



**ITUC/PERC WOMEN'S COMMITTEE  
8TH MARCH SURVEY 2014 ON VIOLENCE AGAINST WOMEN  
Report**

## **General Introduction**

During the 13<sup>th</sup> Women's School (October 2012, Budapest), participants proposed to join the ETUC 8 March survey (and other surveys to be organised if of interest for the region) in order to collect data also from PERC organisations and partners. Taking into consideration this request, PERC Women's Committee organized surveying already in 2013 and now in 2014, for second time, in **non EU countries** in order to complement this way the research done by ETUC and to be able to see if there are differences in approaching the issue of violence against women by trade unions in different regions of PERC.

### **Main aims of the survey:**

- To assess progress in reducing the gender representation gap in trade unions;
- To learn about trade union strategies to address violence against women;
- To assess what actions unions have been taking in order to combat violence against women.

### **Structure of the Survey:**

**Part I** - looks at **women's participation within the PERC member and partner organisations** (non EU members) in terms of membership numbers and their representation in decision making positions.

**Part II** - focuses on a **specific theme: violence against women**. In Europe today, one in four women may be or may have been a victim of violence. Violence against women takes different forms, and cuts across all countries and social classes. It is a serious obstacle to the realisation of equality between women and men, and an unacceptable form of human rights violation.

PERC members at various levels have put in place different measures and adopted political positions to fight violence against women. This report collects and assesses together what strategies, activities, actions trade unions have been taking.

*The findings of the survey in Part II will be presented in two sub-chapters: first for SEE countries and second for NIS.*

## Who replied to this survey?

**70% of national confederations from 13 (of 15) non EU PERC countries** took part in the 8<sup>th</sup> of March survey of 2014 - the second one organised by PERC Women's Committee. Great majority of the organisations (with one exception) were able to indicate the number of women members, even though in some cases just estimations. The percentage of female members is given by the proportion of women accounted for those organisations able to provide gender disaggregated data of their membership, and the numbers of female members. This gives a **total of around 44, 5 % of female members** of a total of workers (of those organisations able to provide gender disaggregated data). It shows significant decrease comparing to the year 2013 (data from 2012) where it was above **54%**. Such significant drop could be explained by the fact that fewer organisations took part in the survey this year<sup>1</sup> but also, basing on the outcomes of the last year Survey<sup>2</sup> we might wonder if the economic crisis which affected working women significantly - including job losses might not be a reason as well.

**The number to non-responding confederations to the survey amounts to six: BSPSh (Albania), AHIK (Azerbaijan), FNPR (Russia), KTR (Russia), FPU (Ukraine) and UNASM (Macedonia).**

KSS from Macedonia sent the completed survey but the report was in finalisation phase so it was not possible to include it anymore.

Chart 1: Confederation that replied to this 8<sup>th</sup> of March survey 2014

SEE

NIS

No	Country	Organisation	No	Country	Organisation
1.	Albania	KSSH	1.	Armenia	CTUA
2.	Bosnia and Herzegovina	KSBiH	2.	Belarus	BKDP
3.	Kosovo	BSPK	3.	Georgia	GTUC
4.	Macedonia	SSM	4.	Kazakhstan	CFTUK
5.	Montenegro	CTUM	5.	Kazakhstan	FTUK
6.	Serbia	CATUS	6.	Kirgizstan	FTUK
7.	Serbia	Nezavisnost	7.	Moldova	CNSM
			8.	Ukraine	KVPU
			9.	Ukraine	VOST

Source: PERC 8 March Survey 2014

<sup>1</sup> Croatia joined EU so its 3 organisations will be included in the ETUC report; some organisations did not return the survey explaining that they have not yet included violence against women in their actions.

<sup>2</sup> For more information see the report „PERC WC 8 March Survey on the impact of the crisis on female employment”

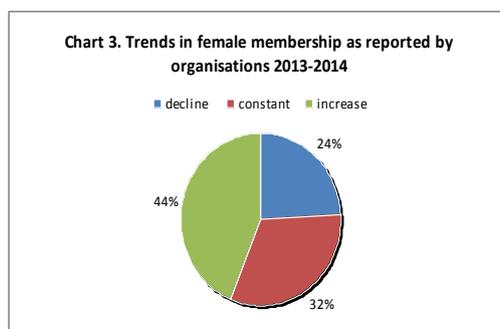
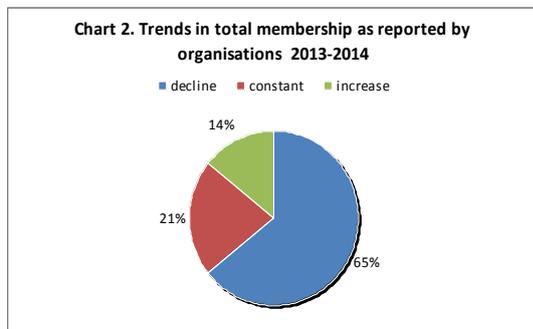
## Section I) Female membership in national trade union confederations

This part of the report aims at showing changes that occurred in the female trade union membership in confederations in last years as well as progress that has been made in reducing the gender representation gap. In this report it is possible to compare data only from two surveys -2013 and 2014 (respectively data from the year 2012 and 2013). One fact has to be mentioned here, namely that some organisations were able to give only estimations regarding the female participation in their organisations.

**Rates of female membership vary in regions of NIS and SEE - from a bit less than 25% in SSM – FYR Macedonia up to 70% in Moldovan CNSM.** Second highest is the Georgian GTUC with it's almost 61%, followed by FTUK - Kirgizstan with 52% of women members. The lowest percentage of female members was reported, as in 2013, by Macedonian organization - SSM (mentioned above with 25%) and BSPK from Kosovo (estimated 30%).

**3 confederations reported more female than male members:** GTUC from Georgia, CNSM from Moldova and FTUK from Kirgizstan. In general, **SEE organisations have lower participation of women (average about 37, 5%) then NIS ones (average about 49, 1%).** This tendency was also observed last year, even though the gap was narrower, where respectively in SEE average was 40% and in NIS it reached 47%.

**Majority of the respondents – 65% - acknowledged decline of their membership** and 21% declared it constant (see: Chart 2). Regarding **trends in female membership**, as reported by the confederations, **decline was visible in less then a quarter of them and increase was observed by as much as 44%** (see: Chart 3).



Source: PERC 8 March Surveys 2013 and 2014

Two interesting cases should be mentioned here –**Moldovan and Armenian confederations reported decrease of membership but significant increase of women members** - in Armenia approximate 10 % and in Moldova 12%.

Organisations which did not provide such data explained that there is lack of global statistics in their unions taking gender into consideration (Nezavisnost, Serbia) and lack of a specific instrument capable to get the necessary information (BSPK, Kosovo; KSBiH, Bosnia and Herzegovina). CFTUK from Kazakhstan blamed trade union policy.

## Section II) Women in positions of power within national trade union confederations

This section is dealing with situation of women at the level of the highest decision making positions in trade union confederations. Before addressing the issue of leadership in trade unions it is necessary to explain the powers of the different leadership positions within unions. In SEE and NIS in great majority of cases a **president is the one who hold political power of the organisation**. In some organisations there is also a position of General Secretary and even in some cases of deputy.

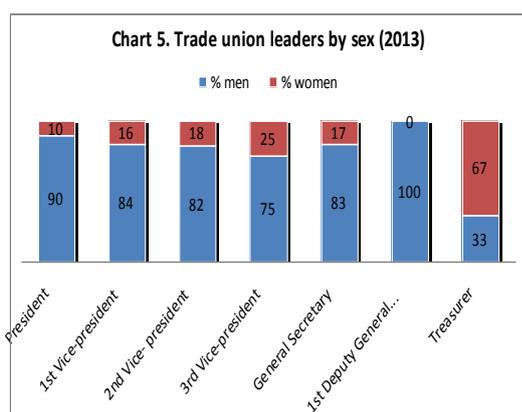
According to the responses given in the survey, in SEE and NIS, there is only 1 (of 16) case (CTUM, Montenegro) among the organisations which took part in the survey, when the leading position is the General Secretary - not the President.

It appears that **of 16 organisations, only 2 national confederations reported having a woman President (12, 5%)**. They are in power in the following trade union centres: CFTUK (Kazakhstan) and KSBiH (Bosnia & Herzegovina).

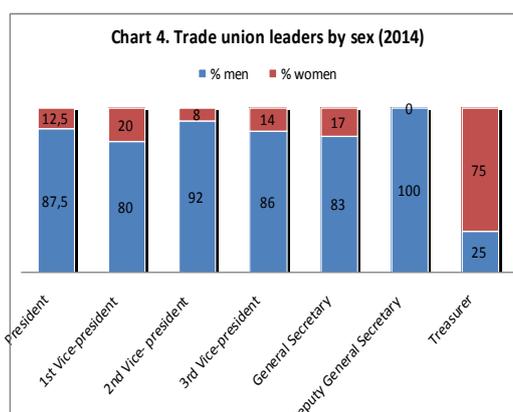
All confederations that responded to the survey have in total **36 vice-presidents of which 6 are women (les then 17%)**. With regard to the position of General Secretary only one of six trade unions has a woman in this position: Nezavisnost - Serbia (where the President is the highest position). As the position of the General Secretary is not the one highest there is only 1 deputy General Secretary (a man).

When it comes to **Treasurers of national confederations, where such position exists, most of them are occupied by women** - 6 of 8 (75%): CTUM, Montenegro; CATUS, Serbia; FTUK, Kazakhstan; FTUK, Kirgizstan; CNSM, Republic of Moldova and KVPU, Ukraine.

There have been no significant changes in regard to women participation in leadership positions since last year. The differences (see below) are fluctuating on the edge of few per cent as average which is more like due to the fact that not all organizations which were included in last year survey replied to the present one.



