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ETUC 8th March Survey 2016

- 9th edition -

As part of the follow-up to the ETUC Congress engagements towards the promotion of women within its membership and decision-making structures, in 2016 the ETUC carried out the ninth edition of what has become an annual 8th March survey. The aim of this survey is to monitor the proportion of women in the European trade union movement, including in decision-making positions and bodies. The objective is to assess progress in reducing the representation and decision-making gap between women and men in trade unions.

The second part of the survey looks at the views and activities of ETUC members in relation to gender occupational segregation.

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Women in membership and decision making positions and bodies

Key points

National confederations

A high proportion of confederations have responded to the ninth 8th March survey. In total, 53 confederations from 34 countries have replied. This is one more than the number responding in 2015 (52), although lower than the highest level of responses (60) in 2012. The 53 confederations who have responded have 43.1 million members, more than 95% of the total members of the 90 confederations affiliated to the ETUC. In addition four confederations, which are not affiliated to the ETUC but are members of the Pan-European Regional Council, also responded.

Most confederations (47 out of the 53 responding) were able to provide figures for the total number of members and the total number of women members.

On the basis of these results, it is possible to draw some conclusions on the position of women in the national confederations of the ETUC.

The average proportion of women members in the confederations replying to the 2016 survey is 43.4%. This is around four percentage points lower than the proportion of women among employees in the countries covered by Eurostat. The proportion of women among union members ranges from three-quarters (74.9%) in STTK (Finland) to one in eight (12.6%) in DEOK (Cyprus). This is a much bigger range than the proportion of women among employees, which is highest in Latvia (52.5%) and lowest in Turkey (27.8%). However, the wider range of women in unions is partially explained by the areas in which confederations recruit members.

Most confederations report an increase in the proportion of women in membership, with four times more confederations saying that the female proportion has gone since 2015 than that it has gone down. Comparisons are more difficult over a longer period, as not all the same confederations have replied every year. However, if the comparison is limited to the 23 confederations replying every year since 2008, a clear upward trend is evident, with the average proportion of women going up from 44.5% of union members in 2008 to 46.9% in 2016.

Examining the responses on the number of women in national confederations, the 47 confederations providing this information in 2016 have 42.3 million members in total, of whom 18.5 million, or 43.8%, are women. The TUC (UK) is the confederation with the largest number of women members. Changes in how membership numbers are presented from year to year make comparisons difficult, but, if only comparable figures are used, female membership grew in total by 132,917 between 2015 and 2016, while overall membership fell by 61,755 over the same period. Over the period 2008 to 2016, and including only the 22 confederations which have supplied comparable information every year, total membership has fallen by 1,211,000, while female membership has risen by 50,000.

Looking at union leaders, 10 of the 53 confederations have a woman as the key leader. However, as two confederations have a joint leadership, where the president and general secretary share the top spots, there are 55 leadership positions, of which 10 (18.2%) are held by women.

The 10 confederations where this is the case are: ACV / CSC (Belgium), where leadership is shared, LO (Denmark), ICTU (Ireland), CGIL (Italy), CISL (Italy), LO (Norway), YS (Norway), FZZ (Poland), TCO (Sweden) and the TUC (UK). Differences in the confederations responding to the survey each year make it difficult to track trends, but compared with 2015 the proportion of top leadership positions held by women has improved.

An analysis of the leadership team as a whole, including vice-presidents, deputy general secretaries, and treasurers as well as the top leaders, shows that there are 19 confederations where more than 40% of the team is female, although there are also 10 where there are no women in the leadership. The average proportion of women in these senior positions is 29%. It is not possible to compare this over time as the information was not analysed in this way in earlier years.

The position is similar for the key decision-making bodies between confederation congresses, where a question was asked for the first time this year. However, in contrast to the top leadership team, there are no confederations where women are completely absent, at least among the confederations replying (three did not). In 11 confederations, women make up more than 40% of the membership of this key body, and in a further 15 between 30% and 39%. The average percentage of women on these bodies was 29.7%.

The ETUC's 2011 recommendations improving on gender balance have clearly had a significant impact, although the responses can only provide a broad indication of what has happened. Issues specifically referred to in the answers include action to increase the number of women in governing bodies and at other levels (14 confederations), on monitoring progress towards greater gender balance and equal opportunities (12), on training (10), on collective bargaining (six) and on gender mainstreaming (five). However, the responses indicate that although progress has been made there is more to do.

European Trade Union Federations

With only three replying, EFFAT, ETUCE and UNI-Europa, it is impossible to provide an overall picture of the developments in the ETUFs. Women make up more than 70% of the membership of the ETUCE, and between 40% and 50% in the other two. Leadership of the three ETUFs which replied is more evenly shared between genders than among national confederations and between 30% and 40% of the members of the decision-making bodies are women. All three ETUF's have acted to implement the 2011 recommendations.

As well as the three ETUFs, 17 national unions, affiliated to the ETUCE and Industriall also completed the survey.

Response rates and the data provided

The level of response to this the ninth annual survey of the position of women in membership and leadership positions in the ETUC's affiliated national confederations has again been high. In total 53 out of the ETUC's 89 national affiliates have responded to the survey, with responses coming from 34 of the 39 countries in which the ETUC has national affiliates.

In addition, four nation union confederations, which are not affiliated to the ETUC, but are members of the Pan-European Regional Council (PERC), have also completed the survey (see page 9).¹

There are 16 countries where all ETUC affiliates have responded to the survey: Belgium, Bulgaria, Finland, Italy, Montenegro, Sweden and Switzerland, which each have two or more ETUC affiliates, and Austria, the Czech Republic, Germany, Ireland, Latvia, Liechtenstein, Slovakia, Slovenia and the UK, where there is only one affiliated national confederation.

In contrast, there are only five countries: Andorra, Estonia, Macedonia, Monaco and San Marino, where no confederation has replied. Estonia and Macedonia both have fewer than 600,000 employees in employment and Andorra, Monaco and San Marino have many fewer. Table 1 sets out the total number of responses from confederations by country.

Table1: Number of replies from confederations by country 2016

Country and number of confederations affiliated	Confederations replying	Country and number of confederations affiliated	Confederations replying
Andorra (1)	0	Luxembourg (2)	1
Austria (1)	1	Macedonia (1)	0
Belgium (3)	3	Malta (3)	1
Bulgaria (2)	2	Monaco (1)	0
Croatia (2)	1	Montenegro (2)	2
Cyprus (3)	1	Netherlands (3)	2
Czech Republic (1)	1	Norway (3)	2
Denmark (3)	1	Poland (3)	2
Estonia (2)	0	Portugal (2)	1
Finland (3)	3	Romania (4)	1
France (5)	2	San Marino (2)	0
Germany (1)	1	Serbia (2)	1
Greece (2)	1	Slovakia (1)	1
Hungary (5)	2	Slovenia (1)	1
Iceland (2)	1	Spain (4)	3
Ireland (1)	1	Sweden (3)	3
Italy(3)	3	Switzerland (2)	2
Latvia (1)	1	Turkey (4)	2
Liechtenstein (1)	1	UK (1)	1
Lithuania (3)	1	Total (90)	53

¹ See page 32 onwards for details of ETUFs and national unions completing the survey.

In total, the 53 confederations who have responded have 43.1 million members, more than 95% of the total membership of ETUC national affiliates.

Table 2 lists the 53 confederations which have responded to the survey as well as the 36 which have not. The non-respondents include nine confederations SEK (Cyprus), FTF (Denmark), CFDT, CFTC, and UNSA (all France), OGBL (Luxembourg), CGTP (Portugal), BNS (Romania) and USO (Spain), which replied in 2015.

Table 2: Confederations that replied and did not reply to 2016 8th March survey by country

Country	Replied	Did not reply
Andorra		USDA
Austria	ÖGB	
Belgium	ABVV / FGTB, ACLVB/CGSLB, ACV / CSC	
Bulgaria	CITUB-KNBS, PODKREPA	
Croatia	SSSH / UATUC	NHS
Cyprus	DEOK	SEK, TURK-SEN
Czech Republic	CMKOS	
Denmark	LO-DK	AC, FTF
Estonia		EAKL, TALO
Finland	AKAVA, SAK, STTK	
France	CGT,FO	CFDT, CFTC, UNSA
Germany	DGB	
Greece	GSEE	ADEDY
Hungary	LIGA, SZEF- ÉSZT	ASzSz, MOSz, MSzOSz
Iceland	ASI	BSRB
Ireland	ICTU	
Italy	CGIL,CISL,UIL	
Latvia	LBAS	
Liechtenstein	LANV	
Lithuania	LPSK / LTUC	LDF, LPSS (LDS)
Luxembourg	LCGB	OGBL
FYR Macedonia		FTUM
Malta	GWU	CMTU, FORUM
Monaco		USM
Montenegro	UFTUM, CTUM	
Netherlands	CNV, FNV	VCP
Norway	LO-N, YS	UNIO
Poland	NSZZ- Solidarność, FZZ	OPZZ
Portugal	UGT-P	CGTP
Romania	CNSLR-Fratia	BNS, CARTEL ALFA, CSDR
San Marino		CSdI, CDLS
Serbia	Nezavisnost	CATUS

Slovakia	KOZ SR	
Slovenia	ZSSS	
Spain	CC.OO, ELA, UGT-E	USO
Sweden	LO-S, SACO, TCO	
Switzerland	SGB/USS, Travail Suisse	
UK	TUC	

Compared with previous surveys, the level of response is similar, with 53 out of 89 confederations replying, equivalent to a response rate of 59.6% compared with just over 60.5% in 2015 and 60.0% in 2014, and the high point of over 70% achieved in 2012, the year following the adoption by the ETUC Executive Committee of recommendations intended to improve gender balance in trade unions, including a specific reference to contributing to the 8th March survey. It is still a higher response rate than in the first 2008 survey.

Table 3: Confederations replying to ETUC 8th March survey since 2008

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016
Affiliated	82	82	82	83	84	85	85	86	89
Replying	46	48	55	55	60	55	51	52	53
Rate (%)	56.1%	58.5%	67.1%	66.3%	71.4%	64.7%	60.0%	60.5%	59.6%

Looking back over nine years, there are 24 national confederations from 15 countries which have responded to all 8th March surveys (see Table 4), and 13 from 12 countries which have never responded (see Table 5), although one of these is FTUM from Macedonia which has only been affiliated to the ETUC for one year.

Table 4: National confederations which have responded to all 8th March surveys (24)

Country	Confederation
Austria	ÖGB
Belgium	ABVV / FGVB
Belgium	ACV / CSC
Belgium	CGSLB/ACLVB
Bulgaria	PODKREPA
Cyprus	DEOK
Czech Republic	CMKOS
Finland	SAK
Finland	STTK
France	CGT
Hungary	LIGA
Iceland	ASI
Italy	CGIL
Italy	UIL
Latvia	LBAS

Norway	LO
Norway	YS
Portugal	UGT-P
Spain	CC OO
Spain	UGT
Sweden	LO-S
Sweden	SACO
Sweden	TCO
UK	TUC

Table 5: National confederations which have never responded to 8th March Survey (13)

Country	Confederation
Andorra	USDA
Cyprus	TURK-SEN
Greece	ADEDY
Hungary	ASzSz
Iceland	BSBR
Macedonia	FTUM
Malta	CMTU
Malta	Forum
Monaco	USM
Netherlands	VCP
Romania	CSDR
San Marino	CDLS
Turkey	DISK

The four PERC members, which are not ETUC affiliates but have completed the survey, are BSPSH (Albania), KSSH (Albania), SSSBiH (Bosnia and Herzegovina) and BSPK (Kosovo). Their responses have not been analysed.

In terms of the data that the ETUC confederations are able to provide, all but one, GSEE from Greece, have been able to provide a figure for total union membership in the current survey. GSEE explains that it is unable to provide information on overall union membership, as it operates at the top-level of a three level structure and does not have access to precise membership figures at the primary level. All the other confederations have provided membership information, which in most cases dates from 2015, or occasionally from 2014 or 2013. The figures from the GWU in Malta are the oldest, relating to 2012-13. There are also other differences in the basis on which the membership data has been provided. For example, the figure for CGIL (5.6 million) is for the confederation's entire membership, including those – around half – who are no longer working. The figures for the other Italian confederations, CISL (2.3 million) and UIL (1.2 million), are for the economically active membership only, excluding those who have retired.

Of the 52 confederations providing overall membership numbers, 47 have been able to supply figures on the percentage union members who are women. Four confederations, SZEZ- ÉSZT (Hungary), FZZ (Poland), KOZ SR (Slovakia) and Travail Suisse (Switzerland), say that they cannot provide these figures because of a lack of overall statistics identifying woman and men separately or a way of obtaining them. As Travail Suisse explains, “Our federations are autonomous and they manage the membership records. As a confederation, we have no access”. Only one confederation CTUM (Montenegro) indicates that it is union policy not to have data on the number of women members. In the areas covering the leadership of the confederations and the membership of key decision-making bodies, all of the confederations responding have been able to provide complete information. Not all confederations have replied to the question on how they have implemented the ETUC’s 2011 recommendations on gender balance (see below).

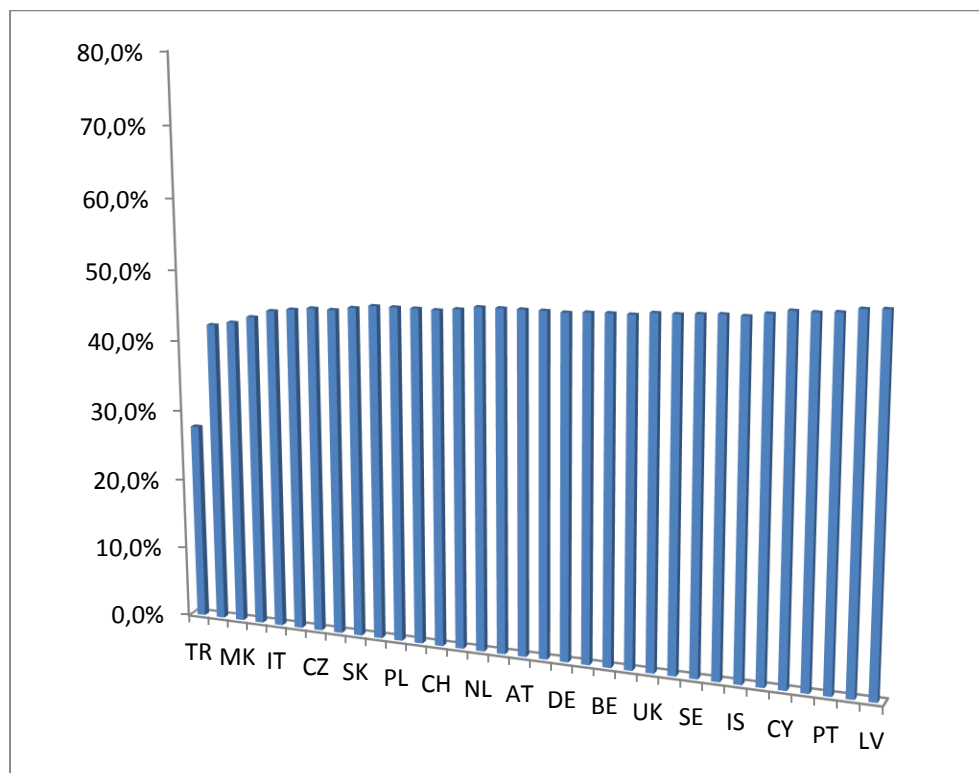
Female membership in national trade union confederations

The proportion of women members

Union membership should ideally reflect the mix of employees unions are representing both in terms of the balance between women and men, and in other ways.

In most of the countries covered by ETUC affiliated confederations, just under half of all employees are women. The average is 47.7% for the 33 countries (28 EU states plus Iceland, FYR Macedonia, Norway, Switzerland and Turkey) for which Eurostat provides figures from the Labour Force Survey (figures for 2nd Quarter 2015). The median (mid-point) percentage is slightly higher at 48.5%.

Chart 1: Proportion of employees who are women (2nd Quarter 2015)

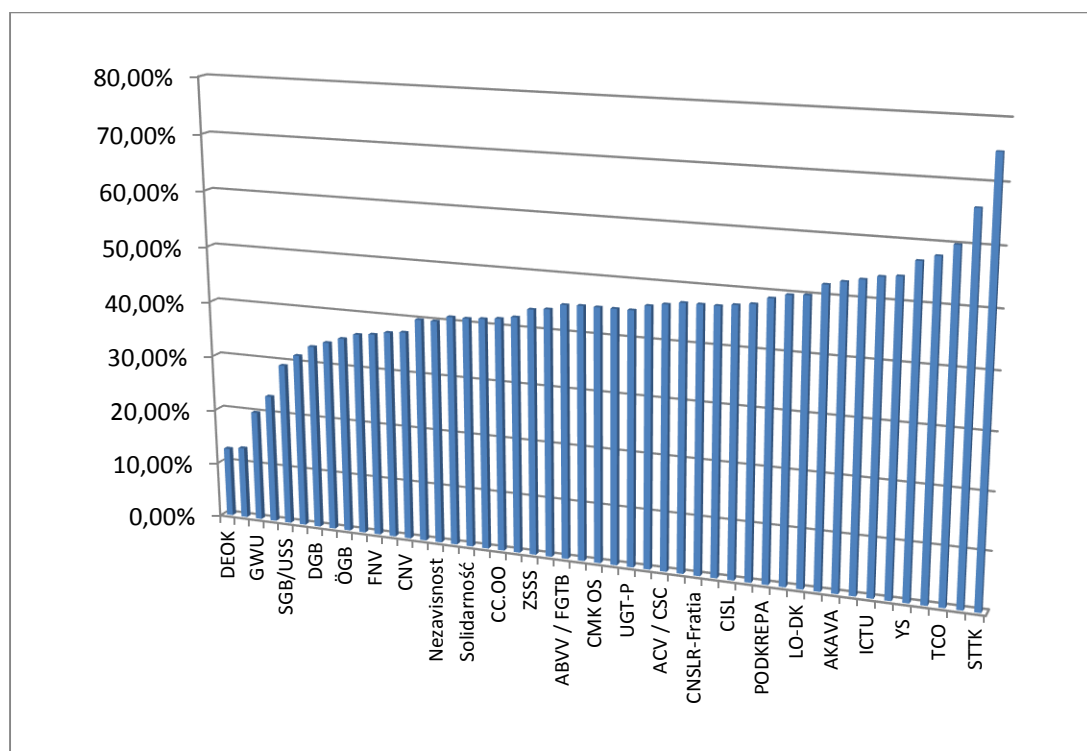


With a single exception (Turkey), women make up between 42.5% and 52.5% of the total number of employees in all 33 states and in 20 of these the percentage of women employees is clustered

between 52.5% and 47.5%. The states at the top of the table are Latvia (52.5%), Lithuania (52.3%), Portugal (51.6%), Finland and Cyprus (both at 51.3%). Those at the bottom of the table are Luxembourg (45.7%), Italy (45.4%), Romania (44.2%), FYR Macedonia (43.1%) and Malta (42.5%). The position in Turkey is significantly different as the proportion of women employees is much lower at 27.8%.

