



5th Annual ETUC 8 March Survey 2012

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General introduction

As part of the follow up to the ETUC Congress engagements taken in Seville (Spain) in May 2007 and reaffirmed in Athens (Greece) in 2011, ETUC carried out the fifth¹ edition of what has become an annual 8th March survey².

The aim of this survey is to assess progress in reducing the representation gap between women and men in trade unions and to highlight successful gender mainstreaming activities that are taking place within affiliated organisations.

Every year the survey also focuses on a topic that is high on the trade unions and/or EU institutions agenda. This year's survey tackled the issue of decent work for domestic workers, following the adoption of ILO Convention 189 and Recommendation 201.

➤ Trade unions that replied to this year survey

60 (of 84) **national confederations** from **31** (of 36) **European countries** took part in the 8th of March survey of 2012. These confederations represent in total about 47 million workers. Almost all the organisations (54) were able to indicate the number of women members, which amounts to 20.255,523.

The percentage of female members is given by the proportion of women accounted for those organisations able to provide gender disaggregated data of their membership, and the numbers of female members. This gives a total of **43,9%** of female members of a total membership of 46.182, 215 workers.

The number of organisations that responded to this year's survey is the **highest** ever since the 8th of March survey was started. The response rate has been steadily increasing since 2008 and this trend can be considered as a very positive and concrete demonstration of confederations' commitment to contribute to this yearly exercise that enables to bring some light on members' performance in addressing gender gaps.

¹ The previous « 8th of March Survey » conducted in 2008, 2009, 2010 and 2011 are available at:
<http://www.etuc.org/a/5827>

² The Athens Action Programme, adopted by the 2011 ETUC Congress affirms that (point 6.46): “*The ETUC will continue to run the 8th of March survey which shows the gender distribution in the decision making structures of the ETUC and its affiliated organisations. The latter will inform the secretariat of measures taken to improve gender balance at all levels. The survey will be presented to and discussed by the Executive Committee*”.
http://www.etuc.org/IMG/pdf/Rapport_Congres_2011_EN_DEF.pdf. Similarly, the ETUC Charter on Gender Mainstreaming, adopted by the Seville Congress in 2007 calls both “*national and European members of the ETUC to the elimination of the gender representation gap. By adopting this document affiliates committed themselves to provide the ETUC with all the necessary data in occasion of the 8th of March survey. Failure to do so will be publicly addressed at the Executive Committee and the next Congress*”. See:
http://www.etuc.org/IMG/pdf_gender_mainstreaming_charter1_EN.pdf

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

<i>Year</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>
<i>N° Conf. replies</i>	46/82	48/82	55/82	55/83	60/84

The number of non-responding confederations to the 2012 survey amounts to **24**.

As in the case of previous 8th of March surveys, members of the **PERC** were also involved in the survey. Replies were received from trade unions based in: Serbia (Nezavisnost), Georgia (GTUC), Ukraine (FTTU) and Montenegro (CTUM) thus bringing the total number of trade union confederations' replies to 64.

Finally, some **sectoral national unions** volunteered to contribute to the 8th of March Survey thus further enriching the result. They are: ABVV Metaal (Belgium) and SIER (Macedonia) members of EMF, Trade union PRO (Finland) and CWU (UK) members of UNI-Europa³.

Table 2: Confederations that did not reply to this 8th of March survey 2012

COUNTRY	TRADE UNION	COUNTRY	TRADE UNION
Andorra	USDA	Ireland	ICTU
Cyprus	TURK-SEN	Lithuania	LPSS (LDS)
Denmark	FTF	Luxembourg	OGBL
	AC	Malta	CMTU
Estonia	TALO		GWU
France	CFTC		FORUM
Greece	ADEDY	Monaco	USM
Hungary	MOSz	Portugal	CGTP
	ASzSz	Romania	CSDR
Iceland	BSRB	San Marino	CSdl
			CDLS
		Turkey	DISK
			KESK

Of the 24 national confederations which did not take part in this year survey, 15 national confederations had not taken part in the 2011 survey either, and **10 have never taken part in any 8th of March survey despite the political commitment taken in the ETUC Congress**. They are: USDA-Andorra, TURK-SEN-Cyprus, ADEDY-Greece, ASzSz- Hungary, BSRB- Iceland, CMTU – Malta, USM-Monaco, CSDR-Romania, CSdl and CDLS from San Marino, DISK - Turkey

Nordic and Baltic confederations this year again record very **high rates** of female members. The highest is the one of UNIO-Norway (75,8%), STTK-Finland (74%), followed by the Baltic unions LDF-Lithuania (63%) and LBAS-Latvia (62,2%).

³ Since the 8th of March survey is primarily addressed to ETUC direct members, the replies provided by the national sectoral unions will be accounted separately.

Two Turkish confederations reported the **lowest percentage** of female members (HAK-IS 10.6% and TURK-IS 11%).

11 unions reported **more female than male members** (EAKL-Estonia, LBAS-Latvia, LDF and LPSK-LTUC Lithuania, YS, UNIO and LO-Norway, TCO, SACO-Sweden, STTK and AKAVA-Finland).

16 national confederations have a **gender balanced membership** (comprising between 45% and 51%).

European Trade Union Federations (ETUFs) also take part in the 8th of March Survey. This year five (of 12) replied to this year's survey. They are EFFAT, EPSU, EMCEF, ETUCE and EMF. 7 did not: EFJ, EAEA, ETUF-TLC, EUROCOP, EFBWW, ETF and UNI-Europa. 2 of these seven (EUF-TLC and EAEA) never contributed to the 8th of March Survey. As we did for trade union confederations, we list below those ETUFs that did not give their feedback.

Table 3. European Trade Union Federations that replied to the 8th of March surveys (2008-2009-2010-2011-2012)

EIF	2008	2009	2010	2011	2012
ETF	NO	NO	NO	YES	NO
EFFAT	NO	YES	YES	YES	YES
EMF	YES	NO	YES	YES	YES
EFJ	NO	YES	YES	NO	NO
EAEA	NO	NO	NO	NO	NO
EFBWW	NO	YES	NO	NO	NO
EPSU	NO	YES	YES	YES	YES
EMCEF	NO	YES	NO	YES	YES
UNI-EUROPA	NO	YES	NO	NO	NO
ETUF-TCL	NO	NO	NO	NO	NO
ETUCE	YES	NO	NO	YES	YES
EUROCOP	YES	NO	NO	NO	NO

Section I) Female membership in national trade union confederations

This part of the report presents the changes that occurred in the female trade union membership in confederations between 2011 and 2012 as well as progress that has been made in reducing the gender representation gap with respect to the results that were presented at the 2007 ETUC Congress⁴.

42 of the organisations that provided this year numbers or percentages of women in their ranks had also responded to the same question in the 8th of March survey of 2011. 37 confederations also responded to the 2010 and 2009 surveys. This enables to make comparisons and highlight trends over the last three years.

If we take into account the figures provided by the respondents of this year, **women members account for 43,9%, meaning 20.215,523 of 46.182,215 of the total members of the 54 confederations that were able to provide gender disaggregated data.**

With regard to the trend in the last four years of **changes in female trade union membership of the ETUC members**, we can observe that the total amount of members⁵ has slightly decreased since 2011 (from 35.570,391 in 2011 to 35.003,941 in 2012) as well as the number of female trade unionists (from 16.116,734 in 2011 to 15.704,886 in 2012). The loss of members could be partly explained by the decline in employment generated by the economic crisis in most of the countries where the ETUC has members. It is worth noting that the loss of female members is higher than of males, at least with respect to 42 confederations that provided gender disaggregated figures of their membership for both years. It thus appears that the share of female affiliates has decreased from 45,3% in 2011 to 44,8% in 2012.

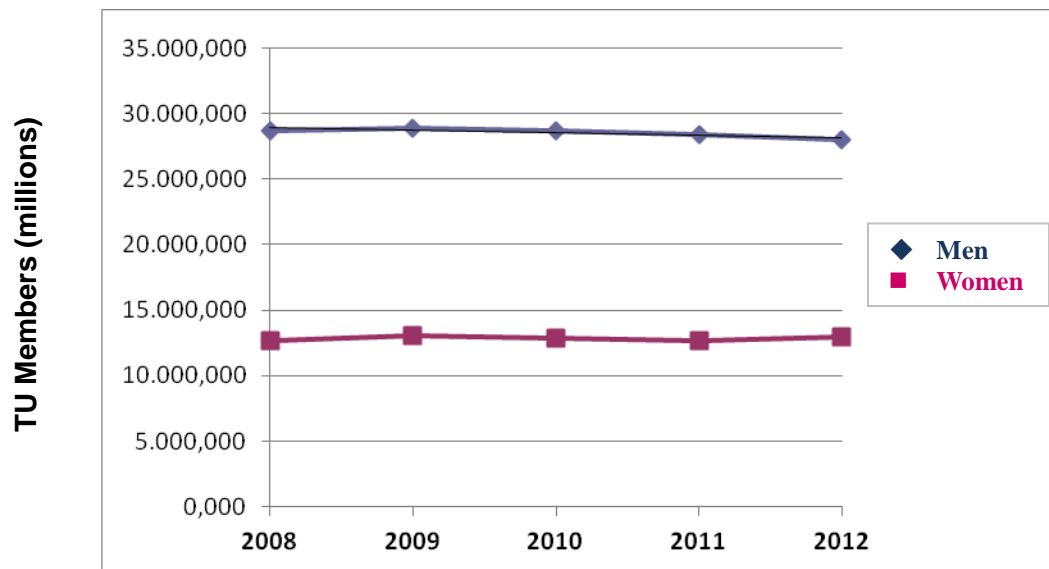
This result is nevertheless reversed if we look at the change in the female membership since 2008 (when the first 8th of March survey was realised). The total trade union membership of the 29 confederations that are comparable in this case has moved from 28.689,516 in 2008 to 28.000,020 in 2012 and the female members have increased from 12.666,441 to 13.005,028, meaning an increase in percentage from 44,1% in 2008 to 46,4% in 2012.