Source: PERC 8 March Survey 2013



Source: PERC 8 March Survey 2014

### Section III) Improving gender balance in trade unions

This section of the 8<sup>th</sup> March survey is looking at actions/activities undertaken by the confederations in order to improve gender balance in their trade union organisations. This part of the survey was completed by vast majority of confederations.

Responses in this section of the Survey were similar to ones given last year. Majority of the confederations listed among their actions/activities, aiming at improving gender balance in trade unions, various forms of **educational activities** (seminars, workshops, round-tables, conferences, etc.); **campaigns; strategy documents on gender equality; surveying members to get data for preparation of action plans and strategy documents; lobbying trade union leaders and last but not least - including gender equality issues into collective bargaining agendas of trade unions.** The above actions/activities are done with great engagement of women's structures which are established and active in majority of the SEE and NIS confederations<sup>3</sup>.

Some responses suggest that the respondents misunderstood the question and instead of explaining what was done in order to improve gender balance in their organisations they elaborated on what they do outside trade unions - so such answers - as irrelevant at this moment are not included in this section.

**KSSH, Albania**, has approved at its last Congress changes to its Statute which now says that there should be **at least 30% of women in all levels** (article 63). Also the last Congress adopted a **Resolution on Gender Balance**, which specifies that in all leading structures, at all levels – there have to be at least 30% of women.

**In SSM (FYR Macedonia)** the Women' Section is acting based on the SSM Statute and develops its network and activities. The Section organizes different educational activities; some of them are aiming empowering of trade union women. It has lobbied and raised the issue of greater participation of women in the bodies of the confederation and its members, on different occasions/events. **As a result the representation of women in decision making process has improved** and it is satisfactory on company level. On level of branch trade unions improvements were observed as well - out of 18 unions, there are 2 women presidents and 12 general secretaries. On confederation level - out of 51 members of the highest body, 12 are women. BSPK, Kosovo reported that lack of financial and human resources prevents the confederation from organizing of actions/activities aiming at improvement of gender balance in the organization.

President of the **CTUM** Committee for Gender Equality (Montenegro) is a member of the highest bodies of the Confederation, and through these organs is lobbying to improve gender equality in the organization. As a result a **clause was introduced into CTUM Statute stating that 30% of women and 10% of young people should be included in all CTUM bodies and structures.**

In **Serbian Nezavisnost** improving gender balance is realized through activities of the Women's Section, which includes education of union members and lobbying trade union leaders. In addition, the **equal opportunities policy has been implemented in the form of recommendations to the branch trade unions to take into account gender balance during the elections and structure of the highest leadership bodies.** The activities and actions of Women's Section are supported by the confederation which provides necessary assistance within its capabilities. Bearing in mind that the increase in the number of women in

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<sup>3</sup> for more information see: "Report on situation of women's structures in trade unions" based on a survey, prepared for the 13<sup>th</sup> Women's School, October 2012, Budapest, by A. Ghinararu

decision-making bodies is the process, any progress in that direction are considered important. Another Serbian organisation, **CATUS** concentrated on **educational activities** (seminars, conferences, round tables) which were organised by its Women's Section and aiming at improvement of gender balance in CATUS.

**CTUA, Armenia** explained that so far the policy of their confederation aimed at improving conditions in the workplace. It includes among other issues, respect for equal pay for women and men, and other working conditions as well. Regarding violence against women CTUA has not yet includes it in its agenda. Activities are currently focused on the fight against the new law on mandatory pension fund, which not only does not correspond with the Constitution and worsens the situation of workers in general, but also working young women in particular. For example: maternity leave is not considered seniority anymore and as such is not counted by pension fund.

**Women's Network in BKDP** (Belarus) has been long established and it is working actively for improving women's participation in the organization. Its main actions and activities were concentrated on implementation of gender equality policy in the work of trade unions affiliated to BKDP and promotion and strengthening of women's structures within the trade union organizations in the regions. As well as, **it encourages and supports women leaders in order to strengthen their position in the trade union movement.**

In **FTUK (Kazakhstan)**, a Commission on Working Women's Issues was established in 2006, and at the FTUK congress, the president of the Commission became member of the FTUK General Council. Since 2007, in all branch structures such commissions were created and started to work on raising awareness on gender equality. In order to facilitate their work they prepared action plans, created a web-page on the FTUK site dealing with gender equality and conducted gender studies. **As a result gender equality and other issues of interest for women are present in many signed documents** (internal and external ones).

Another Kazakh organization - **CFTUK** - **supports women's leaders** as it was explained: "because it is easier to work with them, women leaders are more open, more mobile in solving problems". The confederation supports (it is stated in its documents) setting up of gender committees on different levels in order to improve gender balance in the organization and on the labor market.

12th **GTUC** Congress (Georgia) adopted a **special resolution "On the gender politics of trade unions "**, where the issue of improving gender balance in the organization was included. More than 60% of GTUC members are women. **There are 35 women elected as presidents of their organizations (out of 83).** In the composition of the GTUC Council (decision making body) out of **25 members - 5 are women.** Both in branch and territorial structures, Women's Committees and networks are functioning due to lobbying of last years.

Women's Council of **CNSM** (Republic of Moldova) contributed to a new strategy of the confederation. The **strategy for the years 2012-2017 contains a chapter which is dealing with gender equality.**

One of the Ukrainin confederations - **VOST** - **developed policy** which encourages its member organizations to make sure that "gender equality issues are agenda items for meetings of trade union bodies of the primary organizations to the national level bodies and that gender equality is present in collective bargaining". Gender audit was conducted in VOST and it showed that women are making 46% of total number of members and during last VOST congress there were **43% of women among its delegates.**

## Section IV) TRADE UNION STRATEGIES TO ADDRESS VIOLENCE AGAINST WOMEN

### Introduction

The **main aim** of the 8 March Survey 2013 is to learn about trade union strategies to address **violence against women**. Violence assumes many forms and women are often particularly vulnerable, especially in the informal economy. Such violence is wrong and is a violation of the most basic human rights. Workplace violence, including sexual harassment, also represents a significant barrier to women's access and equitable treatment and opportunities in the labour market. Violence against women comes with a high cost to individuals, families, societies and economies.

Available data point to the extent of the problem at work. For example, between 40% and 50% of women in European Union countries experience unwanted sexual advances, physical contact or other forms of sexual harassment at their workplace. When it comes to SEE and NIS, it is worth to mention a survey, implemented in 2006-2007 by ITUC-PERC CEE & NIS Women's Network on discrimination in the workplace<sup>4</sup>, where a chapter was dedicated to sexual harassment at work. In this part of the survey there was a question about witnessing this form of harassment and - 19.6% respondents acknowledged witnessing sexual harassment at work. In total - 15.8 % of the surveyed women said that they had experienced sexual harassment.

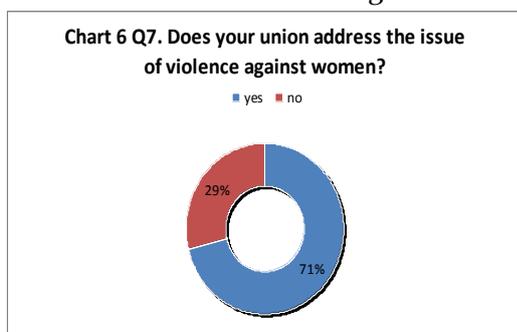
### Outcomes of the replies

This part of the report has been done separately for SEE countries and for NIS in order to get clear picture of possible differences which may appear between the two regions and the comparison of the two sub-regions follows in a separate chapter. This section of the 8<sup>th</sup> of March survey on violation against women was completed by all the respondents in general, with some exceptions referring to some questions.

#### *SEE: OUTCOMES OF THE REPLIES*

##### 1. Trade unions addressing the issue of violence against women

**Great majority of the confederations, 71%, that took part in this survey replied affirmatively that their trade union confederations are addressing the issue of violence against women.** Only BSPK (Kosovo) and KSBiH (Bosnia & Herzegovina) reported absence of this issue from trade union agenda.



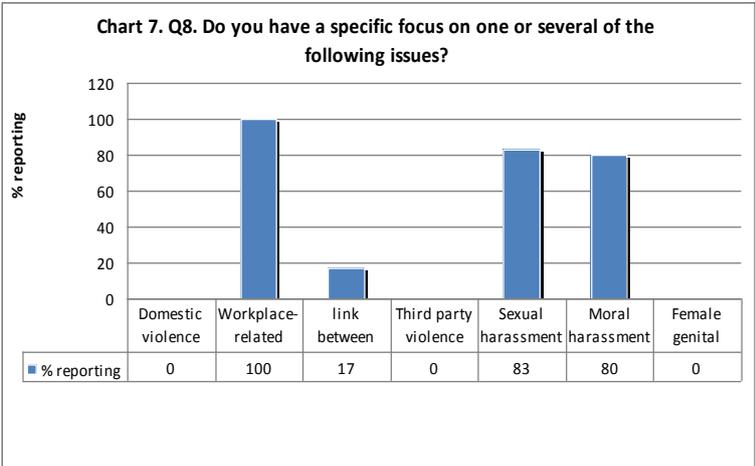
Source: 8 March Survey 2014

<sup>4</sup> The report was prepared within the ILO-ITUC Project "Discrimination of Women in the Workplace in CEE and NIS", 2006-2007

BSPK (Kosovo), which gave negative answer to this question explained that it has not work on this issue due to several reasons, one being lack of human and financial resources and other that its male leaders have other priorities. KSBiH (Bosnia & Herzegovina) has not yet address the issue of violence against women on confederal level but its constituents and their affiliates had.