The average percentage of women among union members in the 47 national confederations responding to this question is 43.4% around four percentage points lower than the percentage of women employees. The median is also lower by a broadly similar amount at 45.0%. It is particularly striking that the variation between the top and the bottom of the table is much wider for union members than for employees, ranging from 74.9% in STTK (Finland) to 12.6% in DEOK (Cyprus).

Chart 2: Proportion of union members who are women (2016)



The proportion of women among the overall number employed is certainly not the only factor in explaining the proportion of women among union members. For example, the occupational/educational divisions between the Nordic union confederations, with some confederations organising areas of the economy employing high numbers of women helps to explain the high percentage of women in STTK in Finland and TCO and SACO in Sweden. However, the high proportion of women among all employees in Lithuania and Latvia may help to explain while they are close to the top in terms of the proportion of female union members, just as the relatively low numbers of female employees in Malta and Turkey is likely to be part of the reason why the GWU (Malta) and HAK-IS and TURK-IS are near the bottom of the table.

Table 6 sets out the percentage of union members who are women in the 47 confederations responding to this question and compares it with the proportion of female employees. There are 14

confederations where the proportion of women union members is higher than the proportion of women employees and 29 where the proportion is lower. In one, PODKREPA (Bulgaria), the percentage is the same and for three confederations, there are no comparable Eurostat figures.

Table 6: Women as a proportion of union members and employees 2016

Country	Confederation	%age union members	%age employees
Finland	STTK	74.9%	51.3%
Latvia	LBAS	66.0%	52.5%
Sweden	TCO	60.0%	49.9%
Lithuania	LPSK / LTUC	58.0%	52.3%
Norway	YS	57.0%	48.6%
Sweden	SACO	54.3%	49.9%
Ireland	ICTU	54.0%	50.7%
Montenegro	CTUM	53.3%	Not available
Finland	AKAVA	52.7%	51.3%
Norway	LO-N	52.0%	48.6%
Denmark	LO-DK	50.0%	48.8%
UK	TUC	49.8%	49.5%
Bulgaria	PODKREPA	49.0%	49.0%
Italy	CGIL	47.8%	45.3%
Italy	CISL	47.4%	45.3%
Iceland	ASI	47.0%	50.1%
Romania	CNSLR-Fratia	47.0%	44.2%
Sweden	LO-S	47.0%	49.9%
Belgium	ACV / CSC	46.5%	49.0%
Finland	SAK	46.0%	51.3%
Bulgaria	CITUB-KNBS	45.0%	49.0%
Czech Republic	CMKOS	45.0%	46.1%
France	FO	45.0%	50.1%
Portugal	UGT-P	45.0%	51.6%
Belgium	ABVV / FGFB	44.9%	49.0%
Belgium	ACLVB/CGSLB	43.9%	49.0%
Slovenia	ZSSS	43.6%	47.4%
Croatia	SSSH / UATUC	42.0%	48.4%
Spain	CC.OO	41.5%	47.8%
Spain	ELA	41.2%	47.8%
Italy	UIL	41.0%	45.3%
Poland	NSZZ-Solidarność	41.0%	47.3%
Hungary	LIGA	40.0%	47.2%
Serbia	Nezavisnost	40.0%	Not available
Netherlands	CNV	37.5%	48.3%
France	CGT	37.2%	50.1%
Netherlands	FNV	36.6%	48.3%

Spain	UGT-E	36.3%	47.8%
Austria	ÖGB	35.3%	48.5%
Liechtenstein	LANV	34.3%	Not available
Germany	DGB	33.3%	48.6%
Luxembourg	LCGB	31.4%	45.7%
Switzerland	SGB/USS	29.3%	47.4%
Turkey	HAK-IS	23.3%	27.8%
Malta	GWU	20.0%	42.5%
Turkey	TURK-IS	13.0%	27.8%
Cyprus	DEOK	12.6%	51.3%
Average	(47 confederations; 33 countries)	43.4%	47.7%
Median	(47 confederations; 33 countries)	45.0%	48.5%
Source: ETUC 8 th March survey 2016 and Eurostat (Eurostat figures are percentage of employees who are women in second quarter 2015; the Eurostat average and median figures are for 33 states.)			

Most of these confederations (39 out of 47) also provided information on female membership in 2015, and the majority of them show an increase in the proportion of women in membership over 12 months.

Overall 22 confederations reported an increase in the proportion women in their total membership between 2015 and 2016, compared with only five which reported a decrease (see Table 7). There were another 12 which reported no change between the two years, a reminder that, for some confederations, the percentage of women in membership is an estimate rather than being precisely recorded.

Table 7: Women as a proportion of union members 2015 and 2016

Country	Confederation	2015	2016	Change(percentage points)
Austria	ÖGB	35.1%	35.3%	0.2
Belgium	ABVV / FGTB	45.2%	44.9%	-0.3
Belgium	CGSLB/ACLVB	43.7%	43.9%	0.2
Belgium	ACV / CSC	46.5%	46.5%	0.0
Bulgaria	CITUB-KNBS	48.0%	45.0%	-3.0
Bulgaria	PODKREPA	48.0%	49.0%	1.0
Cyprus	DEOK	12.5%	12.6%	0.1
Czech Republic	CMKOS	45.0%	45.0%	0.0
Finland	AKAVA	52.0%	52.7%	0.7
Finland	SAK	46.0%	46.0%	0.0
Finland	STTK	75.0%	74.9%	-0.1
France	CGT	37.0%	37.2%	0.2
France	FO	45.0%	45.0%	0.0
Germany	DGB	33.0%	33.3%	0.3
Hungary	LIGA	40.0%	40.0%	0.0

Iceland	ASI	47.0%	47.0%	0.0
Ireland	ICTU	52.4%	54.00%	1.6
Italy	CGIL	46.9%	47.8%	0.9
Italy	CISL	47.5%	47.4%	-0.1
Italy	UIL	40.6%	41.0%	0.4
Latvia	LBAS	71.5%	66.0%	-5.5
Liechtenstein	LANV	33.9%	34.3%	0.4
Malta	GWU	18.0%	20.0%	2.0
Netherlands	CNV	36.4%	37.5%	1.1
Netherlands	FNV	36.5%	36.6%	0.1
Norway	LO-N	51.7%	52.0%	0.3
Norway	YS	55.5%	57.0%	1.5
Poland	NSZZ-Solidarność	41.0%	41.0%	0.0
Portugal	UGT-P	45.0%	45.0%	0.0
Slovenia	ZSSS	43.6%	43.6%	0.0
Spain	CCOO	40.6%	41.5%	0.9
Spain	UGT-E	36.2%	36.3%	0.1
Sweden	LO-S	47.0%	47.0%	0.0
Sweden	SACO	54.0%	54.3%	0.3
Sweden	TCO	60.0%	60.0%	0.0
Switzerland	SGB	28.9%	29.3%	0.4
Turkey	HAK-IS	18.1%	23.3%	5.2
Turkey	TURK-IS	13.0%	13.0%	0.0
UK	TUC	48.0%	49.8%	1.8
Average	(for 39 confederations)	42.7%	43.0%	0.3

As Table 7 shows, the average proportion of women in membership also increased slightly between 2015 and 2016, going up from 42.7% to 43.0% for the 39 confederations providing information for both years.

The percentages are slightly different if all 47 confederations which provided information on women in membership in 2016 are compared with the 48 confederations which provided these details in 2015. On this basis the average percentage of women in membership was 43.3% in 2015 and 43.4% in 2016.

The problems caused by the changes in the composition of the confederations replying become more acute in examining the results over the period since 2008, as set out in Table 8.

This shows the average proportion of female membership in national confederations fluctuating at around 43%, with a high point at 44.9% in 2011 and the lowest figure that for 2015 at 43.3%. However, these fluctuations reflect, at least in part, precisely which confederations have replied in each year.

Table 8: Average percentage of union members who are women (all confederations providing this information) 2008 to 2016

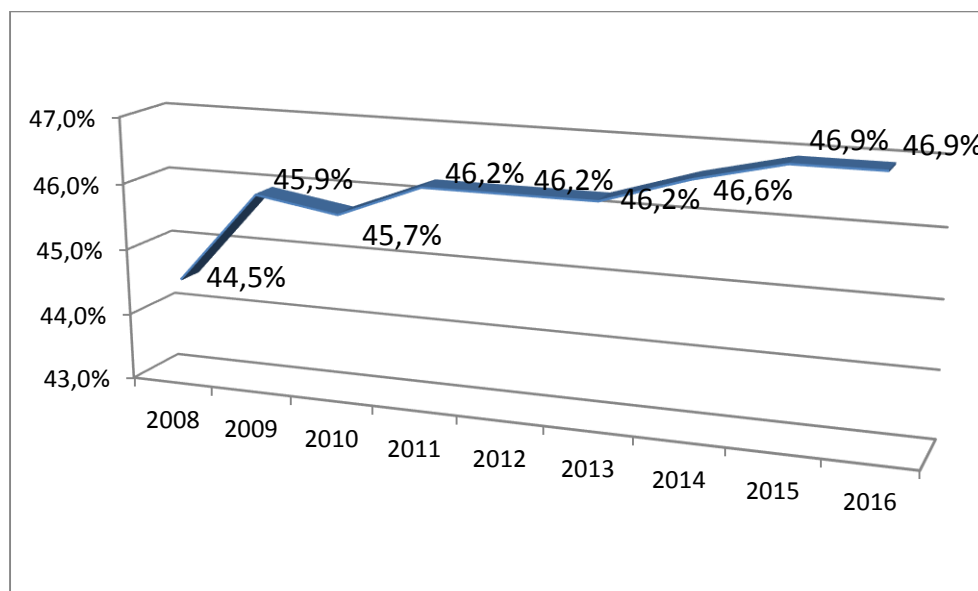
Year	2008	2009	2010	2011	2012	2013	2014	2015	2016
%age women	43.1%	43.7%	44.5%	44.9%	43.1%	43.7%	44.2%	43.3%	43.4%
Replying	41	45	51	51	54	51	46	48	47

The only way to avoid the distorting effect of these changes in the composition of the replies is to restrict the analysis to those confederations which have provided information on the proportion of women in membership every year since the survey started. There are now only 23 confederations in this position, and their figures show a clear trend.² There has been a gradual but fairly steady growth in the proportion of women in membership, with the percentage of women rising from 44.8% in 2008 to 46.9% eight years later (see Table 8).

Table 9: Average percentage of union members who are women (only confederations providing this information every year – 23) 2008 to 2016

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016
%age women	44.5%	45.9%	45.7%	46.2%	46.2%	46.2%	46.6%	46.9%	46.9%
Replying	23	23	23	23	23	23	23	23	23

Chart 3: Average percentage of union members who are women (2008-2016)



The number of women members

The previous section looked at the proportion of women members in the national confederations and the average of these figures for the ETUC as a whole. This section looks at the number of women members in national confederations as well as total membership numbers.

² LIGA (Hungary), which has responded to the questionnaire every year, did not provide details of female membership in 2010. This explains why the figure is 23 rather than 24 as set out in Table 4

As already noted, 53 confederations have responded to the 8th March survey this year, of whom 47 have been able to provide information on both the total number of members and the number/percentage of women members. These 47 confederations have 42,299,046 members in total, of whom 18,547,850 or 43.8% are women. The figures are set out in Table 10.

Table 10: Total membership and women's membership by confederation: 2016

Country	Confederation	Total members	Women members
Austria	ÖGB	1,198,071	422,919
Belgium	ABVV / FGFB	1,549,294	695,633
Belgium	ACLVB/CGSLB	293,952	128,957
Belgium	ACV / CSC	1,657,513	770,246
Bulgaria	CITUB-KNBS	195,000	87,750
Bulgaria	PODKREPA	150,370	73,700
Croatia	SSSH / UATUC	103,000	43,260
Cyprus	DEOK	7,326	922
Czech Republic	CMKOS	286,768	129,046
Denmark	LO-DK	1,049,684	524,842
Finland	AKAVA	596,947	314,591
Finland	SAK	685,064	315,129
Finland	STTK	356,652	267,132
France	CGT	676,623	251,704
France	FO	700,000	315,000
Germany	DGB	6,095,513	2,032,569
Hungary	LIGA	104,000	41,600
Iceland	ASI	106,192	49,596
Ireland	ICTU	731,324	393,944
Italy	CGIL	5,616,340	2,682,364
Italy	CISL	2,340,000	1,109,862
Italy	UIL	1,201,100	492,451
Latvia	LBAS	97,593	64,411
Liechtenstein	LANV	1,072	368
Lithuania	LPSK / LTUC	50,000	29,000
Luxembourg	LCGB	41,963	13,176
Malta	GWU	46,831	9,347
Montenegro	UFTUM	19,200	10,241
Netherlands	CNV	285,188	106,946
Netherlands	FNV	1,111,500	406,809
Norway	LO-N	913,732	475,511
Norway	YS	216,000	123,120
Poland	NSZZ-Solidarność	577,066	236,597
Portugal	UGT-P	505,000	227,250
Romania	CNSLR-Fratia	400,000	175,000
Serbia	Nezavisnost	124,000	49,600

Slovenia	ZSSS	153,000	66,739
Spain	CC.OO	906,287	375,928
Spain	ELA	98,319	40,509
Spain	UGT-E	880,000	319,264
Sweden	LO-S	1,456,000	684,320
Sweden	SACO	499,111	270,761
Sweden	TCO	1,348,651	809,191
Switzerland	SGB/USS	363,341	106,523
Turkey	HAK-IS	438,272	102,202
Turkey	TURK-IS	300,000	33,000
UK	TUC	5,766,187	2,668,820
Total	(47 confederations)	42,299,046	18,547,850

On the basis of these figures it appears that the Italian confederation CGIL has the largest number of women members among ETUC affiliates, although this includes a large number of retired members. However, this is almost certainly not the case, as the figures for the female members of the British confederation the TUC, which is in second place, are only for members whose gender is known. There are a further 409,552 members whose gender at this stage is still unknown, and adding a reasonable proportion of these to the TUC's stated female membership would probably take the total to around 2.8 million, well above the CGIL figure.

The German DGB is in third place with 2,032,569 women members, followed by CISL (Italy) with 1,109,862 (all economically active), TCO (Sweden) with 809,191, ACV/CSC (Belgium) with 770,246, ABVV/FGTB (Belgium) 695,633, LO (Sweden) 684,320 and LO (Denmark) 524,824. DEOK in Cyprus and LANV in Liechtenstein are the two confederations with the smallest number of female members, both with fewer than 1,000.

It is possible to compare the numbers of women members in confederations over time. However, just as with the average proportion of women members, these comparisons can be distorted by changes in the composition of the confederations respond from year to year. In addition, comparisons based on the number of members are made even more difficult because of changes in the total membership figures provided by the confederations. For example, the Italian confederation UIL, which in 2015 provided figures covering its entire membership, has this year only given figures for its "active" members – those in employment, around half the total. There are also comparable changes in the membership figures provided by CISL (also Italy).

These changes need to be taken into account when looking at the membership figures for the 39 confederations which have replied to both the 2015 and the 2016 surveys, which are set out in Table 11.

This table indicates the more generally positive development of female membership as compared to overall membership between 2015 and 2016. Excluding the Italian confederations CISL and UIL where the two years of figures are not comparable, 22 of the 37 confederations have seen female membership rise or remain stable between 2015 and 2016, with the TUC growing the most (80,440

more women members). In contrast, overall membership has grown or remains stable in only 19 of the 37 comparable confederations.

The result is that, in these 37 confederations, overall membership has fallen by 61,755 over a year, while female membership has increased by 132,917.

Table 11: Total and women's membership 2015 and 2016

Country	Confederation	Total members			Women members		
		2015	2016	Change	2015	2016	Change
Austria	ÖGB	1,198,649	1,198,071	-578	420,726	422,919	2,193
Belgium	ABVV / FGVB	1,544,562	1,549,294	4,732	698,142	695,633	-2,509
Belgium	CGSLB/ACLB	289,692	293,952	4,260	126,595	128,957	2,361
Belgium	ACV / CSC	1,657,513	1,657,513	0	770,744	770,246	-497
Bulgaria	CITUB-KNBS	190,000	195,000	5,000	91,200	87,750	-3,450
Bulgaria	PODKREPA	150,560	150,370	-190	72,269	73,681	1,413
Cyprus	DEOK	7,535	7,326	-209	942	922	-20
Czech Republic	CMKOS	330,000	286,768	-43,232	148,500	129,046	-19,454
Finland	AKAVA	585,000	596,947	11,947	304,200	314,531	10,331
Finland	SAK	705,470	685,064	-20,406	324,516	315,129	-9,387
Finland	STTK	417,853	356,652	-61,201	313,390	267,132	-46,257
France	CGT	618,125	676,623	58,498	228,706	251,704	22,998
France	FO	700,000	700,000	0	315,000	315,000	0
Germany	DGB	6,104,851	6,095,513	-9,338	2,014,601	2,032,244	17,643
Hungary	LIGA	112,000	104,000	-8,000	44,800	41,600	-3,200
Iceland	ASI	105,539	106,192	653	49,603	49,910	307
Ireland	ICTU	778,136	731,324	-46,812	407,743	394,915	-12,828
Italy	CGIL	5,686,210	5,616,340	-69,870	2,666,832	2,682,364	15,531
Italy	CISL*	1,415,622	2,340,000	924,378	672,420	1,109,862	437,442
Italy	UIL*	2,222,665	1,201,100	-1,021,565	902,402	492,451	-409,951
Latvia	LBAS	99,005	97,593	-1,412	70,789	64,411	-6,377
Liechtenstein	LANV	1,097	1,072	-25	372	368	-4
Malta	GWU	32,000	46,831	14,831	5,760	9,347	3,587
Netherlands	CNV	280,000	285,188	5,188	101,920	106,946	5,026
Netherlands	FNV	1,100,000	1,111,500	11,500	401,500	406,809	5,309
Norway	LO-N	909,552	913,732	4,180	470,238	475,511	5,273
Norway	YS	222,038	216,000	-6,038	123,231	123,120	-111

Poland	NSZZ-Solidarność	586,909	577,066	-9,843	240,633	236,597	-4,036
Portugal	UGT-P	505,000	505,000	0	227,250	227,250	0
Slovenia	ZSSS	153,000	153,000	0	66,708	66,739	31
Spain	CCOO	929,874	906,287	-23,587	377,529	375,928	-1,601
Spain	UGT-E	880,000	880,000	0	318,560	319,264	704
Sweden	LO-S	1,465,511	1,456,000	-9,511	688,790	684,320	-4,470
Sweden	SACO	487,928	499,111	11,183	263,481	270,768	7,287
Sweden	TCO	1,318,090	1,348,651	30,561	790,854	809,191	18,337
Switzerland	SGB	366,844	363,341	-3,503	106,018	106,532	514
Turkey	HAK-IS	300,156	438,272	138,116	54,328	102,161	47,833
Turkey	TURK-IS	300,000	300,000	0	39,000	39,000	0
UK	TUC	5,814,836	5,766,187	-48,649	2,791,121	2,871,561	80,440
<i>Totals</i>	<i>39</i>	<i>40,571,822</i>	<i>40,412,880</i>	<i>-158,942</i>	<i>17,711,413</i>	<i>17,871,819</i>	<i>160,408</i>
Totals (excluding CISL & UIL) - 37		36,933,535	36,871,780	-61,755	16,136,591	16,269,506	132,917

* The membership figures for CISL and UIL are not comparable between 2015 and 2016

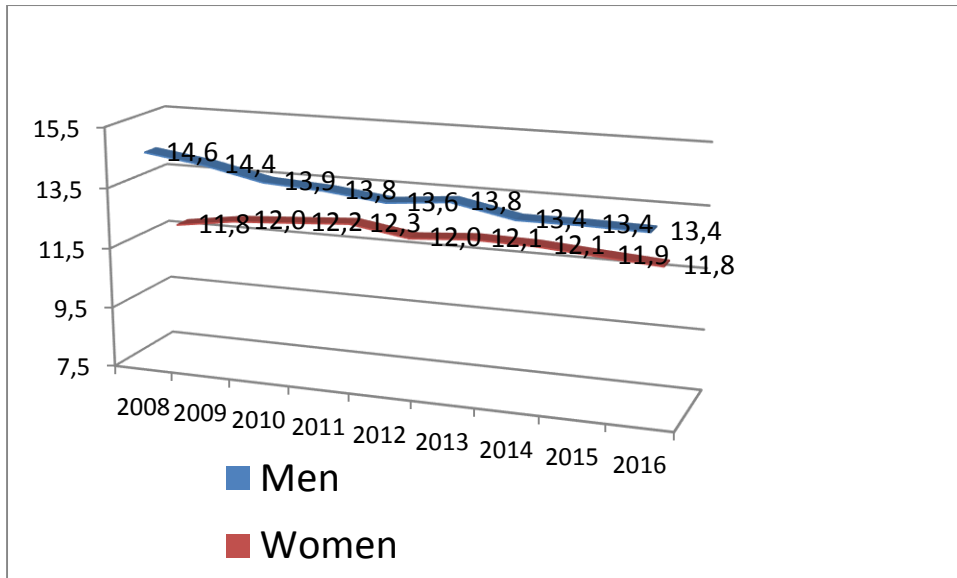
Looking back further to 2008, there are only 22 confederations with comparable figures across the whole period.³ Over this period, the more positive development in female membership as compared with total membership is again clear as Table 12 shows. Overall membership in these 22 confederations has fallen by 1,211,000 between 2008 and 2016 but female membership over the same period has risen slightly, by 50,000.

