

## 3. EUROPEAN INDUSTRY FEDERATIONS: 2002 INTERVIEW RESULTS

### INTRODUCTION

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

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

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

Some were created quite recently: for example, the ETF in June 1999, EFFAT in December 2000. The recent creation of UNI-EUROPA is the result of a merger between four

former Federations, brought about by market developments. Together, these 11 Federations bring together more than 1 300 sectoral trade union organisations. They represent 35 580 000 affiliated members. Federation membership figures range from 200 000 (EAEA), to 8 000 000 (EPSU). These data are illustrated in Table 1.

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

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

Federation Name	Number of trade union organisations	Total number of affiliations	Sectors	Sub-sectors
ETF	198	2 300 000	Transport - Fishing - Tourism	Railways - Road Transport - Internal navigation - Civil aviation - Fishing - Dockers - Seafarers - Tourism
EFFAT	120	2 600 000	Food industry - Agriculture - Tourism	<ul style="list-style-type: none"> <li>• <b>Primary sector:</b> Arable farming - Non-food and fibre cultivation - Animal production - Fruit, vegetables and flowers - etc.</li> <li>• <b>Secondary and tertiary sectors:</b> Food industry - Tobacco and drinks - Hotel industry and tourism - etc.</li> </ul>
EMF	60	6 500 000	Metal working	Defence - Aerospace - Steel - Ship building - Garages - Car manufacture - Information and Communication Technologies
EFJ	40	280 000	Journalism	
EAEA	70	200 000	Arts - Entertainment	Performers - Technical trades - Writers
EFBWW	50	2 300 000	Building - Wood	Construction - Furniture - Wood industry - Forestry
EPSU	180	8 000 000	Public services	National administration - Local and regional administration - Health, social security - Public utilities
EMCEF	120	2 500 000	Mining - Chemicals - Energy	Mines - Coal - Energy - Chemical industry (Pharmaceuticals etc.) Paper - Rubber - Plastic - Glass - Ceramics - Cement
UNI-EUROPA	340	7 200 000	Commerce - Finance - Graphics - Postal services - Telecoms - Hairdressing - etc.	
ETUF	55	1 500 000	Textiles - Clothing - Footwear - Leather	
ETUCE	81	2 200 000	Education	

Source: ETUC Survey 2002

## 1. FEMALE MEMBERSHIP

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

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

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

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

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

**TABLE 2: WOMEN MEMBERS**

Federation Name	Total number of members	Percentage of women members
ETF	2 300 000	12 %
EFFAT	2 600 000	30-40 %
EMF	6 500 000	
EFJ	280 000	37 %
EAEA	200 000	> 30 %
EFBWW	2 300 000	5-10 %
EPSU	8 000 000	> 50 %
EMCEF	2 500 000	
UNI-EUROPA	7 200 000	47 %
ETUF	1 500 000	60-70 %
ETUCE	2 200 000	

Source: ETUC Survey 2002

## **1.1. MEMBERSHIP AND ATYPICAL WORKERS**

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

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

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

### **At national level: strategies adopted by organisations affiliated to the Federations**

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

Examples of strategies adopted:

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

### **At European level: Federation strategies**

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

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

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

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

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

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

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

## 2. WOMEN'S REPRESENTATION IN DECISION MAKING BODIES

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

### 2.1. OVERALL STRATEGIES TO INCREASE THE REPRESENTATION OF WOMEN.

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

▶ The creation of women's structures:

Eight of the eleven Federations had opted to encourage women's representation by creating a Women's Committee, Equality Committee, etc.;

▶ The adoption of a declaration in favour of women's representation:

Eight Federations also recorded the existence of a motion adopted by Congress or a general commitment in the Federation's Constitution promoting the representation of women. However, the most effective declarations were backed up by affirmative action programmes and monitoring procedures;

▶ Affirmative action and monitoring mechanisms :

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

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

### 2.2. STRATEGIES USED FOR VARIOUS DECISION MAKING BODIES

At **Congress**<sup>2</sup>, half the Federations interviewed encourage - either by statutory means or through letters of invitation - Congress delegations to reflect the percentage of women members. However, the composition of delegations depends on the good will of member organisations, for as has been stressed, *"Member organisations remain independent in designating their Congress delegations."*

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

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

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

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

### **2.3. THE REPRESENTATION OF WOMEN ON THE VARIOUS DECISION MAKING BODIES**

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

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

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

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

Finally, in the **standing policy committees and/or standing working groups** the proportion of women quoted by the Federations ranges from less than 10% (EFBWW) to 48

