



**Gender Equality Survey 2017**



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# ETUC Annual Gender Equality Survey 2017

- 10<sup>th</sup> 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 2017 the ETUC carried out the tenth edition of its Annual Gender Equality Survey (previously known as the 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 the gender pension gap.

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## Women in membership and decision making positions and bodies

### Key points

#### National confederations

The level of responses to this, the 10<sup>th</sup> Annual Gender Equality Survey has unfortunately been slightly lower than in the past. In total, 44 confederations from 29 countries have replied. This compares with 53 from 34 countries in 2016. Despite this, the survey provides a good indication of developments, as the 44 confederations which have responded have 37.9 million members, around 88% of the total members of the 89 confederations affiliated to the ETUC. In addition one confederation, which is not affiliated to the ETUC but is a member of the Pan-European Regional Council, also responded.

Most confederations (43 out of the 44 responding) were able to provide figures for the total number of members and 38 were able to provide figures for 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 43.6%. This is around three 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 (75.9%) in STTK (Finland) to one in eight (13.0%) in TURK-IS (Turkey). This is a much bigger range than the proportion of women among employees, which is highest in Lithuania (52.7%) and lowest in Turkey (28.7%). 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 20 confederations reporting an increase in the proportion of their female membership between 2016 and 2017, compared with nine which reported a decrease. However, if the comparison is limited to the 20 confederations replying every year since 2008, a clear upward trend is evident, with the average proportion of women going up from 46.3% of union members in 2008 to 49.5% in 2017.

Examining the responses on the number of women in national confederations, the 38 confederations providing this information in 2017 have 37.1 million members in total, of whom 16.5 million, or 43.6%, are women. The TUC (UK) is the confederation with the largest number of women members.

Looking at union leaders, 11 of the 44 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 46 leadership positions, of which 11 (23.9%) are held by women.

The 11 confederations where this is the case are: ACV / CSC (Belgium), where leadership is shared, LO (Denmark), LIGA (Hungary), ICTU (Ireland), CGIL (Italy), CISL (Italy), LO (Norway), UNIO (Norway), YS (Norway), 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 2016 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, or, if more appropriate, the leading committees in the confederations, shows that there are 17 confederations where 50% or more of the team is female, although there are also four where there are no women in the leadership. The average proportion of women in these senior positions is 37.0%. This is an improvement on the position in 2016, although this partially reflects a change in how the figures are calculated.

Asked about changes since the first survey, most confederations considered that there had been a change. Nine identified an increase in women members, four referred to an increase in local union representatives, 18 pointed to an increase in women in leadership positions and seven highlighted the appointment of a woman at the highest level.

Asked about obstacles to women's progress, the most frequently cited was gender stereotyping and male attitudes (referred to by 17 confederations) followed by the difficulty of combining union activity and family responsibilities (12 confederations). Four confederations pointed to a lack of a critical mass of women, and three to women's lack of self-confidence.

### **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, with women leading both UNI-Europa and ETUCE. The ETUFs have similar views to the national confederations on developments since the first survey, seeing an increase in women's involvement but ongoing obstacles in terms of combining union activity with other responsibilities and cultural stereotypes limiting women's progress .

As well as the three ETUFs, 10 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 tenth annual survey of the position of women in membership and leadership positions in the ETUC's affiliated national confederations has unfortunately been slightly lower this year than in the past. In total 44 out of the ETUC's 89 national affiliates have responded to the survey, with responses coming from 29 of the 39 countries in which the ETUC has national affiliates.

In addition, a nation union confederation from Macedonia, which is not affiliated to the ETUC, but is a member of the Pan-European Regional Council (PERC), has also completed the survey (see page 10).<sup>1</sup>

There are 12 countries where all ETUC affiliates have responded to the survey: Belgium, Bulgaria, Italy, Norway and Switzerland, which each have two or more ETUC affiliates, and the Czech Republic, Germany, Ireland, Latvia, Liechtenstein, Slovenia and the UK, where there is only one affiliated national confederation.

There are also 12 countries: Andorra, Austria, Croatia, Cyprus, Iceland, Macedonia, Malta, Monaco, Montenegro, Romania, San Marino and Slovakia, where no confederation has replied. Some of these countries are relatively small, and the confederation in Andorra, Monaco and San Marino are the smallest in the ETUC. However, it is quite concerning to have had no responses from Austria, Romania and Slovakia. Table 1 sets out the total number of responses from confederations by country.

*Table 1: Number of replies from confederations by country 2017*

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

<sup>1</sup> See page 30 onwards for details of ETUFs and national unions completing the survey.

Italy(3)	3	Switzerland (2)	2
Latvia (1)	1	Turkey (4)	2
Liechtenstein (1)	1	UK (1)	1
Lithuania (3)	1	<b>Total (89)</b>	<b>44</b>

In total, the 44 confederations who have responded have 37.9 million members, around 88% of the total membership of ETUC national affiliates.

Table 2 lists the 43 confederations which have responded to the survey as well as the 45 which have not. The non-respondents include 14 confederations, ÖGB (Austria), SSSH / UATUC (Croatia), DEOK (Cyprus), AKAVA (Finland), FO (France), ASI (Iceland), GWU (Malta), CTUM and UFTUM (both Montenegro), FZZ (Poland), CNSLR-Fratia (Romania), KOZ SR (Slovakia), ELA (Spain) and SACO (Sweden), which replied in 2016.

*Table 2: Confederations that replied and did not reply to 2017 Annual Gender Equality Survey by country*

Country	Replied	Did not reply
Andorra		USDA
Austria		ÖGB
Belgium	ABVV / FGTB, ACLVB/CGSLB, ACV / CSC	
Bulgaria	CITUB-KNBS, PODKREPA	
Croatia		NHS, SSSH / UATUC
Cyprus		DEOK, SEK, TURK-SEN
Czech Republic	CMKOS	
Denmark	LO-DK	AC, FTF
Estonia	EAKL	TALO
Finland	SAK, STTK	AKAVA
France	CFTC,CGT,UNSA	CFDT, FO
Germany	DGB	
Greece	GSEE	ADEDY
Hungary	LIGA, SZEFE- 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, UNIO, YS	
Poland	NSZZ- Solidarność	FZZ, OPZZ
Portugal	UGT-P	CGTP
Romania		BNS, CARTEL ALFA, CNSLR-Fratia, CSDR
San Marino		CSdI, CDLS
Serbia	Nezavisnost	CATUS
Slovakia		KOZ SR
Slovenia	ZSSS	
Spain	CC.OO, UGT,USO	ELA
Sweden	LO-S, TCO	SACO
Switzerland	SGB/USS, Travail Suisse	
UK	TUC	

Compared with previous surveys, the level of response is lower, with 44 out of 89 confederations replying, equivalent to a response rate of 49.4% compared with 59.6% in 2016 and 60.5% in 2015. This is the first time since the survey began that the response rate has fallen below 50% and it compares with 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 annual survey.

*Table 3: Confederations replying to ETUC Annual Gender Equality since 2008*

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Affiliated	82	82	82	83	84	85	85	86	89	89
Replying	46	48	55	55	60	55	51	52	53	44
Rate (%)	56.1%	58.5%	67.1%	66.3%	71.4%	64.7%	60.0%	60.5%	59.6%	49.4%

Looking back over 10 years, there are 20 national confederations from 13 countries which have responded to all annual gender equality 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 since 2015.

*Table 4: National confederations which have responded to all Annual Gender Equality Surveys (20)*

Country	Confederation
Belgium	ABVV / FGVB
Belgium	ACV / CSC
Belgium	CGSLB/ACLVB
Bulgaria	PODKREPA
Czech Republic	CMKOS
Finland	SAK
Finland	STTK



France	CGT
Hungary	LIGA
Italy	CGIL
Italy	UIL
Latvia	LBAS
Norway	LO
Norway	YS
Portugal	UGT-P
Spain	CC OO
Spain	UGT
Sweden	LO-S
Sweden	TCO
UK	TUC

*Table 5: National confederations which have never responded to Annual Gender Equality Survey (13)*

<b>Country</b>	<b>Confederation</b>
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 only PERC member not affiliated to the ETUC completing the survey was the Confederation of Free Trade Unions of Macedonia KSS. Its response has not been included in the analysis.

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 2017 or 2016, or occasionally from 2015. There are also other differences in the basis on which the membership data has been provided. For example, the figure for CGIL (4.7 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 43 confederations providing overall membership numbers, 38 have been able to supply figures on the percentage union members who are women. Five confederations, UNSA (France), SZEZ- ÉSZT (Hungary), UGT-P (Portugal), Nezavisnost (Serbia) 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. However, at least one confederation, UGT-P (Portugal) plans to remedy this. It points out that there are estimates for the numbers of women in membership – 25% in 2016. However, these are based on the number of elected representatives in the confederation’s structures, rather than membership figures. To get a more accurate picture, UGT-P plans to undertake a gender survey of its affiliated unions later in 2017.

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. However, not all confederations have replied to the question on how they have implemented the ETUC’s 2011 recommendations on gender balance, or responded to questions on the most significant changes in the position of women in their unions or the most persistent problems preventing their advancement (see below).

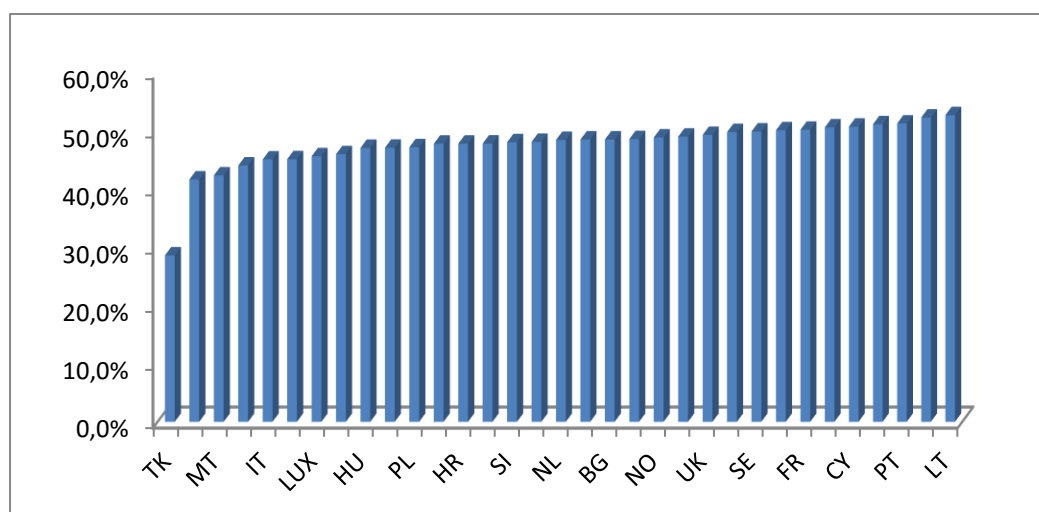
## Female membership in national trade union confederations

### 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 46.5% 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 are the average of the last quarter of 2015 and the first three quarters of 2016). The median (mid-point) is slightly higher at 48.4%.

*Chart 1: Proportion of employees who are women (2015/2016)*

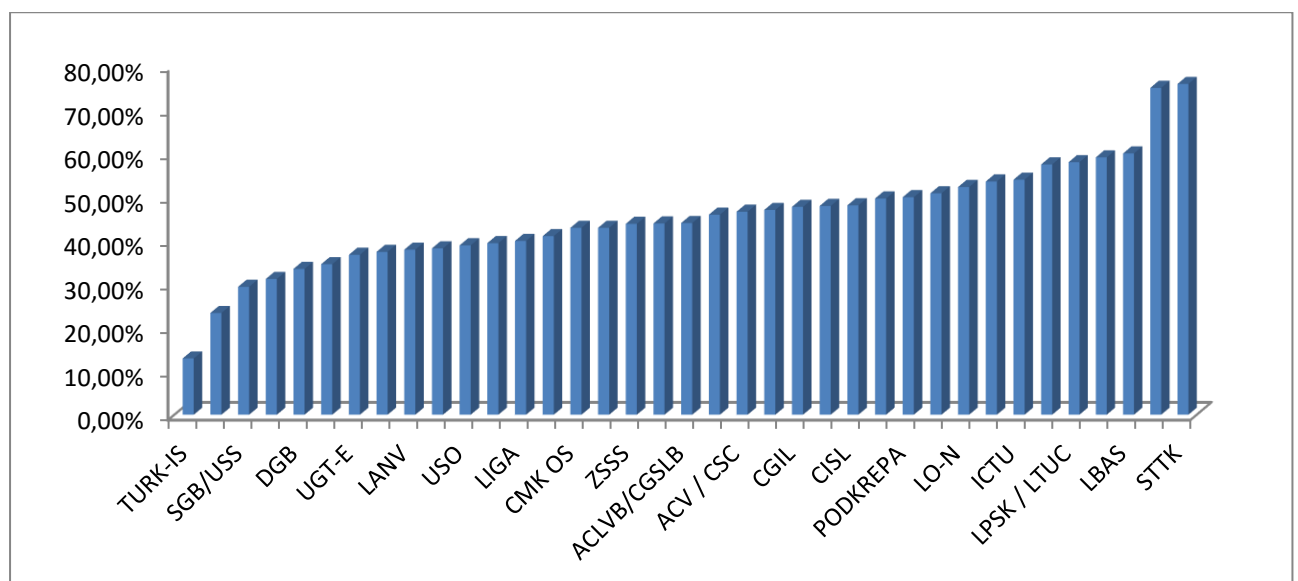


Source: Eurostat

With a single exception (Turkey), women make up between 42.3% and 52.7% of the total number of employees in all 33 states and in 22 of these the percentage of women employees is clustered within five percentage points, between 52.7% and 47.8%. The states at the top of the table are Lithuania (52.7%), Latvia (52.3%), Portugal (51.2%) and Finland (51.1%). Those at the bottom of the table are Greece and Italy (both on 45.1%), Romania (44.1%), Malta (42.3%) and FYR Macedonia (41.7%). The position in Turkey is significantly different, as the proportion of women employees is much lower at 28.7%.

The overall percentage of women among union members in the 38 national confederations responding to this question is 43.6% (calculated by dividing the total number of female members in the confederations replying by the total number of members). The median figure for the 38 confederations is slightly higher at 44.1%. Both these figures are slightly lower than the figures for the proportion of women in employment. However, the most striking difference between the proportion of women who are employees and the proportion of women who are union members is that the gap between the top and the bottom is much larger. While women's share of employment, including Turkey, ranges from 28.7% to 52.7%, women's share of union membership ranges from 75.9% in STTK (Finland) to 13.0% in TURK-IS (Turkey).

*Chart 2: Proportion of union members who are women*



Source: ETUC Annual Gender Equality Survey 2017

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, UNIO in Norway and TCO in Sweden. However, the high proportion of women among all employees in Lithuania and Latvia may be part of the reason why 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 Turkey is a key reason why and HAK-IS and TURK-IS are at the bottom of the table.

Table 6 sets out the percentage of union members who are women in the 38 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 23 where the proportion is lower. For one confederation, LANV in Liechtenstein, there are no comparable Eurostat figures.

