



Women's representation in EPSU and affiliates
Report by SKTF for EPSU
October 2009- FINAL DRAFT

APPENDICES

- I: Gendered statistics 2000 and 2008**
- II: Women's leadership, 2008**
- III: List of Replies**

Annex I: Gendered statistics, 2000 and 2008

Organisation	Sector	Members 2008			Members 2000			Women %		Congress Women Delegates (%)		Women in highest decision making body (%)	
		Total	Men	Women	Total	Men	Women	2008	2000	2008	2000	2008	2000
Nordic													
Denmark FOA	Health and social service	191.940	14.151	177.789	185.601	12.744	172.857	92,6%	93,1%				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	12.021	10.577	1.444	11.609	10.027	1.582	12,0%	13,6%				
	Total	203.961	24.728	179.233	197.210	22.794	174.439	87,9%	88,5%	69,1%	63,1%	55,3%	57,9%
Denmark HKKF	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	5.003	4.702	301	4.263	3.982	281	6,0%	6,6%				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	5.003	4.702	301	4.263	3.982	281	6,0%	6,6%	4,7%	3,6%	0,0%	16,0%
Finland JHL	Health and social service	60.900	4.226	56.674	-	-	-	93,1%	-				
	Lokal government	42.646	10.817	31.829	-	-	-	74,6%	-				
	National administration	4.134	1.897	2.237	-	-	-	54,1%	-				
	Public utilities	1.000	800	200	-	-	-	20,0%	-				
	Total	216.469	62.029	154.440	-	-	-	71,3%	-	54,1%	-	60,0%	-

Finland, Pardia	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	55.000	22.200	32.800	65.000	26.500	38.500	59,6%	59,2%	-	-	-	-
	Public utilities	5.000	3.000	2.000	22.000	11.000	11.000	40,0%	50,0%	-	-	-	-
	Total	60.000	25.200	34.800	87.000	37.400	49.600	58,0%	57,0%	-	-	-	-
Finland Tehy	Health and social service	128.571	-	119.214	123.449	-	-	92,7%	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	128.571	9.357	119.214	123.449	-	-	92,7%	-	82,8%	82,1%	66,6%	86,7%
Iceland BSRB	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	20.877	6.021	14.856	11.620	3.486	8.134	71,2%	70,0%	38,0%	41,0%	33,0%	33,0%
Norway Fagforbundet	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-

	Total	303.535	62.228	241.307	234.438	-	-	79,5%	-	-	-	-
Norway Delta	Health and social service	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-
	Total	62.000	13.000	49.000	53.550	12.550	41.000	79,0%	76,6%	70,5%	57,0%	55,0%
Norway NTL	Health and social service	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	3.198	-	-	3.070	-	-	-	-	-	-	-
	Total	47.396	18.822	28.574	46.993	19.628	27.365	60,3%	58,2%	36,0%	50,0%	42,0%
Norway FO	Health and social service	18.369	-	15.600	13.845	2.075	11.770	84,9%	85,0%	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-
	Total	23.091	3.745	19.346	17.552	2.652	14.900	83,8%	84,9%	71,0%	72,0%	56,0%
Sweden Kommunal	Health and social service	380.000	15.000	365.000	425.000	25.000	400.000	96,1%	94,1%	-	-	-
	Lokal government	50.000	25.000	25.000	55.000	25.000	30.000	50,0%	54,5%	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	85.000	60.000	25.000	90.000	64.000	26.000	29,4%	28,9%	-	-	-

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Appendices

	Total	514.983	99.472	415.511	606.348	115.136	491.212	80,7%	81,0%	65,0%	64,0%	84,0%	81,0%
Sweden SKTF	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	123.000	32.800	90.200	145.000	34.800	110.200	73,3%	76,0%	63,0%	61,0%	54,0%	50,0%
Sweden ST	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	66.809	22.951	43.858	-	-	-	65,6%	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	91.884	30.661	61.223	-	-	-	66,6%	-	51,0%	-	58,0%	-
Sweden Vårdförbundet	Health and social service	92.000	9.200	82.800	112.000	10.000	102.000	90,0%	91,1%	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	92.555	7.716	84.839	112.300	23.698	88.602	91,7%	78,9%	-	-	86,0%	86,0%
	Total Constituency	1.893.325	400.481	1.492.844	1.639.723	276.126	1.005.733	78,8%	61,3%	-	-	-	-