This tendency confirms the trend that already emerged in previous 8th of March surveys: **despite unions' general membership contraction, more and more female workers are joining trade unions' ranks and this is playing a crucial role in maintaining their existence.**

⁴ See: "Women in trade unions: bridging the gap" (2007) at <http://www.etuc.org/a/4142>

⁵ NB: This figure does not represent the total of ETUC membership, but the total of the membership of the 41 confederations that replied to the 2011 and 2012 8th of March survey.

Figure 1: Trade union membership in 2008, 2009, 2010, 2011, 2012 on the basis of 8th of March survey figures.



Source: 8th of March Surveys 2008, 2009, 2010, 2011, 2012

One confederation (NHS-Croatia) took part for the very **first time** in the 8th of March Survey.

22 confederations reported a **change** of 0 and 0.5 points in their female membership since 2011. Of these, **9 provided exactly the same figures** as in 2011 (CITUB-Bulgaria, DEOK – Cyprus, CMK-OS Czech Republic, CFDT and FO - France, ASI – Iceland, LPSK/LTUC Lithuania, LCGB – Luxembourg, UGT-Portugal, BNS-Romania).

Between 2011 and 2012 (or between 2010 and 2012*), **21 confederations** reported an **increase** in their female trade union membership. The **highest increase** recorded since last year is reported by the Hungarian confederation LIGA (+8), by STTK Finland (+7) and LDF Lithuania (+5). Of these 21 trade unions, 15 organisations (OGB-Austria, ABVV/FGTB, ACV/CSC, CGSLB/ACLVB Belgium, Podkrepa – Bulgaria, LO-Denmark, CGT and CFDT France, LDF – Lithuania, LCGB – Luxembourg, FNV – The Netherlands, LO-Norway, UGT-Portugal, KOZ-Slovakia, TUC-UK) have reported a gradual increase in their female membership since 2010. At country level, an increase in female trade union membership has been observed in all the Belgian unions affiliated to the ETUC.

A similar exercise was conducted to assess where **female membership has decreased**. **19 confederations** reported a fall in their female membership between 2011 and 2012 (or between 2010 and 2012) The deepest decrease have been registered by the following confederations: -20 Travail Suisse – Switzerland, -12 MsZOsZ – Hungary, -10.3 for SEK – Cyprus. These are remarkable drops in the female trade union membership of these three unions and further investigations would be useful to understand the causes that have generated it.

* In the case where figures were not available for 2011 8th of March survey

Section II) Women in positions of power within trade unions (national confederations, FSEs and ETUC)

➤ **National confederations**

The 8th of March survey monitors not only changes in trade union membership, but also the situation of women at the level of the highest decision-making positions in trade union confederations.

The importance to achieving gender balance in unions' decision-making and leadership structures was underlined in a EU-level project that the **ETUC** run with its members between 2010 and 2011. The project culminated with the adoption of a **resolution** in March 2011 "*Improving gender balance in union leadership and decision-making structures*" by the Executive Committee. The resolution calls upon ETUC members to tackle remaining political and structural challenges to overcome the gender representation gap existing in trade unions key positions by implementing specific recommendations⁶. The Athens Strategy Action reiterated this commitment with a view to evaluate progress made at the ETUC mid-term Conference in 2013.

53 unions reported about the measures that they are implementing to follow-up the recommendations adopted by the ETUC. Some confederations are implementing the recommendations as part of their gender mainstreaming policy (ABVV/FGTB-Belgium, SEK and DEOK-Cyprus, UNSA-France, FNV-The Netherlands, CNRLR-Fratia Romania, CCOO-Spain, SACO-Sweden); few have not initiated any specific action either because the recommendations were still not known (UATUC-Croatia, ZSSS-Slovenia) or because the union has already achieved a satisfactory gender balance in decision-making structures (LO-Denmark, EAKL-Estonia STTK-Finland, SZEFE-Hungary, LBAS-Latvia, LDF-Lithuania, YS and LO-Norway, TCO-Sweden). In some other cases, the resolution has been used as a basis to set up a gender equality action plans (CFDT-France, ASI-Iceland, USO-Spain, HAK-IS Turkey). Various members have widely disseminated the resolution, by translating the text and implementing accompanying measures (meetings, trainings, projects) to spread the recommendations at all levels of the union (Solidarnosc-Poland, Cartel Alfa – Romania).

Before addressing the issue of leadership in trade unions, it is necessary to recall the powers of the different leadership positions within unions. These are in general recognised as: President, Vice-President, General Secretary and Deputy General Secretary. In some unions (such as in the Nordic unions, the Netherlands, Germany, etc.) the President is the highest position of the organisation, while in others (Italy, Spain, UK, etc.) the political leadership is held by the General Secretary. It is therefore important to keep these differences in mind when looking at the figures indicating the number of women in trade unions' leadership positions.

This year again, all confederations replied to this section of the survey questionnaire. In 2012 it appears that of 59 trade unions, only **four** national confederations (of 48) reported having a woman **President**. They are in power in the following unions: FNV-Netherlands, LPSS (LDS)-Lithuania, LO and TCO Sweden and in all four organisations the President is the highest decision-making position.

⁶ To read the resolution on "Recommendations for improving gender balance in trade unions" see: <http://www.etuc.org/a/8485>

This is the **same number** with respect to 2010 and 2011 8th of March surveys where four female Presidents were also recorded and a regression with respect to 2009 where there were 6 female Presidents.

From the organisations that responded to this year survey, 33 confederations have 77 **Vice-Presidents**, of which **25 are women**. It should be noted that in more than half of these (14 unions) these are positions held jointly with men. .

With respect to the 2011 8th of March Survey the number of vice-presidents has changed (if we compare the organisations that replied for both years). In fact in 2011 we had 59 vice-presidents (of which 23 were women, i.e. 39%), while in 2012 we register a total of 58 for the same position, of which 21 women (i.e. 36%). This result therefore shows a **substantial still**.

With regard to the position of **Secretary General** only **twelve confederations have a woman in this position** (of 46): ÖGB-Austria (jointly with two male colleagues), ABVV/FGTB-Belgium, NHS-Croatia, STTK-Finland, CGIL-Italy, LANV-Liechtenstein, LPSK/LTUC and LDF-Lithuania, FNV-Netherlands, UNIO-Norway, UGT-Portugal and Travail Suisse Switzerland. Nevertheless, the value of this already very low figure is diminished if we consider that only in the case of CGIL the General Secretary is the highest political leader of the organization.

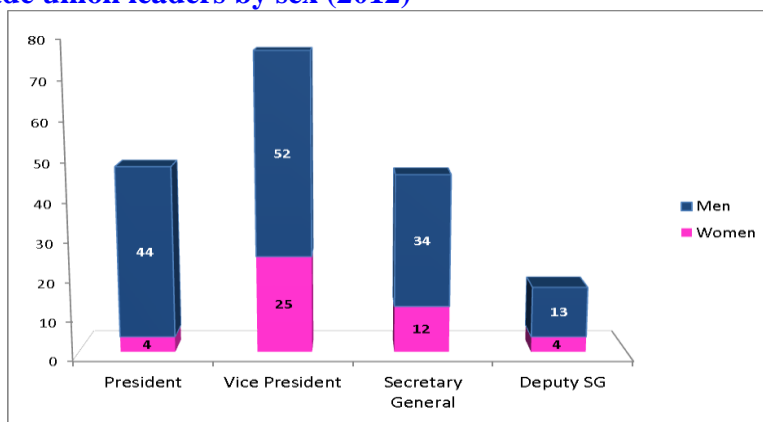
The number of female Secretary Generals has increased by one, since in 2011 seven female General Secretaries were reported.

Men outnumber women also for the position of **Deputy General Secretaries**. Of 17 in place, **four** are women.

Treasurers of national confederations, where such position exists, are as follows: 16 men and **13 women**.

Finally, if we look closer at the eleven unions that have reported 50% or more of female members among their ranks, we see that they all have one women in one of the highest decision making positions, even if in all cases they are in “deputy” positions.

Figure 2: Trade union leaders by sex (2012)



Source: 8th of March Surveys 2012

➤ **European Trade Union Federations**

We received replies from five European Trade Union Federations – ETUCE, EMCEF, EMF, EFFAT and EPSU and four provided data on their female members.

Not surprisingly the most highly feminised union is ETUCE, with 72% of women members, followed by EPSU (68%) and EFFAT (about 40%).

At the level of leadership positions, EMF and EMCEF have no women holding any of the three highest leadership positions of the organisation (President, Vice-President and Secretary General). EPSU has a female president and secretary general, one male and one female vice-president and one male deputy secretary general. ETUCE and ETF have both a male president and gender parity at the level of the vice-presidency. EFFAT has a male secretary general and president but one female vice-president.

➤ **ETUC**

ETUC Constitution states that “*Gender balance shall be taken into account and the difference in numbers of members of the Secretariat of either gender shall not be higher than one*”

In May 2011 the ETUC Congress elected a team of seven people in Athens, whose gender breakdown is as follows: Secretary General: 1 female, 2 male deputy general secretaries, a male and three female Confederal Secretaries. The principle of gender balance at the level of the Secretariat is therefore fully met. It is also noteworthy that for the first time in the history of the ETUC leader of the organization is a woman.

However, the balance between men and women is lagging behind in the ETUC’s standing committees. According to figures presented to the members of the Executive Committee in October 2011 only 18% of full members of the ETUC Executive are women. Conversely, the number of female deputies in this body is: 37.1%.

This is close to the proportion of female delegates in the ETUC’s Steering Committee, which represents 37.9%. This percentage is close to the proportion of the female ETUC members (+ / - 44%).

Section III) Decent work for domestic workers

As in previous years, the 8th of March survey investigates a topic which is relevant for female European workers. This year the ETUC women's committee decided to have a specific section of the survey dedicated to domestic workers, following the adoption of ILO Convention 189 "Decent work for domestic workers" and Recommendation 201, in June 2011.