Table 12: Number of union members and female union members (000s) (only confederations providing comparable information every year – 22)

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	Change 2008 to 2016
Total membership	26,384	26,397	26,107	26,128	25,593	25,922	25,487	25,344	25,173	-1,211
Female membership	11,756	12,040	12,167	12,301	11,989	12,133	12,092	11,943	11,806	50
Percentage	44.6%	45.6%	46.6%	47.1%	46.8%	46.8%	47.4%	47.1%	46.9%	
Number replying	22	22	22	22	22	22	22	22	22	

³ The 23 confederations included in Table 9 minus UIL

Chart 4: Change in male and female membership (millions): 2008 to 2016 (22 confederations)



Women in decision-making positions within national confederations

As well as examining the number and proportion of union members who are women, the 8th March survey also looks at women's representation within the leadership of the ETUC's affiliated confederations. The aim is to close the representation gap between men and women so that (as the 2011 ETUC resolution on gender balance proposed) unions have:

- structures that genuinely reflect the diversity of the membership;
- a modern image that is representative of women's interests and needs and that is in touch and relevant with its membership;
- a stronger role in fulfilling and implementing women's economic, social and political objectives; and
- an approach to gender mainstreaming in decision-making and policy-making processes, and in their representative roles in the wider economy and society.

This approach was confirmed at the 2015 Congress in Paris. A resolution was adopted where the ETUC committed itself to improving women's representation in ETUC statutory bodies. An ad-hoc working group has been set up to draft statutory amendments and put forward proposals at the next ETUC Mid-term Conference due to take place in 2017. Furthermore, a new ETUC Secretariat was elected at the Paris Congress. It consists of four men and four women, thus ensuring gender parity at the level of this important decision-making body.

As already noted, all 53 national confederations responding to the 2016 8th March survey have replied to the questions on their leadership, including a new question this year on the gender breakdown of the body, which takes decisions between national congresses.

This section looks in turn at:

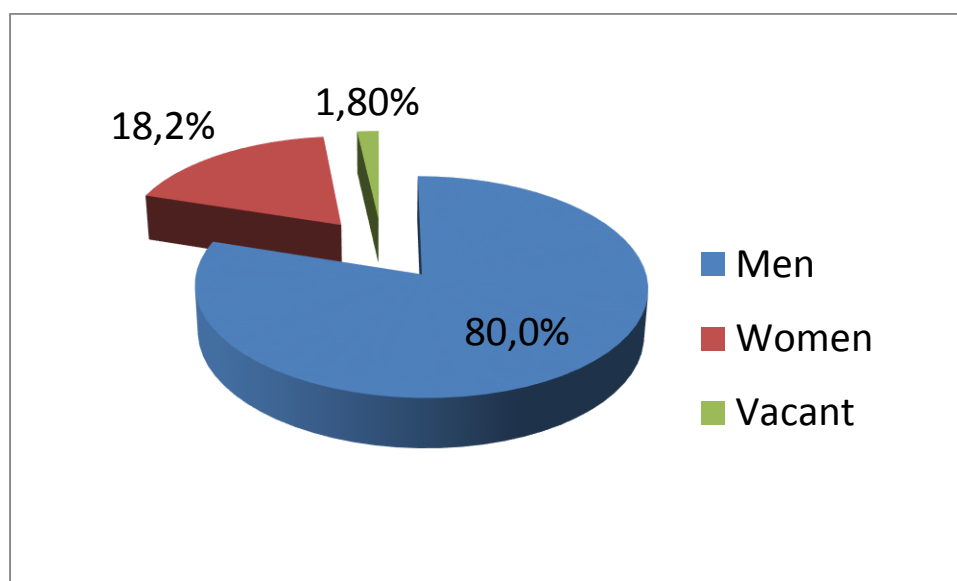
- the gender of the key leader of the confederation,
- the split between men and women in the overall leadership team at confederation level, and
- the make-up of the decision-making body between congresses.

In looking at the responses, it is important to take into account the differences in structure between confederations, which mean that positions and bodies which have the same name may have very different levels of influence and power.

The key leader of national confederations

In the 53 confederations responding, there are 55 positions of political leadership. This is because as well as the 36 confederations which say that the president is the key political leader, and 15 that say it is the general secretary, there are two confederations, both Belgian, ABVV / FGTB and ACV / CSC, where political leadership is shared between the two posts. **Of these 55 positions of leadership, only 10 (or 18.2%) are held by women.** In the 36 confederations where the president is the key position, there are only five female leaders. Four are in the Nordic states, LO (Denmark), LO (Norway), YS (Norway) and TCO (Sweden). The fifth is FZZ (Poland). In the 15 confederations led by the general secretary there are four, ICTU (Ireland), CGIL (Italy), CISL (Italy) and the TUC (UK). In addition in ACV/CSC the Belgian confederation, where political power is shared, the president is a man, while the general secretary is a woman. In addition, there is one confederation LIGA (Hungary) where the key political leader (the president) was being elected at the time of the survey.

Chart 5: Gender of confederation leader (2016)



These figures suggest limited progress since 2015, when eight of the 55 leadership positions in the 52 confederations responding, were held by women (four presidents and four general secretaries, including one in Belgium where power was shared with a male president). However, as with the figures for membership, the results are affected by the fact that some confederations which replied in 2015 have not responded this year. If only the 43 confederations which have replied in both years are included there are nine female confederation leaders in 2016 and there were seven in 2015.

Figures for the gender breakdown of all presidents and general secretaries in 2016 are set out in Table 13. They show that women account for seven of the 44 presidents (15.9%) but 12 of the 37 general secretaries (32.4%). However, as presidents are more likely to be the political leaders of their confederations than general secretaries, only 10 leadership posts out of 55 (18.2%) are held by women.

Table 13: Presidents and general secretaries by sex

Position	President	<i>as leader</i>	General secretary	<i>as leader</i>	Presidents and general secretaries	<i>as leader</i>
Men	36	32	25	12	61	44
Women	7	5	12	5	19	10
Being elected	1	1			1	1
Total	44	38	37	17	81	55

This is well below the more than 40% of trade union members who are women.

Overall leadership team

It is even more difficult to compare other leadership positions across confederations as the importance and influence of individuals in these positions will vary from confederation to confederation depending on the overall structure of the leadership team.

As well as asking about the sex of the president and general secretary in each confederation, the survey also asks the same question about the vice-presidents (first, second and third), the deputy general secretaries (first, second and third) and the treasurer. Table 14 sets out the results, as well as indicating the sex of the president (P) and the general secretary (GS). The individual with political leadership in the confederation is shown in **bold**.

The final column in the table shows the percentage of women in the overall leadership (president, general secretary and other leadership). Given the varying structures of the confederations this can only be an approximate indicator and may either overstate or understate the real position.

One indication of the problems of this approach is provided by the Spanish confederation CCOO. The only post identified in the survey is that of the general secretary who is a man. However, the leading body in the confederation is the 12-strong executive committee, which in line with the confederation's overall policy is split evenly between women and men.

Despite these difficulties, Table 14 gives some indication of the gender breakdown among the leadership of the confederations.

Table 14: Gender breakdown of the leadership of confederations 2016

Country	Confederation	P	GS	Other leadership	% female
Austria	ÖGB	M		One vice president is a woman; the other is a man. The executive secretaries for organisation, as well as for finance and asset management are men, but the executive secretary for human resources is a woman. Six of the eight confederal secretaries are men; two are women.	33%
Belgium	ABVV / FGFB	M	M	Three federal secretaries – two men and one woman and three inter-regional general secretaries - two men and one woman	25%
Belgium	ACLVB/CGSLB	M		Two national secretaries, the first is a woman, the second a man. The treasurer is also a woman.	50%
Belgium	ACV / CSC	M	F	Bureau Journalier has four women and four men	50%
Bulgaria	CITUB-KNBS	M		5 Vice presidents but sex not clear. Treasurer is a woman.	n.a.
Bulgaria	PODKREPA	M	M	The vice-president is also a man. However, two of the four confederal secretaries are women and the head of the auditing committee is also a woman.	38%
Croatia	SSSH / UATUC	M	M	Two of the three vice-presidents are men and one is a woman	20%

Cyprus	DEOK		M	The deputy general secretary and the treasurer are both men	0%
Czech Republic	CMKOS	M		First vice-president is a man, but the second vice-president is a woman	33%
Denmark	LO-DK	F		First, second and fourth vice-presidents are men; the third vice-president is a woman.	40%
Finland	AKAVA	M	M	The first and second vice-presidents are both men, but the third vice-president is a woman. The first deputy general secretary is a man, but the second and third deputy general-secretaries are women. The treasurer is a man.	33%
Finland	SAK	M		The vice-president is a man; the treasurer is a woman.	33%
Finland	STTK	M		The first, second and fourth vice-presidents are men, but the third vice-president is a woman. The treasurer is also a man.	17%
France	CGT		M	The assistant general secretary is a man, but the treasurer is a woman.	33%
France	FO		M	The treasurer is a man.	0%
Germany	DGB	M	-	The first vice-president is a woman and one man and one woman are the two other board members.	50%
Greece	GSEE	M	M	The first vice-president, the first deputy general secretary and the treasurer are all men.	0%
Hungary	LIGA	Vacant	F	The first and second vice-presidents are both men, but the third vice-president is a woman. The treasurer is a man.	40%
Hungary	SZEF- ÉSZT	M		The first vice-president is a man, but the second and third vice-presidents are women.	50%
Iceland	ASI	M	F	The first vice-president is a woman and the second vice-president is a man. The first deputy general secretary is a man	40%
Ireland	ICTU	M	F	The first vice president is a woman and the second vice-president is a man; the deputy general secretary is a man and the second deputy general secretary is a woman; the treasurer is a man.	43%
Italy	CGIL		F	Three of the seven confederal secretaries are women; four are men	50%
Italy	CISL		F	Treasurer is a man	50%
Italy	UIL		M	Four secretaries are men and two are women. The treasurer is a man	25%
Latvia	LBAS	M		The first vice-president is a woman and the second vice-president is a man. The treasurer is a woman.	50%

Liechtenstein	LANV	M	F	The first vice-president is a man and the deputy general secretary is a woman. The treasurer is also a woman.	50%
Lithuania	LPSK / LTUC	M	F	The treasurer is a woman.	67%
Luxembourg	LCGB	M	M	The vice-president as well as the three assistant general secretaries are all men, as is the treasurer.	0%
Malta	GWU	M	M	The deputy general secretary is a man.	0%
Montenegro	CTUM	M	M	The first, second and third vice-presidents are all men as are the first and second deputy general secretaries; the only woman in this group is the treasurer.	13%
Montenegro	UFTUM	M	M	The first, second and third deputy general secretaries are all men; the treasurer is a woman.	17%
Netherlands	CNV	M	M	The vice-president is a man	33%
Netherlands	FNV	M	M	The first vice-president is a woman, but the second and third vice-presidents are men, as is the treasurer.	17%
Norway	LO-N	F		The first and second vice-presidents are men; the third vice-president is a woman.	50%
Norway	YS	F	M	The first and second vice-presidents are men.	25%
Poland	FZZ	F		One of the six vice-presidents is a woman; the others are men.	29%
Poland	NSZZ-Solidarność	M		The first vice-president and two other vice-presidents are men, as is the treasurer. The secretary is a woman.	17%
Portugal	UGT-P	F	M	Five male and two female vice-presidents plus others but response not clear	17%
Romania	CNSLR-Fratia	M	M	The first, second and third vice-presidents are men, as is the assistant general secretary	0%
Serbia	Nezavisnost	M	F	The first, second, and third vice-presidents are all men.	20%
Slovakia	KOZ SR	M		First vice-president is a man.	0%
Slovenia	ZSSS	M	M	The first, second and third vice-presidents are all men.	0%
Spain	CC.OO		M		-
Spain	ELA		M	Assistant general secretary is a woman	50%
Spain	UGT-E		M	Deputy general secretary is a woman and the treasurer is a man	33%
Sweden	LO-S	M		The first vice-president and the second vice-president are men; the third vice-president is a woman.	25%
Sweden	SACO	M	F	The first vice-president is a man but the second vice-president is a woman, as is the treasurer.	60%

Sweden	TCO	F		The first vice-president is a man and the second is a woman; the treasurer is a man	50%
Switzerland	SGB/USS	M	M	One vice president is a man the other is a woman, and the deputy general secretary is also a woman.	40%
Switzerland	Travail Suisse	M	F	Both the first and second vice-presidents are men, as is the treasurer.	20%
Turkey	HAK-IS	M	M	The four vice presidents are all men.	0%
Turkey	TURK-IS	M	M	Deputy general secretary and three other secretaries are men	0%
UK	TUC	F	F	Deputy general secretary is a man.	67%

The table shows that, although the numbers of individuals involved are often small, arguably making it more difficult to achieve a gender balance, in 19 of the 51 confederations included in the analysis,⁴ women make up 40% or more of the leadership team. This is the threshold set by the ETUC to achieve a gender-balance in its own decision-making bodies.

The 19 confederations where 40% or more of the leadership team are women include the five largest in the ETUC, the DGB (Germany), the TUC (UK), CGIL, CSIL (both Italy) and ACV/CSC (Belgium).

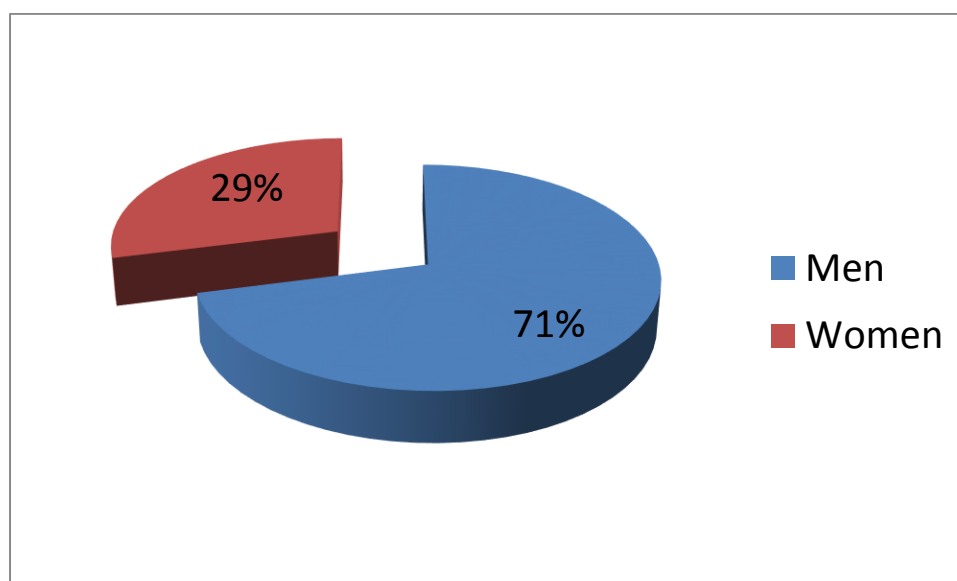
Among the others there are eight where between 30% and 39% of the senior officials identified in the survey are women, eight where they make up between 20% and 29% and another six where women account for between 10% and 19%. There are 10 confederations where there are no women in the leadership team.

For all 51 confederations, the **average proportion of women in these senior positions is 29%** (This is calculated by taking an average of the proportion for each union, rather than by dividing the total number of women in leadership positions by the total number of individuals in these positions.)

The information was not analysed in this way in earlier surveys so it is not possible to make comparisons with previous years.

⁴ CITUB-KNBS is not included as the information is unclear and the CCOO is excluded as only one individual, the general secretary is identified

Chart 6: Proportion of women in leadership teams (2016)



Women in key decision-making bodies

This year, for the first time, the confederations were asked whether there was a body which took decisions between Congresses (perhaps known as an Executive, Steering or Confederal committee), and if there was to provide the proportion of women on this committee. As well as asking about the gender breakdown, and in order to have some understanding of the role of the committee, confederations were also asked about the size of the committee and how often it met annually. Where there were several decision-making committees of this sort, the respondents were asked to provide details of the one that met most frequently.

All but two of the confederations which responded to the survey were able to provide some or all of this data, and the responses are set out in Table 15.

The size of the bodies ranges from 718 at ACLVB/CGSLB (Belgium) to just seven at LANV (Liechtenstein) and NSZZ-Solidarność (Poland). (As well as the seven-strong Presidium, which meets weekly, NSZZ-Solidarność also has a National Commission (Komisja Krajowa) which has 100 members, and meets once a month.)