*Table 6: Women as a proportion of union members and employees 2017*

Country	Confederation	%age union members	%age employees
Finland	STTK	75.90%	51.1%
Norway	UNIO	75.00%	48.9%
Latvia	LBAS	60.00%	52.3%
Sweden	TCO	59.10%	49.9%
Lithuania	LPSK / LTUC	58.00%	52.7%
Norway	YS	57.50%	48.9%
Ireland	ICTU	54.00%	50.6%
Estonia	EAKL	53.60%	49.8%
Norway	LO-N	52.34%	48.9%
UK	TUC	50.90%	49.3%
Bulgaria	PODKREPA	50.00%	48.5%
Denmark	LO-DK	49.70%	49.0%
Italy	CISL	48.14%	45.1%
Bulgaria	CITUB-KNBS	48.00%	48.5%
Italy	CGIL	47.79%	45.1%
Finland	SAK	47.09%	51.1%
Belgium	ACV / CSC	46.68%	48.5%
Sweden	LO-S	46.00%	49.9%
Belgium	ACLVB/CGSLB	44.10%	48.6%
Belgium	ABVV / FGTB	44.00%	48.6%
France	CFTC	44.00%	50.2%
Slovenia	ZSSS	43.91%	48.8%
Czech Republic	CMK OS	43.00%	46.0%
Spain	CC.OO	43.00%	47.8%
Italy	UIL	41.10%	45.1%
Hungary	LIGA	40.00%	47.1%
Poland	NSZZ-Solidarność	39.50%	47.2%
Spain	USO	39.00%	47.8%
Netherlands	CNV	38.30%	48.4%
Liechtenstein	LANV	38.00%	Na
France	CGT	37.50%	50.20%

Spain	UGT-E	36.83%	47.8%
Netherlands	FNV	34.68%	48.4%
Germany	DGB	33.60%	48.1%
Luxembourg	LCGB	31.30%	45.6%
Switzerland	SGB/USS	29.51%	47.8%
Turkey	HAK-IS	23.50%	28.7%
Turkey	TURK-IS	13.00%	28.7%

Most of these confederations (34 out of 38) also provided information on female membership in 2016, and the majority of them show an increase in the proportion of women in membership over 12 months.

Overall 20 confederations reported an increase in the proportion women in their total membership between 2015 and 2016, compared with nine which reported a decrease (see Table 7). There were five which reported no change between the two surveys, 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 2016 and 2017*

Country	Confederation	Percentage women 2016	Percentage women 2017	Change (percentage points)
Belgium	ABVV / FGFB	44.9%	44.0%	-0.9%
Belgium	ACLVB/CGSLB	43.9%	44.1%	0.2%
Belgium	ACV / CSC	46.5%	46.7%	0.2%
Bulgaria	CITUB-KNBS	45.0%	48.0%	3.0%
Bulgaria	PODKREPA	49.0%	50.0%	1.0%
Czech Republic	CMK OS	45.0%	43.0%	-2.0%
Denmark	LO-DK	50.0%	49.7%	-0.3%
Finland	SAK	46.0%	47.1%	1.1%
Finland	STTK	74.9%	75.9%	1.0%
France	CGT	37.2%	37.5%	0.3%
Germany	DGB	33.3%	33.6%	0.3%
Hungary	LIGA	40.0%	40.0%	0.0%
Ireland	ICTU	54.0%	54.0%	0.0%
Italy	CGIL	47.8%	47.8%	0.0%
Italy	CISL	47.4%	48.1%	0.7%
Italy	UIL	41.0%	41.1%	0.1%
Latvia	LBAS	66.0%	60.0%	-6.0%
Liechtenstein	LANV	34.3%	38.0%	3.7%
Lithuania	LPSK / LTUC	58.0%	58.0%	0.0%
Luxembourg	LCGB	31.4%	31.3%	-0.1%
Netherlands	CNV	37.5%	38.3%	0.8%
Netherlands	FNV	36.6%	34.7%	-1.9%

Norway	LO-N	52.0%	52.3%	0.3%
Norway	YS	57.0%	57.5%	0.5%
Poland	NSZZ-Solidarność	41.0%	39.5%	-1.5%
Slovenia	ZSSS	43.6%	43.9%	0.3%
Spain	CC.OO	41.5%	43.0%	1.5%
Spain	UGT-E	36.3%	36.8%	0.6%
Sweden	LO-S	47.0%	46.0%	-1.0%
Sweden	TCO	60.0%	59.1%	-0.9%
Switzerland	SGB/USS	29.3%	29.5%	0.2%
Turkey	HAK-IS	23.3%	23.5%	0.2%
Turkey	TURK-IS	13.0%	13.0%	0.0%
UK	TUC	49.8%	50.9%	1.1%
Average		44.2%	44.3%	0.1%

As Table 7 shows, the average proportion of women in membership also increased slightly between 2015 and 2016, going up from 44.2% to 44.3% for the 34 confederations providing information for both years.

The percentages are slightly different if all 38 confederations which provided information on women in membership in 2016 are compared with the 47 confederations which provided these details in 2016. On this basis the average percentage of women in membership was 45.1% in 2017 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 44%, with a high point at 45.1% in 2017 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	2017
%age women	43.1%	43.7%	44.5%	44.9%	43.1%	43.7%	44.2%	43.3%	43.4%	45.1%
Replying	41	45	51	51	54	51	46	48	47	38

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 20 confederations in this position, and their figures show a clear trend.<sup>2</sup> There has been a gradual but fairly steady growth in the proportion of women in membership,. This applies whether the figure is calculated as an average of the individual responses from each of the confederations or by taking the total number of women members and dividing that by the total number of members. Using the first method and averaging the individual responses, the percentage of women rose from 46.3% in 2008 to 49.5% in 2017. Taking the total number of women members in all the unions responding and dividing that by the total number of members, the percentage of women increased from 44.5% in 2008 to 47.6% in 2017 (see Table 9). The lower percentage if the totals are taken is explained by the fact that some of the larger federations have a smaller proportion of women members.

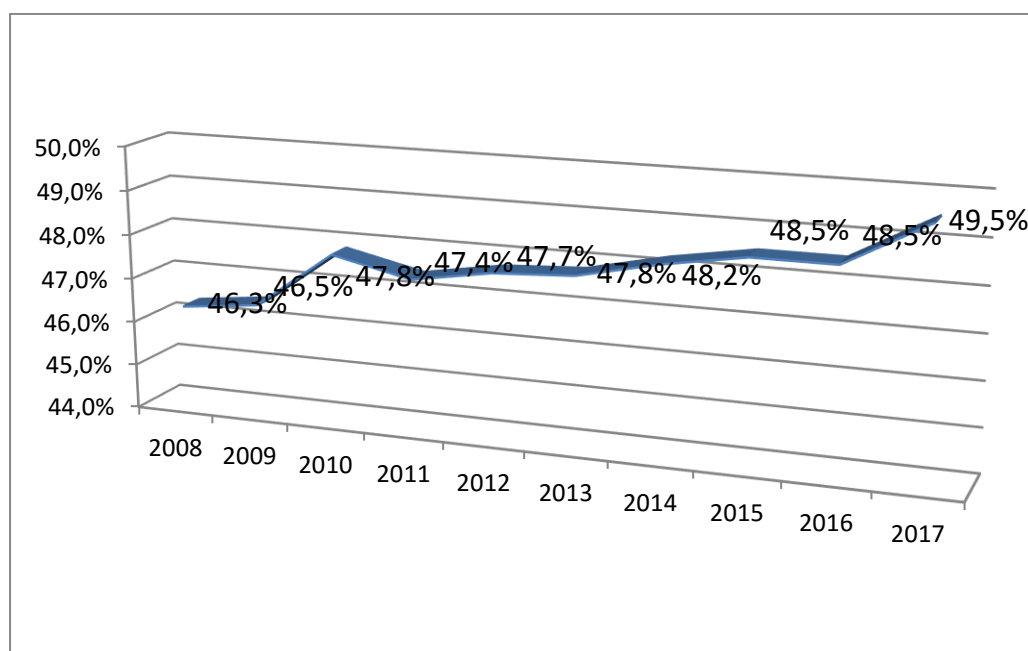
*Table 9: Average percentage of union members who are women (only confederations providing this information every year – 20) 2008 to 2017*

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
%age women (average of individual confederation responses)	46.3 %	46.5 %	47.8 %	47.4 %	47.7 %	47.8 %	48.2 %	48.5 %	48.5 %	49.5 %
%age women (total women divided by total membership)	44.5 %	45.1 %	46.7 %	47.2 %	46.7 %	46.7 %	47.3 %	47.0 %	47.0 %	47.6 %
Replying	20	20	20	20	20	20	20	20	20	20

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<sup>2</sup> LIGA (Hungary), which has responded to the questionnaire every year, did not provide details of female membership in 2010.

Chart 3: Average percentage of union members who are women (2008-2017)



### 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.

As already noted, 44 confederations have responded to the Annual Gender Equality Survey this year, of whom 38 have been able to provide information on both the total number of members and the number/percentage of women members. These 38 confederations have 37,944,244 members in total, of whom 16,526,159 or 43.6% are women. The figures are set out in Table 10.

Table 10: Total membership and women's membership by confederation: 2017

Country	Confederation	Total members	Women members
Belgium	ABVV / FGTB	1,523,954	674,724
Belgium	ACLVB/CGSLB	294,268	129,772
Belgium	ACV / CSC	1,568,719	732,278
Bulgaria	CITUB-KNBS	272,000	130,560
Bulgaria	PODKREPA	150,550	76,000
Czech Republic	CMK OS	297,762	128,038
Denmark	LO-DK	822,281	408,479
Estonia	EAKL	20,326	10,923
Finland	SAK	992,716	467,503
Finland	STTK	335,488	254,635
France	CFTC	159,500	70,180
France	CGT	671,488	251,808
Germany	DGB	6,047,503	2,029,777
Hungary	LIGA	104,000	41,600
Ireland	ICTU	731,324	393,944
Italy	CGIL	4,746,734	2,268,464



Italy	CISL	2,340,000	1,126,476
Italy	UIL	1,201,000	493,611
Latvia	LBAS	92,063	55,238
Liechtenstein	LANV	1,021	388
Lithuania	LPSK / LTUC	50,000	29,000
Luxembourg	LCGB	42,153	13,178
Netherlands	CNV	269,463	103,204
Netherlands	FNV	875,407	303,591
Norway	LO-N	917,122	480,036
Norway	UNIO	349,249	261,937
Norway	YS	215,591	123,965
Poland	NSZZ-Solidarność	565,064	200,598
Slovenia	ZSSS	151,000	66,304
Spain	CC.OO	907,984	390,433
Spain	UGT-E	880,000	324,104
Spain	USO	112,212	43,763
Sweden	LO-S	1,448,492	666,306
Sweden	TCO	1,083,201	640,172
Switzerland	SGB/USS	361,108	106,564
Turkey	HAK-IS	497,505	115,526
Turkey	TURK-IS	300,000	33,000
UK	TUC	5,659,996	2,880,080
<b>Total</b>	<b>(38 Confederations)</b>	<b>37,058,244</b>	<b>16,526,159</b>

On the basis of these figures, the British confederation TUC has the largest number of women members among ETUC affiliates, with almost 2.9 million members. The Italian confederation CGIL is in second place, with 2,268,464 members, although around half of these are retired.

The German DGB is in third place with 2,029,777 women members, followed by CISL (Italy) with 1,126,476 (all economically active), ACV/CSC (Belgium) with 732,278, ABVV/FGTB (Belgium) 674,724, LO (Sweden) 666,306 and TCO (Sweden) 640,172. LANV in Liechtenstein has the smallest number of female members, just 388.

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 that 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. These changes need to be taken into account when looking at the membership figures for the 34 confederations which have provided membership figures in both the 2016 and the 2017 surveys. These are set out in Table 11.

This table indicates the more generally positive development of female membership as compared to overall membership between 2016 and 2017. In total, 16 of the 34 confederations have seen female membership rise or remain stable between 2016 and 2017, with the TUC growing the most (211,260 more women members), although this may also reflect changes in their procedures for calculating women members. In contrast, overall membership has grown or remains stable in only nine of the 34 comparable confederations.

Table 11: Total and women's membership 2016 and 2017

Country	Confederation	All members			Women members		
		2016	2017	Change	2016	2017	Change
Belgium	ABVV / FGTB	1,549,294	1,523,954	-25,340	695,633	674,724	-20,909
Belgium	ACLVB/C GSLB	293,952	294,268	316	128,957	129,772	815
Belgium	ACV / CSC	1,657,513	1,568,719	-88,794	770,246	732,278	-37,968
Bulgaria	CITUB-KNBS	195,000	272,000	77,000	87,750	130,560	42,810
Bulgaria	PODKREPA	150,370	150,550	180	73,700	76,000	2,300
Czech Republic	CMK OS	286,768	297,762	10,994	129,046	128,038	-1,008
Denmark	LO-DK	1,049,684	822,281	-227,403	524,842	408,479	-116,363
Finland	SAK	685,064	992,716	307,652	315,129	467,503	152,374
Finland	STTK	356,652	335,488	-21,164	267,132	254,635	-12,497
France	CGT	676,623	671,488	-5,135	251,704	251,808	104
Germany	DGB	6,095,513	6,047,503	-48,010	2,032,569	2,029,777	-2,792
Hungary	LIGA	104,000	104,000	-	41,600	41,600	-
Ireland	ICTU	731,324	731,324	-	393,944	393,944	-
Italy	CGIL	5,616,340	4,746,734	-869,606	2,682,364	2,268,464	-413,900
Italy	CISL	2,340,000	2,340,000	-	1,109,862	1,126,476	16,614
Italy	UIL	1,201,100	1,201,000	-100	492,451	493,611	1,160
Latvia	LBAS	97,593	92,063	-5,530	64,411	55,238	-9,174
Liechtenstein	LANV	1,072	1,021	-51	368	388	20
Lithuania	LPSK / LTUC	50,000	50,000	-	29,000	29,000	-
Luxembourg	LCGB	41,963	42,153	190	13,176	13,178	2
Netherlands	CNV	285,188	269,463	-15,725	106,946	103,204	-3,741
Netherlands	FNV	1,111,500	875,407	-236,093	406,809	303,591	-103,218
Norway	LO-N	913,732	917,122	3,390	475,511	480,036	4,525
Norway	YS	216,000	215,591	-409	123,120	123,965	845
Poland	NSZZ-Solidarność	577,066	565,064	-12,002	236,597	200,598	-35,999
Slovenia	ZSSS	153,000	151,000	-2,000	66,739	66,304	-435
Spain	CC.OO	906,287	907,984	1,697	375,928	390,433	14,505
Spain	UGT-E	880,000	880,000	-	319,264	324,104	4,840
Sweden	LO-S	1,456,000	1,448,492	-7,508	684,320	666,306	-18,014
Sweden	TCO	1,348,651	1,083,201	-265,450	809,191	640,172	-169,019
Switzerland	SGB/USS	363,341	361,108	-2,233	106,523	106,564	41
Turkey	HAK-IS	438,272	497,505	59,233	102,202	115,526	13,324
Turkey	TURK-IS	300,000	300,000	-	33,000	33,000	-

UK	TUC	5,766,187	5,659,996	-106,191	2,668,820	2,880,080	211,260
<b>Total</b>		<b>37,895,049</b>	<b>36,416,957</b>	<b>-1,478,092</b>	<b>16,618,853</b>	<b>16,139,357</b>	<b>-479,497</b>

Looking back further to 2008, there are only 20 confederations with comparable figures across the whole period. 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 20 confederations has fallen by 2,720,000 between 2008 and 2017 but female membership over the same period has fallen by much less – 485,000.

These figures should, however, be treated with very considerable caution, as there have been important changes in the way the figures are calculated and presented over the period.

