

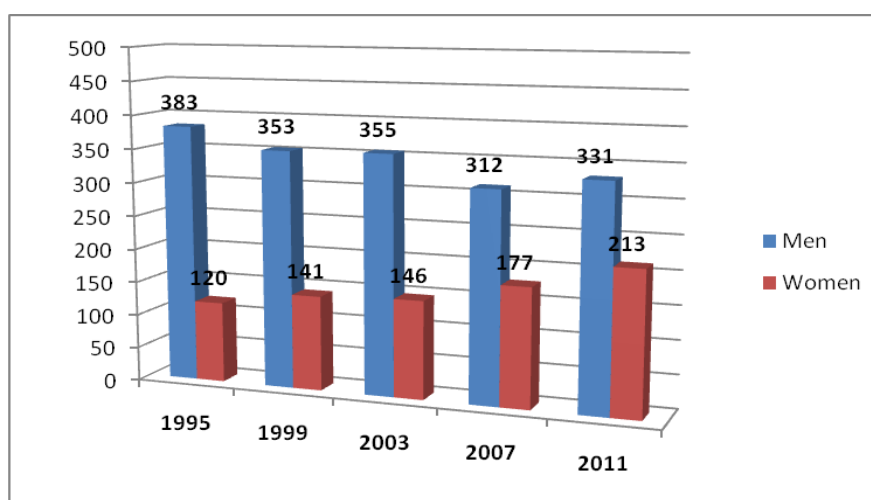
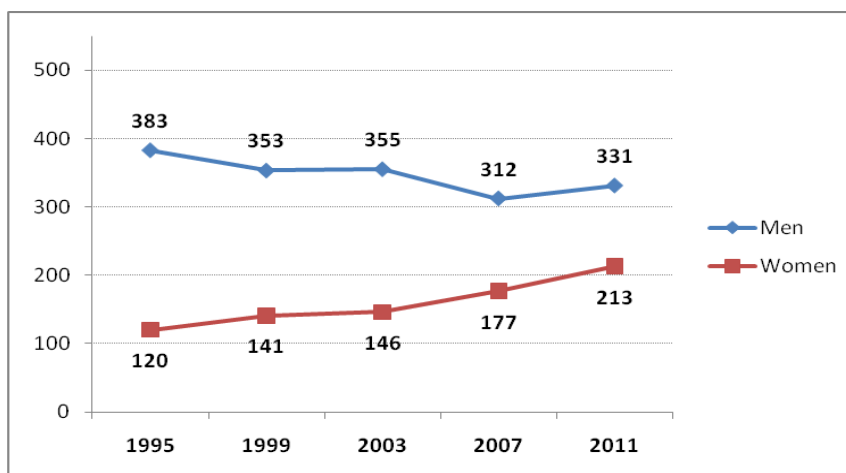
*Representation of women amongst delegates at ETUC Congress:*

*1995, 1999, 2003, 2007 and 2011*

**GENERAL TRENDS REGARDING PRESENCE OF WOMEN AMONG DELEGATES AT ETUC CONGRESSES IN 1995, 1999, 2003, 2007 AND 2011\*.**

<b><u>YEAR</u></b>	<b>TOTAL DELEGATES (CONFEDERATIONS+EIFs)**</b>	<b>N° WOMEN DELEGATES</b>	<b>% WOMEN DELEGATES</b>
1995	503	120	24 %
1999	494	141	29 %
2003	501	146	29 %
2007	489	177	37 %
<b>2011</b>	<b>544</b>	<b>213</b>	<b>40%</b>

Figure1: Gender breakdown at ETUC Congresses 1995, 1999, 2003, 2007, 2011



\* Figures for 2011 Congress were based on those registered as delegates on 12 May 2011 and consists of delegates and deputy delegates.

\*\* These figures do not take into account: ETUC Secretariat members nor specific group delegates (such as Women's Committee, IRTUC, Youth Committee, FERPA and Eurocadres)

## National Confederations

- **More than 50% women delegates**

<i>Year</i>	<i>Confederations</i>	<i>% women</i>
1999	SGB	100 %
2003	EAKL	100 %
	SACO	75 %
	CGT-Fr	67 %
	ELA	67 %
	LBAS	67 %
	YS	67 %
2007	UATUC	100 %
	STTK	80 %
	UNIO	80 %
	TRAV. SUISSE	66 %
	SACO	60 %
	TCO	55 %
2011	<b>SACO</b>	<b>75%</b>
	<b>LIGA</b>	<b>75%</b>
	<b>MOSz</b>	<b>66%</b>
	<b>LCGB</b>	<b>66%</b>
	<b>FNV</b>	<b>66%</b>
	<b>UNIO</b>	<b>60%</b>
	<b>AKAVA</b>	<b>60%</b>
	<b>CMKOS</b>	<b>60%</b>
	<b>TCO</b>	<b>55%</b>
	<b>OGB</b>	<b>54%</b>