There is a clear link between the size of the body and the frequency of meetings, with larger bodies generally meeting less frequently. The 718 members of National Committee (Comité National) in ACLVB/CGSLB only meet once or twice a year, for example. However, the Steering Committee (Comitato Direttivo) in CGIL is something of an exception, as it has 162 members but meets eight or nine times a year.

Table 15: Gender breakdown of decision-making body between Congresses 2016

Country	Confederation	Number of members	Meetings per year	%age women
Austria	ÖGB	23	10	34.8%
Belgium	ABVV / FGTB	No data	At least 8	33.0%
Belgium	ACLVB/CGSLB	718	Once or twice	34.3%

Belgium	ACV / CSC	33	36 (three times a month)	33.0%
Bulgaria	CITUB-KNBS	23	At least 6	40.0%
Bulgaria	PODKREPA	66	4	33.0%
Croatia	SSSH / UATUC	21	12	28.6%
Cyprus	DEOK	35	4	28.6%
Czech Republic	CMKOS	32	12	34.0%
Denmark	LO-DK	15	26	20.0%
Finland	AKAVA	21	16	20.0%
Finland	SAK	20	12	40.0%
Finland	STTK	26	11	38.0%
France	CGT	56	No data	50.0%
France	FO	35	10	10.0%
Germany	DGB	21	11	33.3%
Greece	GSEE	15	At least 9	6.7%
Hungary	LIGA	109	At least 3	27.5%
Hungary	SZEF- ÉSZT	No data	At least 2	No data
Iceland	ASI	15	22	27.0%
Ireland	ICTU	35	11	29.0%
Italy	CGIL	162	8 or 9	38.9%
Italy	CISL	210	Twice a year on average	30.0%
Italy	UIL	189	Twice a year	36.0%
Latvia	LBAS	15	6	33.3%
Liechtenstein	LANV	7	10 or 11	28.6%
Lithuania	LPSK / LTUC	30	12	53.3%
Luxembourg	LCGB	26	About 20	7.7%
Malta	GWU	47	More than 12	5.0%
Montenegro	CTUM	59	6	22.0%
Montenegro	UFTUM	46	2	28.3%
Netherlands	CNV	8	11	12.5%
Netherlands	FNV	108	10	32.4%
Norway	LO-N	15	40	40.0%
Norway	YS	31	4 to 6	41.9%
Poland	FZZ	74	4	23.0%
Poland	NSZZ-Solidarność	7	52	14.0%
Portugal	UGT-P	70	12	25.7%
Romania	CNSLR-Fratia	83	At least 4	8.4%
Serbia	Nezavisnost	9	At least 12	11.1%
Slovakia	KOZ SR	11	12	18.2%
Slovenia	ZSSS	24	12	37.5%
Spain	CC.OO	176	4	38.4%

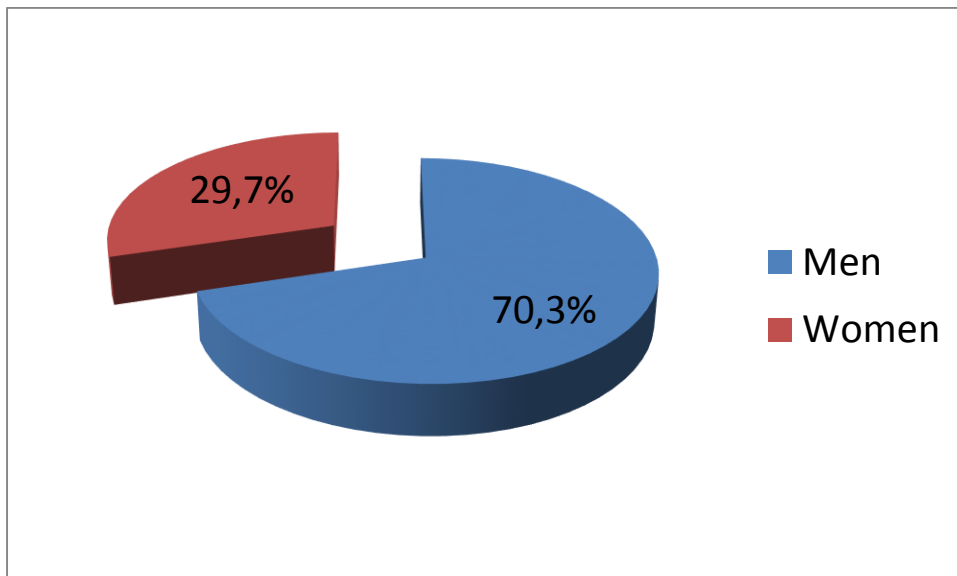
Spain	ELA	36	26	50.0%
Spain	UGT-E	146	2	43.2%
Sweden	LO-S	18	20 to 25	22.2%
Sweden	SACO	11	11 (in 2015)	45.0%
Sweden	TCO	17	10	52.9%
Switzerland	SGB/USS	8	8	25.0%
Switzerland	Travail Suisse	23	9	17.4%
Turkey	HAK-IS	No data	No data	No data
Turkey	TURK-IS	No data	No data	No data
UK	TUC	24	12	41.7%

In total 50 confederations were able to provide information on the proportion of women in these bodies, and the results break down as follows. In 11 confederations, CITUB-KNBS (Bulgaria), SAK (Finland), CGT (France), LPSK (Lithuania), YS (Norway), LO (Norway), ELA (Spain), UGT (Spain), SACO (Sweden), TCO (Sweden) and the TUC (UK), and the proportion of women on this committee was 40% or above. In a further 15 confederations, the percentage of women on this body was between 30% and 39%, in 14 between 20% and 29%, in six between 10% and 19% and in four it was below 10%. Three confederations did not provide information on the percentage of women in this body.

The **average percentage of women in this decision-making body was 29.7%**, almost exactly the same as the proportion of women in the confederation's leadership teams. (As with the percentage of women in the leadership teams, this figure is calculated by taking an average of the proportion for each union, rather than by dividing the total number of female members by the total number of members. As a result the 718 members in the National Committee at ACLVB/CGSLB, do not count any more than the seven members of the Presidium at NSZZ-Solidarność.)

As this question was not asked in earlier surveys, it is not possible to indicate how this proportion has changed over time.

Chart 7: Proportion of women in key decision-making committees (2016)



Implementation of the 2011 ETUC recommendations on gender balance

National confederations were also asked how they had followed up the implementation of ETUC Recommendations for improving gender balance in trade unions since their adoption by the Executive Committee in March 2011.

This was an open-ended question, which makes it impossible to provide a complete picture of national confederations' responses to the 19 separate recommendations in the ETUC document. In addition, in some cases confederation replies related to several years of efforts, in others they concentrated on current activities.

Despite these methodological problems, it is clear that the ETUC recommendations have had a significant impact within unions, with the vast majority of respondents listing a range of actions they have taken in response to the recommendations, with several key themes emerging.

One key ETUC recommendation was **improving gender balance at all levels** and 14 confederations reported progress in this area. In some cases this was the result of specific rules in others the result of more general pressure. It should be noted that this is not an exhaustive list of all confederations that have taken action in this area, as confederations were not specifically asked about this issue.

The details are as follows.

- ÖGB (Austria): Rule that every board has to be consistent with the percentage of female members;
- ABVV / FGTB (Belgium): Addition of 10 places reserved for women in the Federal Bureau;
- AKAVA (Finland): Ratio of 40% to 60% has been achieved among staff but there is further to go in relation to governing bodies;
- CGT (France): Parity has been achieved in the two leading bodies of the confederation but despite some progress there is more to do in the proportion of women at the Congress and the National Confederal Committee. There are also only five women leading federations or regional union groupings and 21 among the leaders at Departmental (local) level;
- DGB (Germany): In all committees and delegations, the proportion of women has to represent the proportion of women in membership;
- CISL (Italy): Rules of CISL require that where at least 30% of the members are women, at least one of the members of the secretariat must be a woman. All candidate lists must contain at least 30% women;
- UIL (Italy): Confederation has achieved a 42% increase in the number of women in the national confederal council since 2010;
- LANV (Liechtenstein): Confederation has a gender-balanced team in the secretariat and in the collective bargaining team;
- FNV (Netherlands): Confederation aims to make composition of staff and active members of FNV reflect society and to increase percentage of women and ethnic minorities in visible administrative functions, but "practice is stubborn";
- NSZZ-Solidarność (Poland): Every delegation, for example for congresses is based on equal number of women and men delegates;
- ZSSS (Slovenia): In 2007, Congress adopted a quota under which 25% of the members of all trade union bodies should be women. There is a recommendation that if the president of a

sectoral union is a man, the general secretary should be a woman (and vice versa). The majority of sectoral unions have implemented this;

- CC.OO (Spain): Congress in 2013 adopted rules that require that all lists of candidates presented for election should have equal numbers of men and women;
- UGT (Spain): Confederation has a quota of at least 40% women in leadership bodies, where this is in line with the gender breakdown of membership. In sectoral federation, where less than 40% of the membership is female, the quota for women is 10% higher than the percentage of women in membership; and
- LO (Sweden): In 2014, LO adopted rules requiring equal representation of men and women.

Another area of the recommendations which was widely referred to by the confederations responding relates to **monitoring progress** on equal opportunities issues. The 13 confederations specifically mentioning this were:

- ABVV / FGTB (Belgium): The confederation has set up a survey to look at the representation of women at different levels in the confederation and its affiliates. There is also a committee to ensure that equality between women and men is achieved. It meets two to four times a year;
- SSSH (Croatia): 2014 Congress mandated the Women's Committee to prepare annual reports on the representation of women in decision-making bodies;
- AKAVA (Finland): Confederation monitors progress towards 40% to 60% targets;
- CGT (France): A study on the position of women in leadership positions in the CGT is being presented by CGT (IRES);
- DGB (Germany): There was a gender balance report on the DGB in 2012;
- ASI (Iceland): A gender audit, which is published as an e-book, has been produced every year since 2006;
- ICTU (Ireland): There was an equality audit in 2015; it will be repeated in 2017;
- GWU (Malta): Equal Opportunities Committee monitors progress on gender equality;
- FNV (Netherlands): FNV monitors the number of women in the leading bodies of the FNV, including the Parliament of members, and among the membership;
- UGTP (Portugal): The UGTP monitors the situation in individual unions;
- ZSSS (Slovenia): There an equal opportunities committee that monitors progress in implementing the action plan to promote women;
- Hak-Is (Turkey): Hak-Is has an action plan on gender balance and intends to conduct a survey to monitor gender balance in the confederation's governing bodies.
- TUC (UK): TUC is currently carrying out its biennial equality audit; this covers unions' own structures as well as asking unions how they are bargaining for family leave and flexible working in the light of new legislation.

Other issues frequently referred to be confederations in relation to the ETUC's recommendations include **training**, mentioned by 10 confederations, specific work on **collective bargaining**, mentioned by six and **gender mainstreaming**, mentioned by five. There are also more general references to gender balance, to the existence of a women's committee, to specific events and projects, and to the adoption of action plans

In some cases the confederations reply in more general terms. For example, ACLVB/CGSLB (Belgium) states: 2015 Congress agreed to intensify the efforts to improve women's participation in line with the ETUC's recommendations. And the response from LO (Norway) pointed out that, while individual unions were responsible of training and motivation activities, the issues related to the ETUC's recommendations were also discussed in LO's standing committee on gender equality and family policies. This committee meets 4-5 times every year and discusses policies and strategies to promote gender equality in LO and in its affiliated unions, as well as in Norwegian society.

Overall, as the replies from two confederations in Central and Eastern Europe indicate, a wide range of issues is being tackled.

In CNSLR-Fratia (Romania) the reply states that the confederation has taken the following actions: all the confederation's documents include a gender element; the gender dimension is integrated in the decisions of the confederation; there is support for a balanced representation of women in conferences, training and other events; events have been organised to promote equality of opportunity; in European projects the confederation has taken account of training modules aimed at equal opportunities, with training specifically aimed at women to contribute to their personal and career development.

The reply from LPSK in Lithuania indicates another wide range of issues covered. It explains that the confederation has an action plan on gender balance, and trains the membership so that women are ready for leadership roles. It has produced guidelines on gender mainstreaming and tools for its implementation. It has also promoted gender equality through its own HR policy, and has provided adequate resources to ensure that gender-equality policies are followed up.

However, it would be wrong to think that all this has been achieved easily as the response from one confederation puts it, "Gender issues are not treated as priority issues by the confederation and are mostly promoted by its women's section. If the women's section didn't insist by a special statement at the congress, there would be no women at all elected to the top positions."

The report certainly indicates progress among national confederations, but this final comment indicates that there is still some way to go.

Overall conclusions

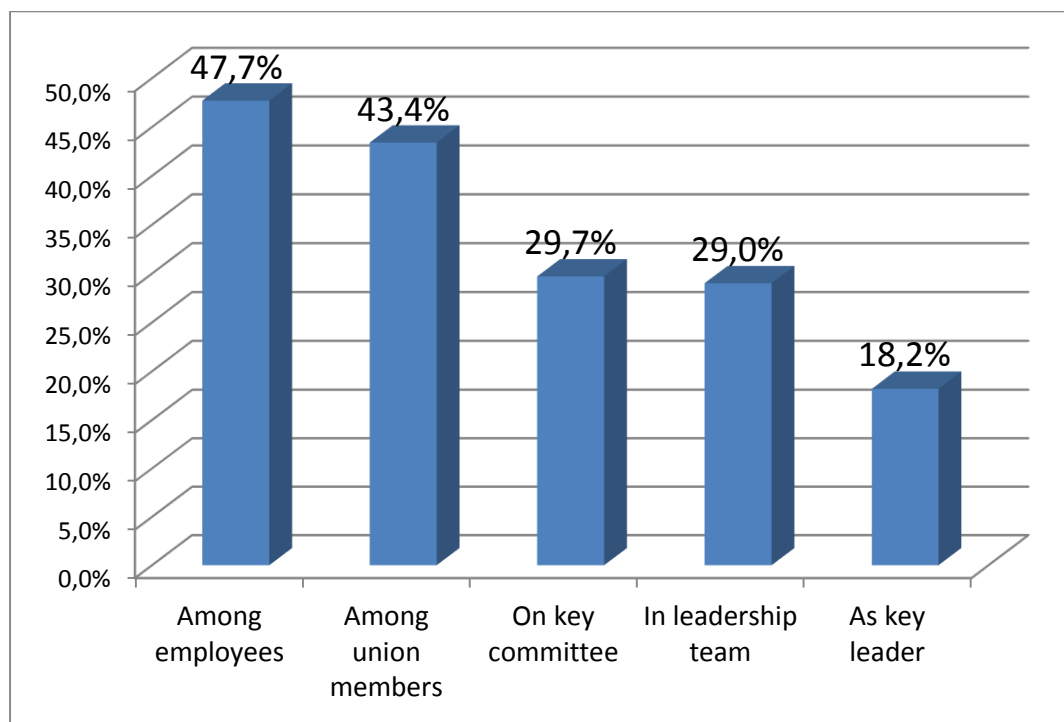
This year's 8th March survey, the ninth, is certainly sufficiently representative to allow a number of key conclusions to be drawn on the position of women in membership and leadership positions in ETUC's affiliated national confederations.

Across Europe, women make up almost half of all employees (47.7%), but slightly fewer union members (43.4%). The proportion of women in national trade unions is increasing and growing trade union membership among women has at least partially offset the fall in trade union membership among men.

As the ETUC has pointed out, the leadership of national union confederations needs to reflect this change, particularly if trade unions are to continue to be attractive to potential women members. The survey indicates that many national confederations have taken steps in this direction and much has changed.

Despite this the figures show that there is still some way to go. While 43.4% of trade union members are women, they account for only 29.0% of the members of key committees, 29% of the people in the leadership team and only 18.2% of the national confederations key leaders.

Chart 8: the proportion of women (2016)



European Trade Union Federations

Unfortunately only three out of the 10 European Trade Union Federations (ETUFs) replied to the 2016 8th March survey, making it impossible to draw conclusions for the group as a whole. EFFAT, ETUCE and UNI-Europa replied; the EAEA, EFBWW, the EFJ, EPSU, the ETF, EUROCCOP, and IndustriAll did not. This level of response is lower than in 2015 and 2014, with six ETUFs replying in both years.

The membership figures for the three federations which replied are set out in Table 16. They show ETUCE with both the highest membership and the highest proportion of women in membership.

Table 16: Membership and women's membership

ETUF	Membership	%age women	Basis
EFFAT	1,500,000	40.5%	Survey in 2007 to which unions representing 65% of membership replied
ETUCE	10,859,024	71%	2014 data
UNI-Europa	7,000,000	46%	2014 data

Looking at the leadership of the ETUFs, the senior figure in EFFAT is the male general secretary. However, in ETUCE, it is the female president, although there is also a male European Director. In UNI-Europa, leadership is shared between the female president and the male general secretary.

In the leadership teams as a whole, including vice presidents and deputy general secretaries, as well as the top leadership, the proportion of women is 50% in EFFAT and UNI-Europa and 45% in the ETUCE.

Only EFFAT and ETUCE provided information on the gender balance in the bodies that take decisions between congresses. (It appears that this question was omitted from the UNI-Europa questionnaire.) At EFFAT 33% of the members are women; at the ETUCE it is 37%.

Table 17: Percentage of female members on decision-making body

ETUF	Number of members	Meetings per year	%age women
EFFAT	78	2	33%
ETUCE	62	2	37%
UNI-Europa	na	na	na

All three ETUFs have taken a series to actions to follow up the implementation of the 2011 ETUC recommendations on improving gender balance in trade unions.

EFFAT has a gender equality plan, whose objectives are to achieve:

- a substantial reduction of income disparities between women and men in the EFFAT sectors
- a gender-balanced participation in all EFFAT bodies
- the integration of the gender dimension and gender mainstreaming in all EFFAT policy fields

This has resulted in a higher proportion of women as delegates at the last EFFAT congress and the first even female EFFAT president. Gender is discussed in all forums in which EFFAT is involved; and EFFAT has undertaken a major project, with the financial support of the EU, on domestic workers.

ETUCE sent the ETUC recommendations to all its affiliates to encourage their adoption at national level. It has also undertaken a major project, with the financial support of the EU, on promoting gender equality within teacher trade unions and reinforcing trade union actions on gender equality at times of austerity.

UNI-Europa adopted its own 40% representation rule in 2010 and it has promoted its implementation. Female representation in the UNI-Europa region has reached 34% and UNI-Europa supports potential women leaders through its mentoring programme and other projects.

