENTATION OF WOMEN ON STEERING COMMITTEE**

Federations	% women members	Women delegates at Steering Committee	
		%	n/N
ETF	12	25	2 / 8
EFFAT	± 30 - 40	14	3 / 21
FEM		7	1 / 14
FEJ	37	33	3 / 9
EEA *	> 30	± 50	
EFBWW *	± 5 - 10		
EPSU	> 50	43	
EMCEF		10	2 / 19
UNI-EUROPA	47	37	3 / 8
ETUF	± 60 - 70	± 30	
ETUCE *			

\* Body does not exist in these Federations.

Source: ETUC Survey 2002



**TABLE 6 : REPRESENTATION OF WOMEN  
IN STANDING POLICY COMMITTEES  
AND/OR STANDING WORKING GROUPS**

Federations	% women members	Standing policy committees and/or working groups %	n/N	Names of Standing policy committees and/or working groups
ETF *	12			
EFFAT	± 30 - 40	16	8/50	Food – Agriculture – Tourism - ETLC
FEM		15	78/518	Industrial Policy Committee – European Works Council Task Force Collective Bargaining Committee – Sectoral Working Groups (Car Industry, Steel, Ship Building etc.) – Horizontal Working Groups (Training, <b>Women</b> , Eastern Europe)
FEJ	37	32	12/37	Copyright - Labour law - Freelance
EEA	> 30	40	6/15	Social dialogue
EFBWW	± 5 - 10	< 10		Construction Committee - Wood and furniture Committee - Coordination Group: Health and safety - Other working groups.
EPSU	> 50	29 24 50 3		National and European administration Regional and local Health, social security Public utilities <b>Equal opportunities</b>
EMCEF		15		Sectoral Committees: Chemicals and pharmaceuticals, Rubber and plastics, Glass, Ceramics and cement, Paper pulp and paper, Energy, Coal Mining, Quarries and Mines Cross-sectoral Committees: <b>Women</b> , Collective bargaining and industrial relations, Environment, Health and safety
UNI	47	24 **	286/1166	Youth - <b>Women</b> - Professional and Managerial staff – Commerce – Finance – Graphics – Post – Telecoms – Hairdressing
ETUF	± 60 - 70	25		Sectoral Social dialogue committee - Working groups (European Works Councils, European coordination of collective bargaining, <b>Women</b>
ETUCE		48	31/64	Higher education and research - <b>Equal opportunities</b>

\* Sections.

Source: ETUC Survey 2002

\*\*This percentage does not include the Women's Group.

### 3.2.4. Women in management posts

Most Federation **Presidents** are male. More than 80% of the Presidents mentioned are men. There are two exceptions: EPSU and the ETUF. The ETUF now has a woman president after thirty years of German male presidents - this is a change of huge importance. Of the twenty **vice-presidents** mentioned, 6 are women (30%). In UNI-EUROPA and EPSU the vice-president's post is jointly held. Three female **General Secretaries** were reported, at the ETF, EPSU and UNI-EUROPA (in UNI-EUROPA, this person is described as the Regional Secretary). No female **Deputy General Secretaries** were reported.

Trade union management posts are thus essentially held by **men**.

**TABLE 7 : WOMEN IN MANAGEMENT POSTS**

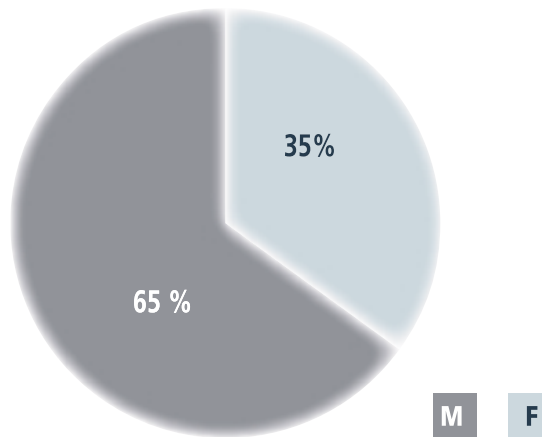
Federation Name	President	Vice-Presidents	General Secretary	Deputy General Secretary
ETF	M		F	
EFFAT	M	Several of which at least one F*	M	
FEM	M		M	M
FEJ				
EEA *	M		M	
EFBWW *	M	M	M	
EPSU	F	1 M / 1 F	F	M
EMCEF	M	5 M / 1 F	M	M
UNI-EUROPA c	2 M	2 M / 2 F	F	M
ETUF	F	3 M / 1 F	M	
ETUCE *	M	2 M / 1 F	M	

\* Under the Constitution, the President of the Women's Committee automatically holds the post of Praesidium Vice President.

Source: ETUC Survey 2002

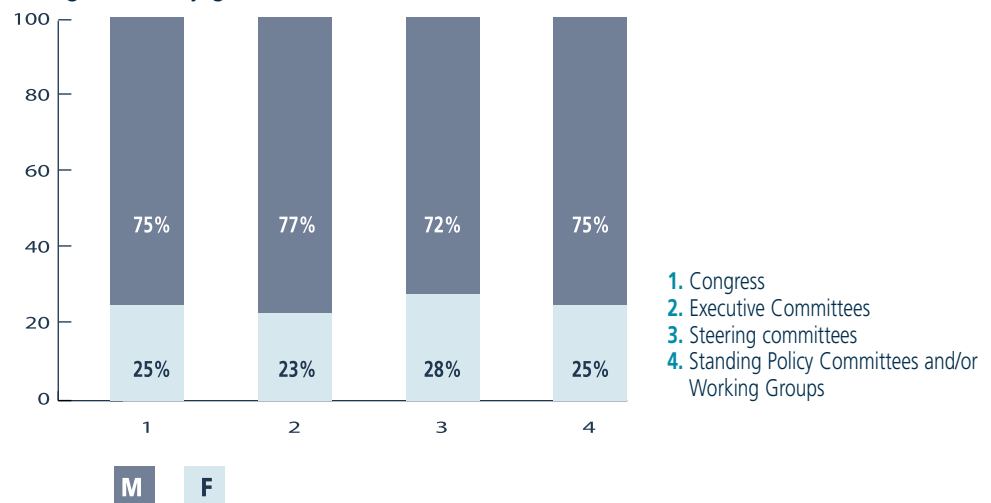
### GRAPH 1

Trade union membership by gender



### GRAPH 2

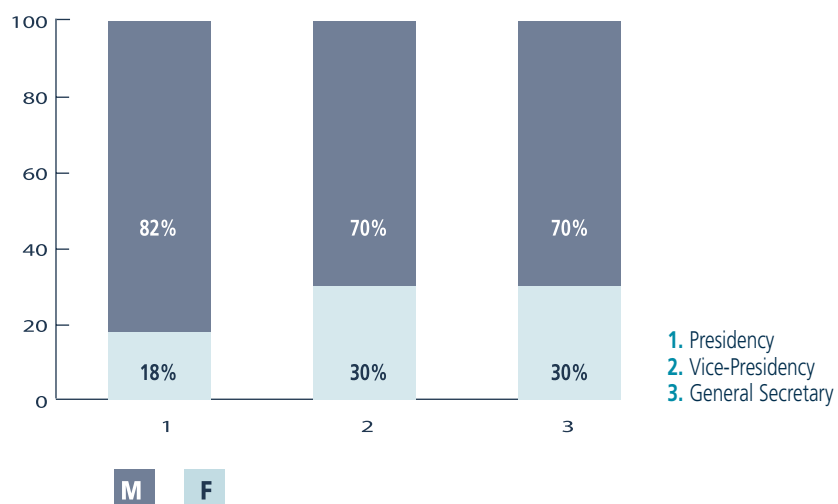
Trade union decision-making bodies by gender



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### GRAPH 3

Management by gender



### 3.3. Women's committees - Women's departments - Women's conferences

**Need to strengthen "women's committees" and "equality committees" by increasing their independence (ETUC and affiliated organisations Equality Plan. Source: ETUC)**

These Committees are **vital** insofar as they are the preferred forum in which to tackle women's questions, in order encourage greater participation by women trade unionists and their awareness of the equality issues.

Three of the eleven Federations have no women's committee or equality committee: the EFJ <sup>7</sup>, the EEA and the EFBWW.

All the other Federations have a **women's structure**, whether this is described as a Women's Committee, an Equal Opportunities Committee, a Women's Working Group, Women's Group, or Cross-sectoral Women's Group.

Most of these structures have an **advisory** rather than a decision-making **role**. Although several respondents mentioned the role of monitoring and follow-up of equality measures provided by these committees, the EFFAT representative stated that she did not want to see this monitoring role entrusted solely to the Women's Committee because *"everyone should take the gender aspect into account"*.

Although half of these women's structures are open to men, in reality **few men** are involved.

These committees increase in effectiveness when they have **human resources** and a **budget**. Most of them do not have their own budget, or only that used to organise the meeting.

Women's structures must not be marginalised. Their work must be integrated into other trade union policies. As the EPSU representative stressed, with reference to the Equal Opportunities Committee: *"It is essential not to distance it from the realm of decision-making"*

#### HAVE EUROPEAN INDUSTRY FEDERATIONS USED VARIOUS METHODS TO ACHIEVE THIS?

In half of the women's structures, the women's representatives are, according to **the constitution**, also members of the trade union executive committee (ETF, EFFAT, EPSU, UNI). For example, in EFFAT, the President of the Women's Committee automatically holds the position of vice-president of the

Praesidium. In UNI-Europa, the Women's Committee President holds a seat on the Executive Committee.

In the other Committees, the FEM, ETUF, and EMCEF representatives underlined the horizontal dimension of their women's structures. If this suggests a wish to mainstream gender equality throughout trade union structures within the EIF's, then it is reasonable to wonder what this "horizontal dimension" actually covers. For example, in EMCEF, sectoral and cross-sectoral committees are under an obligation to invite Women's Committee representatives to attend any discussion which affects them – however, it would be interesting to know whether or not this invitation extends to the right to vote.

The ETUCE representative also stressed that the work of their Equality Committee is reflected in the Federation's policies.

#### THE ACTIVITIES OF THESE STRUCTURES INCLUDE, BUT ARE NOT LIMITED TO :

- Holding a seminar in Croatia / Developing a women's network in Europe (ETF);
- Organising a Women's Conference (EFFAT);
- The ETUC "equal pay" campaign (EMF);
- Intermediate report on the EPSU equality action plan 2001-2004 (EPSU);
- Producing a handbook and checklist on Gender Mainstreaming (UNI-Europa);
- Study of precarious work (ETUCE);
- Analysis of how to strengthen the role of women in European Works Councils (EMCEF).

Although some Women's Committees appear to be working well, this is by no means always the case. **The following problems** were mentioned: infrequent meetings; low attendance by women in Women's Committee meetings which were held in conjunction with other meetings; some committees are not yet properly structured; a lack of dynamism.