- **Exactly 50% women delegates**

<i>Year</i>	<i>Number</i>	<i>Confederations</i>
1999	5	CITUB, PODKREPA, STTK, LCG-B, AF
2003	9	SAK, STTK, ICTU, LCGB, FNV, CSDR, LO-S, TCO, KESK
2007	18	LO-N, CNSLR-FRATIA, CC.OO, ELA, KESK, LCGB, CGT-L, YS, LPS, ASI, SZEF, MOSz, TALO, EAKL, CMKOS, AC, SEK, CGSLB
<b>2011</b>	<b>24</b>	<b>FGTB, SSSH, AC, CGT, FO, UNSA, MSzOSz, SZEF, LBAS, LANV, YS, NSZZ Solidarnosc, CNSLR-FRATIA, BNS, ELA, USO, LO-S, HAK-IS, KESK, TURK-IS, CMTU, LO-N, DEOK</b>

- This represents a good progress both in terms of organisations that keep a gender equal representation in their delegation (AC, SZEF, YS, CNSLR-FRATIA, ELA) or even improved the proportion of their female delegates with respect to 2007 (MSzOSz, HAK-IS, TURK-IS). Confederations with a gender balanced delegation represent 25% of total Confederations attending the Congress.

- No women delegates

<i>Year</i>	<i>Number</i>	<i>Confederations</i>
1999	20	TURK-SEN, FTF, ADEDY, GSEE, MSZOSZ, SZEK, BSRB, CGT-L, GWU, CMTU, UNIE-MHP, BNS, CNSLR-FRATIA, CDLS, CSDL, VSA, TURK-IS, DISK, HAK-IS, KESK
2003	30	CITUB, PODKREPA, TURK-SEN, SEK, FTF, TALO, UNSA, CFTC, GSEE, ADEDY, MOSZ, ASZSZ, ESZT, ASI, CISL, LDF, LPSK-LTUC, CGT-L, GWU, CMTU, CNV, UNIE-MHP, CNSLR-FRATIA, CARTEL ALFA, CDLS, CSdL, ZSSS, TURK-IS, DISK, HAK-IS
2007	19	TURK-SEN, UNSA, ADEDY, MSZOSZ, BSRB, LANV, MHP, CSDR, CDLS, CSdL, KOZ-SR, SGB, HAK-IS, TURK-IS, LDF, LPSK, GWU, CMTU, USM
<b>2011</b>	<b>11</b>	<b>USDA, CSDR, CDLS, ASZSZ, ESZT, TURK-SEN, CFTC, ADEDY, MHP, ZSSS, DISK</b>

*Conclusions for national confederations*

Considerable progress has been made by a good number of individual confederations, and backlash trends are this year very limited.

Some of the confederations with no women in their delegations are generally very small unions.

The increased rate in the representation of women (from 29% in 2003/1999 to 40% in 2011) can be seen as a very encouraging progress matching the objective of 1/3 women at Congress enshrined in the ETUC Constitution and the commitment taken by members at the last Seville Congress through the adoption of the Charter of Gender mainstreaming (*Art.6 point 3: "Affiliates will take the need for gender parity into account, when sending representatives to the Executive Committee and the next Congress (...) Delegations to Congress should be gender-balanced, as a very minimum in proportion to the female membership of the organisation"*).

### European Industry Federations

#### More than 50% women delegates

<i>Year</i>	<i>Federations</i>	<i>% women</i>
1999	<i>None</i>	
2003	EFJ	100 %
2007	EFJ	100 %
	EFFAT	67 %
<b>2011</b>	<b>EPSU</b>	<b>52%</b>

#### Exactly 50% women delegates

<i>Year</i>	<i>Number</i>	<i>Federations</i>
1999	0	<i>None</i>
2003	2	EEA, EPSU
2007	2	ETUCE, ETUF:TCL
<b>2011</b>	<b>0</b>	<i>None</i>

#### No women delegates

<i>Year</i>	<i>Number</i>	<i>Federations</i>
1999	4	EEA, EFA, EFBWW, EFJ
2003	0	<i>None</i>
2007	0	EAEA, EFBWW, EUROCOP
<b>2011</b>	<b>0</b>	<i>None</i>

#### Conclusions for EIFs

The percentage of women delegates has not changed significantly since 2003 (from 28 delegates to 33). Substantial progress can be noted in some delegations with some exceptions. In EIFs, the overall percentage reached of female delegates (34%) is slightly less than for Confederations (41%).