In addition ETUCE reported two developments within its affiliated unions aimed at increasing women's participation:

- A French teacher union organised union meetings to allow everyone to attend, without compromising the personal life, through video- or teleconferencing.
- A UK union, the NUT, monitored the gender of Conference speakers and also circulated a flyer encouraging women delegates to speak during debates. This exercise demonstrated that there was a significant gender imbalance of speakers: Male 41 / Female 28. It was agreed that further action was required. The Union recognised that its arrangements for handing in speaker's cards were out of date and should be reviewed. The practice of

standing in a queue and handing in one speaker's card at a time, not only took an inordinate amount of time, but favoured those who were able to get into the queue as early as possible because they didn't have childcare responsibilities. This perceived unfair advantage was addressed in 2012, when the Conference decided to change the arrangements so that speakers' cards would be randomised and then put in gender order FEMALE/MALE, removing the advantage of queue position and bringing about positive change in favour of women members. At the 2013 Conference the new arrangements were put in place and whilst presenting some administrative challenges, they delivered the desired results: Female 56 / Male 47. Although not a reflection of the membership profile, it was much closer than in previous years. There is more work to be done but the strategy of randomising and arranging them in gender order has delivered a balance and more women speakers.

As well as responses from three ETUFs, there have been replies from 17 national unions affiliated to the ETUCE and IndustriAll, as listed in Table 18. This is more than double the number which replied in 2015. Their replies have not been analysed.

Table 18: Responses from national unions

ETUF	Country	Union
ETUCE	Cyprus	KTÖS
ETUCE	Denmark	DLF
ETUCE	France	SNES
ETUCE	Germany	VBE (in NRW)
ETUCE	Ireland	ESU
ETUCE	Kyrgyz Republic	Union of educational and science workers of Kyrgyz Republic
ETUCE	Latvia	LIZDA
ETUCE	Norway	UDF
ETUCE	Poland	KSNPL Solidarność
ETUCE	Turkey	DAU-SEN
ETUCE	UK	NUT
ETUCE	UK	UCU
IndustriAll	Bulgaria	SMF Podkrepa
IndustriAll	Denmark	3F
IndustriAll	Denmark	Dansk Metal
IndustriAll	Denmark	HK
IndustriAll	Denmark	TL

Gender occupational segregation

As well as covering the position of women both as members and in leadership positions within unions, the 2016 8th March Survey, as in previous years, asked about an issue of broader concern to women and the unions which represent them. The topic chosen for the survey was gender occupational segregation at both horizontal and vertical level.



Key points

Women are seriously disadvantaged by the persistence of gender occupational segregation. They are concentrated in some lower paid sectors and industries, like care, catering, retail and health (horizontal segregation) and overrepresented in lower graded jobs (vertical segregation).

In their responses to the survey, national confederations had a largely common view that the key cause of horizontal segregation was the strength of gender stereotypes, while vertical segregation was largely explained by the expectation that women would bear the main responsibility for childcare.

The vast majority of confederations have acted to tackle the issue, with most dealing with both horizontal and vertical segregation. The most common ways that this has been done has been through taking part in working-groups/ projects (82% of confederations responding), in collective bargaining (71%) and by lobbying government (64%).

Confederations have most frequently worked with women's and men's organisations (75%), central government (61%), employers (57%) and the media (55%).

Confederations are able to point to a number of successes, achieved through collective bargaining, campaigns to change legislation or to overcome gender stereotypes, awards and events and training for their own activists. However, not all the campaigns have been successful and patience is often required.

Asked for proposals for national government action, confederations most frequently refer to better childcare provision, changes in the law on paternity and parental leave to ensure that fathers play a

larger role in bringing up children, quotas for women and action on women's pay. Opinion on whether specific industries should be given priority is divided, with as many confederations rejecting this approach as supporting it.

National confederations almost all agree that the EU has a role to play in tackling gender occupational segregation and consider that the two areas where it could most usefully intervene are encouraging employers to adopt gender equality plans and to ensure equal treatment (supported by 55% of respondents), and strengthening the involvement of social partners and companies (supported by 52% of respondents).

The views and actions of the three ETUFs which responded were very similar to those of the national confederations.

Introduction

The issue of occupational segregation is important because, while the number of women in the labour-market has increased over the past 20 years, women's access to certain occupational sectors is limited, and they remain overrepresented in others. The entrenched gender segregated labour-market remains a reality for both women and men in Europe today.

Women are overrepresented in sectors such as health (77% women), education (67% women), and the service sector (80%), while others are still male dominated, for example construction (91%), transport (80%), industry (69%) and agriculture (65%). More women than men work in small and medium sized enterprises consisting of up to 50 employees, whereas the opposite is the case for men (over 100 employees). Women also outnumber men in the so-called "5Cs" occupations: catering, cleaning, caring, clerical and cashiering.

The labour-market is marked by both horizontal and vertical segregation. Horizontal segregation means that specific industries or sectors of the labour market are mostly made up of one gender. Vertical segregation on the other hand takes place where opportunities for career progression for a particular gender are narrowed. Vertical segregation is still widespread in all sectors. On average, just 4% of CEOs of listed companies are women and only some 22% of supervisory boards' members are women.

Both of these forms of gender segregation have to be addressed to overcome occupational segregation and to promote gender equality. The fact that women account for 60% of third level graduates in the EU and are on average better qualified, is in no way reflected in the labour-market – neither as to their positions (vertical segregation), nor their presence in employment (lower female employment rates) nor across the occupational spectrum. This means that there is a vast pool of untapped potential, an underutilisation of female and male talent, and a waste of resources and investment. Therefore, in order to promote and accelerate more competitive, sustainable and inclusive development and growth, as aimed the EU 2020 Strategy, as well as promoting gender equality, Europe needs to tackle occupational segregation, taking into account all the talent available in society (women and men), also engaging social partners and companies as major actors.

The survey aimed to collect information on actions undertaken by trade unions to overcome both sorts of segregation, a priority which is also referred to in the ETUC Paris Manifesto and addressed by the ETUC on the eve of 2016 International women's day⁵. The intention is to allow the ETUC to consider follow-up actions in the future, including adopting a position on the matter as well as submitting technical projects.

The survey was divided into three main sections:

1. the causes of gender occupational segregation (both horizontal and vertical);
2. union action to combat gender occupational segregation; and
3. future action by policy makers on gender occupational segregation.

In total 52 confederations responded to this part of the survey, all those which replied to the membership and leadership section of the survey (see Table 2), with the exception of FZZ in Poland.

⁵ See: "Breaking the glass walls" <https://www.etuc.org/press/breaking-glass-walls-march-8-international-womens-day#.VxS3L3qhoVA>

The three Finnish confederations, AKAVA, SAK and STTK, submitted a common reply to this part of the survey.

This wide level of responses, from 34 countries, gives a good indication of how national confederations see the issue of gender occupational segregation, and in particular how they are responding to it. Many confederations answered the questions in great detail, with NSZZ-Solidarność providing a separate paper on the topic. The ETUC and authors of the report are very grateful for this substantial effort.

The causes of gender occupational segregation

The survey asked separately about horizontal gender occupation segregation (the fact that women are overrepresented in some industries and underrepresented in others) and vertical gender occupational segregation (the concentration of women in lower graded jobs).

Horizontal occupational segregation

Asked about the main causes of horizontal occupational segregation, almost every confederation responding to this question saw the primary reason to be found in **society's attitudes towards women and work**. The precise form of words varied, with phrases like "tradition", "society's pressures", "gender stereotypes" or "people's mentality" all being found. However, the view that women are concentrated in certain sectors because that is where society expects them to work, was shared by almost all the respondents.

It was very striking that similar comments on the causes of horizontal occupational segregation came from confederations operating in differing contexts, in terms of social structures, economic development and past history, as the following examples indicate:

- ÖGB (Austria) "Tradition (women in caring roles)"
- ACV/CSC (Belgium) "Sexist stereotypes, despite legislation and equal pay and mixed education"
- DEOK (Cyprus) "Gender stereotyping, reinforced both consciously and unconsciously"
- CMKOS (Czech Republic): "... society's stereotyping in families and presented in the media"
- LO (Denmark) "In Denmark it seems that horizontal segregation persists mainly due to cultural and societal pressure and conformity."
- FO (France): "... cultural representations linked to gender for women"
- DGB (Germany) "role models and gender stereotypes"
- GSEE (Greece) "... gender stereotypes"
- ASI (Iceland) "The roots of gender segregated labour market lie in the historical gender roles that have evolved into gender stereotypes."
- CGIL (Italy) "A culture which sees women concentrated in traditional female courses of study, while their presence in scientific courses is more reduced. Even today women's work is seen as a support and to sustain family income (whose key source is seen as the man's income)."
- CISL (Italy) "Gender stereotypes strongly influence employers and society."
- GWU (Malta) "The main cause ... is cultural. Malta has a family oriented culture, one where the role of the woman as a mother is very important. Therefore, this may be hindering the women from the labour market. "

- CTUM (Montenegro) “The causes are mainly related to tradition.”
- FNV (Netherlands) “...the culture in our society (i.e. women are more suitable for caring jobs and men for technical jobs)”
- LO (Norway) “The impact of traditional gender roles ... many occupations are “gendered”
- CNSLR-Fratia (Romania) “Women are concentrated in the following sectors: health services, education, textile industry, retail, administration. The main causes of this concentration are: tradition and people's mentality, stereotypes ...”
- Nezavisnost (Serbia) “the choice of profession ... is largely a reflection of social expectations - gender-based roles for women and men”
- KOZ SR (Slovakia) “the traditional division of labour”
- CCOO (Spain) “Stereotypes continue to have great weight. These see women as having characteristics which make them ideal for jobs linked to care and none linked to strength.”
- SACO (Sweden) “[educational] choices are also affected by norms, cultures, traditions and expectations of what men and women can and should do”
- TCO (Sweden) “Historically women weren't allowed to work in certain fields and positions only three generations back. Today there still are gender roles that are based on prejudiced attitudes towards women and men about what is seen as being female or male qualities.”
- Travail Suisse (Switzerland) “The transmission of stereotypes which starts in nurseries and is not corrected at school”
- Hak-Is (Turkey) “Pressure of society, stereotypes are main causes.”
- Turk-Is (Turkey) “Due to the social and cultural structure of society, religion and patriarchal structure of society, women work at low paid jobs as unskilled labour.
- TUC (UK) “Unions in the UK have pointed to the impact of gender stereotyping from a young age.”

In its response, SZEZ- ÉSZT also pointed out that society's view sometimes had political reinforcement. As well as “tradition”, it identified the cause of horizontal occupational segregation as a “political approach (women should stay at home with the children and give birth)”.

In most cases the impact of gender stereotyping was presented in terms of its negative impact on women's career choices. However, ACV/CSC (Belgium) pointed out that men are also affected: “There is also prejudice against men who want to do traditional women's work, such as childcare.”

However, although gender stereotyping was the overwhelming reason for horizontal occupational segregation identified by the national confederations, it was not the only one. One other factor was **education and training**. In some cases it was because the education and training systems did not do enough to counteract stereotypical attitudes. For example, CITUB/KNBS (Bulgaria) stated that there was “little support from society and the educational system” for changes and the three Finnish confederations said that, “According to various studies, career counselling in Finland has been strongly segregated as well as education system.”

The DGB (Germany) and ICTU (Ireland) were both more specific. The DGB referred to the “lack of gender competence of the teaching staff and of the advisers at vocational counselling institutions like the Federal Employment Agency, [and the] lack of gender sensitive occupational orientation (e.g. at schools)”. The ICTU was concerned at the “lack of sensitising of prospective university students to

the full spectrum of fields of education and motivating them to also consider gender "atypical" fields of specialisation". ZSSS (Slovenia) expressed a similar view, referring to, "the education system, training and career counselling which does not promote women to be more daring in their occupational choice".

The TUC was even more critical in its assessment of the role of training and careers advice. It stated: "The UK has a fragmented and patchy careers advice service which means that many schoolchildren do not access careers advice at all or they are given poor advice which reinforces gender stereotypes ... The TUC has long argued that in spite of large scale government investment in the apprenticeship system, there has been no attempt to challenge occupational segregation via the apprenticeships system. If anything, patterns of gendered occupational segregation appear to be even more entrenched in the apprenticeships system than in the wider labour market."

In total 18 confederations made reference to failings in the education, careers advice or training system as a cause of ongoing horizontal occupational segregation.

There were nine national confederations which specifically mentioned **employers' policies** as one of the main causes of horizontal occupational segregation. These included the DGB (Germany) and LO (Sweden), which said: "The causes [of horizontal occupational segregation] are complex. We believe that the educational system, peer pressure and the employers' recruitment preferences are strong combined forces." ZSSS (Slovenia) also referred to "discriminatory employers' recruitment policies", adding that "women are still facing with many barriers when pursuing careers in male-dominated sectors".

The reply from ACV/CSC (Belgium) indicated that even today sometimes these barriers can still be practical, saying that, "here are also some sectors where there are not enough toilets or changing rooms for women".

However, Nezavisnost (Serbia) stated that "employers' recruitment policies in Serbia are not a crucial factor for the employment of women in particular sectors".

As well as these specific references to employers' policies, in other cases their impact was implied. LIGA (Hungary), for example, referred to the "limited availability of jobs for women graduates".

NSZZ-Solidarność (Poland) went into this in greater detail, saying that "The stereotypical notion that it is only women who become involved in childcare results in their exclusion from the labour market". The impact of the expectation that women will be responsible for the bulk of childcare and other care has an impact on horizontal as well as vertical occupational segregation (see below).

In total, eight confederations referred to **women's perceived or actual caring responsibilities** with reference to horizontal segregation. The response from LBAS (Latvia) made it clear how this works. It said: "women are concentrated in public institutions financed from the state budget (central and local government and public institutions and enterprises) where the pay is lower but working conditions are more stable with social guarantees". LO (Denmark) said almost exactly the same thing: "women often seek work in the public sector where the conditions for work-life balance are better but the wage is lower". Or as ACLVB/CGSLB (Belgium) commented, women work in "sectors, which offer more part-time work making it easier to take care of a family in broad terms".

These are all reasons which explain why women work in the sectors and industries they do, but the replies from six confederations identified one reason why men do not join them there. This is that the **pay in less in industries and sectors dominated by women**. As CMKOS (Czech Republic) pointed out, “men are not attracted into the less well-paid areas where women work”, while LO (Denmark) said: “The horizontal and vertical segregation are closely linked insofar as the wage gap persists between what have traditionally been women’s and men’s occupational sectors.” TCO (Sweden) observed: “More women of the younger generations are pushing into former high status male fields, but men do not take up careers in female dominated fields to the same degree, due to their lower status, harsher working conditions and not as high wages.”

Vertical occupational segregation

While national confederations’ responses on horizontal occupational segregation were dominated by the view that the prime cause lay in gender stereotyping, in the area of vertical occupational segregation the reason most frequently mentioned was **childcare**.

In total 35 confederations listed time taken off work to look after children or others (sometimes described as family responsibilities) as one of the main reasons why women were underrepresented at higher levels within the organisations they work for. In most cases it was the fact of the time off itself – the break in the career and a return to work on a part-time basis – which was seen as the main cause. In other cases it was the employers’ expectation that women would take time off that limited career development.

These examples from the responses indicate how the confederations saw the issue as a key cause of vertical occupational segregation.

- ÖGB (Austria) “No view that part-time work can be combined with higher positions. Lack of childcare”
- ABVV/FGTB (Belgium) “... difficulties relating to childcare and other forms of care”
- CCLVB/CGSLB (Belgium) “...systems for reconciling work and person life in Belgium do not focus on the gender dimension”
- ACV/CSC (Belgium) “In some sectors, women of child-bearing age experience the full force of discrimination for being women, with the expectation that they will have children and go on maternity leave. They are recruited on part-time, temporary contracts and find it difficult to get career progression ... Lack of affordable care services produces career problems, primarily for women, who are often forced to make choices, which in reality aren't choices, such as reducing their hours or rejecting promotion.”
- CITUB/KNBS (Bulgaria) “no long-term strategy for delivering childcare”
- DEOK (Cyprus) “Inflexible working. It is difficult to combine child-care and other forms of care with jobs that meet women's skills and aspirations. Women are forced into part-time low-paid work.”
- CMKOS (Czech Republic) “Lack of public childcare facilities for women”
- LO (Denmark) “In Denmark women take more than 90 percent of the parental leave. Research suggests that this difference results in a vertical segregation – especially in terms of wages – caused by men being more available to the labour market and women spending more time on family duties.”

- AKAVA, SAK and STTK (Finland) “Women integrate into the labour market through part time and temporary work contracts and have more difficulties starting their careers. However, the main reason [for vertical occupational segregation] is exceptionally high division of child-care responsibilities after birth, thus keeping women absent from labour market for longer than in any other Nordic country.”
- FO (France) “problems linked to the reconciliation of work and family life as well as the organisation of work ... Many employers see the possibility of having children as a brake on promotion as women are less available for work tasks.”
- DGB (Germany) “a lack of fair reconciliation of work and care between men and women and a lack of child care facilities, especially concerning need-based, flexible working hours”
- GSEE (Greece) “Lack of day-care structures which adversely affect women's employment possibilities”
- ASI (Iceland) “caring responsibilities”
- ICTU (Ireland) “Lack of supports to reconcile work and family life – including paid leaves and a childcare system of mixed quality and highly expensive because of lack of Government investment.”
- CGIL (Italy) “Lack of child care is the primary reason [for vertical occupational segregation] making it difficult for women to pursue a career. The lack of services, particularly nurseries, forces women to choose between work and families.”
- LBAS (Latvia) “child/elderly/dependent care”
- LANV (Liechtenstein) “We have a lack of enough childcare facilities for working men and women. We also have unpaid parental leave which leaves parents of small children in a very bad position.”
- LPSK (Lithuania) “problems with childcare provision”
- GWU (Malta) “The main issue which hinders women is childcare. Many stop their careers because of motherhood.”
- CTUM (Montenegro) “problems with maintaining family and children ... lack of a sufficient number of kindergartens”
- FNV (Netherlands) “The lack of child care facilities and paid parental leave also create difficulties for women. A lot of women work part-time, which makes it more difficult to have a career.”
- LO (Norway) “women take the largest responsibility for care in the families, and also housework. Whereas increasing shares of younger women combine full time job and care responsibilities, they may chose (or have already chosen) jobs that are perceived as more "family friendly", with fewer possibilities of promotion. Norway has very good childcare, but achieving the better paid job in a couple, often demand higher "costs" at the expense of family – a "cost" more men are "willing" to pay.”
- NSZZ-Solidarność (Poland) “The breaks in employment caused by childcare duties, and the selection of positions and professions which makes it possible to reconcile family and professional roles result in lower wages and pensions”.
- UGTP (Portugal) “Difficulties in reconciling work and family life, with an expectation that women should put their family first.”
- CNSLR-Fratia (Romania) “unequal division of family responsibilities”

- Nezavisnost (Serbia) “Accepting and carrying out these commitments [to the family]... has resulted in allocation of the majority of women in professions that do not leave to much space for professional development, or they give up due to parental and/or family responsibilities (maternity leave, child care, care of parents, etc)”
- KOZ SR (Slovakia) “the lack of conditions for reconciling work and family environment... Women prefer occupations with flexible hours that allow the mother to look after the child as responsibility for childcare is not equally shared between both parents.”
- ZSSS (Slovenia) “unequal share of household and family responsibilities between men and women”
- CCOO (Spain) “career interruptions to look after children and (to a lesser extent) older people or dependants, cutting hours to look after children. Length of service remains one of the key determining factors in promotion.”
- SACO (Sweden) “differences in women's and men's family responsibilities”
- SGB/USS (Switzerland) “problems with childcare provision”
- Travail Suisse (Switzerland) “Women in Switzerland reduce their hours when they start a family, or stop working entirely because they earn less than their partner. This reinforces the division of labour both for paid and unpaid jobs. Employers also anticipate that the employment of young women will be irregular, paying them 7% less than young men, all other things being equal.”
- Hak-Is (Turkey) “child and elderly care responsibilities”
- Turk-Is (Turkey) “Childcare and gender roles mean that women are rarely promoted by their employers.”
- TUC (UK) “Childcare in the UK is more expensive than in most other European countries making it difficult for many women to return to work after maternity leave. Women in the UK are over-represented in part-time work which tends to offer fewer opportunities for training and progression. Pregnancy and maternity discrimination remain a significant problem.”