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

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

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

% (ETUCE). The average percentage is 25 %<sup>6</sup>. However, it is not always easy to assess the percentage of women in these bodies, because as one respondent emphasised: *"These bodies are not as stable as the Executive Committee, their members are not elected and there are changes from one meeting to the next."*

### Conclusion

- ▶ **Few of the Federations appear to have voluntarily adopted policies** to increase the presence of women in their decision-making bodies. Fewer than half have done so. In the other Federations either no action has been taken, or the Federation has often simply established a women's structure and/or adopted a general declaration on women's representation that has little binding effect. The reasons offered to explain the lack of strategies to encourage representation include: *"This is the sole responsibility of member organisations"*, *"the International Federation is already doing that"*, and *"The independence of affiliated organisations"*.
- ▶ It is **not easy to assess the representativeness** of decision-making bodies. **Few statistics** are available for women members and the proportion of women in these bodies is often only estimated.
- ▶ In order to increase the representation of women, a number of **obstacles / difficulties must be overcome**. These include: the low numbers of women on national trade union bodies; a certain amount of resistance; the independence of affiliated organisations to determine the composition of their delegations. According to one respondent: *"It is not always easy to check the representation of women in member organisations, because this takes human and financial resources"* and another stated: *"Some countries (the Nordic countries) respect the quota, others (in the South of Europe) do not."* On the other hand, without any positive discrimination, the EAEA has succeeded, according to its representative's estimates, in achieving a rate of female representation in its decision-making bodies which actually exceeds the percentage of women members. This is due to the significant presence of women in the sector concerned and in national trade unions.
- ▶ It is essential for Federations to be able to access **reliable statistics** on both the female membership rate and the proportion of women in their decision-making bodies. This is a vital first step in any action to encourage their representation. Furthermore, the responsibility to **encourage the representation of women is as much the task of national Federations as it is of European and international Federations**. Certainly, the under representation of women in the decision-making bodies of European industry Federations has its roots in their weak representation on national bodies, but strategies should be undertaken **jointly** at national, European and International levels. This responsibility lies with all the actors!
- ▶ Nevertheless, achieving female representation which is proportional to the membership rate is **not an end in itself**. Formal equality does not always lead to genuine equality: women who sit on these bodies need to press the equality issues.

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

Federations	% women members	Women delegates at Congress	
		%	n/N
ETF	12	16	43/271
EFFAT	± 30 - 40	21	57/267

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



EMF			
EFJ	37	24	7/29
EAEA *	> 30		
EFBWW	± 5 - 10	± 10	
EPSU	> 50	42 **	98/235
EMCEF		15	32/218
UNI-EUROPA*	47		
ETUF	± 60 - 70	± 40	
ETUCE		35	70/200

\* No Congress, or has not yet taken place

Source: ETUC Survey 2002

\*\* Percentage at 2000 Congress

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

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

\* Body does not exist in these Federations.

Source: ETUC Survey 2002

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

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

\* Body does not exist in these Federations.

Source: ETUC Survey 2002

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

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

\* Sections.

Source: ETUC Survey 2002

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

## 2.4. WOMEN IN MANAGEMENT POSTS

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

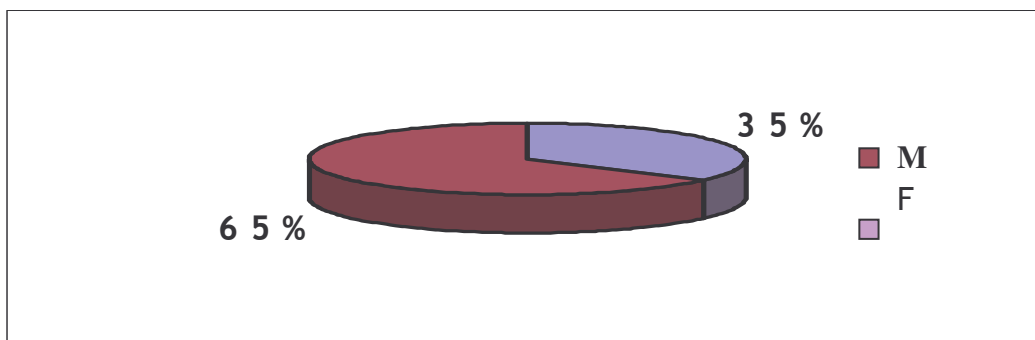
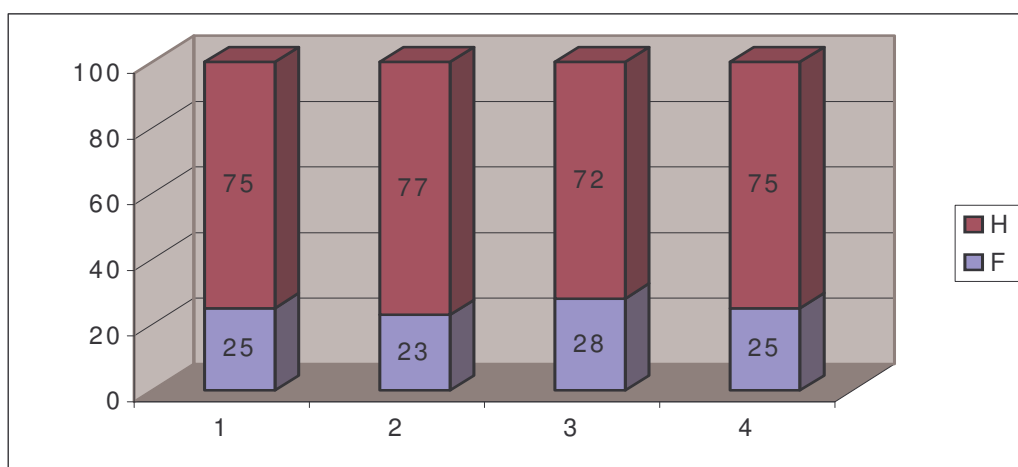
Trade union management posts are thus essentially held by men.