## Statistics on Speakers

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### Statistics on Speakers at 12<sup>th</sup> ETUC Congress (Athens 2011)

Subject	Total Speakers	Women Speakers	Percentage
Activity Report	4	0	<b>0%</b>
Chapter 1 “Fair European Economic Governance”	24	5	<b>21%</b>
Chapter 2 “Good and Sustainable Jobs” + Chapter 3 “Financial regulation”	21	10	<b>47%</b>
Chapter 4 “The European social Model » + Chapter 6 “ Greater equality and social cohesion”	31	13	<b>41%</b>
Chapter 5 “Sustainable production and development models”	11	4	<b>36%</b>
Chapter 7 “Fair and equitable mobility” + Chapter 8 “Health and safety at the workplace”	13	5	<b>38%</b>
Chapter 9 “Stronger Europe working for a fair globalization” + Chapter 10 “Social dialogue” + Chapter 11 “Mobilising for a social Europe”	21	6	<b>28%</b>
<b>Overall</b>	<b>125</b>	<b>43</b>	<b>34%</b>

### Statistics on Speakers at 11<sup>th</sup> ETUC Congress (Seville 2007)

Subject	Total Speakers	Women Speakers	Percentage
Activity Report	3	0	<b>0%</b>
Chapter 1	17	5	<b>29%</b>
Chapter 2	28	9	<b>32%</b>
Chapter 3	24	5	<b>20%</b>
Chapter 4	19	5	<b>26%</b>
Chapter 5	14	5	<b>35%</b>
Equality Plan	4	4	<b>100%</b>
<b>Overall</b>	<b>109</b>	<b>33</b>	<b>30%</b>

### Statistics on Speakers at 10<sup>th</sup> ETUC Congress (Prague 2003)

Subject	Total Speakers	Women Speakers	Percentage
Constitution	7	5	<b>71%</b>
Activity Report	10	2	<b>20%</b>
Chapter 1	28	8	<b>28%</b>
Chapter 2	35	14	<b>40%</b>
Chapter 3	23	7	<b>30%</b>
Chapter 4	13	2	<b>15%</b>
Chapter 5	6	1	<b>16%</b>
Equality Plan	12	10	<b>83%</b>
<b>Overall</b>	<b>134</b>	<b>49</b>	<b>37%</b>

<b>Country</b>	<b>National Confederations</b>	<b>N° male delegates</b>	<b>N° women delegates</b>	<b>Total delegates</b>	<b>% women</b>
Andorra	<b>USDA</b>	2	0	2	<b>0</b>
Austria	<b>ÖGB</b>	5	6	11	<b>54%</b>
Belgium	<b>CGSLB</b>	3	2	5	<b>40%</b>
	<b>CSC</b>	7	5	12	<b>41%</b>
	<b>FGTB</b>	6	6	12	<b>50%</b>
Bulgaria	<b>CITUB</b>	3	1	4	<b>25%</b>
	<b>PODKREPA</b>	2	1	3	<b>33%</b>
Croatia	<b>SSSH</b>	1	1	2	<b>50%</b>
	<b>NHS</b>	0	1	1	<b>100%</b>
Cyprus	<b>DEOK</b>	1	1	3	<b>50%</b>
	<b>SEK</b>	2	1	3	<b>33%</b>
Cyprus	<b>TÜRK-SEN</b>	2	0	2	<b>0</b>
Czech Republic	<b>CMKOS</b>	2	3	5	<b>60%</b>
Denmark	<b>AC</b>	1	1	2	<b>50%</b>
	<b>FTF</b>	3	1	4	<b>25%</b>
	<b>LO-DK</b>	5	3	8	<b>37%</b>
Estonia	<b>EAKL</b>	1	0	1	<b>0</b>
	<b>TALO</b>	0	0	0	<b>NR</b>
Finland	<b>AKAVA</b>	2	3	5	<b>60%</b>
	<b>SAK</b>	6	3	9	<b>33%</b>
	<b>STTK</b>	3	2	5	<b>40%</b>
France	<b>CFDT</b>	4	3	7	<b>42%</b>
	<b>CFTC</b>	2	0	2	<b>0</b>
	<b>CGT</b>	4	4	8	<b>50%</b>
	<b>FO</b>	3	3	6	<b>50%</b>
	<b>UNSA</b>	4	1	5	<b>20%</b>
Germany	<b>DGB</b>	20	14	34	<b>41%</b>
Greece	<b>ADEDY</b>	3	0	3	<b>0</b>
	<b>GSEE</b>	6	2	8	<b>25%</b>
Hungary	<b>LIGA</b>	1	3	4	<b>75%</b>
	<b>MOSz</b>	1	2	3	<b>66%</b>
	<b>MSzOSz</b>	2	2	4	<b>50%</b>
	<b>SZEF</b>	2	2	4	<b>50%</b>
	<b>ASZSZ</b>	3	0	3	<b>0</b>
	<b>ESZT</b>	2	0	2	<b>0</b>
Iceland	<b>ASI</b>	2	1	3	<b>33%</b>
	<b>BSRB</b>	0	1	1	<b>100%</b>
	<b>ICTU</b>	1	0	1	<b>0</b>
Italy	<b>CGIL</b>	16	11	27	<b>40%</b>
	<b>CISL</b>	13	5	18	<b>27%</b>
	<b>UIL</b>	7	4	11	<b>36%</b>
Latvia	<b>LBAS</b>	2	2	4	<b>50%</b>