Ireland & UK

Ireland PSEU	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	9.250	3.885	5.365	6.000	3.720	2.280	58,0%	38,0%				
	Public utilities	1.250	525	725	900	558	342	58,0%	38,0%				
	Total	10.500	4.410	6.090	6.900	4.300	2.600	58,0%	37,7%	38,1%	26,6%	38,1%	23,8%
Ireland IMPACT	Health and social service	30.600	5.200	25.400	20.400	6.700	13.700	83,0%	67,2%				
	Lokal government	19.800	6.300	13.500	13.600	4.300	9.300	68,2%	68,4%				
	National administration	5.700	4.000	1.700	5.800	3.700	2.100	29,8%	36,2%				
	Public utilities	5.900	3.100	2.800	4.200	2.900	1.300	47,5%	31,0%				
	Total	62.000	18.600	43.400	44.000	17.600	26.400	70,0%	60,0%	43,0%	37,0%	22,0%	17,0%
UK FBU	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	44.906	42.345	2.561	52.602	50.511	2.091	5,7%	4,0%				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	44.906	42.345	2.561	52.602	50.511	2.091	5,7%	4,0%	25,0%	-	10,5%	5,3%
UK NIPSA	Health and social service	8.933	1.439	7.494	6.296	1.096	5.200	83,9%	82,6%				
	Lokal government	3.278	1.332	1.946	2.695	1.106	1.589	59,4%	59,0%				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	45.516	14.973	30.543	38.816	14.035	24.781	67,1%	63,8%	41,0%	41,0%	56,0%	40,0%
UK Unison	Health and social service	461.000	92.200	368.800	415.000	83.000	332.000	80,0%	80,0%				
	Lokal government	779.500	194.875	584.625	701.500	175.750	525.750	75,0%	74,9%				
	National administration	-	-	-	-	-	-	-	-				

Public utilities	45.500	18.200	27.300	43.050	17.220	25.830	-	-	60,0%	60,0%		
Total	1.354.000	339.000	1.015.500	1.217.350	365.205	852.145	75,0%	70,0%	60,0%	49,0%	64,0%	64,0%
Total Constituency	1.516.92		<i>1.098.09</i>	1.359.66								
	2	<i>419.328</i>	<i>4</i>	8	<i>451.651</i>	<i>908.017</i>	72,4%	66,8%	-	-	-	-

Germany

Germany Ver.di	Health and social service	342.000	86.000	256.000	-	-	-	74,9%	-			
	Lokal government	261.000	123.000	138.000	-	-	-	52,9%	-			
	National administration	-	-	-	-	-	-	-	-			
	Public utilities	-	-	-	-	-	-	-	-			
Total		2.200.00	1.100.00	1.100.00	2.500.00	1.250.00	1.250.00	50,0%	50,0%	50,0%	50,0%	40,0%
		0	0	0	0	0	0					
Total Constituency		2.200.000	<i>1.100.000</i>	<i>1.100.000</i>	2.500.000	<i>1.250.000</i>	<i>1.250.000</i>	50,0%	50,0%	-	-	-

Benelux & France

France CFDT Interco	Health and social service	-	-	-	-	-	-	-	-			
	Lokal government	41.700	-	-	28.607	-	-	-	-			
	National administration	5.800	-	-	3.700	-	-	-	-			
	Public utilities	6.800	-	-	1.736	-	-	-	-			
Total		57.216	23.766	33.450	62.326	26.404	35.922	58,5%	57,6%	44,0%	45,0%	53,0%
												-
Netherlands ABVAKABO	Health and social service	145.424	36.728	108.696	119.198	27.344	91.854	74,7%	77,1%			

Lokal government	52.858	34.703	18.155	68.672	49.665	19.007	34,3%	27,7%				
National administration	21.903	14.566	7.337	24.461	17.610	6.851	33,5%	28,0%				
Public utilities	10.474	9.101	1.373	15.917	14.339	1.578	13,1%	9,9%				
Total	348.615	168.987	179.628	306.474	158.555	147.919	51,5%	48,3%	-	-	50,0%	33,0%
Total Constituency	405.831	<i>192.753</i>	<i>213.078</i>	368.800	<i>184.959</i>	<i>183.841</i>	<i>52,5%</i>	<i>49,8%</i>	-	-	-	-

