[Correspondent:] Please change the title to: ‘<Country>: Gender issues in social partners’ organisations in Europe

[Correspondent:] Please provide an abstract of maximum 100 words.

[Correspondent:] Length and format

The responses of the national centres should be no longer than 2,500 words.

Important: Please use this EIRO template questionnaire to respond, filling in the answer to each question underneath that question. Please also be reminded to fill in the metadata.

Please retain all headings in the document. Do not change the text of the headings. You may add sub-headings if necessary. Please retain any text appearing in blue, which uses the ‘Comment Text’ paragraph style, as this will be automatically removed prior to publication. All other text (not in headings or in comments) will be retained and published online, so please ensure that it is suitable for publication.

PLEASE NOTE THAT THE NUMBER OF WORDS PER SECTION IS TO BE CONSIDERED INDICATIVE, IF INFORMATION IS AVAILABLE TO FILL IN EVERY SECTIONS. IF INFORMATION IS AVAILABLE ONLY FOR CERTAIN SECTIONS, PLEASE USE THE 2,500 WORD LIMIT ACCORDINGLY AND CHANGE THE RELATIVE LENGTH OF THE DIFFERENT SECTIONS.

If you have any queries on administrative issues (deadlines, submission etc.), please contact Catherine Cerf (cce@eurofound.europa.eu) in the first instance. If you have any queries on the content of the information requested, please contact Tina Weber and Katerina Mantouvalou (Tina.Weber@ghkint.com; katerina.mantouvalou@ghkint.com), who are coordinating the study and Jorge Cabrita (Jorge.Cabrita@eurofound.europa.eu) who is the responsible project manager.

[Correspondent:] Timing

The deadline for the submission of your reply to this questionnaire is 31st January 2014.

Important notes:
Please read the background note carefully before answering this questionnaire.

The answers to the questionnaire should be primarily based on information related to the peak level national social partner organisations. If there is little or no information from those, relevant information, evidence or examples stemming from social partners organisations operating at a different level (sectoral or even company level) should be used.

Please make sure that in the questions with multiple choice answers you also provide accompanying relevant information, evidence and/or your own comments to support the answer(s) given.
1. A ‘gender’ picture of social partners organisations

[Correspondent:] Indicative length: 200 words

1.1. Please provide the most recent data on the number of women and men in the following areas:

Please provide data and metadata, specifying the highest decision-making position and adapting the designations to the ones used in the organisations of your country.

Table 1 - Number and position of women and men in peak employer organisations

<table>
<thead>
<tr>
<th>Name of organisation</th>
<th>Members coverage (no. or % of workers)</th>
<th>Executive head</th>
<th>President/secretary general</th>
<th>Vice-President / Deputy Secretary general</th>
<th>Head of policy department (please specify which are occupied by women/by men)</th>
<th>Senior negotiators</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Table 2 - Number of women and men in peak workers representative organisations

<table>
<thead>
<tr>
<th>Name of organisation</th>
<th>Members coverage (no. or % of workers)</th>
<th>Executive head</th>
<th>President/secretary general</th>
<th>Vice-President / Deputy Secretary general</th>
<th>Head of policy department (please specify which are occupied by women/by men)</th>
<th>Senior negotiators</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>

YEAR: [Please specify]
### 1.2. If data are not available please specify why and comment on your impression of the repartition between men and women in top positions in social partner organisations:

Please tick all that apply as appropriate and comment below.

- [ ] No specific statistics taking gender into consideration
- [ ] No specific processing method making it possible to assess the information directly (calculations have to be made or other steps taken to get the specific information)
- [ ] Information is not publicly available

Please comment on the women’s situation in SP’ organisations, especially regarding the top positions:

### 1.3. Do Social Partners organisations have specific units, departments or bodies specifically dedicated to gender related issues? If yes, please specify with a brief description.

**Table 3**

<table>
<thead>
<tr>
<th>Specific unit, department or body denomination</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer organisation 1 (replace with name)</td>
</tr>
<tr>
<td>Employer organisation 2 (replace with name)</td>
</tr>
<tr>
<td>Add or delete rows as appropriate</td>
</tr>
<tr>
<td>Workers organisation 1</td>
</tr>
</tbody>
</table>
2. Peak social partners organisations positioning on gender issues

[Correspondent:] Indicative length: 1050 words

2.1 Are peak level social partners sensitive to gender issues? Please provide a general assessment based on available evidence, making use of examples and identifying the organisations concerned.

Please specify: (i) How gender equality/inequality is defined; (ii) if policy commitments primarily promote gender equality within social partner organisations or externally or both; (iii) the key issues that the equality plans seek to address (e.g. promoting gender equality in decision making, tackling the gender pay gap, supporting work life balance, addressing gender roles in society, changing men and/or women behaviour, changing workplace culture); (iv) if these issues are explicitly mentioned in the plans; (v) the target group(s) of the equality plans; (vi) other relevant information.

Please provide supporting evidence:

2.2 From your own assessment, has the level of importance accorded to gender related issues changed (increased or decreased) since the inception of the financial, economic and social crisis?

Please briefly explain:

2.3 Do peak level social partner organisations have a strategy and/or action plans to deal with gender related issues (for example, a ‘gender mainstreaming strategy’)? Please classify its scope as internal (i.e., focusing on the organisation itself) or external (i.e., focusing on the labour market or society as a whole).