In some cases, the unions had strong evidence to support their views.

LO in Denmark, for example, reported a new study which shows, that for every child the woman loses 10% in wages. Another new study shows that one in three women in Denmark experiences discrimination in relation to pregnancy and leave. That is even though there is very strong legislation to protect the woman.

NSZZ-Solidarność in Poland referred to research commissioned by the employers which demonstrated that women with children were offered lower salaries both than childless women and than men (whether childless or not). It found that 15% of all working women believed pregnancy and childbirth to be the causes of their lack of promotion, while 22% believed that this was the cause of their not being offered a higher salary. Evidence also shows that women returning to work following the break in professional activities caused by childbirth and childcare are particularly affected by discrimination. Specifically, women are often dismissed following their return from maternity and childcare leave.

The TUC in the UK quoted a recent Equality and Human Rights Commission research finding that some 54,000 women per year are forced out of their jobs due to pregnancy discrimination. The same

survey found that many employers had negative attitudes towards women of childbearing age and towards women taking time out of the workplace for maternity leave. The research found that middle class mothers were more likely to face discrimination upon their return to work, for example, being turned down or passed over for promotion or being side-lined into less interesting work with fewer prospects for progression.

A few confederations were able to report that the situation was improving. LIGA (Hungary) said that the government is developing childcare services and new incentives to help parents return to work, while LANV (Liechtenstein) reported: “Our government has now awoken [to the problem of childcare] and started a consultation within stakeholders concerning childcare facilities and their financing modalities”. In Malta, the GWU reported that “the government has been implementing family friendly measures which are helping the public service employees”.

However, equally there are confederations which report that public spending cuts have made things worse. Thus the ABVV/FGTB (Belgium) referred to the “rundown of public services”; GSEE (Greece) said: “Cuts in public spending have a particularly bad effect on women”; and CGIL (Italy) commented: “The fact that social services are being reduced, despite the ageing of the population frequently requires women to take on care responsibilities (for children and elderly relatives).”

Although the impact of childcare was by far the most commonly cited cause of vertical occupational segregation, it was not the only one. **Gender stereotypes** were also listed by a number of confederations.

This was very clear in the response from UIL (Italy). Unusually, it did not refer to childcare, saying instead: the “principal cause [of vertical occupational segregation] is the continuance of gender stereotypes, which means that, despite the progress made in education and elsewhere, women are not recognised as having the capacity of managing so-called technical and scientific sectors. This is the real obstacle to the elimination of occupational segregation.”

As well as UIL, 14 other confederations referred to gender stereotypes as one the main causes of vertical occupational segregation. These were, ABVV/FGTB and ACV/CSC (both Belgium), ASI (Iceland), CISL (Italy), LBAS (Latvia), LPSK (Lithuania), GWU (Malta), CNV (Netherlands), NSZZ-Solidarność (Poland), CNSLR-Fratia (Romania), Nezavisnost (Serbia), ZSSS (Slovenia), Travail Suisse (Switzerland) and Turk-Is (Turkey).

Employers’ specific prejudice towards promoting women was mentioned by 14 confederations, ABVV/FGTB and ACLVB/CGSLB (both Belgium), CITUB/KNBS (Bulgaria), FO (France), CTUM and UTUM (both Montenegro), FNV (Netherlands), NSZZ-Solidarność (Poland), CNSLR-Fratia (Romania), KOZ SR (Slovakia), TCO (Sweden), SGB/USS (Switzerland, Turk-Is (Turkey) and TUC (UK).

The response from FNV indicates what happens in reality: “Men on boards choose other men not women”, while the response from FO is particularly interesting, as the confederation stated that for women “it is easier to get a senior job coming in with a qualification than through an internal promotion”. TCO (Sweden) points out that the main problem with vertical occupational segregation is in the private sector, where “Among many men at higher positions there is a lack of knowledge of women’s competences and abilities as well as prejudices against women’s qualities.”

Responses from some confederations indicated that gender stereotyping also affected **women's confidence** that they could undertake more responsible roles. CMKOS (Czech Republic) referred to this as did CNSLR-Fratia (Romania).

The detailed response from NSZZ-Solidarność referred to research which had identified the following internal barriers to women's promotion: "lack of self-confidence, fear of occupying managerial positions, lack the courage to formulate and express their own needs, lack of assertiveness, surface modesty, inability to cope with aggression of superiors, the need of superiors' approval". It suggested that, "Polish women are afraid to take managerial positions, while men feel predestined for such functions."

Linked to this, NSZZ-Solidarność also said that women have fewer **networks** that they can rely on to support them in their careers, a point that was also made by CMKOS.

Other issues referred to in the responses included **inadequate training**, listed by ABVV/FGTB (Belgium), CITUB/KNBS (Bulgaria), LIGA (Hungary), ZSSS (Slovenia) and CCOO (Spain), and **pay systems** which discriminated against women, referred to by the DGB (Germany) and ICTU (Ireland).

The DGB response indicated how women lose out in terms of pay. It stated: "even when women hold higher-qualified positions, they earn far less than their male colleagues. Bonus and commission schemes, appraisal-based payment schemes and individual bargaining elements are all categories in which women are evidently especially disadvantaged."

The GSEE (Greece) also made the point that weakening collective agreements, one of the consequences of the Troika-driven policies in Greece, made things worse.

Finally, in relation to vertical occupational segregation four confederations pointed out that **policies which might improve the situation were either not being introduced or not being implemented**. ACLVB/CGSLB (Belgium) referred to the lack of a quota for women at board level in the private sector (they are currently 30% in quoted and state-owned companies); CMKOS referred to employers' opposition to quotas; ZSSS (Slovenia) complained of the "lack of gender equality plans which would ensure equal treatment with objective criteria for promotion of women and men"; and CCOO in Spain said that there was a "lack of positive action measures to implement the legal requirement that 'among persons of equal capacity and merit, the person from the under-represented sex is to be chosen'".

Union action on gender occupational segregation

Having asked about the causes of gender occupational segregation, the survey went on to ask what national confederations were doing about it.

Of the 52 confederations responding to this part of the survey, 45 said that they had addressed the issue of occupational segregation. The seven which said that they had not done so were SSSH/UATUC (Croatia), SZEF- ÉSZT (Hungary), UIL (Italy), LCGB (Luxembourg), CTUM (Montenegro), Nezavisnost (Serbia) and HAK-IS (Turkey), although SSSH/UATUC and LCGB also reply that they have worked with others on this issue.

Most of the respondents working on the issue (36 out of 45) said that they had been involved in combatting both horizontal and vertical segregation. However, there were two confederations, LBAS

(Latvia) and NSZZ-Solidarność (Poland), which said they had only addressed horizontal segregation, and six confederations, ICTU (Ireland), LPSK (Lithuania), FNV (Netherlands), CNSLR-Fratia (Romania), ZSSS (Slovenia) and SGB/USS (Switzerland), which said that they had only addressed vertical segregation. The CGT (France), whose later answers indicated that it had addressed occupational segregation did not answer this question.

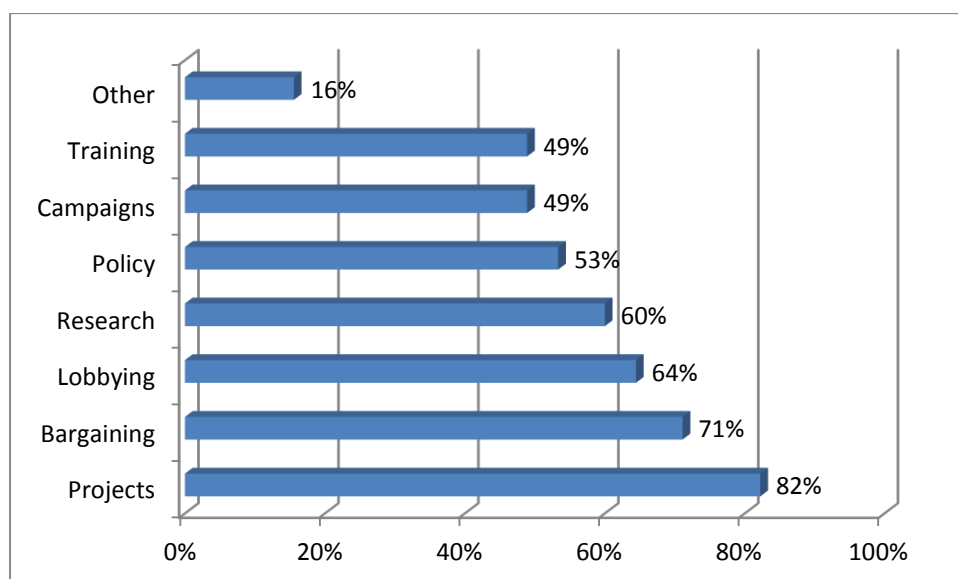
Types of approach

Table 19 sets how the 45 confederations responding to this part of the survey had addressed the issue – the question did not distinguish between horizontal and vertical segregation. It shows that “taking part in working groups/projects” was the most frequently used way of tackling the issue. Overall 37 confederations (82%) had done this. The second most common method of addressing the issue had been through collective bargaining, with 32 confederations, or more than two-thirds (71%) saying that they had done so. A slightly smaller number (29 or 64%) had lobbied government on the issue of occupational segregation, and over half of those responding (24 or 53%) had set it as a policy/priority for their organisations. Public and campaigns and using influence in training and education bodies were the methods used by 22 confederations (49%).

Table 19: ways of addressing gender occupational segregation

How addressed	Confederations	%age
Taking part in working-groups/ projects	37	82%
In collective bargaining	32	71%
By lobbying government	29	64%
Through promoting research on the issue	27	60%
By setting it as a policy/priority for the organisation	24	53%
Through public campaigns	22	49%
By using the organisation’s influence in training/education bodies	22	49%
Other	7	16%
Total addressing issue	45	100%

Chart 9: How gender occupational segregation has been addressed



Seven confederations said they had tackled the issue of occupational segregation in other ways, although three of these confederations were from Finland, where all three confederations submitted the same replies. AKAVA, SAK and STTK have all been aiming to reduce occupational segregation through a tripartite equal pay programme, involving the social partners and the government (including three ministries). In Norway, LO said it had been involved in public debates and speeches on it issue, while YS said it had primarily worked “through joint meetings with employers, workers and government representatives”. CITUB/ KNBS (Bulgaria) highlighted its work through social dialogue at local and regional level, and CNSLR-Fratia (Romania), referred specifically to the implementation of various EU-funded projects.

Partners

Most confederations had worked with other bodies in tackling occupational segregation. Of the 52 confederations responding on occupational segregation, only seven, SZEZ- ÉSZT (Hungary), UIL (Italy), CTUM (Montenegro), Nezavisnost (Serbia), SACO (Sweden), TCO (Sweden) and Hak-Is (Turkey), said they had not done so. SGB/USS (Switzerland) did not reply to this question.

Table 20 sets out the bodies with which these 44 confederations have cooperated, with women’s and men’s organisations clearly at the top of the list. In total 33 out the 44 responding (75%) have worked with women’s and men’s organisations on the issue of gender occupational segregation, followed by 61% working with central government, and 57% working with the employers and 55% working with the media (including social media). Just over half (52%) had worked with training and qualifications institutions and the same percentage with other union bodies.

Confederations were less likely to have cooperated with local and regional government (39%) and educational institutions (34%) or employment and careers guidance services (32%). Just over a quarter (27%) had cooperated with other public institutions, and just under a quarter (23%) of confederations had worked with bodies representing parents and families. However, only around one in six (18%) had cooperated with individuals like sports stars or other celebrities who could be seen as role models.

The specific other bodies that confederations mentioned included:

- research and academic institutes
 - LO in Denmark;
 - the three confederations in Finland;
 - LBAS in Latvia; and
 - ZSSS in Slovenia;
- human rights bodies and those dealing with women and equality
 - SSSH/UATUC (Croatia) – Ombudswoman Office for Gender Equality and Civil Society;
 - LO (Denmark) – Danish Institute of Human Rights;
 - FO (France) – Conseil Supérieur de l’Égalité professionnelle entre les femmes et les hommes (CSEP);
 - GSEE (Greece) – Greek National Commission for Human Rights;
 - CGIL (Italy) – Casa Internazionale delle Donne;
 - UGT (Portugal) – Commission for Equality in Labour and Employment (CITE);
 - CCOO (Spain) – Council for women’s participation;
 - UGT (Spain) – Institute for Women (Instituto de la Mujer); and

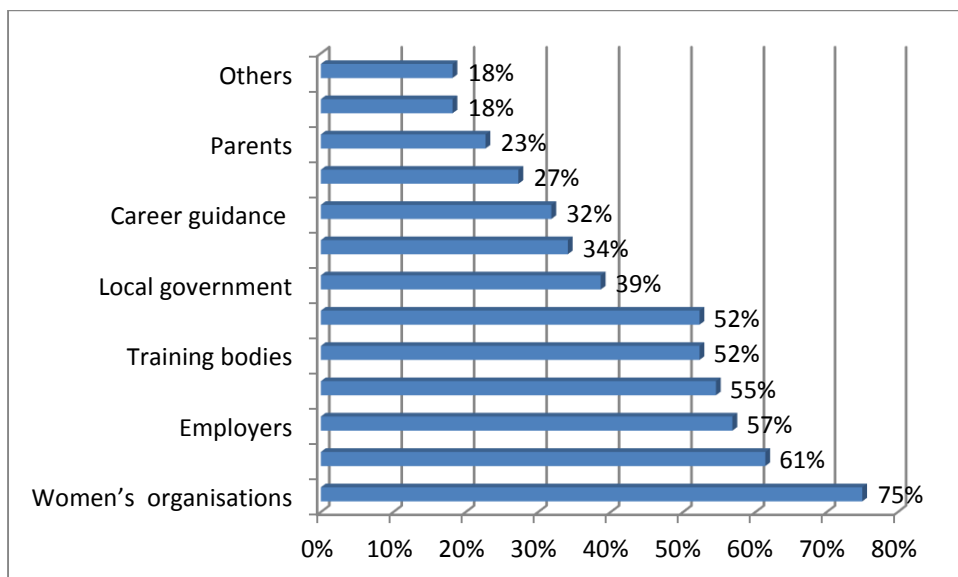
- official tripartite bodies
 - CCOO – Consejo Económico y Social (CES); and
 - FO – Conseil économique, social et environnemental (CESE).

ACV/CSC (Belgium) also highlighted the fact that it had cooperated with public training providers and other confederations referred to their work with a variety of non-governmental organisations (NGOs).

Table 20: Bodies with which unions have cooperated

Bodies with which confederations have cooperated	Confederations	%age
Women’s and men’s organisations	33	75%
Central government	27	61%
Employers	25	57%
The media (including social media)	24	55%
Training and qualifications institutions	23	52%
Other union bodies	23	52%
Local and regional government	17	39%
Education institutions at all levels	15	34%
Employment and career guidance services	14	32%
Other public sector institutions	12	27%
Bodies representing parents and families	10	23%
Individuals who can be role models (entertainment, sporting and other celebrities)	8	18%
Others	8	18%
Total	44	100%

Chart 10: Bodies with which confederations have cooperated (2016)



Successes

The question which asked for examples of successful union actions to tackle gender occupational segregation produced a wide range of answers, reflecting both confederations' approach to the issue and the organisations that they worked with.

There were 11 confederations which highlighted their work in the area of **collective bargaining** as a successful way tackling the issues by increasing pay and providing greater social protection. The confederations making this point were:

- ÖGB (Austria): where the demand for a minimum wage of €1,500 in collective agreements has been largely achieved and a new one month's paternity leave after the birth of new child will come into effect on 1 January 2017;
- ACLVB/CGSLB (Belgium): where collective bargaining at company and sectoral level has produced positive results;
- PODKREPA (Bulgaria): where unions have negotiated collective agreements, including one for transport, which include social policies and prohibit discrimination, include measures for reconciling work and private life and have zero-tolerance for sexual harassment and violence at work;
- AKAVA, SAK, STTK (Finland): where unions have negotiated a central incomes policy agreement that led to revision of parental leave act and Act on equality. Social partners have also negotiated a recommendation on balancing family and work life;
- FO (France): where collective agreements have been reached concerning occupational equality between men and women. These provided for measures on the mixture of employees;
- DGB (Germany): - see box on page 49;
- CGIL (Italy): which provided examples of collective bargaining achieving bonuses for women on maternity leave;
- CNSLR-Fratia (Romania): which stated that "We think the most effective way that unions can combat gender segregation is through collective bargaining. Having women in bargaining teams makes it possible to integrate their concerns into collective agreements, for example in the area of specific arrangement for pregnant women - length of programmes, working conditions, medical checks; childcare arrangements; balanced participation in the activities of the company; ongoing training for women to allow them to move into leadership positions etc. Pay is also an important aspect for negotiation for women, in light of the importance of financial independence for women, which helps them to be more active, more involved and better able to educate their children in the same spirit."
- CCOO (Spain): where negotiations with the central government aiming to achieve better regulation of domestic work led to legislation (RD1620/2011) and negotiations with the government of Castilla y Leon improved the working conditions of women employed at home;
- ELA (Spain): which states "Our main field of union action is concentrated in collective bargaining. Achievements: a) visibility of this structural inequality in our trade union's political agenda; b) visibility of the struggles of female-dominated sectors. In recent years the longest and the hardest struggles have been concentrated in female-dominated sectors (such as cleaning, school catering services, residences ... where wages and social recognition

are really low). Improvements achieved from collective bargaining and the constant struggle is where we achieve successful union actions; and

- UGT (Spain): where the confederation has developed an observatory of equality plans and measures in collective bargaining. These are annual studies carried out by the UGT's Secretary for Equality together with the University Complutense in Madrid which look at the situation of these plans in collective bargaining, examining occupational segregation, among other things, as well as indicating examples of good practice found in collective bargaining or suggesting the introduction of new clauses to advance gender equality, including the elimination of occupational segregation.