*Table 12: Number of union members and female union members (000s) (only confederations providing comparable information every year – 20)*

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Change 2008 to 2017
Total membership	26,295	26,662	26,414	26,456	25,935	26,282	26,019	25,879	24,667	23,575	-2,720
Female membership	11,692	12,030	12,333	12,496	12,107	12,261	12,305	12,155	11,596	11,217	-485
Percentage	44.5%	45.1%	46.7%	47.2%	46.7%	46.7%	47.3%	47.0%	47.0%	47.6%	
Number replying	20	20	20	20	20	20	20	20	20	20	

### **Women in decision-making positions within national confederations**

As well as examining the number and proportion of union members who are women, the Annual Gender Equality 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.

Consequently, two constitutional changes were adopted by the ETUC Mid-term Conference which took place in May 2017 in Rome. The changes introduced set the gender parity principle for the composition of the ETUC Secretariat and delegations to ETUC Congress.

As already noted, all 44 national confederations responding to the 2017 Annual Gender Equality Survey have replied to the questions on their leadership.

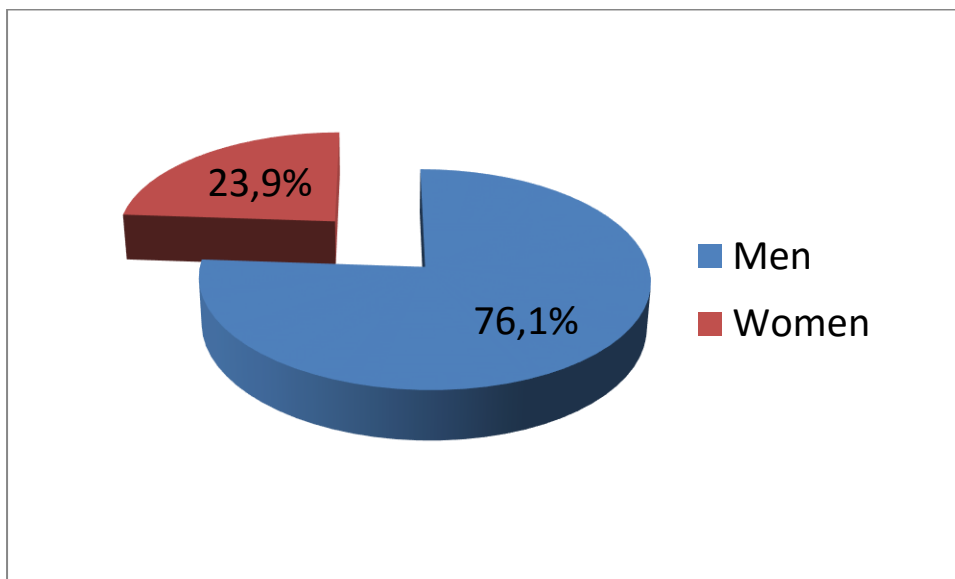
This section looks at the gender of the key leader of the confederation and the split between men and women in the overall leadership team at confederation level

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 44 confederations responding, there are 46 positions of political leadership. This is because as well as the 31 confederations which say that the president is the key political leader, and 11 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 46 positions of leadership, only 11 (or 23.9%) are held by women.** In the 31 confederations where the president is the key position, there are only six female leaders. Five are in the Nordic states, LO (Denmark), LO (Norway), UNIO (Norway), YS (Norway) and TCO (Sweden). The sixth is LIGA (Hungary). In the 11 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.

*Chart 4: Gender of confederation leader (2017)*



These figures suggest some progress since 2016, when 10 of the 55 leadership positions in the 53 confederations responding, were held by women (five presidents and five 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 39 confederations which have replied in both years are included there are 10 female confederation leaders in 2017 and there were nine in 2016.

Figures for the gender breakdown of all presidents and general secretaries in 2017 are set out in Table 13. They show that women account for eight of the 36 presidents (22.2%) but seven of the 18 general secretaries (38.9%). However, as presidents are more likely to be the political leaders of their confederations than general secretaries, only 11 leadership posts out of 46 (23.9%) are held by women.

*Table 13: Presidents and general secretaries by sex 2017*

<b>Position</b>	<b>President</b>	<i>as leader</i>	<b>General secretary</b>	<i>as leader</i>	<b>Presidents and general secretaries</b>	<i>as leader</i>
Men	28	27	11	8	39	35
Women	8	6	7	5	15	11
Total	36	33	18	13	54	46

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. However, this may not always provide an accurate reflection of the decision-making and executive structure. As the response from SAK in Finland pointed out, “Your question does not fit with our organisation”. Instead SAK provided figures on its directors’ group.

Table 14 therefore provides figures on the proportion of women in leadership in each confederation, based in most cases on the responses to the question on presidents, vice-presidents, general secretaries, deputy general secretaries and treasurers, including the political leaders of the confederation. However, this approach has limitations, as the example of the Spanish confederation CCOO makes clear. 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. To provide a more accurate picture the figure for CCOO in Table 14 takes account of this, showing that six out of 13 members of the leadership (46%) are women.

Many other confederations are in a similar position and the figures in Table 14 reflect this, with the notes at the bottom of the table indicating the actual leadership body being analysed.

Despite this, it is clear that the varying structures of the confederations mean that these figures can only be an approximate indicator of the presence of women in leadership, and may either overstate or understate the real position. However, they indicate to some degree the extent to which women’s voices are heard at the highest level of the confederations.

Table 14: Gender breakdown of the leadership of confederations 2017

Country	Confederation	Leadership team (% women)
Belgium	ABVV / FGTB	29%
Belgium	ACLVB/CGSLB	50%
Belgium	ACV / CSC	50%
Bulgaria	CITUB-KNBS	20%
Bulgaria	PODKREPA	33%
Czech Republic	CMK OS	33%
Denmark	LO-DK	50%
Estonia	EAKL	33%
Finland	SAK	50%
Finland	STTK	17%
France	CFTC	25%
France	CGT	50%
France	UNSA	33%
Germany	DGB	50%
Greece	GSEE	0%
Hungary	LIGA	40%
Hungary	SZEF- ÉSZT	67%
Ireland	ICTU	33%
Italy	CGIL	44%
Italy	CISL	50%
Italy	UIL	25%
Latvia	LBAS	50%
Liechtenstein	LANV	50%
Lithuania	LPSK / LTUC	67%
Luxembourg	LCGB	0%
Netherlands	CNV	0%
Netherlands	FNV	33%
Norway	LO-N	50%
Norway	UNIO	80%
Norway	YS	25%
Poland	NSZZ-Solidarność	14%
Portugal	UGT-P	50%
Serbia	Nezavisnost	20%
Slovenia	ZSSS	50%
Spain	CC.OO	46%
Spain	UGT-E	46%
Spain	USO	17%
Sweden	LO-S	50%
Sweden	TCO	33%
Switzerland	SGB/USS	40%

Switzerland	Travail Suisse	20%
Turkey	HAK-IS	na
Turkey	TURK-IS	0%
UK	TUC	67%

Notes: ABVV/FGTB: includes federal secretaries and inter-regional secretaries; ACLVB/CGSLB: includes national secretaries and finance director; PODKREPA: Executive Committee; EAKL: president and two vice-presidents; SAK: directors' group; CGT: Confederal Bureau (Bureau Confédéral); DGB: Federal Executive Board (Bundesvorstand); CGIL: National Confederal Secretariat; UIL: Confederal Secretariat; CNV: Executive Committee (Dagelijks Bestuur); FNV Executive Committee (Dagelijks Bestuur); NSZZ-Solidarność: Presidium; UGT-P: Executive Secretariat; ZSSS: includes executive secretaries; CCOO Executive Committee (Comisión Ejecutiva) and general secretary; UGT: Executive Committee (Comisión Ejecutiva); USO Confederal Executive Committee (Comisión Ejecutiva Confederal)

The table shows that in 17 of the 43 confederations providing details, women make up 50% or more of the leadership team, and another five, where they make up between 40% and 50%.

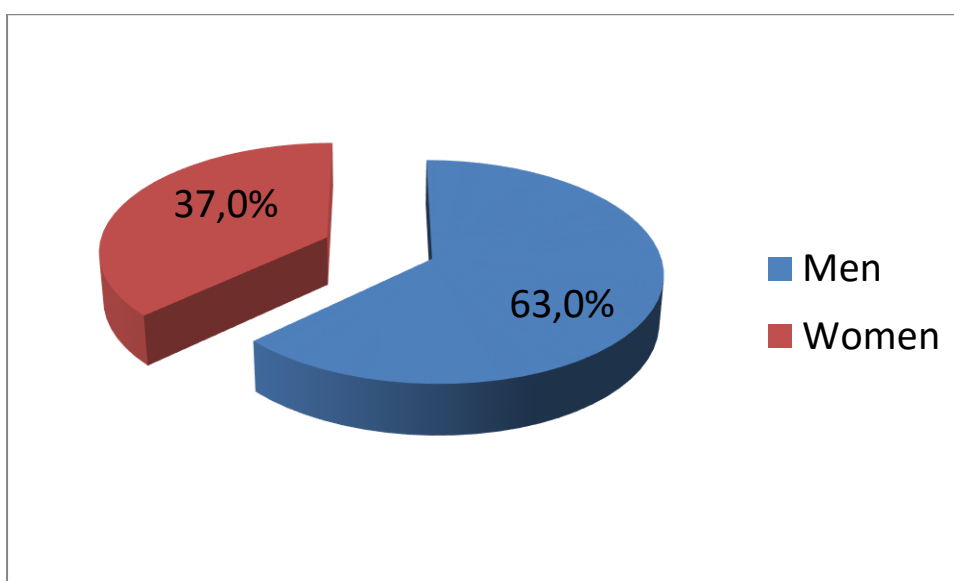
The 22 confederations where 40% or more of the leadership team are women include the five largest in the ETUC, the DGB (Germany), the TUC (UK), CGIL, CSIL (both Italy) and ACV/CSC (Belgium).

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

For all 43 confederations, the **average proportion of women in these senior positions is 37.0%** (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.)

This is higher than the position in 2016, when the average proportion for 51 confederations was 29%, although the figures were calculated in a slightly different way at that time.

*Chart 5: Proportion of women in leadership teams (2017)*



## Implementation of the 2011 ETUC recommendations on gender balance

National confederations were 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 question was also asked in previous surveys and the answers are similar to those in the past, covering gender balance, monitoring, training, collective bargaining and gender mainstreaming. As the confederations were also asked additional questions on developments since the first survey, which cover many of the same areas, the responses on the implementation of the 2011 ETUC recommendations have not been analysed in detail.

## Developments since the first survey in 2008

The survey this year also posed two additional questions, looking back over the period since the first survey in 2008, on changes in women's representation and obstacles to progress.

### Changes in women's representation since the first survey

On changes, confederations were asked whether they had "seen significant changes in the way women are represented in your union, both in terms of input and numbers." The question was open-ended, so it is not possible to provide precise statistics, but some clear patterns emerge.

First, it is clear that most confederations do think that there have been changes in women's representation since 2008, with only 10 confederations out of 44 indicating that there had been no change.

In some cases this lack of change was because the position was already reasonably positive in 2008. For example, EAKL (Estonia) said: "There has been no significant change in the way women are represented in our union; the situation has always been quite good regarding the gender balance". And TCO (Sweden) said that the big changes had happened earlier: "The main change took place in the late 1990s/early 2000s".

However, there are also examples among these 10 confederations where the lack of change seems less positive. One confederation reports: "In the seven years since I have been answering this survey, I have not seen significant changes in the way women are represented in my union. My union has only just managed to give special seminars to women workers."

Despite this, the response of most confederations has been that there have been changes since 2008 with increases in women members, local representatives and as leaders.

Nine confederations, CFTC (France), UIL (Italy), LANV (Liechtenstein), CNV and FNV (both Netherlands), ZSSS (Slovenia), SGB/USS (Switzerland), HAK-IS (Turkey) and TUC (UK) draw particular attention to the **increase in women members**. HAK-IS in Turkey, for example, points out that the proportion of women members has gone up from 12.5% of the total in 2010 to 23.5% in 2017. FNV in the Netherlands points out that the increase of women members has been the result of specific campaigns, but that it remains modest. It states: "There have been some successful campaigns in industries which are traditionally female industries such as care and cleaning. This has resulted in an increase of active female members and more diversity in union meetings. But this is still a small increase. We also recently started a campaign for equal pay for women and we hope that focussing



on these kinds of issues will activate female members and will persuade women to join the union.” The TUC (UK) points out that, although “the number of women in union membership has increased , much of the change in the make-up of union membership has been driven by declining membership of men, rather than increased membership of women”.

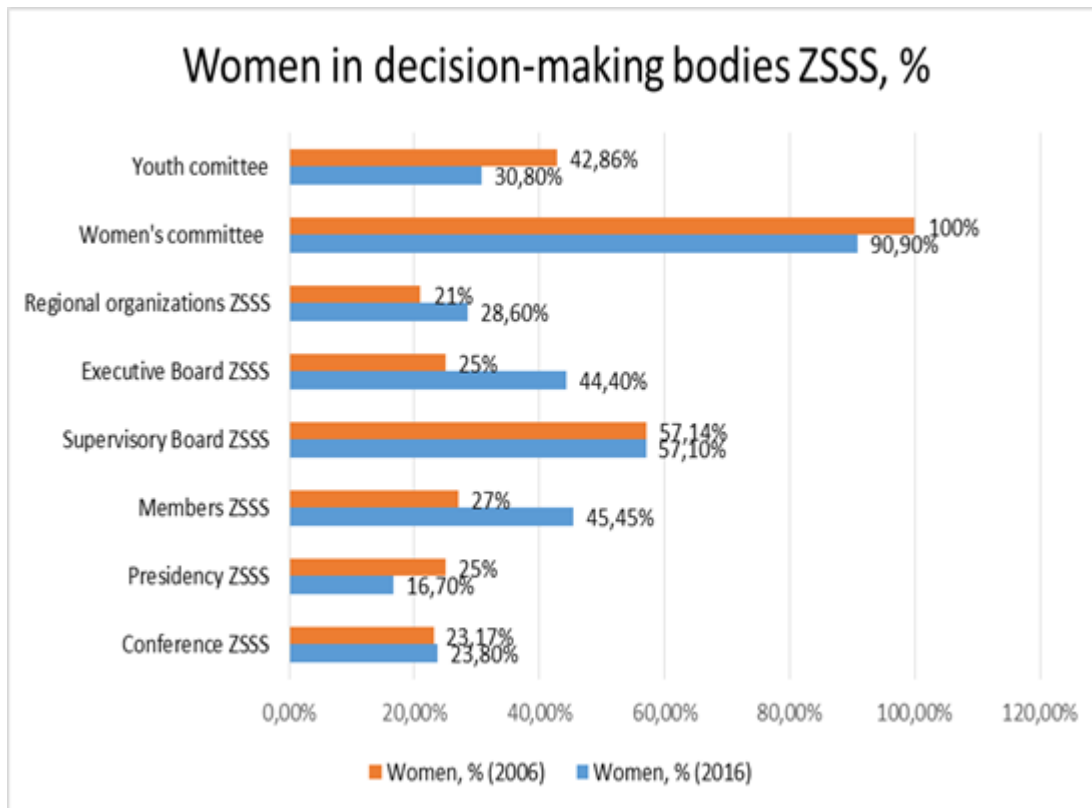
**Increases in the number of local union representatives** is highlighted by four confederations, ABVV / FGTB (Belgium), CFTC and UNSA (both France) and the CCOO (Spain). In its response, CCOO simply points out that there has been an increase in the number of women union representatives in companies, but UNSA points to one of the reasons why this may be occurring. It explains that, as well as generally seeing more women on works councils, new legislation introduced in 2015, and known as the Rebsamen law “requires parity between men and women in the lists of candidates for works council elections from 1 January 2017.”