No Federation has a **Women's department**.

Finally, the issue of a Women's Conference was discussed. These exist in a little less than half the Federations (ETF, EFFAT, EPSU, UNI, ETUCE). The ETF Women's Conference is described in the "Zagreb Conclusions", urging the Women's committee

<sup>7</sup> I Thought the EFJ is an associate of the IFJ Gender Council, whose role includes that of bringing together women to discuss women's issues.

to adopt certain lines of action. These Women's Conferences tend to take place in the run-up to Congress. In EPSU, the Equality Conference took place a year ahead of Congress to allow the necessary time to integrate its results. The EPSU equality action plan also derives largely from the "Budapest Conclusions" which were the result of its Equality Conference.

**TO SUMMARISE**, a large majority **of Federations have a** women's structure in 2002. Few have **their own budget**. All respondents appeared to agree on the importance of not marginalising these structures through more or less binding measures (from reserved seats to invitations to attend meetings). Nevertheless, although some Committees appeared to be operating well, others were experiencing difficulties due inter alia to their recent creation. Finally, **fewer than half** of the Federations held **a Women's Conference**.

### 3.4. Constitutional provisions/equal opportunities policies/gender mainstreaming

**Incorporating equal treatment for women and men in all trade union policies: integrating the gender dimension (equality action plan for the ETUC and its member organisations. Source: ETUC)**

#### 3.4.1. Constitutional provisions

The principle of equal opportunities is included in the **Constitution** of the **majority of Federations**. The scope of this commitment, however, **varies from one Federation to another**. Although all Federations have the statutory aim of working to promote equality and/or the proportional representation of women, only five have a statutory Women's Committee, and only five have a statutory commitment to reserved seats.

So this commitment can sometimes be reduced to a single, rather general, and non-binding sentence.

#### 3.4.2. Equality policies

Alongside these statutory provisions, have the Federations adopted an Equality Policy setting out the trade union policy in this area?

Three Federations out of eleven have no **Equality Policy**: the EFJ<sup>8</sup>, the EEA and the EFBWW.

All of the other eight state that they have adopted an **Equality Policy**. This generalised trade union commitment to equality derives, inter alia, from the conclusions of Women's Conferences (ETF, EPSU, EFFAT); or from a motion, resolution or working programme to promote equality and the representation of women adopted by Congress (EMCEF, ETUF, EMF).

However, without specific targets or monitoring procedures, the trade union position is likely to remain a declaration of intent. It is essential that this policy is backed up by an **equality plan: a detailed action plan with objectives and a timetable**.

In light of this definition, only **half** of the Federations can be said to have adopted a **genuine strategy** for equality with practical objectives, monitoring procedures and clearly allocating responsibility for implementation of the plan. An outstanding example is EFFAT: the Women's Committee work

programme - adopted by the Executive Committee - **sets out the objectives**; the **responsibilities** of everyone concerned (the task of monitoring equality is not confined to the Women's committee); and a **methodology** based on the organisation of meetings, conferences, and the production of regular reports.

#### 3.4.3. Gender mainstreaming (GM)

In **most** Federations (7 out of 11) the implementation of Gender Mainstreaming **is in its infancy**. Either nothing is being done, or respondents comment that: *"In fact, this is an aspect which is little discussed"*; *"There is some awareness, but it isn't really a priority"*; *"The Women's Committee discusses it, but there's no strategy."* Another representative noted that there were few available means for implementing Gender Mainstreaming.

By way of contrast, **some** Federations stand out by the adoption of the following initiatives or guidelines:

- Check-list to be drawn up shortly by the Women's Committee on GM/Raising awareness of GM in the Executive Committee (UNI-Europa);
- Publishing of GM policy guidelines by the Standing Committee on Equal Opportunities (ETUCE);
- Priority for GM in collective bargaining (EPSU);
- Statistics, conferences and reports on GM (EFFAT).

In the **majority** of Federations, therefore, action to promote Gender Mainstreaming is either **very limited or nonexistent**. Given the value which gender mainstreaming should represent to trade unionism, it is important that the Federations should be convinced of its importance and should be ready to provide the means, the genuine political will, and follow-up mechanisms to fully implement it. We should also ensure that Gender Mainstreaming does not become a pretext for making no further progress in equality.

#### 3.4.4. Links regarding equality policies between the EIFS and the ETUC, between the EIFS themselves and between the EIFS and their international federations.

There seem to be **links** between the **ETUC** and the **great majority** of Federations where equality is concerned, inter alia via their attendance at ETUC Women's Committee

<sup>8</sup> Although it should be pointed out that the EFJ must implement the IFJ Resolution on Equality.

meetings. Federations which are not represented at these meetings cite *"the lack of time"* and *"limited resources"* as reasons for their absence.

In general, Federation **Equality officers** are based in **Brussels** (this applies to seven of the eleven Federations).

**Few Federations** report the existence of **equality projects** in collaboration **with other Federations**. One respondent regretted this: *"It would be a good thing. The Federations are small bodies, and everyone works in their own little world. It would be helpful to get together, to pool our experiences"*.

Some Federations were **also** asked about **links** with **their International Federation** regarding the equality issue. Respondents reported that this link is **essential** because of a lack of resources and staff. More particularly, one respondent described the benefits of this link in the following terms: *"We can exchange good practices. And because equality has made more progress in Europe than on other continents, we can share the European experience with them."*

However, during the interviews, a number of respondents *"justified"* their **lack of action** in this area on the grounds that *"the International Federation already deals with this"* or that *"This is a question for member organisations"*. An International Federation's actions to promote equality should not be a pretext for justifying the inaction of the European Industry Federations. Responsibility for promoting equality should be shared at every level.

### 3.5. Sectoral social dialogue - european works councils - european coordination of collective bargaining

#### 3.5.1. Sectoral social dialogue

According to respondents, the great majority of Federations (8<sup>9</sup> out of 11) have a Social Dialogue with employers' organisations.

Within the Federations, a slight majority (5 of 8) state that **measures**<sup>10</sup> - initiated by the Federations or member organisations - **have been adopted to promote equality**, including: studies, statistics on the representation of women in Sectoral Social Dialogue (Post and Telecoms sectors: UNI-Europa); encouragement to affiliated organisations to increase the presence of women in the Sectoral Social dialogue, and a duty for Sectoral Social Dialogue Committees to promote equality (Women's Committee work programme: EFFAT); training programmes for women (construction sector: EFBWW); the application at the sectoral level of the "recommendations on equal opportunities and access to training" adopted by the ETUC, UNICE and the CEEP (ETUF).

Slightly fewer Federations - **half** of them (4 out of 8) - report that they have signed **Codes of conduct, Agreements or Joint Positions** on equality, in areas including respect for ILO basic standards (ETUF); teleworking (Telecoms sector: UNI-Europa); continuing training (Arts and entertainment sector: EEA); etc. However, promoting equality is not just a matter of signing Codes and Agreements; they must be properly applied. To ensure this, the Federations produce multilingual versions of documents and hold evaluation meetings. The ETUF has opted for an independent assessment procedure.

The majority of Federations (6 out of 8) stated that workers' representatives from the Candidate Countries **were involved** in this Sectoral Social Dialogue. The lack of precision as to the nature and scope of this involvement is regrettable. However, representatives from the Candidate countries are present at the majority of Sectoral Social Dialogue meetings held by UNI-Europa. The ETUF holds Sectoral Social Dialogue meetings in the candidate countries.

Incorporating the promotion of equality in the Sectoral Social Dialogue is, however, dependent above all on the "good will" of the employers.

#### 3.5.2. European works councils (EWC)

European Works Councils may provide an appropriate forum in which to promote equality, by ensuring that there are appropriate numbers of women in transnational enterprises and by putting equality on the EWC agenda. With the exception of the ETUCE, all ten other Federations stated that they had EWC. The Federations' estimates of the number of European Works Councils ranges from 2 (EEA) to 250 (EMF)<sup>11</sup>.

According to the Federations, **few women serve on the EWC**. Only 6<sup>12</sup> Federations were able to give an "estimate" of the proportion of women involved. This ranges from 3-4% (EPSU) to 40% (ETUF) but this is only an approximate figure.

The majority also stated that **equality issues were seldom if ever discussed**. During the seminars organised by the ETUC on 16 and 17 May 2002 Sinead Tiernan - referring to a study carried out by the ETUI - noted that equality issues are considered to be of little importance by EWCs, in contrast to issues such as company strategies, investments, mergers and takeovers. Seminar participants confirmed this observation.

**Only three Federations** mentioned that **initiatives** to promote equality had been adopted by EWCs, namely: spreading good practices in EWCs (EFFAT); encouragement to member organisations to appoint more women to EWCs (EFFAT, EPSU, EMCEF); raising awareness, by member organisations, of EWC coordinators and representatives regarding equality issues, and having these problems included on the agenda (EFFAT).

Few Federations could report that they had concluded **Agreements or recommendations** regarding equality.

With the exception of the ETUF (where one third of all European Works Councils is made up of representatives from the Candidate countries), representation of the **Candidate Countries on EWCs appears to be weak**. As one respondent pointed out, it is not easy to impose a percentage of representation in the CEEC: *"In the communist era, every group was proportionally represented. Now, they're reacting against that."*

At the seminars mentioned above, participants' views may have differed as to the best way of increasing the numbers of women on EWCs (quotas, experts, first and alternate members

<sup>9</sup> In the case of EPSU, there is no real Sectoral Social Dialogue, but initial contacts have been made with employers.

<sup>10</sup> In the future, the ETF expects to establish Women's Coordinators in every country to handle every aspect of the Sectoral Social Dialogue.

<sup>11</sup> The ETF (which is currently assembling a database), UNI-Europa and the EPSU could provide no information as to the number of EWCs.

<sup>12</sup> EFFAT is assembling a database on the proportion of women in EWCs.



of different sexes, etc.) but they were in agreement as to the importance of training EWC members (who come from different cultures). Furthermore, European Directives should make it possible to start discussion of equality within EWCs.

### 3.5.3. The European coordination of collective bargaining

**6** Federations stated that they were involved in the European coordination of collective bargaining through setting up a Committee to coordinate negotiations or by ensuring a flow of information on collective bargaining policy.

A little over **half** (4 out of 6) indicated that they had adopted **initiatives** aimed at taking equal pay into account in the course of coordinating collective bargaining (EFFAT; EPSU; EMF; ETUF) <sup>13</sup>.

More particularly, the EMF <sup>14</sup> proposes to publicise examples of the implementation of the "*Code of Conduct on the application of equal pay for equal work for women and men*" and to encourage an exchange of experiences. In the ETUF, the problem of unequal pay forms one of the key internal guidelines: after quantifying, for a given period, the expected reduction in wage gaps, the Federation intends to question its member organisations as to how they are monitoring this guideline.