**TABLE 7: WOMEN IN MANAGEMENT POSTS**

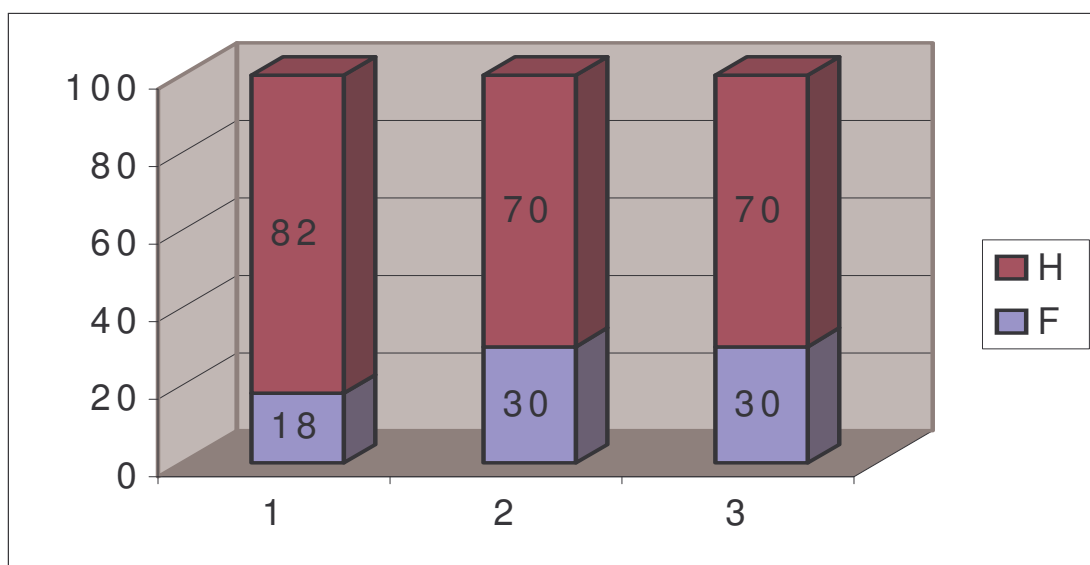
Federation Name	President	Vice Presidents	General Secretary	Deputy General Secretary
ETF	M		F	
EFFAT*	M	Several of which at least one F*	M	
EMF	M		M	M
EFJ				
EAEA	M		M	
EFBWW	M	M	M	
EPSU	F	1 M / 1 F	F	M
EMCEF	M	5 M / 1 F	M	M
UNI-EUROPA	M	2 M / 2 F	F	
ETUF	F	3 M / 1 F	M	
ETUCE	M	2 M / 1 F	M	

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

Source: ETUC Survey 2002

**GRAPH 1 : TRADE UNION MEMBERSHIP BY GENDER****GRAPH 2 : TRADE UNION DECISION-MAKING BODIES BY GENDER**

1. Congress - 2. Executive Committees - 3. Steering committees  
4. Standing Policy Committees and/or Working Groups

**GRAPH 3 : MANAGEMENT BY GENDER**

1. Presidency - 2. Vice-Presidency - 3. General Secretary

### 3. WOMEN'S COMMITTEES – WOMEN'S DEPARTMENTS – WOMEN'S CONFERENCES

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

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

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

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

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

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

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

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

Have European Industry Federations used various **methods** to achieve this?