An **increase in the number of women in leadership and in decision-making bodies** is the most frequently remarked change in the situation since 2008, with 18 confederations referring to it in their responses. They are: CITUB-KNBS (Bulgaria), CMKOS (Czech Republic), SAK (Finland), CGT (France), DGB (Germany), LIGA (Hungary), ICTU (Ireland), CGIL and CISL (both Italy), LANV (Liechtenstein), LPSK / LTUC (Lithuania), UGT-P (Portugal), ZSSS (Slovenia), CCOO, UGT and USO (all Spain), Travail Suisse (Switzerland) and TUC (UK).

The details set out below, covering both the numbers of women in leadership positions and the methods used to get to this point, indicate what has been achieved as well as the distance that has still to be travelled.

- CITUB-KNBS (Bulgaria): the number of leading positions taken by women constantly increases;
- CMKOS (Czech Republic): women’s representation in decision making bodies is about 30%. (This is an important development compared to the situation 10 years ago);
- SAK (Finland): at SAK’s most recent conference the rules of the organisation were changed. Gender quotas were introduced. Representation of men or women must be at least 35 % or more in the board and the council;
- CGT (France): women hold 50% of the places in the key bodies of the confederation: the confederal bureau, the executive committee and the auditing committee. The number of women general secretaries has increased from 17% to 23%, with five women holding this position in the sectoral federations and 21 in the departmental unions (local bodies). There are 46 women’s committees (collectifs femmes-mixité): 12 in the industry federations and 34 in the departmental unions, making up 30% of the organisations within the CGT.
- DGB (Germany): women make up 50 % of the National Executive Board, and there are more female chairs of the DGB districts than 10 years before (3 out of 9). The 2014 Congress agreed a gender equality work programme for the DGB (“Von der eigenständigen Existenzsicherung zur selbstbestimmten Erwerbsbiographie von Frauen und Männern“);
- LIGA (Hungary): 35% of the presidium members are women, the highest proportion ever. As a result, women are better represented in decision making;
- ICTU (Ireland): the organisation continues to implement structures for reserved seats for women in both the Executive Council and the Northern Ireland Committee of ICTU;

- CGIL (Italy): the confederal secretariat is composed of five men and four women, and there are more women in leadership positions in the industrial and regional structures;
- CSIL (Italy): rules were changed in 2007 requiring the presence of at least one woman in the secretariat in the structures of the union, where at least 30% of the membership was female. This was extended in 2009 to a requirement to have a 30% quota for women. Although gradual, this has led to a major and irreversible change, and an increasing presence of women in leading roles;
- LANV (Liechtenstein): We have a gender balanced collective bargaining team, and we try to fill positions in different boards (national and locally) with women. In addition, we have a gender balanced team within our Secretariat;
- LPSK / LTUC (Lithuania): women hold 52% and men 48% of the leadership positions in the LPSK /LTUC; women actively take part in the decision making;
- UGT- P (Portugal): Women's Committees have been created in various UGT trade unions, with the goal of attracting more women to the unions. In trade unions that had their own congress in 2015 and 2016, special attention has been given to the minimum of 30% women being placed in decision-making bodies. The SBC (Central Portugal Banking Union) has a female president for the first time in banking union history (88 years). There has also been a greater concern with gender representation among trade unions;
- ZSSS (Slovenia): in the last decade, there has been a growing number of women on leadership position within the trade unions members - the share of women has increased from 27% in 2006 to 45.5 % in 2016. Another major change is evident in the executive board, where the share of women increased from 25 % in 2006 to 44.4 % in 2016. On the other hand, there has been a decline in the number of women in some decision-making bodies such as Presidency of ZSSS and Youth Committee (see chart) Therefore, there is still a lot of work to be done in order to achieve gender balance in all decision-making bodies of ZSSS (at least 40% of each);
- CCOO (Spain): more women are taking positions of responsibility in the current round of regional and industrial congresses; it is not possible to provide a figure as the process has not yet concluded;



- UGT (Spain): there have been major changes in recent years with many more women involved in decision-making. However, there are variations across the confederation, with parity at national level since 2002 as well as at regional level. The main difficulty has been in the sectoral federations, where some – the public sector and private services – have achieved parity but this has not been the case in the federations covering industry. It is also the case that there are very few women at the top level, as general secretaries. Two out of 19 regional heads are women and there are not any in the sectoral federations or in the confederation itself. There are six deputy general secretaries, but they are still rare;
- USO (Spain): USO has had its own equality plan, calling for 40% representation since 2000. However, while the proportion of women in USO's leading bodies has increased in the last 10 years, going from 18% to 25% in the Committee Confederal, it has fallen in the Executive Commission, the key-decision making body, going from 25% in 2007, to 17% in 2017;
- Travail Suisse (Switzerland): currently two women are leading important regional unions, members of our federation, which is a great improvement. But in the next levels (managers), women don't last long because the job is really hard and time- and energy-consuming: it's the reason I've been told by other male members; and
- TUC (UK): greater numbers of women in leadership positions in the TUC - at Secretariat level but also Heads of Department and senior policy staff.

The fourth change, identified by seven confederations, is the fact that **a woman has been appointed to a key position** for the first time. The confederations reporting this are:

- ACLVB/CGSLB (Belgium), where a female financial director was nominated in the executive committee;
- LO-DK (Denmark), which in 2015 elected its first-ever female president;

- LIGA (Hungary), which now has its first woman president;
- ICTU (Ireland), which appointed the first woman general secretary in its history in 2015;
- CGIL (Italy), where, in November 2010, Susanna Camusso was elected as the first woman to be general secretary in the history of the confederation; she was confirmed in office at the 2014 Congress;
- CISL (Italy), which there is now a woman at the top; and
- LO-N (Norway), which has changed from a situation where the leaders of the two most important individual unions for women were both men, to a situation where both these two unions are headed by women.

In addition, the British TUC appointed its first female general secretary in 2013.

### Obstacles to progress

To assess what unions saw as the main factors preventing women reaching the leadership within unions, the confederations were asked: *“What do you see as persistent problems within your union that prevents women from attaining leadership positions?”*

As with the question on changes, this was an open-ended question, making a precise breakdown impossible. However the responses did fall into a number of identifiable categories.

There were eight confederations that saw **no persistent barriers to women’s advancement**: EAKL (Estonia), STTK (Finland), LIGA and SZEZ- ÉSZT (both Hungary), LBAS (Latvia), LANV (Liechtenstein), CNV (Netherlands), and UNIO (Norway).

EAKL, for example, stated: “We do not have this kind of problems. Women are very active in trade unions and there is no problem in getting them elected to leadership positions”, while the CNV response was: “I do not see a persistent problem within in our union that prevents women from attaining a leadership position”.

However, this was a minority position, with most confederations pointing to ongoing obstacles. The most frequently cited was **gender stereotyping and men’s attitudes**, reported by 17 confederations: ABVV/FGTB and ACLVB/CGSLB (both Belgium), CMKOS (Czech Republic), LO-DK (Denmark), CFTC and UNSA (both France), DGB (Germany), GSEE (Greece), CGIL, CISL and UIL (all Italy), UGT-P (Portugal), Nezavisnost (Serbia), ZSSS (Slovenia), UGT and USO (both Spain), LO-S (Sweden), HAK-IS and TURK-IS (both Turkey) and TUC (UK).

Some examples of the attitudes faced by women seeking leadership positions are set out below:

- ABVV/FGTB (Belgium): “it is not rare that when a woman reaches a certain level of power she is confronted with opposition ... their competence in terms of management and knowledge are recognised, but the political posts remain male”;
- CMKOS (Czech Rep): “gender stereotypes including the strength and persistence of ‘men’s networks’”;
- DGB (Germany): “the male dominated manners, rules and behaviour in the unions”
- GSEE (Greece): “despite all efforts traditional patriarchal attitudes and gender-role stereotyping continue to prevail”;

- CGIL (Italy): “there continues to be a culture and system of power, which attributes to men the prerogative of ‘promoting’ the meritocracy and deciding careers and leadership”;
- CISL (Italy): “men need to be made more aware of the value added by women in enriching CISL’s actions and its political and organisational strategy”;
- UIL (Italy): prejudices towards women in top positions”;
- UGT (Spain): “despite progress, the union is still seen, in some circles, as a world of men.”
- LO (Sweden): “gender power hierarchies in the trade unions”;
- HAK-IS (Turkey): preconceived, stereotyped ideas concerning the role of women leading to attempts to dissuade them [from taking up leadership positions];
- TURK-IS (Turkey): “unions have a masculine culture that women find uncomfortable”;
- TUC (UK): “within some affiliated unions, although not within the TUC, there is often a perception that sexism and a macho culture still keeps women out of leadership positions”.

Another obstacle which was frequently referred to is the **difficulty of combining union activity and family responsibilities**. In total, 12 confederations pointed to this: ACLVB/CGSLB (Belgium), CMK OS (Czech Republic), CFTC (France), DGB (Germany), ICTU (Ireland), NSZZ-Solidarność (Poland), ZSSS (Slovenia), CCOO, UGT and USO (all Spain), Travail Suisse (Switzerland), HAK-IS (Turkey) and TUC (UK).

Some responses made only brief reference to these difficulties. For example, the DGB (Germany) talked of “the high demands of availability/ personal presence”, while NSZZ-Solidarność (Poland) pointed to a “lack of time for additional duties”, and the TUC (UK) referred to “difficulties combining childcare/periods of maternity leave with high profile job roles and heavy workloads”.

However, others set out the problem in greater detail:

- CFTC (France) “the model for trade unionism is essentially masculine: availability in the evenings or at the weekend, late and often long meetings, lots of moving around ... Women who are active in unions already risk losing their careers, should they also take the risk of sacrificing their personal and family life?”
- ICTU (Ireland): “difficulty in securing flexible forms of working; primary caring responsibility for children and/or older relatives combined with an absence of comprehensive and affordable childcare/eldercare systems.”
- Travail Suisse (Switzerland): “modern working models are very rare in trade unions ... job sharing is neither really known nor practised.”

Another response from four confederations was the **lack of a critical mass of women** interested in leadership positions, to provide mutual support and be a pool from which leaders could be drawn. The confederations pointing to this difficulty were ABVV / FGTB (Belgium), CFTC (France), FNV (Netherlands), UGT-P (Portugal) and ZSSS (Slovenia).

ABVV/FGTB (Belgium) said: “women are not sufficiently numerous to create networks or strategies”, with the comment from FNV (Netherlands) was that “the first problem is the low number of women applying for leadership positions”.

Finally there were three confederations, CMK OS (Czech Republic), CFTC (France) and CGIL (Italy), where **women’s lack of self-confidence**, always combined with other factors, was seen as an

obstacle to women taking on leadership roles. As already noted, CMKOS, for example, states both that women were confronted with “the strength and persistence of “men’s networks”, but also that there was a “lack of confidence among women to join them”. CGIL noted that “women value their commitment and consequent results with less emphasis than men”.

The responses also raised other issues, such as the gender-segregated labour market (LO, Sweden), the lack of women in the labour market (CCOO, Spain), and the “lack of a specific policy to ensure higher participation by women” (HAK-IS, Turkey).

The response from GSEE (Greece) describing the impact of austerity, it worth quoting in full. It says: “The crisis has undermined years of progress towards women’s empowerment. The gender-blind austerity policies that are being implemented are having adverse effects on women’s lives: sharply increasing women’s unemployment or underemployment, increasing poverty, eroding rights, shifting the goal-posts with regard to pension rights, leading to higher rates of violence against women, distorting work-life balance and preserving and/or reviving stereotypes that prevent women’s general political participation.”

## **Overall conclusions**

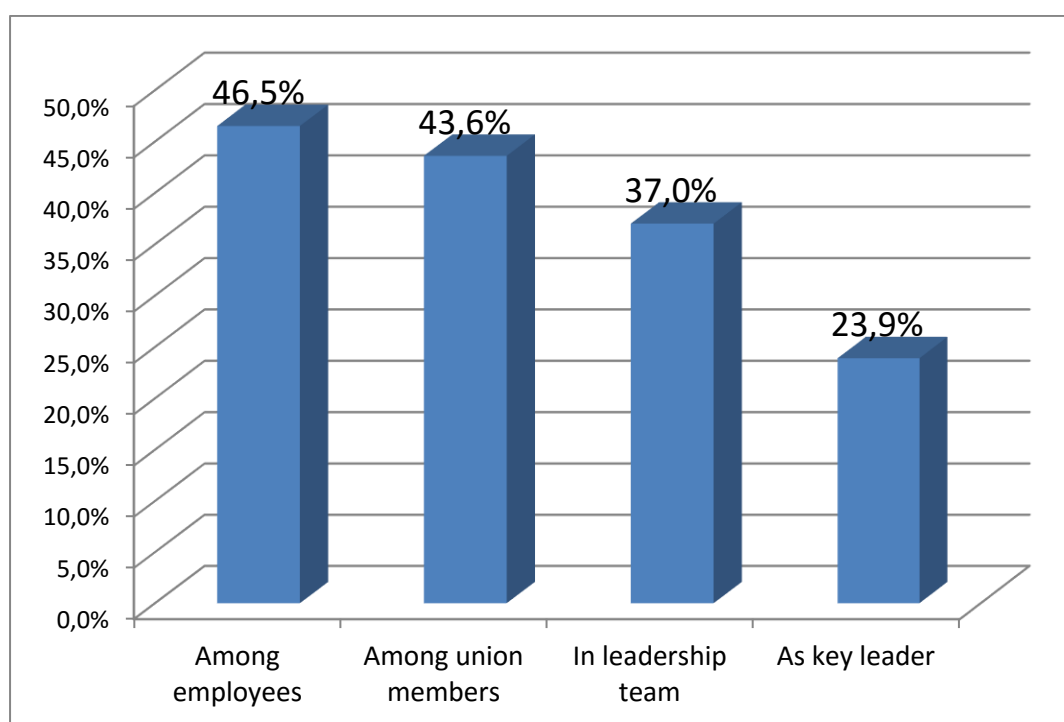
Despite the lower level of responses, this year’s Annual Gender Equality Survey, the tenth, is sufficiently representative to allow a number of key conclusions to be drawn on the position of women in membership and leadership positions in ETUC’s affiliated national confederations.

Across Europe, women make up almost half of all employees (46.5%), but slightly fewer union members (43.6%). The proportion of women in national trade unions is increasing and 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 43.6% of trade union members are women, they account for only 37.0% of the people in the leadership team and only 23.9% of the national confederations key leaders.

Chart 6: the proportion of women (2016)



### European Trade Union Federations

Unfortunately only three out of the 10 European Trade Union Federations (ETUFs) replied to the 2017 Annual Gender Equality 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, EURO COP, and IndustriAll did not. This level of response is the same as in 2016 but lower than in 2015 and 2014, when six ETUFs replied.

The membership figures for the three federations which replied are set out in Table 15. They show ETUCE with both the highest membership and the highest proportion of women in membership.

Table 15: Membership and women's membership

ETUF	Membership	%age women	Basis of women's membership
EFFAT	1,500,000	40.5%	Survey in 2007 to which unions representing 65% of membership replied
ETUCE	10,821,416	71%	2014 data
UNI-Europa	7,000,000	46%	2014 data

Looking at the leadership of the three ETUFs responding, women are in a majority at the top. In ETUCE, both leading figures, the president and the European Director are women. In UNI-Europa, political leadership is in the hands of the president, a woman. Only in EFFAT is the senior figure, the general secretary, a man. 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 67% in ETUCE, and 50% in EFFAT and UNI-Europa.