**OUR MAIN CONCLUSIONS** are as follows:

■ The 11 Affiliated European Industry Federations were **interviewed**;

■ **Female membership** : the percentage of female membership is either estimated or unknown in most Federations (8 out of 11);

■ **Adoption of policies to encourage the representation of women** : a minority of Federations (5 out of 11) have adopted voluntary strategies intended to increase the number of women representatives. It was not easy to assess the representativeness of women in decision making bodies, because of the insufficient statistics on women's membership and the proportion of women on these bodies;

■ **Women's Structures** : the majority of Federations have Women's Structure which were essentially advisory bodies. Few of these structures have a budget. Half of these structures are statutorily represented in other trade union executive bodies;

■ **Adoption of equality policies** : only a minority of Federations had adopted a genuine strategy for equality with practical objectives, monitoring procedures and clearly identified responsibilities;

■ **Gender Mainstreaming** : in the majority of Federations, there was very little or no emphasis placed on Gender Mainstreaming.

■ Overall, the interview results reveal that all Federations are not at the same stage in their actions to promote equality. They could be described as progressing at two speeds. A small group of Federations which have made good progress in terms of equality exists alongside a larger group in which encouraging equality cannot be said to be integrated into the heart of the organisation. Certainly, these Federations state that they do not have the human and financial resources to do so. They admit to having other priorities, or they claim that promoting equality is more a national or international than a European matter. In the light of these observations, more exchanges of experiences between the European Industry Federations should take place. And it should not be forgotten that working to promote equal rights for women is a matter for everyone at national, European and international level.

<sup>13</sup> The results of other studies have some bearing on this observation. These studies suggest that equal pay is not of central importance in collective bargaining in European countries. See section 2.1 of the first part of this document, "Different jobs, tasks and remuneration".

<sup>14</sup> EMF Work Programme on collective bargaining policy 1999-2003.





## **PART FOUR**

### Recommendations

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# 1. Recommendations for National Trade Union Confederations

In 2002, most Confederations have **statistics** available relating to the number of female trade union members (although a minority of them are still not in a position to provide this data). A slight increase in female trade union members was observed by most Confederations between 1993 and 2002.

At a time when trade unions are in crisis and there is a decrease in trade union membership, **this rise in female membership should convince trade union organisations of the importance of working for women's rights and taking equal opportunities issues into account.**

As shown in part one, the growth in atypical work could lead to women being excluded from trade unions. Due to the high concentration of women in **atypical jobs, it would be advisable to ensure that a gender perspective is taken into consideration when it comes to looking at these types of work.**

Most Confederations show concern for the fate of these workers through collective agreements and special campaigns. However, it is rare for Confederations to look into membership trends among these atypical workers. In addition to a gender breakdown of membership **statistics**, the statistics should also be **broken down according to types of work** (permanent, part-time, temporary contract, casual, etc.).

Many Confederations want to **increase the number of women in decision-making bodies** by adopting a special policy, an action plan and precise strategies. However, **few Confederations incorporate a set timetable and assessment mechanisms into their plans.** The effectiveness of these plans is dependent on combining the following elements: existence of targets, a set timetable, follow-up mechanisms and assessment mechanisms.

This concern has also been expressed through most Confederations taking **affirmative action.** Between 1993 and 2002, greater diversification of affirmative action was observed. In 2002, **the most frequently used types** of affirmative action have been **training, statistics, quotas and reserved seats.**

On the other hand, at the same time as this positive finding, **few organisations have adopted a policy of making specific reforms to make it easier for women to take part in meetings, yet "lack of time" and "how meetings are**

**run"** were given as major obstacles to women having access to decision-making positions. Therefore, **more Confederations should take this issue into account** by making sure, for example, that the timetable and times of meetings are controlled, by making sure that everyone can speak, by avoiding meetings at times that pose problems for people with family responsibilities, etc. Moreover, the research identified **"women's lack of confidence in their own abilities"** as the second reason limiting the numbers of women in decision-making bodies.

In this regard, **mentoring** – a procedure few Confederations make use of – could be envisaged. Advice and support from a respected person (male or female) can be of great help to female trade unionists who want to take on union responsibilities. In addition, **training women to qualify them for trade union activity** is particularly important and must be pursued by Confederations in the same way as equality awareness and training for men and women.

Between 1993 and 2002, despite some backlash, **a relative increase in the proportion of women was observed in most Congresses, Executive Committees and in half of all Management Committees and/or Offices for day to day affairs.** Despite this positive trend, it is rare for Congresses and Executive Committees to be representative of female membership, but this is the case in half of all Management Committees and/or Offices for day to day affairs. Similarly, **a positive trend** was observed in terms of the number of women **at the head of trade unions** (although power is still mostly in the hands of men and although sometimes Chairwomen or women General Secretaries have to share this job with a man) and **who run Departments** (although there are more women who chair Departments related to social/women's issues than are responsible for economic policy and collective bargaining). It is vital that Confederations **continue the work already agreed to in order to reduce the shortcomings in terms of women being represented in their decision-making bodies.**

Increasing representativeness of women is a fundamental challenge. Mentioning issues of equality in decision-making bodies is another. In fact, although some people point out that the effect of a greater number of women in decision-making bodies is greater importance given to women's issues, others point out that it doesn't always stand to reason that the women in the decision-making bodies will be interested in equality.

In 2002, the proportion of Confederations with **women's structures** is close to 100% (whereas just under half of them have a Women's Conference). In a male-dominated environment, these women's structures **ensure** that the points of view and interests of women are taken into account and are not neglected (although, in the context of Gender Mainstreaming, these structures should not be the only ones that ensure respect for equality). In 2002, most Women's Committees and Women's Departments have a **budget**. Between 1993 and 2002, the **decision-making power** of Women's Committees seems **to have increased, while more Women's Departments have a budget**.

Alongside these favourable trends, those who replied repeatedly said that the **human resources** allotted to these structures was **insufficient**. So as not to marginalise these specific structures, **the importance of providing a link between these structures and other trade union structures was often mentioned**. In fact, **few of these women's structures have the right to vote in the other trade union executives**. Consequently, what influence do these structures have on the other trade union executives? Can they influence decisions? We might well wonder!

The issue of equality in **collective bargaining** was also tackled in the research. The proportion of women in **collective bargaining** teams is not known in 30% of Confederations. Knowing these percentages would be desirable. On the other hand, where they are known, they give **mixed results**: from 1999 to 2002, the proportion of women in bargaining teams increased in half of the organisations but decreased in a third of them.

Nevertheless, certain **strategies** were used in 2002 by most Confederations to try to take a gender perspective into account in collective bargaining. Although **many Confederations declare**, rightly so, that they use **statistics and give negotiators training on the issue of equality**, on the other hand, **few of them ensure that women receive training in negotiation** or use **quotas or statutory means** to involve them in negotiation. Due to the importance of collective bargaining in promoting equal opportunities, we can only argue **in favour of increasing the numbers of women in such teams** by educating women about negotiation and using quotas and statutory means. Moreover, various studies have shown that the themes of equal pay and working time do not seem to be central issues in collective bargaining in Europe. These fundamental issues must be a central concern in collective bargaining.

As mentioned in part one of this report, adopting policies without taking the issue of gender equality into account is liable to perpetuate or indeed reinforce inequalities that already exist. By incorporating a gender dimension into all

spheres of activity and all policies, **Gender Mainstreaming** aims to avert such developments. Moreover, Gender Mainstreaming, which is a long-term process, must **co-exist** with affirmative action and policies specific to women. It is not a matter of taking refuge behind the Gender Mainstreaming argument to reduce affirmative action and policies specific to women. Few Confederations' statutes include a reference to Gender Mainstreaming currently. However, **most** Confederations seem **to be aware** of it. Currently, about one third of Confederations say that they are trying to incorporate this gender dimension into **all** trade union policies. Again, a third of Confederations are also thinking about the effects of their policies on the respective situations of men and women **at the stages** of planning actions and policies, implementing them, monitoring them and assessing them. Statistics, training, publications, research and studies seem to be the mechanisms used most often to implement such a process.

However, the **main obstacles** identified in implementing Gender Mainstreaming lie in **the lack of awareness and training** as well as the **shortage of statistics**. As Gender Mainstreaming is a recent notion and is often confused with affirmative action policies, it would be advisable **for training and awareness for as many people as possible (men and women) about Gender Mainstreaming to continue and be consolidated**. Although implementing this process is everybody's responsibility and is not down to just one person or just one structure, it could be favourable **to appoint someone to be in charge of Gender Mainstreaming** (few Confederations do it currently).

Finally, it would be advisable for **"Good Practices"** in terms of equality and Gender Mainstreaming to be **circulated**.

## 2. Recommendations for European Industry Federations

There is a glaring lack of **data** on the numbers of women trade union members in most Federations questioned. Federations should be able to rely on **reliable and comparable statistics broken down according to gender and types of work**. This measure is a vital precondition to any action in terms of equality.

Obtaining such statistics can bring about real change by raising the awareness of decision-makers. This measure takes on great importance when you find that some Federations in fact “seem” to have a lot of female members and some Federations “seem” to have a lot of members working under atypical contracts.

During the interviews, most Federations said that they were making sustained **efforts** at European and national level to **recruit atypical workers**. However, due to the significant concentration of women in these types of jobs, **taking a gender perspective into account in looking at these forms of work would be desirable**.

More Federations should employ **voluntarist strategies to increase the numbers of women in their decision-making bodies**. These **strategies** should be based on **affirmative action programmes, targets, a set timetable, monitoring and assessment mechanisms**. Moreover, responsibility for working towards representativeness **falls within** national, European and international competence.

Most Federations have a **women’s structure** in 2002. As shown in the study The “Second Sex” of European Trade Unionism, their role in giving an impetus is closely linked with their independence. **Few of these structures have a budget and their role is mainly advisory**. It is also appropriate to insist on the importance of not **marginalising these structures** from the other trade union executives. It is necessary to actually involve them in decision-making.

The **Equality Policies** adopted should also go hand in hand more with a detailed action plan incorporating concrete targets, a set timetable, monitoring and assessment mechanisms.

In most Federations **Gender Mainstreaming** is very limited or non-existent. Various mechanisms can be used to support the implementation of this process, such as gender statistics, training, publications, appointing a person to be in charge of

Gender Mainstreaming (which would be a step towards institutionalising this process), the existence of working groups, research and studies, drawing up check-lists, etc.

Gender Mainstreaming is a slow process but it contains strong potential for bringing about change. It is important for European Industry Federations to **be convinced** of the importance of the Gender Mainstreaming challenge by devoting **genuine political will (involvement of trade union leaders, involvement of men), means and by providing monitoring mechanisms**. It is also necessary to ensure that Gender Mainstreaming, a long-term process, is not a pretext to take refuge behind in order not to do more in terms of equality. Moreover, it would be useful for **“Good Practices”** in incorporating Gender Mainstreaming to be circulated and experiences to do with this theme to be **exchanged** between European Industry Federations.