2. Specific focus on different aspects of violence against women

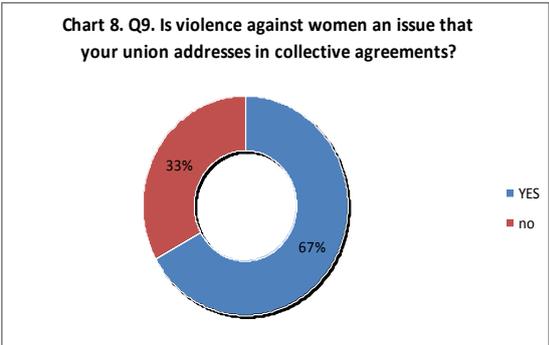
All respondents, who deal with violence against women, pointed at workplace related violence as the aspect they deal with most frequently. Almost equally important seems to be sexual harassment (83%) followed by moral harassment (80%). Three aspects of violence against women are not yet tackled by trade unions: domestic violence, third party violence and female genital mutilation. And the link between domestic violence and work place has been acknowledged as issue of importance only by 17% of organisations.



Source: 8 March Survey 2014

3. Addressing violence against women by trade unions in collective agreements

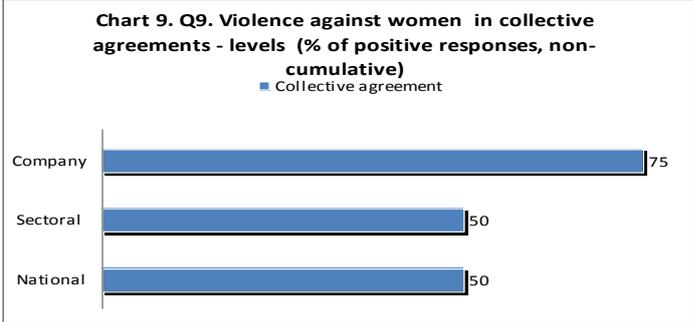
67% of respondents confirmed that their organisations addressing the issue of violence against women in collective agreements (SSM, FYR Macedonia; CTUM, Montenegro; Nezavisnost, Serbia; KSSH, Albania).



Source: 8 March Survey 2014

Those who answered positively to the above question pointed out that in majority of cases (75%) the issue of violence against women is dealt with on company level. Half of the respondents confirmed presence of the issue of violence also on national and sectoral levels. It

seems that the complex coverage of this issue in CA – on all three levels – is present only in Montenegro.



Source: 8 March Survey 2014

The proposal of Women’s Section of SSM (FYR Macedonia), regarding prohibition of any form of harassment at workplace, for the national level collective agreement was accepted. The national CA was signed in 2013. Employees are entitled to protection from harassment in the workplace. Also in 2013 another proposal of Women’s Section had been adopted, namely a new piece of legislation on “prevention of psychological harassment in the workplace”.

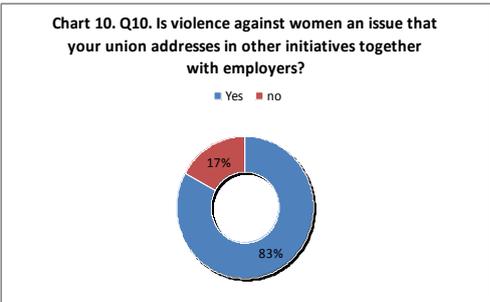
CTUM (Montenegro) managed, through bipartite dialogue to incorporate standards that protect working women, both on national as well as on company level. What is more, number of branch collective agreements incorporates protection from harassment in the workplace.

Serbian Nezavisnost can’t recall a concrete example, but its Women’s Section has been educating its members that mobbing, violence, any kind of discrimination and harassment or threat to health and safety at work should be part of collective agreements.

CATUS/Serbia didn’t answer this question but acknowledged that any kind of violence and discrimination should be part of collective agreements. That’s why there are educational activities organised on this topic which are aiming at inserting non-discriminatory and no-violence clauses in collective agreements on different levels.

4. Violence against women as an issue that trade unions address in other initiatives together with employers

**Great majority (83%) of the respondents (SSM, FYR Macedonia; KSBiH, BiH; CTUM, Montenegro; Nezavisnost, Serbia; CATUS, Serbia) confirmed that violence against women is addressed by their confederations among other initiatives together with employers.** Only BSPK (Kosovo) gave negative answer and KSSH (Albania) did not answer the question.

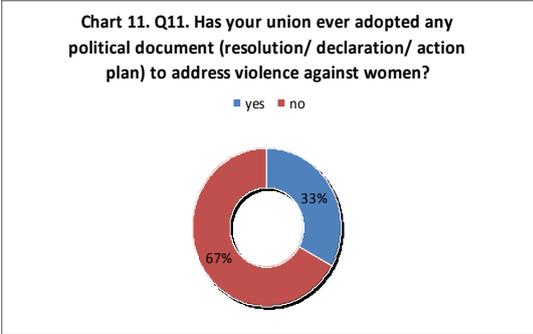


Source: 8 March Survey 2014

The respondents were asked to provide examples of such joint initiatives with employers aiming at fighting violence against women. Unfortunately some were not relevant, so as such were not included here. **KSBiH (Bosnia & Herzegovina)** is supporting alliances between trade union gender centers and entity governments where such issues are discussed. **CTUM (Montenegro)** reported a success - in 2012, due to bilateral agreement between social partners, the law on banning bullying. **Serbian Nezavisnost** mentioned that violence against women is also tackled through joint projects on health and safety in the workplace. **CATUS (Serbia)** gave examples of joint conferences.

5. **Political document (resolution/ declaration/ action plan) to address violence against women adopted by trade unions**

**One third of the respondents** (CTUM, Montenegro; KSSH, Albania) **stated that their organisations adopted a political document to address violence against women.** But since one of them gave as an example a political document but on government level, we can assume that even less trade unions have any internal documents dealing with violence. One did not give answer to this question (CATUS, Serbia) and remaining ones (SSM, FYR Macedonia; BSPK, Kosovo; KSBiH, BiH; Nezavisnost, Serbia) answered negatively.

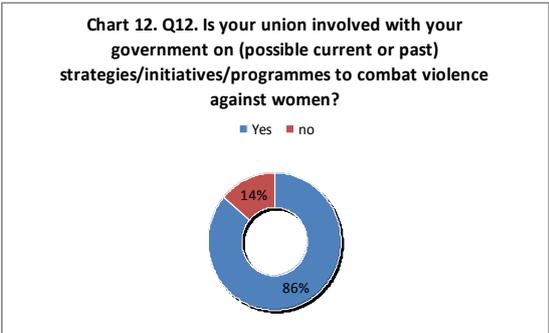


Source: 8 March Survey 2014

**KSSH (Albania)** reported that their last Congress adopted a Resolution on Gender Balance, where a chapter is focused at violence against women.

6. **Trade unions involvement with their governments on (possible current or past) strategies/initiatives/programmes to combat violence against women**

**Great majority (86%) of the organisations** (SSM, FYR Macedonia; KSBiH, BiH; CTUM, Montenegro; Nezavisnost, Serbia; CATUS, Serbia; KSSH, Albania) **gave a positive answer to this question, confirming their involvement with their governments on combating violence against women.** Only BSPK (Kosovo) answered negatively.



Source: 8 March Survey 2014

**Women's Section of SSM (FYR Macedonia) is a member of SSM inter-sectoral group on equal opportunities for men and women in the Government which deals with these issues.** In 2012, its members made a proposal for a policy called "National Strategy for equal opportunities for men and women of Macedonia", and earlier proposed a legislative changes regarding "Law on equal opportunities for men and women." It also provides opinions and recommendations on important documents on equal opportunities for women and men and initiates incorporation of a gender perspective in policy documents and programs. As mentioned above already, the proposal of Women's Section of SSM regarding amendments to national collective agreement was accepted and signed in December 2013. As a result a new article was added on "**forbidding any kind of harassment in the workplace**". Employees are entitled to protection from harassment in the workplace.

**KSBiH (Bosnia & Herzegovina)** is involved through gender centers of entity governments, through participation in working groups, participation in strategies development, monitoring of implementation of the reports of the relevant institutions, etc.

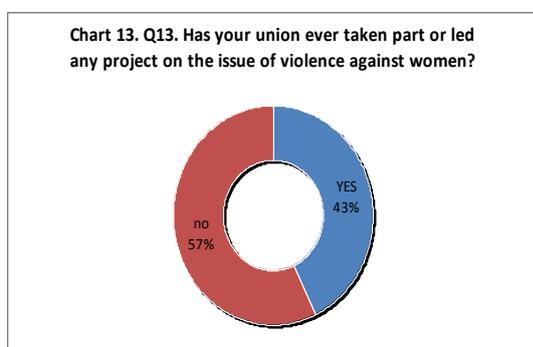
**CTUM (Montenegro) Gender Equality Committee** has enjoyed good cooperation with Committee for Gender Equality of the Ministry of Human and minority rights. President of the CTUM was a member of the National Social Council, and significantly contributed to improvement of status of women. Now, the President is a **member of the Council for Protection against Discrimination, the governmental body that deals with combating all forms of discrimination in Montenegro.**

Members of the Women's Sections of **Nezavisnost and CATUS (Serbia)** were members of the team which developed the Poverty Reduction Strategy and the **National Action Plan for Women.**

**KSSH, Albania** was involved in preparation and implementation of Strategies on Gender issues as well as in different activities organised by the Government (for example by the Ministry of Welfare and Youth).

#### 7. Trade union involvement in projects on the issue of violence against women

**Slight majority (57%) of the respondents (SSM, FYR Macedonia; BSPK, Kosovo; CATUS, Serbia; KSSH, Albania) gave negative answer to this question.** Only three confederations confirmed their involvement in projects on the issue of violence against women (KSBiH, BiH; CTUM, Montenegro; Nezavisnost, Serbia).