➤ **Introduction**

Domestic workers are a large but mostly invisible workforce in Europe, which is extremely vulnerable to exploitation. Domestic work is not a new phenomenon. But there is a rise in domestic work throughout the EU 27 countries and beyond. Demographic change and longer life expectancy, irregular and increased working hours, the growing participation of women in the labour force, lack of adequate care facilities are all factors that impact the demand for domestic work. According to ILO, domestic workers accounts for between 1 and 2,5 per cent of the total employment of industrialised countries. The majority of domestic workers are women (82%) – many are migrants or children - and their work is undervalued, underpaid, poorly regulated in some cases not even recognised as work.

This year 8th of March Survey aims to provide some information on trade union actions addressed to protect domestic workers' rights, including negotiating rights and collective agreements. The survey will also look at unions' strategies to lobby governments' ratification of Convention 189.

As a preliminary remark, it is important to underline that the definition of domestic workers adopted for the survey is the one contained in the ILO resolution:

Definition of Domestic Work and Domestic worker

(art. 1 of ILO Convention 189)

- (a) the term "domestic work" means work performed in or for a household or households;
- (b) the term "domestic worker" means any person engaged in domestic work within an employment relationship;
- (c) a person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker.

➤ **Outcomes of the replies**

The section of the 8th of March survey on domestic workers was completed by almost all confederations (58 of 60). At sectoral level, a relevant contribution was given by EFFAT, the European Trade Union Federation organising and representing this specific category of workers.

More than half of confederations (33) replying to the survey recognise domestic workers in their ranks. Almost all confederations in the Central and Eastern Countries as well as the Baltic unions, do not organise domestic workers.

More specifically, ETUC members that affirmed not to recognise domestic workers in their structures are based in: Estonia, Hungary, Latvia, Liechtenstein, Lithuania, Poland, Slovakia and Slovenia. In four countries at least one of the ETUC affiliated union deals with this category of workers (Podkrepa in Bulgaria, but not CITUB; STTK in Finland but not AKAVA and SAK; LO-N and YS in Norway, but not UNIO; CCOO, UGT and USO in Spain but not ELA).

The collection of solid facts and figures on domestic workers is hard to come by, as it has been recognised by several eminent studies. Therefore, unsurprisingly, almost no confederations were able to provide data on the estimated number of domestic workers in their country. Several confederations underlined the lack of reliable sources and the challenges linked to get these workers “out of the shadows” of the informal economy, where they are often employed. In various cases the data provided by the confederations based in the same country were conflicting (e.g. Bulgaria, Italy). The situation seems slightly better portrayed by the French and Swiss confederations, which were able to give more consistent figures. As an encouraging note, it should be mentioned that some unions (SAK-Finland, FNV-The Netherlands) reported their intention to shortly start conducting or taking part in studies related to domestic workers as a follow-up of the signature of the Convention 189.

According to a few respondents, in some countries there is no tradition of hiring domestic workers for households. This is the case of Finland, Norway and Estonia. The first two countries, the respondents motivated trade unions’ lack of action on domestic workers due to the fact that the state is still the main provider for care and that the workers so employed have recognised work and working conditions. In the case of Romania, unions are not allowed by law to organise this category of workers. Both in Finland and Norway “au pairs” are quite common, and often they mask employment as domestic workers. In Estonia the story is different. According to EAKL domestic workers is a non existent profession because most people cannot afford to hire a domestic worker.

Collective agreements addressing domestic workers are not the norm throughout Europe. In the vast majority of countries responding to the questionnaire (17 of 31) no collective agreement is in place to deal with domestic workers working conditions. In 10 there is neither a collective agreement nor legislation dealing with domestic workers. This concerns: Croatia, Cyprus, Estonia, Latvia, Liechtenstein (but currently working on a collective agreement), Lithuania, Poland, Slovakia, Turkey and UK. Remarkably, most of the central and eastern European countries do not address domestic workers’ rights at all. Some members of countries where no collective agreement is in place on domestic work deplored the problem of finding an appropriate employers’ association with whom to negotiate.

Table 1: Laws and/or Collective Agreements relating to domestic workers in Europe

Country	Legislation	Collective Agreement	Country	Legislation	Collective Agreement
Austria	X	X	Latvia	-	-
Belgium	X	X	Liechtenstein	-	-
Bulgaria	X	-	Lithuania	-	-
Croatia	-	-	The Netherlands	X	X
Cyprus	-	-	Norway	X	X
Czech Republic	X	-	Poland	-	-
Denmark	X	X	Portugal	X	X
Estonia	-	-	Romania	-	-
Finland	X	-	Slovakia	-	-
France	X	X	Slovenia	-	-
Germany	X	X	Spain	X	-
Greece	X	-	Sweden	X	X
Hungary	X	-	Switzerland	X	X
Iceland	X	X	Turkey	-	-
Italy	X	X	UK	-	-

➤ **Collective agreements & legislation**

The extent of protection of domestic workers either by legislation either by collective agreements varies greatly between the member states. This section aims to describe more in detail some relevant examples of bargaining that have resulted in collective agreements.

In **Austria**, the OGB, member of the ETUC, reported about the work of Trade Union Gewerkschaft VIDA⁷ which negotiated the agreement (*Mindestlohnentarif für Hausgehilfen und Hausangestellte*) setting up the minimum wages for domestic workers. The minimum wage sets the *Monatsbruttobarlohn* or the gross cash salary and the salary in kind, allowances and supplements (night hours, overtime etc.) as well as the right to a Christmas bonus. It also regulates remuneration on an hourly basis. In addition to the agreement, Austria also adopted a law on domestic workers regulating working time (including breaks, days off, sick leaves and vacation periods), the right to days off and notice periods⁸.

⁷ For more information see: <http://service.vida.at>

⁸ See: <http://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10008191>

In **Belgium**, after several years of campaigns, the unions managed to have established joint committee nr 323 in 2001. In this committee, social partners reached an agreement on different points, including the length of weekly working hours for domestic workers (38 hrs). Every two years social partners can negotiate on wages and working conditions which apply to all domestic workers in the country. According to CSC, domestic workers in Belgium, as elsewhere, are still a vulnerable category of workers (in many instances they are not covered by social security). Nevertheless, this system has enabled, even if at a slow pace, to improve their situation

Since 2004, in Belgium there is also a ‘service voucher’ system. A private individual can buy vouchers, which are tax deductible, to give to the domestic worker for each hour worked. The worker then submits the voucher to the agency hiring them (e.g. cleaning companies and temporary employment agencies), and receives wages per hour worked. This provides the worker with an employer and legal employment status. It also makes it easier for the unions to organise the workers employed by the agencies, and bargain collectively. According to FGBT 105.098 workers (97% female) are employed in the ‘service voucher’ system, which is regulated by the another joint committee (nr 322.01) where social partners are represented.

Two distinct laws regulate this domain. The law of 1978 deals with the employment contracts of domestic workers and another one regulates the conditions of workers employed in the ‘service voucher’ system. CSC has reported its feedback on the current service voucher system: *“At the beginning, CSC was very reluctant vis-à-vis the voucher system. We did not agree that people were forced to perform cleaning work. But we quickly realized that the system also offered some opportunities: workers hired through the system enjoy a full employment status and belong to a joint committee. In addition, many of them are really satisfied with their work and willing to join a trade union. By making domestic work accessible to middle-income households, the service voucher system takes the domestic work out of the “black” and illegal economy. It ensures to the workers concerned a legal status, with all working conditions and salary requirements. It also gives them trade union rights. In addition, the service voucher system breaks the subordinate relationship between “master” and “servant”. Households are customers and not “bosses” since it is the authorized agency which is the legal employer. Thus, the workers are part of a real company, they have co-workers and belong to a group. They have the opportunity to attend training and their rights are defended by union activists”*⁹.

Unlike in Belgium, in **France** there is not a single collective agreement covering all domestic workers, even if this was the intention of the government. Four national collective agreements are applicable, depending on the profession of the domestic worker: 1. CA of Employees of Individual Employers; 2. CA of homehelpers; 3. CA of childminders, CA of personal services. Labour law defines the 21 activities that relate to the “personal services” as well as time or value thresholds of the services provided in the households and that are tax deductible. The French collective agreement is particularly detailed when it comes to caring for children. It provides a non-exhaustive list of tasks that the worker may undertake (preparing meals, laundry, dressing, cleaning, walks and accompaniment, cleaning rooms, bathrooms and kitchen and contributing to children’s development). The French collective agreements also include a model contract for the workers engaged in one of the professions covered by the four.

⁹ Pia Stalpaert, CSC Food and Services President. Info CSC of 13 January 2012 : http://www.csc-en-ligne.be/publications_et_documentation/publications.asp

In France a ‘service voucher’ system for household services was introduced by the government in 1995. Up to the end of 1999, this service sector in France was largely governed only by labour law. An existing agreement was not implemented, and wages were agreed between each employer and domestic worker. This changed in November 1999 when the trade unions negotiated the first collective bargaining agreement with FEPEM (Federation Nationales des Particuliers Employeurs, National Federation of Individual Family Employers). The agreement, which is renegotiated each year, includes provisions and annexes concerning wages, working hours, paid annual leave and public holidays, medical examinations, maternity leave, accommodation, and training. It applies to part-time workers as well as full-time. In January 2006, the “Cheque emploi service universel” (CESU) was introduced, replacing the previous service voucher systems that were considered too bureaucratic¹⁰. The main objectives of both the French and Belgian voucher schemes is to combat undeclared work in domestic services. Moreover, they aim to provide formal employment particularly for people with few qualifications – such as cleaners – by simplifying the process for hiring and paying domestic and temporary workers, part-time workers and casual labour around the home and garden. Under the CESU scheme, individuals can purchase vouchers from their local bank and are eligible for tax reductions. Individuals are able to use these vouchers to pay not only for domestic service work in the home but also childcare outside the home provided by any individual or organisation.

In **Greece** a voucher system scheme was introduced in 2010 in an attempt to encourage private individuals occasionally employing undeclared workers (such as nannies, elderly persons’ companions, home helps etc.). Under the provisions of the scheme, occasional employers will be required to buy (e.g. at kiosks) a voucher incorporating both daily pay and social insurance contributions. The worker will then be able to cash in the voucher, at the same time securing the equivalent of one work day worth of (social security) contributions.