Please tick as appropriate. If yes, please provide details of the strategy(ies)/action plan(s) (organisation(s)/year/full name/main priorities/links).
## Table 5

<table>
<thead>
<tr>
<th>Gender related strategy/action plans</th>
<th>Internally</th>
<th></th>
<th></th>
<th>Externally</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
<td>N/A</td>
<td>Yes</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td>Employer organisation 1 (replace with name)</td>
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<tr>
<td>Employer organisation 2 (replace with name)</td>
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<td>☐</td>
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<td>Add or delete rows as appropriate</td>
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<tr>
<td>Workers organisation 2 (replace with name)</td>
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</table>

Please provide details about the strategy(ies)/action plan(s) (organisation(s)/year/full name/main priorities/scope/links) and, if possible, indicating whether these strategies are directed to women, men or both?

### 2.4 What tool do Social Partner organisations use/develop to ensure effective implementation of the actions?

- ☐ Establishment of a monitoring and evaluation body/committee/authority
- ☐ Establishment of a regular evaluation procedure (eg. gender audit)
- ☐ Provision of training and awareness raising activities to their members
- ☐ Other, please specify______________________________________________________________

Please briefly describe the tools used or developed by the social partner organisations.
2.5 What type of actions have social partners introduced to address wider gender issues since 2009?

Please provide representative examples of unilateral and bilateral actions introduced in different priority areas. The text below is meant to be indicative and not exhaustive of the activities introduced since 2009. In each case please specify, if possible, aims, objectives, target group, key partners, sector, results and lessons learned from the specific initiative.

<table>
<thead>
<tr>
<th>Priority area</th>
<th>SP organisations involved</th>
<th>Key actions (please specify aims, objectives, processes (collective agreement, guideline, project etc) target group, key partners, sector, results and lessons learned)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addressing wider gender roles in society</td>
<td></td>
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</tr>
<tr>
<td>Promoting a balanced participation of men and women in decision-making</td>
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<td></td>
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<tr>
<td>Supporting work-life balance (for men, women, or both?)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tackling the gender pay gap</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Priority area</td>
<td>SP organisations involved</td>
<td>Key actions (please specify aims, objectives, processes (collective agreement, guideline, project etc) target group, key partners, sector, results and lessons learned)</td>
</tr>
<tr>
<td>---------------</td>
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</tr>
<tr>
<td>Other area(s) please specify here</td>
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</tbody>
</table>

2.6 Could you identify any differences in addressing the Gender issues, across the social partners organisations along the following lines:  
sector covered by the organisation: *public/private*; for Employers Organisations: company size (*large companies* / *SMES*); for Trade Unions: occupations (*blue/white collar workers*); for both: national, cross-industry, sectoral, regional, company levels?

Please briefly justify:

3. Actions to ensure that the dimension of gender is considered in collective bargaining and social dialogue

[Correspondent:] Indicative length: 400 words

3.1. Do Social Partners organizations mirror their concern with gender issues (either internal or external) in their activities within the context of collective bargaining and social dialogue?

Please tick as appropriate. If yes, please provide specific examples and explain how.

☐ No
☐ Yes
3.2. Which tools do social partners use to ensure that the gender dimension is taken into consideration in collective bargaining and social dialogue?

Please tick all that apply as appropriate and comment on the main approach

- ☐ Raising the negotiators’ awareness about gender equality issues
- ☐ Introducing quotas to ensure that women are on negotiating teams
- ☐ Training and mentoring women, men or both in negotiation techniques
- ☐ Collecting the views of all female/male workers through surveys/research
- ☐ Collecting facts and figures about the position of women and men in the labour market and preparing arguments to show the benefits of gender equality
- ☐ Other
- ☐ If other, please specify_______________________________

Please comment on the main approach taken:
4. Challenges faced in the implementation of equality actions

[Correspondent:] Indicative length: 300 words

4.1 What are the main challenges that social partners face in the implementation of internal gender equality actions in different priority areas on the ground?

Please tick as appropriate and provide supporting evidence. If it is not possible to answer please justify.

☐ Lack of commitment to gender equality considerations at a senior management level in social partner organisations
☐ Limited knowledge of how to mainstream gender in day to day work activities
☐ Limited understanding of why gender considerations are relevant
☐ Lack of resources to introduce gender equality and gender mainstreaming actions
☐ Other

If other, please specify__________________________________________________________________________

Please provide supporting evidence:

4.2 Have social partner organisations identified effective ways to address these challenges?

Please tick as appropriate. If yes, please provide specific examples and explain how.

☐ No
☐ Yes

Please provide specific examples and explain how challenges are addressed:

5. Social partners views

[Correspondent:] Indicative length: 300 words.
5.1 According to the social partners, on which subjects have their actions had more impact?

Please tick as appropriate and provide supporting evidence explaining why social partner actions are more successful in some areas than others.

- ☐ Impacts on more equal sharing of paid work (gaps in employment rates between men and women, levels of occupational and sectoral segregation)
- ☐ Impacts on more equal sharing of unpaid time (distribution of domestic work and caring responsibilities)
- ☐ Impacts on more equal sharing of decision-making power (vertical segregation),
- ☐ Impacts on more equal sharing of money (reducing gender pay gaps, combating poverty),
- ☐ Impacts on the father’s involvement in domestic and caring responsibilities,
- ☐ Impacts on gender stereotypes,
- ☐ Other impacts, please specify

Please provide supporting evidence explaining why social partner actions are more successful in some areas than others:

6. Commentary

[Correspondent:] Indicative length: 150 words.

In the commentary section please comment on the key findings for your country on the role of social partners to promote gender equality.

Include information and comment if there are any recommendations in the literature and available research, on what social partners should do (more) in your country to promote gender equality in industrial relations.

Please add your commentary:

7. Sources

Please list the sources used in your report.

PLEASE INDICATE AUTHOR AND ORGANISATION AND REPORT THIS INFORMATION IN THE METADATA. Thanks.