Mediterranean

Cyprus PASYDY	Health and social service	3.942	1.085	2.857	3.403	1.071	2.332	72,5%	68,5%				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	19.407	9.293	10.114	16.250	9.026	7.224	52,1%	44,5%	27,9%	17,5%	15,9%	8,3%
Italy FPCGIL	Health and social service	188.741	-	132.000	144.283	-	-	69,9%	-				
	Lokal government	132.512	-	82.000	128.283	-	-	61,9%	-				
	National administration	53.766	-	28.000	53.641	-	-	52,1%	-				
	Public utilities	20.107	-	5.000	28.663	-	-	24,9%	-				
	Total	407.000	183.150	223.850	360.000	162.000	198.000	55,0%	55,0%	42,0%	40,0%	42,0%	38,0%
Spain FEP- USO	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	-	-	-	-	-	-	-	-	-	-	-	-

Total	15.460	6.957	8.503	12.100	4.210	7.890	55,0%	65,2%	15,0%	12,0%	20,0%	15,0%
Total Constituency	441.867	199.400	242.467	388.350	175.236	213.114	54,9%	54,9%	-	-	-	-

Central Europe

Austria GdG	Health and social service	35.000	12.000	23.000	-	-	-	65,7%	-				
	Lokal government	80.000	40.000	40.000	-	-	-	50,0%	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	30.000	20.000	10.000	-	-	-	33,3%	-				
	Total	146.797	73.245	73.552	176.623	89.754	86.869	50,1%	49,2%	30,0%	25,0%	15,0%	14,0%
Croatia HSSMS MT	Health and social service	12.000	2.400	9.600	11.500	2.300	9.200	80,0%	80,0%				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	12.000	2.400	9.600	11.500	2.300	9.200	80,0%	80,0%	60,0%	70,0%	90,0%	80,0%
Czech Republic OSZSP	Health and social service	20.000	5.000	15.000	-	-	-	75,0%	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	20.000	5.000	15.000	-	-	-	75,0%	-	-	-	-	-

Czech Republic OSH	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	1.020	939	81	1.020	944	76	7,9%	7,5%				
	Total	1.020	939	81	1.020	944	76	7,9%	7,5%	12,0%	12,0%	12,0%	12,0%
Serbia SRBIJAGAS	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	1.000	680	320	-	-	-	32,0%	-				
	Total	1.000	680	320	-	-	-	32,0%	-	25,0%	-	10,0%	-
Slovakia Sozzass	Health and social service	7.320	1.976	5.344	8.820	2.381	6.439	73,0%	73,0%				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	7.320	1.976	5.344	8.820	2.381	6.439	73,0%	73,0%	62,0%	59,0%	46,0%	29,0%
Slovakia OZ KOVO	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	4.849	-	-	-	-	-	-	-				
	Total	4.849	-	-	-	-	-	-	-	0,0%	-	19,6%	-

								-	-	-	-		
Switzerland Vpod	Health and social service	7.511	1.702	5.809	-	-	-	77,3%	-				
	Lokal government	3.110	1.488	1.622	-	-	-	52,2%	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	3.523	3.035	488	-	-	-	13,9%	-				
	Total	35.500	19.400	16.100	36.600	22.300	14.300	45,4%	39,1%	40,0%	40,0%	44,0%	44,0%
	Total Constituency	228.486	103.640	119.997	234.563	117.679	116.884	52,5%	49,8%	-	-	-	-

North East Europe

Estonia Rotal	Health and social service	600	-	600	500	-	500	100,0 %	100,0 %				
	Lokal government	200	-	200	200	-	200	100,0 %	100,0 %				
	National administration	1.600	800	800	1.500	600	900	50,0%	60,0%				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	2.400	800	1.600	2.200	600	1.600	66,7%	72,7%	82,0%	79,0%	75,0%	65,0%
Latvia LAKRS	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	701	186	515	780	219	561	73,5%	71,9%				
	National administration	719	424	295	776	382	394	41,0%	50,8%				
	Public utilities	12.745	5.800	6.945	14.144	7.079	7.065	54,5%	50,0%				
	Total	14.165	6.410	7.755	15.700	7.680	8.020	54,7%	51,1%	75,0%	62,5%	55,0%	57,0%
Latvia LVSADA	Health and social service	16.442	2.072	14.370	19.102	3.626	15.476	87,4%	81,0%				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				

