



# FROM MEMBERSHIP TO LEADERSHIP:

→ Advancing  
women in  
trade unions



## Ten things trade unions can do to promote gender balance



EUROPEAN TRADE UNION CONFEDERATION (ETUC)



## IMPROVING GENDER BALANCE IN UNION LEADERSHIP AND DECISION-MAKING

structures remains a fundamental challenge for the European Trade Union Confederation. Despite the feminisation of the labour market and unions, the representation of women in senior level positions is low in many trade union organisations and in collective bargaining structures.

The ETUC believes that gender balance in decision-making needs to be addressed as a key priority.

Gender balance is crucial to the modernisation of trade unions and to fulfilling EU and ETUC objectives for the economic, social and political representation of women in decision-making.

The following ten points provide guidance for trade union leaders, decision-makers and members to improve gender balance in their respective organisations.



### ➔ **TEN THINGS TRADE UNIONS CAN DO TO PROMOTE GENDER BALANCE** in union leadership and decision-making roles

1. **Make the argument for gender balance as a core union priority.**
2. **Actively promote gender equality at all levels of the organisation through gender mainstreaming.**
3. **Introduce statutory rule changes on gender balance.**
4. **Prepare women for decision-making and leadership roles.**
5. **Engage men to build a consensus for balanced gender representation.**
6. **Address the image and culture of unions.**
7. **Build union organisation so that women's activism, involvement decision-making roles exists at all levels of the union.**
8. **Ensure that trade union organisations promote gender diversity through their own internal human resources.**
9. **Provide gender disaggregated data.**
10. **Take a strategic approach and develop concrete actions plans to improve gender balance, including measures to monitor and assess the outcomes and implementation of actions**

*This leaflet is one of the outcomes of the EC funded project that the ETUC carried out in 2010. More information and examples on how unions have put these points into practice can be found in the ETUC Resource Guide "From membership to leadership: advancing women in trade unions" available at: [www.etuc.org](http://www.etuc.org)*



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