Source: 8 March Survey 2014

**KSBiH (Bosnia & Herzegovina)** or its constituents have participated in a series of **joint seminars concerning violence against women.** They were invited to the project by the entity Gender Centers. KSBiH provided not only participants but also contributed by services

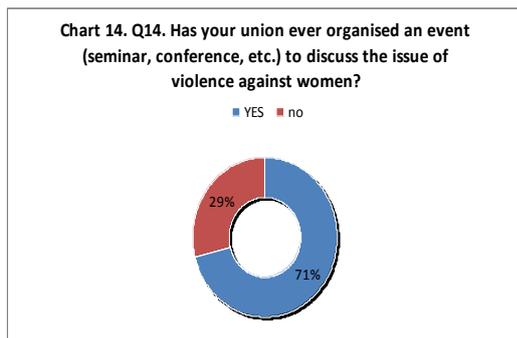
of lecturers who faced this problem through their professional work in the field of labor law. KSBiH members also took part in some projects (seminars) implemented by some NGOs as well as by foreign trade unions, collaborating with the confederation, especially Norwegian one.

**CTUM from Montenegro**, as a member of the National Social Council, together with other social partners, did the **first survey in Montenegro on mobbing**.

**Women's Section of Nezavisnost** led the project **"SOS Hotline for women victims of discrimination in the workplace"**, with the financial support of women's NGO "Kvinna Till Kvinna" (Sweden) during the period 2000 – 2010. The Project's general aim was to strengthen women by supporting them to recognize and take active role in eliminating discrimination and violence at work. One of the main aims of the Project was **to assist women by providing concrete legal help in cases of discrimination and/or violence**.

8. Events (seminar, conference, etc.) organised by trade unions to discuss the issue of violence against women

**Significant majority (71%) of organisations** (SSM, FYR Macedonia; CTUM, Montenegro; Nezavisnost, Serbia; CATUS, Serbia; KSSH, Albania) **confirmed that they organised some events to discuss the issue of violence against women**. Meetings, conferences and seminars were among the most often mentioned events.



Source: 8 March Survey 2014

Women's Section of **SSM** (FYR Macedonia) organized a conference on 07.10.2013 under the title "Stop discrimination against woman in the workplace" during which the issues of prohibition of bullying and violence against women were discussed.

**CTUM** (Montenegro) organised on several occasions different events to discuss the issue of discrimination, where problems of different forms of violence against women were included. These events were prepared in partnership with Stability Pact, NGOs and international organizations.

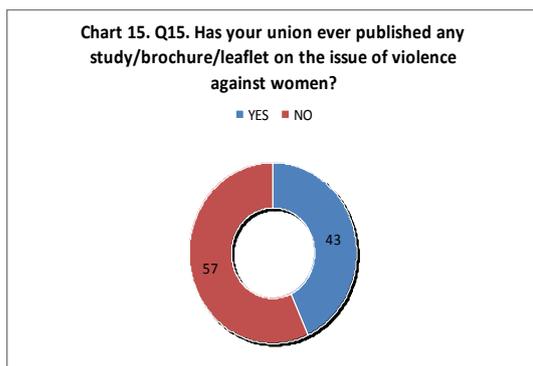
Serbian **Nezavisnost** reported that in the years 2000 - 2012, their Women's Section organized and/or was a partner in dozens of events on the position of women in the workplace and protection of women's labour rights. The topic of the protection of women from violence in the workplace was an integral part of most of these events.

**CATUS** Women's Section (Serbia) organized several meetings on the women's rights and situation of women at work, and violence against women at work was one of the topics discussed.

KSSH, Albania included already in its educational plan a special chapter on gender issues and violence against women and based on it organised seminars in companies and in different cities of Albania.

9. Studies, brochures, leaflets on the issue of violence against women published by trade unions

Only slight minority (43%) of the trade unions (SSM, FYR Macedonia; CATUS, Serbia; KSSH, Albania) published brochures, leaflets on the issue of violence against women. No specific study on the issue was published so far.



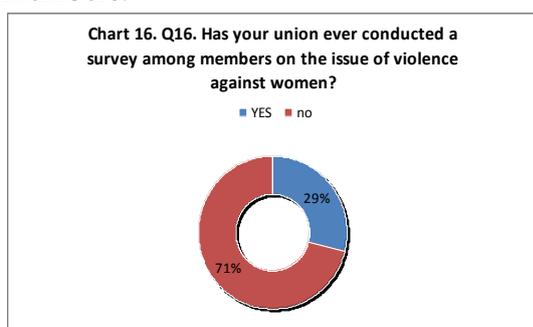
Source: 8 March Survey 2014

SSM (FYR Macedonia) developed and published brochures and leaflets on mobbing, non-discrimination, and occupational health and safety. Nezavisnost (Serbia) reported that its Women’s Section published several brochures, flyers and leaflets in which special attention was devoted to the topic of violence against women, within the project “SOS Hotline for women victims of discrimination in the workplace”. CATUS (Serbia) published a leaflet for 16 days of activism.

KSSH, Albania prepared a study for the involvement of women in politics and as high-level leaders where there were included some aspects of violence against women.

10. Trade union surveys among members on the issue of violence against women

Again majority (71%), this time more significant, of trade unions answered negatively to this question. Only SSM (FYR Macedonia) and CTUM (Montenegro) stated that their organisations conducted a trade union survey on violence against women among their members.



Source: 8 March Survey 2014

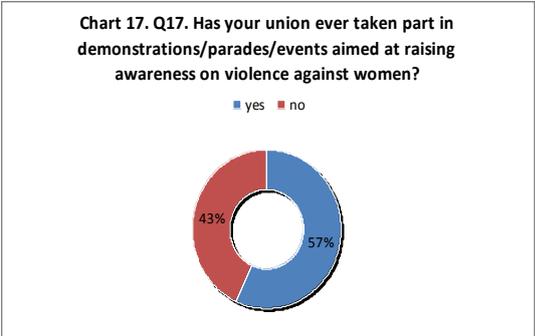
Based on the examples shared below we can assume that the issue of violence against women has not yet been treated as whole but some of its aspects were tackle on separately.

**SSM (FYR Macedonia)** conducted a survey where the issues of **psychological harassment of women in the workplace and discrimination** of women were main questions.

**CTUM (Montenegro)** reported that within the above-mentioned project on **mobbing**, a survey was conducted. Results showed that out of 530 respondents, 27% had witnessed mobbing and 7% were victims of mobbing.

11. Trade unions taking part in **demonstrations/parades/events** aimed at raising awareness on violence against women

**Slight majority (57%) of the respondents (CTUM, Montenegro; Nezavisnost, Serbia; CATUS, Serbia; KSSH, Albania) confirmed participation in different events aiming at raising awareness on violence against women.**



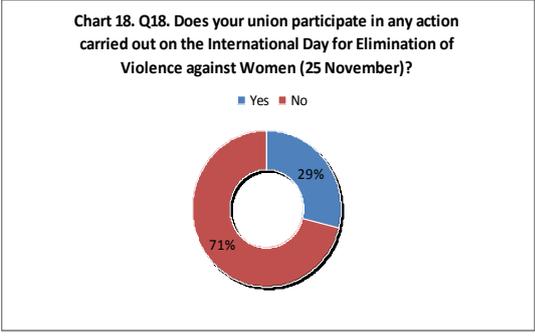
Source: 8 March Survey 2014

**The two Serbian organisations (Nezavisnost and CATUS)** for several years independently, or in cooperation with the ITUC, organized **8th of March street actions** during which they distributed leaflets with basic information about the women’s rights in the workplace and protection from all **forms of discrimination and violence in the workplace.**

Members of **KSSH (Albania)** took part in **demonstrations aiming to raise awareness on violence against women and against trafficking.** The demonstrations were organised together with some women NGOs.

12. Trade union **participation in actions** carried out on the International Day for Elimination of Violence against Women (25 November)

**Less than one third of the trade unions (CTUM, Montenegro; Nezavisnost, Serbia) acknowledged participation in different actions carried out on 25 November. 71% did not take part in such events.**

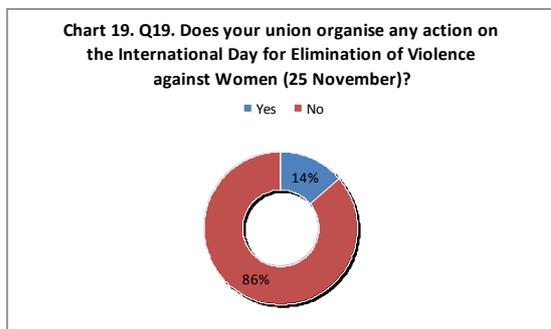


Source: 8 March Survey 2014

**CTUM** (Montenegro) supported each campaign related to this day and, and usually on 25 November organized a **press conference to highlight the issue of violence against women**. Women's Section of **Nezavisnost** (Serbia, in the years 2000 – 2011, actively participated in celebration of International Women's Day, as well as the **actions of 16 days of activism against violence against women**, which is traditionally held every November.

13. Trade unions **organising actions** on the International Day for Elimination of Violence against Women (25 November)

Even less organisations – **only one** in fact (CTUM, Montenegro) **confirmed that they organised some actions on the International Day for Elimination of Violence against Women**. Great majority (86%) did not prepare any activities or actions for this Day.