	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	16.442	2.072	14.370	19.102	3.626	15.476	87,4%	81,0%	84,0%	83,0%	90,0%	88,0%
Lithuania LVTPS	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	1.900	681	1.219	1.385	540	845	64,2%	61,0%	-	-	-	-
	National administration	910	335	575	675	263	412	63,2%	61,0%	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	3.130	1.142	1.988	2.315	905	1.410	63,5%	60,9%	62,4%	60,9%	50,0%	42,6%
Poland	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	6.972	-	-	10.066	-	-	-	-	30,0%	33,0%	16,0%	19,0%
	Total Constituency	43.109	<i>10.424</i>	<i>25.713</i>	# 49.383	<i>12.811</i>	<i>26.506</i>	<i>59,6%</i>	<i>53,7%</i>	-	-	-	-

South East Europe

Albania TUBWPSA	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	3.500	-	-	3.300	-	-	-	-	-	-	-	-
	Total	7.000	5.500	1.500	6.500	6.000	500	21,4%	7,7%	44,0%	33,0%	17,0%	13,0%

Albania TUFDCWA	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	320	200	120	-	-	-	37,5%	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	1.680	1.450	230	3.000	1.900	1.100	13,7%	36,7%				
	Total	2.000	1.650	350	3.000	1.900	1.100	17,5%	36,7%	30,0%	-	26,0%	34,0%
Turkey Harb- is	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	27.000	26.016	984	32.000	30.900	1.100	3,6%	3,4%				
	Public utilities	-	-	-	-	-	-	-	-				
	Total	27.000	26.016	984	32.000	30.900	1.100	3,6%	3,4%	0,0%	0,0%	0,0%	0,0%
Total Constituency		36.000	33.166	2.834 #	41.500	38.800	2.700	7,9%	6,5%	-	-	-	-
Total EPSU		6.765.540	2.459.192	4.295.027	6.581.987	2.507.262	3.706.795	63,5%	56,3%	-	-	-	-
Post merger													
Armenia EIUMEPURA	Health and social service	-	-	-	-	-	-	-	-				
	Lokal government	-	-	-	-	-	-	-	-				
	National administration	-	-	-	-	-	-	-	-				
	Public utilities	3.670	2.569	1.101	12.000	8.400	3.600	30,0%	30,0%				
	Total	3.670	2.569	1.101	12.000	8.400	3.600	30,0%	30,0%	70,0%	40,0%	55,0%	35,0%
Armenia HWUA	Health and social service	7.500	1.500	6.000	21.200	4.240	16.960	80,0%	80,0%				

	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	7.500	1.500	6.000	21.200	4.240	16.960	80,0%	80,0%	48,0%	47,0%	50,0%	40,0%

Georgia PSSAWTU	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	6.500	4.486	2.014	-	-	-	31,0%	-	48,0%	43,0%	53,0%	-

Russia HWURF	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	2.605.090	487.197	2.117.893	2.622.214	-	-	81,3%	-	59,0%	60,0%	60,0%	65,0%

Ukraine CCHWU	Health and social service	17.000	-	15.368	20.000	1.000	19.000	90,4%	95,0%	-	-	-	-
	Lokal government	-	-	-	-	-	-	-	-	-	-	-	-
	National administration	-	-	-	-	-	-	-	-	-	-	-	-
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-
	Total	17.000	1.632	15.368	20.000	1.000	19.000	90,4%	95,0%	45,8%	44,3%	42,3%	41,8%

Ukraine, SEUU	Health and social service	-	-	-	-	-	-	-	-	-	-	-	-														
	Lokal government	92.417	23.105	69.312	-	-	-	75,0%	-	-	-	-	-														
	National administration	258.343	64.586	193.757	-	-	-	75,0%	-	-	-	-	-														
	Public utilities	-	-	-	-	-	-	-	-	-	-	-	-														
	Total	495.805	150.827	344.978	663.771	182.537	481.234	69,6%	72,5%	55,3%	51,6%	50,0%	51,2%														
	Total Constituency	3.135.565	648.211	2.487.354	3.339.185	196.177	520.794	79,3%	15,6%	-	-	-	-														
<table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>Grand Total</td> <td>9.901.105</td> <td>3.107.403</td> <td>6.782.381</td> <td>9.921.172</td> <td>2.703.439</td> <td>4.227.589</td> <td>68,5%</td> <td>42,6%</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>														Grand Total	9.901.105	3.107.403	6.782.381	9.921.172	2.703.439	4.227.589	68,5%	42,6%	-	-	-	-	-
Grand Total	9.901.105	3.107.403	6.782.381	9.921.172	2.703.439	4.227.589	68,5%	42,6%	-	-	-	-	-														