Looking at changes since the first survey, EFFAT reports that there has been an increased representation of women among its congress delegates – more than 48% in 2014 and that for the first time it has a female president. ETUCE sees the changes as slight, but in the right direction with more women involved in the decision-making process. It has the highest number of women ever in leadership positions since the 2016 elections, but there is still an overwhelming majority of men on the ETUCE Committee. UNI-Europa was the first region in UNI Global Union to reach the 40% target for women in decision-making bodies set in 2010. At the UNI-Europa conference in March 2016 41.6% of the members of decision-making structures were women.

In terms of the obstacles preventing women’s progress towards leadership positions, the ETUCE draws particular attention to the problem of combining work and family life with union activities: “The reconciliation of work and family life as well as career breaks due to care periods may not allow for extensive union activities. Offering and improving quality early childhood education and care of elderly family members – both are actions women regularly take up in addition to or at the disadvantage of their working life – is one priority area that should be tackled, as it could facilitate more women attaining leadership positions.”

UNI-Europa also refers to this problem, as well as “the socio-cultural stereotype that unions and union work are mainly male dominated”.

It states: “Women feel that union culture is a male culture (we have seen this particularly strongly in the IT sector) and unions have helped install this idea by not adapting to the needs of women in terms of training, inclusion and support when it comes to elections for decision making bodies. This lack of gender mainstreaming, of awareness, prevents women not only from pursuing further their development in unions, but from basically, joining a union.”

EFFAT did not respond to this question.

As well as responses from three ETUFs, there have been replies from 10 national unions affiliated to the ETUCE and IndustriAll, as listed in Table 17. Their replies have not been analysed.

*Table 17: Responses from national unions*

<b>ETUF</b>	<b>Country</b>	<b>Union</b>
ETUCE	Bosnia	Independent Trade Union of Primary Education of Federation of Bosnia and Hercegovina (ITUPE FBiH)
ETUCE	Germany	VBE
ETUCE	Kosovo	The Union of Education, Science and Culture of the Republic of Kosovo SBASHK / UESCK
ETUCE	Portugal	FNE - Federação Nacional da Educação
ETUCE	Romania	Alma Mater National Trade Unions Federation (Alma Mater NTUF)
ETUCE	Slovakia	ZPŠaV NKOS
ETUCE	Slovenia	Education, Science and Culture Trade Union of Slovenia (ESTUS)
ETUCE	UK	NUT - National Union of Teachers
ETUCE	UK	The Educational Institute of Scotland
Industriall	Denmark	Central organisation of industrial employees in Denmark CO-industri



## **Gender pension gap**

As well as covering the position of women both as members and in leadership positions within unions, the 2017 Annual Gender Equality Survey, as in previous years, asked about an issue of broader concern to women and the unions which represent them. The topic chosen by the women's committee for the survey this year was the gender pension gap.

**Women in  
Slovenia get  
24% lower  
pensions  
than men**

**Ženske  
v Sloveniji  
prejemajo  
24 % nižjo pokojnino  
od moških in se  
soočajo z visokim  
tveganjem, da bodo  
v starosti revne.**



Inštitut za enakost spolov,  
ženskega pokojnika

**S  
pravično  
plačo in  
dostojno  
pokojnino do  
celega hlebca kruha.**



## Key points

In total 43 confederations responded to this part of the survey, with 42 answering almost all of the questions. They indicate that, in the vast majority of countries, pensions in general are an important topic of public debate, although the public are more concerned about the pension age and the level of pensions than the gender pension gap. However, the gender pension gap is an issue in some countries. It is certainly an issue that unions are considering. Of the 42 confederations responding to this part of the survey, 34 said that they had discussed the gender pension gap and 32 that they had adopted a position on the issue.

However, there are variations in between confederations in their approach to the issue, with some seeing the problem of the gender pension gap primarily as a reflection of the gender pay gap and/or the overall position of women in the labour market, and others which concentrate on specific problems and therefore have more specific proposals to improve women's pensions. Almost all of the confederations with positions on the gender pension gap have also taken action to promote their views (30 out of 32). These have included: discussions with government, raising the issue in tripartite bodies and collective bargaining, as well as more public campaigning.

As women generally bear a much heavier burden than men, in terms of caring for children and dependent relatives, the survey asked whether these periods of care were credited in calculating pension entitlements. It found that in the state pension system, periods of care were credited in almost all the 29 countries, for which information was available. However, in company /occupational schemes, these periods of absence were credited in only eight countries.

Most union confederations (29 out of 42 responding) have a policy on crediting periods of care and 24 have taken some action. In total, 19 confederations estimate that their action has had an impact.

A combination of an overall rise in pension ages and a move to equalise pension ages for men and women has led to an accelerated rise in the pension age for women in some countries. In the countries covered by the responses to the survey, there are six states, in the EU and four states outside it, where women's pension ages are going up more rapidly than men's. (There are also two other EU states where this is happening, but there were no responses covering these countries.)

In total 21 confederations state that they have a policy on women's pension age, including some in countries where the formal retirement age is the same for both women and men. Of these confederations, 19 say that they have taken action on women's pension ages, and nine say that this action has had an effect.

In the recent period many countries have seen a growth in privately provided pensions, with the pension provided by the state becoming less important. A majority of the confederations responding, 25 out of 42, thought that a shift from state to privately provided pensions was occurring. However, among these there were clearly differences of view on the impact this was having on women, with some confederations considering that it had no impact, while others saw the development as damaging. Against this background, only 11 confederations said that they had taken action on this issue.

The views and actions of the two ETUFs which responded on the gender pension gap were very similar to those of the national confederations.

## Introduction

The gender pension gap indicates the difference between the pension that women and men receive. An EU study in 2013<sup>3</sup> found that on average the gap between the value of men's and women's pensions was 39%, more than twice the gap between men's and women's pay, the gender pay gap, which was 16% at that time.

The study pointed out that the low level of women's pensions that this implies will inevitably have an impact on women's poverty in old age.

The study identified three main reasons for the big gap between men's and women's pensions:

- women participate less in the labour market than men (they are less likely to be working or looking for work);
- when women are working they work fewer hours (for example working part-time rather than full-time); and
- when working women's pay is lower.

Gender occupational segregation, the issue examined in the 2016 Annual Gender Equality Survey, contributes directly to both the gender pay and pension gaps.

The ETUC is concerned to direct attention to this issue, so that this inequality can be tackled and, in time removed. In this context, unions will have an important role to play in negotiating work place pension and social protection rights for women.

The survey therefore aimed to collect information on the extent of awareness of the issue of the gender pension gap, both within ETUC national affiliates and more widely in the public at large. It also asked about actions taken by confederations or individual unions to tackle the gender pension gap.

The survey included two issues on pensions of particular concern to women:

- crediting periods of care and
- changes in women's pension age.

Finally, it asked for union views on the effect on women of the move from state pensions to a more privately-based system, found in many countries.

Pension systems are complex and vary considerably between countries. There are differences in the importance of state pensions, company or occupational pension schemes and individual pension provision, often described as the first, second and third pension pillars. State pensions, the first pillar, also vary in their form. They can be earning-related, as, for example, in Germany, France or Italy, or flat-rate as in the UK (to a large extent), Ireland and the Netherlands. And in some countries, such as Finland, the state pension is adjusted to take account of pensioners' other income. Company pension schemes, the second pillar, also differ. They can set the amount of benefit the individual will

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<sup>3</sup> The Gender Gap in Pensions in the EU, by Francesca Bettio, Platon Tinios and Gianna Betti, European Commission, 2013

receive on retirement (defined-benefit schemes), or, and now more commonly, they can fix the amount paid in, leaving it to the performance of the investments held in the scheme to determine the amount received (defined-contributions schemes).

In addition, pension systems are changing almost everywhere, in part as a result of an ageing population.

Because of this complexity the survey did not attempt to map the details of this changing situation, other than to provide the context for union actions and policies.

In total 43 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 Travail Suisse in Switzerland. However, CGT (France) only answered some of the questions, and a number of confederations did not respond to all the questions.

This wide level of responses, from 29 countries, gives a good indication of how national confederations have responded to the gender pension gap. Many confederations answered the questions in great detail, and the ETUC and authors of the report are very grateful for this substantial effort.

### **Public awareness of the gender pension gap**

The survey asked respondents to estimate the level of public awareness of the gender pension gap, and to put that into some context, it also asked about the overall extent of awareness on pensions issues.

The vast majority of confederations consider that pensions in general are an important topic of public debate. Of the 42 confederations responding to this question around four-fifths thought that old-age pensions were either a “dominant topic of public debate” (17) or were “discussed a lot” (17). Only two confederations Nezavisnost (Serbia) and HAK-IS (Turkey) said they were “not discussed at all”, while SZEZ- ÉSZT (Hungary) said that they were “barely discussed”. However, it is important to mention at this point that these, like the other results for this section of the report, reflect the subjective opinions of the respondents. The other confederations from these countries did not have the same views. TURK-IS from Turkey, for example, thought that pensions in general were a “dominant topic of public debate”, while LIGA in Hungary, considered that they were “discussed a lot”.

Looking at which aspect of pensions generated the greatest interest, it seems that pension age ranks higher than the level of pension paid, with 17 confederations judging the pension age to be a “dominant topic of debate” and 16 saying that age was “discussed a lot”, compared with 16 saying the level was “dominant” and 10 saying it was “discussed a lot”.

In terms of the specific issue of the gender pension gap, only six confederations thought this was a “dominant topic of public debate”. This included all three confederations in Belgium, ABVV / FGVB, ACLVB/CGSLB and ACV / CSC, plus GSEE in Greece, ZSSS in Slovenia and USO in Spain. (See below for more details.) Another seven, considered that the difference in pensions between men and women was “discussed a lot”. These were, PODKREPA (Bulgaria), UNSA (France), LPSK / LTUC (Lithuania), YS (Norway), UGT-P (Portugal), LO (Sweden) and SGB/USS (Switzerland).

Overall, there was much less public interest in EU measures to prohibit gender discrimination linked to the differing life-expectancies of men and women. Almost half the confederations (19 out of 42) said it was not discussed at all, and another 13 said it was barely discussed.

The full results of this section of the report are set out in Table 18.

*Table 18: Public awareness of pension issues*

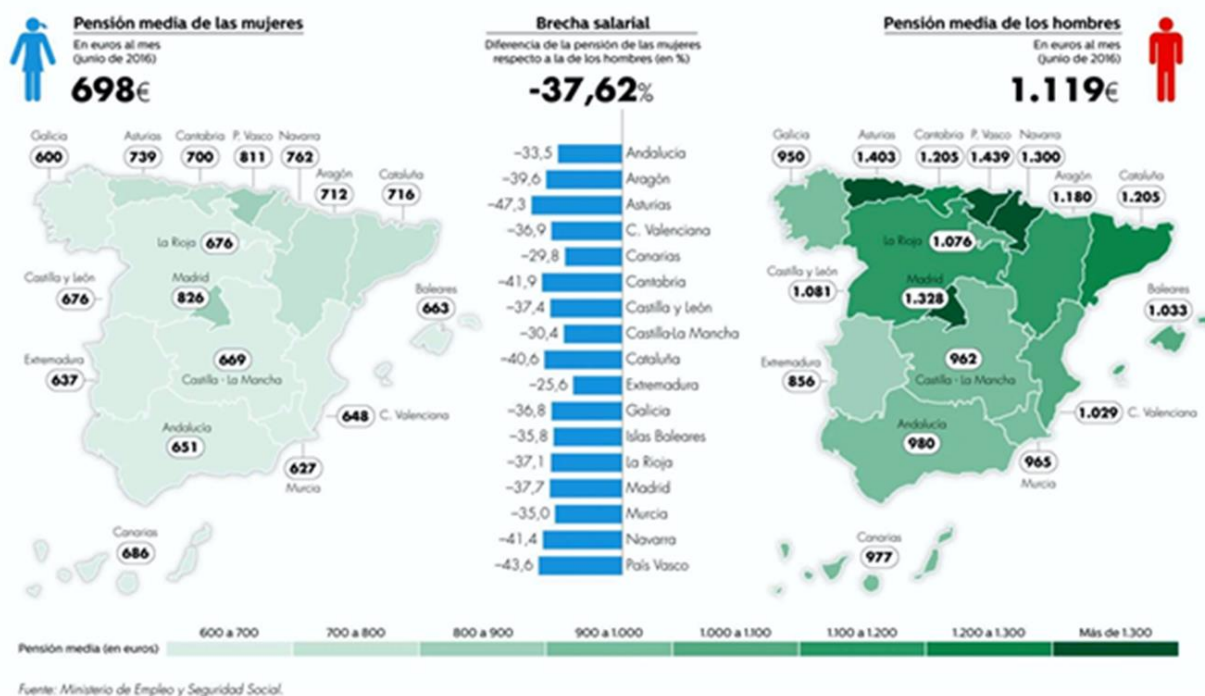
Issue	Not discussed	Barely discussed	Discussed	Discussed a lot	Dominant topic of debate
Pensions in general	2	1	5	17	17
Pension age	1	4	4	16	17
Level of pension	3	1	12	10	16
Difference between men and women	7	13	9	7	6
EU measures on pension benefits	20	13	6	3	0

The confederations stating that the difference between men’s and women’s pensions is a dominant topic in the public debate also indicate why this is the case. The ABVV / FGVB in Belgium points out that pensions in Belgium are “among the lowest in Europe” and that a large period of the contributions record of women is made up of so-called “assimilated periods” covering periods of non-employment. It states that “the half of the contributions record of female manual workers is made up of these assimilated periods, principally unemployment and periods of unpaid care”. These assimilated periods are, it notes, being “strongly attacked today”. The ACV / CSC, also in Belgium, also refers to the reduction in the value of these assimilated periods, leading to “pensions for women which are too low”, as well as a failure to recognise the arduous nature of much of the work typically undertaken by women. The third Belgian confederation, ACLVB/CGSLB, similarly refers to both these issues.

In Greece, where the troika-imposed austerity programmes have seen a massive reduction in pension payments, it is “the drastic increase of the retirement age of women” to which the GSEE draws particular attention, while ZSSS in Slovenia simply refers to the “gender pension gap” is one of the main issues in the pensions debate, as the illustration on page 32 indicates.

USO in Spain points to the reports and studies that have indicated the extent of the gender pension gap “brecha salarial en las pensiones”, and the extent of that gap is set out in the map set out below. This shows an average gender pension gap of 37.62% in June 2016 for the whole of Spain, with men receiving €1,119 a month on average, while women get €698. There are also major regional differences, with the lowest pension gap of 30.4% in the Canary Islands and the highest of 47.3% in Asturias.

## La brecha salarial en las pensiones



### Union attitudes and actions on the gender pension gap

Having asked about public attitudes towards the gender pension gap, the survey went on to ask how national confederations were approaching the topic, and the evidence points to the fact that unions are taking the issue seriously.

Of the 42 confederations responding to this part of the survey, 34 said that they had discussed the gender pension gap and 32 that they had adopted a position on the issue. The 10 confederations which had not discussed the issue were EAKL in Estonia, the two Hungarian confederations, LIGA and SZEF- ÉSZT, CNV (Netherlands), NSZZ-Solidarność (Poland), Nezavisnost (Serbia), and the two Turkish confederations, HAK-IS and TURK-IS.

None of these confederations had a position on the gender pension gap, and this was also the case for LBAS (Latvia) and LPSK / LTUC (Lithuania).