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

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

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

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

The activities of these structures include, but are not limited to:

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

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

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

Finally, the issue of a **Women's Conference** was discussed. These exist in a little less than half the Federations (ETF, EFFAT, EPSU, UNI, ETUCE). The ETF Women's Conference is described in the "Zagreb Conclusions", urging the Women's committee to adopt certain lines of action. These Women's Conferences tend to take place in the run-up to Congress. In EPSU, the Equality Conference took place a year ahead of Congress to allow the necessary time to integrate its results. The EPSU equality action plan also derives largely from the "Budapest Conclusions" which were the result of its Equality Conference.

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

## 4. CONSTITUTIONAL PROVISIONS/EQUAL OPPORTUNITIES POLICIES/ GENDER MAINSTREAMING

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

### 4.1. CONSTITUTIONAL PROVISIONS

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

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

### 4.2. EQUALITY POLICIES

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

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

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

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

In light of this definition, only **half** of the Federations can be said to have adopted a **genuine strategy** for equality with practical objectives, monitoring procedures and clearly allocating responsibility for implementation of the plan. An outstanding example is EFFAT: the Women's Committee work programme - adopted by the Executive Committee - sets out the **objectives**; the **responsibilities** of everyone concerned (the task of monitoring equality is not confined to the Women's committee); and a **methodology** based on the organisation of meetings, conferences, and the production of regular reports.

### 4.3. GENDER MAINSTREAMING (GM)

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

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

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

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

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

#### **4.4. LINKS REGARDING EQUALITY POLICIES BETWEEN THE EIFS AND THE ETUC, BETWEEN THE EIFS THEMSELVES AND BETWEEN THE EIFS AND THEIR INTERNATIONAL FEDERATIONS**

There seem to be links between the ETUC and the **great majority** of Federations where equality is concerned, inter alia via their attendance at ETUC Women's Committee meetings. Federations which are not represented at these meetings cite *"the lack of time"* and *"limited resources"* as reasons for their absence.

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

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



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

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

## 5. SECTORAL SOCIAL DIALOGUE – EUROPEAN WORKS COUNCILS – EUROPEAN COORDINATION OF COLLECTIVE BARGAINING

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### 5.1. SECTORAL SOCIAL DIALOGUE

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

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

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

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

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

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

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

## 5.2. EUROPEAN WORKS COUNCILS (EWC)

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

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

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

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

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

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

At the seminars mentioned above, participants' views may have differed as to the best way of increasing the numbers of women on EWCs (quotas, experts, first and alternate members of different sexes, etc.) but they were in agreement as to the importance of training EWC members (who have come from different cultures). Furthermore, European Directives should make it possible to start discussion of equality within EWCs.

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

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

### 5.3. THE EUROPEAN COORDINATION OF COLLECTIVE BARGAINING

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

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

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

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

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

Our main conclusions are as follows:

- ▶ The 11 Affiliated European Industry Federations were **interviewed**;
- ▶ **Female membership**: the percentage of female membership is either estimated or unknown in most Federations (8 out of 11);
- ▶ **Adoption of policies to encourage the representation of women**: a minority of Federations (5 out of 11) have adopted voluntary strategies intended to increase the number of women representatives. It was not easy to assess the representativeness of women in decision making bodies, because of the insufficient statistics on women's membership and the proportion of women on these bodies;
- ▶ **Women's Structures**: the majority of Federations have Women's Structure which were essentially advisory bodies. Few of these structures have a budget. Half of these structures are statutorily represented in other trade union executive bodies;
- ▶ **Adoption of equality policies**: only a minority of Federations had adopted a genuine strategy for equality with practical objectives, monitoring procedures and clearly identified responsibilities;
- ▶ **Gender Mainstreaming**: in the majority of Federations, there was very little or no emphasis placed on Gender Mainstreaming.
- ▶ Overall, the interview results reveal that all Federations are not at the same stage in their actions to promote equality. They could be described as progressing at two speeds. A small group of Federations which have made good progress in terms of equality exists alongside a larger group in which encouraging equality cannot be said to be integrated into the heart of the organisation. Certainly, these Federations state that they do not have the human and financial resources to do so. They admit to having other priorities, or they claim that promoting equality is more a national or international than a European matter. In the light of these observations, more exchanges of experiences between the European Industry Federations should take place. And it should not be forgotten that working to promote equal rights for women is a matter for everyone at national, European and international level.