It is rare for Federations to mention projects on equality with other Federations. As all Federations are not at the same stage in their actions to promote equality, it is important to encourage interaction between Federations, to promote **the exchange of experiences and to circulate “Good Practices” on the theme of equality**.

Issues of equality **do not seem to be a priority in European Works Councils (EWC)**. Women are not well represented and these issues are rarely tackled. As EWC are likely to be an appropriate platform for working in favour of equality, it is important **to increase the number of women on them** (for example through using experts, having regular and deputy members of the opposite sex, etc.) and to **ensure that issues of equality are mentioned more** (for example through training EWC members, appointing an equality councillor in each EWC, etc.). Moreover, the ETUC wants to promote the development of a network of female EWC members. Finally, as European Industry Federations have a particular responsibility in the Co-ordination of Collective Bargaining, it is important for them **to intensify their initiatives to reduce the pay gap between men and women**.







## **PART FIVE**

### Annexes

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## **ANNEX 1**

### **"Good Practices"**

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# 1. National Trade Union Confederations

## Progress in terms of desegregation in the CFDT ( France) - 1982 - 2002

In 1982, at the Metz Congress, **adoption of the following experimental measures:**

- In the National Bureau, increase in the number of seats that can only be held by women. System of double candidatures: gave organisations the option of putting two people up for election if one of them was a woman. In the National Council, compulsory to have a woman in organisations with at least three delegates. Encouraging the adoption of similar measures in Trade Federations and Interprofessional Regional Unions.
- Creation of the Women's Confederal Commission.
- Decision by the Organisation Confederal Commission to release funds to help women who want to take on more responsibility.

In 1985, at the Bordeaux Congress, **these experimental measures became statutory**. It was agreed to report regularly on the progress of desegregation.

In 1988, every organisation, federation and regional union had to get its own **"Charter for desegregation"** in order to increase the number of women trade union members, the number of women in trade union structures, the number of female managers and the number of women in institutions where the CFDT was present.

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In 2002, we are able to make the following statements :

- Female membership has risen to 43.5% and almost covers the percentage of employed women (46%).
- However, awareness that the percentage of female members does not reflect the percentage of women in the decision-making bodies of the CFDT. For example, the percentage of female General Secretaries is 22% and the percentage of women managers at Federation and Regional Union level is 30%.
- With regard to Confederal Congresses, regulatory changes have altered the composition of delegations. There will be near parity in line with the size of the trade unions.

The following proposals will be debated at the next Confederal Congress :

- The percentage of women on the National Bureau should be raised, using statutory measures, to 35%.
- National Council: compulsory parity in delegations for organisations with 50% or more female members.
- Women's Confederal Commission and Organisation Confederal Commission: parity.

## Increasing representativeness of women in the decision-making bodies of UGT-SPAIN - UNION GENERAL DE TRABAJADORES

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In order to achieve increased participation by men and women in the management, decision-making and supervisory bodies, UGT-Spain took the following measures:

■ **In 1998**, at the 37th Confederal Congress: approval of a participation quota to guarantee numbers of men and women more in line with actual membership at all levels of the Congresses, Committees and Executive Commissions. This amount will tend to be in proportion with the number of male and female members of each Federation and Union. For information, it cannot be higher than 80% or lower than 20% for each sex.

■ At a Confederal Committee, approval of an action plan for equality.

■ Development of a campaign to increase participation by women in the trade union.

■ **In 2002**, at the 38th Confederal Congress:

- Congress on awareness of participation by women in the trade union.
- Awareness that in the composition and distribution of Congress delegates, the amount of women has doubled. From an average of 8.96% female delegates at the 37th Confederal Congress, the percentage increased to 19.35% at the 38th Confederal Congress.
- Change to the participation quota: decision to have a participation system for Congresses, Committees and Executive Commissions at all levels in order to guarantee numbers of men and women more in line with actual membership. This presence will tend to be in proportion with the number of male and female members of each Federation and Union. In any event, a minimum of 20% representation will be guaranteed for each sex in organisations where membership reaches or exceeds this percentage.

■ Today, participation by women has increased across nearly all the structures of UGT-Spain and the largest increase is due to the system of quotas.

## Change in trade union action in order to create equality at work : NOW-LUNA PROJECT 1996-2000 - CGTP-IN

(General confederation of portuguese workers-national interunion association)

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### IMPLICATIONS OF THE PROJECT FOR TRADE UNIONS :

- Consideration given to the low participation by women in trade union life and at management body level and the need to integrate them in a way that is more equal.
- CGTP-IN 1999-2003 programme of action with the following aspects:
  - increased participation by women at all levels of the structure,
  - greater integration of women trade union members through quantified targets and introducing the concept of affirmative action,
  - continuing to set up Commissions for Equality.

### IMPLICATIONS OF THE PROJECT FOR PARTNER INSTITUTIONS AND COMPANIES :

- 8 branches of industry, i.e. 20 companies with a total of 33,124 workers including 17,519 women affected.
- Analysis of official documents (social report, staff register) and conducting surveys among workers to add to this data. Diagnosis of whether there is discrimination against women. Drawing up proposals for affirmative action to apply equality in places of work.
- Negotiations between trade union partners and representatives of the company on these proposals for affirmative action. In some places of work, signing affirmative action protocols including affirmative action in each of the following themes: vocational training, maternity and paternity rights, health and safety at work, career advancement, wages and pay terms, welfare support, working hours, forms of organisations. Assessment and encouragement.
- Very clear change in the mentalities of workers and company managers.

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### EQUALITY TRAINING – MORE ACTION ESSENTIAL :

- Awareness initiatives aimed at trade union executives, managers, company and department representatives, involving both men and women, on these themes: women in history, maternity and paternity rights, right of equality, affirmative action for equality, affirmative action in trade unions, affirmative action in the company,
- Introductory training in trade union management aimed exclusively at female managers and trade union representatives (with the potential to become trade union leaders in the future),
- Training male and female trainers.

### CARRYING OUT THE FOLLOWING STUDIES :

- Career path of female managers,
- Collective bargaining,
- Family support.

### HAVING DEBATES :

- In schools, debates on the need to make non-traditional career choices,
- In universities, debates intended to throw new light on career choices.

## Confédération Syndicale de Suède - Swedish Confederation of Trade Unions Landsorganisationen i Sverige (L.O. -S)

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*The trade union policy of the LO-S for gender equality is based strategically on mainstreaming (MG). At the end of the nineties, the Executive Council adopted a resolution for the gender perspective to be taken into consideration at all levels of the trade union structure, but also incorporated into all trade union action, particularly by the actors involved in decision-making.*

***In practical terms, the MG dimension initiated several practices, including***

- 1. greater "visibility" between men and women, particularly by using statistics relating to sex,
- 2. using an applied methodology for monitoring application of the gender perspective, including the "3 Rs method"  
- Representation, Resources and Reality (Gertrud Astrom, Mainstreaming in Schweden. Für eine gerechte Localregierung, 1998),
- 3. special attention to impacts on the respective situations of men and women and, therefore, the use of IMPACT *assessment* tools,
- 4. the level of knowledge through a systematic "information – awareness – education" policy, including training employees and executives on the issues of equality in order to help them to see the sense and significance of gender issues, but also to act along these lines,
- 5. develop networking, particularly within the European Trade Union Confederation (ETUC), so enabling recourse to the corpus of European social security legislation allowing advances in terms of parental and maternity rights.



## 2. European Industry Federations

### EPSU

(European Federation of Public Service Unions)

**policy paper on sexual equality, adopted at the 6th general meeting, Lisbon, April 2000**

**To promote an integration policy on issues of gender equality, the EPSU and its affiliated members will exchange information and develop policies on:**

- Statutory provisions on fair representation for both sexes and the incorporation of issues of gender equality,
- Policy programmes and action plans on trade union training for women and making men and teachers aware of issues of equality between the sexes,
- Policy programmes and action plans on reconciling work and family life for men and women, measures promoting balance between work and leisure activities, more control over working hours, remuneration and working conditions for women,
- A supervision and assessment system,
- Information to current and potential members on trade union policies relating to gender equality,
- Sexual equality groups at places of work and in the trade union environment.

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**In order to develop a European social dialogue agenda with a gender perspective, the EPSU will work to draw up:**

- Intersector social dialogue agreements which incorporate issues of sexual equality or which are designed so as to resolve specific problems of discrimination against women,
- Sector-based social dialogue which raises issues of sexual equality and allows joint declarations and agreements between unions and management,
- Agendas for social dialogue in the Standing Committees of the EPSU involving sexual equality,
- An active contribution by EPSU affiliated members in developing a European social dialogue on issues of sexual equality,
- An agenda for pressure on national politicians and European institutions,
- A statistical database making it possible to compare wages and welfare benefits for female public sector workers throughout Europe,
- Through its affiliated members, proof that governments are adhering to regulations on sexual equality in their national action plans as laid down in European directives on employment.

**Good practices in the European works councils surveyed by SETA-UITA**  
(European committee of food, catering and allied worker's union within the UITA)  
**within the UITA.**  
**Brussels, February 2000 (PART I).**

**Works councils in practice.**  
**Example of good practices surveyed by EFFAT**  
(European federation of food, agriculture and tourism trade unions),  
**March 2002 (PART II).**

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**Good practices in terms of gender equality**

■ **Danone :**

Agreement entered into on equality: working groups set up in each country/each company made up of employers' and workers' representatives in order to draw up a list of examples of possible discrimination against women, to take measures making it possible to overcome discrimination against women, to examine the success of the measures regularly at national level.

■ **Nestlé :**

Put violations of the principle of "equal pay for equal work" on the agenda of the European Works Council.

■ **Compass :**

The European forum is kept regularly informed of the transposition of Compass group policy relating to equal opportunities.

■ **Unilever :**

Creation of a working group to examine diversity and equal opportunities for women. Diversity has been expressed through the following perspectives: organisational inclusion, employment conditions, human resources management and philosophy. Management's intention to launch a plan to increase the number of women at senior executive level.



## **ANNEX 2**

Questionnaire aimed  
at National Trade Union  
Confederations

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# Participation of women in trade union Action and decision making

## "CONFEDERATION" QUESTIONNAIRE

In 1993, the ETUC carried out research with the aim of studying the participation of women in decision-making processes in trade union organisations affiliated to the ETUC. More precisely, it dealt with national confederations, industry federations and the ETUC itself. The report on this study was published in 1994. In 1998, the ETUC commissioned a new study into the participation of women in trade union activity and decision-making bodies in trade union organisations and on the growth in female participation and representation between 1993 and 1998. The results of this research were published in June 1999.