Annex II: Women's leadership, 2008

Constituency/union:	President		1 st Vice president		2 nd Vice president		General Secretary		1 st Vice General Secretary		2 nd Vice General Secretary		Treasurer	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Nordic:	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Denmark, Foa	M			W										
Denmark, HKKF	M		M		M									
Finland, JHL		W	M			W							M	
Finland, Pardia	M		M		M									W
Finland, They		W		W		W								W
Iceland, BSRB	M		M			W				W				
Norway, NUGME	M			W		W								
Norway, Delta		W	M		M		M		M				M	
Norway, NTL		W		W	M									
Norway, FO		W		W	M									
Sweden, Kommunal		W	M		M								M	
Sweden, SKTF		W	M			W	M			W				W
Sweden, ST		W		W		W	M		M					
Sweden, Vårdförb.		W		W		W								
Total:	5	9	7	7	6	7	3	0	2	2	0	0	3	3
Ireland, UK:	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Ireland, PSEU		W		W			M		M		4M	W		
Ireland, IMPACT	M		M		M		M		M				M	
UK, FBU	M		M				M		M				M	
UK, NIPSA	M			W			M		M					W
UK, Unison		W	M			W	M		M		M			
Total:	3	2	3	2	1	1	5	0	5	0	5	1	2	1

Constituency/union:	President		1 st Vice president		2 nd Vice president		General Secretary		1 st Vice General Secretary		2 nd Vice General Secretary		Treasurer	
	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
Germany:	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
Germany, Verdi	M		M	W	M	W								
Total:	1	0	1	1	1	1	0	0	0	0	0	0	0	0
Benelux, France:	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
France, Cfdt Interco								W	M					W
Netherlands, Abvako		W		W	M		M						M	
Total:	0	1	0	1	1	0	1	1	1	0	0	0	1	1
Mediterranean:	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
Cyprus, Pasydy	M		M				M		M		M			
Italy, FPCGIL		W		W			M							W
Spain, FEP-USO							M							
Total:	1	1	1	1	0	0	3	0	1	0	1	0	0	1
Central Europe:	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>	<i>M</i>	<i>W</i>
Austria, GdG	M			W	M								M	
Croatia, HSSMS-MT		W						W						W
Czech R, OSZSP CR	M			W		W								
Czech R, OSH	M		M		M									W
Serbia, SRBIJAGAS	M						M							W
Slovakia, OZKOVO	M		M		M									W
Slovakia, Sozzass	M		M											
Switzerland, Vpod		W					M			W				
Total:	6	2	3	2	3	1	2	1	0	1	0	0	1	4

Constituency/union:	President		1 st Vice president		2 nd Vice president		General Secretary		1 st Vice General Secretary		2 nd Vice General Secretary		Treasurer	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
North East Europe:	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Estonia, Rotal	M			W										W
Latvia, LAKRS	M			W				W						W
Latvia, LVSADA	M			W										
Lithuania, LVTPS		W	M			W								W
Poland, FZZPGKiT	M		M		M									
Total:	4	1	2	3	1	1	0	1	0	0	0	0	0	3
South East Europe	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Albania, TUBWPSA	M		M		M									W
Albania, TUFDCWA		W	M		M									
Turkey, Türk Harb-is														
Total	1	1	2	0	2	0	0	0	0	0	0	0	0	1
Post merger:	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Armenia, Eiumepura		W												W
Armenia, HWUA		W	M											W
Georgia, GPSU	M			W										W
Russia, HWURF	M		M		M									
Ukraine, CCHWU		W		W										
Ukraine, SEUU		W	M											W
Total	2	4	3	2	1	0	0	0	0	0	0	0	0	4