Liechtenstein	<b>LANV</b>	1	1	2	<b>50%</b>
Lithuania	<b>LPSS (LDS)</b>	0	2	2	<b>100%</b>
	<b>LPSK</b>	1	0	0	<b>NR</b>
	<b>LDF</b>	0	0	0	<b>NR</b>
Luxembourg	<b>LCGB</b>	1	2	3	<b>66%</b>
	<b>OGBL</b>	2	1	3	<b>33%</b>
Malta	<b>CMTU</b>	1	1	1	<b>50%</b>
	<b>GWU</b>	1	0	1	<b>0</b>
Monaco	<b>USM</b>	1	0	1	<b>0</b>
Netherlands	<b>CNV</b>	3	1	4	<b>25%</b>
	<b>FNV</b>	4	8	12	<b>66%</b>
	<b>MHP</b>	2	0	2	<b>0</b>
Norway	<b>LO-N</b>	4	4	9	<b>50%</b>
	<b>UNIO</b>	2	3	5	<b>60%</b>
	<b>YS</b>	2	2	4	<b>50%</b>
Poland	<b>NSZZ Solidarnosc</b>	3	3	6	<b>50%</b>
	<b>OPZZ</b>	3	2	5	<b>40%</b>
Portugal	<b>CGTP-IN</b>	4	3	7	<b>42%</b>
	<b>UGT-P</b>	5	2	7	<b>28%</b>
Romania	<b>CNS "CARTEL ALFA"</b>	5	2	7	<b>28%</b>
	<b>CNSLR-FRĂTIA</b>	2	2	4	<b>50%</b>
	<b>BNS</b>	2	2	4	<b>50%</b>
	<b>CSDR</b>	1	0	1	<b>0</b>
San Marino	<b>CDLS</b>	1	0	1	<b>0</b>
	<b>CSdL</b>	1	0	1	<b>0</b>
Slovakia	<b>KOZ SR</b>	2	1	3	<b>33%</b>
Slovenia	<b>ZSSS</b>	4	0	4	<b>0</b>
Spain	<b>CCOO</b>	7	4	11	<b>36%</b>
	<b>ELA</b>	2	2	4	<b>50%</b>
	<b>UGT-E</b>	5	4	9	<b>44%</b>
	<b>USO</b>	2	2	4	<b>50%</b>
Sweden	<b>LO-S</b>	6	6	12	<b>50%</b>
	<b>SACO</b>	1	3	4	<b>75%</b>
	<b>TCO</b>	4	5	9	<b>55%</b>
Switzerland	<b>SGB</b>	4	1	5	<b>20%</b>
	<b>Travail Suisse</b>	3	1	4	<b>25%</b>
Turkey	<b>DISK</b>	3	0	3	<b>0</b>
	<b>HAK-IŞ</b>	2	2	4	<b>50%</b>
	<b>KESK</b>	1	1	2	<b>50%</b>
	<b>TÜRK-IŞ</b>	2	2	4	<b>50%</b>
United Kingdom	<b>TUC</b>	7	4	10	<b>36%</b>

<b>EIF</b>	<i>N° male delegates</i>	<i>N° women delegates</i>	<i>Total delegates</i>	<i>% women</i>
<b>EAEA</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>NR</b>
<b>EFBWW</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>14%</b>
<b>EFFAT</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>33%</b>
<b>EFJ</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>NR</b>
<b>EMCEF</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>12%</b>
<b>EMF</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>18%</b>
<b>EPSU</b>	<b>11</b>	<b>12</b>	<b>23</b>	<b>52%</b>
<b>ETF</b>	<b>8</b>	<b>4</b>	<b>12</b>	<b>33%</b>
<b>ETUF-TCL</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>33%</b>
<b>ETUCE</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>33%</b>
<b>EuroCop</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>
<b>UNI-Europa</b>	<b>12</b>	<b>8</b>	<b>20</b>	<b>40%</b>

NR= Not registered

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07/06/2011