Four years on from these two surveys, and as laid down by the action plan for equality approved at the 1999 Congress, the ETUC wants to assess the situation. What has happened since 1998? Has participation by women increased in the various levels of trade unions where decisions are made? Have trade unions incorporated equality dimension (known as "gender mainstreaming") in a more systematic and effective way, while bearing in mind the link between quantitative and qualitative progress in this regard? What is the broad overview of this participation today across the confederations of the various Member States of the Union? In other words, to what extent has the equality plan been implemented?

In order to answer this question, a new study has been launched. Today you will be receiving the questionnaire which aims to collect information that will make it possible to take stock again.

It is important that all confederations complete and return it quickly to the ETUC. In any event, we need your replies by 30 June 2002.

## AIMS AND STRUCTURE OF THE QUESTIONNAIRE

*Before you answer the questionnaire, it is important to summarise the objectives and structure of this questionnaire. The aim of the questions you are being asked is to find out how the situation has changed between 1998 and 2001.*

*Specifically, they relate to the following aspects:*

- *women joining trade unions (membership),*
- *female representation on bodies where decisions are made and taken,*
- *the targets set, the policies implemented to promote participation and the means used to monitor the results,*
- *the development of a gender perspective which will be incorporated into all trade union policies,*
- *the role of trade unions as employers.*

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## I. CONFEDERATION

Name of the confederation completing the questionnaire :

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Name and position of the person completing the questionnaire :

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Adress :

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Telephone number : \_\_\_\_\_ Fax number : \_\_\_\_\_

E-mail address :

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## II. PARTICIPATION BY WOMEN AT DIFFERENT LEVELS

### A. FEMALE MEMBERS

1. How many sector-based trade union organisations are affiliated to your organisation?

--	--

number

How many territorially-based structures?

--	--

number

2. In your confederation, please state,

the total number of members and

--	--

number

- either the number of female members

--	--

number

- or the proportion (%) of female members as a percentage of all members

	%
--	---

Percentage

If this data is not available, please state why :

- No overall statistics taking gender into consideration
- No specific processing method making it possible to access the information directly (calculations have to be made or other steps taken to get the specific information)
- Confederation policy (it does not want this information made available)

☐☐☐

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3. Has your confederation taken steps to encourage affiliated organisations to collect data on the sex of its members?

Yes ☐

No ☐

⇒ If no, why has your confederation not taken steps to encourage affiliated organisations to collect data on the sex of its members?

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4. Does your confederation monitor the changes in female membership in the various trade unions affiliated to it?

Yes ☐

No ☐

⇒ If yes

- How often are observations made?

every year ☐

every six months ☐

other ☐

- How is this monitoring done? Is there a tool for collecting the information?

For example, a form that is sent out?

Yes ☐

No ☐

→ If yes

Have you set a fixed interval or dates on which it is sent out? Is this requirement checked?

• date set Yes ☐

No ☐

• check carried out Yes ☐

No ☐

→ If no form is provided, how does the information reach your organisation?

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→ Are you satisfied with the procedures implemented for collecting this information.

Are they successful ? Yes ☐

No ☐

How could they be improved?

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5. Has your confederation implemented any strategies to recruit atypical workers as trade union members, i.e. people that do jobs with atypical contracts of employment, a sector in which there is a high proportion of women ?

Yes ☐

No ☐

⇒ If yes, what types of atypical work?

• Part-time work

Yes ☐

No ☐

• Teleworking

Yes ☐

No ☐

• Other, specify which:

Yes ☐

No ☐

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⇒ If yes, using what strategies?

• Special campaigns

Yes ☐

No ☐

• Change to the structure or statutes of the trade union

Yes ☐

No ☐

• Including themes relating to these workers in collective agreements

Yes ☐

No ☐

• Other strategies. Specify which :

Yes ☐

No ☐

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⇒ If yes, have the results of these strategies aimed at recruiting members from atypical groups been assessed?

☐ Yes, they have been assessed

The results are:

• increase in membership

	%
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• no significant variations

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☐ No, they have not been assessed

⇒ If no (you have not as yet implemented a strategy aimed at recruiting trade union members from atypical groups), have you planned a future initiative to do so?

Yes ☐

No ☐

⇒ What are the three main problems you will encounter in organising these atypical female workers ?

☐ The high cost of the campaigns

☐ The lack of knowledge atypical female workers have about the benefits of union membership

☐ The legal barriers

☐ The fear of reprisals by hostile employers

☐ Resistance of some trade union officials who believe that it is not up to the trade unions

☐ Others, specify which:

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6. In your opinion, what are the 3 main factors that prevent women from joining a trade union ?

☐ Lack of understanding about the benefits of union membership

☐ Lack of time due to family responsibilities

☐ The union is not sensitive to the specific needs of female workers

☐ Difficulty due to atypical jobs

☐ Cost of trade union subscriptions

☐ Male domination of trade union activities

☐ Fear of reprisals from the employer for having joined a trade union

☐ Discouragement or hostile reactions from colleagues

☐ Discouragement or hostile reactions from their spouses or families

☐ Others, specify which:

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## B. REPRESENTATION OF WOMEN IN BODIES WHERE DECISIONS ARE MADE AND TAKEN

*Please complete the following table.*

Is there a specific policy to increase the number of women in decision-making bodies ?

Yes ☐

No ☐

⇒ If yes, what does it consist of ?

- Drawing up a plan and specific strategies involving :

- targets

Yes ☐

No ☐

- a set timetable

Yes ☐

No ☐

- monitoring mechanisms

Yes ☐

No ☐

What types of mechanisms. Specify which :

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- assessment mechanisms

Yes ☐

No ☐

What types of mechanisms. Specify which :

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- If a plan has been drawn up, please state in what year.

Did it involve implementing a plan drawn up by the ETUC?

Yes ☐

No ☐

- Have you taken affirmative action to increase the number of women in the decision-making bodies?

Yes ☐

No ☐

⇒ If yes (you take affirmative action), please state which.

☐ seats reserved for women

☐ quotas in elections

☐ double candidatures

☐ campaigns to encourage women to stand (letters, contacting potential candidates)

☐ specific arrangements to facilitate participation in meetings (timetable, times, crèches, etc.)

☐ training and awareness for male and female union members and executives on equal opportunity issues

☐ publication of figures on decision-making broken down according to gender (numbers and decision-making posts)

☐ mentoring

☐ training so that women are better prepared to carry out trade union activity (training in negotiation, staff management, etc.)

☐ research/surveys

☐ other initiatives, specify which

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⇒ If you take affirmative action, is there a special budget for implementing these measures?

Yes ☐

No ☐

⇒ Give 3 main factors that limit the numbers of women in these decision-making bodies

☐ Lack of support

☐ Preconceived ideas, stereotypes about the role of women leading to attempts at dissuasion, hostile reactions from colleagues

☐ Discouragement or hostile reactions from spouses and families

☐ Workings of meetings (times, meeting places, etc.)

☐ Set rules of procedure

☐ Lack of time (unequal distribution of family responsibilities)

☐ Women's lack of training

☐ Women's lack of confidence in their abilities

☐ Others, specify which

---

---

### Policy and decision-making bodies in your organisation

#### A. CONGRES

☐ Yes  
☐ No

Frequency of meetings ?  
Every ..... (interval)

123

• At your last congress (date: ..... ) how many delegates were there:

Men : ..... Women : .....

• Does your confederation provide crèches for the children of congress participants ?

☐ Yes ☐ No

⇒ or other measures to ease family responsibilities (e.g. reimburse childcare or household costs), specify which

---

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→ If yes, are these measures taken for other types of meetings? Which ones?

☐ conferences, seminars attended by women

☐ other meetings attended by both men and women

Specify

---

[illegible]

If you do not have specific data for each of the committees, in your opinion, what is the general proportion of women on average who sit on all committees = ..... %

Has this proportion increased or decreased since 1998 ?      Increased by ..... %  
Decreased by ..... %

[illegible]

**D. EXECUTIVE COMMITTEE**
☐ Yes  
☐ No

Frequency of meetings ?  
Every ..... (interval)

Names of the working groups

Men  Women 

Who is it chaired by? A man or a woman?

Chair ☐ M ☐ F

Are there any deputy chairpersons? (if applicable)

1st Deputy Chairperson ☐ M ☐ F2nd Deputy Chairperson ☐ M ☐ F3rd Deputy Chairperson ☐ M ☐ F

Is there a general secretary ?

☐ M ☐ F

Is there an assistant general secretary ?

☐ M ☐ F

Do they work voluntarily or as trade union officials ?

Chair	<u>Man</u>	<u>Woman</u>	Volunteer	or	Official
• 1st deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• 2nd deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• 3rd deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• General secretary or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• Assistant general secretary or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O

**E. MANAGEMENT COMMITTEE**
☐ Yes  
☐ No

Frequency of meetings?  
On average: every ..... (interval)

How many men and women are on it ?

Men  Women **F. OFFICE FOR DAY TO DAY AFFAIRS or SECRETARIAT**
☐ Yes  
☐ No

Frequency of meetings?  
On average: every ..... (interval)

How many men and women are on it ?

Men  Women 

Is the chairperson a man or a woman? Are there any deputy chairpersons? Do they work voluntarily or as trade union officials?

Chair	<u>Men</u>	<u>Woman</u>	Volunteer	or	Official
• 1st deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• 2nd deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• 3rd deputy chairperson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• General secretary or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O
• Assistant general secretary or equivalent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> V		<input type="checkbox"/> O

7. In any confederation, policymakers get assistance from employees. In your confederation, how many executive staff members provide management with assistance and advice ?

Total number:

How many of these are men?

And how many are women?

8. As male domination of trade union activities is an obstacle to the involvement of women in decision making, has your confederation given any consideration to this theme and/or taken measures (for example, by controlling the timetable and times of meetings, at meetings, ensuring that anybody can speak, avoiding meetings at times that pose problems for people with family responsibilities, etc.) to lead to changes in your organisation ?

☐ Yes

☐ No

⇒ If yes, specify which

## C. TRADE UNION STRUCTURES

### Departments in the confederations

Here is a list of departments. For each one, indicate whether you have such a department and the numbers of men and women in it.

	Yes	No	Number of men	Number of women
• Collective bargaining – industrial relations ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	
• Training ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	
• Equality/Women ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	
• Economic policy ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	
• Social policy ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	
• Working conditions and/or working environment/Health and Safety ⇒ This department is chaired by	<input type="checkbox"/> <input type="checkbox"/> a man	<input type="checkbox"/>	<input type="checkbox"/> a woman	

If there are any other policy departments that you think are important in your confederation, give the names of these departments below and the numbers of men and women in these departments:

• Other: specify which:

⇒ This department is chaired by

☐ a man

☐ a woman

• Other: specify which:

⇒ This department is chaired by

☐ a man

☐ a woman

9. Does your confederation have a committee (or other body) specifically dedicated to women and/or gender equality? With regard to this committee, please answer the following questions.