The service cheque system, also exist in Austria (it is regulated by the Household Service Act) and in the Canton of Geneva in Switzerland.

A law regulating domestic work exist in **Italy** since 1958 and the first national collective agreement was signed in 1974, covering privately employed domestic workers. The agreement is revised every four years by the main representative unions of the sector (Filcams, Fisascat and Uiltucs) and Finaldo and Domina, federations of private householders. The agreement is very comprehensive and sets up minimum requirements for the salary components attached to the different professional levels working time, weekly rest, health and safety provisions, holidays, maternity protection, time off for training purposes, sick leave etc¹¹. The agreement has been considered by many as a good practice, nevertheless as the three Italian confederations underline in their replies to the 8th of March survey, domestic work is still a highly unprotected and abused sector in the country and challenges remain to regularize a vast majority of workers (mainly women and migrants) employed illegally in households.

¹⁰ See: <https://www.cesu.urssaf.fr/cesweb/home.jsp>

¹¹ The collective agreement is available (in Italian) at : <http://www.ilccnl.it/CCNL/Terziario%20e%20Servizi/Personale%20Domestico/CCNL%20Personale%20Domestico%20Non%20Convivente.htm>

In The Netherlands a collective Home-Care Agreement exists for workers employed in a triangular relationship, and includes maternity care within its scope.

The **Swiss** affiliate SGB/USS, reported extensively about the situation of domestic work in the country and how the unions took action to have the first-ever Switzerland-wide “standard work contract” (Normalarbeitsvertrag or NAV¹²). This is not exactly a collective agreement but a minimum wage for the sector, also containing a framework of working conditions. It is the only “standard work contract” which is applicable at national level since the others have regional (“canton”) coverage. In Switzerland, as in other countries, it has been difficult to negotiate a collective agreement when there is no organized negotiating partner on the employer side with whom to agree on binding minimum wages. As that applies particularly to domestic workers, SGB/USS called on the Swiss government, at the end of 2007, to make use of the legal possibilities that were created as part of the accompanying measures for the free movement of persons between Switzerland and the EU, and to decree for this category of workers the first-ever Switzerland-wide “standard work contract” with binding minimum wages and working conditions. At the same time, SGB/USS drew public attention to the highly precarious working conditions experienced by domestic workers. The government finally took up the union concerns and asked an expert group to work out the parameters for an NAV with binding minimum wages. Taking part in that group were representatives of the cantonal and national authorities, employers’ organizations, and organizations in related sectors (cleaning and hospitality), as well as the unions’ representatives. The expert group reported back in mid-2009 with a proposed NAV that took account of multiple elements and requirements. The main focus was on the setting of minimum wages that would reflect the wide-ranging and physically demanding tasks involved in private domestic work¹³.

The NAV came into force on 1 January 2011, and it is an important step in the right direction, affirms SGB. The compulsory minimum wages are: CHF 18.20 (+15€)per hour for untrained workers; CHF 20.00 (+16,5€) per hour for untrained workers with 4 years of professional experience or for workers with two years’ training; CHF 22.00 (+18€)per hour for workers with three years’ training. That is less than the expert group proposed, but it is nonetheless a significant improvement on the current situation and it sends out an important signal to domestic workers employed in Switzerland. The minimum wage for untrained domestic workers corresponds to about 55 per cent of the average gross wage.

¹² A NAV is not a collective agreement, but a sector-specific legal minimum wage for sectors in which there are no collectively agreed provisions.

¹³ Concretely, the expert group defined three wage categories on the basis of experience and training: 1. untrained workers, 2. experienced workers and 3. workers with vocational training or long experience. For the domestic workers’ protection and security, other elements going beyond the legal requirements are vital. Among them are working time arrangements (including overtime), holidays and leave, and the continued payment of wages in case of illness. Although the Union representatives pressed for these elements to be included in the proposed NAV, they were left out – both because they are covered by existing cantonal NAVs and because the legislation underpinning national NAVs does not provide for them.

The mandate given to the group had specified that the minimum wages set for domestic workers were under no circumstances to exceed the minimum wages negotiated by the social partners for the related cleaning and hospitality sectors. But by pointing to the many different tasks performed by domestic workers, who for example often help to care for children and elderly people, the experts were able to justify a partial waiver of this requirement. For these minimum hourly wages to apply, a domestic employee must work on average at least 5 hours a week for the same employer. The main reason for this is that home helps who clean several households on a purely hourly basis in fact earn considerably more (as a rule, CHF 25.00 or more) and are therefore scarcely affected by wage dumping.

The extent to which domestic workers are protected by employment law varies greatly between EU member states. Paid domestic work remains invisible as a form of employment in many EU countries. In several legislative acts, the specific nature of the domestic employment relationship is **not addressed** and several national legislations of the unions surveyed do not define domestic work (Croatia, Cyprus, Estonia, Latvia, Liechtenstein, Lithuania, Poland, Slovakia, Turkey and UK). As various ILO reports affirm, a crucial component of the focus of decent work for all is the recognition that domestic workers really are workers, whether they work in a family, are placed in a private household by an agency or are employed in a public or private institution¹⁴. Domestic work therefore requires specific, effective laws and regulations. The personal character of the work and the context in which it takes place should be acknowledged, while reaffirming its compatibility with the employment relationship.

As already mentioned for Austria, Belgium, France, Italy and Switzerland national collective agreements combine elements of contract law generating obligations between the signatories with regulatory mechanisms and thereby extend the standards provided to domestic workers and employers.

In **Cyprus** the present situation is quite peculiar. According to SEK *“no legislation is related to domestic work and that this kind of employment is regulated by special employment contracts and a special work permit for a specific period of time. This employment contracts are made under the supervision of the Ministry of Labour and Social Insurance”*.

In **Finland**, there is a special law dating since 1977 (the Employment of Household Workers Act) on the employment relationship of domestic workers working in a private household¹⁵. The Act applies to workers whose contractual engagement is longer than one month, or who work a maximum of one day per week for the same employment, or whose regular hours for the same employer do not exceed three hours per day.

In **Greece** existing legislation is considered by GSEE not extensive or effective due to the lack of explicit protective provisions. Domestic work is in fact considered as atypical work and thus excluded, by legislation and practice, from labour law and important social security provisions.

¹⁴ See: ILO (2009), *“Decent work for domestic workers”*, Report IV (1), Geneva

¹⁵ See: <http://www.finlex.fi/en/laki/kaannokset/2001/en20010055.pdf> and http://www.tem.fi/files/31424/kotitaloustt_2011.pdf

In case of a contract of employment, domestic workers (not residing in the household on a permanent basis) are covered by the minimum standards of payment and conditions of work set by the National General Collective Agreement (NGCA) as these standards apply uniformly to all workers). Recent legal provisions on the deregulation of the NGCA will have important effect even on this minimum protection of domestic workers.

Worse conditions for domestic workers are also to be expected in **Hungary**, according to the union LIGA: *“Unfortunately the regulation changed in Hungary for the worse in 2010. The employer has now to register the domestic worker and pay a monthly 1000 Ft (approx. 3,20 €) to the central budget after the domestic worker. However neither the employee nor the employer has to pay any taxes or other contributions. Therefore the domestic worker receives salary which falls outside of the tax system”*. The Hungarian legislation domestic work does not related to labour law or work and safety regulations. It is also not related to social security system and social protection provisions that are offered to other workers. According to the opinion of LIGA, the above mentioned provisions are critical as they do not provide safety for the domestic workers, plus this system only contributes to the wider expansion of the informal economy.

In **Norway** domestic workers in private households (not working for the municipalities and private cleaning service) are excluded from the Health and Safety at Work Act. They are however covered by a regulation linked to the law. In the regulations there are i.e. complementary provisions for what kind of work which is expected to be carried out, where the work shall be carried out, and special regulations for young workers etc.

In **Portugal** there is a specific legislation on the subject – Legal Decree 235 dating from 1992 and regulating the specific issues of this activity, such as those involving the work place or the special trust that is required between the worker and employer. This legislation list the tasks to be performed by the worker (washing and cleaning, taking care of the elderly and ill persons, of the animals and the garden), it regulates the working conditions (holidays, Christmas break, income) or remuneration (which is different if the domestic worker is lodged in the household or not). Nevertheless, the Portuguese unions point out that this legislation is less protective in some aspects compared with the general labour law, especially with regard to termination of the labour contract. Another important feature of the Portuguese system to be highlighted is that the minimum wage is, since 2004, equal to the one applied to all other workers.

Considerable changes to the law regulating domestic workers were introduced in **Spain** in 2011 (and came into force at the beginning of 2012). The new regulation is the result of the social dialogue between government, and most representative employers’ organizations and trade unions which reached the agreement on July 2011, after the adoption of the ILO Convention 189. The main improvements concern social security (the coverage for domestic workers has been strengthened in order to ensure that conditions are not less favourable than those applicable to workers generally) and working conditions. According to CCOO the most important achievements contained in the law are: written contract in accordance with the law; periods during which domestic workers are at the disposal of the household will be paid as hours of work or compensated with rest periods; equal treatment between domestic workers and workers generally in relation to normal hours of work, periods of daily and weekly rest, paid annual leave and payment in kind; recognition of the fundamental rights at work, including protection against discrimination and harassment; written termination of employment by the employer.

In case of payment in kind and periods at the disposal of the household, these should be included on the written contract. Domestic workers nevertheless remain outside the scope of unemployment benefits.

Finally, some respondents highlighted that the only mention of domestic workers in their national law is to **exclude** them **from employment rights** rather than to give them additional protection. For example, in the UK and Denmark national legislation stipulates that categories of worker such as au pairs are part of a family rather than an employee and are therefore exempt from the working time directive and national minimum wage arrangements.

It should be born in mind that the scope of legislation is relative when looking at domestic workers, given the fact that the sector is characterized by a prevalence of migrant workers, many of whom are undocumented. Depending on the legal system, domestic workers may be excluded by labour protection precisely because of their status as migrants.