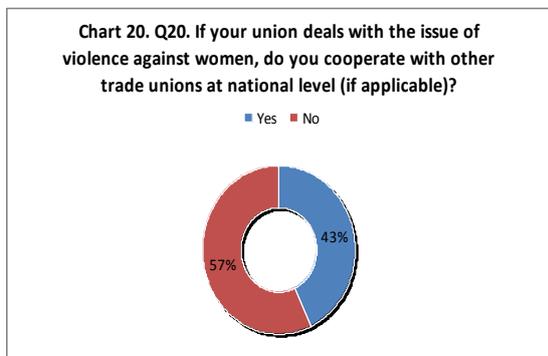


Source: 8 March Survey 2014

Unfortunately there were no examples from SEE.

14. Cooperation with other trade unions on the issue of violence against women, at national level

**Only Serbian and Macedonian confederations (43%) confirmed collaboration** on the issue of violence against women. The others gave negative answers, but in cases of Montenegro, Kosovo or Bosnia & Herzegovina it is not relevant since there are only one trade union centres in these countries. In Albania, there is no cooperation between the two confederations on this issue.



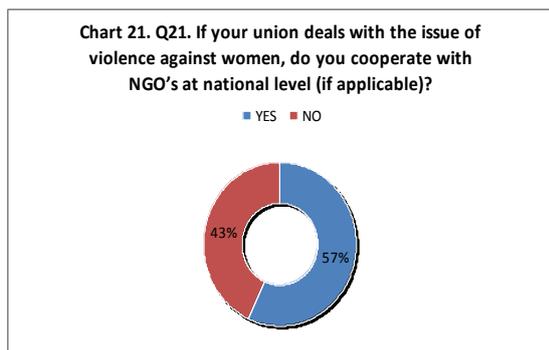
Source: 8 March Survey 2014

**SSM** (FYR Macedonia) **cooperates with KSS and UNASM** in order to exchange experiences and opinions in the framework of different activities.

**Women's Sections of Nezavisnot and CATUS (Serbia)** for several years organized **8th March street actions** in cooperation as well as with the ITUC Women's Section or independently. They also collaborate on other projects.

15. Trade union cooperation with NGOs at national level on the issue of violence against women

**Slight majority (57%) of trade unions (SSM, FYR Macedonia; CTUM, Montenegro; Nezavisnost, Serbia; KSSH, Albania) acknowledged cooperation with NGOs** at national level on the issue of violence against women.



Source: 8 March Survey 2014

Several example of joint demonstrations, conferences, educational events were provided by respondents, unfortunately not many details were included.

**SSM (FYR Macedonia)** cooperates with several NGOs: “Women - Members of Parliament”, “Macedonian Occupational Safety and Health at Work” and other NGOs.

**CTUM (Montenegro)** collaborates with European Movement in Montenegro on research on position of women in Montenegro; also with a helpline, a shelter (Sigurna ženska kuća), Anima, Women's Alliance, Women Today, etc.

**Women's Section of Nezavisnost (Serbia)** collaborates with the non-governmental organizations in projects that are related to the position of women in the labor market and the protection of all forms of discrimination.

**Women's Section of CATUS (Serbia)** also cooperates with different NGOs, for example with Suisse Labour Assistance, Friedrich Ebert Stiftung, and FELICITAS.

**KSSH, Albania** reported joint (with women's NGOs) conferences and demonstrations done for combating violence against women and against trafficking. Among partner NGOs these were mentioned: Forumi i Mendimit te Lire; Qendra Aleanca per Zhvillim; Gratë dhe Zgjedhjet; Në Dobi të Gruas Shqiptare; Refleksione, etc.

16. Any other relevant information or any thoughts to be reported in the 8<sup>th</sup> of March survey

**SSM (FYR Macedonia)** and it Women's Section **continues vigorously advocate for the advancement of women's rights** in the Labor Code and other laws as well, according to international labor standards.

**BSPK** (Kosovo) reported that till 2010 Women's Network functioned better and it used to organize campaigns, workshop, seminars, etc. on gender issues in general. Once they implemented a survey on sexual harassment in all territory of Kosovo. Unfortunately, **now Women's Network hardly exists** because of some internal problems of the BSPK when it comes to Public Unions and Private Sector Unions they disagree on leading positions and that's why Women's Network is non functional for the moment.

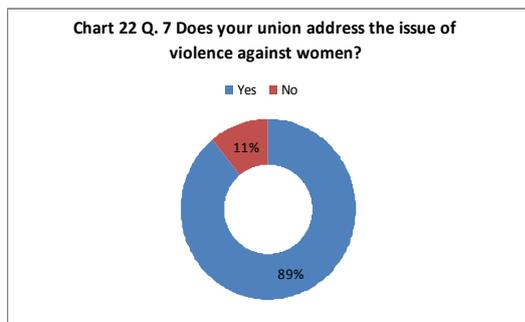
**There is a need for education in KSBiH (Bosnia & Herzegovina) and training in order to start action and to raise awareness that violence against women is a trade union issue.** There is a need to develop political documents (resolutions, declarations, action plans, etc.) at the KSBiH level.

The president of **CTUM Women's Section** (Montenegro) is a member of the Council for Protection from Discrimination, which is presided by the Prime Minister of Montenegro. These days there are appearances in the media where the Council's work is being presented to the public. Roundtable on human rights and protection from discrimination will take place.

## *NIS: OUTCOMES OF THE REPLIES*

### 1. Trade unions addressing the issue of violence against women

**Great majority (89%) of responding organisations** (BKDP, Belarus; FTUK, Kazakhstan; GTUC, Georgia; CFTUK, Kazakhstan; FTUK, Kirgizstan; CNSM, Republic of Moldova; VOST, Ukraine; KVPU, Ukraine) **introduced the issue of violence against women** in their trade union agendas. Only CTUA (Armenia) acknowledged that it is not yet part of their actions and activities but they are thinking about a strategy to approach this issue.

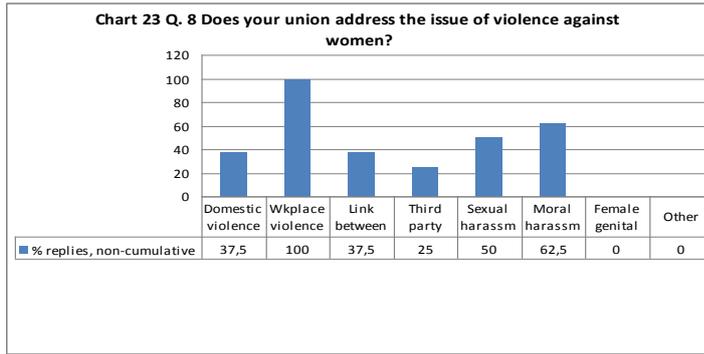


Source: 8 March Survey 2014

### 2. Specific focus on different aspects of violence against women

Trade union organisations which responded positively to the previous question explained that their **main focus is on workplace-related violence against women (100% responses)** followed by **moral harassment (62,5% of responses: BKDP, Belarus; FTUK, Kazakhstan; CFTUK, Kazakhstan; VOST, Ukraine; KVPU, Ukraine)** and **sexual harassment (50% of responses: BKDP, Belarus; FTUK, Kazakhstan; CFTUK, Kazakhstan; VOST, Ukraine).**

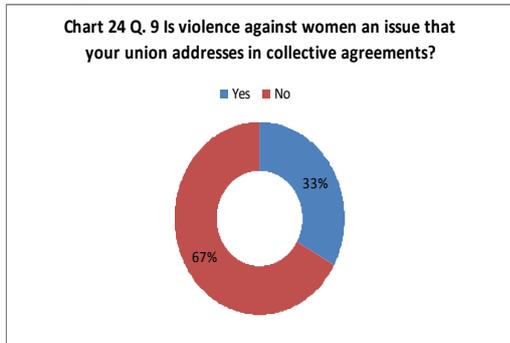
Domestic violence against women and link between domestic violence and work place are dealt with by 37,5% of organisations. While no trade union focused so far on female genital mutilation.



Source: 8 March Survey 2014

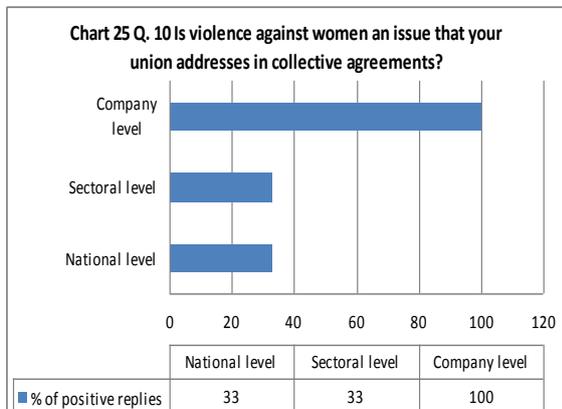
### 3. Addressing violence against women by trade unions in collective agreements

**Only one third of trade union organisations (FTUK, Kazakhstan; GTUC, Georgia; VOST, Ukraine) are addressing the issue of violence against women in collective agreements in NIS.**



Source: 8 March Survey 2014

The organisations which answered positively to the above question were also asked to **indicate the levels of collective agreements** were most likely such provisions (violence against women) are to be found. **All of them confirmed that such provisions are present in company level CA**, and one third reported that also on national level and sectoral level. It seems that only in Kazakhstan violence against women is included in collective agreements on all three levels.



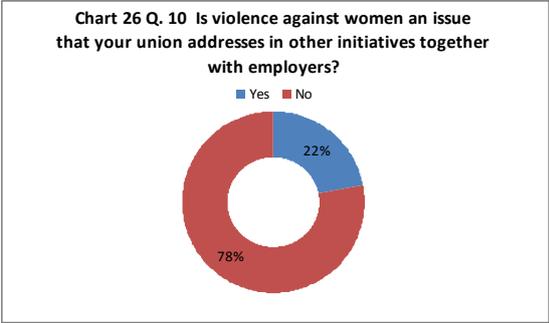
Source: 8 March Survey 2014

Unfortunately not many examples were included in the Survey. GTUC (Georgia) reported that employers must ensure implementation of rights that are included in collective agreements (overtime, shift to the hard work during pregnancy).