- Is this committee formed by election or by appointment ? ☐ election ☐ appointment
- Is it a statutory committee ? (this means that it is mentioned in the trade union's statutes) ☐ Yes ☐ No
- Does it have the status of an advisory committee ? ☐ Yes ☐ No
- Can it make decisions ? ☐ Yes ☐ No
- Does it report to congress or ☐ Yes ☐ No
- To the Executive Committee ? ☐ Yes ☐ No
- Does it only deal with sexual equality ? ☐ Yes ☐ No  
(some committees deal with equality as well as other categories)
- Does it publish a review ? ☐ Yes ☐ No
- Does this committee have full-time officials ? ☐ Yes ☐ No
- How would you judge the amount of human resources this Committee has? ☐ Sufficient ☐ Insufficient
- Is it open to men ? ☐ Yes ☐ Non
- Is this Committee linked to the trade union bodies responsible for collective bargaining and planning ? ☐ Yes ☐ Non
- ⇒ If yes, is it entitled to vote in these bodies ? ☐ Yes ☐ No
- Is the committee's chairperson only responsible for equality? (i.e. they do not have any other responsibilities at the same time) ☐ Yes ☐ No
- Are the Committee's activities assessed? ☐ Yes ☐ No
- Does it have its own budget? ☐ Yes ☐ No
- ⇒ If yes, how would you assess how this budget has changed ? ☐ Increased ☐ Decreased ☐ Stayed the same
- ⇒ If yes, what do you think of this budget? ☐ Sufficient ☐ Insufficient

a) In your opinion, what role should this committee be allotted? Please explain.

---

b) Give examples of some of the activities organised by your committee recently. If possible, mention themes and the number of participants.

---

10. Has your confederation been involved in centralised collective bargaining over the past three years?

☐ Yes ☐ No

⇒ If Yes, what was the total size of your team/delegation?

and how many of its members were women

⇒ If No, do you keep statistics regarding the involvement of women in sector-based collective bargaining?

☐ Yes ☐ No

## D. POLICIES AND INITIATIVES IN THE FIELD OF GENDER EQUALITY

11. In your confederation, in what context are issues of equality tackled ?

**This process takes place :**

- in assemblies
- local meetings
- at congresses
- committee meetings
- at the management committee or office for day to day affairs
- during collective bargaining preparations
- other occasions and/or bodies, specify which

Yes	Often	Sometimes	Never
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

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11. If you have been involved in centralised collective bargaining over the past three years, have you implemented any policy intended to improve the consideration of a gender perspective in collective bargaining ?

☐ Yes ☐ No

⇒ If Yes, which one(s) ?

- Encouraging awareness and understanding of gender issues through :
  - ☐ Making negotiators aware of the equality issue through training
  - ☐ Organising special campaigns
- Women being put on negotiating teams :
  - ☐ The women's department/the head of the women's committee is a member of the team
  - ☐ Quotas and statutory means
  - ☐ Training and educating women in negotiation
- Finding out the opinions of all female workers through :
  - ☐ Circulars sent to female workers
  - ☐ A questionnaire, research
- Being properly prepared for the negotiations:
  - ☐ Putting together facts and statistics about the position of women in the workplace
  - ☐ Finding out about the legislation, possible collective agreements and government policies to do with equality
  - ☐ Preparing arguments intended to show that promoting gender equality is a positive thing (cost, benefit, public image, productivity)



• Follow-up:

☐ Monitoring the implementation of provisions to do with gender equality in collective agreements

⇒ If you monitor this implementation, by what means ?

☐ Informal monitoring procedure

☐ Systematic monitoring procedure (report, statistics)

**13.** In developing policies or collective bargaining, certain themes have been favoured by trade unions.

Please indicate in the list below:

- a. The themes your organisation has chosen to work on over the past three years ?
- b. Whether the policies implemented have been assessed ?
- c. If there has been an assessment, what was the impact of these policies ?

	a. Themes chosen (1 to 4)	b. Assessment of the policy implemented (Instrument provided)		c. Effects Impact or change noted Results - Impact or change				
				Very positif				No Change
				+++	+++	+	+ / -	+++
• Equal pay for equal work		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Atypical work		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Breakdown of social time		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ maternity		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ childcare facilities		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ care for the elderly		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ flexibility of working hours		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ family leave		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ parental leave		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ career break		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
◊ shorter working wee		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Vocational Training		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
If yes, continuing vocational training		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Sexual harassment		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Affirmative action in companies		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Social security		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Women returning to work		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Women's health at work		<input type="checkbox"/> Yes	<input type="checkbox"/> No					
• Participation of women in trade union elections		<input type="checkbox"/> Yes	<input type="checkbox"/> No					

**14.** It is vital, in addition to affirmative action, to incorporate a gender dimension (gender mainstreaming) into all trade union policies. Apart from the field of collective bargaining, have you tried to incorporate this gender dimension into other trade union policies ?

- ☐ Yes, systematically  
☐ Yes, sometimes  
☐ No

⇒ If yes (systematically or sometimes), indicate in the list below :

- a.** 2 or 3 policies (outside the field of collective bargaining) in which you have chosen to incorporate a gender perspective
- b.** whether you have considered the impact of these policies on the respective situations of men and women
- c.** the means or mechanisms used to incorporate gender
- d.** if applicable, the problems encountered in incorporating this gender dimension

a. Policies chosen	b. Have you considered the impact of these policies on the respective situations of men and women ?	c. Means, mechanisms used to incorporate this gender dimension ?	d. Problems, obstacles encountered in incorporating this gender dimension ?
	<input type="checkbox"/> Yes If yes, at what stage(s)? <input type="checkbox"/> Setting out actions and policy <input type="checkbox"/> Implementation <input type="checkbox"/> Follow-up <input type="checkbox"/> Assessment  <input type="checkbox"/> No	<input type="checkbox"/> Gender statistics <input type="checkbox"/> Training <input type="checkbox"/> Publications <input type="checkbox"/> Appointing a mainstreaming manager <input type="checkbox"/> Working group <input type="checkbox"/> Research, studies <input type="checkbox"/> Drawing up a check-list <input type="checkbox"/> Others, specify which   	<input type="checkbox"/> Resistance to mainstreaming <input type="checkbox"/> Insufficient statistics <input type="checkbox"/> Lack of awareness, training  <input type="checkbox"/> Others, specify which   
	<input type="checkbox"/> Yes If yes, at what stage(s)? <input type="checkbox"/> Setting out actions and policy <input type="checkbox"/> Implementation <input type="checkbox"/> Follow-up <input type="checkbox"/> Assessment  <input type="checkbox"/> No	<input type="checkbox"/> Gender statistics <input type="checkbox"/> Training <input type="checkbox"/> Publications <input type="checkbox"/> Appointing a mainstreaming manager <input type="checkbox"/> Working group <input type="checkbox"/> Research, studies <input type="checkbox"/> Drawing up a check-list <input type="checkbox"/> Others, specify which   	<input type="checkbox"/> Resistance to mainstreaming <input type="checkbox"/> Insufficient statistics <input type="checkbox"/> Lack of awareness, training  <input type="checkbox"/> Others, specify which   

<input type="checkbox"/> Yes If yes, at what stage(s)? <input type="checkbox"/> Setting out actions and policy <input type="checkbox"/> Implementation <input type="checkbox"/> Follow-up <input type="checkbox"/> Assessment  <input type="checkbox"/> No	<input type="checkbox"/> Gender statistics <input type="checkbox"/> Training <input type="checkbox"/> Publications <input type="checkbox"/> Appointing a mainstreaming manager <input type="checkbox"/> Working group <input type="checkbox"/> Research, studies <input type="checkbox"/> Drawing up a check-list <input type="checkbox"/> Others, specify which  	<input type="checkbox"/> Resistance to mainstreaming <input type="checkbox"/> Insufficient statistics <input type="checkbox"/> Lack of awareness, training  <input type="checkbox"/> Others, specify which  
---	---	--

Apart from in the field of collective bargaining and the aforementioned trade union policies, over the past few years, has your confederation adopted other measures to incorporate equality into trade union policies?

☐ Yes ☐ No

⇒ If yes, which methods were used?

15. Does your confederation have a department that deals with the gender equality policy ?

☐ Yes ☐ No

⇒ If yes, please answer the following questions:

• Does this department deal with issues other than equal treatment and equality between men and women (e.g. equality between ethnic groups)

☐ Yes ☐ No

• Is this department a member of the collective bargaining teams ?

☐ Yes ☐ No

→ If yes, does it have the right to vote in collective bargaining teams ?

☐ Yes ☐ No

• What is the total number of staff members (people) and full-time equivalents who work on issues of equal opportunities and treatment between men and women in this department ?

Number of people

Full-time equivalent

• Does it have sufficient human resources ?

☐ Yes ☐ No

• Does it have financial resources ?

☐ Yes ☐ No

⇒ If yes, are these resources sufficient ?

☐ Yes ☐ No

• Does it have decision-making status ?

☐ Yes ☐ No

• Does it have advisory status ?

☐ Yes ☐ No

16. Does your confederation have a women's congress or a women's conference?

☐ Yes ☐ No

⇒ If yes, please answer the following questions:

• What is the status of this congress? ☐ advisory ☐ decision-making

• How often is it held? Every  years

What themes has this women's congress discussed recently ?

Date	Themes

17. Do your organisation's statutes specifically commit it to being in favour of gender equality ?

☐ Yes ☐ No

⇒ If yes, do your organisation's statutes commit it to being in favour of increasing the number of women in particular ?

☐ Yes ☐ No

→ If yes, please answer the following questions.

• In which bodies?

☐ Working group ☐ Executive Committee  
☐ Standing committees on policy ☐ Other, specify which

• Using what methods ?

☐ Quotas ☐ Reserved seats  
☐ Other, specify which

⇒ If yes, do your statutes contain articles relating to incorporation of a gender perspective?

☐ Yes ☐ No

⇒ If yes, please attach an excerpt from the statutes mentioning all these commitments.

⇒ If no (no statutory measure has been adopted), please explain why.

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18. Has your confederation's congress recently adopted a policy of gender equality ?

☐ Yes ☐ No

⇒ If yes, please attach a copy.

⇒ If yes, was defining this policy supported by an official programme of action, a plan or an implementation strategy:

☐ yes, by a plan or overall programme  
☐ yes, by strategies for certain points of the plan or programme  
☐ no, it was not done  
☐ no, but it will be done soon

⇒ If yes, describe the main measures laid down and the monitoring mechanisms planned to assess the results of implementing this policy.

