



ETUC QUESTIONNAIRE ON EQUALITY ACTION PLAN EPSU REPLIES –3 October 2005

noted by the EPSU Executive Committee on 20 February 2006

Questions with regard to Objective 1: Eliminate the female representation gap in decision-making bodies

1. Between 2003 and 2007, the representation gap in decision-making bodies in the trade union organisations must be reduced by half.

A Does your organisation have statistics or data showing the percentage of women in decision-making positions in your organisation?

At EPSU Secretariat level, the positions of president, general secretary, and 1 of the two vice-presidents (compulsory) are held by women, the Deputy General Secretary and the other vice-pdt's being held by men (would amount to 60%...)

At the level of our affiliates, recent compiled data are not available in a table/stats form although they do exist in the EPSU affiliates' directory for the positions of President, General Secretary and International/European secretary. They therefore need be compiled. A rough guess would be about 40/50 female presidents and 20-30 General Secretaries out of more than 200 affiliated unions. The female membership in the EPSU Steering and Executive Committees is oscillating around 40-45% (see below 4). The two previous Congresses (2000 and 2004) were attended by a bit more than 40% of women delegates.

The preamble of the EPSU constitution states "all affiliates will strive towards the attainment of equal representation of women and men in their decision-making bodies. EPSU is committed to achieving 50% women's representation in its own structures."

B Do you have statistics about the situation in 2003 and in 2005? If so, please send us the details.

Not at affiliate level, pls see above. Last time data on women in decision-making positions in affiliated unions were compiled goes back to 1999 . The intention was to continue but it failed to materialize.

C If not, what plans are you making to be able to provide the ETUC with the necessary data before the congress in 2007?

Matter to be raised internally (and with PSI) and in the Gender Equality Committee.

As an aside and in connection with point 4 below, when an update report of women's representation in EPSU decision making bodies was made last June to the Gender Equality Committee and Executive Committee, it did not stir much discussion, let alone calls for comparable data to be compiled, available and analyzed at the level of EPSU affiliates (although some of them do have the data). It means the EPSU secretariat will have to press for it.

It is also our intention to ask affiliates to provide a gender breakdown of their individual members. A rough estimate is that the EPSU membership is composed of about 60% of women (to also check with PSI)

- 2. Does your organisation already have or is it planning to adopt a gender equality plan with quantified objectives, a timetable, a clear indication about follow-up and evaluation? If so, please send us a copy, and/or other relevant information, if possible in EN or FR, or with a summary in EN or FR.**

SEE ATTACHED action plan 2004-2009. Quantified objectives centre on reducing the pay gap (ETUC guideline of 2/5% by 2007) and improve women's representations in EPSU structures.

- 3. The Equality plan requires all ETUC affiliates to keep statistics regarding membership of and representation on bodies including European Works Councils, the Executive Committee, Congress, number of women negotiators, etc., to be submitted to the ETUC every two years so that a report can be drawn up for the Executive Committee.**

Does your organisation have such statistics?

YES partly, covering the period 2000-June 2005. Data cover decision-making bodies (Executive Ctee, Steering Ctee and Congress), standing committees and conferences/working groups broken down by titulars/substitutes. We have no compiled data on EWCs (mainly in utilities, a rough guess would be around 10%) and number of negotiators

A If so, please send us the details.

PLEASE SEE ATTACHED

B If not, please tell us what you are planning to do, to be able to provide the ETUC before the next congress with all the relevant information.

On EWCs and negotiators the matter will be raised internally.

C If you need help from the ETUC in order to provide the necessary data and statistics, please indicate what kind of help you require.

- 4 The Equality plan draws special attention to the need to adapt the ways in which meetings are held and to change the trade union culture in order to make it easier for women to attend meetings and to take the floor. Has your organisation taken any steps in this regard? If so, please specify.**

Most meetings EPSU organize are within regular working hours except EU-funded projects that require week-end activities. We have no specific arrangements to encourage women to take the floor (other than addressing equality issues). It is however not an issue in our Steering and Executive Committee meetings but may well be one in other committees/ working groups/conferences

We have no information regarding the situation at affiliates level.

Questions with regard to objective 2: Extend gender mainstreaming

5 The first priority here is to include the gender dimension in collective bargaining and/or collective bargaining guidelines.

A Does your organisation have a policy in place to promote training on gender equality issues and gender aspects for negotiators?

We have training on gender equality as part of wider training on EPSU and public services in the EU (EPSU toolkit in cooperation with ETUCO); the training meetings may well be attended by negotiators. Equality matters including in relation to collective bargaining work (that currently centres on low pay and outsourcing) are raised in general briefing sessions.

PSI have specific guidelines on wage bargaining and job evaluation (equal pay tool kit)

B Do you have guidelines for collective bargaining with regard to gender equality? If so, please send us a copy, and a summary in EN or FR.