And Ukrainian VOST confirmed that they have some good examples, and one of them is a collective agreement in Electric plant " Elektrobytpribor" in Lvov. But no further details were provided.

**4. Violence against women as an issue that trade unions address in other initiatives together with employers**

**Only 22% of respondents (FTUK, Kazakhstan and KVPU, Ukraine) reported that violence against women as an issue that trade unions address in other initiatives together with employers.** Great majority (78%) of organisations did not enter into any such initiatives (BKDP, Belarus; GTUC, Georgia; CFTUK, Kazakhstan; FTUK, Kirgizstan; CNSM, Republic of Moldova; VOST, Ukraine; CTUA, Armenia).

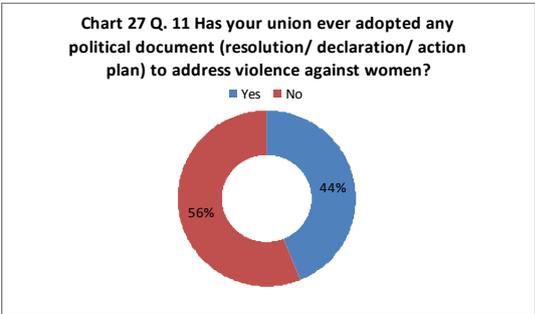


Source: 8 March Survey 2014

Unfortunately not many examples were provided here by the respondents. FTUK (Kazakhstan) explained that they conduct training seminars together with employers. They also invite employees of the relevant ministries, the leaders of NGOs and international organizations as well as civil servants, to seminars and discussion organized by unions.

**5. Political document (resolution/ declaration/ action plan) to address violence against women adopted by trade unions**

**Slightly less than half (44%) of respondents (BKDP, Belarus; FTUK, Kazakhstan; CFTUK, Kazakhstan; KVPU, Ukraine) claimed that their trade union organisations adopted some political documents.**



Source: 8 March Survey 2014

Again, the respondents did not provide many details regarding the nature of such trade union political documents. CFTUK (Kazakhstan) elaborated a common political document with

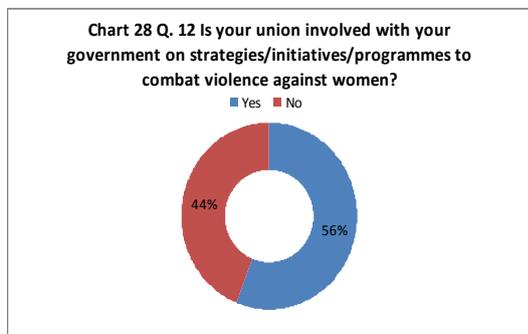
**an NGO** working on women's rights in order to resolve issues related to violence. The main aim of the document and actions which followed is to assist women who have experienced domestic violence. Women in need are also helped in crisis centers run by the NGO.

**KVPU (Ukraine) adopted a resolution on gender equality and anti-discriminatory measures during its Congress in July 2008.**

**6. Trade unions involvement with their governments on (possible current or past) strategies/initiatives/programmes to combat violence against women**

**More than half (56%) of the NIS organisations (BKDP, Belarus; FTUK, Kazakhstan; CFTUK, Kazakhstan; CNSM, Republic of Moldova; KVPU, Ukraine) are involved with their governments (or were involved) on strategies or initiatives to combat violence against women.**

Remaining 44% of the organisations (GTUC, Georgia; FTUK, Kirgizstan; VOST, Ukraine; CTUA, Armenia) do not collaborate on this issue with their governments.



Source: 8 March Survey 2014

**BKDP (Belarus)**, as a signatory of the National Gender Platform, addressed in December 2013, the Minister of Labor and Social Protection with a requirement of necessity and desirability of having a law "On equal rights and equal opportunities for women and men" in order to implement international commitments and recommendations to protect women's rights, prevent the elimination of all forms of discrimination and violence against women". BKDP took also **part in the drafting of the law „On Equal Rights and Equal Opportunities for Women and Men,"** with the United Civil Party and an NGO "Women's Independent Democratic Movement". Law department of BKDP drafted one of its chapters: „equal rights and equal opportunities for women and men in the social and working spheres." **First attempt in Belarus to define sexual harassment at workplace was undertaken by BKDP** when again its lawyers drafted an article on this issue to be included into national legislation.

**FTUK (Kazakhstan) appealed to deputies to adopt the Law on Equal Rights and Equal Opportunities and the Law on Domestic Violence** in 2009. Since 2006, FTUK has been actively, with NGOs, **lobbying two draft laws: (1) Domestic Violence** and (2) equal rights and equal opportunities. As a result, both laws were adopted in December 2009. Currently, trainings and workshops are organized to bring the new legislation closer to workplaces, as well monitoring of the implementation of laws is in process (including controls in factories). National Commission for Women, Family and Demographic Policy under the President of the Republic has prepared a "Strategy for gender equality Republic of Kazakhstan" and the Action Plan for its implementation until 2016. **The Strategy consists of 4 priority areas and one is the issue of violence against women.** FTUK representatives were members of the Commission to develop strategies and action plans.

Another Kazakh confederation, CFTUK, reported that the **government organized many activities** (roundtables, meetings, seminars, forums, etc.) **with participation of trade union representatives, where violence against women has been discussed.**

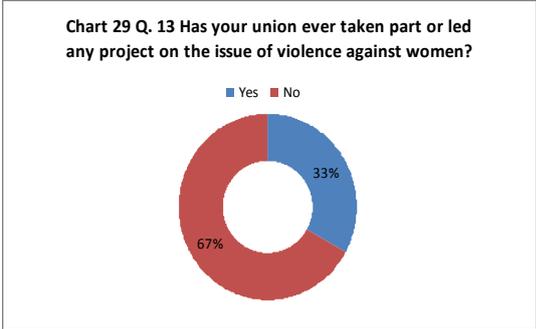
Also in the Republic of Moldova trade union representatives (CTUM) **participate in the development and implementation of government programs** aiming to ensure gender equality (for years 2013-2015), which includes issues of combating violence against women.

Prior to 2010, VOST (Ukraine) **participated in the discussion of strategies and programs for gender equality, including combating violence against women.** Since 2010 VOST haven't been cooperating with the government.

The other Ukrainian confederation, KVPU reported that its representatives took part in developing of the concept of gender equality in the workplace, within tripartite council. And KVPU members also took part in the General Council on Gender Equality and Non-discrimination in the workplace.

7. Trade union involvement in projects on the issue of violence against women

**Only one third of the trade unions** (BKDP, Belarus; FTUK, Kazakhstan; VOST, Ukraine) **responding to the Survey declared that they were involved in projects** dealing with the issue of violence against women.



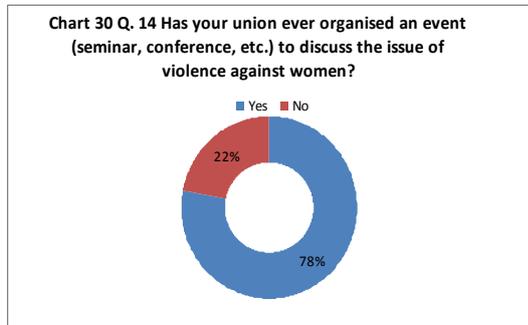
Source: 8 March Survey 2014

These respondents who answered positively to the above question were asked to explain the content of the project and the partners involved. And so, FTUK from Kazakhstan reported that in 2006-2007 a project of the U.S. Embassy and the Prosecutor General of the Republic of Kazakhstan was implemented. Its **main focus was to inform and educate on violence against women.** Within the project, **trainings for prosecutors** were organized. In all regions of the country leaders and trade union members were involved in this project, through community organizations, through local government offices and ministries and departments.

VOST reported that in Ukraine, within the framework of the EU-ILO "Equality between women and men in the world of work" **a training manual was developed which contained a chapter no-discrimination at work and was also dealing with sexual harassment.** Based on the manual trainers were trained in all three confederations and trainings for trade union activists were organized in different regions of the country.

## 8. Events organised by trade unions to discuss the issue of violence against women

**Great majority (78%) of organisations** (BKDP, Belarus; FTUK, Kazakhstan; GTUC, Georgia; CFTUK, Kazakhstan; CNSM, Republic of Moldova; VOST, Ukraine; KVPU, Ukraine) **claimed that they organised different events, which aimed to discuss the issue of violence against women.**



Source: 8 March Survey 2014

In September 2013, the **Women's Network of BKDP (Belarus)** with Dutch partners from FNV, organized a **conference during which the issue of sexual harassment and violence in the workplace against women were addressed.**

Last November, the **trade union of oil and gas industry of GTUC (Georgia)** held **seminar on violence against women.**

In order to mark the **International Day against Violence against Women**, **FTUK (Kazakhstan)** and its affiliates hold events dedicated to this Day - round tables, conferences, etc.

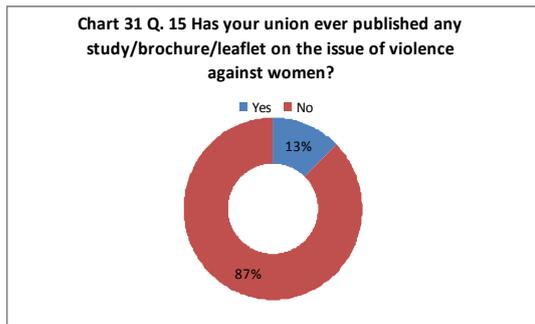
Within the ITUC project, "Decisions for Life", in 2010 and 2011 **CFTUK (Kazakhstan)** organized roundtables in collaboration with a number of NGOs and organized a **women's conference where problems of violence faced by women at work and home were discussed.**

In the Republic of Moldova, within a project "Joint action for decent work for women in the Republic of Moldova" **CNSM organized a round table** with the participation of representatives of government agencies and non-governmental organizations, where **one of issues discussed was the violence against women in the workplace.**

Two Ukrainian confederations (**VOST and KVPU**) reported that their **educational activities on gender equality include issues of violence against women at a workplace.**

## 9. Studies, brochures, leaflets on the issue of violence against women published by trade unions

**Only one organisation (KVPU, Ukraine)** reported that their organisation published a **study on violence against women.** GTUC (Georgia) explained that some of their branches are planning to undertake a study on violence against women in the future. One organisation did not answer this question.