➤ **Trade unions initiatives to address the specific condition of domestic workers**

At national, and particularly at sectoral level, trade unions have a long standing commitment and important role to play in militating for domestic workers' rights. More than half of respondents (32 confederations) replied that they have undertaken specific measures in the area of domestic workers' rights. 22 reported that they have not and three did not reply to the question. The initiatives undertaken range from information campaigns (22 of 30); the organisation of events (20 of 30); organising and recruiting (14 of 30); research and studies (9); trans-border activities (9). The examples collected show how trade unions have in some cases renewed their organising practices in order to connect to the specific working conditions of domestic workers and adequately reflect their needs, by setting up ad-hoc services. Given the variety of the activities reported we have tried to summarise them below:

- All three **Belgian confederations** are active in defending domestic workers' right. **FGTB** and **CSC** provided some information about the different actions that they implement. They cover bargaining agenda (setting up priorities for negotiations at the sectorial level, training negotiators on domestic workers' rights), the publication of leaflets, flash info and studies. **CSC** is involved in the project "Tour Jeanne Devos" together with Nobel Prize-nominated nun Devos, who has created the National Belgium Domestic Workers Movement. Both **CSC** and **FGTB** dedicate a space in their confederations' websites to domestic workers.
- Both **CITUB** and **Podkrepa** deal with domestic workers rights. In particular, **Podkrepa** reported about the existence of 36 counselling centers, part of the information campaign "Podkrepa for decent work". These centres are based everywhere in Bulgaria and provide free counselling from experts.
- **CMKOS** established a working group together with its affiliates for recruiting and organising. A new strategy is currently being discussed in the confederation with a view to inform and attract workers of various categories, including domestic workers.
- The **DGB** recently produced a flyer about domestic work in **Germany**, which contains a claim for the ratification of ILO Convention 189. The confederation has also recently adopted an official position paper on the regulation of so-called mini-jobs. Currently someone employed with a mini-job contract is not covered by the social protection system and pays no taxes. Nearly a quarter of mini-jobs are performed in households.

- In **Finland** the work of trade unions with regard to domestic workers is very much linked to the adoption of ILO Convention C189. The three confederations participate in tripartite work at national level, prompted by the ILO national committee in view of the ratification of this instrument.
- In **France**, unions appear to be very active in the promotion of domestic workers rights. CFDT, for instance reported that its federation **CFDT-Services**, which organises domestic workers, has put in place several actions in order to attract this category of workers in its ranks. The federation has put in place « developpers » in seven regions. These activists are directly involved in the networks of child minders and in the professional exhibitions dedicated to personal services, to provide information to workers about their rights, and gain recognition as a union. Sometimes, though rarely, a local union can be established. This was possible in the Paris region, due to the high concentration of domestic workers. The branch meetings are sometimes held on Friday and Saturday, so that the workers concerned do not have to ask for a day off. The federation also set up a communication plan including the use of electronic tools in order to reach these workers more easily.
- In **Hungary**, **LIGA** is the only confederation of the three responding to the questionnaire that is trying to address the issue of domestic workers. This is being done especially by advocating domestic workers' rights in trade union events. In 2010 representatives of this confederation also took part in a study visit in Belgium to learn about the voucher service system. After the visit, the union submitted a proposal to the Hungarian government in order to establish a system inspired to Belgian and German best practices.
- The **three Italian unions**, CGIL, CISL and UIL have reported several initiatives to tackle domestic workers' rights. **CGIL** recently organised a conference at the National Economic and Labour Council (CNEL) on domestic work. Another event is under preparation in collaboration with Filcams, the sectoral union organising these workers. On that occasion the results of a study will be presented on domestic and care work. CGIL is also planning to set up a permanent documentation center on domestic workers. CGIL is involved in transnational cooperation as well and currently have a project in Ecuador aiming at establishing a domestic workers union in this country. **CISL** also reported about the work of the branch union organising domestic workers, Fisascat. The branch union provides several dedicated services for domestic workers (such as access to social security system). Different leaflets in various languages were published by Fisascat (ie explaining how to access health integrative insurance; non-Italian workers' rights, health and safety provisions related to work in households). Furthermore several meetings are organised in various regions of Italy to share initiatives and information. **UIL** finally publishes on a regular basis an info-sheet called "Focus immigration" providing information on migration policies and on domestic workers. Information campaigns were launched by this confederation and brochures in several languages were printed and widely distributed. A public event was organised late in 2011 with the municipality of Rome, with the support of immigrant communities.
- In the **Netherlands**, **FNV** has recently started a study on domestic workers. In the past leaflets and internet were used to inform on domestic workers conditions.
- The **Spanish unions** are also very committed in addressing domestic workers. Starting from **CCOO**, which has already realised a publication explaining the changes introduced by the new law (see above). CCOO has also organised press conferences and spread the news through social media (such as Facebook and Twitter).

UGT encourages domestic workers to join the union by campaigns and also when migrant domestic workers come to UGT's migrant attention centers to ask for information related to work or migrant laws. Since 1996, **UGT** has been informing domestic workers about their rights, in particular migrant domestic workers (before departure in countries such Ecuador, Bolivia, Colombia or Morocco or when they are in Spain). 25 meetings were held in December 2011 all around the country in order to inform about the new legal standard standards. Employers, workers and NGOs attended these meetings. **USO** is also informing its members of both the new law and the Convention 189 via specific brochures. The 2011 International Day for Decent Work (7 of October) was dedicated by **USO** to domestic workers and a Conference was entirely dedicated to this issue with high-level representatives of the union.

- Finally the **Swiss** unions, **SGB** reported about the organisation of various meetings aimed at informing about the « First binding normal employment agreement adopted in Switzerland ». Events have been however organized since 2008. The Swiss are also discussing with government the need to introduce a model contract at national level for domestic workers (it currently exists only for Geneva Canton).
- The **Romanian** confederation Cartel Alfa is carrying on various awareness-raising events with branch unions and the womens' committee for the ratification of the ILO Convention 189. A group discussion was created on facebook (http://facebook.com/?ref=tn_tnmn#!/groups/383025968374894/) and the unions are working closely with the media. The advocacy campaign has been reported in the newspapers and local radio. Cartel Alfa with NGOs are planning to collect signatures, which will be sent to government authorities.

It is very likely that more activities have been realized than those that have been listed above. In some other cases, various confederations (LO-Denmark, FO and UNSA-France, UGT-Portugal, BNS - Romania, TUC - UK) replied affirmatively to the question but did not provide further details on the actions undertaken. In most of the cases, unions do not address domestic workers' issues together with NGOs. It is interesting to underline that only 17 confederations (out of 56) reported to collaborate with NGOs on domestic workers' issues.

Although the several actions that have been presented are inspiring, it must be said that there are also unions (19 of 56) which do not deal with domestic workers' rights at all. They seem to be: NHS, SSSH/UATUC Croatia, SEK - Cyprus, EAKL - Estonia, GSEE - Greece, MszOSz and SZEF - Hungary, ASI - Iceland, LBAS - Latvia, LDF and LPSK/LTUC Lithuania, LCGB Luxembourg, UNIO Norway, Solidarnosc and OPZZ Poland, KOZ Slovakia, LO-Sweden, Travail Suisse, HAK-IS and TURK-IS Turkey).

➤ **ILO Convention**

In June 2011, The ILO Convention on Decent work for domestic workers and Recommendation 201 were adopted with a wide margin at the 100th International Labour Conference in Geneva. The adoption of these International Labour Standards have been strongly welcomed by the unions and considered as an historical achievement on the promotion of decent working conditions and the promotion of social justice worldwide.

Practically all confederations that took part in the survey (50 of 56) took part in the negotiations of ILO Convention 189. A large majority (46 of 54) are lobbying the government for the ratification of this instrument.

Several lobbying activities have been reported. One of the most common has been the sending of an **official letter** signed by the unions or by the social partners to the Ministry responsible or to the members of Parliament. This lobby action was mentioned by OGB – Austria, FGTB – Belgium, LO-Denmark, CGIL, CISL and UIL Italy, AKAVA, SAK and STTK Finland, USO - Spain. In some cases lobbying is being done with NGOs: this is the case for OGB – Austria and for FGTB and CSC Belgium, both part of a large coalition on domestic work.

Most respondents are involved in a **tripartite Committee** dealing **with the ILO** agenda. In this context they take part in follow-up discussions following the adoption of Convention 189 and take the opportunity to advocate for the ratification. CMKOS, ASI, OPZZ, LO, the French, Norwegian, Swedish, Swiss and Turkish unions reported to lobby within these tripartite committees.


Some other unions are still at the planning stage of their lobbying activities. For instance Podkrepa intends to organise meetings with government representatives to discuss regularisation of domestic workers in Bulgaria and ratification of the Convention. GSEE – Greece is considering doing something but it is difficult given the harsh situation in the country because of the economic downturn. ASI – Iceland has in the pipeline an information campaign on ILO Convention 189 in cooperation with the Icelandic Center of Gender Equality. LPSK is planning to contact the Ministry of Social Security while Solidarnosc will launch its lobby action in May, officially asking the government to ratify the Convention. Finally, the two Turkish unions TURK-IS and HAK-IS are preparing awareness raising and lobbying campaigns.

It is too early to assess the results of these lobby activities, given that in most of the countries they have just been started. According to the 25 confederations that provided information about government plans or policies with regard to domestic workers it appears that the evaluation of the ratification process is still ongoing in most of the countries (Finland, Slovakia,) in other it has not started yet (Slovenia). In other cases the issue of domestic work has disappeared from the government agenda (Hungary). In Belgium, members of Parliament close to trade unions submitted a resolution to ratify Convention 189. In December 2011 Belgium put the ratification of this Convention on the governmental agenda.

Prompted by discussions at international level, some national governments have introduced or proposed some changes (that in some cases can be considered as improvements) to the situation of domestic workers.

In Italy for instance fiscal benefits for employers regularising domestic household workers have been proposed. In Spain, where as already seen, since the 1st of January domestic workers are part of the social protection system, social partners have been asked by the government to submit a proposal about unemployment coverage and an assessment of the new rules recently introduced before the end of 2012. In Liechtenstein a collective agreement is being discussed, following the trade unions' lobbying.