Auf geht's!
Faires Entgelt für Frauen.

The DGB in Germany reported a number of initiatives being taken by its affiliates intended to use collective bargaining to reduce gender occupational segregation. These include the campaign "Come on - Fair Pay for Women" ("Auf geht's - Faires Entgelt für Frauen"), launched by the metalworking union IG Metall in 2014 and the plans of the food and catering union NGG to check all its collective agreements for hidden discriminatory provisions affecting women and part-time workers. NGG will also raise awareness of how these mechanisms affect women among members of the union involved in collective bargaining. In 2014, the services union Ver.di launched a campaign calling for a 10% uprating in the pay of teaching and social occupations in local and regional government (www.soziale-berufe-aufwerten.de). The campaign resulted in a significant increase in wages, as well as winning large numbers of new women members for the union. Currently Ver.di is engaged in another project "Care 3000" ("Pflege 3000"), which aims to ensure that any qualified full-time workers in the nursing care sector are paid at least €3,000 a month. The campaign includes a folder (see picture) setting out the arguments for higher pay in this sector. As well as these initiatives, IG Metall was involved in a project "Treat Equally" ("Gleichstellen") which aimed to improve working conditions for women and men through equality policies. This project was part-funded by the EU and the Federal government. Finally, the DGB aims to raise awareness of the gender pay gap by organising events every year on equal pay day in March.

In other confederations the target has still been improved **pay and better conditions for women**, but this has been achieved **through legislation or campaigns for new legislation**. The four confederations highlighting their achievements in this area are:

- ABVV/FGTB (Belgium): it pointed to legislation passed in 2012 to tackle the gender pay gap. This requires negotiators at national level to discuss measures to reduce the gender pay gap: negotiators at industry level to have a gender-neutral pay policy and negotiators at company

level to use material furnished by the employer to look at the causes of pay differences. At this level the data should lead to an action plan to remove the pay gap.

- CMKOS (Czech Republic): it stated that minimum wage has increased significantly thanks to trade union pressure. The current CMKOS Campaign against low-cost work should have also important effects on improving the position of women on the labour market. CMKOS pays special attention to the work/life balance and some new legal provisions have been achieved, for example, tax concessions for families;
- LO (Denmark): it lobbied the government for the introduction of better and more precise gender based wage statistics law. This policy was adapted by the former government, but has unfortunately been revoked by the current one; and
- ICTU (Ireland): its work at national level to build support for the introduction of paid parental leave and paternity leave has led to the planned introduction of paternity leave in the Republic of Ireland in September 2016, with the issue of paid parental leave featuring in most of the political manifestos of the recent general election. The ICTU has also highlighted the need for more investment in childcare services;

Other confederations highlighted **campaigns and projects against gender stereotyping**. As well as participating in campaigns and activities run by other organisations, as reported by seven confederations, ABVV/FGTB and ACLVB/CGSLB (both Belgium), SSSH/UATUC (Croatia), ASI (Iceland), CNV (Netherlands)⁶, ZSSS (Slovenia) and Travail Suisse (Switzerland), five confederations, or unions affiliated to them, have run their own campaigns on gender stereotyping.

- ACV / CSC (Belgium): see box on page 51;
- AKAVA, SAK, STTK (Finland): The three confederations have campaigned in the national media to tackle occupational segregation;
- FNV (Netherlands): The metal sector in the FNV and the employers' organisation organise an annual day for girls; hundreds of girls attend each year. The FNV and the Women's Council (Vrouwenraad) have organised meetings for women to encourage them to get a better work-life balance to enable them to tackle vertical segregation;
- LO Norway: LO ran a successful project "women in vehicle/car and electronic enterprises/businesses. The project included a mentoring programme of girls working these male dominated working areas; and
- TUC (UK): Two TUC affiliates NUT (teaching union) and Prospect (union representing a wide range of professionals including scientists) have launched campaigns against gender stereotypes. The NUT has produced training resources for teachers under the title "Breaking the Mould" and Prospect has a Charter for Women in STEM ((science, technology, engineering and mathematics). In addition, Unionlearn, the TUC's own training and learning initiative has policy and campaigns on gender and apprenticeships (including occupational segregation and pay gaps).

⁶ Although not run directly by the confederation, CNV is part of the initiative to encourage (new) people to join or stay in the technical sector. This initiative is called "TechniekTalent.nu" in the Netherlands. In the vision of this organisation, this is inclusive, as many groups as possible are targeted. This also includes the project FemmeTech.nu. They published a book with 50 suggestions to increase the number of women in the technical sector. Also, every year they organise a Femme Tech Day. On this day women with a passion for technology from all over the Netherlands come together. An award is handed out for the technical company that, in a special way supports the aim of FemmeTech.nu. Professionals from HRM departments and employers are invited to be at the diner to witness the presentation of the awards.



ACV/CSC in Belgium has run a campaign aimed at eliminating gender occupational segregation through increasing awareness of the way that gender stereotypes are accepted and promoted from a very young age. The confederation gave out sponges under the slogan "I rub out clichés, I am working for equality" with illustrated material displaying typically statements about the sexes being rubbed out (see box). This campaign to raise awareness was aimed at employers, politicians and the general public, and was seen as effective. In addition, the confederation organised training for all its full-time officials under the slogan "I work as I am", aimed at

encouraging women and men to move into non-typical occupations. ACV/CSC also produces a magazine *Femmes.docx* which covers some of the same issues. The confederation has also commissioned a study on the gender perspective in collective bargaining. Finally, in 2012, it was involved in a campaign in the German-speaking part of the country together with women's associations involving 300 schoolchildren.

One campaigning tool that has been adopted by a number of confederations has been the celebration of an Equal Pay day, to highlight the gender pay gap. ABVV/FGTB, the DGB and LANV (Liechtenstein), all report doing so, and there may be others. One interesting aspect of the LANV celebration is that "Lunchfair", the LANV's restaurants, offer the menu to women for 17.2% less. (The gender pay gap is 17.2% in Liechtenstein.)

LBAS (Latvia) is another confederation, which has used **awards and events** to get the issue of occupational gender segregation into public consciousness. As the confederation reports:

"In 2015 the LBAS Vice President was nominated to a special committee by the Ministry of Welfare to evaluate a project undertaken by the Gender Study Centre at the University of Latvia on women's participation in company/enterprise decision-making bodies. The results of the project were distributed to media. The LBAS Gender Equality Council had a special meeting on the results of the project. Every year LBAS organizes special events using gender equality criteria among others to identify best employers' organization and best trade union organization of the year. LBAS representatives participate in annual evaluation committee of Sustainability Index to promote best companies/enterprises in Latvia and gender equality issues are among evaluation criteria."

GWU (Malta) is also involved in a similar project, working with the Maltese National Commission for the Promotion of Equality (NCPE) to award the Equality Mark to employers who respect equality at work.

In addition to these more public events and commemorations, at least six confederations, ACV/CSC (Belgium), DEOK (Cyprus), LIGA (Hungary), ASI (Iceland), GWU (Malta) and KOZ SR (Slovakia) have **trained their own activists** on the issue of gender occupational segregation and related topics.

In its response GWU, which ran an EU-funded project, explains how this was done:

“In 2015 GWU implemented a European Social Fund (ESF) project where members/shop stewards/delegates were trained in industrial relations and part of the training was about equality so as to increase awareness and knowledge on such principles. The participants were equipped with knowledge so as to represent equality at the work place and on how to deal with disputes that might arise as a result of discrimination and lack of equality. The training project was a success and also the promotion for more female union representatives at work has seen an increase. More female shop stewards and delegates are participating in the GWU's activities and also represent their colleagues at work.”

Failures

As well as asking about confederations' successes, the survey also asked them to identify actions which had been less successful. Perhaps unsurprisingly there were fewer responses and most related to unsuccessful attempts to get employers or government to accept union proposals. For example LO (Denmark) set out its failure, so far, to get the government to move on parental leave.

“Our ambition to promote a fairer and more equal legislation on parental leave has been obstructed by the lack of political will from the government. We set out with a proposition to end discrimination by levelling the huge difference between the number of paid weeks reserved by law for the mother and the father (52 paid weeks in all – 18 for mothers, and only 2 for fathers, 32 weeks to share). We are however still working on new proposition for a new model to secure an individual right to the father to more paid parental leave. In Denmark it is both a question of legislation and collective agreements so we are working on several levels with this.”

However, so of the difficulties that confederations reported, relate to the more fundamental difficulties in overcoming employer hostility and deep-rooted social attitudes.

- CMKOS (Czech Republic): “In spite of several campaign and awareness activities it is difficult to convince women to report discrimination, to fight against it and to involve the trade unions. Employees are afraid to lose their job, especially in regions with higher unemployment rate. The CMKOS equality Committee distributed a leaflet to encourage women to inform us on discrimination practices, to enable us to help, but the feedback was not satisfying;”
- LO (Sweden): “There have been efforts at local level to increase the number of women choosing a career within industry by encouraging girls to take the industry programme at high school. However, the experience of this industry was that girls, although educated to work within industry choose more traditionally female dominated places to work after they finished school.”

Even the most exciting initiatives may fail to be successful, as the experience of the GWU in Malta shows. Its youth organisation the GWU-Youths recently launched a campaign to promote sports and inclusion. This was done by encouraging members to join GWU's official football team, through posters, social media posts and email circulars. The campaign aimed at promoting equality by creating two teams; one for the males and the females. Unfortunately the GWU did not receive any application from the female participants. Therefore, the GWU did not create a female football team due to the lack of success and interest from the female members.

However, this does not mean the task is impossible. As the response from ACV/CS says, “Every project bears fruit but you have to be vigilant and keep hammering away”.

Future action by policy makers

At national level

Confederations were asked which were the most important actions that the national government could take to tackle gender occupational segregation. Most listed several different priorities and five main common themes emerged. These were better childcare provision, tackling gender stereotypes through education and public campaigns, changes in legislation on parental and paternity leave which would mean fathers taking greater responsibility for looking after children, quotas for women and action to improve women’s pay directly.

In total, 25 confederations called for **better childcare provision**. These were: ÖGB – especially in non-urban areas and with hours long enough to allow parents to work full time, ACLVB/CGSLB (Belgium), ACV/CSC (Belgium), which also called for increased elderly care, FO (France), DGB (Germany), GSEE (Greece), LIGA (Hungary), ASI (Iceland), ICTU (Ireland), CGIL (Italy), UIL (Italy), LBAS (Latvia), LANV (Liechtenstein), LPSK (Lithuania), UTUM (Montenegro), CNV (Netherlands), FNV (Netherlands), NSZZ- Solidarność (Poland), Nezavisnost (Serbia), CCOO(Spain), UGT (Spain) – both Spanish confederations called specifically crèches for children from nought to three years old, Travail Suisse (Switzerland), SGB/USS (Switzerland), Hak-Is (Turkey) and TUC (UK).

An interesting point was made by the Serbian confederation Nezavisnost. While it supported the expansion of social childcare “by increasing the number of kindergartens and programs of day primary schools, largely subsidised by the state / local government”, it did not support the idea of increase direct financial support for those bringing up children. In its response it stated:

“We strongly believe that direct financial support for childcare would not make changes in social awareness of the equal distribution of parental and family responsibilities that should allow women equal access and treatment in the labour market. On the contrary, we believe that direct financial support preserves and deepens the existing gender segregation. On the one hand, parental and family obligations thus remain the exclusive responsibility of women, while, on the other hand, they are kept out of the labour market.”

There were also 25 confederations supporting specific action to tackle **gender stereotyping**. These were: ACV/CSC (Belgium), SSSH (Croatia), CMKOS (Czech Republic), FO (France), AKAVA, SAK and STTK (all Finland), ASI (Iceland), ICTU (Ireland), CGIL, CSIL (both Italy), LBAS (Latvia), LPSK (Lithuania), UTUM (Montenegro), CNV (Netherlands), NSZZ- Solidarność (Poland), Nezavisnost (Serbia), ZSSS (Slovenia), CCOO, and UGT (both Spain), LO (Sweden), Travail Suisse and SGB/USS (both Switzerland), Hak-Is (Turkey) and TUC (UK).

The precise demands varied. The three Finnish confederations, for example called for an end to gender segregation in education schooling, while ZSSS said the government should “challenge typical ‘male’ and ‘female’ occupations through media campaigns”. However, the basic aim was the same for all 25.

Slightly fewer confederations, 21 in total, called for **changes in parental and paternity leave**. The confederations proposing this were: ACLVB/CGSLB (Belgium), LO (Denmark), FO (France), DGB

(Germany), GSEE (Greece), ASI (Iceland), ICTU (Ireland), CGIL and UIL (both Italy), LANV (Liechtenstein), UTUM (Montenegro), FNV (Netherlands), NSZZ- Solidarność (Poland), Nezavisnost (Serbia), CCOO and UGT (both Spain), SACO (Sweden), Travail Suisse and SGB/USS (both Switzerland), Hak-Is (Turkey) and TUC (UK).

Again there were differences in the details of what the confederation demanded, with CCOO and UGT, for example, both asking for four week of paid paternity leave, while ICTU called for a right to shared parental leave from the first day of employment, and FO wanted men to be required to take paternity leave with no loss of pay, as well as calling for parental leave to count as normal employment in terms of rights related to length of service. The basic aim of all 21 was that men should have greater rights and obligations to have time off to look after their children so that this would cease to be seen as a primarily female responsibility.

The DGB describes its demand as “gender fair arrangements for parental leave and beyond”. The intention is to give mothers more time for work and fathers more time for family, and to provide financial incentives for families in which both partners decide to take on reduced full-time employment (working hours amounting to roughly 80 percent of a full-time job).

As well as these demands, the CGT (France) called for better protection for women on maternity leave and an increase in its length.

Quotas for women, was a demand raised by 15 confederations, although they did not all specify at which level. ACLVB/CGSLB (Belgium) called for quotas for women in publicly listed companies, FNV (Netherlands) for women on boards, CNSLR-Fratia (Romania) for women in political life, Nezavisnost (Serbia) for women and men in government departments, ZSSS (Slovenia) for women in decision-making positions in the economy. AKAVA, SAK and STTK (Finland), DGB (Germany), GSEE (Greece), LANV (Liechtenstein), LPSK (Lithuania), CTUM (Montenegro), UGT (Spain) and SGB/USS (Switzerland) called for quotas, but did not specify where. The DGB said that this goal had already been achieved, while ZSSS said that legislation was in preparation.

There were 14 confederations which called for **specific action on women’s pay**, although there were differences in their proposals. ÖGB (Austria), CMKOS (Czech Republic) and KOZ SR (Slovakia) called for action on the gender pay gap, as did ABVV/FGTB (Belgium) – through the effective implementation of Belgian legislation on the gender pay gap passed in 2012. PODKREPA (Bulgaria), ICTU (Ireland) and CISL (Italy) all proposed pay audits and pay benchmarking as a way forward, with CISL wanting a database of pay hours and qualification by sex in each company to be accessible and monitored. LO (Denmark) wanted the reinstatement of gender pay statistics it has previously achieved. Nezavisnost (Serbia) wanted action to ensure equal pay for equal work in state sector, while Travail Suisse (Switzerland) wanted state monitoring of equal pay. Finally, LBAS (Latvia), LO and SACO (both Sweden) and NSZZ-Solidarność (Poland) called for better pay in female dominated sectors.

The response from NSZZ-Solidarność indicated the extent of the problem:

“The phenomenon of feminisation of certain professions and sectors of the economy continues to occur in Poland, with most positions in administration, social care, education and certain healthcare sectors (including, in particular, the nursing profession) being taken

by women. The sectors listed above are characterised by low wage levels, unlike other professions in which men remain the dominant group.”

Five confederations ACLVB/CGSLB (Belgium), PODKREPA (Bulgaria), NSZZ- Solidarność (Poland), UGTP (Portugal) and the TUC specifically called for additional training opportunities for women, with the TUC arguing that public procurement could play a role in ensuring that this was provided.

In addition to these demands and more general calls from legislation, such as from CITUB/KNBS, several confederations called for measures related to their specific national circumstances:

- GSEE (Greece): restore the collective bargaining rights removed under the Troika;
- UIL (Italy): reinstitute the Ministry for Equal Opportunities;
- CCOO (Spain): improve the existing legislation on equality plans giving a greater role to negotiations; and
- TUC (UK): remove tribunal fees, which which act as a barrier to women who want to pursue a claim against their employer for sex discrimination

However, in its response ELA (Spain) drew attention to the problems in calling for specific policies. It stated:

“We can list specific measures but today we face a serious problem: the implementation of austerity policies from the EU which prevent any progress in social public policy and gender equality. Much of the public budget is dedicated to pay debt. With these payments it is impossible to implement any kind of social and political measures towards gender equality. For example: The Spanish government removed the proposal to extend parental leave; removed the dependency law, at the time dismantled the ministry of equality and promoted retrograde laws in education and gender equality policies in general.”

Giving priority to an industry

The confederations were asked whether priority in tackling gender occupational segregation should be given to specific sector or industries and they were divided on the issue. Of the 47 which responded to this question 21 said “no” and 21 said “yes”. The others said that it depended on circumstances.

Where confederations felt that specific sectors/ industries should be prioritised, they fell into two categories: those where women were overrepresented, such as care, cleaning, commerce (retail), education, health and services, particularly public services in general, and those where they were underrepresented, such as agriculture, engineering, finance, information technology, manufacturing and science.

EU policy

Finally confederations were asked whether the EU had a role to play in supporting Member States and other stakeholders in overcoming gender occupational segregation, and if so, what the priorities should be.

Not all confederations were asked this question and not all responded. However, the overwhelming majority 47 out of 52 (90%) considered that the EU had a role in tackling gender occupational segregation, and none said that it did not.

There were also asked to choose the top **three** priorities, based on a list is taken from a recent opinion of the Advisory Committee on Equal Opportunities for Women and Men on how the EU could help to overcome occupational segregation⁷. The top priorities listed by the confederations are set out in Table 21.

This shows that encouraging employers to adopt gender equality plans was the top priority with over half of the confederations (55%) choosing this among their top three. Close behind was strengthening the involvement of the social partners and companies, chosen by 52%. Slightly less frequently mentioned were promoting non-stereotypical education, training and career advice, and promoting the equal sharing of household and family responsibilities (both on 48%) Strengthening the gender perspective in EU initiatives was one of the top three priorities for 45%, but the other option had less backing. Media work to tackle gender stereotypes was seen as a top three priority by a third (32%) of the respondents, and disseminating good practice examples by fewer than one in five (18%). Undertaking research was at the bottom of the table with just one confederation placing this among its top three priorities for EU action.