The policies adopted by the 32 confederations which have done so vary both in the particular issues which they highlight and the degree of detail that they contain, as the responses to the survey show. One of the variations is between those confederations, like CMKOS (Czech Republic), LO Denmark, CFTC (France), the FNV (Netherlands), UGT Portugal, or TCO (Sweden), which see the problem of the gender pension gap primarily as a reflection of the gender pay gap or the overall position of women in the labour market, and those which have more specific proposals to improve women's pensions. Confederations in this group include the DGB in Germany, CGIL in Italy, ZSSS in Slovenia and the TUC in the UK. The individual responses are set out below.

- ABVV / FGTB (Belgium): for years the confederation has denounced the gender pension gap. The FGTB wants minimum pension to be raised to level of the national minimum wage;
- ACLVB/CGSLB (Belgium): CGSLB has raised the issue of the pension gender gap for years;

- ACV / CSC (Belgium): the gender pension gap is a very live issue inside CSC;
- CITUB-KNBS (Bulgaria): the confederation's main concern on pensions is their overall level – but gender pension gap has been addressed as part of the overall gender debate;
- PODKREPA (Bulgaria): main concerns are low level of pensions – in-part because of in-work poverty and high level of emigration which places strain on pension system – including for women;
- CMKOS (Czech Republic): gender pension gap and gender pay gaps are considered together as part of CMKOS's overall campaign – “End of cheap labour”;
- LO-DK (Denmark): LO sees gender pension gap as integral part of gender pay gap, with more women in part-time jobs;
- SAK (Finland): there has been some discussion of gender pension gap as part of general discussion on gender difference;
- STTK (Finland): the issue is raised when equality and working life issues are discussed;
- CFTC (France): for CFTC, gender pension gap is part of overall gender gap;
- UNSA (France): support for legislation in favour of equality, particularly in relation to the gap between men's and women's pensions;
- DGB (Germany): adopted a detailed policy paper at the 2014 congress, which among other things pointed out that the gender pension gap in Germany is 56%, although it is much higher in West Germany (61%) than in East Germany (35%);
- GSEE (Greece): comments on women's pensions are included in the document submitted to the ILO in August 2016 to the ILO protesting against the latest round of austerity;
- ICTU (Ireland): the last Congress adopted a resolution which calls on the government to address the gender pension gap of 39% which leaves many women in Ireland living in poverty;
- CGIL (Italy): the gender pension gap is addressed in the Universal Charter of Rights, which CGIL has launched and consists of 97 articles covering a wide range of employment issues. The Charter was presented to the government in September 2016 with 1.15 million signatures. The issue of the gender pension gap has also been examined in depth by the CGIL federation organising pensioners;
- CISL (Italy): discussion of the issue in various national bodies in CISL;
- UIL (Italy): UIL believes that the government should intervene both in the phase of distribution and in the phase of pension accumulation;
- LANV (Liechtenstein): during the revision of the social security law (AHV) in 2016, LANV addressed several issues like the gender pension gap and the increase of retirement age for women. As long as women earn less during their careers than men LANV is against the increase of retirement age for women;
- LCGB (Luxembourg): LCGB has proposed measures to improve the position of women in the case of divorce and also where work is interrupted to care for children and other dependents;
- FNV (Netherlands): as a consequence of the gender pay gap there is also a gender pension gap which puts elderly women in a more precarious position. This is made worse because women in the Netherlands work relatively few hours. The position of the FNV is to reduce the gender pay gap in order to ensure a smaller gender pension gap;



- LO (Norway): LO uses the gender pension gap as argument for broad collective arrangements covering the pensions paid by employers. We argue that with individual arrangements, which generally have a limit of ten years, women in average get less per year, because women live longer. In broad arrangements, it is possible to achieve life-long pensions;
- UNIO (Norway): UNIO is in favour of special measures to favour low paid-workers, as well as improved pension rights in occupational schemes for women on maternity leave;
- YS (Norway): the gender pension gap has been a continuous topic in discussions with government and employers during the last few years;
- UGT-P (Portugal): UGT firmly believes that the joint pursuit of solutions in terms of equality and non-discrimination, as well as work-life balance conditions, is essential to the tackling of gender stereotypes and raising awareness on the role of women at work. This includes the gender pension gap;
- ZSSS (Slovenia): first ZSSS's Committee for equal opportunities and then also ZSSS conference took a position concerning the government White paper on pensions (version April 2016). We demanded that positive measures are retained inside the pension system and opposed the government proposals, which have would have drastically worsened the position of retired women;
- CCOO (Spain): CCOO has presented detailed proposals for pension reform, including contribution increases and a sharp increase in the national minimum wage;
- UGT (Spain): in 2017 UGT drew up a report "Pensions disaggregated by sex" with detailed proposals;
- USO (Spain): USO has denounced gender gap in pensions. It is aiming to improve position of part-time workers and include domestic workers in the general social security system;
- LO (Sweden): LO supports life income principle but conditions must be gender equal. Full-time work must be norm and adequate and affordable high quality child care and elder care. It produced a pensions report in 2016
- TCO (Sweden): the existing system is gender neutral but the differences in salary, hourly pay and working hours result in lower pensions for women;
- SGB/USS (Switzerland): the current system is being reformed. SGB/USS calls for the gender pension gap to be closed; and
- TUC (UK): issues of pension inequality have been on TUC agenda for a long time and are regularly discussed at the TUC's women's conference. Key concerns are that women, who earn less, are excluded from automatic pension enrolment and that the sharp increase in women's pension age is hitting those born in the 1950s.

Almost all of the confederations with positions on the gender pension gap have also taken action to promote their positions (30 out of 32). The two confederations which report that they have not taken action are UNSA in France and the FNV in the Netherlands. The action taken varies, with many confederations, like the German DGB, raising the issue directly with government, while others have discussed the issue in tripartite bodies, bringing together the unions, employers and the government. Other confederations, like LO Norway, have raised the issue of the gender pension gap in collective bargaining with employers.

Some confederations have gone much further in campaigning publicly on the issue, and not surprisingly it is confederations and countries in which the gender pension gap is a major topic for debate where this has occurred.

In Slovenia, ZSSS reports that in October 2015 it organised a demonstration in the capital Ljubljana with the aim to raise awareness about persistent gender pay and pension gap, in cooperation with an NGO – the Mirovni inštitut (see picture).



Since then it has participated in two panel discussions: one on decent pensions for women, organised by the Women's Lobby Slovenia under the auspices of the President of the National Assembly, and another on the gender pay and pension gap organised by The Institute for Labour Law at the Faculty of Law, University of Ljubljana. In addition, once a year the whole issue of the ZSSS's magazine *Delavska enotnost* (Workers' unity) is

dedicated to the gender pay and pension gap.

In Belgium, all three confederations have been involved in a series of joint actions on women's pensions and the gender pension gap. These have included:

- action against the increase in the pension age to 67 (July 2015);
- action in front of the office of the minister for pensions on the occasion of a modification to minimum pension levels which was not beneficial to women (January 2016);
- an open letter signed by all three confederations and women's organisations calling for a genuine discussion on pensions reform, protesting against a number of government proposals seen as detrimental to women, including moves to make it more difficult to take early retirement (March 2016);
- including pension demands in the demonstration against two years of the Charles Michel government (September 2016); and
- action in front of the office of the minister for pensions calling for an end to the attacks on pensions and the right for assimilated periods to be adequately credited (November 2016).

## Specific areas on women and pensions

### Crediting periods of care

As women generally bear a much heavier burden than men, in terms of caring for children and dependent relatives, one way in which the gender pension gap can be tackled is through employees being credited with pension contributions during these periods. This also applies for periods of maternity and other leave.

The survey therefore asked whether these periods of care were credited in calculating pension entitlements as well as looking at policies and action in this area.

It found that in the state pension system, periods of care were credited in almost all the 29 countries, for which information was available. The one exception, at least in part appears to be

Latvia, where the response stated that “periods of maternity leave or sick leave are included in the employment stage that provides entitlement for pension. However, the contributions to the social security system are not credited.”

However, there are major differences between countries in the way and the extent to which these periods of absence from paid work are credited, as the following examples from five countries show:

- France: up to 4 quarters per child plus credits for maternity and sickness (the system is highly complex);
- Germany: 24 months per child born up to 1992; 36 months per child born after 1992;
- Italy: credit for periods of maternity, parental leave, leave for victims of domestic violence, study and care for disabled;
- Spain: up to 3 years for children, and up to 1 year for other forms of care, plus coverage of part-time work to care for children for up to 2 years, plus extra payments for maternity; and
- UK: credits for periods of maternity leave or if caring for dependent, but they must be applied for.

The position is less positive in relation to occupational or company pension schemes, where the contributions are made directly by the employer rather than through the state. In the majority of countries included in the survey, periods of absence linked to caring are not credited, or at least only “very rarely”, as the response from LO Norway noted.

There are only eight countries, where confederations report that contributions from occupational or company pension schemes continue during periods of absence linked to care. These are:

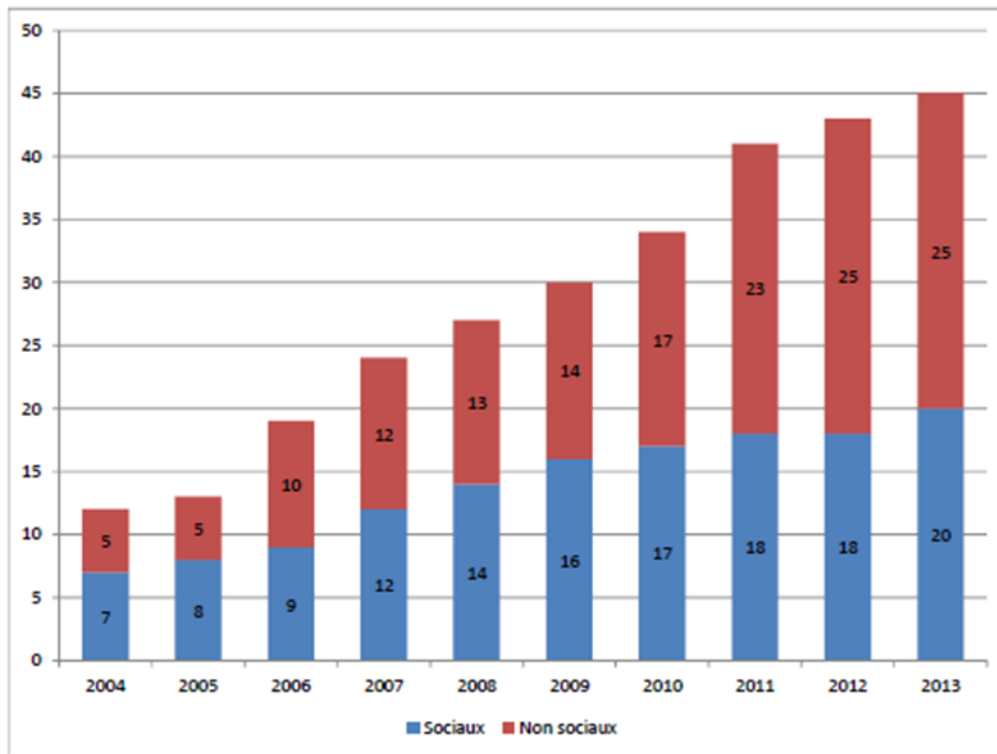
- Belgium: where some sectoral schemes make provision – have a “solidarity” component, but often in sectors with fewer women;
- Denmark: where there is provision through collective agreements;
- Finland: where parental, sick and special leave is partially credited through collective agreements;
- Italy: where pension funds must make “figurative” contributions during same periods as state;
- Netherlands: where in some sectors payments are made during unpaid leave. However, this depends on rules of the specific scheme;
- Sweden: where many employers make contributions during parental leave;
- Switzerland: where in most agreements parental leave does not have impact on the pension contribution; and
- UK: the employer has to pay maternity contributions at least during the first 26 weeks of maternity leave, longer if this has been agreed.

In addition, in Poland, it is possible for contributions to be made but there no obligation on employer to do so – it depends on the scheme rules.

The position in Belgium is particularly interesting, as some but not all sectoral schemes provide for contributions to be made by the employer during periods of absence linked to care, known as having a “solidarity” component. Figures provided by the Belgian confederation ABVV / FGTB show that in 2013 schemes with a solidarity component covered 54% of all those in sectoral schemes. However,

the confederation's figures show that the proportion of such schemes has fallen since 2004 (see chart). While in 2004 a majority of the schemes (seven out of the 12) schemes had a solidarity component (sociaux in the chart), by 2013 they were in a minority (20 out of 45). As the confederation says, "we can therefore confirm that among complementary pension schemes there is also a tendency towards less solidarity".

**Graphique 86. Régimes de pension, nombre de régimes de pension sociaux et de régimes de pension non sociaux, 2004 - 2013**



Most union confederations (29 out of 42 responding) have a policy on crediting periods of care and 24 have taken some action, which has include demonstrations, raising the issue in discussions with government, negotiations in tripartite bodies and collective agreements. In total, 19 confederations estimate that their action has had an impact.

The countries where the impact of union action has been reported include:

- Belgium: where ongoing pressure from confederations has prevented government going as far as it planned;
- Bulgaria: where unions were able to preserve the existing provisions of the Labour Code;
- Czech Republic: where the new social insurance law preserves protection;
- Denmark: where the union has been able to be effective through collective agreements;
- Finland: where the unions had an impact on the reform of the pension system in 2005;
- Italy: where collective agreements have preserved rights;
- Norway: where, according to the former Prime Minister, Jens Stoltenberg, LO was at the very core of the pension reform compromise in 2008;

- Slovenia: where, following discussions in tripartite council, the confederation's position was included in the new law;
- Spain: where the existing system of credits for periods of care is the result of agreements between the main union confederations and the government on equality in 2007 and on pensions in 2011; and
- Switzerland: where the unions have been able to get credits introduced.

### Changes in pension age affecting women

In some countries, the age at which the state pension is paid currently varies between men and women, and government policy is to make the age the same for both (equalise it). Almost everywhere, the pension age for both men and women is being increased. As a result, there are some countries where both are happening at the same time, so that the pension age for women is rising very rapidly.

In the countries covered by the responses to the survey, there are six states, in the EU and four states outside it, where women's pension ages are going up more rapidly than men's. The EU states are Bulgaria, the Czech Republic, Lithuania, Poland (although see below), Romania, Slovenia, and the UK. The non- EU states are Liechtenstein, Serbia, Switzerland and Turkey. In addition, women's pension ages are also rising more rapidly than men's in Austria and Croatia, which were not covered by the survey responses.

However, there are major differences in the speed and extent by which pension ages are increasing. In the Czech Republic, for example, pension age each year will generally increase by two months for men and by four months for women until the age limit for men and women is equal at 67 by 2044. In the UK, in contrast, the age at which women qualify for the state pension, which was 60 in 2010 is in the process of rising to 65 by November 2018. And from 2019, the state pension age will start to increase further for both men and women to reach 66 by 2020. In other words, in just under nine years the pension age for women will increase by six years – a rate of change more than twice as fast as in the Czech Republic. The UK government is also planning further increases, which will raise the state pension age for both men and women from 66 to 67 between 2026 and 2028.

However, it is also important to recognise that age at which women have a legal right to draw their pension is not the only factor affecting when they retire. In Spain, for example, the UGT reports that although theoretically the pension age is the same for both men and women, in practice women may work longer than men. This is because they do not have sufficient periods of contributions to retire early – something which the system allows if the individual has sufficient years of contributions. As a result they end up working longer but, because of period of non-employment, they may still have lower pensions. In Sweden, on the other hand, LO reports that, although the formal pension age is the same for both men and women, in reality women stop working somewhat earlier.