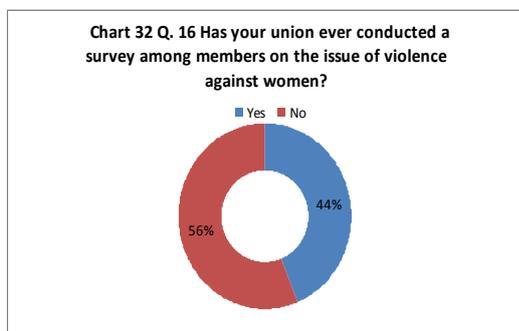


Source: 8 March Survey 2014

As part of a KVPU-ITUC project on „Labor Relations in Ukraine: Compliance with social and economic rights of employees in the framework of international standards”, a **study was developed where also violence against women at workplace was touched upon.** In Georgia, trade unions of workers of architecture, construction, metallurgical, mining and chemical industries, and transport planned future study of these issues.

#### 10. Trade union surveys among members on the issue of violence against women

**44 % of the responding trade unions** (two Kazakh and two Ukrainian organizations) **claimed that they surveyed their members on the issue of violence against women.** The respondents were asked to provide any findings from the surveying but unfortunately not many were enclosed in the answers.



Source: 8 March Survey 2014

**BKDP** from Belarus reported that based on a survey, among all the family conflicts, almost 70% are cases of domestic violence against women and children. **According to the results of the survey, 4 out of 5 women surveyed, aged 18-60 years, and were exposed to violence, 22.4% experiencing economic and 13.1% - sexual violence by a husband or a partner.** The real extent of domestic violence in Belarus is still unknown.

**FTUK** from Kazakhstan conducted a survey in 2006, among the trade union members, and violence against women was one of the issues included. **The results showed low level of violence against women.**

Another Kazakh organisation - **CFTUK carried out a survey** in which women anonymously answered questions posed in the questionnaire about the harassment, violence in the family and in the workplace. As a result of this small survey, they realized that **women are not willing to talk about violence** - Kazakh women mentality does not allow them to open fully.

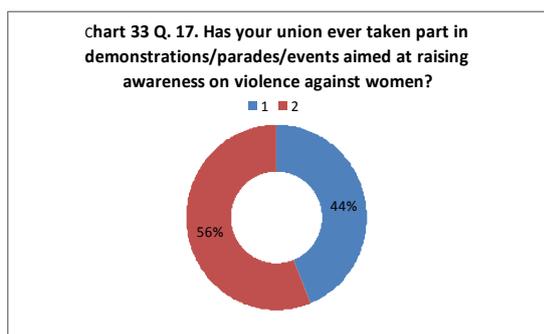
Therefore, they did not touch on the topic of violence in trade union working agenda, but continue to work with women's NGOs on this issue and help women – trade union members who came with such problems. Legal advice was offered to victims and they were directed to crisis centers, if they want to be helped. CFTUK respondent explain further that “fear does not allow Muslim women to take legal steps and they suffer to the last, until they escape from the family”.

As part of a KVPU-ITUC project on „Labor Relations in Ukraine: Compliance with social and economic rights of employees in the framework of international standards”, a study was developed based on a survey results where also violence against women at workplace was touched upon.

Another Ukrainian confederation – VOST, did some surveying of its members on this topic during seminars on gender equality.

**11. Trade unions taking part in demonstrations/parades/events aimed at raising awareness on violence against women**

**44% of trade union organisations** (BKDP, Belarus; FTUK, Kazakhstan and two Ukrainian unions) **took part in different events** aimed at raising awareness on violence against women.



Source: 8 March Survey 2014

FTUK from Kazakhstan reported that there were such **actions, demonstrations, activities organised every year on November 25** in different regions of the country.

Also **two Ukrainian confederations informed that they prepared different events**, for example VOST during October 7 activities on Decent Work Day and KVPU send a link for more details: <http://perc.ituc-csi.org/Women-of-Lviv-Coal-Company-arrived>

**12. Trade union participation in actions carried out on the International Day for Elimination of Violence against Women (25 November)**

**One third of responding trade unions** (GTUC, Georgia and two Kazakh unions) confirmed that they **took part in actions carried out on 25 November**. Majority (67%) did not participate in such actions. Some explained that either there were not organised or they were not invited. Looking at the comments attached to this question it is clear that even less than one third of respondents participated in such actions.



Source: 8 March Survey 2014

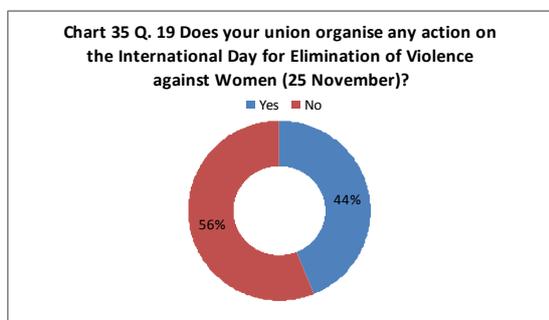
Those organizations who answered positively to the above question provide also some examples of such action.

**Two Kazakh trade unions**, for example, **participated in joint actions and activities with women's NGOs**. FTUK gave an example of joint trainings on violence against women which were held in 2008. The activists - trainers went to 5 regions of the country and talked about the issue of violence against women. Also, round tables, seminars, conferences - a mandatory attribute of activities on November 25. Annually, there are 16 days against violence against women during which also press conferences, are organized, leaflets are distributed, etc.

CFTUK conducted a roundtable with NGOs on violence against women in 2012, where they distributed brochures on women's rights, "protection of motherhood". They also worked with the media to articulate that this issue is most acute. In this regard, NGOs work very well in Kazakhstan and **CFTUK established good cooperation with them in order to deal with violence against women**.

### 13. Trade unions organising actions on the International Day for Elimination of Violence against Women (25 November)

**More organisation (44%) actually organise themselves actions and activities** then take part in activities organised by someone else (33%) on 25 November. Among those who do it themselves are: FTUK (Kazakhstan), GTUC (Georgia), CNSM (Republic of Moldova) and KVPU (Ukraine). Still majority (56%) of the organizations do not use this day in order to raise awareness on violence against women.



Source: 8 March Survey 2014

**In GTUC (Georgia) already there is a tradition to hold events on November 25**. For example, trade union of workers of the oil and gas industry distributed white ribbons to

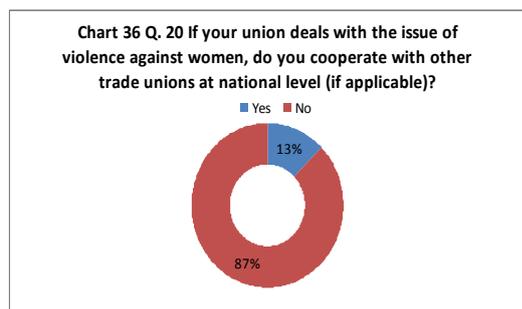
women and men to wear it as sign of solidarity. For 2014 there are **plans to carry out investigative work in the enterprises of light industry on "the elimination of violence against women"** and on this occasion the final conference will be held on November 25 this year to present and disseminate results.

In one of the Kazakh organisations – FTUK there are approved **plans for actions on 16 days against violence against women**, and the whole country is involved in these activities. The unions have raised awareness in different branches, distributed leaflets and participated in national and regional events. For more see: <http://www.fprk.kz/index.php/RU/sobitiya/200-25-noyabrya-mezhdunarodnyj-den-borby-za-likvidatsiyu-nasiliya-v-otnoshenii-zhenshchin>

CNSM organized a joint seminar on the theme "Istanbul Convention compatibility with national legislation" with representatives of the UN Women in Moldova.

**14. Cooperation with other trade unions on the issue of violence against women, at national level (if applicable)**

**There is little cooperation among trade unions on national level (12,5%),** and even if confirmed there are rather isolated cases (during conferences, seminars, round tables), as explained by Ukrainian respondents. No answer to this question was provided by the Kazakh FTUK but currently they are studying the experience of other unions on this issue.

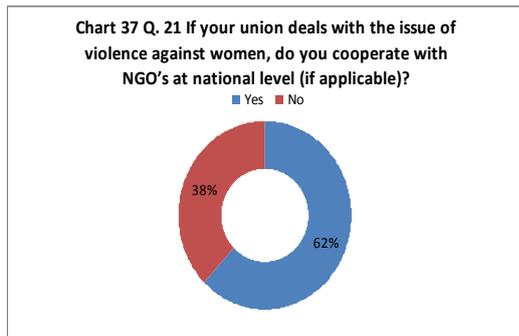


Source: 8 March Survey 2014

**15. Trade union cooperation with NGOs at national level on the issue of violence against women**

**Cooperation between trade unions and NGOs at national level seems to be much stronger than among trade unions themselves on the issue of violence against women.** According to **62,5% of respondents** (BKDP, Belarus; FTUK, Kazakhstan; GTUC, Georgia; CNSM, Republic of Moldova; VOST, Ukraine) **there is well established collaborations with variety of NGOs.**

Based on comments from the Survey it seems that NGOs are usually driving force of such cooperation and invite trade unions to take part in different actions. No answer was given to this question by CFTUK (Kazakhstan).