OBJECTIVES TO ACHIEVE	MEANS IMPLEMENTED	MONITORING MECHANISMS

19. Your confederation sometimes sends representatives to other organisations. On these occasions and in its policies aiming to guarantee or improve gender equality, does it ensure that it is represented by women:

	At national level	At international level
• Yes, often	<input type="checkbox"/>	<input type="checkbox"/>
• Yes, sometimes	<input type="checkbox"/>	<input type="checkbox"/>
• Yes, but rarely	<input type="checkbox"/>	<input type="checkbox"/>
• No, never	<input type="checkbox"/>	<input type="checkbox"/>

**E. THE TRADE UNION IS ALSO AN EMPLOYER. AS AN EMPLOYER, IT MUST ALSO PLAY A PART IN IMPROVING GENDER EQUALITY**

20. Has your organisation tackled certain subjects which come under this trade union role? Answer in terms of the following initiatives.

• Affirmative action giving women access to all positions and posts in the trade union,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Affirmative action to increase the numbers of women in collective bargaining,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Improving information at the time of recruitment,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Priority to recruiting women in fields where they are under-represented,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Descriptions of duties and job descriptions,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Career plans,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Shorter working week,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Flexible working hours,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Mentoring	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Collecting information on distribution according to sex in relation to job, recruitment, promotion and pay,	<input type="checkbox"/> Yes	<input type="checkbox"/> No
• Drawing up a code to protect dignity at work and eradicate sexual harassment in the workplace.	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**F. AT A TIME WHEN WE ARE DISCUSSING A EUROPEAN CONVENTION AND ENLARGEMENT IS TAKING SHAPE, IS YOUR CONFEDERATION ALSO COMMITTED TO DEVELOPING BETTER CO-OPERATION AT EUROPEAN LEVEL?**

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21. Over the past two years, has your confederation :

	Yes, a lot	Yes, to some degree	A little	Not at all
• promoted information and training initiatives on issues of European significance	1	2	3	4
• promoted information and training initiatives on issues of European significance relating to equality	1	2	3	4
• promoted information and training initiatives on European social dialogue	1	2	3	4
• raised awareness of the action and importance of European works councils	1	2	3	4
• encouraged female union officials to take part in European meetings to get more involved in initiatives at this level	1	2	3	4
• developed projects with other confederations on equality	1	2	3	4
- 1. within the states of the European Union	1	2	3	4
- 2. with accession countries	1	2	3	4

## **G. IN CONCLUSION, A FEW MORE QUESTIONS ON INCREASING PARTICIPATION BY WOMEN**

- 22.** Over the past two years, has your confederation adopted any other innovative measures or initiatives to increase participation by women at all levels, which have not been mentioned already in this questionnaire? If so, please describe them and attach documents.

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*Thank you for sparing some of your precious time to answer this questionnaire.  
The answers you have given will make an essential contribution to this study and the development of a tool to enable us  
to monitor the progress of women in decision-making processes in confederations.*

If you have not already done so, please attach a copy of your trade union's statutes and any other document to this questionnaire that you think could help the ETUC to understand the issue of equal opportunities in your organisation. It would be particularly helpful if you could provide us with information on the equal opportunity policies and programmes that you have developed, as well as information on any monitoring instrument your union uses to assess the increase in the participation of women in trade union action and representation of female workers.



## **ANNEX 3**

Questionnaire used  
for interviewing European Industry  
Federations

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# Participation by women in trade union action and decision-making

## Questionnaire “European Industry Federations”

In 1993 and 1998, the ETUC carried out research with the aim of studying the participation of women in decision-making processes in European Industry Federations, national confederations and in the ETUC itself.

A new study has been launched to assess the situation. Has participation by women increased in the various levels of trade union life where decisions are made ? Are trade unions incorporating the equality dimension in a more systematic and effective way (known as “gender mainstreaming”) ? What is the broad overview of their participation today in the different Union Member States? How has the equality plan been implemented in your European Industry Federation?

### THE QUESTIONS ASKED RELATE TO THE FOLLOWING ASPECTS :

- Membership by women,
- The presence of women in decision-making bodies,
- The presence of women in each trade union structure,
- Equal opportunity policies (specific trade union structures for equal opportunities, policies and Gender Mainstreaming).

## I. FEDERATION

Name of the European Industry Federation completing the questionnaire :

---

Name and position of the person completing the questionnaire :

---

Address :

---

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Telephone no. : \_\_\_\_\_ Fax no. : \_\_\_\_\_

E-mail address :

---

Interview start time

Interview finish time

## II. PARTICIPATION OF WOMEN AT DIFFERENT LEVELS

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### A. FEMALE MEMBERS

1. How many sector-based trade union organisations are affiliated to your organisation?

number

2. In your European Industry Federation, can you give :

- the total number of members and

number

- the number of female members

number

3. How many sub-sectors does your European Industry Federation have?

What are they?

4. Does your European Industry Federation encourage (at European level and/or at the level of your national organisations) trade union membership by atypical male and female workers, i.e. people that do jobs with atypical contracts of employment, a sector where there is a high proportion of women, through the use of strategies?

☐ Yes

☐ No

⇒ 4.1. If yes, which strategies

(e.g. campaigns, including themes relating to these workers in agreements, recommendations, etc.) ?

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⇒ 4.2. What influence have these strategies had on membership ?

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5. Does your European Industry Federation encourage its affiliated organisations to collect data regarding the sex of its members in the various sectors represented by your federation ?

☐ Yes ☐ No

⇒ 5.1. If yes, give details.

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## **B. NUMBER OF WOMEN IN BODIES WHERE DECISIONS ARE MADE AND TAKEN**

*Please complete the following table.*

- In the past two years, have you adopted a plan and specific strategies to increase the number of women in your federation's decision-making bodies ?

☐ Yes ☐ No

⇒ If yes, detail what this plan specifies (targets, set timetable, follow-up and assessment mechanisms) ?

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- Have you taken affirmative action to increase the number of women in your federation's decision-making bodies?

☐ Yes ☐ No

⇒ If yes, what affirmative action (e.g.: quotas, reserved seats, training on issues of equality, training women union officials, changing the times of meetings, crèches, etc.)?

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- Does your European Industry Federation encourage its affiliated organisations to increase the number of women in their decision-making bodies?

☐ Yes ☐ No

## C. TRADE UNION STRUCTURES

Please answer the following questions.

### CONGRESS

☐ Yes

☐ No

- At your last congress (date: ..... ) how many delegates were:

Men  

Women  

- Any strategies to increase the participation of women?

☐ Yes

☐ No

⇒ If yes, which ones?

---



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### EXECUTIVE COMMITTEE

☐ Yes

☐ No

- On average, please indicate how many men and women sit on it ?

Men  

Women  

- Any strategies to increase the participation of women ?

☐ Yes

☐ No

⇒ If yes, which ones?

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- Who are the main directors, what sex are they and how were they appointed ?

◇ Chair

☐ Yes

☐ No

☐ M

☐ F

☐ E

☐ A

◇ (Deputy) chairperson(s)

☐ Yes

☐ No

☐ If yes,

no. men: .....

no. women : .....

☐ E

☐ A

◇ General Secretary

☐ Yes

☐ No

☐ M

☐ F

☐ E

☐ A

◇ Assistant General Secretary

☐ Yes

☐ No

☐ M

☐ F

☐ E

☐ A

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---

**MANAGEMENT COMMITTEE**☐ Yes☐ No

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- On average, please indicate how many men and women sit on it ?

Men Women 

- Any strategies to increase the participation of women?

☐ Yes☐ No

⇒ If yes, which ones?

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**STANDING COMMITTEES ON POLICY OR STANDING WORKING GROUPS**☐ Yes☐ No

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- On average, please indicate how many men and women sit on them ?

Men Women 

- Any strategies to increase the participation of women ?

☐ Yes☐ No

⇒ If yes, which ones?

---

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- Please give the names of these Standing Groups or Committees on policy ?
- 
- 

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**OFFICE FOR DAY TO DAY AFFAIRS OR SECRETARIAT**☐ Yes☐ No

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- On average, please indicate how many men and women who carry out administrative duties work there ?

Men Women 

- On average, please indicate how many men and women who carry out policy-related duties work there ?

Men Women 

- Any strategies to increase the participation of women ?

☐ Yes☐ No

⇒ If yes, which ones?

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- Main directors:

◇ <b>Chair</b>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> M	<input type="checkbox"/> F	<input type="checkbox"/> E	<input type="checkbox"/> A
◇ <b>First Deputy chairperson</b>	<input type="checkbox"/> Yes	<input type="checkbox"/> No				
◇ <b>General Secretary</b>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> M	<input type="checkbox"/> F	<input type="checkbox"/> E	<input type="checkbox"/> A
◇ <b>Assistant General Secretary</b>	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> M	<input type="checkbox"/> F	<input type="checkbox"/> E	<input type="checkbox"/> A

## D. EQUAL OPPORTUNITY POLICIES

6. Does your European Industry Federation have an Equal Opportunities Committee or a Women's Committee?

☐ Yes ☐ No

⇒ If yes, give details (members elected or appointed, responsible only for equality, advisory and/or decision-making role, under the supervision of congress and/or the executive, mixed, own budget, does it have links with European Works Councils) ?

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⇒ If yes, please describe some of the recent activities organised by this committee.

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7. Does your European Industry Federation have other trade union structures specifically devoted to equality (e.g. women's department) ?

☐ Yes ☐ No

⇒ If yes, give details

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8. Does your European Industry Federation have a Women's Conference or a Women's Congress ?

☐ Yes ☐ No

⇒ If yes, what has it done ?

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9. Do your organisation's statutes incorporate the principle of gender equality ?

☐ Yes ☐ No

⇒ If yes, give details

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10. Has your European Industry Federation recently adopted a policy of gender equality?

☐ Yes ☐ No

⇒ If yes, has this policy gone hand in hand with a plan or strategies (targets to meet, means implemented, monitoring mechanisms planned)?

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11. Does your European Industry Federation have a sector-based social dialogue ?

☐ Yes ☐ No

⇒ If yes, do you ensure that more consideration is given to issues of equal opportunities in this sector-based social dialogue ?

☐ Yes ☐ No

⇒ If yes, by what means (involvement of women in negotiating teams, training negotiators in issues of equality, training women, training on reducing the wage gap, etc.) ?

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⇒ If yes, have you been able to get codes of conduct and outline agreements signed that enable issues of equal opportunities to gain ground? If yes, specify which and whether you monitor whether they are being applied properly ?

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⇒ Are workers' representatives from accession countries involved in this sector-based social dialogue ?

☐ Yes ☐ No

12. Is there any co-ordination of collective bargaining in your EIF?

☐ Yes ☐ No

⇒ If yes, has your European Industry Federation chosen to work in favour of equal opportunities in the co-ordination of collective bargaining?

☐ Yes ☐ No

⇒ If yes, give details

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**13.** How many European Works Councils (EWC) are affiliated to your EIF ?

How many women sit on them ?

At these EWC, have you discussed themes relating to equality ?