Finally for 42 confederations the lobby coincides with the active participation in the ITUC 12 by 12 Campaign, also supported by ETUC¹⁶.



Join our campaign for rights and protection for domestic workers:

The End of Modern-day Slavery

There are over **100 million workers** employed to do work in someone else's house all over world. These domestic workers clean, cook, do laundry, provide care to children and the elderly and lots more. Their work is **undervalued, underpaid, invisible, not recognised, and not respected**. The majority of domestic workers are **women (82%)** – many are **migrants or children**.

In many countries **domestic workers are excluded from labour legislation** and social protection schemes. Many are denied the right, either in law or in practice, to form or join a trade union. As a result, mistreatment, exploitation, violence, and physical and sexual abuse are frequent and often go unpunished.

» » »

In June 2011 the UN body that deals with labour issues, **the ILO** (the International Labour Organisation), **adopted Convention 189 (C189) and Recommendation 201 (R201) on Domestic Workers**.

Convention 189 recognises the right of domestic workers to join and form trade unions, which is still forbidden in many countries. It also protects the right to minimum wage in countries where it exists, and protects monthly payments and access to social security including in the case of maternity. The Convention gives domestic workers one day off per week and regulates their working hours. In essence, **the Convention guarantees that domestic workers are treated as any other worker under labour legislation**. This Convention will enter into force once two countries have ratified it. The ITUC (the International Trade Union Confederation) launches the "12 by 12" worldwide campaign on getting 12 countries to ratify Convention 189 by the end of 2012.

While the campaign aims at mobilising action around the world, it will have a particular focus on the following countries and the EU:

1. Brazil
2. Peru
3. Dominican Republic
4. Paraguay
5. South Africa
6. Senegal
7. Kenya
8. Philippines
9. Indonesia
10. India
11. Saudi Arabia
12. the EU

The ITUC "12 by 12" campaign will be organised in cooperation with other organisations worldwide, such as the IUF (a global union for food, farm and hotel workers world-wide); the International Domestic Workers Network; European Trade Union Confederation (ETUC) and other human rights, women's and migrants' organisations.

**Join our campaign to support the rights
of domestic workers in your country!**

More information on:
www.ituc-csi.org

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CM/CS/bb

Brussels, March 2012

¹⁶ See : <http://www.etuc.org/r/1588>

Annex I: Table 1. Female trade union membership in confederations (2008 – 2009 – 2010 - 2011-2012)

COUNTRY	TRADE UNION	TRADE UNION (TOTAL)					TRADE UNION (WOMEN)				
		2008	2009	2010	2011	2012	(%) 2008	(%) 2009	(%) 2010	(%) 2011	(%) 2012
Andorra	USDA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Austria	OGB	1.272,011	1.247,795	1.238,590	1.220,190	1.211,111	33.3%	34.1%	34,0%	34,4%	34,6%
Belgium	ABVV / FGFB	1.367,000	1.434,527	1.455,454	1.620,674	1.503,748	42.0%	43.0%	43,0%	43,0%	43,4%
	ACV / CSC	1.616,145	1.646,733	1.635,579	1.658,188	1.658,188	43.0%	45.0%	45,0%	45,0%	45,6%
	CGSLB/ACLVB	265,000	265,000	265,000	265,000	274,308	42.0%	42.0%	42,0%	43,2%	43,3%
Bulgaria	CITUB-KNBS	NA	210,000	220,000	190,000	190,000	NA	48.0%	48,0%	48,0%	48,0%
	PODKREPA	153,250	153,350	153,350	153,350	152,750	42.0%	46.0%	42,6%	44,0%	48,7%
Croatia	NHS	NA	NA	NA	NA	113,598	NA	NA	NA	NA	49,0%
	SSSH / UATUC	210,000	211,000	164,732	103,000	103,000	48.0%	NA	48,0%	45,0%	NA
Cyprus	SEK	NA	64,945	76,737	NA	69,657	NA	37.4%	37,2%	NA	27,2%
	DEOK	8,807	9,250	9,500	9,652	9,500	13.3%	24.7%	13,5%	13,8%	13,7%
	TURK-SEN	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Czech Rep	CMK OS	503,000	482,000	444,570	409,000	390,000	44.0%	45.5%	45,5%	45,5%	45,5%
Denmark	AC	NA	NA	NA	144,148	NA	NA	NA	NA	53,2%	NA
	FTF	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	LO-DK	1.300,000	1.300,000	1.300,000	1.000,000	1.122,795	49.0%	49.0%	49,0%	49,0%	49,2%
Estonia	EAKL	NA	NA	35,878	33,031	30,646	NA	NA	59,3%	59,9%	54,4%
	TALO	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finland	AKAVA	NA	536,792	536,792	NA	552,813	NA	50.1%	50,1%	NA	51,0%
	SAK	800,000	800,000	800,000	758,000	758,000	46.0%	46.0%	46,0%	47,0%	46,0%
	STTK	650,300	640,000	623,200	640,000	615,000	68.0%	70.0%	70,00%	67,0%	74,0%
France	CFDT	803,635	808,720	814,636	833,168	851,601	45.0%	45.0%	45,8%	47,0%	47,0%
	CFTC	160,300	160,300	140,000	140,000	NA	39.0%	39.0%	50,0%	50,0%	NA
	CGT	700,000	711,000	735,000	735,000	735,000	28.0%	32.0%	34,0%	34,8%	35,0%
	FO	800,000	NA	800,000	800,000	700,000	45.0%	NA	45,0%	45,0%	45,0%
	UNSA	307,000	NA	307,000	307,000	200,000	NA	NA	NA	NA	NA
Germany	DGB	NA	NA	6.200,00	NA	6.000,00	NA	NA	30,0%	NA	35,5%
Greece	ADEDY	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GSEE	502,000	NA	498,000	498,000	498,000	NA	NA	NA	NA	NA
Hungary	ASzSz	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	LIGA	103,000	103,000	103,000	110,000	110,000	35-40%	30%	NA	32%	40%
	MOSz	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	MSzOSz	NA	NA	205,000	205,000	185,000	NA	NA	NA	47%	35%
	SZEF- ÉSZT	NA	NA	NA	140,000	125,000	NA	NA	NA	60,0%	NA
Iceland	ASI	107,856	110,722	112,815	108,597	109,960	45.0%	45.0%	45,0%	47,0%	47,0%
	BSRB	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Ireland	ICTU	NA	843,637	843,995	798,000	NA	NA	49.0%	48,9%	51,0%	NA
Italy	CGIL	5.850,942	5.697,774	5.697,774	5.746,167	5.748,269	45.0%	50.0%	50,0%	49,4%	48,5%
	CISL	NA	NA	4.507,349	2.640,999	2.125,405	NA	NA	51,0%	NA	47,2%
	UIL	1,776,733	2.116,299	2.174,151	2.174,151	2.196,442	40.0%	35.0%	44,0%	44,0%	40,0%
Latvia	LBAS	134,422	130,120	110,602	110,602	109,098	62.6%	68.0%	64,0%	64,0%	62,2%
Liechtenstein	LANV	NA	NA	NA	NA	1,175	NA	NA	NA	NA	29,8%

Lithuania	LDF	20,000	20,150	20,150	20,150	13,200	60.0%	58.0%	58,0%	58,0%	63,0%
	LPSK / LTUC	100,000	75,000	70,000	60,000	60,000	61.5%	58.0%	58,0%	57,0%	57,0%
	LPSS (LDS)	NA	NA	NA	7,200	NA	NA	NA	NA	47,0%	NA
Luxembourg	OGBL	NA	62,732	69,040	69,806	NA	33.9%	34.0%	32,7%	32,9%	NA
	LCGB	34,000	35,000	36,000	36,000	36,300	33.0%	31.0%	29,5%	30,0%	30,0%
Malta	CMTU	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	FORUM	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	GWU	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Monaco	USM	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Netherlands	CNV	52,710	NA	NA	330,000	332,000	63.0%	NA	NA	31,0%	33,0%
	FNV	1.192,951	1.368,000	1.373,400	1.378,000	1.365,000	32.0%	36.3%	36,92%	37,50%	38,00%
	MHP	NA	140,000	NA	NA	130,000	NA	NA	NA	NA	NA
Norway	LO-N	822,629	865,392	865,000	871,360	877,197	49.7%	50.1%	51,0%	51,1%	51,3%
	YS	206,000	216,000	217,141	217,600	219,000	56.0%	56.0%	56,8%	55,8%	55,6%
	UNIO	268,218	NA	226,915	NA	295,626	72.2%	NA	75,4%	NA	75,8%
Poland	NSZZ-Solidarnosc	NA	680,334	700,000	667,572	641,507	NA	37.0%	38,0%	37,7%	38,1%
	OPZZ	NA	NA	318,000	NA	320,000	NA	NA	48,0%	NA	NA
Portugal	CGTP	683,250	653,000	653,000	653,000	NA	NA	NA	53,0%	53,0%	
	UGT-P	510,000	510,000	510,000	505,000	505,000	48.0%	48.0%	46,0%	45,7%	45,7%
Romania	BNS	NA	NA	NA	150,000	150,000	NA	NA	NA	40,0%	40,0%
	CARTEL ALFA	1.000,000	1.000,000	NA	NA	1.000,00	48.0%	48.0%	NA	NA	47,0%
	CNSLR-Fratia	NA	800,000	800,000	NA	400,000	NA	44.0%	44,0%	NA	47,0%
	CSDR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
San Marino	CSdI	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	CDLS	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Slovakia	KOZ SR	337,600	319,600	319,600	296,400	273,755	40.9%	41.9%	41,9%	43,6%	44,8%
Slovenia	ZSSS	281,465	NA	250,000	250,000	200,000	46.5%	50.5%	44,8%	NA	43,3%
Spain	CC,OO	1.001,000	1.001,000	1.200,200	1.157,800	1.131,538	36.6%	37.5%	38,3%	38,9%	39,2%
	STV-ELA	NA	110,054	115,000	108,307	107,645	NA	37.4%	38,1%	38,8%	39,5%
	UGT-E	887,009	810,000	880,000	880,000	880,000	33.4%	33.7%	33,3%	35,7%	33,4%
	USO	NA	81,090	121,760	122,856	122,760	25.0%	34.5%	36,0%	36,3%	36,1%
Sweden	LO-S	1.473,583	1.404,865	1.384,879	1.346,756	1.315,839	47.0%	48.0%	48,0%	52,1%	47,8%
	SACO	580,000	586,000	610,000	617,738	633,975	52.0%	52.0%	52,0%	52,6%	52,4%
	TCO	974,959	1.175,276	958,745	962,629	698,866	62.3%	62.2%	61,9%	61,9%	61,6%
Switzerland	Travail Suisse	NA	NA	NA	NA	170,000	NA	NA	NA	58,0%	38,0%
	SGB	384,816	NA	NA	377,327	372,082	24.1%	NA	NA	26,8%	27,3%
Turkey	DISK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	HAK-IS	NA	NA	441,917	550,000	550,000	NA	NA	10,0%	12,6%	10,6%
	KESK	NA	20	NA	NA	NA	NA	42%	NA	NA	NA
	TURK-IS	700,000	820,000	250,000	NA	250,000	10.0%	12.8%	11,0%	NA	11,0%
UK	TUC	6.500,000	6.500,000	6.200,992	6.135,126	6.056,861	44.0%	41.0%	46,0%	47,0%	47,7%