Source: 8 March Survey 2014

The multitude of examples proves the above mentioned vast cooperation with NGOs on the issue of violence against women. Because of lack of space, just a few of them are included in this report.

**BKDP from Belarus** explained that **Women's NGOs highlighted the problem of violence against women in the society, attracted media attention to this issue, established educational work and efforts to provide legal and psychological assistance to victims of violence.** The confederation cooperates with them on this issue. Over recent years there have been some positive developments in public policy: different actions were taken for prevention of domestic violence involving police, health system, education system, labor and social protection. In order to prevent violence against women, in 2009, the Law "About the basics of prevention activities for offenders" was adopted, which gave the first legal definition of domestic violence. BKDP works with women's NGO „Women's Initiative", „Women's Independent Democratic Movement" and political parties.

**Women's Committee of GTUC (Georgia) actively cooperates with an NGO "National Network for the Prevention of Violence."** The Committee was included in the project: "Support for change to ensure social and legal guarantees for single mothers."

**CFTUK** from Kazakhstan acknowledged that even though so far they did not organize separate actions/activities on violence against women, when cases of violence against women appear they work with NGOs.

**CNSM** from Republic of Moldova organised joint activities (seminars, round tables, media campaigns, etc.) with the following NGOs: "Gender-Centru", "ProGen", "Center for Women's Rights".

Ukrainian **VOST** occasionally works with such NGOs as La Strada Ukraine.

**16. Any other relevant information or any thoughts to be reported in the 8<sup>th</sup> of March survey**

**GTUC (Georgia)** stated that it would be important to conduct research on the topic - violence against women in order to have more data.

## Section V) Similarities and differences between SEE countries and NIS

### 1. Trade unions addressing the issue of violence against women

In both cases majority of the confederations, 71% of SEE and 89% of NIS, which took part in this Survey, replied affirmatively that their trade union confederations are addressing the issue of violence against women. Only BSPK (Kosovo) and KSBiH (Bosnia & Herzegovina) and in NIS only CTUA (Armenia) reported absence of this issue from trade union agenda.

### 2. Specific focus on different aspects of violence against women

With regard to specific focus on different aspects of violence against women, **all respondents in case of SEE and NIS**, who deal with this issue, **pointed at workplace related violence as the aspect they deal with most frequently**. While no trade union focused so far on female genital mutilation in any of the regions in question.

And now the differences start: **for SEE sexual harassment (83%) and moral harassment (80%) seems to be big issues but for NIS not to such extend – respectively 50% and 62,5%**. Also while for SEE domestic violence against women (0%) and third party violence (0%) is not an issue, it is opposite in NIS – respectively 27% and 25%.

Link between domestic violence and work place are dealt with by 37,5% of organisations in NIS while in SEE – it has been acknowledged as issue of importance only by 17% of organisations.

Chart 38 Specific focuses on different aspects of violence against women

Aspects of violence against women	SEE - % of organisations with positive responses	NIS - % of organisations with positive responses
Domestic violence against women	0%	37,5%
Workplace related violence	100%	100%
Link between domestic violence and work place	17%	37,5%
Third party violence	0%	25%
Sexual harassment	83%	50%
Moral harassment	80%	62,5%
Female genital mutilation	0%	0%
Others	0%	0%

Source: 8 March Survey 2014

### 3. Addressing violence against women by trade unions in collective agreements

**Majority (67%) of SEE** of respondents confirmed that their organisations addressed the issue of violence against women in collective agreements, compared with **only 33% of NIS** organisations.

Those who answered positively to the above question pointed out that in majority of cases, in both regions, **the issue of violence against women is dealt with on company level**. But in NIS all respondents reported this fact while in SEE only 75%. There are also differences regarding national and sectoral level – the issue of violence against women is present more often on these levels in SEE (50%) then in NIS – respectively 33%.

It seems that the complex coverage of this issue in CA – on all three levels – is present only in Montenegro and Kazakhstan.

4. Violence against women as an issue that trade unions address in **other initiatives together with employers**

**Minority of the respondents (22%) from NIS** organisations indicated that they addressed the issue of violence (apart from collective bargaining) in initiatives with employers, unlike in **SEE where great majority of the confederations (83%) confirmed their existence.**

Not many examples were provided here by the respondents, but joint conferences, seminars were mentioned as well as a bilateral agreement between social partners and joint projects.

5. **Political document** (resolution/ declaration/ action plan) to address violence against women adopted by trade unions

When it comes to a trade union political document on violence against women the differences between the two regions are not so vast: **33% of the SEE and 44% of NIS respondents stated that their organisations adopted such a document.** But since some of them gave as an example a political document but on government level, we can assume that even less trade unions have any internal documents dealing with violence. Examples provided were scarce, and sometimes the issue of violence was incorporated into more general documents but among the most interesting were also congress resolutions.

6. Trade unions **involvement with their governments** on (possible current or past) strategies/initiatives/programmes to combat violence against women

**Great majority (86%) of the organisations** in SEE gave a positive answer to this question, confirming their involvement with their governments on combating violence against women. Compared to **NIS where only a bit above half (56%) of the respondents confirmed such involvement.** Among examples provided by respondents from both regions, the most common initiative was lobbying for changes and/or new law concerning different aspects of violence against women.

7. Trade union involvement in **projects** on the issue of violence against women

It seems that **trade union involvement in projects dealing with issue of violence against women is not so high**, though higher in **SEE (43%) then in NIS (33%).** Great majority of the examples of projects which were provided by the organisations were not exclusively dealing with violence against women but with other issue, and some aspects of violence were also incorporated.

8. **Events** (seminar, conference, etc.) organised by trade unions to discuss the issue of violence against women

Trade unions have been quite active in organising different events in order to discuss the issue of violence against women. **Significant majority, 71% of SEE and 78% of NIS organisations** confirmed it by providing examples. Meetings, conferences and seminars were among the most often mentioned events. Even though, it should be mentioned here that again the situation is similar as to projects – quite a lot of the events mentioned by respondents were dealing with other gender issues and violence against women (some of its aspects) was one of the topics to be discussed.

9. Studies, brochures, leaflets on the issue of violence against women published by trade unions

This is the question with the striking discrepancies in answers between the two regions but even though **43% of SEE trade unions claimed that they published studies, brochures or leaflets on violence against women**, from the examples provided it seems that **just one of the publications (a leaflet) was dedicated exclusively to this issue**. So the **results are similar as to the NIS (13%)** where also one organisation only confirmed such publication being done, and violence against women was one of the topics in that study. Based on the responses we can conclude that no specific study on the issue was published so far in any of the two regions in question.

10. Trade union surveys among members on the issue of violence against women

**Majority of trade unions answered negatively** to this question: **71% of SEE organisations and 56% of the NIS ones**. Based on the examples shared in the Survey we can assume that the issue of violence against women has not yet been treated as whole but some of its aspects were tackled on separately. The respondents were asked to provide any findings from the surveying but unfortunately not many were enclosed in the answers.

11. Trade unions taking part in demonstrations/parades/events aimed at raising awareness on violence against women

**Slight majority (57%) of the respondents confirmed participation** in different events aiming at raising awareness on violence against women **compared to 44% in NIS**. Most of the respondents organised the events themselves and in many cases they were not entirely dedicated to the issue of violence, as it seems from the explanations provided by respondents. Such events took place on different occasions: 8 March, 7 October and 25 November. Only one took part in a demonstration organised by an NGO and aiming on raising awareness against women and trafficking.

12. Trade union participation in actions carried out on the International Day for Elimination of Violence against Women (25 November)

**Quite low trade union participation in actions carried out on 25 November can be observed in both regions: 29% in SEE and 33% in NIS**. Some explained that either such action were not organised or trade unions were not invited. Looking at the comments attached to this question it is clear that even less than one third of respondents participated in such actions.

13. Trade unions **organising actions** on the International Day for Elimination of Violence against Women (25 November)

This is the question with the quite striking discrepancies in answers between the two regions. **44% of NIS trade unions claimed organising actions on 25 November compared with 14% of SEE organisations. In NIS some respondents explained that marking 25 November had become already a tradition.** Still majority of the organizations, in both regions, do not use this day as a means to raise awareness on violence against women

14. Cooperation with other trade unions on the issue of violence against women, at national level

**There is little cooperation among trade unions on national level (12,5%) in NIS region, compared to 43% in SEE.** It should be mentioned here that in several cases this question was not relevant since there is only one trade union centre. On the other hand those who confirmed such collaboration explained that in general there are rather ad hoc and isolated cases (during conferences, seminars, round tables).

15. Trade union **cooperation with NGOs** at national level on the issue of violence against women

With regard to cooperation of trade unions with NGOs on the issue of violence it seems to be almost equally well developed in both regions. **Slight majority (57%) of trade unions from SEE and 62,5% from NIS acknowledged cooperation with NGOs** at national level. Based on comments from the Survey it seems that NGOs are usually driving force of such cooperation and invite trade unions to take part in different actions. Majority of the respondents seemed to develop quite strong links with variety of NGOs in their countries.

*The report was prepared with financial support of the ILO*

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March 2014*

**References:**

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- *PERC 8 March Survey report , 2013*
- *13<sup>th</sup> Women's School of ITUC-PERC Women's Network (October 2012, Budapest); "Report on situation of women's structures in trade unions" (based on a survey); A. Ghinararu*
- *8<sup>th</sup> Women's School of ITUC-PERC Women's Network (October 2007, Sofia); presentation on "Discrimination of women in the workplace in CEE & CIS. The whole region and comparison of the sub-regions", J. Petrovic*