☐ Yes ☐ No

⇒ If yes, which ones (e.g.: women's employment, equal wages, continuing education, retraining measures aimed at men and women, breakdown of social time, crèches and daycare, Gender Mainstreaming, etc.) ?

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• At these EWC, have you tried, through various measures, to improve the consideration given to issues of equal opportunities in the EWC ?

☐ Yes ☐ No

⇒ If yes, which measures (e.g. training on equality, training female members of the EWC, increasing the number of female members of the EWC, etc.)

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• Have you been able to make recommendations and/or enter into agreements on equality ?

☐ Yes ☐ No

⇒ If yes, which ones? Also, are any follow-up and monitoring mechanisms provided for ?

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• Are workers' representatives from accession countries involved in these EWC ?

☐ Yes ☐ No

**14.** In addition to affirmative action, it is vital to incorporate a gender dimension (Gender Mainstreaming) in all trade union policies. Have you tried to incorporate this gender dimension into your trade union policies ?

☐ Yes, systematically ☐ Yes, sometimes ☐ No

⇒ If yes (systematically or sometimes), please specify in which policies you have tried to include this gender perspective, using what means and whether you have planned follow-up and assessment mechanisms ?

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**15.** Does your European Industry Federation have any projects relating to equality with European transnational federations on the one hand and with transnational federations from accession countries on the other ?

☐ Yes ☐ No

⇒ If yes, give details

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**16.** Is the EIF equality manager based in Brussels ?

☐ Yes

☐ No

**17.** Are there any links between your EIF's actions in relation to equality and the ETUC ?

☐ Yes

☐ No

⇒ If yes, give details

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**18.** Does someone from your EIF sit on the ETUC Women's Committee ?

☐ Yes

☐ No



## **ANNEX 4**

List of National Trade Union  
Confederations and  
European Industry Federations  
who either replied or did not reply

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# National Trade Union Confederations who replied to the 2002 Survey questionnaire <sup>1</sup>

- **GERMANY** • Deutscher Gewerkschaftsbund Bundesvorstand (D.G.B.)
- **AUSTRIA** • Österreichischer Gewerkschaftsbund (Ö.G.B.)
- **BELGIUM** • Fédération Générale du Travail de Belgique (F.G.T.B./A.B.V.V.)  
Algemeen Belgisch Vakverbond  
• Confédération des Syndicats Chrétiens (C.S.C./A.C.V.)  
Algemeen Christelijk Vakverbond
- **DENMARK** • Landsorganisationen i Danmark (L.O.-D.)  
• Akademikernes Centralorganisation (A.C.)
- **SPAIN** • Union General de Trabajadores (U.G.T.-E.)  
• Confederación Sindical de Comisiones Obreras (CC.OO.)  
• Eusko Langileen Alkartasuna/Solidaridad de Trabajadores Vascos (E.L.A.-S.T.V.)
- **FINLAND** • Suomen Ammattiliittojen Keskusjärjestö (S.A.K.)  
• Confederation of Unions for Academic Professionals in Finland (A.K.A.V.A.)  
• Toimihenkilökeskusjärjestö STTK ry (S.T.T.K.)
- **FRANCE** • Confédération Française Démocratique du Travail (C.F.D.T.)  
• Confédération Générale du Travail – Force Ouvrière (C.G.T.-F.O.)  
• Confédération Générale du Travail (C.G.T.)  
• Confédération Française des Travailleurs Chrétiens (C.F.T.C.)
- **GREECE** • Geniki Synomospondia Ergaton Ellados (G.S.E.E.)
- **IRELAND** • Irish Congress of Trade Unions (I.C.T.U.)
- **ITALY** • Confederazione Generale Italiana del Lavoro (C.G.I.L.)  
• Confederazione Italiana Sindacati Lavoratori (C.I.S.L.)  
• Unione Italiana del Lavoro (U.I.L.)
- **LUXEMBOURG** • Lëtzebuerger Chrëschtliche Gewerkschafts-Bond (L.C.G.B.)  
• Confédération Générale du Travail du Luxembourg (C.G.T.-L.)
- **NORWAY** • Landsorganisasjonen i Norge (L.O.-N.)
- **THE NETHERLANDS** • Federatie Nederlandse Vakbeweging (F.N.V.)
- **PORTUGAL** • Confederação Geral dos Trabalhadores Portugueses (C.G.T.P.-I.N.)  
• União Geral de Trabalhadores (U.G.T.-P.)
- **UNITED-KINGDOM** • Trades Union Congress (T.U.C.)
- **SWEDEN** • Landsorganisationen i Sverige (L.O.-S.)  
• Sveriges Akademikers Centralorganisation (S.A.C.O.)  
• Tjänstemännens Centralorganisation (T.C.O.)

<sup>1</sup> The names of the National Trade Union Confederations can be found on the European Trade Union Confederation web site.

# National Trade Union Confederations who did not reply to the 2002 survey questionnaire<sup>2</sup>

- **DENMARK**
  - Funktionærernes og Tjenestemaendenes Faellesrad (F.T.F.)
- **FRANCE**
  - Union Nationale des Syndicats Autonomes (U.N.S.A.)
- **NORWAY**
  - Confédération des diplômés de l'université (A.F.)  
Akademikernes Fellesorganisasjon
- **THE NETHERLANDS**<sup>3</sup>
  - Christelijk Nationaal Vakverbond (C.N.V.)
  - Vakcentrale voor middengroepen en hoger personeel (M.H.P.)

<sup>2</sup> The names of the National Trade Union Confederations can be found on the European Trade Union Confederation web site.

<sup>3</sup> Although these Confederations from the Netherlands failed to reply, their policy in terms of equality is similar to that of F.N.V.-Netherlands.

# European Industry Federations that were interviewed

- **ETF** • European Transport Workers' Federation/ Fédération Européenne des Travailleurs du Transport;
- **EFFAT** • European Federation of Food, Agriculture and Tourism Trade Unions/Fédération Européenne des Syndicats de l'Alimentation, de l'Agriculture et du Tourisme;
- **EFM / FEM** • European Metalworkers' Federation/Fédération Européenne des Métallurgistes;
- **EFJ / FEJ** • European Federation of Journalists/Fédération Européenne des Journalistes;
- **EEA** • European Entertainment Alliance/Alliance Européenne des arts et du spectacle;
- **EFBWW / FETBB** • European Federation of Building and Woodworkers/Fédération Européenne des Travailleurs du Bâtiment et du Bois;
- **EPSU** • European Federation of Public Service Unions/Fédération Syndicale Européenne des Services Publics;
- **EMCEF** • European Mine, Chemical and Energy Workers' Federation/Fédération Européenne des Syndicats des Mines, de la Chimie et de l'Energie;
- **UNI-EUROPA** • Union Network International;
- **ETUF-TCL / FSE-THC** • European Trade Union Federation - Textiles Clothing and Leather/Fédération Syndicale Européenne du Textile, de l'Habillement et du Cuir;
- **ETUCE / CSEE** • ETUCE / CSEE : European Trade Union Committee for Education/Comité Syndical Européen de l'Education.





## **ANNEX 5**

### Glossary of terms used

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# Glossary of terms used in the questionnaire on women in Trade Union decision-making processes

*The aim of this glossary is to clarify terms in the questionnaire that may be unfamiliar to you, given that European Industry Federations use different terms for executive committee meetings, departments, managers, committees, etc. So that we can make the most of your answers and make accurate comparisons of situations, please refer to the glossary **BEFORE** answering, so that you know exactly what the questions refer to.*

■ <b>Affirmative action</b>	Measures aimed at a specific group which aim to eliminate, avoid or offset disadvantages as a result of existing attitudes, behaviour and structures (it is sometimes referred to as "positive discrimination").
■ <b>Volunteer</b>	European Trade Union Federation Officer elected or appointed for a given period, who is not paid by the trade union organisation.
■ <b>Office for day to day affairs or Secretariat</b>	Body responsible for implementing the decisions of the Executive Committee and Management Committee.
■ <b>Check-list</b>	Series of questions or instructions drawn up in advance so as to facilitate examining a set of methods or practices.
■ <b>Management Committee</b>	Decision-making body. Can apply and elaborate on trade union policy between meetings of the Executive Committee.
■ <b>Women's Committees</b>	This is the committee elected or appointed to promote equal treatment and opportunities between men and women and/or advise the executive on these issues. It can also be called "women's rights committee", "equality committee" or "equal opportunities committee". For clarity, we only use the term "Women's Committee" in this questionnaire when such a committee deals with issues of gender equality.
■ <b>Executive Committee</b>	Decision-making body. The executive has the jurisdiction to apply and elaborate on policy between two congresses.
■ <b>Standing committees on policy</b>	Sometimes called "advisory committees", they can be either sub-committees of the executive or special committees elected or appointed to elaborate on draft policy positions and/or to advise the executive.
■ <b>Congress</b>	Supreme decision-making body, can be convened annually or less frequently.
■ <b>Double candidatures</b>	Organisations can put 2 candidates up for election provided that one of them is a woman.
■ <b>Assessment</b>	Taking stock of a situation, how things stand, measured using targets set initially and in relation to the results aimed at.
■ <b>Official</b>	Official of the European Trade Union Federation responsible for elaborating on policy and/or negotiating, who is paid by the trade union organisation. Does not include administrative or secretarial staff.
■ <b>Gender Mainstreaming or incorporating a gender dimension</b>	Systematically incorporating the specific conditions, priorities and needs of men and women into all policies in order to promote activities based on gender equality or to mobilise all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women when implementing them, monitoring them and assessing them (Commission Communication COM(96) 67 final of 21 February 1996).

■ <b>Mentoring</b>	This term refers to the relationship between an experienced person in a respected position on the one hand, and someone wanting to widen their experience and personal network on the other. It is a relationship of advice and support, as well as a process of exchanges.
■ <b>Collective bargaining</b>	National negotiations involving national confederations and national employers' organisations.
■ <b>Equality plan or programme</b>	This is the programme of action containing targets and a set timetable for carrying out the policy.
■ <b>Equality policy</b>	Can also be called "equal opportunity policy". This is a policy document or resolution adopted by the congress or executive committee determining the trade union's position in terms of gender equality.
■ <b>Quotas</b>	Policy by which women's representation in a committee should not fall below <u>a given percentage</u> . Quotas can be fixed or proportional.
■ <b>Reserved seats</b>	Policy by which <u>a fixed number</u> of seats on a committee are systematically reserved for women.
■ <b>Follow-up (Monitoring)</b>	Regularly observing and recording any development or change.
■ <b>Regional trade union</b>	Trade union organisation with a given geographical basis.
■ <b>Sector-based trade union</b>	Trade union organisation representing workers united by industrial sector and/or profession.
■ <b>Atypical work</b>	Any work which is not full-time and permanent. It includes work that is part-time, evening and weekend, temporary contract, casual or sub-contracted outwork, teleworking and working from home.

## **ANNEX 6**

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