In total 21 confederations state that they have a policy on women's pension age, including some in countries where the formal retirement age is the same for both women and men. Of these confederations, 19 say that they have taken action on women's pension ages.

In the UK, for example, the TUC has been vocal in highlighting the problems caused for many women by the rapid increase in the state pension age. It points out that a number of women faced this

sharp rise with little time to plan for big changes to their life paths and many women affected have also complained that they were not directly notified of the changes to their expected state pension age. This left them unable to take remedial action. Some took early retirement or redundancy on the assumption that their state pension would begin at 60, and must now look for work again.

Nine confederations say that their action has had an effect. These are

- PODKREPA (Bulgaria), which reports that pension reform, in particular the increase in the pension age, has been unpopular and has been stopped several times stopped by massive trade union actions and protests;
- CMKOS (Czech Republic), which states that, as a social partner, it has been active in the legislative process (tripartite discussions, legislation comments) and especially in the Experts Commission on Pension Reform created by the Czech government, and that as a result its proposals, to cap the pension age at 65 for both men and women, are under discussion in the parliament;
- UNSA (France), which states that there is now better treatment for those with exceptionally long working lives or arduous occupations;
- UIL (Italy), where an agreement was signed between unions and government in September 2016;
- ZSSS (Slovenia), where the initial government pension proposals were rejected in a referendum in 2011. The next version of the legislation in 2012 included the retirement criteria demanded by ZSSS; and
- LO (Sweden), where the confederation reports that there is a growing understanding of the need of bring forward initiatives to improve women's working conditions and their pension prospects.

Both TCO (Sweden) and TURK-IS (Turkey) also reported that their activities had had an impact but did not identify it.

However, the most notable union success in the area of the pension age for women is reported by NSZZ-Solidarność (Poland). Here government legislation to increase the retirement age to 67 by 2020 for men and 2040 for women was strongly opposed by the unions. The issue was one of the important topics raised during the presidential and parliamentary election campaigns in Poland in 2015, and following a change of government, the return to the previous retirement ages (60 for women and 65 for men) was announced by the new Prime Minister in November 2015. The necessary legislation was approved by parliament in 2016 and is due to come into force in October 2017. This means reversing previous increases passed in 2012, which had assumed a gradual increase in the retirement age to 67 for all. From October this year, the retirement age for women goes back to 60.

### **Shift from state pensions to privatised pensions**

In the recent period, many countries have seen a growth in the importance of privately provided pensions (such as company/occupational pensions, the so-called second pillar, or individuals making their own pension arrangements, the third pillar) with the pension provided by the state becoming less important. The study therefore asked respondents whether this was happening and the impact they thought it was having on women.

A majority of the confederations responding, 25 out of 42, thought that a shift from state to privatised pensions was occurring. However, among these there were clearly differences of view on the impact this was having on women, with some saying it has no impact. LBAS in Latvia, for example, said that “At this moment no impact has been identified”, while TCO in Sweden accepted that occupational pensions were becoming more important in the Swedish system, but said “It actually does not have any impact on pensions for women, since the occupational pension systems are gender neutral. Women as well as men get income pension according to salary.”

However, for ABVV/FGTB in Belgium, this is exactly the problem. In its response the confederation said: “There is clearly a gender gap in the second pillar. First of all, the complementary pension is calculated in a large majority of cases on pay which is lower for women. Secondly, there are clearly fewer assimilated [credited] periods in complementary pensions, and there are always a group of workers who are not affiliated [to the complementary schemes].”

The response from CISL in Italy also indicates the problems complementary pensions pose for women. While the confederation welcomes their extension, stating: “complementary pensions may help to improve the economic level of pensioners, men and women”, it also recognises the difficulties, noting that, “complementary pension provision highlights the problems that are already evident in public pensions, as differences in pay obviously have a major impact on the amount accumulated in the retirement fund and therefore on future pension payments. In addition, in terms of the total number of supplementary pensioners in Italy, women are underrepresented (about 39% of the total). This reflects the impact of female unemployment and that periods of care (maternity and parental leave) are not credited.”

The position of the DGB in Germany is more hostile to complementary pensions. It stated in its response that, “social compensation/adjustment between men and women can only be provided within the state pension, and that in addition, women have less chance of being able to afford an occupational and private pension”. Its view, therefore, is that, “women depend on a reliable state pension to avoid old-age-poverty and ensure a life in dignity in old age”.

Against this background, only 11 confederations said that they had taken action on this issue. These are the three Belgian confederations, ABVV / FGFB, ACLVB/CGSLB and ACV / CSC, PODKREPA (Bulgaria), LO (Denmark), DGB (Germany), UIL (Italy), LANV (Liechtenstein), USO (Spain), SGB/USS (Switzerland) and TUC (UK).

In some cases this action has had a positive impact.

- Belgium: the confederations report that a series of agreements have been reached on occupational pensions which have made adjustments to the system but no fundamental change;
- Bulgaria: PODKREPA states that union proposals were accepted during discussions on reform of system (2015);
- Germany: following union pressure the labour minister has suggested raising the value of small pensions, the so called “Solidarrente” (Solidarity Pension);
- Italy: UIL refers to the agreement signed between unions and government in September 2016;

- Liechtenstein: LANV states that that its arguments have led to a lowering the minimum entry wage for company pension plan from CHF 20,880 to CHF 13,920, making it easier for lower paid women to join;
- Switzerland: SGB/USS reports that the process of change is still ongoing and there are still opportunities for influence; and
- UK: TUC notes that the new state pension (2016) provides more generous state pensions for many women.

## Overall conclusions

The responses from the confederations indicate the gender pension gap is an issue public concern in many European countries, although it is less prominent than other pension issues, such as the level of pension and pension ages.

Confederations have developed policies on the issue of the gender pension gap, although there are differences between some confederations which see the issue primarily as a reflection of the gender pay gap or the overall position of women in the labour market, and others which have more specific proposals to improve women's pensions. Many confederations have taken action on the gender pension gap, with the Belgian confederations, in particular, taking the issue into the public arena.

On the question of crediting periods of care, an issue of particular concern to women, the responses indicate that this is almost universal in state schemes, although the arrangements vary greatly between countries, but much less common in company/occupational schemes. Confederations have taken action on this issue and can point to some successes.

A combination of an overall rise in pension ages and a move to equalise pension ages for men and women has led to an accelerated rise in the pension age for women in some countries, with the UK as the clearest example. Where this has occurred unions have often responded with alternative policies. In Poland, the planned increase in pension ages for both men and women, which would have increased the pension age for women from 60 to 67, is to be reversed.

In most countries the company/occupational pensions and individual private pension provision are increasing in importance at the expense of the state system. Although opinions are divided, some confederations see this development as having damaging consequences for women.

In all these areas union action can and has produced positive results.

## European Trade Union Federations

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

The ETUCE reported that it was fully aware of the gender pension gap, and that its national affiliates, for example, the NUT in the UK and GEW in Germany, had taken up the issue at national level. On crediting periods of care, it reported that the French system provided a positive example on this. On pension age, it drew attention to the stress faced by many teachers and the need to recognise this in setting pension ages. In reference to the privatisation of the pension system, the ETUCE expressed its concerns on the overall privatisation of education, including pension provision.



UNI-Europa was also aware of the gender pension gap and had held a seminar on the issue in 2015. It intends to campaign on the gender pension gap this year. It did not respond to all the questions in this section of the survey.

## Annex: total union membership, percentage of women and women's membership 2008-2017

Country	Confederation	Total membership									
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
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	
Belgium	ABVV / FGTB	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	1,523,954
Belgium	CGSLB/ACLVB	265,000	265,000	265,000	265,000	274,308	289,000	289,692	289,692	293,952	294,268
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	1,568,719
Bulgaria	CITUB-KNBS	No reply	210,000	220,000	190,000	190,000	190,000	190,000	190,000	195,000	272,000
Bulgaria	PODKREPA	153,250	153,350	153,350	153,350	152,750	150,730	150,600	150,560	150,370	150,550
Croatia	NHS	NA	NA	NA	NA	113,598	No reply	No reply	No reply	No reply	
Croatia	SSSH / UATUC	210,000	211,000	164,732	103,000	103,000	101,000	101,000	No reply	103,000	
Cyprus	SEK	No reply	64,945	76,737	No reply	69,657	69,657	57,999	40,400	No reply	
Cyprus	DEOK	8,807	9,250	9,500	9,652	9,500	9,500	8,345	7,535	7,326	
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	297,762
Denmark	Akademikerne	No reply	No reply	No reply	144,148	No reply	No reply	No reply	No reply	No reply	
Denmark	FTF	No reply	No reply	No reply	No reply	No reply	No reply	No reply	450,000	No reply	
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	822,281
Estonia	EAKL	No reply	No reply	35,878	33,031	30,646	30,646	27,700	No reply	No reply	20,326
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	
Finland	SAK	800,000	800,000	800,000	758,000	758,000	747,284	718,421	705,470	685,064	992,716
Finland	STTK	650,300	640,000	623,200	640,000	615,000	388,507	382,277	417,853	356,652	335,488
France	CFDT	803,635	808,720	814,636	833,168	851,601	NA	868,601	840,243	No reply	
France	CFTC	160,300	160,300	140,000	140,000	No reply	160,350	159,380	15,938	No reply	159,500
France	CGT	700,000	711,000	735,000	735,000	735,000	688,433	695,390	618,125	676,623	671,488

France	FO	800,000	No reply	800,000	800,000	700,000	700,000	700,000	700,000	700,000	
France	UNSA	307,000	No reply	307,000	307,000	200,000	No reply	200,000	200,000	No reply	200,000
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	6,047,503
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	No data	No data	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	104,000
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	
Hungary	SZEF- ÉSZT	No reply	NA	NA	140,000	125,000	106,345	85,740	74,400	69,000	66,000
Iceland	ASI	107,856	110,722	112,815	108,597	109,960	108,364	105,906	105,539	106,192	
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	731,324
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	4,746,734
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	2,340,000
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	1,201,000
Latvia	LBAS	134,422	130,120	110,602	110,602	109,098	100,035	100,155	99,005	97,593	92,063
Liechtenstein	LANV	No reply	No reply	No reply	No reply	1,175	1,200	1,081	1,097	1,072	1,021
Lithuania	LDF	20,000	20,150	20,150	20,150	13,200	7,500	No reply	No reply	No reply	
Lithuania	LPSK / LTUC	100,000	75,000	70,000	60,000	60,000	60,000	60,000	No reply	50,000	50,000
Lithuania	LPSS (LDS)	No reply	No reply	No reply	7,200	No reply	No reply	No reply	No reply	No reply	
Luxembourg	OGBL	No reply	62,732	69,040	69,806	No reply	70,515	No reply	77,567	No reply	42153
Luxembourg	LCGB	34,000	35,000	36,000	36,000	36,300	39,970	No reply	No reply	41,963	
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	
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	
Netherlands	CNV	333,900	No reply	No reply	330,000	332,000	295,000	290,340	280,000	285,188	269,463
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	875,407
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	917,122
Norway	YS	206,000	216,000	217,141	217,600	219,000	226,624	220,944	222,038	216,000	349,249
Norway	UNIO	268,218	NA	226,915	No reply	295,626	300,486	No reply	No reply	No reply	215,591
Poland	FZZ	Not aff	Not aff	Not aff	Not aff	No reply	300 000	No reply	300,000	300000	
Poland	NSZZ-Solidarność	No reply	680,334	700,000	667,572	641,507	667,572	667,572	586,909	577,066	565,064
Poland	OPZZ	No reply	NA	318,000	No reply	320,000	No reply	No reply	No reply	No reply	
Portugal	CGTP	683,250	653,000	653,000	653,000	No reply	555,500	555,500	555,000	No reply	
Portugal	UGT-P	510,000	510,000	510,000	505,000	505,000	505,000	505,000	505,000	505,000	350,000
Romania	BNS	No reply	No reply	No reply	150,000	150,000	150,000	No reply	150,000	No reply	
Romania	CARTEL ALFA	1,000,000	1,000,000	No reply	No reply	1,000,000	501,000	No reply	No reply	No reply	
Romania	CNSLR-Fratia	No reply	800,000	800,000	No reply	400,000	No reply	400,000	No reply	400,000	
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	
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	120,000
Slovakia	KOZ SR	337,600	319,600	319,600	296,400	273,755	No reply	260,780	262,304	230,832	
Slovenia	ZSSS	281,465	NA	250,000	250,000	200,000	No reply	170,000	153,000	153,000	151,000
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	907,984
Spain	ELA	No reply	110,054	115,000	108,307	107,645	103,774	No reply	No reply	98,319	
Spain	UGT-E	887,009	810,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000	880,000
Spain	USO	No reply	81,090	121,760	122,856	122,760	119,548	No reply	112,535	No reply	112,212
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	1,448,492
Sweden	SACO	580,000	586,000	610,000	617,738	633,975	633,975	479,417	487,928	499,111	
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	1,083,201

Switzerland	SGB	384,816	No reply	No reply	377,327	372,082	368,762	366,811	366,844	363,341	361,108
Switzerland	Travail Suisse	No reply	No reply	No reply	No reply	170,000	No reply	No reply	No reply	150,000	150,000
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	497,505
Turkey	KESK	No reply	20,000	No reply	No reply	No reply	240,304	No reply	No reply	No reply	
Turkey	TURK-IS	700,000	820,000	250,000	No reply	250,000	300,000	300,000	300,000	300,000	300,000
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	5,659,996
Totals	89	37,682,781	38,936,457	50,799,529	41,321,544	47,714,114	43,074,649	43,792,533	43,650,209	43,080,878	37,944,244

Country	Confederation	Percentage women									
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Andorra	USDA	NA	NA	NA	NA	NA	NA	NA	NA		
Austria	ÖGB	33.3%	34.1%	34.0%	34.4%	34.6%	34.7%	34.9%	35.1%	35.3%	
Belgium	ABVV / FGVB	42.0%	43.0%	43.0%	43.0%	43.4%	43.4%	43.5%	45.2%	44.9%	44.0%
Belgium	CGSLB/ACLVB	42.0%	42.0%	42.0%	43.2%	43.3%	43.5%	43.7%	43.7%	43.9%	44.1%
Belgium	ACV / CSC	43.0%	45.0%	45.0%	45.0%	45.6%	46.6%	45.6%	46.5%	46.5%	46.7%
Bulgaria	CITUB-KNBS	NA	48.0%	48.0%	48.0%	48.0%	48.0%	48.0%	48.0%	45.0%	48.0%
Bulgaria	PODKREPA	42.0%	46.0%	42.6%	44.0%	48.7%	46.5%	47.0%	48.0%	49.0%	50.0%
Croatia	NHS	NA	NA	NA	NA	49.0%	NA	NA	NA		
Croatia	SSSH / UATUC	48.0%	NA	48.0%	45.0%	NA	NA	NA	NA	42.00%	
Cyprus	SEK	NA	37.4%	37.2%	NA	27.2%	27.2%	38.0%	45.8%		
Cyprus	DEOK	13.3%	24.7%	13.5%	13.8%	13.7%	13.7%	13.7%	12.5%	12.6%	
Cyprus	TURK-SEN	NA	NA	NA	NA	NA	NA	NA	NA		
Czech Rep	CMK OS	44.0%	45.5%	45.5%	45.5%	45.5%	46.0%	46.0%	45.0%	45.0%	43.0%
Denmark	Akademikerne	NA	NA	NA	53.2%	NA	NA	NA	NA		
Denmark	FTF	NA	NA	NA	NA	NA	NA	NA	68.0%		
Denmark	LO-DK	49.0%	49.0%	49.0%	49.0%	49.2%	NA	49.1%	NA	50.0%	49.7%
Estonia	EAKL	NA	NA	59.3%	59.9%	54.4%	54.4%	62.0%	NA		53.6%
Estonia	TALO	NA	NA	NA	NA	NA	NA	NA	NA		
Finland	AKAVA	NA	50.1%	50.1%	NA	51.0%	52.0%	52.0%	52.0%	52.7%	
Finland	SAK	46.0%	46.0%	46.0%	47.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.1%
Finland	STTK	68.0%	70.0%	70.0%	67.0%	74.0%	75.0%	75.0%	75.0%	74.9%	75.9%
France	CFDT	45.0%	45.0%	45.8%	47.0%	47.0%	NA	47.0%	48.0%		
France	CFTC	39.0%	39.0%	50.0%	50.0%	NA	40.0%	42.0%	42.0%		44.0%
France	CGT	28.0%	32.0%	34.0%	34.8%	35.0%	36.0%	37.0%	37.0%	37.2%	37.5%
France	FO	45.0%	NA	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%	
France	UNSA	NA	NA	NA	NA	NA	NA	NA	NA		na
Germany	DGB	NA	NA	30.0%	NA	32.5%	32.7%	33.0%	33.0%	33.3%	33.6%