EPSU equal pay resolution 2002-2007 in line with the ETUC's reduction target of 2-5% by 2007; proportional representation in collective bargaining committees - pls see attached ENG and FR.

Annual equal pay survey as part of EPSU Collective Bargaining work – attached are the 2004 report on closing the pay gap and related questionnaire (ENG and summary in FR)

PSI equal pay tool kit is available upon request

C Is your gender equality body /committee or are gender equality officers consulted about these policies and guidelines, and involved in their execution?

The gender equality officer and other policy officers are consulted and involved in implementation. The Gender Equality Committee is kept informed of developments but could be more active on this front. It continues to be a secretariat-led activity. Reports are made to the annual EPSU collective bargaining conference.

At affiliate level, a recurrent problem is that colleagues who fill in the EPSU equal pay questionnaire do not necessarily inform and consult colleagues from the equality department (and maybe the other way around too!). The response rate can be improved and there is a lack of quantified data but some positive initiatives are taking place and the annual survey is a useful tool to help raise/strengthen the issue at national level.

6 Has your organisation developed mechanisms to encourage gender mainstreaming (that is: the inclusion of the gender dimension in all policies) at national or regional/local level using tools such as sex segregated statistics, studies and checklists?

In theory yes but workload does not allow for a detailed gender analysis of all policies. Gender equality objectives are however often raised in relation to campaigning work e.g. revision of the working time directive or services directive.

Equality is on the agenda of sectoral social dialogue discussions (e.g. electricity, local and regional government, most recently national administration).

A If so, please specify.

Specific gender implications section in the reporting templates for the Executive and Steering Committees.

Gender mainstreaming session during an Executive Committee meeting (2002)

Sex segregated statistics when available on some specific issues and in relation to women's representation in EPSU events that can help identify problems and gaps.

Awareness raising with affiliates during general information briefing sessions about EPSU

Studies are carried out at EPSU cross-sectoral and sectoral levels.

B If not, please indicate if you would need help from the ETUC to be able to develop such mechanisms.

Would be helpful, in cooperation with EIFs and national centres, to explore ways of better coordinating gender equality analysis of some policy areas, e.g internal market (Services directive) ; competition policy; macroeconomics.

Questions with regard to objective 3: Strengthen the role of the body responsible for gender equality policy

7 According to the Equality Plan, each organisation should have a body in place (Women's Committee, equal opportunities committee, or similar), with adequate human and financial resources, which should be responsible for drafting a gender equality policy and ensuring its follow-up and evaluation.

A Does your organisation have such a body in place? Please specify its name, composition, and responsibilities.

Gender Equality Committee (set up in 2000) whose titular members are drawn from the Executive Committee. It oversees equality policy and is a consultative body reporting back to the Executive and Steering Committees. It meets twice a year (EPSU Constitution requires at least 1 annual meeting)

B Does this body have any specific human and financial resources? Please specify.

1 gender equality officer (also charged with one of the 4 EPSU sectoral committees)

Annual budget of €30 000

Other policy officers are involved in some specific equality issues for instance in the electricity sectoral social dialogue committee where a joint project with the employers is taking place on equality and diversity; in local and regional government a joint statement union/employer was adopted in 1998 on equal opps and is part of the current workprogramme of the sectoral social dialogue committee; activities are underway in national and European administrations also as part of sectoral social dialogue.

8 Does your organisation take account, in the framework of its gender equality policies, of the specific aspects of the situation of women who experience multiple discrimination i.e. immigrant women, women from ethnic minorities

**such as Roma, disabled women, young women, elderly women or lesbians?
Please specify**

No, or not yet. PSI has been leading on this particularly on women migrant workers. The issue of migration is addressed in the EPSU health and social services committee composed by 80% of women delegates.

Next year it is planned to hold a workshop on the various aspects of equality and antidiscrimination policies in public services both from a worker and user perspective. It will help feed into the EPSU campaign for a positive EU legal framework/directive on public services. The issue of multiple discriminations is likely to be raised.

9 A special question addressed to European Industry Federations: has your organisation been able to develop better communication and cooperation between gender equality bodies at sectoral level and your Secretariats in Brussels, as well as with the ETUC Women's committee? Please report on any positive developments or specific problems that you have encountered.

The cooperation with the ETUC women's committee seems to be working reasonably well with EPSU inputs and regular participation in Committee meetings. There was a good cooperation during the negotiations of the Framework of Actions.

On the relationship with affiliates' gender equality bodies it is more on an ad-hoc basis. Since our gender equality committee is drawn from the Executive Committee it does not, in that way, help necessarily strengthen the links with the different equality bodies since different people are running the latter. Now that the EPSU equality committee will include new substitute members the situation may however improve as a result.

Questions about the role of the ETUC:

10 Do you have any specific comments or requests regarding the role of the ETUC with regard to the implementation of the Equality Plan?

When possible, ETUC participation in EPSU equality-related events.