Table 21: Top three priorities for the EU in overcoming gender occupational segregation

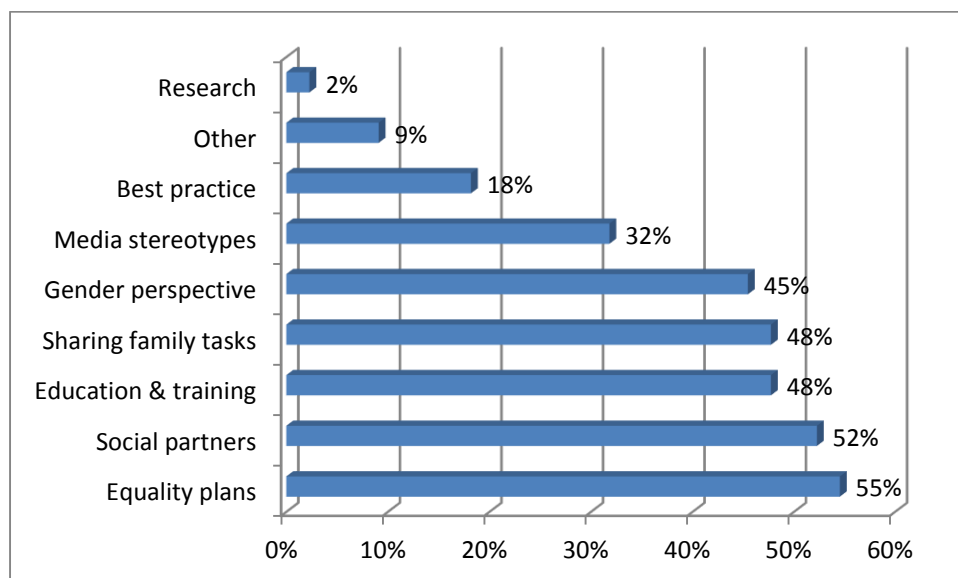
Priority	Number	%age
Encouraging employers to adopt gender equality plans and to ensure equal treatment	24	55%
Strengthening the involvement of social partners and companies	23	52%
Promoting non-stereotypical education, training and career counselling	21	48%
Promoting equal sharing of household and family responsibilities	21	48%
Strengthening the gender perspective in all the EU mechanisms and initiatives	20	45%
Challenging gender stereotypes in and through the media	14	32%
Compiling and disseminating examples of best practice	8	18%
Other	4	9%
Undertaking research	1	2%
Total number of confederations responding to question	44	100%

The other priorities identified by the respondents were:

- Including targets for tackling gender occupational segregation (women on boards, women in positions of power, men in female dominated sectors) as part of the European Semester (CITUB/KNBS – Bulgaria);
- Ending the policy of austerity which has affected the whole of the population and workers, including women and working women, whatever their contract of employment, and improving the directive on maternity and other parental leave (CGT – France);
- Requiring employers to guarantee equal treatment and really to negotiate collective agreements on the equality of women and men (FO – France);
- Paying attention to the Diversity Charter (FNV – Netherlands); and
- Promoting good quality and affordable childcare (TCO – Sweden).

⁷ Available at: http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/151125_opinion_occ_seggregation_en.pdf

Chart 10: priorities for EU action



Overall conclusions

The responses from the confederations indicate that there is substantial agreement on the main causes of gender occupational segregation. Horizontal occupational segregation is primarily caused by gender stereotypes, which are deeply embedded in society and difficult to shift. The key reason for vertical occupation segregation, on the other hand, is the way that society deals with childcare. Although these were not the only causes identified by national confederations, they predominated.

Most confederations have taken action to tackle gender occupational segregation, often working with other groups, in particular women's organisations. They have achieved some successes through collective bargaining, legislation, campaigns and training, although there is a recognition that dealing with gender occupational segregation is a long-term task.

National confederations have clear demands on national policy makers. They want better childcare, action on stereotypes, better parental leave, quotas for women and action on women's pay.

They also believe that the EU has a role to play in this area particularly through getting employers to adopt equality plans and strengthening the involvement of the social partners.

European Trade Union Federations

With only three out of 10 ETUFs responding to the survey, EFFAT, ETUCE and UNI-Europa, it is impossible to provide a complete picture of the view or activities of ETUFs as a whole in relation to gender occupational segregation.

The ETUCE was the only one of the three to reply to the questions on the causes of occupational gender segregation (UNI-Europa was not asked), and its responses were very similar to those of the majority of national confederations. It saw gender stereotypes as the main reason for horizontal occupational segregation and childcare problems as the key to vertical occupational segregation.

Specifically with reference to the distribution of women and men within teaching, it said that “early childhood education ... is seen as a ‘caring’ profession rather than a ‘teaching/education’ profession” and this is one reason why there are more women involved at this stage of education. On the impact of childcare on promotion and career prospects, ETUCE commented: “Due to the fact that women continue to carry the burden of reconciling work and family life, women’s careers in the teaching profession still progress slower than men’s. An improvement of women’s working conditions could make a difference but many countries face difficulties organising parental leave and part-time working arrangements.”

The ETUCE and UNI-Europa both said that they had specifically tackled gender occupational segregation, both horizontal and vertical. EFFAT, however, had only done so in the context of its equal pay policies. Both ETUCE and UNI-Europa had taken the issue up as a priority, had addressed it through collective bargaining and had been involved in working groups and projects.

EFFAT is also planning to occupational segregation where women are concentrated in female-dominated low pay sectors, to improve training for women, and to run “girls’ days” to breakdown stereotypes.

ETUCE, in particular, was able to point to a number of successful actions organised by its affiliates on gender occupational segregation. These included:

- German teacher unions organising “Girls’ days” to inform girls about technical and scientific areas and “boys’ days” to bring boys closer to social and care fields; and
- a public financing programme, pushed by ETUCE affiliate VPOD in Switzerland, which aimed to encourage the creation of more early childhood care facilities. This has led to some 25,600 new places for pre-school children and about 19,500 places for schoolchildren over the last 10 years.

Annex: union membership and percentage of women 2008-2016

Country	Confederation	Total membership									Percentage women								
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2008	2009	2010	2011	2012	2013	2014	2015	2016
Andorra	USDA	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Austria	ÖGB	1,272,011	1,247,795	1,238,590	1,220,190	1,211,111	1,205,878	1,203,441	1,198,649	1,198,071	33.3	34.1	34.0	34.4	34.6	34.7	34.9	35.1	35.3
Belgium	ABVV / FGVB	1,367,000	1,434,527	1,454,540	1,620,674	1,503,748	1,517,538	1,536,306	1,544,562	1,549,294	42.0	43.0	43.0	43.0	43.4	43.4	43.5	45.2	44.9
Belgium	CGSLB/ACLVB	265,000	265,000	265,000	265,000	274,308	289,000	289,692	289,692	293,952	42.0	42.0	42.0	43.2	43.3	43.5	43.7	43.7	43.9
Belgium	ACV / CSC	1,616,145	1,646,733	1,635,579	1,658,188	1,658,188	1,663,845	1,733,233	1,657,513	1,657,513	43.0	45.0	45.0	45.0	45.6	46.6	45.6	46.5	46.5
Bulgaria	CITUB-KNBS	No reply	210,000	220,000	190,000	190,000	190,000	190,000	190,000	195,000		48.0	48.0	48.0	48.0	48.0	48.0	48.0	45.0
Bulgaria	PODKREPA	153,250	153,350	153,350	153,350	152,750	150,730	150,600	150,560	150,370	42.0	46.0	42.6	44.0	48.7	46.5	47.0	48.0	49.0
Croatia	NHS	NA	NA	NA	NA	113,598	No reply	No reply	No reply	No reply					49.0				
Croatia	SSSH / UATUC	210,000	211,000	164,732	103,000	103,000	101,000	101,000	No reply	103,000	48.0		48.0	45.0					42.0
Cyprus	SEK	No reply	64,945	76,737	No reply	69,657	69,657	57,999	40,400	No reply		37.4	37.2		27.2	27.2	38.0	45.8	
Cyprus	DEOK	8,807	9,250	9,500	9,652	9,500	9,500	8,345	7,535	7,326	13.3	24.7	13.5	13.8	13.7	13.7	13.7	12.5	12.6
Cyprus	TURK-SEN	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Czech Rep	CMK OS	503,000	482,000	444,570	409,000	390,000	370,000	350,000	330,000	286,768	44.0	45.5	45.5	45.5	45.5	46.0	46.0	45.0	45.0
Denmark	Akademikerne	No reply	No reply	No reply	144,148	No reply	No reply	No reply	No reply	No reply				53.2					
Denmark	FTF	No reply	No reply	No reply	No reply	No reply	No reply	No reply	450,000	No reply								68.0	
Denmark	LO-DK	1,300,000	1,300,000	1,300,000	1,000,000	1,122,795	No reply	1,095,420	No reply	1,049,684	49.0	49.0	49.0	49.0	49.2		49.1		50.0
Estonia	EAKL	No reply	No reply	35,878	33,031	30,646	30,646	27,700	No reply	No reply			59.3	59.9	54.4	54.4	62.0		
Estonia	TALO	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Finland	AKAVA	No reply	536,792	536,792	No reply	552,813	573,405	580,000	585,000	596,947		50.1	50.1		51.0	52.0	52.0	52.0	52.7
Finland	SAK	800,000	800,000	800,000	758,000	758,000	747,284	718,421	705,470	685,064	46.0	46.0	46.0	47.0	46.0	46.0	46.0	46.0	46.0

Finland	STTK	650,300	640,000	623,200	640,000	615,000	388,507	382,277	417,853	356,652	68.0	70.0	70.0	67.0	74.0	75.0	75.0	75.0	74.9
France	CFDT	803,635	808,720	814,636	833,168	851,601	NA	868,601	840,243	No reply	45.0	45.0	45.8	47.0	47.0		47.0	48.0	
France	CFTC	160,300	160,300	140,000	140,000	No reply	160,350	159,380	15,938	No reply	39.0	39.0	50.0	50.0		40.0	42.0	42.0	
France	CGT	700,000	711,000	735,000	735,000	735,000	688,433	695,390	618,125	676,623	28.0	32.0	34.0	34.8	35.0	36.0	37.0	37.0	37.2
France	FO	800,000	No reply	800,000	800,000	700,000	700,000	700,000	700,000	700,000	45.0		45.0	45.0	45.0	45.0	45.0	45.0	45.0
France	UNSA	307,000	No reply	307,000	307,000	200,000	No reply	200,000	200,000	No reply									
Germany	DGB	No reply	No reply	6,200,000	No reply	6,155,899	6,151,184	6,142,720	6,104,851	6,095,513			30.0		32.5	32.7	33.0	33.0	33.3
Greece	ADEDY	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Greece	GSEE	502,000	NA	498,000	498,000	498,000	NA	NA											
Hungary	ASzSz	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Hungary	LIGA	103,000	103,000	103,000	110,000	110,000	112,000	112,000	112,000	104,000	35-40	30.0		32.0	40.0	40.0	40.0	40.0	40.0
Hungary	MOSz	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Hungary	MSzOSz	No reply	NA	205,000	205,000	185,000	185,000	No reply	No reply	No reply				47.0	35.0	35.0			
Hungary	SZEF- ÉSZT	No reply	NA	NA	140,000	125,000	106,345	85,740	74,400	69,000				60.0					
Iceland	ASI	107,856	110,722	112,815	108,597	109,960	108,364	105,906	105,539	106,192	45.0	45.0	45.0	47.0	47.0	46.0	47.0	47.0	47.0
Iceland	BSRB	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Ireland	ICTU	No reply	843,637	843,995	798,000	No reply	787,294	778,136	778,136	731,324		49.0	48.9	51.0		53.0	52.0	52.4	54.0
Italy	CGIL	5,850,942	5,697,774	5,697,774	5,746,167	5,748,269	5,775,962	5,712,642	5,686,210	5,616,340	45.0	50.0	50.0	49.4	48.5	46.5	47.0	46.9	47.8
Italy	CISL	No reply	No reply	4,507,349	2,640,999	2,125,405	1,993,075	1,720,019	1,415,622	2,340,000			51.0		47.2	47.0	47.5	47.5	47.4
Italy	UIL	1,776,733	2,116,299	2,174,151	2,174,151	2,196,442	2,206,181	2,216,443	2,222,665	1,201,100	40.0	35.0	44.0	44.0	40.0	40.0	40.3	40.6	41.0
Latvia	LBAS	134,422	130,120	110,602	110,602	109,098	100,035	100,155	99,005	97,593	62.6	68.0	64.0	64.0	62.2	65.0	65.0	71.5	66.0
Liechtenstein	LANV	No reply	No reply	No reply	No reply	1,175	1,200	1,081	1,097	1,072					29.8	30.7	32.7	33.9	34.3
Lithuania	LDF	20,000	20,150	20,150	20,150	13,200	7,500	No reply	No reply	No reply	60.0	58.0	58.0	58.0	63.0	60.0			
Lithuania	LPSK / LTUC	100,000	75,000	70,000	60,000	60,000	60,000	60,000	No reply	50,000	61.5	58.0	58.0	57.0	57.0	57.0	58.0		58.0

Lithuania	LPSS (LDS)	No reply	No reply	No reply	7,200	No reply	No reply	No reply	No reply	No reply				47.0					
Luxembourg	OGBL	No reply	62,732	69,040	69,806	No reply	70,515	No reply	77,567	No reply	33.9	34.0	32.7	32.9		32.9		36.0	
Luxembourg	LCGB	34,000	35,000	36,000	36,000	36,300	39,970	No reply	No reply	41,963	33.0	31.0	29.5	30.0	30.0	32.0			31.4
Macedonia	FTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply									
Malta	CMTU	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Malta	FORUM	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Malta	GWU	No reply	No reply	No reply	No reply	No reply	No reply	No reply	32,000	46,831								18.0	20.0
Monaco	USM	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Montenegro	CTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	32,000									
Montenegro	UFTUM	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	19,200									53.3
Netherlands	CNV	333,900	No reply	No reply	330,000	332,000	295,000	290,340	280,000	285,188	29.7			31.0	33.0	34.5	35.2	36.4	37.5
Netherlands	FNV	1,192,951	1,368,000	1,373,400	1,378,000	1,365,000	No reply	No reply	1,100,000	1,111,500	32.0	36.3	36.9	37.5	38.0			36.5	36.6
Netherlands	VCP	No reply	140,000	No reply	No reply	130,000	No reply	No reply	No reply	No reply									
Norway	LO-N	822,629	865,392	865,000	871,360	877,197	893,447	897,000	909,552	913,732	49.7	50.1	51.0	51.1	51.3	51.5	51.6	51.7	52.0
Norway	YS	206,000	216,000	217,141	217,600	219,000	226,624	220,944	222,038	216,000	56.0	56.0	56.8	55.8	55.6	55.0	56.7	55.5	57.0
Norway	UNIO	268,218	NA	226,915	No reply	295,626	300,486	No reply	No reply	No reply	72.2		75.4		75.8	76.0			
Poland	FZZ	Not aff	Not aff	Not aff	Not aff	No reply	300 000	No reply	300,000	300,000									
Poland	NSZZ-Solidarność	No reply	680,334	700,000	667,572	641,507	667,572	667,572	586,909	577,066		37.0	38.0	37.7	38.1	37.7	37.7	41.0	41.0
Poland	OPZZ	No reply	NA	318,000	No reply	320,000	No reply	No reply	No reply	No reply			48.0						
Portugal	CGTP	683,250	653,000	653,000	653,000	No reply	555,500	555,500	555,000	No reply			53.0	53.0		52.4	52.4	52.4	
Portugal	UGT-P	510,000	510,000	510,000	505,000	505,000	505,000	505,000	505,000	505,000	48.0	48.0	46.0	45.7	45.7	45.7	45.7	45.0	45.0
Romania	BNS	No reply	No reply	No reply	150,000	150,000	150,000	No reply	150,000	No reply				40.0	40.0	40.0		40.0	
Romania	CARTEL ALFA	1,000,000	1,000,000	No reply	No reply	1,000,000	501,000	No reply	No reply	No reply	48.0	48.0			40.0	40.0			
Romania	CNSLR-Fratia	No reply	800,000	800,000	No reply	400,000	No reply	400,000	No reply	400,000		44.0	44.0		47.0		47.0		47.0

Romania	CSDR	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
San Marino	CDLS	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
San Marino	CSdl	No reply	No reply	No reply	No reply	No reply	5,700	No reply	No reply	No reply						40.0			
Serbia	CATUS	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	No reply									
Serbia	Nezavisnost	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	Not aff	124,000									40.0
Slovakia	KOZ SR	337,600	319,600	319,600	296,400	273,755	No reply	260,780	262,304	230,832	40.9	41.9	41.9	43.6	44.8		46.8	43.8	
Slovenia	ZSSS	281,465	NA	250,000	250,000	200,000	No reply	170,000	153,000	153,000	46.5	50.5	44.8		43.3		43.5	43.6	43.6
Spain	CCOO	1,001,000	1,001,000	1,200,200	1,157,800	1,131,538	1,057,731	976,354	929,874	906,287	36.6	37.5	38.3	38.9	39.2	39.3	39.6	40.6	41.5
Spain	ELA	No reply	110,054	115,000	108,307	107,645	103,774	No reply	No reply	98,319		37.4	38.1	38.8	39.5	40.7			41.2
Spain	UGT-E	887,009	810,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000	33.4	33.7	33.3	35.7	33.4	33.4	36.1	36.2	36.3
Spain	USO	No reply	81,090	121,760	122,856	122,760	119,548	No reply	112,535	No reply	25.0	34.5	36.0	36.3	36.1	36.2			37.0
Sweden	LO-S	1,473,583	1,404,865	1,384,879	1,346,756	1,315,839	1,502,285	1,487,000	1,465,511	1,456,000	47.0	48.0	48.0	52.1	47.8	46.3	46.0	47.0	47.0
Sweden	SACO	580,000	586,000	610,000	617,738	633,975	633,975	479,417	487,928	499,111	52.0	52.0	52.0	52.6	52.4	52.0	53.0	54.0	54.3
Sweden	TCO	974,959	1,175,276	958,745	962,629	698,866	1,230,000	1,200,000	1,318,090	1,348,651	62.3	62.2	61.9	61.9	61.6	61.0	61.0	60.0	60.0
Switzerland	SGB	384,816	No reply	No reply	377,327	372,082	368,762	366,811	366,844	363,341	24.1			26.8	27.3	28.0	28.5	28.9	29.3
Switzerland	Travail Suisse	No reply	No reply	No reply	No reply	170,000	No reply	No reply	No reply	150,000				58.0	38.0				
Turkey	DISK	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply	No reply									
Turkey	HAK-IS	No reply	No reply	441,917	550,000	550,000	No reply	197,897	300,156	438,272			10.0	12.6	10.6		11.1	18.1	23.3
Turkey	KESK	No reply	20,000	No reply	No reply	No reply	240,304	No reply	No reply	No reply		42.0				42.6			
Turkey	TURK-IS	700,000	820,000	250,000	No reply	250,000	300,000	300,000	300,000	300,000	10.0	12.8	11.0		11.0	13.0	13.0	13.0	13.0
UK	TUC	6,500,000	6,500,000	6,200,992	6,135,126	6,056,861	5,977,543	5,855,271	5,814,836	5,766,187	44.0	41.0	46.0	47.0	47.7	49.0	51.0	48.0	49.8