Source: ETUC Surveys 2008-2009-2010-2011-2012

Table 2. Female trade union membership in PERC Members (2011)

COUNTRY	TRADE UNION	TRADE UNION MEMBERSHIP (TOTAL)	TRADE UNION MEMBERSHIP (% WOMEN)
		2012	2012
Georgia	GTUC	194 764	60,3%
Ukraine	FTTU	8.478,000	56,5%
Serbia	NEZAVISNOST	160,000	45,0%

Source: ETUC Survey-2012

Table 3. Women members in European Industry Federations 2009 – 2010 – 2011 – 2012

EIF	TRADE UNION MEMBERSHIP (TOTAL)				TRADE UNION MEMBERSHIP (% WOMEN)			
	2009	2010	2011	2012	2009	2010	2011	2012
ETF	-	-	2.500,000	-	-	-	13,0%	-
EFFAT	-	1,500,000	1.500,000	1.500,000	40,5%	40,5%	40,5%	41%
EMF	-	6,000,000	6.000,000	5.053,272	-	± 20%	20,0%	20,0%
EFJ	260,000	-	-	-	-	-	-	-
EEA	-	-	-	-	-	-	-	-
EFBWW	2,300,000	-	-	-	1%	-	-	-
EPSU	± 5,600,000	8,000,000	8.000,000	8,000,000	± 70%	68,5%	68,5%	68,5%
EMCEF	2,500,000	-	1.912,718	1.800,000	± 20%	-	NA	20%
UNI-EUROPA	13,596,577	-	-	-	47.5%	-	-	-
ETUF-TCL	-	-	-	-	-	-	-	-
ETUCE	-	-	5.500,000	5.500,000	-	-	72%	72%

Source: ETUC Surveys 2008-2009-2010-2011- 2012

Annex II

Question 6: **Please shortly describe how your union followed up the implementation of ETUC Recommendations for improving gender balance in trade unions since their adoption in March 2010**

OGB	On going work – (quota regulations since the last congress 2009). During the preparation for the next congress in 2013, which starts this year, the women's organisation will work out potential measurements/strategies, how to improve the gender balance in our trade union-structures
ABVV / FGTB	Le département Gendermainstreaming s'efforce de rendre la politique d'égalité entre les femmes et les hommes de la FGTB conforme aux engagements que nous avons pris. Cela passe par la sensibilisation, l'information et la formation sur la notion de Gendermainstreaming tant au sein de l'organisation syndicale qu'à l'extérieur. Cela se traduit également en faisant adhérer un maximum de personnes à cette nouvelle approche et en augmentant la visibilité de la FGTB en matière d'égalité F/H
ACV / CSC	La CSC a un plan d'action qui vise l'intégration et la systématisation du genre à tous les niveaux de son action syndicale (décision des congrès CSC 2002, 2006, 2010). Les recommandations de la CES viennent soutenir notre démarche.
CGSLB/ACLVB	<ul style="list-style-type: none"> • Mesures au niveau HRM • Sensibilisation, formation • Soutenir des avis vers le gouvernement • Elections sociales 2012 dans les entreprises : campagne expressément vers les femmes
CITUB-KNBS	CITUB is implementing ETUC Recommendations for improving gender balance by increasing the number of women in decision-making positions
PODKREPA	In the Statute of the Confederation there is a special text about the gender balance and there is a special Resolution
NHS	Our organisation became a member of the ETUC in December 2010. This is the reason why we cannot give any specific description of our follow-up of the Recommendations at the moment. NHS held its Congress in September last year and we are planning several activities and programmes within our organisation but also in public and most of them are in line with the Recommendations.
UATUC	The UATUC has not adopted any policy or activity plan for improving gender balance in trade unions. There is no awareness that gender parity is one of the main indicators of internal democracy in trade unions. Unfortunately, for the first time since its founding in 1990, the UATUC has no women leader in the top five of the union hierarchy.
DEOK	We fully support ETUC actions to improve gender balance and to overcome barriers and we try to achieve that within our organization by trying to promote gender diversity through our own internal human resources. We try to produce guidelines on gender mainstreaming in areas such as: collective bargaining; organising; social dialogue, policy making
SEK	SEK give special priority in promoting gender balance issues. Therefore, a number of instruments were used in changing attitudes and approaches towards women participation in decision making bodies, as for example seminars, projects and other activities. As a result of this approach, the number of women participating in the second highest decision making body, ie the General Council has increased by 25%. However, there is still an evident lack in promoting womens' participation at the highest level of hierarchy, as for example, the Secretariat and the Executive Committee in which their representation is totally missing.
CMK OS	The 5th Congress of the CMKOS held on 9-10 April 2010 elected the CMKOS Executive, 3 leaders, one of them is a woman. It means that the CMKOS has a woman in the statutory body managing the everyday life of the CMKOS. The promotion of gender equality is more evident in the documents adopted by the Congress - Statutes and Programme for 2010-2014 - it is also due to the activities of the the CMKOS Committee for Equal Opportunities for Women and Men before the Congress. The gender mainstreaming is monitored yearly in the report of the CMKOS

	Committee for Equal Opportunities for Women and Men presented to the CMKOS Council.
LO-DK	We have gender parity in our political leadership, so we don't have specific activities. We do have a yearly gender audit, which focuses on the LO staff, concerning gender balance, pay, leadership positions, maternity/paternity and so forth.
EAKL	After discussing the ETUC Resolution on Recommendation for improving gender balance in trade unions on our Equality Committee meeting we came to conclusion that we have managed to maintain more or less the healthy gender balance in EAKL: women members' percentage is 54,4%, in Steering Committee 50%, in Executive Committee 42%.
AKAVA	Akava is currently drafting its strategic aims on gender equality and the issue of improving gender balance in trade unions will be discussed there. Akava also follows the development of gender balance in decision making positions within its affiliates.
SAK	The recommendation for the increasing the amount of women representatives at the congress (made by the SAK Executive Committee). SAK organized the seminar of equal affairs, 150 participants. SAK has made new equality plan
STTK	No specific actions, it is within our normal working
CFDT	La Commission Confédérale Femmes CFDT a accueilli Cinzia Sechi, conseillère de la CES, pour l'appropriation de la démarche en faveur de la mixité« de l'adhésion à la prise de décision » au sein des organisations affiliées à la CES. Les membres de la CCF diffusent le guide de la CES, qu'ils ont commandé. Par ailleurs, la CCF décline les 10 recommandations dans l'élaboration du nouveau plan d'action mixité de la CFDT. Elle a en effet été mandatée par le bureau national pour établir un bilan de 30 ans de politique mixité, et réaliser un plan d'action mixité.
CGT	Dans le suivi de la préparation des Congrès des Fédérations, régions et unions départementales, en s'appuyant sur la Charte de l'égalité adoptée par la CGT.
FO	Par l'intermédiaire d'un réseau de référents égalité dans les structures départementales et fédérations en charge de promouvoir l'égalité auprès des syndicats et d'inciter au recrutement des femmes dans le cadre de leurs instances et des instances représentatives du personnel.
UNSA	Même si pour le moment, nous avons encore du mal à fournir des statistiques et des données précises de répartition dans nos organisations, les recommandations de la CES ont permis à l'UNSA d'amplifier la réflexion sur la question de l'égalité hommes/femmes. La commission « égalité » se réunit régulièrement et étudie la meilleure façon de mettre en place des outils afin d'obtenir dans un avenir proche des statistiques par exemple, que nous n'avons pas encore. Nous réfléchissons également à la mise en place de formations et de moyens de communication afin de lutter contre les stéréotypes et de syndiquer et promouvoir davantage de femmes dans nos organisations. Pour le moment, il s'agit plus d'une prise de conscience que d'avancées réelles mais c'est l'étape indispensable qui permettra de progresser concrètement.
LIGA	Last year the Equality Committee of the LIGA Trade Unions has organised several activities to put women issues in the spotlight and to direct trade union leaders' focus on women in order to give them more opportunities for more active participation. The committee has also put emphases on organising trainings for women that would enable them to have better skills which they can use within their organisations.
MSzOSz	The Women's Board has every year a Program, and a strategy program for five year (in this time from 2010), in which we focus on the initiative to arrive the take parting on the decision making bodies of the women, the formalizing the gender aspects of the policies of the member trade unions, to fight against the discrimination, the gender pay gap.
SZEF	We have much more female members therefore it is easy to ensure the balanced representation for both men and women. We have gender balanced leadership
ASI	As from the year 2005 ASI has been working according to a specific strategy plan for the promotion and empowerment of women within the labour movement. During that time and before 2010 ASI has implemented many of the recommendations stated in ETUC frameworks of action regarding gender equality. ASI is working on revision of the strategy plan from 2005 and will present the results and a new plan in autumn 2012