Greece	AEDDY	NA	NA	NA	NA	NA	NA	NA	NA		
Greece	GSEE	NA	NA	NA	NA	NA	NA	NA	NA	No data	na
Hungary	ASzSz	NA	NA	NA	NA	NA	NA	NA	NA		
Hungary	LIGA	35-40%	30.0%	NA	32.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
Hungary	MOSz	NA	NA	NA	NA	NA	NA	NA	NA		
Hungary	MSzOSz	NA	NA	NA	47.0%	35.0%	35.0%	NA	NA		
Hungary	SZEF- ÉSZT	NA	NA	NA	60.0%	NA	NA	NA	NA	No data	na
Iceland	ASI	45.0%	45.0%	45.0%	47.0%	47.0%	46.0%	47.0%	47.0%	47.0%	
Iceland	BSRB	NA	NA	NA	NA	NA	NA	NA	NA		
Ireland	ICTU	NA	49.0%	48.9%	51.0%	NA	53.0%	52.0%	52.4%	54.00%	54.0%
Italy	CGIL	45.0%	50.0%	50.0%	49.4%	48.5%	46.5%	47.0%	46.9%	47.8%	47.8%
Italy	CISL	NA	NA	51.0%	NA	47.2%	47.0%	47.5%	47.5%	47.4%	48.1%
Italy	UIL	40.0%	35.0%	44.0%	44.0%	40.0%	40.0%	40.3%	40.6%	41.0%	41.1%
Latvia	LBAS	62.6%	68.0%	64.0%	64.0%	62.2%	65.0%	65.0%	71.5%	66.0%	60.0%
Liechtenstein	LANV	NA	NA	NA	NA	29.8%	30.7%	32.7%	33.9%	34.3%	38.0%
Lithuania	LDF	60.0%	58.0%	58.0%	58.0%	63.0%	60.0%	NA	NA		
Lithuania	LPSK / LTUC	61.5%	58.0%	58.0%	57.0%	57.0%	57.0%	58.0%	NA	58.0%	58.0%
Lithuania	LPSS (LDS)	NA	NA	NA	47.0%	NA	NA	NA	NA		
Luxembourg	OGBL	33.9%	34.0%	32.7%	32.9%	NA	32.9%	NA	36.0%		31.3%
Luxembourg	LCGB	33.0%	31.0%	29.5%	30.0%	30.0%	32.0%	NA	NA	31.4%	
Macedonia	FTUM										
Malta	CMTU	NA	NA	NA	NA	NA	NA	NA	NA		
Malta	FORUM	NA	NA	NA	NA	NA	NA	NA	NA		
Malta	GWU	NA	NA	NA	NA	NA	NA	NA	18.0%	20.0%	
Monaco	USM	NA	NA	NA	NA	NA	NA	NA	NA		
Montenegro	CTUM									No data	
Montenegro	UFTUM									53.3%	
Netherlands	CNV	29.7%	NA	NA	31.0%	33.0%	34.5%	35.2%	36.4%	37.5%	38.3%
Netherlands	FNV	32.0%	36.3%	36.9%	37.5%	38.0%	NA	NA	36.5%	36.6%	34.7%

Netherlands	VCP	NA	NA	NA	NA	NA	NA	NA	NA		
Norway	LO-N	49.7%	50.1%	51.0%	51.1%	51.3%	51.5%	51.6%	51.7%	52.0%	52.3%
Norway	YS	56.0%	56.0%	56.8%	55.8%	55.6%	55.0%	56.7%	55.5%	57.0%	75.0%
Norway	UNIO	72.2%	NA	75.4%	NA	75.8%	76.0%	NA	NA		57.5%
Poland	FZZ	NA	NA	NA	NA	NA	NA	NA	NA	No data	
Poland	NSZZ-Solidarność	NA	37.0%	38.0%	37.7%	38.1%	37.7%	37.7%	41.0%	41.0%	39.5%
Poland	OPZZ	NA	NA	48.0%	NA	NA	NA	NA	NA		
Portugal	CGTP	NA	NA	53.0%	53.0%	NA	52.4%	52.4%	52.4%		
Portugal	UGT-P	48.0%	48.0%	46.0%	45.7%	45.7%	45.7%	45.7%	45.0%	45.0%	na
Romania	BNS	NA	NA	NA	40.0%	40.0%	40.0%	NA	40.0%		
Romania	CARTEL ALFA	48.0%	48.0%	NA	NA	40.0%	40.0%	NA	NA		
Romania	CNSLR-Fratia	NA	44.0%	44.0%	NA	47.0%	NA	47.0%	NA	47.0%	
Romania	CSDR	NA	NA	NA	NA	NA	NA	NA	NA		
San Marino	CDLS	NA	NA	NA	NA	NA	NA	NA	NA		
San Marino	CSdl	NA	NA	NA	NA	NA	40.0%	NA	NA		
Serbia	CATUS										
Serbia	Nezavisnost									40.0%	na
Slovakia	KOZ SR	40.9%	41.9%	41.9%	43.6%	44.8%	NA	46.8%	43.8%	No data	
Slovenia	ZSSS	46.5%	50.5%	44.8%	NA	43.3%	NA	43.5%	43.6%	43.6%	43.9%
Spain	CCOO	36.6%	37.5%	38.3%	38.9%	39.2%	39.3%	39.6%	40.6%	41.5%	43.0%
Spain	ELA	NA	37.4%	38.1%	38.8%	39.5%	40.7%	NA	NA	41.2%	
Spain	UGT-E	33.4%	33.7%	33.3%	35.7%	33.4%	33.4%	36.1%	36.2%	36.3%	36.8%
Spain	USO	25.0%	34.5%	36.0%	36.3%	36.1%	36.2%	NA	37.0%		39.0%
Sweden	LO-S	47.0%	48.0%	48.0%	52.1%	47.8%	46.3%	46.0%	47.0%	47.0%	46.0%
Sweden	SACO	52.0%	52.0%	52.0%	52.6%	52.4%	52.0%	53.0%	54.0%	54.3%	
Sweden	TCO	62.3%	62.2%	61.9%	61.9%	61.6%	61.0%	61.0%	60.0%	60.0%	59.1%
Switzerland	SGB	24.1%	NA	NA	26.8%	27.3%	28.0%	28.5%	28.9%	29.3%	29.5%
Switzerland	Travail Suisse	NA	NA	NA	58.0%	38.0%	NA	NA	NA	No data	na
Turkey	DISK	NA	NA	NA	NA	NA	NA	NA	NA		



Turkey	HAK-IS	NA	NA	10.0%	12.6%	10.6%	NA	11.1%	18.1%	23.3%	23.5%
Turkey	KESK	NA	42.0%	NA	NA	NA	42.6%	NA	NA		
Turkey	TURK-IS	10.0%	12.8%	11.0%	NA	11.0%	13.0%	13.0%	13.0%	13.0%	13.0%
UK	TUC	44.0%	41.0%	46.0%	47.0%	47.7%	49.0%	51.0%	48.0%	49.8%	50.9%
Totals	89	43.1%	43.7%	44.5%	44.9%	43.1%	43.7%	44.2%	43.3%	43.4%	45.2%

Country	Confederation	Membership women									
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Andorra	USDA										
Austria	ÖGB	423,580	425,498	421,121	419,745	419,044	418,440	420,001	420,726	422,919	
Belgium	ABVV / FGTB	574,140	616,847	625,452	696,890	652,627	658,611	668,293	698,142	695,633	674,724
Belgium	CGSLB/ACLVB	111,300	111,300	111,300	114,480	118,775	125,715	126,595	126,595	128,957	129,772
Belgium	ACV / CSC	694,942	741,030	736,011	746,185	756,134	775,352	790,354	770,744	770,246	732,278
Bulgaria	CITUB-KNBS		100,800	105,600	91,200	91,200	91,200	91,200	91,200	87,750	130,560
Bulgaria	PODKREPA	64,365	70,541	65,327	67,474	74,389	70,089	70,782	72,269	73,700	76,000
Croatia	NHS					55,663					
Croatia	SSSH / UATUC	100,800		79,071	46,350					43,260	
Cyprus	SEK		24,289	28,546		18,947	18,947	22,040	18,503		
Cyprus	DEOK	1,171	2,285	1,283	1,332	1,302	1,302	1,143	942	922	
Cyprus	TURK-SEN										
Czech Rep	CMK OS	221,320	219,310	202,279	186,095	177,450	170,200	161,000	148,500	129,046	128,038
Denmark	Akademikerne				76,687						
Denmark	FTF							306,000			
Denmark	LO-DK	637,000	637,000	637,000	490,000	552,415		537,851		524,842	408,479
Estonia	EAKL			21,276	19,786	16,671	16,671	17,174			10,923
Estonia	TALO										
Finland	AKAVA		268,933	268,933		281,935	298,171	301,600	304,200	314,591	
Finland	SAK	368,000	368,000	368,000	356,260	348,680	343,751	330,474	324,516	315,129	467,503
Finland	STTK	442,204	448,000	436,240	428,800	455,100	291,380	286,708	313,390	267,132	254,635
France	CFDT	361,636	363,924	373,103	391,589	400,252		408,242	403,317		
France	CFTC	62,517	62,517	70,000	70,000		64,140	66,940	6,694		70,180
France	CGT	196,000	227,520	249,900	255,780	257,250	247,836	257,294	228,706	251,704	251,808
France	FO	360,000		360,000	360,000	315,000	315,000	315,000	315,000	315,000	
France	UNSA										na
Germany	DGB			1,860,000		2,000,667	2,011,437	2,027,098	2,014,601	2,032,569	2,029,777

Greece	AEDY										
Greece	GSEE										na
Hungary	ASzSz										
Hungary	LIGA		30,900		35,200	44,000	44,800	44,800	44,800	41,600	41,600
Hungary	MOSz										
Hungary	MSzOSz				96,350	64,750	64,750				
Hungary	SZEF- ÉSZT				84,000						na
Iceland	ASI	48,535	49,825	50,767	51,041	51,681	49,847	49,776	49,603	49,596	
Iceland	BSRB										
Ireland	ICTU		413,382	412,714	406,980		417,266	404,631	407,743	393,944	393,944
Italy	CGIL	2,632,924	2,848,887	2,848,887	2,838,606	2,787,910	2,685,822	2,684,942	2,666,832	2,682,364	2,268,464
Italy	CISL			2,298,748		1,003,191	936,745	817,009	672,420	1,109,862	1,126,476
Italy	UIL	710,693	740,705	956,626	956,626	878,577	882,472	893,227	902,402	492,451	493,611
Latvia	LBAS	84,148	88,482	70,785	70,785	67,859	65,023	65,101	70,789	64,411	55,238
Liechtenstein	LANV					350	368	353	372	368	388
Lithuania	LDF	12,000	11,687	11,687	11,687	8,316	4,500				
Lithuania	LPSK / LTUC	61,500	43,500	40,600	34,200	34,200	34,200	34,800		29,000	29,000
Lithuania	LPSS (LDS)				3,384						
Luxembourg	OGBL		21,329	22,576	22,966		23,199		27,924		13,178
Luxembourg	LCGB	11,220	10,850	10,620	10,800	10,890	12,790			13,176	
Macedonia	FTUM										
Malta	CMTU										
Malta	FORUM										
Malta	GWU								5,760	9,347	
Monaco	USM										
Montenegro	CTUM										
Montenegro	UFTUM									10,241	
Netherlands	CNV	99,102			102,300	109,560	101,775	102,200	101,920	106,946	103,204
Netherlands	FNV	381,744	496,584	507,059	516,750	518,700			401,500	406,809	303,591

Netherlands	VCP										
Norway	LO-N	408,847	433,561	441,150	445,265	450,002	460,125	462,852	470,238	475,511	480,036
Norway	YS	115,360	120,960	123,336	121,421	121,764	124,643	125,275	123,231	123,120	261,937
Norway	UNIO	193,653		171,094		224,085	228,369				123,965
Poland	FZZ										
Poland	NSZZ-Solidarność		251,724	266,000	251,675	244,414	251,675	251,675	240,633	236,597	200,598
Poland	OPZZ			152,640							
Portugal	CGTP			346,090	346,090		291,082	291,082	290,820		
Portugal	UGT-P	244,800	244,800	234,600	230,785	230,785	230,785	230,785	227,250	227,250	
Romania	BNS				60,000	60,000	60,000		60,000		
Romania	CARTEL ALFA	480,000	480,000			400,000	200,400				
Romania	CNSLR-Fratia		352,000	352,000		188,000		188,000		175,000	
Romania	CSDR										
San Marino	CDLS										
San Marino	CSdl						2,280				
Serbia	CATUS										
Serbia	Nezavisnost									49,600	na
Slovakia	KOZ SR	138,078	133,912	133,912	129,230	122,642		122,045	114,889		
Slovenia	ZSSS	130,881		112,000		86,600		73,950	66,708	66,739	66,304
Spain	CCOO	366,366	375,375	459,677	450,384	443,563	415,688	386,636	377,529	375,928	390,433
Spain	ELA		41,160	43,815	42,023	42,520	42,236			40,509	
Spain	UGT-E	296,261	272,970	293,040	314,160	293,920	293,920	317,680	318,560	319,264	324,104
Spain	USO		27,976	43,834	44,597	44,316	43,276		41,638		43,763
Sweden	LO-S	692,584	674,335	664,742	701,660	628,971	695,558	684,020	688,790	684,320	666,306
Sweden	SACO	301,600	304,720	317,200	324,930	332,203	329,667	254,091	263,481	270,761	
Sweden	TCO	607,399	731,022	593,463	595,867	430,501	750,300	732,000	790,854	809,191	640,172
Switzerland	SGB	92,741			101,124	101,578	103,253	104,541	106,018	106,523	106,564
Switzerland	Travail Suisse					64,600					na
Turkey	DISK										

Turkey	HAK-IS			44,192	69,300	58,300		21,967	54,328	102,202	115,526
Turkey	KESK		8,400				102,370				
Turkey	TURK-IS	70,000	104,960	27,500		27,500	39,000	39,000	39,000	33,000	33,000
UK	TUC	2,860,000	2,665,000	2,852,456	2,883,509	2,889,123	2,928,996	2,986,188	2,791,121	2,668,820	2,880,080
Totals	89	15,659,412	16,666,799	21,924,252	17,172,348	20,058,874	18,835,425	19,268,414	18,981,199	18,547,850	16,526,159