Constituency/union:	President		1 st Vice president		2 nd Vice president		General Secretary		1 st Vice General Secretary		2 nd Vice General Secretary		Treasurer	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total EPSU:	21	17	19	17	15	11	14	3	9	3	6	1	7	14
EPSU and post merger affiliates:	23	21	22	19	16	11	14	3	9	3	6	1	7	18

Annex III: List of replies

EPSU affiliations

Country	Name of affiliated union	Acronym
Albania	Trade Union on Building Wood and Public Services of Albania	TUBWPSA
Albania	Trade Union Federation of Defence Civil Workers of Albania	TUFDCWA
Austria	Gewerkschaft der Gemeindebediensteten	GdG
Croatia	Croatian Trade Union of Nurses and Medical Technicians	HSSMS-MT
Cyprus	Pancyprian Public Employees Trade Union	PASYDY
Czech Republic	Trade Union of the Health Service and Social Care of the Czech Republic	OSZSP CR
Czech Republic	Czech Firefighters Union	OSH
Denmark	Trade and Labor	FOA
Denmark	Organisations of Public Employees	OAD
Denmark	Haerens Konstabel- og Korporalforening	HKKF
Estonia	Trade Union of State and Selfgovernment Institutions	ROTAL
Finland	The Union of Health and Social Care Services	THEY
Finland	The Federation of Salaried Employees Pardia	Pardia
Finland	Trade Union for the Public and Welfare Sectors	JHL
France	Fédération INTERCO CFDT	Interco CFDT
Germany	Vereinte Dienstleistungsgewerkschaft	Ver.di
Iceland	Federation of State and Municipal Employees	BSRB
Ireland	Public Service Executive Union	PSEU
Ireland	Irish Municipal, Public and Civil Trade Union	IMPACT
Italy	Funzione Pubblica CGIL	FP CGIL
Latvia	Latvian Trade Union of Public Service and Transport Workers	LAKRS
Latvia	Trade Union of Health and Social Care Employees of Latvia	LVSADA
Lithuania	Lithuanian Trade Union of State Employees	LVTPS
Netherlands	ABVAKABO FNV	AbvaKabo FNV
Norway	Norwegian Civil Service Union	NTL
Norway	Norwegian Union of Social Educators and Social Workers	FO
Norway	Norwegian Public Sector Trade Union	Delta
Norway	Norwegian Union of Municipal and General Employees	NUGME
Poland	Trade Union Federation of Municipal and Local Economy Employees in Poland	FZZPGKiT
Serbia	Autonomous Trade Union of the SRBIJAGAS	SRBIJAGAS
Slovakia	Odborový zväz KOVO	OZ KOVO

Country	Name of affiliated union	Acronym
Slovakia	Slovak Trade Union of Health and Social Services	SOZZASS
Spain	Federación de Empleados Públicos de la Unión Sindical Obrera	FEP-USO
Sweden	The Union of Civil Servants	Fackförbundet ST
Sweden	Swedish Municipal Workers Union	Kommunal
Sweden	Swedish Union of Local Government Officers	SKTF
Sweden	Swedish Association of Health Professionals	Vårdförbundet
Switzerland	Schweizerischer Verband des Personals Öffentlicher Dienste	vpod
Turkey	Union of Defence Industry and allied Workers	Türk Harb-Is
United Kingdom	The Fire Brigades Union	FBU
United Kingdom	Northern Ireland Public Service Alliance	NIPSA
United Kingdom	Unison	UNISON

Post merger affiliations

Country	Name of union	Acronym
Armenia	Republican trade union of the professional organizations of the workers of municipal-housing economy and sphere of the services of the Republic of Armenia	EIUMEPURA
Armenia	Republican trade union of the professional organizations of the workers of public health workers of the Republic of Armenia	HWUA
Georgia	Georgia Public Employees Union	GPEU
Russia	Health Workers Union of the Russian Federation	HWURF
Ukraine	Trade Union of Public Health Workers Ukraine	CCHWU
Ukraine	The State Employees Union of Ukraine	SEUU

Breakdown per EPSU constituency

Central Europe	Benelux, France	Germany	Ireland, UK	Nordic	North Eastern Europe	Mediterranean	South Eastern Europe	Post merger affiliations
8	2	1	5	15	5	3	3	6

Breakdown per sector

Health and Social Service	National and European Administration	Local and Regional Government	Public Utilities
x	x	X	x