CGIL	Policies to improve gender balance in Cgil's decision-making bodies; gender perspective mainstreamed into union policies; training for women to take decision-making roles. Implementation and monitoring of a 40/60 rule on representation of women which is foreseen in Cgil Statute. Gender budget in the Cgil Social Budget.
UIL	Nothing has changed in the implementation of gender policies compared to last year. Hence, the remarks made for last year hold true also for 2011.
LBAS	No specific actions taken as we have already a good balance
LANV	We filled the position of SG by a woman
LDF	At the moment situation satisfies us
LPSK / LTUC	Recommendations: There is a gender balance within chairpersons of branch unions (50% men an 50% women)Same situation is in other governing bodies of trade unions there are 50 women and 50 men elected. When LTUC organising seminars, conferences we usually aim and succeed to have equal number (50 % each) of participants of each gender.
CNV	One of the things we do for example is that we signed a gender contract and we also try to get women to apply if there is a job opening
FNV	Gender balance is a integrated part of our diversity policy. We monitor womens participation in trade unions and among unionmembership. The % women members is still growing each year. http://www.fnv.nl/publiek/themas/diversiteit/diversiteit/ http://www.iedereenmeedoen.nl/
LO-N	A gender quota on 40 % representation of both women and men in the decision making bodies is adopted at the LO – Norway's Congress several years ago
YS	This is no longer a big problem within our confederation; 9 out of our 21 union presidents are women, and 4 out of 9 members of our executive committee.
UNIO	
NSZZ - Solidarnos	As all ETUC policies, it was translated and distributed among regional and local organizations. A lot of regional structures carries on trainings on discrimination and equality for the members as part of general education projects.
UGT-P	Incorporation of an article in the trade union statutes providing a minimal quota for men and women participations (30%).
BNS	Since 2010 BNS has been implementing an intensive program to strengthen the women involvement in unions, in leadership positions, and entrepreneurship. Since then we have increased the membership and active involvement of women, as we have organized nationally a network of gender committees, we organized support points for women entrepreneurial initiatives – and awarded 40 prizes for the best newly opened women businesses, developed training kits and specific modules related to equality and fighting discrimination, etc. There are 8 functioning equal opportunities points providing trade union information and consultations for discrimination issues and entrepreneurial initiatives for women, all around the country. There is a dedicated website, for women, including a forum where different topics can be debated, www.egalitadedesansa.ro
CARTEL ALFA	ETUC Resolution on Recommendations for improving gender balance in trade unions as disseminated at national level within Cartel Alfa Women Committee network.
CNSLR-Fratia	Premièrément, notre Confédération a renforcé la structure de la Commission de Femmes par l'implication dans ses activités de toutes les « structures- femmes » (comité, commission, département, etc) des syndicats professionnels ou territorial affiliés a la Confédération ; nous avons inclus la dimension genre dans tous les actions de la Confédération (conférences, congrès, tables rondes, séminaires, etc). Le principe égalité de chance est présent dans nos statuts et règlements. Une activité très importante est représentée par le déroulement d'un projet ayant financement européen pour promouvoir l'égalité des chances au niveau nationale dans la société roumaine. C'est un projet qui suppose la formation de 800 femmes dans des compétences générales ; management, communication, communication en langues étrangères, et IT. Egalement autres 300 femmes seront requalifiées dans des métiers du commerce (vendeuses, travailleuses en commerce), ; par le biais des 18 conférences (qui ont démarré l'année dernière

	<p>) nous avons disséminé l'étude concernant la situation des femmes dans 4 domaines d'activité : enseignement, services publics, chimie- pétrochimie et commerce. De cette manière plus de 1800 femmes seront informées sur les réalités des femmes dans les branches mentionnées.</p> <p>D'autre part, notre comité de femmes est très active en ce qui concerne la coopération avec les autres organisations syndicales roumaines et également par les ONGs, essayant de mettre en pratique un échange des bonnes pratiques. Nous n'avons pas imposé une quota de participation des femmes dans nos activités, mais par les actions mises en pratiques nous avons déterminé une hausse de participation de la part des femmes et nous avons constaté à nos membres, plus de confiance dans leurs forces, dans leurs capacités et plus de courage afin de s'impliquer et d'accepter des postes de direction.</p>
KOZ SR	Committee for Gender Equality KOZ SR participates in implementation of ETUC Recommendation for improving gender balance in cooperation with the Department of Gender Equality and Equal Opportunities Ministry of Labour SR and the Committee on Gender Equality Ministry of Labour – participation in the legislative process in respective area
ZSSS	I never knew that recommendations existed. The first time I read them was when they were mentioned in this 8 th March survey. I alerted to the fact that on 2011 ETUC Congress in Athens the ZSSS delegation was again 100 % male. I alerted to it at the time it was decided on. But I was told that ZSSS had this time only 5 seats in the ETUC Congress and that people responsible for ZSSS international affairs should be included in the delegation and as those were all male. Since December 2007 Congress ZSSS has a recommended 25 % gender quota (we thought at the time we should take it step by step) which is probably forgotten by majority
CC.OO	L'obligation de la parité est reprise dans les statuts pour les organes de direction.
UGT-E	In UGT, since 2009 the laws of the state that no sex can be represented less than 40% nor less than 60% in the management bodies, decision and control of the Union. For two periods we developed a congressional audit or evaluation of gender, where we analyze the composition of executive committees of the Union. In the last audit we have also analyzed the evolution of the composition over the last four conferences. We have also analyzed and shown how they influence family responsibilities when making the decision to proceed to a position of responsibility association. In the last Congress of UGT (2009) adopted the "Charter Association for equality", which is regularly assessed to check the progress of the Union in mainstreaming gender within it. The School of Women Leaders of UGT, which we conducted annually since six years ago has become a landmark for women in our organization. It has attracted over 800 women trade unionists of the UGT, in positions of responsibility in different areas of the Union. UGT has a Department of Women, with their own human and financial resources. This Department is integrated into the Department of Equality and has a technical responsibility, other than the responsible policy. The Department's role is to develop guidelines on mainstreaming gender in UGT from the different areas, including collective bargaining presented each year at our Conference Confederation for Collective Bargaining.
USO	Desde la Unión Sindical Obrera (USO Spain) estamos desarrollando un Plan de Acción para la Igualdad, que entre otros objetivos, trata de garantizar el cumplimiento de las políticas de igualdad emanadas de nuestro último congreso, en el que se acordó que la representación en los órganos de toma de decisiones sería paritaria (40%/60%).
LO-S	LO Sweden always tries to reach gender balance in representative bodies
SACO	Saco is mainstreaming gender issues. For example, Saco has no special department for this. Gender issues are incorporated in every policy area.
TCO	Concerning organizing women, we already do have a higher membership frequency among women. Our (TCO) policy is to have approximately as many women and men in the decision making positions

Travail Suisse	<p>2011 a été une année de divers júbilés célébrant l'égalité au niveau suisse (introduction du droit de vote des femmes, inscription de l'égalité dans la Constitution, entrée en vigueur de la Loi sur l'égalité). Plusieurs fédérations de TS en ont profité pour axer leur campagne annuelle sur le thème de l'égalité, pour faire vérifier l'égalité des salaires versés ou pour se fixer un objectif de parité dans les structures internes, en particulier lors de l'engagement du personnel.</p> <p>Le tableau général est très différencié selon la fédération concernée. L'Association romande de logopédistes diplômées ARLC, comme l'organisation Angestellte Drogisten Suisse compte des femmes en majorité parmi leurs membres, alors que d'autres comme l'Association du personnel de la Police fédérale ou l'organisation Employés Suisse sont en majorité composées de membres masculins (20% et moins). Pour cette raison, la question de l'égalité n'est pas traitée avec la même intensité partout et ipso facto, les candidatures féminines ne sont pas partout disponibles pour occuper les postes à responsabilité dans les organes des fédérations.</p> <p>Travail.Suisse a lancé sur le marché un outil d'accompagnement des travailleuses concernées par la maternité sur internet intitulé www.mamagenda.ch. Il s'agit d'un échéancier numérique gratuit truffé d'informations utiles et destiné à tous les supérieur-e-s hiérarchiques et aux femmes actives enceintes. C'est l'aboutissement d'un projet de deux ans témoignant de l'engagement concret des fédérations de Travail.Suisse en matière d'égalité entre femmes et hommes sur le lieu de travail.</p> <p>En 2011 enfin, le comité de Travail.Suisse a approuvé le principe de la participation directe de toutes les fédérations à l'enquête du 8 mars de la CES avec une coordination par le Bureau exécutif.</p>
HAK-IS	<p>Our confederation followed up the implementation of ETUC recommendations for improving gender balance by developing an internal action plan on gender balance at national/sectoral level , changing statutes to establish women committees in its affiliate unions, ensuring that systems of collecting disaggregated data on gender representation at all levels of the union are in place, and that this is reviewed on an annual basis, contributing to the 8th of March survey by providing the ETUC with all the necessary data since 2009, carrying out a gender mainstreaming survey in order to identify areas where a gender perspective needs to be further developed in union policies and structures</p>
TURK-IS	<p>TÜRK-İŞ has started to give gender mainstreaming seminars to women/men workers, work placed representatives and branch presidents. TÜRK-İŞ also will organize a woman congress in 2012. During the woman congress working groups will be comprised on few woman issues; questionnaire will be prepared and after the congress it will be evaluated. We will try to share the outcomes of the Congress.</p>
TUC	<p>The TUC carries out an Equality Audit every two years. This measures the progress made by the TUC and by affiliate unions in terms of improving the gender balance within their structures. Many unions have also undertaken their own research (for example, Aslef, the train drivers union, recently commissioned research into women on the railways) and many have implemented their own positive action measures of reserved seats. The TUC Equality Audit can be downloaded here http://www.tuc.org.uk/equality/tuc-19986-f0.cfm</p>